VERITAS™

Corporate Responsibility

PROGRESS REPORT FOR FY2021

Contents

CEO Message

Veritas Technologies is the global leader in enterprise backup and data recovery solutions.

Over 80,000 customers—including 87 percent of the Fortune Global 500—rely on us to abstract IT complexity and simplify data management. Veritas Enterprise Data Services automates the protection and orchestrates the recovery of data everywhere it lives, ensures 24/7 availability of business-critical applications and provides enterprises with the insights they need to comply with evolving data regulations.

Just as we're defined by our business mission, we're similarly characterized by our commitments to corporate responsibility. As we drive value for our customers and our business, we're also thinking about the future of—and impact on—our people, our communities and the environment. Veritas continues to support the 10 principles of the United Nations Global Compact (UNGC) and is committed to investing in positive social impact around the globe, promoting a talented, diverse and inclusive workforce and engaging in sound environmental practices. This report provides an update on our progress, with a focus on supply chain, and I invite you to review it. This work is increasingly important to our customers and is the right thing to do for our community. We know we still have much work to do and welcome your feedback about our progress and the corporate responsibility opportunities ahead of us.

Greg Hughes
Veritas Chief Executive Officer

Sustainable Development Goals

Our Support for United Nations Priorities

Veritas is a United Nations Global Compact (UNGC) signatory and a signatory of the Women's Empowerment Principles, a partnership initiative of the UNGC and UN Women. Veritas has identified nine Sustainable Development Goals (SDGs) to commit to and use in its strategy development process.

Corporate Citizenship

Employees supported three nonprofits during a pro bono virtual workshop in Heathrow, FL.

We don't just change the world through data—we change it through our people.

At Veritas, we believe everyone can play a part in making the world better. That's why we encourage all Veritas employees to get involved in our corporate responsibility initiatives to volunteer, donate and do good, impacting positive change at work, in our communities and around the world.

5,900+ HOURS
volunteered in FY2021.

4,490 NONPROFITS
ordered BE licenses between April 2017 and March 2021 through our TechSoup partnership.

$909K+ DONATED
to nonprofits worldwide in FY2021, including employee donations and the Veritas Dollar-for-Dollar and Dollar-for-Doers match programs.

$6M+ IN-KIND DONATIONS
since the program launch in April 2017.

Diversity, Equity, & Inclusion

Veritas is accelerating several Diversity, Equity, and Inclusion (DEI) initiatives in partnership with internal stakeholders like the Veritas Leadership Team and Employee Resource Group (ERG) champions.

Veritas established a DEI committee over a year ago to further foster a work environment in which all employees are valued and respected for their individual differences and unique perspectives. The committee includes representatives from HR Operations, People and Purpose, Talent Acquisition, Benefits and Compensation, and Corporate Responsibility.
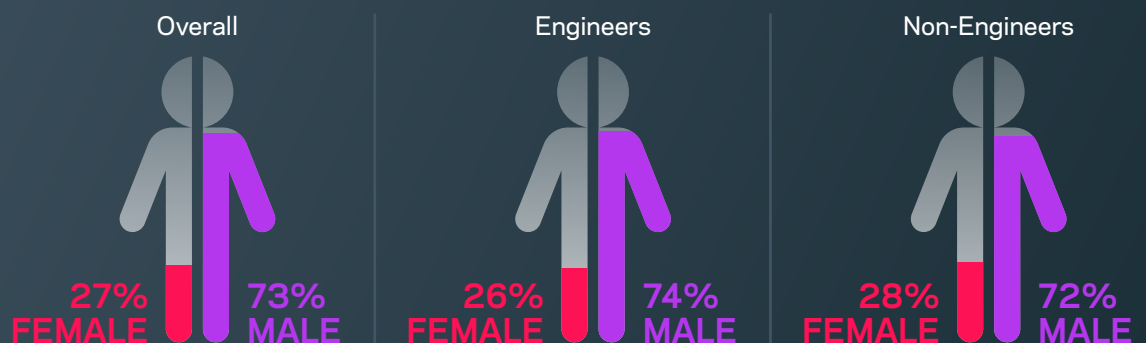
Veritas embraces every culture, language, age, gender, non-binary/non-conforming, sexual orientation, disability, and background, giving individuals a voice. We know the more diverse our people, the better we can innovate, solve problems, succeed and have fun along the way.

