

UN Global Compact, Grace Letter

March 19th 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 Engagement (COE) 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 due to delays in our internal review of activities.

We hereby ask for an extension period in order to be able to post a COE 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 18th 2022 at the latest.

Sincerely yours,



Peter Andreas Sattrup

Senior adviser, Sustainability

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