



Hamburg, 18. November 2020

Communication on Progress (COP) - Grace Letter

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 as we have changed our overall sustainability reporting system this year. Moreover, due to COVID-19 and the corresponding remote working, this process took a longer than planned.

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 2021 at the latest (in accordance with the UN Global Compact's general deadline extension of nine months after due date).

Sincerely yours,

A handwritten signature in blue ink that reads 'A. van der Horst'.

Anne van der Horst
Head of Sustainability Integration