

September 7, 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), or sustainability report, that comprises the following:

- CEO Statement of Continued Support
- Description of Practical Actions Aligned to the Principles of the UN Global Compact
- Measurement of Completed and Expected Outcomes

We will be late in meeting our COP submission deadline of September 15th, 2022 due to an unanticipated spike in activity for our communications and reporting team. We hereby ask for an extension period in order 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 no later than October 15th, 2022.

Sincerely,



Benjamin Ivory
Senior Vice President, Sustainability