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2024 ESG Report

Teradata 2024 ESG Report

A message from our CEO

Being a market leader comes with the duty to act as a responsible corporate citizen—an obligation we hold paramount

Steve McMillan
President and CEO
Teradata

The world is experiencing an incredible technological transformation driven by artificial intelligence (AI) and machine learning (ML). Data and analytics drive the functioning of AI/ML. As the most open and connected platform for data and analytics, Teradata plays an important part in the AI revolution. We believe we provide the platform enterprises need for Trusted AI.

As a result of this transformation, every organization faces intense demands for data, operational efficiency, and cost consciousness, including for their ESG ambitions. As ESG regulations evolve, these demands will keep growing and further shaping an organization's impact. In 2024, we announced the integration of NVIDIA NeMo and NVIDIA NIM microservices into our platform to accelerate AI workloads. We expanded our hybrid cloud analytics platform capabilities and operate on all three of the major cloud service providers. Our platform now supports open table formats like Apache Iceberg and Linux Foundation Delta Lake, and we've included Bring Your Own Large Language Model (BYOLLM) capabilities to minimize data movement and optimize performance. I'm most proud that while Teradata works in service of making a positive impact by advancing our own ESG ambitions, we also help empower our customers with our Trusted AI capabilities to help them achieve their ESG ambitions.

Of course, the credibility of a company's ESG accomplishments hinges on the integrity and transparency of their ESG-related data. I'm pleased that we took an important step forward in 2024 by obtaining third-party limited assurances on our scopes 1, 2 and 3 greenhouse gas emissions, our Task Force on Climate-related Financial Disclosures (TCFD), and select people metrics.

Through our employees' hard work and commitment, we made great progress in fostering a culture of trust and inclusivity, advancing our environmental stewardship, and enhancing our governance structures to drive better decision-making around ESG. I'm gratified that we are advancing overall employee engagement and well-being while continuing to reduce our energy use and emissions.

We're excited to leverage our strengths and expertise to drive positive impact through data, analytics, and Trusted AI. The road requires accountability and Teradata is committed to this journey. We look forward to positively contributing our time, talent, and passion for our customers and other stakeholders who all need trusted information.

Thank you for your continued support and trust in Teradata. Together, we can achieve a sustainable and prosperous future.

Steve McMillan

A message from our ESG sponsor

ESG is a company-wide effort that touches all of us, reflecting the broad talent and commitment within our workforce

Scot Rogers
Chief Administrative Officer, Secretary, and Executive Sponsor of Teradata's ESG Program

I'm honored to step into the role of Chief Administrative Officer and serve as Teradata's ESG sponsor. I'm proud of our 2024 achievements, driven by our four ESG strategic pillars—**Data, People, Stewardship,** and **Integrity**—which reflect how cross-functional collaboration advances our strategic goals. These accomplishments are a testament to our team's dedication and impact, whose continued commitment will be vital to achieving our future goals.

Data
Being good stewards of data and technology is fundamental to our operations and offerings. We updated our Records Retention Policy and launched our initiative named BlueSky, ensuring that our data retention practices are aligned with best practices and saving energy in the process. We introduced a new Information Security Policy and Procedure Portfolio that are designed to enhance regulatory compliance and asset protection. Teradata VantageCloud Enterprise and VantageCloud Lake achieved new and renewed certifications across AWS, Azure, and Google Cloud, showcasing our commitment to leading-edge security. Our San Diego data lab focused efforts on efficient power consumption and reduced net power use by 8.57% in 2024 through system consolidation, virtualization, and equipment modernization.

People
Our people-first culture unites us and helps us adapt to a rapidly changing world. In 2024, we launched a career development framework empowering employees to own their growth and aligned our performance management with industry best practices. We revamped our workplace violence prevention program and developed new policies to ensure employee safety and well-being. Our Teradata Cares program saw a 28.7% volunteer participation rate across 38 countries, with employees engaging in impactful projects supporting the communities where we live and work. Additionally, we expanded our inclusion communities, fostering a vibrant culture of belonging and inclusion.

Stewardship
We made significant strides on our net zero roadmap, building a robust accountability and transparency framework for value chain emissions. We decreased energy consumption and scopes 1 and 2 emissions, reaching our 2025 interim reduction goals one year early. A full assessment of our supply chain revealed 64% of third-party spend is with suppliers taking science-aligned action to reduce carbon emissions, exceeding our 60% target. We completed our first climate risk assessment, focusing on physical and transition risks consistent with a 2°C rise. We've temporarily paused our efforts to achieve carbon neutrality to address concerns noted by the United Nations regarding the use of carbon offsets.

Integrity
We were honored by Ethisphere as a World's Most Ethical Company in 2024 for the 15th consecutive year, reflecting our unwavering focus on integrity. Reinforcing our commitment to accountability and trust, we expanded third-party limited assurance to include scope 1, 2, and now scope 3 data, along with our TCFD disclosure and selected employee metrics. In 2024, we prepared for EU CSRD and EU Taxonomy reporting regulations while further integrating ESG risks and opportunities into our enterprise risk management program and business operations, enhancing our commitment to ethical practices and transparency.

As we move forward, I am excited to continue building on this momentum. Together, we will strive to achieve an even greater impact, as sustainability work is never done. We look forward to collaborating with our customers, partners, and industry colleagues to make a positive impact on the ESG challenges facing our world today and in the future.

Scot Rogers

Teradata's 2024 ESG Report: Advancing sustainability and transparency

This Environmental, Social, and Governance (ESG) Report reflects Teradata's commitment to transparency and sustainable business practices. It explores the ESG aspects of our business activities and allows us to share how we put sustainability into action. Teradata's ESG Report outlines our approach to ESG management, initiatives, and progress for the fiscal year 2024 (January 1, 2024, through December 31, 2024). It is prepared in reference to the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) Software & IT Services Framework, and the Task Force on Climate-related Financial Disclosures (TCFD).

In 2024, we made significant progress in our ESG efforts regarding accountability. We again received limited assurance of our total scopes 1 and 2 (location- and market-based) greenhouse gas (GHG) emissions. Additionally, for the first time, we received limited assurance of our total scope 3 GHG emissions, TCFD disclosure, and selected employee metrics. Please see Appendix E for more details. Additionally, we conducted our first detailed climate risk assessment.

All of these enhancements underscore our commitment to accurate and transparent reporting. Our communications undergo an internal review by subject matter experts and executives prior to publication.

Although we had to adapt our reporting strategy to prepare for new regulations such as EU CSRD and EU Taxonomy, we remain committed to transparency and ESG disclosure. While this report still includes the pertinent information and updates, we're also excited to share some highlights from our 2024 ESG progress, reflecting the company-wide emphasis we have placed on ESG through our four strategic pillars of **Data, People, Stewardship,** and **Integrity**. We are highlighting notable progress we made against the ambitious goals we set in 2023 as we advance in our ESG journey.

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

About Teradata

At Teradata, we believe that people thrive when empowered with trusted information. We offer our open and connected hybrid cloud analytics and data platform for AI. By delivering harmonized data and Trusted AI, we enable more confident decision-making, unlock faster innovation, and drive the impactful business results organizations need most.

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Teradata at a glance

1979
company founded

$1.75B
total revenue at year-end 2024

565
patents in the United States

Industries served

- Automotive
- Consumer packaged goods
- Energy and natural resources
- Financial services
- Government
- Healthcare
- Life sciences

- Manufacturing
- Media and entertainment
- Retail
- Telecommunications
- Travel and transportation
- Utilities

Teradata at a glance

Global footprint

Across all major markets around the world

Global headquarters

San Diego, CA, U.S.

● Office locations

Operations

41 | 29

facilities in | countries

Global footprint

~5,700 | 40

global employees located in | countries

Top 5 countries

India, Japan, Mexico, Pakistan, and United States

by employee population (alphabetical order)

Flexible workplace models

>90%

of employees participating in flexible work environments

Teradata at a glance

Underpinned by our extensive patented workload management optimization, our **Teradata Vantage®** platform positions our customers to solve problems and deliver breakthroughs with harmonized data, Trusted AI, and faster innovation.
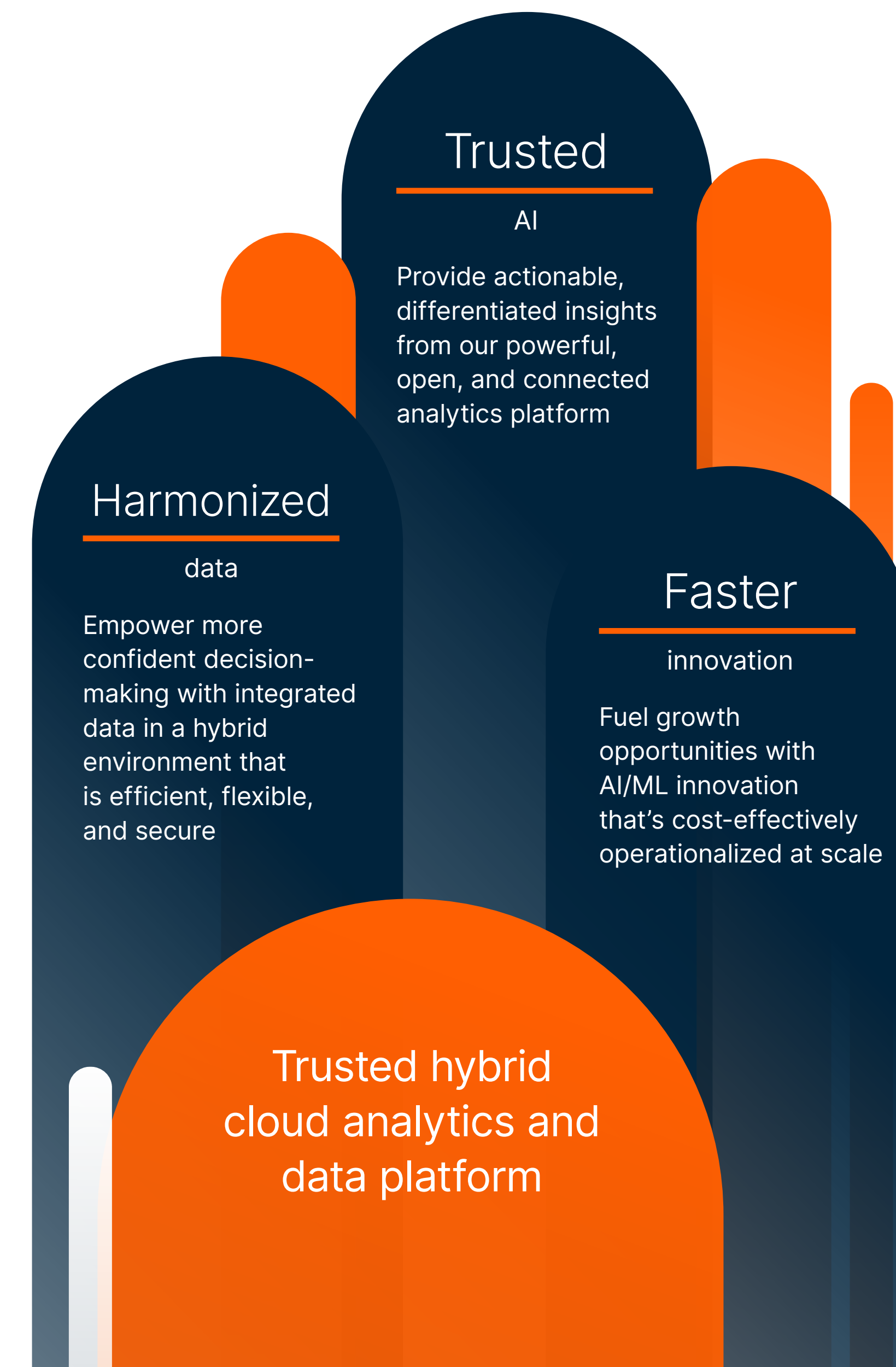
Business overview

We believe people thrive when empowered with trusted information

We're living in a time when data is not just big; it's enormous. In this era of AI, managing all the data can get very complicated. There are many different sources, formats, and structures, which makes it harder to get useful insights without the right tools and strategies. That's why we built our open and connected hybrid cloud analytics and data platform. It helps forward-thinking companies go beyond data warehouses and achieve their meaningful business results from their data by driving innovative analytics, finding hidden connections in data, and uncovering deep, transformative insights.

For decades, our technology has delivered on the purpose that trusted data accelerates opportunity, paving the way for innovation and partnerships. We're proud of our 40-plus years of success in integrating and preparing data with our resource-efficient, flexible, and secure platform, serving some of the largest companies in the world at the scale they need.

As companies embrace AI, they need data at scale. Data at scale is the foundation of agentic and generative AI applications, and data at scale is what Teradata provides. As the hybrid cloud platform for Trusted AI, we drive value and innovation at scale, making it faster and easier for our customers to grow their business with harmonized data, Trusted AI, and faster innovation for better decision-making.

Trusted
AI

Provide actionable, differentiated insights from our powerful, open, and connected analytics platform

Harmonized
data

Empower more confident decision-making with integrated data in a hybrid environment that is efficient, flexible, and secure

Faster
innovation

Fuel growth opportunities with AI/ML innovation that's cost-effectively operationalized at scale

Trusted hybrid cloud analytics and data platform

Product portfolio

Teradata VantageCloud and ClearScape Analytics® unlock data, activate analytics, and accelerate value

In today's data-driven world, VantageCloud and ClearScape Analytics empower businesses with extensive analytic capabilities, providing trusted, secure, and governed data. As data volumes and sources grow exponentially, we help our customers harness analytics to derive business value from diverse data types. Delivering consistent and reliable performance at scale, Teradata meets the needs of trusted data, enabling and empowering Trusted AI.

We empower companies to leverage all their data at scale across the enterprise—whether in public or private clouds, multi-cloud, on-premises environments, or a hybrid combination.

✓ **Better answers**

Gain clearer insights and quickly solve complex problems with extensive in-database analytics capabilities.

✓ **Faster results**

Simplify your AI operations, cut deployment time from months to days, and put your analytics models to work faster with ModelOps.

✓ **Activation at scale**

Scale AI/ML models faster with end-to-end analytics lifecycle management that delivers speed, value, and insights from start to scale.

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VantageCloud

VantageCloud is designed to fully integrate datasets, tools, analytical languages, and functions—including leading commercial and open-source technologies. Customers can use their tools of choice to unlock hidden insights in their data, power infinite innovation, and reveal new opportunities with confidence.

Power faster innovation when you leverage all enterprise data in an open and connected platform

VantageCloud — Our flexible, connected, and modern cloud platform. It includes Teradata VantageCloud Lake, built on our cloud-native lake architecture, and Teradata VantageCloud Enterprise for managed enterprise workloads.

Teradata VantageCore — Our on-premises data and analytics deployment offering. It seamlessly integrates with our cloud offerings to enable the hybrid environments that many large enterprises require.

Key capabilities across all deployments include:

ClearScape Analytics — Our secure end-to-end analytics capabilities are integrated and operationalized at scale for more effective data preparation, advanced analytics, and AI/ML performance, accelerating time to value.

