

teradata.

2023 ESG Report



Teradata 2023 ESG Report

Leadership letters →	3	About this report →	5	About Teradata →	8	ESG at Teradata →	17
A message from our CEO →		Report overview →		Teradata at a glance →		ESG overview →	
A message from our ESG sponsors →		2023 ESG awards and recognitions →		Product portfolio →		ESG strategy and commitments →	
				Product recognition →		ESG governance →	
				Teradata Core Principles →			
Data →	22	People →	38	Stewardship →	67	Integrity →	84
Product sustainability →		People progress →		Environmental progress →		Corporate governance →	
Data privacy →		Our culture →		Carbon footprint →		Ethics and compliance →	
Data security →		Diversity, equity, and inclusion →		Energy →		Enterprise risk management →	
The power of data in the ESG landscape →		Supporting our people →		Water →		Increasing transparency →	
ESG customer impact stories →		Hiring and recruitment →		Waste →		Responsible supply chain →	
		Retention →		Sustainability in action →			
		Community outreach →					
Moving forward →	101	Appendices →	103				
Conclusion →		Appendix A: ESG performance →		Appendix F: Scope 3 variances →			
		Appendix B: GRI index →		Appendix G: 2023 scopes 1 and 2 limited assurance →			
		Appendix C: SASB →		Note to readers →			
		Appendix D: TCFD →		Forward looking statements →			
		Appendix E: UN Global Compact →					

A message from our CEO



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, our customers face intense demands for data, operational efficiency, and cost consciousness, including their ESG ambitions. As ESG regulations evolve, these demands will keep growing and further shaping an organization's impact. What I am most proud of is that not only does Teradata make a positive impact by advancing our ESG ambitions, but we also 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. Teradata's ESG report has included more robust disclosures each year, and I'm pleased that we took an important step forward in

2023 by obtaining third party limited assurances on our scopes 1 and 2 greenhouse gas emissions.

In 2023, we aligned to specific opportunities and challenges material to our business so we could set ambitious ESG goals to drive positive impact. Through our employees' hard work and commitment, we made great progress by fostering a culture of trust and inclusivity, advancing our environmental stewardship, and enhancing our governance structures to drive better decision-making. I'm pleased to say we're advancing our workforce's engagement, diversity, and well-being while continuing to reduce our energy use and emissions.

Just as our industry stands at an inflection point, so does our world. We're excited to leverage our strengths and expertise to drive positive impact through data, analytics, and trusted AI. Teradata is committed to this journey. The road ahead requires accountability. We look forward to positively contributing our time, talent, and passion for customers, and other stakeholders who all need trusted information.

A handwritten signature in black ink that reads "Steve". The signature is fluid and cursive.

Steve McMillan

A message from our ESG sponsors



Molly Treese

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



Claire Bramley

Chief Financial Officer, and Co-Executive Sponsor of Teradata's ESG Program

At Teradata, ESG is a company-wide effort that touches all of us. The depth and breadth of our ESG journey reflects the broad talent and commitment within our workforce.

We're thrilled about the great progress we made in 2023. Our four ESG strategic pillars of **Data, People, Stewardship, and Integrity** focused our efforts on areas where we believe we can make the most material impact. Each ESG pillar is led by a senior leader and includes dedicated specialists that work cross-functionally to advance our strategic ESG commitments and goals. Through our ESG pillars, our employees drove our ESG success with unwavering focus in 2023 and will be instrumental in fulfilling our ambitious commitments going forward.

Data

To give our customers insights on their scopes 1, 2, and 3 greenhouse gas emissions, we launched a Carbon Footprint Analytics Solution Accelerator, which is now fully embedded in four industry data models. In partnership with UiPath, we helped businesses automate data-driven insights for ESG initiatives. We also received numerous data security certifications for our cloud analytics, demonstrating our steadfast commitment to leading-edge data security standards and practices.

People

Our people-first culture unites us and helps us adapt to a rapidly changing world. In that spirit, we refreshed our hiring and recruiting process, grew the diversity of our people manager roles, and increased development and career opportunities for our employees. We also increased employee participation in both our community outreach initiatives and in quarterly employee/manager conversations.

Stewardship

To advance our role as environmental stewards, in 2023, we decreased scopes 1 and 2 greenhouse gas location-based emissions by 32% and energy consumption by 26% compared to our 2021 baseline. We made a huge stride in increasing our renewable energy sources to 69.6%, a 32-percentage point increase compared to 2022. And as a testament to our commitment to transparency and accountability, we received our first-ever independent assurance regarding the integrity of our 2023 scopes 1 and 2 greenhouse gas emissions data.

Integrity

We were honored as a World's Most Ethical Company in 2023 for the 14th consecutive year, reflecting our unyielding focus on integrity. We also enhanced our data security and data privacy governance processes and programs, and further integrated our robust risk management program throughout our business.

We're thrilled by what we did in 2023 and are well-positioned to execute our ESG strategy. In 2024, we have once again been honored as one of the World's Most Ethical Companies, and we anticipate achieving our carbon neutrality goal, launching a responsible sourcing program to catalyze scope 3 greenhouse gas emissions reductions across our value chain, and incorporating regulatory requirements into our ESG activities and reporting.

We look forward to collaborating with our customers, partners, and industry colleagues so that we can all make a positive impact on the ESG challenges facing our world today and in the future.

Molly Treese

Claire Bramley

About this report

This Environmental, Social, and Governance (ESG) Report reflects our 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.

In this section

[Report overview →](#)

[2023 ESG awards and recognitions →](#)



Report overview

Teradata’s Environmental, Social, and Governance (ESG) Report shares our approach to ESG management, initiatives, and progress for the 2023 fiscal year (January 1, 2023, through December 31, 2023) and highlights our future ESG direction.

We prepared this report in reference to the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) Software & IT Services Framework, the Task Force on Climate-Related Financial Disclosures (TCFD), and the United Nations Global Compact (UNGC). To ensure our communications are accurate and transparent, our report undergoes an internal review performed by subject matter experts and executives prior to publication.

We’re excited to share some highlights from our 2023 ESG progress reflecting the company-wide emphasis we have placed on four strategic pillars of Data, People, Stewardship and Integrity. These highlights only scratch the surface of the notable progress we made, as well as 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 [blog](#) and [website](#) or by contacting our team directly at teradata.ESG@teradata.com.

2023 ESG highlights

+1.92 percentage point increase in **women representation** in people manager roles globally

+1 point increase in both Career and Growth **survey scores**

+12 **data security certifications** for our cloud-native analytics

32% decrease in scopes 1 and 2 **location-based GHG emissions***

26% decrease in **energy consumption***











69.6% **renewable energy usage**

*compared to 2021 baseline

2023 ESG awards and recognitions

We're proud of the awards and recognitions we received in 2023 and look forward to continued improvements

Teradata is honored to have received external awards and recognitions of our ongoing commitment to the engagement, development, and success of our ESG program and initiatives in 2023. Years of such recognitions reflect our commitment and performance on a number of ESG-related fronts. We remain focused on a sustainable future, rooted in our Core Principle of "accountability to each other".

Awards		Recognitions		
 <p>World's Most Ethical Company 14th year in a row</p>	 <p>2nd year in a row</p>	 <p>Ranked as a leader since 2018</p>	 <p>Awarded Prime Status since 2018</p>	 <p>Ranked as a Low Risk since 2019</p>
 <p>Bronze Medal 35th percentile</p>	 <p>Since 2018</p>	 <p>Dow Jones Sustainability North America Index since 2009 and World Index since 2014</p>	 <p>Reporting since 2010</p>	 <p>Signatory since 2011</p>

About Teradata

We help organizations improve business performance, enrich customer experiences, and integrate data across the enterprise. As such, we strive to innovate and deliver trusted solutions for their toughest data and analytics challenges.

In this section

[Teradata at a glance →](#)

[Product portfolio →](#)

[Product recognition →](#)

[Teradata Core Principles →](#)



Teradata at a glance

1979

company founded














\$1.8B

total revenue at year-end 2023

594

patents in the United States

Industries

-  Automotive
-  Consumer packaged goods
-  Energy and natural resources
-  Financial services
-  Government
-  Healthcare
-  Life sciences
-  Manufacturing
-  Media and entertainment
-  Retail
-  Telecommunications
-  Travel and transportation
-  Utilities

Global footprint

Across all major markets around the world

Teradata at a glance

Global headquarters
San Diego,
CA, U.S.



Operations

44 | 30
facilities in | countries

Global footprint

~6,500 | 40
global employees located in | countries

Top 5 countries

India, Japan, Mexico, Pakistan,
and United States

by employee population (alphabetical order)

Flexible workplace model

>90%
of employees embracing 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

Trust accelerates opportunity, paving the way for innovation and partnerships. For decades, as our technology delivered on that purpose, we've established trust with some of the largest companies, including in financial services, healthcare, and transportation.

We're proud of the success we've had for over 40 years through integrating and preparing data with our resource-efficient, flexible, and secure cloud-native platform. We help forward-thinking companies move beyond the confines of data warehouses and towards our most passionate ambition: driving innovative analytics, surfacing hidden connections from across data ecosystems, and uncovering deep, transformative insights.

We're on a mission to disrupt current thinking and help organizations improve business performance, enrich customer experiences, and integrate data across the enterprise. As such, we innovate and deliver trusted solutions for their toughest data and analytics challenges. As our customers increasingly rely on and are affected by artificial intelligence (AI), we have proactively incorporated AI into our open and connected cloud analytics and data platform for these workloads.

Trusted

AI

Provides our customers with powerful, open, and connected analytics that perform with speed and deliver better insights

Harmonized

data

Empowers more confident decision-making with integrated data using our cloud-native platform, designed to be efficient, flexible, and secure

Faster

innovation

Designed to fuel growth opportunities with AI and machine learning (ML) innovation, cost-effectively operationalized at scale

Vantage is the complete cloud analytics and data platform

Product portfolio

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

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

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

✓ **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.



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 includes Teradata VantageCloud Lake (built on our cloud-native lake architecture) and Teradata VantageCloud Enterprise for managed enterprise workloads.

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

VantageCore Our on-premises data and analytics deployment offering is designed to seamlessly integrate with our cloud offerings to enable hybrid environments that many large enterprises currently demand.

Key capabilities across all deployments include:

ClearScape Analytics Our powerful, open, and connected AI/ML capabilities is designed to empower organizations to scale AI/ML quicker, reduce costs and friction, and accelerate time to value.

QueryGrid™ Our data fabric is designed to serve as the connective tissue across environments for superior data integration and delivery, reducing data silos and enabling consistent data access across the ecosystem.

Product portfolio

We've advanced our AI product capabilities within VantageCloud and ClearScape Analytics.

Product innovations

Continuous innovation built on a foundation of trust

The world's largest and most forward-thinking companies depend on Teradata. As we help them migrate to the cloud, we know it's not enough to offer just a cloud database. We must deliver on the promise of Teradata: exceptional value, exceptional scale, and exceptional power. That's what's needed to ensure our customers can keep transforming their industries with the most innovative analytics.

Through our powerful cloud-based data platform, we provide best-in-class solutions to drive business outcomes for us and for our customers. We continue to invest in powerful data solutions that our customers can trust, from cloud-based analytics to AI technology.



Significant accomplishments in 2023

Teradata AI Unlimited

Our AI/ML experience in the cloud houses vast amounts of data and is designed to enable users to cost-effectively and securely explore, experiment with, and operationalize new AI use cases at scale.

Teradata ask.ai

Our generative AI capability for VantageCloud Lake is designed to provide a natural language interface.

New ModelOps capabilities in ClearScape Analytics

These no-code capabilities are designed to allow customers to quickly scale AI and advanced analytics with enterprise governance.

Dataiku AI models in ClearScape Analytics

ClearScape Analytics now enables customers to import and operationalize Dataiku AI models inside Vantage, which is designed to accelerate digital transformation and delivers AI-led business value.

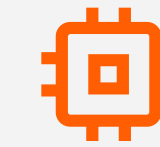
Trusted AI

Empowering more confident decision-making through AI innovation

We know AI is the future. The path to that future, however, isn't clear or easy — even with the copious data available to organizations today. Despite generative AI's commercial promise, most organizations aren't yet ready to use it and lack the technology and resources to drive that strategy.

Generative AI is sparking new frontiers of creativity, productivity, and innovation. But trusting the data is a growing challenge due to concerns about data quality, the risk of “garbage in, garbage out” scenarios, data bias, and the “black box” of not knowing how models make decisions. Plus, generative AI could strain the electric grid and introduce new cyberattack risks.

We believe trusted AI addresses these concerns and enables people and AI to work better together. Teradata is committed to serving as the industry's trusted advisor, ensuring our customers can trust their data and AI outputs for greater innovation, operational efficiency, and success.



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 recognition

Awards and accolades from leading industry analysts

Product portfolio

In 2023, we earned market recognition for our exceptional analytics, data management execution, and our strong vision of trusted AI/ML at scale.

Gartner



2023 Magic Quadrant™
for Cloud Database
Management Systems

Gartner placed us in the 2023 Magic Quadrant™ for Cloud Database Management Systems for our ability to execute and complete an optimized ecosystem through QueryGrid™; deep and robust analytics capabilities through ClearScape Analytics, including AI/ML integration; and the strongest workload management offering in the industry.

Forrester



Teradata is named a Leader in the The Forrester Wave™: Cloud Data Warehouses and Data Management for Analytics.

TrustRadius



Teradata achieved “best of” distinction in the Data Warehouse Software Industry, earning the #1 position in all three categories:

- Best Feature Set
- Best Value for Price
- Best Relationship

Teradata Core Principles

Our Core Principles underpin our strategic direction

Our Core Principles support everything we do. They unite us and guide our everyday actions to execute our strategy and deliver on our purpose. Our ongoing cultural transformation — the by-product of a highly deliberate effort to adapt to a changing world — empowers our people to be customer and market driven, execute with agility, and be accountable to each other.

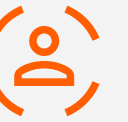
Our Core Principles guide our employees to do what's right for our customers, empowering them to make decisions with trusted information. We regularly emphasize our Core Principles across our organization because it's our people who drive these words into action — as you can see in the [People](#) section of this report.

Being **customer and market driven** requires us to be constantly unified in how we see the marketplace and serve it best — both now and in the future. **Executing with agility** compels us to cultivate a trusted environment where every individual feels valued and empowered 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.

In this section

[ESG overview](#) →

[ESG strategy and commitments](#) →

[ESG governance](#) →

ESG overview

Our ESG strategic focus reflects a detailed, step-by-step assessment to align our strategy, progress, and commitments

In 2022, a comprehensive effort to advance our ESG program — which included the organization of an ESG strategy team comprised of senior leadership who reviewed an in-depth third-party ESG materiality assessment — compelled us to realign our ESG program. Detailed data and feedback from various stakeholders, including customers, investors, suppliers, and our employees, allowed us to zero in on areas that relate to our core operations and improve our ESG performance. Our extensive focus organized our ESG efforts around four strategic pillars: **Data, People, Stewardship, and Integrity.**



Data

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



People

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



Stewardship

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



Integrity

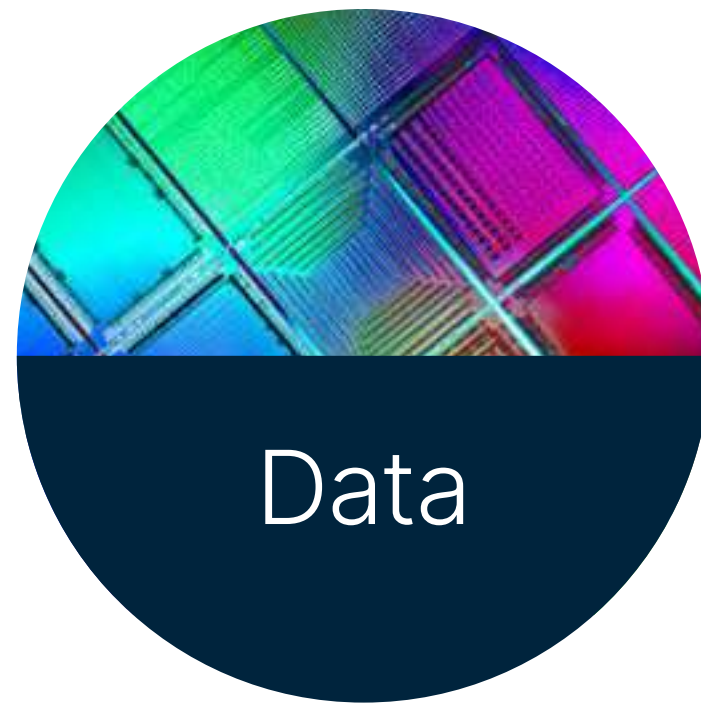
Ensure accountability and build trust through transparent and ethical business practices and operations

ESG focus areas

These four ESG strategic pillars facilitate our focus on various strategic priorities and reflect the outcome of our ESG materiality assessment

ESG overview

We view materiality as a dynamic guidepost to push our ESG journey forward rather than a static “check the box” exercise. We use it for reflection, guidance, and opportunities. For example, in 2023, work streams underscored our supply chain’s materiality, as it impacts our emission reduction goals. This insight shifted our responsible supply chain materiality assessment from “Maintain focus” to “Additional focus” as we prepare to launch a responsible supplier program.



Data

- Data privacy and security
- Product sustainability



People

- Diversity, equity, and inclusion (DEI)
- Employee training and development
 - Community support
 - Corporate culture
 - Employee health, safety, and wellness
 - Fair compensation and labor practices
 - Human rights



Stewardship

- Climate change
- Responsible supply chain

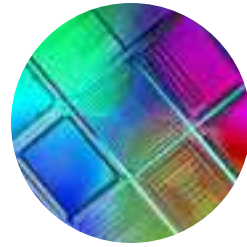





Integrity

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

- Additional focus
- Maintain focus

ESG strategy and commitments

	Commitment	Progress
 <p>Data</p>	<ul style="list-style-type: none"> Continue to innovate industry-leading data and analytics solutions that enable customers to better leverage their data to address their own ESG challenges Advance our ESG Carbon Footprint Analytics Accelerator to enable Teradata and our customers to achieve their carbon reduction ambitions 	<ul style="list-style-type: none"> → Strengthened our AI product capabilities within VantageCloud and ClearScape Analytics with Teradata AI Unlimited and Teradata ask.ai → Fully embedded the Carbon Footprint Analytics Accelerator into four core industry models
 <p>People</p>	<ul style="list-style-type: none"> Build diversity in leadership roles through more equitable and inclusive processes Support employee career growth through learning and development opportunities Increase employee participation in community outreach, volunteerism, and charitable giving 	<ul style="list-style-type: none"> → Refreshed our hiring and referral processes to drive equity and reduce unconscious bias → +1 point increase in both Career & Growth Survey Scores, achieving our 2023 Goal → 28.4% employee participation in community outreach activities, across 31 countries, achieving our 2023 goal of 25% employee participation
 <p>Stewardship</p>	<ul style="list-style-type: none"> Net zero emissions across all scopes by 2050¹ Carbon neutral for scope 1 and scope 2 emissions by year-end 2024² Reach a 30% reduction in energy consumption by year-end 2025 from a 2021 baseline Reduce scope 1 and scope 2 emissions by 34% by year-end 2025 from a 2021 baseline Reach 50% of third-party spending with suppliers, taking targeted action to reduce their emissions by year-end 2025 	<ul style="list-style-type: none"> → Net zero roadmap development has launched and includes four levers to address and reduce our emissions → On target to meet our carbon neutral goal → 26% energy consumption reduction → Location-based: 32% scopes 1 and 2 reduction → Market-based: 76% scopes 1 and 2 reduction → 56% of our suppliers (by spend) have action-oriented emissions reduction goals
 <p>Integrity</p>	<ul style="list-style-type: none"> Increase transparency and accountability with third-party assurance Increase the depth and rigor of our ESG risk analysis Implement internal audit systems to further develop the integrity of our ESG program 	<ul style="list-style-type: none"> → Scopes 1 and 2 limited assurance for 2023 data (see Appendix G) → Formalized our greenhouse gas risk analysis in the Enterprise Risk Registrar with quarterly reporting → Implemented processes for our 2023 scopes 1 and 2 limited assurance

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 Teradata follows the United Nation's definition of carbon neutral: "Achieving Net Zero carbon emissions by balancing a measured amount of carbon released with an equivalent amount sequestered or offset."

ESG governance

ESG governance structure

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

Board of Directors

The Board of Directors 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 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, evaluates goals and progress, oversees ESG disclosures and metrics reporting, and assesses our identified risks and mitigation plans.

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 Legal Officer and Chief Financial Officer and is chaired by our ESG and Sustainability Director. The council receives quarterly updates from 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.

Executive Leadership Team (ELT)

Our Chief Legal Officer and Chief Financial Officer have ultimate management oversight of the ESG program as the ESG executive co-sponsors and receive quarterly updates by our ESG and Sustainability Director. ESG executive co-sponsors review, approve, and guide the ESG program, including but not limited to strategy, policies, resources, budget, project deliverables, risks, and mitigation plans.

Our Chief People Officer and Chief Marketing Officer lead their respective programs while also supporting ESG-related activities. The full ELT receives quarterly updates delivered by either our Chief Legal Officer, our Chief Financial Officer, or our ESG and Sustainability Director.

ESG Strategic Pillars

Each ESG pillar 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. ESG pillar sponsor updates the CCC quarterly.

Data

When our customers use our data-driven insights to embed sustainability into business, it empowers them to act effectively on ESG challenges, propelling sustainable action across many industries.

In this pillar

[Product sustainability →](#)

[Data privacy →](#)

[Data security →](#)

[The power of data in the ESG landscape →](#)

[ESG customer impact stories →](#)

Product sustainability

Product sustainability entails balancing performance with environmental and social impact

Product sustainability — a focus on performance, environmental, and social impacts

Teradata hardware systems comply with the following worldwide regulatory requirements:

- [EU RoHS](#)
- [EU REACH](#)
- [EU ELV](#)
- [EU WEEE](#)
- [Responsible Mineral Sourcing](#)

We've driven efficiency in both our software and our data labs to improve performance while lowering environmental impact.

VantageCloud efficiently optimizes power consumption and reduces resources using predictive workload configuration when workloads are underused or idle. Our architecture and predictable workload management scales for the minimum configuration required, leading to high utilization rates when in operation. Since our system runs at such high utilization, we use significantly less energy per query.

Our San Diego data center went through a significant consolidation effort in 2022. In 2023, the team remained focused on efficiency. Between 2022 and 2023, we reduced our net power use by 11.1% as the team focused on several multifaceted projects. The team found additional opportunities throughout 2023 to modernize and repurpose equipment for multiple teams, which drove efficiency and reduced our physical footprint needs. That physical footprint reduction allowed us to lower the amount of required cooling space by 2,500 ft². Now that consolidation efforts are complete, we reintroduced our physical system audit criteria, which focuses on leveraging efficient power consumption by consolidating systems, shifting from physical to virtual shared infrastructure, and refreshing equipment.



Unlocking emission data insights to become better environmental stewards

Our Carbon Footprint Analytics Solution Accelerator unites environmental data, company data, emissions factors, geospatial reference data, greenhouse gas potential, and company activities to reveal powerful emissions insights through simulations, advanced analytics, and reporting. Its design centralizes access for all users within an organization, enabling multiple uses and data sharing while eliminating unnecessary development time by accelerating deployment directly with their current data model.

The Carbon Footprint Analytics Solution Accelerator is currently available for the following industry data models:

- Communications
- Financial services
- Retail
- Travel and hospitality

You can try our Carbon Footprint Solution Accelerator out for free by going to our online demo service, [ClearScope Analytics Experience](#), and selecting Carbon Footprint Analytics.

Data privacy

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

Like most businesses, Teradata runs on the data we generate, collect, and share, including personal data about individuals. As personal data becomes increasingly valuable in today's global economy, expectations have changed regarding how companies should use and protect personal data. But we haven't lost sight of the fact that this information relates to actual people. We remain committed to the protection of personal data.

Our privacy management has four core functions, which collectively help manage, secure, and ensure the protection and privacy of operational, customer, and product data.

The four core functions:



Provide

strategic and thought leadership



Monitor

legal requirements and maintain the privacy framework



Assess

privacy risks and maintain a compliance roadmap



Manage

ongoing privacy compliance



2023 privacy progress

Our privacy program continued to mature in its governance, training, and available resources. In 2023, we:

- Created a Privacy Center of Excellence with many useful resources
- Delivered tailored training to specific teams on privacy topics
- Established formal processes to incorporate certain topics into work streams
- Minimized data across multiple organizations and platforms
- Enhanced governance through the Privacy Steering Committee

Privacy Policy

Our global Privacy Policy reflects our eight privacy principles

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

To support this commitment, Teradata has adopted eight privacy principles (based on internationally recognized standards related to personal data treatment) to guide how we use and protect personal data in our work.

The Privacy team creates, maintains, and consults on the contents of policies, processes, and internal controls to ensure compliance with regulatory standards. This includes the procedures for receiving and managing privacy complaints from individuals or inquiries from regulatory authorities.

We continually assess and update policies and processes to ensure best-in-class practices for the collection, processing, storage, transfer, and use of data. In 2024, we anticipate refreshing Teradata’s global Privacy Policy to balance accessibility with robust protection.

Teradata’s eight privacy principles:

- 1 Lawfulness, fairness, and transparency
- 2 Purpose limitation
- 3 Data minimization
- 4 Accuracy
- 5 Storage limitation
- 6 Security
- 7 Individual rights
- 8 Accountability



Privacy framework

Managing our obligations and risks across a complex global regulatory landscape

Our privacy framework maps various legal privacy requirements and supports all phases of building out and managing data privacy. These include key elements such as design, implementation, assessment, and maintenance for continuous improvement and maturity.




Three pillars form the core of Teradata's privacy framework:



Build

Design, establish, and manage a program to ensure effective governance, risk management, policies, processes, and accountability.



Implement

Stand up processes enabling lawful data processing and compliance with legal and regulatory requirements in line with privacy principles.



Demonstrate

Monitor, evaluate, and report on compliance; control effectiveness, risk, and maturity.

Privacy framework (cont'd)

Data privacy



Training and awareness

We describe our data protection expectations through our global privacy policy, Code of Conduct, Supplier Code of Conduct, Transfer Impact Guidance, and Code of Conduct for Business Partners. We require all Teradata agents — including directors, officers, employees, and vendors — to complete new-hire and annual training on information privacy and data protection compliance. Training covers topics such as privacy laws and our policies, recognition of potential violations, proper reporting procedures, resolution of privacy complaints and misconduct, and the consequences for violating privacy laws and policies. Each training includes a written acknowledgment that trainees must read and sign agreeing to abide by our policies and applicable law. The Privacy team monitors training participation and enforces training requirements.

