2023

Corporate Social Responsibility Report

COMMVAULT®

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A Letter from Our CEO

Resilience in times like these is built on transparency and trust. Knowing we can count on each other to be there and do, not just what is right, but what is best. And this extends beyond our personal lives to the companies we work for, depend on, and invest in.

At Commvault, our foundation is built on trust. Our customers trust that we will protect their data in this difficult world. Our employees trust that we will lead them to new opportunities. Our investors trust us to responsibly manage their investment, which we proudly do. And trust is at the heart of our environmental, social, and governance (ESG) initiatives, where we have made significant strides this past year.

We continued to address barriers and biases in our workforce and workplace by hiring, mentoring, and empowering employees from underrepresented groups. We expanded diversity on our leadership team and Board of Directors. And we continued "to crack the code" with more women engineers and developers including science, technology, engineering and math (STEM) opportunities for interns and young women in our global communities. Not only is this a great equalizer, but it broadens our perspective and pushes our boundaries.

Additionally, in listening to our employees, we wholeheartedly embraced a flexible, hybrid workstyle. Not only did we evolve our way of working and the tools we use to foster a hybrid culture, but we invested in our benefits programs to better support our employees' well-being. And our hybrid workstyle enabled us to re-evaluate our global facilities to downsize our 275,000-square-foot headquarters in New Jersey, reducing our carbon footprint.

Finally, our employees play a critical role in instilling this trust and advancing our ESG initiatives. During the year, they rallied to support local and global causes, including raising money in response to the tragic earthquake in Turkey and the Crisis in the Ukraine. And they continue to innovate solutions to help customers monitor and reduce their energy usage and carbon emissions, as well as support their compliance and regulatory requirements.

As you will read on the following pages, trust is at the core of who we are. It fuels our innovation, drives how we serve our customers, and supports our strong sense of community. I look forward to sharing our progress over the next year. Until then, thank you for trusting us to protect your data in a difficult world.

Sanjay Mirchandani
President, Chief Executive Officer & Director
Commvault

About This Report

This marks our fourth annual CSR report and includes information from fiscal year 2023 (April 1, 2022 – March 31, 2023). We report in line with the IFRS Sustainability Accounting Standards Board (SASB) standards for the Software & Information Technology (IT) Services industry, which provides industry-specific and decision-useful sustainability information to our stakeholders. In future years, we will continue to expand and improve our ESG disclosures in line with best practices, recognized reporting frameworks, and regulatory requirements.

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 a responsible, sustainable, and ethical manner. Whether 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 allow us to conduct our business without a large physical presence. Our limited operational footprint means that we have a lower direct environmental impact and have fewer supply chain engagements. We believe this small footprint is a strength. At the same time, we remain committed to driving change where it matters most for our business— in our direct operations, for our partners and customers, with our employees and within our communities.

Materiality Assessment

We completed a materiality assessment in FY 2021 to determine the ESG topics most salient to our business. Through this process, we surveyed a range of global Commvault stakeholders, including investors, customers, employees, executives, and directors. The results identified six priorities that continue to serve as the basis for our ESG strategy, goals, implementation, and reporting initiatives:

Environment

Environmental considerations for data centers:

The effect Commvault's data centers 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 (DEI):

A work environment in which all individuals are treated fairly and respectfully and have full access to opportunities and resources.

Corporate citizenship and 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, and customer privacy:

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

Board leadership and Diversity of the Board:

Board leadership and ESG oversight, as well as Board diversity.

Our Business

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

About Commvault

Commvault (NASDAQ: CVLT) is leading the next generation of data protection to help businesses stay ahead of the modern threat landscape by protecting all data across all workloads, wherever data lives — on-premises, in apps, in the cloud, or over SaaS.

Our industry-defining unified platform takes a proactive approach to secure your data using AI-based security to help catch threats, divert attacks, reduce the impact of intrusion, minimize data loss, and recover quickly. We give you full visibility into your data and clean backups at all times—with rapid, cross-platform data recovery. Ongoing industry leadership and innovation are why more than 100,000 organizations have trusted Commvault with their data for over a quarter century. Simply put, Commvault is data, protected.

2,779
Employees

$785MM
Revenue in FY 2023, 85% of which is recurring

29
Locations

>1,300
patents have been issued to Commvault

$100MM+
of Metallic ARR+

Over **80%**
Employee Net Promoter Score (eNPS)

Over **100,000**
organizations rely on Commvault technology

98%
Customer Support Satisfaction Rate

Named a Leader in the Gartner Magic Quadrant 11 consecutive times

Our Values

Our values—we Connect, Inspire, Care, and Deliver—are the foundation of our company culture and fuel our commitment to show up each day for our stakeholders.

These values shape our daily interactions, power our passion for technical excellence and outstanding customer service, and support our overarching commitment to responsible, sustainable, and ethical business practices.

WE CONNECT	WE INSPIRE	WE CARE	WE DELIVER
We listen. We act. We trust. We make the world feel smaller by uniting people everywhere.	We innovate. We disrupt. We solve the hardest problems with solutions that are the envy of the industry. We dream big, and we work hard, so we can play harder with our friends and families.	Seriously! We care about our people and our planet. We speak human and celebrate diversity, so we can show up as our best selves every day.	We keep our promises and stand by our commitments, always. We say what we do and do what we say.

Innovation at Commvault

Innovation is at the core of everything we do—which is why we never stop.

We encourage 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.

Last year, we continued to develop and enhance our already award-winning products and services. This included using less power and lower-cost cloud computing services, improving the accessibility of our user interfaces, and adjusting colors to reduce power and ink usage.

We push ourselves to drive innovation by expanding our products and services, as shown by the over 1,300 patents we hold worldwide and the several hundred additional patents pending. Our highly talented engineers consistently work to refresh classic products and solutions for our customers and partners.

Awards and Recognition

Our long list of industry awards highlights the quality of our solutions:

2023 CRN Storage 100
The 40 Coolest Data Protection/
Management/Resilience Vendors

2023 CRN Cloud 100
The 20 Coolest Cloud Storage Companies

2022 Great Place to Work India
India's Best Workplaces in Health &
Wellness (Ranked in Top 40 and certified
as an Inclusive Workplace)

**2023 CRN Partner
Program Guide**
5-Star Rating

**2023 GigaOm Radar for
Kubernetes Data Protection**
"Leader" and "Outperformer"

2022 CRN Storage 100
The 20 Coolest Data
Management Companies

2022 CRN Cloud 100
The 20 Coolest Cloud Storage Companies

**2022 CRN Partner
Program Guide**
5-Star Rating

**2022 CRN Women
of the Channel**
15 global executives

**2022 GigaOm Radar for Hybrid
Cloud Data Protection:
Large Enterprises**
"Frontrunner" and "Outperformer"

**2022 GigaOm Radar for Hybrid
Cloud Data Protection: Small
and Medium-Sized Businesses**
"Frontrunner" and "Outperformer"

2022 SaaS Awards Shortlist
Best Data-Driven SaaS Product, Metallic

**2022 Q4 The Forrester Wave
Data Resilience Solution Suites**
"Leader"

Our Governance

At Commvault, strong corporate governance begins with our Board of Directors. As outlined in our Corporate Governance Guidelines, our Board oversees the management of the company's operations, establishing a framework that ensures we conduct our business ethically, responsibly, and in the best interests of our shareholders.

Our Governance

The Nominations and Governance Committee of the Board of Directors is responsible for oversight of our corporate social responsibility and sustainability strategy and initiatives. Management provides quarterly ESG updates to the Nominations and Governance Committee and updates the full board at least once annually.

We strictly adhere to all applicable laws in each country where we do business. In addition to local regulations, we maintain a number of policies and guidelines to facilitate strong corporate governance practices in alignment with the best interests of our customers, partners, and shareholders. These policies, as well as more information about our leadership and governance structure, can be found on our Corporate Governance website.

Board Leadership and Diversity

At Commvault, we believe that strong leadership at the Board level aligns our corporate purpose and progress with the expectations of our stakeholders. Our Board consists of eleven members with diverse backgrounds and skill sets. We evaluate all potential new directors according to our Board Membership Criteria, which maintains and promotes Board diversity.

Over the past three years we have increased female representation on our Board of Directors from 18% to 33% and ethnic diversity from 18% to 44%.

