

Hamburg, October 18th 2022

Subject: Your E-Mail from September 7th 2022

Dear Mayisha,

After thorough investigation and discussions with our business partner, we would like to share further information with the Business & Human Rights Resource Centre regarding the allegations, following our initial response dated September 20, 2022.

First, we would like to point out that we are currently in the process of terminating the business relationship with Tristate. Even before the allegations were brought to our attention, this decision had been made in alignment with our sourcing strategy. Tristate management has been informed accordingly earlier this year. To exit the factory as responsibly as possible, this process takes place gradually and puts workers' well-being in focus.

Despite the termination of the business relationship, we are taking the current allegations very seriously and exerting the best possible influence on improving the situation of workers as long as our business is running. In addition to our own regular factory assessments, we visited Tristate this September to work on the factory's corrective actions. Those will be followed up ongoing.

Kind regards,



Prof. Dr. Tobias Wollermann  
Group Vice President Corporate Responsibility (VV-CR)  
Otto Group Holding