Examples of our tactics include:

- Reviewing and modifying job descriptions to be more inclusive

- Pivoting talent acquisition strategies to include a diverse slate of candidates

- Training employees on interviewing best practices with a DEI focus

- Reviewing benefits plans to address the needs of underrepresented groups

- Inviting employees to participate in the McKinsey Black Executive Leadership Program

- Providing regular training and discussion forums to engage all employees

- Offering mentorship programs for underrepresented groups

GENDER DATA
as of 3/31/2021

Overall

27% FEMALE   73% MALE

Engineers

26% FEMALE   74% MALE

Non-Engineers

28% FEMALE   72% MALE

DIVERSITY, EQUITY, AND INCLUSION- FOCUSED TOWNHALLS

Four townhalls rolled out between July 2020 and June 2021 to a combined audience of over 2,600 employees.

1 Racial Justice and a Guide to Allyship

Why talking about race matters.

2 Intentional Diversity and Women at Veritas

Building a diverse team and managing a team during times of crisis.

3 The Impact of Unconscious Bias in the Workplace

Microaggressions and how to become an ally to others.

4 The ABCs of the LGBTQIA+ Community

Information about the community, pronoun usage and the experience of a transgender, queer professional.

Employee Resource Group Initiatives

The COVID-19 pandemic impacted communities around the world and nonprofit organizations faced unprecedented challenges at a time when their services were needed the most. Many nonprofits canceled programs and fundraising events, working with limited resources. Racial injustice events resonated across the globe. Employees juggled work and life commitments. In this context, Veritas ERGs rose to the challenge and tackled societal issues while continuing to support and engage employees.

BLEVE (Black Employees at Veritas Empowered)—Black History Month celebrations with a video honoring Martin Luther King Day, a virtual race and an African American innovators quiz.

GIVE (Giving at Veritas Empowered)—Various fundraising, disaster relief and donation drives, including printing of 3D face shields for hospitals and caregivers.

HOLA (Hispanic Outreach Leadership Affinity)—Sharing information in celebration of National Hispanic Heritage Month.

PAVE (Pride at Veritas Empowered)—Celebrating LGBTQ Pride Month with a global event.

REVIV (Remembering and Empowering Veterans in Veritas)—Honoring veterans at Veritas on Veteran's Day, hosting a Post-Traumatic Stress Disorder (PTSD) awareness session and organizing panel discussions with veterans.

SAVE (Sustainability at Veritas Empowered)—Supporting a global Earth Day campaign encouraging behavioral changes in everyday life, hosting short documentary screenings, facilitating tree planting initiatives in India and donating laptops to schools and nonprofits.

