

29 April 2021

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 principles, a description of practical actions regarding the principles, and a measurement of outcomes and expected outcomes.

Unfortunately, we will not be able to share our COP Report on time, due to a later publication of our annual financial report, due to circumstances caused by the COVID-19 pandemic.

We hereby ask for an extension period 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 July 2021 at the latest.

Sincerely yours,

Mireille Jakobsen

Group Director Responsible Hospitality