

13 January 2021

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 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 main issue areas of the UN Global Compact, and a measurement of outcomes or expected outcomes. We want to align our COP deadline with our internal reporting cycle.

We hereby request our COP deadline to be adjusted to 15 April.

Best regards

A handwritten signature in blue ink, appearing to read 'Birgitte Poulsen'.

Ms. Birgitte Poulsen

General Counsel