WAVE (Women at Veritas Empowered)—Hosting panel discussions and empowerment sessions, including how Veritas women are dealing with the pandemic.
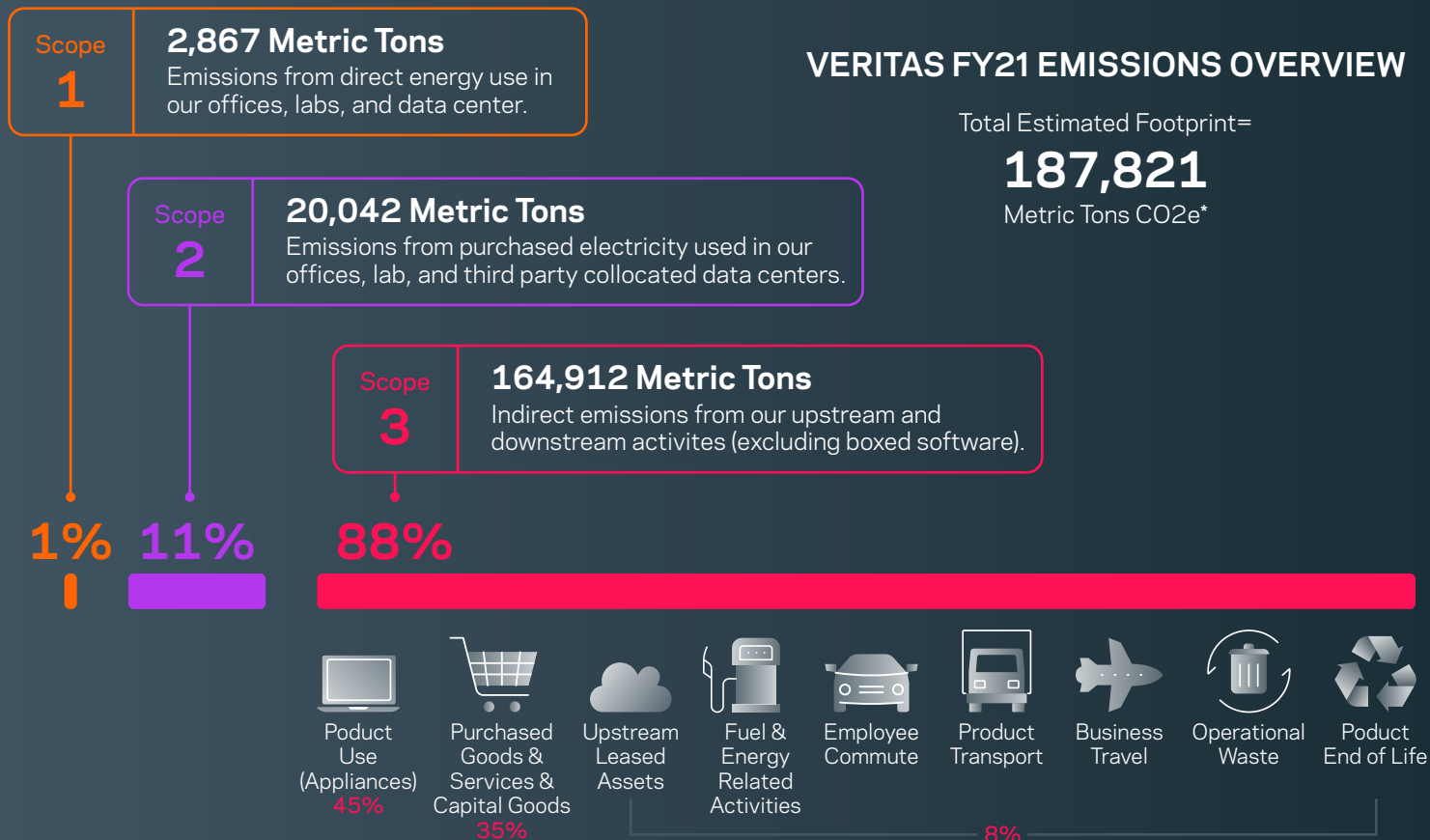
Environmental Sustainability

Greenhouse Gas Emissions

Greenhouse gas (GHG) emissions data is collected each fiscal year (FY). The company's baseline year is FY2019, and Veritas measures Scope 1, 2, and 3 emissions.

In FY2021, the company's reduction goals were submitted and approved by the Science Based Targets Initiative (SBTi). The targets covering GHG emissions from Veritas operations (Scopes 1 and 2) are consistent with reductions required to keep warming to 1.5°C, which is what the latest

climate science has indicated is needed to prevent the most damaging effects of climate change. The Veritas target for the emissions from its value chain (Scope 3) meet the SBTi's criteria for ambitious value chain goals, meaning they are in line with the current best practice.

In the technology industry, Scope 3 emissions are typically much higher than Scope 1 and 2 emissions due to product manufacture and use.

Scope 1

2,867 Metric Tons
Emissions from direct energy use in our offices, labs, and data center.

Scope 2

20,042 Metric Tons
Emissions from purchased electricity used in our offices, lab, and third party collocated data centers.

Scope 3

164,912 Metric Tons
Indirect emissions from our upstream and downstream activites (excluding boxed software).

VERITAS FY21 EMISSIONS OVERVIEW

Total Estimated Footprint=
187,821
Metric Tons CO_2e*

1%   **11%**   **88%**

Poduct Use (Appliances) **45%**

Purchased Goods & Services & Capital Goods **35%**

Upstream Leased Assets

Fuel & Energy Related Activities

Employee Commute

Product Transport

Business Travel

Operational Waste

Poduct End of Life

8%

*Individual Scope values have been rounded. The Scope 1+2 and 3 total is the rounded actual total value. Market-based results are displayed.