Some employees receive additional training covering specific risks and procedures pertinent to their role or department. We send awareness and training materials throughout the year using multiple communication channels (including our dedicated intranet page) to reinforce privacy compliance awareness.



Privacy risk mitigation and controls

Data privacy is a fundamental component of our enterprise risk management strategy. The Privacy team works with our Enterprise Risk and Assurance Services (ERAS) team to ensure our privacy policies, procedures, and processes are adequate, operate correctly, and comply with applicable global privacy laws and regulations.

The privacy framework includes a list of controls grouped into 13 control categories to mitigate privacy risk across the organization. Though not exhaustive, this list of controls provides some concrete steps the Privacy team can take to address identified program gaps/risks or design new controls where needed. Where appropriate, the Privacy team may delegate certain controls to cross-functional owners.

Privacy program governance

Cross-functional support and collaboration supports the implementation and performance of our privacy program

Privacy program governance structure

Privacy Management Group

Chaired by the Chief Ethics, Compliance, and Privacy Officer, the Privacy Management Group includes cross-functional representatives from many business units. Members are in charge of monitoring risks, escalating issues, facilitating the implementation of privacy controls, and communicating privacy-related messaging within their respective organizations or functions. This group meets at least quarterly.

Privacy Compliance Steering Committee

Chaired by the Chief Ethics, Compliance, and Privacy Officer, the Privacy Compliance Steering Committee includes senior members of the Engineering, Enterprise Risk and Assurance Services, Law, Information Security, and Information Technology groups. It helps develop strategic and tactical policy recommendations concerning privacy and personal data protection initiatives. It also supports the implementation and management of data privacy. This group meets at least biannually.

Privacy Team

Teradata employs the Chief Privacy Officer (“CPO”) model to structure its Privacy team. Under this model, Teradata’s Chief Ethics, Compliance, and Privacy Officer oversees the Teradata Privacy program, has decision-making authority, and is ultimately accountable for the Privacy program’s results. The CPO reports to the Chief Legal Officer, with the ability and responsibility to report to the Chief Executive Officer and the Board of Directors.

Our Privacy team manages and incorporates policies and procedures into our operations, responds to incidents involving personal data, and provides privacy expertise. The Privacy team includes additional privacy management or support staff, including the Senior Privacy and Compliance Counsel.

Data security

We are building rigorous security standards and elevating external expectations

In an increasingly data-driven world, data security is more important than ever. We cannot manage the privacy of our data if it's not secured properly. Plus, data security affects our ability to meet customer needs and be market driven.

Reliance on technology systems and cloud-based platforms carries inherent risks to information security, like unauthorized access attempts, ransomware, hacking, phishing attempts, and other cyberattacks. To mitigate these risks, we implement cybersecurity and data security controls, including business continuity plans, threat monitoring systems, and training. Given the degree to which our business model hinges on data, along with transformational market-wide trends and progressively sophisticated threats to data security, our wide-ranging solutions stem from a deliberate and diligent approach to data security that is designed to anticipate future threats and responds to new developments.

The top-notch security certifications we have earned reflect a major cultural commitment of applying a lens of integrity and trust to ensure leading-edge data security. We maintain rigorous policies, procedures, and controls that are designed to identify, protect, detect, respond to, and recover from cyberattacks along with threats and incidents from unauthorized access to information. By safeguarding data from unauthorized access, this approach to data security lays the groundwork for our commitment to data privacy.

New certifications

Demonstrating our steadfast commitment to leading-edge security for our cloud-native analytics architecture in 2023

Corporate	ISO27001:2013 ISO27017:2015 ISO9001:2015
VantageCloud Enterprise	ISO27001:2013 ISO27017:2015 SOC 1 Type 2 SOC 2 Type 2 HIPAA Type 2 PCI DSS v3.2.1 IRAP Protected HITRUST r2 TxRAMP
VantageCloud Lake	ISO27001:2013 ISO27017:2015 SOC 1 Type 1 SOC 2 Type 1 HIPAA Type 1 PCI DSS v3.2.1 HITRUST e1 TxRAMP
Teradata apps	SOC 2 Type 2

Data security risks

We continuously assess emerging risks and evolving threats in the broader cybersecurity landscape

Our information security processes rely on advanced security technology, a trained team of security experts, and operations based on various global practices, standards, and frameworks, such as the International Organization for Standardization, International Electrotechnical Commission, and National Institute of Standards and Technology Cybersecurity Framework. Our Information Security team oversees compliance with these standards, frameworks, and assessments as well as updates to our information security measures, protocols, and policies.

Our Cybersecurity Incident Response Plan documents a framework for handling cybersecurity incidents. This plan addresses cybersecurity incident detection, containment, analysis, eradication, recovery, escalation protocols, and coordination across the organization. We systemically adjust our cybersecurity protocols and investments as appropriate.

Data security is integrated into our Enterprise Risk Management (ERM) program, which identifies, assesses, and manages risks relevant to Teradata's business. All risks or threats have assigned personnel who monitor, assess, and mitigate such risks while developing risk management strategies. We transparently report key cybersecurity risks to our Board of Directors and/or relevant Board committees. For more information about our risk management processes, please see the [Enterprise Risk Management](#) section of this report.



We have enhanced our approach to managing cybersecurity risks associated with third-party service providers

- We conduct information security assessments both at onboarding and throughout our engagement
- We comply with our own security standards while also meeting additional security requirements, controls, and responsibilities
- We monitor compliance with these standards and investigate security incidents to take appropriate actions as needed

Data security risk mitigation

Data security

Data security risks

To protect our information systems from cybersecurity incidents and threats, we use various security technologies and deploy regular training to help prevent, identify, escalate, investigate, resolve, and promptly recover from identified vulnerabilities and security incidents.

We deploy security mechanisms, including but not limited to:

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

Enhancing and protecting our business as data security threats evolve



Test

We regularly conduct simulations and tests, along with various scenarios, to ensure business continuity. We also frequently review and practice our information security and cybersecurity incident response plan. This includes tabletop exercises, penetration and vulnerability testing, and other exercises to evaluate our information security program's effectiveness and improve our security measures and planning.



Controls

We maintain controls and proactive cybersecurity risk management designed to promptly escalate certain incidents so we can assess their materiality and any need for public disclosure and reporting.



Train

Employees must complete training on cybersecurity risks, requirements, and incident reporting annually. To ensure our employees understand how to identify and manage threats, we provide a comprehensive training program that includes phishing simulations, password hygiene, ongoing micro-learning modules covering specific risks such as awareness of cyber threats (including but not limited to malware, ransomware, and social engineering attacks), and other e-learning sessions through Teradata University.



Business continuity

Our business continuity and disaster recovery plans mitigate interruptions to critical information systems and the loss of data and services resulting from damage to Teradata systems caused by natural or man-made disasters.

Data security governance

Data security

Data security governance structure

Board of Directors

Our Board of Directors oversees enterprise-wide risks as managed through our Enterprise Risk Management program, which includes quarterly cybersecurity reports. While the full Board of Directors holds ultimate responsibility for risk oversight, they have delegated oversight responsibility related to risks from cybersecurity threats to the Audit Committee.

Chief Information Security Officer (CISO)

Our CISO creates and enforces cybersecurity policies, standards, and procedures aligned with business objectives and risk management practices. Our CISO is also responsible for identifying, evaluating, and managing cybersecurity risks, and recommending mitigation strategies to the executive leadership team and the Board of Directors, while also acting as the main point of contact for all cybersecurity matters among stakeholders.

Audit Committee

Our Audit Committee reviews the adequacy and effectiveness of information security and cybersecurity policies, controls, and the monitoring and mitigation of identified risks. The Audit Committee receives quarterly reports related to assessing, identifying, and managing cybersecurity risks and related mitigation plans.

Information Security Team

Our Information Security team is led by our CISO and is supported by certified professionals in information security and cybersecurity. The team implements our cybersecurity strategy, develops the cybersecurity architecture, deploys and manages tools and technologies to safeguard our information systems, conducts and manages employee training, handles all aspects of incident response, addresses and incorporates mitigation plans, and ensures regulatory compliance through ongoing audits.

Executive Leadership

Our CISO and certain members of our ELT are responsible for overseeing our Cybersecurity Incident Response Plan. This team ensures effective management and communication during cybersecurity incidents, aligning the response with our strategic goals for a cohesive cybersecurity approach. Depending on the incident's nature and severity, we may include additional management members on the team. This flexibility ensures a thorough and tailored approach to assessing, responding to, and resolving cybersecurity incidents.

The power of data in the ESG landscape

Our current industry partners include:

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

Teradata is well-positioned to help solve ESG's data problem

Data helps evaluate business sustainability, build stakeholder confidence, and attract investors. ESG data is wide-ranging and varies greatly by type, structure, and source. This can make collecting and aggregating such information both complex and inconsistent. Businesses face an evolving regulatory landscape, along with poorly governed and controlled data that's often sourced from multiple siloed systems, which compounds the challenge.

We're uniquely positioned to equip customers so they can leverage data analytics for trusted insights. We believe that our flexible, scalable data platform and advanced analytics capabilities can drive positive ESG impact faster and more efficiently while maximizing business growth.

We realize we can deliver greater value to our customers by collaborating with other world-class companies to combine expertise and resources. In 2023, Teradata and UiPath [announced](#) a partnership to help businesses streamline ESG data operations with UiPath automation and Teradata analytics and AI — directly at the source — to leverage data-driven insights for ESG initiatives.

As a customer- and market-driven company, strategic partnerships help us leverage innovative solutions for every business need. That's why we've built a [partner network](#) to complement our differentiated offerings.

Our partner network complements Teradata's offerings

Cloud service providers

We collaborate with best-of-breed software and cloud platform providers to deliver unlimited intelligence via a connected, hybrid, multi-cloud ecosystem. Our established partnerships with the top three public cloud service providers (AWS, Microsoft Azure, and Google Cloud) gives companies access to VantageCloud Enterprise and VantageCloud Lake.

Alliance partners

We offer our customers choices with partners that are optimized for the Vantage platform. We also deliver comprehensive analytic and data solutions including AI/ML, data and application integration solutions, data mining, business intelligence, and specific analytic and industry solutions.

Systems integrators and consultants

Our strategic partnerships with select global and regional consulting and systems integration firms provide broad industry and technology expertise in the design of business solutions that leverage Teradata technologies.









Empowering our customers with positive ESG impacts

As the world becomes increasingly globalized and digitized, businesses today must solve more complex problems than ever before. Data can provide the critical insights and clarity that businesses need as they strive to navigate those challenges. When Teradata and our customers champion one other, share our expertise, and learn from each other, we multiply our value.

We master complexity and rise above challenges by empowering our customers — and their customers — to make better, more confident decisions; engage in faster innovation; and drive positive impact within the enterprise.

We're excited to share three examples of how Teradata has empowered our customers to enhance business performance, enrich the customer experience, and integrate data across the enterprise to positively impact communities. These examples show how we use data to provide the critical insights and clarity that businesses need as they strive to navigate challenges and deliver for their customers.

Our customers leverage Teradata technologies to solve and manage tough business challenges, such as:

-  AI/ML
-  Digital identity management
-  Financial visibility
-  Resilient supply chains
-  Fraud prevention
-  Customer acquisition, experience, and retention
-  Regulatory compliance
-  Operational resilience



Personalized credit innovation

How Teradata helped improve credit risk management

Sicredi is Brazil’s first and largest financial cooperatives institution³, comprised of many credit unions with many financial products and services. With nearly eight million clients and \$67 billion in assets⁴, Sicredi must also balance national economic dynamics in Brazil.

Brazil faces economic pressures such as high inflation, slow economic growth, wage stagnation, and high unemployment. These pressures add to data complexity, making it difficult for Sicredi to predict delinquency rates for credit consumers.

Previously, Sicredi’s data scientists and analysts spent roughly 80% of their time developing models reliant on several disparate databases pulling from more than 100 credit unions. After two years of building six data models to process large amounts of data from multiple sources, data quality remained poor. This hindered Sicredi’s data model consistency, heightening the risk of increased delinquency rates of its credit offerings (which can threaten growth and profitability).

With VantageCloud on AWS and ClearScape Analytics, Sicredi integrated and harmonized its data to evaluate credit risk across customers and portfolios. This empowers data scientists and analysts with universal access to customer and registration data, which builds confidence in the data’s quality.

A formerly time-consuming and costly process became efficient and effective. In less than one year, Teradata’s tools helped Sicredi develop 17 new models with high model effectiveness scores and better model quality. More importantly, each credit risk model is now personalized and tailored to each client to better analyze client credit risk on a per-credit-offer basis. By processing models with ClearScape Analytics, Sicredi has increased the volume of customers with risk calculation by 13% and has processed 26% more risk classifications as a company.

Translating the data science metrics to business results, this personalized credit risk approach has spurred a tripling of Sicredi’s credit offers between 2018 and 2022 to approximately \$35 billion. Plus, Sicredi’s delinquency rates have steadied at 1.5% — well below the national average of ~8%⁵ — despite the economic headwinds across Brazil.

Sicredi uses data to support stable, transparent, and predictable credit systems that incentivize long-term investments and economic growth while providing fair and economically feasible opportunities to meet clients’ individual needs in the communities Sicredi serves.

Read the full story [here](#).

3x

credit offers in 4 years worth approximately \$35 billion

50%

less time developing risk models

26%

more risk classifications processed overall

³ Fitch Ratings article

⁴ Sicredi website

⁵ Fitch Ratings article



OSF INNOVATION

Improving patient care

How Teradata helped manage rural healthcare risks

OSF HealthCare (OSF) is an Illinois-based healthcare provider serving rural residents, including those with limited access to in-person care. This structural barrier often magnifies preexisting hurdles to residents' willingness to manage their health proactively, especially when they perceive the healthcare system negatively.

OSF needed to transform how to reach and engage these members but first needed to understand patients' needs and proactively connect with them to personalize the experience. Through digital programs such as remote patient monitoring, OSF began using the data to identify, target, and communicate with patients to encourage healthy choices. But OSF needed timely insights to make clinical decisions and manage patient care proactively.

Powered by Teradata VantageCloud on Azure and ClearScape Analytics, OSF's digital programs are improving patient health. OSF now uses almost 150 different features to stratify risks and predict proper alignment of specific patient monitoring programs with different patient populations. Once a patient is enrolled, OSF monitors their condition and then uses data to both personalize care and connect to patients. This new proactive approach enables more targeted outreach.

One digital care program focuses on providing a modern

obstetrics experience in underserved communities. The program provides 24/7 support from a digital care team to support expectant and postpartum mothers who might not be able to adjust their schedules for an appointment, live in underserved communities, or have limited access to obstetrics or gynecologists. Like other elements of OSF's coverage, the pregnancy and postpartum initiative also screens for social determinants of health — all the environmental factors outside of a medical office — to fill the gaps that can affect the health of the mother and her baby.

By using Teradata, OSF has increased patient engagement in its digital programs and improved patient health and patient experience. OSF has seen a 520% increase in alignment between clinical recommendations for care and patient decisions.

By streamlining OSF's ability to predict and manage risks across different regions and populations within its coverage area, Teradata has helped OSF implement programs that address its community's challenges while meeting patient needs. This empowers our customers with data to provide compassionate and targeted care, which positively impacts the care of patients and their families.

Read the full story [here](#).

520%

increase in patient engagement



Building sustainable communities

How Teradata helped increase farm-to-table efficiency

Federated Co-operatives Limited (FCL) is a Canadian cooperative that supports other co-operatives. FCL's business encompasses the entire value chain with a focus on four areas: agriculture, energy, food, and home and building solutions. Serving over 250 Canadian communities through 160 independently owned co-operatives that collectively operate over 900 locations/stores, FCL is a complex business which touches many facets of Western Canadian life.

FCL needed to streamline its business process and bring insights into all areas of business performance. Creating such insights from a complex landscape is challenging when each participant in the value chain has multiple data systems, including many legacy systems hosting siloed data. Simple analytical reporting was difficult, as the data was not intuitive or easy to access.

FCL chose Teradata Vantage to modernize its data ecosystem to not only meet current data challenges but also bring predictive analytics to the table. FCL is now an empowered, data-driven organization that uses real-time data to cut expenses while improving supply chain demand, transportation performance, and sales and inventory reporting.

Through predictive analytics, FCL drives positive impact by scheduling machinery maintenance to maximize time and

efficiency, adjusting farming plans to optimize the next year's crop yields, and diligently manage inventory to raise each store's profits.

FCL's number one focus is always the local community. It's using data and analytics to bring efficiency gains, innovation, and collaboration to bolster its community's bottom line as it builds sustainable communities together across Western Canada.

Read the full story [here](#).



C\$399M

returned in 2023 to its members and communities to fulfill the FCL mission of building sustainable communities together⁶

⁶ FCL financial statement



People

Building a culture of trust and inclusivity drives positive culture and performance. We elevate our peoples' potential by fostering flexibility providing equitable career growth opportunities, creating inclusive and diverse work environments, and cultivating meaningful community outreach opportunities.

In this pillar

- People progress →
- Our culture →
- Diversity, equity, and inclusion →
- Supporting our people →
- Hiring and recruitment →
- Retention →
- Community outreach →



People progress

We're cultivating a people-first culture

Our cultural transformation is an ongoing process driven by passionate people who are guided by their belief in Teradata and our collective purpose.

Our people-first culture supports, connects, and unites our global team over a shared passion to better the world through data. We support our people with a holistic benefits program, equitable career growth and development opportunities, rigorous health and safety standards, a robust diversity, equity, and inclusion (DEI) program, and a suite of community outreach initiatives as we cultivate a meaningful, fulfilling, and enjoyable workplace. Our Core Principles describe how we behave and ensure clarity and alignment with our people as we adapt to a rapidly changing world.

As we embrace new challenges and grow stronger together, we can see the results in the feedback we receive from our people and the progress we have made to support them.



2023 progress

+1.92

percentage point increase in **women representation** in people manager roles globally*

26.7%

Inclusion Community membership growth*

+1

point increase in both **Career and Growth Survey scores**, achieving our 2023 goal*

28.4%

employee participation in community outreach activities across 31 countries, achieving our 2023 goal of 25%

60

training hours on average per employee

*Compared to 2022

Our culture

Our commitment to our culture helps our people thrive

Trust helps build and sustain our personal and professional relationships, enabling us to collaborate effectively. It's also at the heart of our Core Principles and our commitment to DEI.

In 2023, we continued to support our commitment to our people and culture with a focus on trust. Leveraging the framework from *The Speed of Trust*®, the best-selling book by Stephen M.R. Covey, we've educated every level of the organization on key concepts and behaviors that can foster trust.



34

Impact stories published in 2023

14

Change Makers in 2023 representing each organization, each region, across various topics

Icon of three people with a diamond above them. Text: **Winning Through Trust**

This ongoing training initiative — which over 80% of our people have engaged with — is dedicated to building and sustaining trust through a mix of live workshops, webinars, on-demand learning, and small team discussions.

Icon of three people with a heart above them. Text: **Impact Story Series**

Since its launch in April 2022, these employee-driven stories have celebrated teams and individuals **around the world** who exemplify our Core Principles and spark positive change.

Icon of a person with a star above their head. Text: **Change Makers**

At each quarterly all-company meeting, we recognize Change Makers who challenge the status quo and make a difference to underscore the powerful message that each of us can uniquely drive Teradata's success.

The future of work

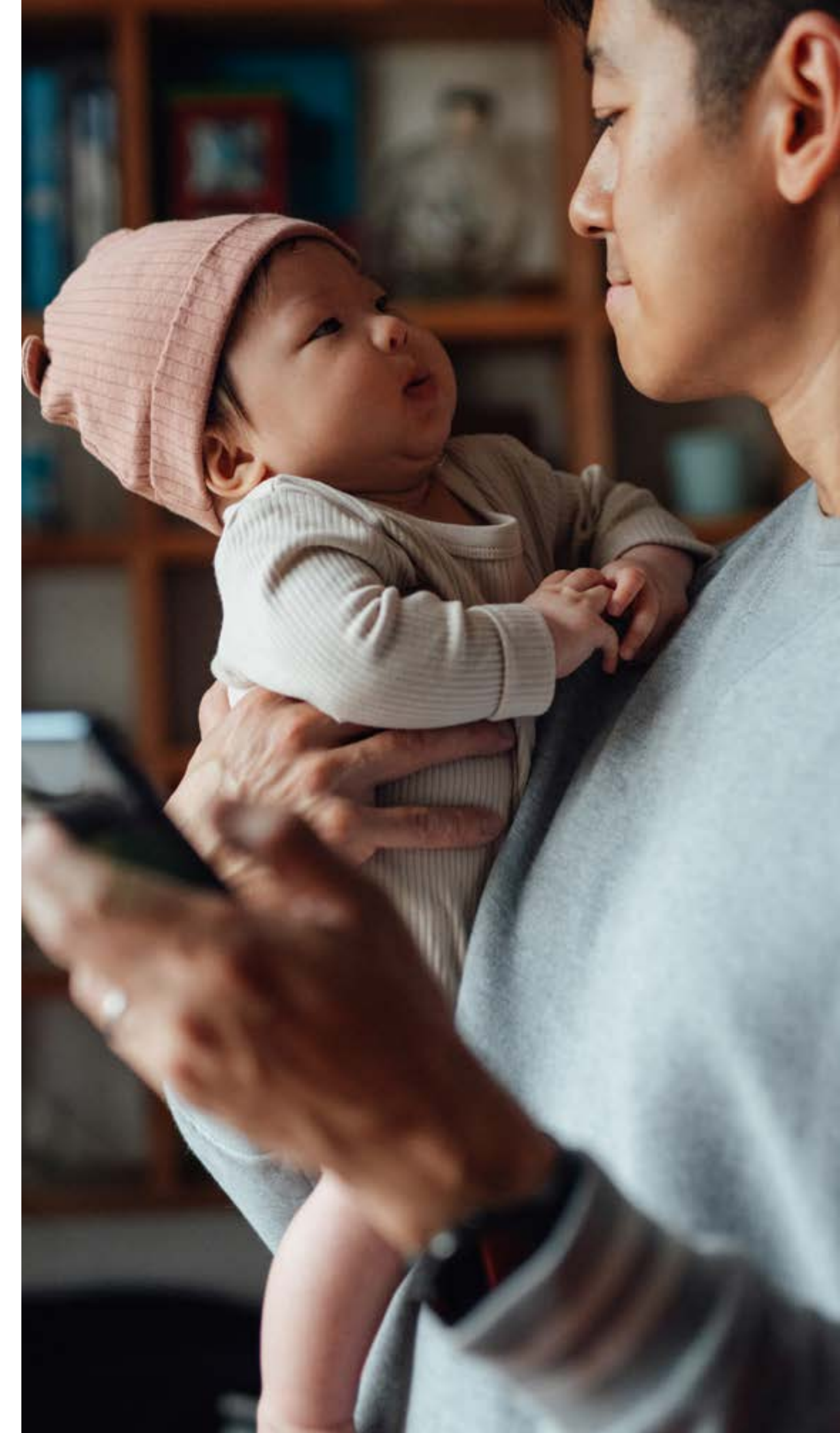
Trust allows our people to work in the best ways for them

Embedding trust within our culture strengthens everything we do, from individual empowerment to speed in execution and creating an environment where our people can thrive. This includes an ongoing commitment to workplace flexibility.

Implemented in 2022, our Flex Workplace Policy provides clarity in expectations and accountability to outcomes, while embracing the understanding that we each work best in different ways.

Our flexible work culture extends to our time away from work, too. We continue to uphold a Flex Time Off (FTO) policy, allowing all regular employees in the U.S., including non-exempt employees, to have access to unlimited time off. While policies vary from country to country, our competitive time-off practices around the world support the same understanding of trust and balance, empowering our employees to better balance their individual needs with the needs of our business. This promotes personal and professional fulfillment.

By promoting flexibility in our team's work approach, we equip them with internal collaboration tools to foster global connections, promote personal well-being, and reinforce the trust we have in each other.



Diversity, equity, and inclusion

Diversity, equity, and inclusion (DEI) continues to support our culture and business

We strongly believe an inclusive culture is good for all. Our ongoing DEI journey has been rooted in years of listening and learning. In 2023, we grounded our existing DEI work in data-driven goals that leaned into strategic focus areas, continuing growth in our culture of respect, support, empathy, accountability, and belonging that allows everyone to do their best work and reflects the world we live and work in.

The progress we made in 2023 reflects the comprehensive intentionality we've applied to DEI. We sought out a broader understanding of our current workforce and their DEI-related needs to inform the creation of a broader strategic global DEI framework. We refreshed our hiring policies and practices to enhance the diversity of our pipeline for leadership positions, as measured by goals for greater representation from underrepresented groups. We globally extended our dialogue on active allyship with education and empowerment. And we continued investing in our Inclusion Communities through structured leadership and support.

