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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). Due to the impacts of the COVID pandemic and our current work to improve how we communicate with stakeholders, we hereby ask for an extension period in order to be able to post a COP that best describes our Company's efforts and progress to implement the principles of the UN Global Compact. Our new COP report will be posted on the UN Global Compact website by June 15, 2021.

A handwritten signature in black ink, appearing to read 'P. Lalli'.

Paul V. Lalli

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