



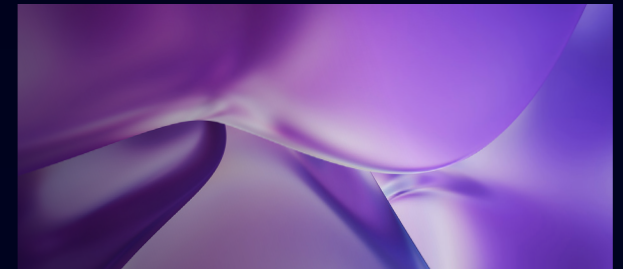
Commvault FY26 Sustainability Report

Partners in Resiliency



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About This Report

Sustainability is a key underpinning of business continuity and operational resilience. In fiscal 2026, we sharpened that connection, embedding sustainability more deeply into how Commvault manages risk, governs emerging technology, and plans for a changing world.

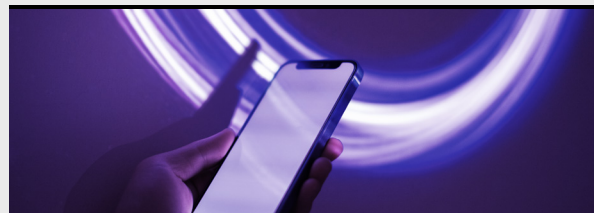
As our sustainability program matures, we remain focused on demonstrating its value: to the customers, employees, partners, and investors, whose trust drives everything we do.



FOCUSED REPORTING

We are committed to making meaningful information accessible to all stakeholders in a manner that advances our strategic development objectives. Our Sustainability Report is purposefully aligned with emerging regulations for accuracy and to prevent redundancy across our communication channels.

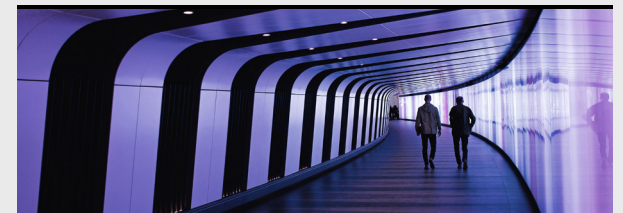
Corporate environmental, social, and governance data and insights can meaningfully support strategic development, risk management, and business continuity and operational resilience.



DYNAMIC MATERIALITY

Market conditions, regulatory frameworks, social interests, and environmental realities are rapidly evolving. This impacts how we think about these issues with respect to materiality to our business. We have adopted an approach to materiality assessments that evolves with these factors so we can work with fresh information and insights when planning and setting sustainability objectives. (the "Dynamic Materiality Assessment")

In fiscal 2026, we expanded our Dynamic Materiality Assessment process to introduce considerations of both financial and impact-related materiality (often called "double materiality") and provide our teams with a fulsome perspective of impact. Our most recent Dynamic Materiality Assessment and more details about how we are improving this process are included in this report.



TRACKING PROGRESS

We maintain a consistent review of our sustainability objectives for strategic alignment with our broader business development goals. By monitoring key performance indicators, we track our trajectory with precision and remain positioned to establish new targets as the landscape for our business and stakeholders matures.



A Letter from the Board

Resilience is no longer a defensive posture; it is a competitive advantage.

Dear Stakeholders,

As AI integration, sophisticated threats, and expanding data laws redefine “readiness,” Commvault has met this acceleration by unifying data security, identity resilience, and cyber recovery. By centering these three essentials, we move our customers toward true cyber resilience.

This year’s Sustainability Report, anchored by our updated materiality assessment, focuses on the areas where that resilience is built. We continued to strengthen our cybersecurity program, integrating AI and automation to help customers detect threats faster, operate more efficiently, and recover with greater confidence.

We applied that same focus on efficiency to our environmental commitments, reducing unnecessary data storage and movement to help lower the energy intensity of the data centers we protect. And we deepened our culture of belonging and respect through strong governance, a modern Code of Ethics, and sustained investment in the talent that makes it all possible.

As we navigate the complexities of this digital era, we remain your dedicated partner in the communities where we live, work, and grow together. These commitments are interconnected: strong governance enables responsible innovation, responsible innovation strengthens the security and efficiency our customers depend on, and that trust reinforces the foundation our people build every day.

We invite you to read this report as a record of our milestones and evolving goals.

Sincerely,

Martha Helena Bejar

Director, Chair of Commvault’s Nominations and Governance Committee

Quick Facts

This table provides an overview of key sustainability figures and facts at Commvault for fiscal 2026. For a comprehensive understanding of our sustainability program and policies including all metrics, please continue to the full report. All metrics are as of end of fiscal year 2026.

COMMVAULT OVERVIEW

- Total Revenue in fiscal 2026: \$1,184,000,000
- Over 1,600 patents issued to Commvault
- 19,495 organizations currently rely on Commvault technology

GOVERNANCE

- Board of Directors: 8 members, 7 of whom are independent
- All Board committees are comprised of independent directors
- Board Chair and CEO positions are separate
- All Board members elected annually
- Company-wide Code of Ethics
- Enhanced Supplier Code of Conduct
- Uphold UN Universal Declaration of Human Rights
- Uphold OECD Guidelines for Multinational Enterprises
- Business ethics and human rights training for all employees
- Whistleblower mechanism for anonymous reporting
- Responsible AI Policy

SOCIAL

- Total employees: 3,295 (as of March 31, 2026)
- Total hours training and development: 219,000+
- 0 workplace accidents, deaths, or days lost due to injury

ENVIRONMENT

- No operations in biodiversity-sensitive regions
- Primary data center located in Low-Medium water stress region
- Enterprise-wide recycling programs

Climate Action and Resiliency

- Scope 1 Emissions: 439 metric tons CO_{2e}
- Scope 2 Emissions: 5,174 metric tons CO_{2e}
- Scope 3 Emissions: 40,616 metric tons CO_{2e}
- Emissions Intensity: 4.7 metric tons CO_{2e}/\$MM USD Revenue
- Founding advisor; NZI is a registered not-for-profit supporting technology companies with the transition to net-zero carbon emissions

CYBERSECURITY AND DATA PRIVACY

- Cybersecurity risks communicated to the Audit Committee and Board via the Enterprise Risk Management Committee (ERMC)
- ERMC owns implementation, maintenance, and execution of our enterprise risk management program
- Executive Security Council leads operational decisions during active cybersecurity incidents
- Security standards: ISO/IEC 27001:2022, PCI DSS, FedRAMP High Authorized, IRAP, SOC 2 Type II, FIPS 140-3, HIPAA, CSA Star Level 2

Company Policies

The following policies are **incorporated into our sustainability program** and are linked for further consideration:

- [Accounting Policy](#)
- [Anti-Bribery Policy](#)
- [Anti-Corruption Policy](#)
- [Anti-Discrimination Policy](#)
- [Anti-Harassment Policy](#)
- [Anti-Money Laundering Policy](#)
- [Anti-Trust and Anti-Competition Policy](#)
- [Board Committee Charters](#)
- [Board Membership Criteria](#)
- [Code of Ethics](#)
- [Code of Ethics for Senior Financial Officers](#)
- [Commvault Benefits Resource](#)
- [Commvault Trust Center](#)
- [Compliance Reporting Platform](#)
- [Corporate Bylaws](#)
- [Corporate Governance Guidelines](#)
- [Corporate Governance Webpage](#)

- [Customer Data Privacy Policy](#)
- [Cyber Resiliency Council](#)
- [Environmental Grievance Mechanism](#)
- [Environmental Management Policy](#)
- [Equal Employment Opportunity Policy](#)
- [Ethics and Integrity Reporting](#)
- [Freedom of Association and Collective Bargaining Policy](#)
- [FY 2025 Annual Proxy](#)
- [Grievance Procedures Related to Freedom of Association and Collective Bargaining Policy](#)
- [Human Rights Policy](#)
- [Information Security Policy](#)
- [Insider Trading Policy](#)
- [Modern Slavery Act](#)
- [No Child or Forced Labor Policy](#)
- [Non-Discrimination Policy/Elimination of](#)

- [Discrimination Policy](#)
- [Philanthropy, Volunteering, and Charitable Contributions Policy](#)
- [Political Contributions Policy](#)
- [Principles for Responsible Artificial Intelligence](#)
- [Privacy Policy](#)
- [Procedures Governing Information Security in Outsourced Data Processing](#)
- [Responsible Marketing Policy](#)
- [Sanctions Guide](#)
- [Social Grievance Mechanism](#)
- [Supplier Code of Conduct](#)
- [Supplier Data Privacy Policy](#)
- [Work-Life Balance Policy](#)
- [Workplace Health and Safety Policy](#)

