

Gen™

Leading with Purpose: Powering Digital Freedom

Fiscal Year 2025 Social Impact Report



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Letter from Vincent Pilette



Vincent Pilette
CEO & President, Gen

At Gen, we remain focused on leading the market today, providing financial empowerment and defining the future of consumer Cyber Safety, united behind our ambitious purpose: **Powering Digital Freedom**. In 2025,¹ we turned bold ideas into reality, pushed boundaries and served our mission of delivering innovative, secure and easy-to-use solutions to people around the world.

We continued to meet people’s evolving needs to provide peace of mind for both personal data protection and financial safety. Ultimately, we want people to make the most of the digital world; and to do this, trust must be built into our DNA, the core of who we are and what we do. It’s vital in all areas of our business: among customers, employees and stakeholders. It is reflected through our daily actions, the products, company and culture we cultivate — one that **prioritizes our customers, our people and our world**.

We create technology solutions that help consumers confidently manage and protect their digital and financial well-being. This year, more than 8,700 nonprofits protected themselves with our products, a retail value of nearly \$1.9 million. We have developed and provided online safety tools for people with increased risk of cyberattacks, such as victims of domestic violence. We continued expanding our approach to, and tools for, using AI-powered products with integrity, transparency and accountability. We’re bringing our expertise to global conversations at the intersection of responsible AI and digital safety, digital identity protection, cybersecurity skills training and more.

At Gen, we work with people for people; our values unite and guide us as we **power our passion, purpose and energy** to drive outcomes and win. We’ve expanded skills development resources to bring 30,000 on-demand learning modules, as well as AI-powered coaching and support tools to our employees. Our launch of Leading@Gen and Learn@Gen expands opportunities to learn and progress at all levels. We continue to build a pipeline of cybersecurity talent around the world through partnerships with Women4Cyber, Czechitas, Nasscom and our Gen Testing Academy in Czechia.

We invest our products, technology and resources in our local communities to **power protection at scale** and help provide people with the tools they need to live freely in the digital world. In 2025, 67% of our employees participated in our volunteering and giving programs, exceeding our goal of 60%, surpassing that of our peers and demonstrating the strength of our culture. We directed the majority of our grant funding to digital education and training programs. Through these initiatives, in 2025 we educated and empowered more than 5.4 million individuals to stay safe online, reaching more than 13.6 million people to date.

We continued to minimize our impacts on the planet, decreasing total greenhouse gas (GHG) emissions (Scope 1, 2 and 3) by 12%. To date, 4,000 projects have been completed by our employees through our Sustainable Home Improvement Program (SHIP). 98% of our products are delivered digitally, and less than 0.5% of the materials used in our global physical products contain plastic.

The positive impact of our programming continues to stand out — this year, we were recognized as one of America's Greatest Workplaces, one of America's Most Responsible Companies and we received two Excellence in Corporate Responsibility Communitas Awards for our environmental and community initiatives.

I am always looking at the natural evolution of our company – the most responsible approach Gen can have as a citizen of our world. As a family of brands, we remain committed to Powering Digital Freedom for the next generation of digital life. We are creating innovative and easy-to-use technology solutions that are helping people grow, manage and secure their digital and financial lives. We will keep pushing forward to a future that is bright and full of possibilities.

¹ Throughout the report, references to 2025 or past/future years, refer to Gen’s fiscal year, unless otherwise noted. Fiscal year 2025 includes April 1, 2024 – March 31, 2025.

Q&A with Sue Barsamian



Sue Barsamian
Board Member and Nominating and Governance Committee Chair, Gen

Kim Allman, Head of Corporate Responsibility & Public Policy at Gen, sat down with Sue Barsamian, Board Member and Nominating & Governance Committee Chair, to discuss how social impact at Gen is helping create a value-generating, purpose-focused business.

Kim: Technology, cybersecurity and the responsible business landscape are all in a period of dramatic growth and change. The business, political and social drivers for corporate responsibility are evolving. How do you see Gen continuing to align social impact to its business when the industry is evolving so rapidly?

Sue: While the cybersecurity landscape is changing as swiftly as ever, Gen remains rooted in our mission to help people grow, manage and secure their digital and financial lives. Social impact is critical to this. It provides a framework through which we build trust and bring value to our stakeholders — from customers to investors to employees, members of our communities and beyond.

Social impact does not operate in a silo, quite the opposite. Every aspect of our social impact strategy aligns to our business objectives. For example, in 2025 we expanded our AI governance approach, which is embedded into our current governance and compliance program to promote the protection and quality of data through our use of AI.

Our social impact priorities are determined through emphasizing issues most relevant to our business as well as those that most significantly impact our communities and the world. We engage with investors, Gen leadership, community issue experts and more to determine the priorities. We are now expanding this to consider double materiality, for a deeper understanding of how responsible business topics impact us financially. We also engage senior leaders, and benchmark best practices and peer efforts to develop targets that make sense for the business.

Kim: Let’s talk about your specific role. How does the Board engage with social impact at Gen?

Sue: We know that our commitment to social impact contributes to our long-term sustainability as a business. The Board is actively involved, helping shape the overall strategy and overseeing its implementation. We also facilitate collaboration.

We meet regularly with leaders from the People & Culture, Brand & Marketing, Global Health & Wellness, Product and Supply Chain teams to coordinate efforts and help make social impact truly cross-functional. We also, along with the full Board, receive quarterly updates on things like performance data, progress made towards our social impact targets, information on emerging responsible business topics and so on.

Kim: The regulatory environment for corporate responsibility is changing quickly. What stands out to you in how Gen is managing its strategy across regions with differing stakeholder and regulatory expectations?

Sue: We are in a turbulent yet pivotal time for corporate responsibility. The pace and trajectory of regulatory developments are challenging to forecast, due in part to a complex political and sociocultural landscape — especially for a dual-headquartered company. The difference across regions is therefore a reality that most companies are grappling with. It has pressed us to be clear where regulatory requirements exist and to decide what our bar will be globally — whether that’s due to regulation or business drivers. Involvement from leaders across our business is now necessary. In 2025, Gen created a cross-functional compliance working group. The working group brings together our Corporate Responsibility, Legal, Finance and People & Culture teams to address the Corporate Sustainability Reporting Directive (CSRD) in Europe and climate reporting rules taking shape in certain states in the U.S. and around the world. Our teams are working together to prepare, find solutions, uncover new channels of communication and think in new ways about how we operate.

Kim: Finally, when you look at the past year in Social Impact, what is most exciting to you?

Sue: For me, it’s the level of interest at every level of the company. Gen is inherently purpose-driven. From our conversations at the Board level to our consistently high employee engagement, it’s clear that social impact is something we are personally passionate about across our global sites. It’s a crucial market differentiator, a boon to our communities and one of the key enablers of our Purpose to Power Digital Freedom.

2025 performance highlights

67%

employee engagement in
volunteering and giving

5.4M+

people reached through our digital
education and training programs

\$4.5M+

in charitable giving

8,780

nonprofits received product
donations, totaling \$1.87M USD

100%

of active employees completed
our Code of Conduct training

2,000+

projects completed through the
Sustainable Home Improvement
Program

12%

reduction in total GHG
emissions
(Scope 1, 2 and 3)

35%

women in our
global workforce

Awards & recognition



Our Business

Powering Digital Freedom

We create innovative and easy-to-use technology solutions that help people grow, manage and secure their digital and financial lives. We are united behind an ambitious purpose, Powering Digital Freedom, through a business that prioritizes our customers, communities and ethical practices.

11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS





Gen is a family of trusted brands built for the next generation of digital life.

Our people are front and center of technology's impact on modern life. We focus our passion, research and innovation on critical problems facing society, today and tomorrow. We do this by harnessing the power of our consumer brands, powerful AI and deep visibility into broad insights to help protect millions of people everywhere.

~500M

global users

150+

countries in which we operate

Dual headquarters

in Tempe, Arizona, United States and Prague, Czech Republic

Gen™



Accelerating our leadership in financial wellness

In April 2025, Gen acquired MoneyLion Inc., uniting decades of expertise and the global scale of Gen's Consumer Cyber Safety Platform with MoneyLion's industry-leading financial ecosystem. This strategic milestone strengthens Gen's leadership in financial wellness, empowering consumers to confidently manage and protect their digital and financial lives. This report, covering fiscal year 2025, does not include activities and data from MoneyLion; however, we look forward to reporting on our full family of consumer brands in the 2026 Social Impact Report.



Social Impact @ Gen™

“ Gen is purpose-driven and committed to making a positive global impact. We anchor our corporate responsibility strategy in our business priorities and people’s needs — helping individuals, families and educators thrive by using technology safely. We believe our approach to corporate responsibility helps manage risks and maximize opportunities for success. We seek to make a positive impact on both our business and society by helping people build digital skills, creating pathways into technology careers for more people, limiting our environmental impacts and bettering the world through Cyber Safety access and education. We believe what we do leads back to Powering Digital Freedom. ”

Kim Allman

Head of Corporate Responsibility & Public Policy, Gen



Kim Allman, Gen’s Head of Corporate Responsibility and Public Policy (left) joins #TeamGen for Global Volunteer Day.

Our priorities for powering impact

We aim to connect every piece of our corporate responsibility (CR) strategy to what Gen offers as a company.

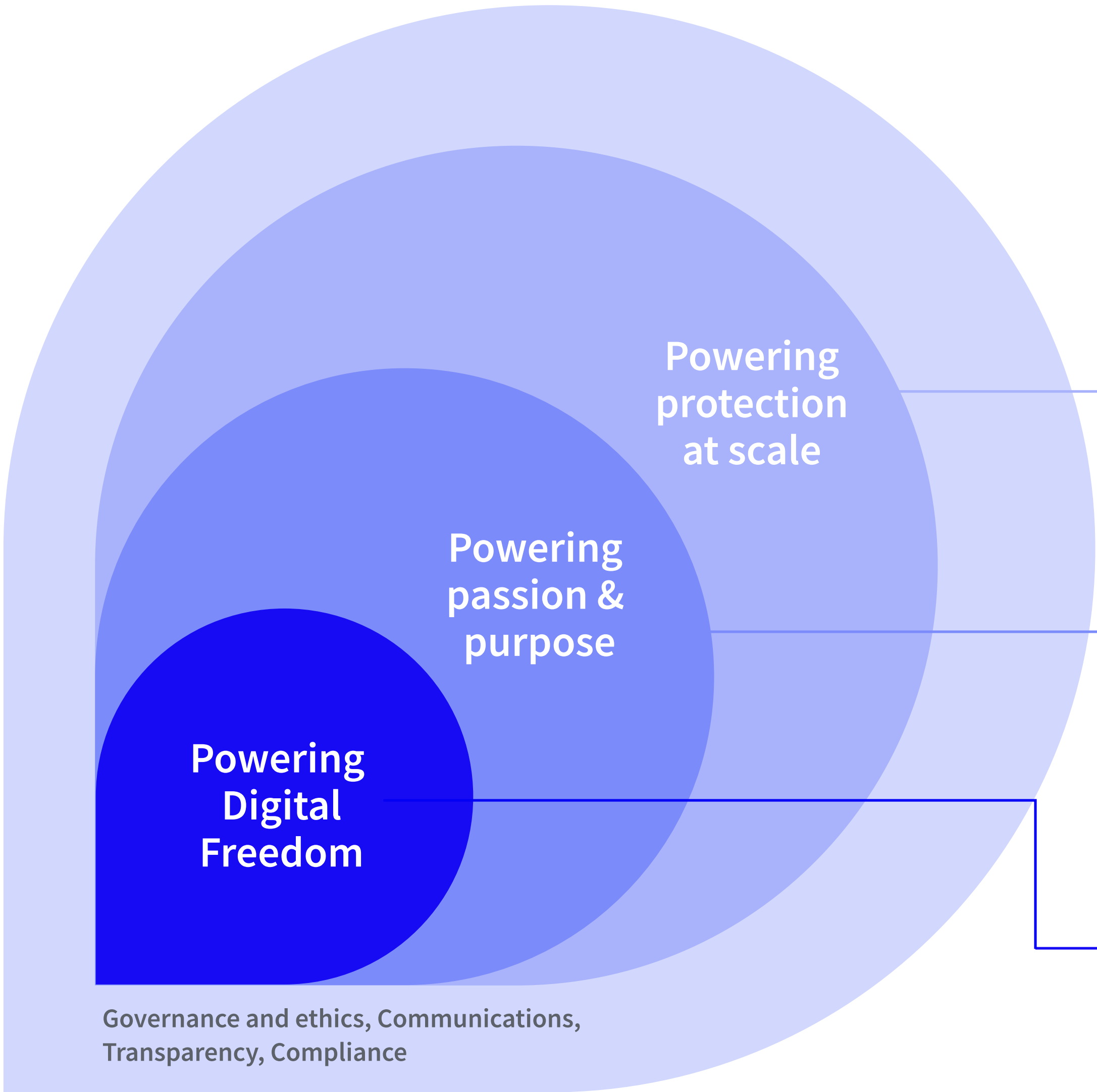
Rooted in our vision and purpose to **Power Digital Freedom**, we **build our business and design products** that help empower and protect our customers. Strong governance structures and ethical leadership foster accountability, transparency and long-term sustainability across our operations.

Everything at Gen starts with **our people and culture**. We are committed to the well-being, empowerment and fair treatment of all our team members. Our values unite and guide us as we **power our passion, purpose and energy** to drive positive outcomes and win.

We believe technology and the internet, when used safely, are some of **our world’s** most powerful tools for progress. We invest our products, solutions and resources in our local communities to **empower at scale** and help equip people to live freely in the digital world.

Within our CR strategy, we have identified five priority focus areas where we’re positioned to make a unique and lasting impact. These areas were selected based on the outcomes of a formal topics prioritization assessment,² conducted in collaboration with a third-party expert. These topics are addressed in this report and on our social impact website. Our commitment to disclosure, communications and transparency underpins all our social impact work.

² The priority focus areas in this report are based on a topic prioritization undertaken in 2023. We plan to reassess our CR priority focus areas in the future, based on evolving business priorities, due to recent acquisitions and our double materiality assessment, conducted in late 2025.



Corporate Responsibility Strategy

Our World

- Digital education and training programs for children, families and vulnerable communities*
- Employee volunteering and giving*
- Environment*

Our People

- Culture and values
- Talent development, recruitment and retention
- Inclusion and belonging*
- Employee engagement
- Employee health, safety and wellness

Our Business

- Cyber Safety products
- Thought leadership
- Data privacy and protection*
- Public policy and advocacy

> Learn more about our priority topics assessment, governance of CR, Board oversight of our CR program and key topics, our approach to stakeholder engagement and our community impact strategy (Giving@Gen) on [our social impact website](#).

* CR priority focus area

Pursuing progress

We define the progress we want to make through annual and multi-year, public and internal targets, tracking year-over-year performance and opportunities for improvement.

We engage senior leaders, benchmark best practices and review peer efforts when setting our targets. Our targets are coupled with key performance indicators that are tracked and shared internally and with our Board of Directors.

In 2025, we began setting the foundation for responding to upcoming regulations, such as the European Union (EU) Corporate Sustainability Reporting Directive (CSRD), the EU Corporate Sustainability Due Diligence Directive (CSDDD), the codification of the IFRS Sustainability Disclosure Standards, and the California climate disclosure laws. This included conducting a double materiality assessment, gap assessments and creating a cross-functional compliance working group, which includes representatives from our Corporate Responsibility, Legal, Finance and People & Culture teams.

As a signatory to the [United Nations Global Compact \(UNGC\)](#), we continue to support the UNGC’s ten principles; and this report serves as our annual Communication on Progress. We also support UN Women, the United Nations entity dedicated to gender equality and the empowerment of women; UN Free & Equal, a campaign for equal rights and fair treatment of LGBTQ+ people; and the Universal Declaration of Human Rights.

