



2022
**Corporate
Social
Responsibility
Report**

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A Letter from Our CEO

If we've learned anything over the past few years, it is how interconnected we are. How the slightest ripple in one location may crest and crash in another — testing our resiliency but leaving us with the resolve that we are stronger together.

Yet, we also celebrated being human. Reuniting with friends and loved ones, caring for our communities, and reconnecting and collaborating with our colleagues virtually and in-person. It is inspiring and at the heart of our environmental, social, and governance (ESG) initiatives.

Like many companies during the pandemic, we redefined the hybrid workplace by fostering a trusting, collaborative, and compassionate culture. Our team members are what bind and empower us; and they are why we continue to grow our inclusion and diversity initiatives, increase our camaraderie in the community through volunteerism and philanthropy, and invest in our security, privacy, and governance initiatives. We are committed to each other and to our communities.

Additionally, being human is a hallmark of our culture and our commitment to our greatest asset — our Vaulters. To attract and retain talent with a hybrid global workforce, we doubled down on our commitment to employee well-being with competitive employee benefits, health and wellness offerings, training initiatives, and programs to engage and develop our team members. This holistic approach to wellness extended the lines of communications between managers and employees and continued to foster a sense of belonging for each and every employee.

And it doesn't stop there. Throughout the year, we regularly engaged with our partners to ensure our continuity while promoting ethical, equitable treatment of workers and respect for natural resources. And we continue to provide products and solutions that help our customers and partners extend their sustainability by reducing their energy usage and related carbon emissions, as well as managing their compliance with data privacy regulations and security standards. We are all better when we work together.

We have much more work to do, but I assure you the team and I are already driving new sustainability initiatives to advance our progress in 2022 and beyond. We will share more details throughout the year. In the meantime, thank you for staying connected with Commvault.



Sanjay Mirchandani
President, Chief Executive Officer & Director
Commvault



Our corporate responsibility leadership is evolving and maturing alongside the broader ESG landscape.

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 commitment to our customers and partners and ensure business integrity. In FY 2022, we continued to invest in perpetual innovation, facilitated meaningful engagement of our stakeholders, safeguarded the data entrusted to us, and promoted diverse and thoughtful ESG leadership at the Board of Directors (Board) level and throughout our organization.

Our Business

About Commvault

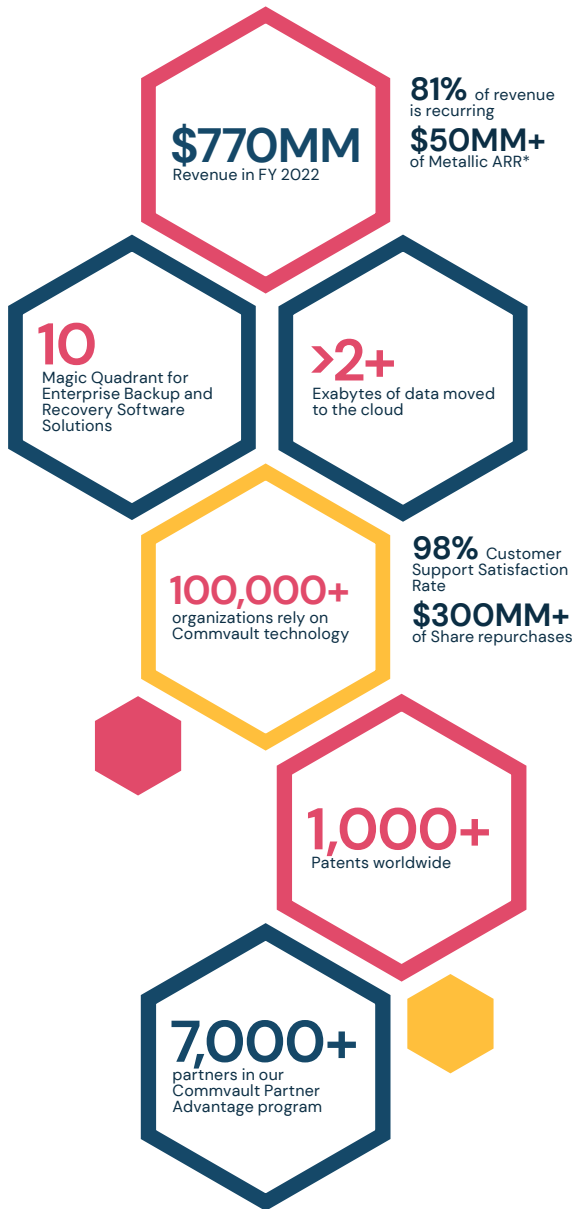
Commvault liberates business and IT professionals to do amazing things with their data by ensuring the fundamental integrity of their business. Our industry-leading data management solutions empower our customers and partners to store, protect, optimize, and use their data, wherever it lives. Delivering the ultimate in simplicity and flexibility to customers and partners, our data management solutions are available as software subscription, an integrated appliance, partner-managed, and software-as-a-service (SaaS) — a critical differentiator in the market. For 25 years, more than 100,000 organizations have relied on Commvault, and today we are accelerating customer adoption to modernize their environments as they look to SaaS for the future. Driven by our values, we employ more than 2,900 highly-skilled individuals around the world.

Our Values

At Commvault, we work hard to stay true to our mission of unlocking potential in data, customers and partners, and each other — a steadfast commitment we have upheld since our inception in 1996. Our [values](#) — we Connect, Inspire, Care, and Deliver — serve as the foundation of our company culture and fuel our commitment to show up every day for our customers, partners, colleagues, and peers. These values shape our daily interactions with each other and our communities, power our passion for technical excellence and outstanding customer service, and support our overarching commitment to responsible, sustainable, and ethical business.



FY 2022 Performance at a Glance



Corporate Governance

We maintain the highest standards for professional and ethical behavior, applicable to all employees, contractors, vendors, and other third parties working on our behalf. [Our Board](#) serves as the prudent fiduciary for our shareholders and is responsible for overseeing the management of the company's business, providing a framework that ensures and maintains our company's ethics, integrity, and reputation.

We ensure strict adherence to all applicable laws in every country where we do business. In addition to local regulations, the following policies, guidelines, and reports support and ensure strong corporate governance practices in alignment with the best interests of our shareholders, customers, and partners:

Our [Corporate Governance Guidelines](#) outline our expectations and obligations for all board members, including responsibilities, board composition, committees, compensation, and management practices.

Our [Code of Ethics](#) clarifies the actions and behavior expected of all Commvault employees and contractors. All employees are required to complete their initial code of ethics training and maintain regular re-certification.

Our [2022 Annual Report](#) and [10-K](#) outlines and explains the organizational, economic, and technical risks relevant to our business.

Additional policies that inform our governance practices include:

- Insider Trading Policy
- Amended and Restated Bylaws
- Policy on Fair Disclosure to Investors
- Senior Financial Officer
- Corporate Governance Policies
- Charter of the Commvault Systems Disclosure Committee

Anti-harassment, affirmative action, background checks, confidentiality, business continuity, equal employment, and anti-corruption policies are all part of our robust compliance program for Commvault employees and contractors. We conduct periodic training on many of these policies and provide specific reporting guidelines and codes of conduct for senior management and financial officers. Our Integrity Counts program enables confidential and anonymous submissions by our employees and other interested parties regarding questionable accounting or auditing matters, violations of our Code of Ethics, and other unethical behavior or practices.

To learn more about our leadership and governance structure, visit [Commvault Corporate Governance](#).

Board Leadership and Diversity

At Commvault, we believe that strong leadership of ESG priorities at the Board level helps to ensure that our corporate purpose and progress align with the expectations of our stakeholders. We recognize that the scope, scale, and impact of ESG criteria can vary widely depending on the topic, and we seek to tackle these challenges with Board leadership that is informed, engaged, and diverse.