Sustainability Policy and Leadership

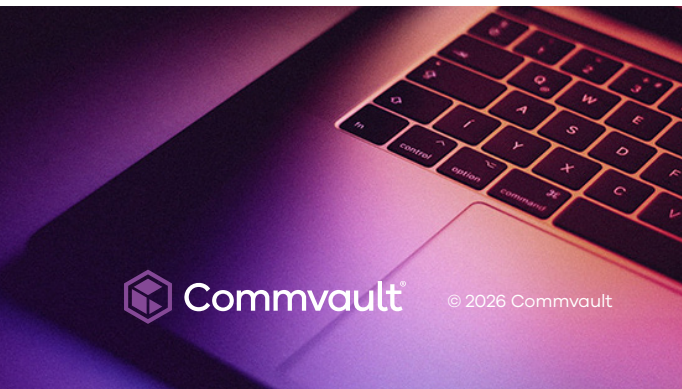
At Commvault, our strategy, operations, and ultimately our success is intertwined with, and at times materially impacted by, market conditions, regulatory frameworks, social interests, and environmental issues and developments beyond us.

“At Commvault, we meet change head-on in how we responsibly run and sustain our business while delivering innovation and value for our customers.”

Martha Helena Bejar, Director, Commvault

Led by Corporate Trust, Commvault’s sustainability program engages and collaborates across the organization to support program evolution.

Material or emerging sustainability risks are escalated through our ERM to the Audit Committee of the Board of Directors. The ERM, comprised of senior executives from across Commvault, is responsible for the implementation, maintenance, and execution of Commvault’s enterprise risk management program. The ERM meets quarterly to assess, consider, manage, and remediate material risks across the business. General sustainability program oversight is provided by the Nominations and Governance Committee of the Board, which receives quarterly updates on sustainability program developments. The Committee reviews climate, cybersecurity, AI governance, human capital, and other material sustainability matters on a quarterly basis. The full Board receives updates at least once annually.



Materiality Assessment

Actionable sustainability is built on materiality, which helps us identify and prioritize the risks, opportunities, and impacts most relevant to our business. In fiscal 2026, we enhanced our Dynamic Materiality Assessment process to better align with rapid changes in market dynamics, regulations, and environmental needs.

By combining an annual deep dive with continuous monthly monitoring, we maintain ongoing visibility into emerging issues, allowing integration into our operational and strategic planning.



Our Commvault Materiality Assessment Process

1. Indexes considerations of industry-level materiality by leading voluntary reporting frameworks and standards, such as Sustainability Accounting Standards Board (SASB) Standards of the IFRS Foundation, the United Nations Global Compact, the Sustainable Development Goals, and the Global Reporting Initiative, as well as the frameworks and methodologies of reputable sustainability rating agencies.
2. Integrates insights from continuous stakeholder engagement opportunities, including but not limited to investor relation calls and engagements; employee satisfaction and sentiment surveys; Employee Interest Groups and respective communities; industry group associations, professional development participation, and conference proceedings.
3. Incorporates news monitoring service wherein a curated list of 140+ sustainability-related issues are monitored to track issues and developments over time, allowing us to understand the shifting landscape and introduce considerations of double materiality.

Material Topics

Our Dynamic Materiality Assessment is designed relative to our operations and strategic plans. The resulting fiscal 2026 material themes are consistent with fiscal 2025, along with select new topics to be monitored.



Governance

- Governance and Business Ethics
- **Cybersecurity** and **Data Privacy**
- **Responsible AI**
- **Supply Chain Monitoring**
- **Geopolitical Risk Monitoring**



Social

- **Employee Engagement, Development, and Belonging**
- **Community Development**



Sustainability

- **Climate Action and Resilience**
- Environmental Management and Resource Stewardship
- Data Center Impacts

Highest Priority

High Priority

Monitor

ABOUT COMMVAULT, OUR BUSINESS, AND VALUES

Commvault (NASDAQ: CVLT) is a leader in unified resilience at enterprise scale. In a constantly evolving threat landscape, Commvault keeps customers ready by unifying data security, identity resilience, and cyber recovery, on one cloud-native, AI-enabled platform. Customers trust Commvault to conduct the fastest, most complete recoveries – not just their data, but their entire business. Purpose-built for the agentic enterprise, Commvault also enables organizations to safely embrace AI while protecting against AI-driven threats.

Our Business

At Commvault, we seek to lead by example, modeling responsible, sustainable, and ethical business practices across our global operations. Our high-performance culture is rooted in sound corporate governance that enables us to deliver on our commitments to customers and partners and promote business integrity.

Our Values

Our values are the foundation of our company culture and fuel our commitment to show up each day for our stakeholders. These values shape our daily interactions, power our passion for technical excellence and outstanding customer service, and support our overarching commitment to responsible, sustainable, and ethical business practices.



We Connect.
We Inspire.
We Care.
We Deliver.

Innovation at Commvault

We encourage innovation at both an organizational and technical level, helping our customers and partners accelerate their journey to the cloud, giving us a critical edge in a competitive industry.

Last year, we continued to develop and improve our award-winning products and services, and we are proud of the recognition we have received.

2026 CRN Asia Channel Leaders

Jo Dean, VP of Channel and Alliances, Asia Pacific

Global InfoSec Awards 2026

Market Disruptor Cyber Resilience

2026 Cybersecurity Excellence Awards

Commvault Cloud - Cyber Resilience

2026 Women's Choice Award

Best Company to Work for Women

2026 Women's Choice Award

Best Company to Work for Inclusion

2026 Women's Choice Award

Best Company to Work for Millennials

2026 SC Awards

Finalist: Best Business Continuity/Disaster/Ransomware Recovery Solution

2026 CRN Partner Program Guide

5-Star Rating

2026 Tech Innovation CUBEd Awards

Commvault Cloud Rewind - Most Innovative Cyber Resilience Solution

2026 CRN Security 100

20 Coolest Identity, Access and Data Security Companies

2026 Channel Insider Channel Marketing Leaders 100

Kristin Heisner, Sr. Director, Global Partner Marketing

2026 Channel Chiefs

Michelle Graff, SVP, Global Partners & Channel Sales

2026 CRN Cloud 100

20 Coolest Cloud Storage Companies

2025 CRN Products of the Year

Commvault Cloud Platform - Technology Winner: Storage - Data Protection, Management and Resiliency

2025 Brandon Hall Group Excellence in Action Awards

Bronze: Learning & Development

2025 Geo and Global AWS Partners of the Year

Storage Partner of the Year

2025 CRN Women on the Rise

Lisa Bhattacharya

2025 Top InfoSec Innovator Award

Market Leader Cyber Resilience

2025 CyberSecurity Breakthrough Awards

Post-Breach Recovery Solution of the Year

2025 CRN Women of the Year Awards

Cathy Moncayo - Finalist: Hidden Gem of the Year (Vendor/Distributor)

2025 CRN 100 People You Don't Know But Should

Daniel Kennedy, Sr. Director, Global Partner Marketing

2025 SiliconANGLE TechForward Awards

Cloud Rewind by Commvault - Data Platform Tech: Data Protection & Recovery Solutions

2025 CRN Tech Innovators

Commvault Cloud - Winner: Data Protection, Management and Resiliency

2025 CRN Top 100 Executives

Sanjay Mirchandani, CEO - Top 25 Innovators

Great Place to Work® 2025

Commvault Systems, Inc

2025 CRN Best of the Channel Awards

Commvault Partner Ecosystem Marketing Team - Finalist: Best Channel Marketing Team of the Year

2025 CRN Best of the Channel Awards

Chad Blackwell - Finalist: Best Channel Chief of the Year

2025 CRN Women of the Channel

17 Global Executives

2025 Cloud Security Awards

Commvault Cloud - Winner: Best Open Source Security Solution

Global Infosec Awards 2025

Outstanding Cyber Resilience

2025 CRN Storage 100

40 Coolest Data Recovery/Observability/Resiliency Vendors

2025 SC Awards

Finalist: Best Business Continuity/Disaster/Ransomware Recovery Solution

2025 Data Breakthrough Awards

Data Security Platform of the Year

01

Governance

We place trust at the center of everything we do. This commitment begins at the highest level as our majority-independent Board of Directors provides the accountable oversight necessary to maintain the integrity of our operations. We deliver on the loyalty of our employees and partners by cultivating a culture of excellence powered by our modern Code of Ethics and a commitment to continuous learning that keeps our cybersecurity protocols aligned with an evolving threat environment. Above all, we believe that true leadership requires a broad perspective: one that advances trust across the entire supply chain through a steadfast commitment to Human Rights, as extended through our [Supplier Code of Conduct](#).

