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ESG Data Fiscal Year 2022

VMware measures our Environment, Social and Governance (ESG) performance in line with leading ESG frameworks including the Greenhouse Gas Protocol (GHG), Global Reporting Initiative (GRI), Sustainable Accounting Standards Board (SASB), and the Principles of the United Nations Global Compact (UNGC).

Reporting Period

This report covers VMware and our subsidiaries for the 2022 fiscal year (January 30, 2021 to January 28, 2022). References in this report to "2021" refer to calendar year 2021, which is largely included within fiscal year 2022 ("FY22").

Assurance

VMware is responsible for the preparation and integrity of the information in this report. VMware engaged Apex Companies LLC (Apex) as an independent third party to review our fiscal year 2022 Greenhouse Gas (GHG) inventory and energy consumption and received limited assurance of its accuracy and completeness. The scope of this review, included in this report, includes global Scope 1 and Scope 2 GHG emissions, Scope 1 and 2 energy consumption, and Scope 3 GHG emissions related to business travel and employee commuting. The rest of this report has not been externally assured by an independent third party. Please see our third-party assurance letter by Apex for more information.

About VMware

VMware is a leading provider of multi-cloud services for all apps, enabling digital innovation with enterprise control. As a trusted foundation to accelerate innovation, VMware software gives businesses the flexibility and choice they need to build the future. Headquartered in Palo Alto, California, VMware is committed to building a better future through the company's 2030 Agenda.

DESCRIPTION	FY22	GRI	SASB	UNGC
COMPANY OVERVIEW				
Organization name	VMware, Inc.	GRI 102-1		
Total revenue (in millions)	$12,851			
Primary brands, products, and services	VMware Annual Form 10-K FY22: ir.vmware.com/websites/vmware/English/5010/us-sec-filing. html?shortDesc=Annual%20Report&format=html&secFilingId=a2cc9d22-7367-4548-a985-cf96d6feae60	GRI 102-2		
Worldwide patents and applications[1]	9,443			
Location of headquarters	3401 Hillview Avenue, Palo Alto, California 94304 USA	GRI 102-3		
Location of operations	VMware Office Locations: www.vmware.com/company/office_locations.html	GRI 102-4		
Ownership and legal form	VMware Annual Form 10-K FY22: ir.vmware.com/websites/vmware/English/5010/us-sec-filing. html?shortDesc=Annual%20Report&format=html&secFilingId=a2cc9d22-7367-4548-a985-cf96d6feae60	GRI 102-5		
Markets served	VMware Annual Form 10-K FY22: ir.vmware.com/websites/vmware/English/5010/us-sec-filing. html?shortDesc=Annual%20Report&format=html&secFilingId=a2cc9d22-7367-4548-a985-cf96d6feae60	GRI 102-6		
Scale of the organization	VMware Annual Form 10-K FY22: ir.vmware.com/websites/vmware/English/5010/us-sec-filing. html?shortDesc=Annual%20Report&format=html&secFilingId=a2cc9d22-7367-4548-a985-cf96d6feae60	GRI 102-7		
Reporting period	January 30, 2021 - January 28, 2022	GRI 102-50		
Report cycle	Annual	GRI 102-52		
Report contact	Email: ESG@vmware.com	GRI 102-53		
Direct economic value generated and distributed	VMware Annual Form 10-K FY22: ir.vmware.com/websites/vmware/English/5010/us-sec-filing. html?shortDesc=Annual%20Report&format=html&secFilingId=a2cc9d22-7367-4548-a985-cf96d6feae60	GRI 201-1		
Membership of associations	VMware's 2022 CDP Climate Change response	GRI 102-13		
List of stakeholder groups	Shareholders, customers, partners, employees, communities, the environment	GRI 102-40		
Statement from senior decision-maker	VMware ESG Report FY22, Executive Letters on page 6	GRI 102-14		
Information on employees and other workers	VMware DEI Report FY22: www.vmware.com/content/dam/digitalmarketing/vmware/en/pdf/company/vmw-annual-report-2022.pdf	GRI 102-8		
External initiatives	We are involved in several external initiatives, including: RE100, CEBA, UNGC, Valuable 500, 1t.org, The Climate Pledge, World Economic Forum. The low carbon sustainable development projects that we support address numerous Sustainable Development Goals (SDGs), including: SDG 3, SDG 4, SDG 5, SDG 6, SDG 7, SDG 8, SDG 9, SDG 12, SDG 13, SDG 15, SDG 16 and SDG 17. Details of these projects can be found in VMware's 2022 CDP Climate Change response. All of these initiatives are voluntary.	GRI 102-12		

