



February 15, 2022

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 internal reporting cycle with the COP deadline. We hereby request our COP deadline to be adjusted to *April 1, 2022*.

Sincerely yours,

A handwritten signature in black ink, which appears to read 'Michael Lightfoot'. The signature is written in a cursive style and is positioned below the 'Sincerely yours,' text.

Michael Lightfoot

Chief Corporate Affairs & Sustainability Officer