



December 15, 2020

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 because we are incorporating the COP into our new Sustainability Report. The Sustainability Report will be finalized by the end of February and will contain all relevant information and progress reporting.

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, 2021 at the latest.

Sincerely yours,

A handwritten signature in blue ink, appearing to read "Martin Andersen".

Martin Andersen

Global Head of ESG and Quality