



2020 Corporate Social  
Responsibility Report

**COMMVAULT** 

| *Be ready*<sup>™</sup>

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# A message from our CEO



The first several months of 2020 have given us all a renewed sense of corporate social responsibility – in keeping our employees safe, helping our customers, supporting our communities, and sustaining our business through this pandemic. At Commvault, we have prided ourselves on this responsibility since our inception in 1996. Yet, it means even more today as we publish our inaugural Corporate Social Responsibility (CSR) Report.

It is indisputable that data is the foundation and driving force for change and innovation in business, healthcare, or government. While software companies like ours do not have traditional supply chain and logistical concerns like other organizations, as a data software company, we recognize the role we can play in helping reduce the carbon footprint of data around the world. Last year, we proudly joined the United Nations' Business Avengers Program to advance this initiative.

Our focus on innovation continues to earn us customer loyalty, industry accolades, and unwavering dedication of our team. In addition to enhancing our entire product portfolio, this past year we launched Metallic, a new software-as-a-service offering, and acquired Hedvig, a software defined storage solution. All of which offer customers a modern, more sustainable approach to intelligently managing their data on-premises and in the cloud.

We take nothing for granted, striving to support causes that are bigger than ourselves. And, we are proud to be working with people doing incredibly important work – whether it is healthcare organizations serving the public and working on lifesaving research; governments using data to rethink how to best serve its citizens; or businesses keeping goods and services moving. For instance, in response to the pandemic, we introduced the Commvault Customer Care Program to help organizations grappling with new security and remote workforce challenges, at no cost to them. We will tell you more about this later in the report, but this program was very well received.

As individuals, we are united behind our shared purpose – to unlock potential in everything we do and leave an indelible mark on the world. We foster this through extensive learning and career advancement opportunities; our inclusion and diversity program; and our local Commvault Cares volunteer initiatives. In response, our people have rallied throughout the year to support each other; our customers and partners; and our local schools, causes and communities. I am immensely proud to be part of this team and all we have accomplished.

There is always more we can do. After all, we believe operating in a fiscally, environmentally, and socially responsible manner is more than a responsibility – it is a priority. We discuss this further in the report and look forward to sharing our progress for years to come. Until then, thank you for your ongoing interest in Commvault.

**Sanjay Mirchandani**  
President & CEO

# Our perspective

As stewards of data, we recognize our responsibility to operate securely, ethically and efficiently. We manage our business with governance policies that are rooted in transparency, accountability, integrity, trust, and honesty – because doing the right thing is sustainable business.

## About Commvault

### Who we are

We believe in data readiness. Commvault helps organizations of all sizes intelligently manage data through solutions that store, protect, manage and use their most critical asset – their data. Commvault software, solutions and services are available from the company and through a global ecosystem of trusted partners. Since incorporation in 1996, we have expanded our reach to 46 office locations across 27 countries and are the proud employer of over 2,500 employees worldwide.

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### Commvault at a glance

Founded: 1996

Headquarters: Tinton Falls, NJ, USA

Employees: 2,500+

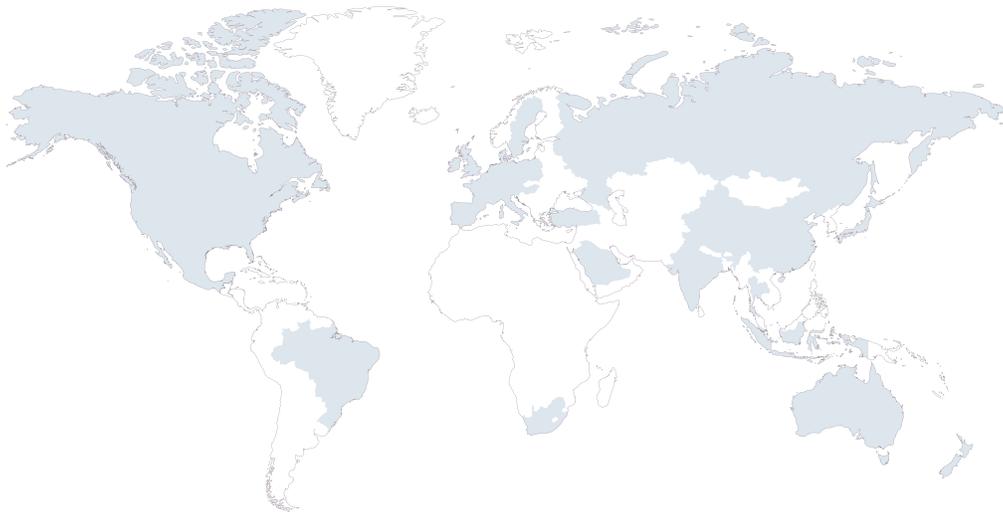
FY20 Revenue: \$670.9 MM

NASDAQ Listing: CVLT

Issued Patents: 900+

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### Our global locations



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## Our products

- **Complete™ Backup & Recovery >**
- **HyperScale™ >**
- **Orchestrate™ >**
- **Activate™ >**
- **Hedvig® >**
- **Metallic™ >**

## Our solutions

- **Backup & Recovery >**
- **Cloud Data Management >**
- **Virtualization >**
- **Disaster Recovery >**
- **Hybrid IT >**
- **IT Security & Compliance >**
- **Scale Out >**
- **Big Data Protection >**
- **API Integrations >**

## What we do

We offer trusted products and solutions to help organizations seamlessly store, protect, manage, and use critical data throughout its lifecycle. From a mobile worker's laptop to some of the world's largest enterprise datacenters, Commvault software enables customers to simply and effectively manage their data, wherever it resides.

