

May 19, 2015

To our stakeholders:

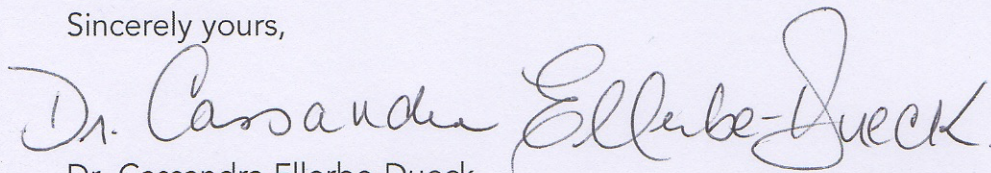
[Company letter-head]

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 due to the restructuring of our sustainability team and personnel.

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 August 27, 2015 at the latest.

Sincerely yours,

A handwritten signature in cursive script that reads "Dr. Cassandra Ellerbe-Dueck". The signature is written in dark ink and is positioned above the printed name.

Dr. Cassandra Ellerbe-Dueck

CSR & Sustainability Advisor