Teradata QueryGrid — Our high-speed query fabric serves as connective tissue between cloud and on-premises environments, providing users with seamless access to all data spread across an organization.

**Product
portfolio**

VantageCloud and ClearScape Analytics empower businesses to become AI-driven enterprises with speed, ease, and at scale.
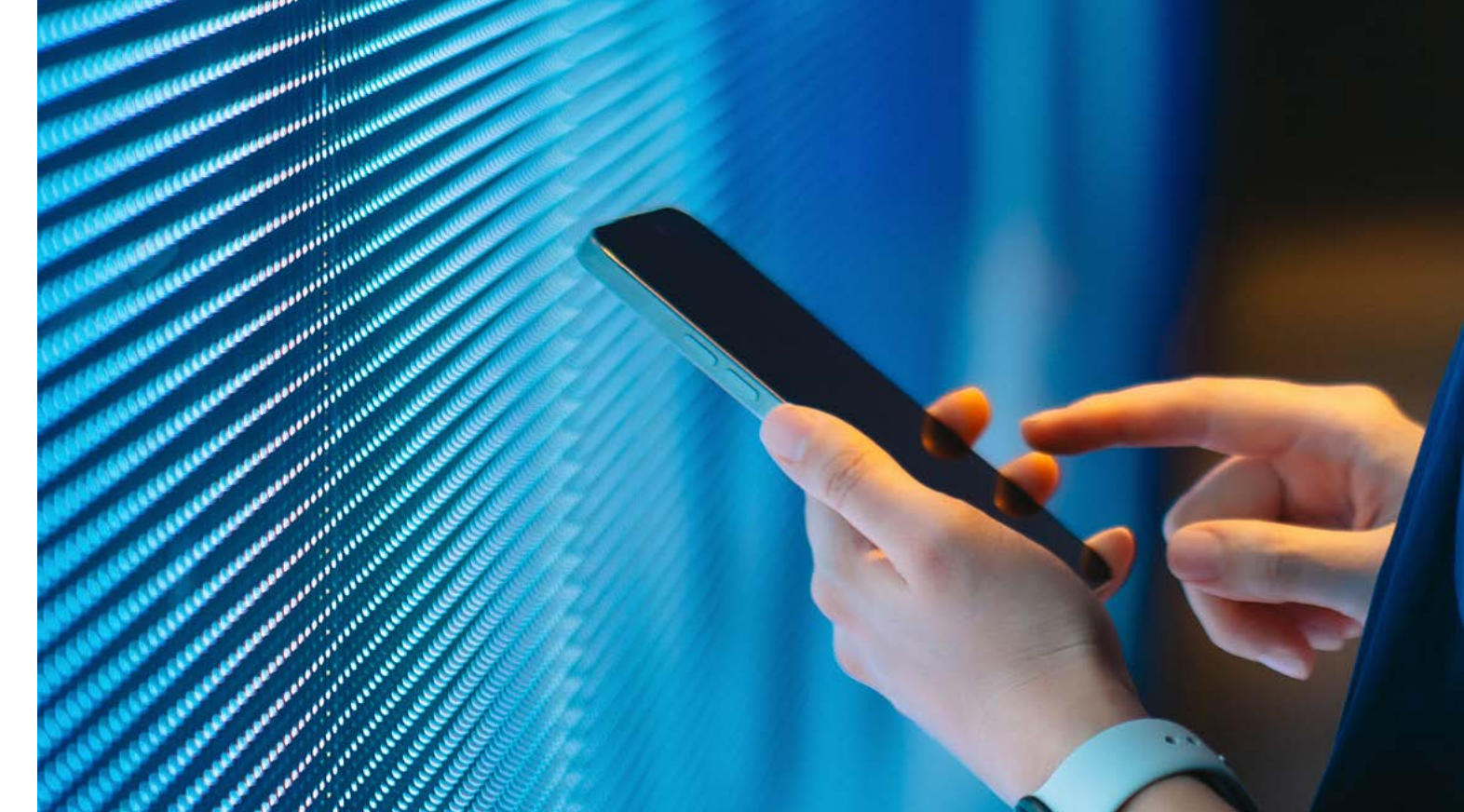
Trusted AI

Unlock the power of Trusted AI with Teradata VantageCloud and ClearScape Analytics

We believe the future of enterprise lies in AI. We're committed to helping organizations by delivering trusted, secure, and governed data to fuel infinite innovation. Our Vantage platform is designed to deliver trusted data that enables and empowers Trusted AI.

As companies explore and implement AI applications, including agentic and generative AI, we offer the flexible, connected data platform they need to effectively manage data and accelerate AI value while enhancing data security and trust. Our platform integrates and harmonizes data across organizations, allowing companies to use their preferred tools and technologies to utilize AI efficiently.

We enhance trust in data and AI with technologies like Enterprise Vector Store, QueryGrid, and ClearScape Analytics. Our solutions support both predictive and generative AI with robust model governance and massively parallel processing.

Teradata's approach to Trusted AI

✓ **Integrate and harmonize data,** manage uncontrolled data growth, and bring in the high-quality data that AI requires

✓ **Empower companies** to use their preferred tools and technologies with public or custom large language models (LLMs) to produce generative AI

✓ **Deliver a secure environment** while controlling costs

**Product
portfolio**

Continuous innovation empowers our customers to transform their industries with cutting-edge analytics built on a foundation of robust and time-tested capabilities.

Product innovations

We delivered a broad set of innovations to advance Trusted AI in 2024

Investing in innovation and partnerships is essential for enterprises to integrate data across hybrid, multi-cloud, and on-premises environments. As data volumes grow exponentially, organizations are increasingly adopting data analytics and AI/ML technologies to simplify access to data and accommodate analytics at massive scale and speed.

As companies explore AI applications, including agentic and generative AI, Teradata remains committed to delivering exceptional value, scale, and power. In 2024, we advanced our position in Trusted AI through NVIDIA NeMo and NVIDIA NIM microservices integration in the Vantage platform. This integration accelerates AI workloads and supports the development of large language models (LLMs), agentic workflows, and retrieval-augmented generation (RAG) applications. Customers can also deploy custom models through NVIDIA AI Enterprise, an end-to-end software platform offering enterprise-grade security, support, and stability, driving ROI from generative AI use cases.

Our investments in innovation and partnerships in 2024 better equipped us to support our customers. By advancing our capabilities and fostering strong collaborations, we enable enterprises to leverage modern data strategies and achieve significant business value through Trusted AI at scale.

2024: A year of innovation

Open table formats (OTFs)

Announced support for Apache Iceberg and Linux Foundation Delta Lake OTFs. Our open and connected approach is designed to support a modern data strategy to enable companies to execute AI at scale.

Bring Your Own Large Language Model (BYOLLM)

Included BYOLLM capabilities with our robust ClearScape Analytics. Now customers can bring models to the data, minimizing expensive data movement and maximizing the security, privacy, and trust of the data.

Integration with Google Cloud AI

Integrated with Google Cloud's AI development platform, enabling customers to execute complex analytics and AI/ML on massive datasets and incorporate preferred data science tools.

ClearScape Analytics enhancements

Strengthened our already robust ClearScape Analytics with new capabilities to further boost data science productivity and simplify complex processes through more automated functions and an enhanced self-service experience for users.

Teradata AI Unlimited

Integrated our on-demand compute engine, AI Unlimited, with Microsoft Fabric, using OTF in OneLake to create shortcuts to data across cloud object stores. It allows customers to use over 150 ClearScape Analytics functions without moving data.

Product portfolio

Teradata consistently garners industry recognition, securing top honors across the board for our innovative solutions and customer dedication. In 2024, we earned market recognition for our leadership in data management, analytics, and AI/ML.

Market recognition

Awards and accolades confirm our unwavering commitment to advancing data analytics and our customers' success

Proven leadership through industry evaluations

Gartner

- Visionary in the 2024 Gartner Magic Quadrant™ for Cloud Database Management Systems
- Placed among the top five vendors across all evaluated use cases in Gartner Critical Capabilities for Cloud Database Management Systems for Analytical Use Cases
  › Tied for 2nd in the Enterprise Data Warehouse Use Case

FORRESTER®

- Leader in the The Forrester Wave™: Enterprise Data Fabric, Q1 2024
- Strong Performer in The Forrester Wave™: Data Lakehouses, Q2 2024
- Published Forrester TEI Study showing 250% ROI for ClearScape Analytics

IDC

Major Player in the 2024 IDC MarketScape for Worldwide Machine Learning Operations Software

iSG

Recognized as Exemplary in four ISG Research Buyers Guides:

- Analytic Data Platforms: Named a Leader in Product Experience and Capability
- AI Platforms: Named a Leader in Manageability
- Gen AI: Named a Leader in Manageability
- Machine Learning Operations: Named a Leader in Manageability

Voice of the customer

Gartner Peer Insights™

Named a Gartner Peer Insights Customers' Choice in Voice of the Customer

TrustRadius

Achieved the coveted #1 "Best of" distinction from TrustRadius in Cloud Data Warehouse Software

G2

Named a G2 Best Software Award winner for IT Infrastructure Products

Teradata Core Principles

Our Core Principles underpin our strategic direction

We rely on a valued set of Core Principles that support everything we do. They unite us and guide our everyday actions to execute our strategy and deliver on our purpose. Our strong and deliberate culture enables us to adapt to a changing world, best serving our people and our customers.

Our Core Principles guide our employees to do what's right for our customers, empowering them to make decisions with trusted information. We regularly emphasize our Core Principles across our organization because it's our people who drive these words into action—in what we do every day.

Being **customer and market driven** requires us to be constantly unified in how we address the ever-evolving market dynamics and maintain our unwavering commitment to customer success—both now and in the future. **Executing with agility** drives us to foster a dynamic environment where innovation and thoughtful risk-taking are encouraged, allowing every individual to feel valued and able to thrive. **Accountability to each other** means we do right by each other and our customers.

Core Principles

Customer and market driven

- We set high ambitions as a profitable, growth-driven, cloud-first, platform company
- We're market driven, acting on customer, technology, and competitive insights
- We innovate where customers are going while building on where they are today

Agility in execution

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

Accountability to each other

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

ESG at Teradata

To make our greatest impact, we intentionally bring our focus on trust, agility, and results to our four ESG strategic pillars—**Data, People, Stewardship,** and **Integrity**. These four pillars facilitate our focus on various areas we consider important and reflect the outcome of our materiality assessment.

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ESG strategy and commitments →
ESG governance →

ESG overview

Aligning strategy and progress: Our ESG focus for impact

By focusing on trust, agility, and results within our four strategic pillars—**Data, People, Stewardship,** and **Integrity**—we target areas related to our core operations and enhance our ESG performance. This approach helps us create value by mitigating risks, reducing costs, building brand value, attracting and retaining employees, and identifying new market opportunities to address society's most complex issues. These pillars reflect the outcome of our materiality assessment and guide our efforts to improve ESG performance.
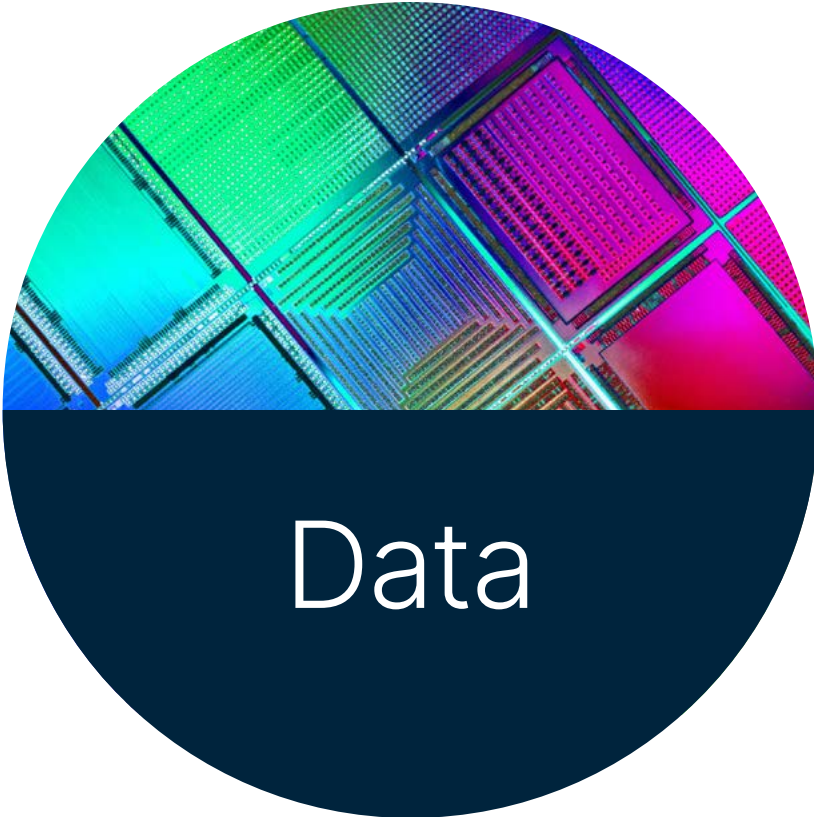
Data

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

People

Invest in our global team to actively drive a culture of inclusion and belonging while also fostering talent development, career progression, and community outreach

Stewardship

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

Integrity

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

ESG overview

ESG focus areas

Dynamic ESG focus: Guiding our journey forward

We view materiality as a dynamic guidepost that propels our ESG journey forward rather than a static "check the box" exercise. This approach allows us to use materiality for reflection, guidance, and identifying new opportunities, ensuring continuous improvement and meaningful impact in our ESG efforts.
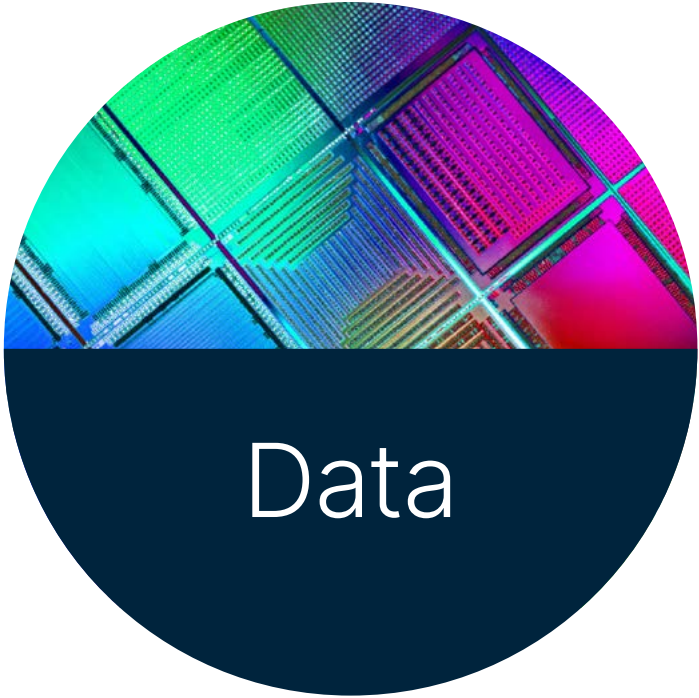
Data

- Data privacy and security
- Product sustainability

People

- Culture and engagement
- Employee learning and development
- Community support
- Employee health, safety, and wellness
- Fair compensation and labor practices
- Human rights

Stewardship

- Climate change
- Responsible supply chain

Integrity

- Ethical business conduct
- Corporate governance
- Regulatory compliance
- Tax
- Intellectual property protection

- Additional focus
- Maintain focus

ESG strategy and commitments

We're steadfast in our strategy and commitments and we're proud of the progress we made in 2024.