GREENHOUSE GAS EMISSIONS
⬇ **27%**

Progress in Action

Veritas greenhouse gas emissions went down 27% in FY2021 from FY2020 for the company's entire value chain (Scope 1, 2, and 3) driven by the procurement of Renewable Energy Certificates by the company's largest colo data center provider. Veritas also transferred its in-house data center in India to a colo data center that offers greater energy efficiency. The company decreased emissions from purchased goods and services and capital goods categories due to a reduction in consumption of upstream goods and services.

Scope 1, 2, and 3 GHG Emissions Results

[MT CO2e]	FY2019	FY2020*	FY2021	% of Total S1,2 & 3	% change FY20-FY21	% change FY19-FY21
Scope 1	2,383	3,225	2,867	1.5%	-11%	20%
Scope 2 (Market-Based)	41,035	34,642	20,042	10.7%	-42%	-51%
Scope 1 & 2 (Market-Based)	43,418	37,867	22,909	12.2%	-40%	-47%
Scope 3	240,341	221,177	164,911	87.8%	-25%	-31%
Purchased Goods & Services**	75,854	74,079	53,389	28.4%		
Capital Goods	9,481	10,978	13,116	7.0%		
Fuel and Energy-Related Activities (FERA), not in S1 and S2***	16,450	12,144	6,578	3.5%		
Transportation (Upstream)	1,478	1,988	2,075	1.1%		
Operational Waste	135	135	229	0.1%		
Business Travel	18,543	16,107	363	0.2%		
Employee Commute	15,803	15,803	2,779	1.5%		
Upstream Leased Assets (Data Centers-PUE)	4,597	3,346	1,627	0.9%		
Transportation (Downstream)	809	943	1,045	0.6%		
Product Use (Appliances)	97,176	85,640	83,705	44.6%		
Product End of Life treatment	14	14	6	0.003%		
Total Scope 1, 2 & 3	**283,760**	**259,045**	**187,821**		**-27%**	**-34%**
Scope 2 (Location-Based)	42,795	36,850	30,865			
Scope 3 FERA (Location-Based)	16,450	12,144	7,406			

*Changes to original FY2020 results are based on corrected data center electricity consumption.

** In 2020, the US EPA published a new and substantially more up-to-date set of spend-based emission factors than the ones previously used. These emission factors were used to calculate emissions from PG&S and Capital Goods in FY21 and the FY19 and FY20 analyses were updated accordingly too, to allow for a like-to-like comparison.

*** Historically, FERA emissions were calculated under the location-based method, they were calculated using market-based for the first time in FY21. Location-based FERA results are included in the totals in FY19 and FY20 but Market-based FERA results are included in the totals in FY21.
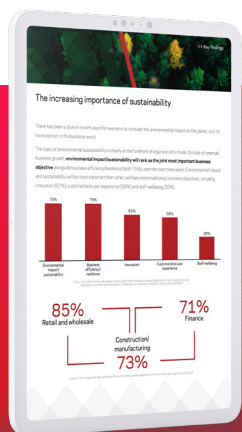
The Veritas Science-Based Target Commitment

To reduce absolute Scope 1 and 2 GHG emissions 25% by FY2025 from a FY2019 base year. Veritas commits to reduce absolute Scope 3 GHG emissions from business travel 19% by FY2025 from a FY2019 base year. Veritas also commits to reduce Scope 3 GHG emissions from use of sold products 17% per appliance sold by FY2025 from a FY2019 base year. Veritas commits that 50% of its suppliers by spend covering purchased goods and services and capital goods will have science-based targets by FY2025.

