



COMMVAULT® 



2021 Corporate Social Responsibility Report



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A letter from Sanjay Mirchandani



When historians look back at 2020, there will be no shortage of topics to discuss: a life-altering pandemic, waves of social unrest, on-going impact of climate change, and a dramatic rise in cybersecurity threats. Yet, amid all this adversity, we saw people coming together for a better tomorrow.

At Commvault, we renewed our focus on doing what was necessary — and more importantly — what was right. We prioritized the safety and well-being of our employees, our families, customers, and partners. We evolved to run our business remotely, while providing our customers with intelligent data services. We broadened our diversity and leaned into courageous social conversations. We rallied to support our communities through environmental initiatives and by giving back locally and globally. All of this was done while achieving the best fiscal year results in our 25-year history.

None of this would have been possible without our Vaulters, who live our values to connect, inspire, care, and deliver for Commvault and its customers every day. These values not only embody who we are as a company today, but will continue to sustain our environmental, social, and governance priorities as we go forward together this year and beyond.

Since publishing our inaugural CSR Report last year, we assessed our progress and refined our priorities to ensure we are focused on the most materially meaningful initiatives for our stakeholders. This includes harnessing our reputation for perpetual innovation to reduce the environmental footprint of datacenters, furthering the progress made on our inclusion and diversity initiatives, extending our philanthropy in the community, and advancing our security, privacy, and governance initiatives.

While internal champions drive these key programs and policies, everyone at Commvault is committed to supporting these activities every day of the year. In fact, we are already making progress in FY 2022 as we stand for equity across our workforce and support those impacted by the latest COVID surge. At Commvault, we aim to be a trusted company with a reputation for leading across many of the most important and pressing topics in society and the world.

On behalf of the entire Commvault team, thank you for your ongoing support and interest in our environmental, social, and governance program.

Sincerely,

A handwritten signature in black ink that reads "Sanjay". The signature is fluid and cursive, with a small dot at the end.

Sanjay Mirchandani

President, Chief Executive Officer & Director
Commvault

Commvault performance at a glance

25

Years of Innovation

Trusted by more than 100,000 organizations with a

98%

Customer Support Satisfaction rate, above the **90%** industry average

A powerful ecosystem of more than

7,000

partners

>1,000

Patents worldwide

A Leader in the Gartner Magic Quadrant for Datacenter Backup & Recovery Solutions

9

times

All-time record revenues in FY 2021

Company overview

About Commvault

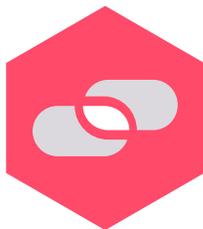
At Commvault, our vision is to provide our customers with peace of mind so they can do amazing things with their data. We enable customers to proactively simplify and manage the complexity of their continuously evolving and growing data environment through our Intelligent Data Services platform. It doesn't matter where the data lives. We offer customers the capabilities they need to manage their data on-premises and in the cloud with one integrated solution. And, it is available in a variety of delivery models with the continuous innovation customers expect from Commvault.

Our values

Commvault's mission is to liberate people to do amazing things with data. Our commitment is to live our values each and every day – which are at the heart of everything we do and inspires us to operate responsibly, ethically and sustainably.

Our high-performance culture is driven by our four core values, including: We Connect, We Inspire, We Care and We Deliver.

Our values



**we
CONNECT**



**we
INSPIRE**



**we
CARE**



**we
DELIVER**

¹ Per TSIA Support Service Benchmark Review for Commvault Systems (July 2020)

We believe we all share a joint ownership and responsibility for nurturing, igniting and evolving these values. We embody these principles in how we show up every day with our customers, partners, colleagues and peers. To learn more about the purpose that guides us, visit commvault.com/about-us/our-values.

Corporate governance

Maintaining our integrity, ethical responsibility and reputation is a top priority at Commvault – and one that is reliant on sound corporate governance. Our Board of Directors sets high standards for the Company’s employees, officers and directors. In addition, it serves as the prudent fiduciary for our shareholders and is responsible for overseeing the management of the Company’s business. We ensure strict adherence to all applicable laws and practices fundamental to our business in every country where we operate. We require all employees, directors, vendors and other third parties working on our behalf to uphold the highest standards of professional and ethical behavior.

The following policies, guidelines and reports support and ensure strong corporate governance practices in alignment with the best interests of our shareholders, customers and applicable legal requirements:



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



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



Our [2021 Annual Report and 10-K](#) outlines and explains the organizational, economic and technical risks relevant to our business. We maintain a comprehensive risk management program overseen by our Board of Directors and relevant Committees, including regular meetings to review and recertify internal policies and the charters that govern our business.

Commvault also maintains a robust compliance program for all employees and contractors, with policies for issues such as: anti-harassment, affirmative action, background checks, confidentiality, business continuity, equal employment and anti-corruption. We conduct periodic trainings on many of these policies and provide specific reporting guidelines and codes of conduct for senior management and financial officers. In addition to maintaining an open-door policy for employee concerns and a robust non-retaliation policy, our anonymous Employee Ethics Hotline encourages anyone to report any concerns relating to a breach of the Code of Business Conduct and Ethics. This enables employees to complete confidential disclosures without fear of retaliation.

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

Our approach to corporate social responsibility

Our approach to Corporate Social Responsibility is rooted in our core values and is applicable to our planet, our people, and our communities. We consider each a key stakeholder to our business and remain focused on embedding sustainability throughout our organization and beyond. Whether we're reducing the carbon footprint of our customers, supporting the development and inclusion of our global workforce, or giving back to our communities, we continue to believe long-term sustainability isn't just responsible or good for our business: it's required.

As the Intelligent Data Services market leader, the nature of our business enables us to mitigate many aspects of a traditional corporate environmental footprint. Our products and solutions do not require physical manufacturing operations. As such, we avoid the need for global supply chains. Although the footprint of our organization may vary, we remain committed to driving change where we can generate the most impact – in our direct operations, for our customers, with our employees and within our communities. In support of these efforts, we recently formalized our Environmental, Social and Governance (ESG) Program which is focused on understanding key concerns and priorities and driving progress within our focus areas.