> Learn more on our [social impact website](#) and in the [Global Reporting Initiative \(GRI\)](#) index of this report.

















| | 2025 Targets | Impact | Context |
|--------------------------------|--|--|---|
| Digital education & training | Reach 6 million people per year through our digital education and training efforts. ³ | More than 5.4 million people reached through our digital education and training efforts in 2025. | In 2025, we continued to work with our nonprofit partners offering direct educational modules, webinars and social campaigns with Discovery Education, The Trevor Project, World Association of Girl Guides and Girl Scouts, National PTA, Save the Children India and others. We expanded our access to digital education and training by including translation of My Digital Life into multiple new languages. We learned that we need to expand on our outreach so that people are aware of the tools we offer. More than five million people took advantage of our resources because they were made aware of the opportunity. |
| Volunteering & giving | Achieve 60% employee participation in our volunteering and giving programs. | 67% of our employees participated in our volunteering and giving programs in 2025. | We expanded opportunities for our employees to volunteer and give to causes they care about. Key activations included Global Volunteer Week, local events, Giving Tuesday and utilizing the Gen Giving Hub. |
| Product donation to nonprofits | Reach 10,000 nonprofits per year with free or reduced-cost products. | 8,780 nonprofits received free or reduced-cost products in 2025. | Products reached nonprofits through TechSoup and directly through our nonprofit partners. While we fell short of our target, we started a tailored donation program with NNEDV to reach survivors of domestic violence that saw great results. We hope to build on this in the coming year. Additionally, we removed religious exemptions, which will expand access to our products for qualified nonprofits in the future. |

³ Throughout the report, references to 2025 or past/future years, refers to the Gen fiscal year, unless otherwise noted. Fiscal year 2025 includes April 1, 2024 – March 31, 2025.

Our products

We empower nearly 500 million people with our award-winning technology solutions that help protect their devices, personal information and finances so they can have more control over their digital lives.

We have one of the largest consumer Cyber Safety networks in the world. Our products are shaping how we Power Digital Freedom, based on consumer needs.

| Security Secure my family against cyber threats | Privacy Safeguard my personal data | Identity Protect my identity and finances | Financial Wellness Manage and grow my finances |
|---|---|---|--|
|  Premium Security |  VPN |  LifeLock |  Earned Wage Access (EWA) |
|  Freemium Security |  Privacy Add Ons |  Other ITPS |  Personal Finance Management (PFM) |
|  Utilities |  Private Browser |  Reputation |  Marketplace |
|  Small Business |  Digital Vault |  Identity Wallet |  Other Solutions |



⁴ Based on performance during 2025.

10B+
cyberattacks blocked
in the past year

8%
of revenue was
invested in R&D⁴



“Cyberthreats today are bigger, more widespread and more sophisticated than ever before — and they show no signs of stopping. We have seen firsthand that proper online protection has a positive impact on wellbeing. We're focused on helping people feel confident engaging with the digital world through solutions that help protect against evolving and emerging threats.”

Leena Elias
Chief Product Officer, Gen

Embracing innovation

Online safety requires a proactive approach by every one of us. At Gen, we are always looking to meet our customers where they need us most, while developing solutions that protect personal data, privacy and assets.

Our research and development approach remains customer-driven and focused on personalization — beginning with how people experience digital safety. We continued to leverage foundational innovations, such as artificial intelligence (AI) and large language models, to provide best-in-class security solutions.

8 percent of revenue in 2025 was invested in research and development (R&D), including:

- Leveraging AI and machine learning to better protect our people and customers.
- Ongoing Privacy R&D program that informs our privacy portfolio and the Identity Innovation Research program that shapes the future of our identity products.
- Expanding on our leading anti-scam tools, such as incorporating Norton Genie within Norton 360, that helps provide more comprehensive protection against advanced and AI-driven threats.
- Launching Norton VPN Ultimate, a personalized, one-stop-shop for a fast and reliable VPN with advanced security protection to keep individuals and families safer online.
- Staying ahead of the latest threats through the insights and capabilities of Gen Threat Labs.
- Expanding financial wellness services, such as LifeLock’s financial monitoring and actionable credit score monitoring and insights.

Ethical product development

The product team continues to work towards improving accessibility. Our Head of Corporate Responsibility & Public Policy is part of a cross-functional working group that meets monthly to identify opportunities to embed social and environmental considerations into new and enhanced products. Visit accessibility policies for our brands [here](#).

Celebrating excellence

Our peer-to-peer recognition channel, the customer experience awards (CX Heroes), celebrates above-and-beyond acts that prioritize the customer experience. These awards often highlight how our people and products come together to showcase our values and Power Digital Freedom. Examples of those recognized through the CX Heroes Awards include:

- The Leadership’s Choice Award, given to a LifeLock team that spent more than 70 hours successfully supporting a victim of deep identity theft. To date, LifeLock has supported thousands of victims of identity theft in the United States.
- The People’s Choice Award, recognizing Jan Vojtesek and Przemek Gmerek, based in Czechia, who developed a set of heuristic detections to improve the effectiveness of our antivirus technology.
- A CX Hero Award for Valarie Oxendine, based in the United States, who led a cross-functional effort to improve our identity theft resolution process with a global telecommunications customer, reducing the resolution time for our customers.



“Being a CX Hero means going above and beyond to make sure that every customer feels valued and heard. It’s about actively listening to their needs, providing timely and effective solutions, and consistently striving to exceed their expectations.”

Andy Cook
Senior Manager of People Technologies, Gen

Product donations

At Gen, we donate and significantly discount select Norton and Avast products for leading nonprofits through our longstanding partner, [TechSoup](#), which we believe contributes positively to our culture and brand. We continue to expand eligibility for our product donations, and in 2025 we added religious organizations working on charitable activities. Additionally, we offer Avast Business Cloudcare products at a heavy discount to nonprofits. In 2025, we equipped 8,780 nonprofits with critical cybersecurity products, a retail value of \$1.87 million. This includes providing Avast Business subscriptions to more than 1,400 nonprofits in Australia, Canada, the United States and Germany.



Focused donation efforts

In 2025, we continued our tailored product donation program to help survivors of domestic violence recover from financial and/or technological abuse. Through this unique program, we donated more than 3,700 free Norton product licenses to eligible organizations that are members of the [Safe Shelter Collaborative](#). TechSoup helps facilitate these donations; and the [National Network to End Domestic Violence \(NNEDV\)](#), another nonprofit partner of ours that represents U.S. state domestic violence coalitions, also collaborates with us to support the program.

In addition, we teamed up with NNEDV to provide information and resources to enhance survivors' safety, such as:

- The [Securing Devices and Accounts Guide](#), a privacy and security-focused resource, addresses survivors' common concerns about devices and accounts. In less than a year, the guide was viewed more than 8,000 times.
- The [Financial Abuse and Technology Guide](#) and supporting [infographic](#) helps survivors recognize and understand financial tech abuse.
- With our support, NNEDV's Safety Net team held its 12th annual three-day Technology Summit focused on the intersection of technology and domestic violence, sexual assault, stalking and trafficking.

In 2025, we continued our \$100,000-per-year, multi-year commitment to support NNEDV's [Safety Net](#) and [Economic Justice](#) initiatives. We also donated products directly to NNEDV, including annual subscriptions of Norton 360 Deluxe and LifeLock Identity Theft Protection, for their employees.

> Read more on our [Impact blog](#), and in the [digital education & training](#) and [volunteering & giving](#) sections of this report.

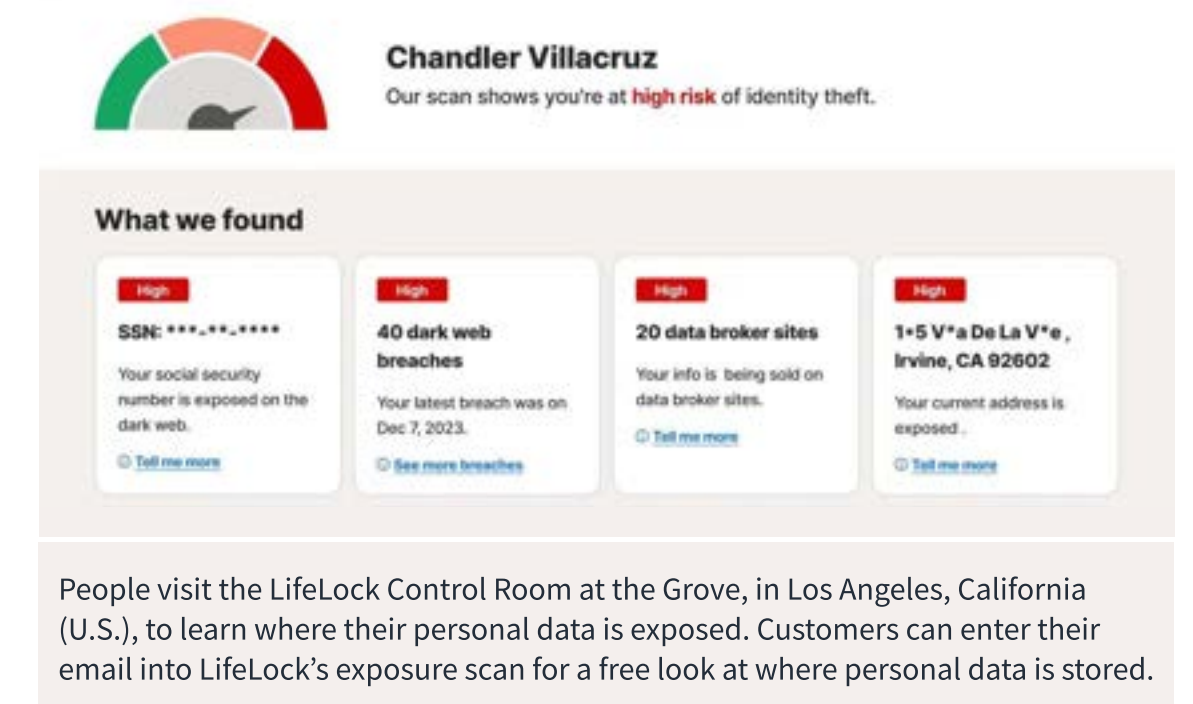
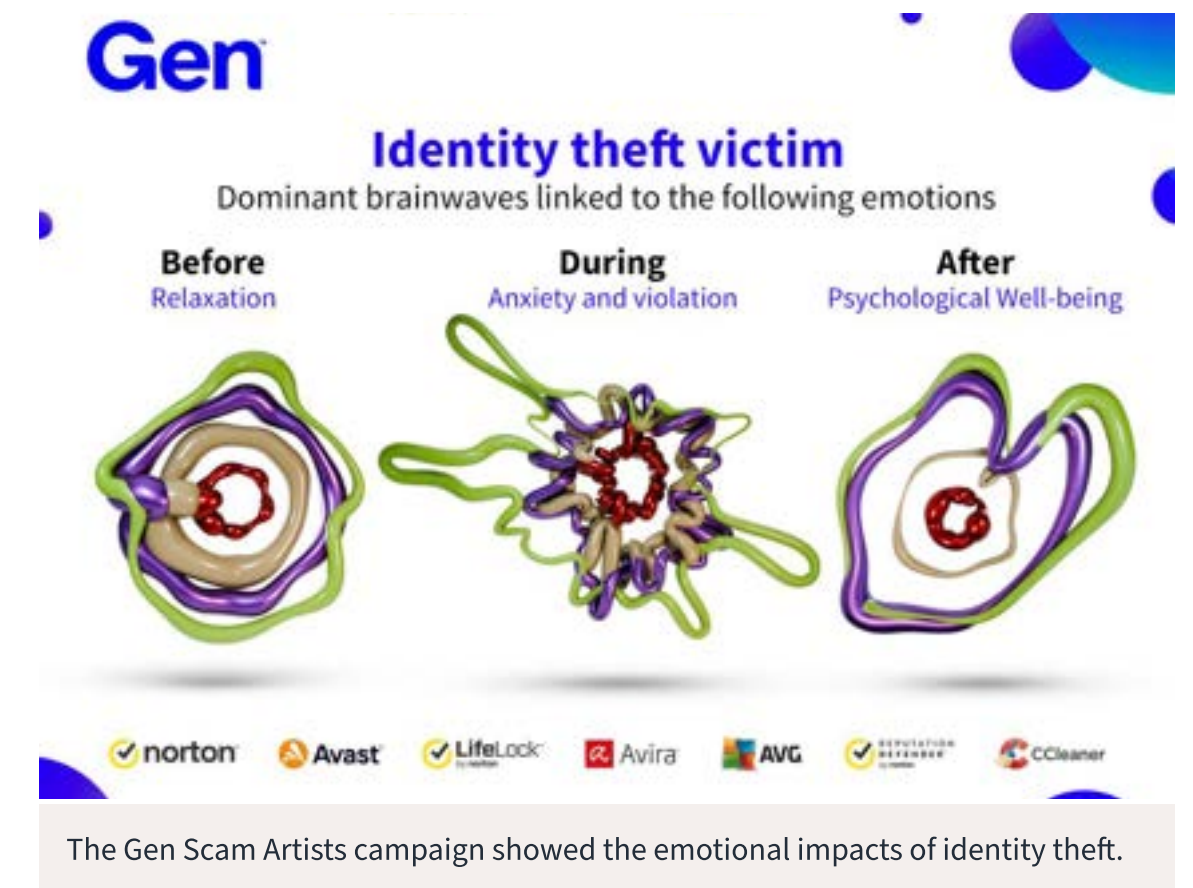
58%
of surveyed Americans and Britons believe they could be vulnerable to cybercrime.

Yet, almost half
45%
still think it's unlikely to happen to them.

Educating and helping protect

How people keep themselves safe online is continually evolving. That's why we complement our leading digital safety tools with cutting-edge education and tips about the impact of large-scale breaches, and how people can take steps to protect themselves. Examples include:

- The Gen [Scam Artists campaign](#), in collaboration with award-winning psychologist Lee Chambers, that highlighted the emotional toll of cybercrime.
- LifeLock's [Out of Control](#) campaign that empowered people with a [Personal Data Exposure Scan](#). This free, innovative tool combines millions of data points to identify the public places where an individual's private information appears. This released at a time when 74% of Americans had their Social Security number exposed due to data breaches such as the National Public Data breach.
- Our newly launched quarterly [Threat Report](#) that offers an in-depth look at Gen telemetry and research on the forces shaping the threat landscape.
- Norton's [Cyber Safety Insights Report](#) and the brand's official holiday, Cyber Safety Sunday — a day of action for holiday shoppers to prepare themselves and their devices to confidently shop online on Cyber Monday.
- > Learn more in the [digital education & training](#) section of this report.



Protecting privacy

We only collect personal data in certain cases where it is necessary, and we only collect as much personal data as is needed to achieve that outcome. We reinforce privacy procedures and principles with ongoing training and annual security risk assessments of our full operations. We continue to make enhancements to our privacy policies to reflect our expanding business.

| Highlights in 2025 include:

- Continuing our efforts to integrate data privacy practices across our brands.
 - Updating privacy notices to address the data our products use.
 - Preparing for upcoming regulatory developments, such as the EU AI Act and multiple U.S. state laws.
 - Promoting safe data handling by training 100% of active employees on data protection, as well as training product and engineering leaders on our compliance processes.
 - Applying the same data protection and privacy principles to our use of AI.
 - Expanding supplier security reviews through our third-party risk management program.
- > Learn about our approach to ethical AI and [data privacy governance and compliance](#).

Data privacy and AI best practices

Where we deploy or provide products with AI features, we limit the personal data available to these systems and use features, such as redaction and masking, to remove unwanted or unnecessary personal data shared into these systems. Our teams conduct regular data protection risk assessments on our AI-based tools to minimize risks relating to personal data exposure. Privacy continues to be a part of our AI trainings.

Safeguarding information

We maintain a cybersecurity program designed to protect our systems and data from information security risks, including regular oversight of our programs for security monitoring.

Our Chief Information Security Officer (CISO) leads our cybersecurity program, which includes the implementation of controls designed to align with these industry frameworks and applicable statutes and regulations. Cybersecurity risk is reviewed quarterly with management and with the Board of Directors. In addition, we regularly perform evaluations (including independent third-party evaluations) of our security program and our information technology infrastructure and information security management systems. Our processes also address risk and identification of cybersecurity threat risks from our use of third-party service providers.