Female Directors

2020	18%
2023	33%

Ethnic Diversity

2020	18%
2023	44%
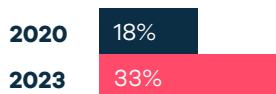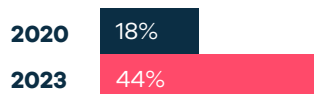
Business Ethics

Across our global footprint, we conduct our business with integrity and according to the highest standards of professional and ethical behavior for all employees, contractors, vendors, and other third parties working on our behalf, as defined by our Code of Ethics. Per its charter, the Audit Committee of the Board of Directors is responsible for overseeing our Ethics and Compliance programs.

We do not engage in or tolerate bribery, corruption, discrimination, fraud, or unethical behavior of any kind. We communicate our expectations broadly—when new employees join our team, they complete onboarding training on our Code of Ethics, Anti-Bribery and Corruption Policy, Sanctions and Export Controls Policy, and Anti-Discrimination and Anti-Harassment Policy. Once onboarded, employees undertake additional periodic training, including signoff and acknowledgement of ongoing compliance with our policies.

In the event of suspected or actual unethical behavior, we expect and encourage employees to speak up, whether through their managers or our anonymous and confidential reporting platform. Our Ethics and Integrity Reporting Policy details our expectations for reporting and includes our no-retaliation policy for reports made in good faith. All reports are documented, investigated, and escalated, including to the Board of Directors where necessary.

Our third-party reporting function allows employees and third parties to report instances of unethical behavior, including bribery, anonymously and confidentially 24/7, 365. The platform is available in a variety of languages and accessible online or via phone at 1-866-921-6714.

We maintain rigorous internal controls to facilitate appropriate record keeping, approval procedures, and behavior across the company. For example, a quarterly attestation is collected from sales leaders and management to confirm there exists no knowledge of unethical conduct in our business dealings.

To further prevent unethical behavior, our internal audit team evaluates bribery and corruption as a risk area and reviews internal control performance.

Supplier Code of Conduct

We maintain a Supplier Code of Conduct that defines the ethical and business standards to which we hold our suppliers across a range of topics, including human rights, labor rights, freedom of association and the right to collective bargaining, working conditions, environmental sustainability, data privacy and security.

We expect our suppliers to adhere to the Code at all times and encourage implementation into their own supply chains. Prior to engaging with suppliers and periodically throughout their lifecycle of providing goods and services to Commvault, we perform due diligence to ensure suppliers meet our minimum standards set forth in the Supplier Code of Conduct. We aim to continue to deepen our engagement with suppliers on ESG in the coming year.

Human Rights

Human rights are embedded in our culture and values. Our Human Rights Policy applies to all Commvault employees, contractors, and company representatives, and defines our commitments in line with internationally recognized conventions, including the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and the International Labor Organization (ILO) Conventions.

Stakeholder Engagement

Collaboration with our employees, customers, partners, and shareholders is a cornerstone of effectively managing our ESG strategy. We regularly engage these stakeholders through surveys, meetings, consortiums, and events. Continuous communication allows us to calibrate performance based on constructive feedback, refine our focus, and grow and evolve our business.

Stakeholder Engagement Highlights

206
Investor interactions

98%
Customer satisfaction rating

80%
Response rate on our Employee Pulse Survey

Information Security, Data Management, and Privacy

As a global cloud data management provider, we are committed to ensuring that the data entrusted to us is secure, private, and managed responsibly. We maintain two programs to help us deliver on our commitment: our global information security program and our global privacy program. Together, these programs allow us to monitor and mitigate risks, address emerging regulations, and better serve as a trusted partner for our customers. These programs are described in detail below.

Data Privacy and Cybersecurity Certifications

We are certified to a number of industry-leading global security standards, including:

- **ISO/IEC 27001**
- **SOC 2**
- **SOC 3**
- **PCI DSS**

- **CJIS**
- **FedRAMP Ready**
- **FIPS 140-2**
- **NIST 800-53 CP9 & CP10**

The Audit Committee of the Board of Directors is responsible for overseeing our cybersecurity and data privacy programs. Our Chief Information Officer (CIO) and Chief Information Security Officer (CISO) update the Audit Committee quarterly on information security priorities, key metrics, and progress on audits and compliance measures. Our Chief Legal and Compliance Officer and Director of Compliance update the Audit Committee quarterly on compliance with data privacy and other regulations.

To learn more about our security, privacy, and compliance programs, please visit: Commvault Trust Center or contact compliance@commvault.com.

Global Information Security Program

Led by our Chief Information Security Officer (CISO), our global information security program protects the security, confidentiality, and integrity of our systems, as well as customer and company data through the implementation of industry standard policies and leading technologies. Our information security program is governed by a variety of policies and procedures for risk assessment and management, incident response, security training and awareness, and disaster recovery.

Our information security team takes a risk-based approach to prioritizing improvements and investments in Information Security programs. The team monitors all procedures related to the program and coordinates initiatives and their implementations within the company. Our CISO reviews priorities and escalations with Management periodically or as necesssary, through formal governance procedures the team has established.

We support our customers and partners that are subject to federal security requirements by aligning with Cybersecurity Maturity Model Certification (CMMC), Defense Federal Acquisition Regulation Supplement (DFARS), International Traffic in Arms Regulations (ITAR), and NIST SP 800-171.

Global Privacy Program

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.

As a global company, we are required to comply with a variety of laws and regulations related to data privacy. While the General Data Protection Regulation (GDPR) provides the foundation for our program, we also conform to region- and industry-specific privacy requirements, such as state and federal privacy laws in the United States, including the Health Insurance Portability and Accountability Act (HIPAA), and others as applicable.

Our Privacy Policy details our privacy program and the way we process information. Led by our Global Data Governance Officer, the policy outlines how we consider privacy throughout the entire data lifecycle for our products, services, and internal operations. We maintain robust data privacy processes that cover a range of business functions, including maintaining an inventory of all personal data we process, how we use data, access, storage and retention, data subject rights requests, managing cross-border data transfers, and complying with data residency requirements. As outlined in our Privacy Policy, individuals are provided rights of access, rectification, and deletion of their personal data.

We periodically conduct privacy risk assessments for high-risk business processes, and we audit third parties for potential privacy risks. We also maintain internal guidelines to ensure our digital marketing practices comply with notice and consent requirements. In the future, we plan to conduct external independent audits of our data privacy programs and practices.

Service providers with whom we share personal data are screened for privacy risks prior to engagement and required to sign agreements that contractually obligate them to protect information in compliance with applicable laws. We expect our partners and service providers to have their own privacy policy as well as robust data privacy programs and processes.

When we share data with contracted third-party service providers, these providers must contractually agree to use and disclose personal data solely for permitted purposes. They must also use reasonable security measures to protect personal data from potential unauthorized access and use.

Cybersecurity Training

We believe that every single Commvault employee plays a critical role in protecting us from cybersecurity threats.

All Commvault employees and contractors are required to complete information security training upon joining the company and on a regular basis once onboarded. This interactive training requires employees to view, listen, and interact with information across a range of cybersecurity risks, and complete knowledge checks on topics such as our security policies, best practices, and management of phishing attempts. Over the last year, approximately 96% of employees completed the training.

Our Planet

At Commvault, we consider the natural environment a key stakeholder of our business. We strive to be a responsible steward and limit our environmental impact as part of our commitment to creating a sustainable world.

Our Planet

The solutions we provide—and the way we operate as a result—limit our environmental footprint. Our products and solutions are cloud-based, and our global facility network is comprised primarily of rented office spaces, limiting Scope 1 and Scope 2 emissions directly under our control. We remain steadfast in our commitment to making a meaningful impact where we can: through the services we provide to customers and partners.

Over the last year, we have continued to seek innovative ways to bring awareness to the carbon footprint of data and the role our products and services play in mitigating emissions. We have focused primarily on our newly introduced carbon calculator, which allows customers to estimate the emissions impact of using Commvault's products and services.

Some examples of our efforts to reduce our environmental impact include:

1

Recycling programs for paper, cardboard, plastic, and aluminum waste across our office spaces to divert waste from landfills.

2

Installation of new water-efficient fixtures and sensor faucets in our facilities to lower water use.

