2021

Environmental, Social, and Governance Report

teradata.

A Letter from Our CEO

A Year of Progress During a Challenging Environment

While the global pandemic kept us all working remotely throughout 2021, it did not deter progress at Teradata. Our team kept its focus and we achieved or beat every financial outlook metric, significantly grew as a cloud market leader, and strengthened our commitment to ESG matters. I am proud of the resilience and dedication of our people in delivering on our purpose of transforming how businesses work and people live through the power of data.

ESG is important to all aspects of our business. Grounded by our core principles, the people of Teradata show their commitment every day, creating a future that is environmentally sustainable, nurturing a culture and work environment where everyone can thrive, operating ethically in all business dealings, and creating positive social change in the communities where we live and work. It is our privilege and responsibility to advance ESG, and we are committed to continuing to do just that.

Supporting Our Customers on Their Sustainability Journey

At Teradata, we believe that data can change the world for the better, and that we are uniquely positioned with our leading data analytics platform to help our customers achieve their ESG ambitions. We design technology that our customers need today and in the future, striving to provide them with best-in-class cloud data platform technology that is not only extremely performant and highly scalable but environmentally sustainable, as well. We continuously seek advancements to improve energy performance, reduce cooling requirements and datacenter floorspace, enable customers to dynamically scale their systems for optimal power and efficient consumption, and use data analytics to run their businesses more sustainably.

Being a Good Steward of ESG

We have many accomplishments to highlight from our progress on our ESG journey in 2021. For instance, we established a Corporate Citizenship Council to provide oversight for the ESG program, and our Chief Financial Officer and Chief Legal Officer are co-executive sponsors of this council. In addition, we exceeded the Scope 1 and Scope 2 greenhouse gas emission targets we had set. We also embraced a carbon net zero ambition and are in the process of determining actions to help us achieve that goal.

Centering on Our People

The people of Teradata are our greatest asset and at the very heart of our success. During 2021, we launched a flexible work environment, offering employees the choice of working where they feel they can be most productive. We remain firmly committed to diversity, equity, and inclusion, and work every day to support our culture of inclusion. In particular, in 2021, we created our DEI Advisory Board to help us be more inclusive and equitable across our company, and we launched a company-wide culture transformation, as well.

Supporting Communities Where We Live and Work

While the pandemic kept people apart, it did not stop our Teradata team from supporting our global communities. Throughout the year, our people participated in virtual projects all around the world, lending our expertise to help others use data for good. We also provided world-wide access to our market-leading software to virtually help educate thousands of university students—the next generation of data analytics leaders—in becoming more proficient in using data so they can change the world.

Through our Teradata Cares giving arm, we continued our support of the communities where we live and work, giving our time, talent, and resources to support those who are helping others and to affect positive social change.

We are also proud to continue our tradition of commitment to the United Nations Global Compact (UNGC) principles of ethical behavior and human rights. In 2021, Teradata's annual Communication on Progress (CoP) achieved UNGC Advanced designation for the 10th year.

ESG Remains Important to Teradata

We are committed to advancing in our ESG journey at Teradata. We hope you are as pleased as we are with our ESG progress and commitments. We value the input we receive from all our stakeholders, and we thank you for caring about our business.

Steve

Steve McMillan
CEO & President

A Letter from Our CFO and CLO

We are pleased to offer our 2021 ESG report and the progress it represents in Teradata's ESG journey. As co-executive sponsors of Teradata's Corporate Citizenship Council, we are committed to advancing Teradata's position as a responsible corporate citizen.

Formalizing Our ESG Program

In 2021, we launched our global Corporate Citizenship Council, bringing together leaders from across the company to ensure we are looking at and addressing ESG matters from a wide lens. Teradata also established a DEI Advisory Board to support our goal of creating a culture of belonging and to drive our company's pledge to eradicate racism and inequality in the workplace. ESG remains at the forefront of our attention, and we believe it's our responsibility to engage with our stakeholders; be a good steward of the environment; promote diversity, equity, inclusion, and anti-racism; be a positive force in the communities where we live and work; and act ethically in everything we do.

Creating a More Environmentally Sustainable Future

We care about our planet, and 2021 was a strong year in our efforts to positively impact environmental sustainability. Doing our part to address the devastating effect of climate change, we have been continuously working on reducing our annual greenhouse gas emissions (GHG). In 2021, through efforts across the company, we achieved a 43% reduction in our Scope 1 and 2 GHG emissions, exceeding the goal we had set for ourselves. And we aren't stopping. We are in the process of developing plans to meet our ambition of net-zero carbon emissions. A lofty goal for sure, yet one we believe in pursuing to effect positive change on the environment.

Making a Difference in Our Communities

A consistent element of who we are is creating positive social change and giving back, and in 2021 our people continued to shine in their support of keeping strong and vibrant communities and making a positive difference where we live and work. Even though many of our activities occurred virtually throughout the year, our teams helped support non-profits' use of data to improve lives. Additionally, through our Teradata Cares Program, we offered employees a double match in donations for organizations working for social justice. These include non-profits that promote human rights, civil rights, racial and gender equality, LGBTQ+ rights, and more.

Teradata's ESG Journey

We have been focused on sustainability and being a good corporate citizen for years, and we intend to keep it up. Throughout 2021, Teradata was recognized for our ongoing commitment to ESG—ranging from inclusion in the Dow Jones Sustainability World Index, the 2021 Corporate Equality Index of the Human Rights Campaign, Ethisphere Institute's roster of the World's Most Ethical Companies, Barron's Top 100 Sustainable Companies, and more. While recognitions are always nice to receive, they are not what drive us. Being a good global citizen is a crucial part of who Teradata is—it's the right thing to do for our world and part of what makes Teradata such a great company.

This report outlines our actions taken in support of ESG matters in 2021, our progress, and our commitment to keep accelerating. Thank you for supporting us on our ESG journey. We are excited by what more is to come!

Molly Treese
Chief Legal Officer and Co-Executive Sponsor of Corporate Citizenship Council

Claire Bramley
Chief Financial Officer and Co-Executive Sponsor of Corporate Citizenship Council
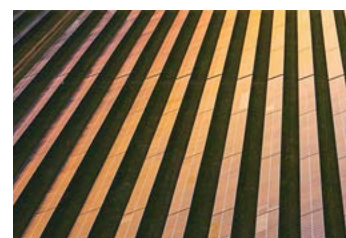
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About
Teradata

About Us

Teradata Corporation is the provider of the leading connected multi-cloud data platform for enterprise analytics, focused on helping companies leverage all their data across an enterprise, at scale. In doing so, we help companies find answers to their toughest business challenges.

All of our efforts are in support of our purpose of transforming how businesses work and people live through the power of data. Our data platform, Teradata Vantage™, allows companies to leverage all of their data across an enterprise, whether in public or private clouds, on-premises, or in a multi-cloud environment. It is designed to connect multiple sources of data to drive ecosystem simplification, deliver multi-dimensional scale and integration, and support customers on their journey to the cloud through an integrated migration.

Teradata Vantage also contains a secure, highly concurrent and resilient analytics engine that addresses the scalability demands of our target market, the global 10,000 enterprises. Teradata Vantage is an open platform offering full integration of datasets, tools, analytical languages, and functions, including leading commercial and open source technologies. We are headquartered in San Diego, California, and have operations in 32 countries.

At Teradata, we are:

⇢ Guided by our purpose
We transform how businesses work and people live through the power of data

⇢ Led by our strategy
The connected multi-cloud data platform for enterprise analytics

⇢ Motivated by our culture
Customer and market-driven

Agility in execution

Accountability to each other

Committed to diversity, equity, and inclusion

Operational Footprint

7,174

full-time employees
in 41 countries

Headquartered in
San Diego, California, USA

**Significant operations
in 12 countries*:**
Australia, China, Czech
Republic, France, Germany,
India, Japan, Mexico,
Pakistan, UK, and USA

*Teradata stopped conducting business in Russia in March 2022,
and has ceased customer interactions and services with all
Russian accounts.

Financial Highlights

Teradata delivered strong results in fiscal 2021, meeting or beating every financial metric of our annual outlook.

$1.492 billion
5% year-over-year
Total Annual Recurring Revenue (ARR)[1]

$1.30 in FY21
from $1.16 in FY20
GAAP diluted earnings per share

$202 million
91% year-over-year
Public cloud ARR[2]

$2.43 in FY21
from $1.31 in FY20
Non-GAAP diluted earnings per share[3]

$1.464 billion
12% year-over-year
Recurring revenue

$463 million in FY21
from $267 million in FY20
Cash flow from operations

$1.917 billion
4% year-over-year
Total revenue

$432 million in FY21
from $216 million in FY20
Free cash flow[3]

[1]ARR is defined as the annual value at a point in time of all recurring contracts, including subscription, cloud, software upgrade rights, and maintenance. ARR does not include managed services and third-party software. Teradata believes this is a useful metric to investors as it demonstrates progress toward achieving our strategic objectives as outlined in the Form 10-K and Form 10-Q.

[2]Public cloud ARR is defined as the annual value at a point in time of all contracts related to public cloud implementations of Teradata Vantage and does not include ARR related to private or managed cloud implementations. Teradata believes this is a useful metric to investors as it demonstrates progress toward achieving our strategic objectives as outlined in the Form 10-K and Form 10-Q.

[3]Non-GAAP diluted earnings per share and free cash flow are non-GAAP financial measures. See the Investor Relations section of our website for the investor presentation for fiscal year ended December 31, 2021 for definitions and reconciliations to GAAP financial measures.

ESG Recognition

Ethisphere One of the World's Most Ethical Companies (12th year)

Dow Jones Sustainability Index– North America (12th year) and World (7th year)

MSCI ESG Governance Metrics rating of AA

United Nations Global Compact Advanced Level (11th year)

Sustainalytics "Low" ESG Risk Rating

Fairygodboss Best Company/ Technology Company to Work for Women (2nd year)

ISS ESG Prime status, C rating ISS Quality Scores Governance 2 Environmental 2 Social 2

Human Rights Campaign 2022 Corporate Equality Index Score of 100 and Designation as Best Places to Work for LGBTQ+

Barron's Top 100 Sustainable Companies

Teradata Core Principles

Customer and Market-Driven

Agility in Execution

Accountability to Each Other

We set high ambitions as a profitable, growth, cloud-first, platform company.

We are 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.

We act with a sense of urgency.

We are entrepreneurial without compromising quality, taking bold and thoughtful risks to advance our innovative vision.

We are responsible stewards of our resources.

We trust and collaborate with each other, inviting transparency and challenge.

We debate, decide, commit, and follow through with velocity.

We are inclusive and generous in helping each other.

The Power
of Data

Generating Solutions through Data Analytics

Our purpose—to transform how businesses work and people live through the power of data—has driven us throughout our 43-year history.

2021 saw continued disruption of nearly every industry in the wake of the ongoing pandemic. As organizations worked to react, respond, and revolutionize to protect people and businesses, Teradata teams across the globe delivered solutions for our customers and communities.

Doing Good With Data™

Resiliency Dashboard

Our Resiliency Dashboard was created in 2020 to inform our own pandemic response. Since then, we have provided it for free to business, governments, non-governmental agencies, and nonprofits. Its easy-to-modify foundation leverages critical, publicly available data and allows for custom integration of a customer's own data to serve a number of purposes.

In addition to installation at 30 Teradata clients at no cost, we made all code and templates available for free on GitHub in 2021. Built on Teradata Vantage, use cases demonstrate the flexibility of the platform:

- Empowers a global human resources team to identify the most vulnerable employees and manage mental/physical health risks.
- Provides insight to a national healthcare supply chain team who are using it to evaluate shipment options and optimize delivery timing to ensure that critical supplies are routed to the most impacted areas.
- Provides insight to a national retailer on how marketing will be effective in-store, online, and curbside, as well as staffing risks due to location-specific data.
- Allows a communication company to predict potential issues to ensure better service for the hundreds of millions of people at home sharing limited internet infrastructure.

Understanding Vaccine Logistics

The deployment of millions of COVID-19 vaccine doses involves extreme complexity—the scale, magnitude, and urgency have required an elaborate network of transportation, facilities, and services.

Given the unprecedented nature of this operation, Northwestern University Transportation Center (NUTC) researchers, with funding from the National Science Foundation, set out to extract lessons from the data for planning, design, and operation of future extreme logistics challenges. To achieve this, NUTC turned to Teradata.

Together, we developed an interactive web-based dashboard, accessible to the public, that allows users to obtain a complete picture of the vaccine distribution process across the United States. Pulling real-time data from the Centers for Disease Control and Prevention, the Census Bureau, and other sources, the dashboard serves as a visualization and data analysis tool to guide decision-making, policy, and planning for future public health emergencies.

Doing Good With Data™

Managing Critical Supplies in Hospitals

Texas Health Resources (THR) is a nonprofit health system serving 7 million people through physicians, hospitals, outpatient facilities, neighborhood care and wellness centers, home health, and preventative and fitness services. During the pandemic, careful management of resources was critical to providing the care needed across their system of access points.

To manage their resources, THR used data centralized through the Teradata Vantage platform to create critical operational dashboards, which ensured their hospitals were properly resourced with personnel, medical supplies, ICU bed capacity, and more. Through this centralized data platform, they could use data from across the organization to serve patients in 27 hospitals, 80 patient facilities, and 250 community access points.

Supporting Small Businesses

Groupon works with small businesses, many who struggled during the pandemic. Across the globe, shelter-in-place orders and other COVID-19 restrictions enacted during the pandemic meant consumers were forced to find new ways to buy things. Groupon wanted to leverage data to support their business partners.

Teradata's technology enables real-time query on inventory, which allowed Groupon to offer personalized recommendations to site users on a global scale, structuring deals and promoting services as consumer behavior changed.

Teradata Products and Customer ESG

We also recognize that we are uniquely positioned to have a broader positive impact by helping our customers advance their ESG ambitions through the power of data. This work is in development and we look forward to sharing our progress in the future.

EMPLOYEE SPOTLIGHT

Phil Bangayan
Data scientists like Phil develop solutions for tough challenges, such as vaccine logistics.

ESG at
Teradata

Our ESG Philosophy and Approach

At Teradata, we are committed to operating a business that is responsible for our impact on society and the planet. Integrating corporate citizenship into every facet of Teradata's business has been a central element of how we create value. This approach is anchored in our core principles and intrinsically tied to our purpose of transforming businesses and lives through the power of data.

We integrate environmental, social, and governance (ESG) considerations in the management of operations across our value chain:

Positive Workplace
We are committed to our employees' well-being and development, and to fostering an inclusive, supportive workplace where employees feel a sense of belonging and can thrive.

Environmental Footprint
We are committed to addressing global environmental challenges by managing the impact of our operations.

Ethics and Responsible Governance
We are committed to, and hold ourselves accountable for, acting with the highest level of integrity in all we do.

Product Sustainability
We are committed to designing technology for a future that is sustainable for all.

Teradata Cares
We are committed to giving back and creating positive social change in the communities where we operate.

Supply Chain
We are committed to holding our suppliers to the same level of integrity to which we hold ourselves.

