

2022 ESG Report

teradata.



Table of Contents

03 Leadership letters

06 About this report

- 2022 ESG awards and recognitions

09 About Teradata

- Teradata at a glance
- Product portfolio
- Product recognition
- Teradata Core Principles

15 ESG at Teradata

- Overview
- Strategic pillars
- Strategy and commitments
- Governance

ESG Strategic Pillars

21 Data

- Product sustainability
- Data privacy
- Data security
- The power of data in the ESG landscape
- ESG customer impact stories

30 People

- Culture
- Diversity, equity, and inclusion
- Supporting our people
- Community outreach

53 Stewardship

- Carbon footprint
- Energy
- Water
- Waste

65 Integrity

- Corporate governance
- Ethics and compliance
- Transparency
- Risk management
- Responsible supply chain

76 Moving forward

79 Appendices

- ESG performance
- GRI index
- SASB index
- TCFD index
- UN Global Compact index
- Scope 3 variances

119 Forward-looking statements

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices



A message from our CEO

It fills me with immense pride to witness our team’s dedication to helping people thrive when empowered with better information.

Our unwavering focus has allowed us to consistently meet or exceed financial expectations, strengthen our position as a cloud market leader, and deepen our commitment to our ESG program.

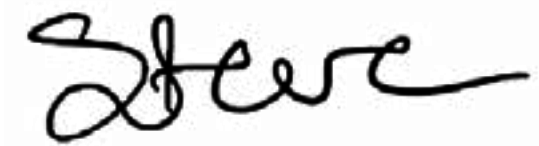
Dedicated to sustainable change
Rooted in our Core Principle of “accountability to each other,” we are dedicated to a sustainable future, fostering an inclusive culture, empowering every individual to uphold high ethical standards in our business dealings. With privileges come responsibilities, and we continue to balance our economic success and environmental accountability as we advance on our ESG journey.

Empowering customers with data
Our customers face mounting data demands, including those that come with the rapidly evolving ESG landscape—whether it’s adapting to disclosure regulations, monitoring Net Zero goals, or accelerating improvements throughout the value chain. Teradata’s Core Principle of being “customer and market driven” reflects our technology vision and ongoing innovation. This includes propelling our customers’ ESG goals using the power of harmonized data, flexible scalability, cutting-edge analytics, and trusted artificial intelligence/machine learning (AI/ML) capabilities.

Our people
At the core of Teradata’s success are exceptional employees who embody our culture and are guided by our Core Principles. Based on our commitment to diversity, equity, and inclusion (DEI), we set diversity representation goals for our people managers in 2022 and continued other activities in support of an authentic DEI program—from allyship and employee-led Inclusion Communities, to employee development and well-being.

Our environmental stewardship
While we’ve consistently focused on improving our carbon footprint and protecting the Earth’s precious resources, in early 2023, we committed to achieving carbon neutrality by the end of 2024 and Net Zero emissions by 2050, using our short- and mid-term goals as our guideposts.

The enduring significance of ESG
I am proud of the strides we have made and I am equally excited for what lies ahead. With gratitude, we invite everyone to join us on this march towards a more sustainable future. Together, we’ll build a better tomorrow.



Steve McMillan
President and CEO
Teradata



A message from our ESG sponsors

We look forward to this moment every year when we report our ESG accomplishments and share our plans to expand our efforts in this important area.

Molly Treese
*Chief Legal Officer, Secretary,
 and Co-Executive Sponsor of
 Teradata's ESG Program*



Claire Bramley
*Chief Financial Officer and
 Co-Executive Sponsor of
 Teradata's ESG Program*



Holistic ESG approach
 We take a holistic approach to ESG, aiming to positively impact our world. Across the entire company, we hold ourselves to a standard that reflects accountability to our many stakeholders, including our employees, customers, investors, suppliers, partners, and communities.

Advancing our ESG journey through ESG strategic pillars
 Throughout 2022 we concentrated on our ESG strategy as we performed a third-party materiality assessment to identify where our enhanced focus would be the most

relevant and impactful. In addition, we expanded and formalized our ESG governance structure and developed specific ESG goals. As a result, we aligned our ESG program in four strategic pillars: **Data, People, Stewardship, and Integrity.**

We're proud that we continue to build on our solid ESG foundation and make significant advancements on our ESG journey, including the accomplishments and awards we received in 2022 demonstrating continuous improvement:

-  **Data** Developed analytical tools for our customers to advance their own ESG ambitions on an energy-efficient platform.
-  **People** Developed diversity representation goals for people manager roles.
-  **Stewardship** Developed new greenhouse gas (GHG) emissions reduction goals and completed our first Scope 3 carbon inventory assessment.
-  **Integrity** Achieved numerous awards and recognitions for our ESG disclosure and efforts, including:

- Top 100 Most Sustainable Public Companies (Barron's)
 - America's Most Responsible Companies (Newsweek)
 - World's Most Ethical Companies for 13 years in a row (Ethisphere)
 - Best Places to Work for LGBTQ+ Equality (Human Rights Campaign)
 - Bronze medal from EcoVadis®
- Carbon neutrality and Net Zero**
 The advancement of our ESG program in 2022 enabled us to do great things. In particular, we were thrilled to announce in early 2023 that our stewardship actions will prioritize GHG emissions reductions in support of a goal for carbon neutrality by the end of 2024 and

an overall Net Zero 2050 goal. We're creating a multi-year GHG emissions reduction roadmap to drive our efforts, which includes expanding our renewable energy strategy and engaging with our supply chain.

Our team's collective innovation and passion, combined with our expertise and ongoing collaboration with customers, partners, and industry colleagues, will enable us to create the future we all envision.

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

About this report




Report overview

Teradata’s Environmental, Social, and Governance (ESG) Report shares our approach to ESG management, initiatives, and progress for the 2022 fiscal year of January 1, 2022, through December 31, 2022, and highlights our future ESG direction.

We prepared this report in reference to the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) Software & IT Services Framework, the Task Force on Climate-related

Financial Disclosures (TCFD), and the United Nations Global Compact (UNGC). To ensure the accuracy and transparency of our communications, our report undergoes an internal review performed by subject matter experts and executive management prior to publication.



We value your input and invite you to follow our ESG journey by visiting our [website](#), or by contacting our team directly at teradata.ESG@teradata.com.



2022 ESG awards and recognitions

Awards



Top 100 Sustainable Companies



Bronze Medal



One of the World's Most Ethical Companies (13th year)



Best Company for Women/Best Technology Company (3rd year)



Corporate Equality Index Score of 100 and one of the Best Places to Work for LGBTQ+ Equality



America's Most Responsible Companies



Inclusion in Gender Diversity Directory

Recognitions



C (up from D in 2021)



ESG Rating of AA



ESG QualityScore of 2 in all categories



Dow Jones Sustainability North America Index (13th year) and World Index (8th year)



"Low" ESG Risk Rating



United Nations Global Compact Advanced Level (12th year)

About Teradata

At Teradata, we believe that people thrive when empowered with better information.

Our best-in-class cloud analytics and data platform delivers harmonized data and advanced AI/ML capabilities, enabling faster innovation and better decision-making.

In this section:

- Teradata at a glance
- Product portfolio
- Product recognition
- Teradata Core Principles



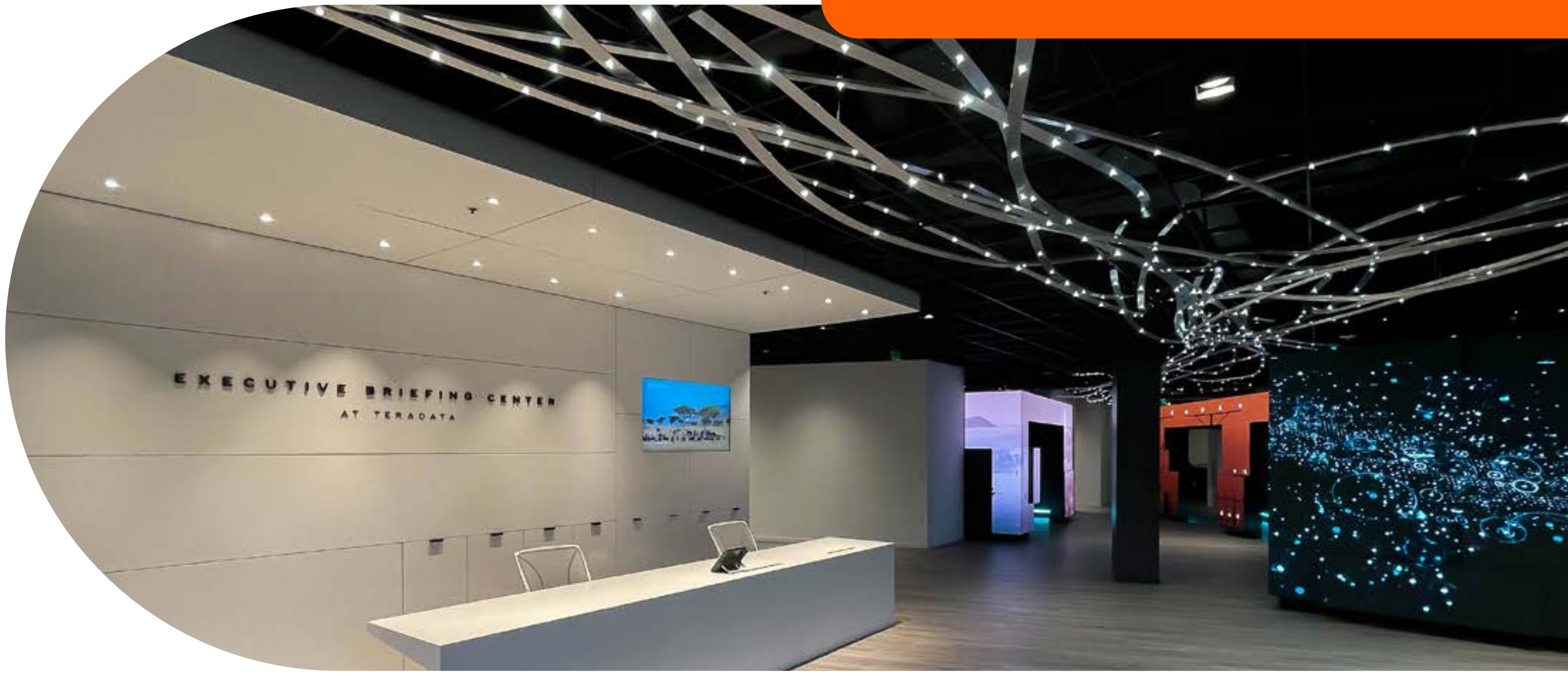
Teradata at a glance

1979

company founded

\$1.795B

total revenue year-end 2022



Industries



Automotive



Consumer Packaged Goods



Energy and Natural Resources



Financial Services



Government



Healthcare



Life Sciences



Manufacturing



Media and Entertainment



Retail



Telecommunications



Travel and Transportation



Utilities

Global footprint

Across all major markets in North America, CLA, EMEA, and APJ

Global headquarters:
San Diego, California, USA

7,000
global employees

40+
countries with flexible
workplace models

90%
of our employees
embrace remote work



Product portfolio

We believe data and analytics serve as catalysts to improve our world—because people thrive when empowered with better information.

As data volumes grow exponentially along with data sources, more and more enterprises are moving to cloud-based analytics and data technologies. We help our customers use analytics to derive business value from diverse data types, integrate and simplify their data analytics ecosystems, and streamline data access and management.

We provide a complete cloud analytics and data platform with next-generation, cloud-native deployment and expansive analytics capabilities. Our solutions include:

Teradata VantageCloud

Our data and analytics platform empowers companies to leverage all of their data across the enterprise, whether in public or private clouds, in multi-cloud environments, or on premises. Our technology connects multiple sources of data to drive ecosystem simplification, deliver multi-dimensional scale and integration, and support customers in deriving insights from their analytics and data. We offer full integration of datasets, tools, analytical languages, and functions, including leading commercial and open-source technologies, so that customers can use their tools of choice.

Teradata VantageCloud Lake

Our cloud-native deployment option, delivered as a service, enables companies to rapidly accelerate business outcomes for virtually any use case, including ad hoc, exploratory, and departmental workloads.

ClearScape Analytics™

Our powerful engine for AI innovation unveils the fullest view of data and clearest path to future value. With the precision, speed, and performance of industry-leading advanced analytics, organizations can reveal the sharpest details and most comprehensive picture of their business landscape—from start to scale.

Teradata VantageCore

Our on-premises deployment offerings, VantageCore VMware and VantageCore IntelliFlex®, deliver high-performance processing for significant workloads while providing maximum control over data for businesses with strict data security and privacy requirements.

Product recognition

Teradata is accelerating innovation, trusted by millions, and leading the industry.

Through our powerful cloud-based data platform and open partnership approach, we provide best-in-class solutions to drive business outcomes for our operations and those of our customers.

As more of our customers shift to cloud-based analytics and data technologies, we continue to invest in the cloud, solution accelerators, and our data and analytics platform.

Awards



Gartner names us a Cloud DBMS Leader and ranks us #1 in all Analytical Use Cases in the Critical Capabilities for Cloud DBMS—again!



Teradata Earns Top Ranking in “Current Offering” Category and Named a Leader in Data Management for Analytics Evaluation by Forrester.



Teradata named a Customer Data Platform Leader.



Teradata again ranks a Top 100 Global Provider of Financial Technology at No. 30.



Top 5 innovations of 2022

VantageCloud Lake

ClearScape Analytics™

Vantage Console

ModelOps

In-database time series function for machine learning

Teradata Core Principles

Our employees commit to our purpose and Core Principles as the foundation of our strategic direction.

As a company, we rally behind our Core Principles, as they serve as the common thread that unites us and guides our everyday actions to execute our strategy and deliver on our purpose.

Our business succeeds because we prioritize doing what's right for our customers. Each day, we work to improve the performance, efficiency, and strength of our data platform for our customers, empowering them to make breakthrough decisions with better information.



Customer and market driven

- + We set high ambitions as a profitable growth, cloud-first, platform company.
- + We're market driven, acting based on insights into our customers, technology ecosystem, and competitors.
- + We innovate for where customers are going while building on where they are today.



Agility in execution

- + We act with a sense of urgency.
- + We're entrepreneurial without compromising quality, taking bold and thoughtful risks to advance our innovative vision.
- + We're realistic stewards of our resources.



Accountable to each other

- + We trust and collaborate with each other, inviting transparency and challenge.
- + We debate, decide, commit, and follow through with velocity.
- + We're inclusive and generous in helping each other.

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

ESG at Teradata

We connect our ESG efforts to our purpose and strategic direction, paving the way for transformation, responsibility, and sustainability in an ever-changing global landscape.

In this section:

- Overview
- Strategic pillars
- Focus areas
- Strategy and commitments
- Governance



Leadership letters

About this report

About Teradata

ESG overview

In 2022, we focused on evaluating our opportunities and aligning on a positive direction.



We engaged a third party to evaluate our current program and future opportunities. This analysis acknowledged our program’s strong governance structure, engagement initiatives, and alignment with ESG frameworks, standards, and guidelines. It also identified opportunities for Teradata to develop deeper, cross-functional ownership, set short- and long-term goals, and increase transparency with third-party assurance.

We partnered with a third-party consultant to conduct a thorough ESG materiality assessment for stakeholder and industry insights. This assessment included workshops, surveys, and interviews with customers, investors, suppliers, and over 3,500 of our employees.

Teradata organized an ESG Strategy Team, consisting of senior-level leaders from various business units, to review the ESG materiality assessment results and guide our ESG strategy by assigning appropriate focus to each topic and prioritizing our integration efforts. The team identified and prioritized material topics based on stakeholder input and devised a plan to assign focus to each topic.

To organize our efforts, we’ve aligned our ESG program around four strategic pillars: **Data, People, Stewardship, and Integrity**. These pillars support aspects of our corporate strategy and are governed by cross-functional leadership.

Our ESG strategy is the product of an intentional, step-by-step process of reflecting on the past, examining where we stand today, and aligning our goals around a collective understanding of where we need to be tomorrow.

ESG strategic pillars

Our four ESG strategic pillars facilitate our focus on various areas that we consider important and reflect the outcome of the materiality assessment.



Data

Continue to leverage Teradata’s energy-efficient data and analytics platform to help our customers achieve their ESG ambitions—all in a secure environment



People

Invest in our global and increasingly diverse team to actively drive an equitable and inclusive culture while also fostering talent development, career progression, and community outreach



Stewardship

Reduce our environmental footprint through efficient use of natural resources, good stewardship, and proactive efforts across our supply chain



Integrity

Ensure accountability and build trust through transparent, ethical business practices and operations

ESG focus areas

We're maintaining a steady focus on many areas of ESG, while other areas of additional focus have been identified from our 2022 materiality assessment.



Approach key: ● Additional focus ● Maintain focus

ESG strategy and commitments

We are steadfast in our strategy and commitments.

Throughout 2022, our pillar leaders and subject matter experts focused on establishing our ESG goals and commitments in support of our strategy and accountability. As a result, we are proud to announce both short- and long-term ESG goals and commitments in 2023.¹

Leadership letters

About this report

About Teradata

ESG at Teradata

Data



Data

Strategy

Continue to leverage Teradata’s energy-efficient data and analytics platform to help our customers achieve their ESG ambitions—all in a secure environment

Commitment

- Continue to innovate industry-leading data and analytics solutions that enable customers to better leverage their data to address their own ESG challenges
- Advance our ESG Carbon Footprint Analytics Accelerator to enable Teradata and our customers to achieve their carbon reduction ambitions

People



People

Invest in our global and increasingly diverse team to actively drive an equitable and inclusive culture while also fostering talent development, career progression, and community outreach

- Build more diversity in people manager roles through more equitable and inclusive processes
- Support employee career growth through learning and development opportunities
- Increase employee participation in community outreach, volunteerism, and charitable giving

Stewardship

Integrity



Stewardship

Reduce our environmental footprint through efficient use of natural resources, good stewardship, and proactive efforts across our supply chain

- **Net Zero**² emissions across all scopes by 2050
- **Carbon neutral**³ Scopes 1 and 2 by year-end 2024
- Reach a **30%** reduction in energy consumption by year-end 2025 from a 2021 baseline
- Reduce Scopes 1 and 2 emissions by **34%** by year-end 2025 from a 2021 baseline
- Reach **50%** of third-party spending with suppliers, taking targeted action to reduce their emissions by year-end 2025

Moving forward

Appendices



Integrity

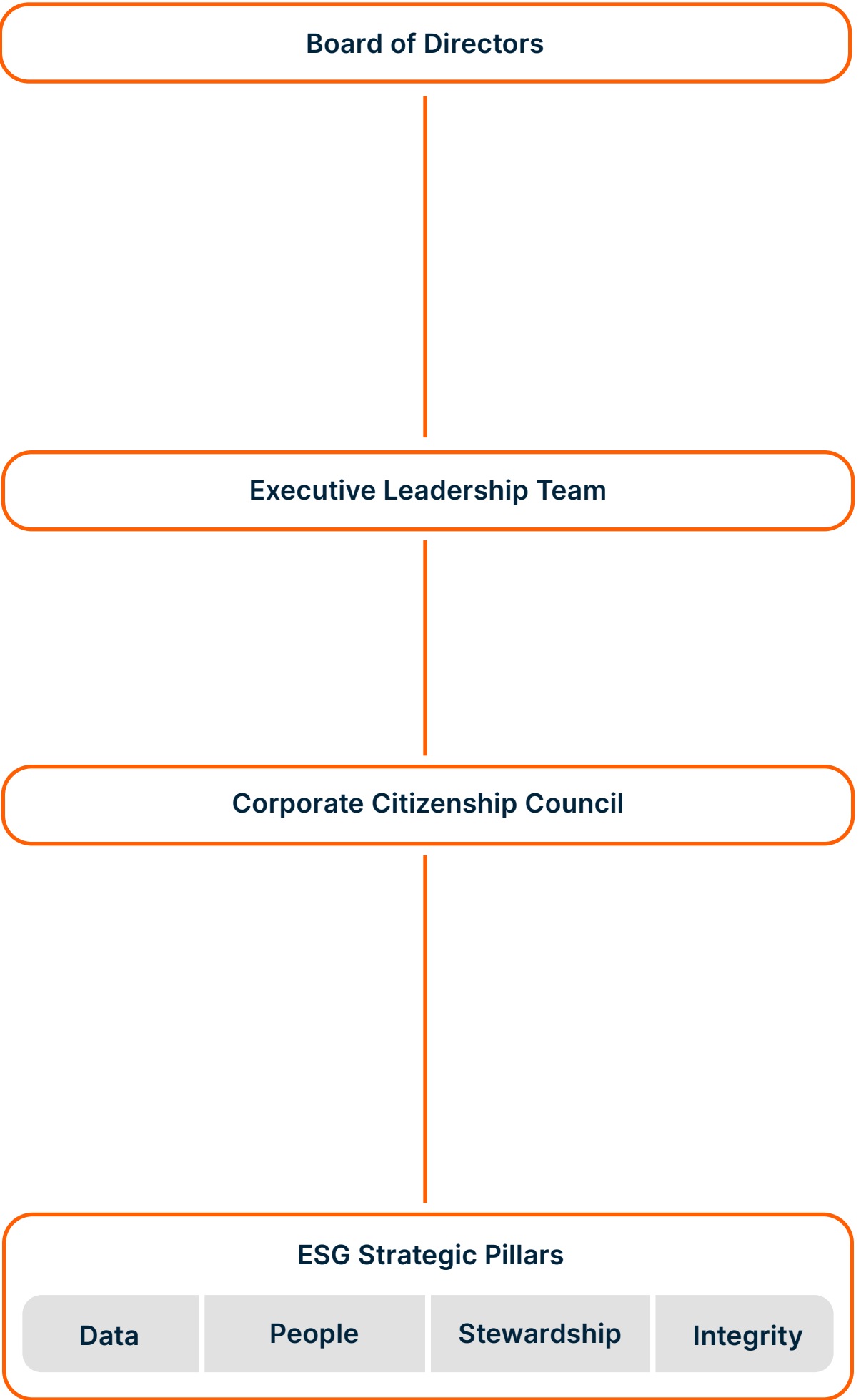
Ensure accountability and build trust through transparent, ethical business practices and operations

- Increase transparency and accountability with third-party assurance
- Increase the depth and rigor of our ESG risk analysis
- Implement internal audit systems to further develop our ESG program

¹ Our current ESG goals and commitments were under review throughout 2022 with the intent to announce them in our 2022 ESG Report published in 2023.
² Teradata follows the United Nation’s definition of Net Zero: “Cutting greenhouse gas emissions as close to zero as possible, with any remaining emissions re-absorbed from the atmosphere.”
³ Teradata follows the United Nation’s definition of carbon neutral: “Achieving Net Zero carbon emissions by balancing a measured amount of carbon released with an equivalent amount sequestered or offset.”