3

Partnerships with licensed recycling vendors to properly recycle and dispose of used IT equipment and oil waste from our cafeteria.

4

Installation of LED lighting systems to phase out less-efficient fluorescent lighting and decrease energy use.

Environmental Considerations for Data Centers

Data is one of the world's most critical assets. As data needs evolve, we recognize the need to change the way we approach data management—both for Commvault and for the products and solutions we provide.

Our commitment to the environment extends through our product that we deliver each and every day for our customers. The growth of cloud storage has changed data management significantly, but physical data centers remain critical for storing, processing, and disseminating the data used within our operations. We recognize the need to reduce the resources required to power data centers, which includes decreasing the usage of traditional mechanical cooling processes as much as possible and working with building managers to improve energy efficiency.

The Tinton Falls, NJ facility that houses our data center is a LEED-certified building, constructed with sustainably sourced materials that optimize energy efficiency and house our 12,500 square-foot primary data center. This data center utilizes free cooling (cold water) processes and intermediate distribution frame (IDF) closets as more energy-efficient alternatives to traditional mechanical cooling. Over the course of the year, we implemented free cooling for 201 days, resulting in energy savings of approximately 663,300 kWh, a corresponding avoidance of approximately 154,641.76 kg of CO_2 emissions. We also recycle condensation, which is returned for use within our free cooling system, reducing water usage.

Data Center Efficiency
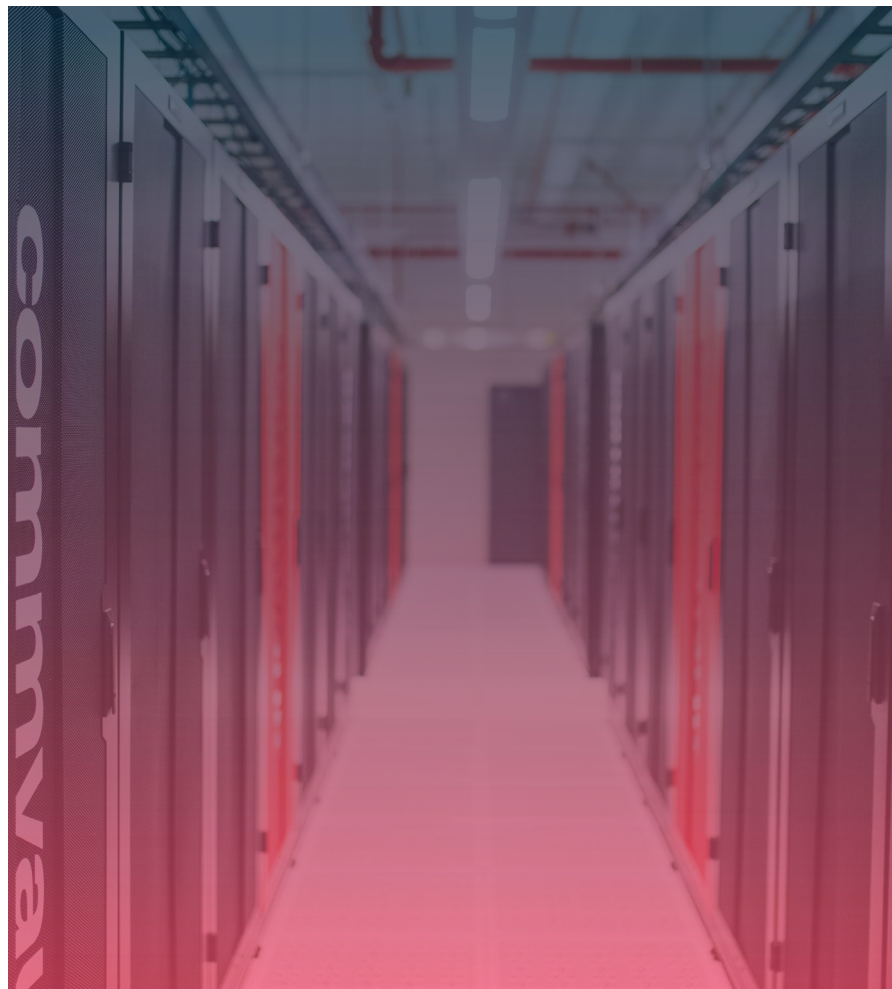
12,500
Square feet in our primary data center

201
Days of free data center cooling

663k
Kilowatt hours (kWh) of energy saved

154,641.76
**Kilograms of CO_2 emissions avoided**

Contributions to Customer Sustainability

Using and storing data requires resources—particularly water and energy. With the ever-increasing data needed to run a digital world, data management is critical for mitigating climate change and reducing resource use. Commvault's products and solutions help to moderate the carbon footprint of our customers and partners while reducing costs and maximizing the efficiency and security of their data management practices.

Throughout FY 2023, we continued to drive sustainable change for our customers and partners, optimizing their data footprints by containing data proliferation, limiting data movement, and maximizing data center intelligence.

A third-party study found that Commvault's Metallic offering on Microsoft Azure can help customers rapidly shift power consumption to more efficient systems, with the potential of being net-carbon-negative in data protection by 2030. Using Metallic results in the elimination of physical appliances and the reduction of data footprints. In fact, the study found that customers could reduce their data footprints by up to 38% using Metallic in Azure, specifically because of Metallic's ability to reserve and use the proper type of storage. Metallic shifts workloads to cloud-based infrastructure and storage, which benefits from efficient scaling, reducing power consumption as well as hardware waste.
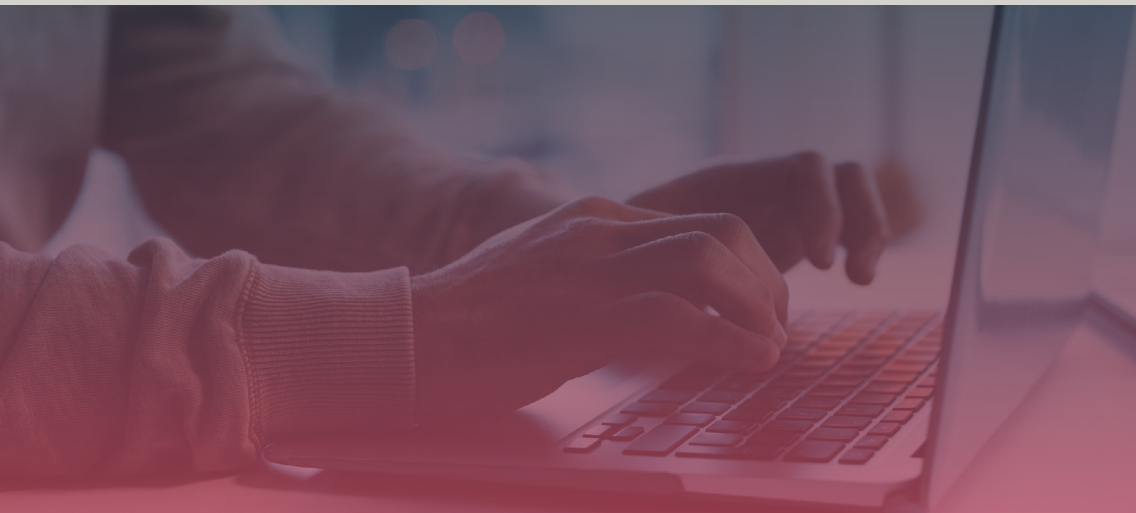
Commvault's products and solutions enable our customers and partners to mitigate the carbon footprint of their data in three key areas:
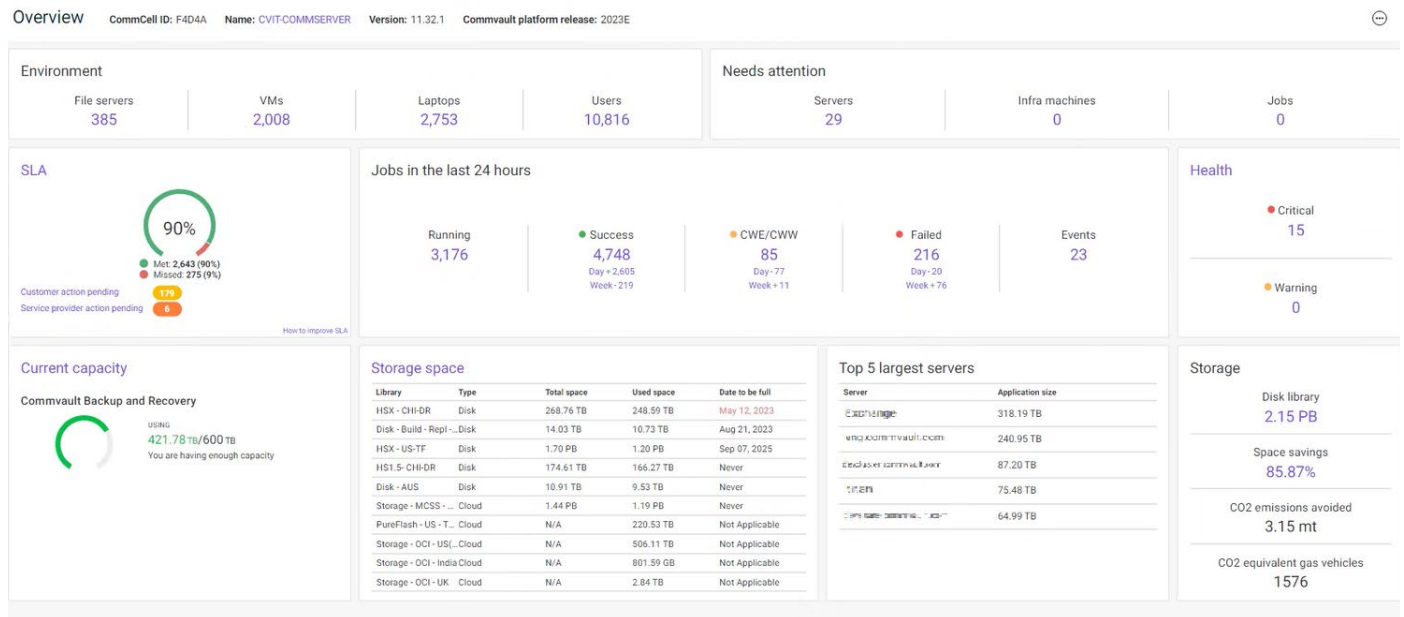
1. **Containing data proliferation**
2. **Limiting data movement**
3. **Maximizing data center intelligence**

