

Dear Mr. Secretary General,

We are pleased to confirm that Reward Value Foundation supports the Ten Principles of the UN Global Compact with respect to human rights, labor, environment and anti-corruption. With this commitment, we express our intent to support the Global Compact advancing these principles, and will make a clear statement of this commitment to our stakeholders and the general public.

We also pledge to participate in and engage with the UN Global Compact in, amongst others, the following ways:

1. Conduct research that validates the need for change within Executive Remuneration and defines how Responsible Remuneration can be a catalyst for change.
2. The launch of the Principles of Responsible Remuneration during the WEF in January 2022. The event was supported by Sanda Ojiambo, assistant Secretary General and CEO UN Global Compact and other experts. Following the launch, a dedicated deep dive series at the UN Global Compact Academy on Modernizing Executive Pay was hosted by Reward Value.
3. Develop tools to support corporations in making an assessment on their purpose-to-pay gap and how corporations can install remuneration policies that serve sustainable long-term value creation.
4. Give lectures and speak at seminars about Responsible Remuneration.
5. Influence laws and regulations on the subject of sustainable business and responsible remuneration in particular.
6. Engage with Global Compact local networks.

*“Although we are at half-time for the realisation of the UN SDGs, we are certainly not half way. An acceleration of progress is dearly needed. Aligning pay with corporate purpose and ensuring companies are rewarding their executives for creating sustainable long-term value for all stakeholders will strengthen board commitments towards the UN SDGs. Turning executive remuneration into a catalyst for positive change has proven to be a missing instrument to stimulate organisations to make long-term oriented and responsible business decisions.”*

- Frederic Barge, Founder Reward Value Foundation

Sincerely yours,

A handwritten signature in dark ink, consisting of a stylized 'F' followed by a long horizontal stroke that loops back under the 'F'.

Frederic Barge

*Founder Reward Value*