DESCRIPTION	FY22	GRI	SASB	UNGC
GOVERNANCE				
CORPORATE GOVERNANCE				
Governance structure	Corporate Governance Guidelines: ir.vmware.com/download/companies/vmware/CorporateGovernance/Corporate%20Governance%20Guidelines%20(4.29.22).pdf	GRI 102-18		
Executive-level responsibility for economic, environmental, and social topics	VMware's Environmental, Social and Governance strategy is led by the Vice President of Environmental, Social, Governance and is overseen by the following ESG Executive Sponsors: Chief Executive Officer, Chief Financial Officer, Chief People Officer, General Counsel, President and Chief Technology Officer	GRI 102-20		
Total Executive and Non-Executive Board Members	10	GRI 102-22		
Board Gender Diversity	30%	GRI 102-22, 405-1		
Composition of the highest governance body and its committees	Corporate Governance Guidelines: ir.vmware.com/download/companies/vmware/CorporateGovernance/Corporate%20Governance%20Guidelines%20(4.29.22).pdf	GRI 102-22		
Chair of the highest governance body	Corporate Governance Guidelines: ir.vmware.com/download/companies/vmware/CorporateGovernance/Corporate%20Governance%20Guidelines%20(4.29.22).pdf	GRI 102-23		
Nominating and selecting the highest governance body	Corporate Governance Guidelines: ir.vmware.com/download/companies/vmware/CorporateGovernance/Corporate%20Governance%20Guidelines%20(4.29.22).pdf	GRI 102-24		
Conflicts of interest	Corporate Governance Guidelines: ir.vmware.com/download/companies/vmware/CorporateGovernance/Corporate%20Governance%20Guidelines%20(4.29.22).pdf	GRI 102-25		
Role of highest governance body in setting purpose, values, and strategy	Corporate Governance Guidelines: ir.vmware.com/download/companies/vmware/CorporateGovernance/Corporate%20Governance%20Guidelines%20(4.29.22).pdf	GRI 102-26		
Evaluating the highest governance body's performance	Corporate Governance Guidelines: ir.vmware.com/download/companies/vmware/CorporateGovernance/Corporate%20Governance%20Guidelines%20(4.29.22).pdf	GRI 102-28		
Communicating critical concerns	Corporate Governance Guidelines: ir.vmware.com/download/companies/vmware/CorporateGovernance/Corporate%20Governance%20Guidelines%20(4.29.22).pdf	GRI 102-33		
List of ESG material topics	Data Privacy and Security, Digital Ethics, Product Stewardship and Design, Climate Resilience and Adaptation, Energy and GHG Emissions, Civic Engagement and Public Policy, Community Engagement, Digital Skills and Training, Human Capital, Inclusion and Equal Opportunity, Supply Chain Responsibility, Business Oversight and Transparency	GRI 102-47		
External assurance	VMware engaged Apex Companies LLC (Apex) as an independent third party to review our fiscal year 2022 Greenhouse Gas (GHG) inventory and energy consumption and received limited assurance of its accuracy and completeness. The scope of this review, included in this report, includes global Scope 1 and Scope 2 GHG emissions, Scope 1 and 2 energy consumption, and Scope 3 GHG emissions related to business travel and employee commuting. The rest of this report has not been externally assured by an independent third party. Please see our third-party assurance letter by Apex for more information.	GRI 102-56		

