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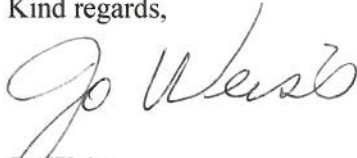
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To our stakeholders:

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).

We want to align our COP deadline with our internal reporting cycle. We hereby request our COP deadline be adjusted to March 31.

Kind regards,



Jo Weiss

Head of Social Responsibility

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