Our information security management system is based upon industry frameworks, including but not limited to ISO 27001 and NIST Cybersecurity Framework. Additionally, we carry insurance that provides protection against some of the potential losses arising from a cybersecurity incident.

Employees must follow the Gen Information Security Policy and Standards. Employees participate in mandatory annual training and receive communications regarding the cybersecurity environment to increase awareness throughout the company. We also implemented an enhanced annual training program for specific specialized employee populations, including secure coding training. In 2025, every Gen team member participated in security and privacy trainings. These trainings included our annual Security Awareness training, privacy trainings on data protection and compliance at Gen, as well as training related to U.S. trade compliance and global phishing threats.

- > Learn more about Board oversight of information security in our 2025 Annual Report on [Form 10-K](#).



Genovators working in the Chennai (India) office.

Governance and ethics

We believe that the long-term interests of Gen are best served when the company proactively considers and addresses the interests and concerns of stockholders and other stakeholders.

Our [Code of Conduct](#), [Corporate Governance Guidelines](#), the [composition of our Board committees](#) and our [Board committee charters](#) are publicly available on our website. We also publicly disclose our position on [political disclosure and accountability](#). Our Code of Conduct is available in English, Czech, French, German, Romanian and Japanese.

> For more information on our governance practices, please visit the following: [Board composition](#), [Board committees and experience](#), [Board oversight over responsible business topics](#), [enterprise risk management](#), [executive compensation](#) and [tax strategy](#).



Ethics

At Gen, we believe that ethical conduct is the responsibility of every team member. And it’s our responsibility to give them the tools that set them up for success.

Our Head of Compliance reports on a quarterly basis to the Ethics & Compliance Steering Committee, comprised of senior leadership, as well as to the Audit Committee and the Technology & Cybersecurity Committee of the Board. In addition, the Board’s Nominating & Governance Committee regularly reviews our Code of Conduct, recommending modifications as necessary. Our Ethics & Compliance team also oversees the trade compliance, privacy legal, business continuity, crisis and operational compliance programs.

We review our policies each year and update them as needed. As an example, in 2025, we worked with our People & Culture team to update and simplify our Travel Policy into a more user-friendly format. Compliance with the Code of Conduct and with applicable laws, regulations and Gen policies, is mandatory. Our lock-out consequence cuts access to internal applications for those who do not complete the training by the deadline. In 2025, our annual Code of Conduct training included modules on Conflicts of Interest, Data Protection and Privacy, Fair Competition and Antitrust and Insider Trading.

| Other trainings we offer include:

- Security (mandatory)
- Privacy by Design
- General Data Protection Regulation compliance
- Role-specific marketing and trade compliance
- Deep dives on ethics-related topics, such as Workplace Health and Safety, Insider Trading and more (every other year)
- Encouraging a harassment-free workplace and preventing sexual harassment (mandatory, every other year)⁵

Supplier risk management

Our third-party risk management and due diligence program expanded in 2025. Program leads now work more closely with our security team to review third-party security and supplier compliance with Gen data protection, privacy and ethical and business conduct standards. Through a newly launched supplier platform, approved suppliers are regularly reviewed, and potential non-compliance risks are escalated to the Ethics & Compliance team, where necessary.

⁵ In 2025, we introduced a workplace violence module for our teams in California, U.S.

100%

of active employees completed our Code of Conduct training

80%

of Board Directors are independent

5.6

years of average tenure of Board Directors

Anti-bribery and corruption

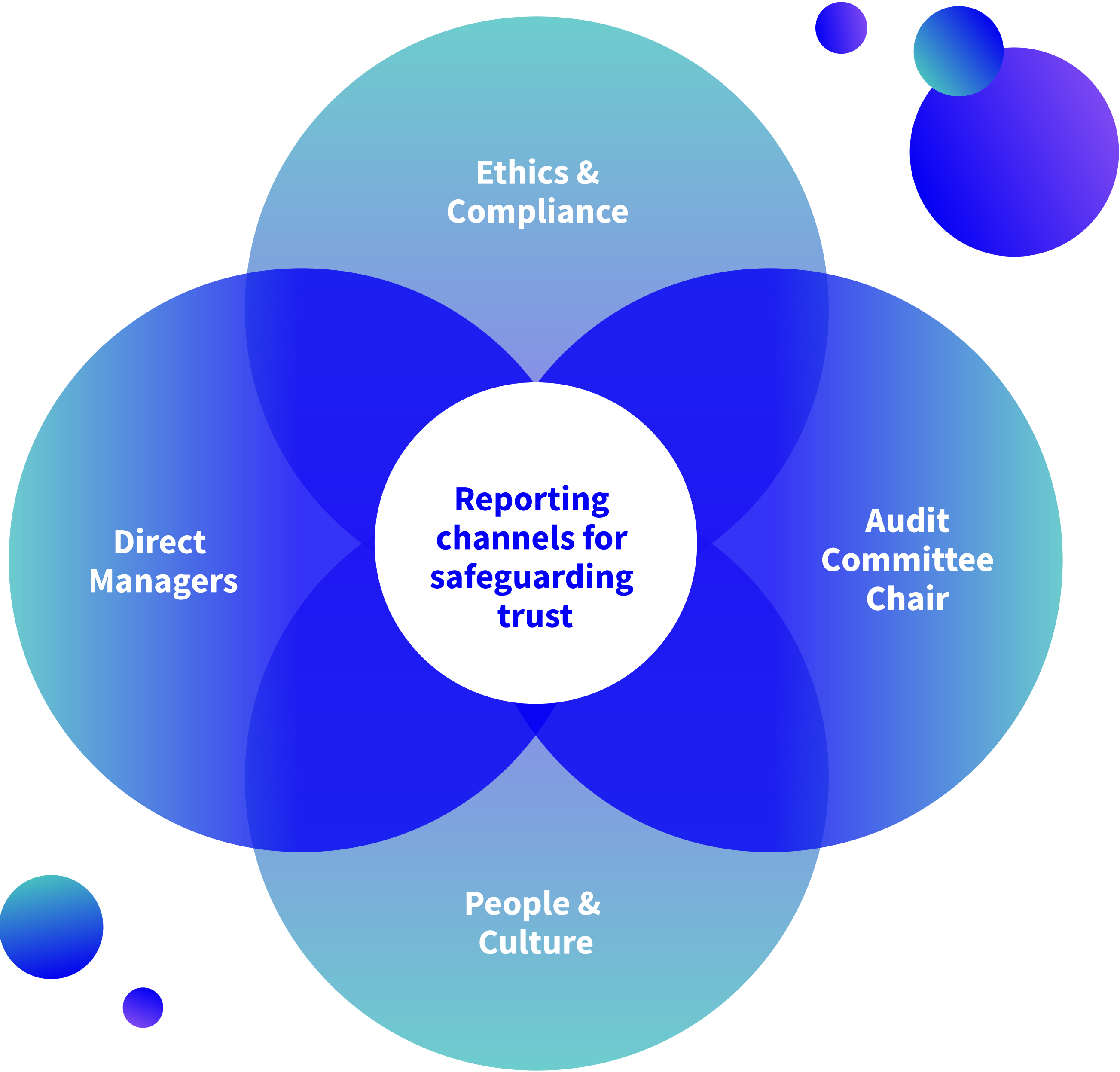
Our anti-bribery and corruption practices form a cornerstone of our ethics and compliance efforts. Our Internal Audit department conducts quarterly travel and expense audits, to review any payments that may implicate an anti-corruption or business ethics violation. We require disclosure and pre-approval of any gifts of more than \$250, with even lower thresholds for international or government recipients. We screen all vendors and other third parties for compliance risks and operate a strict compliance mandate for our Marketing Development Fund.

Reporting unethical behavior

Employees have numerous channels through which they can raise concerns about business conduct. They can speak with, call or email their direct managers or the People & Culture team. They can report to Ethics & Compliance directly, through our anonymous [24/7 EthicsLine](#) hotline, available on our website, or by using the Ethics & Compliance email alias. Concerns can be reported to the Audit Committee chair directly through the email alias available on our public website. In 2025, we rolled out a new reporting channel for team members in Romania, Ireland, Czechia and Germany, to report concerns at the local level, where preferred.

Familiarity with these mechanisms is part of Gen team members’ annual Code of Conduct training. These resources are available on [our website](#) to stakeholders other than employees, including shareholders, suppliers and community members.

Gen Central, our intranet, houses regularly updated resources, including a FAQ document about our investigation procedures. The Audit Committee of our Board of Directors, our internal Ethics & Compliance Steering Committee and our Head of Compliance have accountability and oversight of our mechanisms for reporting ethics violations and concerns, as well as our system’s effectiveness.



Human rights

Gen works to respect the human rights of all people throughout our value chain. Our [Human Rights Policy Statement](#) builds on our commitment to the 10 principles of the [UNGC](#), and is aligned with the Universal Declaration of Human Rights.

This commitment is enshrined in our [Code of Conduct](#) and [Global Supplier Code of Conduct](#). Our Directors, officers, employees, interns and contractors, as well as third parties acting on behalf of the Company, are expected to be aware of the implications of violating any aspect of our Code of Conduct and Global Supplier Code of Conduct.

We screen all our suppliers for human rights alignment and track them through a digitized vendor platform. In 2025, our suppliers were considered “low risk” for human rights violations, based on our own review and supplier declaration. We are again proud to share zero human rights issues were reported in 2025.



Tools for managing ethical risk include:

Partner Code of Conduct⁶

Global Supplier Code of Conduct

Global Procurement Policy

Global Anti-Corruption and Bribery Policy (including anti-money laundering)⁷

Global Antitrust and Competition Policy

Conflicts of Interest Policy

Insider Trading Policy

⁶ Applies to business partners involved in the distribution, resale or commercialization of our products and services, whether a direct or indirect partner.

⁷ Outlines clear expectations and specific prohibitions, including the prohibition of facilitation payments.

Approaching AI with transparency and trust

AI is one of the most exciting technological developments as we look to provide the best possible protection for consumers around the globe.

As a leader in AI for consumer Cyber Safety, we recognize our responsibility to invest in building and using AI-powered products with integrity, transparency and accountability. We've created an AI governance approach, which is embedded into our current governance and compliance program to promote the protection and quality of data through our use of AI. Our data privacy and information security policies apply where our use of AI intersects with personal data. Oversight for responsible AI is managed by our Ethics & Compliance Steering Committee, which reports on our policies and activities to the Audit and Technology & Cybersecurity Committees of our Board.

In 2025, we significantly expanded our approach to, and tools for, responsible AI. Examples include:

- Establishing our [Artificial Intelligence \(AI\) Policy](#), which is rooted in five guiding AI principles for our AI research, use and deployment.
- Incorporating guardrails for our product and development teams that clearly define parameters for the responsible use of AI and testing generative AI products for adherence to these guardrails.
- Holding our first training on responsible AI for Gen developers, which covered our AI governance program and structure.
- Hosting internal AI roundtables that convened cross-functional AI experts, such as our Cyber Safety Chief Technology Officer, data protection and privacy leads, engineering teams and more, to help form our responsible AI policies and procedures.
- Developing an AI usage policy and recommendations for citizens, companies and policymakers.

We continue to draw on the following resources to determine the role AI plays at Gen:

- [National Institute of Standards and Technology \(NIST\) Risk Management framework for AI](#)
- [Information Technology Industry Council's \(ITI\) AI recommendations](#)
- [EU AI Act](#)
- [OECD AI Principles](#)



Howie Xu, Head of AI & Innovation, presents at the Gen Cyber Safety Summit in Tempe, Arizona (U.S.).

Public policy and advocacy

We have a voice in the conversations that impact our business and our commitment to Powering Digital Freedom. With business and trade associations, we advocate for policy and legislation that help protect consumers, spur innovation and support the free flow of information worldwide. All affiliations are publicly disclosed.

We engage in public policy debates worldwide, and our experts are called upon to testify in front of the U.S. Congress, in Europe and around the globe. Our Public Policy team raises awareness and provides key data and insight to policymakers, their staff, media and through industry coalitions and organizations. We look to promote legislation that can truly accommodate the complexities of consumer Cyber Safety and promote a level playing field across the global marketplace. Gen does not maintain a political action committee (PAC).

Our Chief Legal Officer and the Government Affairs team are responsible for overseeing all the Company's political engagements. Our Head of Corporate Responsibility & Public Policy leads these efforts on the ground.



Gen joins EU Commissioners and industry leaders to discuss solutions to the cybersecurity skills gap.

In 2025, we made significant progress in expanding our public policy work, including:

- Publishing our [public policy web page](#), with our focus areas and key policy partners.
- Joining the European Internet Forum, a leading European policy and advocacy group.
- Establishing a comprehensive approach to responsible and ethical AI.
- Attending several high-level engagements across our policy focus areas (see sidebar for examples).



Gen presents at the European Identity and Cloud Conference.

Joining important conversations

- We sponsored the International Telecommunication Union's (ITU) [2024 AI for Good Global Summit](#), where we led the conversation on how to build a more trustworthy digital environment.
 - Our Cyber Safety Chief Technology Officer, Siggi Stefniðsson, visited the [Centre for European Policy Studies \(CEPS\)](#) in Brussels, to discuss cybersecurity legislation.
 - In support of the [European Commission's Cybersecurity Skills Academy](#), we joined EU Commissioners and global industry leaders to discuss free training pledges and market needs.
 - We shared position papers and the new [Gen Threat Report](#) with the Permanent Ambassador to the EU for Czechia and key policy advisors for cybersecurity and competitiveness.
 - We had a strong presence at Europe's largest identity event, the [European Identity and Cloud Conference](#), including a keynote on our work with regulation on electronic identification and trust services (eIDAS) and the EU's digital identity wallet initiative.
 - We continued to participate in [The Information Technology Industry Council \(ITI\)](#), that advocates for the public policies and industry standards that advance competition, innovation, environmental sustainability and more for global technology leaders.
- > Learn more about our position on [political disclosure and accountability](#), including trade association affiliations and our positions on various public policy issues.

Our People

Powering Passion & Purpose

Our team members, and the culture we’re building together, are at the heart of everything we do. We come to work every day with a sense of shared passion and purpose that encourages collaboration, enables growth and drives outcomes. Guided by the values that unite our business, we continue to embrace change, embed belonging and drive innovation, as we deliver both exceptional customer experiences and positive impact to the world around us.

3

GOOD HEALTH AND WELL-BEING

5

GENDER EQUALITY

8

DECENT WORK AND ECONOMIC GROWTH

10

REDUCED INEQUALITIES



Elevating talent

As we mark two years as Gen, we're creating a place where people and passions shine and everyone can chime in.

Our emphasis on employee choice, including our continued support for hybrid work, expanded learning offerings and investments in our People Leaders, has continued to boost employee engagement.

[Our values](#) remain at the center of our culture, providing a strong foundation for everything we do. Our approach to providing great work environments and people programs is embodied in [Life@Gen](#), which gives our teams the flexibility and support to think big, innovate and thrive through challenging, exciting work.

> Learn more about [our Board's oversight of human capital management](#).



“ Change is constant in our industry. We’ve developed a global approach to managing our teams around the world, while retaining the flexibility to accommodate local needs. We do everything we can to support our people as they adapt to new challenges. Together, we create a culture that values new perspectives while grounding us in the lasting values of teamwork, service and belonging. ”

Kara Jordan
Chief People & Culture Officer, Gen

Recruiting new talent

Our talent acquisition process utilizes cross-functional approaches, tools, technologies and partnerships to attract the best possible team.

In 2025,⁸ we continued to adapt our process and refine our recruitment approach. This included shifting job descriptions from standard roles and responsibilities to core competencies. Our enhanced recruiting partnership with LinkedIn connects hiring managers to new trainings and enables them to source and connect with candidates directly through the platform. Talent acquisition surveys throughout the year helped us to further improve the candidate experience. To broaden our candidate pipeline, we extended our presence at in-person career fairs and recruiting events and expanded the reach of our internship program.

Learning, thriving, growing

We believe development should never stop. Our Learning and Development strategy, [Learn@Gen](#), combines regular coaching and performance feedback with flexible, self-guided eLearning opportunities. We also encourage employees to fully utilize our internal resources and supporting peer-to-peer learning so everyone can grow together.