	Commitment	Progress
Data	• **Continue to innovate** industry-leading data and analytics solutions that enable customers to better leverage their data to address their own ESG challenges	→ **Strengthened** our AI product capabilities with open table formats (OTFs) and Bring Your Own Large Language Model (BYOLLM)
People	• Support **employee career growth** through learning and development opportunities	→ **Aligned** performance practices with best processes by eliminating ratings → **Launched** leadership pillars integrating Core Principles, trust behaviors, and inclusion → **Introduced** a career development framework empowering employees to own their growth
	• Increase **employee participation** in community outreach, volunteerism, and charitable giving	→ **28.7%** employee participation in community outreach across 38 countries
Stewardship	• **Net zero emissions** across all scopes by 2050[1, 2]	→ **Net zero roadmap** development has launched and includes four levers to address and reduce our emissions: carbon accounting completeness and accuracy, operational emissions, supply chain emissions, and downstream emissions
	• Reach a **30% reduction in energy consumption** by year-end 2025 from a 2021 baseline	→ **33.8%** energy consumption reduction
	• Reduce **scope 1 and scope 2 emissions by 34%** by year-end 2025 from a 2021 baseline	→ **Location-based: 38.4%** scopes 1 and 2 reduction **Market-based: 91.7%** scopes 1 and 2 reduction
	• Reach **60% of third-party spending** with suppliers taking targeted action to reduce their emissions by year-end 2025	→ **64%** of our suppliers (by spend) are taking science-aligned action to reduce carbon emissions
Integrity	• Increase transparency and accountability with **third-party assurance**	→ **Limited assurance** received on scopes 1, 2, and 3 emissions data, TCFD disclosure, and selected employee KPIs; see Appendix E
	• Increase the depth and rigor of our **ESG risk analysis**	→ **Completed** our first climate risk scenario analysis, consistent with a 2°C rise
	• Implement **internal audit systems** to further develop the integrity of our ESG program	→ **Enhanced** processes for our 2024 limited assurance for all greenhouse gas emissions, energy, climate disclosures, and selected employee KPIs

1 Teradata follows the United Nation's definition of net zero: "Cutting greenhouse gas emissions as close to zero as possible, with any remaining emissions re-absorbed from the atmosphere."

2 We temporarily paused our efforts to achieve carbon neutrality to address concerns noted by the United Nations regarding the use of carbon offsets. Instead, we will continue reducing emissions and monitor the feasibility of achieving carbon neutrality.

ESG governance

We've built a cross-functional governance structure that enables us to leverage different perspectives to drive better decision-making, positioning us for continued progress and adaptability.

ESG governance structure

Board of Directors	The board delegates the ESG program oversight to the Nominating and Governance Committee, with the Compensation and People Committee and Audit Committee overseeing respective areas of ESG within their scopes of expertise. The Nominating and Governance Committee receives quarterly updates from our ESG and Sustainability Senior Director. The full Board of Directors receives ESG updates in their quarterly meeting materials. The Nominating and Governance Committee reviews the program's adequacy and effectiveness, reviews goals and progress, and assesses our identified risks and mitigation plans.
Executive Leadership Team (ELT)	Our Chief Administrative Officer has management oversight of the ESG program as the ESG executive sponsor and receives quarterly updates by our ESG and Sustainability Senior Director. Each member of the ELT contributes to ESG-related initiatives aligned to their specific area of responsibility. The ELT receives quarterly updates to ensure oversight and alignment.

Corporate Citizenship Council (CCC)	The council is a cross-functional advisory group composed of senior leaders from various functions and business operations. It's sponsored by our Chief Administrative Officer and is chaired by our ESG and Sustainability Senior Director. The council receives quarterly updates from each ESG pillar sponsor and briefings on the ESG landscape. In turn, the council advises on ESG program commitments, goals, risks, and opportunities. Members also integrate strategies and opportunities into their respective organization or function.
ESG strategic pillars	Each ESG strategic pillar (Data, People, Stewardship, Integrity) is sponsored by a senior leader and includes subject matter experts with cross-functional expertise. Each pillar focuses on specific deliverables—prioritized based on their unique goals—while also preparing for future requirements and opportunities. Each pillar team reports project updates and risks to its pillar sponsor. Each ESG pillar sponsor updates the CCC quarterly. The ESG and Sustainability Senior Director oversees all cross-functional teams to ensure progress on ESG initiatives.

ESG highlights

At Teradata, ESG is a company-wide initiative that involves everyone. The depth and breadth of our ESG journey showcases the extensive talent and dedication within our workforce. We are thrilled with the significant progress made in 2024, which guides our efforts in making the most meaningful impact.
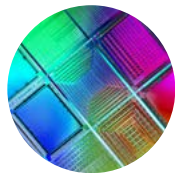
In this section

Data pillar highlights →

People pillar highlights →

Stewardship pillar highlights →

Integrity pillar highlights →

Data pillar highlights

Product

- Reduced **8.57%** net power use in our San Diego data lab by consolidating systems, shifting from physical to virtual shared infrastructure, and refreshing equipment
- Received **ISO 9001** certification again, reaffirming our product engineering team's commitment to quality management and excellence in engineering practices
- Teradata's workload management efficiently handles workloads without needing a multi-cluster architecture, avoiding data movement and replication, thus minimizing power consumption and reducing energy use and carbon
- Repurposed **124 servers (~7,900 kg)** and recycled **1,655 servers (~156,000 kg)** to reduce waste and enhance customer experience

Data privacy and security

- Removed **380 TB** of data from Outlook and OneDrive through our updated Records Retention Policy and Teradata's BlueSky initiative, demonstrating our commitment to data stewardship
- Completed **~600** customer audits, demonstrating our products meet customer security standards
- The new Information Security Policy and Procedure Portfolio offers a streamlined framework for managing security risks, ensuring regulatory compliance and safeguarding assets against threats and vulnerabilities with clear standards and guidelines
- Launched a comprehensive training and awareness program to foster a security-conscious culture, including a new internal security website, monthly newsletters, blog posts, podcasts, lunch-and-learns, and other initiatives to engage and inform employees on cybersecurity

Compliance certifications

VantageCloud Enterprise and VantageCloud Lake achieved new and renewed certifications across AWS, Azure, and Google Cloud, showcasing our commitment to leading-edge security

		AWS	Azure	Google Cloud
VantageCloud Enterprise	ISO27001:2022	✓ (R)	✓ (R)	✓ (R)
	ISO27017:2015	✓ (M)	✓ (M)	✓ (M)
	SOC 1 Type 2	✓ (M)	✓ (M)	✓ (M)
	SOC 2 Type 2	✓ (M)	✓ (M)	✓ (M)
	GDPR	✓ (M)	✓ (M)	✓ (M)
	PCI 4.0	✓ (R)	✓ (R)	✓ (R)
	FISC	✓ (N)	✓ (N)	✓ (N)
	HIPAA, Type 2	✓ (M)	✓ (M)	✓ (M)
	HITRUST r2	✓ (N)	✓ (N)	✓ (N)
	TxRAMP, Level 2	✓ (N)	✓ (N)	✓ (N)
	IRAP "Protected" Level	✓ (M)	✓ (M)	✓ (M)
	GxP	✓ (N)	✓ (N)	✓ (N)
VantageCloud Lake	ISO27001:2022	✓ (R)	✓ (R)	✓ (N)
	ISO27017:2015	✓ (M)	✓ (M)	✓ (N)
	SOC 1 Type 2	✓ (M)	✓ (M)	✓ (N)
	SOC 2 Type 2	✓ (M)	✓ (M)	✓ (N)
	GDPR	✓ (M)	✓ (M)	✓ (M)
	PCI 4.0	✓ (R)	✓ (R)	✓ (N)
	FISC	✓ (N)	✓ (N)	✓ (N)
	HIPAA, Type 2	✓ (M)	✓ (M)	✓ (M)
	HITRUST r2	✓ (N)	✓ (N)	✓ (N)
	TxRAMP, Level 2	✓ (N)	✓ (N)	✓ (N)
	IRAP "Protected" Level	✓ (N)	✓ (N)	✓ (N)
	GxP	✓ (N)	✓ (N)	✓ (N)

Legend:
- ✓ (N) New certifications or assessments
- ✓ (R) Recertified, reassessed, or new version of requirements
- ✓ (M) Maintained

AWS · Azure · Google Cloud

Technology in action

Harnessing data for clean air: Auckland students enhance Wellington's emissions analysis

Students from Auckland University of Technology (AUT) were tasked with addressing air quality and emissions in Wellington through a capstone project. Initially facing computational constraints with their personal laptops, they leveraged ClearScape Analytics and AI Unlimited to handle large datasets and generate comprehensive results. This included expansive air quality predictions and greenhouse gas emission analytics, positioning Teradata as a key player in environmental data analysis.

The project expanded from predicting air quality in two suburbs to including multiple suburbs and additional cities like Wellington.

The initiative attracted interest from local councils with its expanded air quality predictions and greenhouse gas emission analytics.

AUT is exploring a grant application aimed at expanding the project, which will help grow their data program and establish Teradata as a preferred technology partner.

People pillar highlights

Continuous improvement and progress for our employees

Talent, engagement, and culture
- Our annual Engagement Survey revealed a one-point increase in Core Principles and communication scores, reflecting our commitment to transparency and our Core Principles
- In 2024, the Impact Story Series published 25 stories and celebrated 12 Change Makers, including innovators from all seven organizations and three regions of the company, highlighting employees who exemplify our Core Principles and drive positive change

Benefits
- Enhanced global bereavement leave to 15 days for the loss of a child and five days per loss for family planning grief, ensuring more compassionate support for employees
- Enhanced the global benefit experience with policy adjustments in 11 countries, ensuring our programs are aligned, equitable, and easier for employees to navigate

Health and safety
- Revamped the workplace violence program by updating the Workplace Violence Prevention Policy and added training videos
- Developed a new "Lone Worker" SOP to ensure the safety and well-being of employees who work alone or in isolation, which is now included in the corporate EHS policy

Community outreach

Strengthening community well-being

In 2024, a newly formed LATAM Teradata Cares team engaged with local communities through various impactful projects across five countries. Over 300 employees participated in 25 different projects. Volunteers supported educational programs, environmental conservation, health and wellness initiatives, food distribution, and disaster relief efforts, significantly contributing to their communities well-being.

Providing online learning opportunities

Teradata University for Academics offers free on-demand courses, lab simulations, and certification courses in data analytics for students and faculty. In 2024, it reached 1,375 students from 241 universities across 38 countries.

Stewardship pillar highlights

Net zero roadmap includes four levers to address and reduce our emissions:

Carbon accounting completeness and accuracy

Accuracy — Scopes 1 and 2 rebaselining triggered by a >10% change in emissions due to the following updates:
- Reclassifying leased assets (facilities) to scope 3, category 8 based on operational control criteria
- Reclassifying assets where Teradata is lessor as scope 3, category 13
- Updating market-based (MB) emissions methodology and emissions factors

Maturity in completeness
- Refrigerant emissions have been estimated for all owned and leased buildings
- Heating and cooling values for all leased facilities
- General updates to the emissions factor sources used for scope 3 calculation

Operational emissions
- **33.8%** energy consumption reduction, meeting our 2025 goal one year early
- **38.4%** reduction in location-based scopes 1 and 2 emissions, meeting our 2025 goal one year early
- **93.7%** of our global energy use is from renewable energy sources, a 40 percentage point increase from 2023
- Added another facility using 100% renewable energy, bringing the total to five facilities

Supply chain emissions
- **64%** of Teradata third-party spend across all suppliers are taking science-aligned action to reduce carbon emissions, exceeding our **60%** target
- **41.2%** of activity and supplier-based data across all scope 3 categories was received, a 19.6 percentage point increase compared to 2023
- Scope 3, category 6 (business travel) now represents 99% supplier data, covering air travel, passenger cars, and hotel stays

Downstream emissions
- As customers transition to the cloud, our reduced need for on-premises equipment has decreased scope 3 emissions in categories 9, 11, and 12

Accountability and trust in our data is paramount

- Received limited assurance on scopes 1, 2 and 3 emissions
- Received limited assurance on our TCFD disclosure
- Completed our first climate risk assessment using IPCC's RCP 4.5 scenario, focusing on physical and transition risks and opportunities consistent with a 2°C rise

EcoVadis bronze medal

2024 World's Most Ethical Company by Ethisphere

Integrity pillar highlights

Ethics and compliance

- Refreshed our Code of Conduct and our Code of Conduct training, which includes modules on ESG, fair competition, confidential and proprietary information, and insider trading
- Ethics and Compliance program received the Compliance Leader Verification badge from Ethisphere
- Received higher-than-benchmark scores on Ethisphere's Ethical Culture Assessment in employee awareness of reporting concerns, disciplinary guidelines, and non-retaliation policy

Responsible supply chain

- Refreshed our Supplier Code of Conduct
- Incorporated ESG-related criteria into our onboarding and RFP process to assess carbon emissions reduction status and ESG policies

Accountability

- Earned the EcoVadis bronze medal (top 35% of companies assessed)
- Named a 2024 World's Most Ethical Company from Ethisphere for the 15th year in a row
- Limited assurance on scopes 1, 2 and 3 emissions, TCFD disclosure, and specific employee KPIs
- Implemented an ESG reporting and environmental tool with accountability, transparency, and auditability

Strengthening ESG risk management: addressing inherent risks and emerging challenges

By embedding ESG risk management into our core business strategy, Teradata is well-positioned to navigate the complexities of the evolving sustainability landscape while driving long-term value creation for our stakeholders. We've identified the following ESG-related risks and opportunities:

- **Product innovation and market leadership**
  Our product solutions can support customers to drive and monitor their ESG strategies by using data analytics as a differentiator in the market

- **Regulatory compliance and corporate reporting**
  We face increasing disclosure complexity under the EU CSRD and emerging global standards, requiring robust ESG data systems and internal controls to manage compliance risk

- **Talent management and workforce sustainability**
  Through inclusive culture, targeted development, and well-being initiatives, we cultivate a high-performing workforce and enhance our position as an employer of choice

- **Operational resilience and climate adaptation**
  We actively assess physical and transitional climate risks across facilities, partners, and service networks to ensure business continuity and meet decarbonization goals

- **Reputational and stakeholder trust**
  Gaps between ESG commitments and measurable progress can erode trust; we mitigate this through continuous performance monitoring, transparent reporting, and third-party validation

Appendices

In this section

Appendix A: Teradata's ESG performance

Annual 10k

Revenue	2022	2023	2024
Revenue by region (USD millions)			
Americas	$1,038	$1,089	$1,011
EMEA (Europe, the Middle East, and Africa)	$465	$475	$484
APJ	$292	$269	$255
Total revenue	**$1,795**	**$1,833**	**$1,750**
Revenue by end market (USD millions)			
Subscription software licenses, services, and other	$1,419	$1,492	$1,479
Perpetual software licenses, hardware, and other	$65	$45	$23
Consulting services	$311	$296	$248
Total revenue	**$1,795**	**$1,833**	**$1,750**

Appendix A: ESG performance

Data Pillar	
Strategic partnerships	Our rich partner network complements our differentiated offerings to help us leverage innovative solutions for every business need.
Customer success stories	http://www.teradata.com/Customers
Carbon Footprint Solution Accelerator	Try our Carbon Footprint Solution Accelerator for free at the ClearScape Analytics Experience by selecting Carbon Footprint Analytics.
Data privacy	
Data Privacy Statement	https://www.teradata.com/privacy
Data privacy governance	Teradata's eight privacy principles—lawfulness, purpose limitation, data minimization, accuracy, storage limitation, security, individual rights, and accountability—guide how we process and protect personal data in the course of our work. The privacy principles are based on internationally recognized standards related to the treatment of personal data. Under the leadership of the privacy office, has established a privacy program with a program charter and a privacy framework to apply the privacy principles across the organization.
Privacy contact	privacy@teradata.com
Data security	
Trust and security center	https://www.teradata.com/trust-security-center
Data security certifications	https://www.teradata.com/trust-security-center/data-compliance
Data security governance	Teradata's four data security steps—test, controls, train and business continuity, provide insights that are tailored to Teradata's Information Security Team and CISO, Executive Leadership Team (ELT), the Audit Committee, and the Board, enabling informed decision-making and accountability at appropriate levels of governance.

