

Environmental, Social and Governance Statement

Environmental

Arctera conducts its business in an environmentally responsible manner. Arctera considers compliance with environmental legislation to be a baseline standard and strives to continually improve our environmental performance and impact. We seek to protect the environment by minimizing our carbon footprint, conserving resources, and promoting sustainable practices throughout our operations and supply chain. As part of our environmental commitment, internal and external stakeholders collaborate cross-functionally to set priorities and ensure environmental considerations form a central element in our decision-making process.

Arctera expects all its employees, suppliers and business partners to operate in an environmentally responsible manner, including energy management, e-waste and carbon emissions. We believe it is vital we understand our operating footprint through our office and data center locations as well as across our value chain, to allow us to make the right decisions to reduce our environmental impact.

Arctera's resource conservation goals are focused on:

- Reducing energy usage and associated greenhouse gas emissions from facilities through efficient operational strategies, equipment and renewable energy where feasible.
- Applying green building standards to new and existing facilities.
- Implementing waste reduction programs and promoting reuse and recycling as an alternative to landfill.
- Implementing water reduction measures at our sites located in water-stressed regions.

How Arctera views travel and events:

- Implementing environmentally preferable choices for our travel and events, as well as promoting ways for participants to minimize their impacts.
- Encouraging the use of public transit and ride share options to reduce our employees' commute impacts.
- Promoting virtual working technology to reduce non-essential business travel.

Arctera's Green IT priorities:

- Increasing the energy efficiency of the equipment, servers and infrastructure used in our labs and data centers and pursuing efficient space utilization and virtualization techniques.
- Engaging with our customers and other partners to understand how our products and services can help meet their sustainability goals; and investing in products and services that have sustainability benefits.
- Reusing, recycling and responsibly disposing of electronic waste.
- Taking climate change, water supply and other environmental factors into consideration when locating and designing our data centers.

Arctera's approach to responsible sourcing:

- Purchasing environmentally preferable products and favoring products with reputable certifications or labels.
- Setting environmental performance expectations in our Supplier Code of Conduct and, where appropriate, in supplier requests for proposals and contracts, and monitoring supplier performance.
- Where warranted by the environmental impact, showing preference to suppliers that can meet our business needs in environmentally preferable ways.
- Partnering with suppliers to monitor key impacts in our supply chain and to identify and deliver performance improvements.

Social

Arctera is committed to respecting and promoting the foundational internationally recognized human rights principles throughout its operations. Arctera encourages social responsibility by supporting diverse, inclusive workplaces; investing in the communities where we operate; and advocating for human rights and social justice.

Arctera conducts diligence on all suppliers and partners to ensure they meet the same rigorous standards of human rights, labor practices, and meeting legal obligations to ensure a healthy and safe workplace. Arctera seeks to prevent or mitigate adverse human rights, or social responsibility impacts directly linked to our operations, or services tied to our business relationship, even if Arctera has not contributed to those impacts, through policy commitment, due diligence and remediation of any adverse impact.

Governance

Arctera promotes good governance by keeping high ethical standards, fostering integrity, transparency and accountability, and ensuring our business practices align with our stakeholders' expectations. This allows us to

focus on risk management, corporate compliance, ethical behavior, and data security. All of which help us serve our customers' needs and ensure we are operating in a positive and ethical manner.

Arctera prioritizes ethical competitive behavior to drive the market forward to best serve customers. Arctera takes active steps to prevent any form of business corruption and bribery including monitoring, record keeping, training employees and partners to our high ethical business standards, establishing and enforcing policies, and using robust management oversight to ensure compliance with all applicable anti-corruption laws.



Arctera helps organizations around the world thrive by ensuring they can trust, access, and illuminate their data from creation to retirement. Created in 2024 from Veritas Technologies, an industry leader in secure multi-cloud data resilience, Arctera comprises three business units: Data Compliance, Data Protection and Data Resilience. Arctera provides tens of thousands of customers worldwide, including 70% of the Fortune 100, with market-leading solutions that help them to manage one of their most valuable assets: data.

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