Board Oversight

Our Board of Directors sets the tone for the culture and structure of decision-making that we strive to advance at Commvault. We value independence and accountability. Our Board of Directors consists of 8 members, 7 of whom are independent, with diverse backgrounds and skill sets, and all potential new directors are evaluated according to our Board Membership Criteria in our Corporate Governance Guidelines.

Commvault's [Corporate Governance Guidelines](#) establish Board structure, responsibilities, appointments and committees, compensation, executive review and oversight, and continuing director education. The Guidelines benefit the Directors by clearly stating the culture and structure of governance to which they are contributing, and benefit all employees, shareholders, and other stakeholders seeking to better understand how decisions are made, shaped, and influenced at Commvault.

The Board of Directors sets a high standard for the Company, serving as a prudent fiduciary for shareholders and overseeing the Company's business.

Our Board Members



Sanjay Mirchandani
Director, President, and Chief Executive Officer



Nicola Adamo
Chairman



Martha Helena Bejar
Director, Chairs Nominations and Governance Committee



Keith Geeslin
Director



YY Lee
Director, Chairs Compensation Committee



Charles Moran
Director



Shane Sanders
Director, Chairs Audit Committee



Arlen Shenkman
Director, Chairs Operating Committee

Board Leadership

At Commvault, we believe in strong leadership at the Board level. To fulfill its responsibilities and to discharge its duty, the Board of Directors operates with the below committees, each chaired by an independent director, and follows the charters, procedures, and standards set forth in specific guidelines for each committee, accessible in the [Corporate Governance section of our webpage](#). The Nominations and Governance Committee is responsible for oversight of our sustainability strategies and initiatives, corporate governance, succession planning, and nominating processes. Management provides quarterly sustainability updates to the Nominations and Governance Committee and updates the full Board at least once annually.

Our Board of Directors is stronger with:

01 <u>Compensation Committee</u>	02 <u>Operating Committee</u>
03 <u>Audit Committee</u>	04 <u>Nominations and Governance Committee</u>
05 <u>Disclosure Committee</u>	

Business Ethics

Integrity is the bedrock of our global operations. We hold ourselves, our partners, and our suppliers to the highest ethical standards, aligning every action with our values.

At Commvault, we maintain a zero-tolerance policy toward bribery, corruption, discrimination, or harassment in any form. To reinforce these values, our Board provides dedicated oversight of our entire Ethics and Compliance framework.



Principled

We communicate our expectations broadly. When new employees join our team, they complete onboarding training including relevant elements of the listed policies and guidelines. Once onboarded, all employees undertake additional periodic training relevant to their roles and responsibilities. This includes sign-off on and acknowledgement of ongoing compliance with our policies.



Accountable

We encourage all employees to inform us of occurrences where they believe our actions have not met our own standards. Commvault maintains an Ethics and Integrity Reporting Policy, also known as the whistleblower policy. All employees and third parties are able to report instances of unethical behavior, including bribery, anonymously and confidentially at all times. The platform is available in a variety of languages and accessible online or by telephone at 1-866-921-6714.



Focused

We maintain rigorous internal controls to facilitate appropriate record keeping, approval procedures, and ethical behavior across the company. Our internal audit team evaluates bribery and corruption as a risk area and reviews internal control performance.

Human Rights

Commvault's framework for business ethics is fundamentally anchored in the advancement of, and respect for, universal human rights. The Commvault [Human Rights Policy](#) establishes definitive standards of conduct applicable to all employees, contractors, and other representatives and extends to our partners and suppliers through our [Supplier Code of Conduct](#).

This policy is an extension of our [Code of Ethics](#), which delineates our rigorous stance on anti-bribery, anti-corruption, and international sanctions compliance. It places a concentrated focus on our absolute prohibition of child labor, forced labor, human trafficking, and all manifestations of modern slavery. To support comprehensive risk mitigation, this policy is aligned with the statutory requirements and definitions set forth in both the UK Modern Slavery Act and the Australian Modern Slavery Act.

To facilitate the effective implementation of these principles, we require all employees, contractors, and representatives to complete relevant training as prescribed by our ethical guidelines.



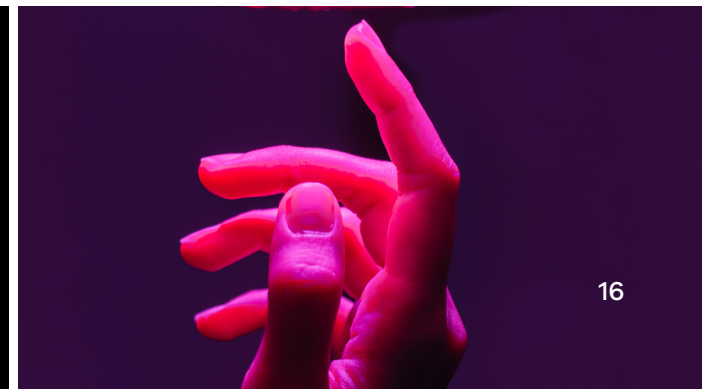
Conventions and Principles

Commvault is committed to, and advances, the United Nations Universal Declaration of Human Rights.

Commvault ascribes to the United Nations Guiding Principles on Business and Human Rights.

Commvault is aligned with the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

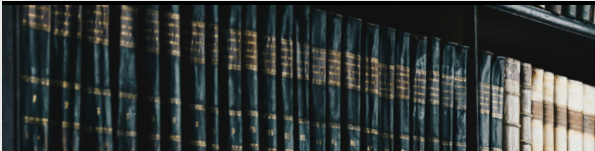
Commvault ascribes to the International Labour Organization Conventions.



Supplier Code of Conduct

Our Supplier Code of Conduct reflects the guiding principles which are fundamental to our business practices. Our policy makes clear our expectations of suppliers and outlines our standards on supplier due diligence and compliance monitoring. Our Supplier Code of Conduct applies to all suppliers, and we encourage them to integrate these principles across their businesses. Commvault employees are required to understand our Supplier Code of Conduct, among other key policies, and can openly and readily notify Commvault's Compliance Team should they suspect any form of fraud, bribery, conflict of interest, or violation of the Supplier Code, a contractual obligation, law, or regulation. Anonymous and confidential reports, by employees, stakeholders, or any third parties may also be submitted to Commvault's Ethics and Integrity Reporting platform by email, website access, or telephone.

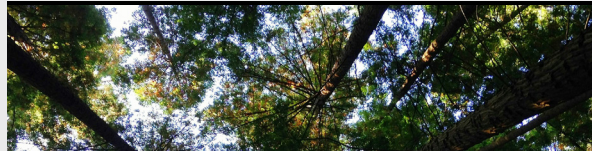
Guiding Principles



ETHICS AND COMPLIANCE

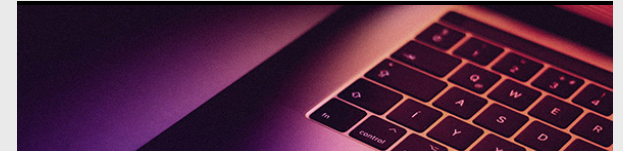
Appropriate policies and procedures must be established and maintained to comply with applicable laws, regulations, and ethical standards, including but not limited to:

- Anti-Bribery and Anti-Corruption
- Trade Laws and Sanctions
- Human Rights (e.g., modern slavery, forced labor, child labor, human trafficking, freedom of association and collective bargaining, fair wages, and hours)
- Workplace Health and Safety
- Reporting Procedures and Retaliation Protection



ENVIRONMENTAL SUSTAINABILITY

Climate risk and environmental sustainability continue to be areas of great importance when developing business strategy and planning for operational continuity. While we understand that many countries have adopted legal requirements on environmental sustainability and reporting, we are aware that these may not yet apply to our suppliers' businesses. At a minimum, we encourage our suppliers to understand the impact of their businesses on the environment, including their relative energy consumption, greenhouse gas (GHG) emissions, waste volume, water usage, impacts on biodiversity, and responsible resource development. Suppliers should be able to demonstrate how they follow best practices toward developing and implementing programs that reduce or offset negative environmental impact. Understanding how our operations affect the surrounding environment reduces the likelihood that an unprecedented climate event or dwindling natural resource supply will take any organization in our supply chain by surprise, avoiding unnecessary supply chain disruptions.