Appendix A: ESG performance

Data Pillar (cont'd)	
Environmental product stewardship	
RoHS compliance exemptions	Our manufacturing suppliers maintain the RoHS compliance status of our products. Products like microprocessors and hard drives still have exemptions.
REACH-compliant	Our REACH compliance status relies on the declarations from our vendors. Their declarations are not specific as to the exact components or the amount that are over the regulatory amount.
WEEE-compliant	Teradata products are compliant with the EU Directive on Waste Electrical and Electronic Equipment (WEEE).
Lead-free (Pb-free)	Our vendors still provide products with lead, but also include lead exemptions, therefore we are not lead-free.
Conflict-free minerals	Teradata reports annually to Rule 13p-1 under the Securities Exchange Act of 1934, as amended (the "Conflict Minerals Rule").

Appendix A: ESG performance

People Pillar	2022	2023	2024
Employee engagement and culture			
Employee engagement survey	76	77	76
Public policy condemning workplace sexual harassment	https://assets.teradata.com/pdf/Code-of-Conduct.pdf?_gl=1*1yyefee*_gcl_au*NTYxMDQ4MTkwLjE3NDE4MDY0NTQ.*_ga*MTY2Njk2ODEyMC4xNzEwMTk4MTQy*_ga_7PE2TMW3FE*MTc0MzM4Mzg3NC4xODguMS4xNzQzMzg3NDQ4LjQ5LjAuMA..		
Equal opportunity	Teradata's global hiring process is aligned with our culture to utilize industry best practices and help us hire the best possible candidates while providing the best candidate experience.		
Fair remuneration policy	We review employee compensation plans as part of our annual compensation planning cycle, which is designed to ensure we pay fairly.		
Flexible work schedule and location	Teradata supports innovative work arrangements that allow employees the flexibility to balance their work and personal time more effectively, including location-independent working, flexible days in the office, or part-time employment.		
Employee benefits	https://www.teradata.com/about-us/careers/benefits#faqs		
Teradata Cares	https://www.teradata.com/about-us/teradata-cares		
Teradata Cares employee participation	11.0%	28.4%	28.7%
Teradata Cares country participation	33	31	38

Appendix A: ESG performance

People Pillar (cont'd)	2022	2023	2024
Health and safety overview			
ISO 45001 or OHSAS 8001 certified		No, our Health and Safety Policy and Team Safety Handbook are aligned with such standards but is not independently certified. Both apply to all Teradata operations and convey our commitment to fostering a safe and healthy work environment while providing employees with the resources needed to manage, control, or eliminate safety and health hazards.	
Health and Safety Policy		Our Health and Safety Policy applies to all Teradata operations and conveys our commitment to fostering a safe and healthy work environment.	
Team Safety Handbook		Our Team Safety Handbook provides employees with the resources needed to manage, control, or eliminate safety and health hazards.	
OSHA recordable injuries	0	2	3

Appendix A: ESG performance

People Pillar (cont'd)			2022	2023	2024
Employee footprint (HC)					
Employees		Total	7,009	6,468	5,725
		Americas	37.2%	36.4%	37.4%
		APJ	49.5%	50.1%	49.0%
		EMEA	13.4%	13.5%	13.6%
Employee by role (HC)					
Executive			0.4%	0.4%	0.5%
People manager			13.7%	13.9%	13.6%
Individual contributor			85.9%	85.7%	85.9%
Employee by gender (HC)[3]					
Women			27.7%	28.1%	28.4%
Men			71.7%	71.2%	70.8%
Employee gender by region (HC)[3]					
Americas		Women	29.1%	30.4%	30.8%
		Men	69.9%	68.5%	68.1%
APJ		Women	26.9%	26.9%	27.0%
		Men	72.9%	72.9%	72.8%
EMEA		Women	26.4%	26.4%	26.9%
		Men	72.0%	72.0%	71.0%

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

Appendix A: ESG performance

People Pillar (cont'd)			2022	2023	2024
Employee gender by role (HC)[3]					
Executive		Women	27.6%	32.0%	31.0%
		Men	69.0%	64.0%	65.5%
People manager		Women	24.7%	26.6%	27.7%
		Men	74.3%	72.6%	71.7%
Individual contributor		Women	28.1%	28.3%	28.5%
		Men	71.2%	71.0%	70.7%
United States race and ethnicity (HC)					
White (not Hispanic or Latinx)			55.6%	54.3%	52.9%
Asian (not Hispanic or Latinx)			26.1%	26.7%	27.8%
Hispanic or Latinx			5.1%	4.9%	5.2%
Black or African American (not Hispanic or Latinx)			4.9%	5.8%	6.1%
Native American or Alaska Native (not Hispanic or Latinx)			0.3%	0.5%	0.6%
Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)			0.4%	0.4%	0.4%
Two or more races (not Hispanic or Latinx)			2.8%	2.8%	2.6%
Undeclared			4.8%	4.6%	4.3%

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

Appendix A: ESG performance

People Pillar (cont'd)			2022	2023	2024
United States employee race and ethnicity by role[4]					
Executive	White (not Hispanic or Latinx)		79.2%	86.4%	87.0%
	Asian (not Hispanic or Latinx)		8.3%	4.5%	0.0%
	Hispanic or Latinx		4.2%	0.0%	0.0%
	Black or African American (not Hispanic or Latinx)		4.2%	4.5%	4.3%
	Native American or Alaska Native (not Hispanic or Latinx)		0.0%	0.0%	0.0%
	Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)		0.0%	0.0%	0.0%
	Two or more races (not Hispanic or Latinx)		4.2%	4.5%	4.3%
	Undeclared		0.0%	0.0%	4.3%
People manager	White (Not Hispanic or Latinx)		65.3%	61.7%	60.2%
	Asian (Not Hispanic or Latinx)		17.9%	20.1%	20.6%
	Hispanic or Latinx		3.9%	3.6%	4.0%
	Black or African American (Not Hispanic or Latinx)		5.0%	5.8%	6.0%
	Native American or Alaska Native (Not Hispanic or Latinx)		0.7%	0.5%	0.9%
	Native Hawaiian or Other Pacific Islander (Not Hispanic or Latinx)		0.2%	0.3%	0.3%
	Two or more races (Not Hispanic or Latinx)		1.1%	1.5%	2.3%
	Undeclared		5.9%	6.6%	5.7%

4 Role is defined as follows: Executive: Senior VP and above; People Manager: Supervisor—VP people manager roles; Individual Contributor: All levels below Senior VP individual contributor roles.

Appendix A: ESG performance

People Pillar (cont'd)		2022	2023	2024
United States employee race and ethnicity by role[4] (cont'd)				
Individual contributor	White (not Hispanic or Latinx)	52.7%	51.8%	50.3%
	Asian (not Hispanic or Latinx)	28.5%	28.8%	30.2%
	Hispanic or Latinx	5.5%	5.4%	5.7%
	Black or African American (not Hispanic or Latinx)	4.9%	5.8%	6.2%
	Native American or Alaska Native (not Hispanic or Latinx)	0.2%	0.5%	0.5%
	Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)	0.4%	0.5%	0.5%
	Two or more races (not Hispanic or Latinx)	3.2%	3.1%	2.6%
	Undeclared	4.6%	4.2%	4.0%
Employee hiring (HC)				
Global employee hiring	Americas	40.8%	40.7%	48.4%
	APJ	48.4%	48.9%	36.4%
	EMEA	10.8%	10.4%	15.2%
Employee hiring by role[4] and gender[3]				
Executive	Women	0.0%	0.0%	0.0%
	Men	100.0%	0.0%	100.0%
People manager	Women	30.3%	40.9%	33.3%
	Men	67.2%	59.1%	66.7%
Individual contributor	Women	29.2%	35.7%	33.6%
	Men	69.7%	62.6%	64.1%

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

4 Role is defined as follows: Executive: Senior VP and above; People Manager: Supervisor—VP people manager roles; Individual Contributor: All levels below Senior VP individual contributor roles.

Appendix A: ESG performance

People Pillar (cont'd)		2022	2023	2024
United States hiring by race and ethnicity				
White (not Hispanic or Latinx)		44.4%	38.7%	42.3%
Asian (not Hispanic or Latinx)		34.7%	39.1%	35.0%
Hispanic or Latinx		6.0%	4.9%	5.7%
Black or African American (not Hispanic or Latinx)		5.6%	10.3%	8.9%
Native American or Alaska Native (not Hispanic or Latinx)		0.5%	0.4%	0.0%
Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)		0.2%	0.4%	0.0%
Two or more races (not Hispanic or Latinx)		4.4%	3.3%	2.4%
Undeclared		4.2%	2.9%	5.7%
Employee promotion				
Global employee promotion rate		15.0%	12.0%	10.0%
Learning and development				
Total Teradata online training hours		439,000	391,043	355,318
Total online training (average hours)		63	60	62
Average completion rate of quarterly employee performance conversations		Not available	92.0%	94.2%
Frequency of employee sexual harassment training (years)		At least two years, and sometimes more often (subject to applicable law).		
Employee sustainability training		Yes	Yes	Yes

Appendix A: ESG performance

Stewardship Pillar	2022	2023	2024
Overview			
ISO 14001 certified	No	No	No
Environmental fines (Number)	0	0	0
Energy efficiency policy	No	No	No
Environmental commitment	Yes	Yes	Yes
Emission reduction initiatives	Yes	Yes	Yes
Carbon footprint (MTCO$_2$e)			
Scope 1 GHG emissions	447	380	359
Scope 2 (location-based) GHG emissions	7,450	6,101	5,512
Scope 2 (market-based) GHG emissions	7,945	2,906	436
Scope 3 GHG emissions	75,852	78,065	65,417
Total scopes 1 and 2 (location-based) GHG emissions	7,898	6,482	5,872
Total scopes 1 and 2 (market-based) GHG emissions	8,392	3,286	796
Total GHG emissions (market-based)	**84,244**	**90,146**	**66,212**
Scope 1 emissions (MTCO$_2$e)			
CO$_2$	207.0	176.0	210.6
N$_2$O	1.6	1.4	0.1
CH$_4$	15.0	12.8	0.3
HFC	223.7	190.2	148.5
Total scope 1 emissions (MTCO$_2$e)	**447**	**380**	**359**

Appendix A: ESG performance

Stewardship Pillar (cont'd)	2022	2023	2024
Scope 2 emissions (MTCO$_2$e)			
Total (location-based) San Diego, CA campus (owned)	5,815	5,038	4,565
Total (location-based) leased facilities	1,635	1,063	948
Total (market-based) San Diego, CA campus (owned)	6,262	2,159	25
Total (market-based) leased facilities	1,683	747	411
Total (location-based) scope 2 emissions (MTCO$_2$e)	**7,450**	**6,101**	**5,512**
Total (market-based) scope 2 emissions (MTCO$_2$e)	**7,945**	**2,906**	**436**
Scope 3 emissions (MTCO$_2$e)			
Cat 1: Purchased goods and services	33,780	31,374	32,910
Cat 2: Capital goods	1,187	1,959	2,282
Cat 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	2,827	2,367	2,134
Cat 4: Upstream transportation and distribution	1,451	4,940	4,293
Cat 5: Waste generated in operations	264	121	318
Cat 6: Business travel	6,706	9,531	6,201
Cat 7: Employee commuting	5,977	4,009	4,059
Cat 8: Upstream leased assets	1,254	612	411
Cat 9: Downstream transportation and distribution	632	590	526
Cat 11: Use of sold products	20,841	21,628	11,399
Cat 12: End-of-life treatment of sold products	79	34	23
Cat 13: Downstream leased assets	854	898	861
Total scope 3 GHG emissions (MTCO$_2$e)	**75,852**	**78,065**	**65,417**

Appendix A: ESG performance

Stewardship Pillar (cont'd)	2022	2023	2024
Energy			
Total San Diego, CA campus (owned) (MWh)	23,556	20,417	18,502
Total leased facilities (MWh)	10,637	8,522	7,743
Total energy consumption (MWh)	**34,193**	**25,496**	**27,809**
Reduction in energy consumption	13.7%	27.0%	33.8%
Renewable energy			
Total renewable energy (MWh)	0	22,976	24,691
Total % renewable energy	**0%**	**54.0%**	**93.7%**
Water (m^3)			
Total San Diego, CA campus water consumption (m^3)	36,168	25,563	25,971
Total leased facilities water consumption (m^3)	578	4,440	3,922
Total water consumption (m^3)	36,746	30,003	29,893
Waste – San Diego, CA campus (kg)			
Total regular ongoing waste (kg)	145,176	88,930	52,255
Waste sent to landfill (%)	20.1%	49.8%	4.4%
Total recycled waste (%)	79.9%	50.2%	95.6%

Appendix A: ESG performance

Integrity Pillar	
Ethics and compliance overview	
Business Ethics Code of Conduct	https://www.teradata.com/about-us/corporate-governance/code-of-conduct
Anti-Bribery Policy	https://www.teradata.com/getattachment/978534fe-1824-440e-8ce4-355a4eff1086/Global-Anti-Corruption-Policy-1-3.pdf
Employee protection/Whistleblower Policy/Ethics Helpline	https://secure.ethicspoint.com/domain/media/en/gui/82354/index.html
Ethics and compliance governance	Our ethics and compliance (E&C) governance involves a company wide preventative framework, enabling us to calibrate the program to ensure alignment with Teradata's policies, our risk appetite, and applicable laws. The E&C team, led by the Chief Ethics and Compliance Officer, provides tailored reporting to the Audit Committee of the Board and Executive Leadership Team. In addition, the E&C program maintains a volunteer Ethics Advocates global program to help champion policies, engage with employees, bridge cultural and linguistic barriers, and encourage employees to speak up.
Enterprise risk governance	Through a structured five-step risk management approach, the Enterprise Risk and Assurance Services (ERAS) function—Identify, Assess, Mitigate, Monitor, and Report—provide insights tailored to Teradata's operational landscape to management, the Risk Steering Committee, the Executive Leadership Team (ELT), the Audit Committee, and the Board, enabling informed decision-making and accountability at appropriate levels of governance.

