



Veeam 2024 ESG Report

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A Letter From our CEO

When we say "Veeam Team," we talk about the passion and enthusiasm we bring to our organization every day. It's about making Veeam the best place to work it can be as well as contributing positively to the world around us.

Today, we're taking an additional step towards our goal by publishing our first-ever Environmental, Social, and Governance (ESG) Report. It covers all actions we're taking to show our dedication to creating the strongest Veeam Team there is.

These efforts include:

- our commitment to environmental initiatives, such as tracking our greenhouse gas emissions;
- social efforts, including our continued dedication to Diversity, Equity, & Inclusion initiatives, with emphasis on volunteer and partnership programs;
- and finally, trust, through information on our approach to business ethics and our focus on data security and data privacy.

We're proud to publish this report because it shows we don't just say what we're going to do — we go out and do it, making our part of the world better every day.

Please take the time to read this report. We will publish an ESG report annually to highlight our achievements and show how we're progressing each year.

Our achievements are not the only focus of this report. We're also identifying goals for the future to understand how we can improve further. This drive for continuous improvement motivates us every day.

Anand Eswaran

Chief Executive Officer



About Veeam

We're the home of Data Resilience.

Our mission

To help every company in the world not just bounce back from an outage or data loss, but to bounce forward. We call this Radical Resilience, and we're obsessed with creating innovative new ways to help our customers achieve it.

Our service offerings

In the high-stakes arena of cybersecurity, where threats evolve with every passing second, standing still is not an option. That's why at Veeam, we don't just participate — we actively lead the charge in cyber resilience. We specialize in providing advanced data protection and management solutions for modern data environments. Our offerings include backup, recovery, and data management capabilities designed to ensure data availability and resilience across various platforms — including virtual, physical, and cloud-based environments. Our solutions are known for their reliability, ease of use, and comprehensive coverage, helping organizations safeguard their critical data against threats such as ransomware and data loss.

Our values

For Veeam, our values are more than just words on a page; they guide our actions, interactions, and decisions every day. Our values work in harmony; together, they make us stronger, and they help us to build trust with our team members, customers, and partners.

veeam team: We operate as one team, united in our shared purpose. Acting inclusively, trusting each other, we power forward together as ONE.

elevate and innovate: We relentlessly innovate. Constantly questioning and learning. We experiment boldly, learn quickly from failures, and elevate everything we do.

empower customers: We put our customers at the center, ensuring their business thrives and bounces forward, resilient and strong in a digital world.

act with accountability: We deliver success by taking ownership and drive meaningful impact through data-driven decisions.

make every conversation matter: We listen actively, debate purposefully, and align as one team after decisions to drive impactful results.

Key facts

Founded

in 2006

and headquartered in
Kirkland, Washington

5,000+

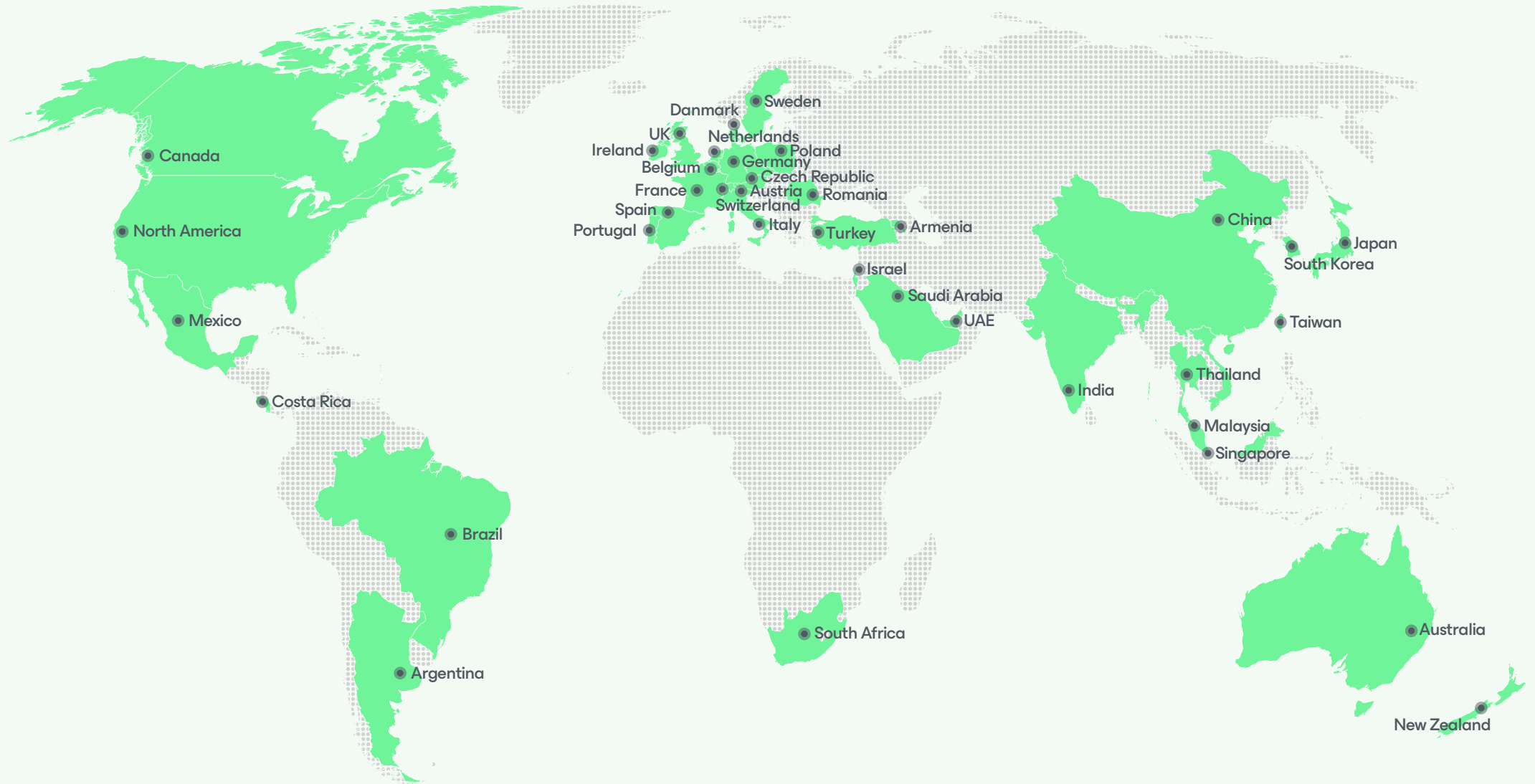
employees in 34+ countries

550,000+

Customers trust us to protect
and manage their data and
infrastructure

#1 Global Leader

in Data Resilience



Map of Veeam offices around the world

About this Report

This is our first Environmental, Social, and Governance (ESG) Report, and we are very proud of the progress we have made so far. Veeam is dedicated to delivering lasting value by engaging all team members and entities acting on behalf of Veeam in encouraging wellness, protecting the environment, supporting the communities where we operate, and in promoting safety — including data security and privacy.

This report provides an overview of our 2024 ESG progress against goals. We plan to continue to expand our reporting over the coming years, which will also enable us to align with evolving ESG regulatory requirements.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB), which are benchmarks for sustainability reporting globally. Our GRI and SASB content indices can be found on [page 34](#).

Our Approach to ESG

This report is organized in three sections, which reflects the way we think of ESG at Veeam:

Environment

Caring for our planet: We are dedicated to doing our part in the fight against climate change. In this section, you will find details about our greenhouse gas (GHG) emissions, as well as how we manage environmental concerns related to our facilities and our vendors. We are also focused on enhancing our data collection efforts in collaboration with our supply chain partners as we conduct our annual GHG emissions assessments.