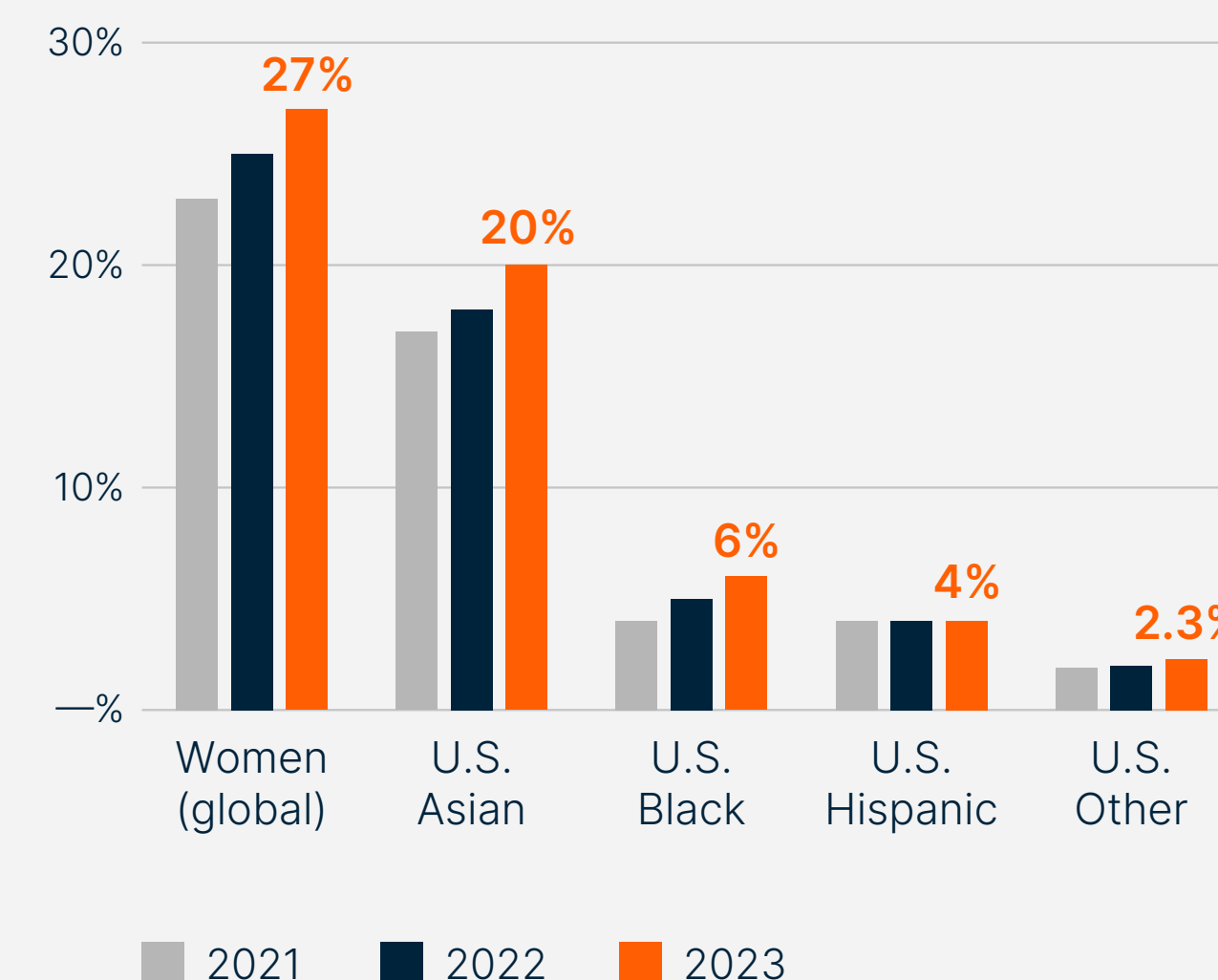
By refreshing our hiring and referral processes and identifying high-impact opportunities to promote DEI, we're strengthening our ability to hire the best person for a given position and foster diverse representation.

Our strategic focus areas — which are to diversify our leadership, build a diverse talent pipeline, and develop a more expansive strategy for the future — led to continued growth in 2023.



Diversity in people manager roles

We've hired and promoted an increasingly diverse base of people managers as a share of total hires and promotions, which has prompted greater overall diversity in people manager representation across Teradata.



Diversity, equity, and inclusion

Established in 2020, our 17-member DEI Advisory Board includes a cross-functional and regionally representative team appointed by our Executive Leadership Team.

DEI Advisory Board

Data guides our commitment to DEI

DEI includes tangible and intangible actions and commitments we build into both our day-to-day work and our organizational structure. Fueled by data, our network of support structures — including the Teradata Board of Directors, Executive Leadership Team, DEI Advisory Board, and Inclusion Communities — enables us to develop and execute our DEI strategy.

The DEI Advisory Board guides our mission-aligned steps to address inequality in the workplace. The advisory board conducts internal and external research to identify priority areas for our long-term DEI strategy. Based on their work, we began a long-term effort to prioritize diversifying our people manager positions to help achieve company-wide equity. We identified near-term and mid-term strategies to reduce people manager representation gaps, including holistic actions through employee recruitment, hiring, development, promotion, and retention.

The DEI Advisory Board also contributed to a company-wide survey to provide the foundation for building a broader strategic global DEI framework. This framework will help inform future DEI goals and ensure DEI programs are globally relevant.

Corporate Equality Index



Teradata earned a score of 100 for the second year in a row on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index, the nation's foremost benchmarking tool measuring corporate policies and practices related to LGBTQ+ workplace equality.



Inclusion Communities

Our Inclusion Communities are rapidly growing and strengthening

Our employees and leaders work together to support, define, and integrate our DEI strategies throughout our business by actively promoting and practicing allyship. Acting with intent as an ally fosters a sense of belonging and safety, supports marginalized identities, and reduces bias and discrimination at Teradata and beyond.

Our Inclusion Communities (ICs), each championed by an executive sponsor and supported by our DEI team, continue to put allyship in action through real connection, awareness, and engagement. These groups provide resources, networking, and camaraderie for all employees who want to join or participate in sponsored events.

We held more than twice as many IC events in 2023 as in 2022, and IC membership grew more than 25% year over year.

We hosted our first-ever Inclusion Community Summit in 2023, which united 28 Inclusion Community and regional DEI leaders from six different countries to support professional development, well-being, and empowerment.

Inclusion Community growth

Executive-sponsored ICs

2021	2022	2023
44%	100%	100%

Events

2021	2022	2023
19	48	101

Memberships

2021	2022	2023
95 ⁷	595	754

⁷ In 2022, we revitalized our Inclusion Community with leadership backing and dedicated support.



Inclusion Communities (cont'd)

Inclusion Communities drive awareness and collaboration to face societal challenges



Asian American and Pacific Islander (AAPI)

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



BLEND

Promotes an inclusive workplace culture — for an India-based group of employees — in which all forms of diversity are valued.



new

Families @ Teradata

Connects and provides support for caregivers of all kinds and their allies.



Green Agenda

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



HISPA

Supports a network of Hispanic associates and their allies with a community outreach focus.



Teradata Alliance of Black Employees (TABE)

Improves the workplace experience and promotes professional, personal, and cultural growth for those of African ancestry and their allies.



Teradata Pride

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



Veterans

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



Women of Teradata

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

Diversity, equity, and inclusion

Allyship Summit key highlights:

2,350+

employees attended
(11% increase YoY)

8 keynote addresses

3 panel discussions

5 pre-recorded videos

8 employee regional leadership positions

81 employee volunteers

Allyship

Fostering allyship within Teradata and beyond

Inclusion Community leaders and volunteers from around the world hosted our third annual Allyship Summit in 2023 to promote the adoption of intentional behaviors that create a truly inclusive workplace. This event, which included three separate gatherings to serve different time zones, engaged our employees with educational content, speakers, games, panel discussions, and speed networking.

Allyship Summit in 2023

Session topics included:

- Authentic Connections in a Diverse World
- Improving Cross-Cultural Communication in Business Settings
- Neurodiversity
- Inclusion Myth Busters
- AI Revolution and Inclusivity

Regional themes included:

- “Identity and Authenticity”
- “Stronger Together”
- “Learning to Be Our Inclusive Best”



Diversity in Technology Scholarship

Teradata’s commitment to DEI and our Teradata Cares program is important within and beyond our workplace. We know that diverse perspectives and identities help drive innovation, creating a bigger, more inclusive impact on the world around us.

Our Diversity in Technology Scholarship, which we began offering annually in 2021, is a financial award designed to help support critically underrepresented populations and build equity in STEM-related fields, including the technology industry at large, around the world. Our five 2023 awardees represent a variety of geographic and demographic backgrounds, reflecting our desire to develop future Teradata champions and drive innovation by countering stereotypes and oversights in the representation of underrepresented populations.

Celebrating diversity

Diversity, equity, and inclusion

Through celebrations of history, culture, and community, we continue to grow awareness and allyship of our many holidays, traditions, and perspectives around the world. Our support of major cultural celebrations this year included Lunar/Chinese New Year, Eid-al-Fitr, Ramadan, Yom Kippur, Rosh Hashanah, and Diwali.

We celebrate diversity through events and awareness campaigns



Black History Month (U.S.)

We celebrated Black history and community through trivia, education, donation match opportunities, and live conversations about Historically Black Colleges and Universities (HBCUs) and the lingering results of systemic oppression.



International Women’s Day and Women’s History Month

We reinforced our commitment to equity, gender parity, and inclusivity with our 2023 #EmbraceEquity celebration, including live discussions on leadership and empowerment.



Earth Day

Our Green Agenda Inclusion Community hosted three live events to promote employee awareness of sustainability topics. Employees learned more about Teradata’s current environmental initiatives and goals while learning how they can support environmental sustainability.



AAPI Heritage Month

We spotlighted the impact and contributions of the many Asian American and Pacific Islander (AAPI) communities and culture through understanding and allyship. Our celebration included discussions on career advancement for Asian Americans and breaking the bamboo ceiling.



LGBTQ+ Pride Month

To commemorate the journey that countries, businesses, and individuals have taken toward LGBTQ+ inclusivity and acknowledge the path still ahead, our employees joined Pride events in San Diego, Mexico, and Japan. Internally, we held learnings on allyship and fireside chats.



Juneteenth (U.S.)

Our recognition of Juneteenth — an official company holiday at Teradata — included donation match opportunities.



Hispanic Heritage Month (U.S.)

Throughout the month, we celebrated the achievements and contributions of Hispanic and Latinx individuals around the world.



Native American Heritage Month (U.S.)

This recognition offered dedicated time to learn more about the culture, traditions, and achievements of Indigenous communities in the U.S.



Veterans Day (U.S.)

For the first time, Veterans Day was recognized as an official Teradata holiday, providing a formal, company-wide opportunity to honor our veterans.



International Day of Persons with Disabilities

By recognizing this day, which promotes the rights and well-being of all persons with visible or invisible disabilities, we built mindfulness on how we can support and include accessibility for different abilities in our work culture.

Supporting our people

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



By listening and responding to survey feedback, managers:

Understand how their employees are doing

Identify topics of greatest impact to their team’s engagement

Promote a sense of ownership by involving their team in survey follow-up

Inspire and empower their team members to be their best selves and thrive

Promoting a people-first culture means listening to our employees across the globe and purposefully supporting them in all aspects of their lives. To this end, we routinely evaluate our practices to support our people.

We regularly seek employee feedback to understand what we’re doing well and where we can improve. Our quarterly **Pulse Surveys** and annual **Engagement Surveys** clarify how we’re performing as a company and how we can better meet employee needs. Our surveys enable leaders to gather employees’ input on important topics and gauge how connected and committed they feel to their work and our company.

Our 2023 Engagement Survey results were positive, with a one-point increase in our Engagement Index compared to 2022. This marked a nine-point total increase since we introduced the survey in 2019. We strive for continuous long-term progress. Our people managers are key to bringing tailored support to every team. Each people manager reviews results and identifies key insights. These include overall engagement from their team, trends from previous surveys, recommended strengths and opportunities, and comments to gain a deeper understanding. Teams then collaborate to identify topics of greatest impact and devise next steps and actions to meaningfully make and measure improvement.

Improvements to our Engagement Survey scores compared to 2022

Participation	87% (+7)
Engagement Index ⁸	77 (+1)
Growth	75 (+1)
Career	70 (+1)
Manager coaching	87 (+3)
Connection	78 (+1)
Belonging	77 (+1)

⁸ The Engagement Index is a combination of Satisfaction and Recommend.

Employee compensation, benefits, and well-being

We've refined our compensation and benefits offerings to support well-being

Pillars of well-being



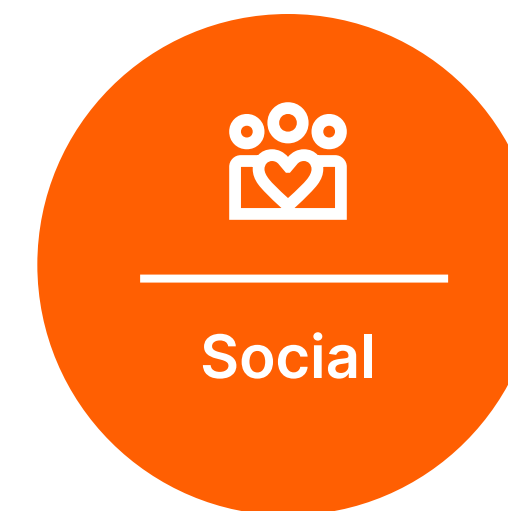
Offerings that support the health and wellness of employees and their families through preventative care, ongoing care, and urgent care



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



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



Opportunities and time off to nurture personal relationships, build a sense of belonging, and explore fulfilling pursuits

At Teradata, we support our global team's broad variety of people and circumstances. Our global benefits philosophy attracts and retains talent by promoting competitive, equitable, and inclusive benefits to ensure our employees can access the resources they need to foster multiple dimensions of well-being.



Teradata standardized its global benefit programs by focusing on three core goals:

- Centralize our benefits on a global and country-specific basis
- Verify benefits are inclusive and equitable
- Streamline benefit-related processes

The now-centralized global benefit program has raised global and local awareness of the various benefit options and made it easier for employees to access benefits information and receive support when needed. Our internal benefits website saw 69% more views in 2023 than in 2022. We look forward to building on this success as we empower our people with great benefits to thoroughly support well-being.

Benefits expansion

Supporting our people

Employee compensation, benefits, and well-being

To continue support for the varied and evolving needs of our global and diverse workforce, we grew and enhanced multiple impactful programs throughout 2023. We also streamlined benefits knowledge to help employees find the information they need when they need it.

In support of our people-first culture, we expanded benefits and programs in 2023



Wellness Coach (global)

Teradata partnered with Wellness Coach to provide our employees with an easy-to-access, holistic wellness platform that provides thousands of live and on-demand wellness resources spanning multiple aspects of well-being. Since its launch, 23% of our people have actively used the app, logged over four billion steps, partnered with Inclusion Communities, and completed over 60 team or individual challenges.



Expanded Employee Stock Purchase Plan access (global)

We expanded ESPP access to include part-time employees and interns without restriction based on hours worked. We also expanded access into New Zealand for the first time.



Enhanced parental leave (global)

To better support new parents, we set a global minimum of 14 weeks of parental leave. The policy is inclusive of gender, tenure, and the multiple ways a child can join the family, including birth, adoption, and foster care.



Veterans Day holiday (U.S.)

To recognize the service our veterans provide, we added Veterans Day as a company-recognized holiday in the U.S.



Bereavement time off (global)

We understand grief's acute impact on our well-being. To provide more time overall to mourn and cope with a recent loss, we enhanced our bereavement program, also known as compassionate care or mourning, to align globally and cover a broader range of circumstances.



Insurance benefits

We continue to align with best practices and enhanced our medical and other insurance benefits to promote better access and inclusivity in multiple countries, including the UAE, New Zealand, Egypt, Ireland, Japan, and the U.S.

To promote well-being we continue to observe the following practices:



Half-day Fridays

In effect from June through August, half-day Fridays permit more time for personal pursuits and self-care.



Well-being days

We designate one company-wide day off each quarter for personal and professional development and well-being priorities.



No-meeting Fridays

Providing uninterrupted time to catch up or plan the next week helps promote a positive work culture.



Birthday day off

We encourage employees to avoid work obligations on their birthdays.

Compensation

Supporting our people

Employee compensation, benefits, and well-being

Rewarding performance is a key element of our total rewards package

Compensation

Our people are critical to our success. To support the performance and contributions of all our people, we've built a competitive compensation framework that's aligned with the market and reflects our commitment to fairness and inclusion.

Our compensation framework is designed to retain, motivate, and reward employees for accomplishing goals and objectives that support our overall business plan and strategy, while also meeting the varied and evolving needs of a global and diverse workforce. In addition to our competitive base pay, our total compensation programs (which vary by region, country, and role) include sales incentives, annual bonuses, stock awards, an Employee Stock Purchase Plan, and a 401(k) Savings Plan with a company match.

Pay equity

Pay equity is a focus of ours. We review employee compensation plans, including pay equity and equitable distribution, as part of our annual compensation planning cycle, which is designed to ensure we decide pay fairly. This process evaluates each aspect of reward-based compensation and provides leaders with feedback to create more visibility into fair and equitable compensation, including potential compensation recommendations or changes within functional areas and departments, to make appropriate adjustments and promote pay equity.

This review is an integral part of global People Organization activity. Summarized results of this analysis are presented to our Chief Executive Officer and Chief People Officer, reflecting our commitment to evaluate compensation related decisions are fair and equitable.

Employee development

Supporting our people

We empower everyone at Teradata to steer their personal and career growth

We increased our growth and career scores and met our 2023 employee development goal through our employee engagement survey

Growth

75 (+1)

Career

70 (+1)

Our ESG materiality assessment identified an opportunity to lean into our **Core Principles** and foster talent development and career progression for our employees. This is also an ESG strategic focus. In 2023, we continued to expand and evolve existing programs to provide new and meaningful career growth and development opportunities. We also set an internal goal to increase our Engagement Survey scores by one point in each of two categories: career and growth opportunities. We reached our internal goal and also received employee feedback on what we're doing well and where we can improve to further meet employee needs.

In addition to the job-specific training they receive, our employees have access to professional development programs and learning opportunities at all career levels, along with peer learning opportunities. These opportunities, which are available to new hires beginning on day one, equip employees to continually develop their skill sets according to their interests and career goals.

During onboarding, new hires dive into Teradata's culture and our commitments to DEI, flexible work environments, safety, ethics, community outreach, and innovation. New employees and contingent workers must also complete Teradata's Code of Conduct, Harassment and Discrimination Prevention, and Security Awareness training courses within their first 30 days.

We provide employees access to numerous online learning courses and resources through the following:



Teradata University

A learning management system with over 275 courses that's designed to build employee skills and capabilities

CareerU

A resource to help leverage unique and transferable skills and foster strengths and interests that support effective design and implementation of a career development and growth plan

LinkedIn Learning

Access to the platform, which contains more than 16,000 courses in seven languages

391,000 hrs

total online training time logged

60 hrs

average time logged per employee

Supporting our people

Employee development

To cultivate talent within our organization, our leadership programs provide the skills, tools, and confidence to take their careers to new heights. From aspiring first-time managers to mid-level managers seeking executive roles to senior leaders in the company, there's something for everyone.

Leadership programs

We offer various programs designed to unlock leadership potential at all levels



Our 2023 leadership development programs included:

 **Actionable Leadership**

Develops core skills to help emerging leaders grow and lead effectively through peer-based and action learning. *(10-week, 5-session, virtual, nomination-based program)*

 **The Leader Experience**

Refines self-awareness, adaptability, coaching, and influence skills of high-potential and high-performing mid-level leaders. *(5-week, 5-session, virtual, nomination-based program)*

 **Launch into Leadership**

Helps new managers understand the importance of shifting from “doing” to “enabling” when moving from an individual contributor to a people leader. Focus areas include action-centered leadership, enablement, relationship navigation, and emotional intelligence. *(8-week, 2-session virtual program)*

 **LEAD@TERADATA**

Onboards newly hired or promoted people leaders to their roles and responsibilities across our programs and processes. Sessions focus on a people leader’s role in contributing to our culture, managing talent, and relating to employees. *(4-session virtual program)*

 **Situational Leadership**

Shares a framework for leaders to elevate performance conversations by matching the individual’s performance needs with the appropriate leadership style. Focus areas include adapting leader behavior, managing movement toward higher performance, and ensuring individuals can perform to their highest potential. *(2-session virtual program)*

 **Connected Leaders Academy Management Accelerator**

Invests in future leaders through three main pillars: building knowledge, shifting mindsets, and expanding networks. Focus areas include adaptability and resilience, problem solving, and business strategy. *(4-month, 5-session virtual program)*

 **Executive Development Program**

Accelerates the capabilities of high-potential and high-performing senior leaders pursuing strategically significant roles. *(9-month blended program)*

Supporting our people

Employee development

Career growth and development

We offer guidance throughout the year to foster career growth and development



 Consistent feedback

To complement the formal year-end performance review process, our **Quarterly Connects** program provides employees and their managers consistent interactions throughout the year to review milestones, offer feedback, and discuss opportunities for continued development and advancement. In 2023, we enhanced the program to include an annual skills-based evaluation along with questions related to career goals and preferences. This focus was designed to build a common language around skills proficiency, encourage career growth discussions, and invite more meaningful partnership, reflection, and dialogue between leaders and their team members.

 Mentorship program

We launched a formal mentorship program in 2023 through our new **Mentoring Portal**, which provides a tailored and automated mentoring journey for mentors and mentees across the organization. This program empowers employees to focus on the skills that are most important to them with experiences they can tailor to their availability and learning preferences.

 Sponsorship program

In 2023, we continued a sponsorship program designed to connect learners from the **Connected Leaders Academy Management Accelerator** with high-level leaders in the company, further enabling mentorship and growth.

92%

of employees on average completed their **Quarterly Connects** each quarter in 2023

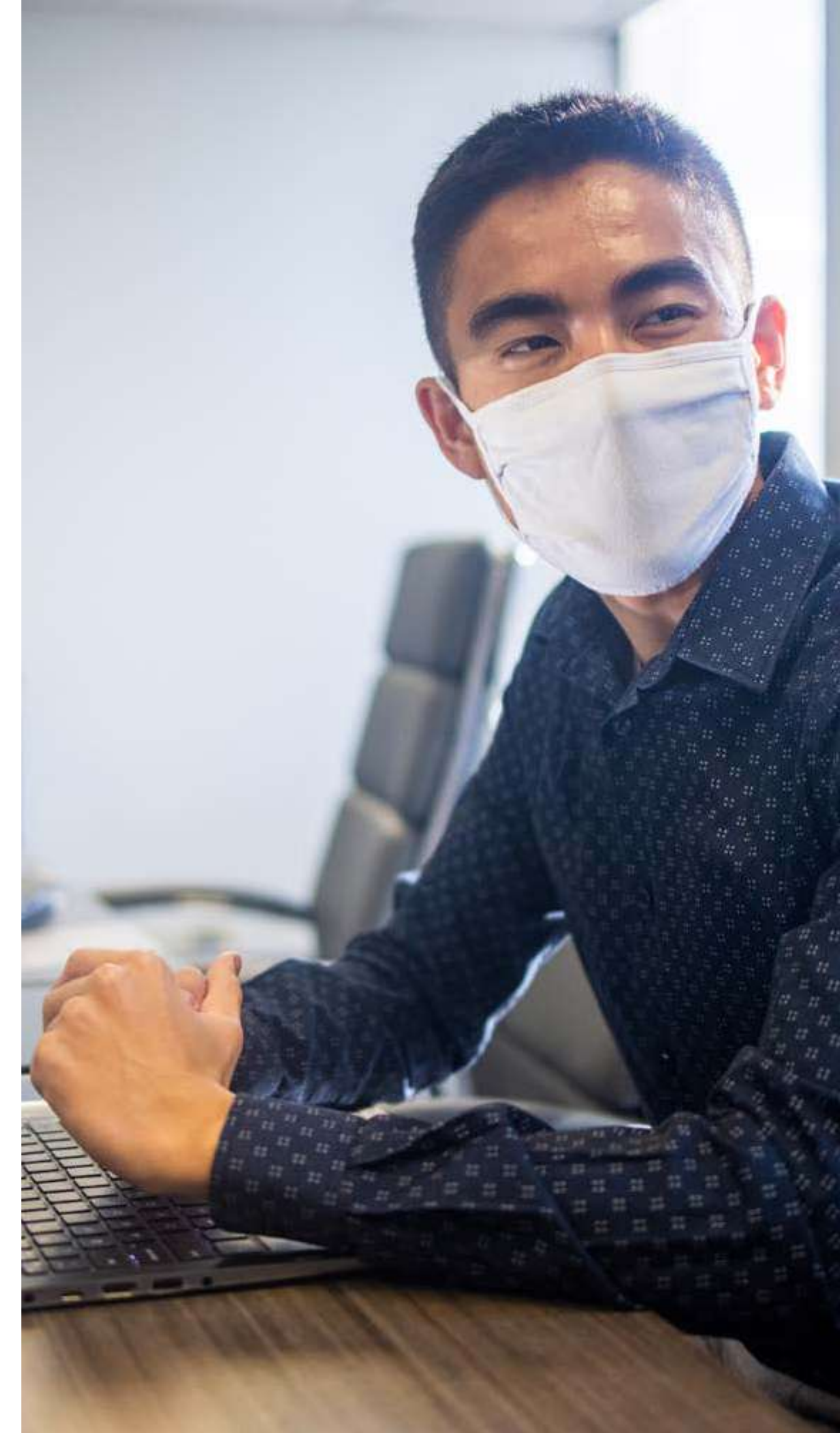
Employee health and safety

At Teradata, we're committed to protecting the health and safety of our employees, contractors, and vendors worldwide

Our employees are our most important asset. We prioritize health and safety throughout our business to safeguard our employees and stakeholders. Our global health and safety program guides all aspects of our business operations. We maintain the highest standards to ensure our employees feel safe at work while also complying fully with all applicable laws and regulations.

Our [Policy](#) and [Team Safety Handbook](#) applies to all Teradata operations and conveys 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. Under the direction of Teradata's Head of Global Security, site H&S coordinators and security teams supervise the implementation of standard operating procedures, manage site-specific communications, and provide in-depth training on occupational hazards.

In 2023, per OSHA guidelines, we reported two recordable injuries (back strains), which were deemed minor. Both employees were treated and returned to work.




 Teradata **in action**

Raising awareness of employee safety and security

At Teradata, it's our priority to keep our employees safe but also empower them to be their own personal health and safety advocates. As global health, safety, and security conditions evolve, so must our approach to protecting and supporting our employees. In a post-COVID world, with over 90% of our employees working remotely and business travel on the rise again, Teradata's Physical Security and Safety team is focused on expanding health, safety, and security awareness and promoting personal advocacy.

We have maintained a pragmatic and robust approach to upholding environmental, health, and safety procedures within our facilities and complying with regulatory requirements. More recently, we partnered with a leading third-party consulting firm to strengthen our existing programs and procedures with cutting-edge tactical approaches to address our employees' evolving needs.

Empowering our employees in 2023 with tools and resources to keep them safe and secure now and when they need it.

Teradata SAFE (Safety Awareness for Everyone) alerts

To enhance global safety and security, we send employees immediate and targeted communications during critical situations. Leveraging our security vendor Everbridge, SAFE alerts enable the Physical Security and Safety team to reach out to employees — regardless of their location — and offer a swift, simple method for them to inform us about their safety status.

Everbridge app

This is an essential travel tool that enables employees around the globe to receive SAFE Alerts on their mobile devices and have access to various travel- and security-related matters. These include U.S. State Department travel advisories, DHS-TSA traveler information, incident reporting, international SOS travel and medical support information, travel check-in capabilities, 24/7 telephone connectivity with Teradata security staff, emergency SOS assistance, and safe corridor and geo tracking.

Teradata Security Operations Center (TSOC)

Located at our San Diego Headquarters, our 24/7 global security operations center is the office for Teradata employees to call into and speak directly with a security staff member at any time. Among its many responsibilities, the TSOC staff monitors events around the world and can issue SAFE Alerts to communicate with our employees during critical events.

Hiring and recruitment

We build on trust and respect to recruit, promote, and retain top talent

Hiring

To ensure we hire the best possible people for the job in a highly competitive market, we refreshed our hiring and referral processes in 2023 to be more equitable, reduce unconscious bias, and support our overall goals as a company. This included updates to adopt best practices for effective job descriptions, require diverse candidate interview slates, and globally standardize our referral process.

