



October 10, 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 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.

As this will be our first annual reporting to the UN Global Compact, we want to better align our internal reporting cycle with the COP deadline going forward. We hereby request our COP deadline to be adjusted to February 15, 2023.

Sincerely yours,

A handwritten signature in black ink that reads 'Katie Distler'.

Katie Distler
Corporate Vice President, ESG