Always-on learning

We build our learning initiatives to help team members elevate their careers and to help leaders cultivate the world-class talent our business needs. Our learning initiatives include:

- Our new partnership with a market-leading digital platform, offering 30,000 on-demand learning modules, as well as AI-powered coaching and support tools, available 24/7.

- The Workday platform where team members can create Individual Development Plans, establish goals, identify skills gaps and track development goals with People Leaders.
- A TED@Work series that includes hundreds of curated TED Talks.
- Our LEADS Community, which supports the development of early-in-career team members.
- Education reimbursement that helps team members pursue professional training, including language skill development and technical certifications.
- Business-aligned employee training, such as our regular Developer Conference which brings three days of skills refreshers to our technical functions. Additionally, we host technical office hours, new product training sessions and high-quality technical training content.

Approximately 75% of employees participated in our learning offerings in 2025.

Leading with intention

In 2025, we launched Leading@Gen, a new program providing regular on-site learning experiences for our People Leaders. Leading@Gen helps hone the skills that lead to more effective team management.

Initial topics included engagement, development, resilience, onboarding and more. Leading@Gen participants across functions form tight communities where they can benefit and learn from one another.

The availability of one-on-one coaching and 360 surveys give leaders actionable feedback on their own performance and helps define a path to grow their leadership skills and capabilities.

Playing to win, together

Through the Learn@Gen Mentorship Program, employees identify and develop the specific skills needed to progress. Mentors benefit by sharing their experiences and expertise. Sessions take place at least once a month, and the relationships last three months with an option to extend. Accompanying TED@Work discussion sessions support mentors’ growth within the program and develop their leadership and communication skills. The program has continued to grow with more than 100 mentors and approximately 85 active mentor/mentee pairs in 2025.



⁸ Throughout the report, references to 2025 or past/future years, refers to the Gen fiscal year, unless otherwise noted. For example, fiscal year 2025 includes April 1, 2024 – March 31, 2025.

Listening and acting

We measure overall engagement via our employee net promoter score (eNPS)⁹, as well as by seeking feedback on specific topics to help us improve life at Gen.

More than 97%¹⁰ of team members participated in our global Engage surveys, conducted periodically throughout the year. Our leadership team discusses survey insights and takes action to address any issues or areas of opportunity. We share results and proposed actions through our All-Hands meetings, via organizational groups, with our Board following each survey and through our Change Engagement Council, which consists of team members across business units, locations, demographic groups and levels of seniority.

Our engagement scores continued to increase in 2025. In our final survey of 2025, employees gave the organization +28 eNPS for how likely they are to recommend Gen as a place of work for family and friends: an 11-point improvement from the previous survey in August 2024. The sense of belonging also rose to +28, a two-point increase from the previous survey. Employees reported a strong sense of their freedom of opinion and commended our recognition programs.

In 2025, we introduced a new employee listening platform, allowing for more in-depth insights and giving People Leaders the ability to interact directly with team members on their feedback. The system is integrated with our Workday Learning platform and makes automatic suggestions for training and actions. Our Suggestion Hub also continues to be a valuable tool for receiving feedback on the employee experience.

⁹ eNPS measures employee satisfaction and loyalty.

¹⁰ Aggregated employee participation rate for surveys conducted in 2025.

Receiving feedback from across our team members has helped inspire a culture of collaboration and increased connections among individuals and teams who ordinarily don't work together. This has led to several new initiatives in 2025, including:

- New tools and features within the sales cycle, to reduce time spent on administrative tasks and accelerate deal closure.
- More comprehensive resources on how employees should prepare for or return from parental leave.
- A tracking and notification system to help leaders celebrate team members' service anniversaries.

Connecting with each other

In 2025, the People & Culture team, Communities@Gen members and Gen site leaders organized nearly 100 in-person and virtual events per quarter (on average), strengthening our onsite culture and continuing to drive engagement. Regular company-wide emails from our CEO celebrated individual site and Company-wide wins.

> Learn more about how we celebrate employees through our [CX Heroes recognition program](#).



The Pune (India) office was filled with light, color and joy as our employees came together to celebrate Diwali, the Festival of Lights.



In 2025, we offered unique experiences across our locations, such as learning workshops in Brno (Czechia).

Health and safety

Gen is committed to the health, safety, security and well-being of its employees. Our approach to workplace health and physical security includes processes and systems that help protect our people and the information we manage. Our emergency action plan helps proactively prepare us for emergencies at any of our offices. Our Global Physical Security & Safety department, which reports to our Head of Workplace within the People function, helps protect the health and safety of employees, contractors and visitors to our sites, should an emergency occur. This group works closely with our compliance and business continuity teams to promote strong alignment of mitigation and response plans.

Promoting employee well-being

Our global compensation and benefits program offers a competitive total rewards package designed to nurture emotional, physical and financial wellness. This includes:

- A robust wellness program, which includes medical, disability insurance and retirement programs, designed to provide protection, security and support for our team members and to help team members plan for their futures.
- A flexible “My Time Off” (MTO) program, that consists of Paid Time Off (PTO), including regular statutory, service, or carryover leave where applicable, plus Unlimited Time Off (UTO).¹¹ Additionally, we offer Work from Elsewhere for up to 30 days per year.

- A robust leave of absence program that allows team members to self-initiate requests through the Workday platform for a broad variety of leave types.
- A wellness and fitness program, which reimburses team members for fitness expenses, such as gym memberships and fitness equipment.¹²
- An employee assistance program (EAP) that offers employees and their families multiple complimentary counseling sessions every year, as well as access to a library of online resources.
- Virtual and in-person wellness events, including more than 40 events in 2025.

We strive to offer benefits that work for all employees, such as family planning and U.S. adoption support.

> Learn more about our [compensation approach](#), [healthcare coverage](#) and [employee benefits](#).

¹¹ Part-time employees are eligible for MTO programs and holidays, pro-rated based on hours worked. UTO is time off above and beyond any statutory or accrued PTO and is not earned or accrued. There is no specific annual entitlement to UTO days. UTO may only be used after all PTO time has been exhausted and must be agreed between an employee and their manager.

¹² Employees working a minimum of 20 hours per week are eligible for the Wellness/Fitness Reimbursement Program.



Yoga in Prague (Czechia).

Belonging

We're committed to creating an environment where each person can be heard and valued. Embracing a variety of perspectives fuels our innovation and strengthens us as a team, allowing everyone to continue to learn from each other.

Our Chief People & Culture Officer has leadership accountability for our belonging strategy and programs. The Nominating & Governance Committee and Compensation & Leadership Development Committee of our Board of Directors are key stakeholders and provide oversight and active engagement in our four-pillar approach. Our approach is focused across key areas that support our human capital goals — measurement and accountability, growing our talent pipeline, developing and retaining top talent and providing opportunities for our employees to connect and support each other.

Underpinning this strategy are our Global Workforce Inclusion Policy and our alignment with the UN Standards of Conduct for Business Tackling Discrimination Against LGBTI People.

As a global company operating in 20+ countries, we have increased access to the best talent, productivity and innovation, and a strong link to our global consumer base.

Under current legal requirements we are required to provide the federal government with demographic data related to our workforce. Scroll to the bottom of the [Governance section of our Investor Relations page](#) for our most recent U.S. EEO-1 Component 1 Data Collection report.



Seeking the best talent for our business

We are focused on attracting top talent. Our Talent Acquisition team structures interview panels to create an inviting and positive experience for all candidates. We also rely on partners both within our organization and beyond to widen our reach in meeting top candidates.

Mentorship across Europe

We carried out our [Pledge to the European Commission Digital Skills and Jobs Platform](#), to train more women for success in cybersecurity fields. Through our sponsorship of the [Women4Cyber Mentoring Programme](#), mentees were paired with Gen team members and other corporate mentors for a six-month training program. Additionally, we hosted speed mentoring opportunities and panel discussions for Gen employees to get involved with Women4Cyber directly. In 2025, we supported free cybersecurity mentorship for 870 women across Europe.¹³

¹³ As of March 2025.



“The challenges to keep our world Cyber Safe demand bold action, innovative thinking and a commitment to protecting what matters most: Trust. The opportunity to educate, empower and lead individuals of all backgrounds is essential to doing this; it’s how we build the strongest teams we can, that are in turn the powerful catalyst for a Cyber Safe future.”

Siggs Stefnißon
Cyber Safety Chief Technology Officer, Gen

Digital skills training in Czechia

Our partnership with Czechitas helps women in Czechia build digital skills and transition into the tech industry. Our funding includes support for Czechitas’ Digital Academies, and Gen volunteers to mentor students from the Academies. In 2025, our funding supported three intensive digital academy courses focused on data, testing and web in Prague and Brno, reaching nearly 280 women in Czechia with digital skills training and job assistance.

> Learn more on our [Impact blog](#).



Supporting education in rural India

We supported Nasscom Foundation’s program to help women in India’s rural communities with little access to technology to gain relevant digital skills to compete for tech jobs. We project that more than 60% of women who completed our cybersecurity training in 2025 will find jobs in tech.



Learning to code in Brno

We created a Gen Testing Academy in Brno that helps women learn to code by providing training and testing to help them pass the ISTQB/ASTQB certification. In 2025, 35 women received training and testing at the Gen Testing Academy in Brno.

> Read more about our work with partners to [educate and train technology talent](#).



“ I worked as the head of financial controlling for a large construction company before I heard about Czechitas. I was nervous to try something new after spending so much of my professional life in a different field, but the support of the teachers, career counselors and those in the program made all the difference. Czechitas really opened my eyes to what is possible. ”

Andrea Řezníčková
Graduate of the Czechitas Cybersecurity Digital Academy

Career development

We support career growth and strive to broaden entry points for graduates and early-career talent of all backgrounds to join our team. This includes:

- Geniverse, a bold new initiative from our IT department and our WONDER Community, that empowers employees across our company to grow, connect and lead. The program consists of monthly virtual gatherings that feature speakers from across the company presenting on professional development topics.
- Intentional development programs and mentorship opportunities for team members, including our leadership coaching program entering its second full year. In 2025, this program welcomed 26 high potential leadership participants.



Participants of the Gen Testing Academy in Brno (Czechia).

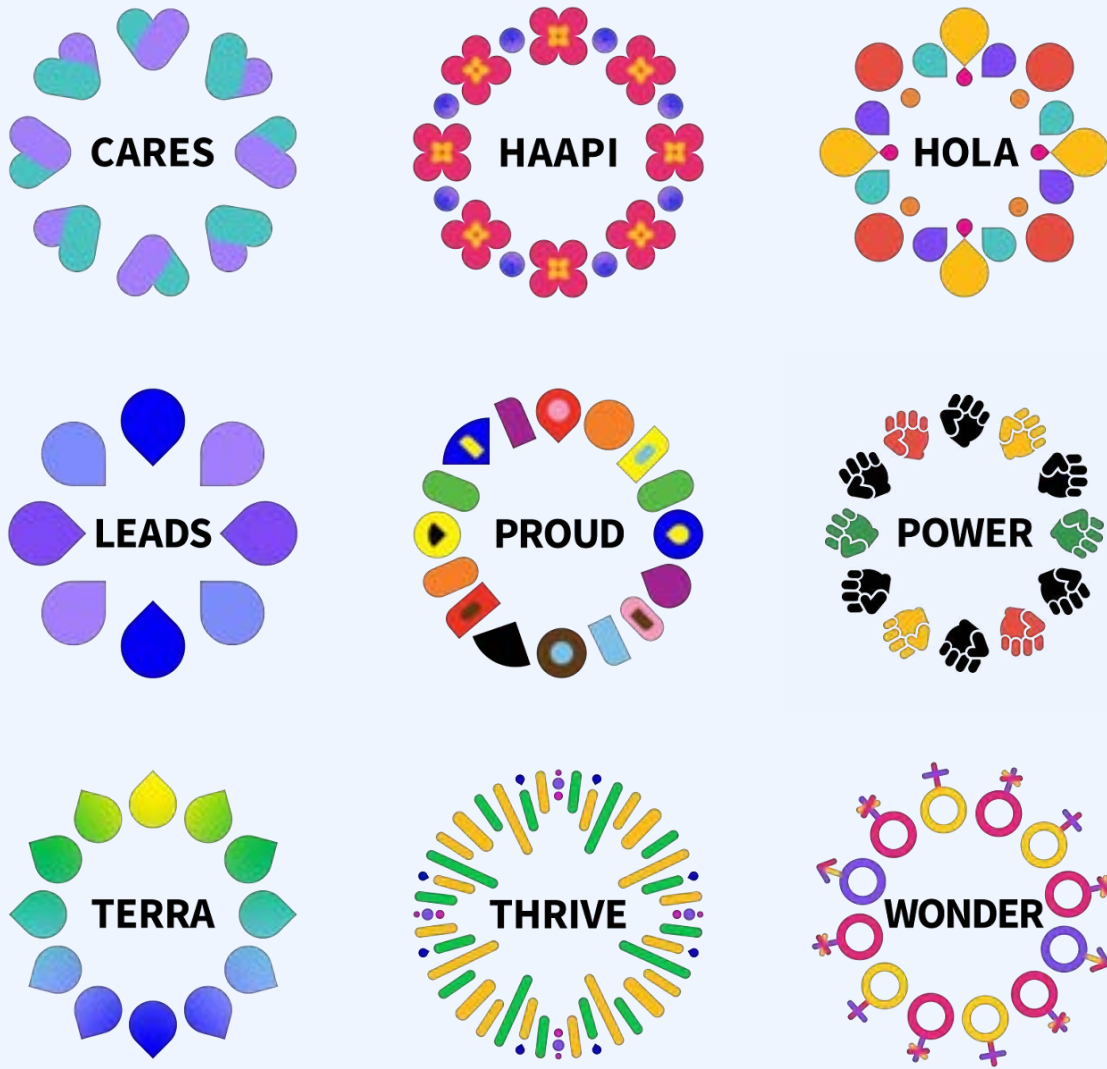
> Learn more about our [leadership development programs](#).

Inspiring and uniting employees

Communities@Gen, our employee resource groups, are open to all and designed to inspire and unite our employees. The groups lead global and local efforts, which include regular community meetings, information and guest speaker presentations, mentoring, volunteer opportunities and more.

> Learn more about [Communities@Gen](#), as well as our inclusive benefits offerings.

Communities @ Gen™



Our World

Powering Protection at Scale

We believe the internet, when used safely, is a hugely powerful tool for progress. We invest our products, technology and resources in our local communities to power protection at scale, providing people with the tools needed to keep their digital lives safe and secure. Protecting our world also means helping protect the planet. We work hard to manage our environmental impacts and empower our employees to care for the environment.

4
QUALITY
EDUCATION

5
GENDER
EQUALITY

6
CLEAN WATER
AND SANITATION

7
AFFORDABLE AND
CLEAN ENERGY

9
INDUSTRY, INNOVATION
AND INFRASTRUCTURE

10
REDUCED
INEQUALITIES

12
RESPONSIBLE
CONSUMPTION
AND PRODUCTION

13
CLIMATE
ACTION





Digital education & training

As a global leader in consumer Cyber Safety, we equip individuals, families, and vulnerable and under-resourced communities with the knowledge and resources they need to navigate the digital world securely and responsibly.

Our approach to digital education and training is made possible through a range of programs and product donations that bring together our expertise, our consumer brands and partnerships with leading nonprofits. By collaborating with trusted organizations, we amplify our efforts to increase digital awareness and literacy, strengthen resilience against online threats and safeguard sensitive information for vulnerable communities worldwide.

In 2025, we directed the majority of our grant funding to digital education and training programs. Through these initiatives, we educated and empowered more than 5.4 million individuals to stay safe online. To date, we have reached more than 13.6 million people.

> Learn more about our approach to [digital education & training](#).

5.4M+

children, teens, teachers,
parents and families are
now more equipped to
navigate digital life safely

Signature partnerships

Reaching students with the online skills they need

Since 2023, we’ve partnered with Discovery Education to create and deploy [My Digital Life](#) — a multi-language platform dedicated to enhancing digital safety for children in third through eighth grade. In 2025, we grew our partnership with My Digital Life globally, by expanding into schools across the UK and offering content in Spanish, Arabic, French and German.