Target Overview

ID	Submitted Target	%	Abs/Int/Sup	Base Year	Target Year	Scopes Covered S1/S2/S3	FY2021 Status*
ABS1	Veritas commits to reduce absolute Scope 1 and 2 GHG emissions 25% by FY2025.	-25%	Absolute	FY2019	FY2025	Yes/Yes/No	-47%
	Reasons for Changes – FY2021 vs. FY2020: 1. Natural gas use decreased 29% from year to year. 2. Transfer of in-house lab in India to colo data center: emissions associated with overhead energy use are accounted for under Scope 3 – Upstream Leased Assets, while the IT kWh consumption still falls under Scope 2. In FY2020, with the data center in-house, the emissions associated with overhead energy were accounted for in Scope 2. 3. Procurement of Renewable Energy Certificates by the largest Veritas data center for 100% of IT kWh, resulting in zero Scope 2 market-based GHG emissions from this electricity use. 4. Total Scope 2—related electricity use decreased by 19% from year to year. Electricity decreased at Offices (-24%) and O/L (-55%) but remained consistent at data centers (+ <1%).						
ABS2	Veritas commits to reduce absolute Scope 3 GHG emissions from business travel 19% by FY2025.	-19%	Absolute	FY2019	FY2025	No/No/Yes	-98%
	Reasons for Changes – FY2021 vs. FY2020: Travel restrictions from COVID-19 dramatically reduced business travel emissions for FY2021.						
INT1	Veritas commits to reduce Scope 3 GHG emissions from use of sold products 17% per appliance sold by FY2025.	-17%	Intensity	FY2019	FY2025	No/No/Yes	2%
	Reasons for Changes – FY2021 vs. FY2020: The highest-selling product in FY2021 was introduced in FY2021 and is slightly more energy-intensive than the highest-selling product in FY2020, whose sales decreased in FY2021.						
O1	Veritas commits that 50% of its suppliers by spend covering purchased goods and services and capital goods will have science-based targets by FY2025.	50%	Supplier Engagement	FY2019	FY2025	No/No/Yes	26%
	Reasons for Changes – FY2021 vs. FY2020: 35 suppliers have set SBT targets and an additional 20 suppliers have SBT commitments as of the end of FY2021.						

* FY2021 status indicates SBT metric in FY2021 compared to base year; purple text indicates positive progress; red text indicates regression.

Leaving No Footprint

The Veritas Leaving no footprint: an open exploration of sustainability within IT report surveyed 500 UK-based IT decision-makers in companies with 1,000+ employees across a range of different sectors. It explores the growing importance of sustainability within organizations and the changes UK businesses are looking to make to improve their environmental impact.

The report reveals that sustainability efforts are also being led from the top down, with 65% of businesses saying sustainability is discussed regularly at the Board level, and 93% reporting that their senior executives categorize it as either a medium or high priority. This attention has already made a significant impact—52% of organizations say they are set to meet their emissions reduction target in the next 12 months, and 5% have already met their targets.
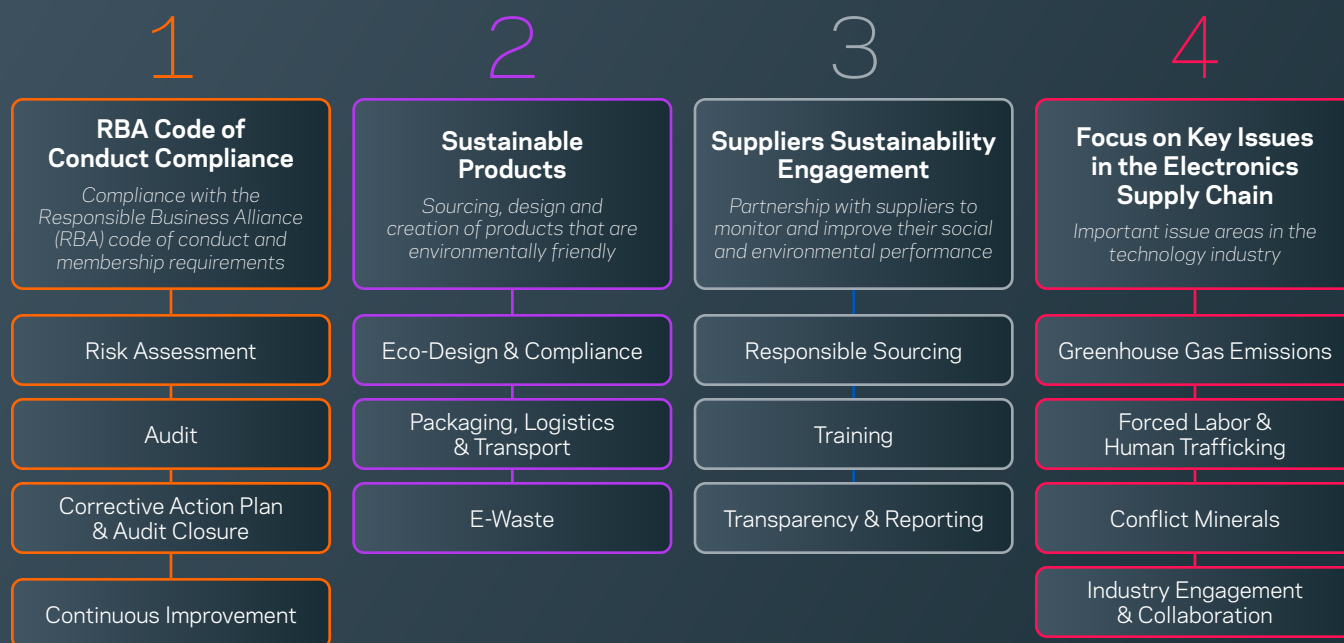
Supply Chain