ESG governance

We've built a cross-functional governance structure that enables us to leverage different perspectives to drive better decision-making.



Our board oversees our ESG strategies and initiatives with support from our board-level committees, our Executive Leadership Team (ELT), and our Corporate Citizenship Council (CCC). The board delegates program oversight to the Nominating and Governance Committee, which oversees the integration of ESG considerations into business functions and receives quarterly updates on activities and progress. In addition, the Compensation and People Committee and Audit Committee each oversee areas of ESG within their respective scopes of expertise.

Our Chief Legal Officer and Chief Financial Officer, as the ESG executive co-sponsors, have ultimate management oversight of our program. Our Chief People Officer is responsible for our people strategies and programs, and our Chief Marketing Officer is responsible for our community outreach activities and customer-facing ESG-related activities and support.

Our Corporate Citizenship Council is an advisory group composed of senior leaders and subject matter experts from various functions and business operations who share ESG perspectives and recommendations on the goals, priorities, and progress for each strategic pillar. In 2022, we hired an ESG and Sustainability Director to provide structural governance and programmatic intention and to lead the development and execution of our ESG-related commitments and goals, with a focus on ESG integration with Teradata's business goals, strategy, and obligations.

Each pillar is led by a senior leader and comprises subject matter experts with cross-functional expertise. Each pillar focuses on specific goals, identifies work streams for improvement opportunities, and applies an ESG lens to existing and future processes and applications.



"None of what we do or what needs to be done can be accomplished alone. A central part of our ESG program is our ability to evolve and bring together employees, expertise, and technology to elevate sustainability and inclusivity. I am energized on the foundation we collectively built and the progress we've made."

Amanda Warschak
ESG and Sustainability Director and Corporate Citizenship Council Chair



Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

Data

Leveraging the power of data

At Teradata, we believe that people thrive when empowered with better information. As a data-driven company, Teradata is ideally positioned to help our customers achieve their sustainability and ESG ambitions in an energy-efficient and secure environment.

In this pillar:

- Product sustainability
- Data privacy
- Data security
- The power of data in the ESG landscape
- ESG customer impact stories



Product sustainability

Teradata solutions allow customers to leverage real-time insights and optimize resources while managing multi-vendor data ecosystems.

Data infrastructure development and use require energy, water, and space to function properly. We use predictive workload configuration to optimize power consumption and reduce resources when the workloads are underutilized or unused. Teradata's architecture and predictable workload management scales for the minimum configuration required to meet each workload, reducing the resource consumption needed to satisfy performance requirements. As a result, our customers can use our products to promote efficiency in their business operations.

Product sustainability focuses not only on performance but also on minimizing the environmental and social impact of the products we offer. As an innovative and responsible company, Teradata aims to prevent the sourcing of products that use hazardous substances or connect to human rights abuses. We rely on our suppliers and their subcontractors to verify and meet regulatory compliance and use recognized due diligence methods.

VantageCloud

efficiently performs with limited resources, optimizing nearly 95% utilization when in operation.



Sustainable product resources

Teradata is not a manufacturer, rather we purchase products that are compliant, meet requirements, and/or labeled in accordance with the following directives and regulations:

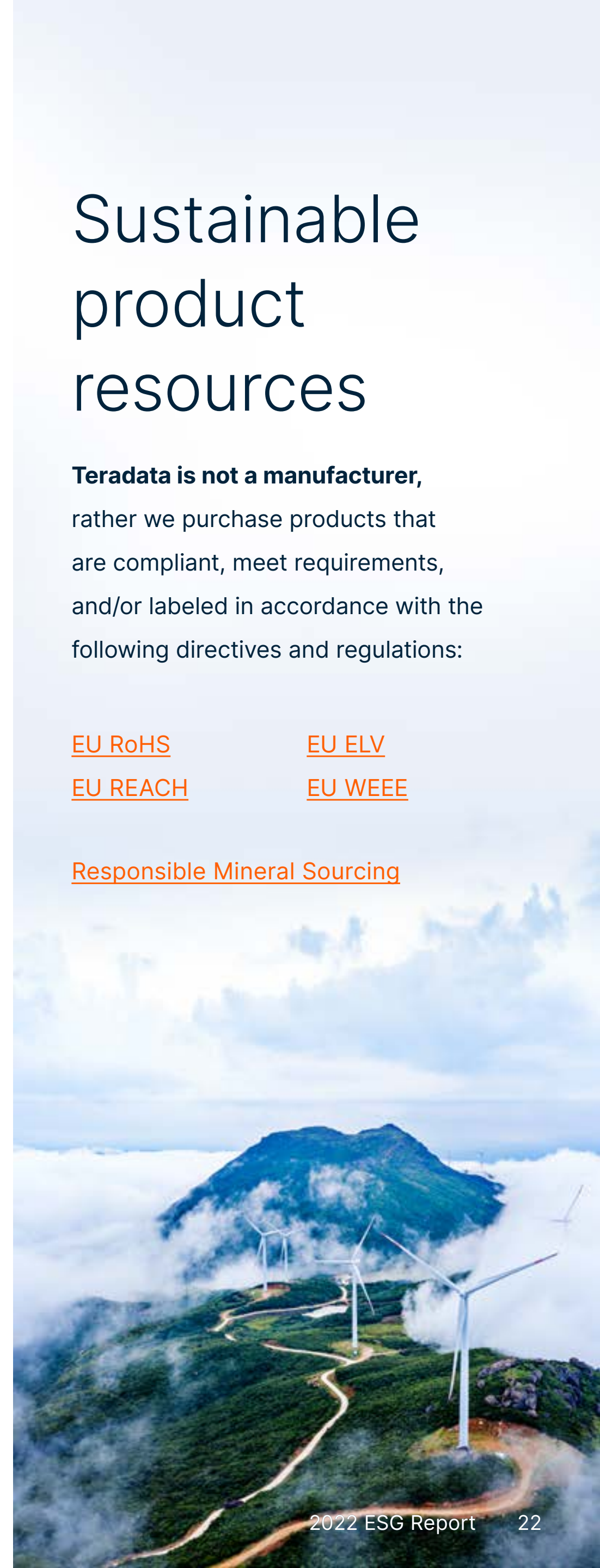
[EU RoHS](#)

[EU ELV](#)

[EU REACH](#)

[EU WEEE](#)

[Responsible Mineral Sourcing](#)



Impact story

Harnessing data to reduce emissions

Teradata’s Carbon Footprint Analytics Solution Accelerator can unlock data insights we and our customers need to become better stewards of the environment.

Because Teradata operates in many countries, many of our employees travel for business. However, travel is widely known to be one the greatest contributors to carbon emissions globally.

With that in mind, our data engineers set out to leverage Teradata technology to measure the carbon footprint of business travel across the entire enterprise. Integrating relevant data sources, variables, and calculations, the team developed a tool that utilizes ClearScape Analytics™, Teradata’s advanced analytic capabilities, to derive detailed insights on travel-related emissions.

Based on this initial success, the tool was further developed and named the Carbon Footprint Analytics Solution Accelerator, one of several solution accelerators offered to customers. The accelerator is ready to unlock powerful insights on Scope 1, 2, and 3 emissions based on emissions factors, geospatial reference data, greenhouse gas potential, and company activities. Its design provides a central point of access for all users within an organization, enabling multiple uses, including reporting, simulations, data sharing, and advanced analytics.



“For me, the ‘wow’ effect came from the attendees’ reactions when they saw how great an impact we can have, not only for Teradata but for our customers and our world.”

Grégory Leduc
Solution Architect



Data privacy

We're committed to protecting the personal data of our customers, partners, and employees.

Data privacy is a core component of our commitment to responsible corporate citizenship, and we're dedicated to managing and securing operational, customer, and product data to ensure the protection of our assets and customer privacy.

Our global [Privacy Policy](#) guides our actions to fully protect our stakeholders and customers. This policy outlines standards that meet and often exceed data protection law requirements across the globe. We comply with laws, rights, and best practices that pertain to privacy and data protection, including the EU's General Data Protection Regulation (GDPR) and the California Consumer Privacy Act, and only use data for legitimate business purposes. Our Chief Ethics, Compliance, and Privacy

Officer, Chief Information Security Officer, and Senior Privacy and Compliance Attorney, hired in 2022, regularly review our policy for compliance with laws, regulations, and processing activities. Our Audit Committee of the Board oversees reporting for data privacy and security disclosures.

We continually assess and update our processes to ensure best-in-class practices for the collection, processing, storage, transfer, and use of data. Additionally, we began a comprehensive program assessment using our Enterprise Risk and Assurance Services (ERAS) organization to advance our privacy program. This assessment informs our ERAS audit plan, and, to advance this plan in 2023, we'll include an audit of privacy governance and operations.

We also audit our program regularly in accordance with legal requirements and conduct holistic privacy risk assessments.

We inform Teradata stakeholders of our data protection expectations through our [Global Privacy Policy](#), [Code of Conduct](#), [Supplier Code of Conduct](#), [Transfer Impact Guidance](#), and [Code of Conduct for Business Partners](#), and require all personnel to complete new-hire and annual training on information privacy and data protection compliance.

2022 highlights

- + Revamped our data privacy safeguards to bolster and increase the rigor of our mechanisms that protect our employees, third parties, and customers
- + Refreshed our supplier and customer agreements to reflect changes in global privacy laws
- + Instituted an internal privacy hotline to centralize privacy discussions and recommendations



Data security

To protect our customers from cyber-related threats, we implement multiple safeguards to ensure our systems and employees are prepared to withstand potential data security risks.

Reliance on IT systems and cloud-based platforms carries inherent risks to information security, such as unauthorized access attempts, ransomware, hacking, phishing attempts, and other cyberattacks. To mitigate these risks, we implement cybersecurity and data security controls including business continuity plans, threat monitoring systems, and training. Teradata invests in third-party audits to demonstrate regulatory compliance with rigorous standards such as PCI, HIPAA, ISO 27001, and ISO 9001.

To protect our systems, we regularly identify and test critical business processes to ensure business continuity. These assessments inform plans to maintain and refine our high standard of business performance in response to both enterprise-level and localized events.

Cybersecurity awareness is also a priority. To ensure our employees understand how to identify and manage threats, we provide a comprehensive training program that includes phishing simulations, ongoing micro-learning modules covering specific risks, and annual e-learning sessions through Teradata University.

Our Audit Committee of the Board of Directors, with support from our Chief Information Security Officer, oversees information-related risks as part of Teradata’s larger enterprise risk oversight. For more information about our risk management processes, please see the [ESG Risk Management](#) section of this report.

We deploy security mechanisms, including:

- + Strict access controls
- + Data encryption
- + Network security with firewalls and intrusion detection systems
- + Security software development
- + Incident response plans
- + Vendor risk management
- + Continuous monitoring
- + Privacy protection
- + Regular audits to validate the actions



“Security is not a one size fits all, but rather a multilayer defense mechanism that creates a resilient environment that fosters growth, innovation, and long-term success.”

Billy Spears
Chief Information Security Officer

The power of data in the ESG landscape

Teradata is uniquely positioned to enable customers to leverage data and analytics to advance their ESG ambitions.

Businesses today face ongoing pressure to continually adapt their ESG strategies to changing needs. To meet increasing disclosure regulations, Net Zero goals, and tracking requirements, companies need robust data insights that can turn their ambitions into actions.

With our flexible, scalable data platform and advanced analytic capabilities, our customers are making positive impacts in all areas of ESG while maximizing business growth. To ensure we continue to innovate solutions for every business need, we also partner with leading tech companies who share a common ambition to better the world through the power of data.



“Empowering builders is the primary driver of Teradata’s product vision. The key to sustained and impactful digital transformation is about innovating with data and analytics to drive better business outcomes.”

Hillary Ashton
Chief Product Officer



Our industry partners include:

- | | |
|----------------------------------|------------------------|
| Accenture | Google Cloud |
| Amazon Web Services (AWS) | Informatica |
| Capgemini | IBM Services |
| Celebrus | Looker |
| Cognizant | Microsoft Azure |
| Dell | SAS |
| Ernst & Young | Tableau |
| GE Aviation | VMware |

ESG customer impact stories

Environment

How Teradata is propelling American Airlines' sustainability journey

American Airlines (AA), one of the largest airlines in the world, safely transports 164 million passengers annually, averaging 6,800 flights per day to more than 365 destinations in 61 countries. As part of its goal to achieve Net Zero emissions by 2050, AA sought to better harness its data to address the operational inefficiencies contributing to fuel burn.

AA was seeking a robust analytics platform that could measure more than 300 variables and harmonize data from dozens of systems to

accelerate data-driven decision-making. VantageCloud on Azure and ClearScape Analytics™ provided AA with the functions needed to analyze data in near real time, then use those insights to optimize demand planning, flight plans, and other critical operations.

For example, by leveraging insights on weather conditions, altitude, flight paths, and other metrics, AA is now able to quickly adjust en route logistics to increase efficiency. As a result, the airline has saved

more than 8.4 million gallons of fuel since 2020. That translates to just over 80,000 metric tons of CO₂ emissions avoided. Our powerful analytics have also helped AA optimize arrival fuel (the extra fuel carried on an aircraft), significantly reducing weight to improve fuel efficiency. Together with other operational improvements, AA's data modernization strategy has set them on a path to achieving their goal of saving 50 million gallons of jet fuel by 2025.

8.4M

gallons of fuel saved since 2020

80,000+

MTCO₂ emissions avoided



A world worth traveling is a world worth protecting, and AA's destination is Net Zero



ESG customer impact stories

Social

How the State of Georgia leveraged Teradata to transform how children at risk are cared for

Georgia’s Department of Human Services manages over 150,000 new child welfare cases annually. Prior to partnering with Teradata, the agency was struggling to use data to make critical decisions about child welfare cases.

When inputting data, case managers had to perform manual records checks across multiple databases on every person involved with the case. This slowed down the verification process, requiring 45 full-time case managers 91,000 hours of work per year. The process was not only time consuming, but it also left gaps in the data. For example, a single data entry error could mean a registered sex offender was not identified.

To solve this problem, Georgia leveraged VantageCloud on Amazon Web Services to integrate data from six state source systems into a single platform. Data models within VantageCloud harmonized the data, providing case managers with a single, accurate view of each person connected to a case. The time to input new cases is now 5,000 hours per year, requiring only 2.5 full-time employees. This is a 94.5% reduction in processing time!

This dramatic change also means case managers have more time to devote to actually managing cases, enabling them to address children’s

needs more quickly. Additionally, because data is available in real time, case managers are empowered to make quick decisions when time is of the essence. For example, if a person who’s a potential threat to a child is released on probation, case managers can now respond quickly with appropriate interventions as needed.

By dramatically reducing administrative burdens and empowering case managers with better data, Teradata has helped the State of Georgia ensure at-risk children are more quickly placed into safe homes—away from domestic abuse, registered sex offenders, and other potentially dangerous individuals.



reduction in processing time



On a mission to promote self-sufficiency, safety, and well-being for all Georgians



ESG customer impact stories

Governance

How Teradata is helping Swedbank protect their “crown jewels”

Swedbank, a full-service bank serving the Nordic-Baltic region, uses data and analytics to ensure compliance, security, and trust. Swedbank’s five million digitally active customers generate 1.7 billion customer interactions per year, creating massive volumes of customer data, which Swedbank calls their “crown jewels.”

Swedbank uses VantageCloud on Azure to integrate multiple sources of structured data (e.g., account information) and unstructured data (e.g., call center data), not only for regulatory reporting but to prevent money laundering and other risks. Deriving data from VantageCloud, Swedbank’s anti-financial crime unit also gathers Know Your Customer (KYC) information to gain key insights into general customer activities and build use-case applications.

The bank leverages VantageCloud’s performance, accuracy, and efficiency to comply with regulations, support anti-money laundering efforts across 18 different risk models, and bolster trust in the market. As demand for exploratory processes and risk modeling increases in the financial sector, VantageCloud’s automation and monitoring mechanisms will enable Swedbank to respond quickly to industry challenges.



Enabling people, businesses, and society to grow



Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

People

Cultivating a people-first culture

Our people-first culture supports, connects, and unites our global team over a shared passion to better the world through the power of data. We're striving to create an environment where each employee is respected, valued, and empowered to thrive both professionally and personally. Fostering a diverse, inclusive culture isn't just the right thing to do; it's key to our success.

In this pillar:

- Our culture
- Diversity, equity, and inclusion
- Supporting our people
- Community outreach



Our culture

Our company culture is firmly rooted in our commitment to diversity, equity, and inclusion (DEI) and our Core Principles.

Our Core Principles keep our company grounded as we adapt to a rapidly changing world. We believe cultural transformation is integral to business transformation and we look for ways to flourish as a company while upholding our principles.

In 2021, we launched Together Transforms Us, an initiative designed to strengthen our culture by elevating the voices of employees of diverse backgrounds in meaningful ways. Our cultural transformation is enabling us to better adapt to new challenges while renewing our commitment to our purpose, our strategy, and each other.



2022 progress

Representation of women in people manager roles globally

+1.9%



Diversity hiring rate

29.7%



Increase in employee satisfaction

+2 pt



Training hours on average per employee

60



Inclusion Community membership growth

+500



Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

Continuing our cultural transformation

Activating transformation takes commitment, intention, and communication.



In 2022, we continued to build a culture of trust, individual empowerment, and mutual understanding through our **Together Transforms Us** initiatives.



Together LIVE!

A three-hour virtual event that ignited the hearts, minds, and hands of all our employees around the world.

This cross-functional event reached over 3,600 of our employees, grounding our Core Principles in tangible actions and inspiring our employees to continue to develop through the power of storytelling.



Love Where We Work

A showcase of employee testimonials focused on what they love about working at Teradata.

Featured both internally and externally, these perspectives organically demonstrated our Core Principles, sharing top themes of people, culture, and belief in Teradata.



Impact Story Series

A celebration of teams and individuals who exemplify our Core Principles and create positive change.

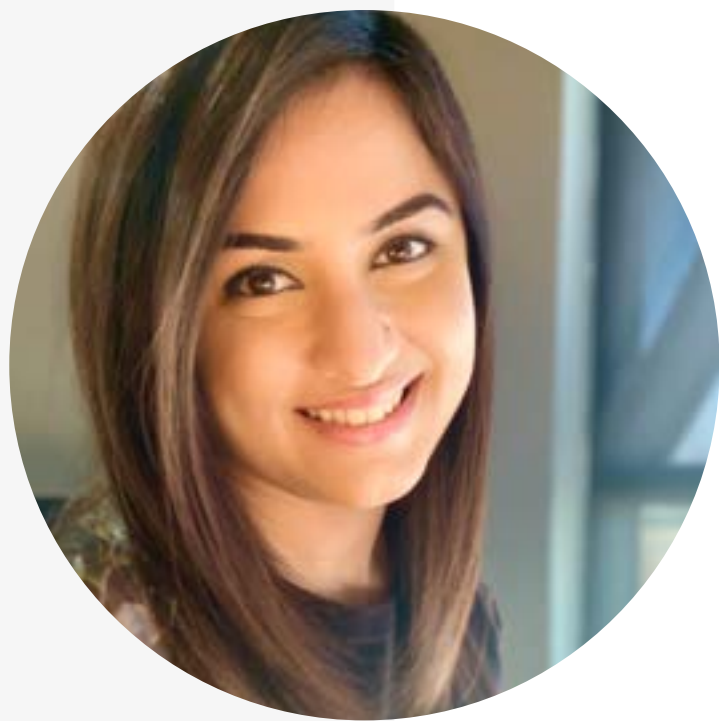
Employees were invited to submit stories for our Impact Story Series. We published 40 submissions on our culture site, where they received 70,000 views. From these stories, 3-4 employee Change Makers were selected to present at our quarterly all-company meetings.

Employee spotlight

Connecting through treats and traditions

One employee is finding ways to celebrate people of diverse backgrounds. As part of her role, Zainab Ail Khadim drives employee engagement activities for Teradata’s Global Delivery Center in Pakistan. In 2022, inspired by Teradata’s ongoing culture transformation, Zainab saw an opportunity to foster a more inclusive environment by offering sweet treats to employees

in celebration of holidays, birthdays, anniversaries, and other celebratory events from all traditions. This small gesture has led to big impacts. By coming together to share treats, employees can appreciate other cultural traditions while feeling the holidays that are important to them are recognized.



“For me, I love seeing the smile from each colleague when we celebrate a holiday or a special event that is important to them. It’s also a small way to learn from one another as we celebrate our different backgrounds. It’s just one example of how we grow together.”

Zainab Ali Khadim
Senior Communication Consultant



Continuing our cultural transformation

Our Culture Champion Network and Culture SharePoint site have created connection points and resources to help bring culture to the forefront.

Building on our other successes, these channels have allowed us to harness the knowledge and feedback of employees from every business unit and global region to create change across our organization. We also continue to anchor on our Pledge to DEI, which encompasses our company-wide commitment to inclusion and anti-racism.

