

Georg Kell
Executive Director & Head of Governance
United Nations Global Compact
New York, NY 10017
USA

8 February 2011
CHW

Dear Mr Executive Director & Head of Governance

Deadline for COP submission for 2011 and the years to come

With reference to our Letter of Commitment to Secretary General Mr H.E. Ban Ki-moon, United Nations, dated 3 February 2010, we hereby ask for a minor extension of the deadline for the COP submission for 2011 and going forward. In the Letter of Commitment it was noted that "the first COP (relating to the year 2010) will be released in early March 2011 in connection with the publication of the Company's Annual Report 2010".

Every year we publish our annual report in the middle of March, and we would therefore very much appreciate, if you could allow us to move the deadline for our annual COP submissions to 15 March for 2011 and the years to come.

Yours sincerely
William Demant Holding A/S


Ms Charlotte Korsager Winther
Manager, Communication & CSR