Customer Carbon Savings Calculator

Our commitment to protecting the environment extends from the way we work through to the product we deliver each and every day for our customers. To help us and our customers better understand emissions from product use, we created a carbon savings calculator, which is presented in customer dashboards for awareness. This calculator provides customers with an estimation of emissions avoided after using Commvault's deduplication software—which combs customer data to delete duplicative data. This process consolidates the overall data stored and, in turn, reduces energy use.

Last year our customers wrote over 9200 PB worth of data. Based on this number, Commvault delivered a total savings of 9859.41 metric tons of CO_2 emissions through our impressive compression and deduplication technology.

Overview   CommCell ID: F4D4A   Name: CVIT-COMMSERVER   Version: 11.32.1   Commvault platform release: 2023E

Environment

File servers	VMs	Laptops	Users
385	2,008	2,753	10,816

Needs attention

Servers	Infra machines	Jobs
29	0	0

SLA

90%
Met: 2,643 (90%)
Missed: 275 (9%)
Customer action pending 179
Service provider action pending 6
How to improve SLA

Jobs in the last 24 hours

Running	Success	CWE/CWW	Failed	Events
3,176	4,748	85	216	23
	Day + 2,605	Day - 77	Day - 20	
	Week - 219	Week + 11	Week + 76	

Health

Critical 15
Warning 0

Current capacity

Commvault Backup and Recovery
USING 421.78 TB/600 TB
You are having enough capacity

Storage space

Library	Type	Total space	Used space	Date to be full
HSX - CHI-DR	Disk	268.76 TB	248.59 TB	May 12, 2023
Disk - Build - Repl -...	Disk	14.03 TB	10.73 TB	Aug 21, 2023
HSX - US-TF	Disk	1.70 PB	1.20 PB	Sep 07, 2025
HS1.5- CHI-DR	Disk	174.61 TB	166.27 TB	Never
Disk - AUS	Disk	10.91 TB	9.53 TB	Never
Storage - MCSS -...	Cloud	1.44 PB	1.19 PB	Never
PureFlash - US - T...	Cloud	N/A	220.53 TB	Not Applicable
Storage - OCI - US(...	Cloud	N/A	506.11 TB	Not Applicable
Storage - OCI - India	Cloud	N/A	801.59 GB	Not Applicable
Storage - OCI - UK	Cloud	N/A	2.84 TB	Not Applicable

Top 5 largest servers

Server	Application size
Exchange	318.19 TB
wiq.commvault.com	240.95 TB
declaser.commvault.com	87.20 TB
titan	75.48 TB
cprsas-comm.com	64.99 TB

Storage

Disk library
2.15 PB

Space savings
85.87%

CO2 emissions avoided
3.15 mt

CO2 equivalent gas vehicles
1576

In FY 2023 our data backup services resulted in:

- 2.15 PB of data backup for our customers
- 85.87% storage savings
- 3.15 mt CO_2 emissions avoided
- The equivalent annual CO_2 emissions of 1,576 gas-powered vehicles

Containing Data Proliferation

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

- More efficient backup storage for traditional datasets, 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

Limiting Data Movement

Our solutions help decrease data movement by removing redundant data before it is transferred to backup servers and allow for one-time backup anywhere through granular recovery. This limits energy use and lowers emissions for our customers.

Maximizing Data Center Intelligence

We expanded the workloads supported by our portfolio to reduce operational complexity for our customers and partners. We also extended the global availability of SaaS, enabling customers and partners to benefit from more efficient cloud-delivered SaaS data management.

Our cloud and security solutions are energy efficient and reduce onsite storage infrastructure. Key efficiencies include:

- Operationally neutral SaaS options and hyperscaler public clouds
- Easy-to-utilize cloud environments that are often powered by renewable energy
- Automated scaling and power management of cloud access nodes
- Metallic Cloud Storage Service, which implements carbon-neutral cloud storage in minutes
- Use of highly efficient scale-out infrastructure to increase data center storage efficiency through HyperScale X

Our People

Commvault's company culture is rooted in empowering all employees to contribute in meaningful ways and reach their full potential inside and outside of the workplace. We believe in embracing and celebrating being human—because we know that empathy, support, and care for one another and for what we do drives our business forward. Over the last year, we continued to create opportunities for our employees to thrive by strengthening DEI and belonging in the workplace, welcoming innovative approaches to grow and develop our workforce, and giving back to the global communities in which we work and live.
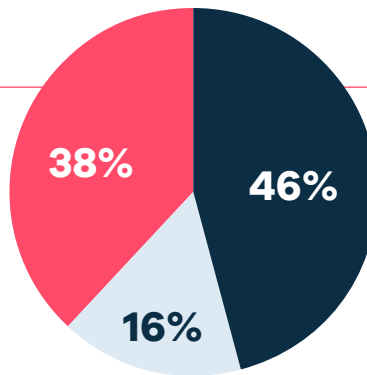
Global Workforce Distribution

International East[1]

1,067 employees

Americas[2]

1,280 employees

Total Employees: 2,779
**Total Countries: 33**

46%

38%

16%

International West[3]

432 employees

Investing in Our Employees

At Commvault, our people are our number one asset. From the moment a new hire joins our company, we strive to create an environment of acceptance, value, and belonging. We remain committed to providing employees with opportunities and resources that enable them to work successfully and creatively, while also investing in their professional and personal development. In three short years, we've made great progress and we've only just begun. We embraced a remote-first and hybrid approach to work to attract top globally diverse talent. Our focus has been on creating a company culture where everyone feels like they can thrive. It has been key for us to lay the foundation for a great culture that attracts great talent, retains our people and helps them build their careers through unique learning and development opportunities.

eNPS 2019-2022

81%   81%   81%

76%

67%

Oct 2019   Oct 2020   Aug 2021   Mar 2022   Sept 2022
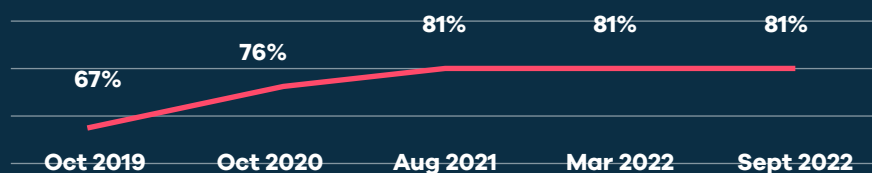
Since 2019, our employee Net Promoter Score (eNPS) has improved by 15%. Now more than 80%, the score indicates that our people would recommend working at Commvault—a strong indicator of engagement.