DATA PRIVACY AND SECURITY

As valued partners in achieving our business goals, suppliers must implement appropriate privacy and security controls. Our Privacy Policy extends to our suppliers, requiring them to implement their own privacy policies that govern their use of personal data. Suppliers processing personal data on behalf of Commvault are required to execute a Data Processing Agreement which obligates them to maintain adequate security controls designed to safeguard data.

Cybersecurity and Data Privacy

As a global leader in unified resilience, Commvault is dedicated to the secure, private, and responsible stewardship of the data entrusted to us. We deliver on this commitment through two core pillars: our [Global Information Security Program](#) and our [Global Privacy Program](#). Together, these frameworks empower us to proactively mitigate risks, stay ahead of emerging global regulations, and serve as a resilient, trusted partner to our clients.

Commvault Trust

We believe that every single Commvault employee plays a critical role in delivering on our commitments. All Commvault employees are required to complete security awareness and data privacy trainings upon joining the company and annually thereafter. This interactive training requires employees to view, listen, and interact with information across a range of cybersecurity and data privacy risks, and complete knowledge checks on topics such as our policies and best practices.



EMPLOYEE TRAINING

Over the last year, approximately:

97%

of new employees completed Security Awareness training within 30 days of hire.

100%

of current employees completed Security Awareness training.

Cybersecurity

Commvault has established a cybersecurity program designed to protect the company, our customers, partners, and other stakeholders. The cybersecurity program includes policies, processes, and practices that are designed to assess, identify, and manage material risks from cybersecurity threats and is integrated into our enterprise risk management program.

Led by the Chief Security Officer (CSO), Commvault's cybersecurity program leverages the National Institute of Standards and Technology (NIST) Cybersecurity Framework, with the primary objective of securing systems and data from cyber threats. We partner with industry-leading cybersecurity experts for continuous monitoring, alerting, mitigation, and responsiveness related to our cybersecurity program, and adopt industry best practices and security technologies.

We maintain a Security Incident Response Plan (SIRP) which outlines our processes for incident preparation, detection, analysis, containment, eradication, and post-incident analysis.

In addition to the SIRP, we maintain the following plans to support operational continuity and preparedness:

- **Crisis Management Plan:** Organizes roles and responsibilities in the event of a crisis.
- **Disaster Recovery Plan:** Provides guidance in the recovery of systems following an outage.
- **Business Continuity Plan:** Identifies alternative means of conducting business in the event of business disruption.

We also partner with third-party service providers to support our monitoring and response capabilities, facilitate readiness activities including tabletop exercises, and perform various methods of cybersecurity penetration testing.

All employees are required to undergo annual security awareness training on current and potential cybersecurity threats and report suspicious activity. We assess cybersecurity risks associated with third-party service providers through diligence, evaluation of provider cybersecurity controls, contractual protections, and ongoing oversight, as appropriate.

Cybersecurity Accountability

Cybersecurity risks are managed within the enterprise risk management governance structure described in the Sustainability Policy and Leadership section of this report. Cybersecurity threats are among the material risks the ERM Council assesses on a quarterly basis.

Management also uses the SIRP to respond to cybersecurity incidents and determine whether escalation to the Audit Committee, the Board, or external disclosure is appropriate.

Cybersecurity Leadership

Commvault's Board of Directors provides oversight of the Company's enterprise risk management strategy, including cybersecurity. The Audit Committee receives quarterly briefings on the cybersecurity program, material cybersecurity threats and incidents, and related mitigation and response activities from the CSO and ERM Council updates from the Chief Trust Officer. The Board is kept apprised of cybersecurity matters through quarterly reporting from the Audit Committee Chair and annual or as-needed reporting directly to the Board from the CSO.

Commvault's management team is responsible for cybersecurity risk management strategy, operational decision-making, and incident preparedness and response. An Executive Security Council is responsible for significant operational decisions during active cybersecurity incidents.

Cybersecurity Compliance

We are proud to have completed assessments and achieved a wide variety of industry-leading global security standards, including:

- ISO/IEC 27001:2022
- PCI DSS
- FedRAMP High Authorized
- IRAP
- SOC 2 Type II
- FIPS 140-3
- HIPAA
- CSA Star Level 2

Commvault undergoes periodic assessments and testing in support of these certifications and compliance frameworks, and our products undergo security testing as part of these processes.



Data Privacy

Leadership

The Audit Committee provides oversight of legal risk and enterprise compliance, including compliance with privacy laws. The Audit Committee receives periodic briefings on the privacy program from the Chief Trust Officer and the Head of Compliance. Commvault has a dedicated privacy team responsible for privacy compliance operations and day-to-day privacy risk management.

Program

Our Global Privacy Program prioritizes individual privacy rights, offering clear insights into our data management through our Privacy Policy and procedures. Our [Privacy Policy](#) details how we manage privacy across all data processing stages for our products, services, and operations, for comprehensive data privacy practices. This includes data inventory, usage, access, storage, retention, handling data subject rights requests, managing cross-border data transfers, obtaining marketing consents, and adhering to data residency laws. We empower individuals with rights to access, rectify, and delete their personal data. We require service providers to:

- Demonstrate privacy measures before sharing personal data;
- Use personal data only for approved purposes; and
- Protect personal data from unauthorized access through effective security

Compliance

Using the European Union's General Data Protection Regulation (GDPR) as the gold standard for compliance, our Privacy Program is designed to comply with other privacy standards local to the regions in which we conduct business and operate, including but not limited to the United States, Australia, United Kingdom, India, and more.



Responsible Artificial Intelligence

AI is playing a transformative role in our future.

AI is changing how we collaborate, ideate, and create. Yet, as with any profound technological shift, we must balance this excitement with a clear-eyed approach to its inherent risks. At Commvault, we are actively harnessing AI to set a new standard for cyber resilience. Our Commvault Cloud platform integrates machine learning and generative AI to deliver rapid risk detection, readiness, and cloud-scale recovery. As we leverage AI to strengthen cyber resilience against AI-driven threats, we are mindful to do so responsibly. We use AI ethically, transparently, equitably, and safely. Our [Principles of Responsible Artificial Intelligence](#) are our first step in this collaborative and iterative undertaking.

Our AI Principles

To guide our practices and shape our approach to AI, we have established the following principles which embody our dedication to ethical AI development and deployment:

TRANSPARENCY AND EXPLAINABILITY

We firmly believe that AI systems should not be enigmatic black boxes. Instead, we strive to make our AI systems transparent and understandable to all users and stakeholders. This means providing clear explanations for AI-generated decisions whenever appropriate. By doing so, individuals will have a better grasp of how their data is used, why certain decisions are made, and how the AI system arrives at specific outcomes. Our goal is that such transparency fosters trust and positions AI to enhance decision-making processes rather than obscuring them.

FAIRNESS AND BIAS MITIGATION

Recognizing that AI technologies can inadvertently perpetuate biases and discrimination, we take great care to design our AI systems in a manner that minimizes biases and avoids discriminatory practices based on race, gender, age, or any other characteristic. We will actively invest in research and development efforts to detect and address potential biases within our AI algorithms.

DATA PRIVACY AND SECURITY

Safeguarding the privacy and security of personal data and sensitive information is of paramount importance to us. We embed privacy and security by design principles into our Product Development Life Cycle and adhere to rigorous data protection measures, promoting the highest standards of data security throughout the AI life cycle. We strive to be transparent about our data processing activities by continuously reviewing our Privacy Policy to verify that it is up-to-date and in alignment with international privacy laws and standards.

RELIABILITY, SAFETY, AND CONTROL

AI systems should be reliable, safe, and under human control. We prioritize the reliability and safety of our AI systems by implementing rigorous testing, quality assurance protocols, and security measures. Our aim is that these systems operate as intended, are resilient to attacks or misuse, and do not pose risks to individuals or society at large. We incorporate explicit design principles to maintain control over AI systems, allowing for a kill-switch or similar mechanisms to shut down the system in case of emergencies or unexpected behavior, affirming that human judgment remains paramount. Management periodically reports AI-related risks, controls, and regulatory developments to the Board and relevant committees.

