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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) report 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.

As a result of the timing of publication of our corporate sustainability report, we are unable to meet the March 8, 2021, deadline for publication of our annual COP report. We continue to support the UN Global Compact and our ongoing commitment to the initiative and its principles.

Accordingly, we hereby respectfully request a 90-day extension for the publication of our annual COP report in which case we expect to post our COP report on the UN Global Compact website during the extended timeframe.

Sincerely yours,

A handwritten signature in blue ink that reads 'W. Cobb'.

William Cobb  
Vice President & Chief Sustainability Officer