We believe that our customers' success is our success, which is why we produce the highest quality products and services to deliver efficiency and ensure the protection of your data. With more than 900 worldwide patents and hundreds of pending applications, Commvault products continue to garner editorial, partner, and analyst recognition for superior resiliency, innovation, and security.



Product of the Year for Backup and Disaster Recovery Hardware, Software and Services by Storage Magazine, SearchStorage



2020 Gartner Peer Insights Customers' Choice for Data Center Backup and Recovery Solutions



Leader in the Gartner Magic Quadrant for Data Center Backup and Recovery Solutions for 8th consecutive year



Leader in Data Resiliency Solutions in Forrester Wave™



5-Star rating in CRN's 2020 Partner Program Guide for 7th consecutive year



Recognized on 2020 Storage 100 List



Coollest Cloud Company By CRN

## How we do it

Commvault's core values of passion, teamwork, impact, ambition, integrity, and respect are the foundation of our unique culture and power our ability to get the job done. As a team, our mission is to unlock potential in data, customers and each other – a goal that we achieve by inspiring one another, working as a team and fostering an environment of perpetual innovation.

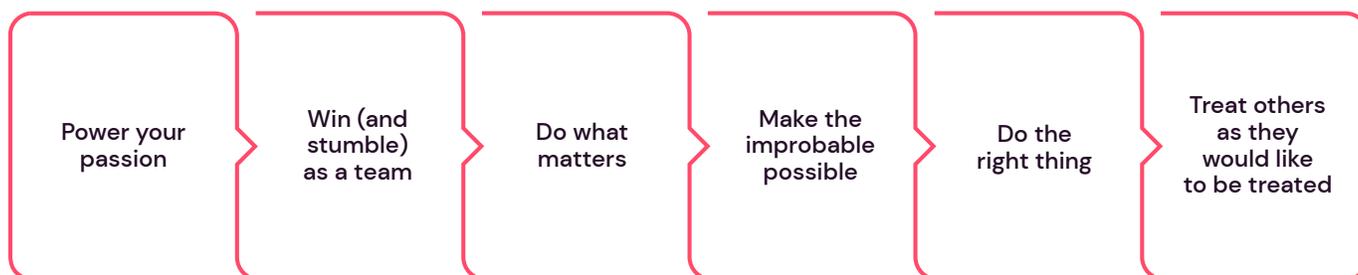


The Commvault People Promise establishes our freedom to make an impact, together. Freedom is an important component of our culture. By nature, we are not micromanagers – we expect the people we hire to make smart decisions and focus on what matters. This freedom helps us to promote a team environment where accomplishments are made and celebrated together (and enables us to have fun doing so!).

Visit [commvault.com/about-us/our-values](https://commvault.com/about-us/our-values) to learn more about our People Promise and Values.

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## Our values



## A culture of innovation

At Commvault, we believe that true leaders never rest – they strive to do more, be better, and promote a legacy of impact. As recognized leaders in data management, we continue to push the boundaries of what’s possible – and we do so by encouraging a culture of organizational and technical innovation where no idea is too big.

### Technical innovation

Data is in a state of perpetual evolution, and Commvault is no different. Our success as a company is dependent on the continuous development and investment in innovation and business initiatives that keep us at the forefront of our industry. We continually develop and introduce updates to our existing software applications to keep pace with evolving industry technologies.

Our data management solutions include traditional backup and recovery, deduplication, data movement, virtualization, snap-based backups and enterprise reporting. Our information management innovations are primarily in the areas of archiving, eDiscovery, records management, governance, operational reporting and compliance. With our acquisition of Hedvig in September 2019, we’ve broadened our industry leading portfolio to offer software-defined storage (SDS) solutions help modernize customers’ datacenter. These proprietary software technologies are protected using a combination of trade secret, patent, copyright and trademark laws and contractual provisions.

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Commvault patents  
as of March 31, 2020

900+

patents

389

pending patents

## Organizational Innovation

Our team members around the world embody our celebration of new ideas through collaboration, embracing the Chaos Model, a more agile and efficient software development methodology.

In addition to developing of new products and solutions, we remain committed to the continuous improvement of our existing technologies to ensure user functionality and data protection. Our quarterly feature release cycle includes:

- A collection of new or improved features;
- Enhancements for product stabilization;
- A cumulative set of hotfixes that have been implemented since the previous release; and
- Full regression testing prior to feature release

Our innovation extends beyond our day-to-day roles as well. Since 2015, global offices have competed in a 48-hour worldwide Hackathon event which enables our employees to showcase their technical prowess through the development of innovative prototypes and solutions. Events are cross-functional, with representation from our sales, support, and engineering teams. Each innovation is scored using ratings for usefulness, design, originality, effort, completion, presentation, and product relevance. As a result, several projects have since been assimilated into our product offerings and some have been submitted for patents.



### Hackathon 2019

Our 2019 Hackathon featured 35 projects from a variety of technical scopes (Cloud, Cloud Native, DevOps, ML, AI, Driver, Design, Usability).

Projects were converted into a working prototype within **48 hours** and included over **100 employees** in New Jersey, California, Australia, Bangalore, Hyderabad, Pune and remote locations.

## Information security & data management

Data is one of an organization's most critical assets. With rise in ransomware attacks and evolving and unrelenting cyber threats, we must and do take data protection very seriously, whether it is on endpoint devices, on-premises datacenters, or in multi cloud environments. Our products ensure the security, availability, and integrity of this data.

