

S P O N D A

14/04/2022

Confidential

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UN Global Compact
Letter of Commitment

14 April 2022

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

Dear Mr. Secretary-General,

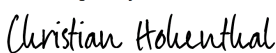
I am pleased to confirm that Sponda Ltd supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Sponda Ltd will make a clear statement of this commitment to our stakeholders and the general public.

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 within one year of 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.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely yours,

DocuSigned by:



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Christian Hohenthal
President and CEO

Commitment Letter for UN Global Compact

4.12.2014

H.E. Ban Ki-moon
Secretary-General
United Nations
New York, NY 10017
USA


Dear Mr. Secretary-General,

I am pleased to confirm that Sponda Plc supports the ten principles of the Global Compact on human rights, labour, environment and anti-corruption. With this communication letter, we express our intent to implement those principles. We are committed to making the Global Compact and its principles a part of our company strategy, culture and day-to-day operations, and to contribute to advancing the Millennium Development Goals of the United Nations. Sponda Plc will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact in the annual submission of the 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 our progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy. Sponda's COP will annually include:

- A statement signed by Sponda's President and CEO expressing the continued support for the Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from this initial letter of commitment to join the Global Compact.
- A description of practical actions that Sponda has taken or plans to undertake to implement the Global Compact principles in each of the four issue areas (human rights, labour, environment and anti-corruption).
- A measurement of outcomes, i.e. the degree to which Sponda's targets related to the four issue areas are met.

Sincerely yours,



Mr. Kari Inkinen
President and CEO
Sponda Plc