



22nd February 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 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 will exceed the set date for sharing and posting our COP report as our annual Sustainability Report, which covers the COP reporting, will not be launched until 16th of March 2022.

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 March 16th 2022.

Sincerely yours,

Sarah Rasmussen,
Lead Sustainability Advisor