Appendix A: ESG performance

Integrity Pillar (cont'd)	
Responsible sourcing overview	
Supplier Code of Conduct	https://www.teradata.com/getattachment/0f05e5b7-de70-4906-acab-96515e7f8664/Supplier-Code-of-Conduct_01-03-2025.pdf
Business Code of Conduct	https://www.teradata.com/getattachment/13488a18-9b28-401e-b8c1-963bd1fa4204/Business-Partner-Code-of-Conduct_01-03-2025.pdf
Conflict Minerals Policy	https://assets.teradata.com/pdf/Corporate/Teradata_Conflict_Minerals_Policy.pdf?_gl=1*8xk94t*_gcl_au*NTYxMDQ4MTkwLjE3NDE4MDY0NTQ.*_ga*MTY2Njk2ODEyMC4xNzEwMTk4MTQy*_ga_7PE2TMW3FE*MTc0MzM4Mzg3NC4xODguMS4xNzQzMzgzODc1LjU5LjAuMA..
Conflict Minerals Form SD	Teradata reports annually to Rule 13p-1 under the Securities Exchange Act of 1934, as amended (the "Conflict Minerals Rule"). https://assets.teradata.com/pdf/Corporate/Teradata_Conflict_Minerals_Report.pdf?_gl=1*f8hn9j*_gcl_au*NTYxMDQ4MTkwLjE3NDE4MDY0NTQ.*_ga*MTY2Njk2ODEyMC4xNzEwMTk4MTQy*_ga_7PE2TMW3FE*MTc0MzM4Mzg3NC4xODguMS4xNzQzMzg0NzI0LjUyLjAuMA..
UK Modern Slavery and Human Trafficking Statement	https://www.teradata.com/getattachment/17fa20e3-b580-453f-87e1-4f7eb14c82ef/Teradata-UK-Limited-Modern-Slavery-Statement.pdf?origin=fd
Australia Modern Slavery Statement	https://www.teradata.com/getattachment/23b7f21d-136d-4fc3-8326-6f1abfd1cfc9/Modern_Slavery_Statement_Australia_Signed.pdf?origin=fd#:~:text=Teradata%20is%20committed%20to%20eradicating,to%20internal%20or%20external%20processes
Corporate governance overview	
Corporate Governance Guidelines	https://www.teradata.com/about-us/corporate-governance/governance-guidelines
Proxy Statement	https://investor.teradata.com/financial-reports/sec-filings/default.aspx
Leadership team	https://www.teradata.com/about-us/leadership

Appendix A: ESG performance

Integrity Pillar (cont'd)		2022	2023	2024
Board structure				
Size of the board		9	9	9
Unitary or two-tier board system		Unitary	Unitary	Unitary
Number of employee representatives on board		0	0	0
Classified board system		Yes	Yes	Yes
Number of directors with financial, audit, and accounting expertise		2	2	2
Number of corporate executive officers on Board of Directors		1	1	1
Percentage of corporate executive officers on Board of Directors		11.1%	11.1%	11.1%
Board independence				
Director independence	https://www.teradata.com/about-us/corporate-governance/director-independence			
Number of independent directors		8	8	8
Percentage of independent directors		88.9%	88.9%	88.9%
CEO duality		No	No	No
Independent chairperson		Yes	Yes	Yes

Appendix A: ESG performance

Integrity Pillar (cont'd)		2022	2023	2024
Board demographics				
Age of the youngest director		52	53	54
Age of the oldest director		72	73	74
Board average age		61	62	63
Board age limit		No	No	No
Number of directors with executive leadership		9	9	9
CEO or equivalent appointed from within		No	No	No
Average board tenure (years)		5.9	6.9	7.9
Board term limits		No	No	No
Date executive director appointed to the Board of Directors		6/8/2020	6/8/2020	6/8/2020
Board meetings				
Number of board meetings		5	6	8
Board meeting attendance %		>75%	>75%	>75%
Independent directors board meeting attendance %		>75%	>75%	>75%
Number of directors attending less than 75% of meetings		0	0	0

Appendix A: ESG performance

Integrity Pillar (cont'd)	2022	2023	2024
Audit Committee			
Audit Committee Charter	https://www.teradata.com/about-us/corporate-governance/audit-committee-charter		
Size of Audit Committee	3	3	3
Number of independent directors on Audit Committee	3	3	3
Percentage of independent directors on Audit Committee	100%	100%	>100%
Independent Audit Committee chairperson	Yes	Yes	Yes
Audit Committee meetings	7	9	8
Audit Committee meeting attendance %	>75%	>75%	>75%
Compensation and People Committee			
Compensation and People Committee Charter	https://www.teradata.com/about-us/corporate-governance/compensation-and-people-committee-charter		
Size of Compensation and People Committee	3	3	3
Number of independent directors on Compensation and People Committee	3	3	3
Percentage of independent directors on Compensation and People Committee	100%	100%	100%
Independent Compensation and People Committee chairperson	Yes	Yes	Yes
Number of Compensation and People Committee meetings	5	6	7
Compensation and People Committee meeting attendance %	>75%	>75%	>75%
Outside compensation advisors appointed	Yes	Yes	Yes
Clawback provision for executive compensation	Yes	Yes	Yes

Appendix A: ESG performance

Integrity Pillar (cont'd)	2022	2023	2024
Nominating and Governance Committee			
Nominating and Governance Committee Charter	https://www.teradata.com/about-us/corporate-governance/nominating-and-governance-committee-charter		
Size of Nominating and Governance Committee	2	2	2
Number of independent directors on Nominating and Governance Committee	2	2	2
Percentage of independent directors on Nominating and Governance Committee	100%	100%	100%
Independent Nominating and Governance Committee chairperson	Yes	Yes	Yes
Number of Nominating and Governance Committee meetings	3	4	4
Nomination and governance committee meeting attendance %	>75%	>75%	>75%
ESG/Sustainability Committee (The Nominating and Governance Committee oversees ESG/Sustainability matters)			
Non-executive director with responsibility for ESG	No	No	No
Executive director with responsibility for ESG	Yes	Yes	Yes
Executive compensation linked to ESG	No	No	No
Board compensation linked to ESG	No	No	No
Shareholder rights			
Poison pill	No	No	No
Blank check preferred authorized	Yes	Yes	Yes
Dual class unequal voting rights - common shares	No	No	No
Political activities			
Political Activity Policy	https://www.teradata.com/about-us/corporate-governance/political-activity-policy-statement		
Political activities and/or donations	$0	$0	$0

Appendix B: 2024 Global Reporting Initiative (GRI) Index

Statement of Use   Teradata has reported the information cited in this GRI content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards.

GRI 1 Used   GRI 1: Foundation 2021

GRI Universal Standards 2021		Disclosure	2024 Response
GRI 2: General Disclosures 2021	2-1	Organizational details	a. Our legal name is Teradata Corporation. Our commercial name is "Teradata" or "Teradata Corp". b. We were incorporated in 1979. We became a publicly traded Delaware corporation named Teradata Corporation (NYSE: TDC) in 2007. c. Our Global Headquarters is at 17095 Via del Campo San Diego, California 92127 USA d. Our Business: Worldwide Location
GRI 2: General Disclosures 2021	2-2	Entities included in the organization's sustainability reporting	a. About this report b. There is no difference between the entities included in financial reporting and sustainability reporting. Financial reporting is available on our Investor Relations website.
GRI 2: General Disclosures 2021	2-3	Reporting period, frequency, and contact point	a. The reporting period covers calendar year 2024, unless otherwise stated. Teradata publishes ESG Reports on an annual basis. b. Publication date: May 2025 c. Contact point for questions about this Report or reported information: Teradata.ESG@teradata.com d. Teradata.ESG@teradata.com
GRI 2: General Disclosures 2021	2-4	Restatements of information	2024 GHG emissions were re-baselined due to a greater than 10% change, per our Inventory Management Plan criteria, based upon the incorporation of the following updates: • Reclassified our leased facilities from scope 1 and 2 to scope 3: category 8, based on 'operational control' criteria. • Reclassified facilities where Teradata is the lessor, moving the energy and emissions to scope 3: category 13. • Updated our market-based (MB) emissions methodology and emissions factors. • Included estimated refrigerant usage for all leased facilities. 2022 and 2023 energy consumption and renewable energy data is updated to reflect improved methodology and certified renewable energy certificates. TCFD index
GRI 2: General Disclosures 2021	2-5	External assurance	Our 2024 Scope 1, 2, and 3 GHG emissions, climate-related disclosures, and select employee metrics were subject to external independent limited assurance by ERM Certification and Verification Services Incorporated (ERM CVS). However, ERM CVS was not engaged to provide assurance in accordance with GRI standards. For the full assurance report and the reporting criteria used, please refer to ERM CVS' full assurance report in Appendix E. The full 2024 ESG Report is not assured by an external provider. We ensure accuracy through thorough internal due diligence and data validation.

Appendix B: 2024 GRI Index

GRI Universal Standards 2021 (cont'd)		Disclosure	2024 Response
GRI 2: General Disclosures 2021	2-6	Activities, value chain, and other business relationships	a. Software Services b. See our Form 10-K, section "Item 1. Business." This document is available on our Investor Relations website. c. Teradata subsidiaries are in our Form 10-K available on our Investor Relations website d. No significant changes in operations or value chain in 2024.
GRI 2: General Disclosures 2021	2-7	Employees	Appendix A: ESG performance
GRI 2: General Disclosures 2021	2-8	Workers who are not employees	We do not currently report headcount for contingent labor.
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	See our Proxy Statement, available on our Investor Relations website
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	See our Proxy Statement, available on our Investor Relations website
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	See our Proxy Statement, available on our Investor Relations website
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	Our Board of Directors collectively manages our general and financial affairs as well as our policy and strategy. The board delegates certain oversight functions to board committees, which meet regularly and report back to the board. Each committee's scope and responsibilities are documented in their charters, found on our Corporate Governance website. ESG governance Appendix D: TCFD index
GRI 2: General Disclosures 2021	2-13	Delegation of responsibility for managing impacts	**Audit Committee:** Oversees accounting and financial reporting processes and audits of Teradata's financial statements and internal controls. **Compensation and People Committee:** Oversees compensation of executive officers and the company's strategies and progress related to people management, including talent management and development, corporate culture, pay equity, talent acquisition, and employee engagement. **Nominating and Governance Committee:** Oversees director compensation, board composition, compliance with Corporate Governance Guidelines, and the governance trends and activities, including those related to ESG. ESG governance Appendix D: TCFD index
GRI 2: General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	Our ESG Report is reviewed and approved by Teradata's ESG executive sponsor and the Executive Leadership Team.

Appendix B: 2024 GRI Index

GRI Universal Standards 2021 (cont'd)		Disclosure	2024 Response
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	Our Code of Conduct sets ethical standards for all directors, officers, and employees. We expect them to avoid any actual or perceived conflicts of interest with Teradata. No conflicts of interest with directors occurred in 2024. Our Proxy Statement is available on our Investor Relations website
GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	Our Audit Committee of the Board of Directors oversees our compliance with ethical, legal, and regulatory requirements, including oversight of our ethics and compliance program. The total number and the nature of critical concerns communicated to the Audit Committee is considered confidential information.
GRI 2: General Disclosures 2021	2-17	Collective knowledge of the highest governance body	Teradata executives and/or management with ESG expertise present to the Board of Directors and/or Board Committees on trends and best practices to guide sustainable business decisions. Each Board committee includes members with relevant ESG experience, detailed in our proxy statement on our Investor Relations website
GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	Refer to our Proxy Statement's "Election of Directors" section on the Investor Relations website and our Corporate Governance web page.
GRI 2: General Disclosures 2021	2-19	Remuneration policies	Refer to our Proxy Statement's "Director Compensation" section on the Investor Relations website.
GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	Refer to our Proxy Statement's "Director Compensation" section on the Investor Relations website.
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	In Teradata's Proxy Statement's "CEO Pay Ratio Disclosure" section, we disclose that the CEO's annual total compensation is estimated to be 255 times that of the median employee. This metric received limited assurance, with more details in Appendix E.
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Leadership letters
GRI 2: General Disclosures 2021	2-23	Policy commitments	Each policy identifies relevant stakeholders, activities, and business relationships, including the approving organization or person. Policies are communicated through training, newsletters, meetings, websites, and contracts, and may be internal, external, or both, with some available in relevant translations. Code of Conduct Supplier Code of Conduct Partner Code of Conduct Anti-Bribery and Anti-Corruption Policy Political Activity Policy Global Privacy Statement Environment, Health and Safety Policy Conflict Minerals Policy

Appendix B: 2024 GRI Index

GRI Universal Standards 2021 (cont'd)		Disclosure	2024 Response
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	Our ethics and compliance program, along with other mechanisms, instills integrity throughout our company and prevents cultural complacency that could jeopardize our business. **Responsibility and standards:** • Our ethical standards apply to employees, business partners, and external stakeholders. • Supply chain partners must adhere to all applicable laws and maintain high ethical, environmental, and social standards. • Noncompliance is managed on a case-by-case basis with corrective actions, including remediation or termination. **Training and education:** • Employees are trained on the Code of Conduct principles, including but not limited to confidentiality, and fair competition. • People managers receive training on ethics, compliance, privacy, and responding to misconduct. • External-facing employees are trained on fair competition and gifts and entertainment. • Management teams and employee groups receive additional training as needed. Appendix A: ESG performance
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	Code of Conduct: Seeking guidance and reporting violations
GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct: Seeking guidance and reporting violations
GRI 2: General Disclosures 2021	2-27	Compliance with laws and regulations	Teradata has not identified any significant instances of noncompliance with laws and regulations and has not been fined of any monetary value.
GRI 2: General Disclosures 2021	2-28	Membership associations	Teradata participates in industry associations and other membership associations such as Information Technology Industry Council (ITI), Boston College Center for Corporate Citizenship, CDP, and EcoVadis, among others.
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	Throughout the year, we engage with stakeholders to share priorities, gain feedback, and discuss industry trends. We ensure transparency and accountability by distributing information on products, financial reports, and annual disclosures, including our ESG report. Here are some engagement methods: **Investors and investment analysts:** Conferences, earnings calls, meetings, correspondence, voting, and proactive outreach. **Customers and partners:** Conferences, trade shows, business reviews, surveys, training events, inquiries, daily operations, and business development. **Employees:** Surveys, dialogue sessions, company-wide events, blogs, and manager conversations. **Suppliers and vendors:** Contracting and auditing processes **Industry associations:** Meetings, tools, resources, guidance, and alignment opportunities **Communities:** Community events, financial giving, and volunteer programs

Appendix B: 2024 GRI Index

GRI Universal Standards 2021 (cont'd)		Disclosure	2024 Response
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements	Employees at any of our global locations have always had the freedom to associate with and/or right to collective bargaining as provided by local statutes. In the countries and regions with collective bargaining agreements, we comply with all agreements required by laws and regulations. Approximately 3.1% of our employees are covered by collective bargaining agreements and 4.5% are covered by works council agreements. This metric received limited assurance, with more details in Appendix E.
GRI 3: Material Topics 2021	3-1	Process to determine material topics	ESG at Teradata
GRI 3: Material Topics 2021	3-2	List of material topics	ESG at Teradata
GRI 3: Material Topics 2021	3-3	Management of material topics	About this report ESG at Teradata ESG highlights
Economic Performance 2016			
GRI 201	201-1	Direct economic value generated and distributed	Refer to our Form 10-K "Financial Statements and Supplementary Data" section on the Investor Relations website.
GRI 201	201-2	Financial implications and other risks and opportunities due to climate change	Refer to our Form 10-K "Item 1A. Risk Factors" section on the Investor Relations website. Appendix D: TCFD index
GRI 201	201-3	Defined benefit plan obligations and other retirement plans	Refer to our Form 10-K "Note 8 Employee Benefit Plans" section on the Investor Relations website. Employee Benefits
GRI 201	201-4	Financial assistance received from the government	Refer to our Form 10-K "Notes to the Consolidated Financial Statements" and "Note 6 - Income Taxes" section on the Investor Relations website.
Market Presence 2016			
GRI 202	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	We do not disclose this information.
GRI 202	202-2	Proportion of senior management hired from the local community	We do not currently disclose this information. We focus on hiring the best and brightest individuals from the communities where we operate, for all levels of employment.

