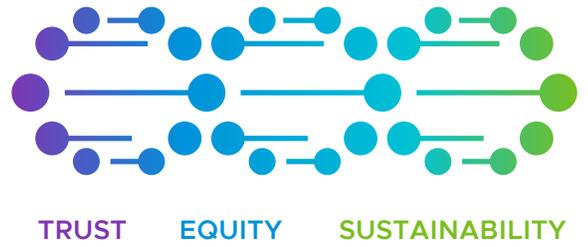


Introducing VMware Responsible Sourcing

Building a more equitable, resilient and sustainable future for everyone

Our **2030 agenda** envisions bold change for the future, which will require an equally bold desire to tackle some of the world's most complex challenges. That vision is the catalyst for the VMware Responsible Sourcing™ program, our global supplier environmental and social governance (ESG) program. We are putting plans in place to lead change worldwide, and we are asking you to join us because working together is the only way we can achieve our goals.



Three pillars of responsible sourcing at VMware

VMware has significant purchasing power globally, and we will spend with suppliers that are aligned to our 2030 agenda. Our program has three pillars, each with its own initial goal:



Sustainability:

Achieve **75%** of our annual spend with suppliers who have set science-based sustainability targets by 2024.



Diversity:

Spend **\$1.5B** with diverse suppliers by 2030.



Accessibility:

Assess **all** new software and event suppliers for accessibility standards.

We will not stop here. We have a lofty vision for this program and, with your help, we will lay the groundwork to ensure that trust, equity and sustainability are foundational to the future of our business.

88% of VMware's 2020 carbon footprint comes from our supply chain¹

Driving change in our supply chain



Prioritizing purchasing decisions that align to our values and goals

We are partnering with EcoVadis to promote engagement and drive transparency on sustainable business practices and ESG progress with our suppliers.



Investing in the future

Supplier inclusion is about more than just spending money with small and diverse businesses. For our company, that means we are investing with our diverse suppliers to drive measurable improvement in the communities where we live, work and play around the world.

How to get involved

- Complete the EcoVadis ESG self-assessment. Learn more at <https://invite.ecovadis.com/en/vmware/>.
- If you are a small business, a woman entrepreneur or an underrepresented group, **email** us to make sure you are included in the VMware Responsible Sourcing program.

We must align our purchasing decisions with our 2030 agenda and EPIC2 values



Join us in building a more equitable, resilient and sustainable future.

For more information:

- Read about our **2030 agenda**
- Learn about the **VMware Responsible Sourcing Program**
- Email us at responsiblesourcing@vmware.com

EPIC₂



¹ VMware. Resilience: Force for Good, Global Impact Report 2020. December 2020, p 24.