HUMAN-CENTERED APPROACH

We firmly believe that AI should augment human capabilities, not replace them. A human-centered approach is at the core of our AI development philosophy. We actively seek to collaborate with users and stakeholders to confirm that our AI solutions align with their needs, values, and aspirations. By incorporating human feedback, we can create AI technologies that enhance human potential, improve user experiences, and contribute positively to societal well-being.

ETHICAL PARTNERSHIPS

We hold ourselves and our collaborators to the highest ethical standards. In all our collaborations, we conduct thorough evaluations and due diligence to verify that our partners and service providers share our commitment to responsible AI practices. We engage with those who demonstrate a shared responsibility for promoting the well-being of individuals and society at large. Our partnerships are founded on trust, integrity, and a collective vision for the ethical advancement of AI technologies.

02

Social

Our strategy is simple: attract elite talent, retain high performers, and continuously empower our team to excel. Led by our Human Resources and Global Learning and Development teams, we are dedicated to setting the benchmark for excellence in professional growth, workplace safety, and comprehensive compensation. By building a genuine sense of belonging that reflects the communities we serve, we distinguish ourselves as an employer of choice in a fiercely competitive global market.

Our People

People are our number one asset, and we build resiliency by investing in our people.

Global Workforce Distribution

As of fiscal 2026, our workforce is

3,295

people strong and stretches across the globe, including:



Employee Satisfaction

Pulse Survey

We have developed a comprehensive Employee Satisfaction Survey, called our Pulse Survey, to help us stay connected with what matters most to our team. Our Pulse Survey is conducted annually and includes core satisfaction and engagement questions as well as a series of questions customized to emerging developments.

Our employee Net Promoter Score remains strong and is currently standing at an impressive

 84%

We are proud that our Employee Satisfaction Survey process achieves a response rate of:

 82%



Employee Learning and Development

Programs and Participation

At Commvault, continuous learning and development are critical elements of our culture. All employees and eligible contractors participate in various training opportunities. Beyond our mandatory training programs, employees are encouraged or nominated to undertake additional training and development relevant to their individual job responsibilities.

Learning and Development Team

Our commitment is led by our Learning and Development Team. We use a variety of channels and platforms to offer training and education to our employees, including a mix of live, virtual, on-demand, and e-learning programs. We are committed to working with our employees to help them develop their professional and technical potential. Our dedicated Learning and Development Team provides the focus and resources we need to deliver on this commitment.

Throughout fiscal 2026, our employees, partners and customers participated in over **3,400** training programs, totaling more than **219,000** hours.

CUSTOMER

39,500

hours

PARTNER

78,000

hours

EMPLOYEE

102,000

hours

Pathways to Learning

Our learning and development pathways are numerous and include the following:



LEADERSHIP TRAINING

We have developed Leadership Training programs, including training on core manager skills, team engagement, and people leadership. Each program is sponsored by a senior Commvault executive, and each participant is supported by their respective manager through one-on-one meetings and specific on-the-job assignments. A full 100% of participants, when surveyed, would recommend the program to others and self-report double digit gains in before and after scores in areas of engagement, role clarity, and team productivity.



PERFORMANCE REVIEWS

Our employee performance review feedback process is an extension of learning and developing, helping empower our people to be their best. Every Commvault employee has a unique set of performance metrics based on their role, and their performance against these metrics helps determine bonuses, base pay increases, and promotions. Managers and employees have regular one-on-one conversations as well as performance reviews to discuss progress against goals and provide feedback and opportunities to learn and grow.



MENTORSHIP

We continue our successful mentorship program, established in 2021, connecting employees with interactive, hands-on mentors who provide support and guidance.

Structured around one-on-one meetings or leader-led circles, the program offers mentees the opportunity to learn, ask questions, and engage with mentors.



INTERNSHIP

We believe it is never too early to start learning. We maintain dedicated internship programs with the goal of empowering students and early career individuals with the technical capabilities and knowledge they need to succeed.



COMPLIANCE AND ETHICS

Compliance and ethics training prepares our employees to navigate legal and ethical issues they might encounter in their roles. Our mandatory compliance training program educates them on relevant laws, regulations, and company policies, while building a culture of ethical decision-making. This reduces risk, strengthens trust, and supports a culture of integrity.



TECHNICAL TRAINING

Our technical support training is designed to equip employees with the right skills for success. The program focuses on three pillars:

- **Comprehensive Onboarding:** Includes soft skills for customer interaction and technical paths tailored to Commvault technology.
- **Quarterly Deep Dives:** Includes in-depth modules on new Commvault software and SaaS releases, essential systems, and processes.
- **Microlearning Boosts:** Short videos and quizzes that reinforce key technical and soft skills, keeping everyone up to date.

Pathways to Learning

Continued:



LEARNING TECHNOLOGY

To scale learning globally and support enterprise-wide capability building, we have built a connected learning ecosystem anchored by Pathfinder, our Docebo-powered learning platform.

Pathfinder is a centralized hub for personalized, role-based learning aligned to business and skills priorities. This core platform is complemented by integrated tools that enable learning in the flow of work. Employees have enterprise-wide access to Udemy Business for on-demand skill development, while Espresso Learning via Slack delivers bite-sized learning directly within daily workflows. Our intranet, Connect, provides a centralized source for learning resources and program information, and ServiceNow provides support for learning-related queries.

Together, these platforms create a unified and scalable learning experience. Strong capabilities in reporting and analytics, content governance, skills alignment, and knowledge management promote confidence that learning is consistent, measurable, and aligned with organizational priorities.



Workplace Health and Safety

0

Lost Days Due to Injury

0

Workplace Fatalities

0

Recordable Workplace Injuries



Holistic

We are committed to Commvault remaining a safe workplace respectful of health and wellness in all its forms, including physical, social, mental, and emotional well-being. Our holistic approach has been developed, and will continue to be enhanced, through direct engagement with our employees.



Compliance

We operate in accordance with all applicable safety laws and procedures across the various jurisdictions where we are engaged, and we supplement these by extending our holistic employee well-being program to all employees, regardless of location, as set forth in our [Workplace Health & Safety Policy](#).



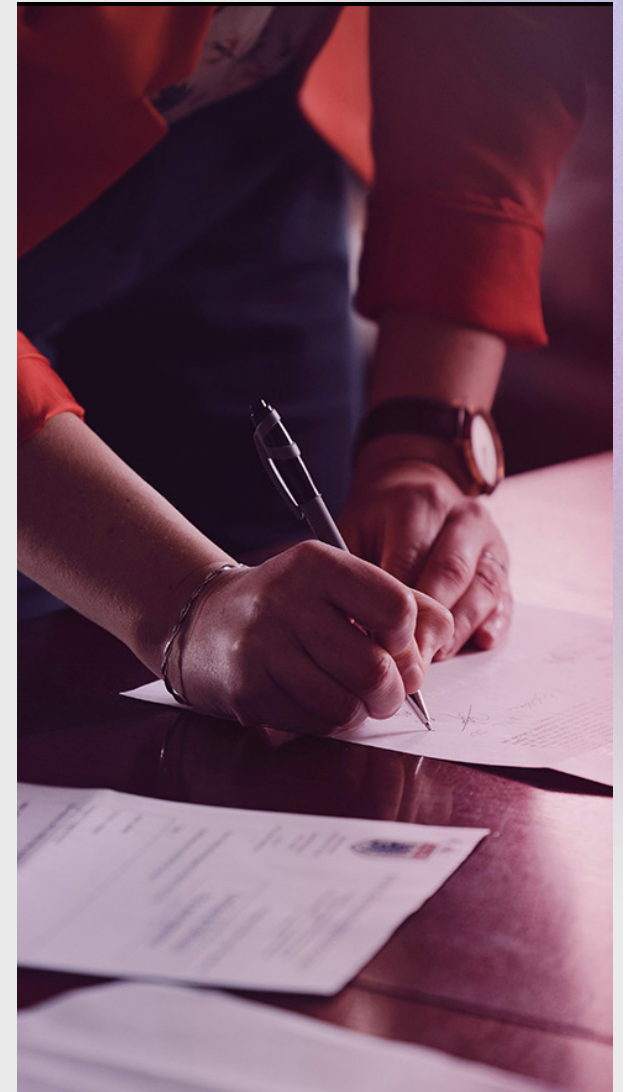
Safety

For fiscal 2026, Commvault is proud to report that we operated with no lost-days due to injuries, and no workplace deaths or fatalities, continuing our long tradition of being a safe and secure place of work.

