

Letter of Commitment

Alltime Group Oy
May 5, 2023

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

Dear Secretary-General,

I have the honor to confirm that Alltime Group Oy supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this announcement, we express our commitment to make the UN Global Compact and its principles part of our company's strategy, culture and daily operations, and to participate in collaborative projects which promote the broader development goals of the United Nations, in particular the Sustainable Development Goals. Alltime Group Oy will make a clear statement of this commitment to our stakeholders and the general public. We will also include information as part of our communication strategy and make sure that information takes place in all our communication channels.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (CoP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress starting the calendar year after joining the UN Global Compact, and annually thereafter according to the UN Global Compact CoP policy. This includes:

- **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 Sustainable Development Goals.

We also undertake to report on our progress and the key measures we have taken internally to the entire staff and also to our company's board members on a regular basis.

Sincerely yours,



Mr. Juha Murtopuro
CEO/Managing Director