

ADJUSTMENT REQUEST

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 Process (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 and expected outcomes.

We want to align our COP deadline with our internal reporting cycle. We hereby request our COP deadline to be adjusted to Feb 23, 2018.

Sincerely yours,



31/10-17

Mille Kyvsgaard, CSR Manager