

**Instruction for stockholders calling from abroad to participate in Annual Meeting of Stockholders October 30, 2020, at 15.00 pm, local time (09.00 am NY time).**

1. Call your local number – see list below
2. Enter the conference number 30352#
3. Enter your participants code 6152#
4. You will now enter the meeting

<b>Australia</b>	<b>+61 2 8607 8884</b>
<b>Austria</b>	<b>+ 43 720 884 463</b>
<b>Denmark</b>	<b>+ 45 898 80 271</b>
<b>Finland</b>	<b>+ 35 864 60 41 328</b>
<b>France</b>	<b>+ 33 975 181 769</b>
<b>Holland</b>	<b>+ 31 208 085 105</b>
<b>Italy</b>	<b>+ 39 029 475 2466</b>
<b>Mexico</b>	<b>+ 52 554 746 05 50</b>
<b>Norway</b>	<b>+ 47 210 81 784</b>
<b>Poland</b>	<b>+ 48 223 970 541</b>
<b>Spain</b>	<b>+ 34 911 23 83 77</b>
<b>Switzerland</b>	<b>+ 41 315 28 01 38</b>
<b>Germany</b>	<b>+ 49 322 21 09 3775</b>
<b>UK</b>	<b>+ 44 330 828 0195</b>
<b>USA</b>	<b>+ 1 646 568 51 73</b>