Social

Supporting our team and connecting with our community: Our people, and the broader communities in which they live and work, are at the heart of everything Veeam does. This section includes information on our Veeam Team (including employee benefits and Diversity, Equity, and Inclusion (DEI) initiatives) and our volunteer and partnership programs.

Trust

Leading with integrity: We never take the trust of our customers, employees, investors and regulators for granted. This section includes information on our governance structure and approach to business ethics, as well as our best-in-class policies and practices around data security and data privacy.

Snapshot of Key 2024 Achievements and Ambitions

	Environment Caring for our planet	Social Supporting our team and connecting with our community	Trust Leading with integrity
Key achievements	Calculation of greenhouse gas emissions baseline for Scope 1 and Scope 2 emissions.	84% of our people rated us a 'good place to work'.	Updated employee Code of Conduct.
	8 of our offices are located in LEED certified buildings.	Veeamers spent 4,959 hours volunteering in the community in 2023, and a total of 2,793 hours in 2024.	Development of a suite of employee trainings covering topics such as workplace harassment, discrimination, data privacy, and financial integrity.
	Rigorous Supplier Code of Conduct.	Veeam employees represent 105 countries globally and women comprise almost 35% of Veeam's global workforce.	Enhanced annual security awareness training to include a test-out feature and role-based training paths, and achieved a 100% completion rate.
	Recycling of 1,203 laptops in 2023-2024 through our global e-waste recycling program.	150 women completed free Veeam Certified Engineer (VMCE) training.	Obtained additional ISO certifications (27701, 27017, 27018, and 22301), as well as HIPAA attestation, with ISO 9001 certification expected in 2025.
Goals and ambitions	By 2030, reduce Scope 1 and 2 greenhouse gas emissions by 5%, compared to a 2023 baseline year.	Increase annual percentage of employees who are satisfied as indicated by Veeam's Satisfaction Survey.	Enhance compliance training on key compliance and ethics topics, and increase completion rates.
	Calculate Scope 3 emissions by 2026.	Encourage employees to engage in volunteer opportunities and increase the total number of volunteer hours.	Perform a holistic materiality assessment to ensure we have identified our key ESG topics.
	Encourage suppliers to monitor GHG emissions and set reduction targets.	Mirror the diversity of our world and communities.	

Environment

Caring for our Planet

Environment

Caring for our Planet

Veeam recognizes the crucial importance of protecting and preserving the environment. We are committed to doing our part in addressing climate change. Becoming a green company is an aspiration. Our team members have been the driving force behind initiatives to promote both recycling and efficient lighting in our offices, as well as efforts to find even more ways to conserve energy.

Environmental considerations have been part of our decision-making process for a number of years, particularly around our facilities. We have robust procedures in place to ensure that our suppliers and vendors meet the same high standards, but we are still at the start of our sustainability journey. 2023 was the first time we measured our greenhouse gas emissions, and this data will provide a baseline for future work to decrease our environmental footprint. We are ambitious and excited about what we can achieve in this area in the coming years.

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Our Greenhouse Gas Emissions

Our total Scope 1 and Scope 2¹ GHG emissions were 3,249 MT CO₂e (location-based) and 2,956 MT CO₂e (market-based) for FY23, and 2,557 MT CO₂e (location-based) and 2,154 MT CO₂e (market-based) for FY24.

The nature of our business limits the effect that we have on the environment. Veeam is a software company that provides data protection, backup, and disaster recovery solutions for a variety of platforms. By design, our on-premises products do not include the collection and storage of our customers' data, which decreases the amount of physical storage space we require and the energy needed to power these facilities.

We are, however, still committed to doing whatever we can to continue to reduce our environmental footprint over time. This year, we are setting a concrete emissions reduction target for the first time. We aim to reduce scope 1 and scope 2 emissions by 5% by 2030, when compared to a 2023 baseline year.

In the coming years, Veeam is committed to enhancing our greenhouse gas (GHG) emissions reporting by tracking selected Scope 3 emissions, which may include those incurred by suppliers, and through waste disposal and employee travel. We want to calculate and report these emissions to get a complete understanding of our environmental impact. Once we are aware of our emissions in our value chain, we will be able to identify areas for improvement and come up with sustainability strategies that are even more effective — ultimately contributing to a lower carbon footprint and a more sustainable future.

¹ Scope 1 and Scope 2 GHG emissions includes emissions from the following sources: refrigerants, diesel, natural gas, steam and purchased electricity

2023	Total CO ₂ (MT)
Scope 1	162
Scope 2 — location based	3,087
Scope 2 — market based	2,794
Total CO ₂ e (MT) — location based	3,249
Total CO ₂ e (MT) — Market based	2,956

2024	Total CO ₂ (MT)
Scope 1	140
Scope 2 — location based	2,417
Scope 2 — market based	2,015
Total CO ₂ e (MT) — location based	2,557
Total CO ₂ e (MT) — Market based	2,154

Our Facilities

We are constantly working to ensure that all our facilities are great places to work, as well as being designed and maintained in a way that ensures we are being good environmental stewards. LEED (Leadership in Energy and Environmental Design) is the world's most widely used green building rating system, with LEED certification providing a useful framework for efficient, cost-effective, and healthy green buildings. Of the 51 buildings in which we operate, 8 are LEED-certified.

This year we have also calculated our total water consumption for the first time. In 2023, we estimate that we consumed 23,842,500 gallons of water and in 2024 we estimate that we consumed 25,117,500 gallons of water.¹

Sustainability is also an important consideration as we continue to grow our operations. When choosing new facilities and renewing contracts, for example, we consider building sustainability certifications, energy efficiency ratings, HVAC temperature efficiency, recycling, food waste management, and access to renewable energy sources. Integrating these issues into our decisions allows us to reduce our impact on the environment and provide comfortable office spaces to our employees.

In addition, we use a number of waste-reduction programs and strategies across our locations:

- **Global e-waste recycling program:** Veeam's employees are issued new computers every 2-3 years to make sure their technology isn't slowing them down. We want computers that have been replaced to get a second life, so Veeam partners with hardware recycling vendor Revivn to recycle and re-purpose our used computers.

This vendor also provides certifications for safe and complete data destruction. Our partnership led to the recycling of 1,203 computers and the repurposing of 1,011 computers, preventing an estimated

3,402 lbs of e-waste
in 2023-2024²

Repurposed computers are then used by the 100+ nonprofits that partner with Revivn, which include Tech Kids Unlimited, First Tech Fund, and Kenya Connect. We're delighted to be continuing this partnership with Revivn to help bridge the digital gap.

- **Digital access to facilities:** Our employees in Veeam-owned buildings now use an app on their phone to access our facilities. This means no more plastic access badges, which helps us reduce our plastic waste.
- **Remote work:** Members of the Veeam team can work remotely, reducing the amount of power and equipment we need for our offices.

¹ Water consumption is estimated based on the assumption that each employee uses 30 gallons per day, following the methodology outlined in the EPA Lean Water Toolkit.

² This figure is calculated by Revivn based on the average weight of a Macbook, which is 3lb.

Supplier and Vendor Sustainability

All suppliers must adhere to our Supplier Code of Conduct, which specifies that suppliers should identify environmental impacts, have a plan and processes in place to minimize or prevent such identified impacts, and abide by that plan. They must undertake a prudent approach to environmental issues, and promote environmental responsibility initiatives and low-emissions technologies. By doing business with Veeam, suppliers acknowledge and commit to adhering to these expectations. In the future, we will also encourage suppliers to track their own greenhouse gas emissions, and to set emissions reduction targets.

Veeam works with Cloud Computing Service providers, such as Microsoft Azure and Amazon Web Services, who are leaders in environmental sustainability and have committed to reaching Net Zero. As our operations shift away from physical storage and towards the cloud, we will consider the environmental impact of our data storage and continue to work with vendors who make sustainability a priority.

