

Copenhagen, January 23th 2018

Grace Period Letter

To our stakeholders:

We recognize that a key requirement for participation in the UN Global Compact is the bi-annual preparation and posting of a Communication on Engagement (COE) 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 COE report due to the fact that our Head of CSR will leave his job from end January and has been business handing things over to his replacement.

We therefore ask for an extension period in order to be able to post a COE that describes our company's efforts and progress to implement the principles of the UN Global Compact. Our new COE report will be posted on the UN Global Compact website by March 31st 2018 at the latest.

Sincerely yours,

Morten Lehmann
Head of CSR