Our cultural transformation is an ongoing process driven by passionate people who are driven by their belief in Teradata and our collective purpose. As we embrace every new challenge and grow stronger together, we can see the results in the feedback we receive from our people and customers.



Encouraging all to speak up when they experience or witness intolerance, mistreatment, incivility, or conscious/unconscious bias



Asking ourselves, "Do our actions and words reflect the value of inclusion?"



Initiating meaningful, complex, and sometimes difficult conversations with colleagues



Ensuring an inclusive environment for all



Moving outside our comfort zones to learn about the experiences and perspectives of others



The future of work

Work has become something we do rather than something we go to.

COVID-19 accelerated workplace trends, creating new opportunities for meaningful change. Since the pandemic, our employees have continued to ask for more workplace flexibility, and, in 2022, we continued to strengthen our fully flexible work model across regions. Our approach not only differentiates us in a time when many companies have been asking employees to return to the office, but it also reinforces our culture and the trust we have in our people.

Our Flex Workplace Policy embraces the understanding that different people work

best in different ways. The flexibility to choose what works for them, whether our offices, their home, or another remote setting, allows our employees to better balance individual productivity with collaboration while supporting personal well-being and creativity.

When we better align with the needs of our employees, we can better meet the needs of our business and the demands of new or ongoing global impacts. In 2022, we updated our Flex Time-Off Policy to allow all regular employees in the U.S., including nonexempt employees, to have access to unlimited time off.



Women of Teradata expands its reach

Women of Teradata (WoT) is an Inclusion Community that provides women and female-identifying individuals with growth opportunities and a supportive network of peers they can look to when challenges arise.

Prior to the COVID-19 pandemic, members belonged to different chapters based on office location. In 2022, the North America group restructured to create a single chapter encompassing all the

Americas, enabling women of more diverse backgrounds to connect over shared experiences and support one another.

Additionally, members now represent a wider range of departments, including Sales, CS&S, Consulting, Marketing, Partnerships, Product, Finance, and more, enhancing networking and professional opportunities for women across the organization.

While restructuring to foster greater inclusivity, WoT (Americas) has redefined its mission around three key focus areas:

Awareness

Bring awareness to what they are trying to achieve in their communities by promoting STEM education and increase hiring of women in key roles.

Retain

Provide an opportunity to build a powerful WoT network that includes mentor/mentee opportunities and increases their ability to retain top talent.

Grow

Provide professional development opportunities to WoT members so they can step into our full potential together.

DEI strategic plan

Our three strategic focus areas guide our DEI action-oriented plan.



Cultivate

Cultivate an inclusive culture for all

We strive to make Teradata a place where everyone feels included and free to bring their whole selves to work. We do this by involving everyone in allyship to build an inclusive culture.



Diversify

Diversify our leadership

We build for the future by identifying qualified candidates and establishing a diverse pipeline of talent for leadership positions, including underrepresented groups.



Provide

Provide enablement and transparency in DEI

We're establishing a global framework that fosters company-wide consistency and local relevance by empowering a wide network of DEI champions across the company.

Corporate Equality Index

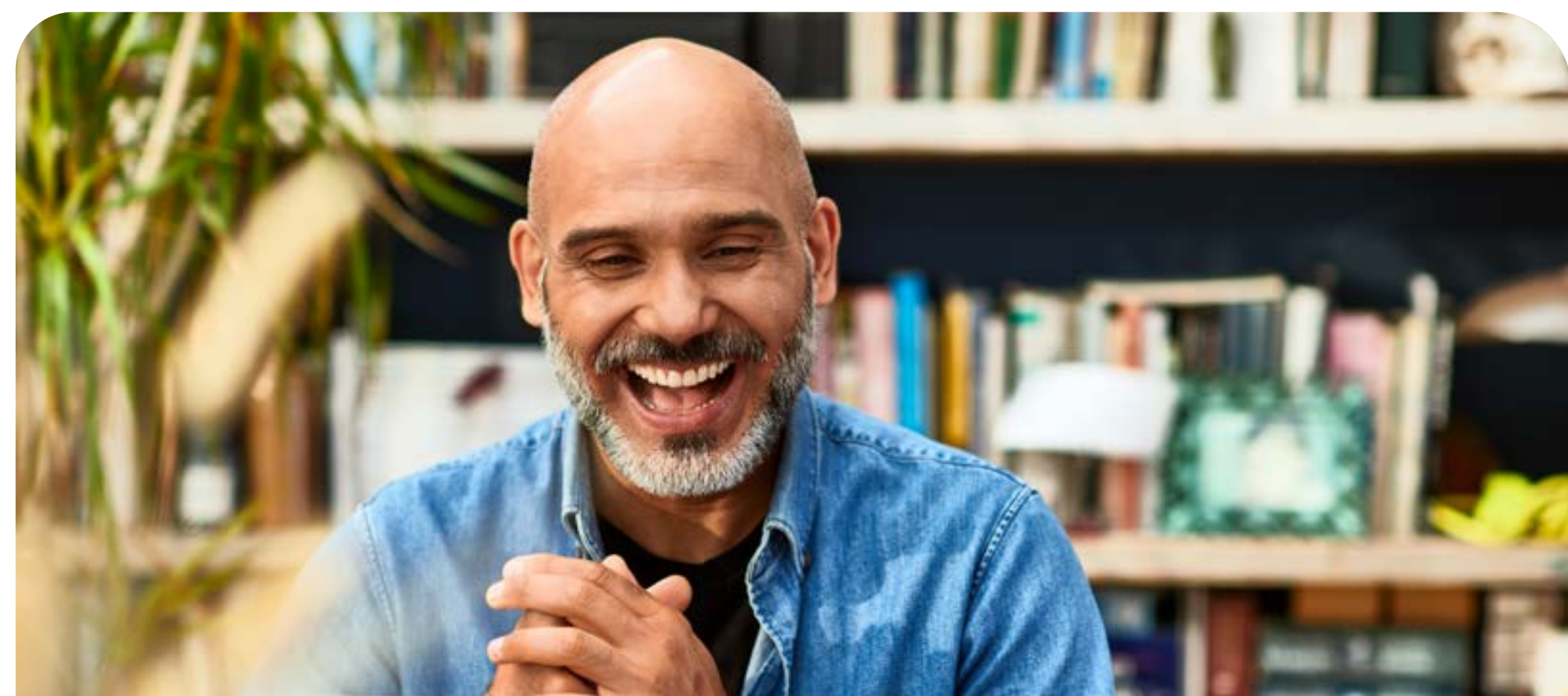
Teradata has earned a perfect score of 100% on the Human Rights Campaign Foundation's 2022 Corporate Equality Index, the nation's foremost benchmarking tool measuring corporate policies and practices related to LGBTQ+ workplace equality.

Pride month

Teradata participated in the Pride Parade and Festival in San Diego for the first time in 2022.

Pride Inclusion Community

Our Pride Inclusion Community hosts an ongoing coffee chat series, providing opportunities to connect in a supportive environment.



DEI governance

We believe our commitment to DEI is a foundational driver of our operations, culture, and working environment.

We enacted our first formal DEI commitment with our 2019 CEO Action Pledge for Diversity & Inclusion. We expanded this pledge with our executive leadership team members and employees committing to cultivate, implement, and share our actions to affirm our position as an anti-racist company. In action, we identify and eradicate any systems, values, behaviors, or processes that perpetuate systemic racism in support of a culture where racism is not accepted.

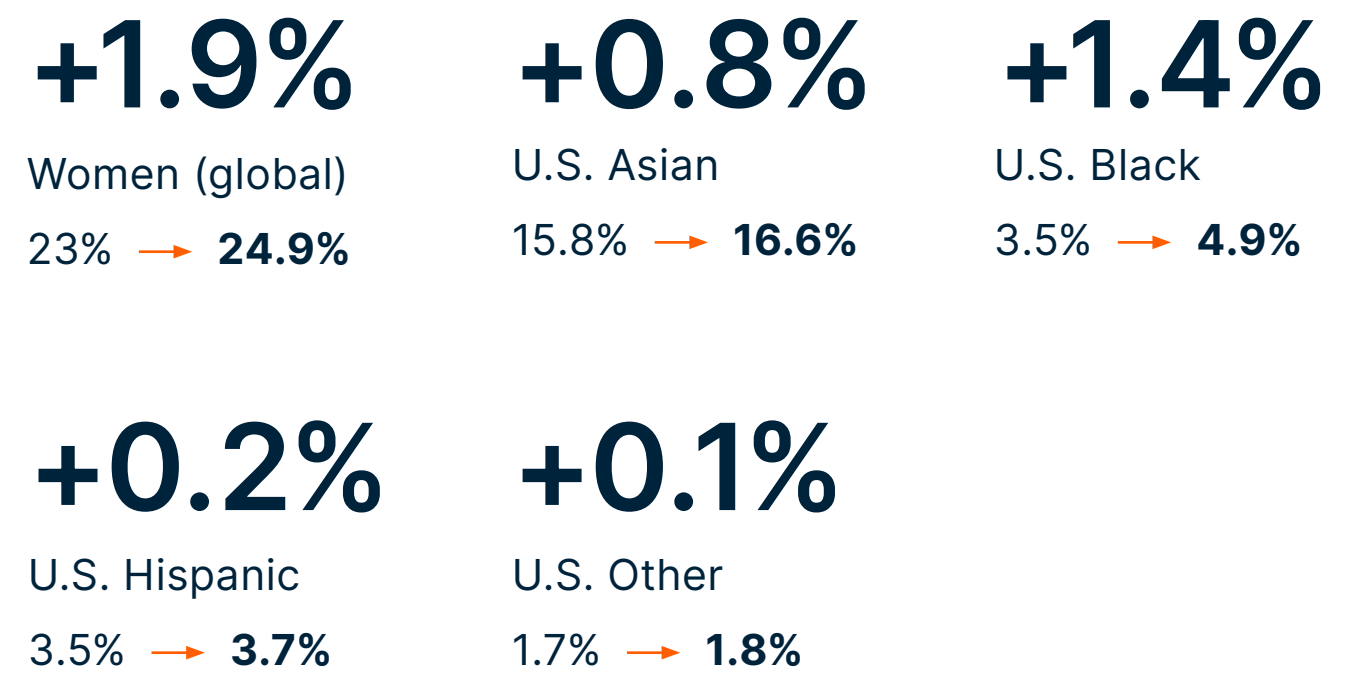
A network of support structures—including the Teradata Board of Directors, DEI Advisory Board, and Inclusion Communities—enable the development and execution of our DEI strategy.

Established in 2020, our 17-member DEI Advisory Board includes a cross-functional and regionally representative team appointed by our executive leadership team. The DEI Advisory Board works to ensure that our organizational structures, policies, and practices are inclusive and equitable, driving the company's mission to eradicate racism and inequality in the workplace.

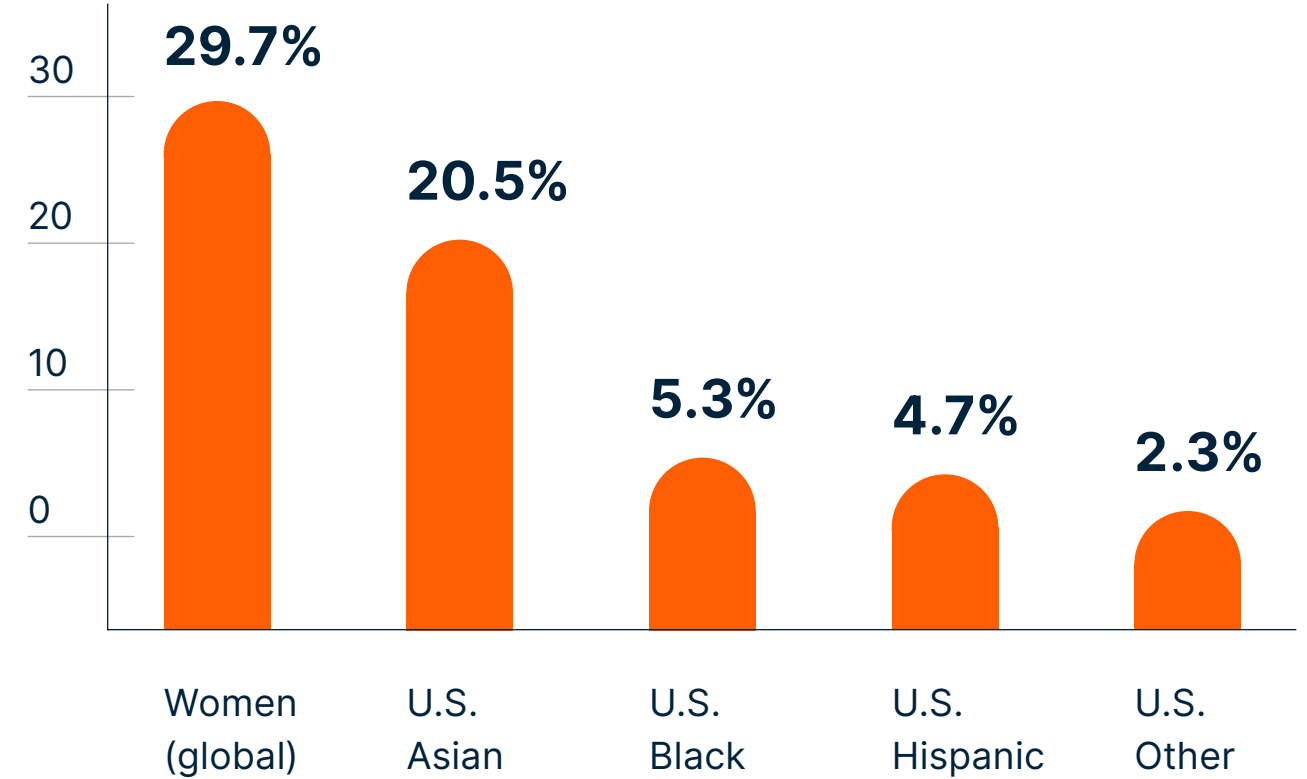
In 2022, our team:

- + Established goals for improving global representation of women and U.S. representation of racial/ethnic groups with qualified candidates for people manager roles
- + Analyzed our global DEI efforts to build a more inclusive global framework that accounts for regional differences while promoting consistency

Diversity in people manager roles compared to 2021



Diversity in people manager roles as a percentage of total hires and promotions in 2022



DEI resources

We're prioritizing DEI-related learning resources to cultivate a diverse and inclusive workforce.



Country Navigator

This online tool highlights work styles across more than 90 different cultures. In 2022, we offered the masterclass, "Why Inclusion is the One Skill Above All Others," through Country Navigator to increase employee awareness of work preferences to create a work environment of trust, transparency, and psychological safety.



Managing Bias

A required course for all employees, teaches employees to understand, recognize, and reduce the effects of bias at work.



Preventing Harassment and Discrimination

A required course to cultivate and maintain a workplace culture resistant to discrimination, harassment, and retaliation, and equip employees with the information and skills that promote intervention, empathy, and allyship.



LinkedIn Learning

Employees can access DEI courses and learning modules through the professional networking site.



Building allyship

Teradata’s global network of employees and leaders work together to support, define, and integrate our DEI strategies into every aspect of our business.

To continue developing our inclusive workplace, we actively promote and practice allyship. Taking intentional action as an ally promotes a sense of belonging and safety, supports marginalized identities, and reduces bias and discrimination at Teradata and beyond.

We put allyship in action with eight employee-led Inclusion Communities, each of which is championed by an executive sponsor and supported by our DEI team. These groups provide resources, networking, and camaraderie for all employees who want to join or participate in sponsored events. Our Inclusion Communities also designate 10% of their allotted budgets for community

service work to expand our impact on the communities in which we live and work. For example, in 2022, the Women of Teradata funded an extracurricular robotics program at a local school and sponsored two elementary robotics teams in California, providing young students with fun ways to explore STEM concepts.

In 2022, we took steps to revitalize several Inclusion Communities that had disbanded or experienced reduced engagement during the pandemic. We recognized that bolstering these groups would strengthen our allyship and DEI strategy while also providing new opportunities to make positive

impacts on the broader community. To revive our Inclusion Communities, we expanded our DEI team, reallocated budgets to support community initiatives, provided enablement for leaders, and developed standard operating procedures.

2021 → 2022



Executive sponsors

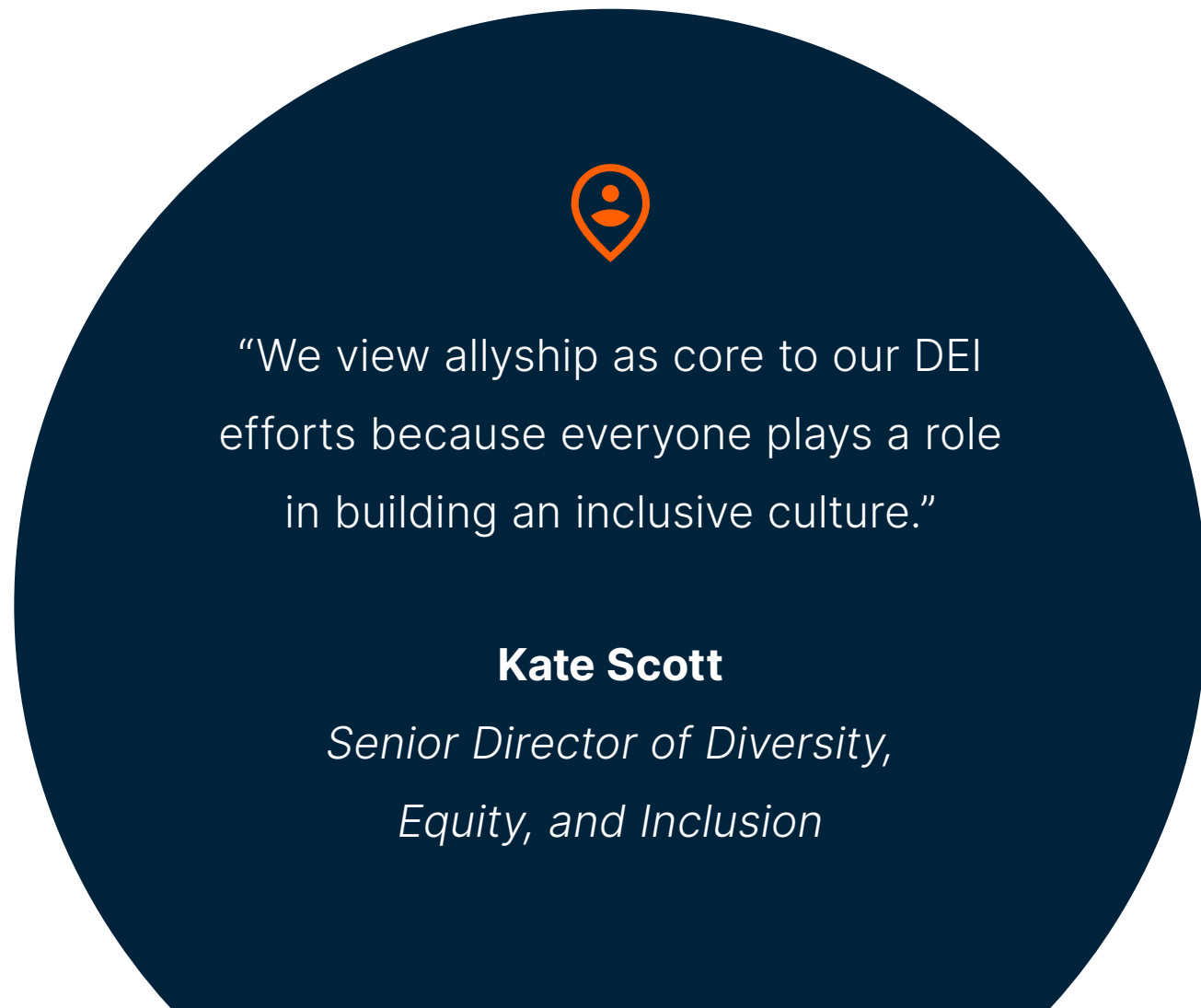
4 → 9

Inclusion Community events

19 → 48

Inclusion Community memberships

95 → 595



“We view allyship as core to our DEI efforts because everyone plays a role in building an inclusive culture.”

Kate Scott
Senior Director of Diversity, Equity, and Inclusion

Inclusion Communities

Inclusion Communities drive awareness and collaboration to face societal challenges.



Asian American and Pacific Islander (AAPI)

Works to broaden inclusion, understanding, history, and culture of the AAPI community.



BLEND

For employees based in India, this group focuses on promoting an inclusive workplace culture in which all forms of diversity are valued.



Green Agenda

Harnesses Teradata's resources to promote environmental sustainability and encourages employees to reduce their own environmental footprint.



HISPA

Supports a network of Hispanic associates and their allies and focuses on community outreach.



Teradata Alliance of Black Employees (TABE)

Provides a strong support structure for those of African ancestry and their allies.



Teradata Pride

Promotes awareness and inclusion through interactive events, social platforms, and safe space programs for LGBTQ+ employees and their allies.



Veterans

Sponsors programs supporting U.S. active duty, military spouses, wounded warriors, veterans, and their supporters.



Women of Teradata

Provides support for employees through education, professional development opportunities, networking events, and community involvement.



Allyship Summit

Our annual summit fosters allyship within Teradata and beyond.

Leaders from our Inclusion Communities hosted our second annual Allyship Summit in 2022 to promote the adoption of intentional behaviors that create a truly inclusive workplace. This event, which included three separate gatherings serving different time zones, engaged our employees with educational content, speakers, games, panel discussions, and speed networking.

Key highlights:

2,000+
employees attended

9
keynote addresses

4
panel discussions

4
pre-recorded videos

8
employee regional leadership positions

49
employee volunteers

Session topics such as: Active Allyship, Your Inner Voice, Inclusive Leaders, The Only One in the Room, You Don't Look Gay, and Neurodiversity in the Workplace

Regional themes included: Microaggressions and microaffirmations, allyship advocacy at work, and allyship in a hybrid working environment

Employee spotlight

Fostering inclusivity through youth literacy

An avid volunteer, Yenny Yang serves as a mentor to students in underserved communities near her home in Georgia. This includes an area known as "the most diverse square mile in America," where residents represent more than 60 countries and more than 60 languages and dialects.