Social

Supporting our Team and
Connecting with our Community

Social

Supporting our Team and Connecting with our Community

Our people and their communities are at the heart of everything Veeam does. Perhaps that's why we've been rated a 'great place to work' by over 84% of our Veeamers. We are also thoughtful and intentional about developing programs and policies that can improve the lives of individuals, groups, and society more broadly.

At Veeam, we are on a path to progress, unwavering in our commitment to fostering an inclusive culture and advancing diversity and equity. This commitment is not just a statement, but a promise that we act inclusively. Acting inclusively means we value every individual's unique perspective, we respect that each person feels a sense of belonging, and we empower every individual to show up and do their best work.

As part of our continued work to foster diversity, equity and inclusion, we published our DEI policy statement in 2024. This statement emphasizes our full commitment to providing equal opportunities for all employees, workers, and job candidates, and to eliminating discrimination.

This section covers our people (the Veeam Team), including DEI commitments and initiatives, benefits, employee resource groups (ERGs), and employee engagement. It also dives into the various ways in which Veeam and Veeamers are making our communities better places to live and work.

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Our Veeam Team

Achieving our mission begins with embracing a vibrant, values-based culture built on collaboration. We believe that to succeed, we must operate as one cohesive team, united by a shared mission and a commitment to inclusivity and trust.

Collaboration is at the heart of everything we do. By fostering an environment where all voices are heard and valued, we create the opportunity for relentless innovation. We encourage our teams to question the status quo and to be bold in their experiments, understanding that every failure is a stepping stone to greater success. Through this spirit of curiosity and excellence, we elevate every aspect of our work.

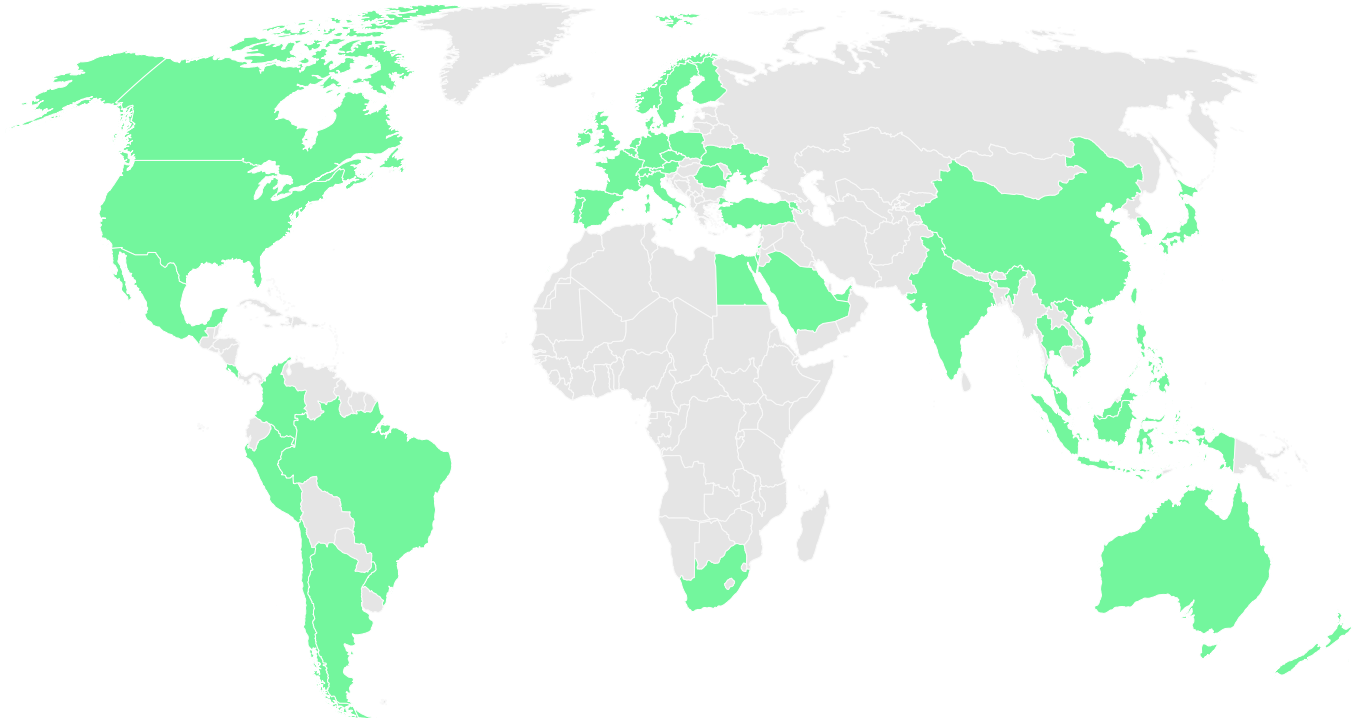
Our customers are our North Star. We put them at the center of our efforts, ensuring their businesses not only thrive but emerge stronger and more resilient in our ever-evolving digital landscape. By prioritizing their needs, we drive meaningful solutions that empower their growth.

We believe in the power of ownership. By taking initiative and making data-driven decisions, we create pathways to success. We understand that for every interaction to be impactful, we must make each conversation count. Active listening and purposeful debate are vital to our process, allowing us to align as one cohesive team and move forward with clarity and purpose.

Together, let's cultivate a culture where collaboration ignites innovation, our customers flourish, and every voice matters.



The remainder of this sub-section describes some of the broad suite of policies, practices, and resources that we have developed to help us achieve our talent mission.



Our Veeamers represent

105
nationalities

58
countries

Countries where Veeamers are located

Building an Inclusive Culture

At Veeam, our employees are obsessed with the challenges we get to tackle, the brilliant people we get to learn from, and the inclusive culture we're nurturing. We're committed to channeling the power of our differences to build a united corporate culture. Because when our different backgrounds, experiences, strengths, ideas, and opinions come together, we are stronger. The things that make us unique as individuals make us richer as a team — they make us distinctly Veeam.

To help us reach our goals, our diversity, equity and inclusion (DEI) strategy has three focus areas:

1. Fostering inclusion and education
2. Implementing inclusive hiring practices
3. Embedding equity into talent management practices.

1. Fostering Inclusion and Education

We make sure our Veeamers have access to the resources they need to grow their careers. We want to fast-track Veeamers' education and upskilling, which is why we have developed our mentoring programs, on-demand libraries of training and development materials, and virtual instructor-led training programs that go deep into developing priority skills that are identified through needs assessments and employee listening.

In addition to our year-round programs and resources, we have an annual Global Day of Learning for all Veeam employees. This is our very own professional development conference.

The theme for 2023 was "Next Evolution," and we used cutting-edge research to explore key skills relevant to Veeamers now and in the future: adaptability, decision-making and innovation. Employees participated in presentations, webinars and community chats. Session titles included:

- Creating Excellence from Chaos: Teamworking Like Jazz Bands
- Debugging Bias
- Flexing your mental fitness, and
- Becoming an everyday innovator.

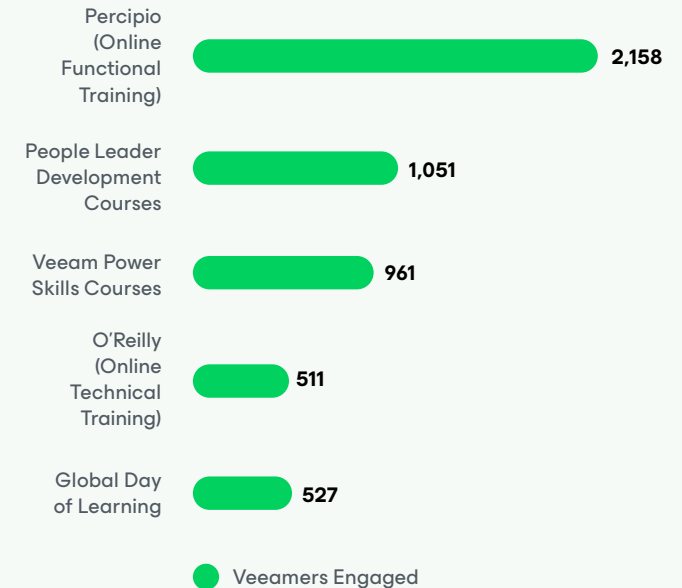
Global Day of Learning 2024 explored what our brand "Radical Resilience" means for us as professionals. This was the best attended Global Day of Learning yet. 21% of Veeamers participated and were equipped with the knowledge to give and get effective feedback, build trust, and nurture positivity.

