



January 6th, 2014

Adjustment request:

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 Progress (COP) that comprises of a 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 would like to postpone the sharing and posting our COP report in order to align it with the publication of our annual report.

We hereby request an adjustment in order to be able to post a COP 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 March 19th 2014 at the latest.

Sincerely yours,

A handwritten signature in blue ink, appearing to be "Emmanuelle Kehrer".

Emmanuelle Kehrer
CSR & Compliance Manager