Yang noticed that students lacked access to books with inclusive themes or characters representing diverse backgrounds. Empowered by Teradata's culture, she launched

her own nonprofit, Read4Unity, to promote childhood literacy by providing kids with access to more culturally responsive books. Ready4Unity donated over 4,000 diverse books to community partners in 2022.

To highlight these successes and inspire other Change Makers, Teradata featured Yang and her organization's achievements at our Allyship Summit in 2022.



"I have always been passionate about giving back to my community. It's a part of who I am. However, I have been amazed to witness Teradata's cultural transformation, which has given me a sense of empowerment and even more energy to make a difference—both at Teradata and in the communities I'm a part of."

Yenny Yang
Global Program Manager



Celebrating diversity

We celebrate the diversity of our people through events and awareness campaigns every year.

Black History Month (U.S.)

We celebrated Black history and community through dialogue, education, donation match opportunities, and live conversation with Opal Lee, the “grandmother of Juneteenth,” and Dr. Linda Cureton, CEO of Muse Technologies.

International Women’s Day and Women’s History Month

We reinforced our commitment to equity and inclusivity by celebrating the contributions of women to our company, and investing in career advancement. Our 2022 celebration included a #BreakTheBias Instagram filter and live discussions with women leaders at Teradata and their allies.

Earth Day

Our Green Agenda team hosted three live events to promote employee awareness of sustainability topics. Employees gained a deeper understanding of Teradata’s current environmental initiatives and goals while learning what they can do as individuals to support environmental sustainability.

Pride Month

To commemorate and honor the movement for LGBTQ+ rights, and the path still ahead, our employees marched in the San Diego Pride Parade for the first time, and our celebration included trivia with a live discussion on pride history.

Juneteenth

2022 was the third year Teradata recognized Juneteenth as an official company holiday. The celebration included additional donation match opportunities, a 2.5-mile remembrance walk in honor of the two and a half years it took for all slaves to be freed following the Emancipation Proclamation, and a live conversation with DEI guru and historian Joy Stephens on the history and significance of Juneteenth.

Women’s Equality Day

In recognition of the day, the Women of Teradata team in APJ presented a discussion on imposter syndrome.

Hispanic Heritage Month

Throughout the month, we celebrated the achievements and contributions of Hispanic and Latinx individuals around the world. Events included a discussion with Sofia B. Pertuz, PhD, SHRM-SCP on understanding various aspects of Hispanic/Latinx identity, exploring stereotypes and challenges, and delving deeper into shared values and opportunities.

Black History Month (U.K.)

During this month-long celebration, we honored the contributions of those of Black descent. Our TABE Inclusion Community hosted an event where employees gathered to learn about Black history in the U.K. from guest speaker Roianne Need.

Diwali (India, Malaysia, Singapore)

For this important Hindu holiday, we spread awareness through educational materials, shared smart allyship tips, and held a fun rangoli drawing competition hosted by the AAPI Inclusion Community.

Veterans Day (U.S.)

Following a reinvigoration of the Teradata Veterans Inclusion Community, Veterans Day provided a perfect opportunity to honor our Teradata veterans and grow our network of service members and allies within the Teradata community.

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

Supporting our people

We value the talent and effort our people bring to Teradata every day.

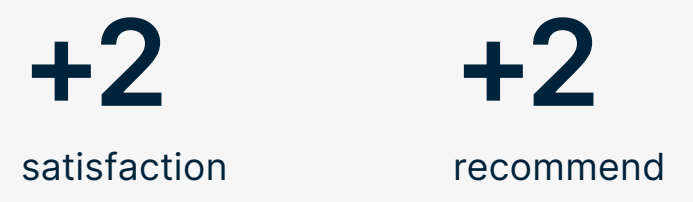
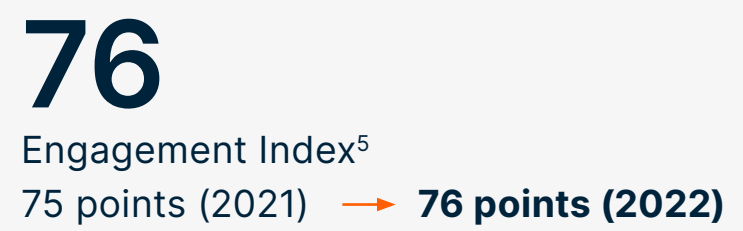
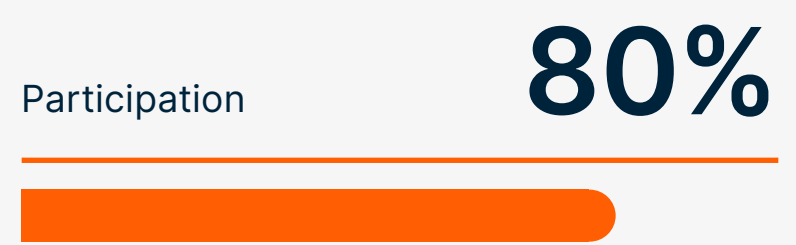
Creating a people-first culture means listening to our employees across the globe and taking purposeful action to support them in all aspects of their lives. To this end, we take the time to evaluate our practices to ensure our people always remain our No. 1 priority.

We regularly seek employee feedback to understand what we're doing well—and where we can improve. Our quarterly Pulse Surveys and annual Engagement Pulse Surveys gather insights into how we're performing as a company and what could be improved to further meet the needs of our employees.

Our 2022 Engagement Pulse Survey results were positive, with a one-point increase in our Engagement Index compared to 2021. This marked an eight-point total increase since we introduced the survey in 2019.

Improvements to our inclusion and belonging score

2022 Engagement Pulse Survey results⁴



⁴ Employees respond to statements on a five-point scale (Strongly Disagree, Disagree, Neutral, Agree, and Strongly Agree), each of which has a designated point value. A weighted average was calculated to provide scores for each category.

⁵ Based on responses to the questions, "How happy are you at Teradata?" and "Would you recommend Teradata to a friend?"

Employee benefits and well-being

Our holistic benefits program is designed to support all facets of employee well-being.


Our people-first philosophy guides our approach to employee benefits. By taking a holistic approach to well-being, we enable our people to live more fulfilling, purposeful lives. As a company that employs diverse populations across the globe, we also tailor our offerings to regional markets rather than taking a one-size-fits-all approach.

Pillars of well-being




Physical

Offerings that support the health and wellness of employees and their families through preventative care, ongoing care, and urgent care.


Financial

Programs to help employees to manage financial commitments, establish financial goals, protect against risk, and save for future needs.

Emotional

Resources to support emotional well-being, promote self-care habits, and foster a sense of meaning and purpose.

Social

Opportunities and time off to nurture personal relationships, build a sense of belonging, and enjoy life.



- Leadership letters
- About this report
- About Teradata
- ESG at Teradata
- Data
- People**
- Stewardship
- Integrity
- Moving forward
- Appendices

Benefits expansion

In support of our people-first culture, we added or expanded benefits and programs in 2022.

Expanded Flex Time-Off Policy (U.S.) We expanded our unlimited time off benefit to include all regular U.S. employees (full time, part time working more than 20 hours per week, and including both exempt salaried and nonexempt hourly).

Wellness coaching (global) To provide our employees with easy access to wellness resources, we've partnered with Wellness Coach, an online holistic wellness platform that provides wellness content, coaches, and classes that support mental and physical well-being.

Self-Care in the Face of Trauma training (global) As part of our Employee Assistance Program, employees learned about trauma types, impacts, reactions, and self-care techniques in a counselor-led group session.


Maternity benefits enhancements (Philippines) We expanded maternal healthcare coverage to include reimbursement for labor and delivery expenses.


Insurance for additional dependents (India) As part of the medical coverage offered through our insurance provider, employees can now cover four children instead of two at no additional cost.


Expanded Voting Time-Off Policy (global) We've expanded our voting policy, previously only available in the U.S., to our global population, providing our employees up to eight hours of dedicated time per year to exercise voting rights.


Employee Stock Purchase Plan (ESPP) (Peru) We've expanded our ESPP to include employees based in Peru.

To promote well-being and work-life balance, we continue to observe the following practices:

 **Half-day Fridays**
In effect June through August, a longer weekend allows our employees more time for personal pursuits and promotes self-care.

 **Well-being days**
Occurring once per quarter, our company-wide days off provide all employees with time for personal and professional development and well-being priorities.

 **No-meeting Fridays**
Providing our employees with uninterrupted time to catch up or plan the next week helps promote a positive work culture.

 **Birthday day off**
We encourage all our employees to spend their birthday as they choose and free from work obligations.


Employee development

Learning is a key focus of our ESG strategy because it empowers people to reach their full potential.

In addition to the job-specific training they receive, Teradata employees have access to professional development programs and learning opportunities at all career levels, allowing them to continually develop their skill sets according to their interests and career goals.

We provide employees access to a vast selection of online learning courses and resources through the following:

- + Teradata University**
A learning management system with over 275 courses that's designed to build employee skills and capabilities
- + CareerU**
A hub providing career development resources for employees
- + LinkedIn Learning**
Access to the platform, which contains more than 16,000 courses in seven languages



In 2022, our employees logged **439,000 total training hours**, averaging 60 hours per employee.

Our employees also learn from each other through performance enablement. To complement the formal year-end performance review process, our Quarterly Connects program provides employees and their managers additional opportunities to review milestones, offer feedback, and discuss opportunities for continued development and advancement.

These opportunities are available to new hires beginning on day one. During onboarding, new hires receive information related to Teradata's culture and our commitments to DEI, flex work environments, ESG, safety, ethics, community outreach and innovation. New employees and contingent workers are also required to complete Teradata's Code of Conduct, Harassment and Discrimination Prevention, and Security Awareness training courses within their first 30 days.

Developing a pipeline of future talent

Our recruiting strategy attracts and engages new talent through our intern programs in the U.S. and India. We offer career development opportunities that can transition an internship into a long-term, permanent job position. These programs create a collaborative environment where interns of diverse backgrounds work together with cross-functional teams, mentors, and managers to build relationships and develop professional skills through meaningful work that benefits Teradata and our employees.

Leadership programs

Our leadership programs provide aspiring leaders the skills, tools, and confidence to take their careers to new heights.

To cultivate talent within our organization, we offer a variety of programs designed to unlock the leadership potential in employees at all levels. From aspiring first-time managers to mid-level managers seeking executive roles, there's something for everyone.



Our 2022 leadership development programs included:

Actionable Leadership

Develops self-awareness, learning agility, communication, and influence skills through action learning (12-week, five-session virtual program).

Launch into Leadership

Equips new managers with the tools needed to transition smoothly to their new role. Focus areas include manager mindset, driving performance, giving feedback, delegating effectively, and building an inclusive environment (12-week, five-session virtual program).

Frontline Leader Impact

Enables high-potential and high-performing frontline leaders to build skills related to emotional intelligence, critical thinking, feedback and coaching, delegation, and difficult conversations (five-week, five-session virtual program).

The Leader Experience

Refines self-awareness, adaptability, coaching, and influence skills of high potential and high-performing mid-level leaders (five-week, five-session virtual program).

Executive Development Program

Accelerates the capabilities of high-potential and high-performing senior leaders pursuing strategically significant roles (nine-month blended program).

Employee health and safety

At Teradata, we're committed to protecting the health and safety (H&S) of Teradata employees, contractors, and vendors worldwide.

Our employees are our most important asset, and we prioritize health and safety in every area of our business to safeguard our employees and those we work with.

Our global H&S program guides all aspects of our business operations. We maintain the highest standards to ensure our employees feel secure and protected at work while also complying fully with all applicable laws and regulations.

Our [Policy](#) and [Team Safety Handbook](#) applies to all Teradata operations and communicates our commitment to fostering a safe and healthy work environment, while providing employees with the resources necessary to manage, control, or eliminate safety and health hazards.

Under the direction of Teradata's Head of Global Security, site H&S coordinators and security teams supervise the implementation of standard operating procedures, manage site-specific communications, and provide in-depth training on occupational hazards. In 2022, we did not receive any health or safety violations.



"Corporate health and safety is a vital aspect of our business that ensures the well-being of our employees, customers, and partners. However, we recognize that each office and country we operate in has its own unique challenges and opportunities that require specific solutions, so we adopted a flexible and tailored approach. Our dedicated team of health and safety experts work closely with local managers and authorities to assess the risks, regulations, and best practices for each location as we aim to create a safe, healthy, and productive workplace for everyone."

Robert Heyer
Head of Global Physical Security and Safety



Community outreach

We believe that giving back invigorates the human spirit.

Since 2008, we've been promoting community outreach through our Teradata Cares and Community Champions programs. These programs have strengthened relationships among team members and helped them appreciate the interdependence between our company and the communities where we live and work.



- + Strengthening communities where Teradata has a presence
- + Improving education to help build tomorrow's technologists and business leaders
- + Helping the environment by supporting global sustainability

Teradata employees receive:

+ Paid volunteer time

We provide employees four days off per year to volunteer in their local communities, for a nonprofit organization of their choice, or to help a coworker during a time of crisis.

+ Donation matching

We match an employee's gift dollar for dollar to valid organizations, up to \$750 USD annually.

Through Teradata Cares, our employees are donating their time, money, and talent to causes that matter to them. Whether lending expertise to community organizations, participating in neighborhood cleanups or environmental restoration projects, assisting with disaster relief efforts, or donating to nonprofit organizations, our employees are making a positive impact on communities around the world.

Teradata Cares is made possible by our Community Champions, employee ambassadors who go beyond their day jobs to plan and organize program activities in their communities. They support volunteering, giving, peer support, and other initiatives to engage employees in giving back at the local level. We support more than 65 global champions with the training, support, and tools to make a positive impact, whether that be visiting a children's cancer hospital in Pakistan, tutoring children in India, or helping at a beach trash cleanup in San Diego.

In 2022, 20% of Teradata employees took advantage of the Teradata Cares program through volunteering and giving.



- Leadership letters
- About this report
- About Teradata
- ESG at Teradata
- Data
- People**
- Stewardship
- Integrity
- Moving forward
- Appendices

Community outreach impact story

Volunteering and giving to support our leaders of tomorrow.

Mentoring future leaders

Zelleh Husnain uses his paid volunteer time to mentor students from Riphah International University, Pakistan, on customer development.

Through this mentorship, students learn how to establish themselves as trusted advisors to their customers by understanding their needs and finding effective solutions to their business challenges.



“What a great way to give back to future leaders of the world—by mentoring! Thinking about customers is not a time-bound activity, it’s an attitude that we need to bring daily. With the passage of time, under this heavily data-driven world, customer requirements are changing.”

Zelleh Husnain
Regional Managed Services Partner



Breaking down barriers

We’re committing resources to increase educational opportunities for students of diverse backgrounds to help break down barriers for young people who have been historically underrepresented in STEM fields. We offered our Diversity in Technology Scholarship program for the second year in a row to inspire future

technology and business leaders and pave the way for a more diverse workforce in the future.

Administered by Scholarship America, this global scholarship program is designed to provide women and other marginalized groups with pathways to higher education. It’s available to students who are pursuing degrees in STEM fields (such as data science,

engineering, math, or chemistry), at colleges, universities, and technical institutes in countries with Teradata offices. In 2022, we presented six students from around the world, five women and one man, with awards totaling \$15,000 for the 2022-2023 school year towards tuition expenses.

Doing Good With Data™

Teradata’s philanthropy strategy, Doing Good With Data™, helps global nonprofit organizations use data and analytics to maximize their social impact.

This approach aligns Teradata’s expertise and technology with the financial or talent resource needs of these nonprofit organizations.

To amplify our impact, we partner with DataKind, a nonprofit organization with a mission to harness data science and AI to serve others. DataKind connects social impact organizations with the data science resources, tools, and expertise they need to solve worldly challenges.

We celebrated the 10-year anniversary of our partnership with DataKind in 2022. In addition to collaborating on various events and activities, we sponsored DataKind’s

DataDive® Event on Global Food Security, where volunteer data scientists helped solve real-world problems related to access to nutrition for partner organizations using sophisticated analytics to unlock data insights.



Highlights from our decade-long partnership with

DataKind®

Over the years, Teradata has helped many mission-driven organizations solve tough challenges through the power of data. But according to Hillary Ashton, Teradata’s Chief Product Officer, two projects were particularly impactful for her.

Crisis Text Line

Teradata helped increase data collection efficiency and improve response times for Crisis Text Line’s nearly 50 million exchanged messages, an organization offering free mental health counseling via SMS.

American Red Cross

Teradata helped leverage data to prevent home fire accidents through the launch of a Home Fire Risk Map to target high-risk homes for fire safety education and smoke alarm installations.

Teradata University for Academics

Teradata provides free access and resources for students and faculty.

For more than 20 years, we've been cultivating breakthrough thinkers and doers who leverage data to create business value. Teradata University for Academics, our web-based self-service data analytics learning platform, offers more than 140 free on-demand courses, lab simulations, and data and analytics certification courses.

Teradata University for Academics had another successful year in 2022.

- + Over 700 faculty members and 4,300 students from 600 schools in 65 countries accessed the platform.
- + Partnering with the University of Arkansas Walton College of Business has enabled free access to more than 32,000 students and 1,600 faculty members from 204 universities and 23 countries.
- + Top free web-based courses include Teradata SQL, Introduction to Teradata Vantage™, Teradata Vantage 2.3, Teradata Advanced SQL Engine 17.10, and Teradata VantageCloud Lake WBT course.
- + New this year was access and training for Teradata-specific technical courses.

Since 2001, the platform has been accessed by:

5,000+

registered faculty members

2,700+

universities and high schools

124

countries



Academic partnerships create Teradata-ready talent.

As part of our mission to cultivate the next generation of diverse candidates, we're pursuing new academic partnerships with targeted universities and high schools in under-resourced communities.

We partnered with Cristo Rey Atlanta Jesuit High School, a college preparatory school in Atlanta, Georgia, to provide free access to Teradata University for Academics to over 500 students.

We also provided free academic resources to all learners at Per Scholas,

a no-cost technical training center with a mission to advance economic equity through rigorous training for tech careers and to connect skilled talent to leading businesses.

Our academic program is undergoing a transformation in 2023, and will pilot the new ClearScape Analytics™ Experience, our hands-on demo site, to about a dozen selected universities nationwide. We also plan to pilot additional programs, such as Teradata student clubs, hackathons, and mentorships.

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship ●

Integrity

Moving forward

Appendices

Stewardship

Doing our part to build a more sustainable future

At Teradata, balancing economic success with environmental sustainability is integral to our business strategy. As a leader in one of the fastest growing industries in the world, we believe we have a dual responsibility to drive tech innovation while promoting environmental stewardship.

In this pillar:

- Carbon footprint
- Energy
- Water
- Waste



Environmental performance

We're harnessing our strengths as a data-driven company to minimize our impact on our natural resources while also supporting sustainability initiatives beyond our organization.

We continued to reduce emissions, improve energy efficiency, and increase our recycling to minimize our impact on the environment.

We actively monitor our greenhouse gas emissions, energy consumption, water usage, and waste generation so we can identify areas of improvement to better align with sustainability best practices.

We're also improving operational accountability through reporting and audits.

2022 progress

Scope 1 and 2 emission reduction* **11%** ↓



Energy reduction* **12.8%** ↓



Scope 2 emission reduction from San Diego data center consolidation* **14%** ↓



Renewable energy globally **37%** ↑



Waste recycled **79.9%** ↑



*compared to 2021

Goals:

Net Zero by 2050

(all scopes)

Carbon neutral

by year-end 2024
(Scope 1 & 2)

34% Emission reduction* by 2025 (Scope 1 & 2)

30% Energy reduction* by 2025

50% Supplier spend taking targeted emission reduction by 2025 (Scope 3)

Carbon footprint

We've increased our transparency by expanding our carbon footprint disclosure to include all three GHG inventories: Scopes 1, 2, and 3.

The call for climate action continues to affect the global environment, society, and economies. To monitor and manage our impact, we measure our carbon footprint according to the GHG Protocol, a set of internationally recognized standards for quantifying and reporting GHG emissions.

Using the GHG Protocol framework, our team has analyzed, tracked, and reduced Scope 1 and Scope 2 emissions year-over-year since 2008.

To further strengthen our carbon accounting process in 2022, we recalculated our Scope 2 historic emissions using updated emissions information and calculated Scope 3 emissions for our full value chain for the first time.

To align with best practices, our Scope 2 values were updated utilizing the EPA's revised Emissions & Generation Resource Integrated Database (eGRID) data for all reporting years. As a result, our data values as previously reported differ from historic data values in this report to reflect the implementation of the revised eGRID data into our emissions analysis.

We calculated our Scope 3 emissions for 2021 and 2022 for the first time using the GHG Protocol's Scope 3 Calculation Guidance document for each applicable Scope 3 category. Our 2022 Scope 3 values are a more accurate estimation compared to 2021, as we leveraged more detailed information from our value chain and applied more accurate emission factors. For more information about the impacts of our Scope 3 calculation changes, please see [Appendix F: Scope 3 Variances](#).

Carbon footprint summary (MTCO₂)

	2020	2021	2022
Scope 1	177	100	28
Scope 2	11,955	11,290	10,148
Scope 3	Not calculated	224,819	71,714
Total Scope 1 & 2 emissions	12,132	11,389	10,176
Total GHG emissions	12,132	236,208	81,890



Scope 1 emissions

In 2022, we decreased our Scope 1 emissions by 72% compared to 2021.

The GHG Protocol defines Scope 1 emissions as direct emissions from company-owned and controlled resources, and for Teradata, this includes stationary combustion sources (e.g., fuels, heating).

We significantly reduced our Scope 1 emissions by closing a large facility that consumed natural gas and had a diesel backup generator.

