

Polymaterials AG · Innovapark 20 · D-87600 Kaufbeuren

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Subject: Declaration of Commitment of Polymaterials AG to the "The European Charter for Researchers" and "The Code of Conduct for the Recruitment of Researchers"

July 10th, 2013

This is to certify that Polymaterials AG, duly represented by Dr. Gerhard Maier, CTO, and Dr. Jürgen Stebani, CEO, welcomes and supports the initiative of the European Commission and the recommendations given in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers are important benchmarks and orientation guides for maintaining high-quality research and education, and to provide a fair and inspiring research environment for all researchers.

The endorsement by Polymaterials AG is in line with its policy aiming at making a researcher career more attractive and at enhancing the quality of research and innovation. Furthermore, the Charter and Code will provide additional guidelines of orientation for further improvement.

Dr. Jürgen Stebani Vorstand, CEO

Dr. Gerhard Maier Vorstand, CTO

Headquarters: Kaufbeuren, Germany Commercial Register: Amtsgericht Kempten HRB 7086 Board of Management: Dr. Gerhard Maier. Dr. Jürgen Stebani, Chairman of the Supervisory Board:

Reinhold Pamier

Kreis- und Stadtsparkasse Kaufbeuren
Account No.: 682 500

BLZ: 734 500 00 IBAN: DE45 7345 0000 0000 6825 00 BIC/SWIFT Code: BYLADEM1KFB

Deutsche Bank München Account No.: 1 944 552 BLZ: 700 700 10 IBAN: DE50 7007 0010 0194 4552 00 BIC/SWIFT Code: DEUTDEMM

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