Appendix B: 2024 GRI Index

Procurement Practices 2016		Disclosure	2024 Response
GRI 204	204-1	Proportion of spending on local suppliers	We do not disclose this information.
Anti-Corruption 2016			
GRI 205	205-1	Operations assessed for risks related to corruption	We assess our global operations and suppliers for corruption risks, and our policies and training programs mitigate these risks.
GRI 205	205-2	Communication and training about anti-corruption policies and procedures	Our Code of Conduct and Anti-Bribery and Anti-Corruption Policies outline our processes. Communication and employee training are part of our anti-bribery and anti-corruption management program.
GRI 205	205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption.
Tax 2019			
GRI 207	207-1	Approach to tax	Global tax policy
GRI 207	207-2	Tax governance, control, and risk management	a. Global tax policy b. Employees can raise concerns via our 24-hour-a-day, multiple-language hotline, which is accessible online and by telephone. Concerns can be raised anonymously or confidentially. c. Our financial auditor certifies our tax provision and is referenced in our 10-K available on the Investor Relations website
GRI 207	207-3	Stakeholder engagement and management of concerns related to tax	a. Global tax policy b. and c. Our approach to public policy on tax, while including the views and concerns of stakeholders, is done through tax policy groups.
GRI 207	207-4	Country-by-country reporting	We currently do not disclose this information.

Appendix B: 2024 GRI Index

Materials 2016		Disclosure	2024 Response
GRI 301	301-1	Materials used by weight or volume	We do not disclose this information.
GRI 301	301-2	Recycled input materials used	We do not currently use recycled materials in our products and services, but we strive to repurpose hardware at the end of its life and recycle equipment where possible.
GRI 301	301-3	Reclaimed products and their packaging materials	We do not disclose the percentage of reclaimed products and packaging materials. However, we sometimes reuse hardware for spare parts to maintain customer system availability and reduce capital infrastructure requirements, depending on availability and regulatory constraints. In 2024, we resold 124 servers, repurposing about 17,364 lbs. We also prioritize bulk packaging and reuse shipping materials across our supply chain.
Energy 2016			
GRI 302	302-1	Energy consumption within the organization	Appendix A: ESG performance
GRI 302	302-2	Energy consumption outside of the organization	We do not report energy consumption outside of the organization
GRI 302	302-3	Energy intensity	We do not report energy intensity
GRI 302	302-4	Reduction of energy consumption	33.8% reduction in energy consumption
GRI 302	302-5	Reductions in energy requirements of products and services	White paper: Predicting cloud data platforms carbon footprint for large data warehouses

Appendix B: 2024 GRI Index

Water and Effluents 2018		Disclosure	2024 Response
GRI 303	303-1	Interactions with water as a shared resource	We collect water consumption data for our San Diego, California, and Miamisburg, Ohio facilities. Our San Diego headquarters, located in a semi-arid region, faces water scarcity challenges. Our San Diego data lab runs continuously, generating significant heat. We use water chillers to cool the environment, which drives most of our water use. Our cooling needs depend on external temperatures. Appendix C: SASB
GRI 303	303-2	Management of water discharge-related impacts	We discharge our wastewater into municipal wastewater disposal systems and have not been subject to any fines or violations. Appendix C: SASB
GRI 303	303-3	Water withdrawal	Teradata does not report water withdrawal.
GRI 303	303-4	Water discharge	Teradata does not report water discharge.
GRI 303	303-5	Water consumption	Appendix A: ESG performance Appendix C: SASB

Emissions 2016			
GRI 305	305-1	Direct (scope 1) GHG emissions	Appendix A: ESG performance Appendix D: TCFD index
GRI 305	305-2	Energy indirect (scope 2) GHG emissions	Appendix A: ESG performance Appendix D: TCFD index
GRI 305	305-3	Other indirect (scope 3) GHG emissions	Appendix A: ESG performance Appendix D: TCFD index
GRI 305	305-4	GHG emissions intensity	Teradata does not report emission intensity.
GRI 305	305-5	Reduction of GHG emissions	38.4% reduction in scope 1 and 2 location-based emissions
GRI 305	305-6	Emissions of ozone-depleting substances (ODS)	Teradata does not emit ozone-depleting substances (ODS).
GRI 305	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Teradata does not emit nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions.

Appendix B: 2024 GRI Index

Waste 2020		Disclosure	2024 Response
GRI 306	306-1	Waste generation and significant waste-related impacts	Our San Diego campus generates various types of waste, including paper, plastic, metal, glass, wood, kitchen, and general office waste, including that from tenants. We examine sourcing, usage patterns, and disposal methods to find innovative ways to reduce consumption and waste.
GRI 306	306-2	Management of significant waste-related impacts	Teradata is committed to preventing waste generation through various actions, including reusing materials and leveraging recycling outlets to reduce landfill waste. We see waste reduction as an opportunity to enhance our customer experience by repurposing hardware at the end of its life and making our customer events more sustainable. 　To manage significant impacts from waste, we apply our Core Principles to integrate sustainability into our operations and empower our employees to create meaningful change within and beyond our walls. In 2024, Teradata's Green Agenda Inclusion Community led multiple initiatives to demonstrate and inspire sustainability in action, including an Earth Day panel to discuss why sustainability is crucial for Teradata, our customers, and us as individuals.
GRI 306	306-3	Waste generated	Appendix A: ESG performance
GRI 306	306-4	Waste diverted from disposal	Appendix A: ESG performance
GRI 306	306-5	Waste directed to disposal	Appendix A: ESG performance
Supplier Environmental Assessment 2016			
GRI 308	308-1	New suppliers that were screened using environmental criteria	100% of all manufacturing partners are required to comply with ISO 14001.
GRI 308	308-2	Negative environmental impacts in the supply chain and actions taken	Teradata is not aware of any negative environmental impacts from our supply chain in 2024.
Employment 2016			
GRI 401	401-1	New employee hires and employee turnover	Appendix A: ESG performance
GRI 401	401-2	Benefits provided to full-time employees	Employment Benefits
GRI 401	401-3	Parental leave	We provide our employees with parental leave that meets or exceeds local regulatory requirements, but our offerings vary by location. We do not disclose parental leave data.

Appendix B: 2024 GRI Index

Occupational Health and Safety 2018		Disclosure	2024 Response
GRI 403	403-1	Occupational health and safety management system	Teradata Team Safety Handbook Health and Safety Policy
GRI 403	403-2	Hazard identification, risk assessment, and incident investigation	Teradata Team Safety Handbook Health and Safety Policy
GRI 403	403-3	Occupational health services	Teradata Team Safety Handbook Health and Safety Policy
GRI 403	403-4	Worker participation, consultation, and communication on occupational health and safety	Teradata Team Safety Handbook Health and Safety Policy
GRI 403	403-5	Worker training on occupational health and safety	Teradata Team Safety Handbook Health and Safety Policy
GRI 403	403-6	Promotion of worker health	Employment Benefits Health and Safety Policy
GRI 403	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Teradata Team Safety Handbook Health and Safety Policy
GRI 403	403-8	Workers covered by an occupational health and safety management system	Teradata Team Safety Handbook Health and Safety Policy
GRI 403	403-9	Work-related injuries	Teradata completes OSHA Work-Related Injuries and Illnesses Form 300. In 2024, there were three recordable injuries and zero fatal work-related accidents for our workers or contractors.
GRI 403	403-10	Work-related ill health	The main cause of employee ill health is poor ergonomics. Each incident is documented and corrective and/or preventative measures are put in place.

Appendix B: 2024 GRI Index

Training and Education 2016		Disclosure	2024 Response
GRI 404	404-1	Average hours of training per year per employee	Appendix A: ESG performance
GRI 404	404-2	Programs for upgrading employee skills and transition assistance programs	Employees receive job-specific training and access to professional development programs from day one. These opportunities help employees develop their skills according to their interests and career goals. During onboarding, new hires learn about Teradata's culture, flexible work environments, safety, ethics, community outreach, and innovation. New employees and contingent workers must complete Teradata's Code of Conduct, Harassment and Discrimination Prevention, and Security Awareness training within their first 30 days. We offer numerous online learning resources: • Teradata University: Over 275 courses to build skills and capabilities • CareerU: Resources to support career development and growth • LinkedIn Learning: Access to over 16,000 courses in seven languages
GRI 404	404-3	Percentage of employees receiving regular performance and career development reviews	94.2% (average completion rate of quarterly employee performance conversations)
Diversity and Equal Opportunity 2016			
GRI 405	405-1	Diversity of governance bodies and employees	Appendix A: ESG performance
GRI 405	405-2	Ratio of basic salary and remuneration of women to men	We do not disclose this information.
Non-Discrimination 2016			
GRI 406	406-1	Incidents of discrimination and corrective actions taken	We track any discrimination allegations, conduct thorough review, and take appropriate remedial measures. We consider this confidential information and do not report it publicly.
Freedom of Association and Collective Bargaining 2016			
GRI 407	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Code of Conduct UK MSA AUS Modern Slavery Statement Supplier Code of Conduct

Appendix B: 2024 GRI Index

Child Labor 2016		Disclosure	2024 Response
GRI 408	408-1	Operations and suppliers at significant risk for incidents of child labor	Code of Conduct UK MSA AUS Modern Slavery Statement Supplier Code of Conduct
Forced or Compulsory Labor 2016			
GRI 409	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Code of Conduct UK MSA AUS Modern Slavery Statement Supplier Code of Conduct
Supplier Social Assessment 2016			
GRI 414	414-1	New suppliers that were screened using social criteria	We do not currently disclose the percentage of new suppliers screened using social criteria. Our RFPs include a section on ESG, asking companies about their GHG reduction targets, Climate Pledge alignment, certifications, and programs.
GRI 414	414-2	Negative social impacts in the supply chain and actions taken	Teradata is not aware of any negative social impacts from our supply chain in 2024.
Public Policy 2016			
GRI 415	415-1	Political contributions	Teradata does not participate in any political contributions or activities

Appendix B: 2024 GRI Index

Marketing and Labeling 2016		Disclosure	2024 Response
GRI 417	417-1	Requirements for product and service information and labeling	Teradata hardware systems comply with all regulatory requirements for the countries where they are sold. • EU RoHS • EU REACH • EU ELV • EU WEEE • Responsible Mineral Sourcing
GRI 417	417-2	Incidents of non-compliance concerning product and service information and labeling	Teradata has not had any non-compliance with regulations concerning product information and labeling.
GRI 417	417-3	Incidents of non-compliance concerning marketing communications	There have been minor incidents of non-compliance which were promptly rectified.
Customer Privacy 2016			
GRI 418	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There have been no complaints—substantiated or otherwise—concerning breaches of privacy involving customer data, including but not limited to and losses of customer data.

Appendix C: 2024 Sustainability Accounting Standards Board (SASB)

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

Table 1. Sustainability Disclosure Topics & Metrics					
Topic	**Code**	**Metric**	**Category**	**Unit of Measure**	**2024 Response**
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	gigajoules (GJ)	1. 94,482
				percentage (%)	2. 100%
				percentage (%)	3. 93.7%
	TC-SI-130a.2	(1) total water withdrawn, (2) total water consumed; percentage of each in regions with high or extremely high baseline water stress	Quantitative	thousand cubic meters (m³), percentage (%)	1. Teradata does not report water withdrawal. 2. Approximately 29.9 m³ of water is consumed across two facilities, with the majority at our San Diego, CA campus. According to the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct, San Diego is identified as an "extremely high" water risk area, representing 99% of our total water risk.
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data centre needs	Discussion and Analysis	n/a	We've driven efficiency in both our software and data labs to improve performance while lowering environmental impact. VantageCloud optimizes power consumption and resources with predictive workload configuration, ensuring high utilization rates and reduced energy use per query. We don't own a data center; instead, we have a data lab for R&D, testing, and customer support, which underwent significant consolidation in 2022 and 2023. In 2024, the team remained focused on efficiency and found additional opportunities to modernize and repurpose equipment, reducing our net power use by 8.57%.

Appendix C: 2024 Sustainability Accounting Standards Board (SASB)

Table 1. Sustainability Disclosure Topics & Metrics (cont'd)					
Topic	**Code**	**Metric**	**Category**	**Unit of Measure**	**2024 Response**
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to behavioural advertising and user privacy	Discussion and Analysis	n/a	Our global Privacy Statement guides our actions to protect the personal data of our customers, partners, employees, and other third parties. This policy outlines standards that meet and often exceed data protection laws worldwide. We comply with laws, individual rights, and best practices related to privacy and data protection, including the EU's General Data Protection Regulation (GDPR) and the California Consumer Privacy Act, and only use data for legitimate business purposes. The privacy team manages policies, processes, and internal controls to ensure regulatory compliance, including handling privacy complaints and inquiries. Teradata regularly updates its practices to maintain high standards for data management.
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	Quantitative	number	0—there have been no complaints substantiated or otherwise—concerning repurposing of personal data.
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy[1]	Quantitative	presentation currency	$0—there have been no legal proceedings associated with user privacy.
	TC-SI-220a.4	(1) number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Quantitative	number, percentage (%)	1. 0 2. 0 3. 0% There have been no law enforcement requests for any user's information.
	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring[2]	Discussion and Analysis	n/a	Based on our current understanding there are no countries monitoring, blocking, content filtering, or censoring our core products and service.

