

February 9, 2022

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

Dear Mr. Secretary-General,

I am pleased to confirm that Calabrio Inc. supports the Ten Principles of the United Nations Global Compact on human rights, labor, environment, and anti-corruption. With this letter, we state our intent to continue to implement these principles within our company. We are committed to making the UN Global Compact and its principles part of the strategy, culture, and day-to-day operations of our company, and to engaging in collaborative projects that advance the broader development goals of the United Nations, specifically the Sustainable Development Goals. Calabrio Inc. will make a clear statement of our commitment to these goals to our team members, customers, stakeholders, and the public.

We acknowledge that a key component of our participation in the UN Global Compact is the submission of an annual 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 within one year of joining the UN Global Compact and annually thereafter according to the UN Global Company 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.
- A description of practical actions, such as company policy, procedures, and actions that have been taken to implement the UN Global Compact principles in each of the four issue areas.
- An annual measurement of our outcomes such as the degree to which performance indicators were met or other qualitative or quantitative measurements of results.

Sincerely,

A handwritten signature in blue ink, appearing to read "Tom Goodman", is written over the word "Sincerely,".

Mr. Tom Goodman
Chief Executive Officer and President of Calabrio, Inc.