



August 20, 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 Progress (COP) that comprises 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 are late in creating, sharing a posting our COP report due to the continued challenges COVID has presented.

We hereby ask for an extension period in order to be able to post a COP that describes our company efforts and progress to implement a principles of the UN Global Compact. Our new COP report will be posted on the UN Global Compact website by November 19th, 2021 at the latest.

Kind regards,

A handwritten signature in black ink, appearing to read "Austin Hipschen".

Austin Hipschen
Director

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