Appendix C: 2024 Sustainability Accounting Standards Board (SASB)

Table 1. Sustainability Disclosure Topics & Metrics (cont'd)					
Topic	Code	Metric	Category	Unit of Measure	2024 Response
Data Security	TC-SI-230a.1	(1) number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected[3]	Quantitative	number, percentage (%)	Teradata does not specifically disclose TC-SI-230a.1. Any material losses would be disclosed in our 10-K filings found on our <u>Investor Relations website</u>.
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	n/a	Teradata employs a comprehensive strategy to identify and address data security risks, leveraging best-in-class technologies and processes. This approach includes: • **Maintaining high standards:** Teradata reduces risk and simplifies security in a complex regulatory environment by following all guidelines and seeking certifications whenever available. • **Robust security measures:** Teradata implements rigorous security practices, including encryption, access controls, and continuous monitoring to protect against unauthorized access and data breaches. • **Threat detection and response (TDR):** Teradata uses effective TDR solutions for comprehensive network visibility, real-time threat detection, automated response capabilities, and integration with existing security tools. • **Continuous improvement:** Teradata continually assesses and updates its security policies and processes to adapt to evolving threats and regulatory requirements.

Appendix C: 2024 Sustainability Accounting Standards Board (SASB)

Table 1. Sustainability Disclosure Topics & Metrics (cont'd)					
Topic	**Code**	**Metric**	**Category**	**Unit of Measure**	**2024 Response**
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore[4]	Quantitative	percentage (%)	1. At the end of 2024, 20.6% of employees were foreign nationals. 2. At the end of 2024, the percentage of employees located offshore from Teradata's country of domicile (U.S.) was 8.3% of our workforce in Americas, 49.0% in APJ, and 13.6% in EMEA.
	TC-SI-330a.2	Employee engagement as a percentage[5]	Quantitative	percentage (%)	In 2024, we received an employee engagement score of 76 points from our annual Engagement Pulse survey. The score is a weighted average based on responses to the following two questions: • How happy are you working at Teradata? • I would recommend Teradata as a great place to work.
	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees[6]	Quantitative	percentage (%)	The management groups listed here adhere to the SASB definitions and may not exactly match numbers shared earlier in the report for that reason, namely 1) executives, senior level officials, and people managers; 2) all technical staff; and 3) all other employees not included in the first group. We do not currently report the representation for technical staff, nor do we report on ethnicity outside of the U.S. 1. Management • Gender: 27.8% women (global) • Asian: 19.4% (U.S. only) • Black or African American: 5.9% (U.S. only) • Hispanic or Latinx: 3.8% (U.S. only) • Other: 9.1% (U.S. only) 2. Technical staff: We do not currently report on representation for technical staff. 3. All other employees • Gender: 28.5% women (global) • Asian: 30.2% (U.S. only) • Black or African American: 6.2% (U.S. only) • Hispanic or Latinx: 5.7% (U.S. only) • Other: 7.6% (U.S. only)

Appendix C: 2024 Sustainability Accounting Standards Board (SASB)

Topic	Code	Metric	Category	Unit of Measure	2024 Response
Table 1. Sustainability Disclosure Topics & Metrics (cont'd)					
Intellectual Property Protection & Competitive Behaviour	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations[7]	Quantitative	presentation currency	Teradata does not specifically disclose TC-SI-520a.1. Any material losses would be disclosed in our 10-K filings found on our Investor Relations website.
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime[8]	Quantitative	number, days	Teradata does not specifically disclose TC-SI-550a.1. This type of information is discussed on a per-customer basis or as part of the regular Cloud Customer Advisory Board.
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	n/a	Teradata's potential risks associated with technology disruptions affecting our San Diego data center or cloud-based services are detailed in our 10-K, Item 1A. "RISK FACTORS" found on our Investor Relations website. Teradata's Business Continuity Program is aligned with international standards such as ISO 22301 and takes direction from the PAS-56 standard.

Appendix C: 2024 Sustainability Accounting Standards Board (SASB)

Table 2. Activity Metrics				
Code	Metric	Category	Unit of Measure	2024 Response
TC-SI-000.A	(1) number of licenses or subscriptions, (2) percentage cloud-based	Quantitative	number, percentage (%)	Teradata uses different KPIs to communicate our business performance to investors than those suggested by SASB. Teradata's KPIs are included in our annual Form 10-K and quarterly 10-Q filings found on our Investor Relations website.
TC-SI-000.B	(1) data processing capacity, (2) percentage outsourced[9]	Quantitative	unit of measure	
TC-SI-000.C	(1) amount of data storage, (2) percentage outsourced[10]	Quantitative	petabytes, percentage (%)	

SASB Footnotes

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

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

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

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

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

6 Note to TC-SI-330a.3—The entity shall describe its policies and programs for fostering equitable employee representation across its global operations.

7 Note to TC-SI-520a.1—The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.

8 Note to TC-SI-550a.1—Disclosure shall include a description of each significant performance issue or service disruption and any corrective actions taken to prevent future disruptions.

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

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

Appendix D: 2024 Task Force on Climate-Related Financial Disclosures (TCFD)

The growing demand for actionable, climate-related information has spurred several disclosure standards that support greater accountability and transparency. The Task Force on Climate-Related Financial Disclosures (TCFD), established in late 2015, is structured around four themes that represent core operational elements: governance, strategy, risk management, and climate-related metrics and targets.

This is our fourth year reporting on the TCFD's recommendations in our ESG Report, which now includes information on key risks identified through our first-ever climate scenario analysis conducted in 2024. The TCFD disclosure received limited assurance, with more details in Appendix E.

Governance	2024 Response
Disclose the organization's governance around climate-related risks and opportunities.	
a. Describe the board's oversight of climate-related risks and opportunities.	Teradata remains committed to continuously enhancing our governance framework, integrating ESG considerations into corporate decision-making, and fostering long-term value creation for our stakeholders.
	At Teradata, our Board of Directors plays a critical role in informed risk oversight, ensuring that climate-related and broader ESG risks are integrated into our strategic decision-making. The Board evaluates our business operations and risk appetite within the context of long-term sustainability, financial performance, and ESG commitments. This includes continuous assessment of regulatory developments, stakeholder expectations, and industry best practices to maintain resilience and accountability.
	The Nominating and Governance Committee oversees the company's climate-related policies, strategy, and progress. This includes reviewing and monitoring ESG-related goals, aligning with regulatory frameworks, and driving corporate responsibility initiatives. The committee receives quarterly updates from management on progress toward goals, ESG performance, risks, and opportunities.
	The Audit Committee oversees Teradata's Enterprise Risk and Assurance Services (ERAS) organization, ensuring a robust approach to identifying, monitoring, and mitigating climate-related risks. This includes evaluating financial and non-financial risks related to ESG, ensuring compliance with emerging disclosure requirements, and maintaining the integrity of climate-related reporting within public company filings. The committee also provides oversight of disclosure controls and procedures supporting our ESG commitments, reinforcing transparency and accountability.
	In addition to structured committee oversight, the full Board of Directors receives updates on business risks, including ESG-related challenges and opportunities, during plenary meetings. This structured governance approach enables proactive risk management, fosters sustainable business practices, and ensures alignment with evolving global ESG standards.

Appendix D: 2024 Task Force on Climate-Related Financial Disclosures (TCFD)

Governance (cont'd)	2024 Response
b. Describe management's role in assessing and managing climate-related risks and opportunities.	At Teradata, the Executive Leadership Team (ELT) is instrumental in overseeing, assessing, and mitigating climate-related risks and opportunities, ensuring alignment with the company's broader risk management framework and long-term sustainability goals. The ELT is responsible for executing Teradata's ESG strategy, integrating climate-related considerations into business operations, financial planning, and corporate decision-making. The Chief Administrative Officer (CAO) sponsors Teradata's Corporate Citizenship Council and ESG program, overseeing the development and implementation of ESG policies, strategies, and performance tracking. Climate-related initiatives are supported through structured governance mechanisms, including quarterly updates and ad hoc briefings that provide insights into climate action plans, regulatory developments, and emerging risks and mitigation strategies. Relevant ELT members engage in these discussions based on their areas of responsibility, ensuring informed decision-making and accountability at the highest levels. This integrated and proactive approach enables Teradata to effectively manage climate-related risks while identifying opportunities for sustainable growth and long-term value creation.

Appendix D: 2024 Task Force on Climate-Related Financial Disclosures (TCFD)

Strategy	2024 Response
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	

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

Teradata has completed its first climate risk assessment to identify climate-related risks and opportunities. The climate projections used in our climate risk assessment to assess physical risks are consistent with the International Panel on Climate Change (IPCC) representative concentration pathway (RCP) 4.5, climate scenario, a middle-of-the-road scenario consistent with a 2ºC rise in average global temperature above the modern climate normal. The report uses RCP 4.5 because it most closely follows current emissions trajectories based on global policy and is widely used. The report evaluates physical risks using RCP 4.5, as climate projections typically do not diverge significantly until after 2050, making it the most relevant scenario for near-term and mid-century analysis.

Teradata defines climate risks that are unlikely to have an impact until after 2035, and is referred to as Climate-term 10+ years. In addition, time-horizons differ from a strategic versus risk lens and defined as follows:

Strategic risk time horizon		Enterprise risk management time horizon	
Short-term	0–1 year	Immediate	0–6 months
Medium-term	1–3 years	Short-term	6–12 months
Long-term	10+ years	Long-term	1–10 years

Appendix D: 2024 Task Force on Climate-Related Financial Disclosures (TCFD)

Strategy (cont'd)	2024 Response
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Of the 29 risks evaluated, we identified one high risk and seven medium risks. The majority of our risks have a low risk rating due to our strong mitigation measures. We include four risks in the table below, selected based on their relevance to our business model and stakeholder concerns. The risks are presented as residual risks, including the one with the highest residual risk rating. Additionally, three medium residual risks are included: one physical risk and two transition risks related to AI energy consumption and scope 3 emissions.

Risk Type and Description	Risk Rating	Time Horizon	Impact to Teradata's Business	Mitigation Opportunity
Transition: Product delivery risk associated with changing environmental laws around the world, and Teradata's ability to monitor them.	High	**Strategic:** Short-term (0–1yr) **Risk:** Short-term (6–12 months)	Many countries are using environmental laws to try to stimulate their economies, which has led to increased regulation and protectionism. The laws are often written in the country's language and English translation may be inaccurate, further complicating compliance. As a result, Teradata has experienced difficulties in its ability to ship hardware to certain regions of the Middle East and Eastern EU.	Develop an environmental legislation monitoring protocol for countries in which Teradata ships products.
Transition: Financial risk associated with high and potentially increasing energy costs in San Diego due to the energy transition.	Medium	**Strategic:** Medium-term (1–3 yrs) **Risk:** Long-term (1–10 years)	Energy prices in California, and particularly within San Diego Gas & Electric's (SDG&E) operating area have increased significantly over the past decade. The development of our co-generation plant is expected to supply 69% of the required power at our San Diego headquarters. This significantly reduces the risk associated with rising purchased electricity costs. Financial risk remains due to the risk associated with price volatility of natural gas and the remaining 31% of electricity purchased from the grid.	Mitigation could be further improved by reducing data lab energy demand and downsizing San Diego headquarters.

Appendix D: 2024 Task Force on Climate-Related Financial Disclosures (TCFD)

Strategy (cont'd)	2024 Response				
	Risk Type and Description	**Risk Rating**	**Time Horizon**	**Impact to Teradata's Business**	**Mitigation Opportunity**
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. (cont'd)	**Physical:** Increased risk of supply chain disruptions due to natural disasters exacerbated by climate change.	Medium	**Strategic:** Medium-term (1–3 yrs) **Risk:** Long-term (1–10 years)	Supply chain disruptions may occur due to natural disasters exacerbated by climate change. Climate change is increasing the severity and frequency of many types of natural disasters, though the specific impacts vary by geography. Teradata has experienced disruptions from various weather events which have affected operations in the short-term.	Teradata's cloud-based business faces physical climate risks primarily through disruptions of third-party cloud service providers (CSPs) data centers, but most of the risk falls on the CSPs. Customers choose their CSPs and date center locations, allowing them to switch providers or locations if climate impacts cause frequent disruptions, which helps mitigate the risk. Given the likelihood of date center disruptions, Teradata continues to monitor these risks, minimizing impact on customer acquisition or retention.
	Transition: AI in customer facing products risk impacting scope 3 emissions.	Medium	**Strategic:** Medium-term (1–3 yrs) **Risk:** Long-term (1–10 years)	Teradata faces a transition risk from a technology and market perspective due to the impact of AI usage on scope 3 emissions in customer products. Many AI products and services require high energy consumption, and the widespread adoption of AI compounds this challenge.	Teradata focuses on optimizing cloud products for energy efficiency and major CSPs excel at managing energy-efficient data centers. There is an opportunity to collect metrics on AI-related energy usage, monitor CSP performance, and recommend more efficient CSPs based on the customer's location.

Teradata is committed to reducing our carbon footprint and transitioning to a low-carbon economy. We set a baseline in 2021 and established interim targets for energy consumption and scopes 1 and 2 emission reductions by 2025. Additionally, we focus on increasing our global renewable energy consumption.

While our current interim targets focus on reducing our operational footprint, our first CRA identified additional opportunities to reduce emissions in both upstream and downstream activities. We will explore these opportunities that may arise, and continue to assess and implement strategies that drive our transition to a low-carbon economy, as we strive for our net zero goal by 2050.

As we strive for our net zero goal by 2050, we will explore any opportunities that arise and continue to assess and implement strategies that drive our transition to a low-carbon economy.

Appendix D: 2024 Task Force on Climate-Related Financial Disclosures (TCFD)

Strategy (cont'd)	2024 Response
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Guided by our strategy as the connected multi-cloud data platform for enterprise analytics, Teradata invests in solutions to minimize energy consumption and emissions throughout our value chain. To mitigate climate-related risks, we have established a roadmap with four levers: carbon accounting completeness and accuracy, operational emissions, supply chain emissions, and downstream emissions. Please see our <u>stewardship pillar highlights</u> for details on progress in each of these levers. Our first climate risk assessment and scenario analysis, consistent with a 2°C rise, revealed that most risks are transitional due to minimal infrastructure ownership and a remote-first workplace. With only one owned facility and over 90% of our workforce operating remotely, our facility location and mitigation plans, along with our Flexible Workplace Policy effectively manages physical and workforce climate-related risks. As risks and opportunities evolve, we continuously evaluate climate-related risks and integrate findings into our business resilience strategy. Risks are discussed biweekly within the Stewardship pillar and quarterly at the Corporate Citizenship Council.