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DESCRIPTION	FY22	GRI	SASB	UNGC
GOVERNANCE				
CORPORATE GOVERNANCE (CONTINUED)				
Code of conduct	Business Conduct Guidelines: ir.vmware.com/download/companies/vmware/Corporate%20Policies/VMware%20Code%20PDF_4.28.2021_INVESTOR_final.pdf	GRI 102-16		Principle 10
Percentage of employees who completed Business Conduct Guidelines training	100%	GRI 102-16		Principle 10
Mechanisms for advice and concerns about ethics	VMware Ethics Helpline: secure.ethicspoint.com/domain/media/en/gui/24401/index.html	GRI 102-17		
DATA PRIVACY AND SECURITY				
System performance and security	VMware Cloud Trust Center: www.vmware.com/products/trust-center.html#privacy	GRI 418-1	TC-SI-220a.1	Principle 1
Description of policies and practices relating to behavioral advertising and user privacy	VMware believes that protecting personal data is critical to building trusted relationships with both customers and employees, as well as for promoting innovation. VMware's dedicated Global Privacy Team works across the organization to deliver pragmatic, creative, and scalable privacy solutions to protect our customers and their infrastructures as well as our own. To help proactively identify and mitigate privacy-related issues, the Global Privacy Team has implemented a Privacy Review process that is completed when teams are implementing or updating business processes, applications or services that will process personal data. In addition, we regularly review our privacy strategy against emerging legal requirements and regulatory guidance to define and embed privacy controls that meet both our customers' and internal stakeholders' expectations, and to implement best in class cross border data transfer mechanisms. We have achieved Binding Corporate Rules for Processors (BCR-Ps) acknowledging that we continue to meet the standards of the EU General Data Protection Regulation for international transfers of personal data from the EEA, processed by VMware as a processor. We are also awaiting approval for our UK BCR-P application. You can access our Privacy Notice at www.vmware.com/help/privacy.html and to read more about VMware's privacy program, please visit cloud.vmware.com/trust-center/privacy.	GRI 418-1	TC-SI-220a.1	
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	VMware promptly and regularly discloses publicly known vulnerabilities that are exploitable in one or more supported products and are critical and important in severity.We have a rigorous program in place that actively identities and addresses security threats. Once a vulnerability is identified in any of the products of our product portfolio, our teams will see to its remediation. In addition to our internal security operations, VMware collaborates closely with the security research community to track security issues. VMware makes regular disclosure of exploitable identified vulnerabilities under VMware Security Advisories (VMSA) at www.vmware.com/security/advisories.html. VMware is active in the broader software industry security community, becoming an early member of BSIMM in 2009 and a member of SAFECode in 2014, an organization driving security and integrity in software products and solutions. VMware is deeply invested in Open Source Software Security. Not only do we contribute to some of the world's most important OSS projects, but we also make contributions in many ways, including our participation in organizations such as the Open Source Security Foundation (OpenSSF) and Cloud Native Computing Foundation (CNCF) from the Linux Foundation.		TC-SI-230a.2	

DESCRIPTION	FY22	GRI	SASB	UNGC
GOVERNANCE				
DATA PRIVACY AND SECURITY (CONTINUED)				
Description of business continuity risks relatedv to disruption of operations	Risks related to rapid climate change, such as extreme weather conditions, sea-level rise, drought, flooding and wildfires, may have an increasingly adverse impact on our business and those of our customers, partners and vendors in the longer term. Access to clean water and reliable energy in the communities where we conduct our business, whether for our offices, data centers, vendors, customers or other stakeholders, is a priority. Any of our primary locations may be vulnerable to the adverse effects of climate change and the impacts of extreme weather events, which have caused regional short-term systemic failures in the U.S. and elsewhere. For example, our California headquarters are projected to be vulnerable to future water scarcity due to climate change, and unanticipated extreme cold weather has resulted in electrical grid outages in Texas where many of our U.S. employees are located. While this danger currently has a low-assessed risk of disrupting normal business operations in the near term, it has the potential to impact employees' abilities to commute to work or to work from home and stay connected effectively. Climate-related events and their potential to increase political instability in regions where we, our customers, partners and our vendors do business, have the potential to disrupt our business, our third-party suppliers, or the business of our customers and partners, and may cause us to experience higher attrition and additional costs to maintain or resume operations.		TC-SI-550a.2	
PUBLIC POLICY				
Company political contributions	0	GRI 415-1		
VMware PAC contributions[2]	$31,000	GRI 415-1		

