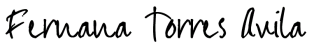


November 5<sup>th</sup> , 2021.

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 main issue areas 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 July 31<sup>st</sup>.

Sincerely yours,

DocuSigned by:  
  
71A7BD228DFD4A4...  
Fernanda T. Avila  
Sustainability Specialist