As a subsidiary of Nobia AB, we make a clear statement of this commitment to\\

the UN Global Compact and its principles and the principles of the United Nations, particularly the\\n
work advance the 2030 Agenda for Sustainable Development goals of the United Nations. By signing the\\n
Global Compact, we commit to align our strategies and operations with the:\\n
1. Promoting human rights and strong labor practices, with a focus on empowerment and equal opportunity for all; and\\n2. Supporting a strong environment.\\n
I am pleased to confirm that Nobia AB supports the Ten Principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption. With\\n
Yours sincerely,\\n
[Signature]

Nobia AB