We comply with all relevant government and corporate regulations surrounding data access, protection, and preservation and have proactively engrained the following security measures into our data management systems:

## Certifications

Commvault ensures the proper management and security of our customers' data with our strict adherence to the following certifications:

- SOC2 Type II Report relevant to the five Trust Service Criteria (security, availability, processing integrity, confidentiality and privacy)
- ISO 27001: 2013 Certification
- FIPS 140-2 Certification
- NIST 800-53 CP9 Compliance
- NIST 800-53 CP10 Compliance
- VPAT 2.0 - WCAG and 508 Compliance
- STIG (Security Technical Implementation Guide) Certification



## Phishing campaigns

Cybersecurity attacks are ever-evolving and require both diligence and vigilance to keep up with emerging threats. We conduct "mock" phishing campaigns internally to analyze how external parties could gain access to vital information and compromise our systems. Additionally, as end user awareness is a critical first line of defense, we are launching a dedicated security training program in 2020.

## Maintenance metrics

Commvault logs and actively remediates security vulnerabilities through our dedicated security teams, ensuring that we remain as protected as possible and proactively detect cybersecurity trends to maintain our security.

## Security exercises

Practice makes perfect. Commvault partnered with the U.S. Cybersecurity and Infrastructure Security Agency (CISA) and the U.S. Federal Bureau of Investigation (FBI) to conduct a tabletop exercise focused on familiarizing key personnel with their roles and responsibilities during a security incident or business disruption. Employees were able to practice their leadership skills and demonstrate the success of our procedures in a controlled, low-risk environment.

## Risk & crisis management

As a global company in a highly-competitive industry, Commvault faces a variety of organizational, economic, and technical risks that are fully listed and explained in our [2020 Annual Report and 10-K](#).

We strive to mitigate all potential risks to our business, our employees, and our customers by implementing a comprehensive risk management program applicable to all Board members, leadership teams and employees. Risk management practices are overseen by our Board of Directors, Audit Committee, Nominations and Governance Committee, Operating Committee, and Compensation Committee and include regular meetings to recertify internal policies and the charters that govern each Board committee.

We maintain a robust compliance program for all employees and contractors, with a [Code of Business Conduct and Ethics](#) that establishes the behavior expected of all Commvault employees and policies for anti-harassment, affirmative action, background checks, confidentiality, business continuity, equal employment and anti-corruption. We conduct periodic trainings on many of these policies pursuant to applicable regulations and employee roles and provide specific reporting guidelines and codes of conduct for senior management and financial officers.

## Human rights & fair labor

As a global company, we recognize our responsibility to uphold and instill the ethical treatment of all persons working on our behalf. We ensure strict adherence to all applicable corporate laws and practices fundamental to our business in every country where we operate. Commvault implements the following policies that assist with the identification of ethical risks and describe the steps taken to ensure human rights and fair labor throughout all of our operations:

### Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics clarifies the actions and behavior expected of all Commvault employees. We require all employees, directors, vendors and other third parties working on our behalf to uphold the highest standards of professional and ethical behavior. All employees are required to complete their initial Code of Conduct training and maintain biennial certification.

### Equal Opportunity Policy

Our Equal Opportunity Policy helps to ensure that all employment decisions are solely based on valid job requirements regardless of race, color, religion, national origin, sex, age, veteran status, disability, or other legally-protected statuses.

### Whistleblowing Policies

Commvault maintains an anonymous Employee Ethics Hotline and encourages employees to report any concerns relating to breach of the Code of Business Ethics and Conduct, including any circumstances which may give rise to an enhanced risk of human rights concerns. The policy is designed to enable confidential disclosures without fear of retaliation.

### Contractual Obligations

Key suppliers involved in the development and delivery of Commvault products and services are contractually obligated to comply with all applicable laws and regulations, Modern Slavery Act requirements and Commvault policies for business conduct and ethics.

## Engaging our stakeholders

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### Commvault stakeholder engagement

#### Our employees

- Annual survey
- Pulse survey
- Internal CONNECT intranet

#### Our customers

- Satisfaction surveys
- Commvault Connections
- Customer Support

#### Our shareholders

- Annual shareholder meeting
- Roadshows & Conferences
- Direct calls/virtual meetings

Our culture of innovation is fueled by collaboration. Progress isn't feasible without the representation, constructive dialogue and meaningful engagement of our stakeholders, including our employees, customers, and shareholders. We strive to promote an environment of transparency and trust and maintain various engagement procedures to solicit input, calibrate performance and maximize our impact.

### Our employees

- Our annual employee engagement survey is facilitated by an independent third party and has a historical participation rate of over 90% of our global workforce. In this survey, we ask employees to provide honest feedback on our work environment and identify opportunities for improvement. Results are aggregated, reported, shared, and addressed accordingly to ensure employees remain engaged and heard.
- We conduct "Pulse" surveys throughout the year for smaller, select groups of employees to solicit immediate, real-time feedback and input regarding specific initiatives, programs, and events.
- We maintain a robust internal CONNECT intranet community and town hall meeting cadence that enables employees to share updates, engage our leadership team, and access company policies and announcements. All employees are encouraged to use this platform and participate in these activities.

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Since launching our Commvault Connections platform in October 2018, over 900 customers have joined and participated in over 30,000 acts of advocacy resulting in a **49%** engagement rating (compared to an industry average of **30%**).

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We extended affirmative outreach to our Top 25 shareholders (**55%** of outstanding common stock) to engage on proxy-related matters ahead of our Annual Meeting.



We completed follow-up outreach to our Top 40 shareholders (**76%** of outstanding common stock) for discussion of proxy voting results following our Annual Meeting, including Say on Pay.

