



February 28th, 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 are late in creating, sharing and posting our COP report, since we are preparing our company's annual report and preparing to launch new sustainability program in Are company.

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 June 6th, 2022, at the latest.

We apologize for any inconvenience this delay may cause.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Heikki Tanner'.

Mr. Heikki Tanner

**Head of Legal
Are Oy**