Our planet



Our people



Our communities

In FY 2021, we completed a refresh of our internal Materiality Assessment to further refine our sustainability priorities among a diverse variety of environmental, social and governance (ESG) criteria that are most meaningful to our stakeholders. This process considered major reporting frameworks for alignment with shareholder reporting expectations, including:

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

Our internal Materiality Assessment resulted in the following focus areas:



Environment

Environmental considerations for datacenters

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

Contributions to customer sustainability

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



Social

Inclusion & diversity

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

Corporate citizenship & philanthropy / Commvault Cares

Promotion of the welfare of others, commonly expressed by the donation of money and/or time to community causes and employee volunteer initiatives.



Governance

Information security, data management & customer privacy

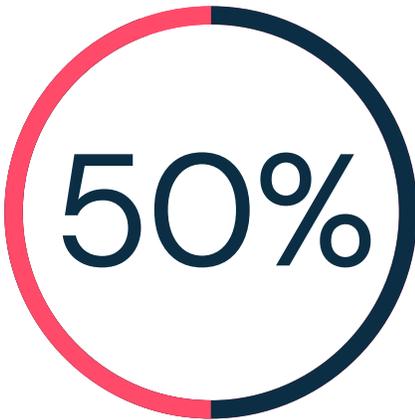
Internal policies/procedures to prevent and protect our data from breaches of security, customer privacy and loss of customer data.

Board leadership of ESG / Diversity of the Board

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

Identified priorities serve as the basis of our developing ESG strategy, targets, implementation and reporting initiatives (including the content of this report). Moving forward into FY 2022, we will finalize a formal ESG strategy to incorporate key programs and policies, internal champions, key performance indicators and tactical action items specifically tailored to each focus area. We're proud of the initiatives and progress we've completed in FY 2021, and are excited to continue this momentum as our ESG Program matures.

Nearly 50% of energy requirements (175 days) for Commvault's main data center was avoided through use of innovative free cooling processes, resulting in an annual reduction of 682,000 kilowatt hours or 159,000 kg of CO2 emissions.



Increased Employee Resource Group (ERG) participation to more than

30%

of employees worldwide

FY 2021 performance highlights

- Nearly 50% of energy requirements (175 days) for Commvault's main data center was avoided through use of innovative free cooling processes, resulting in an annual reduction of 682,000 kilowatt hours or 159,000 kg of CO2 emissions.
- Commvault software contributed to a reduced environmental footprint and associated costs for our customers with industry leading deduplication and compression, renewable cloud utilization, and sustainable SaaS alternatives.
- Amplified our Employee Resource Groups (ERGs) as a key way for employees to connect and make the world feel smaller — increasing participation to more than 30% of employees worldwide. Our ERGs hosted 25 events including fundraisers, panel discussions, diversity month celebrations and mentorship conversations.
- During the COVID crisis, we created the Commvault Customer Care Program, working with companies around the world and offering free training and SaaS endpoint protection at no charge.
- Maintained our best-practice Cybersecurity Program with our 2,700 employees worldwide, while focusing on mitigating cyber threats and best practices in information security in order to keep our customer and employee information safe.
- Strengthened our management of ESG at the Board level while adding two new members with extensive SaaS and cloud experience.

Select industry awards – FY 2021

- Gartner Magic Quadrant for Data Center Backup and Recovery Services: A Leader for the ninth time
- Gartner Critical Capabilities: First company ever awarded TOP SCORE in all use cases: Public Cloud, Virtualization, and Physical Environments
- Best of VMWorld 2020 Awards for Metallic Core Backup & Recovery
- A Leader and “Outperformer,” 2019 GigaOm Radar for Hybrid Cloud Data Protection
- A Challenger and “Outperformer,” 2020 GigaOm Radar for Scale-Out File Storage
- 2020 IT World Awards – Silver for Enterprise Data Loss Prevention – Commvault Complete Backup & Recovery
- 2020 IT World Awards, Silver for New Product-Service of the Year – Metallic Core Backup & Recovery
- 2020 Stevie International Business Awards, Gold for SaaS Backup Solution
- DCIG 2020–21 Top 5 – Enterprise Anti-Ransomware Backup Solutions (Commvault Complete Backup & Recovery)
- DCIG 2020–21 Top 5 – Office 365 Online SaaS Backup Solutions (Metallic Office 365 Backup)
- CRN 2020 Tech Innovators Award for Data Management – Commvault – HyperScale X
- CRN 2021 Channel Chiefs – 3 Commvault Executives
- Expert insights’ 2021 “Best of” Awards for O365
- 2021 IT Central Station’s Peer Award for Backup and Recovery Software – Commvault
- Trust Radius Best of Awards for Security 2021 for Best Customer Support (1st place) and Best Feature Set (first place) – Commvault Complete Backup & Recovery

Our perspective

We believe operating a sustainable business means operating responsibly and leading by example. In FY 2021, we continued to lead with action — fostering a culture of perpetual innovation, collaborating with our stakeholders, protecting the data entrusted to us and ensuring diverse and thoughtful leadership for our ESG efforts at the Board level and beyond.

Perpetual innovation

We encourage a culture that fosters innovation and growth at both an organizational and technical level, helping us remain a leader within the data services industry.

In FY 2021, we invested in the quality of the products we produce, while simultaneously challenging ourselves to develop new and exciting technologies. As companies all over the world adapted to working in a global pandemic, we responded with more commitment than ever. We revamped our product portfolio, invested in our Metallic SaaS offerings, and built world class solutions customers have come to expect from Commvault. With more than 1,000 worldwide patents and several hundred patents pending, we remain committed to constantly pushing ourselves to deliver on our goal of perpetual innovation. Each year, our team of highly talented engineers develop fresh perspectives on classic products and solutions and initiate new technologies for our customers and partners. Our products and solutions continually exceed expectations for security, resiliency, creativity and innovation, and earn us countless industry awards and recognition.