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DESCRIPTION	FY22	GRI	SASB	UNGC
SOCIAL				
WORKFORCE INDICATORS				
Number of employees	37,500	GRI 102-7		
Benefits provided to full-time employees that are not provided to temporary or part-time employees	VMware Benefits: benefits.vmware.com	GRI 401-2		
Commitment to Diversity and Inclusion	VMware Diversity, Equity and Inclusion: www.vmware.com/company/diversity.html			Principle 1,6
Regional employees (AMER %)	47.3%	GRI 102-7		
Regional employees (APAC %)	33.7%	GRI 102-7		
Regional employees (EMEA %)	18.9%	GRI 102-7		
Global gender diversity	29.2%	GRI 102-8	TC-SI-330a.3	
Regional gender diversity, AMER	29.5%	GRI 102-8	TC-SI-330a.3	
Regional gender diversity, APJ	29.2%	GRI 102-8	TC-SI-330a.3	
Regional gender diversity, EMEA	28.3%	GRI 102-8	TC-SI-330a.3	
Regular employees under 31 years old	21.9%	GRI 405-1		
Regular employees 31-50 years old	64.6%	GRI 405-1		
Regular employees over 50 years old	13.4%	GRI 405-1		
Total New Hires - under 31 years old	36.9%	GRI 401-1		
Total New Hires - 31-50 years old	55.1%	GRI 401-1		
Total New Hires - over 50 years old	8.0%	GRI 401-1		
US - African-American/Black	4.4%	GRI 405-1	TC-SI-330a.3	
US - Asian	32.0%	GRI 405-1	TC-SI-330a.3	
US - Caucasian/White	53.9%	GRI 405-1	TC-SI-330a.3	

DESCRIPTION	FY22	GRI	SASB	UNGC
SOCIAL				
WORKFORCE INDICATORS (CONTINUED)				
US - Hispanic/LatinX	7.1%	GRI 405-1	TC-SI-330a.3	
US - Multiracial	2.1%	GRI 405-1	TC-SI-330a.3	
US - Other	0.6%	GRI 405-1	TC-SI-330a.3	
Differently Abled (US)	3.2%			
LGBTQ (Global)	9.4%			
Veterans (US)	5.7%			
Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	The percentages of gender and racial/ethnic group representation by employee type, including metrics reflecting intersectionality, are provided on pages 26-31 of our 2022 Diversity, Equity and Inclusion Report: www.vmware.com/company/diversity.html. VMware is committed to looking at our data across key demographic groups and closing the gaps between majority and underrepresented groups. We have set specific and measurable annual goals to increase the diversity of our workforce and improve the representation of underrepresented groups in the U.S. We also innovate to create new experiences to identify, expand and support the pool of underrepresented talent across the Technology Industry. More information about our relevant policies and programs to foster equitable employee representation can be found in our 2022 Diversity, Equity and Inclusion Report. Our most recent EEO-1 disclosure can be found here: www.vmware.com/content/dam/digitalmarketing/vmware/en/pdf/company/vmw-eeo-report-2021.pdf		TC-SI-330a.3	
Ratio of basic salary and remuneration of women to men	At VMware, women earn 99% of their male counterparts' salary globally.	GRI 405-2		
Process for determining remuneration	We continually analyze compensation globally, accounting for multiple factors that influence pay such as tenure, geographic location and performance. Our most recent data analysis, done by a third party, shows that at VMware, women earn 99% of their male counterparts' salary globally and racial and ethnic minority employees earn 100% of their white counterparts in the U.S. We are proud of these results and are strongly committed to pay equity and equal opportunity across gender and racial lines.	GRI 405-2		
TALENT DEVELOPMENT				
Total number of employees who attended a Professional Development program	18,998	GRI 404-2		Principle 6
Total number of employees who attended a Research and Development training	14,323	GRI 404-2		Principle 6

DESCRIPTION	FY22	GRI	SASB	UNGC
SOCIAL				
TALENT DEVELOPMENT (CONTINUED)				
Employees receiving regular performance and career development reviews	VMware believes that by innovating new performance norms, we not only build stronger human relationships and improve communication between employees and managers, we also ensure we stay agile and responsive to the changes that naturally occur in the business environment. To this end, we encourage career development goal setting and conversations throughout the year.	GRI 404-3		
Employee engagement[3]	50%		TC-SI-330a.2	
Employee Net Promoter Score (NPS)	44			
COMMUNITY ENGAGEMENT				
Total VMware Foundation grants	$11,137,000			
VMware matching gifts	$7,576,000			
Employee service learning hours	79,040			
Number of employees who participated in charitable activities	30,070			
Percentage of employees who participated in charitable activities	81%			
Number of global nonprofits supported	13,907			
Total VMware University Research Fund (VMURF) grants	$9,374,068			
HUMAN RIGHTS				
Commitment to ethical conduct	Business Conduct Guidelines: ir.vmware.com/download/companies/vmware/Corporate%20Policies/VMware%20Code%20PDF_4.28.2021_INVESTOR_final.pdf	GRI 412-1		Principle 1,4,5,6
Commitment to supplier diversity	VMware Responsible Sourcing: www.vmware.com/company/responsible-sourcing.html	GRI 414-1		Principle 6
Diverse supplier spend (US)	$126,000,000			
Supplier code of conduct	VMware Supplier Code of Conduct: ir.vmware.com/download/companies/vmware/Corporate%20Policies/Supplier-Code-of-Conduct.pdf	GRI 414-1		Principle 1,3,4,5,6
Partner code of conduct	VMware Supplier Code of Conduct: ir.vmware.com/download/companies/vmware/Corporate%20Policies/Supplier-Code-of-Conduct.pdf	GRI 414-1		Principle 1,3,4,5,6