Scope 1 (MTCO ₂)			
	2020	2021	2022
CO ₂	176.77	99.46	28.03
N ₂ O	0.09	0.05	0.01
CH ₄	0.10	0.05	0.01
Total Scope 1	176.96	99.56	28.05



Scope 2 emissions

In 2022, we decreased our Scope 2 emissions by 10% compared to 2021.

The GHG Protocol defines Scope 2 emissions as indirect emissions from the generation of purchased energy supplied by a utility provider. Teradata’s Scope 2 emissions consist of purchased electricity and are calculated based on our energy providers’ location-based data.

Our efforts to conserve electricity and optimize our servers, tools, and floor space has produced a continuous decrease in our Scope 2 emissions.

Our San Diego campus, which houses our company headquarters and our only owned data center, accounts for a large portion of our Scope 2 emissions. This data center underwent a large consolidation project, contributing to a 14% reduction in our emissions at the San Diego campus. Overall, our global Scope 2 emissions decreased by 10% in 2022 compared to 2021.

Scope 2 (MTCO₂e)

	2020	2021	2022
Total San Diego campus (owned)	8,683	8,203	7,047
Total leased facilities	3,272	3,087	3,101
Total Scope 2	11,995	11,290	10,148



~99% of our operational carbon footprint is from **purchased electricity**

Purchased electricity

99%



Scope 3 emissions

A deeper understanding of our Scope 3 emissions is fostering new opportunities to reduce our carbon footprint.

The GHG Protocol defines Scope 3 emissions as indirect emissions, not included in Scope 2, that occur in the value chain of the reporting company.

In 2022, we engaged a third-party consulting firm to conduct our first Scope 3 inventory across all categories based on year-end 2021 data. The results identified that 12 of the 15 Scope 3 emissions categories are applicable to Teradata's value chain. We used various emission calculation methodologies, including a hybrid approach that incorporates data obtained directly from our value chain partners.

As a result of our first Scope 3 calculations, we better understood the several data types, data sources, and the level of detail needed to reduce the various levels of estimations for each calculation.

Our 2022 Scope 3 calculations saw an increased level of granularity by subcategorizing and applying emission factors based on specific spend characteristics through each subcategory. We observed a noteworthy variance in our value

chain estimates for both upstream and downstream. For more information about the impacts of our Scope 3 calculation changes, please see [Appendix F: Scope 3 Variances](#).

As we continue to refine our methodology, we'll identify additional emission reduction and value chain engagement opportunities.

~90%
of Teradata employees embrace a remote working model, reducing Scope 3 emissions generated by employee commuting.

Scope 3 (MTCO₂e)

	2021	2022
Category 1: Purchased goods and services	185,150	33,780
Category 2: Capital goods	22,845	1,187
Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	NA	178
Category 4: Upstream transportation and distribution	1,588	1,451
Category 5: Waste generated in operations	26	264
Category 6: Business travel	2,809	6,706
Category 7: Employee commuting	1,237	5,977
Category 8: Upstream leased assets	548	NA
Category 9: Downstream transportation and distribution	3,487	632
Category 11: Use of sold products	7,103	20,841
Category 12: End-of-life treatment of sold products	26	698
Total Scope 3	224,819	71,714

- Leadership letters
- About this report
- About Teradata
- ESG at Teradata
- Data
- People
- Stewardship**
- Integrity
- Moving forward
- Appendices

Energy

By reducing our physical footprint, we've also cut our energy consumption.

In 2022, we downsized the San Diego data center by consolidating floors and systems and switching to a monitor-and-control technology system. By reducing our physical footprint, we've taken another step towards our goal to achieve Net Zero emissions.

Critical to our business infrastructure, our San Diego data center and campus currently serve as our main driver of energy consumption, accounting for approximately 83% overall. We continuously monitor electricity consumption from our San Diego campus and leased facilities to increase energy efficiency and explore renewable energy opportunities.

Energy consumption (kWh)

	2020	2021	2022
Total San Diego campus (owned)	36,000,636	34,010,966	29,217,522
Total leased facilities	5,400,857	6,152,640	5,803,000
Total energy consumption (kWh)	41,401,493	40,163,606	35,020,522
% renewable energy (San Diego campus)	40.0%	40.0%	44.5%
% renewable energy total (leased facilities)	2.0%	2.1%	0.7%
Total % renewable energy	36.5%	34.2%	37.2%

Global physical footprint reduction over the years

2018 → 2022



Total number of owned data centers globally

18 → 1

Leased facilities

97 → 38

The 2022 consolidation of our San Diego data center resulted in:

~300 systems retired

370+ migrated and consolidated active systems

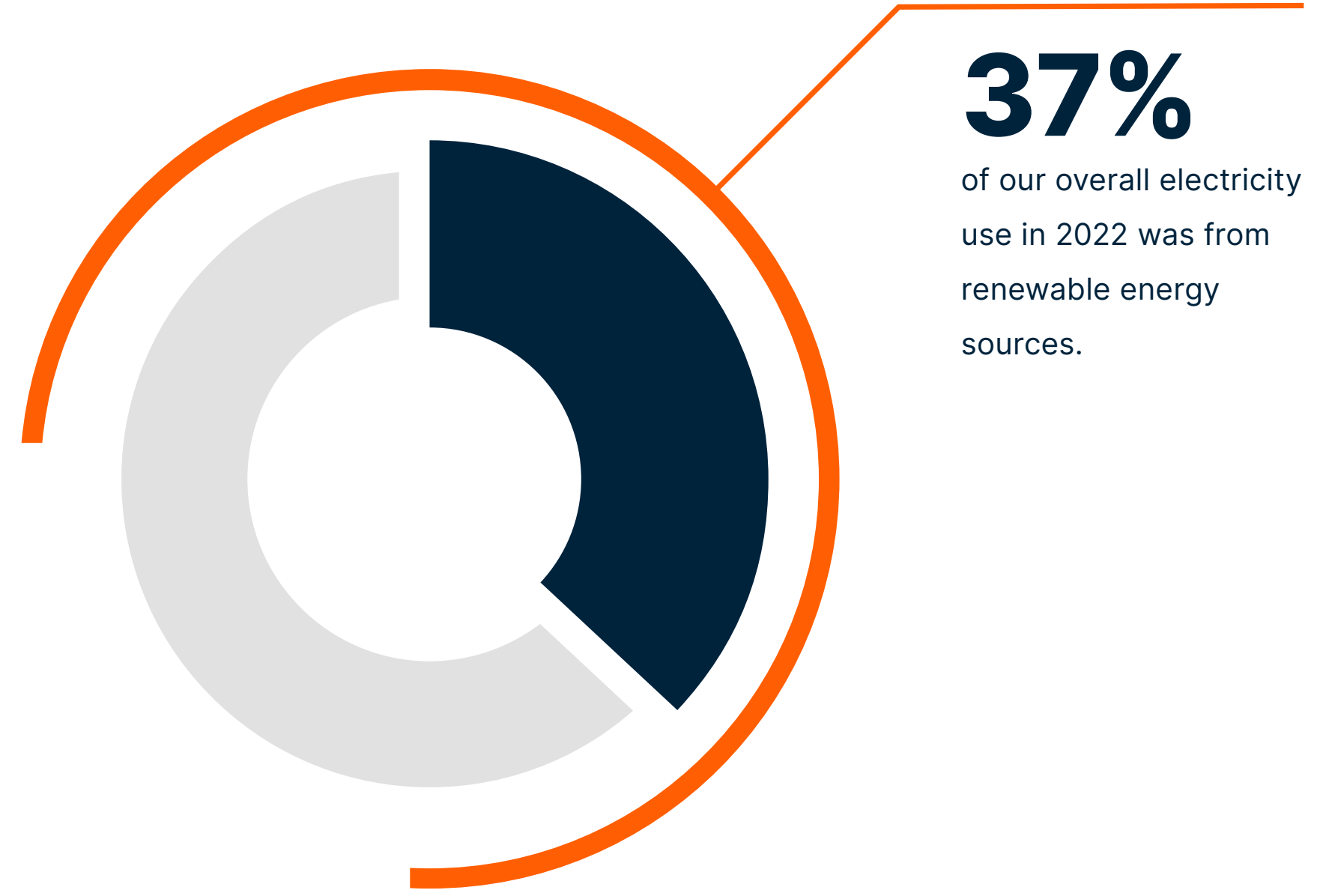
14% decrease in data center electricity usage

Renewable energy

Integrating renewable energy is key to achieving our Net Zero goal.

Electricity is generated from a variety of energy sources in the grid, which vary depending on location and utility provider. Currently, we use a mix of energy sources based on availability, stability, and reliability, and are seeking ways to increase the amount of renewable energy in our electricity consumption to diversify our energy portfolio and mitigate reliance on fossil fuels.

We look for additional renewable energy opportunities with utility providers for both our owned and leased facilities, as well as in our supply chain, where we chose a data center provider in Las Vegas that runs on 100% solar energy.



Water

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

As global citizens, we share a responsibility to prioritize water conservation.

Teradata’s San Diego headquarters is in a semi-arid region that may become increasingly vulnerable to water scarcity. We understand that, in addition to impacting our business, water availability also impacts other industrial, agricultural, and residential users in our community. By being a responsible steward of our water use, we can help preserve this critical resource for everyone.

Cooling systems account for most of Teradata’s water use. Cooling needs are highest at our San Diego data center, where servers produce heat as they run continuously to

process significant amounts of data and queries. In 2021, while one of our cooling system chillers was being fixed, we had to use a temporary chiller, which was not as efficient. This resulted in a temporary increase in water usage. Once the situation was corrected, our water consumption dropped slightly below 2020 levels. Although cooling needs are dependent on outside temperatures, we expect to see a further reduction in water use as we consolidate additional floors at the San Diego campus.

We have no known discharge of wastewater other than into municipal wastewater disposal systems and have not been subject to any fines or violations.

Water consumption (m³)

	2020	2021	2022
Total San Diego campus (owned)	36,587	41,925	36,168
Total leased facilities	4,914	2,416	578
Total water consumption (m ³)	41,501	44,341	36,746



Waste

Reducing waste is not only creating operational efficiencies, but also contributing to a more sustainable, circular economy.

Our San Diego campus generates paper, plastic, metal, glass, wood, and kitchen waste, along with general office waste. We continually examine our sourcing, usage patterns, and disposal methods to identify innovative ways to limit our consumption and reduce waste generation. Currently, we're stepping up our efforts to reuse materials and leverage recycling outlets, where possible, to reduce the amount of waste going to landfills.

In 2022, our San Diego campus generated 145,176 kg of regular ongoing and one-time waste, an increase in 2022, due to construction activities around the consolidation of our San Diego data center. In anticipation of this increase, we ramped up our recycling efforts. As a result, we succeeded in recycling 79.9% of our total waste, including that produced by the consolidation.

Our San Diego headquarters integrates additional recycling measures, such as fluorescent lamps, batteries, toner cartridges, and green waste from landscaping. We prioritize the use of bulk packaging across our supply chain, where possible, and our procurement teams collaborate with our manufacturing suppliers to reuse shipping materials, maximizing the life of our wooden crates and pallets used for product delivery. Once products reach their destinations, we recycle shipping materials, including cardboard and plastic.

Operational waste (San Diego, CA)

	2020	2021	2022
Total waste (kg)	69,977	85,027	145,176
Total recycled waste (%)	30.2%	74.2%	79.9%



Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

Product hardware reuse and recycling

We're leveraging a strategic partnership to minimize hardware waste.

We reuse hardware for spare parts to maintain customer system availability and reduce our capital infrastructure needs. To support our reuse and recycling efforts, we've partnered with Lifespan Technology, an IT asset disposition company, for the last seven years. Lifespan is certified by the Global Electronic Industry Environmental Recycling and Worker Health and Safety Standard, as well as ISO 14001, which sets standards for environmentally friendly and mature end-to-end processing

of IT hardware use and disposal. Lifespan supports our efforts to properly dispose of hardware at the end of life. Reusable parts are refurbished, unusable components are repurposed, and metals are turned into recyclable products.

295

servers reused, keeping 25,500 kg of hardware from the landfill

559

servers recycled for a total of 49,000 kg



Sustainability in action

We believe we can have the greatest impact as a company when we empower our people to create meaningful change.

That’s why we actively support employee groups around the world that are working to protect the planet in a variety of ways.

The Green Agenda Inclusion

Community, a group of thought leaders who are passionate about sustainability, applies IT solutions to solve environmental problems, promotes environmental awareness, and educates employees on how to reduce their carbon footprints. In addition to organizing Earth Day events and other activities, they also look for opportunities that enable Teradata to have the biggest impact.

For example, the group partnered with Tree Nation, an organization that mobilizes companies and citizens to help reforest the world, to create the Teradata Forest.

Through this program, our company and employees together have donated 17,800 planted trees covering 16.8 hectares around the world, equivalent to roughly 3,500 tons of captured CO₂. In addition to fighting climate change and increasing biodiversity, the trees also provide medicines, insect repellent, nutrition, and other benefits to local communities.



Another employee group that’s dedicated to sustainability is the **Green Warriors**, a group based in India to help protect the environment, aligned with the government of India’s “Green Goods Deeds” campaign. Through outreach, education, and activities, the group is empowering employees to live more sustainably and incorporate eco-friendly habits into their day-to-day lives. Teradata now has over 200 Green Warriors adopting activities to reduce their carbon footprint, save energy and water, and eliminate single-use plastics.

Integrity

Building accountability through ethics and transparency

Our commitment to ethics and integrity guides our actions to do right by our employees, shareholders, partners, and customers. Operating with transparency and honesty enables our success as a company and ensures we're accountable to each other. Through our governance structure and policies, we cultivate a highly moral and ethical culture in which our employees and suppliers can thrive.

- In this pillar:**
- Corporate governance
 - Ethics and compliance
 - Transparency
 - Risk management
 - Responsible supply chain



Corporate governance

Our ethos of diversity is reflected in our Board of Directors and Executive Leadership Team, who uphold the highest standards of governance.

Board of Directors

Teradata’s board has nine directors, eight of whom are independent, who govern the affairs of the company. Our board-level committees oversee our strategies, operating plans, risk management, and financial objectives.

Audit Committee

Oversees accounting and financial reporting processes and audits of Teradata’s financial statements and internal controls.

Compensation and People Committee

Oversees compensation of executive officers and the company’s strategies and progress related to people management, including talent management and development, corporate culture, pay equity, talent acquisition, employee engagement, and DEI practices.

Nominating and Governance Committee

Oversees director compensation, board member recommendation, compliance with Corporate Governance Guidelines, and the activities of the board and its committees, including those related to ESG.

Executive Leadership Team

Our Executive Leadership Team (ELT) comprises nine team members who bring a wealth of expertise to our operations. The representation of our team reflects our devotion to diversity, as we’ve achieved gender parity, added a person of color, and included LGBTQ+ representation on our ELT. Additional board information is available in our Proxy Statement, and more detailed ELT information is available on [our website](#).

Number of board members

9



Board member diversity⁶

56%



Average board tenure (in years)

5.9



Executive leadership team diversity⁶

67%



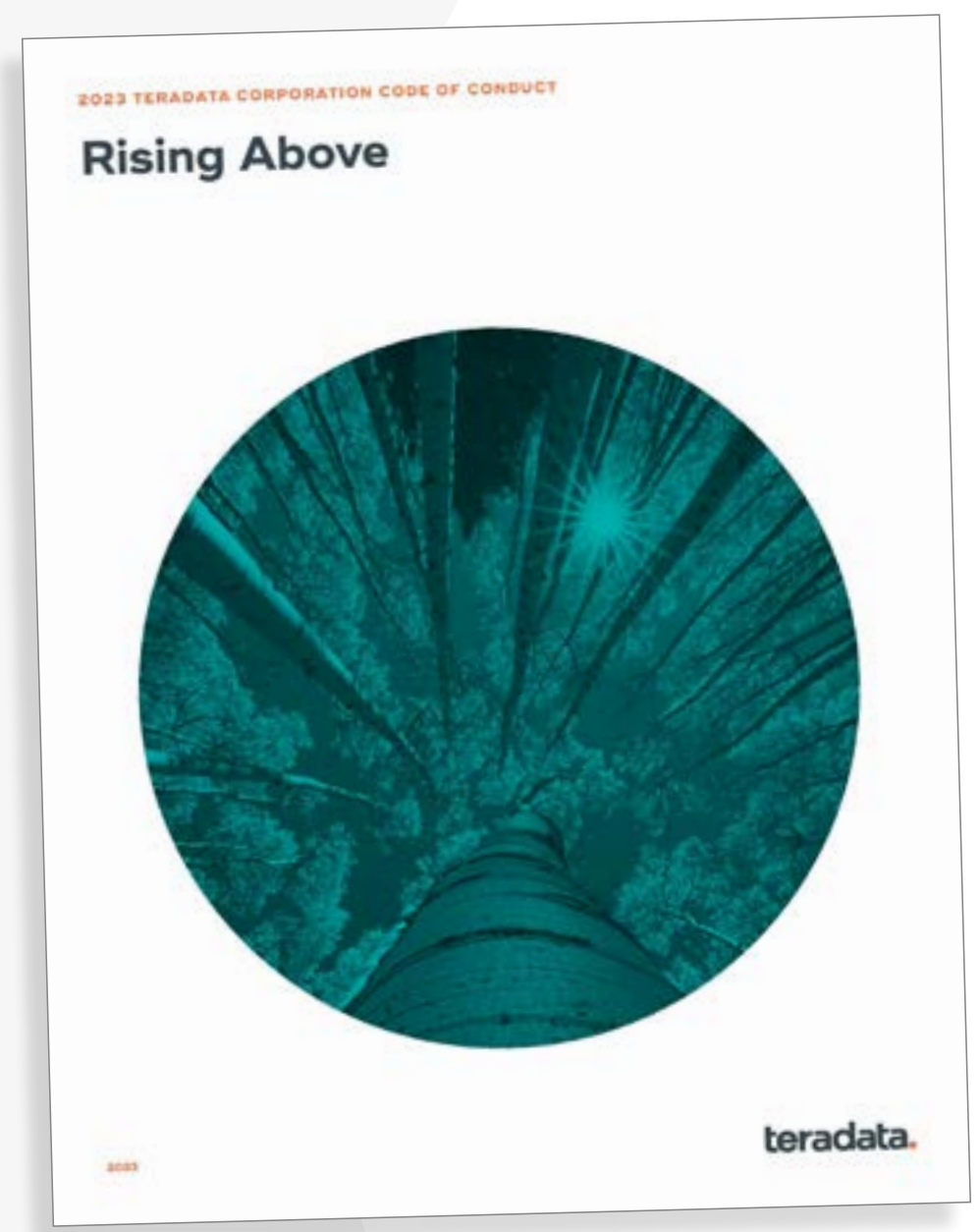
⁶ Underrepresented groups, including women



Ethics and compliance

By prioritizing ethical conduct, we're building a culture of integrity that creates value for everyone.

As a cornerstone of our business functions, integrity sets the foundation on which our standards of proper conduct unfold. Upholding best-in-class business integrity practices means ensuring everyone adheres to our ethical standards. This includes internal and external stakeholders and business partners.



Code of Conduct

Our [Code of Conduct](#) is continually reviewed and updated to reflect our company's values. We also provide in-depth training for specific roles throughout the year and make toolkits and reference guides available through our dedicated intranet site.

Topics include among others:

- + **Nondiscrimination**
- + **Anti-harassment**
- + **Non-retaliation**
- + **Conflicts of interest**
- + **Insider trading**
- + **Record keeping**
- + **Bribery and corruption**
- + **Competing fairly**
- + **Data protection**
- + **Proprietary and confidential information**

Available in [17 languages](#)



We're honored to be recognized for the 13th consecutive year as one of the 2022 World's Most Ethical Companies

- Leadership letters
- About this report
- About Teradata
- ESG at Teradata
- Data
- People
- Stewardship
- Integrity**
- Moving forward
- Appendices

Ethics and compliance governance

To complement our Code of Conduct, designated teams manage our Ethics and Compliance program.

Led by our Chief Ethics, Compliance, and Privacy Officer, our Ethics and Compliance team collaborates with our employees and applicable board-level committees. These core leadership teams ensure that the program aligns with Teradata's policies and practices and all applicable laws. For example, we suspended all customer interactions and services with accounts in Russia in response to the Russian invasion of Ukraine to uphold our ethical standards and support the communities in which we operate.

To extend the reach of the Ethics and Compliance team to our employees, our Ethics Advocate program helps champion our policies and facilitate engagement and dialogue among employees regarding ethical issues.

50

ethics advocates globally

Ethics reporting and investigations

We uphold our ethical standards through a robust framework for reporting and investigating potential compliance violations.

We encourage all stakeholders to report any violations or concerns related to ethics and compliance to managers, the People Organization, an Ethics Advocate, the Teradata Ethics and Compliance office, or our third-party independent ethics [helpline](#). Using these channels, employees can anonymously, and without fear of retaliation, discuss concerns or seek clarification on ethics and compliance policies, laws, and regulations.

All inquiries related to compliance violations automatically undergo investigation. Any significant inquiries and investigations will be brought to the attention of the

Ethics and Compliance team to determine whether a violation has been committed, what disciplinary actions will be imposed, and what remedial actions should be taken to prevent a recurrence. The Ethics and Compliance team partners closely with Teradata's Enterprise Risk and Assurance Services (ERAS) team and other organizations as appropriate to ensure investigations are thorough and effective. Our Audit Committee periodically reviews the status, handling, and determinations for all inquiry and investigation matters.

Our allegation reporting levels demonstrate our training and reporting mechanisms are

effective. In 2022, we conducted a benchmark to compare the number of reports we receive and our substantiation rate⁷ against a 2021 benchmark conducted by Navex. Teradata's results against the median benchmark demonstrate a healthy environment for reporting concerns, with a slightly higher substantiation rate compared to the median benchmark. While the benchmark analysis indicates that our reporting channels are effective, we also found opportunities to increase communication and training materials to inspire greater confidence, knowledge, and awareness. There were no significant violations in 2022.

