

To our stakeholders:

Neumünster, 19. October 2022

Grace Period Letter

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 fundamental structural changes in our organisation in the course of the merger coming into force as of 1 January 2022.

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 in the new context. Our new COP report will be posted on the UN Global Compact website by 31 December 2022 at the latest.

Sincerely yours,



i.A. Julia Del Pino Latorre
Head of Sustainability