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DESCRIPTION	FY22	GRI	SASB	UNGC
ENVIRONMENTAL				
STRATEGY AND MANAGEMENT				
Environmental impact of VMware products	IDC White Paper, sponsored by VMware, Enabling More Agile and Sustainable Business Through Carbon-Efficient Digital Transformations, August 2020 www.vmware.com/content/dam/digitalmarketing/vmware/en/pdf/company/vmware-idc-whitepaper-2020.pdf			Principle 8, 9
GHG emissions avoided by VMware products	More than 152,000,000 MT CO2e			Principle 8, 9
Climate strategy, management, risks and opportunities	VMware CDP Climate Change Questionnaire 2022 (Module 1 - Governance, Module 2 - Risks & Opportunities & Module 3 - Business Strategy)	GRI 102-15, 201-2		Principle 7
Discussion of the integration of environmental considerations into strategic planning for data center needs	Sustainability criteria covering clean energy, water and e-waste are included in the evaluation matrix of our colocation data center location strategy. In addition, our RE100 commitment includes our colocation footprint.		TC-SI-130a.3	
GHG EMISSIONS				
Total GHG Emissions[4]	347,395 MT CO2e	GRI 305		
• Scope 1: Direct emissions from owned/controlled operations	2,685 MT CO2e	GRI 305-1		
• Scope 2: Indirect emissions from the use of purchased electricity (market-based)[5]	0 MT CO2e	GRI 305-2		
• Scope 2: Indirect emissions from the use of purchased electricity (location-based)	65,859 MT CO2e	GRI 305-2		
• Scope 2: Indirect emissions from the use of purchased cooling (market-based)	1,025 MT CO2e	GRI 305-2		
• Scope 3: Business air travel[6]	3,131 MT CO2e	GRI 305-3		
• Scope 3: Employee commuting[7]	28,831 MT CO2e	GRI 305-3		
• Scope 3: Purchased Goods and Services	200,603 MT CO2e	GRI 305-3		
• Scope 3: Capital Goods	81,341 MT CO2e	GRI 305-3		
• Scope 3: Other [same footnote as the one beside footprint graphic][8]	29,779 MT CO2e	GRI 305-3		

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DESCRIPTION	FY22	GRI	SASB	UNGC
ENVIRONMENTAL				
GHG EMISSIONS (CONTINUED)				
GHG emissions intensity revenue metric[9]	0.08 MT CO2e/million USD revenue	GRI 305-4		
GHG emissions intensity employee metric[10]	1.73 MT CO2e/employee	GRI 305-4		
GHG emissions intensity square footage metric[11]	0.55 MT CO2e/1,000 Sq.Ft.	GRI 305-4		
Progress against our science-based emission reduction targets		GRI 305-5		Principle 8
By 2030, VMware is committed:				
• To reduce our scope 1 and 2 emissions by 50% from a FY2019 base-year	% of target achieved relative to base year: 169%			
• To reduce absolute scope 3 GHG emissions from fuel-and-energy-related activities 50% from a FY2019 base year	% of target achieved relative to base year: 75%			
• To reduce absolute scope 3 GHG emissions from employee commuting 50% from a FY2019 base year	% of target achieved relative to base year: 88%			
ELECTRICITY				
Electricity purchased[12]	190,901 MWh	GRI 302-1	TC-SI-130a.1	
Total renewable energy purchased	190,901 MWh	GRI 302-1		Principle 8
• Total Energy Attribute Credits (EACs) purchased	79,984 MWh	GRI 302-1		Principle 8
• Renewable energy purchased (excluding EACs)	111,007 MWh	GRI 302-1		Principle 8
Percentage of renewable energy globally	100.00%	GRI 302-1	TC-SI-130a.1	Principle 8
Electricity intensity square footage metric	29 kWh/sqft	GRI 302-3		
Reduction of energy consumption	VMware 2022 CDP Climate Change response; Section C4.4	GRI 302-4		Principle 8
Percentage of grid electricity	12.42%	GRI 302-1	TC-SI-130a.1	Principle 8