Employee Compensation

Our Compensation Philosophy guides us in compensating our employees fairly and equitably.

- ✓ **Competitive Market Position:** We strive to maintain a competitive market position by regularly conducting comprehensive market research and benchmarking.
- ✓ **Performance-Based Pay:** We are committed to recognizing and rewarding individual performance and contribution through the design and planning of salaries and bonuses.
- ✓ **Total Rewards:** We understand that compensation encompasses more than just base salaries. In addition to competitive pay, we offer a comprehensive range of total rewards, including performance-based bonuses, incentives, recognition programs, restricted stock units, a generous employee stock purchase program, retirement benefits, health and wellness benefits, and career development opportunities. This holistic approach allows us to support the overall well-being and professional growth of our employees.
- ✓ **Pay for Performance:** By aligning rewards with measurable objectives and outcomes, we motivate our employees to deliver their best and contribute to the company's success.
- ✓ **Transparency and Fairness:** We are committed to maintaining transparency and fairness in our compensation practices by making our compensation philosophy available to all employees.



Employee Benefits

For a comprehensive understanding of the various benefits we offer our employees, please visit the [Commvault Benefits Resource](#). We are proud of the holistic nature of the benefits we offer and are engaged with employees to take care that these remain relevant and appropriate.

These benefits include, but are not limited to:



Health & Wellness

- Medical, dental, vision, and life insurance
- Tax-advantaged accounts
- Paid sick leave
- Short-term and long-term disability insurance
- Health and wellness program
- Mental health support and resources
- Discounted gym memberships and free fitness apps



Flexibility When Life Happens

- Unlimited paid time off ("PTO") for U.S. employees
- Maternity and paternity leave
- Dependent care leave
- Bereavement leave
- 401K Plan
- Employee stock purchase plan
- Paid holidays
- Tuition reimbursement program
- Employee assistance program



Support at Work

- Flexible work arrangements, including remote work
- Military leave
- Jury duty/witness leave
- Back-up care for children, elders, and pets
- Wellness rooms
- Ergonomic assessments and equipment, including for remote work arrangements
- Business travel insurance program



Corporate Citizenship and Philanthropy

Caring is at the core of who we are.

We lead with purpose by investing in the communities where we live and work through strategic corporate citizenship and philanthropy. Commvault and our global team actively support local charities and volunteer initiatives to provide disaster relief, deliver critical technology, promote wellness, and champion equality. We empower our employees to pursue the causes they are passionate about.

Our commitment to social responsibility is firmly anchored in our Code of Ethics. We are equally dedicated to maintaining a politics-free environment; accordingly, Commvault funds are never used to support political parties, committees, or candidates. We strictly comply with all global and local campaign contribution laws. We respect our team members' freedom of expression and their rights to make personal contributions using their own funds. Commvault does not provide reimbursement for any individual political donations.



Additional Resources

- ✓ **Employee Benefit Program:** Current and prospective employees can access information and resources relating to Employee Benefit Programs through the [Commvault Benefits Resource](#).
- ✓ **Values and Engagement:** Insight into our values and community engagement can be found on [our website](#).
- ✓ **Additional Requests or Interest:** Readers are encouraged to contact Commvault's [Global Head of Total Rewards](#) for any inquiries related to the topics addressed in this report.

03

Environment

Our commitment to sustainability is anchored in our Environmental Management Policy and fully integrated with our enterprise risk management program. This strategic alignment allows us to identify and mitigate risks that changing environmental systems may pose to our operations and global communities. With a focus on the built environment, resource dependency, and the critical need for climate resiliency, we remain acutely aware of the broader systems we inhabit and are steadfast in our dedication to sustainable leadership.

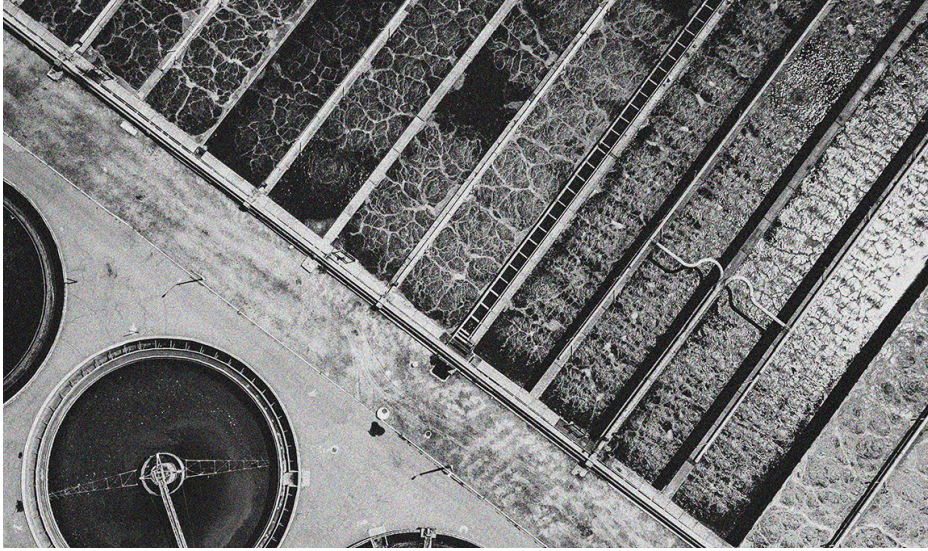


Environmental Management

Our environmental management mission is straightforward.

- To support our continued access to the resources necessary to develop industry-leading products and services for our customers;
- To limit the impacts our operations, products, and services convey to environmental systems; and
- To strengthen the resiliency of our operations to adapt to ever-evolving environmental risk factors.

As environmental management at Commvault is guided by our sustainability program and within the umbrella of our enterprise risk management program, we have adopted a risk-based approach to advancing the implementation of our environmental management mission. The environmental management system is set forth in Commvault's [Environmental Management Policy](#) and operationalized in close collaboration with the Facilities and Finance teams.



Built Environment

Commvault headquarters and primary data center location at Tinton Falls, New Jersey, U.S. is a LEED-certified building optimized for energy efficiency and purposefully developed to minimize the cooling needs of our data center. As opportunities for equipment maintenance and upgrades arise, we are integrating sensor faucets, water-saving fixtures, and LED lighting to reduce our environmental footprint. These improvements in resource efficiency minimize our reliance on external utilities, allowing us to remain resilient and adaptable should we encounter variability in the availability of essential resources.

Water Security

Droughts, wildfires, and record high temperatures have brought a focus to the importance of water security. As a cyber resiliency company, we do not consume much water beyond regular office functions, however our data centers are dependent on access to water for cooling purposes, as discussed below.

Biodiversity

The Taskforce on Nature-Related Financial Disclosures (TNFD) framework is already shaping how we understand our interactions with biodiversity. Commvault maintains a relatively light infrastructure footprint with no direct exposure to any biodiversity-sensitive areas as defined by the Key Biodiversity Area Secretariat, co-hosted by the International Union for Conservation of Nature. We understand that the accelerating decline of biodiversity globally may lead to emergent developments in regulatory frameworks, and we are preparing our operations to adapt to such developments. As the disclosure guidelines are refined and codified, we are working toward a more detailed understanding of our nature-related dependencies, impacts, risks, and opportunities.



Waste Management

In an effort to advance resource efficiency and responsibility, Commvault operates recycling programs for paper, cardboard, plastic, and aluminum waste across our office spaces to divert waste from landfill. We partner with licensed recycling suppliers to properly recycle and dispose of IT equipment.

Fiscal 2026 waste management metrics are reported below.

Total Hazardous Waste

4.03 Tons

Total Hazardous Waste, Recycled

4.03 Tons

Total Waste Recycled, Non-Hazardous

25.61 Tons

Total Waste to Landfill

64.60 Tons

Total Emissions to Water

0 Tons

Suppliers

Our [Supplier Code of Conduct](#) recognizes environmental risks and limited impacts on environmental systems and encourages our suppliers to consider their own supply chains and service providers.

Environmental Considerations for Data Centers

Data is among the world's most critical assets. As global data needs evolve, we are modernizing our approach to management—both for our own operations and the solutions we deliver. We recognize that data centers require immense cooling resources; to minimize electricity demand and GHG emissions, we prioritize advanced water-cooling technologies.

