

**Xero Limited**

19-21 Taranaki Street  
Te Aro  
Wellington 6011

5 December 2022

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

Dear Secretary-General,

I am pleased to confirm that Xero supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our commitment to making the UN Global Compact and its principles part of our company's strategy, culture, and operations. We welcome the opportunity to engage in collaborative projects which advance development goals of the United Nations, in particular the Sustainable Development Goal.

Xero will make a clear statement of this commitment to our stakeholders and the general public.

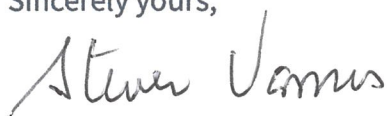
We recognise that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress that describes our company's effort to implement the Ten Principles.

We support public accountability and transparency, and therefore commit to report on progress starting the calendar year after joining the UN Global Compact, and annually thereafter according to the UN Global Compact CoP policy.

This includes the following:

- 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.
- The completion of the online questionnaire of the Communication on Progress through which we will disclose our company's continuous efforts to integrate the Ten Principles into our business strategy, culture and daily operations, and contribute to the United Nations goals, especially the Sustainable Development Goals.

Sincerely yours,



Steve Vamos  
CEO, Xero