Gartner **GIGAOM**

IT Central Station **THE CHANNEL CO. CRN**

CREATE 20

more than a hackathon

Our **CREATE** event included over

6,000

hours of innovation resulting in more than

6,000,000

lines of code.

CREATE

Continuous innovation starts with encouragement from within. This year, we organized our “CREATE” event, which encouraged creativity and innovation across all Commvault departments. We believe we are best inspired when working in diverse groups. Our CREATE event brought together a diverse group of Vaulters including representation from multiple countries, genders and business functions. The event, which was held in a completely virtual format, consisted of four components:

I. Hackathon

- Enabled employees to showcase their technical prowess through the development of innovative prototypes and solutions
- The event included representation from our sales, support and engineering teams with more than 38 teams and 220 participants
- Each innovation was scored using ratings for usefulness, design, originality, effort, completion, presentation, and product relevance
- 24 projects from this year’s Hackathon were marked to be productized – several of which resulted in pending-patents
- Key insights from Hackathon related to user functionality and data protection were absorbed into our existing products and processes





Hackathon



Bot Fights



Tech Talks



Present an Idea

II. Bot Fights

- Bots were built and coded to compete against one another, challenging engineers to innovate new and efficient code
- Bot programming leverages strategy, artificial intelligence (AI) and machine learning (ML) to win a board game against other bots

III. Tech Talks

- Virtual, on-demand, free webinars provided insights on current and emerging trends within the data industry today
- Q&A sessions are conducted to engage with listeners
- The engagement provided employees with an opportunity to showcase their knowledge, expand their skillset, and learn from one another

IV. Present an Idea

- Participants (in groups of four) were encouraged to present an idea for a new product or solution – Shark Tank style
- After submitting a 90 second pitch, participants researched their idea and presented its business case to the judges
- During Present an Idea, ideas have the potential to become a product and be leveraged by Commvault

Commvault recognizes organizations face increasing pressure to evolve and address subsequent data challenges, including how to securely manage information. Our Intelligent Data Services Platform delivers innovative data management capabilities resulting in simple and cost-effective solutions so that our customers are ready for the challenges of today and tomorrow. In FY 2021, Commvault solutions expanded significantly, helping our customers with their evolving business needs.

INTELLIGENT DATA SERVICES PLATFORM



Stakeholder engagement and procurement practices

Providing quality products and services while effectively managing our ESG strategy relies on collaboration with our employees, customers, partners, and shareholders. We are committed to exceeding these stakeholders' standards of communication and transparency so we can maintain strong relationships with those who matter most to us. We regularly engage our stakeholders through surveys, meetings, consortiums and events. We promote continuous communication to foster constructive feedback, aligned focus, and company growth.



In FY 2021,

we initiated the development of an ESG Procurement Standard with our Marketing group to establish a set of baseline sustainability expectations for our suppliers and partners.

A spotlight on ESG

In FY 2021, we placed a greater emphasis on incorporating ESG into our internal and external engagement initiatives in an effort to further embed ESG considerations within our company culture. Through employee surveys, shareholder meetings, and our annual Investor Day Event, we collected meaningful insights regarding which ESG topics are most important to our stakeholders. We will continue to leverage this feedback as we formalize our ESG Strategy in FY 2022.

Engaging our employees

- Our annual Employee Engagement Survey is facilitated by an independent third party. It requests feedback from our employees on how we can optimize their work environment and experience at Commvault. Results are aggregated and shared internally to drive accountability and meaningful change
- We continue to conduct intermittent "Pulse" surveys directed toward select employee groups to solicit immediate input on specific initiatives or events
- Our internal CONNECT intranet empowers our employees to engage with our leadership team, share updates, and access company policies and announcements



Shareholder engagement highlights

>230 total interactions

~140% of mid-cap peer average activity level

+70% YoY increase in interactions with existing holders

>100 attendees at January 2021 Investor Event

*Reported totals representative of CY 2020



“ESG is not a destination, ESG is not a check mark for us ... it’s very much embedded into our strategy. This creates the value we want to create for all of our shareholders.”

Martha Bejar, Director

Engaging our customers

- We distribute a number of customer engagement surveys throughout the year to gauge the satisfaction of our customers. Our Net Promoter Score (NPS) has increased by 13 points in the past year up to a 68, well above software industry standards, and demonstrating the results of our focus on customers
- Our [Commvault Community](#) platform enables us to engage with our customers directly and facilitates further communication with their peers. The platform is comprised of several different channels providing educational insights, best practices and shared challenges — each of which focus on a different topic
- Should a customer need to contact us directly, we provide best-in-class personalized Customer Support services and flexible support options. Customers can contact us through the [Commvault Customer Support Center](#) or through our Maintenance Advantage (MA) e-Support portal which is available 24/7

Engaging our shareholders

- In FY 2021, we communicated with our shareholders on a quarterly basis through a variety of media — including virtual conferences, public earnings calls, investor briefings, trade associations, consortiums and our inaugural Investor Day
- We initiated outreach with 35 of our top 50 largest shareholders who represent 32% of our outstanding shares, and successfully collaborated with 13 of those 35. Engagement resulted in valuable insights regarding our ESG focus and performance, product and solutions improvements, governance matters and company financials
- During our FutureReady Investor Event, two of our Commvault Board members spoke about the importance of embedding ESG into our business: “ESG is incredibly important – fundamentally, we are a global company in an increasingly interconnected world... and this is what powers our business.”
YY Lee, Director

For more details on our recent Investor Event, visit [Commvault FutureReady Investor Day 2021](#).



Commvault Cybersecurity Program

This program covers cyber-threats and best practices on how to protect Commvault's information from unauthorized access. In addition to having a dedicated team monitoring information security, we rely on employees as our first level of defense against security breaches. It reminds employees of their responsibility to protect Commvault information, whether we are in the office or working remotely.