United Nations Global Compact

Since 2011, Teradata has pledged its formal commitment to the United Nations Global Compact (UNGC) principles of ethical behavior and human rights. In 2021, Teradata's annual Communication on Progress (CoP) achieved UNGC Advanced designation for the 10th year.

ESG Governance and Leadership

Our Board of Directors is actively engaged in the oversight of our ESG matters. To provide clarity as to the oversight for our various ESG activities and disclosure, each Board committee charter was amended in 2021 to ensure alignment with best practices and our ESG strategy. For a further description of our Board and Board committee oversight responsibilities, see the Corporate Governance section of this report.

Our executive leadership team functions as the steering committee for our ESG strategies and initiatives and our management team is responsible for the implementation of ESG matters. Our Chief Legal Officer is responsible for the oversight of Teradata's ESG strategies and initiatives. The Chief Legal Officer is supported in this global ESG oversight role by the Chief Corporate and Governance Counsel. The executive leadership team reviews progress updates quarterly.

In addition:

Our Chief People Officer is responsible for implementation of Teradata's people strategies and programs, including DEI initiatives, employee engagement and enhancing the employee experience, wellness efforts, as well as career development and executive leadership succession planning.

Our Chief Ethics, Compliance, and Privacy Officer is our senior leader responsible for our ethics and compliance initiatives, including administration of our Code of Conduct.

Our Chief Marketing Officer is responsible for our community outreach activities, including our Teradata Cares program, as well as ESG-related customer-facing activities and support.

Our Chief Financial Officer oversees our operations department, which is responsible for our environmental sustainability initiatives relating to our supply chain and facilities.

Corporate Citizenship Council

During 2021 we formalized the ESG program with the creation of our Corporate Citizenship Council comprised of senior leaders from functions across the entire organization. Our Chief Legal Officer and Chief Financial Officer both serve as executive sponsors and oversee the operation of the council.

This cross-functional group works together to identify, coordinate, measure, and advance our ESG priorities and objectives. In addition, in 2021, we laid the foundation for the administrative aspects of our ESG program, such as reporting, auditing, and assessments, and approved the hiring of an ESG Director to focus on Teradata's ESG strategy and activities full-time in 2022.

Material Focus Areas

Our approach is focused on the environmental, social, and governance issues that are most material to our business and our stakeholders. We conduct a materiality assessment every three to five years, or when notable shifts happen in our business. Material focus areas are determined through use of common ESG frameworks and standards, review of ESG risks and opportunities, and outreach to our stakeholders. A third-party expert was engaged in 2021 to conduct a materiality assessment with completion in 2022. We intend to disclose the results of this work upon the conclusion of our process.

Environment
Energy, Emissions, Products, and Services; Compliance; Transport; Supplier Environmental Assessment

Employment
Training and Development; Environmental Health and Safety; Diversity, Equity, and Inclusion

Human Rights
Supplier Human Rights and Labor Practices

Governance
Anti-Corruption; Anti-Competitive Behavior; Products and Services Labeling; Regulatory Compliance

Per our most recent completed materiality assessment

Stakeholder Engagement

We engage key stakeholders who help inform how we conduct our business, soliciting feedback and creating channels for dialogue.

Investors and Investment Analysts

We engage shareholders and investors year–round via investor conferences, earnings calls, meetings, correspondence, and voting.

Employees

We collect feedback through employee surveys, dialogue sessions, and conversations with managers and human resources.

Industry Associations

We learn and share best practices with peers and discuss topics important to our industry.

Vendors and Suppliers

We discuss supply chain practices in the contracting and auditing processes.

Communities

We receive input from nonprofit partners and community leaders through community events and volunteer programs.

Customers

We obtain input from our customers in daily operations and through the RFP process, where we share ESG information of interest.

People and
Culture

Aligning Our Future and Our Culture

Our greatest strength is our people. Teradata is a vibrant community of talented people who believe in the power of data to change the world.

To successfully address our exciting opportunity for growth as a business, we must transform how we behave and operate to ensure our culture enables our strategy and supports our diverse internal ecosystem. With our core principles and commitment to diversity, equity, and inclusion as our foundation, we are creating an environment where all employees can bring their genuine, authentic selves to work every day and feel empowered to execute our strategy and achieve our purpose.

This commitment to our people and culture touches all aspects of our talent practices, which include:

Employee engagement

Talent acquisition

Learning and development

Compensation and benefits

Health, safety, and well-being

Together Transforms Us

The world is in the midst of significant change. Not just in how we live and how we work, but also in how we think, assess, perceive, and react to new challenges. At Teradata, we embrace new challenges, adapting ourselves to fit the evolving needs of the world. We emerge stronger—and most definitely wiser. That is why we introduced our cultural initiative, Together Transforms Us.

Global transformation on a cultural and business scale impacts and requires action from all of us. To begin our journey, we conducted a Transformation Readiness Pulse Survey with our employees. In this survey, we received a score of 80* in response to the following statement:

"Overall, I believe our transformation will make Teradata a better company."

Following the survey, we hosted Culture Transformation Learning Labs to inspire employees, share their role in creating our culture, and empower each employee to contribute to it. We also created a Culture Champion Network of committed and connected individuals from all levels and geographies who will bring culture to the forefront of the organization in addition to bringing in feedback from the regions they represent.

*80 represents the mean score scaled to 100, where 1=0, 2=25, 3=50, 4=75, and 5=100

EMPLOYEE SPOTLIGHT

**Culture Champion
Yenny Yang, Americas**
"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."

Start With Listening

We value our greatest asset—our people—and the talent and effort they bring to Teradata every day; we aim to create a positive work environment to support our teams. To this end, we survey employees to gain feedback for continuous improvement and assess employee engagement.

2021 Engagement Pulse Survey Results

Engagement index based on:
1) How happy are you at Teradata?
2) I would recommend Teradata as a great place to work.

ENGAGEMENT INDEX

2020	2021
71	**75**
	up 4 pts

Participation
74%

Satisfaction
↑ **3 pts**

Recommend
↑ **5 pts**

Inclusion
↑ **5 pts**

Belonging
↑ **3 pts**

Ethics
↑ **2 pts**
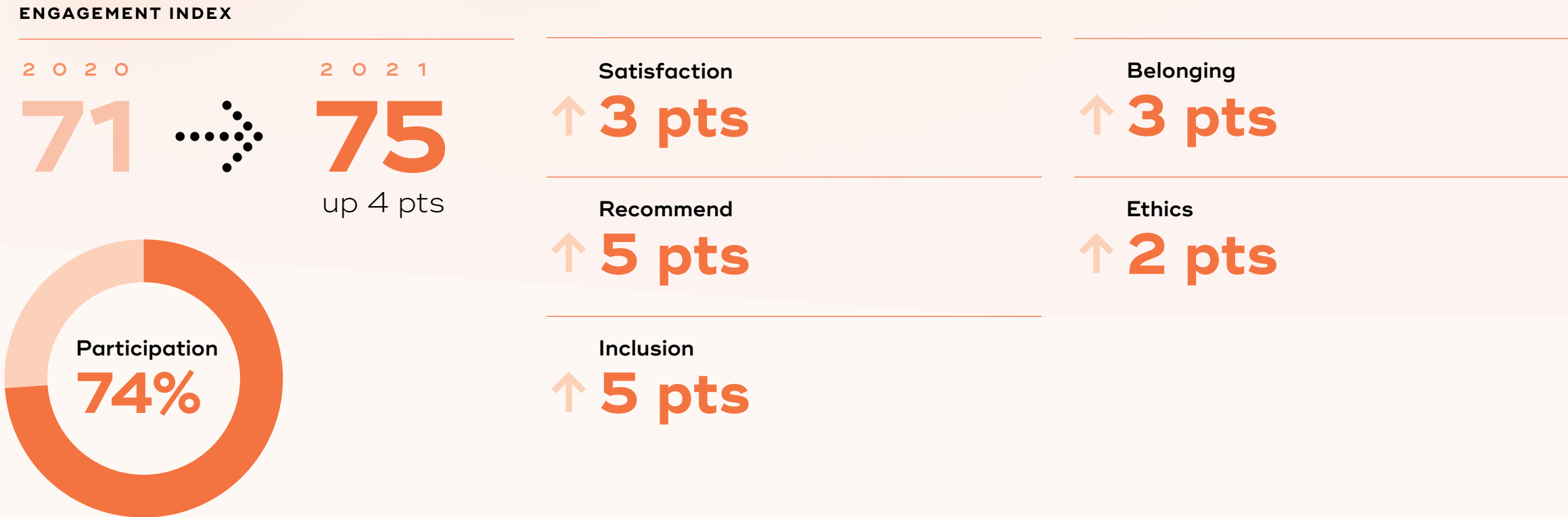
PROFESSIONAL GROWTH

Teradata employees participated in

175,900

hours of training in 2021,

an average of 20.2 hours per person, part of Teradata's commitment to growth at every level of the organization.

Learning and Development

We support our employees' professional growth at every level of the organization. In 2021, Teradata employees participated in 175,900 hours of training, an average of 20.2 hours per person. We offer a wealth of on-demand learning courses and resources, including:

Teradata University
A dedicated learning management system that provides access to development opportunities.

CareerU
Resources to help employees manage their careers.

LinkedIn Learning
Access to the platform, which contains more than 16,000 courses in 7 languages.

Quarterly Connects
We believe communication is a critical element of developing people. In addition to annual performance reviews, we introduced Quarterly Connects in 2021 to increase the frequency of performance conversations, ensure clarity around goals, highlight accomplishments, and identify opportunities for continued development.

Developing Leaders

Developing leaders today and for the future is key to sustaining our success. We offer interactive learning programs for all levels of people leadership from first-time managers to executive leaders. Our offerings include:

Executive Development Program
A 9-month cohort program that further develops executive leadership capability and stimulates cohesion and cultural vitality. The program features learning sessions, 360° feedback, individual coaching, action learning projects, and reflective assignments, all designed to propel our senior leaders and business forward, while also ensuring we are prepared for succession planning.

The Leader Experience
This 6-week program helps to develop critical skills in influence and coaching to enable more effective conversations and better lead and manage in a changing world.

The Manager Experience
The 5-week interactive program helps high-potential front-line managers embrace their role as our next generation of leaders.

Learning Labs
Hands-on, interactive sessions that provide deep dives on topics, from Inclusive Leadership to Creating Your Personal Brand.

VP Forums
Led by CEO and executive leaders, these sessions for Teradata VPs and up foster open dialogue among leaders.

Global People Leader Calls
An ongoing way we connect people leaders at all levels to information, tools, and resources that further enhance their leadership capabilities.

EMPLOYEE SPOTLIGHT

Veena Gowda, Development
"Teradata has stepped up leadership training in the last couple of years and the impact is felt across the company. The Leader Experience training helped me understand myself better, grow as a leader, and extend my influence."

Compensation and Benefits

Teradata offers competitive benefits and compensation that encompass financial, health, wellness, and other programs customized to our local markets across the globe. We review and align our practices with industry norms and employee needs.

In 2021, we augmented aspects of our benefits program, including expanding health care coverage for same- and opposite-sex domestic partners in the U.S. We also enhanced our Employee Stock Purchase Plan, including creating a six-month purchase period, rather than monthly, and a 15% discount on share price at either the beginning or the end of a purchase period, whichever is lower. We conduct pay equity audits and evaluations, which have indicated that we pay our employees fairly and equitably.

Global Voting Time-Off

Teradata encourages employees to exercise the right to vote in national, regional, and local elections. Voting around the globe takes place on different days and times, and even within the same country, federal and local elections can take place on different days.

To provide flexibility, we created a company holiday in the U.S. in 2021 for voting. The holiday expanded into a global policy in January 2022 that provides our employees with up to eight hours per year to exercise their voting rights.

Promoting Employee Well-Being

The wellness of our employees is important to us. We offer a number of resources to aid employee health and well-being through our online Wellness Resources hub, including an Employee Assistance Plan to provide support for mental, emotional, and other support in challenging circumstances.

In 2021, we introduced new opportunities to promote work/life balance and positive well-being practices, including:

Birthday Day Off
For all employees of Teradata globally, encouraging them to take time off on or near their birthday for celebration.

Wellness Days
Company-wide days off dedicated to promoting wellness and personal and professional development.

Official "No Meetings" Weeks
Encouraging employees to practice mindfulness about routine and non-critical meetings and promote focused time on work projects, and learning.

Summer Fridays
Supporting a shorter workday at the end of the week to promote healthy boundaries and self-care.

"I feel the need to share my gratitude to Teradata for the peace of mind of time to focus on my well-being while on maternity leave, along with my baby's. For a new mother, nothing is more precious than this!"

Shehzeen Rehman
Teradata Employee

To promote healthy relationships and balance at work, we held a series of learning sessions with leading experts to promote practices for well-being, including:

Empathy at Work
with Shola Kaye, award-winning international keynote, TEDx speaker, and author.

Boundaries 101
with Cait Donovan, Burnout Expert, host of "Fried – The Burnout Podcast" and author of the book "The Bouncebackability Factor."

Health and Safety

Teradata is committed to the health and safety of our employees and business partners across our operations. Our environmental health and safety management system (EHS) adheres to ISO 14001 standards and provides guidance, policy, and procedures for health and safety within our facilities. EHS policy and standards are reviewed and updated yearly to ensure we are compliant with the most up-to-date information and regulatory requirements.

Oversight of the Teradata EHS program falls under the Senior Director of Physical Risk Management. Each Teradata location has a designated Site EHS Coordinator. Standard operating procedures for 19 specific areas of environmental health and safety are outlined in our Team Safety Handbook. We perform annual assessments of each facility and audits every three years on a rotational basis.

Involving our employees in safety is part of our program. All new employees take a required EHS course, and we require that all employees and on-site contractors review our Team Safety Handbook procedures every two years. For all employees returning to the office, we provide a basic health and safety training. We had no environmental health or safety fines or violations in 2021.

Pandemic Response and Return to Office

The Pandemic Response Team, formed in 2020, continued to operate in 2021 and executed plans for safe operations and return to the office. The Pandemic Response Team is augmented with a Chief Medical Advisor, who in 2021, received the inaugural Medical Director Leadership Award National Alliance of Healthcare Purchaser Coalitions for his guidance for employers and coalitions on navigating the COVID-19 pandemic.

RETURN TO OFFICE DASHBOARD

Due to the ongoing pandemic, our plan to reopen offices in 2021 was delayed. To support decision-making on when it is safe to return to the office, a team of Teradata data scientists developed an analytical solution to quantify and predict the rate of disease spread in regions where Teradata offices are located.

Using our analytics platform along with publicly available data published by John Hopkins University, Google, and Oxford University, and various epidemiological models, the dashboard analyzes and visualizes when the pandemic will recede in each of our locations. The analytics have been used to implement a phased approach to return, carefully managing pandemic safety protocols as outlined by local and regional health agencies.

The Future of Work

The way we work is changing—the changes shaped by the last two extraordinary years are inspiring companies to rethink the workplace, including:

Desire for Workplace Flexibility

Greater Focus on Employee Experience

Access to More Diverse Talent Pools

Digitalization and Automation

In 2021, we conducted a survey and focus groups to understand the needs and desires of our employees and found that most prefer a flexible working model, alternating between a company office and working remotely. Our employees want flexibility and believe that both office and remote options serve an important role in their work productivity and team collaboration.