Recruitment

Developing a pipeline of future talent is also key to attracting new talent. Our internship programs in the U.S. and India build a strong foundation of career development opportunities that can elevate an internship into a long-term, regular job position. These programs create a collaborative environment where interns of diverse backgrounds build relationships and develop professional skills through meaningful work that benefits Teradata and our employees.

Our Teradata University program also fosters the next generation of Teradata-ready candidates by providing students with free resources, tools, certifications, and support. This includes supporting communities that are underrepresented in STEM education to foster talent, upskill their data analytics knowledge, and drive innovation. Read more in the [Teradata University for Academics](#) section of this report.

In 2023, we continued to improve our recruitment, promotion, and retention process. As we sustain our competitiveness and customer focus while aligning with market needs, including our growing focus on Trusted AI, we adjusted our organization and optimized expenses to advance our competitive position. As such, our overall employee footprint decreased by 7.7% compared to 2022.



Employee referrals tend to reduce the time needed to fill roles

Our Talent Acquisition team refreshed our **Employee Referral Program** in 2023 to make it easier to submit a referral, simplify the eligibility and pay structure, and provide transparency to all stakeholders. This refresh standardized payout amounts, created new recruiter responsibilities within our process, and streamlined our communication approach to better engage candidates and the employees who refer them.

We've already seen more referral hires since we launched our new Employee Referral Program. We anticipate more referral hires as we improve our talent base and productivity.

Retention

Focusing on engagement to drive retention and reduce turnover

Six focus areas

To foster employee retention, we're focused on building a strong culture, recognizing accomplishments, supporting well-being, offering growth and development opportunities, and taking a multifaceted approach to employee engagement.

Growth

Employees value career growth. We focus on upskilling our employees to show we too value their growth. We promote career development and upskill employees by enhancing business knowledge (through job-based development activities) and building leadership skills (through our learning and development programs).

Employees discuss career growth opportunities (including promotions) and action plans to implement their individual career paths with their managers. Promoted employees receive structured support via training, managerial support, and clear expectations to facilitate the transition to their new roles. In 2023, we advanced 12% of our employees through internal promotions.

Purpose

A strong driver for employee engagement is when employees find meaning and purpose in the work they do. According to a 2023 quarterly Pulse Survey, 84% of Teradata employees see a clear link between their work and Teradata's strategic direction, showing that our people generally find their work meaningful, inspiring, and enjoyable.

Engagement

Employees look for a greater purpose in their work and a connection with their personal values. Our Inclusion Communities and Teradata Cares events provide structured opportunities for our people to connect their work with both their personal values and a broader purpose. We also match donations, allow for paid volunteer time, and encourage personal community outreach.

Recognition

When employees are appreciated and recognized for their work, they're more engaged and more likely to stay. Recognition can take the form of personal acknowledgment, monetary rewards and bonuses, stock options, and merit increases.

Diverse and inclusive culture

Employees seek an environment where they feel a sense of belonging and inclusion. Our DEI initiatives and inclusive workplace promote a positive work experience. Our quarterly and annual employee surveys indicate that our employees generally feel a sense of trust, inclusion, communication, satisfaction, and belonging within and beyond their respective teams.

Well-being

Personal and professional needs are balanced uniquely for each individual. Our flex workplace and flex time off policies — which empower our people to choose preferred work environments and take unlimited time off — enable our employees to prioritize their needs, mitigate productivity losses, and inhibit burnout while feeling valued and trusted.



Community outreach

We believe that giving back invigorates the human spirit

We believe building connections between our employees, their families, and our communities creates a more meaningful, fulfilling, and enjoyable workplace. Since 2008, we've promoted community outreach through our **Teradata Cares** and **Community Champions** programs. These community outreach programs have strengthened relationships among team members and helped them appreciate the interdependence between our company and the communities where we live and work.

Through Teradata Cares, our employees donate their time, money, and talent to causes that matter to them. Also, acting as employee ambassadors, Community Champions go beyond their day jobs to plan and organize program activities in their communities. They support volunteering, giving, peer support, and other initiatives to engage employees in giving back at the local level.

In 2023, in an effort to establish a baseline of employee participation in community outreach, we set a new goal of having 25% of our employees participate in community outreach initiatives. We exceeded that goal; 28.4% of our employees took part in initiatives across 31 countries.

As we adapt to an ever-changing landscape and remote working, we will continue setting goals and measuring our community outreach efforts to reinforce collaboration in and outside of Teradata, making meaningful and positive impact around the world.

Strong focus to bring our employee volunteer participation back to pre-COVID levels

Employee participation in community outreach initiatives



Number of countries that held events or initiatives **31**

Community Champions **65**

Three pillars of Teradata Cares



Strengthening communities where Teradata has a presence

Helping the environment by supporting global sustainability

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

Teradata employees receive:

Paid volunteer time

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

Donation matching

We provide community service grants for group volunteer time, match employee gifts to qualified not-for-profit agencies, and support communities where we have employee populations.



Improving education



Teradata Cares Colombia volunteered at the foundation CONSENTIDOS, which helps children with motor, learning, and behavioral disabilities receive attention in an enriching and loving environment. Teradata donated materials to create a new multisensory room to spark children's senses with music, colors, aromas, sounds, flavors, texture, and movement. Volunteers also collected some educational toys to donate and worked together to create a mural with origami butterflies.



Teradata Cares India gathered at BVJSS Ashram, a school that has received Teradata support for building upgrades. Our employees participated in assembling and distributing school kits with essential supplies, serving a delicious and nutritious lunch to the school's children and staff, and participating in a tree planting ceremony.





Helping the environment



At Possible Singapore 2023, a marketing event for AI innovation and technology, also supported sustainability awareness by donating edible seeds to MINDS. MINDS is a social service agency serving clients with intellectual disabilities along with their caregivers and families. Attendees also received a recycled bag designed by a spinal cord injury survivor who graduated from SPD Artisan Collab's Transition to Employment program. SPD provides a platform for people with disabilities to hone their craft skills and make meaningful handmade gifts.



Teradata Cares in San Diego built a new butterfly garden at our headquarters to support a habitat for monarch butterflies migrating from Mexico. The new garden is registered and certified with the official Monarch Waystation program. This supports the migrating monarch butterflies and makes our campus more enjoyable to work at and visit.





Strengthening communities



Teradata Cares in South Carolina volunteered with the Fisher House, a temporary home away from home, where military and veterans' families can stay at no cost while their loved one receives medical treatment at the Veteran Affairs medical facility nearby. Our team installed a healing garden that families can enjoy, providing an opportunity to bring some peace and tranquility while loved ones receive care.



Teradata Cares in Mexico City decorated colorful nylon bags that were filled with toiletries to support the MUSAS Wellness House, which provides holistic care for women with cancer. MUSAS empowers patients to find information and care from different specialists who form a multidisciplinary team, which complements conventional cancer treatments to manage the physical and mental side effects that accompany cancer treatment and recovery.





Teradata in action

Collaborating with our teams across regions and partnering with our local communities, we helped serve food to almost 800 people

As a global company with global teams, it can be difficult for us to connect for community outreach. Our Office of Business Process and Program Management organization wanted to unite their global team members through community outreach activities and give back through the shared experience.

At the beginning of 2023, a dedicated group of seven passionate individuals worked together to enhance their community outreach efforts. The team is geographically dispersed across San Diego, Orlando, and Boston, but a shared commitment inspires them to volunteer for meaningful and unique causes.

This small but mighty team helped local organizations provide nourishment to populations in need, including seniors, homebound individuals, patients, and students.

The experience was such a great success that it has become a quarterly event, with different opportunities (and increased participation) each quarter. The team inspired other organizations and empowered global teams to host quarterly volunteer events, connecting their global and remote teams while connecting with their communities.

These sorts of initiatives show how our employees apply our Core Principles. They're holding each other accountable as they collaborate and help each other both inside Teradata and outside in our communities.

615 meals were prepared at an on-site pantry for our senior community

82 people received nutritious food based on the health provider referral

61 students received nonperishable food and fresh produce that our team helped prepare for distribution

21 low-income seniors received their monthly food delivery

19 meals were prepared for a new food delivery program for those unable to access the pantry

Doing Good With Data™

Our philanthropy strategy harnesses data and analytics to maximize their social impact

Teradata aligns its expertise and technology with the financial or talent resource needs of these nonprofit organizations.

To amplify our impact, we partner with DataKind, a nonprofit organization with a mission to serve others by harnessing data science and AI. DataKind connects social impact organizations with the data science resources, tools, and expertise they need to solve worldly challenges. We're proud to have partnered with DataKind for 11 years (and counting) to help solve various tough challenges with the power of data.

Partnership with **DataKind**

11 yrs.

Teradata in action

Using better data and analytics to address climate change risks to global buildings and structures

Teradata sponsored the 2023 DataDive® Event on Assessing Climate Risk with Data Science, supporting hundreds of volunteer climate scientists from around the world to apply data to some of the most complex climate-related issues identified by the International Monetary Fund (IMF).

On a global scale, data is often missing and inconsistent, preventing global advising institutions from making key decisions on how to mitigate climate risks. Data scientists dug into climate risks associated with physical structures relevant to human life. Everything we rely on — from housing and transit systems to energy and water supply infrastructure — is at risk of climate change impacts.

Our support to DataKind enabled climate scientists to:

- Harmonize data from disparate sources
- Build an extensive catalog of physical structures tagged by geographic coordinates
- Link the catalog to supporting datasets in order to build a more accurate reflection of climate risk

This massive and harmonized dataset is anticipated to improve the global census on climate risk for physical structures, which helps understand how to mitigate such risks and manage the financial impact from climate change. Future opportunities with this data include forecasting and modeling the damage associated with climate change to address damage mitigation and financial impact strategies with a greater level of data-driven confidence.

Community outreach

Since 2001, the Teradata University for Academics platform has been accessed by:

10,000+ students and faculty members

2,700+ universities and high schools

124 countries

Teradata University for Academics

Teradata provides free access and resources for students and faculty

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

Our Teradata University for Academics mission is simple. We want to foster the next generation of Teradata-ready advocates, improve our brand perception, and generate valuable product feedback.



Partner with us!

If you're a member of the academic community, please contact us at academicprograms.teradata@teradata.com to receive free access to our technology and learning resources. We're also seeking Teradata colleagues who would like to serve as a Teradata Academic Champion. We rely on the generosity of passionate advocates like you to bring our free cutting-edge resources to schools around the world.



Foster the next generation of Teradata-ready candidates, customers, and brand advocates

We provide free STEM resources, tools, and support to schools in underrepresented communities. This offers educators, students, and current employees the opportunity to upskill as we keep driving innovation.



Improve our brand perception

To improve our brand perception, we cultivate strategic partnerships and co-create influential Thought Leadership content. This positions Teradata as an innovation catalyst and fosters trust, credibility, and strong alliances within the academic community.



Generate product feedback

We open avenues for collaborative research while staying close to hotbeds of innovation and cutting-edge research. This generates valuable feedback from new types of users for product improvements.




Community outreach

Teradata University for Academics

Launching ClearScope Analytics in 2023 compelled us to encourage our university talent to learn on our new offerings.

Teradata University for Academics progress

In 2023, our academic outreach program worked on the following initiatives to align our new offerings with our focus areas:

	What we did	What's next
 <p>Foster the next generation of Teradata-ready candidates, customers, and brand advocates</p>	<p>We piloted free access for university students to ClearScope Analytics Experience, our new hands-on demo environment. 60 faculty members and students from 35 schools around the world signed up and used the platform to explore the most powerful analytics engine for AI innovation.</p>	<p>Work with faculty adopters to tailor our curriculum and deploy it in the modern classroom environment while enabling individual student access.</p>
 <p>Improve our brand perception</p>	<p>We worked with the Teradata Graduate Program to provide free access to our VantageCloud Lake Associate exam and Vantage 2.3 Associate exam for each program participant. All 70 graduates earned one of our six certifications, which provide digital badging and thus promote Teradata's brand.</p>	<p>Promote the program and education through courses, certifications, and similar programs to improve our brand awareness around the world.</p>
 <p>Generate product feedback</p>	<p>We secured a partnership with a university to have their students produce various demos using the ClearScope Analytics Experience platform.</p>	<p>We intend to leverage the lessons learned from this pilot as a model for deployments at other universities to make our offering more user-friendly and engaging.</p>

Stewardship

We're stewarding a more sustainable future by collecting better data, engaging with our suppliers, optimizing our real estate footprint, procuring more renewable energy, and repurposing hardware among other notable steps to support progress across the value chain.

In this pillar

[Environmental progress →](#)

[Carbon footprint →](#)

[Energy →](#)

[Water →](#)

[Waste →](#)

[Sustainability in action →](#)



Environmental progress

We're leveraging data to be more sustainable across our business and infrastructure

In 2023, we maintained momentum in targeted emission reductions by consuming less energy, improving energy efficiency, purchasing more renewable energy, and consuming less water. These efforts helped us improve our environmental impact and progress towards our scopes 1 and 2 carbon neutral and net zero goals.

We're rigorously holding each other accountable as we elevate our commitment and emphasize transparency to help our stakeholders understand and appreciate our stewardship journey.



We're building trust through accountability with customers, investors, and internal stakeholders as a stewardship-driven partner.

2023 stewardship progress

Emissions

Location-based:	Market-based:	Scope 3:
32%	76%	56%
scopes 1 and 2 reduction*	scopes 1 and 2 reduction	of suppliers (by spend) have emission reduction goals

26% less **energy** consumed*

35 percentage point increase in purchased **renewable energy**

32% less **water** consumed*

24% less **waste** recycled*

*Compared to 2021 baseline

Carbon footprint

We're diligently reducing emissions across all scopes

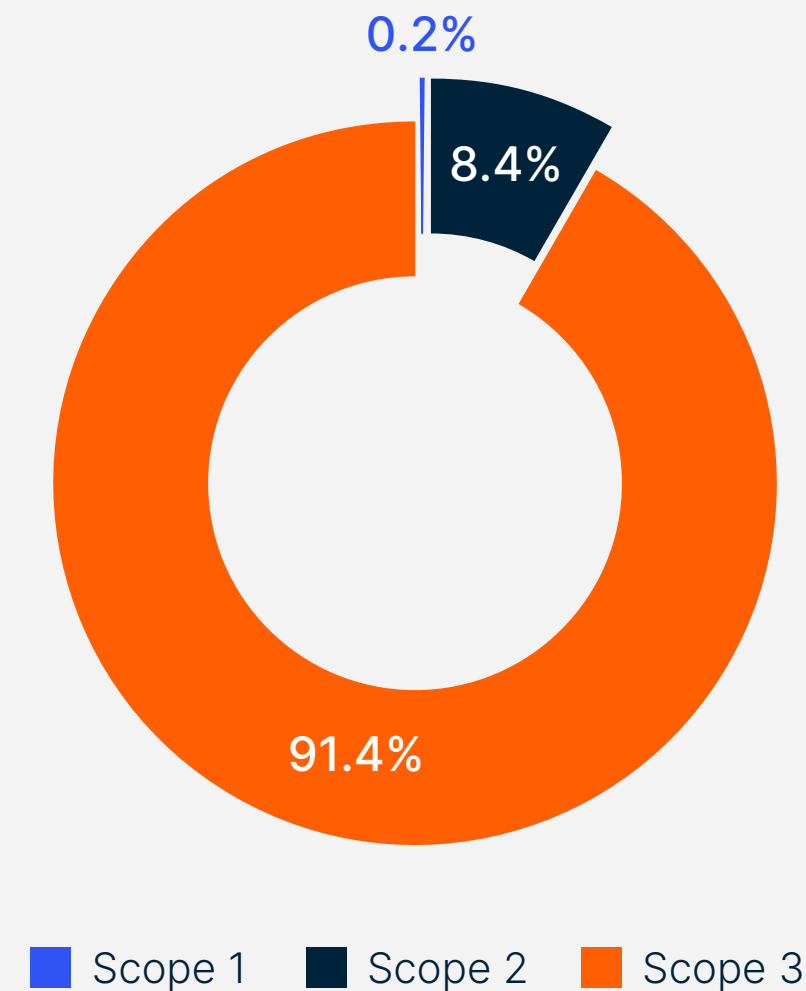
Great progress made on our carbon footprint reduction in 2023

To monitor, manage, and mitigate our environmental impact, we measure our carbon footprint according to the GHG Protocol, a set of internationally recognized standards for quantifying and reporting GHG emissions. We report on all three of the protocol's defined categories: scope 1 (direct emissions), scope 2 (indirect emissions), and scope 3 (upstream and downstream emissions).

Goals	2023 progress
Net zero by 2050 (all scopes)	Net zero roadmap development launched with four levers to cut our emissions: <ul style="list-style-type: none"> • Carbon accounting completeness and accuracy • Operational emissions • Supply chain emissions • Downstream emissions
Carbon neutral by year-end 2024 (scopes 1 and 2)	On target to meet our carbon neutral goal
34% emission reduction* by 2025 (scopes 1 and 2)	32% reduction in scopes 1 and 2 emissions (location-based)* 76% reduction in scopes 1 and 2 emissions (market-based)*
50% supplier spend taking targeted emission reduction by 2025 (scope 3)	56% of our suppliers (by spend) have action-oriented emission reduction goals

*Compared to 2021 baseline

2023 greenhouse gas footprint



We've made great progress across all scopes of GHG emissions. An expanded renewable energy strategy has reduced scope 2 emissions. We look forward to engaging with our large and complex supply chain to reduce our scope 3 emissions, which is understandably much larger than scopes 1 and 2 emissions combined.

Carbon footprint

GHG accounting improvements

Scope 1

Reporting now includes estimated heating and cooling values for some leased facilities using conservative emission factors.

Scope 2

Reporting now includes market-based emission calculations.

Scope 3

Reporting includes a 7.4 percentage point increase in supplier sourced data compared to 2022.

Carbon footprint progress

We've set goals, executed our plan, and evolved our processes and protocols

We set a 2025 goal of reducing our scopes 1 and 2 carbon footprints by 34% compared to 2021 as mileposts on our net zero journey. We have considerably reduced our reported emissions year-over-year by purchasing a greater percentage of renewable energy, which allows us to report against both location-based and market-based emissions criteria. With the addition of market-based reporting, we can report emissions with far greater confidence and more accurately forecast emission reductions. We will continue focusing on our short-term reduction mileposts as we advance on our net zero journey.

We invested significantly in the training and development of our key employees on critical GHG protocols, processes, and best-in-class reporting

Accreditation

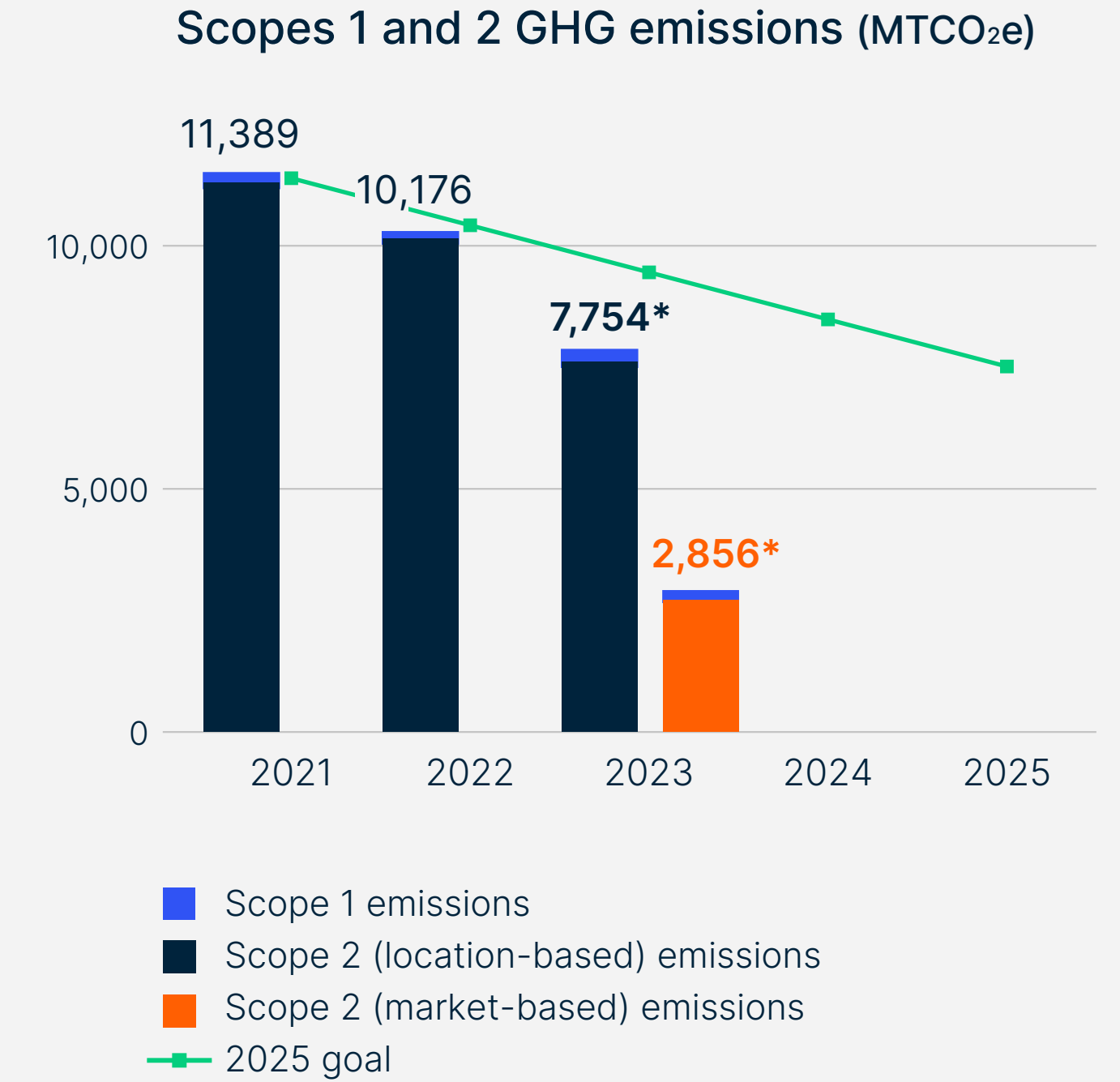
- Two real estate managers were accredited with the Indian Green Building Council
- One real estate manager became a certified Sustainable Facility Professional

Upskilling

- Topics such as carbon accounting methodology, forecasting, and improving controls
- Preparation for our first scopes 1 and 2 limited assurance

Development

- Net zero reduction roadmap and forecasting
- Scope 3 emission reduction and supplier enablement



While we've reported our scopes 1 and 2 emissions according to the GHG Protocol framework since 2008, our internal Stewardship team improved our carbon accounting and reporting processes in 2023. Third-party assurance of our 2023 results, along with internal validation, shows our commitment to accountability and transparency, including our Basis of Reporting for greenhouse gas emissions.

* Independently assured by ERM CVS as part of their limited assurance engagement. The assurance report is presented in [Appendix G: 2023 scopes 1 and 2 limited assurance](#).

We'll keep engaging with all our real estate partners to source more granular data to improve our reporting process.

Scope 1 emissions

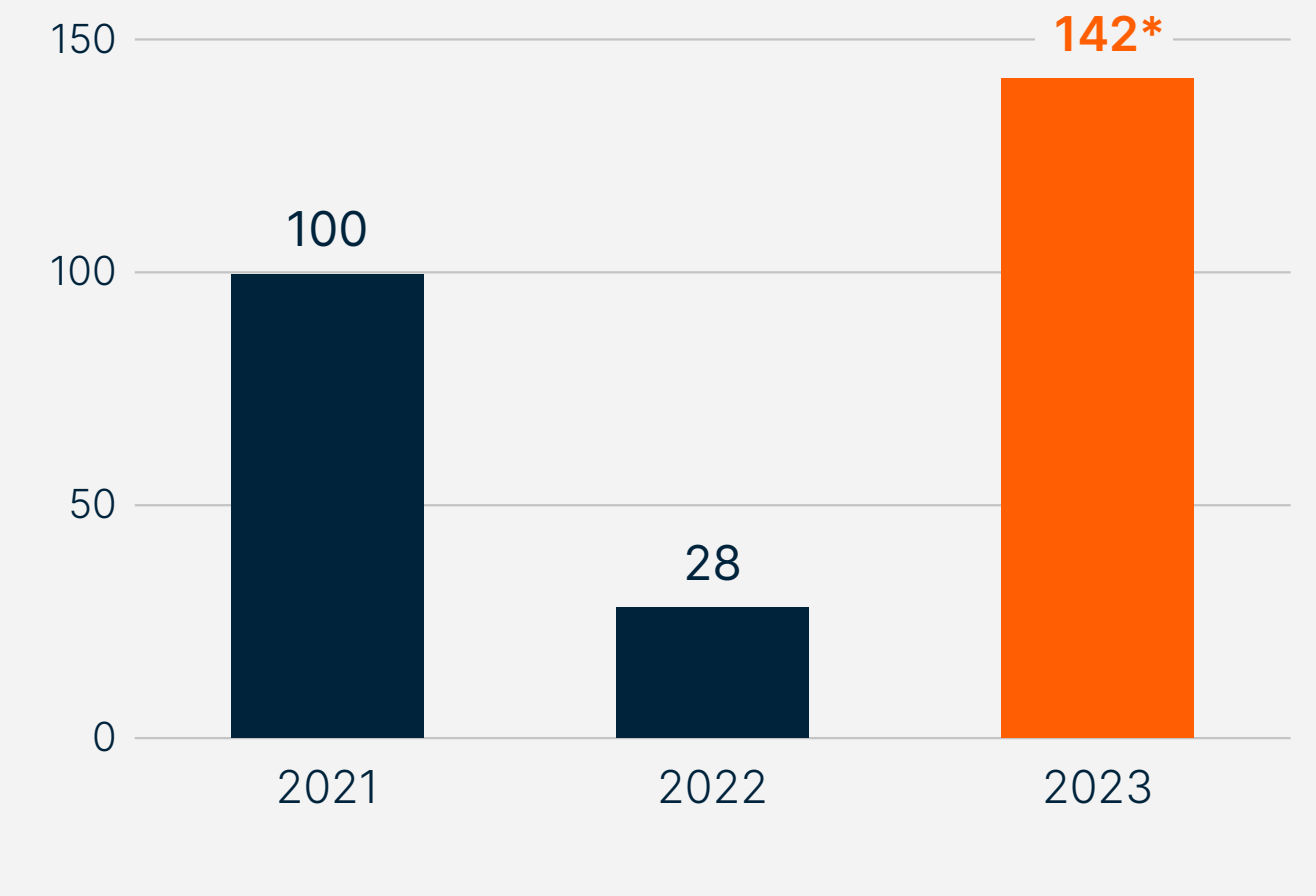
We reported higher scope 1 emissions by incorporating more complete data

The GHG Protocol defines scope 1 emissions as direct emissions from company-owned and controlled resources. For Teradata, this includes stationary combustion sources (e.g., fuels, heating). Historically, we calculated scope 1 emissions based on purchased quantities of fuels (such as natural gas, diesel, etc.).