Our primary data center is housed within our LEED-certified headquarters in Tinton Falls. This facility leverages 'free cooling' cold-water processes and energy-efficient IDF closets as superior alternatives to traditional mechanical cooling. We recognize that the rapidly advancing AI landscape is bringing new attention to the environmental impacts of data centers.

Managing these impacts will require a shared responsibility across industries and a collective commitment to innovation. We are steadfast in our commitment to reducing the environmental footprint of our infrastructure while bolstering our operational resilience against future shifts in resource availability.

Climate Action and Resiliency

GHG emissions are contributing to climate change, which is developing as a prominent risk factor and risk multiplier for all businesses. Climate resiliency means adapting to changes that are already underway and reducing GHG emissions to mitigate any further risks.

Commvault is proud to announce that we have committed to setting net-zero science-backed emissions reductions targets through participation in the SBTi aligned with the Intergovernmental Panel on Climate Change (IPCC) 1.5C climate scenario.

We have identified three key developments relating to climate change that are material to Commvault:



EXTREME WEATHER

Climate change induced weather events, such as droughts, wildfires, severe storms, and flooding represent acute risk factors. It can be difficult to predict when and where such events will occur. Unabated climate change is anticipated to increase the frequency and severity of these events, making it incumbent upon all businesses to strengthen their resiliency.



DATA CENTER ENERGY USAGE

Data centers consume substantial amounts of electricity. Depending upon the source of electricity, these have the potential to result in high levels of GHG emissions. It is incumbent upon data center owners, operators, and users to actively manage access to reliable electricity and the emissions resulting from electricity generation.



CORPORATE EMISSIONS

Proposed and recently enacted regulations mandating the disclosure of corporate GHG emissions are emerging in subnational and national jurisdictions throughout the world. Our carefully developed climate action program can assist Commvault in remaining compliant across this varied interjurisdictional regulatory environment more efficiently and at lower cost.



GHG Emissions Profile

Climate action and resilience are advanced on a strong foundation of data.

Our annual emissions assessment in fiscal 2026 continued the work of our previous assessments and proceeded according to:

- USA Environmental Protection Agency Center for Corporate Climate Leadership Standards;
- Greenhouse Gas Protocol Corporate Standard;
- Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Standard.

We employed the Organizational Operational Control approach to determine the parameters of Commvault's emissions inventory for fiscal 2026. A comprehensive assessment of Scope 1 and Scope 2 emissions are provided below, as well as an actionable assessment of Scope 3 emissions. We are committed to refining and improving our data collection in collaboration with our supply chain partners as we continue annual GHG emissions assessments.

GHG Assessment

The following table presents Commvault's GHG emissions data for fiscal year 2026.

SCOPE 1 GHG EMISSIONS

439 mt CO_{2e}

SCOPE 2 GHG EMISSIONS

5,174 mt CO_{2e}

SCOPE 3 GHG EMISSIONS*

40,616 mt CO_{2e}

GHG Emissions From Data Centers

Owned, leased, or contracted

732 mt CO_{2e}

GHG Emissions Intensity (SCOPE 1 & 2)

4.7 mt CO_{2e}
/\$MM revenue

GHG Emissions Intensity (ALL SCOPES)

39 mt CO_{2e}
/\$MM revenue

*Scope 3 assessment is a work-in-progress as data collection across suppliers, vendors, and associated stakeholders continues to be improved.

Climate-Related Financial Disclosures

At Commvault, climate action and resilience are core to our strategic thinking. Beyond reducing GHG emissions across our operations, we are dedicated to managing climate-related risks and leveraging emerging opportunities. In fiscal 2025, we evolved our climate action principles into a comprehensive risk management framework and continue this work into fiscal 2026. This approach aligns with the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations, which are now integrated into the IFRS Sustainability Disclosure Standards.

Governance

Commvault's sustainability program is the first line in identifying, reporting, and managing climate-related risks and opportunities. Our sustainability program is developed with knowledgeable leadership and integrates with individuals and teams throughout the organization, so we all are operating with a comprehensive understanding of impact. Material or emerging sustainability risks are escalated through the ERMC to the Audit Committee of the Board of Directors. Developments within the sustainability program are reported regularly to the Nominations and Governance Committee of the Board of Directors. The Board retains ultimate responsibility for overseeing the management strategy for Commvault's climate-related risks and opportunities.

Strategy

Commvault has identified three climate-related risk factors and one climate-related opportunity which are sufficiently material and are integrated into our longer-term strategy development.

Opportunities:

1. Growing customer interest in our solutions with lower GHG emissions intensities:

Customers are increasingly interested in accessing solutions with lower GHG emissions intensities to align with their own climate action strategies and remain compliant with emerging regulations. Commvault's recirculated water-cooled data centers and data deduplication technology have helped establish our solutions in this space and we remain committed to monitoring GHG emissions intensities of new solutions as we continue to develop and grow.

Risks:

1. Business disruptions attributable to climate-related weather events: Data runs on electricity, and increasingly severe and frequent floods, wildfires, and acute storms associated with climate change can threaten the stability of electric grids and transmission. Commvault operates multiple critical redundancies so acute disruptions to electricity supply do not become disruptions to business operations. For planning purposes, we consider this to be a physical risk.

2. Increasing costs of electricity attributable to climate action and regulatory responses: In an era of net-zero energy transition in response to accelerating climate change, regional electricity infrastructure is always evolving. Commvault's longer-term strategy development benefits from our ability to plan around appropriate and stable electricity costs. Our teams are mindful of the energy efficiency of our operations and work closely with our utility partners to secure our development trajectories. For planning purposes, we consider this to be a transitional risk.

3. Managing environmental impacts of data centers: With rapidly advancing AI deployment, the demand for data center capacity has grown exponentially. This remarkable growth brings with it questions as to the adequate provisioning of electricity to data centers, the heating impact of data centers, and the GHG emissions associated with data center operations. Commvault is closely monitoring this risk factor and is aware of the possibility of novel regulations addressing data center development and operations in the mid-term future. For planning purposes, we consider this to be a transitional risk.

Risk Management

Commvault's sustainability program has developed a Dynamic Materiality Assessment process (see Materiality Assessment and Topics) allowing Commvault to better understand the impact of the environment in which we operate, including an integrated understanding of our infrastructure and business operations, sales, and supply chain dynamics. By overlaying these insights with the climate change scenario modeling provided by the IPCC, our sustainability program can identify and monitor climate-related risks and opportunities and communicate these to the ERM.

Metrics and Targets

The climate-related risks Commvault faces are predominantly associated with our electricity use and provisioning. Our teams monitor our energy use and are committed to improving efficiency and resiliency. Energy use metrics are provided in the SASB Index, as appended. Commvault is committed to assessing and understanding the organization's GHG emissions profile and collaborating with value chain partners to continue to improve the accuracy and comprehensiveness of our GHG emissions assessments. Commvault has committed to establishing science-based net-zero emissions reduction targets aligned with SBTi.

Products and Services

Our commitment to climate action and cyber resilience extends to our portfolio, empowering customers and partners to achieve similar goals. Throughout fiscal 2026, we continued to drive sustainable impact by optimizing client data footprints, effectively containing data sprawl, minimizing unnecessary data movement, and advancing data center intelligence.



CONTAINING DATA PROLIFERATION

Significant volumes of data are produced every day. It takes energy to create, use, store, manage, protect, and share this data. Our products minimize the amount of data produced and maximize its usage, including:

- Efficient backup storage for traditional datasets, reducing storage requirements;
- Identification of Redundant, Obsolete and Trivial data;
- Use of automated policies to control and delete unnecessary copies;
- Archiving of Virtual Machines and files to reduce primary storage;
- Combination of backup and archives to repurpose secondary data;
- Elimination of data redundancy and reduction of storage requirements through compression and deduplication.



LIMITING DATA MOVEMENT

Our solutions directly reduce energy consumption by minimizing data movement through advanced deduplication and compression technologies. By identifying and removing redundant data at the source, before it is ever transferred to backup servers, we significantly decrease the volume of traffic across the network. This reduction in data “weight” creates a twofold environmental benefit for our customers:

Network Efficiency: Lower data volumes require less bandwidth and hardware processing power, directly cutting the electricity needed for transmission.