“I have been sharing this with my fourth and fifth graders. They have been really engaged, as it seems to nail that intangible magical mix: Fun to watch for middle-graders, not too baby-ish or uncool AND educational.”

A U.S. educator, on the experience with My Digital Life in the classroom

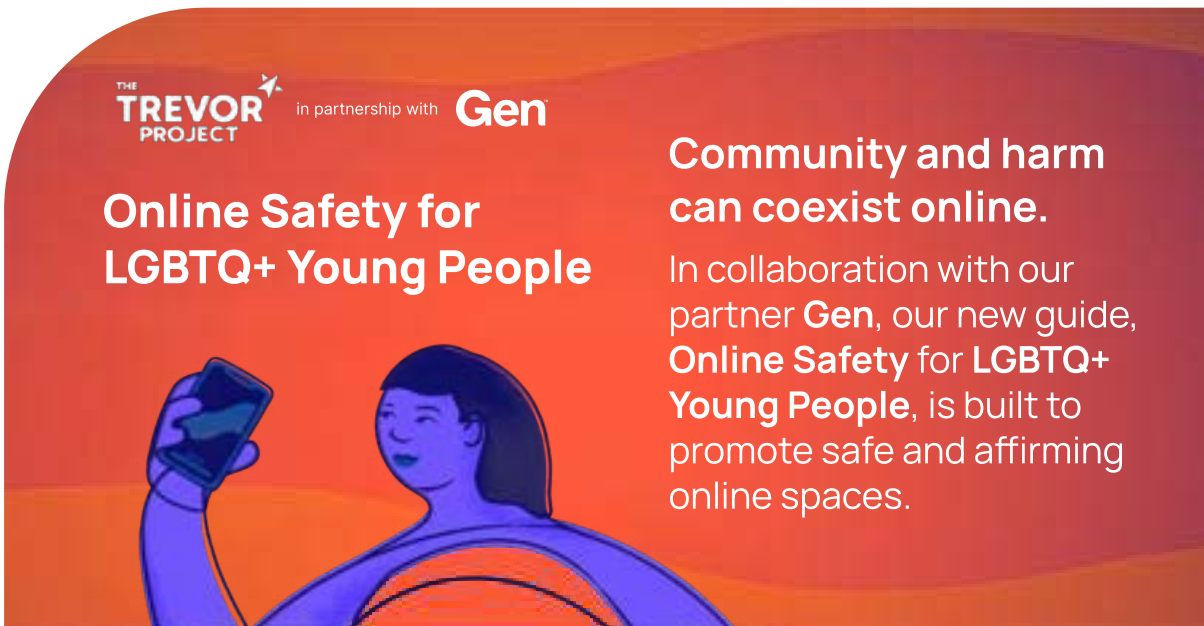
> Learn more on our [Impact blog](#) and view [this video](#), with educator Sharo Dickerson on best practices for teaching online safety.

Creating safe online spaces for youth

The Trevor Project is dedicated to supporting LGBTQ+ young people. Together with The Trevor Project, Gen has provided essential tools and resources focused on online safety, helping to build a [Guide to Online Safety for LGBTQ+ Young People](#). Since its launch in October 2023, the guide has garnered thousands of digital impressions and hundreds of direct downloads. Additionally, we provide funding and technical assistance for TrevorSpace, an affirming online community for LGBTQ+ young people. More than 37,500 new users joined the platform during our grant period, bringing its current reach to 690,000+ users in more than 200 countries.

“The Trevor Project saved my life a few years ago ... I joined TrevorSpace because I found it was the most caring and compassionate community, and I can feel safe speaking my mind on here ... I know there’s always someone on [TrevorSpace] who’s willing to listen.”

Trevor Space user, Age 18-24



> Read more on our [Impact blog](#).

Training youth to Surf Smart

Norton and World Association of Girl Guides and Girl Scouts (WAGGGS) have teamed up for over a decade. Most recently, we launched [Surf Smart 2.0](#), an initiative designed to empower young women and girls with the tools they need to stay safe online. In 2025, Surf Smart 2.0 reached more than 219,000 young people.¹⁴ The program has reached 880K+ total young people to date and received the 2024 Communitas Award for Excellence in Corporate Social Responsibility: Making a Difference.



Kartiki Gangthade, Associate IT Application Specialist for Gen in Pune (India), spoke at the World Association of Girl Guides and Girl Scouts (WAGGGS) World Centre, sharing her personal STEM career journey.

“It was an absolute pleasure to participate in the Surf Smart 2.0 panel event at Sangam. I had the opportunity to meet and interact with some truly inspiring young women who are part of the program focused on Cyber Safety awareness. I left the event feeling inspired and hopeful about the future of women in STEM.”

Kartiki Gangthade
Associate IT Application Specialist, Gen

> Read more on our [Impact blog](#).

¹⁴ Between April 1, 2024 - March 31, 2025.

Opening digital safety conversations at home and in school

Norton teamed up with [National Parent Teacher Association \(PTA\)](#) to create The Smart Talk, a free resource that helps families have open, positive and ongoing conversations about digital safety and online privacy.

With Norton's support, National PTA provided grants to 20 local PTAs to host The Smart Talk Conversations at their schools in 2025. The platform, [TheSmartTalk.org](#), is free to anyone and has grown to more than 15,000 users since its launch.

> Read more on our [Impact blog](#).

Empowering educators in India

Norton and Bal Raksha Bharat (BRB), also known as Save the Children India, developed Cyber Safety educational modules, tailored for students aged 10-12 and 13-16. In 2025, the Cyber Safety educational modules reached more than 6,000 students, parents and educators across 38 schools in Pune, Maharashtra and Thiruvallur, Tamil Nadu.

> Read more on our [Impact blog](#).



Gen volunteers provide online safety training to youth in India.

Advancing quality education in Czechia

The education system in Czechia faces several challenges, and nonprofit [Eduzměna](#) is working to change that. Gen contributes to the organization's aims to create Education Support Centres (ESC) across the country that will improve students' educational results and standardize the quality of education that is available to them. The first ESC is planned to open in 2025 as a pilot project in Kutná Hora, which aims to engage students, families, principals, teachers and school founders at nearly 60 schools.

> Read more on our [Impact blog](#).

Volunteering & giving

We aim for our people to unite around a shared purpose and culture of giving. From volunteering and donating to training and educating, our teams use their skills, time and passions to make a real impact, which we believe fosters engagement, boosts morale and strengthens our company culture.

Nearly 67% of our global employee population participated in our volunteering and giving programs in 2025. This exceeded our goal to achieve 60% participation in 2025 and far surpasses our peers’ 29% participation rate as reported in Benevity’s industry benchmark.

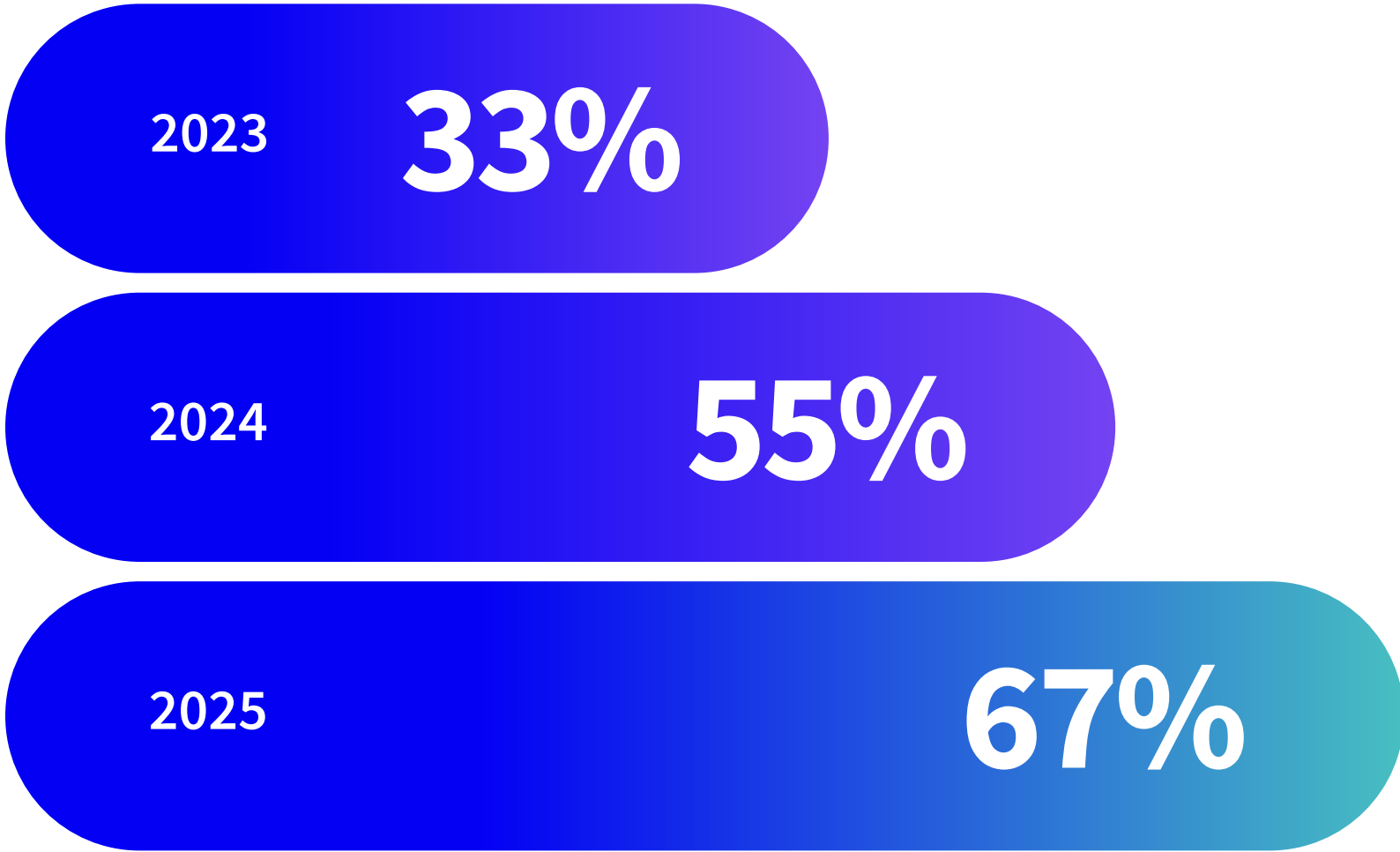
The Gen Giving Hub, powered by Benevity, provides our teams with a seamless way to participate in Giving@Gen, offering volunteering, giving and educational opportunities in one easy-to-use place. During onboarding, all new employees receive information on Giving@Gen and how they can get involved in our social impact programs and employee communities.

In addition, our Site Leader program boosts engagement on a local level, connecting functions such as Workplace, People & Culture, Brand & Communications, Corporate Responsibility and Wellness to plan events that resonate with local employees. Site Leaders also spearhead local communications and gatherings around specific causes of interest to employees in their region.

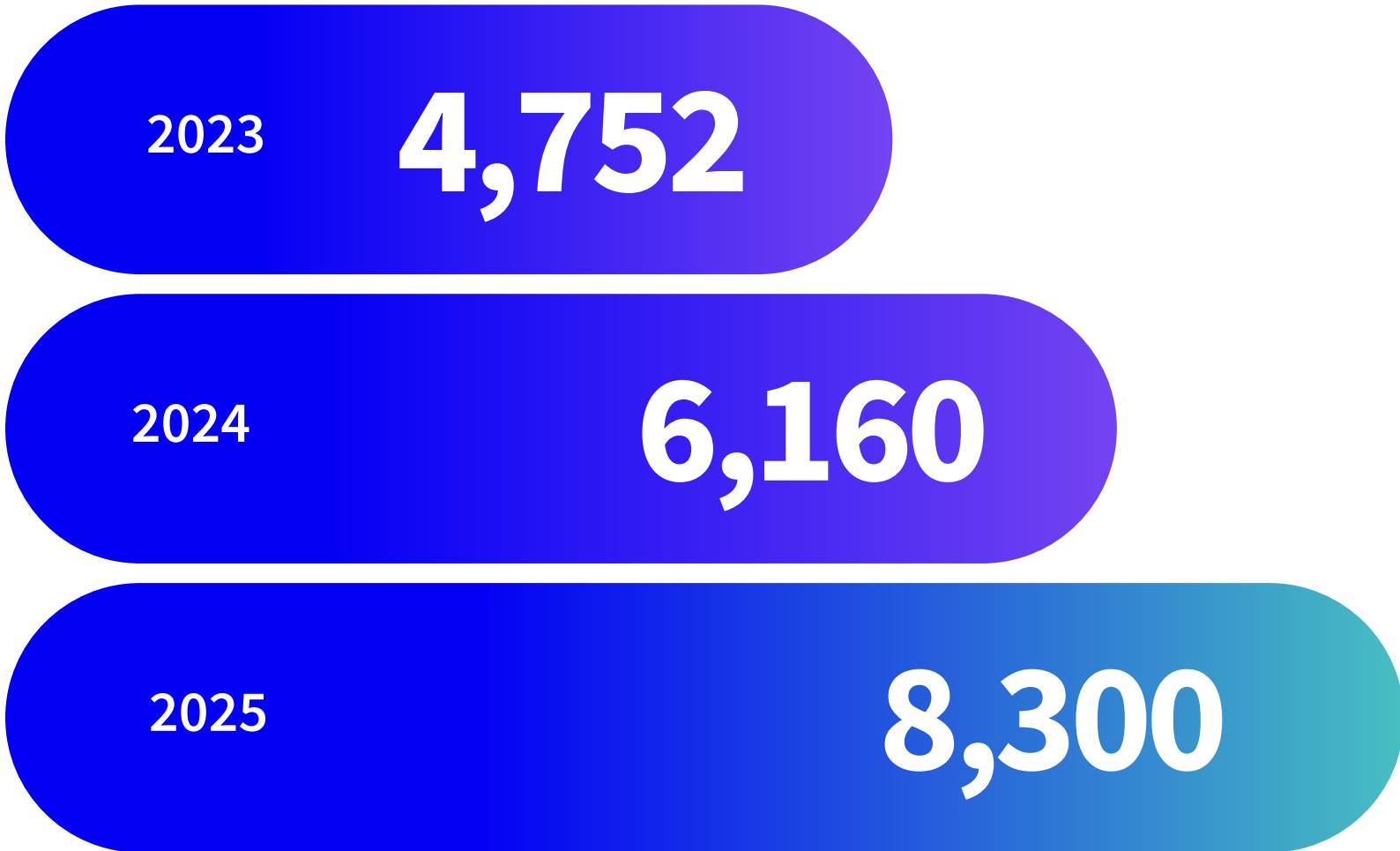
> Learn more about how Gen team members support [the environment](#).

Giving@Gen™

Employee participation in volunteering or giving programs



Employee volunteer hours



Employee volunteering

We provide multiple avenues, both virtual and in-person, global and regional, for our teams to give their time and talent in ways that fit their preferences and schedules. These include:

- Connecting Communities@Gen, business functions and employees to impactful organizations and cause areas through volunteering and giving opportunities.
- Bringing employees together through volunteer activities that emphasize team building.
- Hosting Global Volunteer Week to support communities around the world and offering five days of paid volunteer time off per year.
- Expanding skills-based volunteering opportunities through partnerships with HBCUHeroes, Czechitas, Women4Cyber, Discovery Education and initiatives such as the 2024 Social Shifters Global Innovation Challenge.

We embed volunteering into corporate operations. For example, in collaboration with the Sales team, we established a volunteer booth at our annual Cyber Safety Summit, giving both employees and our partners the opportunity to make care packages for hospitalized children at Phoenix Children's Hospital. The nearly 100 packages made included fun-themed activities for children to enjoy. We also expanded our intern volunteering program in 2025, organizing in-person and virtual events with nonprofits, such as Second Harvest of Silicon Valley, Project C.U.R.E and Girls Empowerment Network.