Supply Chain Sustainability Program

The Veritas Supply Chain Sustainability Program is another integral part of environmental sustainability that promotes transparency and identifies emerging risks and opportunities. The global supply chain for Veritas spans activities related to the manufacture, assembly, fulfillment and transport of Veritas physical products. Veritas works with six Tier 1 suppliers (those with which the company has a direct contract in place to provide services or material inputs for finished goods) worldwide.

The Veritas commitment to improving the social, environmental and ethical responsibility of its supply chain is becoming increasingly important. Veritas is focused on exemplifying best practices related to responsible materials sourcing and careful supplier management and upholds high standards for quality and operational efficiency. This work is opening new business opportunities as Veritas strives to meet its own expectations as well as those of customers, prospects and other stakeholders.

To achieve an ethical and sustainable supply chain, the Veritas Supply Chain Sustainability Program is made up of four key focus areas, allowing Veritas to unlock business value in the form of better supplier partnerships, enhanced resiliency and improved products and services.

1
RBA Code of Conduct Compliance

Compliance with the Responsible Business Alliance (RBA) code of conduct and membership requirements

- Risk Assessment
- Audit
- Corrective Action Plan & Audit Closure
- Continuous Improvement

2
Sustainable Products

Sourcing, design and creation of products that are environmentally friendly

- Eco-Design & Compliance
- Packaging, Logistics & Transport
- E-Waste

3
Suppliers Sustainability Engagement

Partnership with suppliers to monitor and improve their social and environmental performance

- Responsible Sourcing
- Training
- Transparency & Reporting

4
Focus on Key Issues in the Electronics Supply Chain

Important issue areas in the technology industry

- Greenhouse Gas Emissions
- Forced Labor & Human Trafficking
- Conflict Minerals
- Industry Engagement & Collaboration

