

VMWARE ESG DATA

Fiscal Year 2021 (FY21)

Description	FY21	GRI	SASB	UNGC
COMPANY OVERVIEW				
Worldwide patents and applications	8,384			
Location of headquarters	3401 Hillview Avenue, Palo Alto, California 94304 USA	GRI 102-3		
Location of operations	Office Locations	GRI 102-4		
Ownership and legal form	VMware Form 10-K FY21	GRI 102-5		
Markets served	VMware Form 10-K FY21	GRI 102-6		
Scale of the organization	VMware Form 10-K FY21	GRI 102-7		
Reporting period	February 2, 2020 - January 31, 2021	GRI 102-50		
Report cycle	Annual	GRI 102-52		
Report contact	ESG@vmware.com	GRI 102-53		
Direct economic value generated and distributed	VMware Form 10-K FY21	GRI 201-1		
Membership of associations	VMware's 2021 CDP Climate Change response	GRI 102-13		
List of stakeholder groups	Shareholders, customers, partners, employees, communities, the environment	GRI 102-40		
Statement from senior decision-maker	VMware ESG Report FY21, Letters from the CEO and CPO	GRI 102-14		
Information on employees and other workers	VMware DEI Report FY21	GRI 102-8		
External initiatives	We are involved in several external initiatives, including: RE100, REBA, UNGC and World Economic Forum. The low carbon sustainable development projects that we support address numerous Sustainable Development Goals (SDGs), including: SDG 3, SDG 4, SDG 5, SDG 6, SDG 7, SDG 8, SDG 9, SDG 12, SDG 13, SDG 15, SDG 16 and SDG 17. Details of these projects can be found in VMware's 2021 CDP Climate Change response. All of these initiatives are voluntary.	GRI 102-12		

Description	FY21	GRI	SASB	UNGC
GOVERNANCE				
Governance structure	Corporate Governance Guidelines	GRI 102-18		
Executive-level responsibility for economic, environmental and social topics	VMware's Environmental, Social and Governance strategy is led by the Vice President of Environmental, Social, Governance, and reports to the following ESG Executive Sponsors: Chief Financial Officer, Chief Technology Officer, Chief People Officer and General Counsel.	GRI 102-20		
Total Executive and Non-Executive Board Members	10	GRI 102-22		
Board Gender Diversity	20%	GRI 102-22, 405-1		
Composition of the highest governance body and its committees	Corporate Governance Guidelines	GRI 102-22		
Chair of the highest governance body	Corporate Governance Guidelines	GRI 102-23		
Nominating and selecting the highest governance body	Corporate Governance Guidelines	GRI 102-24		
Conflicts of interest	Corporate Governance Guidelines	GRI 102-25		
Role of highest governance body in setting purpose, values and strategy	Corporate Governance Guidelines	GRI 102-26		
Evaluating the highest governance body's performance	Corporate Governance Guidelines	GRI 102-28		
Communicating critical concerns	Corporate Governance Guidelines	GRI 102-33		
List of material topics	Data Privacy and Security, Digital Ethics, Product Stewardship and Design, Climate Resilience and Adaptation, Energy and GHG Emissions, Civic Engagement and Public Policy, Community Engagement, Digital Skills and Training, Human Capital, Inclusion and Equal Opportunity, Supply Chain Responsibility, Business Oversight and Transparency	GRI 102-47		

	Description	FY21	GRI	SASB	UNGC
GOVERNANCE (CONT.)					
	External assurance	VMware is responsible for the preparation and integrity of the information in this report. VMware engaged Apex as an independent third party to review our FY21 GHG inventory and energy consumption, and received limited assurance of its accuracy and completeness. The scope of this review, included in this report, includes our global Scope 1 and Scope 2 GHG emissions, Scope 1 and 2 energy consumption and Scope 3 GHG emissions related to business travel. The rest of this report has not been externally assured by an independent third party.	GRI 102-56		
	Code of conduct	Business Conduct Guidelines	GRI 102-16		Principle 10
	Percentage of employees who completed Business Conduct Guidelines training	100%	GRI 102-16		Principle 10
	Mechanisms for advice and concerns about ethics	VMware Ethics Helpline	GRI 102-17		
Data Privacy and Security	System performance and security	VMware Cloud Trust Center	GRI 418-1	TC-SI-220a.1	Principle 1
	Description of policies and practices relating to behavioral advertising and user privacy	VMware ESG Report FY21, Chapter 6: Accountability	GRI 418-1	TC-SI-220a.1	
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	VMware ESG Report FY21, Chapter 6: Accountability		TC-SI-230a.2	
	Description of business continuity risks related to disruption of operations	VMware ESG Report FY21, Chapter 4: Action		TC-SI-550a.2	
Public Policy	Company political contributions	0	GRI 415-1		
	VMware PAC contributions	\$99,000	GRI 415-1		

