

UN Global Compact

1 August 2022

Grace Period Letter

To our stakeholders:

We recognize that a key requirement for participation in the UN Global Compact is the bi-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 and posting our COE report due to demanding time with departure of former colleagues and onboarding of new colleagues.

We kindly ask for an extension period in order to be able to post a COE that describes our organization's efforts and progress to implement the principles of the UN Global Compact. Our new COE report will be posted on the UN Global Compact website by November 6th 2022 at the latest.

Sincerely yours,



Ellen Marie Friis Johansen
Head of CSR