## Our customers

- We deploy various customer engagement surveys throughout the year, including a customer Net Promoter Score (NPS) survey, campaigns for customer reviews and worldwide customer experience surveys conducted by an independent third party.
- Commvault Connections is our online gamified customer community platform. This platform enables our customers to network with their peers, engage with Commvault, and volunteer to participate in activities through a series of topic-focused Channels. The Sustainability Channel encourages participants to incorporate sustainability initiatives into their daily lives by providing educational insights and best practices that can reduce their environmental footprint.
- We take pride in our best-in-class, personalized Customer Support services and provide flexible support options that align with the customer lifecycle and received a 98% customer satisfaction rating in FY 2020. Customers can contact us through the [Commvault Customer Support Center](#) or through our [Maintenance Advantage \(MA\) e-Support portal](#) which is available 24/7.

## Our shareholders

- We routinely engage with our shareholders via public earnings calls, non-deal roadshows, conferences and virtual meetings. These quarterly engagements are primarily focused on company background, strategy, fundamentals, financials and competitive position, and are managed in compliance with Regulation FD.
- We conduct regular outreach prior to and following our Annual Shareholder meetings, including topics such as corporate governance, executive compensation, and other proxy items. In FY 2020, we conducted follow-up outreach efforts for additional feedback following our Say-on-Pay vote.

# Our planet



At Commvault, we consider the natural environment as a key stakeholder of our business – and one that requires bold action to protect, conserve and decarbonize. We make conscious and collaborative decisions to pursue sustainability throughout our business operations and strive to inspire others to do the same.

## Driving change

We recognize that everyone has a role to play in creating a sustainable world – including our business. That is why we actively support the United Nations Sustainable Development Goals (SDGs) as a universal call to action to end poverty, protect the environment, and ensure that all people have equal access to social justice and prosperity.

In FY 2020, we solidified this commitment by signing on as part of the SDG Business Avengers Coalition, formally joining 16 industry giants dedicated to driving awareness, collaboration, and action within the private sector to achieve the SDGs by 2030.

### We have

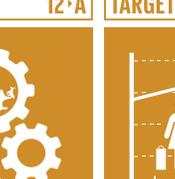
- Increased our global initiatives to reduce our overall carbon footprint through responsible sourcing, use, reuse, and recycling
- Established environmental requirements for the selection of external marketing vendors
- Featured the SDGs at our customer conference in October, communicating their mission and importance to all attendees
- Began contributions to the United Nations Carbon Offset Program related to travel required for our major events
- Collaborated with Project Everyone and Playmob (a gaming for good company) to propose the creation and launch of a platform to drive awareness and action across all 17 SDGs

### We will

- Continue to formalize our services and support for customers on how organizations can (and should) think differently about managing their data
- Assist our global customers with responsible data management, mitigating GHG emissions attributed to traditional server storage
- Establish business guidelines for sustainable data management with a leading analyst firm in 2020
- Worldwide launch a mini-game to increase awareness and action for our sponsorship of Sustainable Development Goal 12: Responsible Consumption and Production

## Waste management

In support of our role as an SDG Business Avenger, Commvault was proud to take on the leadership mantle of SDG 12: Responsible Consumption and Production. We support this Goal by driving action against eleven management targets, including:

<p>TARGET 12-1</p> 	<p>TARGET 12-2</p> 	<p>TARGET 12-3</p> 	<p>TARGET 12-4</p> 
<p>IMPLEMENT THE 10-YEAR SUSTAINABLE CONSUMPTION AND PRODUCTION FRAMEWORK</p>	<p>SUSTAINABLE MANAGEMENT AND USE OF NATURAL RESOURCES</p>	<p>HALVE GLOBAL PER CAPITA FOOD WASTE</p>	<p>RESPONSIBLE MANAGEMENT OF CHEMICALS AND WASTE</p>
<p>TARGET 12-5</p> 	<p>TARGET 12-6</p> 	<p>TARGET 12-7</p> 	<p>TARGET 12-8</p> 
<p>SUBSTANTIALLY REDUCE WASTE GENERATION</p>	<p>ENCOURAGE COMPANIES TO ADOPT SUSTAINABLE PRACTICES AND SUSTAINABILITY REPORTING</p>	<p>PROMOTE SUSTAINABLE PUBLIC PROCUREMENT PRACTICES</p>	<p>PROMOTE UNIVERSAL UNDERSTANDING OF SUSTAINABLE LIFESTYLES</p>
<p>TARGET 12-A</p> 	<p>TARGET 12-B</p> 	<p>TARGET 12-C</p> 	
<p>SUPPORT DEVELOPING COUNTRIES' SCIENTIFIC AND TECHNOLOGICAL CAPACITY FOR SUSTAINABLE CONSUMPTION AND PRODUCTION</p>	<p>DEVELOP AND IMPLEMENT TOOLS TO MONITOR SUSTAINABLE TOURISM</p>	<p>REMOVE MARKET DISTORTIONS THAT ENCOURAGE WASTEFUL CONSUMPTION</p>	

Leadership requires more than committing and communicating – real progress requires real action, so we continue to lead by example by implementing the following waste management practices within our global operations:

## Company-wide policies

- Where possible, we continue to donate IT equipment to schools and non-profit organizations across all of our global operations to reduce the amount of waste sent to landfills. Where donation is not feasible, we ensure the responsible recycling of all equipment.
- We moved all Commvault corporate documentation and employee information to a virtual platform to eliminate unnecessary printing and paper waste.
- We design Commvault events to be as environmentally-friendly as possible: displays and design features are made from recyclable materials; meals and snacks are served in china and glassware; water dispensers are used instead of single-use plastic water bottles; and straws are only offered by request at all banquet bars. We even donate the carpeting to local organizations once the event is over.