- [Our Board](#) consists of ten members. The Nominations and Governance Committee periodically reviews the size of the Board and recommends any changes it determines to be appropriate given the needs of the company.
- Our [Board Membership Criteria](#) includes diversity considerations in support of achieving a Board with diverse business, personal, and educational backgrounds.
- Our current Board encompasses diversity including gender, ethnicity, and proponents of the LGBTQ+ community. See our [2022 Proxy Statement](#) for more information.
- We consider background, experience, and expertise as elements of Board diversity in an effort to create a highly skilled and diverse set of directors. Board members complete annual self-assessments concerning their skills, experience, and focus areas, which are used to inform and shape future Board appointments.
- In 2021, we amended the charter for our Nominations and Governance Committee to oversee and provide direction for Commvault's corporate social responsibility and sustainability programs and efforts.

Our Approach to Corporate Social Responsibility

Our core values empower us to drive company performance in a way that serves the planet, our people, and our communities in an ethical, responsible, and sustainable manner. Whether we're helping our customers and partners manage their data more sustainably, supporting the development and inclusion of our global workforce, or giving back to our communities, we continue to prioritize our stakeholders and treat long-term sustainability as a non-negotiable requirement of doing business.

As a leader in enterprise data management, our products and solutions do not require physical manufacturing operations. As such, our business model bypasses many elements of a traditional corporate environmental footprint and our engagement with global supply chain partners is minimal. Although the footprint of our organization may fluctuate, we remain committed to driving change where we can generate the most impact — in our direct operations, for our partners and customers, with our employees, and within our communities. In support of these efforts, our ESG program is focused on understanding key concerns and priorities and driving progress within these focus areas.

Our FY 2021 materiality assessment identified six priorities that serve as the basis for our ESG strategy, goals, implementation, and reporting initiatives (including the content of this report):

Our material topics cover the following focus areas:

ENVIRONMENT

Environmental considerations for datacenters: The effect Commvault's datacenters have on the environment (e.g., water availability, energy efficiency) and managing related risks.

Contributions to customer sustainability: The impact(s) Commvault's products and services have on customer sustainability — including emissions avoidance, reduced energy consumption, and reductions in physical infrastructure.

SOCIAL

Diversity, equity, and inclusion: A work environment in which all individuals are treated fairly and respectfully and have full access to opportunities and resources.

Corporate citizenship & philanthropy/ Commvault Cares: Promotion of the welfare of others, commonly expressed by the donation of money and/or time to community causes and employee volunteer initiatives.

GOVERNANCE

Information security, data management & customer privacy: Internal policies/procedures to prevent and protect our data from breaches of security, customer privacy and loss of customer data.

Board leadership of ESG/Diversity of the Board: Board leadership and ESG management, as well as Board diversity.

In FY 2022, we aligned our CSR reporting with the Sustainability Accounting Standards Board (SASB), a prominent ESG reporting framework which aims to provide standards for companies disclosing financially-material ESG information to investors. In future reporting years, we will continue to evaluate potential improvements and additional topics to strengthen our ESG disclosures and alignment with recognized reporting frameworks. We're proud of the initiatives and progress we've completed in FY 2022 and are excited to continue this momentum as our ESG program matures.

Innovation at Commvault

Innovation is at the core of everything we do — which is why we never stop. Our company culture fosters perpetual innovation at both an organizational and technical level, helping our customers and partners accelerate their journey to the cloud and giving us a critical edge in a competitive industry.

In FY 2022, we invested in the quality of the products we produce and acquired new products to help better protect and securely manage data. In January 2022, we expanded our security offerings by bringing TrapX, an Israel-based cyber deception firm, into our SaaS portfolio. TrapX specializes in neutralizing ransomware threats and attacks and will enhance Commvault customers' ability to proactively detect, defend against, and recover from unknown threats.

We also continued to invest in our SaaS offerings and build world class solutions that customers and partners have come to expect from Commvault. We push ourselves to drive innovation by expanding our products and services, as shown by more than 1,000 patents that we hold worldwide and several hundred patents pending. Our highly talented engineers consistently work to refresh classic products and solutions for our customers and partners.

Our long list of industry awards throughout FY 2022 highlight the high standard of our products and solutions and their accolades for security, resiliency, creativity, and innovation:

FY 2022 SELECT INDUSTRY AWARDS

- **2021 Inc. Best Led Companies**
- **2021 Gartner Magic Quadrant for Data Center Backup and Recovery Solutions** — Leaders Quadrant
- **2021 Gartner Critical Capabilities for Enterprise Backup and Recovery Software Solutions** — Commvault has achieved the highest scores in all three Critical Capabilities use cases as identified by the Gartner report
- **"Outperformer" and "Leader in Platform Play," 2021 GigaOm Radar for Hybrid Cloud Data Protection for the Enterprise**
- **"Outperformer" and "Leader in Platform Play" 2021 GigaOm Radar for Hybrid Cloud Data Protection for Small and Medium-Sized Businesses**
- **2021 IT World Awards — GOLD GLOBEE® WINNER: Cloud Computing/SaaS for Metallic**
- **2021 IT World Awards — GOLD GLOBEE® WINNER: Data Center Backup and Recovery for Commvault**
- **2022 CRN Channel Chiefs** — Four Commvault executives
- **2021 CRN Women of the Channel** — 16 global executives
- **2022 CRN Cloud 100** — The 20 Coolest Cloud Storage Companies
- **2021 CRN Partner Program Guide** — 5 Star Rating



Our CREATE 2021 event was built around the idea of “redefining the normal” — a theme we have embraced throughout the pandemic to disrupt routines and encourage creativity, innovation, and skill development across the company. We believe that collaborating among cross-functional teams drives innovation and builds confidence for our workforce. Our CREATE event brought together a diverse group of employees including representation from multiple countries, genders, and business functions. CREATE 2021 was modelled after the 2020 CREATE event and consisted of four separate events over a virtual format:

I. Hackathon

- Teams of up to four people developed and showcased their technical prowess with innovative prototypes and solutions.
- The event included representation from our sales, support, and engineering teams with more than 200 participants worldwide.
- Each innovation was scored using ratings for usefulness, design, originality, effort, completion, presentation, and product relevance.
- Key insights from Hackathon related to user functionality and data protection were absorbed into our existing products and processes.

II. Bot Fights

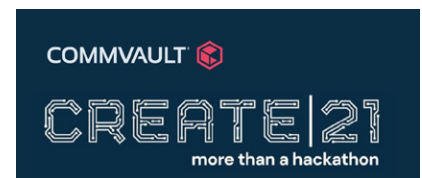
- Engineers built and coded automated bots to compete against one another in a game, challenging engineers to innovate new and efficient code that would outcompete their peers.
- Bot programming leveraged strategy, artificial intelligence (AI) and machine learning (ML) to win a two-player game against other bots.

III. Tech Talks

- Employees were provided the opportunity to share their knowledge through a presentation on any topic of their choice, showcasing their expertise in the field.
- Virtual, on-demand, free webinars provided insights on current and emerging trends within the data industry.
- Q&A sessions were conducted to engage with listeners.
- The engagement provided employees with an opportunity to expand their skills and learn from one another.

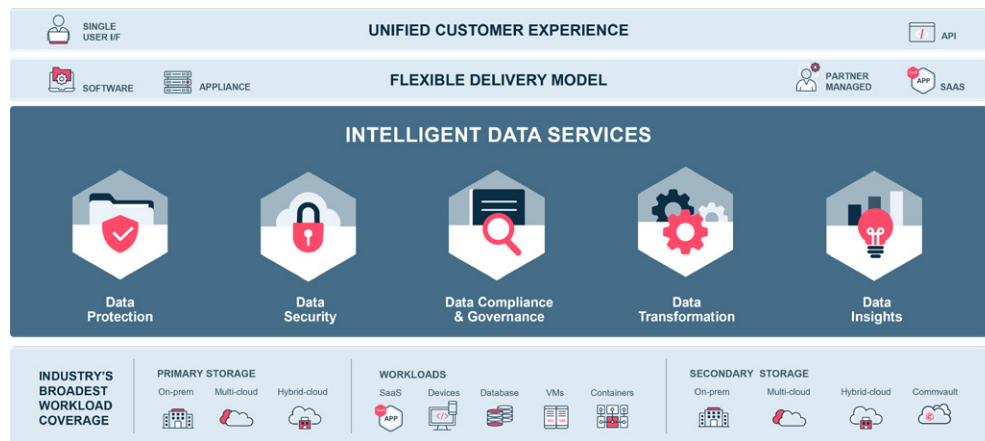
IV. Present an Idea

- Participant groups were encouraged to submit an idea for a new product or solution to a panel of judges.
- Groups presented a 90-second pitch for their idea, researching and presenting its business case to the judges.
- Ideas have the potential to become a product or solution included in Commvault’s service offerings.



