THE HUMPHREY GROUP/

November 2nd, 2022

H.E. António Guterres
Secretary-General
United Nations
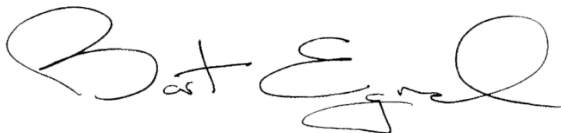New York, NY 10017
USA

Dear Secretary-General,

I am very happy to confirm that The Humphrey Group Inc supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this letter, we express our commitment to incorporating the UN Global Compact and its principles as part of our company strategy, culture and day-to-day operations. We commit to engaging in projects that will advance the broader development goals of the United Nations, specifically the 17 Sustainable Development Goals. We plan to focus our efforts in three areas, environment, social and governance, setting a goal for each section to be completed this fiscal year. The Humphrey Group Inc will make a clear statement of this commitment to our employees, stakeholders and the general public.

We also recognize the importance of the annual submission of a Communication on Progress (CoP) and its requirement for participation in the UN Global Compact. This letter will describe our efforts to implement the Ten Principles and how we have progressed. It is a key factor for public accountability and transparency which we support, and therefore commit to report on our progress at the end of our fiscal year in September, and annually thereafter. Our CoP will include:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- The completion of the online questionnaire of the Communication on Progress through which we will disclose our company's continuous efforts to integrate the Ten Principles into our business strategy, culture and daily operations, and contribute to United Nations goals, particularly the 17 Sustainable Development Goals.

Kind regards,

Bart Egnal,
CEO, The Humphrey Group Inc