With all of this in mind, Teradata is moving to a fully flexible working model as we redefine "workplace." The model is aimed at balancing flexibility with productivity, collaboration, and connection. Features of our new model include:

Employee Flexibility Options
100% virtual, 100% in-office, or some percentage in between.

Flexible Working
Most new positions are offered with our fully flexible working option, allowing employees to work from anywhere. This expands our talent reach and supports a more diverse candidate pool.

Collaboration
Supporting the importance of team collaboration and connection by encouraging in-person time together by providing a range of workspaces, from on-demand offices to collaborative areas.

Modernization
A reduced set of traditional sites managed by Teradata with investment focused on modernizing key location hubs. We have developed a Flex Workplace Policy to provide employees with expectations on establishing a productive work environment in their home or elsewhere.

Our Future of Work Employee Playbook, launched in 2021, is a comprehensive guide to prepare employees for a more flexible workplace. In addition, we created a Future of Work Leader Guide to provide further guidance to people managers and team leaders in managing the transition and future workplace.

We will provide ongoing support for our people, including employee, manager, and leadership training courses, policy deep dive sessions, and ongoing communication with our employees. We are making new tools available, such as a desk booking tool, digital whiteboards, and conference room booking via your phone. To ensure the new model is effective, we will seek ongoing feedback from our employees through this transition via quarterly pulse surveys and will apply our learnings for continuous improvement.

A Comprehensive Approach to the Future of Work

Our flexible workplace model is a business strategy that increases flexibility for employees and helps Teradata become a more agile enterprise. We consider all aspects of business needs and employee experience to create our model for the future of work:

Recruiting
Shift branding strategies to attract top, diverse talent.

Total Rewards
Ensure benefits, compensation, rewards and recognition strategies are equitable and support a flexible workplace.

Onboarding
Deliver tailored employee onboarding experiences suitable for flex environments.

Tools and Technology
Explore ways to improve communication, collaboration, and connections between employees.

Leadership Styles and Performance
Educate managers on how to align performance goals with outcomes vs. direct observations or "logging of hours."

Talent Management
Implement solutions and use talent management practices to develop strategic talent pipelines in a flex environment.

Diversity, Equity, and Inclusion

Our Commitment to Diversity, Equity, and Inclusion

Our commitment to diversity, equity, and inclusion (DEI) is more than just a statement. It's a belief that every member of Teradata matters and deserves to feel like they can be their genuine, unique, and amazing selves every day.

We understand how important DEI is to our culture and our success, and we are actively growing an inclusive culture of belonging where everyone feels welcome, respected, supported, and valued, both inside our organization and in our communities.

Representative of our commitment, since 2019, we have taken part in the CEO Action Pledge for Diversity and Inclusion, a CEO-driven business commitment to advance diversity and inclusion in the workplace. In 2020, we created a Teradata Pledge to Diversity, Equity, and Inclusion for our executive leadership team, and, in 2021, expanded the pledge to invite all employees. Upon signing the pledge, employees are issued a digital badge which can be displayed publicly on social media and in their email signature.

In 2021, we added a commitment to anti-racism to our Diversity, Equity, and Inclusion Pledge as part of our dedication to being an anti-racist company.

Our Pledge to Diversity, Equity, and Inclusion

We will encourage all to speak up when they experience or witness intolerance, mistreatment, incivility, or conscious/unconscious bias in action.

We will ask ourselves, "Do our actions and words reflect the value of inclusion?"

We will initiate meaningful, complex, and sometimes difficult conversations with colleagues.

We will commit to ensuring an inclusive environment for all. We will see different perspectives and respect points of view and communication styles that are different form our own.

We will ensure our actions and words reflect the value of and our commitment to inclusion.

We will encourage all to move outside our comfort zones to learn about the experiences and perspectives of others.

Teradata is an Anti-Racist Company

In addition, we are committed to being an anti-racist company in which we identify and extinguish any system, value, behavior, or process that perpetuates systemic racism.

To do this, we commit to:

Actively contribute to a culture in which racism is not accepted.

Acknowledge and confront incidents of racial discrimination and provide support for the employees who were negatively affected.

Engage in ongoing opportunities to learn about the importance of diversity, equity, and inclusion, including our collective responsibility with respect to anti-racist behaviors and processes.

By committing to these behaviors and actions, together, we will create an environment where employees feel safe and free from discrimination and racism.

A Workplace for All

It is important to us that Teradata is an inclusive space for everyone across experience, gender, race, ethnicity, culture, nationality, age, sexual orientation, ability, and more. We strive to create a workplace that reflects a vast diversity of personal dimensions.

We are committed to progress in this area and know we can continue to do better. Our DEI Advisory Board is taking the lead on identifying targets for 2023 with meaningful plans for achieving them, and we are laying the groundwork for foundational growth in this space.

Ethnic Minority Representation (U.S. Only)
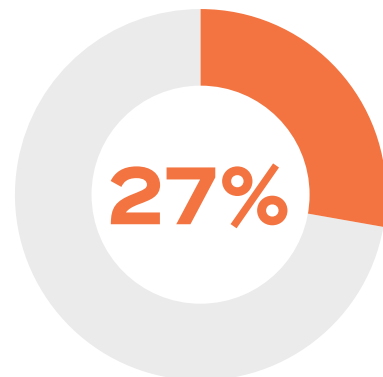2021 Data:
- Asian: 26%
- Black: 4.7%
- Hispanic: 4.5%
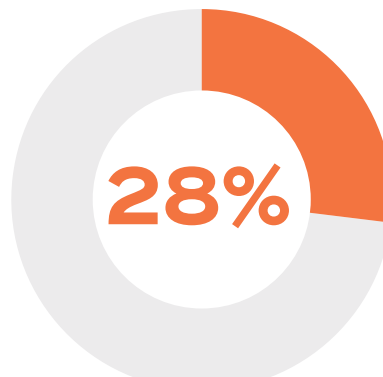- Other: 3%

Ethnic Minority Hiring (U.S. Only)
2021 Data:
- Asian: 30%
- Black: 4%
- Hispanic: 5%
- Other: 5%

27%

Women Representation (Global)
2021 Women Representation = 27%

28%

Women Hiring (Global)
2021 Women Hiring = 28%

Creating an Inclusive Workplace

We offer learning resources to facilitate an inclusive environment, including:

Country Navigator
An online tool provides education and awareness of different work styles in over 90 different cultures and provides downloadable country resources and information.

Managing Bias
A required course for all global employees.

Inclusive Leadership Learning Lab
Interactive sessions that provide employees with a deeper understanding of diversity, equity, and inclusion topics such as psychological safety, bias, and microaggressions.

Diversity Dialogues
A panel series, continued from 2020, designed to foster meaningful dialogues about DEI topics.

Proximity Conversations
In 2021, employees from historically marginalized groups volunteered insights from their life experience with an executive leadership team member to increase executive empathy and awareness of the experiences of others, inspiring them to make positive changes.

LinkedIn Learning
A learning platform offering employees access to more than 16,000 courses in 7 languages.

Corporate Equality Index
We are proud to have scored 100 on the Human Rights Campaign Foundation's Corporate Equality Index survey, a national benchmarking tool on corporate policies, practices and benefits pertinent to lesbian, gay, bisexual, transgender, and queer (LGBTQ+) employees.

Global Policy Against Discrimination

In 2021, we added a Zero-Tolerance for Racism section in our internal Global Policy Against Discrimination, Harassment, and Bullying. The new policy also includes our commitment to equal employment, and provides methods to report violations including an ethics helpline, as well as our commitment to investigate and respond.

Creating a Support Network

Teradata has a global, connected network of employees and leaders working together to help support, define, and integrate our DEI strategies into every aspect of our business.

DEI Advisory Board

The DEI Advisory Board is made up of a cross-functional and regionally representative team selected by executive leadership who support our goal of creating a culture of belonging. The team works together 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.

Inclusion Communities

Teradata's Inclusion Communities are employee-led peer groups open to all employees who wish to join a community for learning, networking, professional development, or in support of a particular group. Each of our Inclusion Communities is championed by an executive sponsor and supported by the DEI team of The People Organization.

Women of Teradata
Development, Education, and Networking.

Teradata Alliance of Black Employees
Empowering Personal, Professional, and Cultural Growth.

HISPA
Nurturing Professional Growth and Cultural Awareness.

Blend
Empowering Innovation and Culture.

Teradata Pride
Building Awareness and Community.

Toastmasters Inclusion Community
Integrity, Respect, Service, and Excellence.

API²
Education, Action, and Partnership.

Green Agenda
Collectively Building a More Sustainable Future.

Veterans
Outreach, Support, Solidarity, and Partnership.

Celebrating Diversity

We celebrate the diversity of people in our organization and our communities through events, education resources, and awareness campaigns.

Our 2021 observances included, among others:

Asian American Pacific Islander Month

Black History Month

Hispanic Heritage Month

International Women's Day

Juneteenth

Pride Month

World Day for Cultural Diversity for Dialogue and Development

Global Allyship Summit

In October during Global Diversity Month, we held a global Allyship Summit spanning all our regions and hosted collaboratively across Inclusion Communities around the world. The Summit promoted allyship with practical ways to adopt conscious, intentional behaviors that create a truly inclusive workplace. More than 2,000 participants joined the employee-led initiative, which was supported by regional leadership and the global DEI Advisory Board. Activities included educational content, speakers, games and quizzes, panel discussions, and speed networking.

Supporting Diversity, Equity, and Inclusion in Communities

Teradata has a long-standing commitment to social justice, including donations and volunteerism in our communities through our Teradata Cares program. We offered employees a double match in donations for organizations working for social justice throughout 2021, including nonprofits that promote human rights, civil rights, racial and gender equality, LGBTQ+ rights, and other worthy causes.

Diversity in Technology Scholarship

In 2021, we launched the Diversity in Technology Scholarship program, designed to support underrepresented minorities and women pursuing university degrees in science, technology, engineering, and math (STEM). The program is administered by Scholarship America and aims to support our commitment to our communities by expanding educational opportunity across the globe.

In 2021, six scholarship recipients were chosen from more than 600 applicants representing all three of Teradata's geographic regions. We look forward to continuing the program in 2022.

EMPLOYEE SPOTLIGHT

Karyn Waller-Finkelstein

"The Allyship Summit was a unique opportunity to be able to support Teradata in a different way. Having the same values as your employer is truly a gift."

Our 2021 Diversity in Technology Scholarship recipients

Strategic Plan for 2022 and Beyond

It is our goal to support our vibrant ecosystem through commitment and action, and this commitment to our DEI vision continues to grow. Our strategic plan for 2022 and beyond prioritizes a data-based and global approach.

Our objectives for 2022 include:

Focus on allyship across geographies and cultures

Strengthen the diversity of our internal leadership pipeline

Enhance our Inclusion Communities

Provide enablement and transparency in DEI

Environmental Sustainability

Environmental Sustainability at Teradata

Teradata's commitment to Environment Sustainability is good for the planet and our business. Our commitment to preserving our world's precious natural resources and reducing the impact of global climate change is core to our culture of being a responsible corporate citizen.

As a result, we have initiatives across our 58 global locations and in our product development to manage our impact on the environment and improve sustainability, focusing on energy, greenhouse gas emissions, waste, and water.

Our Environmental Sustainability Commitment

Teradata is committed to maintaining environmentally sustainable practices throughout our operations. We consider it our responsibility to:

Promote performance
Promote ownership, responsibility, and accountability for sustainable performance and continuous improvement.

Establish policy
Establish procurement policies that support regional sourcing, recycled content, reusable materials, and Energy Star certifications where economically and/or operationally feasible.

Continuously improve
Continuously improve sustainable performance through compliance auditing, measurement, and reporting.

Participate in best practices
Participate in the exchange and development of environmental sustainability methodologies, technologies, knowledge, and best practices.

Increase awareness
Increasing employee awareness of environmental sustainability issues through formal and informal communications.

Meeting the Challenge of Climate Change

Climate change is a challenge for the environment, society, and the economy. We have worked continuously to reduce the impacts of climate change, progressing every year on our goal to limit emissions. We are striving to reach a target of net-zero carbon emissions, and we will encourage customers, suppliers, and partners to do the same.

Last year, we set a Scope 1 and 2 greenhouse gas emission reduction target with the assumption that pandemic operations would resume. Through Teradata's Future of Work initiative, we are working to provide a more flexible and hybrid work environment to our employees. This has resulted in real estate footprint reductions that will continue to progress in 2022, which decreased our Scope 1 and 2 greenhouse gas emissions beyond our target.

While we have exceeded our goal, we aim to set a new standard in addressing the climate crisis and define a high—yet achievable—ambition. We are currently assessing the full scope of our emissions, what it will take to achieve a net-zero ambition, and a timeline by which it can be achieved in line with our business strategy. We intend to share this plan later in 2022.

Task Force on Climate-Related Disclosure

We aim to do our part to mitigate climate change, including transparently reporting our impact. We continue to progress toward alignment with the recommendations of the Task Force on Climate-related Disclosure and report annually to CDP.

Managing Our Operational Footprint

Teradata environmental sustainability efforts are led by our Vice President of Operations, who drives the policies and procedures that govern our global environmental sustainability program, including adherence to all applicable environmental laws, regulations, and standards. We drive compliance through an Environmental Management System (EMS) in our production manufacturing facility. Our EMS is administered through a third party that has achieved ISO 14001 Environmental Management certification.