> **"Knowing that we can count on each other to be there and to do not just what is right, but what is best. And this extends beyond our personal lives to the companies we work for, depend on, and invest in."**

Sanjay Mirchandani
Chief Executive Officer & President

[1] Asia-Pacific and Japan
[2] North and South America
[3] Europe, Middle East, and Africa

Learning and Development

Our culture fosters perpetual innovation and continued learning. We use a variety of channels and platforms to offer training and education to our employees, including a mix of live, virtual, on-demand, and e-learning programs.

Throughout FY 2023, our employees participated in **900+** formal learning programs, totaling more than **15,000** formal training hours and countless additional hours in self-directed and informal learning.

All full- and part-time Commvault employees and eligible contractors participate in various training programs that cover our policies, programs, and practices. Training programs cover a variety of topics, including our Code of Ethics, leadership development, diversity, equity, inclusion, and more. In FY 2023, we also rolled out a new micro-learnings program to provide training on diverse and inclusive workplaces, as well as address relevant topics as they occur.

Beyond our mandatory training programs, employees are encouraged or nominated to undertake additional training and development relevant to their individual job responsibilities. We offer a tuition reimbursement program to help cover costs associated with master's, bachelor's, and other accredited degrees for all Commvault employees.

We mean it when we say we invest in our people.

Last year, we sponsored and trained 700+ Commvault engineers to become "cloud certified". To date, over 90% of our engineers have received their external cloud credentials and, in the coming months, that number will continue to grow.

In FY 2023, total turnover was **21.7%** and voluntary turnover was **16.6%**. We aim to continue to improve these numbers in the future as we **develop** and **engage** our people.

Performance Review Process

At Commvault, continuous learning and development are critical elements of our culture.

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

Leadership Training

In FY 2022, Commvault introduced two, 100-day learning journey programs. These programs continued in FY 2023, focused on developing strong leaders within our workforce, including training on core manager skills, team engagement, and people leadership. Each program is sponsored by a senior Commvault executive, and each participant is supported by their respective manager through one-on-one meetings and specific on-the-job assignments. To date, over 220 employees have graduated from the leadership training program, and 100 more managers are now enrolled in our April to June 2023 program. Demand for our leadership development programs continues to grow with our April program oversubscribed requiring us to run three, concurrent global sessions. More than 96% of participants, when surveyed, would recommend the program to others and self-report double digit gains in before and after scores in areas of engagement, role clarity, and team productivity.

FY 2023 Employee Training Hours

	Hours Completed
Mandatory	2,240
Voluntary	11,524
Other	15,479

Hours Completed
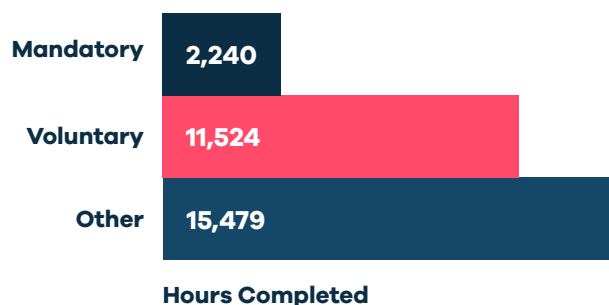
"**Leading virtually is quite relevant in today's world. Knowing how to collaborate and communicate with the team helps achieve accomplish daily tasks.**"

"**I am now able to share some of the learnings with my direct reports to help them in their job, create awareness of their blind spots, my blind spots and build better team collaboration despite of remote work arrangements.**"

"**Excellent program for new and experienced managers alike to continue to reinforce our skills as leaders.**"

FY 2023 Development Highlights

252
**participating mentors
and mentees since 2020**

785
**leadership training programs
completed/in progress**

849
unique trainings offered

900+
**formal learning
programs**

25,000+
training hours attented

Mentorship Programs

After two years of success, we continued our mentorship programs in 2023, connecting employees with interactive, hands-on mentors who provide support and guidance. Structured around one-to-one or leader-led circles, the program offers mentees the opportunity to learn, ask questions, and engage with mentors. To date, more than 250 mentees and mentors participated in the program.

In India, our Mentoring Circles provide similar mentorship opportunities. The program is an employee-led initiative where mentors hold open mentoring sessions, promoting dialogue and development. We also delivered a new Radiate Confidence session for 40+ women that include various interactive exercises, self-assessments, and action planners. The program was launched in India and will be delivered in the U.S. and International West throughout 2024.

Showing how we care is core to our culture. Last year, we continued to receive recognition for what we do and how we do it:

- **15 Female Vaulters from diverse regions and functions received CRN Women of the Channel Awards in FY 2023 for their channel expertise and vision.**

- **Commvault received the Great Place to Work India certification for the fifth consecutive year in FY 2023.**

- **Commvault was recognized by Great Place to Work in the Health and Wellness category as a top 40 organization in India.**

- **We received Inclusive Practices™ Accreditation in India, recognizing our internal and external efforts to promote inclusivity in the workplace.**

We also developed a program in India for early career women called PRATIDHI (Hope for the future). "Pratidhi" (which in Sanskrit means Hope) is a mentorship program started by Commvault to train and mentor engineering students bridging the gender diversity gap in tech. Students from various engineering colleges gain training and development in C++ and python.
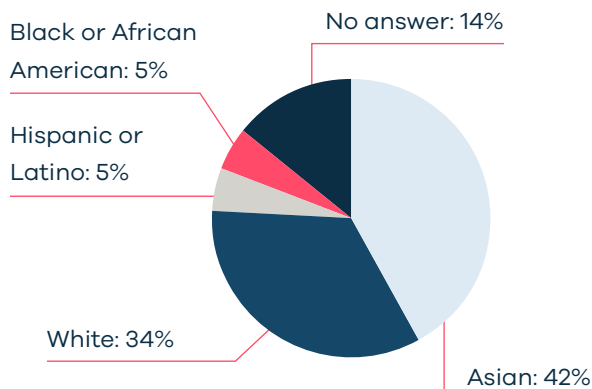
Internship Programs

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

Our internship programs help high school and college students expand their professional networks and technical skill sets through collaboration with leadership, mentorship, and networking.

The U.S. internship program features weekly learning sessions, executive panelists, and numerous learning opportunities through our culture of continuous education and meaningful work experience. This year, the internship program culminated in an in-person celebration of National Intern Day, where interns showcased projects, product ideas, process improvements, and other achievements from their time at Commvault.

Our India-based internship program included 60 talented engineers within our Development group, selected from over 7,000 candidates from 35 university campuses across India. Interns received hands-on experience within our product and software development teams, supplemented by various engagement activities, including an intern talent show.

U.S. Internship Program Diversity

Black or African American: 5%
Hispanic or Latino: 5%
No answer: 14%
White: 34%
Asian: 42%

Intern Testimonials

"I improved my communication skills, **improved programming skills and learned about professionalism,** while meeting other amazing Vaulterns."

"I feel I have **matured greatly** from this opportunity and my **work ethic has improved.**"

"**I learned a lot about myself** and the professional world, all of which will help me in my future endeavors."

Break Through Tech

Commvault partners with Break Through Tech, a nonprofit that gives underrepresented students in computing and tech careers opportunities for hands-on experience in the field. In FY 2023, we hosted eight breakthrough tech interns who worked on analytics and UX projects.

BREAK THROUGH TECH

Expanding Internships

To build a more diverse pipeline, Commvault sources talent through several initiatives. This includes an internship program with Opportunities for a Better Tomorrow (OBT), an organization facilitated by the NYC Center for Economic Opportunity that provides opportunities to underserved communities. Participating interns receive certifications and training that allow them to be hired as full-time UX interns. The diversity of intelligence and design expands UX solutions for our customers and creates a better product.