## Corporate Headquarters

- We encourage our employees to participate in Plastic Free July, a voluntary pledge to eliminate the use of single-use plastics for the entire month.
- In 2019, our Commvault Going Green initiative helped to reduce our cafeteria waste by removing single-use bottles, cutlery and cups, resulting in an annual avoidance of:



**250,000**  
plastic-lined cups

**78,000**  
plastic cups

**52,000**  
plastic lids



**12,480**  
plastic bottles  
(replaced by  
compostable,  
aluminum or  
glass alternatives)



**15,600**  
pressed paper  
cafe trays



**40,000**  
pounds of  
Landfilled Waste

## Additional examples from our offices around the world include:

- Our Australia and New Zealand offices support the Envision Hands program, a not-for-profit community initiative that uses 3D-printing to turn plastic waste and collected bottle caps into prosthetic limbs and mechanical aids for disadvantaged children around the globe.
- Australia offices joined the Simply Cups recycling program, collecting and recycling single-use coffee cups, pods and lids for reprocessing into new functional products.



- Our Milan, Bangalore, Hyderabad, Pune, New Delhi, and Mumbai offices distributed reusable aluminum water bottles to all employees, significantly reducing single-use plastic bottles.
- Reusable cups and bags are provided on each floor of our UK office buildings, enabling our employees to mitigate their single-use waste generation during errands and offsite company gatherings.

## Climate action

The global climate change crisis poses urgent and irreversible threats to ecosystems, economies, and communities around the world. Serious challenges warrant serious actions – which is why we do our part to conserve energy, mitigate greenhouse gas emissions, and reduce our environmental footprint in all of our global operations.

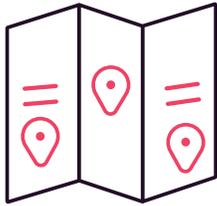
### Energy efficiency

We strive to reduce our energy consumption within our datacenters and office locations and employ a variety of measures improve our efficiency:

- We routinely utilize free cooling (cold water) for our datacenters and intermediate distribution frame (IDF) closets as an energy-efficient alternative to traditional mechanical cooling.
- In 2019, we updated temperature control time schedules at our datacenters and corporate headquarters to optimize HVAC efficiency and limit unnecessary energy use on weekends, and efficient window shades are used in all areas to reduce building temperatures during summer months.
- We continue to convert fluorescent lighting to energy-efficient LED lighting within our corporate headquarters and are currently on track to upgrade 100% of conference room lighting fixtures by 2021.



Our world-class corporate headquarters in Tinton Falls, New Jersey obtained LEED-certification by the U.S. Green Building Council in 2015, and we strive to prioritize environmental considerations during our selection of leased properties.



Employee travel has decreased over

**23%**

since 2017, enabling us to conserve valuable resources while mitigating our carbon footprint.

\*Based on the total number of employee trips by air, rail, bus, taxi, rental vehicles and hired car service.

## Greenhouse gas emissions

In addition to energy efficiency initiatives in our facilities, we implement strategic work policies that enable employee flexibility while reducing our greenhouse gas (GHG) emissions:

- **Remote & virtual work:** Since 2017, we have made a concerted effort to encourage flexible remote working practices that allow our employees to work from locations where they can be the most productive and strongly discourage unnecessary travel for internal meetings. While we're apart, we leverage technology to maintain our connections with our team and our customers virtually, enabling us to conserve valuable resources and reduce our carbon emissions from employee travel.
- **Alternative commuting:** When employee travel is necessary, we promote the use of mass transit, ride sharing programs and cycle to work schemes that mitigate the use of fossil fuels.
- **Commvault GO:** We facilitate our annual Commvault GO User Conference to be as environmentally-conscious as possible, decreasing our footprint by implementing responsible consumption, local sourcing, and reusable materials. Because hosting a physical event requires air travel, we offset our attendees' emissions with a donation to the United Nations Carbon Offset Program and have begun transitioning to large-scale digital events moving forward.

Implementing free cooling in our datacenter resulted in electricity savings of approximately

**702,000**

kilowatt hours in 2019, equivalent to:



An emissions avoidance of nearly 500 Metric Tons CO<sub>2</sub>e



Annual emissions from 107 passenger vehicles



Enough electricity to power 84 homes for one year

Equivalencies sourced using United States Environmental Protection Agency Energy and the Environment Greenhouse Gas Equivalencies Calculator

## Customer sustainability

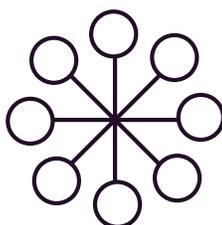
Commvault understands how a single data event can threaten the bottom line or boost a career. The balancing act of the risks and rewards of data is what our customers manage every day. When many organizations talk about the risks around data they typically refer to the financial and business risks. Commvault works with organizations of all sizes to manage these risks, as well as to better understand ways to manage the growing environmental risks of data: the issue of the carbon footprint of data. When it comes to sustainability, one of the greatest impacts Commvault can support lies in helping thousands of customers manage their data more efficiently, decreasing the energy use, emissions, and associated costs.

This is an important and complex topic. We are proud to pursue innovative solutions that reduce the demand for physical infrastructure, and work closely with our partners and customers to find new ways to reduce the carbon footprint of their data – while meeting the needs of their organizations. Three areas have the largest impact on the carbon footprint of data:



### Physical infrastructure

Storage locations (on-premises and cloud) require equipment that must be maintained and eventually phased out.