The Future of Work and Environmental Sustainability

Teradata has launched a Future of Work initiative to reflect a more agile workforce model and provide a remote and/or hybrid work environment to our employees. In addition to the positive impact the Future of Work initiative has on our employee well-being and productivity, it also has a positive impact on our commitment to environmental sustainability. In particular, from the end of 2020 to the end of 2021, Teradata reduced the number of physical offices that we lease globally by 36%, which had an immediate impact on a reduction in our Scope 1 and Scope 2 emissions.
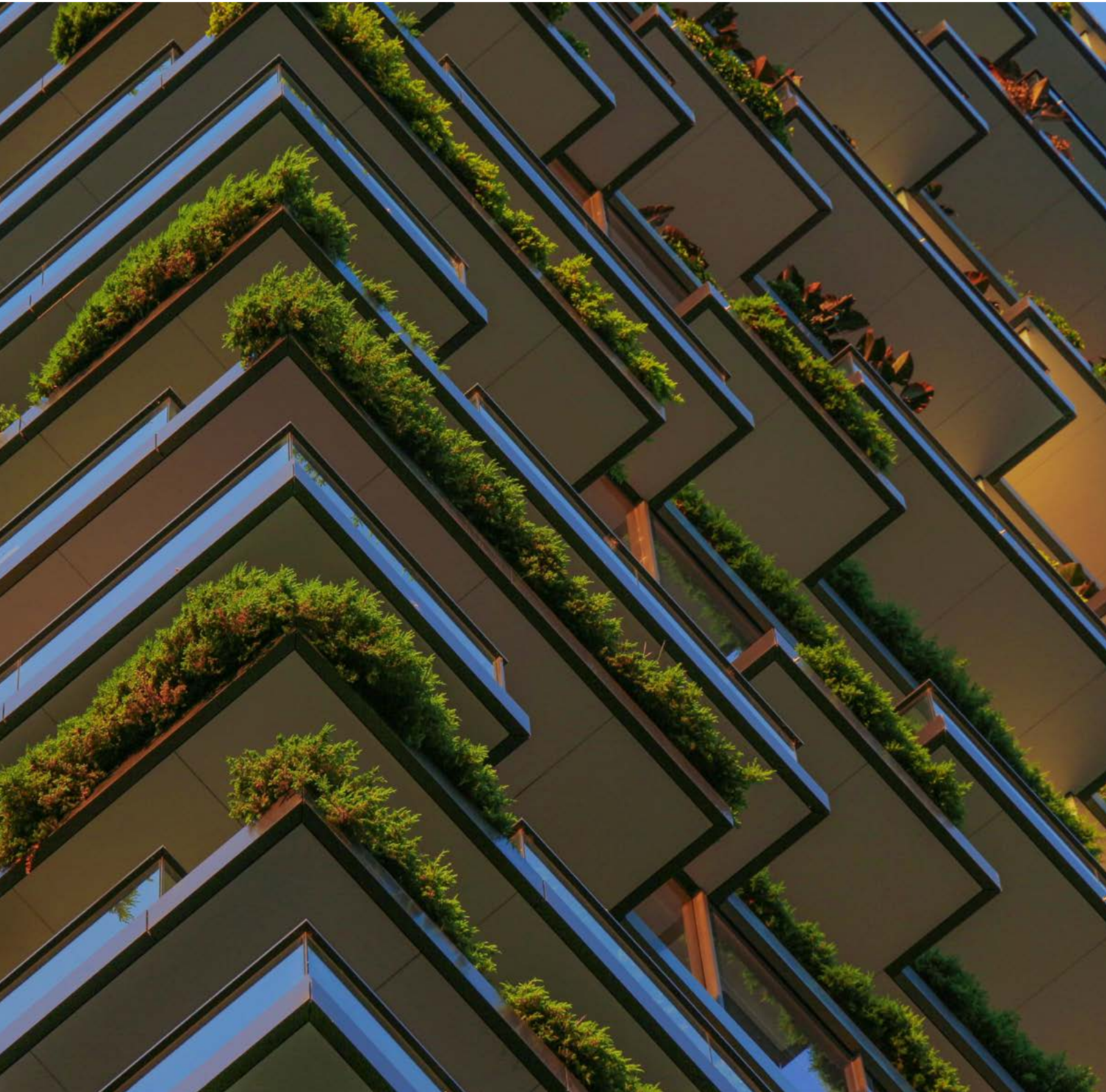
Energy Management in Our Facilities

We manage our impact by monitoring our energy and emissions, continuously looking for ways to increase energy efficiency and use of renewables.

Teradata's primary driver of energy use is our San Diego data center and customer lab space. In 2021, we continued to consolidate our data centers, reducing to 4 centers by the end of the year. This initiative and the reduction in our operational sites were the primary drivers of a 5.8% decline in 2021 energy usage from the 2020 level. Our plan is to further reduce the number of data centers that we utilize by 2024 and have a long-term strategic aspiration to consolidate our operations so that we only have one physical data center.

We are continually monitoring renewable energy markets and technologies in support of our ambition to reach net zero. We continue to increase our use of renewable energy when feasible. In 2021, 37.3% of our energy use in the United States was from renewable sources, including our Las Vegas data center which runs on 100% solar. We also plan to relocate key production servers to hosted data centers which operate on renewable energy in 2022 and beyond.

San Diego Data Center

Teradata's data center in San Diego, California, accounts for approximately 90% of Teradata's Scope 2 electricity consumption globally with approximately 33,000 square feet of data center space. Throughout 2021, we reduced the number of active servers operating in the data center, which has resulted in reducing total 2021 San Diego facility energy use by 4.64% from 2020. This initiative will continue through 2022 to optimize Teradata's data center footprint and further reduce consumption.

We employ strategies to increase energy efficiency in our San Diego facility. 2021 efforts included:

- Upgrades to California Title 24 LED motion and daylight sensor controls equipment.
- Monitoring and control technology to reduce lab electrical requirements, including optimizing the number of servers and efficient management of cooling. The impact of this initiative will be fully realized in 2022 electricity consumption.

Our Greenhouse Gas
Emissions Target

Measuring the Carbon Footprint of Data and Analytics

Standby Power
How much power is consumed when the system is idle?

Housekeeping
What happens to idle resources? Even if you are not paying for it, the planet pays for it.

System Utilization
What is the average resource utilization before you start "auto-scaling"?

Overall Usage
Total power used by the data center such as cooling, etc.

Energy Source
Selecting data centers which rely on renewable energy.

We actively address our carbon footprint through energy management and closely track our Scope 1 and Scope 2 greenhouse gas (GHG) emissions.

Last year, we set a greenhouse gas emission reduction target, guided by science-based targets, to reduce absolute Scope 1 and 2 GHG emissions by 37% by 2033 from the 2018 baseline. Continued closure of offices during the pandemic, our transition to a hybrid workplace, data center consolidation, and additional energy strategies together

reduced our absolute GHG emissions by 43%, far exceeding our 15-year goal. The 2021 energy intensity/sqft is .033.

To further our progress and plans toward our ambition to achieve net zero carbon emissions, we are working with a leading expert to validate our methodology for measuring Scope 1 and 2 emissions and develop a Scope 3 inventory. As we understand the entire scope of our GHG emissions, we intend to set a science-based goal and a plan to achieve it. The project is expected to be completed in 2022.

Three-Year Energy and Emissions Graph	2019	2020	2021
Energy Usage (mWh) −5.8% from 2020	51,157	42,642	40,164
Scope 1 GHG (MTCO2e)	223	177	100
Scope 2 GHG (MTCO2e)	15,207	10,650	10,099
Total Scope 1 + 2 GHG (MTCO2e) −5.8% from 2020	15,430	10,827	10,199
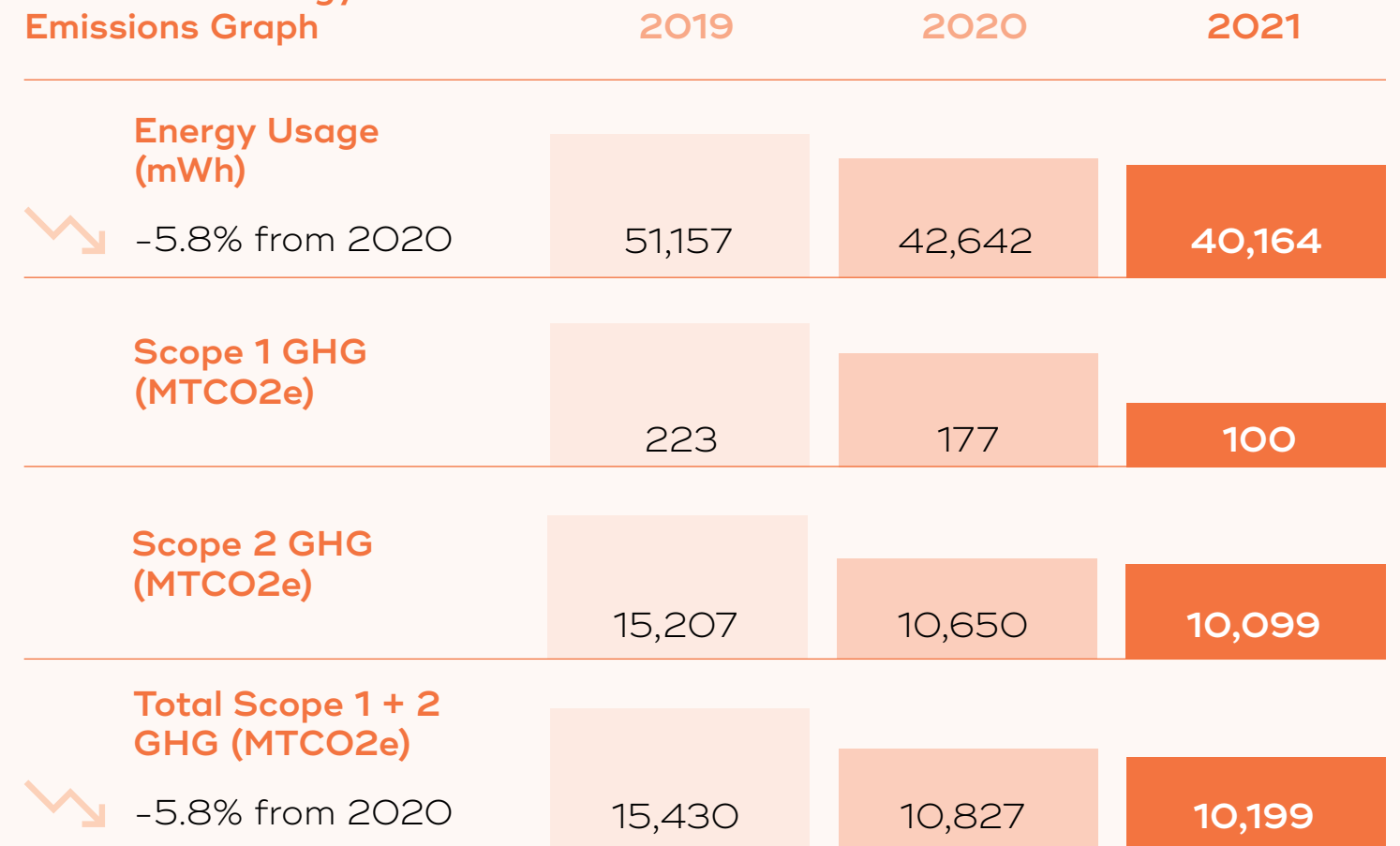
Natalia Macpherson, Green Agenda Team

Natalia is a member of Teradata's Green Agenda Team, a grassroots employee group who seek to support and influence environmental sustainability. The team also helps to educate and promote what individual employees can do to reduce their own environmental footprints.

Mitigating Transportation Impact

We have been members of the EPA SmartWay Program since 2009, which is a collaboration between industry and government to reduce air pollution and greenhouse gas emissions. As part of our commitment to carefully manage our emissions, we have programs with our largest suppliers to reduce mileage needed to transport equipment.

For those coming into our headquarters office in San Diego, which houses the majority of our operations, we offer 100 free electric vehicle charging stations, dedicated carpool spaces, bicycle storage, and shower rooms for employees who choose running, walking, or cycling methods to commute to work.

Reduce, Reuse, Recycle

Teradata seeks to reduce the amount of waste generated from our operations through reduction, reuse, and recycling strategies.

Our cloud transformation is reducing waste from hardware shipments, packaging, and transportation. On continuing hardware shipping and returns, we work with manufacturing suppliers to reuse wood crates and pallets and recycle shipping materials, such as cardboard and plastic. We use bulk packaging when feasible in our supply chain.

Several of Teradata's larger facilities contract with a major document destruction firm to shred and recycle our waste office paper. We encourage site-based recycling activities, and our facilities web site promotes reuse, recycling, and other conservation activities. Our San Diego headquarters recycles additional waste streams, including fluorescent lamps, construction debris, batteries, and toner cartridges as well as green waste from landscaping.

We generated 10,405 pounds of universal waste (electronics, fluorescent lamps, cathode ray tubes, UPS, and household batteries), a 148% increase due to server optimization in our San Diego facility and the subsequent retirement of equipment. No hazardous waste was disposed from Teradata operationally controlled sites.

2021 WASTE DIVERSION

52,724
POUNDS OF GLASS, METAL, PLASTIC, PAPER, AND WOOD RECYCLED.

95,264
POUNDS OF HARDWARE RECYCLED, A 12% INCREASE OVER PRIOR YEAR.

480
NODES (SERVERS) AND 15.75 PB OF DISK SPACE REUSED.

Water

Water scarcity impacts many regions of the world, and Teradata seeks to be responsible stewards of our water use. We use minimal water and only withdraw water from municipal sources for human support and HVAC heat rejection. 2021 total tracked water use was 44,300 cubic meters. We have no known discharge of wastewater other than into municipal wastewater disposal systems.

The Teradata facility with the greatest use of water is the San Diego headquarters as it houses the largest number of employees. We make additional efforts to conserve water there, including:

- Irrigation controllers with integrated weather stations.
- Drought-tolerant landscaping.
- Sensor-controlled water-saving restroom fixtures.

Product Sustainability

Focusing on the environment is not just about our sustainability journey, but also supporting our customers' business and environmental goals. We design technology for the future, as our customers demand powerful cloud-based data warehousing and analytic offerings that use energy, water, and space efficiently. Our objective is to provide our customers with best-in-class products that are not only highly scalable, but environmentally sustainable

as well. To that end, we continuously seek technology advancements and alternatives to improve performance-per-watt, reduce cooling requirements, and reduce datacenter floorspace needs for our customers. Our cloud-based solutions are designed to enable customers to scale their system resources to meet dynamic business requirements to ensure the "right-sizing" of systems for optimal power and consumption efficiency.

Energy Use Efficiency in Data Analytics

Teradata has always focused on how to use resources efficiently, including in our product design process. The rate at which a computing system consumes energy is driven primarily by the number of servers that it runs on and their average utilization. Many data analytics technologies are optimized to acquire additional resources as rapidly as possible, auto-scaling to use up to 8 times more hardware resources than would otherwise be required.