	Description	FY21	GRI	SASB	UNGC
SOCIAL					
Workforce Indicators	Number of employees	34,242	GRI 102-7		
	Benefits provided to full-time employees that are not provided to temporary or part-time employees	VMware Careers	GRI 401-2		
	Commitment to Diversity and Inclusion	VMware Diversity, Equity and Inclusion			Principle 1,6
	Regional employees (AMER %)	49.5%	GRI 102-7		
	Regional employees (APJ %)	31.9%	GRI 102-7		
	Regional employees (EMEA %)	18.6%	GRI 102-7		
	Global gender diversity	27.1%	GRI 102-8	TC-SI-330a.3	
	Regional gender diversity, AMER	27.7%	GRI 102-8	TC-SI-330a.3	
	Regional gender diversity, APJ	26.8%	GRI 102-8	TC-SI-330a.3	
	Regional gender diversity, EMEA	26.0%	GRI 102-8	TC-SI-330a.3	
	Regular employees under 31 years old	21.4%	GRI 405-1		
	Regular employees 31-50 years old	65.7%	GRI 405-1		
	Regular employees over 50 years old	13%	GRI 405-1		
	Total New Hires - under 31 years old	36.4%	GRI 401-1		
	Total New Hires - 31-50 years old	55.5%	GRI 401-1		
	Total New Hires - over 50 years old	8.2%	GRI 401-1		
	U.S. - African American/Black	3.7%	GRI 405-1	TC-SI-330a.3	
	U.S. - Asian	32.2%	GRI 405-1	TC-SI-330a.3	
	U.S. - Caucasian/White	55.4%	GRI 405-1	TC-SI-330a.3	
	U.S. - Hispanic/Latinx	6.2%	GRI 405-1	TC-SI-330a.3	
	U.S. - Multiracial	2.0%	GRI 405-1	TC-SI-330a.3	
	U.S. - Other	0.5%	GRI 405-1	TC-SI-330a.3	
	Differently Abled (US)	3.2%			
LGBTQ (Global)	2.6%				

	Description	FY21	GRI	SASB	UNGC
SOCIAL (CONT.)					
	Veterans (US)	5.4%			
	Ratio of basic salary and remuneration of women to men	At VMware, women earn 99% of their male counterparts' salary globally.	GRI 405-2		
	Process for determining remuneration	We continually analyze compensation globally, accounting for multiple factors that influence pay such as tenure, geographic location and performance. Our most recent data analysis, done by a third party, shows that at VMware, women earn 99% of their male counterparts' salary globally and racial and ethnic minority employees earn 100% of their white counterparts in the U.S. We are proud of these results and are strongly committed to pay equity and equal opportunity across gender and racial lines.	GRI 405-2		
Talent Development	Total number of employees who attended a Professional Development program	18,049	GRI 404-2		Principle 6
	Total number of employees who attended an R&D training	14,644	GRI 404-2		Principle 6
	Employees receiving regular performance and career development reviews	VMware believes that by innovating new performance norms, we not only build stronger human relationships and improve communication between employees and managers, we also ensure we stay agile and responsive to the changes that naturally occur in the business environment. To this end, we encourage career development goal setting and conversations throughout the year.	GRI 404-3		
	Employee engagement	44%		TC-SI-330a.2	
	Employee Net Promoter Score (NPS)	48			
Community Engagement	Total VMware Foundation grants	\$17,361,000			
	VMware matching gifts (included in total above)	\$11,533,000			
	Employee service learning hours	65,103			
	Number of employees who participated in charitable activities	26,251			
	Percentage of employees who participated in charitable activities	77%			

	Description	FY21	GRI	SASB	UNGC
SOCIAL (CONT.)					
Human Rights	Number of global nonprofits supported	14,122			
	Total VMware University Research Fund (VMURF) grants	\$6,781,089			
	Commitment to ethical conduct	VMware's Business Conduct Guidelines	GRI 412-1		Principle 1,4,5,6
	Commitment to supplier diversity	Responsible Sourcing	GRI 414-1		Principle 6
	Diverse supplier spend (US)	\$120,000,000			
	Supplier code of conduct	VMware's Supplier Code of Conduct	GRI 414-1		Principle 1,3,4,5,6
	Partner code of conduct	VMware's Partner Code of Conduct	GRI 414-1		Principle 1,3,4,5,6
Partner code of conduct	Partner Code of Conduct	GRI 414-1		Principle 1,3,4,5,6	
ENVIRONMENTAL					
Strategy and Management	Environmental impact of VMware products	IDC White Paper, sponsored by VMware, Enabling More Agile and Sustainable Business Through Carbon-Efficient Digital Transformations, August 2020			Principle 8, 9
	GHG emissions avoided by VMware products	152,000,000 MT CO2e *Note: Data is from FY20, calculation was not updated for FY21.			Principle 8, 9
GHG Emissions	Climate strategy, management, risks and opportunities	VMware's CDP Climate Change Questionnaire 2021	GRI 102-15, 201-2		Principle 7
	GHG Emissions	385,432 MT CO2e	GRI 305		
	Scope 1: Direct emissions from owned/controlled operations	2,788 MT CO2e	GRI 305-1		
	Scope 2: Indirect emissions from the use of purchased electricity (market-based)	7,318 MT CO2e	GRI 305-2		
	Scope 2: Indirect emissions from the use of purchased electricity (location-based)	72,198 MT CO2e	GRI 305-2		
	Scope 2: Indirect emissions from the purchased cooling	1,106 MT CO2e	GRI 305-2		
	Scope 3: Business air travel	15,878 MT CO2e	GRI 305-3		
	Scope 3: Employee commuting	23,571 MT CO2e	GRI 305-3		
	Scope 3: Purchased Goods and Services	240,663 MT CO2e	GRI 305-3		