### Movement of data

The movement of data often relies on infrastructures that run on fossil fuels.



### Use of data

Decisions impacting the compute resources when making use of the data significantly drives energy consumption.

Traditional ways to manage data are, in a word, unsustainable. There are five topics that are central to our work with customers around the world:

- 1 **Redundant, obsolete, or trivial data (ROT):** ROT data is the worst kind of data, resulting in superfluous infrastructure and energy costs. Commvault offers industry leading indexing and automated policy management to manage data at scale and intelligently reduce data storage requirements.
- 2 **Multiple copies of the same data:** Many organizations create of copies of data to meet different business needs. These are often stored in their own silos, unmanaged, and never get deleted. Commvault provides our customers the ability to take control of this with a comprehensive solution that employs automated policies to significantly reduce the overall data footprint.
- 3 **Repurposing data for other uses:** Traditional methods of backup and archiving are single use. We work with our customers to combine backup and archive into one data platform, which allows data to be repurposed for other uses. Our customers are then able to meet multiple business requirements while simultaneously reducing the financial and environmental impact.
- 4 **Leveraging cloud environments for Disaster Recovery:** Legacy approaches to disaster recovery (DR) require duplication of the infrastructure. Spending 2x used to be the standard. Today, with the right tools and automation, Commvault works with customers to shift their DR to the cloud – reducing costs and their carbon footprint.
- 5 **Moving to the cloud:** Cloud datacenters are greener – in fact they can be between 3.75x–6x more efficient than most companies can run on-premises. Microsoft for example, is working to make all their Azure Cloud datacenters fueled 100% by renewable energy by 2025. Commvault has innovated our products to offer unrivaled and easy ways to leverage public clouds. While data movement costs are most definitely a consideration in this approach, intelligently integrating cloud storage and compute resources is an excellent way to increase sustainability.

# Our people

Our people are our greatest asset, and our shared purpose to unlock the potential in data, customers, and each other drives everything we do. Together, we generate a rare energy that fuels our team and powers our ability to innovate, impact, and inspire.

## Investing in our employees

We realize that the best work comes from an environment that fosters creativity and innovation. We remain committed to providing our employees with opportunities and resources that make it possible to work successfully and creatively, while also investing in their professional and personal development.

### Employee development

Our employees are most successful when they are well prepared to deliver, lead, and inspire. We use a variety of channels and platforms to provide training and education to our employees, delivered on best-in-class platforms including Cornerstone, Showpad, Salesforce, and Xonify. In 2019, we offered over 2,500 active learning programs that included more than 1,000 on-demand, e-learning and microlearning modules. Learning initiatives range from interactive business updates and compliance programs (such as our Ethics and Anti-Harassment trainings) to role-specific development for managers, sales, professional services, engineering personnel and more.

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Each year, employees  
complete approximately

**47,000**

hours of training – equivalent to over  
16 hours of professional development  
per person.



To supplement our formal training modules, we provide a variety of voluntary professional development programs, including:

- Employees participating in our **Commvault Toastmasters Club** meet monthly to learn public speaking and leadership skills, enabling them to become more confident communicators.
- Software Developers at our India locations utilize the **PluralSight** online learning platform, completing approximately 1,000 software development training sessions in FY 2020.
- Our **Unlocking Potential Program** provides employees with an interactive, hands-on professional development workshop that explores a series of insights into individual drivers, strengths, and motivations to help each individual understand what they need to be successful in their career. We then guide each employee towards having a productive and focused Unlocking Potential conversation with their manager.
- Our **Employee Resource Groups (ERGs)** add value by providing workshops to our employees and leading philanthropic efforts within the community. The Women in Technology ERG played an instrumental role in bringing awareness to topics related to breast cancer, heart health, work-life balance, and business-relevant conversations regarding empowerment, branding, and executive presence. Our LGBTQ ERG led Commvault's very first Equality Walk as part of the Garden State Equality initiative to raise funds for the LGBTQ community, with over one hundred employees marching for equality in Northern and Southern New Jersey.

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In 2019, Commvault was named:



One of the best places to work in the large-company category by "New Jersey Business Journal's 2019 Best Places to Work in New Jersey"



India Great Place to Work® designating Commvault as an 'Employer-of-Choice' for the third consecutive year

## Employee benefits

We recognize that work is just a fraction of our employees' lives, and we foster an environment that promotes vitality, support, and balance. We maintain a competitive suite of benefits to improve our team's lives at work and at home, including:



### Health

- Medical, Dental, Vision and Life Insurance
- Tax-Advantaged Accounts
- Paid Sick Leave
- Short- and Long-term Disability Insurance
- Health and Wellness Program



### Life

- Freedom Paid Time Off
- Family Leave
- Bereavement Leave
- Employee Discounts
- 401(k) Plan
- Employee Stock Purchase Plan
- Paid Holidays
- Paid Volunteer Time
- Tuition Reimbursement Program
- Sports & Art Clubs



### Work

- Flexible Work Arrangements
- Military Leave
- Jury Duty / Witness Leave
- Fitness Centers & Walking Trails
- Cafeteria / Barista
- Game Rooms
- Wellness Rooms

To learn more about our Employee Benefit Programs, visit [benefits.commvault.com](https://benefits.commvault.com).