⁷ A calculation determining what percentage of reports can be confirmed or denied.

Transparency

Transparency reinforces trust and embodies our Core Principle of accountability.

The increased focus on the evolving ESG landscape allows us to share how we put sustainability and ESG into action and will continue communicating initiatives that are relevant to our company as ESG topics expand or shift.

Throughout 2022, we enhanced ESG transparency in our annual Proxy Statement, elaborating on various matters related to ESG, including board member qualifications and demographics, investor and shareholder outreach, and risk management.

We increased alignment with the recommendations of the Task Force on Climate-related Disclosure (TCFD), submitted our 11th annual CDP® Climate Change response, and published our annual Communication on Progress for the UN Global Compact, in addition to participating with EcoVadis® and Dow Jones Sustainability™ Index.



Transforming through transparency

We earned a Bronze medal in 2022 with notable improvements across all our scores.



The EcoVadis assessment provides additional transparency for our customers and insights on what we can do to improve.

We increased our CDP score from a D to a C in 2022.



Based on careful review of our CDP results, Teradata team members implemented changes that not only improved our CDP score, but also aligned our internal processes for the new Scope 3 carbon inventory results and this year's enhanced TCFD disclosure.

Stakeholder engagement

Ongoing engagement with stakeholders demonstrates our commitment to accountability and transparency.

Throughout the year, we engage formally and informally with our stakeholders to share priorities, gain feedback, and discuss trends and developments that are relevant to our industry. We practice transparency and accountability across our business by distributing information related to products, financial reports, and annual disclosures, including our annual ESG Report.

By creating two-way channels for dialogue with all our stakeholders, we're able to turn constructive feedback into actionable results that create long-term value for everyone involved.

In addition, we serve as a member of the Information Technology Industry Council, the premier global advocate for our industry. As a member, we participate in industry-wide collaboration with worldwide governments and the World Trade Organization on policy that enables innovation.

We don't contribute corporate funds or assets to any political candidates or political parties, including campaign committees and funds, caucuses, independent expenditure committees, or special interest groups engaged in lobbying activities. Our [Political Activity Policy](#) details our commitment to avoiding political contributions.



Stakeholder group

Engagement mechanism

Investors and investment analysts

Investor conferences, earnings calls, meetings, correspondence, voting, and proactive outreach for interactive discussions

Raters and analysts

Evidence submission, consultation, and management of feedback

Customers

Conferences, trade shows, business review meetings, customer satisfaction surveys, education and training events, inquiries, daily operations, and business development processes

Employees

Employee surveys, dialogue sessions, company-wide events, and conversations with managers and our People Organization

Suppliers and vendors

Contracting and auditing processes

Industry associations

Meetings, tools, resources, guidance, and alignment opportunities

Communities

Community and/or nonprofit events, financial giving, and volunteer and mentor programs

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

Risk management

Our risk mitigation responses are guided by the company’s established risk appetite.

Our Audit Committee oversees the Enterprise Risk Management (ERM) program, which is coordinated by the Enterprise Risk and Assurance Services (ERAS) team. The ERAS team, comprising knowledge specialists across strategy, IT, compliance, operations, and finance, is responsible for implementing risk management practices across Teradata.

Additionally, the ERAS team facilitates a cross-functional Risk Steering Committee (RSC), which is responsible for the identification and assessment of Teradata’s top risks,

development of risk profiles, and ongoing evaluation of risk mitigation efforts through key metrics. Enterprise risks are managed by RSC members who are sponsored by the ELT, the primary risk owners.

By applying our five-step approach to risk management, we manage risks and opportunities in accordance with our established risk appetite.



ESG risk register

Our holistic approach to risk management considers inherent risk factors as well as emerging conditions.

Based on our risk appetite, we've identified the following ESG-related risks and opportunities:



There may be increased scrutiny from governments, investors, raters, customers, and others regarding our ESG practices, and challenges in meeting future goals could lead to additional costs, expose us to new risks, or negatively impact our reputation.



We face uncertainties regarding complex, ever-changing laws, and regulations as well as other related matters, such as the EU CSRD and the anticipated SEC climate regulations.



Our business and operations could be disrupted by extreme weather exacerbated by global climate change.



We depend on highly specialized employees and face competition in hiring and retaining qualified employees.



There are opportunities for revenue optimization through market wins that are consistent with our purpose to empower customers with better information, such as ESG analytics.

- Leadership letters
- About this report
- About Teradata
- ESG at Teradata
- Data
- People
- Stewardship
- Integrity**
- Moving forward
- Appendices

Responsible supply chain

By holding our suppliers accountable, we're helping to strengthen corporate citizenship across the supply chain.

Our global suppliers range from electronic manufacturing services, cloud services, software, facilities operations, and corporate services, such as advertising, legal, and staffing.

We view our suppliers as valuable partners in our operations and collaborate with them to create a responsible, resilient supply chain. We work closely to convey our expectations, monitor compliance, and take corrective actions where needed.

We hold our supply chain partners responsible for adhering to all applicable rules of law and maintaining high ethical, environmental, and social standards and practices. If noncompliance occurs, we manage instances on a case-by-case basis and implement appropriate corrective actions, such as remediation mechanisms or termination of the business relationship.

We require our 4,000 suppliers to comply with our ethics standards, supporting ESG principles globally, set forth in the following documents:

- [Teradata's Code of Conduct](#)
- [Teradata's Supplier Code of Conduct](#)
- [Teradata's Code of Conduct for Business Partners](#)
- [Responsible Business Alliance Code of Conduct](#)
- [The United Nations Global Compact Principles](#)
- [Teradata's Modern Slavery and Human Trafficking Statement](#)
- [Teradata's Conflict Minerals Policy](#)
- [Anti-Bribery and Anti-Corruption Policy](#)
- [Privacy Policy](#)



"We are passionate about driving trust, equity, and sustainability across our supply base. Partnering with our suppliers, we are better together and can actively work to create a more sustainable world."

Amanda Patterson
VP Sourcing and Procurement



Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

Responsible mineral sourcing

We strive to work with suppliers that source minerals responsibly and ethically.

Teradata is multiple supplier-tiers downstream from the smelters and refiners that provide materials used in our hardware components. As outlined in our Conflict Minerals Policy, we require our suppliers to use minerals (including tin, tantalum, tungsten, and gold) that have been sourced and processed in a responsible manner.

We conduct due diligence processes in alignment with the five-step framework set forth in the Third Edition of the Organization for Economic Co-operation and Development’s Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas to monitor our sourcing practices and

opportunities. In addition, we’re a member of the [Responsible Minerals Initiative \(RMI\)](#) and incorporate the RMI and Responsible Minerals Assurance Process frameworks. We issue a Conflict Minerals Report annually, which is available on the [Securities and Exchange Commission’s \(SEC\) website](#).



Supplier diversity

By partnering with suppliers who share our commitment to diversity, we’re strengthening our supply chain—together.

Teradata seeks to strengthen its supply chain by increasing its diverse vendor base, comprising minorities, women, veterans, LGBTQ+ community members, historically underutilized business zones, and small businesses. Our [Supplier Diversity Policy](#) affirms that certified diverse suppliers have the maximum opportunity to participate in providing products and services to Teradata.



We recognize minority-owned businesses with certifications from a variety of third-party agencies and engage with industry-wide diversity organizations, including but not limited to:

- + National Minority Supplier Development Council
- + National LGBT Chamber of Commerce
- + Small Business Administration (or similar criteria in countries of operation)
- + Women’s Business Enterprise National Council
- + National Veteran-Owned Business Association
- + Historically Underutilized Business Zones

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

Moving forward

Collaboration with partners large and small, global and local, has always been part of our approach to driving lasting and systemic change.



Moving forward

We're taking stock of what we've accomplished—and the work that's still to come.

In this report, you read about the many actions we took to bring our commitments and ambitions to life. While our progress is motivating, we must remain agile in our approach as we chart the course for a sustainable and inclusive future.

We welcome you to join us on this ongoing journey. For more information on our ESG efforts, visit our [website](#).



Data

- + Demonstrate the value of our Carbon Footprint Analytics Solution Accelerator, ClearScape Analytics™, and machine learning to help companies track, measure, and report on ESG topics, including emissions.
- + Leverage technology advancements and alternatives to improve performance per watt, maximize cooling efficiency, and reduce our data center floor space.



People

- + Continue to transform and live our cultural values by building and maintaining trust across the company.
- + Take additional steps to improve the employee experience by supporting personal well-being, professional development, and career growth.



Stewardship

- + Finalize our 5- and 10-year roadmaps to align our 2050 Net Zero commitment for all scopes aligned with the Science-Based Targets initiative.
- + Identify additional opportunities for energy reductions and increase our renewable energy portfolio.
- + Launch a Responsible Sourcing Program to guide our suppliers on critical ESG efforts, and use the findings to drive purchasing decisions that align to our ESG values.



Integrity

- + Prepare for ESG reporting regulations while increasing our transparency, with appropriate processes and controls, for future mandatory assurance.
- + Increase the robustness of our ESG risk assessments.

- Leadership letters
- About this report
- About Teradata
- ESG at Teradata
- Data
- People
- Stewardship
- Integrity
- Moving forward**
- Appendices

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

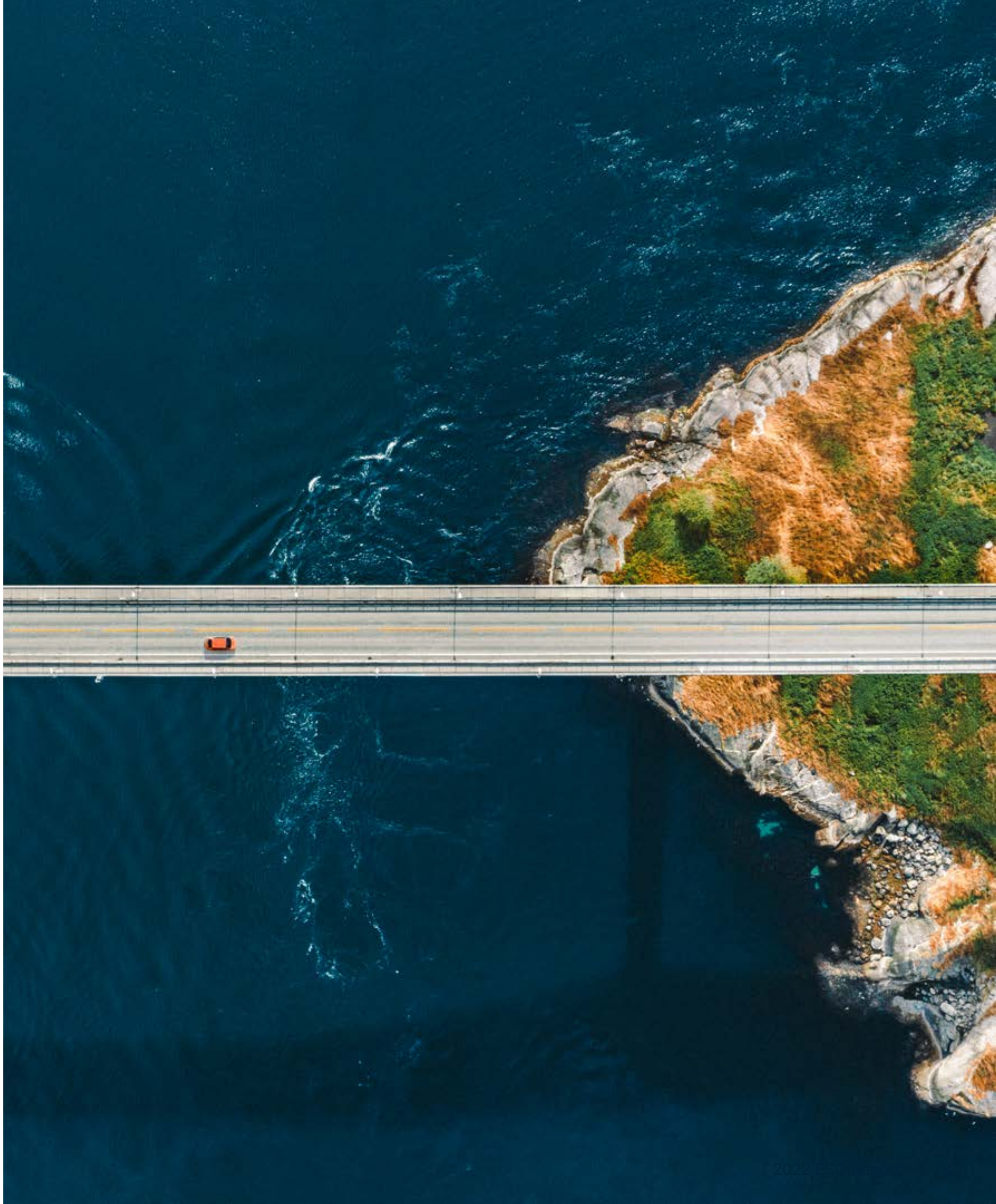
Moving forward

Appendices

At Teradata, we believe that people thrive when empowered with better information.

As we look ahead, new reporting regulations, control processes, and future audits will reveal better information that will strengthen our ESG program, company, and partnerships.

We are excited for the years ahead as our strategic pillars pursue the next steps toward our long-term goals.



Appendices

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

In this section:

- ESG performance
- GRI index
- SASB index
- TCFD index
- UN Global Compact index
- Scope 3 variances
- Forward-looking statements

Appendix A: Teradata's ESG performance

Revenue	2020	2021	2022
Revenue by geographic region (USD millions)			
Americas (North America and Latin America)	1,025	1,044	1,038
EMEA (Europe, the Middle East and Africa)	485	543	465
APJ (Asia Pacific and Japan)	326	330	292
Total revenue	1,836	1,917	1,795
Revenue by end market (USD millions)			
Subscription software licenses, services and other	1,309	1,464	1,419
Perpetual software licenses, hardware and other	107	77	65
Consulting services	420	376	311
Total revenue	1,836	1,917	1,795

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

Teradata's ESG performance

Environment	2020	2021	2022
Overview			
ISO 14001 certified	No	No	No
Environmental fines (number)	0	0	0
Energy Efficiency Policy	No	No	No
Environmental commitment	Yes	Yes	Yes
Emission reduction initiatives	Yes	Yes	Yes
Teradata carbon footprint (MTCO₂e)			
Scope 1	177	100	28
Scope 2	11,955	11,290	10,148
Scope 3	N/A	224,819	71,714
Total Scope 1 & 2	12,132	11,389	10,176
Total GHG emissions (MTCO₂e)	12,132	236,208	81,890
Scope 1 emissions (MTCO₂e)			
CO ₂	176.77	99.46	28.03
N ₂ O	0.09	0.05	0.01
CH ₄	0.10	0.05	0.01
Total Scope 1 emissions (MTCO₂e)	176.96	99.56	28.06

Teradata's ESG performance

Environment (continued)	2020	2021	2022
Scope 2 emissions (MTCO₂e)			
Total San Diego, CA campus (owned)	8,683.1	8,203.3	7,047.1
Total leased facilities	3,271.7	3,086.5	3,101.2
Total Scope 2 emissions (MTCO₂e)	11,954.8	11,289.8	10,148.3
Scope 3 emissions (MTCO₂e)			
Cat 1: Purchased goods and services	N/A	185,150	33,780
Cat 2: Capital goods	N/A	22,845	1,187
Cat 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	N/A	N/A	178
Cat 4: Upstream transportation and distribution	N/A	1,588	1,451
Cat 5: Waste generated in operations	N/A	26	264
Cat 6: Business travel	N/A	2,809	6,706
Cat 7: Employee commuting	N/A	1,237	5,977
Cat 8: Upstream leased assets	N/A	548	N/A
Cat 9: Downstream transportation and distribution	N/A	3,487	632
Cat 11: Use of sold products	N/A	7,103	20,841
Cat 12: End-of-life treatment of sold products	N/A	26	698
Total Scope 3 emissions (MTCO₂e)	N/A	224,819	71,714

Teradata's ESG performance

Environment (continued)	2020	2021	2022
Energy			
Total San Diego, CA campus (owned) (KWh)	36,000,636	34,010,966	29,217,522
Total leased facilities (KWh)	5,400,857	6,152,640	5,803,000
Total energy consumption (KWh)	41,401,493	40,163,606	35,020,522
Renewable energy San Diego, CA campus % (owned)	40%	40%	44.5%
Renewable energy total leased facilities %	2.0%	2.1%	0.7%
Total renewable energy (KWh)	15,101,179	13,735,042	13,041,205
Total % renewable energy	36.5%	34.2%	37.2%
Water (m³)			
Total San Diego, CA campus water consumption	36,587	41,925	36,168
Total leased facilities water consumption	4,914	2,416	578
Total water consumption	41,501	44,341	36,746
Waste San Diego, CA campus			
Total waste (kg)	69,977	85,027	145,176
Total recycled waste (%)	30%	74%	80%
Waste sent to landfill (%)	70%	26%	20%

Teradata's ESG performance

Environment (continued)		
Environmental stewardship product portfolio		
Leadership letters	RoHS compliance exemptions	We don't have the numbers for RoHS compliance with and without exemptions, since we don't control everything our vendors put in their products. For example, microprocessors and hard drives still have exemptions.
About this report	REACH-compliant	Our REACH compliance status relies on the declarations from our vendors. Their declarations are not specific as to the exact components or the amount that are over the regulatory amount.
About Teradata	WEEE-compliant	Teradata products are compliant with the EU Directive on Waste Electrical and Electronic Equipment (WEEE).
ESG at Teradata	Lead-free (Pb-free)	Our vendors still provide products with lead, but also include lead exemptions, therefore we are not lead-free.
Data	Conflict-free minerals	Teradata reports annually to Rule 13p-1 under the Securities Exchange Act of 1934, as amended (the "Conflict Minerals Rule").
People		
Stewardship		
Integrity		
Moving forward		

Teradata's ESG performance

	Social	2020	2021	2022
	Overview			
Leadership letters	Equal Opportunity Policy	Yes	Yes	Yes
About this report	Fair Remuneration Policy	Yes	Yes	Yes
About Teradata	Employee sustainability training	Yes	Yes	Yes
ESG at Teradata	Health and Safety Policy	Yes	Yes	Yes
Data	ISO 45001 or OHSAS 8001 certified	No	No	No
People	Human rights commitment	Yes	Yes	Yes
Stewardship	Commitment against child labor	Yes	Yes	Yes
	UN Global Compact Signatory	Yes	Yes	Yes
Integrity	Flexible work schedule and location	Yes	Yes	Yes
	Employee engagement survey	Yes	Yes	Yes
Moving forward	Public policy condemning workplace sexual harassment	Yes	Yes	Yes
	Frequency of employee sexual-harassment training (years)	At least every 2 years, but in some cases more frequently subject to applicable law		

Appendices

Teradata's ESG performance

Social (continued)		2020	2021	2022
Employee footprint (HC)⁸				
Employees	Total	7,679	7,207	7,009
	Americas	36%	36%	37%
	APJ	48%	48%	49%
	EMEA	16%	16%	13%
Employee by role⁹				
Executive		0.3%	0.4%	0.4%
People manager		12.9%	13.5%	13.7%
Individual contributor		86.8%	86.1%	85.9%
Employee by gender (HC)¹⁰				
Women		27%	27%	28%
Men		72%	72%	72%
Employee gender by region				
Women	Americas	37%	38%	39%
	APJ	49%	48%	48%
	EMEA	15%	14%	13%
Men	Americas	35%	35%	36%
	APJ	49%	49%	50%
	EMEA	16%	16%	13%

⁸ Values may not total 100% due to rounding

⁹ Role is defined by Teradata as: Executive: Senior VP and above; People Manager: All levels below Senior VP; Individual Contributor: Employee that does not have direct reports

¹⁰ Values may not total 100% as gender data is shared through voluntary self-reporting

Teradata's ESG performance

Social (continued)		2020	2021	2022
Employee gender¹⁰ by role⁹				
Executive	Women	26%	28%	28%
	Men	68%	69%	69%
People manager	Women	23%	23%	25%
	Men	76%	76%	74%
Individual contributor	Women	27%	27%	28%
	Men	71%	72%	71%
United States race and ethnicity (HC)				
White (not Hispanic or Latinx)		57.3%	57.3%	56.0%
Asian (not Hispanic or Latinx)		25.5%	25.0%	26.1%
Hispanic or Latinx		4.2%	4.4%	5.1%
Black or African American (not Hispanic or Latinx)		4.2%	4.4%	4.9%
Native American or Alaska Native (not Hispanic or Latinx)		0.3%	0.3%	0.3%
Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)		0.5%	0.5%	0.4%
Two or more races (not Hispanic or Latinx)		2.0%	2.4%	2.8%
Undeclared		6.0%	5.7%	4.8%

⁹ Role is defined by Teradata as: Executive: Senior VP and above; People Manager: All levels below Senior VP; Individual Contributor: Employee that does not have direct reports

¹⁰ Values may not total 100% as gender data is shared through voluntary self-reporting

Teradata's ESG performance

Social (continued)		2020	2021	2022
United States race and ethnicity by role⁹				
Executive	White (not Hispanic or Latinx)	94.4%	80.8%	79.2%
	Asian (not Hispanic or Latinx)	5.6%	7.7%	8.3%
	Hispanic or Latinx	0.0%	0.0%	4.2%
	Black or African American (not Hispanic or Latinx)	0.0%	3.9%	4.2%
	Native American or Alaska Native (not Hispanic or Latinx)	0.0%	0.0%	0.0%
	Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)	0.0%	0.0%	0.0%
	Two or more races (not Hispanic or Latinx)	0.0%	3.9%	4.2%
	Undeclared	0.0%	3.9%	0.0%
	People manager			
White (not Hispanic or Latinx)	66.4%	67.9%	65.3%	
	Asian (not Hispanic or Latinx)	18.5%	16.5%	17.9%
Hispanic or Latinx	4.5%	3.6%	3.9%	
	Black or African American (not Hispanic or Latinx)	2.5%	3.6%	5.0%
	Native American or Alaska Native (not Hispanic or Latinx)	0.2%	0.5%	0.7%
	Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)	0.0%	0.0%	0.2%
	Two or more races (not Hispanic or Latinx)	1.6%	1.4%	1.1%
	Undeclared	6.3%	6.6%	5.9%