Employee giving

Gen matches employee donations and inspires team members to find the causes most important to them. Here are some examples of our ongoing support for employee giving:

- A flexible giving and Matching Grants program that includes a 1:1 annual match on eligible donations and a special 2:1 match on Giving Tuesday.
- The Dollars for Doers program, which rewards team members with a \$20 credit to donate to a charity of their choice for every hour of volunteer service or every educational webinar they attend.¹⁵
- Curated opportunities provided by the CR team through the Gen Giving Hub that support monthly themes or causes related to current events.
- A pilot program launching in 2026, Passion to Purpose, aims to allow employees to apply for small grants to plan volunteer events that support the causes they care about. Opportunities will exist for employees to lead other team members through a volunteer experience, gaining leadership skills while having an impact on their community.



\$550,000+

in matching gifts and rewards
donated to charities on behalf of employees

1,700+

organizations received financial
and volunteer support through
our matching gifts and volunteer programs

¹⁵The Dollars for Doers and Matching Grants programs have a combined cap of \$2,000 (or local currency equivalent), per employee, per year.

Employee volunteering and giving highlights

With 8,300 hours of service and 67% participation in our Giving@Gen programs, we exceeded last year’s achievements and this year’s goals.

Our largest activations demonstrate the scale of engagement, as well as the alignment with our priorities and values.

Engaging employees in Tempe

Our U.S. headquarters in Tempe, Arizona, offers regular opportunities for team members to get involved in the community. More than half of Tempe employees participated during our Gen-iversary giving campaign in 2024, and during our annual holiday giving initiative, employees donated toys, clothing and other gifts to foster youth shelters in the Arizona area. Other highlights from the year include volunteering with the local Humane Society and offering multiple Global Volunteer Week events.

Supporting communities in Czechia

With one of our dual headquarters in Czechia, we’re able to serve our own community through strong partnerships, grassroots volunteering and nonprofit support. Czechia employees focus their efforts on several key initiatives, demonstrating a clear sense of community and peer giving. These include annual fundraising campaigns for the Czech nonprofit [Muži proti rakovině](#) (Men Against Cancer); donation campaigns for [Člověk v tísni](#) (People in Need), a humanitarian relief organization; and purchasing holiday gifts for children and seniors in need through [Strom splněných přání](#) (Wishing Tree) and [Ježíškova vnoučata](#) (Santa’s children).

#WeAreGenerous holiday giving

We provided a 2:1 match for any monetary donations made by employees on Giving Tuesday. To celebrate our two-year anniversary as Gen, we gave each employee \$50 to donate to a charity of their choice. In total, through our holiday giving efforts we donated \$574,000 to 1,400 nonprofits with 65% of employees participating.

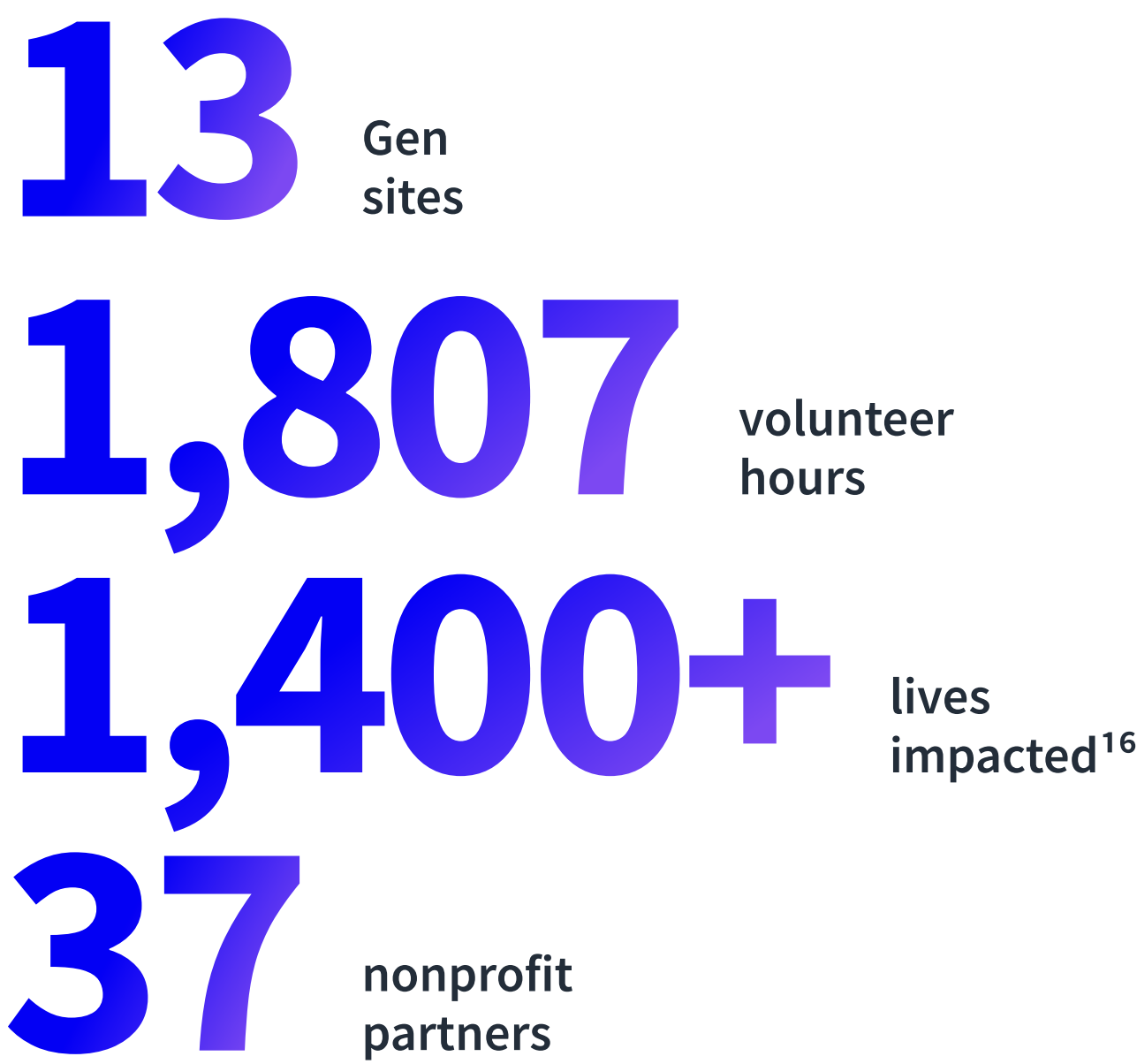
Our culture of giving in India

The Chennai team members are some of our most dedicated volunteers with the highest site participation rate at 73.5%. Over 600 employees volunteered or donated in 2025, totaling more than 1,300 volunteer hours to support projects with nonprofit partners [Bhumi](#) and [Team Everest](#). The team organizes employee-led service opportunities both at the office and in the community with regular activities throughout the year. These include an annual water tower build with the Planet Water Foundation for World Water Day, training and mentoring opportunities with Nasscom Foundation and inspiring local college students about the breadth of careers in technology.

¹⁶ Lives impacted data is collected from our nonprofit partners and volunteer vendors. This only includes direct impact numbers that can be verified.

Global Volunteer Week

Gen employees around the world came together from May 18-24, 2025.



Supporting a healthy planet

At Gen, Powering Digital Freedom includes a commitment to managing our environmental impact responsibly.

Our environmental strategy focuses on reducing greenhouse gas emissions, reducing the impacts of our physical products, maintaining a sustainable supply chain and engaging employees and partners.

Governance of our environmental strategy begins with our Board, which oversees the Corporate Responsibility Program. The CR team leads our environmental strategy, while the Workplace Team manages energy and waste programs, tracking data across owned and leased facilities for transparency and improvement.



> Learn more by reviewing our [Environment Policy Statement](#).

| Environmental focus area | 2025 Highlight |
|---|---|
| Greenhouse gas emissions (GHGs) Reduce GHG emissions across our business (Scope 1, 2 and 3). | Reduced our total emissions (Scope 1, 2 and 3) by 12% and our Scope 1 and 2 emissions by 15%. |
| Employee engagement Engage and educate employees on environmental topics and promote sustainable lifestyle choices. | Employees completed, to date, just over 4,000 projects through our award-winning Sustainable Home Improvement Program (SHIP). |
| Community partnerships Partner with environmental advocates to amplify our work. | Continued our legacy partnership with Planet Water Foundation, installing our eighth water tower in 2025. Contributed to, and participated in, Social Shifters Global Innovation Challenge, supporting young environmental tech entrepreneurs. |
| Sustainable products Reduce the environmental footprint of our products across their life cycle. | Increased our use of Forest Stewardship Council (FSC)-certified paper. 55% of the paper material associated with our physical products is FSC-certified. |
| Supply chain Promote high environmental standards in our supply chain. | Continued collaborating closely with Tier 1 physical product suppliers. Our two main suppliers, who produce more than 98% of our global physical product by spend, maintain environmental management systems that are ISO 14001-certified. |
| Reporting Be transparent about our progress and commitments. | Prepared for changing environmental reporting regulations as required, including California's climate bills and the EU's Corporate Sustainability Reporting Directive (CSRD). Continued to produce a Social Impact Report and aligned our report with the Task Force on Climate-Related Financial Disclosures (TCFD) reporting practices. |

Greenhouse gas emissions

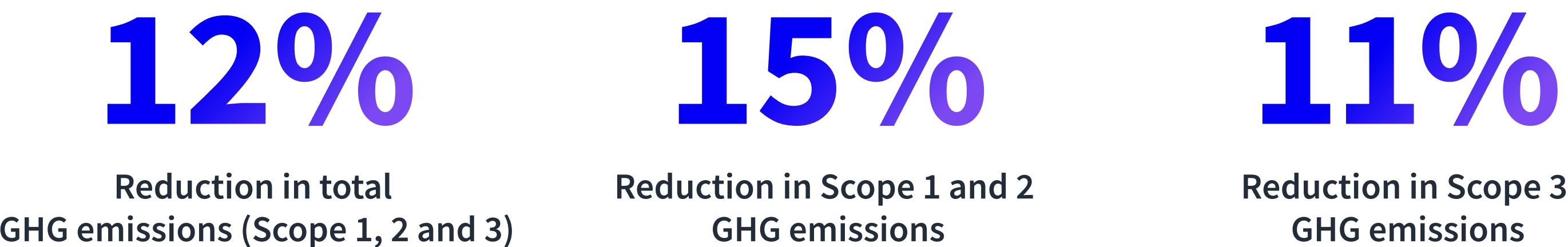
We work to reduce GHG emissions across our business. This includes careful management of emissions from the buildings where employees work, the data centers that power our digital products, how and when our employees travel, the practices of our suppliers and the delivery and use of our physical products.



With 98% of our products¹⁷ offered digitally, our primary focus is on managing emissions from data centers and office energy use (Scope 1 and 2), as well as addressing emissions from remote work, employee travel and purchased goods and services (Scope 3, Category 1). In 2025, we reduced total GHG emissions (Scope 1, 2 and 3) by 12%, Scope 1 and 2 GHG emissions by 15% and Scope 3 GHG emissions by 11%. This was achieved through further consolidation of our facilities and data centers, internal efficiency measures, emissions factor reductions for technology and software related activities and expansion of high-quality emissions data.

Collecting data and measuring options is a key step to creating future efficiencies. In 2025, we worked to better understand the sources of product transportation emissions (Scope 3) through increased use of primary data including shipment weight, distance and transportation mode. A third party processes this data quarterly to assess GHG emissions, supporting our efforts to drive supply chain visibility. Additionally, as we increase our use of AI, we are beginning to explore methods to evaluate and monitor AI-associated environmental impacts.

2024 - 2025



¹⁷ 98% of products, by revenue.

Sustainable physical products

Gen is committed to developing more sustainable and efficient physical products by reducing plastic use and optimizing packaging. We are exploring alternatives to plastic fillers and polybags and continuing our transition to FSC-certified paper products. To reduce waste, we are reviewing the size of our shipping boxes to help reduce the need for additional fillers. We aim to be globally compliant with packaging regulations. As we approach compliance deadlines for new European regulations on deforestation and packaging, we are actively collaborating with suppliers to understand and prepare for these new requirements.

In 2025, 55% of the paper materials associated with our physical products was FSC-certified and less than 0.5% of the material used in our global physical products contained plastic.

Recycling and reuse

While physical products represent only 2% of our revenue, we remain focused on innovation and supporting both global and in-country recycling and reuse programs. We fund the cost of packaging recycling for our customers through in-country recycling programs.

Gen has an employee-focused computer buy-back program, led by UK-based customer experience (CX) Hero Andy Cook. The program is a collaboration between the Gen IT departments in India, the United Kingdom and Czechia that allows employees to purchase used company devices. In 2025, more than 400 devices were resold through this fully automated and user-friendly program. Additionally, in 2025, we donated more than 300 used Gen devices to nonprofits, schools and youth centers through our hardware donation program.

Supply chain sustainability

Our suppliers, their employees and any subcontracted parties are expected to adhere to the clear standards for ethical and environmental practices set forth in our [Global Supplier Code of Conduct](#). In 2025, we continued to request that our Tier 1 physical product suppliers align with our Global Supplier Code of Conduct.

We collaborate closely with Tier 1 physical product suppliers on initiatives, such as reducing plastic use, optimizing packaging and exploring renewable energy sources. Regular business reviews with physical product suppliers now include updates on sustainability progress, emphasizing our commitment to accountability and continuous improvement across the supply chain.

> Learn more about our [Global Supplier Code of Conduct](#).

Biodiversity

Nature is vital to the success of our company and to the health of the communities we operate in. While we have not identified significant impacts on biodiversity, our latest biodiversity assessment helped us better understand our impact and dependencies on nature, and we will continue to monitor these closely.

Reporting

We strive to openly and authentically follow best practices in reporting on our environmental performance. Gen is preparing to comply with upcoming environmental reporting regulations as required, including the EU's Corporate Sustainability Reporting Directive (CSRD). The Corporate Responsibility team works closely with Internal Audit to identify and address gaps or risks in our environmental reporting.

> To learn more, visit the [TCFD index](#) at the end of this report.

Engagement

At Gen, we empower our teams to create environmental benefits and reduce their impact at home, in the workplace and within their global communities.

“ We know we can do more for the planet by working together. We cultivate awareness of environmental sustainability through the Company’s environmental employee resource group, TERRA. Wider community efforts, such as World Water Day, help to inspire, educate and encourage our employees to do their part to support the planet. ”

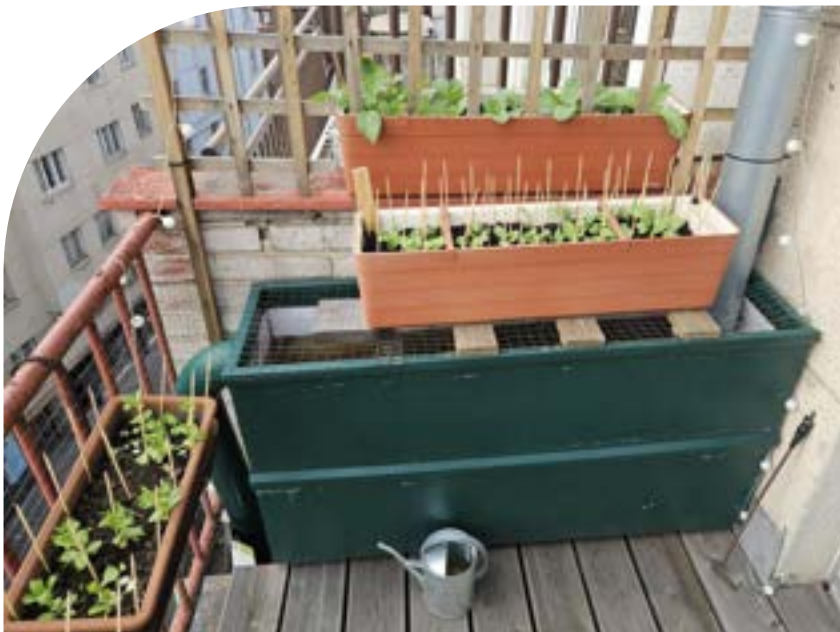
Amanda Davis
Senior Corporate Responsibility Manager, Gen

TERRA Community

In 2025, our TERRA Community hosted webinars on the impacts of climate change on the weather, issued communications on major takeaways from the United Nations COP28 climate conference and shared tips on going green during the holiday season. The group has grown to more than 70 members globally, with plans to form local chapters of TERRA to encourage participation and engagement around biodiversity and other key environmental initiatives.