Since 2020, we've decreased our operational facility footprint across all geographies. As a result, our 2023 owned and leased facility portfolio is now close to steady state. We expect to maintain a low footprint going forward due to flexible work environments. To ensure our scope 1 emissions reporting is robust and comprehensive, we now include scope 1 data for estimated heating and cooling where metered data is not available from our landlords. When we cannot identify the fuel source, we assume fuel oil is used to avoid understating emissions.



Scope 1 GHG emissions (MTCO_{2e})



Our inclusion of estimated heating and cooling emissions for our leased facilities in our 2023 reporting (to make our site emissions calculations more complete) has led us to report higher scope 1 emissions. Despite the increase reported for scope 1 for 2023, scope 1 emissions only reflect around 1.8% of our total combined scope 1 and 2 emissions and 0.2% of our overall GHG footprint.

* Independently assured by ERM CVS as part of their limited assurance engagement. The assurance report is presented in [Appendix G: 2023 scopes 1 and 2 limited assurance](#).

We'll keep adopting renewable and more efficient energy sources to reduce our scope 2 emissions.

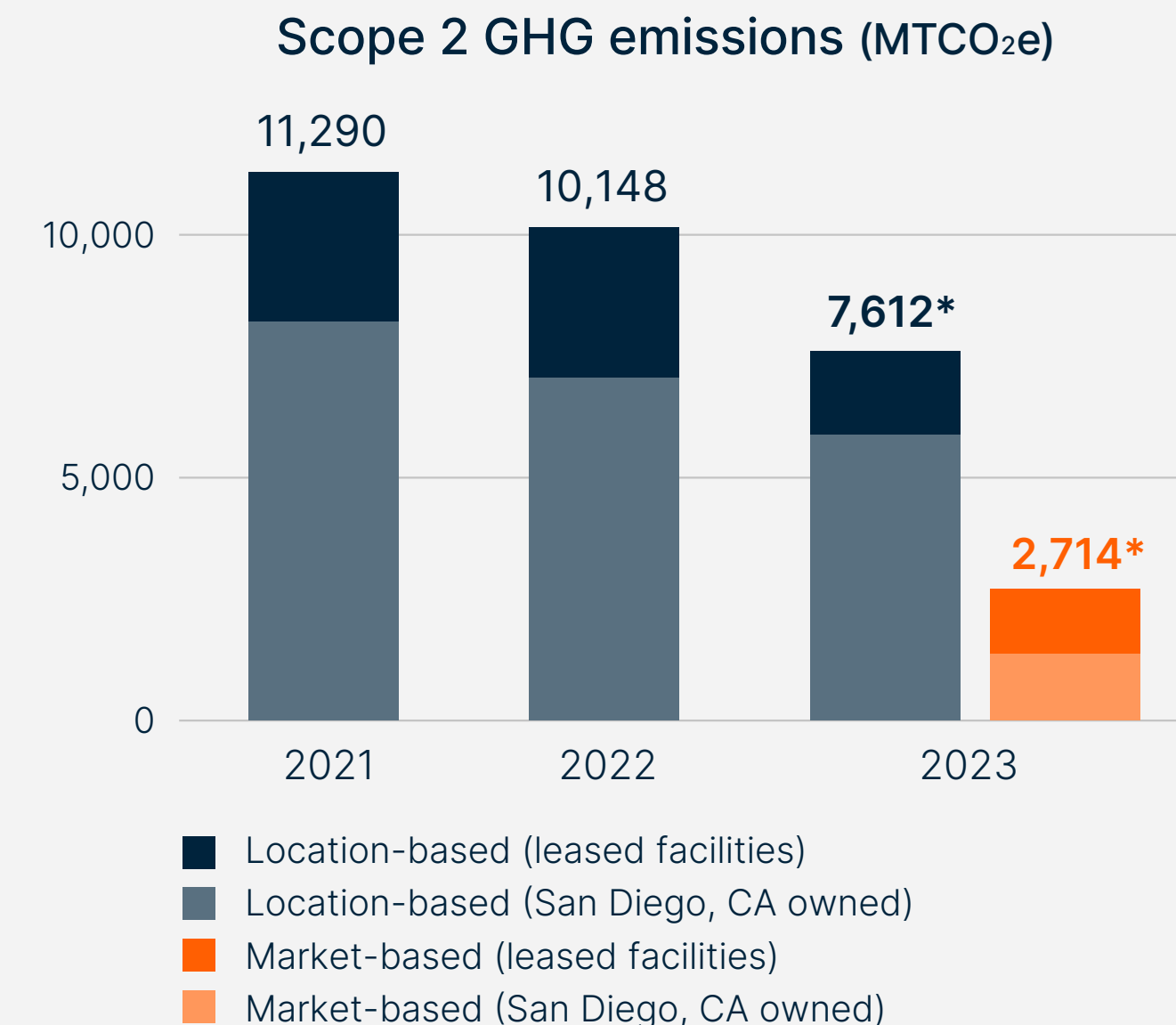
Scope 2 emissions

Procuring renewable energy has led to impressive reductions in our scope 2 market-based emissions

The GHG Protocol defines scope 2 emissions as indirect emissions from the generation of purchased energy supplied by a utility provider. Teradata's scope 2 emissions consists of purchased electricity — the main contributor to our operational carbon footprint — and represents over 98.2% of our scopes 1 and 2 operational emissions. We have relentlessly maintained focus on our energy consumption initiative and procurement of renewable energy to reduce our scope 2 emissions, reach our 2025 goals, deliver on our 2024 carbon neutral commitment for scopes 1 and 2, and drive toward our 2050 net zero goal.

Our San Diego campus, which houses our company headquarters and our only owned data center, accounts for most of our scope 2 emissions. Historically, we've only reported location-based emissions, which reflect the averaged carbon intensity of the grid at each location. In 2023, we started to actively and purposefully choose our purchased electricity's energy mix.

While both location-based and market-based emissions are critical to gauge a company's impact where it operates, market-based emissions figures provide granular detail to the energy mix of our strategically procured electricity. We can now attribute energy certifications, such as renewable energy certifications (RECs) and power purchasing agreements (PPAs), to show the positive impact of these decisions. We will continue to report both location-based and market-based emissions to fully align with the GHG protocol.



Location-based scope 2 emissions

Our continued initiatives to reduce electricity consumption and optimize our physical footprint have further lowered our scope 2 location-based emissions. Overall, we cut our location-based emissions by 25% compared to 2022 and 33% compared to our 2021 baseline.

Market-based scope 2 emissions

Four of our five largest facilities transitioned to 100% renewable energy during the 2023 calendar year. This enabled market-based emissions reporting supported by energy certifications, such as PPAs and RECs, from our chosen utility providers. Using the market-based emissions method lowers our total reported 2023 scope 2 emissions by 64% compared to location-based scope 2 emissions.

* Independently assured by ERM CVS as part of their limited assurance engagement. The assurance report is presented in [Appendix G: 2023 scopes 1 and 2 limited assurance](#).

Carbon footprint

To make our scope 3 data more precise and complete, we're focusing on collecting data sources by the following order of preference:

Supplier-specific

Method used if emission data is available from the supplier (upstream and downstream).

Hybrid

Method used when supplier-specific data is not available, but the supplier has published its company emissions data.

Spend-based

Method used when only spend data or purchased quantities is available and industry standard emission factors (appropriate for each specific emissions category) are used.

Scope 3 emissions

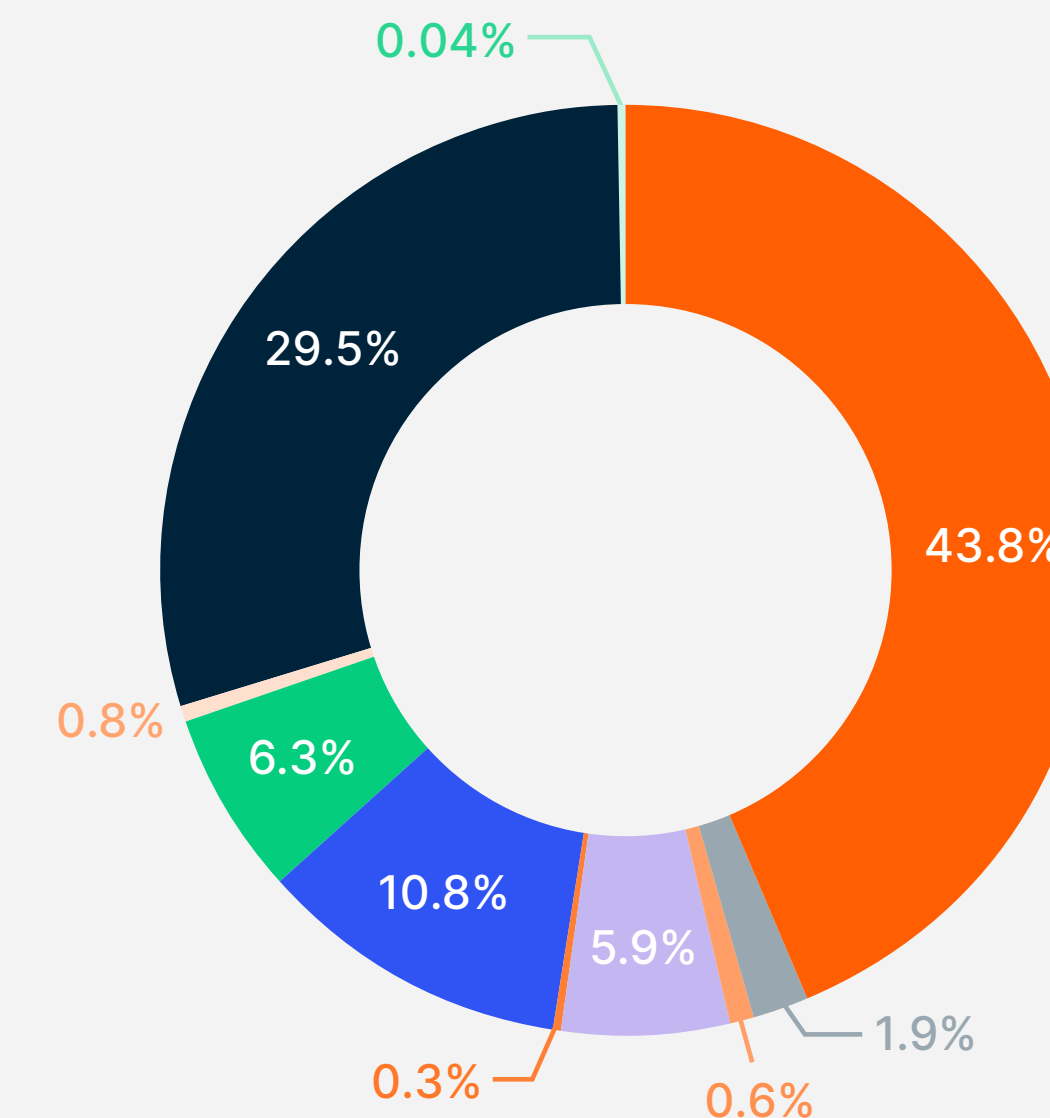
We must be proactive to mitigate risk and decarbonize

We understand our emissions impact extends beyond our operations. By setting a net zero goal, we acknowledge all business decisions will equate to some level of emissions that we must address and abate. Our net zero goal entails eliminating all emissions. Thus, our top priority is to reduce our total GHG emissions rather than just shifting emissions into scope 3, which is not real progress.

43.8% of Teradata's greenhouse gas emissions are attributable to our purchased goods and services. To meet our net zero goal, we must work with our suppliers to reduce our scope 3 emissions. As such, we set a 2025 goal of having 50% of our suppliers (by spend) make targeted emissions reduction efforts.

In 2023, we engaged directly with 21 of our top suppliers (representing 59% of our total supplier spend) and received insights on their emissions reduction progress. Through additional engagement with our suppliers, we found that 56% of our suppliers (by spend) are taking action to reduce their emissions. As a result, we met our scope 3 interim target two years ahead of schedule. As we launch our new responsible sourcing program in 2024, we look forward to setting scope 3 reduction mileposts similar to the mileposts we set for our scopes 1 and 2 2025 goals. We detail our approach to abating scope 3 emissions via supplier engagement in the [responsible supply chain](#) section of this report.

2023 scope 3 emissions by category



Category

- Purchased goods and services
- Capital goods
- Fuel- and energy-related activities
- Upstream transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting
- Downstream transportation and distribution
- Use of sold products
- End-of-life treatment of sold products

Carbon footprint

Scope 3 emissions

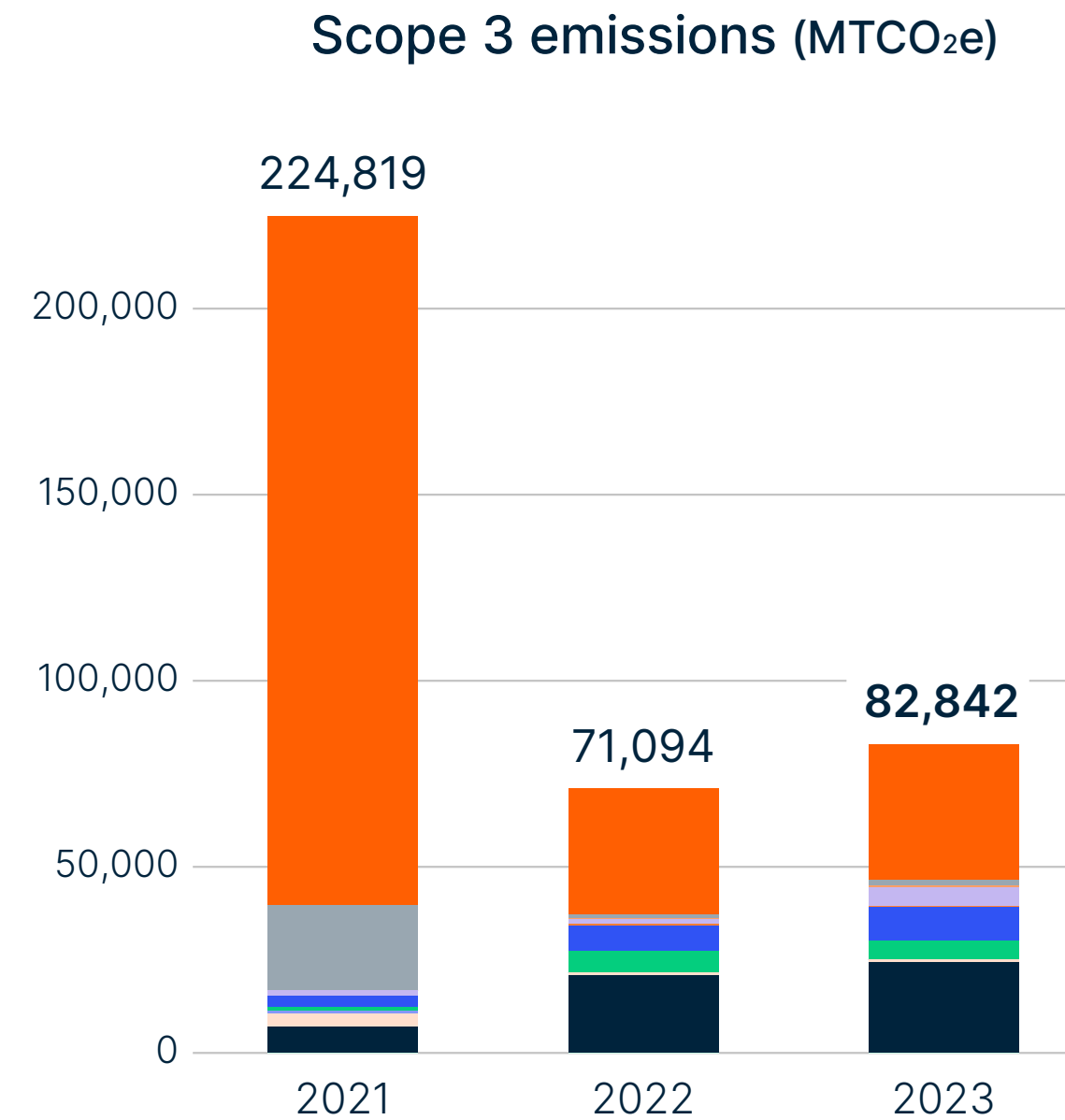
Each category's explanation and/or variance is located in [Appendix F: Scope 3 variances](#).

Scope 3 progress

Emissions increased for some upstream and downstream scope 3 categories

We use the GHG Protocol's Scope 3 Calculation Guidance document for each applicable scope 3 category. We found that 10 of the 15 scope 3 emissions categories apply to our value chain. Each category applies various calculation methodologies based on the availability of required data.

We enhanced our scope 3 reporting by collecting more supplier-specific data. Our scope 3 emissions rose by 16.5% compared to 2022, attributed to the rise in transportation and business travel, and an increase in sales of cabinet configurations.



Scope 3 emissions (MTCO_{2e})

Category	2021	2022	2023
Purchased goods and services	185,150	33,780	36,317
Capital goods	22,845	1,187	1,612
Fuel- and energy-related activities	NA	178	523
Upstream transportation and distribution	1,588	1,451	4,925
Waste generated in operations	26	264	265
Business travel	2,809	6,706	8,939
Employee commuting	1,237	5,977	5,207
Upstream leased assets	548	NA	NA
Downstream transportation and distribution	3,487	632	622
Use of sold products	7,103	20,841	24,398
End-of-life treatment of sold products	26	79	34
Total	224,819	71,094	82,842

Scope 3 emissions accuracy

We're using more supplier-specific data to improve our emissions calculations

Our supplier-specific data percentage is the total emissions allocated to Teradata received from suppliers as a share of total emissions for that category. A higher percentage allows us to apply more accurate calculations and emissions factors as we use less hybrid or spend-based data estimations.

Collecting more supplier-specific data became an area of focus in 2023. We made great progress by collecting 21.6% of supplier sourced data in 2023, a 7.4 percentage point increase from 2022. Two of the scope 3 emissions categories that saw great progress in using more supplier-specific data were Category 1 (purchased goods and services) and Category 6 (business travel).

As we lean into our data's complexity, understand our value chain beyond the numbers, and engage with our stakeholders, we see many opportunities to abate our scope 3 emissions.



We look forward to uncovering more lessons learned via our responsible sourcing program (launching in 2024) as we use additional data to make business decisions from new and different angles.

Scope 3 in action

Continued variations in the data generate more lessons learned.

Category 1: Our largest category of scope 3 emissions (44%) saw a 3.5 percentage point increase in supplier-specific data. Although Category 1 emissions rose slightly, we are calculating this figure more accurately now, especially by using gas-based rather than equivalents-based emissions factors. As our emissions data approaches steady state, we can reduce emissions more systematically.

Category 4: We purchased more specific parts throughout 2023, which directly extended the distance traveled by our transportation and distribution partners. This naturally boosted our Category 4 emissions. We learned that without knowing the weight collected for each package, we couldn't account for package-specific emissions. Rather, we had to derive each trip's total emissions based on distance. As such, we've learned that collecting weight data for each shipped package will improve accuracy.

Energy

Optimizing our real estate footprint has lowered our energy consumption

Critical to our business infrastructure, our San Diego data center and campus currently account for about 88% of our overall energy consumption.

Primary sources of energy for our owned San Diego campus — which includes office space, an Executive Briefing Center, and an in-house data center as a testing environment — include purchased electricity, minimal usage of natural gas for heating and cooling, and diesel fuel for emergency generators. Our leased facilities are office spaces that consume either directly or indirectly procured electricity and use minimal natural gas. For some leased facilities, we estimate fuel oil as their fuel type for heating and cooling due to limited insight from our landlords in multi-tenant buildings. We include all emissions from purchased electricity and heating sources in our scopes 1 and 2 emissions totals, including site estimations using worst-case scenario emission factors.

We purchase renewable electricity when available and continue to purchase electricity from fossil fuel sources in geographies that lack reliable and abundant renewable energy sources. We continuously monitor electricity consumption from our San Diego campus, along with our leased facilities, to drive energy efficiency and explore renewable energy opportunities.

Goal

30% less energy consumed by 2025*

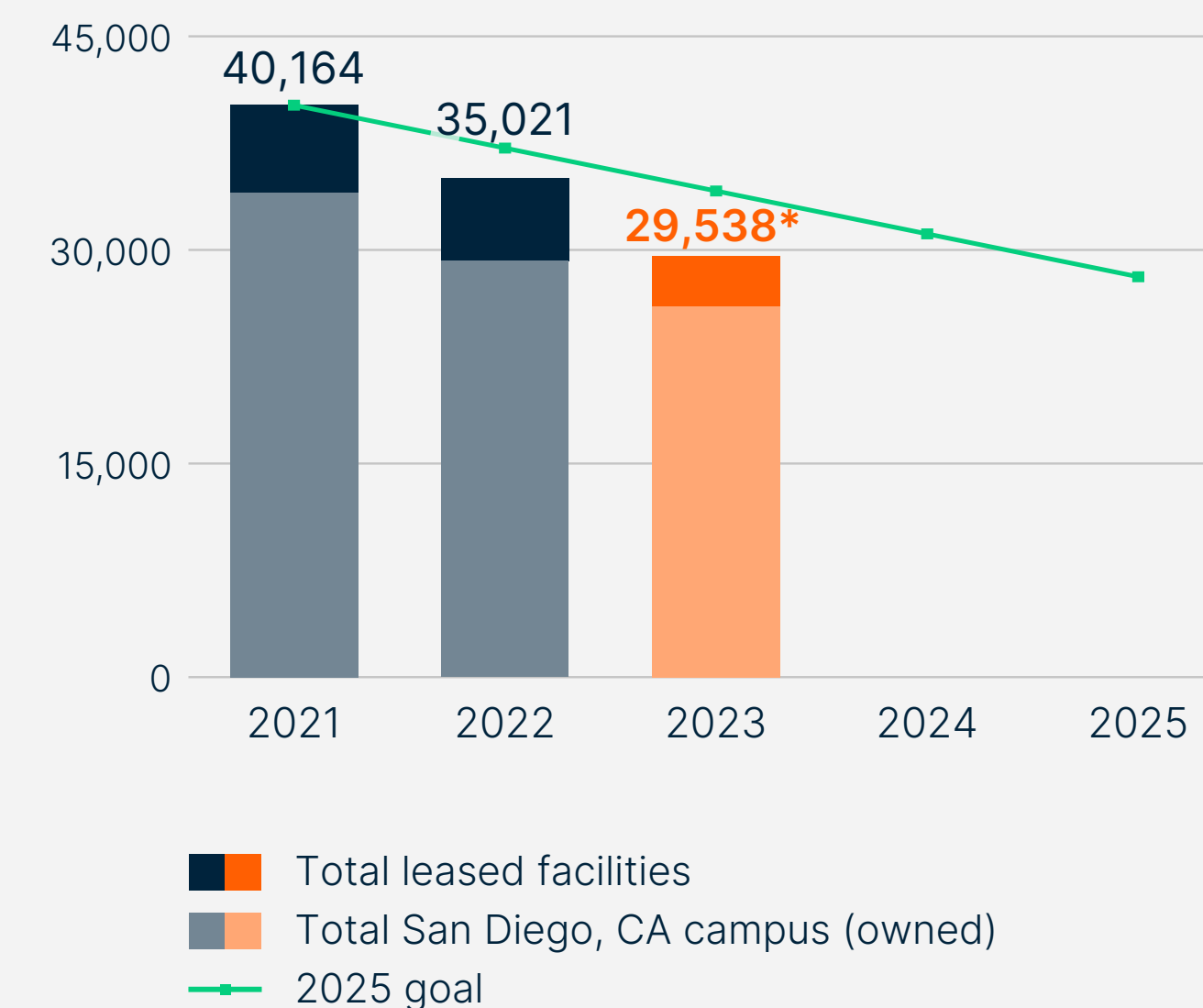
2023 progress

26% reduction in energy consumption*

Our dedicated efforts resulted in 26% less energy consumed in 2023 compared to our 2021 baseline. We're on target to meet our energy reduction goal by 2025.

*Compared to 2021 baseline

Global energy consumption (MWh)



*Independently assured by ERM CVS as part of their limited assurance engagement. The assurance report is presented in [Appendix G](#): 2023 scopes 1 and 2 limited assurance.





Small steps can make a big difference

As we have embraced flexible work environments, less than 10% of employees now attend a Teradata office daily. Our Corporate Real Estate team has maintained a flexible and agile approach to rightsizing our evolving office space requirements. In 2023, through this ongoing process, we reduced our overall real estate footprint by 16% compared to 2022.

On our San Diego campus alone, we used 11% less energy compared to 2022.



We consolidated our San Diego office space into two floors in 2023, reducing our square footage by 51%. This reduction in effective occupied space allows energy-intensive building management systems, such as heating and cooling, lighting, etc., to be decommissioned.



All external lighting on our San Diego campus was replaced with energy efficient LED light fixtures. This upgrade is projected to reduce energy consumption by 75%.

16%

overall **real estate** footprint reduction*

11%

less energy used at the San Diego campus*

75%

projected reduction in energy consumption at the San Diego campus

*Compared to 2022



Energy

Renewable energy accounted for

69.6%

of our overall electricity consumption in 2023, a

+32

percentage point increase from 2022.

