



April 24, 2024

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

Dear Secretary-General,

I am pleased to confirm that iCIMS, Inc. and its subsidiaries ("iCIMS") supports the Ten Principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption (the "Ten Principles").

With this communication, we express our commitment to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of iCIMS, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our efforts 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 will include:

- A statement from the Chief Executive Officer expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles.
- The completion of the online questionnaire of the Communication on Progress through which we will disclose iCIMS' continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely,

DocuSigned by:  
  
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Jason Edelboim  
Chief Executive Officer  
iCIMS, Inc.