

January 4, 2016

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 are late in creating, sharing and posting our COP report due to unexpected delays in publishing our annual Sustainability Report. Our Sustainability Report provides detailed data on the outcomes of our sustainability programs and initiatives, and therefore provides key information for our COP readers.

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 1, 2016 at the latest.

Sincerely yours,

A handwritten signature in black ink that reads "Mark Thomsen". The signature is fluid and cursive, with a long horizontal stroke at the end.

Mark Thomsen

Sustainability Project Manager