The event featured virtual networking, panels of peer discussions, webinars, and a global keynote presentation by Kim Scott, one of the world's top business thought leaders.

Attendees were surveyed after the events and 96.1% found the program insightful and related what they learned to how they work.

Learning Program Reach

2024 Engagement



We are committed to ensuring that Veeam is a great place to work for every employee. As part of this commitment, we are in the process of developing a team-based, leader-led learning program to help teams assess where they are when it comes to inclusion. This program will also help teams build a safe space for dialogue and develop an inclusion action plan. We will conduct a pilot with a cohort of our Vice Presidents in 2025, before rolling out the program more broadly. In 2024 we also initiated external partnerships with Women in Tech and Out & Equal to expand professional development and engagement opportunities for our employees.

2. Implementing Inclusive Hiring Practices

We want to attract the very best talent, irrespective of factors such as background, demographic group, or disability. Veeam is focused on building an inclusive hiring program at all levels of the organization — from entry-level to executives.

We are committed to minimizing bias in our recruitment and hiring processes and always hiring the most qualified talent. Building a diverse pool of applicants has been a significant priority, and we have rolled out two new initiatives. First, we have been working to ensure that we incorporate inclusive language into all job postings. We're doing this to increase applicant diversity, and we will be monitoring our results against our baseline.

Second, we are working to attract qualified applicants from groups that may be underrepresented in our existing candidate pools. In 2023, for example, Veeam hosted a Diversity and Inclusion networking event at Florida State University and attended two career fairs at Georgia State University, as well as hosting virtual panels on 'Diversity in Sales' and 'Women in Sales'. Veeam's University Recruitment program — in partnership with our ViBE employee resource group (see [page 20](#) for more details) — also joined forces with the National Sales Network (NSN) to organize a career fair and reception for black students interested in sales.

Veeam also has a close relationship with the HBCU Bridge to Leadership Organization, which "identifies and develops young multicultural leaders to become agents of change in the community." Veeam has been a past sponsor, and has participated in the Mentorship and Scholarship Program.

Our efforts go beyond building a diverse hiring pool. We work hard to ensure that our hiring practices are consistent, including making sure that all interviewers assess the same attributes for every candidate. And our commitment to inclusion doesn't stop at the point where

we issue an offer; Veeam also offers equity stipends and bonuses to ensure all student hires are set up for success; interns get a \$500 tech stipend, while new graduates get \$3,000 to help offset the costs from transitioning from college into their career.

We continue to work with external partners to identify and eliminate any aspect of our process that may be subject to bias in order to hire the most qualified talent.

3. Embedding Equity Into Talent Management Practices

We understand that attracting the best talent is just the beginning. We also need to retain that talent, which means providing the right development opportunities and ensuring that our promotion process is truly meritocratic.

Two of the key programs that guide our talent management approach are Veeam Conversations and our Mentor Lab.

Veeam Conversations

We want to connect all Veeamers to our core priorities, establish clarity on what's expected through individual goals, provide regular feedback — as well as career discussions throughout the year, support our growth, and tie rewards to our contributions and impact. To achieve this, we have developed a new performance enablement program called Veeam Conversations, which launched in 2024.

Mentor Lab

Our two-way mentoring program provides access to connections and resources that support both mentors and mentees. Employees get opportunities to build their career skills which helps to make Veeam a better place to work and grow.

Diversity Metrics

The following tables outline our diverse representation data on gender (globally) and race/ethnicity (in the U.S.). Our efforts to increase female applicants in the recruiting pipeline are reflected in the increased year-over-year population of female non-management and senior management employees (34.7% and 26.8% in FY24, respectively). We will continue to assess our management roles as we expand leadership development efforts in the future. Our aspiration is to mirror the diversity of our world and communities.

Non-Management

Individual Contributor

Gender (Global)

2021

2022

2023

2024

Male

58.9%

61.4%

62.9%

59.8%

Female

38.6%

34.3%

32.7%

34.7%

Not Reported

2.5%

4.3%

4.4%

5.4%

Race & Ethnicity (US Only)

2021

2022

2023

2024

American Indian or Alaska Native

0.2%

0.4%

0.2%

0.3%

Asian

3.1%

3.2%

4.1%

4.3%

Black or African American

11.0%

10.5%

10.1%

11.4%

Hispanic or Latino

5.0%

6.6%

6.7%

9.0%

Native Hawaiian or Other
Pacific Islander

0.4%

0.3%

0.2%

0.1%

White

72.2%

69.6%

69.3%

66.2%

Two or More Races

3.4%

3.9%

4.9%

4.7%

Not Reported

4.8%

5.5%

4.4%

3.9%

Middle Management

People Manager

Gender (Global)	2021	2022	2023	2024
Male	69.3%	70.4%	70.6%	73.2%
Female	29.8%	27.9%	27.1%	24.3%
Not Reported	1.0%	1.7%	2.3%	2.5%
Race & Ethnicity (US Only)	2021	2022	2023	2024
American Indian or Alaska Native	0.0%	0.2%	0.2%	0.1%
Asian	6.5%	5.9%	6.5%	7.3%
Black or African American	5.9%	5.5%	5.4%	5.6%
Hispanic or Latino	3.8%	4.4%	4.3%	5.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.1%
White	78.4%	76.9%	74.9%	73.4%
Two or More Races	2.4%	3.1%	3.5%	3.2%
Not Reported	3.0%	4.0%	5.2%	5.1%

Senior Management

Director and Above

Gender (Global)	2021	2022	2023	2024
Male	75.1%	74.2%	72.3%	71.5%
Female	23.7%	24.7%	26.4%	26.8%
Not Reported	1.2%	1.1%	1.3%	1.7%
Race & Ethnicity (US Only)	2021	2022	2023	2024
American Indian or Alaska Native	0.6%	0.0%	0.0%	0.0%
Asian	8.4%	7.7%	10.6%	10.1%
Black or African American	2.4%	2.2%	1.5%	3.2%
Hispanic or Latino	3.6%	3.8%	3.0%	4.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%
White	79.5%	80.9%	78.8%	75.8%
Two or More Races	0.6%	0.5%	1.0%	2.0%
Not Reported	4.8%	4.9%	5.1%	4.8%

Employee Benefits

The wellbeing of our employees is extremely important to us, therefore, our aim is to offer a competitive benefits package by region and/or country. As an example, in the U.S., our benefits include:

- **Health coverage:** We offer a high-deductible and PPO medical plan, as well as dental and vision plans, life insurance, and short-term and long-term disability insurance.
- **Support for families:** We offer all employees eight weeks of parental leave at full pay, with female employees also receiving an additional eight weeks of fully paid leave to recover from childbirth. Through Maven, we also offer support and resources around fertility and family planning, and we offer \$20,000 lifetime financial assistance for employees welcoming a new child through adoption or surrogacy.
- **401(k) Retirement plan:** Employees are eligible on the first of the month following their start date with us, and Veeam matches their contributions dollar-for-dollar up to a maximum of \$6,000 annually. All Veeam employees have complimentary access to Morgan Stanley's financial advisor services, which can help with investment questions.

