To our stakeholders:

22 February 2021

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 disclosing our result 5.3.2021 and annual reporting on the week 11 beginning 15.3.2021.

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 26.3.2021 at the latest.

Sincerely yours,

Henna Tuominen

Director, Communications, CSR and IR