

March 1, 2022

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We include our COP in our Annual Report, and due to the fact that the Annual Report will not be published until mid-April, we will not meet the deadline of March 30, 2022 for posting our COP report.

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 May 31, 2022 at the latest.

Sincerely yours,

A handwritten signature in blue ink that reads 'Camilla Holten'.

Camilla Holten

Head of sustainability