- **Unlimited Paid Time Off:** We want Veeamers to have the flexibility to enjoy activities that are important to them, and trust them to know best when they need time off — for vacation, standard sick time, and personal time.
- **Employee Assistance Program (EAP):** We provide up to 6 counseling sessions for Veeamers, their spouse/ domestic partner, and dependents.
- **LifeMart discounts:** Veeamers can access a large selection of free discounts through ADP powered by LifeMart, including on groceries, gym memberships, and pet insurance.
- **Additional opt-in insurance services:** Employees can opt into insurance to help with unexpected legal situations. We also offer voluntary Accident, Hospital, and Critical Illness coverage.
- **ID Theft Protection:** We are committed to evolving our benefits to help protect employees from emerging risks, which is why we now offer ID Theft Protection through Allstate Identity Protection Pro.

Cultural Ambassador Program

In 2023, Veeam launched our Cultural Ambassador Program. The program objectives are to empower and excite employees, build and cement connections, foster inclusivity, create memorable moments, and enable Veeamers to achieve their goals. Ambassadors play a key role in shaping our culture, organizing activities that unite our diverse teams and fostering strong bonds across functions. They make a significant impact on the Veeam community — both locally and across the business.

84

cultural ambassadors

80

Veeam events

As of the beginning of 2024 we have 84 cultural ambassadors in 36 locations. Our cultural ambassadors organized over 80 events over the course of the year, of which 50 were team gatherings, 25 were volunteer events organized in conjunction with Veeam Cares, and 9 were other type of events — including a ping pong tournament and a kid's day.

Employee Resource Groups

As part of our commitment to foster a diverse and inclusive environment, we have a number of voluntary, Veeam-led Employee Resource Groups (ERGs), and have plans to launch additional ERGs in 2025. Together, our ERGs aim to improve the experience of all employees by fostering connection and community.

- **Women in Green (WIG):** The Women in Green ERG, established in 2016, aims to bridge the gender gap in tech. It provides a place where women can connect, celebrate their successes, and discover avenues to career growth.
- **Veeam in Black Excellence (ViBE):** Established in 2019, the mission of this ERG is to support employees of African heritage and people of color, provide a platform for development, increase cultural awareness within Veeam, and empower our communities. ViBE brings together a diverse group of members and allies of all ethnic backgrounds, creating a welcoming environment in which to share experiences and contribute to our collective knowledge. The group also hosts a series of education events and a Juneteenth gathering. ViBE has partnerships with AfroTech and Black National Sales Network, and provides scholarships to high school students.
- **Veeam Inclusion:** The founding belief of the Inclusion ERG, established in 2020, is that we work better when people are proudly themselves. This ERG encourages open dialogue to promote a supportive, respectful, and inclusive culture that allows all Veeamers to thrive, succeed and fuel business results. It's a safe space that's instrumental in cultivating empathy and respect. The Inclusion ERG has chapters in North America (AMER Inclusion) and Europe, the Middle East, and Africa (EMEA Inclusion). In 2023, the AMER inclusion

group worked with Veeam Cares to host a Veteran's Day event putting together care packages for former service members. Other recent events have addressed mental health, cultural awareness, balancing family responsibility, neurodiversity, addressing microaggressions and inclusive gender-neutral culturally sensitive language in the workplace.

- **Pride ERG:** Starting in 2024, the Pride ERG aims to further build and reinforce a supportive, inclusive community for LGBTQ+ employees and a culture in which they can bring their authentic selves to work and feel a true sense of belonging. The group will also seek to empower the communities in which we live and work, and is developing an exciting series of events and partnerships for 2025.
- **Veterans ERG:** Starting in 2024, the Veterans ERG is a be a supportive community for individuals who have served in the armed forces. The Veterans ERG also serves as a community for those who support and advocate for Veterans, fostering a network of solidarity.

Employee Engagement

We are committed to seeking out regular, honest feedback from all employees, and to making changes where necessary to ensure that Veeam continues to be a fantastic place to work. We get this feedback through the Veeam Voice Survey and the Employee Pulse Survey.

The Veeam Voice Survey is an annual survey to get holistic feedback on all aspects of working at Veeam. Our 2024 survey had 82% response rate and showed high levels of employee engagement and workplace inclusion. Employees said they have collaborative and trustworthy working relationships with their colleagues and appreciate Veeam's approach to flexible working. The survey highlighted opportunities to continue to improve the employee experience, including offering additional support in translating broad career goals into tangible development plans and reassessing some aspects of our performance recognition program. Based on these results, we will be doubling down to ensure that all our employees have a clear growth path at Veeam and are continuously recognized for their contributions.

84% of Veeamers say Veeam is a 'good place to work'

The Veeam Voice Survey is periodic with the aim to get a snapshot of employee sentiments and overall level of satisfaction across regions and functions. In general, our employees feel positively about both our people and our culture. Our leadership team pays close attention to this survey to enable us to strategically consider where there may be opportunities for growth, improved communication, or cross-functional learning.

Community

Protecting vital data isn't the only way that Veeam helps society and the communities in which we operate. As a future-focused business, we actively encourage Veeamers to go out and volunteer in their communities. Veeam also has a number of partnerships with charities and other non-profits.

Veeam Volunteers

Veeam has two main volunteering initiatives that embody our commitment to empowerment, community, and transformative change: Veeam Cares and the Veeam It Forward Marathon. There are other avenues for Veeamers to support local communities too. Volunteer events are organized at Veeam-led events such as the Veeam eXcellence Awards and Veeam's annual conference, Veeam ON. Overall, about 10 percent of Veeam's workforce actively participates in volunteer activities. Veeamers spent a total of 4,959 hours volunteering in 2023 and a total of 2,793 hours volunteering in 2024.

2,793 hours spent
by Veeamers
volunteering in 2024

Veeam Cares:

Since 2018, all Veeamers have had 24 volunteer hours a year to take off from work and do good in their local communities. Employees can choose the organization or cause they want to support — be it blood donation drives, painting orphanages, working to improve animal welfare or collecting clothes to donate.

Veeam Cares is a truly global program that takes place throughout the year. Recent volunteer events — which were organized in partnership with Veeam Cultural Ambassadors — have included the following:

- In Bucharest, a group of Veeamers cleaned and renovated a section of a local animal shelter, as well as spending time with the animals.
- In Bucharest, we participated in Banesa Forest Run for Zi de BINE, and supported Help Autism Association.
- In Australia, we had an event for Cooking for a Cause in Brisbane.
- In Ohio, a Veeam Team prepared and delivered hygiene care packs to those affected by the Maui wildfires.
- In the Netherlands, a team picked litter with residents at a care center for individuals with dementia and acquired brain injury.

Veeam It Forward Marathon:

This is an annual event in which employees participate in simultaneous Veeam Cares events. Veeamers are encouraged to organize activities and give back to local communities, then tag and nominate people in their network to do the same! Running for three months from the International Day of Charity, the goal is to make the end of the year a more fulfilling one for Veeamers and the people around us. In 2022, 541 employees participated in 17 locations, hosting over 43 Veeam Cares events in various communities, totaling 2,000 hours — a 64 percent rise from 2021.

Volunteering at Veeam eXcellence Awards:

An annual award ceremony to recognize and celebrate top performing Veeamers. Attendees get to celebrate their successes with peers, family and friends. As part of the event, Veeamers have the opportunity to volunteer for local organizations. In 2023, Veeam partnered with Hijos de la Tierra Maya A.C., which helps families with special needs in vulnerable communities, especially children with cancer or disabilities, and the elderly. Support was provided through donations of medicines, hospitalization, wheelchairs, crutches, canes, food pantries, housing and more. Veeam also partnered with Orgullo Ciudadano A.C., which provides workshops and activities that support seniors and provide medical and nutritional benefits.

In 2024, Veeam partnered with Casa Hogar, which supports children who in the absence of family care, have become homeless, experienced violence, are living in extreme poverty, or have been abandoned by their family, by building bikes during the Veeam eXcellence Awards.

