



2022-12-29

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 regards 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 our data collection for the COP report unfortunately has been out of sync with our company's annual report period, which is during the spring of 2023. This was discovered in late 2022 and we therefore need some extra time to collect data throughout the organization.

We hereby ask for an extension period 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 1 May at the latest.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Karina Antin', with a stylized flourish at the end.

Ms. Karina Antin
Chief Sustainability Officer