



November 8, 2022

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

Dear Secretary-General,

I am pleased to confirm that Charles River supports the Ten Principles of the United Nations (UN) Global Compact on human rights, labor, environment, and anti-corruption. With this letter, we express our commitment to making the UN Global Compact and its principles a part of the strategy, culture and day-to-day operations of our company.

Furthermore, we intend to engage in collaborative projects which advance the broader development goals of the UN, particularly the Sustainable Development Goals. Charles River 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 starting in 2024, 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, separate from this initial letter, and
- The completion of the online questionnaire of the CoP 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 UN goals, particularly the Sustainable Development Goals.

Sincerely yours,

James C. Foster  
Chairman, President and CEO