Renewable energy

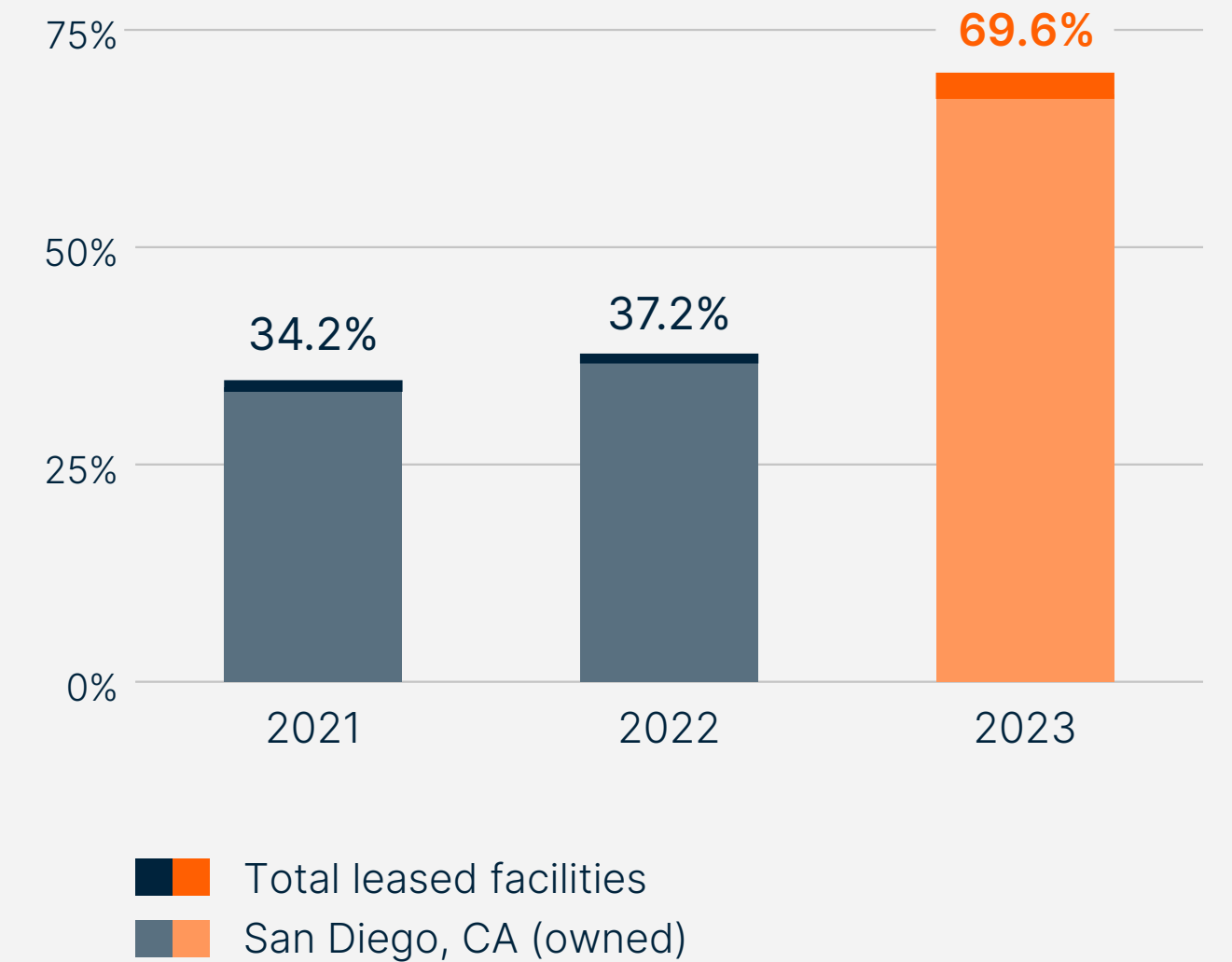
Procuring renewable energy is key to achieving our net zero goal

We purchase electricity from the grid, which has a mix of energy sources depending on facility and utility provider. Our ability to integrate renewable energy into our owned and leased facilities depends heavily on local grid availability. Even within specific geographies, the energy composition used by utility providers can differ greatly. In 2023, we analyzed the feasibility, stability, and reliability associated with using more renewable energy throughout our real estate portfolio.

This analysis resulted in Teradata moving to power purchasing agreements (PPAs) and renewable energy certificates (RECs) with renewable energy suppliers at four of our largest facilities. We're pleased to report that by the end of 2023, we increased our global renewable energy portfolio mix to 69.6%. That's a 32 percentage point increase compared to 2022.

We'll continue to monitor and move to renewable energy sources when they become available. We'll keep engaging with our current and prospective landlords and real estate vendors to transition into renewable energy sources.

Global renewable energy usage by facility type



Water

Weather plays a big part in our water usage

Although weather heavily affects our water consumption, we consumed

18%

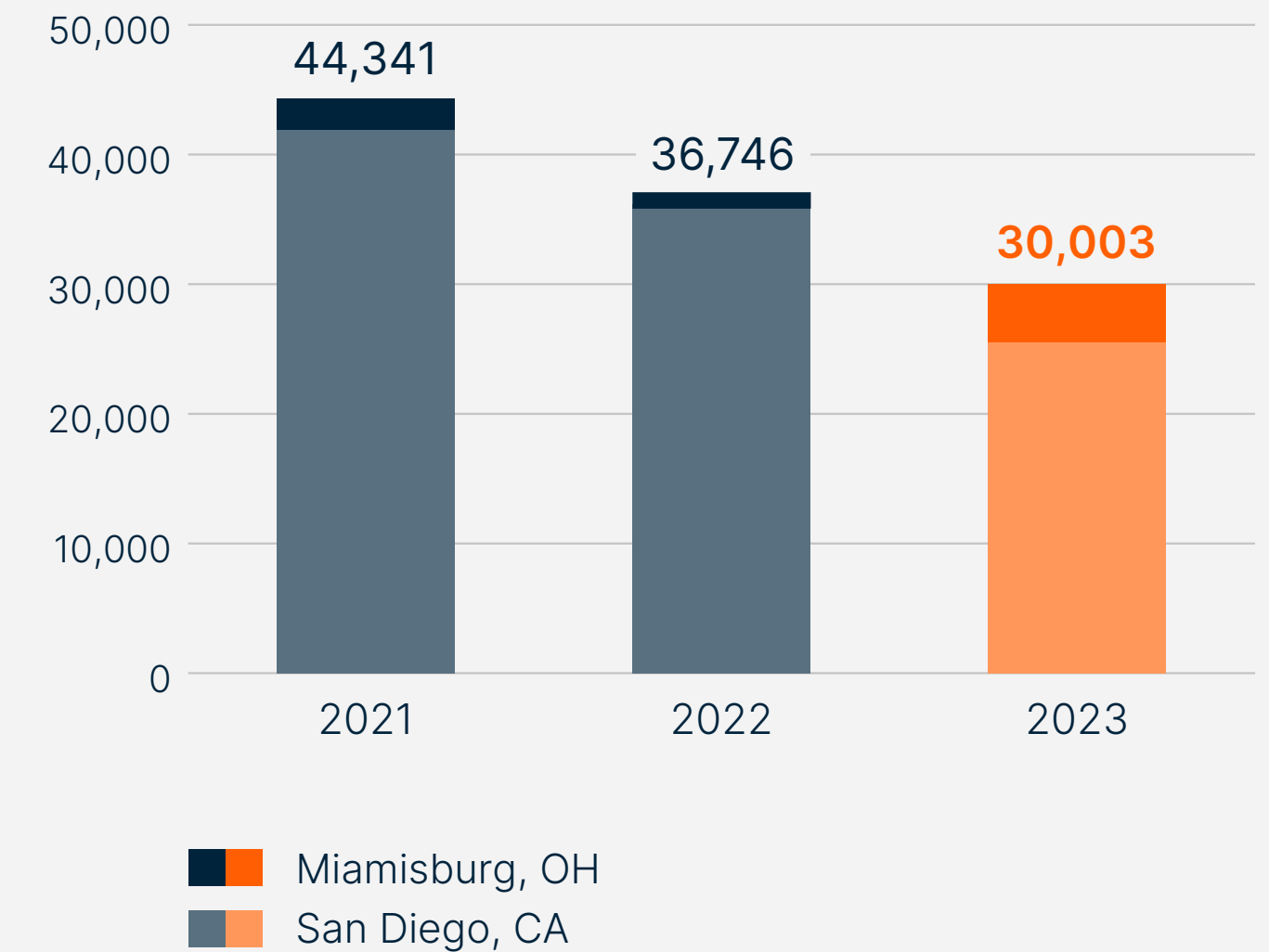
less water than in 2022.

We collect water consumption information for two of our facilities: our San Diego, California campus and our Miamisburg, Ohio facility. Teradata's San Diego headquarters is in a semi-arid region that's increasingly vulnerable to water scarcity. We understand that beyond our own real estate portfolio, water availability also impacts other industrial, agricultural, and residential users in our community.

Our San Diego data center runs continuously in the testing/development server environment, which produces a significant amount of heat. We use water chillers to cool the environment, driving most of Teradata's water use. Our cooling needs depend on external temperatures. In 2023, San Diego experienced below-average summer temperatures, whereas the Miamisburg facility experienced above-average summer weather and thus used more water than normal to meet the cooling and irrigation needs.

We discharge our wastewater into municipal wastewater disposal systems and have not been subject to any fines or violations.

Global water consumption (m³)



Waste

We saw less total waste along with a lower recycling rate

While we focus on our corrective actions, we'll step up our efforts to reuse materials and leverage recycling outlets, where possible, to reduce landfill waste.

Our San Diego campus generates paper, plastic, metal, glass, wood, and kitchen waste along with general office waste, which also includes the waste generated by our tenants. We examine our sourcing, usage patterns, and disposal methods to identify innovative ways to consume less and waste less.

In 2022, construction related to consolidating our San Diego data center generated a substantial amount of waste. We recycled much of that waste, which also helped raise our recycling rate.

In 2023, our waste streams changed, resulting in less waste and a lower recycling rate. In 2023, we further consolidated our San Diego offices, reducing our office space by 51%. We also cleaned out and removed several old storage units. This consolidation generated fewer recycling opportunities compared to the 2022 data center consolidation. Our overall waste declined by ~40% but the type of waste dampened our recycling rate (from ~80% to ~50%).

Our historical recycling measures focused on fluorescent lamps, batteries, toner cartridges, and green waste from landscaping. We also prioritized using bulk packaging across our supply chain and reusing our shipping materials.



Repurposing hardware at its end of life

We see waste reduction as an opportunity to be more sustainable and improve our customer experience in small but tangible ways. We're doing that through tactical efforts like repurposing hardware when it has reached its end of life and making our customer events more sustainable.



We reuse hardware for spare parts to maintain customer system availability and reduce our capital infrastructure requirements. To support our reuse and recycling efforts, we've partnered with Lifespan Technology, an IT asset disposition company, for the last seven years.

Lifespan is certified by the Global Electronic Industry Environmental Recycling and Worker Health and Safety Standard as well as ISO 14001, which sets standards for environmentally friendly and mature end-to-end processing of IT hardware use and disposal. Lifespan supports our efforts to properly dispose of hardware at the end of life. Reusable parts are refurbished, unusable components are repurposed, and metals are turned into recyclable products.

362

servers reused, repurposing

~18,000 kg

526

servers recycled for

~69,000 kg




Making a sustainable connection with our customers


Teradata is looking for ways to operate more sustainably, including in ways that make connections with our customers.

As events (such as roadshows) rebounded after COVID, the global events team wanted to make small and sustainable changes to these events that can be built upon. Our first focus was reducing single-use plastic and reducing printed handouts, all while leveling up our customer experience.

In 2024, we plan to roll out a sustainable events framework that we'll implement at Possible London and Possible Los Angeles. This will provide us with benchmark data to improve our customer events with a sustainability focus.



 Instead of handing out plastic water bottles at our events, we offered high-quality, **reusable water bottles**, which attendees could customize on-site with their name. This shift allowed our attendees to join our sustainability efforts in a fun, low-stakes way while enabling us to promote our company with branded swag.

 All attendees were enrolled in our event platform to **forgo the use of printed information, handouts, or business cards**. Our platform allowed access to all presentations, reference and guidance materials, and contact information.

Sustainability in action

Empowering environmental stewards in our communities builds trust and collaboration as we advance in our net zero journey

The challenge of properly stewarding our environmental impact entails applying our Core Principles to infuse sustainability throughout our operations. It also requires empowering our employees to create meaningful change within and beyond our walls. In 2023, Teradata's Green Agenda Inclusion Community led multiple initiatives to demonstrate and inspire sustainability in action.

Earth Day 2023

Employees participated in local cleanups, provided sustainable actions that employees can implement in their daily lives, and planted trees in our Teradata Forest around the world. We've now planted almost 35,000 trees, which have sequestered over 5,000 tons of CO₂.

Events

Tijuana-based employees joined an in-person gardening event in which they learned how to sustainability care for plants, vegetables, and herbs at home. We shared lessons learned with our global employees.

Awareness

We hosted virtual coffee chats open to all employees throughout the year on topics like sustainable IT, water conservation, and waste reduction.



Integrity

Operating with ethics and integrity means that every measurement we collect, every policy we create, and every relationship we build can empower others, provide transparency, and support positive impact in our own business and throughout the value chain.

In this pillar

- Corporate governance →
- Ethics and compliance →
- Enterprise risk management →
- Increasing transparency →
- Responsible supply chain →

Corporate governance

Our ethos of diversity is reflected in our Board of Directors and Executive Leadership Team

9

Board members

56%

Board member diversity⁹

6.9 yrs.

Average board tenure

63%

Executive Leadership Team diversity⁹

Board of Directors

Teradata is committed to effective corporate governance that strengthens the accountability of the Board of Directors and management. We have nine directors — eight of whom are independent — who collectively manage 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.

Audit Committee

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

Compensation and People Committee

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

Nominating and Governance Committee

Oversees director compensation, board composition, compliance with Corporate Governance Guidelines, and the governance trends and activities, including those related to ESG.

Executive Leadership Team

Our Executive Leadership Team (ELT) comprises eight team members who bring a wealth of expertise to our operations. The team’s gender parity reflects our commitment to diversity.

Additional information is available on our website for: [Corporate Governance Guidelines](#), Board of Directors in our [Proxy](#), or our [ELT](#).

⁹ Underrepresented groups, including women

Stakeholder engagement

Ongoing engagement with stakeholders demonstrates our commitment to accountability and transparency

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

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

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

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



Stakeholder group



Engagement mechanism

Investors and investment analysts

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

Raters and analysts

Evidence submission, consultation, and management of feedback

Customers and partners

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

Employees

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

Suppliers and vendors

Contracting and auditing processes

Industry associations

Meetings, tools, resources, guidance, and alignment opportunities

Communities

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

Ethics and compliance

Integrity is the cornerstone of our business

At Teradata, we take a proactive approach to ethics and compliance. We recognize the degree to which our compliance with laws and regulations builds and affirms the trust of our customers, business partners, shareholders, and other stakeholders. We compete ethically and lawfully; comply with regulations; practice transparency; avoid bribery, corruption, and insider trading; and treat everyone fairly and respectfully.

The rise of remote work and the extent of our global presence — with thousands of employees working around the world — can make it even harder to achieve ethical conduct. We've diligently accounted for the demands of today's workplace as we uphold our strong culture of integrity.

We highly value our reputation as an ethical workplace. Maintaining strong ethical standards requires constant vigilance and an unyielding desire to merit the trust that so many people have placed in us. As such, the responsibility to follow our ethical standards extends not just to our employees but also to our business partners and external stakeholders. Our ethics and compliance program, along with other rigorous mechanisms, embody how we instill integrity throughout our company and avoid cultural complacency that might jeopardize our business.



Our commitment to the highest ethical standards has enabled Teradata to be recognized for the **14th** consecutive year as one of the 2023 World's Most Ethical Companies by Ethisphere.



Ethics, compliance, and Code of Conduct resources

- [Code of Conduct webpage](#)
- [Supplier Code of Conduct](#)
- [Business Partner Code of Conduct](#)
- [Anti-Bribery and Anti-Corruption Policy](#)
- [Ethics helpline](#)

Ethics and compliance

Our Code of Conduct guides ethical excellence across our organization.

Code of Conduct

Code of Conduct

Our [Code of Conduct](#) sets clear and consistent standards and rules for everyone to follow. Reviewed and updated annually, it details the behavior expected from every employee or anyone else who works with or on behalf of Teradata. It also helps us understand how to comply with applicable legal and ethical responsibilities.



Our Code of Conduct, available in 17 different languages, addresses business and personal integrity, and external activities. It provides guidance on reporting potential violations. Topics include (among others):

- Nondiscrimination
- Anti-harassment
- Non-retaliation
- Conflicts of interest
- Insider trading
- Record keeping
- Bribery and corruption
- Fair competition
- Data protection
- Proprietary and confidential information

Ethics training

We must empower our employees to do right every day. To uphold high ethical standards, we train our employees on the Code of Conduct's principles.

In August 2023, we delivered our mandatory annual Code of Conduct training to our employees and contractors. Offered in 14 languages to accommodate our global workforce, the training focuses on Teradata's values and expectations and stresses the importance of reporting any ethical or compliance-related concerns. Specific topics included bribery and corruption, gifts and hospitality, and the avoidance of conflicts of interest. Employees must acknowledge receipt and understanding of the Code of Conduct to certify their agreement to abide by Teradata's policies and guidelines. At the end of 2023, we had achieved a 99.94% training completion rate. By early January 2024, we achieved 100%.

We also delivered a range of other targeted training sessions throughout the year on topics such as confidentiality and fair competition.

In 2023, we launched a new training for people managers with a focus on ethics, compliance, and privacy. We've added training on how we must respond to misconduct. For external-facing employees, we've added new training on topics like fair competition and gifts and entertainment. And we routinely train management teams or groups of employees on other topics as needed.

We recognize that we must do more than merely train our employees to do right. Our training modules and supplements strengthen our ethics and compliance efforts. We also offer toolkits and reference guides through our dedicated intranet site, which contains reference materials, including various employee and manager training materials.

We will continuously enhance our training and communications to ensure they are fresh and effective.

Anti-bribery and anti-corruption

We take a zero-tolerance approach to any form of bribery or corruption

Teradata values integrity, transparency, and professionalism when dealing with our customers, suppliers, and other third parties. We take a zero-tolerance approach to any form or even the appearance of bribery and corruption. It is our policy to compete fairly and engage in business practices that comply with the anti-bribery and corruption laws and regulations that apply to Teradata, including the Foreign Corrupt Practices Act (FCPA) in the United States and the Anti-Bribery Act 2010 in the United Kingdom (UKBA).

With cross-functional support, our Enterprise Risk and Assurance Services (ERAS) team leads a data analytics program that is well-designed to support the identification and review of high-risk transactions. This includes identifying and reviewing any potential

instances of noncompliance with both Teradata's Code of Conduct and any applicable policies and procedures by inspecting key employee, supplier, and customer transactional data.

ERAS conducts annual global risk assessments associated with anti-bribery and anti-corruption within Teradata's business operations at a country level. These assessments entail comprehensive analysis and evaluation of regulatory, political, economic, and societal factors to help identify high-risk regions. Our global risk assessment served insights to support leadership's decision to exit operations in Russia and China in 2022 and 2023, respectively. In addition, we perform country-level audits, risk assessments, ethics and compliance reviews and ad hoc consultations to management as part of its annual program.



Our reporting levels demonstrate our training and reporting mechanisms are effective. There were no significant violations in 2023.

Reporting concerns

We uphold a robust framework to report and investigate potential compliance violations

We continue building a culture around trust and integrity while instilling ethical behaviors. While guidance from our Code of Conduct, ethics training, and consistent messaging reinforces our expected behaviors, we know that sometimes people fall short. Thus, we encourage and rely on those that witness or know of wrongdoing to speak up and report that information so we can address it accordingly.

We encourage everyone to report any concerns related to potential violations of the Code of Conduct, Teradata policies, or the law. We offer [multiple reporting channels](#) and our strict policy against retaliation protects those who report concerns and grievances in good faith.

All reports are carefully assessed. The Ethics and Compliance team determines whether a violation has been committed, what disciplinary actions will be imposed, and what remedial actions should be taken to prevent a recurrence. Where required, an investigation team with the right expertise and skill set is appointed to conduct an in-depth investigation. While the varied scale and complexity of concerns makes it difficult to set a fixed timetable for resolution, we resolve most in less than one month. The Ethics and Compliance team partners closely with the Enterprise Risk and Assurance Services (ERAS) team and other organizations as appropriate to ensure investigations are fair, objective, and thorough. Our Audit Committee reviews the status, handling, and determinations for all inquiry and investigation matters at least quarterly.



We know it can be daunting to report a concern.

As such, we must demonstrate to our employees and external stakeholders that all concerns are taken seriously and handled professionally and sensitively. A benchmark in 2022 indicated our reporting channels were effective. It also highlighted opportunities — which we executed on in 2023 — to inspire greater confidence through increased communication, awareness, and knowledge such as:

- **Publishing a step-by-step process** on how an investigation works, sharing insights on various activities behind the scenes, and outlining what the reporter can expect
- **Enhancing the involvement and recognition** of our global Ethics Advocates across all our regions
- **Increasing communications** on our various reporting channels and referencing relevant resources available through our Code of Conduct, dedicated intranet web pages, trainings, our external website, and other means

In 2023, through our whistleblower awareness initiatives, we saw an increase in reported concerns.

Ethics and compliance

Our 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.

Ethics and compliance governance

Governing our ethics and compliance program guides the highest standards of ethical conduct

Ethics and compliance governance structure

Board of Directors

Our Audit Committee receives quarterly updates from our Chief Ethics, Compliance, and Privacy Officer and has direct access to the Board of Directors — either in a private session or on an ad hoc basis.

Ethics Advocates

Our volunteer Ethics Advocates globally extend the reach of the Ethics and Compliance team to help champion our policies, engage with our employees, bridge cultural and linguistic barriers, and encourage our employees to speak up. They share updates and recommendations in scheduled or ad hoc meetings with the Ethics and Compliance team.

Executive Leadership Team

Our Chief Ethics, Compliance, and Privacy Officer has reporting lines to the Chief Legal Officer and the Chief Executive Officer, and provides regular updates regarding compliance, investigations, program performance, and any material risks.

Ethics and Compliance Office

The team manages the overall compliance program, including the monitoring and review of new developments and laws. The team collaborates with our employees, the Ethics and Compliance Committee, and leadership. Led by our Chief Ethics, Compliance, and Privacy Officer, the team consists of lawyers including two Deputy Ethics and Compliance Officers, a Trade Compliance Counsel, other lawyers located globally, and a team of support personnel.

Ethics and Compliance Committee

The committee meets in the event of more serious reports and investigations and ensures we meet all public reporting obligations. Chaired by our Chief Ethics, Compliance, and Privacy Officer, and consists of the Chief Financial Officer, Chief Legal Officer, and Chief People Officer.

Teradata in action

Our corporate compliance program remains strong and drives our culture

Our Enterprise Risk and Assurance Services (ERAS) and Ethics and Compliance teams successfully completed an assessment of Teradata's Corporate Compliance program against the standards set out in the U.S. Department of Justice's (DOJ) 2023 updated guidance.

We're proud that this review found that our program is strong and that it illustrates a culture of compliance, including compliance with DOJ requirements. This includes our commitment to maintaining a "zero to minimum" risk appetite stance towards regulatory and compliance matters. Through active involvement and collaboration of cross-functional stakeholders, we drew on vital resources, expertise, and perspectives necessary for a thorough assessment. This ensured a comprehensive evaluation in line with industry best practices.

Overall, the successful evaluation of our Corporate Compliance program reflects the organization's steadfast commitment to compliance excellence. We're well positioned to navigate regulatory challenges and uphold the highest standards of corporate governance and ethical conduct.

The DOJ highlights three fundamental questions to consider:

- Is the corporation's compliance program well designed?
- Is the program being applied earnestly and in good faith? In other words, is the program adequately resourced and empowered to function effectively?
- Does the corporation's compliance program work in practice?

Enterprise risk management

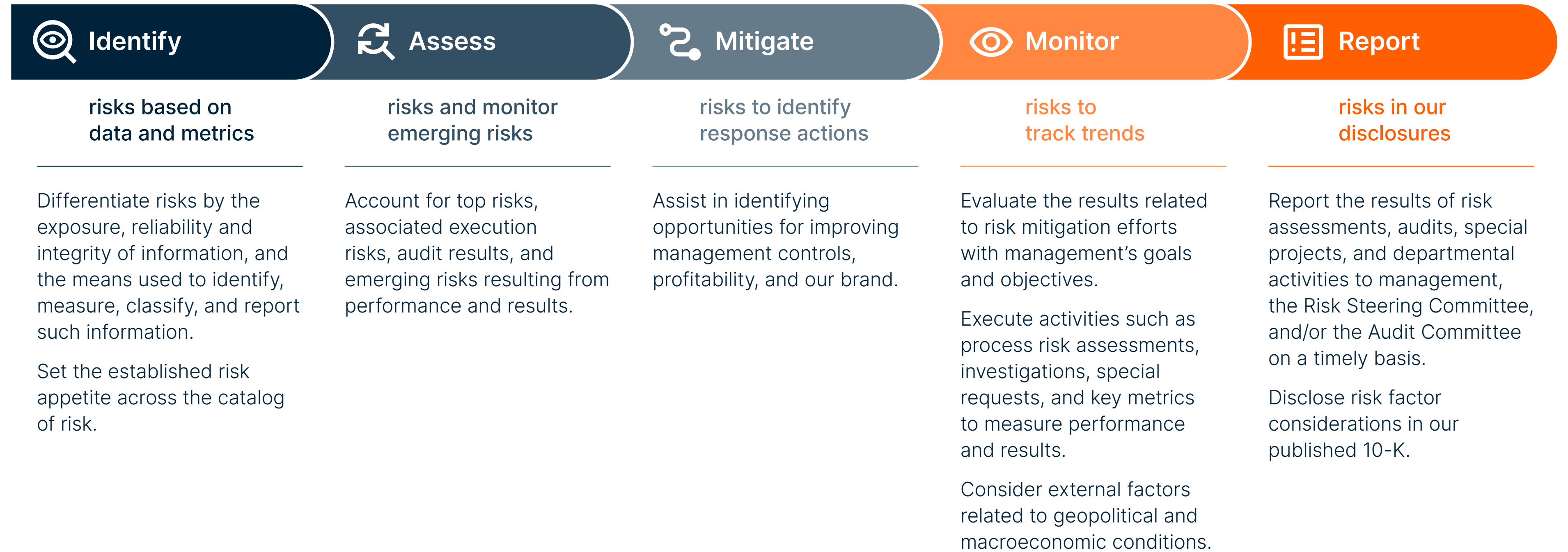
Objective risk management enhances and protects organizational value



The Enterprise Risk and Assurance Services (ERAS) mission is to enhance and protect organizational value by delivering objective risk-based programs, assurance activities, consulting services, and insights to help Teradata pursue its strategy.

ERAS applies a systematic and disciplined approach to evaluate and improve the organization's risk management, control, and governance processes. By partnering with management to facilitate the Enterprise Risk Management (ERM) program, we follow a five-step approach to mitigate and monitor top enterprise risks and opportunities with efficiency and effectiveness.