Volunteering at VeeamON:

VeeamON is an annual conference that brings together the data protectors, the security specialists, the automation accelerators, and the technology titans. Attendees share learned experiences and drive the data protection and security conversation forward. Attendees are also offered the chance to volunteer as part of the program. As part of 2023 VeeamON, Veeam supported two charities:

- Clean Beach Miami, which is dedicated to keeping the community and natural habitats free of garbage and harmful pollutants, with a focus on single-use plastics. Veeamers and attendees came together to clean up Miami Beach during the event, collecting 75 pounds of waste, and donated \$1,250.
- Fill it Forward, which is on a mission to inspire the world to reuse. Veeam attendees were provided a water bottle with a QR code to scan and Fill it Forward donated money to a charity that brings fresh water to communities every time a bottle was refilled.

In total, attendees saved 454 lbs of CO2 emissions and 264 kwh of energy, and avoided 14 pounds of waste and 2.81 pounds of ocean pollution.

As part of 2024 VeeamON, Veeam supported two new charities:

- United way of Broward County, which builds crisis survival Kits for local charities. Over 1,700 care kits built by attendees during VeeamON in Fort Lauderdale. Care kits benefit South Florida beneficiaries.
- Canine Assisted Therapy, which through the Canine Assisted Therapy's Paws to De-Stress Program helps decrease stress and anxiety levels in the workplace. Therapy teams visit corporate businesses to help boost employee morale and relieve pressure.

Donations, partnerships, and community programs

In addition to encouraging our people to volunteer, Veeam offers financial support to several important causes. We also partner with other exceptional organizations to ensure that we're making a real difference on issues that align with our values and mission:

Charitable giving

\$250K Veeam donated in 2023-2024

In 2023 and 2024, Veeam donated \$250,000 across Women Who Code, Atlanta Community Food Bank (Feeding America), People in need (Czech Republic), World Vision Armenia, Children of Armenia Fund, Trash Hero, Asociatia Casa Buna (Good Home), ROBI, the Malaysian Red Crescent Society, and Ronald McDonald House Charities in Malaysia. As part of VeeamON, Veeam also supported Canine Assisted Therapy's Paws to De-Stress Program and as part of Veeam Excellence — Hijos de la Tierra Maya A.C., which helps families with special needs in vulnerable communities, and Orgullo Ciudadano A.C., which provides day-care service to seniors. We also supported The Conference Board Inc, which works with business performance and societal advancement; Foot Locker On Our Feet Foundation, which supports post-placement birthparents; and SPD, which supports people with disabilities.

EmpowHer VMCE (Veeam Certified Engineer)

In the world of technology, women often face unique challenges, including a lack of advancement opportunities, limited access to training resources, and a shortage of

women role models. That's why we launched EmpowerHer, a diversity and inclusion initiative unveiled at VeeamON 2023 and championed by our executive leadership. This program empowers women within the Veeam ecosystem through comprehensive training and certification, specifically featuring VMCE, our premium training course, which is typically a paid certificate.

150 women completed free Veeam Certified Engineers (VMCE) training in 2023-2024

Partnership with Women in Tech (WIT)

Women in Tech's aim is to empower 5 million women and girls in STEM by 2030. WIT focuses on four pillars: education, business, digital inclusion, and advocacy. WIT provides women with training, supports entrepreneurs, ensures digital equity, and challenges gender biases. With this partnership, we are investing in attracting and supporting female talent, actively working to build a more inclusive tech industry, and challenging gender biases.

Partnership with Out & Equal

Out & Equal is the premier global nonprofit organization working exclusively on LGBTQ+ workplace equality. Through their worldwide programs and events, Out & Equal help LGBTQ+ individuals realize their fullest, most authentic potential, while supporting organizations in creating cultures in which everyone feels a sense of belonging. Our partnership with Out & Equal is part of our broader investment in DEI, and enables us to provide trainings and learning events for our staff, as well as to stay updated on matters affecting the LGBTQ+ community.



Trust

Leading with Integrity

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24

Trust

Leading with Integrity

The trust of our customers, shareholders, employees, and regulators is crucial to the way we operate. We don't take that trust for granted, and we understand that transparency is an important part of how we can maintain that trust. This section lays out how ESG issues are governed at Veeam, our approach to business ethics — including our updated Code of Conduct — and some of the data privacy and data security policies that make us the best in our business.

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Governance

We take our responsibilities to our people, the environment, and society at large seriously, as shown by the way ESG is governed and the high standards we expect from all those who work for and with Veeam.

Veeam's Board of Directors and ESG Executive Oversight

Veeam's Compliance Department oversees ESG reporting and strategy. It reports to and is in regular communication with Veeam's Board. In 2024, Veeam's Board of Directors consisted of five members: Veeam's CEO (the acting Chairman) and four non-Veeam board seats. The Board has one committee, the compensation committee, which oversees executive compensation and evaluates financial risks. The acting Chairman of the Board and Veeam's General Council have regular discussions to review ESG reporting and compliance obligations.

Ethics

We require all of our employees to adhere to the highest standards of ethical behavior, as laid out in our Code of Conduct. We also expect our extended professional network (including contractors, suppliers, and partners) to do the same.

Our Code of Conduct

Veeam expects all our employees to live our values as laid out in our principles of business ethics, which inform how we behave and how we conduct business on a daily basis:

- We act with integrity.
- We comply with laws, regulations, and Veeam policies.
- We commit to doing the right thing.

These fundamental principles inform how to act across every aspect of our business and operations. Details of what this means for our employees are laid out in our recently updated Code of Conduct, which we have synthesized for our customers and partners into a Social Conduct Statement. These documents cover issues around conflicts of interest, anti-corruption and anti-bribery, data privacy and security, and labor practices and working conditions. All employees are required to follow the Code of Conduct and Veeam also expects its extended professional network (i.e., contractors, suppliers and partners) to comply with its terms as laid out in the Social Conduct Statement. Failure to do so may result in disciplinary action.

Veeam has a 'call it out' policy. Employees can report any concerns through Veeam's Compliance Helpline, Human Resources Department, Employee Relations Partner, Compliance Office, Global Information Security Department, and their manager's executive leader. Veeam also strictly prohibits retaliation against anyone who reports in good faith.

Compliance Training

This year we rolled out updated trainings that cover topics such as workplace harassment, discrimination, data privacy, and financial integrity. In addition to new-hire on-boarding training, all employees complete an annual training on antibribery and corruption, conflicts of interest, insider trading, and reporting and retaliation. Requiring Veeamers to complete this training annually will ensure that their knowledge remains fresh and up to date.

94% of Veeamers completed the annual Compliance and Ethics training in 2024

Policies

At Veeam, we work hard to ensure that we have a full, clear set of policies in place to enable Veeamers to understand our values and positions, and their own rights and responsibilities. We require, for example, that employees disclose potential conflicts of interest promptly and accurately.

We publish our Code of Conduct, industry framework alignments and certifications in the Veeam Trust Center, with access to internal evidence of these alignments and certifications for our partners and customers through a wrap-around NDA — protected Compliance Portal. In addition, internal policies for Veeamers include our Employee Handbooks; Bullying and Harassment Policy; Diversity, Equity, and Inclusion Policy; Corporate Information Security Policy; and Modern Slavery and Human Trafficking Statement. We have regional and local employee handbooks that serve as a guide for what Veeam expects from employees and what employees can expect from Veeam.

Materiality: Understanding Our Key Risks

A key element of ESG governance is understanding risk. Having a holistic awareness of the ESG issues that could have the biggest impact on Veeam is vital in helping identify key issues. Understanding risk also supports strategic decision making and long-term planning, and enables us to mitigate risks quickly and effectively. A full and accurate materiality assessment also enhances transparency and builds trust with key stakeholders.

In addition, ESG regulatory requirements will start to make materiality assessments mandatory over the coming years. We have opted to get ahead of this requirement and have committed to performing a materiality assessment ahead of the 2025 report issuance.

