




NortonLifeLock brings together our people, expertise, and powerful technology to support environmental, social, and governance (ESG) priorities that foster a safer and more sustainable future.

## ENVIRONMENT

We have a sharp focus on environmental performance:

 **90%** of products are delivered digitally.

 **24%** of electricity used is from renewable sources.

 We work to minimize Scope 1, 2, and 3 greenhouse gas emissions.

**CO<sup>2</sup>** Our goal is to reduce Scope 1 & 2 GHG intensity of Irish operations by 50% by 2030.

## SOCIAL

We are proud to support the communities where our team members live and work.

 **\$13.6M** in charitable giving.

 **14,678** nonprofits received product donations.

 **18,726** employee volunteer hours.


 **223,000** detections of malicious stalkerware.


## GOVERNANCE

We operate with integrity in everything we do and celebrate diversity as a driver of innovation.

 **55%** Gender/Ethnic Diversity on our Board.

 **31%** Female representation in our global workforce.

 Board of Directors oversees ESG issues and receives quarterly ESG updates.

 Pay equity review showed average pay ratios are equitable.



# Corporate Responsibility Objectives

Setting strategic, achievable, and business-aligned corporate responsibility objectives helps to guide our work and improves our performance.

## SOCIAL

- **Education and Training for Cyber Safety**  
Leverage NortonLifeLock's leading expertise and technology in Cyber Safety to protect communities.
- **Data Privacy and Protection**  
Raise awareness of NortonLifeLock as a privacy leader.
- **Diversity, Equity & Inclusion**  
Invest in high-impact nonprofits to bring more women and under-represented groups into cybersecurity and tech.
- **Employee Volunteering & Giving**  
Drive opportunities for employee volunteering and giving and increase employee participation rate.

## ENVIRONMENT

- **Climate and Energy**  
Establish NortonLifeLock as an environmentally responsible business.

## AWARDS & RECOGNITION

