

February 21, 2022

UN Global Compact

Re: Communication on Progress

Dear Sir or Madam:

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 key a contributor being out on parental leave.

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 May 20, 2022, at the latest.

Sincerely,

A handwritten signature in blue ink that reads "Sue Rossberg".

Sue Rossberg, SPHR, SHRM-SCP  
Director of Human Resources