Real-world data and analytic workloads are complex and diverse. Many cloud data and analytic platforms are relatively immature and have been optimized for simple, scan-oriented workloads. These technologies often lack advanced indexing capabilities, sophisticated query optimization capabilities, and advanced mixed-workload management, which requires them to run inefficient execution strategies.
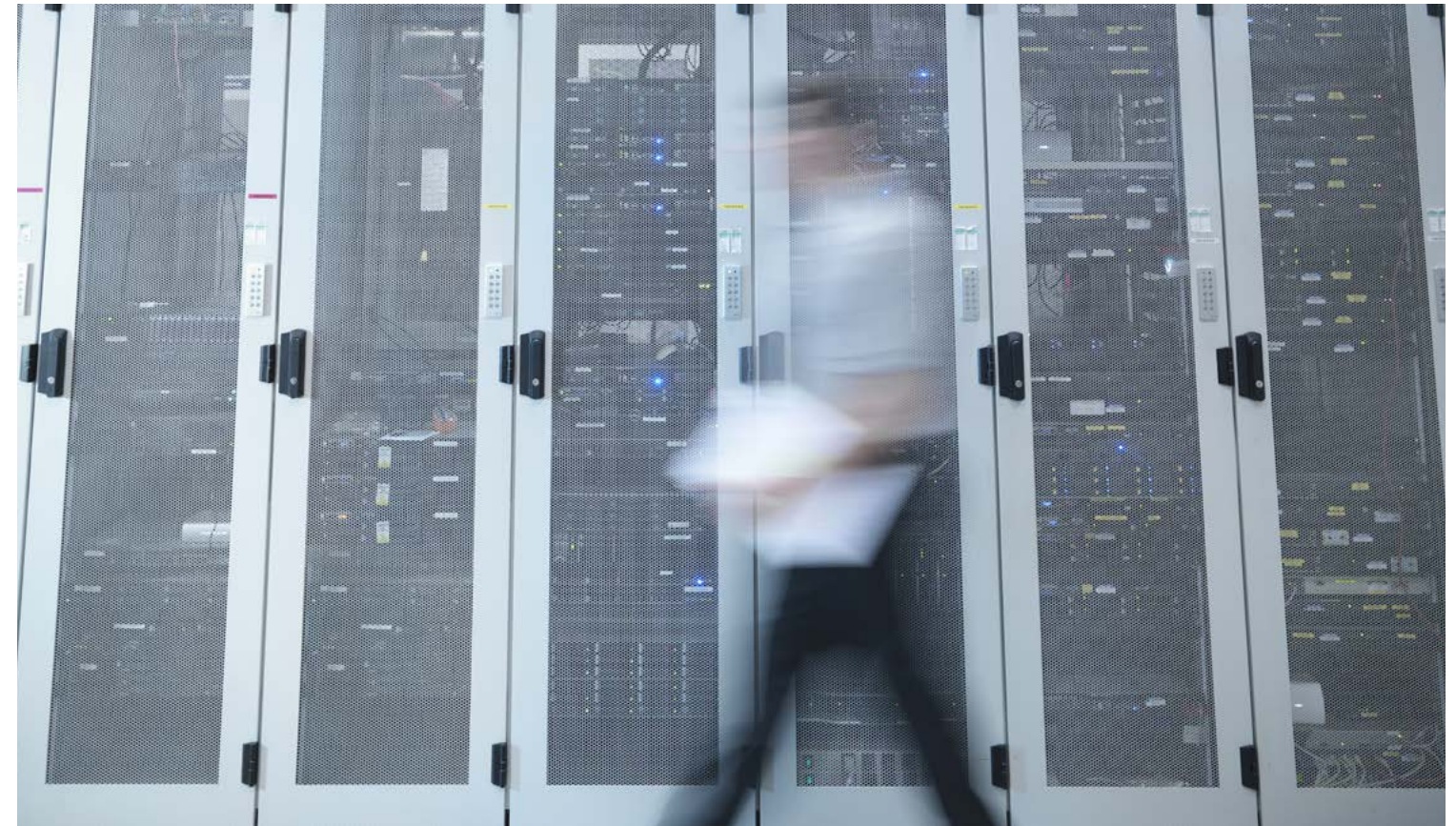
Technologies that apply these inefficient strategies typically rely on a large number of lightly loaded servers. Because server power to performance ratios increase rapidly before peaking at around 90% load, this is an energy-inefficient operating model. Unlike these other technologies, Teradata looks to optimize all resources including servers, networks, and storage arrays, which leads to power efficiency increases in the hardware configuration.

In addition, Teradata's advanced analytics software has been designed from its inception to optimize efficiency. Efficient indexing and sophisticated query optimization means that expensive,

manipulated parallel scans are applied only where necessary; and sophisticated, mixed-workload management enables high levels of concurrency and system utilization to be sustained.

Recent benchmarks that accurately simulate real-world data and analytic workloads suggest that technologies that rely solely on brute-force execution strategies and auto-scaling may consume up to 40 times more energy than Teradata solutions. We are working to gain more data to assess how we can continue to offer the most environmentally sustainable products possible.

Teradata
Cares

Making a Difference in Our Communities

Teradata seeks to build strong and resilient communities and make a positive difference where we live and work. The Teradata Cares program is dedicated to investing in our communities through financial support, our technology, talent, expertise, and time.

Teradata Cares Strategic Focus Areas:

Strengthening communities where Teradata has a presence.

Through Teradata Cares, Teradata employees donate their time and expertise to improve communities around the world. Employees are encouraged to volunteer anywhere they have a passion, whether that be animal welfare, arts and culture, environmental welfare, or health and human services relief. Teradata employees also volunteer their time as board members for nonprofit organizations, participate in social service programs, and lend their considerable experience to many community organizations.

Improving education to help build tomorrow's technologists and business leaders.

Interest among youth today in science and technology is diminishing. Teradata Cares is dedicated to countering this trend by nurturing and developing young people's interest and education in the STEM disciplines (science, technology, engineering, and mathematics). In addition to preparing today's youth for life in the modern world, this approach also develops our industry's future technologists and business leaders. Many employees get involved in career days and help mentor young people toward a future in the field of technology.

Helping the environment by supporting global sustainability.

Our employees participate in neighborhood clean-ups and restoration projects, promote creative ways to conserve energy at their own locations, and help with disaster relief efforts around the world.

Teradata University for Academics

Teradata University for Academics is web-based data analytics learning program offering more than 140 free on-demand courses, lab simulations and modules for Teradata Certification programs. For over 20 years, we have provided access to data analytics resources for training students to be breakthrough thinkers and doers who use data to create business value. Teradata University for Academics is supported by leading practitioners and renowned academics from around the world and offers popular courses such as Introduction to Data Science Process and Big Data Concepts.

Our partnership with the University of Arkansas allows students and faculty from any university worldwide to access technical education regardless of their association with Teradata. We have enhanced the program to increase our reach—more than 3,400 students and 600 faculty members from 400 schools in 60 countries took advantage of our offerings in 2021. We are pursuing new Teradata University academic partnerships as we look to expand the program.
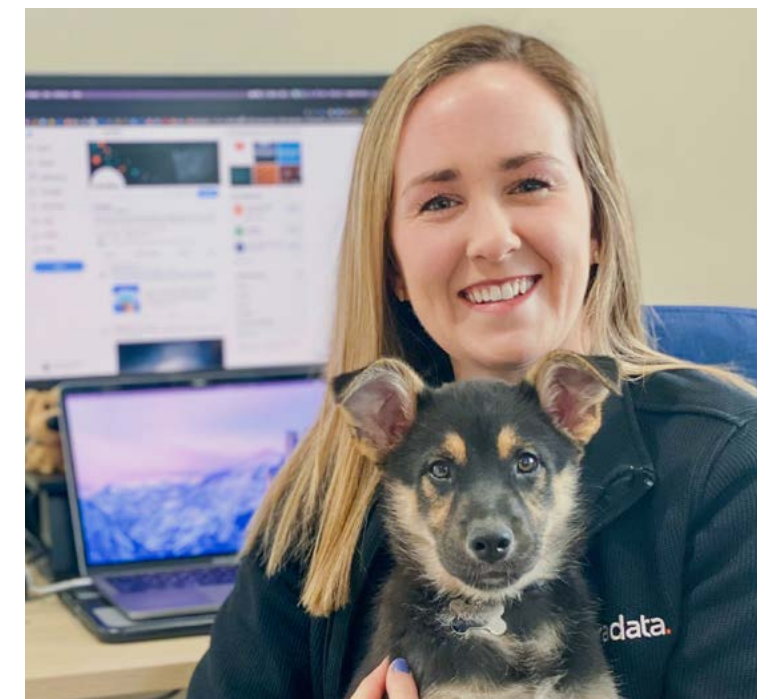
Data for Good— Teradata's Partnership with DataKind

Teradata Cares focuses on data philanthropy, which creates public good by applying our core mission and capabilities to societal challenges. DataKind uses data science, machine learning, and artificial intelligence to create positive impact across the world.

Together, Teradata and DataKind are creating meaningful change around the globe, completing projects such as:

Helping Crisis Text Line triage nuanced crisis-based text conversations.

Giving human rights activists a way to know that European Court of Human Rights judgments were implemented.

2022 will mark 10 years of partnership with DataKind, our signature nonprofit partner in our quest to use data for good. To celebrate, Teradata matched all donations to the organization from November 1 to December 31, 2021, up to $25,000.

Data4Good Festival 2021

Teradata participated in the DataKind UK's inaugural Data4Good Festival in 2021. More than 20 social sector support organizations and nonprofits came together with data experts to find ways to better use data for transformational impact. Nonprofits including Citizens Advice, Teach First, and the British Red Cross shared their data challenges while experts including Teradata provided panel discussions, workshops, and technical how-to sessions.

Virtual DataDive® Event

DataKind's DataDive® event in fall 2021 hosted 300 volunteers from 25 countries across 19 time zones to leverage the power of data in support of our communities. Data experts, including our employees, worked on 3 Data for Good projects to boost the impact of mission-driven organizations:

Supporting the Justice for Girls Reform Movement with the Delores Barr Weaver Policy Center.

Combating housing insecurity with New America's Future of Land and Housing Program.

Promoting broadband equity with University of Chicago's Center for Data and Computing.

EMPLOYEE SPOTLIGHT

Sherri Nugent, Community Relations

"It's incredible to witness the DataKind community come together this weekend and tackle important issues that will improve lives. Teradata Cares is proud to be a partner of DataKind."

Employees Caring for Our Communities

Giving back to our communities is more than the direct impact of a foundation grant or volunteer event on the nonprofit. We believe that giving back fuels human spirit, develops employee skills and strong teams, and helps employees appreciate the interdependence between our company and the communities where we live and do business. We give employees four days each year during working hours to volunteer in their local communities or help a co-worker during a time of crisis. We also provide gifts to charitable contributions and fundraising year-round, doubling the match during certain periods throughout the year in support of social justice and crisis response.

During our annual sales conference, a contest between teams led by senior executives included donations for pandemic relief around the globe totaling $70,000.

To support the devastating impact of the Omicron surge in India, we held an employee donation campaign raising $38,000 that was matched by Teradata.

As part of the annual 25 Days for Good, employees in the UK, Germany, Ireland, Switzerland, Poland, and Sweden created a customer platform for calendar sales with a donation with every purchase. A total of $50,000 was donated to non-profits including Feeding America, Save the Children, Crisis UK, Refugees Online, Transforming Lives for Good, The Climate Change Organization, Fundacja Cancer Fighters, OceanCare, World Childhood Foundation, and 16 others.

EMPLOYEE SPOTLIGHT

Sabrina Bertruzzi, Community Champion

Sabrina has led more than 10 Teradata Cares projects in recent years, many of them to help children in her community get the opportunities and resources they need to thrive.

Community Champions

The Community Champions program is designed to promote the spirit of service locally across our locations. Teradata's 65+ Community Champions embody our values and lead programs and events such as Teradata's Annual Days of Caring. Community Champions are provided with training, support, and tools to assist in mobilizing our workforce to make a significant and positive impact across the globe.

Community Service Grants

Teradata supports employee group service projects through community service grants. Funds are provided to purchase supplies and materials needed for community volunteerism projects and team fundraising.

EMPLOYEE SPOTLIGHT

Sai Nandagiri

Teradata employee Sai is dedicated to his community, setting up a trust in 2012 to provide medical care, housing, education, food, and other critical basics for people in need. In addition, during the pandemic, he set up a kitchen for those in need of meal preparation, feeding 300 to 400 people a day. We are honored to support Sai's work with paid time off and other support. He is an inspiration and embodiment of Teradata values.

Corporate Governance

Committed to Being an Ethical Company

At Teradata, we believe that upholding the highest standards of ethics and integrity is essential to our ability to succeed as a corporation.

Our Board of Directors and management team set the tone and expectations from the top of the organization. We have again pledged to uphold the principles of the UN Global Compact and are proud to have achieved the UN Global Compact Advanced Designation for 10 years. To meet our standards of ethical behavior, we continuously strengthen our governance practices to ensure accountability, equity, inclusiveness, and the empowerment of all our stakeholders.

Teradata Board of Directors

Our accomplished and diverse Board of Directors provides oversight to Teradata and is led by an independent, non-executive Chairman. 9 of our 10 directors are independent, including all members of the Audit, Compensation, and Governance committees. More information on our Board of Directors Committee and governance practices can be found in our Proxy Statement.

We integrate ESG considerations in our business strategic plans, and the Board is actively engaged in the oversight of ESG matters. The Governance Committee oversees Teradata's ESG program, including related activities and public disclosure. In connection with such oversight, and in coordination with our Audit Committee and our Compensation and Human Resource Committee as appropriate, our Governance Committee reviews and monitors our activities and shareholder feedback with respect to ESG, including human rights, DEI, environmental stewardship, value proposition, community outreach, and philanthropy. The full Board also receives updates of our ESG activities from executive management.

To provide clarity on the oversight of our various ESG activities and disclosure, each Board committee charter was amended in 2021 in alignment with best practices and our ESG strategy.

In addition, Board committee oversight of specific ESG-related matters includes:

Our Audit Committee is tasked with oversight of our ethical standards and compliance, including initiatives pertaining to ESG, as well as our enterprise risk management program, which includes ESG-related risks. This committee also is charged with monitoring the quality of our ESG disclosures.

Our Compensation and Human Resource Committee provides oversight relating to people management, including matters relating to talent management and development, talent acquisition, employee engagement, and diversity, equity, and inclusion practices.

Our Governance Committee is responsible for reviewing the Board's corporate governance practices and procedures, including the Board's self-evaluation process, Board composition, shareholder engagement, and our governance policies.

Board Diversity

40%

40% Underrepresented Communities

30%
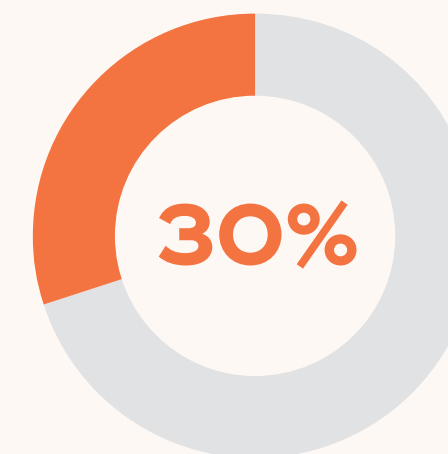
30% Women

Board Tenure

6.5 YRS
AVERAGE TENURE

0-4 Years Tenure

5-9 Years Tenure

10+ Years Tenure

As of June 1, 2022
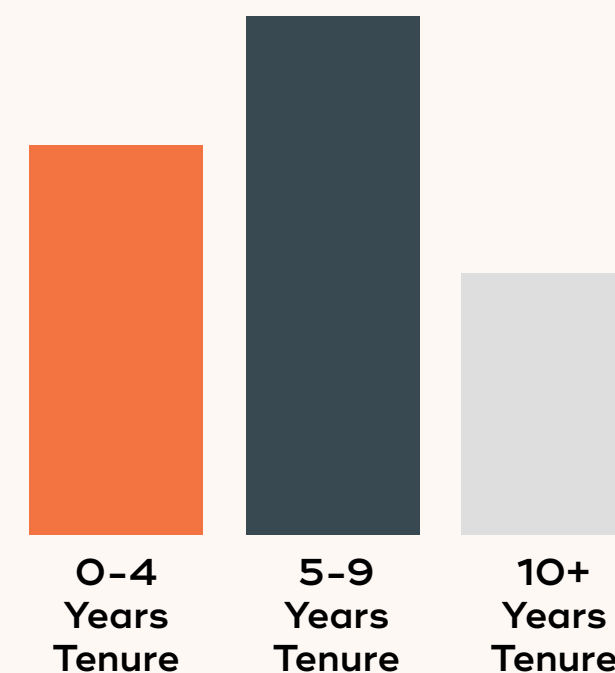
Executive Leadership Team

We continue to strengthen our executive team, enhancing leadership for our cloud transformation. Our refreshed executive team brings a breadth and depth of technology and functional expertise, as well as experience leading successful transformations. The composition of our executive team demonstrates our commitment to diversity—we have achieved gender parity, added a person of color, and have LGBTQ+ representation. Our leaders are actively engaged in ESG initiatives, working together to set goals and drive progress. Read more about executive oversight of ESG matters in the ESG at Teradata section of this report.

