

Mr. Ryszard Stocki, Ph.D.

Assistant Professor
Jagiellonian University,
Cracow, Poland

Thursday, 13. October 2005

Dr. Thomas Mueller
E-APE/H, LI 555

Management Development Program for BASF Polska

Dear Mr. Stocki,

During the last 3 years you supported the Agro Department of BASF Polska in designing and proceeding a Management Development Program for the Members of our Polish Management Team. Caused by restructuring our business the program will not be continued in the former manner.

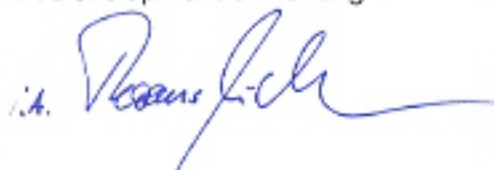
We would like to thank you for your dedicated participation and for the support you offered to our organization. We are convinced of the positive impact you made to the leadership knowledge of the team.

We would like to thank you as well for the participation in the trainer team meetings for the CEE countries. We are sure that all of your trainer colleagues were happy to profit from your experience and professionalism.

We wish you all the best for your professional and private future.

Yours truly,

BASF Aktiengesellschaft
Agricultural Products Europe
HR Development & Training



Mueller