



VMware Global Environmental Policy

Overview

VMware is deeply committed to the environment and has set our [2030 Agenda](#) to drive Environmental, Social and Governance (“ESG”) outcomes of sustainability, equity and trust.

Purpose

This Environmental Policy (the “Policy”) provides additional transparency and insight into how VMware’s approach toward environmental sustainability upholds our 2030 Agenda and ESG vision.

Scope

This policy provides guidelines and principles as to how VMware approaches environmental responsibility and is applicable to our operations and throughout our value chain from product conception and development through implementation, go-to-market and customer support.

Policy

1. General

Environmental sustainability is a core company value and important to our future success. VMware’s environmental goals as part of our 2030 Agenda include decarbonization of our operations, promoting decarbonization for our customers and supply chain, accelerating the transition to renewable energy, improving water resilience globally, driving responsible disposal of e-waste, and investing in innovation at the intersection of environmental, social and financial impact. The below elements outline our approach toward achieving these goals:

1.1 VMware sets emissions reduction targets within our operations and supply chain that are validated by the Science Based Targets initiative (SBTi). Additionally, VMware shall maintain our status as a certified CarbonNeutral Company, in accordance with The CarbonNeutral Protocol, as it is a critical step toward our goal of net zero emissions by 2030.

1.2 VMware shall provide products and services that help our customers on their environmental journeys.

1.3 VMware shall engage and assess our suppliers on corporate responsibility and sustainable procurement metrics, with the goal of working with suppliers that are diverse and environmentally and socially

VMware Global Environmental Policy

responsible. VMware will use various frameworks, standards and assessment tools such as EcoVadis, CDP, and SBTi to guide these efforts. In addition, we commit to work with our suppliers to set their own science-based targets.

1.4 VMware shall work with service providers who deliver high-quality and third-party verified renewable energy instruments and carbon offsets to continue our ongoing commitment to procuring 100% renewable energy and maintaining carbon neutral status.

1.5 VMware shall partner and collaborate with organizations and participate in programs that further our sustainability values. Such partnerships and programs include the United Nations' (UN) Global Compact, the UN's Sustainable Development Goals, the Clean Energy Buyers Alliance, We Mean Business and the World Economic Forum.

1.6 VMware is committed to transparency and publicly tracking progress. VMware will continue to participate in and evaluate external reporting mechanisms, such as CDP and leading frameworks including, Task Force on Climate-Related Financial Disclosures, Global Reporting Index and Sustainability Accounting Standards Board as well as additional standards that may become applicable to publicly-traded companies in the US.

2. Our Principles

The following environmental sustainability principles will help VMware meet our goals through the year 2030 and beyond:

2.1 VMware shall connect our product strategy, long-term corporate priorities, and broader ESG strategy to foster sustainable growth of our business while driving positive outcomes.

2.2 VMware shall meet or exceed the minimum environmental and waste management standards required by law wherever the company operates.

2.3 VMware shall advocate for public policy that drives secure, resilient and sustainable IT infrastructure.

2.4 VMware shall develop innovative technology solutions and services that accelerate positive impact for stakeholders: employees, customers, shareholders, suppliers, communities and our planet.



VMware Global Environmental Policy

2.5 VMware shall enable a sustainable workplace by following green building practices and mitigating harmful environmental impacts of the built environment.

2.6 VMware shall drive continuous improvement in our operations that includes regular reviews of our sustainability targets, policies, and practices.

2.7 VMware shall educate our employees, customers, suppliers, and communities about sustainable practices and how VMware can assist in the implementation of those practices

2.8 VMware shall actively integrate our goals and consider how we work across the business as well as with other partners, to achieve them.

2.9 VMware shall ensure that all reasonable, practical steps are taken to reduce, reuse, recycle, donate, and divert waste streams generated at VMware facilities away from landfills to reduce VMware's potential impact to the environment.

Policy Inquiries

For interpretation inquiries regarding any of the information contained in this Policy or related matters not addressed herein, please contact ESG@vmware.com.

Please visit our [website](#) to learn more about our 2030 Agenda and stay updated on our ESG progress.