Employee Health, Safety, and Wellness

A critical part of living our values is keeping our employees safe and healthy. We take a holistic approach to health and wellness to support the dynamic aspects of our employees' lives, including their physical, social, mental, emotional, and financial wellbeing. We operate in accordance with applicable safety laws and procedures to ensure we provide a safe work environment for all.

Our Focus on Wellness

Physical   Social   Mental   Emotional
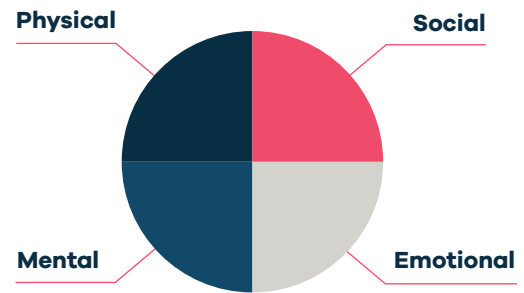
Commvault's Approach to Holistic Wellbeing

Physical Wellbeing
Preventative care and comprehensive health benefits

Social Wellbeing
Individual and collective support in the workplace and community

Mental Wellbeing
Stress reduction and resiliency through mental health programs and resources

Financial Wellbeing
Education and resources to improve and protect financial security

Benefits

In support of our commitment to wellness, we offer full-time and part-time 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
- Gym pass- discounted gym memberships and free fitness apps

Flexibility When Life Happens

- Unlimited paid time off (PTO) for U.S. employees
- Parental leave – eight weeks for all new parents globally
- Bereavement leave
- Employee discounts
- 401(K) plan, with 50% match up to the first 4% of employee contribution
- Employee stock purchase plan for full-time employees, with 15% discount
- Paid holidays
- Tuition reimbursement program
- Employee assistance program

Support at Work

- Flexible work arrangements
- Military leave
- Jury duty / witness leave
- Cafeteria / barista
- Back up care for children, elders, and pets
- Wellness rooms
- Ergonomic assessments and equipment for work-from-home set-ups
- 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 the formal benefits we provide.

We strive to promote a culture of wellbeing and offer opportunities for employees to access monthly webinars, trainings, blogs, and our mental health app, which comprise our annual wellness calendar.

Throughout FY 2023, we facilitated various presentations and discussions covering a variety of wellness topics, from nutrition and weight management to coping with grief and trauma.

Wellness is a priority across our locations—not just for U.S. employees. In China, our team held virtual and in-person wellness and work/life events.

This even included a plank contest, where employees competed for a prize as a fun way to promote healthy habits.

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**
- **Legal and Financial Support**
- **Post-Traumatic Stress Disorder**

Our EAP provides up to three free sessions per employee issue and are always confidential. In addition to counseling support, our EAP also offers access to Work Life Specialists who provide support and resources for more than 100 services spanning five key categories: childcare, adult and elder care, support for living with a chronic condition, life learning, and home and leisure services.

Family Leave

Commvault is proud to offer regular eligible employees, both mothers and fathers, eight weeks of paid leave within 12 months of birth, adoption, or foster care placement.

Ergonomic Assessments

With the pandemic, the majority of our employees now either work from home or in a hybrid role. We want to ensure that our employees' home work environments are as safe, comfortable, and optimally-arranged as a traditional office environment. We partner with an ergonomics assessment provider to offer employees private assessments of their workspaces to adapt office equipment to ergonomic and wellness needs.

Mental Health Focus

We support the mental wellbeing of our employees. Through Unmind, a prominent mental health app, employees can access 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. We also offer employees access to mental health care through Talkspace, an application for online therapy to help employees find and access mental health care no matter their location. In FY 2023, we bolstered our mental health offerings with Sanvello, an application focused on helping individuals cope with stress, anxiety, and depression. Access to these apps is shared with all new hires, and employees can invite or share the app and its included benefits with one other person at no cost.

Honoring Domestic Violence Awareness

Commvault broadcast our Courageous Conversation on domestic violence awareness live from our headquarters so all Vaulters could join the discussion. The event included special guests from 180 Turning Lives Around, a nonprofit organization in New Jersey that empowers survivors and families affected by domestic violence and sexual assault. The event focused on driving awareness of domestic violence—how to Recognize, Respond, and Refer—for ourselves, our co-workers, friends, and/or family.

Diversity, Equity, and Inclusion

Our creativity and innovation are strengthened when different perspectives are represented, supported, and valued.

Diversity, Equity, and Inclusion (DEI) are core tenets of our business, and we're proud of the progress we've made in the past three years and our commitment to fostering an inclusive work environment. Our diverse backgrounds and individual perspectives are what allow us to collaborate and feel a sense of belonging. Our employee resource groups hosted virtual discussions featuring impactful guest speakers, prioritized investments in our people through wellness, professional, and leadership trainings, and extended our global DEI volunteer efforts. We also leaned into the benefits of a remote and hybrid workplace and how it can positively influence our workplace experience to maximize the Commvault experience globally.

Our DEI approach focuses on promoting and incorporating diverse, inclusive, and equitable practices in the workplace. We will continue to measure and map what it means to work at Commvault – hiring, representation, retention, advancement, and community-building efforts. Setting the foundation for culture work, we've expanded our DEI recruiting and outreach as a vital part of these initiatives. We understand that companies that attract, retain, and advance a diverse workforce will be better positioned to develop products and solutions to meet the needs of diverse audiences. And in collaboration with our Talent Acquisition and broader hiring teams, our goal is to increase diversity representation across our teams and drive greater accountability with inclusive workforce recruitment and hiring strategies. We are rooted in our commitment to recruit diverse talent through internships and grassroot partnerships to increase the number of women and people of color from underrepresented groups in our tech spaces.

We want to ATTRACT the BEST TALENT, RETAIN the BEST TALENT and continue to ENGAGE and DEVELOP our amazing TALENT.

Inclusive Hiring

Our inclusive hiring focuses on closing the opportunity gap for underrepresented communities to create a diverse and inclusive workforce. We are committed to implementing processes, tools, and education to prevent unconscious bias across our hiring and talent recruitment processes. Through partnerships with organizations Break Through Tech and Opportunities for a Better Tomorrow, we continue to invest in the future of our early career candidates.

Our priorities for 2023 and beyond will include:

- Mitigate bias in hiring by evaluating each step of the hiring process, from sourcing candidates to interview panels, to identify where bias might show up

- Develop new ways to engage with talent (i.e. broaden diversity internship and returnship efforts, partnerships with bootcamps and more)

- Goal setting for each department to increase women and people from underrepresented communities by level & roles

- Annual sponsorship and participation in DEI recruiting events connected to our 5 employee resource groups focused on underrepresented groups in tech

We will continue to review and build new pathways centered on inclusion to increase representation in our workforce.

Diversity Metrics

The tables below provide diversity metrics on Global Gender and U.S. Race & Ethnicity. We define senior management as director level and above, including the executive team; middle management as people manager; and non-management as individual contributor.

Non-Management

Gender (Global)	2020	2021	2022	2023
Male	76.7%	74.5%	73.6%	73.5% ⬇
Female	23.3%	25.5%	26.4%	26.5% ⬆

Race and Ethnicity (U.S. Only)	2020	2021	2022	2023
American Indian or Alaska Native	0.18%	0.20%	0.10%	0.10% ⚪
Asian	28.34%	27.29%	27.01%	25.7% ⬇
Black or African American	1.71%	1.97%	1.73%	1.9% ⬆
Hispanic or Latino	4.96%	5.32%	6.50%	7.3% ⬆
Native Hawaiian or Other Pacific Islander	0.09%	0.10%	0.10%	0.2% ⬆
White	54.78%	55.47%	56.04%	56.1% ⬆
Two or More Races	1.71%	1.48%	2.03%	1.8% ⬇

Middle Management

Gender (Global)

	2020	2021	2022	2023	
Male	71.6%	72.2%	71.6%	73.8%	↑
Female	28.4%	27.8%	28.4%	26.2%	↓

Race and Ethnicity (U.S. Only)

	2020	2021	2022	2023	
American Indian or Alaska Native	0.0%	0.0%	0.96%	1.0%	↑
Asian	19.1%	20.5%	16.35%	18.4%	↑
Black or African American	2.2%	3.8%	0.96%	1.0%	↑
Hispanic or Latino	5.6%	3.8%	6.73%	7.8%	↑
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	1.0%	↑
White	68.5%	69.2%	70.19%	65.0%	↓
Two or More Races	1.1%	0.0%	0.0%	1.0%	↑

Senior Management

Gender (Global)

	2020	2021	2022	2023	
Male	83.3%	78.8%	77.8%	76.0%	↓
Female	16.7%	21.2%	22.2%	24.0%	↑

Race and Ethnicity (U.S. Only)

	2020	2021	2022	2023	
American Indian or Alaska Native	0.0%	0.0%	0.5%	0.6%	↑
Asian	24.2%	31.6%	23.7%	20.0%	↓
Black or African American	0.0%	1.0%	1.1%	0.6%	↓
Hispanic or Latino	1.6%	2.0%	3.2%	2.9%	↓
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.5%	0.0%	↓
White	51.6%	50.0%	62.4%	70.3%	↑
Two or More Races	1.6%	2.0%	1.6%	0.6%	↓

Respect at Work

It is essential that our employees learn and live Commvault's values of diversity, equity, and inclusion.