Executive Officer Diversity

62%
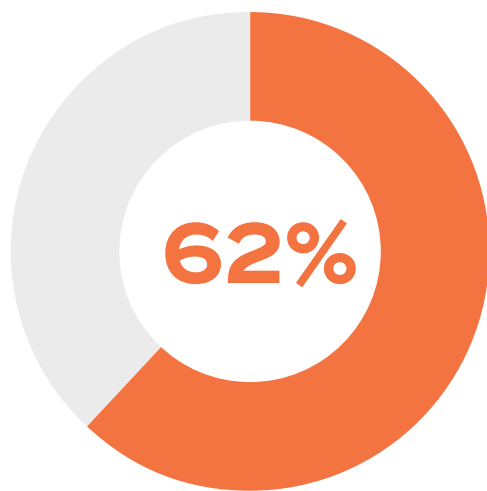
Gender/Ethnic Diversity
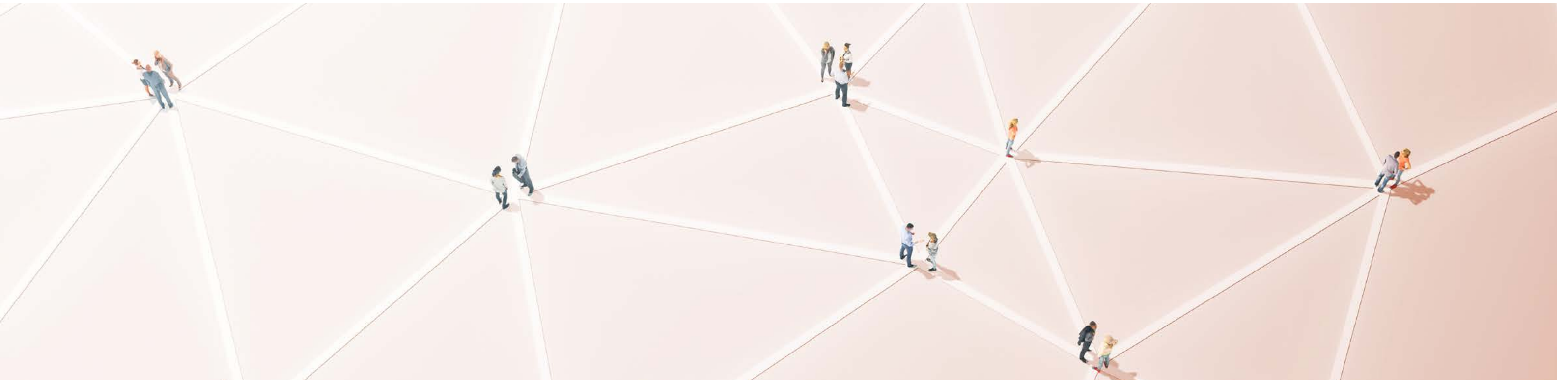
Ethics and Compliance

The Ethics and Compliance team works collaboratively across the business to embed ethical behavior and drive compliance with all applicable laws and regulations. Our efforts are led by the Chief Ethics, Compliance and Privacy Officer, supported by the Ethics and Compliance Executive Committee, which is comprised of the Chief Financial Officer, Chief Legal Officer, Chief Human Resources Officer, and Chief Ethics, Compliance, and Privacy Officer.

Our ethics and compliance program is aligned with the policies and practices of prominent organizations, such as the Ethisphere Business Ethics Leadership Alliance. We were honored to be recognized for 12th consecutive year as one of the 2021 World's Most Ethical Companies.

Teradata's Code of Conduct

At Teradata, we believe that integrity must be the foundation for every decision we make. To this end, we outline our standards for ethical business practices and behavior through the Company's Code of Conduct. All Teradata people, including employees, independent contractors, officers, and directors, are subject to the Teradata Code of Conduct.

The Code of Conduct incorporates principles from global guidelines for ethical business, including:

The United Nations Global Compact

The Responsible Business Alliance Code of Conduct

The International Labour Organization

The Organization for Economic Co-Operation and Development Guidelines for Multinational Enterprises

The International Chamber of Commerce (ICC) Rules of Conduct

Our Code of Conduct and related policies, procedures, and educational materials make up a comprehensive approach to ethical business practices, including but not limited to:

Human rights

Labor rights

Confidentiality, data privacy, and protection

Workplace health and safety

Anti-corruption

Anti-racism

Non-discrimination and non-harassment

Non-retaliation

Conflicts of interest

Training, Resources, and Communication

For Teradata to achieve the high standard of integrity we expect, the behaviors outlined in our Code of Conduct are expected of each of us. We provide training, toolkits, and reference guides to ensure observance from employees, vendors, and business partners. All newly hired employees are oriented to the Company's Code of Conduct as part of the onboarding process, and all Teradata employees, contractors and Board members are required to complete a Code of Conduct training and certification annually. Code of Conduct training was completed by 100% of employees in 2021.

In early 2021, we updated the Code of Conduct to include our commitment to being actively anti-racist. We also expanded the number of translations of our Code of Conduct training so all participants can engage in their preferred/native language.

Teradata has additional subject matter-specific policies, procedures, Code of Conduct supplements, toolkits, and quick reference guides to provide more particular guidance and details on standards of conduct. We require further specialized training for employees when relevant to their roles and responsibilities. All training resources can be accessed by employees via a dedicated intranet site. We also communicate ethics and compliance matters regularly in our employee newsletter.

Ethics Advocates Program

The highest standards of ethics and integrity have always been a foundation of our culture. Our Ethics Advocates program was established to help bring ethics considerations into everyday business. We have approximately 50 Ethics Advocates globally who champion our policies and facilitate engagement and dialogue among employees regarding ethical issues. These efforts are supported by quarterly meetings that provide training and facilitate discussion on ethics topics, for example conflicts of interest, bribery and corruption, privacy, and third–party due diligence. Now in its second year, the program has been successful at enhancing our efforts to ensure our policies are understood and implemented around the world.

Ethics and Compliance Monitoring

Teradata regularly monitors compliance with our Code of Conduct and related policies and procedures globally. Systems, internal personnel, and internal and external auditors are engaged in this effort. We strongly encourage and provide ways for employees to anonymously discuss concerns or seek clarification on ethics and compliance policies, laws, and regulations. This includes our Ethics Helpline, which is operated by an independent third party and accessible 24 hours a day, seven days a week, and offers an anonymous reporting option for employees if they so choose.

Inquiries and investigations are conducted in all instances where potential compliance exceptions have been reported or identified. The Ethics and Compliance Executive Committee oversees any significant inquiries and investigations to determine whether a violation has been committed, what disciplinary actions will be imposed, and what remedial actions should be taken to prevent recurrence. The status, handling, and determinations for all inquiry and investigation matters, as well as the programmatic aspects of the Company's Ethics and Compliance initiative, are periodically reviewed by the Audit Committee of the Board of Directors. There were no reports of significant violations in 2021.
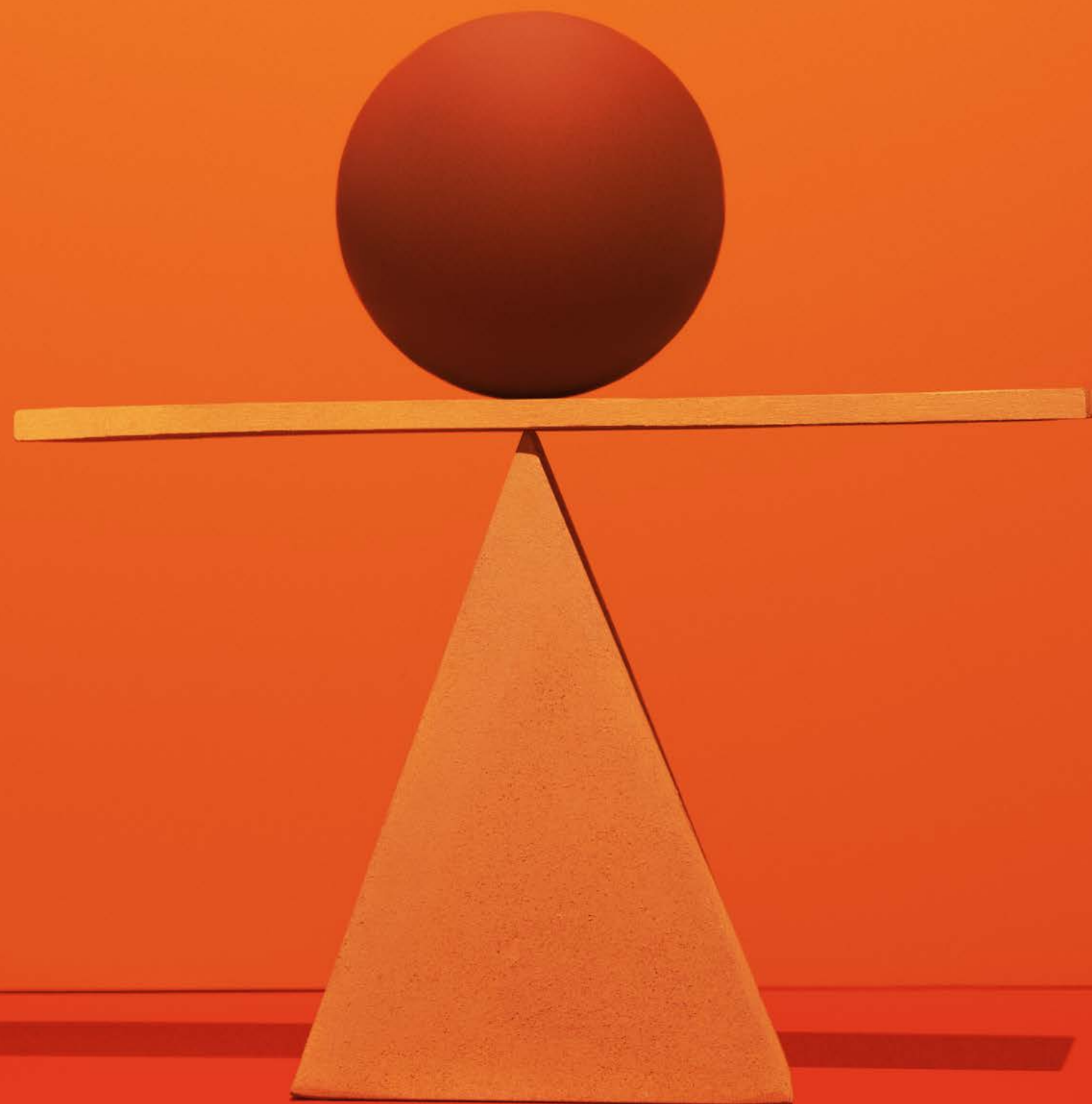
Zhengang Wu, Ethics Advocate

"Ethics and integrity at Teradata are a reflection of who we are and how we connect with the world. They are fundamental requirements in how we conduct business, and they ensure the long-lasting success of our company and our world."

Data Privacy and Protection

Teradata's business relationships are based on the trusted exchange of information. We take great care to manage privacy and security of data. Our global Privacy Policy embodies harmonized standards that meet and often exceed the requirements of data protection laws around the world. The policy is regularly updated to reflect new laws, regulations, and processing activities.

We recognize and 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. Teradata invests in third-party audits to demonstrate regulatory compliance with rigorous standards such as GDPR, PCI, HIPAA, and ISO 27001, among others.

Expectations for data protection are outlined in Teradata's Global Privacy Policy, the Code of Conduct, Supplier Code of Conduct and Business Partner Code of Conduct. All Teradata employees are required to complete new-hire and annual training on information security, privacy, and data protection compliance.

In 2021, we hired a new Chief Information Security Officer and in 2022, we hired a Senior Privacy and Compliance attorney.

Business Continuity

Teradata continuously identifies and tests key critical business processes to ensure business continuity. We execute business continuity plans to ensure we maintain our high standard of business performance and refine them in response to both enterprise-level and localized events.

Political Activities

Teradata is a member of the Information Technology Industry Council, the premier global advocate for our industry. Membership enables our participation in industry-wide collaboration with worldwide governments and the World Trade Organization on policy that enables innovation. As stipulated by our Political Activities Policy, we do not make political contributions, or use any corporate funds or assets, for any candidates or political parties, including campaign committees and funds, caucuses, independent expenditure committees, or special interest groups engaged in lobbying activities.

Responsible
Supply Chain

Responsible Supply Chain

We hold our supply chain partners to high ethical standards and work closely with them to convey our expectations, monitor compliance, and take corrective actions if needed. Our supply chain management approach encompasses direct and indirect suppliers, and addresses human rights, environmental sustainability, risk management, supplier diversity, and mineral sourcing.

Our Suppliers

Teradata has 4,995 suppliers from 76 countries. 26% are headquartered in the United States. Our main types of suppliers are electronic manufacturing services, cloud services, software, facilities operations, and corporate services, such as advertising, legal, and staffing.

Human Rights

We firmly believe in the right of all people to fairness, dignity, and respect. Upholding these rights is fundamental to our values, and we are committed to protecting human rights throughout our operations. Teradata implements systems and controls to protect the rights of vulnerable groups and

help ensure that violations do not occur in Teradata's business or supply chain.

Supplier and Business Partner Code of Conduct

Our Supplier Code of Conduct and Business Partner Code of Conduct outline the standards of conduct and principles that apply to those with whom we do business. Both incorporate the standards of the Teradata Code of Conduct and globally recognized third parties:

By adopting the principles of the **Responsible Business Alliance (RBA)** Code of Conduct, Teradata supports electronics/hardware industry commitments

regarding labor, health, and safety, the environment, ethics, and management systems in our supply chain.

As a signatory of the **United Nations Global Compact**, we incorporate principles from the **Universal Declaration of Human Rights** and the **International Labour Organization's Declaration on Fundamental Principles and Rights at Work** into our supply chain policies and practices.

In compliance with the **UK Modern Slavery and Human Trafficking Act** and other countries' analogous laws, we are committed to implementing and enforcing systems and controls to help

ensure these gross abuses of human rights do not occur in our supply chain.

All vendors must commit to and certify compliance with our standards via a written pledge, through their own at-least-as-stringent code of conduct, by agreeing to such in their responses to Teradata requests for proposals, or by agreeing to such in a contract with Teradata. We periodically assess supplier production facilities and procedures for adherence to the Code of Conduct. Our electronic manufacturing supplier, a founding member of the RBA, supports this effort with an assessment tool based directly on the standards of the RBA Code of Conduct.