A Future-Proof Intelligent Data Management Platform

We enable organizations to proactively simplify and manage the complexity of enterprise data, accelerating growth and helping ensure the fundamental integrity of their business. We deliver a comprehensive portfolio of data management solutions that is unique in the industry and enables customers and partners to easily expand their functionality without adding complexity or cost. With these capabilities Commvault brings together a unified customer experience across the industry's broadest workload coverage – eliminating fragmentation and reducing complexity. Today's enterprises also require flexibility, and Commvault's flexible delivery model enables customers and partners to consume and deploy these data management solutions according to their business needs and preferences: software, appliance, SaaS, or a combination of these.



Stakeholder Engagement

Collaboration with our employees, customers, partners, and shareholders is a cornerstone of effectively managing our ESG strategy. We continue to reinforce our commitment to exceeding these stakeholders' standards of communication and transparency so we can maintain a trusted partnership with those who matter most to us. As part of this commitment, we regularly engage our stakeholders through surveys, meetings, consortiums, and events. Continuous communication allows us to calibrate performance based on constructive feedback, align our focus, and grow.

Throughout FY 2022, we integrated ESG topics and strategies into our internal and external engagement initiatives to solidify ESG considerations as part of our company culture. We continue to leverage the insights and feedback from our stakeholders to align on ESG topics that are most important to our stakeholders.

Engaging our Employees

- We gather direct feedback from all employees in our annual Employee Engagement Survey, administered by an independent third party. This survey solicits feedback and input from our employees on how we can optimize their work environment and experience at Commvault. Results are reviewed and shared internally to inform positive change in the organization and drive accountability across teams and leadership.
- We continue to conduct more targeted "Pulse" surveys directed toward select employee groups. The Pulse surveys aim to solicit immediate input on specific initiatives or events.

- Our CONNECT intranet site continues to empower our employees to engage with our leadership team, connect with our global employee community, and access company policies and announcements. We strive to make continuous updates to ensure our system serves as an efficient tool to integrate communications, foster company culture, and eliminate knowledge silos.

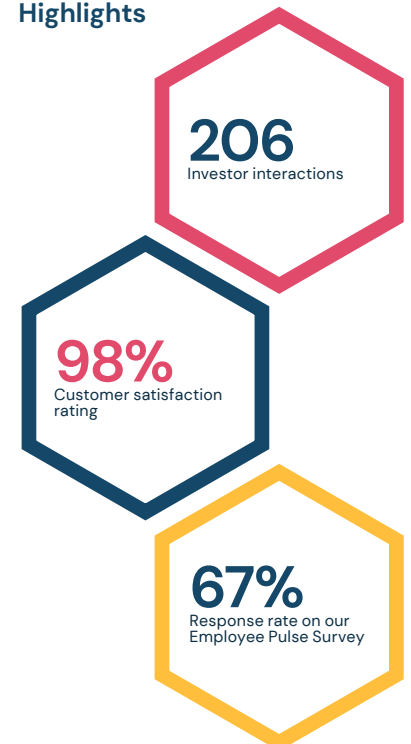
Engaging our Customers

- Commvault invests in industry-leading innovations for our support systems, allowing us to proactively predict customer needs, scale interventions, and improve the customer experience.
- Our Customer Support system leverages centralized, cloud-based customer metrics to identify key conditions of known problems at scale and proactively engage affected or at-risk customers.
- For our SaaS customers, we use internal tools and dashboards to proactively monitor SaaS infrastructure for issues that may impact the performance or success rate of their services.
- Commvault's Customer Community platform is built on the latest SaaS technology and has active engagement across our broader Commvault teams, including Support, Products, and Engineering. This forum continues to improve the customer experience for peer-to-peer knowledge sharing, self-help options, and product development.
- Our customers gain access to highly trained engineers who undergo extensive onboarding and continuous enablement.
- Over the last year, our Customer Support Teams consistently provided solid support and strategic guidance during the initial, critical stages of disaster recovery efforts following crippling outages and devastating ransomware attacks.
- Commvault Support continues to score an industry-leading 98% customer satisfaction rating.

Engaging our Shareholders

- Throughout FY 2022, we hosted 206 investor meetings or phone calls, including 116 meetings with existing owners and 90 meetings with potential investors. Our FY 2022 investor meetings increased from 193 in FY 2021.
- We maintain a quarterly shareholder outreach program which includes proactive CEO and CFO post-earnings calls with our Top 40 active shareholders, and subsequent phone calls with all interested investors. Our CEO, CFO, CLO, Head of Investor Relations, and senior management participate in broker sponsored, non-deal roadshows and conferences each quarter. Traditionally, these events have been in person, but recent engagement has been virtual, consistent with industry norms during the pandemic.
- Every June through August, in advance of our Annual Meeting, we reach out to our Top 50 shareholders representing 78% of the vote. We spoke to 11 shareholders representing approximately 24% of the vote. Our proxy outreach team includes the Chair of the Board and several independent directors, Head of Investor Relations, and Chief People Officer. Discussion topics included the selection of ESG reporting standards, measures to increase workforce diversity, pandemic effects on business, capital allocation such as share repurchase and mergers and acquisitions (M&A), and executive compensation.
- We were pleased to receive positive feedback throughout our engagement efforts. Shareholders were particularly impressed by our independent directors' commitment to shareholder engagement, our receptivity to shareholder feedback and our numerous corporate governance enhancements over the last several years.

FY 2022 Stakeholder Engagement Highlights



Our FY 2022 shareholder engagement encompassed various ESG-related topics, including our strategic alignment with prominent reporting standards and measures to increase workforce diversity.

FY 2022 SECURITY CERTIFICATIONS

Throughout FY 2022, we achieved and maintained certification with industry-leading standards, including:

- ISO 27001
- SOC2
- SOC3
- PCI
- HIPAA
- CJIS
- FedRAMP Ready

Information Security, Data Management, and Privacy

A Trusted Partner in Data Protection

As a global cloud data management provider, we are dedicated to ensuring that the data entrusted to us is secure, private, and managed responsibly. Our global information security program protects the security, confidentiality, and integrity of our systems and data through the implementation of policies and technologies, as reflected through our numerous security certifications and assessments. Our global privacy program honors the individual's right to personal privacy by providing transparency into our data management practices through our Privacy Policy and related procedures. Together, these programs help us address the complex and ever-changing threat and regulatory landscapes and enable us to be a trusted partner in data protection.

Global Information Security Program

Our global information security program protects against the unauthorized disclosure of customer and company data through the implementation of policies and technologies. Led by our Chief Information Security Officer, we maintain a dedicated information security team that manages and mitigates security risks that could impact our services and solutions. This program consists of a variety of components including policies for risk assessment and management, incident response, security training and awareness, and business continuity and disaster recovery. Our security and compliance teams monitor the implementation of internal procedures and report issues to management.

We also continue to support our customers and partners subject to federal security requirements by maintaining alignment with:

- Cybersecurity Maturity Model Certification (CMMC)
- Defense Federal Acquisition Regulation Supplement (DFARS)
- International Traffic in Arms Regulations (ITAR)
- NIST SP 800-171

Global Privacy Program

Serving a multitude of regions and industries, we are required to comply with a variety of privacy requirements. While the General Data Protection Regulation (GDPR) provides the foundation for our program, we also account for region and industry-specific privacy requirements, such as the new and incoming privacy laws from California and other areas in the United States, Health Insurance Portability and Accountability Act (HIPAA), and others as applicable.