Program	Initiative	FY2021 Progress Highlights	FY2022 Priorities
1 **RBA Code of Conduct Compliance**	Risk Assessment	▪ 66% of Tier 1 suppliers completed the RBA Corporate questionnaires (SAQ) ▪ All Tier 1 suppliers were assessed Low Risk	▪ SAQ completed by suppliers in the top 80% of Veritas manufacturing spend ▪ Rank all active strategic suppliers for their compliance to the RBA ▪ Use the RBA's Risk Assessment Platform to conduct a Corporate Social Responsibility risk mapping of all Veritas manufacturing suppliers
	Audit	▪ 0% of VAP due to a lack of High-Risk suppliers	▪ Validated Audit Process (VAP) among 25% of High-Risk suppliers
	Corrective Action Plan and Audit Closure	▪ 0% of CAP due to a lack of High-Risk suppliers	▪ CAP closed for audits older than 6 months
	Continuous Improvement	▪ Maintain Regular Member compliance status ▪ Veritas Corporate SAQ 2021 was assessed Medium Risk ▪ Veritas does not complete facilities SAQ because our facilities are stand-alone administrative only	▪ Maintain Regular RBA Membership ▪ Implement measures to improve the Veritas Corporate SAQ Score
2 **Sustainable Products**	Eco-Design & Compliance	▪ Member of WEEE, Batteries and Packaging Compliance Schemes worldwide ▪ WEEE Compliance and Battery Recycling website available to customers ▪ Implemented EU ErP Lot 9 requirements in all products	▪ Submit WEEE, Batteries, Packaging reports on time to the environmental agencies ▪ Evaluate new worldwide supply chain due diligence obligations
	Packaging, Logistics & Transport	In FY2021, Veritas reduced its GHG emissions: ▪ From US-Canada transport lane by 90% after moving from air to truck transportation ▪ From Europe-China transport lane by 90% and cut its cost 20% after moving from air to road and rail transportation ▪ From US-Singapore transport lane by 20% after changing the air operator used to book shipments to Singapore. Shipped once per quarter storage device from the US to Singapore via ocean. This change reduced GHG emissions by 98% for the shipment	▪ Evaluate if we can reduce plastic materials in new releases ▪ Analyze the Veritas transportation lanes that have the highest environmental impact and determine what changes can be made to reduce both GHG emissions and costs
	E-Waste	▪ Implemented recycling and reselling end-of-life products and components in compliance with local regulations	▪ Product end-of-life management – evaluate current performance
3 **Suppliers Sustainability Engagement**	Responsible Sourcing	▪ 26% of top 50% of suppliers by spend set science-based GHG targets ▪ 50% of procurement suppliers accepted the Veritas Code of Conduct	▪ Increase the number of suppliers with SBTi-approved targets ▪ Increase the number of procurement suppliers that accept the Veritas Code of Conduct
	Training	▪ In FY2021, Veritas did not provide specific training to suppliers or Product Operations employees	▪ 100% of Supply Chain employees to complete RBA e-learning modules
	Transparency & Reporting	▪ Increased the number of sustainability requests in RFPs/RFQs	▪ Track value $ of RFQs that come through and include sustainability requirements ▪ Gather suppliers' data (GHG, water, energy, waste) ▪ Monitor suppliers' performance and report status and actions to stakeholders
4 **Focus on Key Issues in the Electronics Supply Chain**	Greenhouse Gas (GHG) Emissions	▪ Set up SBT-approved goals for Veritas Scope 3 emissions ▪ Business travel emissions fell by 98% in FY2021 from FY2020 levels ▪ Product use (appliances)–related emissions decreased by 2% in FY2021 from FY2020 levels ▪ 26% of top suppliers by spend set science-based targets in FY2021	▪ Monitor the progress of Veritas goals and implement measures to achieve them on time
	Forced Labor & Human Trafficking	▪ Veritas continued its membership with RMI and participated in its work groups on due-diligence data collection and smelter engagement ▪ Released Veritas UK Modern Slavery Act Statement for FY2021	▪ Review and update the company's Human Rights Policy
	Conflict Minerals	▪ Completed the 2021 Conflict Minerals Report ▪ 82% of all smelters and refiners reported in the Veritas supply chain were designated as Active or Conformant to RMAP ▪ 90% of active suppliers submitted Conflict Minerals Report Templates	▪ Complete the Veritas Conflict Minerals Report ▪ Identify conflict-free minerals in products ▪ 100% of suppliers have a conflict minerals policy published on their website ▪ Achieve a response rate of 100% on the Conflict Minerals Report Template for all active suppliers
	Industry Engagement & Collaboration	▪ Signatory to the United Nations Global Compact (UNGC) ▪ Signatory to the Women's Empowerment Principles ▪ Signatory to the Business Backs Low-Carbon USA Statement ▪ Signatory to the Science Based Targets Initiative (SBTi) ▪ Support the UN Sustainable Development Goals ▪ Responsible Business Alliance (RBA) Regular Member ▪ Responsible Minerals Initiative (RMI) Member ▪ US & Canada ENERGY STAR Partner ▪ Member of Global WEEE, Packaging, Batteries Compliance Schemes supporting end-of-life management	▪ Maintain memberships and participation in work groups

About Veritas

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