Integrating efficiency and effectiveness into our five-step approach to risk management



Risk appetite

Our risk appetite framework guides our risk mitigation responses

Teradata maintains a risk appetite framework that's approved by the Executive Leadership Team (ELT) and adopted by management to align risks and opportunities with the company's strategic objectives. By defining acceptable levels of risk across different business activities, the framework ensures risk-taking decisions align with the company's overall goals, vision, and risk tolerances. It fosters a culture of risk awareness throughout the organization. This enables employees to better understand the risks inherent in their roles and activities, which promotes a culture of proactive risk management through informed decision-making.



Risk appetite helps management directionally guide actions and decisions

✔
Medium to high
strategic high ground

Balances longer-term higher returns with higher risk-taking to achieve strategic growth targets guided by a clear risk mitigation or monitoring plan

⋯
Low to medium
business case

Balances acceptable levels of returns and profitability with high or acceptable levels of performance and satisfaction with customers, partners, employees, and shareholders

⚠
Zero to minimum
risk avoidance

Ensures we do not jeopardize our company's longevity and our strong reputation of integrity and trust

ESG risk management

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

Our risk management framework incorporates a dual perspective, recognizing the importance of maintaining a strong ESG compliance foundation while leveraging market opportunities to drive business success. This approach aligns with our commitment to long-term sustainability, financial resilience, and value creation for all stakeholders.

Our risk appetite applies to ESG regulatory compliance. We adhere to a “zero to minimum” tolerance level. This approach underscores our commitment to ethical practices, sustainability, and responsible corporate citizenship, ensuring full compliance with relevant regulations and standards. By applying our five-step approach to risk management, we manage ESG risks and opportunities in a similar manner. ERAS performs internal audits and counsels management on the ESG program as part of its enterprise-wide program.

We’ve identified the following ESG-related risks and opportunities:

- **Product solutions** must be relevant for customers to drive and monitor the results associated with their ESG strategies and efforts with trusted data.
- **Optimize revenue** through market wins that align with our purpose to empower customers with trusted information, such as ESG analytics.
- **Growing scrutiny** from governments, investors, raters, customers, and others regarding our ESG practices, along with an inability to achieve any ESG goals we establish, could lead to additional costs, expose us to new risks, or damage our reputation.
- **Increased compliance** across ESG reporting requirements, including those mandated by the European Union Corporate Sustainability Reporting Directive (EU CSRD) and U.S. Securities and Exchange Commission (SEC), may expose us to various financial, legal, reputational, and operational risks.
- **Climate change** may disrupt our business at or near any of our facilities, or of our customers, vendors, data warehouses, distribution channels, and public cloud service providers.
- **Key employees** are critical to our success. We must attract, retain, and develop talent in a highly competitive talent market.

Enterprise risk management

Risk governance structure

A systematic and disciplined approach to govern our Enterprise Risk Management program

Audit Committee Oversees the ERAS program through appointing the VP, ERAS, approving its charter, and ratifying its annual plan to sufficiently fulfill its organizational duties.
 Monitors and safeguards ERAS' independence and objectivity, assesses program quality and effectiveness, and reviews the annual plan's performance and results.
 The VP, ERAS reports at least quarterly to our Audit Committee, and has unrestricted, direct, and/or private access to the Audit Committee. This ensures significant findings, emerging risks, and audit recommendations are effectively conveyed.

Senior Management Corroborates department activity results, including audits, evaluations, assessments, adequacy, and effectiveness of governance, risk management, and control processes.
 ERAS periodically discusses applicable reports and evaluations with relevant senior management to align on mitigating actions for top risks. Corrective actions are assigned owners and are not closed until they're approved by ERAS. The VP, ERAS reports any issues with any significant and/or material impact to the RSC, ELT, and the Audit Committee.

Executive Leadership Team Supervises Teradata's enterprise risk register and manages it in line with an established risk appetite while they pursue the organization's strategy.
 At a minimum, the VP, ERAS, reports quarterly to our Executive Leadership Team (ELT) to provide key risk updates. This includes a briefing on ERAS program activities, findings, and recommendations to management to help ensure organizational alignment on strategic objectives and risk management priorities.

Enterprise Risk and Assurance Services Provides financial, compliance, operational, information technology, risk, audit, and advisory services that align with Teradata's strategy through activities that identify, evaluate, mitigate, and monitor enterprise risks.
 ERAS consists of a globally diverse team of risk and audit leaders across strategy, information technology, finance, operations, and compliance that partner with senior management, the ELT, the Audit Committee, and the Board of Directors at least quarterly to enhance and protect organizational value.

Risk Steering Committee Identifies and assesses Teradata's top enterprise risks, monitors emerging risks and trends, develops risk profiles, and continually monitors and evaluates risk mitigation efforts through key metrics. Members relay relevant risk-related activities to their ELT leadership.
 The Risk Steering Committee (RSC) is chaired by the VP, ERAS, and supported by senior management appointed by the ELT. At a minimum, meetings are held quarterly to identify, review, assess, and report progress on enterprise risk management activities to then escalate to the ELT and the Audit Committee.

Increasing transparency

Building trust through transparency

Artificial intelligence (AI)

Teradata is committed to using AI tools responsibly, securely, and effectively. This bolsters our working environment, our reputation, and our performance. Given AI's risks and complexities, we believe we must pursue AI ethically, responsibly, and in line with our risk appetite by taking calculated risks guided by a clear risk mitigation and monitoring plan.

In 2023, we established a cross-functional task force to perform an extensive AI impact assessment and develop usage-specific acceptable use guidelines, following a risk-based approach. We implemented an AI Acceptable Use Policy, core AI principles, and a governance committee to help us efficiently harness AI tools and services while setting guardrails that protect Teradata. The policy demonstrates our commitment to embracing innovation, protecting intellectual property and confidentiality, maintaining ethical standards, and enhancing our reputation.

We also know that using AI technologies responsibly and securely can ignite creativity, mitigate risks, and maintain a competitive edge. By setting clear AI use guidelines, we're managing and considering risks, especially risks related to: ethics, data privacy, data governance, data management, security practices, ownership and copyright, content verification, third-party risk management, and algorithm biases to mitigate potential harm and strengthen trust.

We strive to be transparent with all of our stakeholders to show our evolution and build trust, especially in two key areas of strategic focus for Teradata: artificial intelligence and cybersecurity.

Cybersecurity

We know every second matters when responding to a cybersecurity incident. A well-defined and effective incident response plan requires planning, coordination, and exceptional communication that's timely, transparent, and informative. It helps us make the right decisions, based on the right data, with the right decision makers, all in the right order. We must keep the necessary business leaders informed throughout the incident response process. Even if an incident is later determined to not be material, the awareness among cross-functional teams keeps the team activated to execute when needed.

As such, when the Securities and Exchange Commission (SEC) issued a final rule in 2023 requiring cybersecurity disclosures, we were already prepared to meet the requirements and added additional controls for the new SEC rules. Our first cybersecurity [10-K](#) disclosure address all requirements, such as detailed coordination, communication, timeliness, the certification process for security incident escalations. Cybersecurity is top of mind at Teradata, so we included our awareness governance for internal leaders, employees, and external stakeholders as we continue building trust with our customers and investors through our policies, processes, and discipline.

Responsible supply chain

By holding our suppliers accountable, we help strengthen corporate citizenship across the supply chain

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

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

Our global suppliers include electronic manufacturing services, cloud services, software, facilities operations, and corporate services (such as advertising, legal, and staffing).

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

We require our supply chain partners to adhere to all applicable laws and maintain high ethical, environmental, and social standards and practices. If noncompliance occurs, we manage instances on a case-by-case basis and implement appropriate corrective actions such as remediation mechanisms or termination of the business relationship.



Empowering our employees to make sustainable choices and lower our business travel emissions

By collaborating and partnering with our vendors, we can collect granular business travel emissions data, which brings awareness to our employees and improves our scope 3, Category 6 business travel calculations.

We have engaged with our travel vendors to display predicted carbon dioxide emissions for each travel segment before booking. In certain instances, employees can use a sliding scale to only consider travel options with lower emissions.

In Q4 2023, we launched a program to include emissions associated with ride share during business travels. **42%** of our employees have opted into the program, which relies on an app to show key emissions metrics to both Teradata and the employee. These metrics include emissions per traveler, miles traveled, and CO₂ emissions per mile based on the vehicle. Further adoption of this app will add rigor to our scope 3 emissions calculations.

Teradata in action

Building trust with data and engagement

Our scope 3 emissions are seven times greater than our scopes 1 and 2 emissions combined, so our net zero journey depends on our suppliers and their actions. 47% of our scope 3 emissions come from Teradata’s supply chain, so we must build trust with our suppliers to reduce their emissions to reach net zero emissions by 2050.

Our suppliers are at various stages of their decarbonization journeys, and we’ve just started on ours. We see both an opportunity and a responsibility to hold ourselves and our suppliers accountable to each other while acting with a sense of urgency that reflects the urgency of the climate crisis.

To reduce our scope 3 emissions in line with our net zero commitment, we must engage with our suppliers to understand their challenges, collect accurate and contextualized data, and develop strong relationships that power a unified emissions reduction journey.

In 2023, we engaged directly with 21 of our top suppliers and received insights on their emissions reduction progress, the constraints they face, and the opportunities they see to cut emissions. We gained insights into the business

risks they face, their resource needs, the feasibility of decarbonization, and specific tactics and activities they can adopt to reduce their emissions.

Leveraging the insights gained in 2023 and implementing industry best practices, Teradata will formalize a responsible sourcing program in 2024. The program will have a dedicated headcount to set our responsible supply chain strategy, manage and improve our supplier engagement program, reduce our scope 3 emissions, and identify additional opportunities to improve our ESG footprint.

We recognize that some suppliers are just starting their emissions journeys while others are leaders that we can learn from. We value all progress, whether that means pushing an already engaged supplier over the finish line or being the catalyst that gets a supplier started on its journey. Progress is progress; we see supplier engagement as a spectrum rather than through a binary lens.

We want to grow and innovate with our suppliers while remaining agile as we work toward meeting our commitments.

47%

of our scope 3 emissions come from Teradata’s supply chain

21

top suppliers engaged in our responsible sourcing pilot program

56%

of our suppliers (by spend) have action-oriented emission reduction goals



Responsible mineral sourcing and supplier diversity

We strive to work with suppliers who share our commitment to diversity and source minerals responsibly and ethically



Supplier diversity

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

We recognize minority-owned businesses with certifications from various third-party agencies and engage with industry-wide diversity organizations.



Responsible mineral sourcing

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

We conduct due diligence processes in alignment with industry standards to monitor our sourcing practices and opportunities. We're also part of the [Responsible Minerals Initiative \(RMI\)](#) and incorporate the RMI and Responsible Minerals Assurance Process frameworks. We issue a Conflict Minerals Report annually, which is available on the SEC's [website](#).

Moving forward

We believe when we build trust around knowledge, we empower people to understand where they can make the greatest impacts. When we act with agility and intention, unforeseen circumstances become opportunities to do great things as we drive lasting and systemic change.

In this section

[Conclusion →](#)

Conclusion

As our operating conditions evolve, we're embodying our Core Principles in every aspect of our business

We're excited for the years ahead as we take the next steps to pursue our long-term goals via our ESG strategic pillars.

In this report, you've read many of the actions we've taken to bring our commitments and ambitions to life. While our progress motivates us, we must remain agile in our approach as we steward a sustainable and inclusive future. Looking ahead, new reporting regulations, control processes, and future audits will uncover better information that will strengthen our ESG program, company, and partnerships. As we saw in 2023, applying our Core Principles daily promotes success.

Going forward, we must demonstrate how Teradata offers the most complete cloud analytics and data platform for Trusted AI and show how people, data, and AI can work together to create value. The same applies to our new Carbon Footprint Analytics Solution Accelerator as well as ClearScape Analytics, both of which help companies track, measure, and report on ESG topics, including emissions. As we maintain a unified view of our market and keep our focus on serving our customers, we look forward to earning trust in our leading-edge products.

Being customer and market driven requires a people-first culture that supports, connects, and unites our global team over a shared passion to better the world through data. We hired and promoted an increasingly diverse representation in people manager roles globally as a share of total hires and promotions in 2023, which reflects ongoing efforts to build a culture of trust and inclusivity. We modernized our hiring and recruiting process, expanded professional development and career growth opportunities, and supported

personal well-being. We grew membership in our Inclusion Communities, bolstered our efforts to foster an inclusive culture, and expanded employee participation in community outreach options across the globe.

As we build a more sustainable future and execute with agility, we reduced emissions in 2023 and are set to launch a responsible sourcing program in 2024 that will help cut emissions across the value chain. Thanks largely to our consolidated real estate footprint, which drove less energy and water consumption in 2023. Meanwhile, we purchased much more renewable energy as a share of our energy consumption, reflecting our growing stewardship of our environmental footprint. We maintain solid momentum as we finalize our 5- and 10-year roadmaps to align our 2050 net zero commitment for all scopes with the Science-Based Targets initiative.

To reinforce our accountability to each other, we enhanced our governance structures across multiple focus areas. We grew and reinvigorated our training on ethics, compliance, and privacy with a focus on people manager training. We increased our awareness efforts in ethical reporting channels to inspire greater confidence while strengthening our compliance framework. We also integrated our risk appetite framework to accelerate our ability to respond to new and/or challenging risks as we continue making progress on our cloud-first strategy. Through such enhancements, we're preparing for future ESG reporting regulations and rigor.

Appendices

In this section

[Appendix A: ESG performance →](#)

[Appendix B: GRI index →](#)

[Appendix C: SASB →](#)

[Appendix D: TCFD →](#)

[Appendix E: UN Global Compact →](#)

[Appendix F: Scope 3 variances →](#)

[Appendix G: 2023 scopes 1 and 2 limited assurance →](#)

[Note to readers →](#)

[Forward looking statements →](#)

Appendix A: ESG performance

Revenue	2021	2022	2023
Revenue by region (USD millions)			
Americas	\$1,044	\$1,038	\$1,089
EMEA (Europe, the Middle East, and Africa)	\$543	\$465	\$475
APJ	\$330	\$292	\$269
Total revenue	\$1,917	\$1,795	\$1,833
Revenue by end market (USD millions)			
Subscription software licenses, services, and other	\$1,464	\$1,419	\$1,492
Perpetual software licenses, hardware, and other	\$77	\$65	\$45
Consulting services	\$376	\$311	\$296
Total revenue	\$1,917	\$1,795	\$1,833

Appendix A: ESG performance

Environment	2021	2022	2023
Overview			
ISO 14001 Certified	No	No	No
Environmental fines (Number)	0	0	0
Energy Efficiency Policy	No	No	No
Environmental commitment	Yes	Yes	Yes
Emission reduction initiatives	Yes	Yes	Yes
Teradata Carbon Footprint (MTCO_{2e})			
Scope 1	100	28	142 ¹⁰
Scope 2 - Location-based	11,290	10,148	7,612 ¹⁰
Scope 2 - Market-based			2,714 ¹⁰
Scope 3	224,819	71,714	82,842
Total scopes 1 and 2 Location-based	11,389	10,176	7,754
Total GHG emissions (MTCO_{2e})	236,208	81,890	90,596
Scope 1 emissions (MTCO_{2e})			
CO ₂	99.46	28.03	141.49
N ₂ O	0.05	0.01	0.03
CH ₄	0.05	0.01	0.03
Total scope 1 emissions (MTCO_{2e})	99.56	28.05	141.55¹⁰

¹⁰ Independently assured by ERM CVS as part of their limited assurance engagement. The assurance report is presented in [Appendix G: 2023 scopes 1 and 2 limited assurance](#).

Appendix A: ESG performance

Environment (cont'd)	2021	2022	2023
Scope 2 emissions (MTCO_{2e})			
Total (Location-based) San Diego, CA campus (owned)	8,203	7,047	5,878
Total (Location-based) leased facilities	3,087	3,101	1,734
Total (Market-based) San Diego, CA campus (owned)	NA	NA	1,375
Total (Market-based) leased facilities	NA	NA	1,339
Total (Location-based) scope 2 emissions (MTCO_{2e})	11,290	10,148	7,612¹⁰
Total (Market-based) scope 2 emissions (MTCO_{2e})	NA	NA	2,714¹⁰
Scope 3 emissions (MTCO_{2e})			
Cat 1: Purchased goods and services	185,150	33,780	36,317
Cat 2: Capital goods	22,845	1,187	1,612
Cat 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	NA	178	523
Cat 4: Upstream transportation and distribution	1,588	1,451	4,925
Cat 5: Waste generated in operations	26	264	265
Cat 6: Business travel	2,809	6,706	8,939
Cat 7: Employee commuting	1,237	5,977	5,207
Cat 8: Upstream leased assets	548	NA	NA
Cat 9: Downstream transportation and distribution	3,487	632	622
Cat 11: Use of sold products	7,103	20,841	24,398
Cat 12: End-of-life treatment of sold products	26	79	34
Total scope 3 emissions (MTCO_{2e})	224,819	71,094	82,842

¹⁰ Independently assured by ERM CVS as part of their limited assurance engagement. The assurance report is presented in [Appendix G: 2023 scopes 1 and 2 limited assurance](#).

Appendix A: ESG performance

Environment (cont'd)	2021	2022	2023
Energy			
Total San Diego, CA campus (owned) (kWh)	34,010,966	29,217,522	26,051,273
Total leased facilities (kWh)	6,152,640	5,803,000	3,486,917
Total energy consumption (kWh)	40,163,606	35,020,522	29,538,190¹⁰
Renewable energy			
Total renewable energy (kWh)	13,735,042	13,041,205	20,550,057 ¹⁰
Renewable energy San Diego, CA campus % (owned)	40%	45%	76%
Renewable energy total leased facilities %	2%	1%	17%
Total % renewable energy	34.2%	37.2%	69.6%
Water (m³)			
Total San Diego, CA campus water consumption (m ³)	41,925	36,168	25,563
Total leased facilities water consumption (m ³)	2,416	578	4,440
Total water consumption (m³)	44,341	36,746	30,003
Waste San Diego, CA Campus (kg)			
Total regular ongoing waste (kg)	85,027	145,176	88,930
Waste sent to landfill (%)	25.8%	20.1%	49.8%
Total recycled waste (%)	74.2%	79.9%	50.2%

¹⁰ Independently assured by ERM CVS as part of their limited assurance engagement. The assurance report is presented in [Appendix G: 2023 scopes 1 and 2 limited assurance](#).

Appendix A: ESG performance

Environment (cont'd)	
Environmental Stewardship Product Portfolio	2023 Response
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 some products with lead but also include lead exemptions. Thus, we're 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

Social	2021	2022	2023
Overview			
Equal Opportunity Policy	Yes	Yes	Yes
Fair Remuneration Policy	Yes	Yes	Yes
Employee Sustainability Training	Yes	Yes	Yes
Health and Safety Policy	Yes	Yes	Yes
ISO 45001 or OHSAS 8001 Certified	No	No	No
Human Rights Commitment	Yes	Yes	Yes
Commitment Against Child Labor	Yes	Yes	Yes
UN Global Compact Signatory	Yes	Yes	Yes
Flexible Work Schedule and Location	Yes	Yes	Yes
Employee Engagement Survey	Yes	Yes	Yes
Public Policy Condemning Workplace Sexual Harassment	Yes	Yes	Yes
Frequency of Employee Sexual-Harassment Training (years)	At least two years and sometimes more often (subject to applicable law)		

Appendix A: ESG performance

Social (cont'd)		2021	2022	2023
Employee footprint (HC)				
Employees	Total	7,207	7,009	6,468
	Americas	36.1%	37.2%	36.4%
	APJ	48.4%	49.5%	50.1%
	EMEA	15.5%	13.4%	13.5%
Employee by role (HC)¹¹				
Executive		0.4%	0.4%	0.4%
People manager		13.5%	13.7%	13.9%
Individual contributor		86.1%	85.9%	85.7%
Employee by gender (HC)¹²				
Women		26.8%	27.7%	28.1%
Men		72.4%	71.7%	71.2%
Employee gender by region (HC)				
Women	Americas	37.7%	39.1%	39.3%
	APJ	48.0%	48.1%	48.0%
	EMEA	14.3%	12.8%	12.7%
Men	Americas	35.3%	36.3%	35.0%
	APJ	49.0%	50.3%	51.3%
	EMEA	15.7%	13.4%	13.7%

¹¹ 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.
¹² Values may not total 100% as gender data is shared through voluntary self-reporting

Appendix A: ESG performance

Social (cont'd)		2021	2022	2023
Employee gender by role (HC)				
Executive	Women	27.6%	27.6%	32.0%
	Men	69.0%	69.0%	64.0%
People manager	Women	23.0%	24.7%	26.6%
	Men	76.2%	74.3%	72.6%
Individual contributor	Women	27.4%	28.1%	28.3%
	Men	71.8%	71.3%	71.0%
United States Race and Ethnicity (HC)				
White (not Hispanic or Latinx)		57.3%	56.0%	54.3%
Asian (not Hispanic or Latinx)		25.0%	26.1%	26.7%
Hispanic or Latinx		4.4%	5.1%	4.9%
Black or African American (not Hispanic or Latinx)		4.4%	4.9%	5.8%
Native American or Alaska Native (not Hispanic or Latinx)		0.3%	0.3%	0.5%
Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)		0.5%	0.4%	0.4%
Two or more races (not Hispanic or Latinx)		2.4%	2.8%	2.8%
Undeclared		5.7%	4.8%	4.6%

Appendix A: ESG performance

Social (cont'd)		2021	2022	2023
United States Employee Race and Ethnicity by Role¹¹				
Executive	White (not Hispanic or Latinx)	80.8%	79.2%	86.4%
	Asian (not Hispanic or Latinx)	7.7%	8.3%	4.6%
	Hispanic or Latinx	—%	4.2%	—%
	Black or African American (not Hispanic or Latinx)	3.9%	4.2%	4.6%
	Native American or Alaska Native (not Hispanic or Latinx)	—%	—%	—%
	Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)	—%	—%	—%
	Two or more races (not Hispanic or Latinx)	3.9%	4.2%	4.6%
	Undeclared	3.9%	—%	—%
People manager	White (Not Hispanic or Latinx)	67.9%	65.3%	61.7%
	Asian (Not Hispanic or Latinx)	16.5%	17.9%	20.1%
	Hispanic or Latinx	3.6%	3.9%	3.6%
	Black or African American (Not Hispanic or Latinx)	3.6%	5.0%	5.8%
	Native American or Alaska Native (Not Hispanic or Latinx)	0.5%	0.7%	0.5%
	Native Hawaiian or Other Pacific Islander (Not Hispanic or Latinx)	—%	0.2%	0.3%
	Two or more races (Not Hispanic or Latinx)	1.4%	1.1%	1.5%
	Undeclared	6.6%	5.9%	6.6%

Appendix A: ESG performance

Social (cont'd)		2021	2022	2023
United States Employee Race and Ethnicity by Role¹¹ (cont'd)				
Individual contributor	White (not Hispanic or Latinx)	54.2%	52.7%	51.8%
	Asian (not Hispanic or Latinx)	27.4%	28.5%	28.8%
	Hispanic or Latinx	4.6%	5.5%	5.4%
	Black or African American (not Hispanic or Latinx)	4.7%	4.9%	5.8%
	Native American or Alaska Native (not Hispanic or Latinx)	0.2%	0.2%	0.5%
	Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)	0.6%	0.4%	0.5%
	Two or more races (not Hispanic or Latinx)	2.7%	3.2%	3.1%
	Undeclared	5.5%	4.6%	4.2%
Employee Hiring (HC)				
Global employee hiring	Americas	31.3%	40.8%	40.7%
	APJ	60.1%	48.3%	48.9%
	EMEA	8.6%	10.8%	10.4%
Employee Hiring by Role¹¹ and Gender¹²				
Executive	Women	33.3%	—%	—%
	Men	66.7%	100.0%	—%
People manager	Women	27.1%	30.3%	40.9%
	Men	70.1%	67.2%	59.1%
Individual contributor	Women	27.8%	29.2%	35.7%
	Men	71.0%	69.7%	62.6%

Appendix A: ESG performance

Social (cont'd)	2021	2022	2023
United States Hiring by Race and Ethnicity			
White (not Hispanic or Latinx)	54.0%	44.4%	38.7%
Asian (not Hispanic or Latinx)	26.9%	34.7%	39.1%
Hispanic or Latinx	4.9%	6.0%	4.9%
Black or African American (not Hispanic or Latinx)	4.4%	5.6%	10.3%
Native American or Alaska Native (not Hispanic or Latinx)	—%	0.5%	0.4%
Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)	0.8%	0.2%	0.4%
Two or more races (not Hispanic or Latinx)	3.9%	4.4%	3.3%
Undeclared	5. %	4.2%	2.9%
Employee Promotion			
Global employee promotion rate	10%	15%	12%
Training (HC)			
Total online training hours	175,900	439,000	391,000
Average online training hours per employee	24	63	60

Appendix A: ESG performance

Governance	2021	2022	2023
Overview			
Business Ethics Code of Conduct	Yes	Yes	Yes
Anti-Bribery Ethics Policy	Yes	Yes	Yes
Employee Protection / Whistleblower Policy	Yes	Yes	Yes
Privacy Policy	Yes	Yes	Yes
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 %	11 %	11 %
Board Independence			
Number of independent directors	8	8	8
Percentage of independent directors	89%	89%	89%
CEO duality	No	No	No
Independent chairperson	Yes	Yes	Yes

Appendix A: ESG performance

Governance (cont'd)	2021	2022	2023
Board Diversity			
Number of women on board	3	3	3
Percentage of women on board	33%	33%	33%
Number of gender diverse or underrepresented community demographic	5	5	5
Percentage of gender diverse or underrepresented community demographic	56%	56%	56%
Age of the youngest director	51	52	53
Age of the oldest director	73	72	73
Board average age	62	61	62
Board age limit	No	No	No
Woman chief executive officer or equivalent	No	No	No
Woman chairperson or equivalent	No	No	No
Number of directors with executive leadership	9	9	9
CEO or equivalent appointed from within	No	No	No
Average board tenure (years)	6.5	5.9	6.9
Board term limits	No	No	No
Date executive director appointed to the Board of Directors	6/8/2020	6/8/2020	6/8/2020

Appendix A: ESG performance

Governance (cont'd)	2021	2022	2023
Board Meetings			
Number of board meetings	5	5	6
Board meeting attendance %	>75%	>75%	>75%
Independent directors board meeting attendance %	>75%	>75%	>75%
Number of directors attending less than 75% of meetings	0	0	0
Audit Committee			
Size of Audit Committee	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	6	7	9
Audit Committee meeting attendance %	>75%	>75%	>75%
Compensation and People Committee			
Size of Compensation and People Committee	3	3	3
Number of independent directors on Compensation and People Committee	3	3	3
Percentage of independent directors on Compensation and People Committee	100%	100%	100%
Independent Compensation and People Committee chairperson	Yes	Yes	Yes
Number of Compensation and People Committee meetings	5	5	6
Compensation and People Committee meeting attendance %	>75%	>75%	>75%
Outside compensation advisors appointed	Yes	Yes	Yes

Appendix A: ESG performance

Governance (cont'd)	2021	2022	2023
Compensation and People Committee (cont'd)			
Clawback provision for executive compensation	Yes	Yes	Yes
Nominating and Governance Committee			
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	5	3	4
Nomination and governance committee meeting attendance %	>75%	>75%	>75%
<i>ESG/Sustainability Committee The Nominating and Governance Committee oversees ESG/Sustainability matters</i>			
Independent directors with responsibility for ESG	Yes	Yes	Yes
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
Board & Exec Activities			
Political activities and/or donations	0	0	0

Appendix B: 2023 Global Reporting Initiative (GRI) Index

Statement of Use Teradata has reported the information cited in this GRI content index for the period January 1, 2023 to December 31, 2023 with reference to the GRI Standards.

