

**ADJUSTMENT REQUEST***December 14<sup>th</sup> 2015*

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 COP deadline with our internal reporting cycle. We hereby request our COP deadline to be adjusted to March 1<sup>st</sup>.

Sincerely yours,



Ole Buhl

Head of ESG, Vice President