Throughout FY 2021, 2,700 Commvault employees completed this program.

Information security, data management and customer privacy

As a global provider of data products, services and solutions, we are committed to ensuring the data entrusted to us is private, secure and responsibly managed. We have established several programs and policies — both internal and within our product offerings — that maintain customer privacy and prevent and protect against breaches of security and loss of customer data, including our [Commvault Privacy Policy](#), [Product Storage Policy](#), [Applied Retention Policies](#), cybersecurity trainings, and information security awareness and product security programs. Our policies and procedures are in continuous development to meet strict certifications and regulatory mandates.

To monitor and support information security and privacy, we implemented dedicated functional roles across the technology and legal functions of our organization. Our Compliance team ensures strict alignment with best practice frameworks and certifications. Our Information Security teams further support our information security policies and procedures with specialized areas of operation.

Commvault continues to meet our cyber-security and data privacy training goals, covering at least 98% of our organization with annually-mandated modules spanning a broad range of topics. Continuing education on cybersecurity and data privacy is facilitated through our community CONNECT intranet, with more than 60 informative security-specific posts.

To ensure we remain current on our privacy and security practices, we conduct third-party vendor risk management audits and a privacy impact assessment for key processes and tools in alignment with GDPR guidelines.

FY 2021 security certifications

- SOC2 – Type II
- SOC3
- ISO 27001 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

To learn more about our Data Security certifications and compliance, visit [Commvault Software Overview](#).

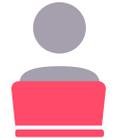
Throughout FY 2021, we achieved and maintained certification with industry-leading standards, including ISO 27001 and SOC2 and SOC3, which provides a common language to communicate with customers about our commitment to information security. We continue to expand on our certifications, providing industry-specific assurance in alignment with standardized policies, including:

- Criminal Justice Information Services (CJIS)
- Cybersecurity Maturity Model Certification (CMMC)
- Defense Federal Acquisition Regulation Supplement (DFARS)
- Export Administration Regulations (EAR)
- Federal Risk and Authorization Management Program (FedRAMP)
- Health Insurance Portability and Accountability Act (HIPAA)
- International Traffic in Arms Regulations (ITAR)
- NIST SP 800–171
- Payment Card Industry Data Security Standard (PCI DSS)

Through our commitment to achieve and maintain these robust privacy and security certifications, we continue to strengthen and optimize our security practices at Commvault, while enabling our customers to reach their compliance goals using our data management products.



Informed



Engaged



Diverse

Board leadership for ESG & diversity of the Board

We believe effective leadership of ESG at the Board-level is a key component of strong corporate governance, and ensures our corporate purpose and priorities are in alignment with the expectations of our stakeholders. We acknowledge the scope, scale and impact of ESG criteria can vary widely depending on the topic – and we seek to complement this with Board leadership that is informed, engaged and diverse.

- In 2017, Commvault modified our Diversity Policy to expressly reference gender and race as Board diversity considerations
- Our recent Board appointments reflect these considerations, as we have increased our female Board membership from zero to three and currently have two BIPOC (Black, Indigenous, People of Color) Directors on our Board
- The average tenure of our Board now sits at just over six years, with eight of 11 Directors having joined since 2018
- Our consideration of Board diversity extends to background, experience and expertise. Board members are required to complete annual self-assessments concerning their skills, experience and focus areas. These conclusions help inform and shape future Board appointments and create a highly skilled and diverse set of members
- In FY 2021, we added two members to our Board with extensive SaaS and cloud experience, which were previously identified as target areas for additional expertise

For more information on Board Leadership, please visit our [Commvault Board of Directors](#) or [2021 Proxy Statement](#).

Our planet



Solving the climate crisis and creating a sustainable world requires everyone to do their part – and our business is no exception. While the nature of our business helps to mitigate our environmental footprint, we continue to drive change within the areas where we can generate the most impact: specifically, as an SDG Business Avenger, within our datacenters, and for our customers.

Our role as an SDG Business Avenger

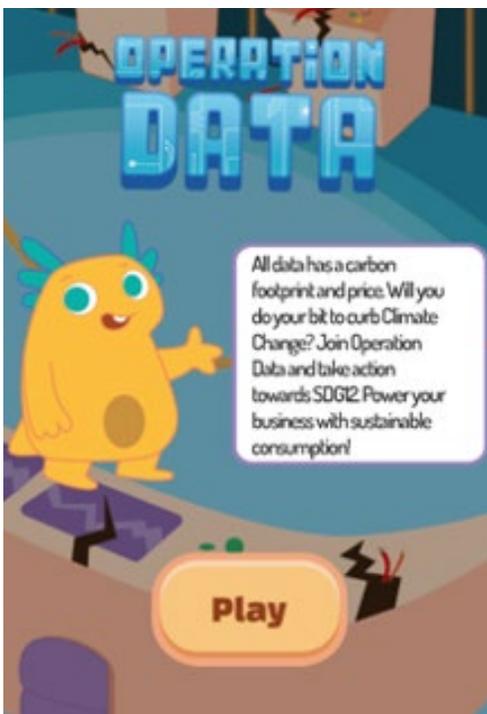
Since 2019, we have been an active supporter of the United Nations Sustainable Development Goals (SDGs) – a universal call to action to end poverty, fight inequality and mitigate climate change. As a formal signatory of the SDG Business Avengers Program, we serve as an advocate for all SDGs with a key focus on SDG 12: Responsible Consumption and Production.

Our mantle of Responsible Consumption and Production is inclusive of our work within our own business operations and with our customers.

As champions of SDG 12, we look for innovative ways to bring awareness to the topic of the carbon footprint of data. In FY 2021, we partnered with leading Gaming for Good creator, Playmob, in the creation of a game titled “Operation Data” to engage, educate and inform players about this important issue. The game enables participants to ‘merge’ creatures to reduce their carbon footprint, improve efficiencies, and save money.