GRI 1 Used GRI 1: Foundation 2021

GRI Universal Standards 2021		Disclosure	2023 Response
GRI 2: General Disclosures 2021	2-1	Organizational details	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> a. The reporting period covers calendar year 2023, unless otherwise stated. Teradata publishes ESG Reports on an annual basis. b. Publication date: June 2024 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	In 2022, we overcalculated Category 12 emissions (within scope 3). We adjusted this in the 2023 ESG Report.
GRI 2: General Disclosures 2021	2-5	External assurance	The complete 2023 ESG Report is not assured through an assurance provider. We perform extensive internal due diligence and data validation to ensure the accuracy of the information and data presented in this Report. Our 2023 scope 1 and scope 2 emissions received limited assurance through assurance provider ERM CVS, and our certificate can be found in Appendix G.
GRI 2: General Disclosures 2021	2-6	Activities, value chain, and other business relationships	<ul style="list-style-type: none"> a. Software Services b. About Teradata Product Portfolio Responsible Supply Chain 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. Significant Changes — in 2023 we ceased our direct operations in China
GRI 2: General Disclosures 2021	2-7	Employees	<ul style="list-style-type: none"> People Appendix A: ESG performance

Appendix B: 2023 GRI Index

GRI Universal Standards 2021 (cont'd)		Disclosure	2023 Response
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	Integrity: Corporate governance 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	Integrity: Corporate governance See our Proxy Statement, available on our Investor Relations website
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	Integrity: Corporate governance 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	ESG governance Integrity: Stakeholder engagement Integrity: Corporate governance Appendix D: TCFD index
GRI 2: General Disclosures 2021	2-13	Delegation of responsibility for managing impacts	ESG governance Integrity: Stakeholder engagement Integrity: Corporate 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 sponsors and the Executive Leadership Team.
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	We have a Code of Conduct that sets the standard for ethics and compliance for all of our directors, and employees, including our officers, chief accounting officer, and corporate controller. We expect our directors, executives, and employees to avoid any activity that is or has the appearance of being a conflict of interest with Teradata and our Code of Conduct. No conflicts of interest with directors occurred during the fiscal year 2023. 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 that were communicated to the Audit Committee is considered confidential information. Integrity: Ethics

Appendix B: 2023 GRI Index

GRI Universal Standards 2021 (cont'd)		Disclosure	2023 Response
GRI 2: General Disclosures 2021	2-17	Collective knowledge of the highest governance body	Teradata executives and/or management with environmental, social, and governance (ESG) and sustainability expertise, present to the Board of Directors to discuss trends, best practices, and topics to be aware of or monitor, to help the board make business decisions that best align with sustainable development. Each of Teradata's Board of Director committees have members with relevant ESG experience, qualifications and attributes are found in our proxy statement available on our Investor Relations website
GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	See our Proxy Statement , "Election of Directors" section, available on our Investor Relations website . Also see our " Corporate Governance " web page.
GRI 2: General Disclosures 2021	2-19	Remuneration policies	See our Proxy Statement , "Director Compensation" section available on our Investor Relations website .
GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	See our Proxy Statement , "Director Compensation" section available on our Investor Relations website .
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	See our Proxy Statement , "CEO Pay Ratio Disclosure" section available on our Investor Relations website
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Leadership letters
GRI 2: General Disclosures 2021	2-23	Policy commitments	Identified within each policy are the stakeholders, activities and/or business relationships applicable, including the associated organization or person who approved the policy. Policies are available via various communication channels, such as training, newsletters, meetings, websites, contracts. They may be internal, external, or both. Some are available with relevant translations. Code of Conduct Supplier Code of Conduct Partner Code of Conduct Anti-Bribery and Anti-Corruption Policy Political Activity Policy Global Privacy Policy Supplier Diversity Policy Environment, Health and Safety Policy Conflict Minerals Policy
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	Integrity: Ethics Integrity: Responsible Supply Chain
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	Integrity: Ethics

Appendix B: 2023 GRI Index

GRI Universal Standards 2021 (cont'd)		Disclosure	2023 Response
GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	Integrity: Ethics
GRI 2: General Disclosures 2021	2-27	Compliance with laws and regulations	Integrity: Ethics 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 Global, and EcoVadis, among others.
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	Integrity: Stakeholder engagement
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 countries and regions with collective bargaining agreements, we comply with all agreements required by laws and regulations. Approximately 4.2% of our employees are covered by collective bargaining agreements.
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 ESG Materiality Assessment conducted in 2022 was more encompassing. Thus, the material topics have increased in scope.
GRI 3: Material Topics 2021	3-3	Management of material topics	About this Report ESG at Teradata Data People Stewardship Integrity

Appendix B: 2023 GRI Index

Economic performance 2016		Disclosure	2023 Response
GRI 201	201-1	Direct economic value generated and distributed	See our Form 10-K , “Financial Statements and Supplementary Data” sections, available on our Investor Relations website .
GRI 201	201-2	Financial implications and other risks and opportunities due to climate change	See our Form 10-K , “Item 1A. Risk Factors” section. This document is available on our Investor Relations website . Appendix D: TCFD Index
GRI 201	201-3	Defined benefit plan obligations and other retirement plans	See our Form 10-K , “Note 8 Employee Benefit Plans”, available on our Investor Relations website . People: Employee Benefits and Well-being
GRI 201	201-4	Financial assistance received from the government	See our Form 10-K , “Notes to the Consolidated Financial Statements”, including “Note 6 - Income Taxes”, available on our Investor Relations website .
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.
Procurement Practices 2016			
GRI 204	204-1	Proportion of spending on local suppliers	We do not disclose this information.

Appendix B: 2023 GRI Index

Anti-corruption 2016			
		Disclosure	2023 Response
GRI 205	205-1	Operations assessed for risks related to corruption	We assess our worldwide operations and our suppliers for risks related to corruption. Our in-place policies and trainings mitigate these risks. Integrity: Ethics
GRI 205	205-2	Communication and training about anti-corruption policies and procedures	We define our anti-corruption policies and procedures in our Code of Conduct and in our Anti-bribery and Anti-corruption policies. Communication and employee training is included in our Anti-bribery and Anti-corruption management program. Integrity: Ethics
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 our 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.
Materials 2016			
GRI 301	301-1	Materials used by weight or volume	We do not disclose this information.
GRI 301	301-2	Recycled input materials used	Stewardship: Waste
GRI 301	301-3	Reclaimed products and their packaging materials	Stewardship: Waste

Appendix B: 2023 GRI Index

Energy 2016			
		Disclosure	2023 Response
GRI 302	302-1	Energy consumption within the organization	Stewardship: Energy
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	Stewardship: Energy
GRI 302	302-5	Reductions in energy requirements of products and services	Predicting cloud data platforms carbon footprint for large data warehouses
Water and Effluents 2018			
GRI 303	303-1	Interactions with water as a shared resource	Stewardship: Water Appendix C: SASB
GRI 303	303-2	Management of water discharge-related impacts	Stewardship: Water Appendix C: SASB
GRI 303	303-3	Water withdrawal	Stewardship: Water Appendix C: SASB
GRI 303	303-4	Water discharge	Stewardship: Water Appendix C: SASB
GRI 303	303-5	Water consumption	Stewardship: Water Appendix C: SASB

Appendix B: 2023 GRI Index

Emissions 2016			
		Disclosure	2023 Response
GRI 305	305-1	Direct (scope 1) GHG emissions	Stewardship: Carbon footprint
GRI 305	305-2	Energy indirect (scope 2) GHG emissions	Stewardship: Carbon footprint
GRI 305	305-3	Other indirect (scope 3) GHG emissions	Stewardship: Carbon footprint
GRI 305	305-4	GHG emissions intensity	Teradata does not report emission intensity
GRI 305	305-5	Reduction of GHG emissions	Stewardship: Carbon footprint
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
Waste 2020			
GRI 306	306-1	Waste generation and significant waste-related impacts	Stewardship: Waste
GRI 306	306-2	Management of significant waste-related impacts	Stewardship: Waste
GRI 306	306-3	Waste generated	Stewardship: Waste
GRI 306	306-4	Waste diverted from disposal	Stewardship: Waste
GRI 306	306-5	Waste directed to disposal	Stewardship: Waste

Appendix B: 2023 GRI Index

Supplier Environmental Assessment 2016		Disclosure	2023 Response
GRI 308	308-1	New suppliers that were screened using environmental criteria	100% of all manufacturing partners are required to comply with ISO 14001. In addition, a third-party risk assessment is conducted on suppliers.
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 2023.
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	People: 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: 2023 GRI Index

Occupational Health and Safety 2018		Disclosure	2023 Response
GRI 403	403-1	Occupational health and safety management system	People: Health and Safety Health and Safety Policy
GRI 403	403-2	Hazard identification, risk assessment, and incident investigation	People: Health and Safety Health and Safety Policy
GRI 403	403-3	Occupational health services	People: Health and Safety Health and Safety Policy
GRI 403	403-4	Worker participation, consultation, and communication on occupational health and safety	People: Health and Safety Health and Safety Policy
GRI 403	403-5	Worker training on occupational health and safety	People: Health and Safety Health and Safety Policy
GRI 403	403-6	Promotion of worker health	People: Benefits and Well-being People: Health and Safety Health and Safety Employee Handbook
GRI 403	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety Policy
GRI 403	403-8	Workers covered by an occupational health and safety management system	Health and Safety Policy
GRI 403	403-9	Work-related injuries	Teradata completes OSHA Work-Related Injuries and Illnesses Form 300. In 2023, there were two 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: 2023 GRI Index

Training and Education 2016		Disclosure	2023 Response
GRI 404	404-1	Average hours of training per year per employee	People: Employee development Appendix A: ESG performance
GRI 404	404-2	Programs for upgrading employee skills and transition assistance programs	People: Employee development
GRI 404	404-3	Percentage of employees receiving regular performance and career development reviews	People: Employee development
Diversity and Equal Opportunity 2016		Disclosure	2023 Response
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		Disclosure	2023 Response
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		Disclosure	2023 Response
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
Child Labor 2016		Disclosure	2023 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

Appendix B: 2023 GRI Index

Forced or Compulsory Labor 2016		Disclosure	2023 Response
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	Teradata does not screen new suppliers based on the social criteria listed in GRI 414.
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 2023.
Public Policy 2016			
GRI 415	415-1	Political contributions	Teradata does not participate in any political contributions or activities
Marketing and Labeling 2016			
GRI 417	417-1	Requirements for product and service information and labeling	Data: Product sustainability
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 customer privacy and losses of customer data.

Appendix C: SASB STANDARDS Now part of IFRS Foundation

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

Table 1. Sustainability Disclosure Topics & Metrics

Topic	Code	Metric	Category	Unit of Measure	2023 Teradata's 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)	106,329
				percentage (%)	100%
				percentage (%)	69.6%
	TC-SI-130a.2	(1) total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	thousand cubic meters (m ³)	30.0
				percentage (%)	85%
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data centre needs	Discussion and Analysis	n/a	<p><u>Data: Product sustainability</u> <u>Stewardship: (San Diego campus consolidation)</u></p> <p>Our main water consumption is at our San Diego, CA, U.S. campus. Based on the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct, San Diego, CA is identified as an "Extremely High" water risk.</p>

Appendix C: SASB STANDARDS Now part of IFRS Foundation

Table 1. Sustainability Disclosure Topics & Metrics (cont'd)					
Topic	Code	Metric	Category	Unit of Measure	2023 Teradata's 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	Data: Data privacy Teradata Privacy Policy
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	Quantitative	number	0
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy ¹	Quantitative	presentation currency	\$0
	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%
	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.
Data Security	TC-SI-230a.1	(1) number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected ³	Quantitative	number, percentage (%)	Teradata does not specifically disclose TC-SI-230a.1. Any material losses would be disclosed in our 10-K filings found on our Investor Relations website
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	n/a	Data: Data Security Teradata Privacy Policy

Table 1. Sustainability Disclosure Topics & Metrics (cont'd)					
Topic	Code	Metric	Category	Unit of Measure	2023 Teradata's 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 (%)	<ol style="list-style-type: none"> At the end of 2023, 11% of employees were foreign nationals. At the end of 2023, the percentage of employees located offshore from Teradata's country (U.S.) of domicile was 8% of our workforce in Americas, 50% in APJ, and 13% in EMEA.
	TC-SI-330a.2	Employee engagement as a percentage ⁵	Quantitative	percentage (%)	<p>In 2023, we received an employee engagement score of 77 points from our annual Engagement Pulse survey. The score is a weighted average based on responses to the following two questions:</p> <ul style="list-style-type: none"> 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 (%)	<p>The management groups listed here adhere to the SASB definitions and may not exactly match numbers shared earlier in the report for that reason, namely 1) executives, senior level officials, and people managers; 2) all technical staff; and 3) all other employees not included in the first group. We do not currently report the representation for technical staff, nor do we report on ethnicity outside of the U.S.</p> <ol style="list-style-type: none"> Management <ul style="list-style-type: none"> Gender: 27% women (global) Asian: 18% (U.S. only) Black or African American: 6% (U.S. only) Hispanic or Latinx: 4% (U.S. only) Other: 9% (U.S. only) Technical Staff — We do not currently report on representation for technical staff. All Other Employees <ul style="list-style-type: none"> Gender: 28% women (global) Asian: 29% (U.S. only) Black or African American: 6% (U.S. only) Hispanic or Latinx: 5% (U.S. only) Other: 8% (U.S. only)

Table 1. Sustainability Disclosure Topics & Metrics (cont'd)					
Topic	Code	Metric	Category	Unit of Measure	2023 Teradata's Response
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.

Table 2. Activity Metrics

Code	Metric	Category	Unit of Measure	2023 Teradata's 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: 2023 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 third year reporting on the TCFD’s recommendations in our ESG Report. While we discuss risks related to climate-related matters, we do not include all of the risks that may affect Teradata in this regard. We will conduct more in-depth scenario analysis and include those results in future reports. Some risks that are unknown or deemed immaterial could ultimately have a major impact on our operations.

Governance	2023 Response
Disclose the organization’s governance around climate-related risks and opportunities.	
a. Describe the board’s oversight of climate-related risks and opportunities.	The Nominating and Governance Committee of Teradata’s Board of Directors is responsible for overseeing climate-related policies, goals, strategy, and progress and is updated on these efforts on a quarterly basis and in the plenary meetings of Teradata’s Board of Directors. CDP Climate Change 2021 C1.1b
b. Describe management’s role in assessing and managing climate-related risks and opportunities.	Our Chief Executive Officer and the Teradata’s Executive Leadership Team oversee the execution of climate-related matters. In addition, our Chief Legal Officer and Chief Financial Officer are co-executive sponsors of Teradata’s Corporate Citizenship Council and the ESG program, which oversees ESG policies, strategies, and quarterly progress. In addition, they received monthly updates in 2023 on carbon-related matters from the Stewardship pillar representatives regarding goals, scopes 1 and 2 limited assurance readiness, program development, and measurable improvement plans. Our co-executive sponsors also monitor and control operational functions. CDP Climate Change 2021 C1.2, C1.2a

Appendix D: 2023 Task Force on Climate-Related Financial Disclosures (TCFD)

Strategy	2023 Response
<p>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.</p>	
<p>a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p> <hr/> <p>b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</p>	<p>Teradata has identified climate-related risks and opportunities, which are generally described below. Our list is not intended to be comprehensive. As risks and opportunities change, Teradata continues to further evaluate climate-related risks and the realization of opportunities through regular and ongoing feedback with our management teams from the Enterprise Risk and Assurance Services team and the ESG Program.</p> <ul style="list-style-type: none"> • Operating a data center depends heavily on electricity. In San Diego, CA, U.S., the nonrenewable energy and renewable energy market may increase operational costs. Climate-related events may compromise electricity availability. • Teradata’s business operations and supply chain partners face risks from increased climate-related regulations, which may increase operational costs. <p>Teradata has both risk through inaction and opportunity through action. We’re proactively identifying and executing opportunities to advance climate action. This also helps make more stakeholders aware of Teradata’s commitments and progress in this area. As more supply chain partners, employees, potential employees, customers, investors, and members of the public become aware of our work in this area, we can improve the company’s reputation and market share.</p> <p>Additional climate-related risks are detailed in our 10-K, Item 1A. “RISK FACTORS” found on our investor website. CDP Climate Change 2021 C2.1, C2.2c, C2.3a, C2.4a, C2.5, C2.6</p>
<p>c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>We are guided by our strategy as the connected multi-cloud data platform for enterprise analytics. We recognize that our services require energy, which results in GHG emissions. We invest in solutions that minimize our energy consumption and thus our emissions throughout our operations.</p> <p>We acknowledge that a reliance on finite energy sources, beyond their adverse environmental impact, can impede our business operations. We continue to incorporate climate change into our planning by exploring our business strategy’s resilience under a range of future potential climate change outcomes, both in our operations and in our value chain. Teradata plans to conduct a 1.5°C scenario assessment and will disclose results in future reports.</p>

Risk Management	2023 Response
<p>Disclose how the organization identifies, assesses, and manages climate-related risks.</p>	
<p>a. Describe the organization’s processes for identifying and assessing climate-related risks.</p>	<p>Teradata’s ESG risk management process is designed to identify risks that could affect our ability to achieve business goals and strategies, assess the likelihood and potential impact of significant risks to our business, and prioritize risk control and mitigation in line with established risk appetites.</p> <p>Teradata applies a ‘medium to high’ risk appetite in providing offerings to the market which can provide our customers with valuable insights into their ESG programs via meaningful data analytics. We have a ‘zero to minimum’ risk appetite around ESG regulation, compliance matters, and required program disclosures to promote our company’s longevity and maintain our strong reputation of integrity and trust. To evaluate climate-related transitional risks and opportunities, we monitor changes in existing and emerging regulatory requirements, benchmarks from other companies, and other stakeholder input received from customers, investors, and the public to evaluate applicability and relevance to Teradata.</p> <p>Additional risk management processes are found in the Enterprise risk management section of this report.</p>
<p>b. Describe the organization’s processes for managing climate-related risks.</p>	<p>Teradata has a robust Enterprise Risk Management (ERM) program that formally evaluates external and internal issues and identifies how they may impact the strategic direction and business operations of our company, customers, suppliers, communities, and other interested parties. Risks are reviewed on a quarterly basis, or more frequently as needed, inclusive of climate-related risks.</p>
<p>c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.</p>	<p>Our enterprise risk register is effectively maintained to ensure a robust overview of Teradata’s risk landscape by considering not only inherent business factors but also new and emerging conditions. We continue to include climate-related risks within these assessments and prioritize actions at the corporate and local levels per our established risk appetite within our ERM program.</p>

Appendix D: 2023 Task Force on Climate-Related Financial Disclosures (TCFD)

Metrics and Targets	2023 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.	Teradata has disclosed scope 1 and scope 2 metrics since 2009. We report in MTCO _{2e} emissions in alignment with the accounting standards of the GHG Protocol. <ul style="list-style-type: none">• Scope 1 emissions are less than 1% of our operational greenhouse gas footprint and are broken into CO₂, N₂O and CH₄.• Scope 2 emissions represent the electricity we purchase from the grid, using GHG location-based and market-based methodology.• Scope 3 emissions represent the categories that apply to Teradata and use various GHG calculation methodologies based on category and data availability. Additional information can be found in the Stewardship section of this report.
b. Disclose scope 1, scope 2, and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and related risks.	Appendix A: ESG performance — Environment section contains scopes 1, 2 and 3 emissions.
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 be carbon neutral by 2024 presents some level of complexity, given that we use renewable and nonrenewable electricity in our owned and leased facilities. We will increase our renewable energy consumption with utility providers that offer reliable and stable renewable energy opportunities. While we are investing in reducing our emissions to as close to zero as possible, we will also deploy a carbon management program to address the remaining emissions to avoid, reduce and/or neutralize emissions via the carbon market. The carbon market is an important tool for enabling the low-carbon transition. However, the pace, scale, integrity, function, and impact are risks that we are evaluating and mitigating before we join the carbon market in 2024. <p>Our goal to reduce our emissions by 34% in 2025 (compared to a 2021 baseline) will be met via increased renewable energy opportunities from utility providers and potential further consolidation of our real estate footprint since most of our workforce is remote.</p> <p>Our net zero goal by 2050 will be addressed 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.</p>

Appendix E: United Nations Global Compact

Teradata has a long-standing commitment to environmental, social and governance (ESG) topics, including human rights, fair labor practices, the environment and anti-corruption. Teradata has been a signatory to the United Nations Global Compact (UNGC) since 2011. We apply the UNGC’s 10 principles in the strategy and operations of our company.

In 2023, Teradata completed our Communication on Progress using the UNGC standardized [questionnaire](#). In addition to our online responses, action on these topics are expressed throughout this report — including the index below describing the location of relevant content in our report or our policies that govern our operating companies.

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



Appendix F: Scope 3 Variances

Scope 3 Categories (MTCO _{2e})	2022	2023	Variance Explanation
Category 1: Purchased goods and services	33,780	36,317	Category 1 spend data remained flat, but we now use gas-based emission factors in our calculations, causing an immaterial emissions increase compared to CO ₂ equivalents used in 2022 calculations.
Category 2: Capital goods	1,187	1,612	Category 2 saw an increase in spend. We also transitioned to using gas-based emission factors instead of CO ₂ equivalents.
Category 3: Fuel and energy related activities (not included in scopes 1 or 2)	178	523	Category 3 changed emission factors to IEA upstream emissions factors, which more accurately capture Category 3 emissions versus previous factors (Well-to-Tank T&D Factors from ClimaTiq Data Explorer).
Category 4: Upstream transportation and distribution	1,451	4,925	Category 4 emissions did not experience a calculation variance. Rather, shipment volume increased.
Category 5: Waste generated in operations	264	265	No variance
Category 6: Business travel	6,706	8,939	Category 6 emissions did not experience a calculation variance. Rather, business travel flight volume rose in 2023 vs. 2022.
Category 7: Employee commuting	5,977	5,207	Category 7 emissions were updated to reflect the ratio of hybrid employees working onsite versus offsite to align with our employee's behavior. We also used global-region electricity intensity factors instead of one global intensity factor as done in 2022. Approximately 50% of our employees work in the APJ region, which has the highest intensity factor, resulting in the observed increase.
Category 9: Downstream transportation and distribution	632	622	No variance
Category 11: Use of sold products	20,841	24,398	Category 11 emissions increased as Teradata sold 54% more cabinet configurations than in 2022. We sold less of our highest-emitting cabinet configuration as a share of our overall product mix, which explains why emissions only rose 17% while sales surged 54%.
Category 12: End-of-life treatment of sold products	79	34	Category 12 decreased due to the type of material received for recycling, reuse, scrap, and resale. Since material type and volume varies each year, we deem this variance immaterial. 2022 Category 12 emissions have been corrected since the publication of our 2022 ESG report. We used an erroneous number for total product volume, which overstated our emissions.
Total scope 3 (MTCO_{2e})	71,094	82,842	

Appendix G: 2023 scopes 1 and 2 limited assurance

Independent Assurance Report

Independent Limited Assurance Report to Teradata Operations, Inc

ERM Certification & Verification Services Incorporated (“ERM CVS”) was engaged by Teradata Operations, Inc. (“Teradata”) to provide limited assurance in relation to the selected information set out below and presented in Teradata’s 2023 ESG Report (the “Report”).

Engagement summary	
Scope of our assurance engagement	<p>Whether the 2023 selected information below is fairly presented, in all material respects, in accordance with the reporting criteria.</p> <p>GHG Emissions</p> <ul style="list-style-type: none"> Total Scope 1 GHG emissions (from direct energy use) [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] <p>Energy</p> <ul style="list-style-type: none"> Total energy use [MWh] Total energy use [kWh] Total renewable energy [kWh] <p>Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.</p>
Reporting period	1 January 2023 to 31 December 2023
Reporting criteria	<ul style="list-style-type: none"> Teradata’s Basis of Reporting (available at: https://www.teradata.com/about-us/environmental-social-governance) 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
Assurance standard and level of assurance	<p>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’ issued by the International Auditing and Assurance Standards Board.</p> <p>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.</p>
Respective responsibilities	<p>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 Report.</p> <p>ERM CVS’ responsibility is to provide a conclusion to Teradata on the agreed scope based on our engagement terms with Teradata, the assurance activities performed and exercising our professional judgement.</p>

Our conclusion

Based on our activities, as described overleaf, nothing has come to our attention to indicate that the 2023 data for the selected information listed under ‘Scope’ above are 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;
- Interviews with management representatives responsible for managing the selected issues;
- Interviews with 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;
- A review at corporate level of a sample of qualitative and quantitative evidence supporting the selected information;
- An analytical review of the year-end data submitted by all locations included in the consolidated 2023 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;
- Virtual site visit to Teradata’s facility in San Diego, California (USA) to review source data and local reporting systems and controls;
- Evaluating the emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured 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.



Andrea Duque
Partner, Corporate Assurance
Malvern, PA

6 June 2024

On behalf of:

ERM Certification & Verification Services Incorporated
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Note to readers

This report details our performance on ESG topics and contains nonfinancial disclosures covering the period from January 1, 2023, through December 31, 2023, 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 2023 Annual Report on Form 10-K.

This report covers all of Teradata's operations included in the 2023 financial statements unless otherwise stated. Where relevant, data measurement techniques, the bases of calculations and changes in the basis for reporting or reclassifications of previously reported data are included as footnotes. Nonfinancial information is subject to measurement uncertainties resulting from limitations inherent in the nature of, and the methods used for determining, such data. Some of our disclosures in this report are based on assumptions due to these inherent measurement uncertainties. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Forward looking statements

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

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