	Description	FY21	GRI	SASB	UNGC
ENVIRONMENTAL (CONT.)					
	Scope 3: Capital Goods	72,136 MT CO2e	GRI 305-3		
	Scope 3: Other	23,079 MT CO2e	GRI 305-3		
	GHG emissions intensity revenue metric	0.62 MT CO2e/million USD revenue	GRI 305-4		
	GHG emissions intensity employee metric	2.08 MT CO2e/employee	GRI 305-4		
	GHG emissions intensity square footage metric	1.62 MT CO2e/1,000 Sq.Ft.	GRI 305-4		
	Progress against our science-based emission reduction targets		GRI 305-5		Principle 8
	By 2030, VMware is committed:				
	To reduce our scope 1 and 2 emissions by 50% from a FY2019 base-year	% of target achieved in the current year: 115%			
	To reduce absolute scope 3 GHG emissions from fuel-and-energy-related activities 50% from a FY2019 base year	% of target achieved in the current year: 67%			
	To reduce absolute scope 3 GHG emissions from employee commuting 50% from a FY2019 base year	% of target achieved in the current year: 108%			
Electricity	Electricity purchased	159,889 MWh	GRI 302-1	TC-SI-130a.1	
	Total renewable energy purchased	158,097 MWh	GRI 302-1		Principle 8
	Total Energy Attribute Credits (EACs) purchased	70,280 MWh	GRI 302-1		Principle 8
	Renewable energy purchased (excluding EACs)	87,817 MWh	GRI 302-1		Principle 8
	Percentage of renewable energy globally	99.88%	GRI 302-1	TC-SI-130a.1	Principle 8
	Energy intensity square footage metric	31 kWh/sqft	GRI 302-3		
	Reduction of energy consumption	VMware 2021 CDP Climate Change response; Section C4.3	GRI 302-4		Principle 8
Waste	Waste generation (tons)	120	GRI 306-2		
	Recycling (tons)	54	GRI 306-2		
	Compost (tons)	56	GRI 306-2		
	Landfill (tons)	9	GRI 306-2		
	Landfill diversion rate	92%			Principle 8
	Waste programs coverage (% of global square footage)	50%			

	Description	FY21	GRI	SASB	UNGC
ENVIRONMENTAL (CONT.)					
E-Waste	Total e-waste generated globally (MT)	91.34 MT	GRI 306-2		
	Total e-waste processed at R2 certified facilities (% of total e-waste generated)	95%	GRI 306-2		Principle 8
	E-waste disposal by region (%)				
	AMER	75%			
	APJ including India	20%			
	EMEA	5%			
Water	Water consumed	158,000,562 (gallons)	GRI 303-5	TC-SI-130a.2	
	Water consumption coverage (percentage of global square footage)	62%			
Built Environment	LEED certifications	19			
	Percentage of square footage in green building certified space	42%			Principle 8
	Wenatchee Data Center Power Usage Effectiveness (PUE)	1.29	GRI 302-3	TC-SI-130a.1	
	Portfolio Square Footage	6,242 (in thousands)			
Supply Chain	Engagement with supply chain on climate issues	We engage with approximately 250 suppliers each year on the CDP Supply Chain platform to understand our supplier base climate maturity. These suppliers represent roughly 75% of our procurement spend and about 61% of total scope 3 emissions in FY21. At the end of 2020, we launched our Responsible Sourcing Program to deepen our supplier engagement.	GRI 102-9, 308-1		Principle 8
	Science-Based Target: VMware commits that 75% of its suppliers by spend (approximately 250 suppliers) covering purchased goods and services, capital goods, upstream leased assets and upstream transportation and distribution will have science-based targets by FY2025	24% of our suppliers have set or committed to science-based targets as of FY21.	GRI 102-9, 308-1		Principle 8