Avenger collaboration

In recognition of the United Nations Climate Week in September 2020, leaders from Forrester Research, WeTransfer and Microsoft (a fellow Business Avenger) joined Commvault to lead a conversation about how intelligently managing data can maximize its benefits while minimizing the impact on the planet. The webinar, “Data is the new oil? And other thoughts”, coincided with the United Nations General Assembly in New York City and was part of several activities hosted out of the Global Goals House.



FY 2021 datacenter performance highlights:

Weather conditions allowed us to implement free colling processes for approximately

175
days

Annual electricity reduction of

682,000
kilowatt hours (kWh)

Reduced approximately

159,000
kg of CO₂e



Environmental considerations for datacenters

Data is perpetually evolving as one of the world’s most critical assets, and changes the way we approach its management and storage. Although data management has changed significantly with the growth of cloud storage, physical datacenters still play a vital role in storing, processing and disseminating the data used within our own operations. Cooling processes within datacenters can comprise up to 40% of their total energy consumption, prompting our commitment to reduce traditional mechanical cooling processes as much as possible and improve our energy efficiency.

Commvault’s primary datacenter is a 12,500 square foot facility located within our Tinton Falls facility, a LEED-certified building constructed with sustainably-sourced materials to optimize energy efficiency. Throughout FY 2021, we continued to utilize free cooling (cold water) processes within our datacenter and intermediate distribution frame (IDF) closets as an energy-efficient alternative to traditional mechanical cooling.

Contributions to customer sustainability

Consumers continue to become increasingly interested in reducing their environmental footprint. While clean energy and waste management concepts such as “Reduce, Reuse, Recycle” are household phrases recognized by many; the impact and importance of responsible data management isn’t as well known. Through the use of our products and solutions, our customers have a unique opportunity to reduce the carbon footprint of their business while reducing costs and maximizing the efficiency and security of their data management.

Throughout FY 2021, we continued to drive sustainable change for our customers by optimizing their data footprint through the following methods:

Harnessing the sprawl

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

- Identifying Redundant, Obsolete and Trivial (ROT) data
- Using automated policies to control and delete unnecessary copies
- Archiving VM and files to reduce primary storage
- Combining backup and archives to repurpose secondary data
- Eliminating redundancy and reducing storage requirements through compression and deduplication

Intelligent datacenter maintenance

Our Cloud and security solutions are energy efficient and reduce on-site storage infrastructure.

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

Reduced data movement

Limiting the movement and duplication of data reduces unnecessary carbon emissions:

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

We are also excited to raise awareness on the energy and carbon footprint reduction opportunities offered by responsible data management. In FY 2021, we released the webinar, “Data is the new oil? And other thoughts”, in which industry experts met to discuss the many ways data impacts our environment and current initiatives to make it more sustainable.

Data is the new oil takeaways

- Global internet traffic grew **10x** since 2010 and will double by 2022
- **70%** of modern data is comprised of copies
- Awareness of your data is the first step toward implementing a sustainable solution
- Sustainable data management reduces duplicative costs. Disaster recovery solutions cut the doubled costs of secondary datacenter energy and equipment



Our people

Our culture generates a rare energy inside and outside the workplace, and empowers employees to make a difference in everything they do. Throughout FY 2021, we demonstrated our commitment to our employees and communities by continuing to develop and invest in our people, promoting inclusion and diversity, caring for our people throughout the COVID-19 pandemic, and giving back to the communities where we work and live.

Investing in our employees

We believe people fuel our growth and innovation. Building a culture where our employees are inspired to bring their best selves to work is essential to our success and is core to our values.

Over

1,000

employees participated in our Be Life Ready events throughout FY 2021, including a variety of topics such as wellness, financial planning, and stress management.

Be Life Ready events

Over the course of the past year, we offered a series of events through our Be Life Ready program, covering a wide range of topics, including wellness, financial planning, EAP resources, ergonomics and stress management. This series proved to be a valuable resource for more than 1,000 Commvault employees who participated, particularly during the COVID-19 pandemic which added changes to work environments.

Employee benefits

To make sure our employees maintain a healthy work–life balance, we offer a comprehensive suite of benefits and programs that provide added flexibility when life happens. Current benefits include:



Health & wellness

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



Life happens

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



At 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 [Commvault Be Life Ready](#).

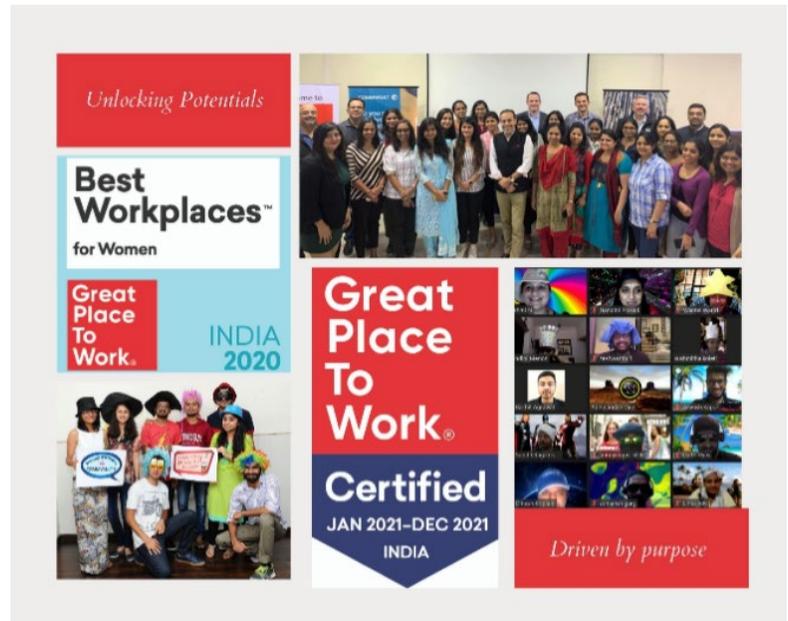


Commvault received Great Place to Work India certification for the fourth consecutive year in FY 2021. We were named as one of India’s Best Workplaces for Women in 2020.

