

January 17th, 2022



Grace Letter

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 as the primary individual responsible for internal outreach and management of the process has resigned from her position with us. The process of finding and hiring a new employee for that position, has unfortunately created significant delays.

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 8th at the latest.

Sincerely yours,

Lotte Hansen

Partner