

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 regarding the main issue areas 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 the timing of the annual sustainability review.

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 April 30th 2021 at the latest.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'P. Airaksinen', with a horizontal line extending to the right.

Ms. Pirkko Airaksinen
Sustainability Manager