Employee training programs

Commvault leverages a comprehensive training program to drive the success, development and growth of our employees. We offer a mix of live, virtual, and on-demand, e- and micro-learning programs. In FY 2021, more than 2,700 employees participated in 900+ formal learning programs totaling 24,575 formal training hours and countless additional hours in self-directed, informal learning.

Training topics range in subjects such as leadership development, interactive business updates, compliance programs (such as our required Anti-Bribery, Ethics, Code of Conduct and Anti-Harassment trainings), as well as role-specific development for managers, sales, professional services, engineering and more.



Mentorship Program

In FY 2021, we initiated a formal mentorship program to connect employees with interactive, hands-on mentors who provide support and guidance for mentees to optimize their professional development. The program is structured around six leader-led circles, with each session providing mentees with an opportunity to learn, ask questions, and engage with their mentor. A total of 120 mentees participated in this program since its founding in Q3 FY 2021.



Junior Vaulter Day

Family is important to us at Commvault. Each year, we invite our employees to bring their children to work for a day. This year, we adapted to the COVID crisis and hosted a successful virtual Junior Vaulter Day. Our Junior Vaulters participated in a variety of activities including a scavenger hunt, origami, live storytelling, a virtual workout, and science experiments.

Internship programs

We value career development and hope to encourage future generations to pursue careers in STEM. Though COVID created uncertainty for many internship programs, we adapted our typical summer internship initiative to a virtual format and addressed the challenge of how to remotely include students into Commvault's culture. In addition to social and career development events, as part of their summer experience, interns were invited to create a five-minute presentation to showcase either a project they had completed, a product idea, a process improvement, or survey results tied to their field of study. Each were given an opportunity to work with a partner, or individually, and used the support of both their manager and mentor for guidance and support.



Be brave. Take risks. Nothing can substitute experience. Commvault has helped me learn and grow professionally and personally. Thank you Commvault!



Employee health, safety and wellness

The overall well-being of our employees is one of our highest priorities at Commvault – a commitment we’ve strengthened and expanded upon throughout the duration of the COVID-19 pandemic. We offer a variety of health, safety and wellness programs to our employees that provide a balanced approach toward comprehensive wellbeing, including:

Employee Assistance Program

Our Commvault Employee Assistance Program (EAP) is a voluntary and completely confidential service provided to employees and eligible family members to support them through a variety of life’s challenges. A toll-free phone number is available 24/7 for employees to confidentially gain access to counselors specialized in different focus areas, including:



Mental health counseling

Up to three sessions with a mental health counselor per issue



Resource assistance

Supports employees with finding childcare, elder care, education, adoption facilities, and everyday resources to save time



Legal & financial advisors

Free consultations with attorneys and financial experts



Life coaching

Pairs employees with a Life Coach for assistance with setting and reaching their goals

Physical wellness

We recently partnered with Gympass, our new fitness and wellness benefit that gives employees access to thousands of gyms, studios and on-demand virtual wellness opportunities. Activities include yoga, CrossFit, and cycling (among many others) through some of the largest names in the fitness industry – including LifeTime, Crunch Fitness, SoulCycle, F45, Barry’s Bootcamp and more. Under one membership, employees have unlimited access to facilities, classes and virtual offerings that enable social distancing.

Supporting our employees throughout the COVID-19 pandemic

This year posed new challenges for millions of people around the world, forcing all of us to refocus, re-prioritize and re-adjust to the many impacts the pandemic continued to pose on daily life. We continue to work hard to ensure our employees remain healthy, safe and supported. Throughout FY 2021, we initiated the following programs in support of this commitment:

COVID-19 panel

In acknowledgement of the one-year anniversary of the COVID-19 pandemic, we hosted a successful panel discussion with global employees who courageously shared their challenges and experiences with COVID-19 throughout the past year. Panel discussion questions focused on employees’ physical, mental and emotional wellbeing, lessons learned, and advice for others in similar situations. Based on the success of the COVID-19 panel, we are currently in the process of planning additional discussions focused on resilience transition skills for further employee engagement.

Connect COVID-19 forum

In Q4 FY 2021, the internal communications team launched virtual social spaces to mimic the social conversations that occur within the office, in order to enable employees to exchange recipes, workout routines, or a favorite new artist or instrument. In addition to these social spaces, our CONNECT intranet is an interactive forum where employees share their experiences and provide support to fellow colleagues. There are now several distinct social groups within the platform dedicated to cooking, music, sports, entertainment and various hobbies.

Employee productivity survey

In FY 2021, we created a partnership with an external third party to survey our employees regarding their interest and effectiveness of our work-from-home offerings and communication policies throughout the pandemic. The majority of employees indicated that they felt productive and supported throughout their transition to remote work. Approximately 87% of employees rated our level of ongoing engagement and communication as “just right.”

Vaccination policy

We are doing everything possible to encourage employees and their families to get vaccinated for COVID-19. We cover the cost globally where there is a fee and provide our employees all the flexibility needed – including paid time off – to get vaccinated and to ensure their families are vaccinated. We recently initiated an effort to connect employees with vaccine rollout resources by sharing local information on our CONNECT intranet platform. We continue to comply with customer or third-party policies requiring vaccinations prior to entry (e.g. entry to customer facilities or requirements for airline travel). For employees interested in receiving the vaccine, we cover the cost of vaccinations for employees and dependents included on our corporate health plans or reimburse the vaccine costs for those on alternative plans.

Onsite request form

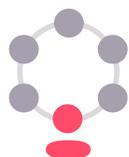
When working remotely is not an option, we provide added flexibility for employees wishing to visit the office for essential meetings or assignments. Employees can submit a visit request online for approval by managers and HR Business Partners.

