

Appendix: SASB materiality matrix

SASB reporting dimensions
for Thoughtworks

Technology and communications

Dimension	General issue category	Software and IT Services / FY 2021 (Reporting in 2022)
Environment	Energy management	<ul style="list-style-type: none"> 2021 emissions currently being verified as part of the SBTi validation process. Our targets – currently being verified by SBTi – are to move to 100% renewable energy in our offices, reduce our absolute Scope 1 and 2 greenhouse gas emissions 50% and our Scope 3 greenhouse emissions by 85% per headcount, all by 2030 from a 2019 base year.
Social capital	Customer privacy	<ul style="list-style-type: none"> Data protection leads in each region and privacy by design across our processes Data protection policy and Retention schedule for data minimization live (internal documents) Client data is only collected and used per contractual agreements. Website users data is collected and used per the website privacy notice Total amount of monetary losses as a result of legal proceedings associated with user privacy: 0
	Data security	<ul style="list-style-type: none"> Data breaches in last 12 months: 0 Number of users affected by data breaches: 0 Data security assessment: we use NISF CSF framework and risk management techniques Identifying data security risks: we use threat modeling, interviews and other security assessment methods Data protection policy and retention schedule for data minimization have been published and we have numerous policies, standards and technical controls in place to safeguard against data security risks Awareness weeks have been carried out in various regions to provide a more holistic approach to data protection and privacy awareness
Human capital	Employee engagement, diversity and inclusion	<ul style="list-style-type: none"> Employee engagement: 8.7 (against benchmark of 8.2) Diversity satisfaction: score is 8.9 (against benchmark of 8.3 in tech) Women and UGM in tech: <ul style="list-style-type: none"> 40.8% WUGM across the business 38.3% WUGM in tech roles 62.6% WUGM in non-tech roles 60% WUGM in Executive Officer roles
Leadership and governance	Systemic risk management	<ul style="list-style-type: none"> Administrative and technical controls are in place to ensure the disruption of operations caused due to core systems availability is minimized ITGC controls represent the foundation of the IT control framework. They help ensure the reliability of data generated by IT systems and support the claim that systems operate as expected and that the output is reliable Controls are tested for their design and effectiveness by external contractors and are reviewed by members of the SOx team In addition, all third-party systems used, including cloud-based, are tested by external auditors, who issue a report based on their opinion. These reports are frameworks established by the American Institute of Certified Public Accountants (AICPA) for evaluating internal controls implemented in a company and are essential for controlling and monitoring the safeguards built into the data governance foundation to ensure these safeguards work
	Competitive behavior	<ul style="list-style-type: none"> Legal actions pending or completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation: 0