

December 31, 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, and posting our COP report due to interruptions and delays in receiving and analyzing relevant data and content regarding projects and activities related to our commitment to the UN Global Compact. Interruptions and delays are a direct result of the global pandemic and the current proliferation of the Omicron variant of COVID-19.

We hereby ask for an extension period in order to be able to post a COP that 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 March 31, 2022, at the latest.

Sincerely,



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