

GRACE LETTER

To our stakeholders

Bramming, June 29, 2015

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 are late in creating, sharing and posting our COP report due to the fact, that we are in a process of implementing new procedures and organizational changes which may also influence our CSR-performance in a positive direction. We wish to incorporate and illustrate these activities in the upcoming COP.

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 2015/09/03 at the latest.

Sincerely yours,

Steen-Flemming Elmarlund

Marketing Manager