## Fostering a culture of wellness

We provide our employees with a variety of health and wellness-related resources to ensure that each individual has the opportunity to become their “best self.” Being your best self requires physical, mental and emotional wellbeing, which we instill throughout a variety of wellness initiatives, including:



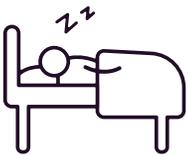
### Move

Sports clubs, fitness competitions, onsite yoga and aerobics classes



### Eat

Health food education, onsite gardens for organic food



### Sleep

Sleep education and meditation exercises



### Relax

Office movie viewing parties and onsite “Recharge Rooms”

- Our Employee Assistance Program (EAP) is a confidential service providing no cost, on-call support 24 hours a day, 365 days a year. The program covers a wide range of personal issues, crises, and everyday concerns, including bereavement, legal questions, marital or family conflicts, child and senior care, financial challenges, substance abuse, work-related issues, or mental health.
- Our **Wellness Warriors Program** initiates monthly employee activities that focus on four pillars: Move, Eat, Sleep and Relax. Through this program, we hope to motivate our employees to live a balanced life with a strong mind-body-life foundation. Program activities have previously included:



## Inclusion & diversity

The foundation of Commvault's Inclusion and Diversity framework is comprised of three main pillars:



We believe that our differences make us stronger – and that our creativity and innovation are strengthened when different perspectives are represented and valued. We are committed to fostering an inclusive workplace which includes hiring, retaining and developing all individuals regardless of racial, cultural, socioeconomic, gender, sexual identity, and religious backgrounds, and ensure that all employees feel safe and are treated fairly with dignity and respect.

In FY 2020, we solidified this commitment by onboarding an Inclusion and Diversity Officer focused on defining and reinforcing an enterprise-wide inclusion and diversity strategy. Our initial focus was on employee engagement initiatives, including a re-engineered Women in Technology group and the inception of three new Employee Resource Groups: Multi-Culture, Pride, and Veterans.

### Non-discrimination

Our Commvault Code of Business Ethics & Conduct training provides employees with the necessary tools and understanding regarding appropriate conduct in the workplace. A series of Unconscious Bias trainings also encourage employees to identify, address, change and combat bias, encouraging every employee to promote a culture of mutual trust, safety, and respect. In the unfortunate event that an incident of harassment or discrimination occurs, Commvault maintains an anonymous Ethics Hotline enabling employees to report concerns or violations without fear of retaliation.

## Inclusion & Diversity highlights:

**Women in Technology:** Established in 2015, our Commvault Women in Technology (WiT) group has built a strong community that fosters the advancement of women through networking, mentoring and education, enabling and empowering leaders to thrive in their careers. The WiT group provides mentorship and skill development workshops for young women looking to enter the Science, Technology, Engineering and Mathematics (STEM) fields and organizes company-wide events that recognize and celebrate the impact they bring to our organization.



Our 2020 **Black History Month Celebration** featured a panel discussion with Chinedu Echeruo and Oshoke Pamela Abalu, two technology entrepreneurs who shared their experiences in building multiple successful companies.



**Board Leadership:** In 2017, we modified our Diversity Policy to expressly reference gender and race as board diversity considerations. Our recent board appointments reflect these considerations, including three women as new independent directors.

Our 2019 **Pride Month Celebration** featured guest speaker Christian Fuscarino from Garden State Equality, a national leader for LGBTQ rights that has introduced programs and policies that serve as models for other states, agencies, and organizations. We were a proud sponsor of the 2019 Garden State Equality Walk, including a \$10,000 donation and a large turnout of team members walking in the event.



## Corporate citizenship & philanthropy

Since our inception in 1996, Commvault has engaged 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 reduce global hunger, provide technological resources, promote education and champion equality.

The global COVID-19 pandemic showcased our standing as a strong corporate citizen as we worked to keep our employees and communities as safe as possible while supporting the business continuity of our customers during a time of unprecedented crisis:

### Our employees

Implemented our own crisis procedures to eliminate air travel, postpone events, and initiate a remote working strategy across all global operations.

Utilized our CONNECT platform to host virtual events and share daily recommendations for physical, mental and emotional wellbeing.

Expanded our virtual 'Bring Your Child to Work Day' in support of our commitment to STEM education on a global scale.

### Our communities

Bolstered our support for local healthcare workers and charitable organizations by preparing and donating fresh meals from the Byte Café at our company headquarters. Employees volunteered to organize, prepare, and deliver more than 6,100 meals from April to June 2020 for community members working on the front lines.

### Our customers

Initiated our Commvault Customer Care Program to provide free services through September 1, including:

- Metallic EndPoint Backup and Recovery SaaS based solution
- Creation of a "Critical Alert Program" to monitor customer systems and alert unusual changes
- Training and eLearning videos to optimize data management
- Live expert sessions and tutorials

Our FY 2020 Citizenship & Philanthropy initiatives covered a wide range of activities, including:



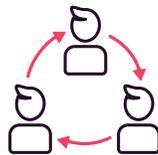
### Philanthropic donations

We reinvest into the communities in which we work and live, donating to a variety of charitable causes around the world.



### Volunteerism

We encourage all employees to get involved in the causes they care about and spend time volunteering with charities of their choice.



### STEM Mentorship & Education

We actively partner with local schools and universities in support of mentorship opportunities, internships and scholarship funding.

**We are proud of the impact our employees continue to make on our world as they catalyze positive change and inspire others to lead with compassion, action, and care:**

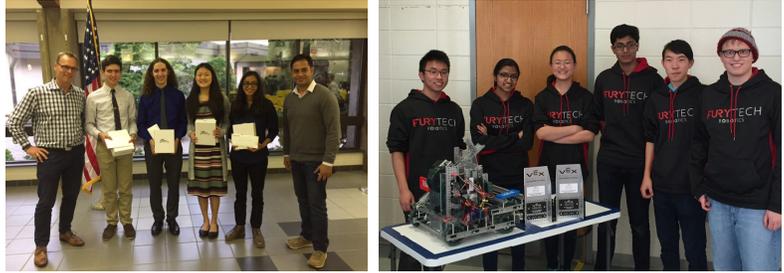
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Commvault was the proud recipient of the 'Horizon Hero' Award, recognizing our commitment to giving back and the impact our volunteer activities have on our communities.