We require that every employee complete our Respect at Work training program upon hire and throughout their employment in accordance with applicable laws, focused on supporting one another and fortifying our culture of creating an inclusive, accepting, and supportive work environment. The training provides modules on how to identify harassment and discriminatory behavior, detailing internal mechanisms for reporting such behavior and the importance of doing so. Supplemental topics covering workforce diversity, working on diverse teams, unconscious bias, and workplace inclusivity are available through our training platforms.

Partnership with Award Winning DEI Content Provider Ethena

As a continuation of our DEI efforts, in FY 2023 Commvault introduced an additional library of DEI micro-learning topics. Each month, all employees are invited to learn more about topics connected to inclusivity, ethical workplaces, and allyship. These e-learnings are designed in real time to address relevant topics and encourage a culture of belonging. The learnings are comprised of award-winning content from Ethena, a compliance training platform, that covers topics on DEI in the remote and hybrid workplace, celebrating cross-culturally, mental health in the workplace, impact vs. intent, LGBTQ+ on the job, allyship at work, disability inclusion, intersectionality in the workplace, and more.

Pay Equity

Commvault is committed to ensuring pay equity for similar jobs. We continue to evaluate our pay equity practices, and conduct pay equity assessments on gender and ethnicity in the U.S. and gender globally. In 2022, as a result of our assessments, we found no notable inequities. We plan to conduct a pay equity assessment every two years.

Employee Resource and Affinity Groups

Our Employee Resource Groups (ERGs) and Employee Affinity Groups (EAGs) are among the primary ways we engage with our employees to discuss, advocate, and champion their respective beliefs and identities within our organization and in society as a whole.

ERGs offer multiple points of entry for employees to get involved, drive initiatives, and serve as allies. Our ERGs are voluntary, employee-led groups designed to foster an inclusive workplace by championing underrepresented groups. Our goal is for employees to feel more connected to Commvault by providing them the space to bring their unique personal attributes to work, be part of a community of collective thought leaders, and advocate for inclusion and diversity.

EAGs are designed to identify and champion local and global issues to find effective solutions for the betterment of the world, our communities, and our customers and partners.

ERGs and EAGs foster cross-cultural learning opportunities, mentoring, and community-building. Throughout FY 2023, over 61 events were offered through our ERGs and EAGs, with nearly 1,800 employees attending. Our goal is to facilitate safe and open spaces for colleagues to discuss topics surrounding race, gender, careers, and more.

We currently operate seven Employee Groups, including five Employee Resource Groups and two Employee Affinity Groups:

CapAbilities (Disability Inclusion)

Women in Technology (WiT)

Family Support Network

VALOR (Veterans and Military)

Multi-Culture

Vaulters Advocating for Sustainability in Tech - VAST (Environmental)

PRISM (LGBTQ+ & Allies)

1,774 Employees attended ERG and EAG events.

Throughout the year, our ERGs and EAGs led a variety of initiatives in support of their respective causes. Below is a small sample of the impactful activities they led as part of efforts to foster an environment that celebrates our differences:

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

Sponsored by WiT ERG

Throughout March 2023, Commvault hosted activities to celebrate International Women's Day. Our India team hosted Courageous Conversations with two of our women leaders, Nithya Cadambi, Director, Finance, and Danielle Abrahamsen, Corporate Controller, held a workshop that explored the neuroscience behind women and confidence. The celebration culminated in a Sheroes Festival, dedicated to the Sheroes of Commvault, an immersive festival across our offices with activities that ranged from live Zumba classes to flea market set-ups and gift giving.

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 honored Black History Month by hosting a Courageous Conversation with our newest Board Member, Shane Sanders, and Chief People Officer Martha Delehanty. During the conversation, Shane discussed his career journey and perspectives on how the theme of "Equity in Action" has impacted him as a Black man. He also shared career advice, bright spots and challenges he experienced throughout his personal and professional life, as well as the social cost of not embracing diversity and inclusion in the workplace.

Vaulters were also encouraged to attend BLK House Virtual, a Black History Month Celebration of diversity and the diaspora, featuring spoken word, a DJ battle, and dance party, and a conversation on "Equity in Action" with keynote speaker Arika Pierce, J.D. Educational and donation opportunities were also provided during the month.

Spirit Day 2022

Sponsored by PRISM ERG

Commvault encouraged employees to show support for LGBTQ+ youth and take a stand against bullying by celebrating Spirit Day. Following a string of high-profile suicide deaths of LGBTQ+ teens in 2010, GLAAD worked to involve millions of teachers, businesses, celebrities, media outlets, and students in "going purple" on social media or wearing purple, a color that symbolizes spirit on the rainbow flag. Spirit Day now occurs every year on the third Thursday in October, which is National Bullying Prevention Month, and has become the most visible day of support for LGBTQ+ youth.

Vaulters pledged to go purple on October 20, attend an open forum, walk to support the Step Challenge, and share the history and message of Spirit Day with others and on social media.

Hispanic Heritage Month

Sponsored by Multi-Culture ERG

Our Multi-Culture ERG celebrated Hispanic Heritage Month with our diverse community of Vaulters. The celebration featured employee spotlights on Hispanic Vaulters. The ERG also hosted a Hispanic Heritage Month keynote event with special guest Becky Sproul, Talent and Culture Leader at KPMG, who highlighted her experience over the past 28 years and her work to drive cultural improvements.

Corporate Citizenship and Philanthropy

Caring is at the core of who we are.

We engage in a variety of corporate citizenship and philanthropic efforts to give back to the communities where we live and work. Commvault and its employees support a variety of local charity organizations and participate 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 by using 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 themselves, their families, and their communities as needed, without a cap on days off.

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

Together with our employees, we contributed nearly $75,000 to support Ukrainians—both refugees and those living in active warfare zones.

Through contribution matching with our employees, we donated more than $22,000 to support individuals impacted by the devastating earthquake in Turkey and Syria.

During our Annual Pie Pick Up, employees donated a total of 75 pies, which were divided between employees of Lunch Break in Red Bank and 180 Turning Lives Around—two nonprofits helping communities near our headquarters. Employees also donated $1,300 worth of gift cards to the Family and Children's Services' annual Operation Sleighbells charity drive.

We partnered with Girl Scouts of the Jersey Shore to provide an after-school program for hundreds of girls near our headquarters.

In China, we donated necessities and volunteered with local special needs students.

In India, we partnered with the Smile Foundation to provide career guidance, learning equipment, and Diya painting for local students.

Commvault Bangalore Rises Against Hunger

Our Bangalore, Hyderabad, and Pune offices partnered with Rise Against Hunger for a volunteering event as part of Commvault's Center of Excellence. The team successfully packed and donated 40,000+ meals to the Sebama NGO, which supports mentally challenged children and elderly people, as well as local individuals with leprosy.

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. Our focus this year was on a global steps challenge through the Charity Miles app to combine wellness and health with our volunteer efforts. Chosen charities were the Malala Fund, UNICEF, and the Smile Foundation. Vaulters donated a total of $15,000 and moved over 19,447 miles this year.

Step Challenge

Our CapAbilities (Disability Inclusion) ERG encouraged employees to promote health and wellbeing through the company-wide Commvault Cares Step Challenge by taking a 30-minute walk while listening to a podcast titled "Successful and Disabled," with host Chris Mitchell.