Sustainable Home Improvement Program (SHIP)

The Gen [Sustainable Home Improvement Program \(SHIP\)](#) continues to be a popular initiative, empowering employees to take meaningful steps to support greener homes, while also helping us address Scope 3 emissions from remote work. The program supports projects, such as installing low-emission appliances, solar power systems and electric vehicle chargers, as well as composting, gardening and more, by offering up to \$500 per year for eligible projects. In 2025, more than 2,000 projects were completed globally.



Gen’s SHIP program empowers employees to make their home life more environmentally friendly and sustainable.

4K+

projects completed to-date



Our Sustainable Home Improvement Program won a 2024 Communitas Award for Excellence in Corporate Social Responsibility: Green Initiatives.¹⁸

projects completed in 2023 **780+**

projects completed in 2024 **1K+**

projects completed in 2025 **2K+**

¹⁸ Gen’s Sustainable Home Improvement Program Excellence In Corporate Social Responsibility: Green Initiatives Communitas Award, 2024. <https://www.gendigital.com/blog/impact/community/social-impact-awards-2024>

Community partnerships

Partnerships with sustainability-focused nonprofits allow Gen to amplify our environmental efforts and offer volunteer opportunities for our employees.

Planet Water Foundation

Gen’s five-year partnership with [Planet Water Foundation](#) brings clean, safe drinking water and hygiene education to several rural communities in India. In 2025, the partnership deployed an AquaTower in Valti, Pune District, Maharashtra, reaching more than 3,000 children and community members. Each AquaTower provides 1,000 liters of clean drinking water per hour, and doubles as a handwashing station, reducing waterborne illnesses and improving hygiene.



“Many villagers spend hours each day walking to collect water from a well, which is not safe for drinking. The lack of safe drinking water results in the students missing out on learning. We hope to now have a sustainable solution to our problem with clean water supply.”

Namdev Yashwant Kunjir
School Principal, ZPPS Valti School, Pune (Maharashtra)

> Learn more about Gen team members volunteering for [World Water Day](#).

Total Impact, since 2018:

15K+

people provided with clean, safe drinking water

8

AquaTowers deployed

14

Aquahome systems installed

Social Shifters

The Social Shifters [Global Innovation Challenge](#) invites individuals, aged 18-30, to submit solutions that address pressing global challenges and the United Nations’ Sustainable Development Goals. Successful applicants receive grant funding to help them implement their solutions. As part of our support of the organization, Gen contributed funding support and Gen team members participated as volunteer judges.

> Learn more about the [Social Shifters Global Innovation Challenge](#).



“ Before joining the Innovation Challenge, the story behind Greentech Bioenergy lacked clarity. Social Shifters helped me refine our narrative and the grant funding enabled us to scale immediately. This support has been transformative for our mission. ”

Andrew Sahr Norma
GreenTech Bioenergy

About this report

We have developed our 2025 Social Impact Report using the Sustainable Accounting Standards Board (SASB) Standards, now part of the IFRS Foundation, for the Software and Information Technology Services industry. We also align our reporting with the Global Reporting Initiative (GRI) Sustainability Reporting Standards and with the Task Force on Climate-Related Financial Disclosures (TCFD). Apex Companies LLC is providing limited assurance under the ISO 14064-3 standard of our 2025 global Scope 1 and 2 GHG emissions and select Scope 3 GHG emissions.

This report contains human capital measures or objectives that may be different from, or are in addition to, the human capital measures or objectives that the Company is required to disclose in its U.S. Securities and Exchange Commission (SEC) filings. For a discussion on human capital measures or objectives that we focus on in managing our business, please see the “Human Capital Management” section in the Company’s most recent Annual Report on [Form 10-K](#).

“Gen,” “we,” “us,” “our” and “the Company” refer to Gen Digital Inc. and all its subsidiaries. To maintain consistency, we refer to Gen throughout this report by its present name, even with regards to events that took place prior to our name change. Brand-specific initiatives and data are noted throughout. In April 2025, Gen acquired MoneyLion Inc. This report, covering fiscal year 2025, does not include activities and data from MoneyLion; however, we look forward to reporting on our full family of consumer brands in the 2026 Social Impact Report.

Any references to “material” or “materiality” in this report are not intended to have the same meaning as in the context of financial statements or financial reporting or as defined by the securities laws of the United States.

While we believe that our social impact initiatives are important to operating in a sustainable manner, we do not believe that such initiatives are material to our financial results and results of operations. The report covers the Company’s activities during the 2025 fiscal year, between April 1, 2024, and March 31, 2025. References to 2025 throughout the report refer to the Gen fiscal year, unless otherwise noted. We have also included relevant examples of impact that occurred in calendar year 2025. The activities, performance and data detailed in the report relate to Gen Digital Inc.’s worldwide operations, unless otherwise stated.

Note that many of the standards and metrics used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees. In addition, historical, current and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve and assumptions that are subject to change in the future. The information and opinions contained in this report are provided as of the date of this report and are subject to change without notice. Amounts presented are approximate unless otherwise indicated.

Certain statements in this report constitute “forward-looking statements.” Forward-looking statements in this report are made pursuant to the safe harbor provisions of Section 21E of the Securities Exchange Act of 1934 and other federal securities laws. These statements are based on management’s current opinions, expectations, beliefs, plans, objectives, assumptions or projections regarding future events or results, including, but not limited to, our social impact commitments, strategies and initiatives; our business plans and strategy; our technology and services; and our stakeholder engagement efforts.

These forward-looking statements are only predictions, not historical fact and involve certain risks and uncertainties, as well as assumptions. Actual results, levels of activity, performance, achievements and events could materially differ from those stated, anticipated or implied by such forward-looking statements. While Gen believes that its predictions and assumptions are reasonable, there are many risks and uncertainties that could cause actual results to materially differ from forward-looking statements, including the risks discussed under the heading “Management’s Discussion and Analysis of Financial Condition and Results of Operations,” and “Risk Factors,” in the Company’s annual report on Form 10-K and quarterly reports on Form 10-Q filed with the SEC, as well as other factors described in our filings with the SEC. We undertake no obligation to update or revise any forward-looking statement contained in this report after the date of its publication, except as otherwise required by law.

We welcome your questions about this report and Social Impact at Gen, via Giving@GenDigital.com.



2025 Data Tables^{19, 20}

Environment

| | 2023 | 2024 | 2025 |
|--|--------|--------|--------|
| GHG emissions (metric tons of CO ₂ e) ²¹ | | | |
| Total Scope 1 and 2 market-based | 15,422 | 12,006 | 10,258 |
| Scope 1 (natural gas, diesel, propane, refrigerants, gasoline) | 964 | 423 | 414 |
| Scope 2 market-based (purchased electricity and heating) | 14,458 | 11,583 | 9,844 |
| Scope 2 location-based (purchased electricity and heating) | 13,681 | 12,075 | 8,430 |
| Scope 3 | 92,137 | 86,732 | 77,030 |
| Upstream | 90,693 | 86,510 | 76,838 |
| Downstream ²² | 1,443 | 222 | 192 |
| Emissions Intensity (per \$1 million USD revenue) | | | |
| Scope 1 and 2 market-based | 4.6 | 3.1 | 2.7 |
| Scope 1 | 0.29 | 0.1 | 0.1 |
| Scope 2 market-based | 4.3 | 3.0 | 2.6 |
| Scope 3 | 28 | 22.75 | 20.3 |

¹⁹ In April 2025, Gen acquired MoneyLion Inc. This report, covering fiscal year 2025, does not include activities and data from MoneyLion.

²⁰ Our detailed workforce data is available upon request to Giving@GenDigital.com. See [EEO-1](#).

²¹ GHG inventory was verified by a third party.

²² The downstream categories were calculated via a life cycle analysis of physical products in 2022. This LCA was not reproduced in 2025.

Environment

| | 2023 | 2024 | 2025 |
|--|---------|---------|--------|
| Energy Consumption (gigajoules) | | | |
| Total energy consumption Scope 1 and 2 | 168,322 | 107,915 | 86,636 |
| Scope 1 (natural gas, diesel, propane, refrigerants, gasoline, onsite solar) ²³ | 18,246 | 48,095 | 7,157 |
| Scope 2 market-based (purchased electricity and heating) | 150,076 | 215,127 | 79,479 |
| Energy intensity (all scopes per million dollars of revenue) | 28 | 25.7 | 6.3 |
| Total electricity consumption from renewable sources (GJ) | 33,080 | 29,351 | 11,375 |
| Total electricity consumption from renewable sources (%) ²⁴ | 22% | 27% | 15% |

²³ This number is reported in MWh.

²⁴ Includes renewable energy included in the power mix delivered by our utility suppliers, where information is available. Excludes renewables in the average/regional grid electricity.

Environment

| | 2023 | 2024 | 2025 |
|---|---------|---------|--------|
| Waste (metric tons) | | | |
| Total waste | 4,389 | 916 | 524 |
| Waste sent to landfill | 639 | 400 | 281 |
| Waste recycled | 3,359 | 78 | 59 |
| Waste composted | 391 | 438 | 198 |
| Waste diversion rate (%) | 85% | 85% | 49% |
| Water | | | |
| Water withdrawals (cubic meters) | 206,910 | 223,368 | 94,062 |
| Water withdrawals from water stressed regions (%) | 27% | 35% | 28% |
| Environmental Fines | | | |
| Number of environmental fines | 0 | 0 | 0 |
| Amount of environmental fines | 0 | 0 | 0 |

Philanthropic Giving

| | 2023 | 2024 | 2025 |
|--|-------------|-------------|-------------|
| Philanthropic Giving (\$USD) | | | |
| Total giving ²⁵ | \$5,386,813 | \$6,371,944 | \$4,565,091 |
| Grants | \$2,818,121 | \$2,954,608 | \$2,139,850 |
| Matching gifts, Dollars for Doers | \$564,074 | \$519,865 | \$550,700 |
| Retail value of software donations (TechSoup) | \$1,642,280 | \$1,615,811 | \$1,829,535 |
| Organizations that received software donations (#) | 9,214 | 9,778 | 8,780 |
| Employee Contributions | | | |
| Employee giving (\$USD) | \$201,378 | \$221,233 | \$152,700 |
| Volunteer hours (#) | 4,752 | 6,160 | 8,300 |
| Employee participation rate in volunteering and giving program (%) | 33% | 55% | 67% |

²⁵ Includes financial investments, retail value of software and hardware donations and employee matching programs. Does not include retail value of donations made outside of our partnership with TechSoup.

Sustainabilty Accounting Standards Board (SASB) Index

The Sustainability Accounting Standards Board ([SASB](#)) Standards, now part of the International Financial Reporting Standards (IFRS) Foundation, provides industry-specific standards to guide the disclosure of sustainability information by companies to their investors. The following Index maps our disclosures to the Software & IT Services Sustainability Accounting Standard.

| Topic | Accounting/Activity Metric(s) | Location/Response | SASB Code |
|--|---|---|--------------|
| Environmental Footprint of Hardware Infrastructure | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable | (1) 24,066 MWh (2) 85% (3) 15% | TC-SI-130a.1 |
| Environmental Footprint of Hardware Infrastructure | (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress | (1) 94,062 cubic meters (2) 94,062 cubic meters; 28% We do not own or operate any data centers. We currently do not receive water usage data from our collocated data center vendors. | TC-SI-130a.2 |
| Environmental Footprint of Hardware Infrastructure | Discussion of the integration of environmental considerations into strategic planning for data center needs | We are a cloud-first Company with limited managed data center operations (i.e., data centers we own or co-locate), reducing our inherent risks related to energy consumption and greenhouse gas emissions as well as our risks from physical climate changes. Environmental Policy Statement Supporting a Healthy Planet, p. 41 | TC-SI-130a.3 |

Sustainabilty Accounting Standards Board (SASB) Index

| Topic | Accounting/Activity Metric(s) | Location/Response | SASB Code |
|--------------------------------------|---|--|--------------|
| Data Privacy & Freedom of Expression | Description of policies and practices relating to targeted advertising and user privacy | <p>This is outlined in our public-facing privacy notices (below). Just in time notice is provided with respect to websites using a cookie banner. For comprehensive disclosures regarding the processing of user information please visit:</p> <p>Protecting Privacy, pp. 16-17.</p> <p>Global Privacy Statement</p> <p>Norton LifeLock Product and Services Privacy Notices</p> | TC-SI-220a.1 |
| Data Privacy & Freedom of Expression | Number of users whose information is used for secondary purposes | We use selected categories of data to improve Gen’s products or service offerings, unless the customer has opted out from such usage via product settings (where available). Gen also has approximately 140 million users of free ad-supported products. Outside of these ad-supported products, Gen does not provide data to third parties for use for their own commercial purposes. | TC-SI-220a.2 |
| Data Privacy & Freedom of Expression | Total amount of monetary losses as a result of legal proceedings associated with user privacy | None | TC-SI-220a.3 |

Sustainabilty Accounting Standards Board (SASB) Index

| Topic | Accounting/Activity Metric(s) | Location/Response | SASB Code |
|--------------------------------------|--|--|--------------|
| Data Privacy & Freedom of Expression | (1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure | (1) 211 (2) 211 (3) 35% Gen only provides user data to law enforcement when compelled to do so, for example after being served with a subpoena or other judicial order requiring production of data. | TC-SI-220a.4 |
| Data Privacy & Freedom of Expression | List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring | Gen does not allow any monitoring or censoring in our products. We do not provide any goods or services to the U.S.-embargoed countries: Cuba, Iran, North Korea, Crimea, Donetsk and Luhansk, regions of Ukraine and Syria. Due to the ongoing conflict in Ukraine and related government regulations, we do not provide any goods or services in Russia or Belarus. | TC-SI-220a.5 |
| Data Security | (1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected | (1), (2), (3) While Gen tracks data breaches and provides required notifications, we do not share this information outside of the organization, except where required. Gen has both security and privacy incident response playbooks, which cover the procedures for responding to suspected and actual data breaches, including post-incident remediation and reporting. Gen follows regional regulations for disclosing data breaches to affected users and to the relevant regulatory authorities. | TC-SI-230a.1 |

Sustainability Accounting Standards Board (SASB) Index

| Topic | Accounting/Activity Metric(s) | Location/Response | SASB Code |
|---------------|---|--|--------------|
| Data Security | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | <p>Global Cyber Security performs monthly vulnerability scans of its infrastructure and granularly tracks the status of vulnerabilities through the vulnerability management life cycle as described in the Vulnerability and Patch Management Standard.</p> <p>The majority of our infrastructure have vulnerability agents deployed to provide more timely detection of vulnerabilities.</p> <p>Vulnerabilities are tracked in accordance throughout the following life cycle:</p> <ul style="list-style-type: none">• Vulnerability Identification - Vulnerabilities are discovered through various means, including but not limited to, reputable third party sources (threat intelligence, vendor bulletins, etc.), vulnerability scans, vulnerability management agent and penetration tests.• Vulnerability Prioritization - Vulnerabilities discovered are assigned a criticality that leverages the industry CVSS score. The criticality assigned to each vulnerability defines the remediation SLAs.• Vulnerability Remediation - Vulnerabilities are remediated through patching, configuration changes, removing default credentials, etc. In the event that vulnerabilities are unable to be addressed within defined SLAs, a formal risk exception is required to be documented. Exceptions are reviewed at least annually or more frequently.• Metrics - Granular vulnerability metrics are maintained and shared with Executive Leadership for visibility. <p>All of Gen's Information Security Policies and Standards are based on industry guidelines, specifically ISO-27001:2013 and Payment Card Industry Data Security Standards (PCI-DSS).</p> | TC-SI-230a.2 |