Our privacy program and the way we process personal information is outlined in our Privacy Policy. The policy translates into several key processes that are led by the Global Data Protection Officer and focus on addressing privacy considerations throughout the entire data lifecycle for our products, services and internal operations. Our processes cover a variety of areas, including maintaining an inventory of all personal data we process, how we use it, who has access to it, where it's stored, how long we retain it, the handling of data subject rights requests, managing cross border data transfers, and complying with data residency requirements. Additionally, we periodically complete privacy risk assessments for high-risk business processes and audit our third parties for privacy risks. We also maintain internal guidelines to ensure our digital marketing practices comply with notice and consent requirements.

We encourage customers and partners using our products and services to familiarize themselves with their own data privacy obligations. When customers and partners share

their data with us, they act as a data controller. Because of this, their compliance with applicable regulatory requirements is contingent upon key choices made when using our products and services, including choosing appropriate configuration options and implementing their own internal procedures.

Continuous Improvement

To monitor and support information security and privacy at Commvault, we have implemented dedicated functional roles across the technology and legal functions of our organization, including a Director of Compliance, Global Data Protection Officer, and Chief Information Security Officer. Our Information Security and Legal teams further support our information security policies and procedures with specialized areas of operation. We continue to invest in our information security and data privacy trainings, covering at least 98% of our organization with annually mandated modules spanning a broad range of security and data management topics. Continuing education on information security and privacy is facilitated through our community CONNECT intranet, with more than 60 informative security-specific posts.

The security, privacy, and responsible management of your data is of the utmost importance to us. To learn more about our security program, policies, breach disclosure procedures, or annual certifications, please visit: [Commvault Software Overview](#). To learn more about our privacy program, please visit our [Privacy Policy](#) or contact GDGO@commvault.com.

CYBERSAFE INFORMATION SECURITY TRAINING

In addition to having a dedicated team that monitors information security, we believe that all employees have the responsibility to protect our information and provide the first level of defense against security breaches.

Our annual CyberSafe training program covers potential cyber threats and best practices on how to protect Commvault's information from unauthorized access. This interactive program requires employees to view, listen, interact, and complete knowledge checks on topics such as our security policies, best practices, and management of phishing attempts. **In 2021, this training had a 91.9% employee completion rate.**

We strive to be a responsible steward and limit our environmental impact as part of our commitment toward creating a sustainable world. Due to the nature of our business, Commvault has minimal properties within our operational control: many of our products and solutions are cloud-based and eliminate the need for direct manufacturing operations, and our global facility network is primarily comprised of rented office spaces (with the exception of our headquarters campus). Although this helps to mitigate our environmental footprint, we remain steadfast in our focus toward the areas where we can generate the most impact: specifically, as an [SDG Business Avenger](#), within our datacenters, and for our customers and partners.

Our Planet



Support for SDG Business Avengers

In fiscal year 2022, Commvault pledged support for the United Nations Sustainable Development Goals (UNSDGs)—a universal call to action to end poverty, fight inequality and mitigate climate change. As a formal signatory of the SDG Business Avengers Program since 2019, our support has spanned across all UNSDGs with a key focus on SDG 12: Responsible Consumption and Production.

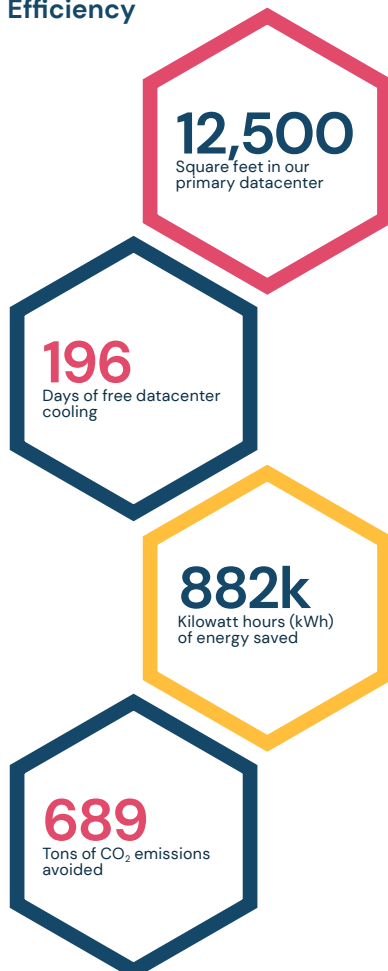
We express our passion for responsible consumption and production within our own business operations and in how we engage our customers and partners. As champions of UNSDG 12, we have looked for innovative ways to bring awareness to the carbon footprint of data and the role we play in mitigating emissions for our customers and partners through the use of our products and services.

Within our direct operations, our IT teams are committed to repurposing our retired laptops, desktops, monitors, and other equipment within schools and nonprofit organizations in local areas. In FY 2022, we donated hundreds of laptops to local organizations serving children and vulnerable communities near our headquarters in Tinton Falls, New Jersey. These efforts help to mitigate our waste footprint while also enabling us to help facilitate important virtual connection within our communities during a time when in-person connection remains limited due to the ongoing COVID-19 pandemic. Any materials that cannot be donated are responsibly recycled through our licensed recycling vendor.

In addition to our mantle for SDG 12 and in support of the comprehensive set of UNSDGs, we continue to improve sustainability in our general operations through various initiatives:

- Installation of new water-efficient fixtures and sensor faucets in our facilities.
- Gradual installation of LED lighting systems to phase out less efficient fluorescent lighting.
- Recycling program for paper, cardboard, plastic, and aluminum waste throughout our facilities.
- Partnerships with licensed recycling vendors to properly recycle and dispose of IT equipment and oil waste from our cafeteria.

FY 2022 Datacenter Efficiency



Environmental Considerations for Datacenters

Data is one of the world's most critical assets, and as it evolves, we are required to change the way we approach data management and storage. The growth of cloud storage has changed data management significantly, however, physical datacenters still play a vital role in storing, processing, and disseminating the data used within our own operations. Recognizing the impact of datacenters on energy consumption, we remain committed to reducing the use of traditional mechanical cooling processes as much as possible and improving our energy efficiency.

Commvault's Tinton Falls facility is a LEED-certified building constructed with sustainably sourced materials that optimize energy efficiency and house our 12,500 square foot primary datacenter.¹ This datacenter continues to utilize free cooling (cold water) processes and intermediate distribution frame (IDF) closets as an efficient alternative to traditional mechanical cooling, which is more energy intensive. In FY 2022, we were able to implement free cooling for approximately 196 days, resulting in an energy savings of approximately 882,000 kWh and a corresponding avoidance of 689 tons of CO₂ emissions. We also recycle condensation which is returned for use within our free cooling system and reduces our water usage within our datacenter.

¹ References to Commvault's datacenter operations included within this report are representative of our Tinton Falls facility.

Contributions to Customer Sustainability

Our customers and partners have come to expect renewable energy and sustainable waste management as components of reducing their environmental footprint — however many customers and partners do not recognize the environmental impact and importance of responsible data management. Through the use of our products and solutions, our customers and partners have a unique opportunity to mitigate their carbon footprint while reducing costs and maximizing the efficiency and security of their data management practices.

Throughout FY 2022, we continued to drive sustainable change for our customers and partners by optimizing their data footprint through the following methods:

Commvault's products and solutions enable our customers and partners to mitigate the carbon footprint of their data in three key areas:



Containing Data Proliferation

Huge volumes of data are produced every day. It takes energy to create, use, store, manage, protect, and share this data. Our software minimizes the amount of data produced and maximizes its usage, including:

- More efficient backup storage for traditional datasets, thereby reducing storage requirements.
- Identification of Redundant, Obsolete and Trivial (ROT) data.
- Use of automated policies to control and delete unnecessary copies.
- Archiving of VM 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.

Maximizing Datacenter Intelligence

We have been expanding the workloads supported by our portfolio to reduce operational complexity for our customers and partners. Additionally, we have been expanding on the global availability of SaaS, enabling customers and partners to benefit from the efficiencies of cloud-delivered SaaS data management.


