



Grace Letter

15 April 2024

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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 chief executive statement of continued support for the UN Global Compact, a description of practical actions in support of the UN Global Compact, and a measurement of outcomes or expected outcomes.

We are late in sharing our COE report due to internal organizational changes pertaining to how we manage our sustainability initiatives. Amidst these changes, ensuring accurate and comprehensive reporting has been a priority, but it has also demanded additional time and resources.

We hereby ask for an extension period in order to be able to post a COE that describes our organization's efforts and progress in support of the UN Global Compact. Our COE will be posted on the UN Global Compact website by 19 July 2024 at the latest.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Christine Nellemann', with a long horizontal flourish extending to the right.

Christine Nellemann

Dean of sustainability, diversity, inclusion and international collaboration