Appendix D: 2024 Task Force on Climate-Related Financial Disclosures (TCFD)

Risk Management	2024 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.	Teradata integrates climate-related risks into its enterprise risk management (ERM) framework to enhance resilience, align with regulatory expectations, and ensure compliance with established risk appetites. As part of this commitment, we recently completed our first Climate Risk Assessment (CRA), establishing a structured approach to identifying, assessing, and prioritizing climate-related risks. The CRA aligns with industry best practices and incorporates quantitative and qualitative analysis from multiple sources, including regulatory developments, GHG emissions data to assess our scopes 1, 2, and 3 footprint, scenario analysis to evaluate workforce, physical and transition risks, and stakeholder input. Using our enterprise risk rating methodology, risks were categorized as physical (e.g., extreme weather, resource scarcity) or transition (e.g., policy, market, technological, reputational). Each was assessed for severity—high, medium, or low—based on financial and operational impact, and classified by time horizon as short-, medium-, or long-term to ensure alignment with business planning. The CRA serves as a foundation for ongoing risk monitoring, regulatory compliance, and proactive mitigation strategies, supporting Teradata's long-term climate resilience. The CRA was reviewed by senior leadership and governance committees to ensure integration into corporate strategy, business continuity planning, and ESG disclosures.
b. Describe the organization's processes for managing climate-related risks.	Teradata embeds climate risk management within its ERM program, ensuring a structured approach to identifying, mitigating, and monitoring risks that impact business strategy and operations. Enterprise-wide risk assessments are performed quarterly or as necessary with reporting to the Risk Steering Committee (RSC), Executive Leadership Team (ELT) and Audit Committee (AC). Our climate-related risk management approach includes: • Cross-functional oversight: Governance committees oversee the integration of climate risks into corporate strategy, financial planning, and operational decision-making. • Regulatory compliance and disclosure: Ensuring adherence to climate-related reporting frameworks and disclosure requirements. • Risk mitigation strategies: Implementing proactive measures to address identified climate risks, including operational resilience planning and emissions reduction initiatives. By embedding climate risk management into our broader ERM framework, we enhance business resilience, regulatory compliance, and long-term value creation.

Appendix D: 2024 Task Force on Climate-Related Financial Disclosures (TCFD)

Risk Management (cont'd)	2024 Response
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Climate-related risks are integrated into Teradata's enterprise risk management framework, ensuring that environmental factors are systematically evaluated alongside financial, operational, and strategic risks. The CRA has further strengthened our approach by enhancing the enterprise risk register to capture climate-specific insights. We are in the process of enhancing our climate-related risk integration by implementing a structured, four-step process: 1. **Establishment of a comprehensive climate risk framework:** Defining a methodology for identifying and prioritizing climate-related risks, assessing their financial, operational, and reputational impacts 2. **Integration of climate projections into risk management**: Leveraging scenario analysis and climate modeling to enhance risk understanding and enable proactive decision-making 3. **Development of climate resilience and adaptation strategies:** Implementing targeted risk mitigation strategies aligned with our corporate risk appetite and ESG commitments. 4. **Strengthening governance and reporting on climate risks**: Enhancing climate risk oversight, accountability, and ESG disclosures to improve transparency and stakeholder confidence By embedding these processes into our ERM framework, we ensure that climate risks are systematically identified, assessed, and managed as part of our broader business continuity and sustainability strategy.

Appendix D: 2024 Task Force on Climate-Related Financial Disclosures (TCFD)

Metrics and Targets	2024 Response
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	In Appendix A: ESG performance, we report our emissions, energy, water, and waste data. To assess climate-related risks and opportunities, we set reduction targets of 34% for scopes 1 and 2 emissions and 30% for energy reduction by year-end 2025 from a 2021 baseline. These interim targets focused on areas under our operational control, and both goals were met one year early. In 2024, we received limited assurance from a third-party auditor on our scopes 1 and 2 emissions for the second consecutive year. For the first time, we also received limited assurance on our scope 3 emissions. Please see Appendix E for the specific data points subject to assurance. This year, we re-baselined our emissions due to a greater than 10% change, per our Inventory Management Plan criteria, based on the following updates: • Reclassified our leased assets (facilities) from scopes 1 and 2 to scope 3, category 8 based on operational control criteria • Reclassified assets where Teradata is the lessor, moving the energy and emissions to scope 3, category 13 • Updated our market-based (MB) emissions methodology and emissions factors • Included estimated refrigerant usage for all leased facilities We will set new targets, exploring the opportunities identified from our CRA in both our upstream and downstream activities to support continued progress. Teradata does not set a carbon price on our operations or our products and services.
b. Disclose scope 1, scope 2, and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and related risks.	See Appendix A: ESG performance See Appendix E: 2024 limited assurance statements
c. Describe the targets used by the organization to manage climate-related risks and opportunities, and the organization's performance against these targets.	Our goal to reduce our emissions by 34% and 30% energy consumption by 2025 (compared to a 2021 baseline) was met one year early through consolidation of our real estate footprint. We also set a net zero goal by 2050 that we are working towards by identifying opportunities for the next 10 years while remaining agile to changing requirements or opportunities. Our ten-year roadmap will be monitored and updated regularly. We set a goal to achieve carbon neutrality by the end of 2024. However, in 2024, we decided to pause our efforts toward this goal. Our carbon neutrality definition aligns with the United Nations' standards. The UN advised against using carbon offsets for carbon neutrality due to lack of regulation in the offset market, and the uncertainty of the quality and effectiveness of carbon offset projects. To ensure proper governance and risk mitigation, we decided to continue reducing our emissions while forgoing the purchase of carbon offsets necessary to achieve carbon neutrality. We will continue to monitor the feasibility of achieving carbon neutrality and focus on reducing emissions wherever possible.

Appendix E: 2024 limited assurance statements

Independent Assurance Report

ERM CVS

Independent Limited Assurance Report

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Teradata Operations, Inc. and its Affiliates ("Teradata") to provide limited assurance in relation to the Selected Information set out below and presented in the Teradata 2024 ESG Report (the "Report").

ENGAGEMENT SUMMARY

Scope of our assurance engagement	Whether the following Selected Information is fairly presented in the Report, in all material respects, in accordance with the reporting criteria. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report unless otherwise noted.
Selected Information	**GHG Emissions** • Total Scope 1 GHG emissions [MT CO₂e] • Total Scope 2 GHG emissions (location-based) [MT CO₂e] • Total Scope 2 GHG emissions (market-based) [MT CO₂e] • Total Scope 1 and Scope 2 GHG emissions (location-based) [MT CO₂e] • Total Scope 1 and Scope 2 GHG emissions (market-based) [MT CO₂e] • Total Scope 3 GHG emissions [MT CO₂e] comprised of the following categories: 　◦ Category 1. Purchased Goods and Services 　◦ Category 2. Capital Goods 　◦ Category 3 – Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 　◦ Category 4 – Upstream Transportation and Distribution 　◦ Category 5 – Waste Generated in Operations 　◦ Category 6 – Business Travel 　◦ Category 7 – Employee Commuting 　◦ Category 8 – Upstream Leased Assets 　◦ Category 9 – Downstream Transportation and Distribution 　◦ Category 11 – Use of Sold Products 　◦ Category 12 – End-of-Life Treatment of Sold Products 　◦ Category 13 – Downstream Leased Assets

Energy
- Total energy consumption [MWh]
- Total renewable energy [MWh]

People Metrics
- Employee by gender [%]
- Employee gender by region [%]
- Employee gender by role [%]
- United States race and ethnicity [%]
- United States employee race and ethnicity by role [%]
- Employee hiring [%]
- Employee hiring by role and gender [%]
- Remuneration: CEO pay ratio [Ratio]

Climate-related Financial Disclosures (TCFD)
- Narrative climate disclosures in Task Force on Climate-Related Financial Disclosures (TCFD) appendix

ENGAGEMENT SUMMARY (CONTINUED)

Reporting periods	• 1 January 2024 – 31 December 2024 • 1 January 2023 – 31 December 2023 for Scope 1, 2 and Energy metrics only
Reporting criteria	• Teradata's Basis of Reporting (available at: https://www.teradata.com/getattachment/6a4a1e03-6237-4daf-a43f-0c50dc948fa5/2025_Basis_of_reporting-FINAL.pdf) • The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissions • GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015)) for Scope 2 GHG emissions • The Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WBCSD/WRI 2011) for Scope 3 GHG emissions 　◦ Implementing the Recommendations of the Task Force on Climate-related Financial Disclosures (October 2021)
Assurance standard and level of assurance	We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'. The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.
Respective responsibilities	Teradata is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Selected Information. ERM CVS' responsibility is to provide a conclusion to Teradata on the agreed assurance scope based on our engagement terms with Teradata, the assurance activities performed and exercising our professional judgement.

OUR CONCLUSION

Based on our activities, as described on the next page, nothing has come to our attention to indicate that the Selected Information is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

OUR ASSURANCE ACTIVITIES

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Selected Information;
- Interviewing management representatives responsible for managing the Selected Information;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Reviewing samples of documentary evidence, including internal and external documents, relating to the assertions made regarding sustainability performance and activities in the Report;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2023 and 2024 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Conducting a virtual visit to San Diego Teradata facility in California, USA to review source data and local reporting systems and controls;
- Evaluating the conversion and emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.

ERM CVS

July, 31 2025
Malvern, PA

ERM Certification & Verification Services Incorporated
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THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Teradata in any respect.

Appendix E: 2024 limited assurance statements

Assured Data		2024
Employee by gender (HC)[3]		
Women		28.4%
Men		70.8%
Employee gender by region (HC)[3]		
Americas	Women	30.8%
	Men	68.1%
APJ	Women	27.0%
	Men	72.8%
EMEA	Women	26.9%
	Men	71.0%
Employee gender by role (HC)[3]		
Executive	Women	31.0%
	Men	65.5%
People manager	Women	27.7%
	Men	71.7%
Individual contributor	Women	28.5%
	Men	70.7%

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

Appendix E: 2024 limited assurance statements

Assured Data (cont'd)		2024
United States race and ethnicity (HC)		
White (not Hispanic or Latinx)		52.9%
Asian (not Hispanic or Latinx)		27.8%
Hispanic or Latinx		5.2%
Black or African American (not Hispanic or Latinx)		6.1%
Native American or Alaska Native (not Hispanic or Latinx)		0.6%
Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)		0.4%
Two or more races (not Hispanic or Latinx)		2.6%
Undeclared		4.3%
United States employee race and ethnicity by role[4]		
Executive	White (not Hispanic or Latinx)	87.0%
	Asian (not Hispanic or Latinx)	0.0%
	Hispanic or Latinx	0.0%
	Black or African American (not Hispanic or Latinx)	4.3%
	Native American or Alaska Native (not Hispanic or Latinx)	0.0%
	Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)	0.0%
	Two or more races (not Hispanic or Latinx)	4.3%
	Undeclared	4.3%

4 Role is defined as follows: Executive: Senior VP and above; People Manager: Supervisor—VP people manager roles; Individual Contributor: All levels below Senior VP individual contributor roles.

Appendix E: 2024 limited assurance statements

Assured Data (cont'd)		2024
United States employee race and ethnicity by role[4] (cont'd)		
People manager	White (Not Hispanic or Latinx)	60.2%
	Asian (Not Hispanic or Latinx)	20.6%
	Hispanic or Latinx	4.0%
	Black or African American (Not Hispanic or Latinx)	6.0%
	Native American or Alaska Native (Not Hispanic or Latinx)	0.9%
	Native Hawaiian or Other Pacific Islander (Not Hispanic or Latinx)	0.3%
	Two or more races (Not Hispanic or Latinx)	2.3%
	Undeclared	5.7%
Individual contributor	White (not Hispanic or Latinx)	50.3%
	Asian (not Hispanic or Latinx)	30.2%
	Hispanic or Latinx	5.7%
	Black or African American (not Hispanic or Latinx)	6.2%
	Native American or Alaska Native (not Hispanic or Latinx)	0.5%
	Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)	0.5%
	Two or more races (not Hispanic or Latinx)	2.6%
	Undeclared	4.0%

4 Role is defined as follows: Executive: Senior VP and above; People Manager: Supervisor—VP people manager roles; Individual Contributor: All levels below Senior VP individual contributor roles.

Appendix E: 2024 limited assurance statements

Assured Data (cont'd)	2024		2024
Employee hiring (HC)			
Global employee hiring		Americas	48.4%
		APJ	36.4%
		EMEA	15.2%
Employee hiring by role[4] and gender[3]			
Executive	0.0%	Women	0.0%
		Men	100.0%
People manager	33.3%	Women	33.3%
		Men	66.7%
Individual contributor	33.6%	Women	33.6%
		Men	64.1%
Remuneration			
CEO pay ratio	255:1		255:1

3 Values may not total 100% as gender data is shared through voluntary self-reporting
4 Role is defined as follows: Executive: Senior VP and above; People Manager: Supervisor—VP people manager roles; Individual Contributor: All levels below Senior VP individual contributor roles.

Appendix E: 2024 limited assurance statements

Assured Data (cont'd)	2023	2024
Carbon footprint (MTCO$_2$e)		
Scope 1 GHG emissions	380	359
Scope 2 (location-based) GHG emissions	6,101	5,512
Scope 2 (market-based) GHG emissions	2,906	436
Scope 3 GHG emissions[5]		65,417
Energy (MWh)		
Total energy consumption	25,496	27,809
Total renewable energy	22,976	24,691
TCFD disclosure		
Governance		
Strategy		See Appendix D: TCFD
Risk		
Metrics and targets		See carbon footprint above

5 Total Scope 3 GHG emissions is comprised of categories 1–9 and 11–13

Note to readers

This report details our performance on ESG topics and contains nonfinancial disclosures covering the period from January 1, 2024, through December 31, 2024, unless otherwise stated. The inclusion of information contained in this report should not be construed as a characterization of the materiality or fiscal impact of that information. Our financial disclosures for this period can be found in our 2024 Annual Report on Form 10-K.

This report covers all of Teradata's operations included in the 2024 financial statements unless otherwise stated. Where relevant, data measurement techniques, the bases of calculations and changes in the basis for reporting or reclassifications of previously reported data are included as footnotes. Nonfinancial information is subject to measurement uncertainties resulting from limitations inherent in the nature of, and the methods used for determining, such data. Some of our disclosures in this report are based on assumptions due to these inherent measurement uncertainties. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Forward-looking statements

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

Forward-looking statements in this report include our short- and long-term goals and commitments and potential future endeavors and aspirations. Forward-looking statements involve risks, uncertainties, and other factors beyond Teradata's control, including those described in our filings with the SEC, which can cause expected results to differ from the actual results that could cause actual results to differ materially. Readers should not place undue reliance on forward-looking statements, as they're subject to change based on developments in standards for measuring progress, the evolution of internal controls and processes, and assumptions that are subject to change in the future. For these reasons, Teradata does not undertake any obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.