

Grace Letter COP reporting Pandora A/S

January 7, 2020

Pandora recognize that a key requirement for participation in the UN Global Compact is the annual preparation and posting of a Communication on Progress (COP) that comprises of a CEO statement of continued support for the UN Global Compact, a description of practical actions with regard to the principles of the UN Global Compact, and a measurement of outcomes or expected outcomes.

We are postponing our COP report approx. 90 days due to the creation of a new more comprehensive sustainability strategy that requires additional time to unfold in our annual sustainability report, which works as our COP.

We hereby ask for an extension period in order to be able to post a COP that describes our company's efforts and progress to implement the principles of the UN Global Compact. Our new COP report will be posted on the UN Global Compact website by May 5 at the latest.

Sincerely yours,



Mads Twomey-Madsen

VP Corporate Communication & Sustainability

PANDORA A/S