

Workplace Health and Safety Policy

COMMITMENT

Commvault Systems, Inc. and its affiliates and subsidiaries (the “Company”) has established this Workplace Health and Safety Policy (the “Policy”) to formalize its commitment to appropriate health and safety objectives in its global business operations and supply chain.

APPROACH

The Company understands that risks to health and safety must be proactively managed to provide opportunities for increased productivity, mental and physical wellbeing, positive work culture, and safe infrastructure. Management of such risks and opportunities (“Workplace Health and Safety” or “WHS”) is accomplished within the Company’s Environmental, Social, and Governance (“ESG”) program and integrated with the Company’s enterprise risk management strategy.

RISKS

The Company aspires to be an incident-free workplace and is committed to identifying, mitigating, and managing risks to physical and mental health, safety, and wellbeing that may be present in or result from the workplace. Risks may include but are not limited to:

- Workplace cleanliness and hygiene;
- Workplace ergonomics;
- Employee work-life balance;
- Employee exposure to data, images, videos, or otherwise;
- Interpersonal relations;
- Design, operations, exposure to, and maintenance of the built environment, workplace equipment, and physical infrastructure; and
- Natural environment.

OPPORTUNITIES

The Company’s strategic objectives for Workplace Health and Safety include:

Regulatory Compliance. Compliance with applicable legal and regulatory requirements, including those promulgated by the Occupational Health and Safety Administration and related agencies and departments with applicable purview, such as the Environmental Protection Agency.

Standards Alignment. Alignment with widely recognized occupational health and safety standards, such as International Labour Organization Standards on Occupational Safety and Health.

Program Improvement. Continual improvement of the WHS program performance through periodic risk reviews.

Employee Training and Resources. Provision of training and resources to employees on this Policy and WHS processes.

Supply Chain Monitoring. Monitoring of the supply chain for adoption of appropriate WHS policy and processes.

ADMINISTRATION

Ownership. This Policy is owned by the ESG Team and reviewed at least annually. The Company reserves the right to change this Policy at any time and publishes the current version to the Company's Intranet. General inquiries regarding use of this Policy may be directed to esg@commvault.com. Exceptions to this Policy must be approved by the Company's Chief Trust Officer.

Reporting & Enforcement. Individuals may report potential or actual violations of this Policy to compliance@commvault.com. Confidential and anonymous reporting is available through the Company's Ethics and Integrity Reporting Platform by visiting <https://integritycounts.ca/org/commvault> or emailing on commvault@integritycounts.ca. The Company prohibits retaliation against any individual who makes a good faith report. Violations of this Policy may result in disciplinary action, up to and including termination of employment or contractual relationship.

REVISION HISTORY

Revision	Date	Author(s)	Approval	Change
V1.0	Mar 2024	L. Flynne	Legal	Initial version
V2.0	Jul 2024	L. Flynne	Board	Annual review
V2.1	Jun 2025	A. Kashyap	Board	Annual review