⁹ Role is defined by Teradata as: Executive: Senior VP and above; People Manager: All levels below Senior VP; Individual Contributor: Employee that does not have direct reports



Teradata's ESG performance

Social (continued)			2020	2021	2022
United States race and ethnicity by role⁹					
Individual contributor	White (not Hispanic or Latinx)		54.9%	54.2%	52.7%
	Asian (not Hispanic or Latinx)		27.4%	27.4%	28.5%
	Hispanic or Latinx		4.2%	4.6%	5.5%
	Black or African American (not Hispanic or Latinx)		4.6%	4.7%	4.9%
	Native American or Alaska Native (not Hispanic or Latinx)		0.3%	0.2%	0.2%
	Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)		0.6%	0.6%	0.4%
	Two or more races (not Hispanic or Latinx)		2.1%	2.7%	3.2%
	Undeclared		6.0%	5.5%	4.6%
Employee hiring (HC)					
Global employee hiring	Americas		37%	31%	41%
	APJ		50%	60%	48%
	EMEA		13%	9%	11%
Hiring by role⁹ and gender¹⁰					
Executive	Women		17%	33%	0%
	Men		67%	67%	100%
People manager	Women		22%	27%	30%
	Men		78%	70%	67%
Individual contributor	Women		30%	28%	29%
	Men		66%	71%	70%

⁹ Role is defined by Teradata as: Executive: Senior VP and above; People Manager: All levels below Senior VP; Individual Contributor: Employee that does not have direct reports

¹⁰ Values may not total 100% as gender data is shared through voluntary self-reporting

Teradata's ESG performance

Social (continued)		2020	2021	2022
United States hiring by race and ethnicity				
	White (not Hispanic or Latinx)	52%	54%	44%
	Asian (not Hispanic or Latinx)	29%	27%	35%
	Hispanic or Latinx	2%	5%	6%
	Black or African American (not Hispanic or Latinx)	4%	4%	6%
	Native American or Alaska Native (not Hispanic or Latinx)	1%	0%	0.5%
	Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)	1%	0.8%	0.2%
	Two or more races (not Hispanic or Latinx)	4%	4%	4%
	Undeclared	7%	5%	4%
Employee promotion				
	Global employee promotion rate	12%	10%	15%
Training (HC)				
	Total online training hours	90,600	175,900	439,000
	Total online training (average hours)	12	24	63

Teradata's ESG performance

	Governance	2020	2021	2022
	Overview			
Leadership letters	Business Ethics Code of Conduct	Yes	Yes	Yes
About this report	Anti-Bribery Ethics Policy	Yes	Yes	Yes
About Teradata	Employee Protection / Whistle Blower Policy	Yes	Yes	Yes
ESG at Teradata	Privacy Policy	Yes	Yes	Yes
Data	Board structure			
People	Size of the board	11	9	9
Stewardship	Unitary or two-tier board system	Unitary	Unitary	Unitary
Integrity	Number of employee representatives on board	0	0	0
Moving forward	Classified board system	Yes	Yes	Yes
	Number of directors with financial, audit and accounting expertise	2	2	2
	Number of corporate executive officers on Board of Directors	1	1	1
	Percentage of corporate executive officers on Board of Directors	9%	11%	11%
	Board independence			
	Number of independent directors	10	8	8
	Percentage of independent directors	91%	89%	89%
	CEO duality	No	No	No
	Independent chairperson	Yes	Yes	Yes

Appendices

Teradata's ESG performance

Governance (continued)		2020	2021	2022
Board diversity				
Number of women on board		3	3	3
Percentage of women on board		27%	33%	33%
Number of gender diverse or under-represented community demographic		5	5	5
Percentage of gender diverse or under-represented community demographic		45%	56%	56%
Age of the youngest director		50	51	52
Age of the oldest director		75	73	72
Board average age		62.9	62	61
Board age limit		No	No	No
Woman chief executive officer or equivalent		No	No	No
Woman chairperson or equivalent		No	No	No
Number of directors with executive leadership		11	9	9
CEO or equivalent appointed from within		No	No	No
Average board tenure (years)		6.8	6.5	5.9
Board term limits		No	No	No
Date executive director appointed to the Board of Directors		6/8/2020	6/8/2020	6/8/2020

Teradata's ESG performance

Governance (continued)		2020	2021	2022
Board meetings				
	Number of board meetings	9	5	5
	Board meeting attendance %	>75%	>75%	>75%
	Independent directors board meeting attendance %	>75%	>75%	>75%
	Number of directors attending less than 75% of meetings	0	0	0
Audit Committee				
	Size of Audit Committee	4	3	3
	Number of independent directors on Audit Committee	4	3	3
	Percentage of independent directors on Audit Committee	100%	100%	100%
	Independent Audit Committee chairperson	Yes	Yes	Yes
	Audit Committee meetings	5	6	7
	Audit Committee meeting attendance %	>75%	>75%	>75%
Compensation and People Committee				
	Size of Compensation and People Committee	3	3	3
	Number of independent directors on Compensation and People Committee	3	3	3
	Percentage of independent directors on Compensation and People Committee	100%	100%	100%
	Independent Compensation and People Committee chairperson	Yes	Yes	Yes
	Number of Compensation and People Committee meetings	10	5	5

Teradata's ESG performance

	Governance (continued)	2020	2021	2022
	Compensation and People Committee (continued)			
	Compensation and People Committee meeting attendance %	>75%	>75%	>75%
	Outside compensation advisors appointed	Yes	Yes	Yes
	Clawback provision for executive compensation	Yes	Yes	Yes
	Nominating and Governance Committee			
	Size of Nominating and Governance Committee	3	2	2
	Number of independent directors on Nominating and Governance Committee	3	2	2
	Percentage of independent directors on Nominating and Governance Committee	100%	100%	100%
	Independent Nominating and Governance Committee chairperson	Yes	Yes	Yes
	Number of Nominating and Governance Committee meetings	4	5	3
	Nomination and governance committee meeting attendance %	>75%	>75%	>75%
	ESG/Sustainability Committee The Nominating and Governance Committee oversees ESG/Sustainability matters			
	Non-executive director with responsibility for ESG	N/A	No	No
	Executive director with responsibility for ESG	N/A	Yes	Yes
	Executive compensation linked to ESG	N/A	No	No
	Board compensation linked to ESG	N/A	No	No

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

Teradata's ESG performance

Governance (continued)	2020	2021	2022
Shareholder rights			
Poison pill	No	No	No
Blank check preferred authorized	Yes	Yes	Yes
Dual class unequal voting rights - common shares	No	No	No
Political activities			
Political activities and/or donations	0	0	0

Appendix B: 2022 Global Reporting Initiative (GRI) Index

Teradata has reported the information cited in this GRI content index for the period January 1, 2022 to December 31, 2022 with reference to the GRI Standards.

#	Disclosure	Description
GRI 2: General disclosures		
2-1	Organizational details	<p>a. Our legal name is Teradata Corporation, and our commercial name is “Teradata” or “Teradata Corp”</p> <p>b. We were incorporated in 1979, and became a publicly traded Delaware corporation named Teradata Corporation (NYSE: TDC) in 2007</p> <p>c. Our Global Headquarters is at 17095 Via del Campo San Diego, California 92127 USA</p> <p>d. About us: Office locations</p>
2-2	Entities included in the organization’s sustainability reporting	<p>a. Note to readers</p> <p>b. There is no difference between the entities included in financial reporting and sustainability reporting. Financial reporting is available on our Investor Relations website.</p>
2-3	Reporting period, frequency and contact point	<p>a. The reporting period covers calendar year 2022, unless otherwise stated. Teradata publishes ESG Reports on an annual basis.</p> <p>b. Publication date: November 2023</p> <p>c. Contact point for questions about this Report or reported information: Teradata.ESG@teradata.com</p> <p>d. Teradata.ESG@teradata.com</p>
2-4	Restatements of information	Teradata has updated our emissions information from previous reporting periods, to meet to the Emissions & Generation Resource Integrated Database (eGRID) 2021 data that was published in January 2023.
2-5	External assurance	The 2022 ESG Report is not assured through an assurance provider. We perform extensive internal due diligence and data validation to ensure the accuracy of the information and data presented in this Report.
2-6	Activities, value chain, and other business relationships	<p>a. Software Services</p> <p>b. About Teradata Integrity: Responsible supply chain See our Form 10-K, section “Item 1. Business.” This document is available on our Investor Relations website.</p> <p>c. Teradata subsidiaries is in our Form 10-K available on our Investor Relations website.</p> <p>d. Significant Changes - In 2022, ceased our operations in Russia.</p>

2022 GRI index

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

#	Disclosure	Description
GRI 2: General disclosures (continued)		
2-7	Employees	People Appendix A: ESG performance
2-8	Workers who are not employees	We do not currently report the headcount for contingent labor.
2-9	Governance structure and composition	Integrity: Corporate governance See our Proxy Statement, available on our Investor Relations website .
2-10	Nomination and selection of the highest governance body	Integrity: Corporate governance See our Proxy Statement, available on our Investor Relations website .
2-11	Chair of the highest governance body	Integrity: Corporate governance See our Proxy Statement, available on our Investor Relations website .
2-12	Role of the highest governance body in overseeing the management of impacts	ESG governance Integrity: Corporate governance Integrity: Stakeholder engagement Appendix D: TCFD index
2-13	Delegation of responsibility for managing impacts	ESG governance Integrity: Corporate governance Integrity: Stakeholder engagement Appendix D: TCFD index
2-14	Role of the highest governance body in sustainability reporting	Our ESG Report is reviewed and approved by Teradata's ESG executive sponsors and the Executive Leadership Team.
2-15	Conflicts of interest	We have a Code of Conduct that sets the standard for ethics and compliance for all of our directors, and employees, including our officers, chief accounting officer, and corporate controller. We expect our directors, executives, and employees to avoid any activity that is or has the appearance of being a conflict of interest with Teradata and our Code of Conduct. No conflicts of interest with directors occurred during the fiscal year 2022. Our Proxy Statement is available on our Investor Relations website .

2022 GRI index

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

#	Disclosure	Description
GRI 2: General disclosures (continued)		
2-16	Communication of critical concerns	Our Audit Committee of the Board of Directors oversees our compliance with ethical, legal, and regulatory requirements, including oversight of our ethics and compliance program. The total number and the nature of critical concerns that were communicated to the Audit Committee is considered confidential information. Integrity: Ethics and compliance
2-17	Collective knowledge of the highest governance body	Teradata executives and/or management with environmental, social, and governance (ESG) and sustainability expertise, present to the Board of Directors to discuss trends, best practices, topics to be aware of or monitor, to help the board make business decisions that best align with sustainable development. Each of Teradata's Board of Director committees have members with relevant ESG experience, qualifications and attributes are found in our proxy statement available on our Investor Relations website .
2-18	Evaluation of the performance of the highest governance body	See our Proxy Statement, "Election of Directors" section, available on our Investor Relations website . Also see our "Corporate Governance" web page .
2-19	Remuneration policies	See our Proxy Statement, "Director Compensation" section available on our Investor Relations website .
2-20	Process to determine remuneration	See our Proxy Statement, "Director Compensation" section available on our Investor Relations website .
2-21	Annual total compensation ratio	See our Proxy Statement, "CEO Pay Ratio Disclosure" section available on our Investor Relations website .
2-22	Statement on sustainable development strategy	Leadership letters
2-23	Policy commitments	Identified within each policy are the stakeholders, activities and/or business relationships applicable, including the associated organization or person who approved the policy. Policies are available via various communication channels, such as training, newsletters, meetings, websites, contracts, and may be internal, external or both, with some available with relevant translations. Code of Conduct Supplier Code of Conduct Partner Code of Conduct Supplier Diversity Policy Conflict Minerals Policy Global Privacy Policy
2-24	Embedding policy commitments	Integrity: Ethics and compliance Integrity: Responsible supply chain

2022 GRI index

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

#	Disclosure	Description
GRI 2: General disclosures (continued)		
2-25	Processes to remediate negative impacts	Integrity: Ethics and compliance
2-26	Mechanisms for seeking advice and raising concerns	Integrity: Ethics and compliance
2-27	Compliance with laws and regulations	Integrity: Ethics and compliance Teradata has not identified any significant instances of non-compliance with laws and regulations and has not been fined of any monetary value.
2-28	Membership associations	Teradata participates in industry associations and other membership associations such as Information Technology Industry Council (ITI), Boston College Center for Corporate Citizenship, CDP Global, and EcoVadis, among others.
2-29	Approach to stakeholder engagement	Integrity: Stakeholder engagement
2-30	Collective bargaining agreements	Employees at any of our global locations have always had the freedom to associate and/or right to collective bargaining as provided by local statutes. In the countries and regions where there are collective-bargaining agreements, we are compliant with all agreements required by laws and regulations. Approximately 4.5% of our employees are covered by collective-bargaining agreements.
GRI 3: Material topics		
3-1	Process to determine material topics	ESG at Teradata
3-2	List of material topics	ESG at Teradata ESG materiality assessment conducted in 2022 was more encompassing thus the material topics have increased in scope.
3-3	Management of material topics	About this report ESG at Teradata Data People Stewardship Integrity

2022 GRI index

#	Disclosure	Description
GRI 201: Economic performance		
201-1	Direct economic value generated and distributed	See our Form 10-K, "Financial Statements and Supplementary Data" sections, available on our Investor Relations website .
201-2	Financial implications and other risks and opportunities due to climate change	See our Form 10-K, "Item 1A. Risk Factors" section. This document is available on our Investor Relations website . Appendix D: TCFD index
201-3	Defined benefit plan obligations and other retirement plans	See our Form 10-K, "Note 8 Employee Benefit Plans", available on our Investor Relations website . People: Employee benefits and well-being
201-4	Financial assistance received from the government	See our Form 10-K, "Notes to the Consolidated Financial Statements", including "Note 6 - Income Taxes", available on our Investor Relations website .
GRI 202: Market presence		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	We do not disclose this information.
202-2	Proportion of senior management hired from the local community	We do not disclose this information. We focus on hiring the best and brightest individuals from the communities where we operate, for all levels of employment.
GRI 204: Procurement practices		
204-1	Proportion of spending on local suppliers	We do not disclose this information.
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	We assess our worldwide operations and our suppliers for risks related to corruption. Our in-place policies and trainings mitigate these risks. Integrity: Ethics and compliance
205-2	Communication and training about anti-corruption policies and procedures	We define our anti-corruption policies and procedures in our Code of Conduct and include our policies and procedures in team-member training. Integrity: Ethics and compliance
205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption in 2022.

2022 GRI index

#	Disclosure	Description
GRI 207: Tax		
207-1	Approach to tax	Global Tax Policy
207-2	Tax governance, control, and risk management	<ol style="list-style-type: none"> Global Tax Policy Raising concerns is available 24-hour-a-day, multiple-language service which is accessible online and by telephone and can be done on an anonymous or confidential basis. (Code of Conduct) Our financial auditor certifies our tax provision and is referenced in our 10-K
207-3	Stakeholder engagement and management of concerns related to tax	<ol style="list-style-type: none"> Global Tax Policy and 3. Our approach to public policy on tax, while including the views and concerns of stakeholders, are done through tax policy groups
207-4	Country-by-country reporting	We do not disclose this information.
GRI 301: Materials		
301-1	Materials used by weight or volume	We do not disclose this information.
301-2	Recycled input materials used	Stewardship: Waste
301-3	Reclaimed products and their packaging materials	Stewardship: Waste
GRI 302: Energy		
302-1	Energy consumption within the organization	Stewardship: Energy
302-2	Energy consumption outside of the organization	We do not assess energy consumption following upstream and downstream categories and activities from the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard for identifying relevant energy consumption outside of the organization.
302-3	Energy intensity	We do not report energy intensity.
302-4	Reduction of energy consumption	Stewardship: Energy
302-5	Reductions in energy requirements of products and services	BEZNext methodology

2022 GRI index

#	Disclosure	Description
GRI 303: Water and effluents		
303-1	Interactions with water as a shared resource	Stewardship: Water Appendix C: SASB
303-2	Management of water discharge-related impacts	Stewardship: Water Appendix C: SASB
303-3	Water withdrawal	Stewardship: Water Appendix C: SASB
303-4	Water discharge	Stewardship: Water Appendix C: SASB
303-5	Water consumption	Stewardship: Water Appendix C: SASB
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	Stewardship: Carbon footprint
305-2	Energy indirect (Scope 2) GHG emissions	Stewardship: Carbon footprint
305-3	Other indirect (Scope 3) GHG emissions	Stewardship: Carbon footprint
305-4	GHG emissions intensity	Teradata does not report on intensity
305-5	Reduction of GHG emissions	Stewardship: Carbon footprint
305-6	Emissions of ozone-depleting substances (ODS)	Teradata does not emit ozone-depleting substances (ODS)
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Teradata does not emit nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

2022 GRI index

#	Disclosure	Description
GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	Stewardship: Waste
306-2	Management of significant waste-related impacts	Stewardship: Waste
306-3	Waste generated	Stewardship: Waste
306-4	Waste diverted from disposal	Stewardship: Waste
306-5	Waste directed to disposal	Stewardship: Waste
GRI 308: Supplier environmental assessment		
308-1	New suppliers that were screened using environmental criteria	100% of all manufacturing partners are required to be ISO 14001. In addition, a third-party risk assessment is conducted of suppliers.
308-2	Negative environmental impacts in the supply chain and actions taken	Teradata is not aware of any negative environmental impacts from our supply chain in 2022.
GRI 401: Employment		
401-1	New employee hires and employee turnover	Appendix A: ESG performance
401-2	Benefits provided to full-time employees	People: Employee benefits and well-being
401-3	Parental leave	We provide our employees with parental leave that meets or exceeds local regulatory requirements, but our offerings vary by location. We do not disclose parental leave data.

2022 GRI index

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

#	Disclosure	Description
GRI 403: Occupational health and safety		
403-1	Occupational health and safety management system	People: Employee health and safety Health and Safety Policy
403-2	Hazard identification, risk assessment, and incident investigation	People: Employee health and safety Health and Safety Policy
403-3	Occupational health services	People: Employee health and safety Health and Safety Policy Data: Data security Data Security Policy
403-4	Worker participation, consultation, and communication on occupational health and safety	People: Employee health and safety Health and safety employee handbook
403-5	Worker training on occupational health and safety	People: Employee health and safety Health and safety employee handbook
403-6	Promotion of worker health	People: Employee health and safety Health and safety employee handbook
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety Policy
403-8	Workers covered by an occupational health and safety management system	Health and Safety Policy
403-9	Work-related injuries	Teradata completes OSHA Work-Related Injuries and Illnesses Form 300, and in 2022, there were no recordable injuries or fatal work-related accidents for our workers or contractors.
403-10	Work-related ill health	Teradata completes OSHA Work-Related Injuries and Illnesses Form 300, and in 2022, there were no recordable injuries or fatal work-related accidents for our workers or contractors.

2022 GRI index

#	Disclosure	Description
GRI 404: Training and education		
404-1	Average hours of training per year per employee	People: Employee development Appendix A: ESG performance
404-2	Programs for upgrading employee skills and transition assistance programs	People: Employee development
404-3	Percentage of employees receiving regular performance and career development reviews	People: Employee development
GRI 405: Diversity and equal opportunity		
405-1	Diversity of governance bodies and employees	Appendix A: ESG performance
405-2	Ratio of basic salary and remuneration of women to men	We do not disclose this information.
GRI 406: Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	We track any discrimination allegations, conduct thorough review, and take appropriate remedial measures. We consider this confidential information and do not report it publicly.
GRI 407: Freedom of association and collective bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Code of Conduct UK Modern Slavery and Human Trafficking Statement Australia's Modern Slavery Statement Supplier Code of Conduct

2022 GRI index

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

#	Disclosure	Description
GRI 408: Child labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	Code of Conduct UK Modern Slavery and Human Trafficking Statement Australia's Modern Slavery Statement Supplier Code of Conduct
GRI 409: Forced or compulsory labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Code of Conduct UK Modern Slavery and Human Trafficking Statement Australia's Modern Slavery Statement Supplier Code of Conduct
GRI 414: Supplier social assessment		
414-1	New suppliers that were screened using social criteria	Teradata does not screen new suppliers based on the social criteria listed in GRI 414.
414-2	Negative social impacts in the supply chain and actions taken	Teradata is not aware of any negative social impacts from our supply chain in 2022.
GRI 415: Public policy		
415-1	Political contributions	Teradata does not participate in any political contributions or activities.

2022 GRI index

#	Disclosure	Description
GRI 417: Marketing and labeling		
417-1	Requirements for product and service information and labeling	Data: Product sustainability
417-2	Incidents of non-compliance concerning product and service information and labeling	Teradata has not had any non-compliance with regulations concerning product information and labeling.
417-3	Incidents of non-compliance concerning marketing communications	Teradata's "Email unsubscribe" option failed for a brief period but was immediately rectified when discovered.
GRI 418: Customer privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data.	Teradata has not received complaints concerning breaches of customer privacy.