Our Cloud and security solutions are energy efficient and reduce on-site storage infrastructure. Key efficiencies include:

- Sustainable SaaS options and hyperscaler public clouds are operationally carbon neutral.
- Cloud environments are easy to utilize and are often powered by renewable energy.
- Scaling and power management of cloud access nodes are automated processes.
- Metallic Cloud Storage Service implements carbon neutral cloud storage in minutes.
- HyperScale X increases datacenter storage density through highly efficient scale-out infrastructure.

Limiting Data Movement

Reducing the movement and duplication of data cuts down on unnecessary carbon emissions:

- Source-side deduplication removes redundant data before it is transferred to backup servers.
- Granular recovery offers one-time backup anywhere.



Commvault's company culture is based upon the foundation of empowering every employee to contribute in meaningful ways and reach their full potential inside and outside of the workplace. In FY 2022, we continued to invest in creating opportunities for our people to thrive by strengthening diversity, equity, and inclusion, welcoming innovative approaches to grow and develop our workforce, and giving back to the communities in which we work and live.

Our People

Global Workforce Distribution

As of FY 2022, we were the proud employer of over 2,900 skilled employees in 27 countries worldwide:



“The strength and will of the human spirit defines who we are and how we live in our personal and professional lives.”

Sanjay Mirchandani
Chief Executive Officer & President

Investing in Our Employees

At Commvault, we know that our employees are our number one asset. From the moment a new hire joins our company, we strive to create an environment of acceptance, importance, and belonging. We remain committed to providing our employees with opportunities and resources that enable them to work successfully and creatively, while also investing in their professional and personal development.

Employee Development

We believe that our employees are most successful when they are well prepared. We use a variety of channels and platforms to provide training and education to our employees, including a mix of live, virtual, on-demand, and e-learning programs. Every Commvault employee is required to participate in a comprehensive training program that covers our policies, programs, and practices. Throughout FY 2022, more than 2,900 employees participated in 900+ formal learning programs, totaling more than 15,000 formal training hours and countless additional hours in self-directed, informal learning.

Training programs cover a variety of topics relevant to our organization, including Code of Ethics, leadership development, diversity, equity, and inclusion, and more. Each employee’s training program is tailored to be role-specific to provide the most valuable and useful range of information.

FY 2022 Employee Training Hours



Leadership Training

In FY 2022 we introduced two 100-day learning journey programs focused on the development and optimization of strong leaders within our workforce, including trainings on core manager skills, team engagement, and people leadership. Each program is led by a senior Commvault executive, and each participant is supported by their respective managers through one-on-one meetings and specific job assignments. Throughout the past year, 198 managers have attended these programs, reporting increased ratings for employee engagement, productivity gains, technical skills, and knowledge transfer.

FY 2022 Development Highlights

99% Eligible employees that underwent performance reviews	132 Participating mentors and mentees	739 Unique trainings offered	900+ Formal learning programs attended	15,000+ Training hours attended
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Mentorship Programs

In FY 2021, we initiated our formal mentorship program to provide our employees with the resources they need to advance in their professional career and reach their full potential.

After the great success of last year’s rollout, we have continued this program in FY 2022 to connect employees with interactive, hands-on mentors who provide support and guidance for mentees to optimize their professional development. The program is structured around one-to-one or leader-led circles, with each session providing mentees with an opportunity to learn, ask questions, and engage with their mentor. A total of 132 mentees and mentors participated in this program.

This year, Vaulteer Ramesh Kalanje launched a mentorship program in India called Mentoring Circle. The program aligns with our overall Mentorship Program and consists of six mentors who regularly hold sessions for mentorship and open discussions. We are proud of this employee-led initiative and look forward to continuing the Mentoring Circle in India for years to come.

YOU OFTEN HAVE BLINKERS, MENTORS WILL HELP REMOVE THEM

“The mentorship experience helped me refine my skills in time management, self-branding, communication, and interpersonal skills. It also acted as a catalyst in building my network, and my growth in the organisation.
Ritu Singh | PRINCIPAL ENGINEER, COMMVault

You may feel you are doing very well in your current role, and the next role is for you. But what youngsters typically miss out on is that what got you here is not what is going to take you there. Mentors can guide you because they’ve been through that path.
Veena Chandrashekar | DIRECTOR, INSIDE SALES, VMWARE INDIA

Every time I have assumed the role of mentor, I have come out with a learning of my own as well. Like they say, if you want to really master a skill, try teaching it to another person.
Kaveri Jain | PRINCIPAL ENGINEER, MICRON TECHNOLOGY

We have what we call a Mentoring Circle. It has a multiplier effect, it gives the mentees 12x to 15x exposure to multiple mentors, versus the traditional one-to-one mentee-mentor relationship.
Nithya Cadambi | DIRECTOR OF FINANCE, INDIA COE AND API, COMMVault

Mentorship initiatives have helped our employees in many ways, from personal development to better mental health. It also leads to employee satisfaction, better engagement, and fulfillment at work.
Sandra Teh | CHIEF CULTURE OFFICER, APIC, AMAZON WEB SERVICES

Image from *The Times of India*



15 Female Vaulters from diverse regions and functions received CRN Women of the Channel Awards during FY 2022 in recognition of their channel expertise and vision.



Commvault received the Great Place to Work India certification for the fourth consecutive year in FY 2022.

In Our Vaulters’ Own Words...

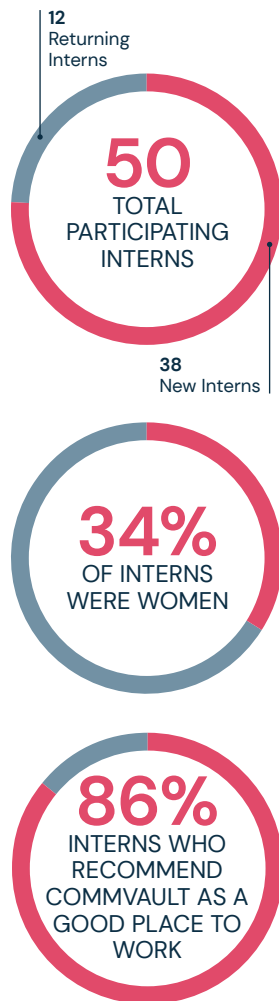
“I really liked having dedicated time to learn from experienced leaders, as well as have an opportunity to reflect on myself and my own career.”

“I felt so lucky to be part of the discussions with the leaders and the participants. Awesome program. Thank you so much!”

“Great group of women, great speakers, topics were terrific, and I enjoyed learning from everyone. This was an awesome program – thank you for the opportunity to be a part of it.”

“The engagement with all of the speakers and those on the call – WOW. It really was incredible and a great value-add.”

FY 2022 U.S. Internship Program Highlights



Internship Programs

At Commvault, we believe that investing in our people begins with the next generation of leaders. Our goal is to empower them with the technical capabilities and knowledge they need in order to succeed, starting with our global internship programs. We adapt our programs to the needs of our business and interests of our interns, allowing agile models of training with a fully remote program.

U.S. INTERNSHIP PROGRAM

- Our FY 2022 U.S. Internship Program included 50 remote interns throughout the U.S., encouraging the future generation of Science, Technology, Engineering and Math (STEM) professionals through our offering of meaningful work experiences supported by our culture of continuous learning.
- The program prioritized collaboration with leadership, mentorship, and networking, providing trainings and direct experience that enabled interns to expand their professional network and technical skillset.
- Weekly learning sessions, executive panelists, and an in-person celebration of National Intern Day culminated in our Intern Project Contest, where interns were given the opportunity to showcase a project they had completed, a product idea, a process improvement, or survey results tied to their field of study.

INDIA INTERNSHIP PROGRAM

- Our India Internship Program included 85 talented engineers within our Development group, including hands-on experience within our product and software development processes. Interns were selected from over 8,700 candidates that were screened from 45 university campuses across India.
- Interns completed a rigorous 4-day onboarding program that covered corporate policies, benefits, diversity, equity, and inclusion, interaction with leaders across business functions, and our Campus to Corporate training. Technical components of the program were supplemented by various team engagement activities, including an intern talent show.

