



October 31, 2019

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

Dear Mr. Secretary-General,

We are pleased to confirm that Salesforce strongly supports the Ten Principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption, and, with this communication, we express our intent to implement these principles.

Our commitment reflects our belief that business is the greatest platform for change. Even as we deliver value for our shareholders, we are committed to serving all our stakeholders, such as employees, customers, communities and the planet. We believe that citizens, businesses, nations and international organizations must drive a global agenda rooted in trust, empathy, compassion and equality.

Since the founding of our company 20 years ago, Salesforce has been committed to changing how the world does business and at the same time, improving the state of the world. With our pioneering 1-1-1 model of corporate philanthropy – donating 1% of our time, equity and product – our employees have volunteered 4.3 million hours, we've awarded \$300 million in grants and more than 44,000 nonprofit and educational institutions use our products for free or at a discount. In addition, we actively support many of the United Nations' Sustainable Development Goals, such as Quality Education, Climate Action, Gender Equality and Life Below Water.

As a global company, we firmly believe it is our responsibility to help create a more equal and sustainable future, and we are committed to making the UN Global Compact and its principles part of our strategy, culture and the day-to-day operations of our company.

Specifically, Salesforce will make a clear commitment to our stakeholders. We recognize a key requirement for participation in the UN 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 year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy. This includes:

- A statement signed by the chief executives 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.
- A description of practical actions to implement the UN 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).

On behalf of the more than 45,000 Salesforce employees around the world, we look forward to working with the United Nations and our other partners to implement the Ten Principles, advance the SDGs and realize the broader development goals of the United Nations so that more people around the world live in prosperity, health, equality and dignity.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Marc" followed by a stylized flourish.

Marc Benioff & Keith Block
Co-CEOs, Salesforce