**Commvault Cares:** We dedicate the entire month of August to supporting charities and participating in volunteer opportunities across all our global locations. In 2019, team members around the world donated a total of 869 volunteer hours, including 30 volunteer events at 17 organizations in the U.S. alone. Through our efforts, we provided handmade blankets for [Project Linus](#), 400 Sandwiches for the homeless, beach cleanup events at Sandy Hook, 163 Goody Bags for the Jersey Shore Children's Hospital, 250 Backpacks for [Horizons](#) and 25 laptops for [Ocean's Harbor House](#).



**STEM Education:** As one of the largest technology employers in New Jersey, we pride ourselves on fostering Science, Technology, Engineering and Mathematics (STEM) opportunities for students in our community. Each year, the Commvault High Technology High School Scholarship provides a local student with a generous scholarship towards their tuition and an internship opportunity at Commvault while attending university. Since launching the program in 2011, we have awarded \$125,000 in scholarships to 40 students.



**Share the Dignity:** In 2019, employees in Australia participated in the Share the Dignity “It’s in the Bag” campaign, filling 27 handbags with essential toiletries and cosmetics that were donated to women and girls in crisis accommodations due to homelessness or domestic violence.

**India Pride Parade:** Over 80 employees from our Bangalore and Hyderabad offices participated in a Pride Parade, with Commvault leading by example as the only company to participate from the technology park.



**School Donations:** Employees from our United Kingdom office organized the collection and donation of laptops for the Ikiwa School in Zimbabwe, along with school bags, stationery, reading books and games. The team also collected and donated a variety of school supplies to the Activate Learning Program at Reading College.



**Helping Hands with Willing Hearts:** Employees in our Singapore location regularly volunteer at Helping Hands with Willing Hearts, a charity and soup kitchen for the disenfranchised.



**Arche Frankfurt:** Employees in Germany partnered with the Arche Frankfurt Children’s Charity during the holidays, allowing children choose from a catalog of gifts that Commvault employees will purchase for them. Since 2018, this team has provided holiday cheer to over 200 impoverished children.



**American Heart Association:** Since 2016, we have actively partnered with the American Heart Association completing numerous fundraisers through our Women in Technology chapters across the United States. Initiatives include Wear Red Day, department fundraising challenges, and Doctor “lunch and learn” sessions at our headquarters in Tinton Falls, NJ.



**Natural Disaster Relief:** In 2019, Australia faced its worst and most widespread bushfire crisis in recorded history. Within one week, employees and the company donated over \$41,000 to the Australian Red Cross Disaster Relief and Recovery Fund. Donations were used for on-the-ground disaster services, including evacuations, support centers and outreach services.

# Our progress

We're proud of the initiatives and progress we've completed thus far and are excited to continue this momentum as we solidify our position for sustainable long-term growth in the future. In FY 2021, we plan to:

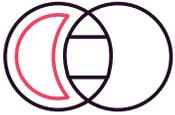
- **Establish** a global sustainability committee to collaborate with team members to extend best practices and reduce our environmental footprint throughout our facilities and supplier ecosystem.
- **Continue** our strong progress to identify I&D goals and implement quantitative metrics for hiring, promoting and developing women and other underrepresented groups.
- **Formalize** a policy and strategy for our reinvigorated sustainability program focused on: sustainable growth; responsible business practices; diverse and inclusive employee experiences; and the ongoing support of our local and global communities.
- **Calibrate** our sustainability priorities by expanding our analysis to include additional perspectives..
- **Quantify** feasible sustainability targets for key performance indicators within our environmental, social, and governance programs.

We are excited for the future and look forward to sharing our in our next Sustainability Report in 2021.

## Contact us

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

# Appendix



## Our perspective

- Innovation
- Information Security & Data Management
- Risk & Crisis Management
- Human Rights & Fair Labor
- Stakeholder Engagement



## Our planet

- SDGs & Business Avengers
- Waste Management
- Climate Action (Energy & Emissions)
- Contributions to Customer Sustainability



## Our people

- Investing in Our Employees (Employee Benefits, Talent Retention, Training & Education)
- Employee Wellness
- Inclusion & Diversity
- Non-Discrimination
- Corporate Citizenship & Philanthropy

## About this report

We completed our first Materiality Assessment in Q1 2020 with the goal of informing and calibrating our sustainability priorities to strengthen our alignment with the environmental, social and governance topics that are most meaningful to our stakeholders. Internal leaders representing our core business teams were requested to rate topics based on their relevance to Commvault's path toward corporate sustainability. Prioritized topics were then calibrated using the following frameworks to recognize and pursue alignment with shareholder reporting expectations:

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

We have used the results of this Assessment to inform the content of this report, including three primary focus areas: Our Perspective (governance priorities), Our Planet (environmental priorities) and Our People (social priorities).

Unless otherwise noted, key performance indicators included within this report are reflective of Commvault's performance through Fiscal Year 2020 (April 1, 2019 - March 31, 2020).

Please note that due to the nature of our business, Commvault has minimal properties within our operational control: our products and solutions are cloud-based and eliminate the need for direct manufacturing operations, and our global network is primarily comprised of rented office spaces. 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.