UK TECHNICAL EDUCATION PROGRAM

- Our UK Technical Education Program focuses on building relationships with university students across EMEA who are interested in a career in STEM and align with our work ethic and principles of ambition, collaboration, accountability and inclusivity.
- Commvault will host our very first Technical Student Week in FY 2023, inviting university students across EMEA to meet with our Business Leads and technology community to learn more about Commvault and our associated career opportunities.

Testimonials

“My favorite part of the internship was the work itself. It feels good to be productive and to **meaningfully contribute** to the company.”

“I benefited by **being able to connect with everyone at Commvault** (not just my team) and I was able to work on projects that really made a difference and benefitted the company.”

“I believe I benefited from this internship because it taught me what it is like to always be **ready to take on a new challenge.**”

“I love the fact that we were able to build something in such a short period of time and present it in front of the judges. It was both **exciting and inspiring.**”

“My most favorite and memorable part of this internship was learning new technology skills that will **stick with me throughout college and future career endeavors.**”

“**Hearing from leaders** across the company was a great learning experience. I gained tons of practical career advice.”



Employee Health, Safety, and Wellness

Our team members are our greatest priority and the driving force behind our innovation. Their overall wellbeing is one of our highest priorities at Commvault — a commitment we’ve strengthened and expanded throughout FY 2022. We view health and wealth holistically to support the dynamic aspects of our employees’ lives, including physical, social, mental, emotional, and financial wellbeing. We offer a variety of health, safety, and wellness programs that provide a balanced approach toward comprehensive wellbeing, including our Employee Assistance Program (EAP), competitive wellness benefits, Employee Recharge Days, and a variety of support programs we’ve initiated throughout the duration of the COVID-19 pandemic.

The health and wellness of our employees and their family members is vitally important to us. When we support our people in their pursuit of holistic wellness, we collectively enjoy the many rewards that come along with it: improved energy, a healthier lifestyle, and a more fulfilling life.

Commvault’s Approach to Holistic Wellbeing



In support of our commitment to wellness, we offer our employees a comprehensive set of benefits to ensure physical health, financial security, and flexibility at work when life happens, including:

HEALTH & WELLNESS

- Medical, dental, vision, and life insurance
- Tax-advantaged accounts
- Paid sick leave
- Short and long-term disability insurance
- Health and wellness program
- Mental health app

FLEXIBILITY WHEN LIFE HAPPENS

- Freedom paid time off
- Family leave
- Bereavement leave
- Employee discounts
- 401(K) plan
- Employee stock purchase plan
- Paid holidays
- Tuition reimbursement program
- Employee assistance program

SUPPORT AT WORK

- Flexible work arrangements
- Military leave
- Jury duty / witness leave
- Fitness centers & walking trails
- Cafeteria / barista
- Game rooms
- Wellness rooms
- Ergonomic assessment of work from home set up
- Partial internet reimbursement
- Business travel insurance program

To learn more about our Employee Benefit Programs, visit [Commvault Be Life Ready](#).

Promoting a Culture of Wellness

We believe that engaging our employees on various wellness topics and initiatives is just as important as our formal benefits that we provide. We strive to promote a culture of wellness and provide a variety of opportunities for employees to learn more about wellness through webinars, trainings, blogs, and our mental health app that highlight important themes and connect employees with the resources available to them.

Throughout FY 2022, we facilitated various webinars and discussions covering a series of wellness topics:

- **Clinical experts on COVID-19, vaccines and boosters** — Discussion panel that enables employees to garner valuable health education, share insights and ask questions.
- **The Pandemic Balancing Act** — a webinar and discussion session including tips and strategies for working parents.
- **Working from Home: Overcoming Barriers, Embrace Change** — a discussion session covering shared challenges of working remotely, tips for overcoming barriers and embracing change, and suggestions for leveraging our EAP.
- **Caring for Yourself: Avoiding Emotional Fatigue** — an educational session focused on identifying emotional fatigue, burnout, and stress and how each has increased during the COVID-19 pandemic.
- **Anxiety & Stress Coping in Challenging Times** — an educational session and discussion focused on the development of coping mechanisms to combat anxiety and stress.

REMOTE EMPLOYEE BENEFITS

We initiated a variety of employee benefits to assist in the transition to remote and hybrid work settings, including:

- Partial internet reimbursement
- Ergonomic assistance
- Equipment assistance
- Various webinars focused on coping with stress, working parents, and working remotely

Employee Assistance Program

Our Commvault Employee Assistance Program (EAP) is a voluntary and confidential service provided to employees and eligible family and household members to support them through a variety of life's challenges. A toll-free phone number is available 24/7, 365 days per year to connect participants with counselors specialized in a variety of focus areas, including:

- Relationship Support
- Anger Management
- Anxiety
- Depression
- Grief and Bereavement Counseling
- Interpersonal Relationships/Conflict
- Domestic Violence
- Goal Setting and Values Clarification
- Impact of Legal and Financial Issues
- Post-Traumatic Stress Disorder

Our EAP provides up to three free sessions per issue and which are always confidential.

In addition to counseling support, our EAP also provides access to Work Life specialists who can help provide support and resources for more than 100 types of services spanning five key categories: childcare, adult and elder care, support for living with a chronic condition, life learning, and home and leisure services.

Ergonomic Assessments

Making sure our employees' workspaces are comfortable and optimally arranged is crucial for overall physical wellbeing and success. Throughout FY 2022, we partnered with an ergonomics assessment provider to offer private assessments of employee workspaces, enabling them to use the correct office equipment aligned with their ergonomic and wellness needs. In FY 2022, 250 employees participated in customized ergonomic assessments to identify their unique workstation needs.

Mental Health App

In December 2021, we partnered with a prominent mental health app, providing employee access to digital tools and resources that empower them to proactively measure, understand, and improve their mental wellbeing. The app provides confidential access to a variety of trainings, exercises, assessments and interactive courses rooted in neuroscience, cognitive behavioral therapy, mindfulness, and positive psychology.

Recharge Days

Self-care is paramount and enabling our employees to have time to do the things they love has never been more important. Throughout FY 2022, Commvault employees enjoyed five paid Recharge Days to take time off from work, rest, and recharge.

Continued Support Throughout the COVID-19 Pandemic

The COVID-19 pandemic has proven to be a lingering challenge with various physical, social, mental, and financial impacts on our daily lives. We strive to ensure that all employees remain healthy, safe, and supported — and continue to invest in several programs in support of this commitment:

Forward Together: Throughout FY 2022, we continued to monitor the evolving impacts of the COVID-19 pandemic and developed a thoughtful 'Forward Together' approach to gradually reopen our facilities. As part of this approach, we launched a dedicated COVID Response Team to assist with our return to the office, keeping employee safety and wellness as our top priorities. Our Forward Together program is centered around providing employees with flexibility and balance that enables them to do their best work. Moving forward, most of our employees will remain remote or hybrid, with the ability to flex their working schedule based on the needs of their job and team. Our company events have also transitioned to a hybrid format and are hosted both



in-person and virtually to support flexibility for our employees. We continue to invest in tools, technology, and workspaces that facilitate collaboration, no matter where we work.



India Vaccine Drive: The India Center of Excellence team developed and planned vaccine drives in India following a dangerous spike in COVID-19 cases within areas where our employees were located. The leadership team was able to procure COVID-19 vaccines for 700 people during drives in Bangalore, Hyderabad, Pune, and Delhi, as well as provide extended leave and wellness benefits to ensure their health and safety.

Diversity, Equity & Inclusion

Our creativity and innovation are strengthened when different perspectives are represented and valued. Diversity, Equity & Inclusion (DE&I) are core tenets of our business and we're proud of the progress we continue to make to improve our organization's programs, policies, and engagement in support of our commitment to foster an inclusive work environment. In FY 2022, we added three new Employee Groups, hosted virtual discussions featuring illuminating keynote speakers, and extended our volunteer efforts for these groups.

Respect at Work Training

It is essential that our employees learn and live Commvault's values of diversity, equity, and inclusion. We require every employee to complete our Respect at Work training program, focused on supporting one another and fortifying our culture to create an inclusive, accepting, and supportive work environment for all employees. The training provides modules to identify and assess harassment and discriminating behavior, internal mechanisms for reporting such behavior, and why it is important to do so. Supplemental topics covering workforce diversity, working on diverse teams, and workplace inclusivity are also included.