**Linda Persina,
Procurement**

Teradata's Enterprise
Third-Party Risk team,
led by Linda, implemented
an Onboarding and Risk
Assessment platform to
enhance our ability to
monitor and manage third-
party risk.

Third Party Enterprise Risk Management

We monitor risk factors of third-party suppliers, including information security, financial, ethical, and reputational risks. In 2021, we launched a new application and integrated process to manage supplier/ third-party onboarding. The new system's capabilities enable centralization of records, data validation, and reporting as well as offer enhanced risk management and compliance monitoring during the onboarding stage and periodically thereafter.

Our supplier onboarding process requires acceptance of our Supplier Code of Conduct and Conflict of Interest attestation. Risk assessment scorecards are created when suppliers are onboarded, and periodic recertification is conducted throughout the life of the relationship using industry-recognized risk services.

In 2021, we bolstered our risk management program by establishing a cross-functional risk governance board. This cross-functional team, composed of executive leadership from Information Security, Ethics & Compliance, Insurance Risk, and Procurement / Third Party Risk Management, provides oversight of the enterprise risk program including strategy, operations, and exception management. We are in the process of designing a tiering system for supplier risk management for implementation in 2022.

Conflict Minerals

We take steps to ensure that the materials used in our supply chain are ethically sourced. Teradata is part of the Responsible Minerals Initiative and has adopted a Conflict Minerals Policy which prohibits the inclusion of Conflict Minerals known to have originated from DRC Conflict perpetrators in our products and their components, including tin, tantalum, tungsten, and gold and their derivatives (3TG).

Our Conflict Minerals Committee oversees our efforts to ensure that our products are free from conflict minerals, including due diligence on our suppliers, such as records auditing. We issue a Conflict Minerals Report annually.

Supplier Diversity

Teradata considers a diverse vendor base a way to strengthen our supply chain and our communities. Our Supplier Diversity Policy affirms that certified diverse suppliers have the opportunity to participate in providing products and services to Teradata.

We recognize minority-owned businesses with certifications from a variety of third-party agencies, including but not limited to:

NATIONAL Minority Supplier Development Council	National Minority Supplier Development Council
nglcc National LGBT Chamber of Commerce	National LGBT Chamber of Commerce
SBA U.S. Small Business Administration	Small Business Administration (or similar criteria in countries of operation)
WBENC	Women's Business Enterprise National Council
NaVOBA	National Veteran-Owned Business Association
HUBZone Historically Underutilized Business Zone	Historically Underutilized Business Zones

Enhancing Supplier Diversity

In 2021, we enhanced our data collection methods and are in the process of validating historical spend with a goal of communicating diverse spend levels in 2022. With this as our baseline, we will identify strategic objectives including:

Establishing goals for diverse spend.

Increasing coordination with our Diversity, Equity, and Inclusion office.

Re-establishing outreach programs to increase opportunities for diverse suppliers to do business with us.

Reporting Indexes
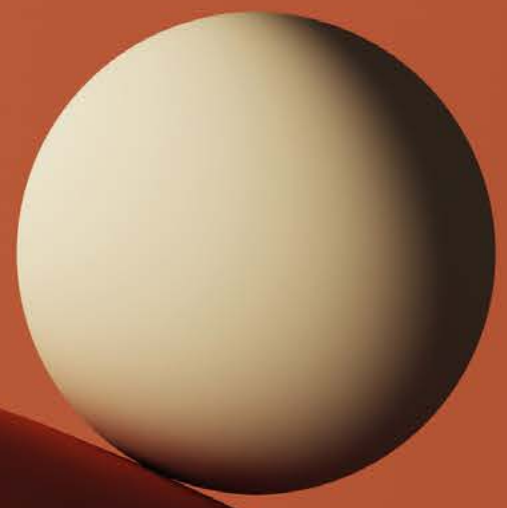
Global Reporting Initiative (GRI) Content Index

The Environmental, Social, and Governance (ESG) Report is prepared in accordance with the GRI Standards Core Guidelines and reflects performance in calendar year 2021. We report annually on the ESG topics that were identified through our materiality topics assessment process and that we believe represent Teradata's priority economic, environmental, and social impact.

General Disclosures

Disclosure		Response, Page, or Link
102	**Organizational Profile**	
102 – 1	Name of the organization	Teradata Corporation
102 – 2	Activities, brands, products, and services	2021 ESG Report: About Teradata – p 6 – 11 2021 ESG Report: Generating Solutions through Data Analytics – p 13 – 15
102 – 3	Location of headquarters	2021 ESG Report: About Teradata – p 7 - 8
102 – 4	Location of operations	2021 ESG Report: About Teradata – p 7 - 8
102 – 5	Ownership and legal form	2021 ESG Report: About Teradata – p 7
102 – 6	Markets served	2021 ESG Report: About Teradata – p 7
102 – 7	Scale of the organization	2021 ESG Report: About Teradata – p 7 - 9

Disclosure		Response, Page, or Link
102 – 8	Information on employees and other workers	2021 ESG Report: About Teradata – p 7 2021 ESG Report: Diversity, Equity, and Inclusion p 31 – 33
102 – 9	Supply chain	Teradata has 4,995 suppliers from 76 countries. Our main types of suppliers are electronic manufacturing services, cloud services, software, facilities operations, and corporate services, such as advertising, legal, and staffing.
102 – 10	Significant changes to the organization and its supply chain	No significant changes to the organization and its supply chain.
102 – 11	Precautionary principle or approach	As a signatory of the United Nations Global Compact, Teradata affirms Principle 15 of the 1992 Rio Declaration that states, "where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation."

General Disclosures (continued)

Disclosure		Response, Page, or Link
102	**Organizational Profile (continued)**	
102 – 12	External initiatives	CDP (formerly the Carbon Disclosure Project)
		CEO Action Pledge for Diversity & Inclusion
		Global Reporting Initiative
		Sustainability Accounting Standards Board
		United Nations Global Compact
102 – 13	Membership of associations	Boston College Center for Corporate Citizenship
		National Minority Supplier Development Council Conference
		Responsible Materials Initiative
		TechSCALE (Supply Chain Access, Leadership and Equity)
		United States Hispanic Chamber of Commerce Conference
102	**Strategy**	
102 – 14	Statement from senior decision-maker	2021 ESG Report: A Letter from our CEO – p 2 – 3
102 – 15	Key impacts, risks, and opportunities	2021 ESG Report: ESG at Teradata – p 16 – 19
102	**Ethics and Integrity**	
102 – 16	Values, principles, standards, and norms of behavior	2021 ESG Report: About Teradata – p 7, 11
		2021 ESG Report: Aligning Our Future and Our Culture – p 21

Disclosure		Response, Page, or Link
102 – 17	Mechanisms for advice and concerns about ethics	2021 ESG Report: Corporate Governance p 48 - 55
102	**Governance**	
102 – 18	Governance structure	2021 ESG Report: Corporate Governance p 49 – 52
		2022 Proxy Statement – p 19
102 – 19	Delegating authority	2022 Proxy Statement – p 20
102 – 20	Executive-level responsibility for economic, environmental, and social topics	Chief Legal Officer
102 – 21	Consulting stakeholders on economic, environmental, and social topics	2021 ESG Report: ESG at Teradata - p 17 - 19
102 – 22	Composition of the highest governance body and its committees	2021 ESG Report: Corporate Governance p 49 - 51
		2022 Proxy Statement – p 19
102 – 23	Chair of the highest governance body	Our Board is led by an independent, non-executive Chairman.
		2021 ESG Report: Corporate Governance - p 50
		2022 Proxy Statement – p 19, 23

General Disclosures (continued)

Disclosure		Response, Page, or Link
102	**Governance (continued)**	
102 – 24	Nominating and selecting the highest governance body	2021 ESG Report: Corporate Governance p 49 – 51 2022 Proxy Statement – p 19
102 – 25	Conflicts of interest	2022 Proxy Statement – p 22
102 – 26	Role of highest governance body in setting purpose, values, and strategy	Board of Directors – Compensation and Human Resource Committee
102 – 27	Collective knowledge of highest governance body	2021 ESG Report: Corporate Governance p 49 - 51 2022 Proxy Statement – p 6
102 – 28	Evaluating the highest governance body's performance	2021 ESG Report: Corporate Governance p 49 - 51 2022 Proxy Statement – p 21
102 – 29	Identifying and managing economic, environmental, and social impacts	2021 ESG Report: ESG at Teradata – p 17 – 19
102 – 31	Review of economic, environmental, and social topics	2021 ESG Report: ESG at Teradata – p 17 – 19 2021 ESG Report: Corporate Governance p 49 - 51
102 – 32	Highest governance body's role in sustainability reporting	2021 ESG Report: ESG at Teradata – p 17 – 19 2021 ESG Report: Corporate Governance p 49 – 51

Disclosure		Response, Page, or Link
102 – 33	Communicating critical concerns	Teradata Code of Conduct: Raising Concerns. https://www.teradata.com/About-Us/Corporate-Governance/Code-of-Conduct
102 – 34	Nature and total number of critical concerns	There were no reports of significant violations in 2021.
102 – 35	Remuneration policies	2022 Proxy Statement – p 32 - 52
102 – 36	Process for determining remuneration	2022 Proxy Statement – p 32 - 52
102 – 37	Stakeholders' involvement in remuneration	2022 Proxy Statement – p 32 - 52
102 – 38	Annual total compensation ratio	2022 Proxy Statement – p 65
102 – 39	Percentage increase in annual total compensation ratio	2022 Proxy Statement – p 65
102	**Stakeholder Engagement**	
102 – 40	List of stakeholder groups	2021 ESG Report: ESG at Teradata – p 19
102 – 41	Collective bargaining agreements	Teradata is not party to any collective bargaining agreements.

General Disclosures (continued)

Disclosure		Response, Page, or Link
102	**Stakeholder Engagement (continued)**	
102 – 42	Identifying and selecting stakeholders	2021 ESG Report: ESG at Teradata – p 19
102 – 43	Approach to stakeholder engagement	2021 ESG Report: ESG at Teradata – p 19
102 – 44	Key topics and concerns raised	2021 ESG Report: ESG at Teradata – p 19
102	**Reporting Process**	
102 – 45	Entities included in the consolidated financial statements	2021 Form 10-K – p 40 – 44
102 – 46	Defining report content and topic boundaries	2021 ESG Report: About This Report – p 82
102 – 47	List of material topics	2021 ESG Report: ESG at Teradata – p 18
102 – 48	Restatements of information	There were no restatements of information for the reporting year 2021.
102 – 49	Changes in reporting	There were no significant changes to the reporting in 2021.

Disclosure		Response, Page, or Link
102 – 50	Reporting period	January 1, 2021 - December 31, 2021
102 – 51	Date of most recent report	July 2021
102 – 52	Reporting cycle	Annual
102 – 53	Contact point for questions regarding the report	teradata.ESG@teradata.com
102 – 54	Claims of reporting in accordance with the GRI standards	This report has be prepared in accordance with the GRI Standards: Core option.
102 – 55	GRI content index	2021 ESG Report: GRI Index – p 61 – 72
102 – 56	External assurance	No information in this report has been externally assured.

Economic Disclosures

Disclosure		Management Approach	Response, Page, or Link
201	**Economic Disclosures**		
201 – 1	Direct economic value generated and distributed	2021 Form 10-K 2021 ESG Report: Meeting the Challenge of Climate Change - p 37 – 41	2021 Form 10-K - p 40 – 44 2021 ESG Report: About Teradata - p 9
201 – 2	Financial implications and other risks and opportunities due to climate change		2021 Form 10-K - p 16 2021 ESG Report: Meeting the Challenge of Climate Change - p 37 – 41
201 – 3	Defined benefit plan obligations and other retirement plans		2021 Form 10-K - p 61 2021 ESG Report: People and Culture - p 25
203 – 2	Significant indirect economic impacts		Teradata developed the COVID360 Initiative to help countries restart their economies in the post-pandemic world. This analysis is delivering in a visual dashboard that enables governing bodies to make efficient decisions to take actions to slow the spread of the disease and save lives.
205	**Anti-Corruption**		
205 – 1	Operations assessed for risks related to corruption	2021 ESG Report: Corporate Governance p 52	Teradata regularly monitors compliance with our Code of Conduct and related policies and procedures globally.
205 – 2	Communication and training about anti-corruption policies and procedures		2021 ESG Report: Corporate Governance p 53 – 54

Economic Disclosures (continued)

Disclosure		Management Approach	Response, Page, or Link
205	**Anti–Corruption (continued)**		
205 – 3	Confirmed incidents of corruption and actions taken		There were no reports of significant violations in 2021.
206	**Anti–Competitive Behavior**		
206 – 1	Legal actions for anti–competitive behavior, anti–trust, and monopoly practices	Teradata Code of Conduct	There are no such current or concluded legal actions.
207	**Tax**		
207 – 1	Approach to tax	Teradata's Global Tax Policy https://www.teradata.co.uk/Legal/Global-Tax-Policy	Teradata's Global Tax Policy https://www.teradata.co.uk/Legal/Global-Tax-Policy 2021 Form 10-K – p 19

Environmental Disclosures

Disclosure		Management Approach	Response, Page, or Link
301	**Materials**		
301 – 2	Recycled input materials used	2021 ESG Report: Reduce, Reuse, Recycle – p 40	2021 ESG Report: Reduce, Reuse, Recycle – p 40
302	**Energy**		
302 – 1	Energy consumption within the organization	2021 ESG Report: Environmental Sustainability at Teradata – p 38 – 39	2021 ESG Report: Our Greenhouse Gas Emissions Target – p 39
302 – 4	Reduction of energy consumption	2021 ESG Report: ESG at Teradata – p 17	2021 ESG Report: Our Greenhouse Gas Emissions Target – p 39
303	**Water and Effluents**		
303 – 1	Interactions with water as a shared resource	2021 ESG Report: Water – p 41	2021 ESG Report: Water – p 41
303 – 3	Water withdrawal		2021 ESG Report: Water – p 41
305	**Emissions**		
305 – 1	Direct (Scope 1) GHG emissions	2021 ESG Report: Environmental Sustainability at Teradata – p 36 – 39	2021 ESG Report: Our Greenhouse Gas Emissions Target – p 39
305 – 2	Energy indirect (Scope 2) GHG emissions	2021 ESG Report: Environmental Sustainability at Teradata – p 36 – 39	2021 ESG Report: Our Greenhouse Gas Emissions Target – p 39

Environmental Disclosures (continued)

Disclosure		Management Approach	Response, Page, or Link
305	**Emissions (continued)**		
305 - 5	Reduction of GHG emissions		2021 ESG Report: Our Greenhouse Gas Emissions Target - p 39
306	**Waste**		
306 - 1	Waste generation and significant waste-related impacts	2021 ESG Report: Reduce, Reuse, Recycle - p 40	2021 ESG Report: Reduce, Reuse, Recycle - p 40
306 - 2	Management of significant waste-related impacts		2021 ESG Report: Reduce, Reuse, Recycle - p 40
306 - 5	Waste diverted from disposal		2021 ESG Report: Reduce, Reuse, Recycle - p 40
307	**Environmental Compliance**		
307 - 1	Non-compliance with environmental laws and regulations	2021 ESG Report: Corporate Governance - p 49	Teradata had zero violations of environmental laws and/or regulations.
308	**Supplier Environmental Assessment**		
308 - 1	New suppliers that were screened using environmental criteria	2021 ESG Report: Responsible Supply Chain - p 57	100% of all manufacturing partners are required to be ISO 14001. In addition, a third-party risk assessment is conducted of suppliers.