Remote employee benefits

To accommodate changes brought upon employees during the transition to remote work, we initiated a variety of employee benefits to assist in this transition, including:

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

Inclusion & Diversity at Commvault



Workplace inclusion



Workforce diversity



Accountability

Inclusion and Diversity (I&D) continue to be one of our highest priorities – not just as responsible corporate citizens, but as individuals. We believe creativity and innovation are optimized when a diverse group of people come together. That is why we consistently foster a culture that is representative and inclusive of all ages, genders, cultures, ethnicities, races, religions and sexual identities. This commitment applies to every level of our organization and is driven and executed by a three-pronged approach: Workplace Inclusion, Workforce Diversity, and Personal Accountability.

We believe transparency is critical in our efforts to create a workforce that looks more like the diverse communities around us and we understand the importance of this data. Throughout the past year, our I&D metrics have shown progress in many areas – however we acknowledge that there is still work to be done.

The movement of women into leadership roles is a meaningful step in our commitment to Inclusion and Diversity. This was seen in FY 2021 with an increase in women's representation.

Global employee gender representation:

- Female Population 24% FY20 to 25% FY21 (YOY)
- Executive Female Population 13% FY20 to 26% FY21 (YOY)
- Senior Leader Female Population 24% FY20 to 26% FY21 (YOY)
- Manager Female population 29% FY20 to 35% FY21 (YOY)
- Female New Hire Population 26% FY20 to 30% in FY21 (YOY)

We believe diversity is crucial for innovation and our success as a business. We strive to create a culture where everyone feels welcomed and valued. As we continue on this journey, we are sharing the current state of our US workforce and look forward to sharing updates in future years.

US Employee Race and Ethnicity Population (representing 48% of total employee population)

- 37% BIPOC (Black, Indigenous, People of Color)

Training

To ensure all employees are aware of and understand our corporate policies and commitments toward I&D, we conduct several required trainings on a regular basis on topics such as equal opportunity, diversity, and anti-harassment. In FY 2021, more than 95% of our global workforce participated in our Respect at Work training. This included several topics such as sexual harassment, anti-harassment, workforce diversity, diverse teams and workplace inclusivity for all employees. We also piloted an inclusive manager training focused on increasing managers' understanding of workforce inclusion, deepening an appreciation for management of diverse teams, and sharing best practices for inclusive management.



Courageous Conversations

Courage is speaking

Courageous Conversations

Our Courageous Conversations platform launched in FY 2021, which encourages employees to participate in productive dialogue for I&D topics typically categorized as too sensitive or challenging to discuss. The goal of Courageous Conversations is for participants on different sides of a given issue to learn about one another's personal experiences and perspectives as a starting place to gain compassion, respect, and stronger relationships. Participants are asked to commit to avoiding judgment, defensiveness, anger, and to try to express any negative feelings and different views constructively from a place of giving as opposed to being oppositional or needing to be right. In the first year, we hosted seven Courageous Conversations for topics such as: Being Black in America, Unconscious Bias, Neurodiversity in the Workforce, Native American Heritage and LGBTQ+ Allyship. Attendance typically ranged from 180 to 250 participants per session, including representation across all levels, geographies, and business functions.



CV Women in Technology



Multi-Culture



LGBTQ+ & Allies



VALOR (Veterans)

Employee Resource Groups

Our Employee Resource Groups (ERGs) are a critical component of our commitment to I&D, and allow employees from under-represented groups to collaborate as part of a group that champions and advocates for their respective beliefs. We currently operate four ERGs, including:

- CV Women in Technology
- Multi-Culture
- LGBTQ+ & Allies
- VALOR (Veterans)

Over 500 employees currently participate within these ERGs, which promote cross-cultural learning, mentorship and relationship building. Each ERG is backed by the support of a C-Suite sponsor. In FY 2021, ERGs collectively hosted a total of 25 events including fundraisers, panel discussions, diversity month celebrations and mentorship conversations.

Two new ERGs launching in FY 2022:

- Our new Abilities ERG will focus on providing awareness across all visible and invisible disabilities, including disability etiquette, accessibility, and accommodations. Members of the Abilities ERG will also recruit and retain candidates across disability dimensions, serve as mentors to other employees with disabilities, and support our organization with the provision of information and resources
- Our new Environmental EAG (Employee Affinity Group) will focus on providing a space for Vaulters with a passion for environmental sustainability to create awareness for our environmental issues within Commvault, our industry, and our communities

Throughout Black History Month, we shared daily information related to prominent Black figures and historical trivia, with increased engagement across our #CommvaultLife platform, including:

45%

increase in content interactions

54%

increase in page visibility

140%

engagement increase on our internal CONNECT platform

Black History Month

We hosted our second annual Black History Month Celebration in FY 2021, including a virtual tour of the Martin Luther King Jr. Memorial for employees and their families to celebrate MLK Day. Our Multi-Culture ERG blogged daily about prominent Black figures, Black History Trivia, and completed our celebration by featuring filmmaker Keith Beauchamp who spoke about Black history and shared his film *The Untold Story of Emmett Louis Till*.



International Women's Day

Throughout March, we joined our customers, solution providers, and alliance partners in celebrating International Women's Day and Women's History Month. We completed a variety of global celebrations in FY 2021, including:

- **India:** Hosted the Athena Health Executive Director of Engineering and conducted a fireside chat to raise awareness on diversity and inclusion
- **United States:** Led a conversation with our solutions partner, Meridian IT, to celebrate women's achievements
- **Europe:** Facilitated a "lunch and learn" discussion to share and educate on the role of male allies
- **Globally:**
 - Hosted a Coupa Empower panel discussion was to highlight women in business
 - Commvault introduced its first Global Women's Leadership Awards on March 10th in honor of International Women's Day. The nominees were chosen by our leadership, with focus

Women at Commvault – FY 2021
Highlights

- **34.8%** of role changes (promotions) were to women
- **4.5%** of all promotions to a higher management level were to women
- **29.8%** of new hires were women
- **7.8%** of those women were hired into roles that were manager and above

on specific criteria related to experience, innovation and overall quality of leadership. This aligns with Commvault's commitment to promote and support female business leaders. The Global Women's Leadership Awards allow Commvault to promote the visibility and recognition of several successful women leaders within our organization who are truly making an impact. This year, five female Vaulters were honored based on their experience in the tech field, contribution to Commvault, perseverance, recognized leadership, and commitment to inclusivity at work

- We also awarded the first Commvault Glass Ceiling Award honoring efforts to break through the often-impenetrable glass ceiling that the vast majority of minorities and women face





What does International Women’s Day mean to our employees?

