



December 8, 2020

To our stakeholders:

We recognize that a key requirement for participation in the UN Global Compact is the annual preparation and posting of a Communication on Progress (COP) that is comprised of a CEO statement of continued support for the UN Global Compact, a description of practical actions with regard to the principles of the UN Global Compact, and a measurement of outcomes or expected outcomes.

We want to align our COP deadline with our internal reporting cycle. We hereby request our COP deadline to be adjusted to June 1, 2021.

Sincerely yours,

A handwritten signature in black ink that reads "Jim Justice".

Jim Justice

Senior Vice-President Corporate Responsibility and Resource Management