Storage Optimization: By storing only unique data blocks, we reduce the physical storage footprint in the data center.

These efficiencies allow our customers to scale their operations while lowering their overall carbon footprint and operational costs.



MAXIMIZING DATA CENTER INTELLIGENCE

We expanded the workloads supported by our portfolio to reduce operational complexity for our customers and partners. We also extended the global availability of SaaS, enabling customers and partners to benefit from more efficient cloud-delivered SaaS data management. Our cloud and security solutions are energy efficient and reduce onsite storage infrastructure. Key efficiencies include:

- Easy-to-utilize cloud environments that are often powered by renewable energy;
- Automated scaling and power management of cloud access nodes;
- Use of highly efficient scale-out infrastructure to increase data center storage efficiency through HyperScale X.

Contact Us

Our Sustainability Programs

This year, we took the opportunity to evaluate our efforts and successes, measure that success, and re-shape how we communicate. What has not changed is our commitment to trust, a foundation that continues to push us forward every day.

With the publication of our 2026 Sustainability Report, we reaffirm our values: We Connect, We Inspire, We Care, and We Deliver. We reaffirm our commitment to long-term sustainability, to advancing our efforts, and to being a partner in resiliency in fiscal 2027 and beyond.

Contact Us



ESG TEAM

Aakanksha Kashyap
ESG Specialist
esg@commvault.com

Saadia Ali, Esq., MBA
Corporate Counsel
saadiaali@commvault.com



INVESTOR RELATIONS

Michael Melnyk, CFA
Head of Investor Relations
investorrelations@commvault.com



REPORT AN ISSUE

Grievances may be reported to the Compliance Team at compliance@commvault.com, or alternatively through Commvault's Ethics and Integrity Reporting hotline.

commvault@integritycounts.ca | 1-866-921-6714 | [Website](#)

Disclaimer

Report Disclaimer

All financial information has been reported in U.S. dollars. Figures presented in this report may have been approximated or rounded. Forward-looking statements may be included within this report, including projections regarding future performance. All statements that relate to our beliefs, plans, and expectations regarding the future are pursuant to the Safe Harbor provisions of the Private Securities Litigation Reform Act of 1995. Actual results may differ materially due to certain risks and uncertainties. For a discussion of the risks and uncertainties affecting our business, please see the risk factors contained within our SEC filings. Unless otherwise noted, key performance indicators included within this report are reflective of Commvault's performance through **fiscal 2026** (April 1, 2025, through March 31, 2026).

04

Appendix:

SASB INDEX, SOFTWARE, AND IT SERVICES

Our sustainability disclosures are aligned with SASB Standards, allowing us to provide material, industry-relevant, and comparable sustainability metrics to our key stakeholders. We remain committed to advancing sustainability initiatives and making meaningful progress through collaboration with our employees, customers, partners, shareholders, and communities. We are proud of the advancements we have made since formalizing our sustainability strategy in 2021 and look forward to continuing this momentum as our sustainability program matures. If you have comments or questions about this report, please contact us.

The following tables present Commvault's SASB Index for the Software and IT Services industry standard.

SASB Index

Software and IT Services

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	2026
(1) Number of licenses or subscriptions, (2) percentage cloud-based	Quantitative	Number, Percentage (%)	TC-SI-000.A	(1) 19,495 customers (2) 55% subscription (SaaS and term software customers)
(1) Data processing capacity, (2) percentage outsourced	Quantitative	See footnote ¹	TC-SI-000.B	(1) Not applicable (2) 0%
(1) Amount of data storage*, (2) percentage outsourced	Quantitative	Petabytes, Percentage (%)	TC-SI-000.C	(1) 19,123 PB stored (2) 0%

*Total data storage metric inclusive of customer-managed licensed software environments.

Data processing capacity shall be reported in units of measure typically tracked by the entity or used as the basis for contracting software and IT services, such as Million Service Units (MSUs), Million Instructions per Second (MIPS), Mega Floating Point Operations per Second (MFLOPS), compute cycles, or others. Alternatively, the entity may disclose owned and outsourced data-processing needs in other units of measure, such as rack space or data center square footage. The percentage outsourced shall include On-Premise cloud services, those that are hosted on Public Cloud, and those that are residing in Colocation Data Centers.

Sustainability Disclosure Topics and Accounting Metrics

TOPIC	ACCOUNTING METRIC	CATEGORY	CODE	RESPONSE/REPORT LOCATION
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	Quantitative	TC-SI-130a.1	(1) 51,506 GJ (2) 100% (3) 0%
	(1) Total water withdrawn* (2) total water consumed, with percentage in regions of high or extremely high baseline water stress	Quantitative	TC-SI-130a.2	(1) Total water withdrawn: 18,726 cubic meters (34% in region of high or extremely high baseline water stress); (2) Total water consumed: 6,507 cubic meters (0% in region of high or extremely high baseline water stress)
	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	TC-SI-130a.3	Environmental Considerations for Data Centers: See the Environmental Management section of this report for a full discussion of Commvault's approach to data center environmental management, including advanced water-cooling technologies, LEED-certified facilities, free cooling cold-water processes, and energy-efficient IDF closets.
Data Privacy and Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	TC-SI-220a.1	Commvault takes user privacy seriously and is committed to being transparent about our policies and practices related to behavioral advertising. We only collect and use user data for advertising purposes with the user's consent, which is obtained through clear and prominent notice and opt-in mechanisms. We also provide users with easy-to-use controls to manage their advertising preferences, including the ability to opt-out of targeted advertising. Our data collection and use practices are guided by industry best practices and comply with all applicable laws and regulations. We regularly review and update our policies and practices to confirm they remain effective and align with evolving user expectations and regulatory requirements. For more information, visit Commvault's Privacy Policy .

Sustainability Disclosure Topics and Accounting Metrics

TOPIC	ACCOUNTING METRIC	CATEGORY	CODE	RESPONSE/REPORT LOCATION
Data Privacy and Freedom of Expression (Cont.)	Number of users whose information is used for secondary purposes	Quantitative	TC-SI-220a.2	Commvault does not use user information for reasons other than those described in our customer agreements and our Privacy Policy .
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	TC-SI-220a.3	None.
	(1) Number of law enforcement requests for user information (2) Number of users whose information was requested (3) Percentage resulting in disclosure	Quantitative	TC-SI-220a.4	None.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	TC-SI-220a.5	Commvault complies with data privacy requirements applicable to data processors under data privacy laws including GDPR, HIPAA, CCPA, and other global regulations applicable where Commvault conducts business and also as per lawful instructions of the data controllers. Our products and services enable our customers and partners acting as data controllers to comply with applicable data privacy laws including GDPR, CCPA, HIPAA, and other global regulations where Commvault conducts business. Our products do not include any functionality that could adversely affect data privacy or freedom of expression.

Sustainability Disclosure Topics and Accounting Metrics

TOPIC	ACCOUNTING METRIC	CATEGORY	CODE	RESPONSE/REPORT LOCATION
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Quantitative	TC-SI-230a.1	Commvault, being a publicly traded company, and doing business both domestically and internationally, must comply with laws and regulations requiring the public disclosure of security breaches. Commvault will comply with breach notification laws, disclosing any incidents in a way to comply with those laws. Commvault also has negotiated contractual obligations with certain customers, requiring specific disclosure requirements, and confidentiality agreements in the event of a breach.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	TC-SI-230a.2	Information Security, Data Management, and Privacy: See the Cybersecurity and Data Privacy sections of this report for a full discussion of Commvault's cybersecurity program, security certifications (ISO/IEC 27001:2022, PCI DSS, FedRAMP High Authorized, IRAP, SOC 2 Type II, FIPS 140-3, HIPAA, CSA Star Level 2), and data privacy practices.
Recruiting and Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	TC-SI-330a.1	(1) Foreign nationals – 5.95% (2) Located offshore – 64%
	Employee satisfaction survey process	Quantitative	TC-SI-330a.2	Average of 82% response rate to annual employee satisfaction survey

Sustainability Disclosure Topics and Accounting Metrics

TOPIC	ACCOUNTING METRIC	CATEGORY	CODE	RESPONSE/REPORT LOCATION
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	TC-SI-520a.1	None.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative	TC-SI-550a.1	None.
	Description of business-continuity risks related to disruptions of operations	Discussion and Analysis	TC-SI-550a.2	Business continuity risks are discussed in Commvault's 2026 Form 10-K, and within our 2025 Proxy Statement.