“A day to express gratitude for all the progress made, all the allies who supported me, and the chance I had to be born in a country and live in another one that made significant progress around gender equality over the last generation. All the opportunities I had that were not offered to my mother, for instance. It also makes me reflect on all the women who are less fortunate and on all the gaps we still have to close to reach equality. This is a day I renew my commitment to help and contribute to closing this gap.”

Isabelle Guis, Chief Marketing Officer



“To me, International Women’s Day is an annual reminder of how far we have come towards achieving gender equality in the workplace, marketplace and community, but also of how far we have yet to go.”

Ramesh Kalanje, Vice President | Center of Excellence



“At Commvault, we believe in creating an all-inclusive environment no matter the gender. We inculcate respect, inclusiveness, kindness and awareness, treating others as they would like to be treated. Fostering this inclusive culture with authentic leadership demonstrating genuine care and being true to oneself can only help to bridge all stereotypes and forge a gender equal world.”

Rachel Ler, Vice President | Sales

To learn more about our commitment to Inclusion & Diversity and supporting efforts, visit [Inclusion & Diversity at Commvault](#).

Corporate citizenship & philanthropy

Since our inception in 1996, Commvault has engaged in a variety of corporate citizenship and philanthropic efforts to improve our local communities. We support numerous global charitable organizations and have participated in volunteer opportunities related to environmental stewardship, reducing global hunger, providing technological resources, promoting education and championing equality.

Breakthrough tech

In January 2021, we partnered with Breakthrough Tech, an organization which provides opportunities to STEM students from under-represented backgrounds early in their college careers at CUNY schools. We welcomed five students for a four-week "Winternship," in which students learned how to apply their knowledge of coding and technology to real-life projects, and taught them new skills they had not yet developed in school. We will be leveraging a select number of our Winternship participants to bring back for a full eight-week summer internship opportunity this year in our engineering/development organization.

Below is a small sample of the impactful initiatives our employees led throughout FY 2021

							
Garden State Equality's Virtual Equality Walk: raised funds for policy, education, and health resources.	Wreaths Across America: Our VALOR ERG sponsored 134 wreaths for Wreaths Across America.	The Shoebox Project: Our Women in Tech ERG collected 40 boxes of shoes for donation to local women's shelters.	Poland Business Run: Employees in Poland ran a 4k, dedicating their run to amputees and people with motor disabilities.	Akshaya Patra: Commvault India donated a food distribution vehicle - The Blue Bus - to Akshaya Patra.	Malala Fund: Commvault xsmade a corporate donation of \$6,024 to Malala Fund.	Disaster Relief: \$8,950 was donated to the American Red Cross. \$8,110 was donated to Direct Relief. Another \$1,905 was donated to the California Fire Foundation.	Launchpad Reading: 9 members of Commvault's Finance Team walked two million steps in January 2021 to raise money.

Our progress

We're proud of the initiatives and progress we've completed in FY 2021 and look forward to sharing our progress as our ESG Program matures.

We remain committed to advancing our ESG initiatives and making meaningful progress through collaboration with our employees, customers, partners, shareholders, and communities. We are proud of the advancements we've made since sharing our inaugural CSR Report in 2020, and look forward to continuing this momentum into FY 2022.

Looking ahead: Our ESG strategy

In FY 2021, we made a concerted effort to further refine our sustainability priorities among a diverse variety of ESG criteria that are most meaningful to our stakeholders. Our refreshed Materiality Assessment resulted in six core priorities across the pillars of Environment, Social and Governance.

Looking ahead into FY 2022, we will finalize a formal ESG strategy to incorporate key programs and policies, internal champions, key performance indicators and tactical action items specifically tailored to each of our ESG priorities.



Contact us
If you have comments or questions regarding the content of this report, please [contact us](#).

Key action items for FY 2022 have been summarized below for each focus area:



Environment

Environmental considerations for datacenters

- Transition toward carbon neutrality within datacenters in our direct control
- Utilize our own software for our datacenter needs

Contributions to customer sustainability

- Create a carbon-savings calculator to quantify the environmental impact of Commvault services
- Incorporate environmental considerations / impact as part of our annual customer survey



Social

Inclusion & diversity

- Launch our new Abilities ERG
- Initiate our Historically Black Colleges and Universities (HBCU) partnership with South Carolina
- Share our inaugural Inclusion & Diversity Report

Corporate citizenship & philanthropy / Commvault Cares

- Formalize our program for donation matching
- Introduce a new tracking software to monitor volunteer hours, financial donations and grant writing



Governance

Information security, data management & customer privacy

- Expand our information security, data management, and privacy product roadmap
- Expand the scope of current certifications to cover more services and infrastructure

Board leadership of ESG / Diversity of the Board

- Formalize the frequency and structure of reporting ESG progress to the Board
- Expand our current skills assessment to include ESG components

The refreshed Materiality Assessment resulted in following focus areas across the pillars of Environment, Social and Governance



Environment

- Environmental Considerations for Datacenters
- Contributions to Customer Sustainability



Social

- Inclusion & Diversity
- Corporate Citizenship and Philanthropy



Governance

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

Appendix

About this report

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

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

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

Unless otherwise noted, key performance indicators included within this report are reflective of Commvault's performance through Fiscal Year 2021 (April 1, 2020 – March 31, 2021).

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

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

Forward-looking statements may be included within this report, including projections regarding future performance. All statements that relate to our beliefs, plans and expectations regarding the future are pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Actual results may differ materially due to certain risks and uncertainties. For a discussion of the risks and uncertainties affecting our business, please see the risk factors contained in our SEC filings.

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