

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

3 February 2010
NJA/STI/boh

Dear Mr. Secretary-General,

I am pleased to confirm that *William Demant Holding A/S* supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption. With this communication, we express our intent to advance those principles within our sphere of influence. We are committed to making the 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 Millennium Development Goals. *William Demant Holding A/S* 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 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 year¹⁾ of joining the Global Compact, and annually thereafter according to the Global Compact COP policy.

Yours sincerely
William Demant Holding A/S


Mr. Niels Jacobsen
President & CEO

¹⁾ Please note that the first COP (relating to the year 2010) will be released in early March 2011 in connection with the publication of the Company's Annual Report 2010.