Tunnels to Towers Foundation and Wreaths Across America

Our VALOR ERG encouraged donations to two notable charities supporting and honoring veterans: Tunnels to Towers Foundation and Wreaths Across America. Tunnels to Towers Foundation helps American first responders by providing mortgage-free homes to families with young children who have relatives that died in military service or that serve as first responders, and Wreaths Across America coordinates wreath-laying ceremonies at more than 3,700 locations across the U.S., at sea and abroad.

UK Vaulters Support The Cowshed

UK Vaulters supported The Cowshed, a Reading-based charity that serves local families and individuals experiencing hardship by providing clothing, toiletries, cleaning products, and other necessary items. UK employees donated clothing and other items, and volunteered at The Cowshed to help sort donations, clean clothes, shoes, baby equipment, and more.

Beijing Vaulters Support Stars and Rain

Our China team celebrated Commvault Cares Month by spending the day at Stars and Rain, a nonprofit school for children with autism in Beijing. Our team volunteered at the school and donated materials, including food, drinks, and environmentally friendly tableware sets. We have been involved with the organization since 2016 and are proud of our continued efforts to donate and serve these children and their families.

Sandy Hook Beach Clean-up

This year, for the first time through our VAST (Environmental) EAG, Commvault partnered with Beach Collective for our annual beach cleanup. Beach Collective is a blue circular economy platform that aims to deepen knowledge about ecosystems, with the goal of reducing marine plastic waste. Commvault volunteers participated in a beach cleanup at Sandy Hook National Recreation Area and worked together to remove over 60 lbs. of trash. We aim to continue this partnership to help to protect the environment in and around where we work.

Trunk or Treat

Commvault and The Family Support Network EAG partnered with local Senator Vin Gopal to sponsor a Trunk or Treat event in our very own backyard. We welcomed community members to our offices, where we handed out candy and Halloween treats to children from decked-out car trunks and offered arts and crafts activities. This event allowed Vaulters and members of the local community to gather for an evening of safe and fun trick-or-treating with neighbors and friends.

Since our first CSR Report four years ago, we have made significant progress on our ESG programs and initiatives. Our company is built on a foundation of transparency, trust, and innovation—a foundation that continues to push us forward today. With the publication of our 2023 CSR Report, we reaffirm our values—we connect, we inspire, we care, and we deliver—and our commitment to long-term sustainability to advance our efforts in FY2024 and beyond.

Cautionary Statement

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.

All financial information has been reported in U.S. dollars. Figures presented in 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.

Unless otherwise noted, key performance indicators included within this report are reflective of Commvault's performance through FY 2023 (April 1, 2022 – March 31, 2023).

Appendix

Our ESG disclosures are aligned with the Sustainability Accounting Standards Board (SASB) standards, allowing us to provide material, industry-relevant, and comparable sustainability metrics to our key stakeholders.

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

Sustainability Accounting Standards Board Index – Software & IT Services

Activity Metric	Category	Unit of Measure	Code	2023
(1) Number of licenses or subscriptions, (2) percentage cloud-based	Quantitative	Number, Percentage (%)	TC-SI-000.A	(1) On prem commcells: 18,083 (2) Metallic (cloud) customers: 4,180
(1) Data processing capacity, (2) percentage outsourced	Quantitative	See footnote[1]	TC-SI-000.B	(1) Not applicable (2) 0%
(1) Amount of data storage, (2) percentage outsourced	Quantitative	Petabytes, Percentage (%)	TC-SI-000.C	(1) 7,130 PB stored (2) 0%

Sustainability Disclosure Topics & Accounting Metrics

Topic	Accounting Metric	Category	Code	Response / Report Location
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	Quantitative	TC-SI-130a.1	(1) 42,270.63 GJ (2) 100% (3) 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) 5,189,000 gallons (2) 3,813,682 gallons
	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	TC-SI-130a.3	Environmental Considerations for Data Centers

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

Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	TC-SI-220a.1	Commvault takes user privacy seriously and is committed to being transparent about our policies and practices related to behavioral advertising. We only collect and use user data for advertising purposes with the user's consent, which is obtained through clear and prominent notice and opt-in mechanisms. We also provide users with easy-to-use controls to manage their advertising preferences, including the ability to opt-out of targeted advertising. Our data collection and use practices are guided by industry best practices and comply with all applicable laws and regulations. We regularly review and update our policies and practices to ensure that they remain effective and align with evolving user expectations and regulatory requirements. For more information, visit Commvault's 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's Privacy Policy.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	TC-SI-220a.3	None.
	(1) Number of law enforcement requests for user information (2) Number of users whose information was requested (3) Percentage resulting in disclosure	Quantitative	TC-SI-220a.4	None. For background on data privacy policies and practices, please see the Commvault Code of Ethics.

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	Commvault complies with data privacy requirements applicable to data processors under data privacy laws including GDPR, HIPAA, CCPA, and other global regulations applicable where Commvault conducts business and also as per lawful instructions of the data controllers. Our products and services enable our customers and partners acting as data controllers to comply with applicable data privacy laws including GDPR, CCPA, HIPAA, and other global regulations where Commvault conducts business. Our products do not include any functionality that could adversely affect data privacy or freedom of expression.
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Quantitative	TC-SI-230a.1	Commvault, being a publicly traded company, and doing business both domestically and internationally, must comply with laws and regulations requiring the public discloser of security breaches. Commvault defines a breach as a security incident involving a material impact to operations, or involving data governed by a statute. Commvault will comply with breach notification laws, disclosing any incidents in a way to comply with those laws. Commvault also has negotiated contractual obligations with certain customers, requiring specific disclosure requirements, and confidentiality agreements in the event of a breach.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	TC-SI-230a.2	Information Security, Data Management, and Privacy

Recruiting and Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	TC-SI-330a.1	(1) Foreign nationals – 12.5% (2) Located offshore – 54% For more information, please see the Global Workforce Distribution section of this report.
	Employee engagement as a percentage	Quantitative	TC-SI-330a.2	In our employee survey, 81% would recommend Commvault as a great place to work
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative	TC-SI-330a.3	**Gender** (1) Management Male: 75.9%; Female 24.1% (2) Technical staff: Not currently tracked (3) All other employees Male: 73.9%; Female: 26.1% **Racial/Ethnic Group** (1) Management: Asian: 20.9% Black or African American: 0.4% Hispanic or Latino: 4.7% White: 67.3% Others: 2.0% Not Disclosed: 4.7% (2) Technical staff: Not currently tracked (3) All other employees Asian: 25.2% Black or African American: 2.0% Hispanic or Latino: 7.2% White: 56.7% Others: 2.1% Not Disclosed: 6.9%
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses due to legal proceedings associated with anticompetitive behavior regulations	Quantitative	TC-SI-520a.1	No losses.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative	TC-SI-550a.1	None.
	Description of business-continuity risks related to disruptions of operations	Discussion and Analysis	TC-SI-550a.2	Business continuity risks are discussed in Commvault's 2023 Form 10-K, and within our 2023 Proxy Statement.

Commvault's Policies

Board Gender Diversity Policy	**Health and Safety Policy**
General Gender Diversity Policy	**Training and Education Program**
Procedures to Ensure Information Security in Outsourced Data Processing	**Supplier Standard/Supplier Code of Conduct**
Cybersecurity Policy	**Human Rights Policy**
Accounting Policy	**Policy Against Forced Labor**
Anti-Competitive/Anti-Trust Policy	**Child Labor Policy**
Whistle-Blower Mechanism	**Supplier Data Privacy Policy**
Anti-Corruption Policy	**Non-Discrimination Policy/Elimination of Discrimination Policy**
Code of Ethics for Senior Executives	**Customer Data Privacy Policy**
Procedures for Bribery-related Investigations	**Employee Compensation Policy**
Formal Corporate Governance Policy	**Work-Life Balance Policy**
Insider Trading Policy	**Social Grievance Mechanism**
Freedom of Association and Collective Bargaining Policy	**Statement of Comprehensive Environment Policy**
Grievance Procedures related to Freedom of Association and Collective Bargaining Policy	**Environmental Grievance Mechanism**

Additional policies include our Political Contributions Policy and Statement on Responsible Marketing.

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