Social Disclosures

Disclosure		Management Approach	Response, Page, or Link
401	**Employment**		
401 – 2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2021 ESG Report: People and Culture – p 20	2021 ESG Report: Compensation and Benefits – p 25
403	**Occupational Health and Safety**		
403 – 1	Occupational health and safety management system		2021 ESG Report: Promoting Employee Well-Being – p 25 2021 ESG Report: Health and Safety – p 26
403 – 4	Worker participation, consultation, and communication on occupational health and safety		2021 ESG Report: Promoting Employee Well-Being – p 25 2021 ESG Report: Health and Safety – p 26
404	**Training and Education**		
404 – 1	Average hours of training per year per employee	2021 ESG Report: People and Culture – p 24	2021 ESG Report: Learning and Development – p 24
404 – 2	Programs for upgrading employee skills and transition assistance programs		2021 ESG Report: Learning and Development – p 24

Social Disclosures (continued)

Disclosure		Management Approach	Response, Page, or Link
405	**Diversity and Equal Opportunity**		
405 – 1	Diversity of governance bodies and employees	2021 ESG Report: Diversity, Equity, and Inclusion p 29 - 34	2021 ESG Report: A Workplace for All – p 31 2021 ESG Report: Board Diversity – p 50
405 – 2	Ratio of basic salary and renumeration of women to men	2021 ESG Report: Diversity, Equity, and Inclusion p 29 - 34	We have conducted formal and informal pay equity audits which indicated that we pay our employees equitably. We also evaluate pay across all Teradata positions through a third party to ensure it is fair and equitable.
408	**Child Labor**		
408 – 1	Operations and suppliers at significant risk for incidents of child labor	2021 ESG Report: Responsible Supply Chain p 57 - 58	We adhere to the Responsible Business Alliance Code of Conduct. No operations and suppliers are at significant risk for incidents of child labor.
409	**Forced or Compulsory Labor**		
409 – 1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2021 ESG Report: Responsible Supply Chain p 57 - 58	We adhere to the Responsible Business Alliance Code of Conduct. No operations and suppliers are at significant risk for incidents of forced or compulsory labor.
412	**Human Rights Assessment**		
412 – 2	Employee training on human rights policies or procedures	2021 ESG Report: Corporate Governance – p 53	All employees are trained annually on the Teradata Code of Conduct which expressly addresses human rights issues. Additionally, our Supplier and Business Partner Codes of Conduct incorporate standards of conduct and principles related to human rights including the Responsible Business Alliance Code of Conduct, the United Nations Global Compact Principles and all related laws and practices.

Social Disclosures (continued)

Disclosure		Management Approach	Response, Page, or Link
412	**Human Rights Assessment (continued)**		
412 – 3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	2021 ESG Report: Responsible Supply Chain – p 57	2021 ESG Report: Responsible Supply Chain – p 57
413	**Local Communities**		
413 – 1	Operations with local community engagement, impact assessments, and development programs	2021 ESG Report: Teradata Cares – p 43 – 47	2021 ESG Report: Teradata Cares – p 43 – 47
414	**Supplier Social Assessment**		
414 – 1	New suppliers that were screened using social criteria	2021 ESG Report: Responsible Supply Chain p 57 – 59	100% of all manufacturing partner's facilities are ISO 14001. In addition, a third-party risk assessment is conducted of suppliers.
415	**Public Policy**		
415 – 1	Political contributions	2021 ESG Report: Corporate Governance – p 55	2021 ESG Report: Political Activities – p 55

Social Disclosures (continued)

Disclosure		Management Approach	Response, Page, or Link
417	**Marketing and Labeling**		
417 - 1	Requirements for product and service information and labeling		The following country requirements are observed during our release process: USA, Canada, European Union, Europe Global, Japan, Australia/New Zealand, India, China, and Taiwan. All products require some type of certification or environmental label. A product cannot be released unless it has passed all current regulatory standard including the presence of all appropriate certification and environmental labeling.
417 - 2	Incidents of non-compliance concerning product and service information and labeling		No incidents of non-compliance concerning product and service information and labeling.
418	**Customer Privacy**		
418 - 1	Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	2021 ESG Report: Data Privacy and Protection p 55	There have been no such data breaches by Teradata or where Teradata has been required to notify users.
419	**Socioeconomic Compliance**		
419 - 1	Non-compliance with laws and regulations in the social and economic area	2021 ESG Report: Corporate Governance - p 52	Teradata had zero violations of social and economic laws and/or regulations.

Sustainability Accounting Standards Board (SASB) Index

The Environmental, Social, and Governance (ESG) Report includes financially material sustainability topics and their associated metrics identified by SASB and considered material to Teradata's business. Teradata reports topics and standards for the Technology and Communications Sector – Software and IT Service (2018).

Topic	Accounting Metric	Unit of Measure	Code	Disclosure
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	TC-SI-130a.1	1. 144590.4 Gigajoules 2. 100% 3. 37%* *U.S. locations only
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m³), Percentage (%)	TC-SI-130a.2	1. 44,300 m³ 2. Not disclosed. Water consumption is not material to Teradata's business. Water data includes U.S. locations with most significant water footprints only.
	Discussion of the integration of environmental considerations into strategic planning for data center needs	n/a	TC-SI-130a.3	2021 ESG Report: Product Sustainability – p 41 2021 ESG Report: Energy Use Efficiency in Data Analytics – p 41

Topic	Accounting Metric	Unit of Measure	Code	Disclosure
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	n/a	TC-SI-220a.1	2021 ESG Report: Data Privacy and Protection – p 55 Teradata Privacy Policy https://www.teradata.com/Privacy
	Number of users whose information is used for secondary purposes	Number	TC-SI-220a.2	0
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Reporting currency	TC-SI-220a.3	$0
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Number, Percentage (%)	TC-SI-220a.4	1. 0 2. 0 3. 0%
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	n/a	TC-SI-220a.5	Based on our current understanding there are no countries monitoring, blocking, content filtering, or censoring our core products and service.
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Number, Percentage (%)		1. 0 2. 0% 3. 0 There have been no such data breaches by Teradata or where Teradata has been required to notify users.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	n/a	TC-SI-230a.2	2021 ESG Report: Data Privacy and Protection – p 55 Teradata Privacy Policy https://www.teradata.com/Privacy

Topic	Accounting Metric	Unit of Measure	Code	Disclosure
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Number, Percentage (%)	TC-SI-230a.1	1. 0 2. 0% 3. 0 There have been no such data breaches by Teradata or where Teradata has been required to notify users.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	n/a	TC-SI-230a.2	2021 ESG Report: Data Privacy and Protection – p 55 Teradata Privacy Policy https://www.teradata.com/Privacy
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	Percentage (%)	TC-SI-330a.1	1. Not disclosed. Not material to our business. 2. Not disclosed. Not material to our business.
	Employee engagement as a percentage	Percentage (%)	TC-SI-330a.2	75%
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Percentage (%)	TC-SI-330a.3t	Gender: 27% Female (All Roles – Global) Asian: 26% (All Roles – U.S. only) Black: 5% (All Roles – U.S. only) Hispanic: 5% (All Roles – U.S. only) Other: 3% (All Roles – U.S. only)

Topic	Accounting Metric	Unit of Measure	Code	Disclosure
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Reporting currency	TC-SI-520a.1	$0
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Number, Days	TC-SI-550a.1	1. Not disclosed. 2. Not disclosed. 3. Not disclosed.
	Description of business continuity risks related to disruptions of operations	n/a	TC-SI-550a.2	2021 ESG Report: Business Continuity – p 55
Business Disclosures	1) Number of licenses or subscriptions, (2) percentage cloud-based	Number, Percentage (%)	TC-SI-000.A	1. Not disclosed. 2. Not disclosed.
	1) Data processing capacity, (2) percentage outsourced	See note	TC-SI-000.B	1. 5339 TCore 2. 0%
	(1) Amount of data storage, (2) percentage outsourced	Petabytes, Percentage (%)	TC-SI-000.C	1. 113 Petabytes Shipped 2. 0%

Task Force on Climate-Related Financial (TCFD) Disclosure

Teradata is issuing a TCFD Index to enable comparable, decision-useful information for investors and other stakeholders regarding our approach and management of climate risks and opportunities. The following table provides publicly available documents and disclosure that address TCFD recommendations.

Governance

Disclosure Focus Area	Recommended Disclosure	Response
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	2021 ESG Report: ESG at Teradata - p 17 - 18 2021 ESG Report: Corporate Governance - p 50 CDP Climate Change 2020 C1.1b
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	2021 ESG Report: ESG at Teradata - p 17 - 18 CDP Climate Change 2020 C1.2, C1.2a

Strategy

Disclosure Focus Area	Recommended Disclosure	Response
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	CDP Climate Change 2020 C2.1, C2.2c, C2.3a, C2.4a

Strategy (continued)

Disclosure Focus Area	Recommended Disclosure	Response
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2021 ESG Report: Sustainability at Teradata – p 36 2021 ESG Report: Meeting the Challenge of Climate Change – p 37 2021 ESG Report: Product Sustainability – p 41 2021 ESG Report: Energy Use in Data Analytics – p 41 CDP Climate Change 2020 C2.5, C2.6
	c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy, and financial planning.	Teradata has not conducted a 2°C scenario assessment.

Risk Management

Disclosure Focus Area	Recommended Disclosure	Response
Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	2021 ESG Report: Meeting the Challenge of Climate Change – p 37 CDP Climate Change 2020 C2.2, C2.2a, C2.2b
	b) Describe the organization's processes for identifying and assessing climate-related risks.	2021 ESG Report: Meeting the Challenge of Climate Change – p 37 CDP Climate Change 2020 C2.2, C2.2a, C2.2b
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	CDP Climate Change 2020 C2.2, C3.1c

Metrics and Targets

Disclosure Focus Area	Recommended Disclosure	Response
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2021 ESG Report: Sustainability at Teradata – p 36 2021 ESG Report: Our Greenhouse Gas Emissions Target – p 39 CDP Climate Change 2020 C6.1, C6.2, C6.3, C6.5, C9.1
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2021 ESG Report: Our Greenhouse Gas Emissions Target – p 39
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2021 ESG Report: Sustainability at Teradata – p 35 2021 ESG Report: Our Greenhouse Gas Emissions Target – p 39

United Nations Global Compact
Communication of Progress—Active

Topic	Disclosure Number	Description	Page Reference
General Disclosures	1	Period covered by Communication of Progress	January 1 – December 31, 2021
	2	Statement of Continued Support by the Chief Executive Officer	2021 ESG Report: A Letter from Our CEO – p 2
Human Rights	3	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	2021 ESG Report: About Teradata – p 7 2021 ESG Report: Aligning Our Future and Our Culture – p 21 2021 ESG Report: Diversity, Equity, and Inclusion – p 29 2021 ESG Report: Responsible Supply Chain – p 57 2021 ESG Report: Corporate Governance – p 52
		Principle 2: make sure that they are not complicit in human rights abuses.	2021 ESG Report: Diversity, Equity, and Inclusion – p 29 2021 ESG Report: Responsible Supply Chain – p 57 2021 ESG Report: Corporate Governance – p 52
Labour	4	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Teradata is not party to any collective bargaining agreements.
		Principle 4: the elimination of all forms of forced and compulsory labour.	2021 ESG Report: Responsible Supply Chain – p 57 2021 ESG Report: GRI Content Index – p 70

Topic	Disclosure Number	Description	Page Reference
Labour (continued)	4 (continued)	Principle 6: the elimination of discrimination in respect of employment and occupation.	2021 ESG Report: Diversity, Equity, and Inclusion – p 29 2021 ESG Report: Responsible Supply Chain – p 57 2021 ESG Report: Corporate Governance – p 52
Environment	5	Principle 7: Businesses should support a precautionary approach to environmental challenges.	2021 ESG Report: ESG at Teradata – p 16 2021 ESG Report: Our Greenhouse Gas Emissions Target – p 39 2021 ESG Report: GRI Content Index – p 67
		Principle 8: undertake initiatives to promote greater environmental responsibility.	2021 ESG Report: ESG at Teradata – p 16 2021 ESG Report: Our Greenhouse Gas Emissions Target – p 39 2021 ESG Report: Water – p 41 2021 ESG Report: Reduce, Reuse, Recycle – p 40
		Principle 9: encourage the development and diffusion of environmentally friendly technologies.	2021 ESG Report: Product Sustainability – p 41 2021 ESG Report: Energy Use in Data Analytics – p 41
Anti-Corruption	6	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	2021 ESG Report: Corporate Governance – p 52
Measurement of Outcomes	7	GRI Content Index SASB Index	2021 ESG Report: GRI Content Index – p 61 – 72 2021 ESG Report: SASB Index – p 73 – 76

About This Report

About the Report

Teradata has published this report to provide an overview of our company's operations related to environmental and social governance. This report is for the calendar year ending December 31, 2021.

Unless otherwise noted, the scope of this report includes information from Teradata's global operational footprint. We have noted any significant changes in scope and boundary throughout the report that may vary from our 2020 report, which was published in 2021.

We self-declare that this report is in accordance with the Global Reporting Initiative (GRI) Standard framework at the core level. As required, a GRI Index at the end of this report shows our alignment with GRI reporting elements and our material topics. We intend to continue to report annually.

This report was guided by the Sustainability Accounting Standard Board (SASB). Environmental, social, and governance content collected, assessed, and disclosed includes quantitative and qualitative information that reflects Teradata's approach to long-term value creation.

An SASB Index provides details of material disclosures and activities.

This report was also developed by using the Task Force on Climate-Related Financial Disclosures (TCFD), in order to show consistency in climate-related financial risk disclosures. This report also constitutes the Teradata Communication on Progress (COP) that is a part of our obligation as a signatory to the UN Global Compact.

For additional information regarding this report and its contents, visit our website at www.teradata.com. You may also contact:

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or

Attn: ESG Director
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San Diego, CA 92127

CAUTIONARY NOTE ON FORWARD-LOOKING STATEMENTS

Statements in this report relating to Teradata's future plans, expectations, beliefs, intentions and prospects, such as statements regarding our future ESG-related expectations and goals (including, without limitation, our greenhouse gas management program goal, our expectations regarding increased diversity in our hiring and overall workforce, and our plans and activities to reduce our energy usage and emissions) are forward-looking statements. These forward-looking statements are based upon current expectations and assumptions and involve risks and uncertainties that could cause actual results to differ materially, including the factors described from time to time in Teradata's filings with the U.S. Securities and Exchange Commission, including its Annual Report on Form 10-K for the year ended December 31, 2021 and subsequent quarterly reports on Forms 10-Q, as well as the Company's annual report to stockholders. 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.

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