Data Security

Ensuring data security and resilience is at the heart of who we are and what we do. We are laser focused on providing the most trusted data protection platform. Responsibility for data security sits with our Chief Information Security Officer (CISO), who oversees multiple functional teams: governance, risk, and compliance (GRC); intelligence services; cyber operations; cyber threat emulation; Veeam-wide security architecture; and application security.

The paramount importance that we place on data security is reflected in the recognition we have received — both from the industry and from our customers and partners. For example, CRN, a brand of The Channel Company, named Veeam to its 2023 Storage 100 list in the Data Protection/Management/Resilience category, and Veeam won the 2022 Backup and Disaster Recovery Award from Cloud Computing Magazine.

This recognition is the result of continuous, rigorous efforts to protect our data. Our data security strategy has four key pillars: best-in-class trainings and policies, vendor management and review, industry-leading regulatory credentials, and management of physical and intellectual assets.

Best-in-Class Trainings and Policies

At Veeam, information security is everyone's responsibility. All Veeam personnel — including employees and contractors — must adhere to our Information Security Policy and the standards, processes, and procedures that support it. Mandatory annual cybersecurity training is provided to ensure they have the knowledge to do so. This training focuses on how to protect computer systems, networks, and data from cyber threats. It covers both best practices and strategies for threat identification, as well as response strategies to ensure robust digital security. In 2024, our two-course curriculum was enhanced to include a test-out feature for the fundamentals course and role-based learning paths within the hands-on application course.

100% completion rate for cybersecurity trainings

Veeam achieved a 100% completion rate for these mandatory trainings, which exceeded our goal. Employees in roles that can present a higher security risk for Veeam, such as developers or privileged users, are provided with unique training opportunities and simulations beyond the role-based learning paths and training that everyone completes.

To reinforce lessons learned during these trainings and further support data security, Veeam sends out monthly awareness newsletters focused on influencing positive security behaviors that tie to the annual training, hosts quarterly employee security contests to build engagement and an opportunity to apply the lessons learned in a non-threatening environment, and regular simulated phishing emails on at least a monthly basis. Those who fail the monthly simulations are provided with additional simulations and assigned mandatory training if they fail for two or more of

the simulations within that month. To encourage the positive behavior of reporting suspicious emails, we award "Golden Phish" tickets for every email that someone reports and is found to be either a simulated or real phishing email. Each quarter, three Golden Phish tickets are selected and the winners provided with a cash prize. Once a year, a Platinum Phish winner is selected, who is the individual who reported the most within the past 12 months. We also introduced AI selection to the phishing simulations, which allows for individuals to receive simulations at a difficulty level that matches their current learning level. Overall, we maintained a 4.8 resiliency rating for the year, which means that 4.8x of employees reported simulated phishes than fell for them. This is an indication of the likelihood that Veeam would know about a suspicious email from someone reporting it earlier than if the phishing email was successful and did damage to the system before Veeam realized it happened.

2.3% increase in the best practices of reporting phishing email behaviors compared to 2023

We also saw an increase of 2.3% in best practice behaviors compared to 2023, even with the simulations being more tailored to the individual's expected difficulty level. This means that they are performing better than the AI tool predicted. Across the year we also saw an almost 79% decrease in the click rates on phishing emails for those who had previously fallen for multiple phishing emails, and who therefore posed the greatest risk to the company.

79% decrease in the click rate of phishing emails

Industry-leading Regulatory Credentials

Veeam added five security industry certifications in 2024 and is now fully compliant with the following industry standards and certifications:

The Department of Defense Information Network Approved Products List (DoDIN APL) certification:



Veeam Backup & Replication v12.1 has attained this certification, which demonstrates that a product has completed cybersecurity and interoperability certification and is approved for deployment in the DoD's technology infrastructure.

Common Criteria (CC) Certificate:



Veeam has been accredited with CC certification, which uses an international set of guidelines and specifications to ensure that information security products meet an agreed-upon security standard for government deployments.

ISO/IEC 27001 Certification:



Veeam is compliant with this internationally recognized framework for Information Security Management Systems, which outlines best practices and requirements for managing information security risks.

ISO/IEC 27017 Certification:



Veeam is compliant with this internationally recognized framework for cloud security, which outlines best practices and requirements for securing cloud services.

ISO/IEC 27018 Certification:



Veeam is compliant with this internationally recognized framework for data privacy in cloud computing, which outlines best practices and requirements for privacy controls for processing personally identifiable information in the cloud.

ISO/IEC 27701 Certification:



Veeam is compliant with this internationally recognized framework for Privacy Information Management Systems (PIMS), which outlines best practices and requirements for privacy security.

ISO/IEC 22301 Certification:



Veeam is compliant with this internationally recognized framework for Business Continuity Management Systems (BCMS), which outlines best practices and requirements for operational resilience and disaster recovery capabilities.

SOC 2 Type 2 Reviews:



Veeam performs SOC 2 Type 2 reviews, which test an organization's design of internal controls to assess compliance posture and determine whether the implemented controls meet the framework's requirements.

HIPAA / HITECH Type 2 Attestation:



Veeam attests to HIPAA / HITECH Type 2 reviews, demonstrating its controls for protecting electronic protected health information (ePHI) have been assessed over a defined period and meet HIPAA and HITECH compliance requirements.

Additional cybersecurity standards and contributions:



Veeam aligns its cybersecurity program with the NIST Cybersecurity Framework (CSF), meets FIPS 140-2 compliance, and contributed to the NIST Special Publication 1800-11, which was entitled "Data Integrity: Recovering from Ransomware and Other Destructive Events."

ISO-9001 and several other certifications are expected in 2025. We believe that full transparency around data security is vital in building trust and improving industry-wide standards. As such, we publicly display our regulatory credentials on our [Veeam Trust Center](#).



Vendor Management and Review

Veeam has stringent onboarding processes for vendors that it deems as critical for data security, including technology and software vendors that process Veeam information. Veeam performs a detailed review to assess what regulatory certificates these vendors have obtained and whether they are aligned with industry standards. We redo this review every time a contract is renewed, and also perform ongoing monitoring of vendor data security protocols and processes. Vendor security performance is assessed through use of an internal scorecard, with action taken if the vendor's score falls below a stringent threshold.

Management of physical and intellectual assets

Managing our physical assets — including limiting who can access them and how — is crucial to ensure that data is kept fully secure. We have set stringent security standards and policies for our employees and data. Veeam has implemented device restrictions and advanced authentication requirements for all Veeam employees across their device portfolio, including mobiles, desktops, and laptops. To further mitigate the risk of data breaches, we have controls that block third-party Veeam Payment Solutions (VPS) use and limits the use of personal applications.

Ensuring that hardware is appropriately disposed of is vital in helping us to simultaneously meet our data security and sustainability goals. Veeam has a global hardware recycling and data destruction program, through which a carefully vetted vendor picks up assets that Veeam will no longer use. The vendor provides certificates of decommission to indicate that data was securely destroyed, and then recycles the hardware.

As a further precaution, we are undergoing a company-wide update of our facility security systems. We are standardizing the use of a single cloud-based platform across all facilities globally. This platform includes an integrated badging system, advanced log-in capabilities, a reporting dashboard that flags any risks, and the ability to automatically disable accounts to restrict access.

We know that, despite all our precautions, there is always a non-zero chance that a data security issue may occur. That's why we also have a Business Continuity Program. This program includes a disaster recovery element in which we evaluate potential risks and lay out appropriate procedures to communicate, support employees, and act to overcome disaster/risk. Veeam also conducts an annual disaster recovery test exercise. With these measures in place, we can ensure that the right actions are taken swiftly if an issue does occur, minimizing disruption to our customers' business.

Data Privacy and Artificial Intelligence ("AI")

Protecting customer privacy is a non-negotiable priority for Veeam. Our approach to data privacy is guided by a couple of principles. First, the way we collect data is customer centric. We only collect data that we actually need, which helps to build trust with customers, investors, and employees — and reduces our environmental impact related to data storage.

