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October 23, 2019

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

Dear Mr. Secretary-General,

At VMware, we view our role in society as a force for good. We strive to “[walk the talk](#),” from our global commitment to renewable energy, to the order of magnitude our technology delivers in terms of energy and carbon emission reductions in IT. We aim to leave ahead a better future—to put back more into the environment, society, and the global economy—than we take. I am pleased to confirm that VMware, Inc. (“VMware”) supports the ten principles of the Global Compact with respect to Human Rights, Labor, Environment, and Anti-Corruption. We believe that our products, operations, and people collectively must generate positive global impact through all that we do.

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 engage 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 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 reporting on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy. The following will be included in our annual Global Impact Report:

- A statement signed by the chief executive officer expressing continued support for the Global Compact and renewing our ongoing commitment to the initiative and its principles.
- 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 Global Compact principles in each of the four issue areas (Human Rights, Labor, Environment, and Anti-Corruption).
- A measurement of outcomes (i.e. the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Becoming a signatory to the Global Compact is another important milestone in our continued journey as a leading, responsible, technology company. We look forward to working with other signatories as we believe that together, we are a force for good.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Pat Gelsinger', with a stylized, cursive script.

Pat Gelsinger  
CEO, VMware