



April 20, 2022

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

Dear Mr. Secretary-General,

I am pleased to confirm that Thoughtworks supports the Ten Principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption. With this communication, we express our intent to implement those principles.

Our support of the United National Global Compact reflects our long-time commitment to making these principles a part of the strategy, culture and day-to-day operations of our company. These principles are reflected in our Why - the statement of purpose and values that governs the way we work and is a board level priority.

Over the years, Thoughtworks has invested in open source, humanitarian projects that serve the most vulnerable citizens of our global community. Thoughtworkers have contributed countless hours to these projects and this engagement is a key pillar of our culture.

Most recently, we joined the Digital Public Goods Alliance, whose mission is to promote digital public goods to create a more equitable world. This forum will give us even more opportunity to collaborate with our peers in advancing projects that support the UN Sustainable Development Goals.

We know the power of sharing our vision for a more sustainable world and we support public accountability and transparency. We will make a clear statement of this commitment to our stakeholders and the general public and we commit to regular reporting on our progress. We also commit to the submission of an annual Communication on Progress that outlines Thoughtworks efforts to implement the Ten Principles, according to the UN Global Compact COP policy.

This annual Communication on Progress includes:

1. 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.
2. 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, labor, environment, anti-corruption).



3. A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

On behalf of our just over 11,000 Thoughtworkers, we look forward to working with the United Nations and our partners around the world to implement the Ten Principles, advance the Sustainable Development Goals and realize the broader societal goals of the United Nations to maintain peace and security, protect human rights, deliver humanitarian aid, and support sustainable development and climate action.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Guo Xiao".

Guo Xiao

CEO