

GRACE LETTER

21.10.2014

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 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, sharing and posting our COP report. This relates to the facts, that the CR team setup was changed this year and we are still working on our COP. Compared to last year we have to prepare an additional document with all required details, as our newly published Intermediate CR report on 2013 is a short version. We do not report on all activities in detail in our publication. Therefore we have to work out the COP document additionally.

We hereby ask for an extension period 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 February 05th, 2015 at the latest.

Sincerely yours,



Mrs. Maren Otte, Head of Corporate Communications & Responsibility