

June 3rd, 2021

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 Engagement (COE) that comprises of a chief executive statement of continued support for the UN Global Compact, a description of practical actions in support of the UN Global Compact, and a measurement of outcomes or expected outcomes.

We are late in creating, sharing and posting our COE report due to our 2020 Annual Report being finalized in July 2021. We hereby ask for an extension period in order to be able to post a COE that describes our organization's efforts and progress in support of the UN Global Compact.

Our COE will be posted on the UN Global Compact website by August 10th, 2021 at the latest.

Sincerely yours,



Clay Brown
Chief Impact Officer