Appendix C: Sustainability Accounting Standards Board (SASB) Index

Software & IT Services Sustainability Accounting Standard, Version 223-06

Table 1. Sustainability Disclosure Topics & Metrics

	Topic	Code	Metric	Category	Unit of measure	2022 response
Leadership letters	Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	Gigajoules (GJ), percentage (%)	1. 105,183 GJ 2. 100% 3. 37%
About this report		TC-SI-130a.2	(1) total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m ³), percentage (%)	1. 36,746 m ³ 2. 98% Our main water consumption is at our San Diego, CA, USA campus. Based on the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct, San Diego, CA is identified as an "Extremely High" water risk.
About Teradata		TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	N/A	Stewardship
ESG at Teradata	Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	N/A	Data: Data privacy Teradata Privacy Policy
Data		TC-SI-220a.2	Number of users whose information is used for secondary purposes	Quantitative	Number	0
People		TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy ¹	Quantitative	Presentation currency	\$0
Stewardship		TC-SI-220a.4	(1) number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Quantitative	Number, percentage (%)	1. 0 2. 0 3. 0%
Integrity		TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring ²	Discussion and Analysis	N/A	Based on our current understanding there are no countries monitoring, blocking, content filtering, or censoring our core products and service.
Moving forward						

¹Note to TC-SI-220a.3: The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses

²Note to TC-SI-220a.5: Disclosure shall include a description of the extent of the impact in each case and, where relevant, a discussion of the entity's policies and practices related to freedom of expression.

2022 SASB Index

	Topic	Code	Metric	Category	Unit of measure	2022 response
Leadership letters	Data Security	TC-SI-230a.1	(1) number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected ³	Quantitative	Number, percentage (%)	Teradata does not specifically disclose TC-SI-230a.1. Any material losses would be disclosed in our 10-K filings found on our Investor Relations website .
About this report		TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	N/A	Data: Data security Teradata Privacy Policy
About Teradata	Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore ⁴	Quantitative	Percentage (%)	1. At the end of 2022, 2% of employees were foreign nationals. 2. At the end of 2022, the percentage of employees located offshore from Teradata's country (USA) of domicile was 7% of our workforce in Americas, 49% in APJ, and 13% in EMEA.
ESG at Teradata		TC-SI-330a.2	Employee engagement as a percentage ⁵	Quantitative	Percentage (%)	In 2022, we received an employee engagement score of 76 points from our annual Engagement Pulse survey. The score is a weighted average based on responses to the following two questions: <ul style="list-style-type: none"> • How happy are you working at Teradata? • I would recommend Teradata as a great place to work.
Data						
People						
Stewardship						
Integrity						
Moving forward						

³ Note to TC-SI-230a.1: Disclosure shall include a description of corrective actions implemented in response to data breaches

⁴ Note to TC-SI-330a.1: Disclosure shall include a description of potential risks of recruiting foreign nationals and/or offshore employees, and management approach to addressing these risks.

⁵ Note to TC-SI-330a.2: Disclosure shall include a description of methodology employed.

2022 SASB Index

Leadership letters

About this report

About Teradata

ESG at Teradata

Data

People

Stewardship

Integrity

Moving forward

Appendices

Topic	Code	Metric	Category	Unit of measure	2022 response
Recruiting & Managing a Global, Diverse & Skilled Workforce (continued)	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees ⁶	Quantitative	Percentage (%)	<p>The management groups listed here adhere to the SASB definitions and may not exactly match numbers shared earlier in the report for that reason, namely 1) executives, senior level officials, and people managers; 2) all technical staff; and 3) all other employees not included in the first group. We do not currently report the representation for technical staff, nor do we report on ethnicity outside of the U.S.</p> <p>1. Management</p> <ul style="list-style-type: none"> • Gender: 25% women (global) • Asian: 18% (U.S. only) • Black or African American: 5% (U.S. only) • Hispanic or Latinx: 4% (U.S. only) • Other: 9% (U.S. only) <p>2. Technical Staff – We do not currently report on representation for technical staff.</p> <p>3. All Other Employees</p> <ul style="list-style-type: none"> • Gender: 28% women (global) • Asian: 28% (U.S. only) • Black or African American: 5% (U.S. only) • Hispanic or Latinx: 5% (U.S. only) • Other: 8% (U.S. only)
Intellectual Property Protection & Competitive Behaviour	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations ⁷	Quantitative	Presentation currency	Teradata does not specifically disclose TC-SI-520a.1. Any material losses would be disclosed in our 10-K filings found on our Investor Relations website .

⁶ Note to TC-SI-330a.3: The entity shall describe its policies and programs for fostering equitable employee representation across its global operations.
⁷ Note to TC-SI-520a.1: The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses
⁸ Note to TC-SI-550a.1: Disclosure shall include a description of each significant performance issue or service disruption and any corrective actions taken to prevent future disruptions.

2022 SASB Index

Table 2. Activity Metrics

Topic	Code	Metric	Category	Unit of measure	2022 response
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime ⁸	Quantitative	Number, days	Teradata does not specifically disclose TC-SI-550a.1. This type of information is discussed on a per customer basis, or as part of the regular Cloud Customer Advisory Board.
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	N/A	Teradata’s potential risks associated with technology disruptions affecting our San Diego data center or cloud-based services are detailed in our 10-K, Item 1A. “RISK FACTORS” found on our Investor Relations website . Teradata’s Business Continuity Program is aligned with International Standards such as ISO 22301 and takes direction from the PAS-56 standard.
Stewardship	TC-SI-000.A	(1) number of licences or subscriptions, (2) percentage cloud-based	Quantitative	Number, percentage (%)	Teradata uses different KPIs to communicate our business performance to investors than those suggested by SASB. Teradata’s KPIs are included in our annual Form 10-K and quarterly 10-Q filings available on our Investor Relations website .
	TC-SI-000.B	(1) data processing capacity, (2) percentage outsourced ⁹	Quantitative	Unit of measure	
Integrity	TC-SI-000.C	(1) amount of data storage, (2) percentage outsourced ¹⁰	Quantitative	Petabytes, percentage (%)	

⁹ Note to TC-SI-000.B: Data processing capacity shall be reported in units of measure typically tracked by the entity or used as the basis for contracting software and IT services, such as Million Service Units (MSUs), Million Instructions per Second (MIPS), Mega FloatingPoint Operations per Second (MFLOPS), compute cycles, or other. Alternatively, the entity may disclose owned and outsourced data processing needs in other units of measure, such as rack space or data centre square footage. The percentage outsourced shall include on-premise cloud services, those that are hosted on public cloud, and those that are residing in colocation data centres.

¹⁰ Note to TC-SI-000.C: The percentage outsourced shall include On-Premise cloud services, those that are hosted on public cloud, and those that are residing in colocation data centres.

Appendix D: 2022 Task Force on Climate-related Financial Disclosures (TCFD)

The growing demand for decision-useful, climate-related information from organizations across all sectors of the economy has given rise to several disclosure standards that support greater accountability and transparency. The Task Force on Climate-Related Financial Disclosures (TCFD), established in late 2015, structured around four themes that represent core elements of how organizations operate: governance, strategy, risk management, and metrics and targets to climate-related matters.

This is our second-year reporting on the TCFD's recommendations in our ESG Report. While we discuss risks related to climate-related matters, we do not include all the risks that may affect Teradata in this regard. We will conduct more in-depth scenario analysis and will include the results in future reports. Some risks that are yet unknown, or are believed not to be material, could ultimately have a major impact on our businesses, objectives, revenues, income, assets, liquidity, and/or capital resources.

Disclosure	2022 Response
Governance	
Disclose the organization's governance around climate-related risks and opportunities.	
a. Describe the board's oversight of climate-related risks and opportunities.	The Nominating and Governance Committee of Teradata's Board of Directors is responsible for overseeing climate-related policies, goals, strategy, and progress and is updated on these efforts on a quarterly basis, and in the plenary meetings of Teradata's Board of Directors. CDP Climate Change 2021 C1.1b
b. Describe management's role in assessing and managing climate-related risks and opportunities.	The CEO and the Teradata's Executive Leadership Team implement climate-related matters. In addition, our Chief Legal Officer and Chief Financial Officer are co-executive sponsors of Teradata's Corporate Citizenship Council, which oversees ESG policies, strategies, and progress quarterly. In addition, they received monthly updates in 2022 of carbon-related matters from the Greenhouse Gas Taskforce. Representatives of the Greenhouse Gas Taskforce focus on the policies, goals, program development and measurable improvement plans, while also monitoring and controlling operational functions. CDP Climate Change 2021 C1.2, C1.2a

- Leadership letters
- About this report
- About Teradata
- ESG at Teradata
- Data
- People
- Stewardship
- Integrity
- Moving forward

Appendices

2022 TCFD Index

Disclosure	2022 Response
------------	---------------

Strategy	
-----------------	--

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Teradata has identified climate-related risks and opportunities, which are generally described below, but is not intended to be a comprehensive list. As risks and opportunities change over time, Teradata continues to further evaluate climate-related risks and the realization of opportunities through regular and ongoing feedback with our management teams from the Enterprise Risk Program and the ESG Program.

- Operating a data center in San Diego, CA, USA, is heavily dependent on electricity and climate-related events may compromise the availability of electricity needed.

b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

- Teradata's business operations and supply-chain partners have a risk from increased climate-related regulations which may increase operational costs.

Teradata has both risk (through inaction) and opportunity (through action) for climate-related reputation and is proactively identifying and acting on goals to contribute to the global effort to reduce climate-related impact. This also provides an opportunity to make more stakeholders aware of Teradata's commitments and progress in this area. As more supply-chain partners, employees, potential employees, customers, investors, and members of the public become aware of our work in this area, there is the opportunity to positively contribute to the company's reputation and market share.

Additional climate-related risks are detailed in our 10-K, Item 1A. "RISK FACTORS" found on our [Investor Relations website](#).
CDP Climate Change 2021 C2.1, C2.2c, C2.3a, C2.4a, C2.5, C2.6

c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

We are led by our strategy as the connected multi-cloud data platform for enterprise analytics and recognize that our services require energy, which results in GHG emissions. We invest in implementing solutions and optimization that minimize this consumption and our emissions throughout our operations, with the aim of reducing our global environmental impact.

We acknowledge that a reliance on finite energy sources, additional to their impact in the environment, can be a risk to our business operations and we continue to incorporate climate change into our planning by exploring the resilience of our business strategy under a range of future potential climate change outcomes, both in our operations and in our value chain. Teradata is planning to conduct a 1.5°C scenario assessment and will disclose subsequent results in future reports.

Appendices

Disclosure	2022 Response
Risk management	
Disclose how the organization identifies, assesses, and manages climate-related risks.	
<p>a. Describe the organization's processes for identifying and assessing climate-related risks.</p>	<p>Teradata's ESG risk management process is designed to identify risks that could affect our ability to achieve business goals and strategies, assess the likelihood and potential impact of significant risks to our business, and prioritize risk control and mitigation in line with established risk appetites.</p> <p>While Teradata applies a 'medium to high' risk appetite in providing offerings to the market which can provide our customers with valuable insights to their ESG programs via meaningful data analytics, we have a 'zero to minimum' risk appetite around ESG regulation, compliance matters and required program disclosures to maintain our strong reputation of integrity and trust, and promote the longevity of our company. To evaluate climate-related transitional risks and opportunities, we monitor changes in existing and emerging regulatory requirements, benchmarks from other companies, and other stakeholder input received from customers, investors, and the public to evaluate applicability and relevance to Teradata.</p> <p>Additional risk management processes are found in the ESG Risk Management section of this report.</p>
<p>b. Describe the organization's processes for managing climate-related risks.</p>	<p>Teradata has a robust Enterprise Risk Management (ERM) program that is responsible for formally evaluating external and internal issues, and identifying how they may impact the strategic direction and business operations of our company, our customers, our suppliers, our communities, and other interested parties. Risks are reviewed on a quarterly basis, or more frequently as needed.</p>
<p>c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>Our Enterprise Risk Register is effectively maintained to ensure a robust overview of Teradata's risk landscape by considering not only inherent business factors but new and emerging conditions. We have begun to include climate-related risks within these assessments and prioritize actions at the corporate and local levels per our established risk appetite within our ERM program.</p>

2022 TCFD Index

Appendices

Disclosure	2022 Response
------------	---------------

Metrics and targets	
----------------------------	--

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

<p>a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p>Teradata has disclosed Scope 1 and Scope 2 metrics since 2008, and are aligned with the accounting standards of the GHG Protocol, reported in MTCO₂e emissions.</p> <ul style="list-style-type: none"> • Scope 1 emissions are less than 1% of our operational Greenhouse Gas footprint and is broken into CO₂, N₂O and CH₄. • Scope 2 emissions represents the electricity we purchase from the grid, using GHG location based methodology. • Scope 3 emissions represent the categories that are applicable for Teradata and use various GHG calculation methodologies based on category and data availability. <p>Additional information can be found in the Stewardship section of this report.</p>
--	---

<p>b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 Greenhouse Gas (GHG) emissions, and related risks.</p>	<p>Appendix A: ESG performance - Environment section contains Scope 1, 2 & 3 emissions.</p>
--	---

<p>c. Describe the targets used by the organization to manage climate-related risks and opportunities, and the organization's performance against these targets.</p>	<p>Our goal to be carbon neutral by 2024 presents some level of complexity, given that we use renewable and non-renewable electricity in our owned and leased facilities. We will increase our renewable energy consumption with utility providers that offer reliable and stable renewable energy opportunities. While we are investing in reducing our emissions to as close to zero as possible, we will also deploy a carbon management program to address the remainder emissions to avoid, reduce and/or neutralize emissions via the carbon market. The carbon market is an important tool for enabling the low-carbon transition, but the pace, scale, integrity, function and impact are risks that we are evaluating and mitigating before we enter into the carbon market in 2024. Our goal to reduce our emissions by 35% in 2025 (baseline 2021) will be addressed via increased renewable energy opportunities from utility providers, and continue evaluating our real estate footprint whether resizing or closing under-used facilities, as the majority of our workforce is remote. Our Net Zero goal by 2050 is addressed by identifying opportunities for the next ten years, while remaining flexible to changing requirements or opportunities. Our ten-year roadmap will be monitored and updated regularly.</p>
--	---

Appendix E: United Nations Global Compact

Teradata has a long-standing commitment to environmental, social and governance (ESG) topics, including human rights, fair labor practices, the environment and anti-corruption. Teradata has been a [signatory](#) to the United Nations Global Compact (UNGC) since 2014 and applies the UNGC’s 10 principles in the strategy and operations of our company. Our action on these topics is expressed throughout our report—including the index below describing the location of relevant content in our report or our policies that govern our operating companies.

UNGC principle	Response references
Human rights	
1. Businesses should support and respect the protection of internationally proclaimed human rights.	See our UK Modern Slavery and Human Trafficking Statement , Australia Modern Slavery Statement , Code of Conduct , Supplier Code of Conduct , Diversity, Equity and Inclusion Commitment , Supplier Diversity Policy , and the People and Integrity sections of this report.
2. Businesses should make sure that they are not complicit in human rights abuses.	
Labor standards	
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	See our UK Modern Slavery and Human Trafficking Statement , Australia Modern Slavery Statement , Code of Conduct , Supplier Code of Conduct , Diversity, Equity and Inclusion Commitment , Supplier Diversity Policy , and the People and Integrity sections of this report.
4. Businesses should uphold the elimination of all forms of forced and compulsory labor.	
5. Businesses should uphold the effective abolition of child labor.	
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.	
Environment	
7. Businesses should support a precautionary approach to environmental challenges.	See our Data and Stewardship sections of this report.
8. Businesses should undertake initiatives to promote greater environmental responsibility.	
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	
Anti-corruption	
10. Businesses should work against corruption in all its forms, including extortion and bribery.	See our Code of Conduct , Supplier Code of Conduct , Anti-corruption Policy , and the Integrity section of this report.

- Leadership letters
- About this report
- About Teradata
- ESG at Teradata
- Data
- People
- Stewardship
- Integrity
- Moving forward

Appendices

Appendix F: Scope 3 Variances

	Scope 3 categories (MTCO ₂ e)	2021	2022	Variance explanation
Leadership letters	Category 1: Purchased goods and services	185,150	33,780	We observed a decrease in our Scope 3 Purchased Goods and Services emissions in our 2022 calculations because we divided our Purchased Goods and Services spend data into subcategories, which allowed us to apply more specific emission factors to our calculations. We also calculated almost 6% of our emissions using supplier-specific emissions reports, whereas the remaining emissions were based on a spend-based calculation methodology.
About this report	Category 2: Capital goods	22,845	1,187	We observed a decrease in our Scope 3 Capital Goods emissions in our 2022 calculations because we divided our Capital Goods spend into subcategories, which allowed us to apply more specific, relevant emissions factors to the spend-based calculation methodology.
About Teradata	Category 3: Fuel and energy related activities (not included in Scope 1 or 2)	Not calculated	178	We observed an increase in our Scope 3 Fuel and Energy Related Activities emissions in our 2022 calculations because we did not calculate Category 3 emissions in 2021. However, upon deeper evaluation, we determined that our 2021 calculations from Category 8 better align with Category 3.
ESG at Teradata	Category 4: Upstream transportation and distribution	1,588	1,451	We observed a decrease in our Scope 3 Upstream Transportation and Distribution emissions in our 2022 calculations due to a decrease in transportation and distribution activities. The change in emissions is not due to calculation adjustments. We used the distance-based emissions calculation methodology consistently for Category 4 calculations, and we did not identify variance between the 2021 and 2022 calculation methodology.
Data	Category 5: Waste generated in operations	26	264	We observed an increase in our Scope 3 Waste Generated in Company Operations emissions in our 2022 calculations because of the increase in supplier-based emissions estimations between 2021 and 2022 calculations. We calculated our 2022 emissions using both supplier-specific and spend-based methodologies to our emission calculations, in which over 45% of our data was obtained from our suppliers.
People	Category 6: Business travel	2,809	6,706	We observed an increase in our Scope 3 Business Travel emissions in our 2022 calculations due to increased business travel. The change in emissions is not due to calculation adjustments. We calculated our 2022 emissions using both supplier-specific and spend-based methodologies, in which we obtained over 83% of 2022 data from our suppliers. We used the supplier-specific and spend-based emissions calculation methodologies consistently for Category 6 calculations, and we did not identify variance between the 2021 and 2022 calculation methodology.
Stewardship	Category 7: Employee commuting	1,237	5,977	We observed an increase in our Scope 3 Employee Commuting emissions in our 2022 calculations because we adjusted our calculation methodology to account for differences in emissions between remote, flexible, and in-person employees, whereas in 2021, we just accounted for emissions from remote work.
Integrity	Category 8: Upstream leased assets	548	Not applicable	We concluded to remove our Scope 3 Upstream Leased Assets emissions from our 2022 calculations because we already account for our Upstream Leased Assets, which consists of our leased office spaces, in our Scope 1 & 2 emissions, as well as Category 3 emissions. We do not have additional leased assets, so we no longer view Category 8 as applicable to Teradata.
Moving forward				

Appendices

Scope 3 Variances

	Scope 3 categories (MTCO ₂ e)	2021	2022	Variance explanation
About this report	Category 9: Downstream transportation and distribution	3,487	632	We observed a decrease in our Scope 3 Downstream Transportation and Distribution emissions in our 2022 calculations due to the increased precision of calculation methodologies from spend-based in 2021 to distance-based in 2022.
About Teradata				Teradata manages all shipments/invoices for downstream transportation and distribution internally. Therefore, we calculated our 2022 emissions using distance-based emissions methodology from internal source data only.
ESG at Teradata	Category 11: Use of sold products	7,103	20,841	We observed an increase in our Scope 3 End Use of Sold Goods and Services emissions in our 2022 calculations due to more informed guidance from the GHG Protocol Scope 3 Technical Guidance. We have revised the length of our product lifecycle in our calculation methodology between 2021 and 2022 calculations. We now use a six-year product lifecycle length, whereas previous calculations were based on a one-year product lifecycle. In addition to incorporating the product lifecycle into calculations, we saw an increase in units sold from 2021 to 2022.
Data	Category 12: End-of-life treatment of sold products	26	698	We observed an increase in our Scope 3 End-of-Life emissions in our 2022 calculations due to changes in our calculation methodology. We calculated our 2022 emissions using 100% value chain data, where we applied supplier-specific emissions data provided from our product recycling vendors to products sold in 2022, whereas we calculated our 2021 emissions using supplier-specific emissions data provided from our product recycling vendors, but we did not apply this information to products sold.
People				
Stewardship	Total Scope 3 (MTCO₂e)	224,819	71,714	

Appendices

Note to readers

This report details our performance on ESG topics and contains nonfinancial disclosures covering the period from January 1, 2022, through December 31, 2022, unless otherwise stated. The inclusion of information contained in this report should not be construed as a characterization of the materiality or fiscal impact of that information. Our financial disclosures for this period can be found in our 2022 Annual Report on Form 10-K.

This report covers all of Teradata’s operations included in the 2022 financial statements unless otherwise stated. Where relevant, data measurement techniques, the bases of calculations and changes in the basis for reporting or reclassifications of previously

reported data are included as footnotes. Nonfinancial information is subject to measurement uncertainties resulting from limitations inherent in the nature of, and the methods used for determining, such data. Some of our disclosures in this report are based on assumptions due to these inherent measurement uncertainties. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Forward-looking statements

This report contains forward-looking statements within the meaning of Section 21E of the Securities and Exchange Act of 1934. Forward-looking statements generally relate to opinions, beliefs, and projections of expected future financial and operating performance, business trends, liquidity, and market conditions, among other things. These forward-looking statements are based upon current expectations and assumptions and often can be identified by words such as “expect,” “strive,” “looking ahead,” “outlook,” “guidance,” “forecast,” “anticipate,” “continue,” “plan,” “estimate,” “believe,” “will,” “would,” “likely,” “intend,” “potential,” or similar expressions.

Forward-looking statements in this report include our short- and long-term goals and commitments, potential future endeavors and aspirations, and insight mentioned in the “Moving forward” section of this report. Forward-looking statements involve risks, uncertainties, and other factors beyond Teradata’s control, including those described in our filings with the SEC, which can cause expected results to differ from the actual results that could cause actual results to differ materially. Readers should not place

undue reliance on forward-looking statements, as they’re subject to change based on developments in standards for measuring progress, the evolution of internal controls and processes, and assumptions that are subject to change in the future. For these reasons, Teradata does not undertake any obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

teradata.

[teradata.com](https://www.teradata.com)