Power To Fly

In FY 2022, we partnered with Power to Fly, a diversity, equity, and inclusion-focused consulting company, to help facilitate the following trainings for approximately 75 employees:



THE SIX TRAITS OF INCLUSIVE LEADERSHIP

- Cognizance of Bias
- Courage
- Commitment
- Curiosity
- Cultural Intelligence
- Collaboration

Inclusive Hiring: Training for Managers and Recruiters focused on ensuring inclusivity throughout the entire hiring process, including job descriptions, interviews, and final hiring decisions. The session covered topics such as:

- How to identify and navigate potential biases during the hiring process
- Ways to attract a more diverse pool of candidates and promote a sense of belonging
- How to create inclusive practices before, during, and after the interview process
- Strategies to build unbiased hiring rubrics

Inclusive Leadership: Leadership training focused on understanding why inclusive leadership matters, conscious awareness of biases and how to manage them, and implementation of the six traits of inclusive leadership in the workplace.

Employee Resource and Affinity Groups

Our Employee Resource Groups (ERGs) and Employee Affinity Groups (EAGs) are one of the primary ways we engage with our employees from under-represented groups to discuss, advocate, and champion their respective beliefs within our organization and society as a whole.

Throughout FY 2022, more than 450 employees participated in ERGs and EAGs and hosted events and discussions, released informative blogs and webinars, and ultimately helped to facilitate safe and open spaces for colleagues to discuss topics surrounding race, gender, careers, and more. ERGs and EAGs enhance our employee experience by providing opportunities for community and belonging, professional development, community engagement, networking, mentorship, education, and awareness.

We currently operate seven Employee Groups, including two new Employee Affinity Groups and one new Employee Affinity Group were added in FY 2022:

- Environmental
- Family Support Groups
- CapAbilities



Employee Affinity Groups are designed to facilitate a space to learn about and champion local and global issues and find effective solutions for the betterment of the globe, our communities, and our customers and partners.

Throughout FY 2022, our ERGs and EAGs led various initiatives in support of their respective causes. Below is a small sample of the impactful activities they led:

Celebrating International Women’s Day and Women’s History Month

Sponsored by CV WiT ERG

Throughout March 2022, Commvault hosted activities to help our employees celebrate International Women’s Day and Women’s History Month, including a virtual keynote speaker event hosted by Jem Janik, the Diversity & Inclusion Program Leader for Messer Americas. We hosted several virtual networking events and shared informational blogs and employee videos that supported the theme of #BreakTheBias, alluding to the bias many women receive from others, both consciously and subconsciously, when trying to progress their careers.

Our team in South Africa celebrated International Women’s Day with a luncheon hosted at a small independent, 100% female-owned, managed, and run restaurant. The luncheon supported the “Home of Hope for Girls”, a refuge for children and teens who have survived abusive situations, mostly as a result of child sex trafficking. The team, joined by clients and partners, put together 80 care packages that included sanitary supplies.

FY 2022 Employee Groups



Commvault Employee Groups

- Women in Technology (WiT)
- Multi-Culture
- PRISM (LGBTQ+ & Allies)
- VALOR (Veterans)
- CapAbilities
- Environmental
- Family Support Groups



Employees who participated in Group events and meetings





Celebrating Black History Month

Sponsored by Multi-Culture ERG

Black History Month is an opportunity for us to celebrate, remember, and amplify Black voices both past and present. We celebrated Black History Month by hosting more than 300 employees at an event featuring keynote speaker Leslie Maxie, a former U.S. Olympian and sports commentator. Leslie shared her experiences in the Olympics, as well as the challenges and roadblocks she has faced and overcome throughout her life as both a woman and a member of the Black community. She provided her perspective on why representation matters in both our personal and professional lives, the importance of mentorship, and how crucial it is to use our voices to advocate for ourselves and others.



Celebrating Pride Month

Sponsored by PRISM ERG

We continued our annual celebration of Pride Month, focusing our efforts on creating a variety of company-wide events, discussions, and blog posts in support of our LGBTQ+ employees and allies. Events included:

- A panel discussion with Commvault Board Member YY Lee highlighting the importance of allyship
- A Pride Wave to unite employees across the globe (complete with curated backgrounds and the hashtag #PrideatCommvault)
- Educational discussions about the intersection of race, sexual orientation, and gender identity, and becoming a trans ally

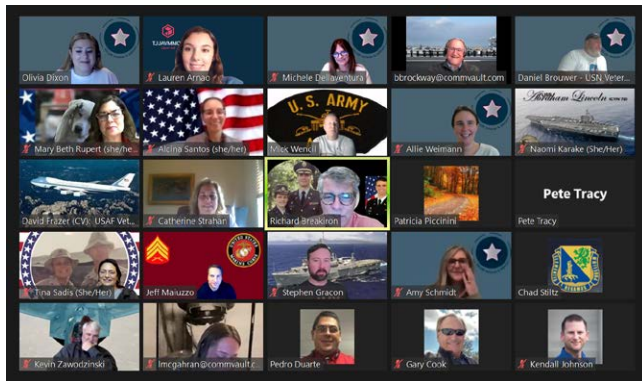


Supporting Our Veterans

Sponsored by VALOR

VALOR is a Commvault ERG that aims to increase recruitment and retention rates of U.S. military veterans within our company. We honor the dedication and commitment our veterans put towards our country and want to ensure we create a culture within Commvault that bolsters that inclusivity and respect. VALOR helps carry out our commitment to recognizing the value that veterans bring to our company and honors their service through interactive programs and discussions.

VALOR hosted a variety of events including a virtual event called “Do You Remember Where You Were on 9/11”, a Women Warriors of the U.S. Military event, and a celebration of Veteran’s Day.



Investing in the Leaders of Tomorrow

Our commitment to diversity, equity, and inclusion is present in everything we do, including how we support, develop, and invest in future leaders from underrepresented groups. Throughout FY 2022, we partnered with various universities to help ensure that tomorrow’s leaders are well prepared to enter the workforce, no matter their background, gender, or race.

Launching Pratidhi

In FY 2022, we continued to encourage and advocate for women in STEM through the launch of Pratidhi—an exclusive initiative aimed at developing and supporting talented women across universities. The program is designed to mentor female university students from a variety of schools as they become industry-ready for a career in STEM, a field commonly underrepresented by females. Through experiential and hands-on learning, we hope this program continues to spark women’s interest in entering a career in STEM, while simultaneously teaching the hard and soft skills to do so.

Historically Black Colleges and Universities (HBCU) Internship Prep Program

FY 2022 marked the first year of implementation of our official partnership with HBCUs, a program initiated in collaboration with the Minority Affairs Office of South Carolina. The team worked with business leaders in Sales, Business Operations, and Development to create the curriculum for what is now known as our Internship Prep Program, an eight-week course that focuses on two distinct tracks: Sales and Development.

This year, Commvault selected Denmark Technical College, a college in South Carolina that provides affordable, post-secondary education culminating in associate degrees, diplomas, or certificates to citizens from diverse educational and socioeconomic backgrounds. In FY 2022, there were 18 program graduates, six of whom chose to pursue a path in computer science and 12 that pursued sales.

Corporate Citizenship and Philanthropy



We continue to engage in a variety of corporate citizenship and philanthropic efforts to improve the communities in which we work and live. We support a variety of local charity organizations and have participated in volunteer opportunities to provide disaster relief, deliver technological resources, promote health and wellness, and champion equality. We encourage our employees to support the causes they're passionate about and enable them to give back to their communities through the use of our flexible Freedom Paid Time Off policy. This policy allows our team members to take time off for rest, relaxation, recreation, and taking care of ourselves and our families.

Initiatives highlighted below represent a small sample of the impact our employees had throughout FY 2022:

Support for Ukraine

This year, the world witnessed the devastating impacts of war as conflict continued to escalate within Ukraine. We were proud of our employees who live and work in close proximity to these catastrophic events as they bravely decided to come together to show support for those directly impacted. Several of our employees and their families traveled from Poland to the border of Ukraine, donating essential items and transporting Ukrainian refugees to safe places of temporary accommodation.