DESCRIPTION	FY22	GRI	SASB	UNGC
ENVIRONMENTAL				
WASTE				
Waste generation (tons)	331	GRI 306-2		
Recycling (tons)	261	GRI 306-2		
Compost (tons)	16	GRI 306-2		
Landfill (tons)	54	GRI 306-2		
Landfill diversion rate	84%			Principle 8
Waste programs coverage (percentage of global square footage)	56%			
E-WASTE				
Total e-waste generated globally (MT)	119 MT	GRI 306-2		
Total e-waste processed at R2 certified facilities (percentage of total e-waste generated)	96%	GRI 306-2		Principle 8
E-waste disposal by region (%):				
• AMER	66%			
• APJ including India	25%			
• EMEA	9%			
WATER				
Water consumed	143,451,942 (gallons)	GRI 303-5	TC-SI-130a.2	
Water consumption coverage (percentage of global square footage)	64%			
Total water withdrawn in m^3	VMware does not have significant withdrawals from freshwater sources.		TC-SI-130a.2	

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DESCRIPTION	FY22	GRI	SASB	UNGC
ENVIRONMENTAL				
BUILT ENVIRONMENT				
LEED certifications	20			
Percentage of square footage in green building certified space[13]	39%			Principle 8
Wenatchee Data Center Power Usage Effectiveness (PUE)	1.29	GRI 302-3	TC-SI-130a.1	
Portfolio Square Footage	6,665 (in thousands)			
SUPPLY CHAIN				
Engagement with supply chain on climate issues	We engage with approximately 250 suppliers each year on the CDP Supply Chain platform to understand our supplier base climate maturity. These suppliers represent roughly 75% of our procurement spend and about 71% of total scope 3 emissions in FY22.	GRI 102-9, 308-1		Principle 8
Science-Based Target: VMware commits that 75% of its suppliers by spend (approximately 250 suppliers) covering purchased goods and services, capital goods, upstream leased assets and upstream transportation and distribution will have science-based targets by FY2025[14]	37% of our suppliers have set or committed to science-based targets as of FY22.	GRI 102-9, 308-1		Principle 8

ESG Data Endnotes

[1] At end of FY22

[2] Not including bank fees and miscelaneous refunds

[3] Engagement at VMware is measured using employee Net Promoter Score (eNPS) - ""How likely are you to recommend VMware as an employer to a friend or associate?"" Scale = 0-10; 0-6 = Detractors; 7-8 = Passives; 9-10 = Promoters; eNPS = Promoters – Detractors.

VMware achieved a 44 Net Promoter Score on the most recent Employee Engagement survey, where 50% of employees were sampled and 50% of the sample participated.

The Employee Engagement survey model was adapted in 2021 from a quarterly pulse of a sample of employees (25%), to three pulses (Q1, Q2, & Q3) of a sample of employees (25%, 25%, 50%, respectively). Each pulse includes core engagement questions (static), as well as additional metrics (dynamic) based on business priorities (e.g., strategic priorities, top challenges to teams, adapting our mindset etc.)

[4] Total emissions include only Scope 2 Market-based emissions from purchased electricity

[5] Scope 2 emissions from purchased electricity include VMware offices and IT equipment used in our colocation data centers; both of which are covered under our RE100 commitment. This was done in accordance with the Future of Internet Power best practices paper (https://www.bsr.org/reports/BSR_Future_of_Internet_Power_GHG_Emissions_Report.pdf).

[6] A 40% uplift aviation impact factor is considered this year to account for Radiative Forcing - a measure of the additional environmental impact of air travel, including things like emissions of nitrous oxides and water vapor when emitted at high altitude.

[7] Includes emissions from remote working

[8] Other categories include Fuel and Energy Related Activities, Upstream Transportation and Distribution, Waste Generated in Operations and Upstream Leased Assets

[9] Revenue intensity = Scope 2 (market-based)/revenue (in millions)

[10] Employee intensity = Scope 2 (location-based)/employee count

[11] Floorspace intensity = Scopes 1 & 2 (market-based)/square footage (in thousands)

[12] Includes VMware facilities and colocation datacenters.

[13] Including VMware leased office space within buildings that have been LEED/BREEAM certified by another party

[14] As of the end of FY22, 21% of suppliers by spend had set SBT's, and a further 16% had committed to setting targets within 2 years.