

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

Date: 31 March 2022
Subject: VARO Energy's Commitment to join the UN Global Compact

Dear Mr. Secretary-General,

I am pleased to confirm that VARO Energy B.V. 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. VARO Energy will make a clear statement of this commitment to our stakeholders and the general public.

We support public accountability and transparency in our efforts in implementing our commitment to Ten Principles. Therefore we will report annually on the progress of abiding by the Ten Principles according to the UN Global Compact COP policy, in the form of a Communication on Progress (COP).

COP will include:

- 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,

Dev Sanyal
Chief Executive Officer