One of our Poland-based employees serves as the president of Varsovie Accueil, an association in Warsaw working with a local charity to provide humanitarian aid to refugees. These efforts have provided temporary shelter, travel assistance, and long-term accommodations for more than 40 families that were displaced by rising conflict. We continue to directly support these organizations in their relief efforts through the following initiatives:

- Partnered with the International Rescue Committee to help refugees seeking asylum from Ukraine
- Established a dollar-for-dollar matching program for all employee donations via Rescue.org
- Leveraged our Global EAP by offering resources and support available to all employees; support from this program includes guidance on how to discuss this crisis with your children and offers assistance for those affected by rising commodity prices



Direct Relief for India

In response to the high volume of COVID-19 cases in certain regions of India, we were proud to partner with Direct Relief, a humanitarian organization that has successfully provided over 2,400 tons of personal protective equipment and medical resources in more than 100 countries worldwide. Through our partnership, we established a donation fund to help provide oxygen and necessary medical equipment to those in need.



Center of Excellence CSR Team

In December 2021, our Center of Excellence CSR Team distributed gifts to more than 300 students of BMV Primary School and High School located in a remote part of Karnataka, India. We make conscious and collaborative efforts to offer equal opportunities across our global community and strive to inspire others to do the same. To this end, we are closely working with our CSR partner, Smile Foundation, to foster an ecosystem where education is accessible for every child.



Commvault Cares Month

Each year, we dedicate an entire month to corporate citizenship and philanthropy, providing support to various charities and participating in volunteer opportunities across our global locations. In FY 2022, over 400 employees volunteered at 21 events in 10 countries, with philanthropic donations totaling nearly \$31,000. Supporting initiatives included:

- **Tunnel to Towers:** In honor of the 20th anniversary of September 11th, our VALOR ERG organized a fundraiser and donated \$3,600 to finance mortgage-free homes for American heroes through [Tunnel to Towers](#).
- **Breast Cancer Awareness:** During Commvault Cares month, our Women in Technology employee group fundraised \$2,300 for the [National Breast Cancer Foundation](#) and assembled over 50 care packages for women battling breast cancer.
- **UNICEF:** During the back-to-school season, employees donated to [UNICEF](#) to provide children around the world with supplies to attend school and be successful.
- **Wreaths:** Employees sponsored 419 wreaths to be laid at the graves of fallen service members through [Wreaths Across America](#).

FY 2022 Commvault Cares Highlights

400+
employees participated in

390+
hours donated, an increase of

\$30.8K+
dollars donated

\$2,300
donated to cancer research

\$3,600
donated in finance mortgage-free homes for American heroes

419
wreaths sponsored for Wreaths Across America

\$632
donated for UNICEF to sponsor backpacks for children

10
countries

↑33%
from FY 2021

51
care packages assembled for women battling breast cancer



↑279
more than FY 2021



21+
events

Celebrating International Women's Day in South Africa
40 female customers and partners gathered and donated 80 care kits to the Home of Hope Foundation supporting children who have been victims of abuse



2
organized beach cleanups at Sandy Hook, New Jersey





Our Progress

We were pleased to advance our ESG strategy through disclosure alignment with the Sustainability Accounting Standards Board (SASB), allowing us to report material ESG initiatives to our stakeholders using standardized metrics related to our industry. We will continue to invest in opportunities to enhance the level of detail contained within our corporate ESG communications in an effort to acknowledge and improve our transparency and accountability to our stakeholders.

We remain committed to advancing our ESG initiatives and making meaningful progress through collaboration with our employees, customers, partners, shareholders, and communities. We are proud of the advancements we've made since formalizing our ESG strategy in 2021 and look forward to continuing this momentum as our ESG program matures. Thank you for following this journey with us.



CONTACT
US

If you have comments or questions about this report, please [contact us](#).

Appendices

Appendix A: Report Boundary

We completed a refresh of our Materiality Assessment in Q1 FY 2021 to further refine our sustainability priorities among a variety of ESG criteria. This process considered major reporting frameworks for alignment with shareholder reporting expectations, including:

- United Nations Sustainable Development Goals (SDGs)
- Global Reporting Initiative Standards (GRI)
- Sustainability Accounting Standards Board (SASB) Sustainability Accounting Standards for Software & IT Services
- Recommendations from the Task Force on Climate-Related Financial Disclosures (TCFD)

This assessment resulted in the following focus areas across the pillars of Environment, Social, and Governance:

ENVIRONMENT

- Environmental Considerations for Datacenters
- Contributions to Customer Sustainability

SOCIAL

- Inclusion and Diversity
- Corporate Citizenship and Philanthropy

GOVERNANCE

- Information Security, Data Management and Customer Privacy
- Board Leadership of ESG and Diversity of the Board

Identified priorities informed the content of this report, supplemented by additional topics that were identified as material for reporting by our stakeholders and recommended SASB disclosures.

Unless otherwise noted, key performance indicators included within this report are reflective of Commvault's performance through FY 2022 (April 1, 2021–March 31, 2022).

Please note that due to the nature of our business, Commvault has minimal properties within our operational control: many of our products and solutions are cloud-based and eliminate the need for direct manufacturing operations, and our global facility network is primarily comprised of rented office spaces (with the exception of our headquarters campus). Environmental metrics presented within this report are representative of our only company-owned property, our corporate headquarters in Tinton Falls, New Jersey, U.S.A.

All financial information has been reported in U.S. Dollars. Figures presented within this report may have been approximated or rounded, as applicable.

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.

Appendix B: SASB Index

Sustainability Accounting Standards Board Index

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) Total energy consumed: 7,830,776 kWh (2) Percentage grid electricity: 100% (3) Percentage renewable: 0%
	(1) Total water withdrawn (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	TC-SI-130a.2	(1) Total water withdrawn: 3,822,030 gallons (2) Not currently tracked
	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	TC-SI-130a.3	Environmental Considerations for Datacenters
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	TC-SI-220a.1	Information Security, Data Management, and Customer Privacy For more information, visit Commvault Privacy Policy .
	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. For more information, please see Commvault Privacy Policy .
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	TC-SI-220a.3	None. For more information, please see Commvault's 2022 Form 10-K .
	(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. For background on data privacy policies and practices, please see the Commvault Code of Ethics .

Sustainability Accounting Standards Board Index

Topic	Accounting Metric	Category	Code	Response / Report Location
Data Privacy & Freedom of Expression	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion and Analysis	TC-SI-220a.5	<p>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.</p> <p>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. For more information, please see Commvault's 2022 Form 10-K.</p>
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Quantitative	TC-SI-230a.1	We do not currently disclose this information.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	TC-SI-230a.2	Global Workforce Distribution
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	TC-SI-330a.1	<p>(1) Foreign nationals: 14.6%</p> <p>(2) Located offshore: 55.05%</p> <p>For more information, please see the Global Workforce Distribution section of this report.</p>
	Employee engagement as a percentage	Quantitative	TC-SI-330a.2	Engaging our Employees

Sustainability Accounting Standards Board Index

Topic	Accounting Metric	Category	Code	Response / Report Location
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative	TC-SI-330a.3	<p>(1) Management Male: 75%; Female 25%</p> <p>(2) Technical staff Not currently tracked</p> <p>(3) All other employees Male: 73%; Female: 27%</p> <p>(1) Management Asian: 22% Black or African American: 1% Hispanic or Latino: 5% White: 61% Other: 2% Not Disclosed: 9%</p> <p>(2) Technical staff Not currently tracked</p> <p>(3) All other employees Asian: 26% Black or African American: 1% Hispanic or Latino: 6% White: 56% Other: 2% Not Disclosed: 9%</p>
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	Commvault provides solution reporting and updates through a variety of customer channels as detailed in our service level agreements and documented on our product and service offering pages. For more information, please visit https://www.commvault.com/
	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 2022 Form 10-K , and within our 2022 Proxy Statement .