Veeam is committed to protecting customer privacy and to complying with all applicable data privacy laws. Veeam does not collect, use, or share Personal Information except as described in our Privacy Notice.

In terms of regulation, Veeam is fully compliant with key global privacy laws, including the EU's General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA). We also execute Business Associate Agreements with covered entities in accordance with HIPAA. As the company grows, Veeam is focusing its attention on strengthening our policies and processes around a number of additional privacy issues. For example, in 2024 we began the process of developing a Data Process Addendum with vendors (DPA).

We conduct reviews of our vendors' data privacy practices and policies. Vendor Data Privacy Reviews are conducted prior to onboarding vendors to ensure we understand the type of data being collected, and how it is used. All vendors must submit a detailed questionnaire, and Veeam will use this to determine if a DPA is needed.

Veeam is currently in the process of enhancing our internal policies, procedures, and employee training around data breaches, including those related to data privacy. Our current mandatory cybersecurity trainings include elements on data privacy, but we are in the process of building a separate data privacy training course. This training course will be mandatory for applicable employees. In addition, our current policy on data breach response takes the perspective of the security department, and we plan to extend our policies and trainings to include the obligations of other departments—including what steps the legal department should take during every phase from discovery of the data breach to response. Veeam also has optional trainings on privacy and GDPR available to all employees.

Responsible AI and Emerging Technologies

In the area of AI, Veeam developed and implemented a Generative AI Policy in 2023 which governs the use of generative AI products within Veeam. This policy requires detailed review and approval of the use cases for generative AI, and ensures that with each use case the company considers the impact of using generative AI on Data Privacy, information security, and intellectual property rights. Additionally, Veeam issued an AI terms of use policy that governs the use of the AI assistant, Veeam Intelligence, within Veeam's software products. This policy ensures the appropriate use of generative AI features within Veeam's products by our customers.

Our Data Privacy goals include, Veeam establishing and executing a comprehensive AI ethics policy that specifically emphasizes Data Privacy by the end of 2025.

Looking into the future, by the end of 2026, Veeam will enhance its existing compliance training programs to address Data Privacy concerns, particularly in relation to the implications of emerging technologies.

Reporting

Framework Tables

Reporting

Framework Tables

As part of our commitment to transparency, we are electing to report against the Sustainability Accounting Standards Board (SASB) Software and IT Services industry and the Global Reporting Initiative (GRI).

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SASB Index

Software and IT Services

Topic	Metric	Unit of Measure	Veeam Response
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Gigajoules (GJ), Percentage (%)	Veeam's total estimated energy consumed is 20,364 GJ, the percentage of grid electricity is 71.35% and percentage renewables is 28.65%. See the environmental section (page 10) for more detail.
	1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m³), Percentage (%)	Veeam's total estimated water consumed in 2023 is 90,254 m³, and total estimated water consumed in 2024 is 95,080 m³, the percentage of each in regions with high or extremely high baseline water stress is 25%. See the environmental section (page 11) for more detail.
	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and analysis	Veeam does not operate data centers. However, as we transition to more cloud-based services, we are focused on selecting third-parties with industry-leading sustainability and climate action practices. See the environmental section (page 11) for more detail.
Data Privacy and Freedom of Expression	Description of policies and practices relating to targeted advertising and user privacy	Discussion and analysis	Veeam has a data privacy policy that details how user data is handled. See the Trust section (page 31) for more detail.
	Number of users whose information is used for secondary purposes	Number	Metric not relevant to Veeam's business.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Presentation currency	Veeam did not have any monetary losses as a result of legal proceedings associated with user privacy in 2023 or 2024.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Number, Percentage (%)	Veeam did not have any law enforcement requests in 2023 or 2024.

Topic	Metric	Unit of Measure	Veeam Response
Data Privacy and Freedom of Expression	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion and Analysis	This metric is not applicable to Veeam's products and service offerings.
Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	Number, Percentage (%)	Metric not disclosed.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	Veeam conducts risk assessments related to Information Security for improving and measuring controls, as well as managing and reducing risks. We assess the maturity and risks, identify gaps, and create actions plans to address gaps.
Recruiting & Managing a Global, Diverse, & Skilled Workforce	Percentage of employees that require a work visa	Percentage (%)	Metric excluded: not relevant since Veeam has a global workforce.
	Employee engagement as a percentage	Percentage (%)	Veeam's percentage of employee engagement is 76%. See the Social section (page 20) for more detail.
	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	Percentage (%)	See the Social section (page 17) for more detail.
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Presentation Currency	Veeam did not have any monetary losses as a result of legal proceedings associated with anti-competitive behavior in 2023 or 2024.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Number, Days	Metric not disclosed.
	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	Metric not disclosed.

GRI Standards

Topic	Metric	Interview Notes
Environmental Sustainability	Scope 1 GHG Emissions	Veeam's Scope 1 GHG Emissions are: 162 MTCO ₂ e for 2023, and 140 MTCO ₂ e for 2024. See the Environmental section (page 10) for more detail.
	Scope 2 GHG Emissions	Veeam's 2023 Scope 2 GHG Emissions are: 3,087 MTCO ₂ e for location-based emissions and 2,794 MTCO ₂ e for market-based emissions, and Veeam's 2024 Scope 2 GHG Emissions are: 2,417 MTCO ₂ e for location-based emissions and 2,015 MTCO ₂ e for market-based emissions. See the environmental section (page 10) for more detail.
	GHG Emissions Intensity	Veeam's GHG emissions intensity is 2.05 MTCO ₂ e/\$MM revenue. See the Environmental section (page 10) for more detail.
Governance	Governance Structure	Veeam has a Board of Directors, and CEO (who is the Chairman of the Board). See the Trust section (page 26) for more detail.
	Total executive and non-executive board members	Veeam's Board of Directors has five members: Veeam's CEO (the acting Chairman) and four non-Veeam board seats. See the Trust section (page 26) for more detail.
	Composition of the highest governing body and its committees	Metric not disclosed.
	Nomination and selection of the highest governing body	Metric not disclosed.
	Chair of the highest governance body	The chair of the highest governing body, Veeam's Board of Directors, is their CEO Anand Eswaran. See the Trust section (page 26) for more detail.
	Role of the highest governance body in overseeing the management of impacts	Impacts are reviewed on an as needed basis with the Board and delivered by the relevant team members.
	Role of the Highest governing body in sustainability reporting	Sustainability reporting is presented to the Chairman of the Board who has general oversight over sustainability metrics and reporting.

Topic	Metric	Interview Notes
Governance	Delegation of responsibility for managing impacts	Veeam's compliance team works cross-functionally with teams at Veeam to manage impacts related to ESG. Veeam's compliance team reports to the Board.
	Conflicts of interest	Details of how Veeam considers and responds to conflicts of interest can be found in their Social Conduct Statement and Code of Conduct.
	Evaluation of the performance of the highest governance body	Metric not disclosed. There is currently no process for evaluating the performance of oversight on impacts on the economy, environment and people.
	Communication of critical concerns	Critical concerns are addressed at the Board level during regular updates. Relevant teams prepare and present slide decks to facilitate the Board's understanding and decision-making process. See the Trust section (page 26) for more detail.
	Policy commitments: Code of conduct and Statement of Social Conduct	Veeam has an Employee Code of Conduct and Supplier Code of Conduct. See the Trust section (page 27) for more detail.
	Percentage of employees who completed Business Conduct Guidelines training	The percentage of employees who completed Business Conduct Guidelines training is 94%. See the Trust section (page 27) for more detail.
	Mechanisms for advice and concerns about ethics	Veeam has an ethics hotline available for all employees. See the Trust section (page 27) for more detail.
	List of ESG material topics	Veeam is in the process of performing a materiality assessment to determine key ESG material topics. We hope to publish this information in upcoming ESG reports.



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