Sustainabilty Accounting Standards

Board (SASB) Index

| Topic | Accounting/Activity Metric(s) | Location/Response | SASB Code |
|---|--|---|--------------|
| Recruiting & Managing a Global, Diverse & Skilled Workforce | Percentage of employees that require a work visa | 9% | TC-SI-330a.1 |
| Recruiting & Managing a Global, Diverse & Skilled Workforce | Employee engagement as a percentage | Listening and acting, p. 27 +28 eNPS; 89% participation, March 2025 survey | TC-SI-330a.2 |
| Managing Systemic Risks from Technology Disruptions | Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees | Please visit our website for our most recent U.S. EEO-1 Component 1 Data Collection Report. Additional global workforce data is available upon request. Please contact Giving@GenDigital.com . | TC-SI-330a.3 |

Sustainabilty Accounting Standards

Board (SASB) Index

| Topic | Accounting/Activity Metric(s) | Location/Response | SASB Code |
|---|---|--|--------------|
| Intellectual Property Protection & Competitive Behavior | Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations | None | TC-SI-520a.1 |
| Managing Systemic Risks from Technology Disruptions | Number of (1) performance issues and (2) service disruptions; (3) total customer downtime | (1) 0 performance issues (2) 1 service disruptions (3) 45 mins total customer downtime | TC-SI-550a.1 |
| Managing Systemic Risks from Technology Disruptions | Description of business continuity risks related to disruptions of operations | 2025 10-K The Audit Committee of the Board of Directors reviews Gen’s business continuity and disaster preparedness planning. Gen's risk management program includes the people, processes and technologies designed to create and preserve value for shareholders. Risk management practices are aligned with the Company's vision, mission, strategies and objectives. Accordingly, our risk management practices consider the risks related to disruptions of operations. Gen's risk assessment methodology includes the identification and evaluation of the likelihood of an event occurring, the impact (potential loss) and the speed of onset (timeframe) of the event. The impact of the event can be categorized in financial, operational, legal and regulatory, reputational and health and safety. Business continuity plans document strategies that include strategies for loss for workplace, workforce, vendor/third-party and IT. Strategies are in place for each of the referenced scenarios to help protect critical business processes in the event of any disruption. Examples of redundant business processes would include transferring workload to a partner or relocating staff to work from home, depending on the scenario and the impacted processes. Geographical separation of redundant services exists where possible to mitigate natural disasters and other events out of the control of the Company. Software development life cycle practices are in place to mitigate and roll back problematic changes to our applications that may introduce programming errors. Operations are owned and not outsourced. Critical business operations are hosted with AWS or Azure. Back off services still exist on-premise. | TC-SI-550a.2 |

Sustainabilty Accounting Standards

Board (SASB) Index

| Topic | Accounting/Activity Metric(s) | Location/Response | SASB Code |
|---------------------|--|---|-------------|
| Performance Metrics | (1) Number of licenses or subscriptions, (2) percentage cloud-based | (1) 364 licenses (2) 83% cloud-based | TC-SI-000.A |
| Performance Metrics | (1) Data processing capacity, (2) percentage outsourced | (1) 65,668 nodes (2) 16% | TC-SI-000.B |
| Performance Metrics | (1) Amount of data storage, (2) percentage outsourced | (1) 219 PB (2) 84% | TC-SI-000.C |

Global Reporting Initiative (GRI) Index

GRI’s standards provide a set of voluntary indicators on the economic, environmental and governance impacts of a Company’s performance. The index below applies guidance from the GRI Universal Standards 2021. We have also provided a cross reference to the United Nations Global Compact (UNGC) where applicable.

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|--|--|--|
| 2-1 | Organizational Details | <p>a. Gen Digital Inc.</p> <p>b. Publicly Traded C-Corporation 2025 10-K, p. 6</p> <p>c. 60 E Rio Salado Pkwy STE 1000 Tempe, AZ 85281</p> <p>d. https://www.gendigital.com/us/en/our-story/</p> | N/A |
| 2-2 | Entities included in the organization’s sustainability reporting | <p>a. Please see our Annual Report on 2025 10-K.</p> | N/A |
| 2-3 | Reporting period, frequency and contact point | <p>a. About this Report, p. 46</p> <p>b. Fiscal Year 2025: April 1st 2024 to March 28th 2025</p> <p>c. Annual</p> <p>d. Giving@GenDigital.com</p> | SDG 12: Responsible Consumption and Production |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|-----------------------------|---|----------------------------|
| 2-4 | Restatements of information | <p>We have restated the following data from 2024 in our 2025 Social Impact Report:</p> <p>a. 2024 total Scope 3 emissions, Scope 3 upstream emissions and Scope 3 emissions intensity</p> <ul style="list-style-type: none">- Total Scope 3 emissions: from 86,148 to 86,732 metric tons of CO₂e- Upstream emissions: from 85,925 to 86,510 metric tons of CO₂e- Scope 3 emissions intensity: from 22% to 22.75% per \$1 million USD revenue <p>These changes to our 2024 Scope 3 emissions are due to the previous exclusion of upstream leased asset facilities within the boundary of our GHG emissions inventory. We expanded our boundary in 2025 to include upstream leased asset facilities, resulting in a 584t CO₂e increase to 2024 Scope 3 Category 8 emissions. This has resulted in slightly higher 2024 Scope 3 emissions and emissions intensity. Additionally, our 2024 percentage of renewable electricity decreased by 13%.</p> <p>b. 2024 electricity consumption from renewable sources</p> <ul style="list-style-type: none">- 2024 total electricity consumption from renewable sources (%): from 40% to 27% <p>This has been restated due to a previous error in calculation. No further data related to this metric has been restated.</p> | N/A |
| 2-5 | External assurance | <p>a. Our GHG scope 1, 2 and partially 3 are audited by an external party. The report is approved by legal and the chair of the Nominating and Governance Committee and CEO.</p> <p>b. Apex Companies LLC is providing limited assurance under the ISO 14064-3 standard of our 2024 global Scope 1 and 2 emissions and select Scope 3 emissions.</p> <p>Assurance statement available upon request to Giving@GenDigital.com.</p> | N/A |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|--|--|--|
| 2-6 | Activities, value chain and other business relationships | <p>a. 2025 10-K, p. 6</p> <p>b. Company profile 2025 10-K, p. 6-11 Supporting a Healthy Planet, p. 41 Global Supplier Code of Conduct Corporate Responsibility Policies Gen outsources manufacturing of our physical products. Products are manufactured from Prague, Czechia and Singapore. We have two main suppliers, both of which are under contract and required to abide by our Supplier Code of Conduct. The main products sourced are board/paper designed products containing a digital code key.</p> <p>c. 2025 10-K, p. 6-9</p> <p>d. About this Report, p. 46</p> | UNGC: Human Rights, Labour, Environment: Relevant policies, procedures, activities |
| 2-7 | Employees | <p>a. 3,671 total employees; Data Tables, p. 47</p> <p>b. 2025 10-K, p. 10 Data Tables, p. 47 Our People, p. 24</p> <p>c. Direct reporting on employee data as obtained by our human capital management software.</p> | N/A |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|--------------------------------------|---|----------------------------|
| 2-9 | Governance structure and composition | <p>a. Our priorities for powering impact, p. 9; Governance and ethics, p. 18 Governance Documents Charter of the Nominating and Governance Committee of the Board of Directors Corporate Governance</p> <p>b. 2024 Proxy, p. 18</p> <p>c. 2024 Proxy Proxy summary, p. 2 Director Overboarding Limits, p. 12 Director bios, p. 26-33 The Board and its Committees, p. 18 Board Diversity Matrix, p. 34</p> <p>c-i. Committees consist of all independent and non-executive members. c-ii. 20% are executive directors and the other 80% are independent, non-executive directors. c-iii. The average of the Board tenure as of July 2024 was 5.6 years. c-iv. See bios for each Board Director on pages 26-33 of the 2024 Proxy Statement (linked above), which also list all of their additional Board memberships/job positions/and nature of the companies they serve.</p> | N/A |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|---------------|--------------------------------------|--|----------------------------|
| 2-9 continued | Governance structure and composition | <p>Additionally, as set forth in our Corporate Governance Guidelines, it is the policy of the Board that given the demands of the duties undertaken by directors, directors should limit their participation to no more than five public company boards (including our Board) in order to ensure sufficient attention and availability to Gen’s business. In addition, a director who is currently serving as an executive officer of a publicly traded company may serve on no more than two public company boards (excluding our Board). However, the Board recognizes that the demands of such participation may vary substantially and may deem an exception appropriate so long as the director maintains sufficient attention and availability to fulfill the director’s duties to Gen and complies with Gen’s conflict of interest policies.</p> <p>c-v, c-vi. Please visit our website for our most recent U.S. EEO-1 Component 1 Data Collection Report. Additional Director composition data is available upon request. Please contact Giving@GenDigital.com.</p> <p>c-vii. 2024 Proxy, pp. 26-33.</p> <p>c-viii. No members of the Board have been elected via stockholder proposal or stockholder nomination, as permitted by the Company's governing documents. However, all directors are elected annually by a vote of the stockholders.</p> | N/A |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|---|---|----------------------------|
| 2-10 | Nomination and selection of the highest governance body | 2024 Proxy , pp. 23-25 | N/A |
| 2-11 | Chair of the highest governance body | The chairperson is non-executive and independent. | N/A |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|---|--|----------------------------|
| 2-12 | Role of the highest governance body in overseeing the management of impacts | <p>Social impact website</p> <p>The Gen Leadership Team is highly engaged in our social impact efforts. Our Head of Corporate Responsibility and Public Policy provides regular updates to the Chief Marketing Officer and CEO on social impact activities. She also meets quarterly with our Leadership Team and cross-functional environmental, social and governance (ESG) Working Group to review our strategy, progress and program updates.</p> <p>The Nominating and Governance Committee of our Board of Directors has oversight of the Company’s corporate responsibility and ESG strategy, and our full Board of Directors receives a quarterly update on our strategy and progress. This quarterly update includes performance data and program information across ethics, community investment and environment; progress made toward our social impact targets; and information on emerging ESG topics. The Nominating and Governance and Compensation and Leadership Development Committees of our Board of Directors provide oversight and are actively engaged in our Belonging strategy. Additionally, we hold regular meetings with functional leaders on our People & Culture, Brand & Marketing, Belonging, Global Health & Wellness, Product and Supply Chain teams to collaborate and coordinate efforts.</p> <p>Building a brand centered on trust is critically important, and our focus on ESG helps us earn trust from customers, employees, investors and shareholders. As such, ESG topics are important to our business strategy:</p> <ul style="list-style-type: none">• Environment: Protecting our planet is fundamental to ensuring a safe and sustainable future. We work to reduce GHG emissions from our operations through operational efficiencies, reduce the environmental footprint of our products across their life cycle through innovative approaches to product development and packaging, promote high standards for environmental stewardship in our supply chain and engage with employees and environmental partners to amplify our work.• Social: We are proud to support the communities where our team members live and work. Our community impact programs include employee volunteering and giving, product donations, signature programs that leverage our unique expertise in increasing digital safety literacy, and corporate philanthropic giving focused on digital safety education; environmental action; and disaster response. In fiscal 2025, we publicly disclosed our most recent U.S.Equal Employment Opportunity Commission EEO-1 Component 1 Data Collection Report on our investor relations website.• Governance: Governance covers many core operating principles overseen by the Nominating and Governance Committee of our Board. We believe that our global culture of responsibility, and the positive contributions we make to the customers, employees, communities and other stakeholders that we serve drives value for our business. | N/A |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|---|---|----------------------------|
| 2-13 | Delegation of responsibility for managing impacts | See ESG strategy above | N/A |
| 2-14 | Role of the highest governance body in sustainability reporting | See ESG strategy above | N/A |
| 2-15 | Conflicts of interest | <p>a. 2024 Proxy, pp. 12, 76</p> <p>i. We disclose in the proxy all other public company boards that each director participates in and provide the required disclosure for Compensation Committee Interlocks and Insider Participation under the Exchange Act.</p> <p>ii. We do not have and therefore do not publicly disclose cross-shareholding with suppliers and other stakeholders.</p> <p>iii. Controlling shareholders would be required to report their ownership of Gen securities on Form 4s, which would be found on the Company's insider transactions page on the SEC website. Additionally, we would disclose controlling stockholders within our beneficial ownership table in the proxy for all owners over 5%.</p> <p>iv. We disclose Certain Related Party Transactions (including the parties, their relationships and any transaction amounts over \$120K) within the proxy, in accordance with the Exchange Act requirements.</p> | N/A |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|--|--|----------------------------|
| 2-16 | Communication of critical concerns | See 2024 Proxy , pp. 13-15 for a discussion of the Board's role in risk oversight, the Board's role in oversight of company strategy, information security and risk oversight and the Board's role in oversight of human capital management. | N/A |
| 2-17 | Collective knowledge of the highest governance body | See ESG strategy above | N/A |
| 2-18 | Evaluation of the performance of the highest governance body | 2024 Proxy , p. 12 The Nominating and Governance Committee evaluates the Board’s and its committees’ operations and performance annually. Each year, the Nominating and Governance Committee, in consultation with our independent Board Chair, reviews and determines the design, scope, content, and execution of the evaluation process. We conduct Board evaluations, including quantitative and qualitative assessments, which are regularly conducted by an outside third party. The Nominating and Governance Committee recommends changes for approval by the full Board, as appropriate. | N/A |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|-----------------------|---|----------------------------|
| 2-19 | Remuneration policies | <p>2024 Proxy Executive Compensation Program, p. 3 Director compensation, pp. 34-37 Fiscal Year 2024 Director Compensation Changes, p. 34 Executive compensation and related information, pp. 58-69 Key Compensation and Governance Policies, pp. 76-82 Severance and Change of Control Benefits, p. 75</p> <p>a-ii. Compensation Committee Decision Process, p. 78 There are no sign-on bonuses or recruitment incentive payments for Board members.</p> <p>a-iii. See 2024 Proxy, Potential Payments Upon Termination or Change-in-Control, pp. 88-90, which describes potential termination payments under various Gen Digital plans for our senior executives.</p> <p>Additionally, in the event of a change in control, all unearned cash fees and unvested RSU awards granted to non-employee directors under the non-employee director compensation policy will accelerate in full.</p> <p>a-iv. We have a comprehensive “clawback” policy, applicable to all performance-based compensation granted to our executive officers. Permits Gen to recoup performance-based cash and equity awards when such awards were not properly earned or when executives have engaged in inappropriate actions. Allows recoupment of performance-based cash and equity awards if (i) we are required to restate our financial statements due to the Company’s material noncompliance with any financial reporting requirement under applicable securities laws, or (ii) an executive officer violates certain company policies, including Gen’s Code of Conduct, Financial Code of Ethics or other Company policies.</p> <p>a-v. No retirement benefits for Board members.</p> <p>b. The majority of pay for our CEO and other NEOs is at risk and/or performance based. We do not pay performance-based cash or equity awards for unsatisfied performance goals. Our compensation plans do not have minimum guaranteed payout levels.</p> | N/A |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|-----------------------------------|--|----------------------------|
| 2-20 | Process to determine remuneration | <p>2024 Proxy Executive compensation and related information, pp. 58-69 Say-On-Pay and Stockholder Engagement, pp. 61-62 Role and Independence of Compensation Consultant, p. 79</p> <p>a. i. Our Compensation Committee designed our FY24 compensation program to be consistent with leading corporate governance and executive compensation practices and is also responsible for reviewing and making recommendations to the Board regarding company policies on recoupment of incentive-based compensation.</p> <p>ii. We seek feedback on executive compensation through stockholder engagement. We are committed to ongoing engagement with our stockholders to gain valuable insight into the issues that matter most to them and to enable Gen to address them effectively. We routinely interact and communicate with stockholders through a number of forums, including through quarterly earnings presentations, SEC filings (including the Annual Report and Proxy Statement), the Annual Meeting, our in-person Analyst Investor Day, and investor meetings, events and conferences.</p> <p>During 2024, we completed investor outreach to a majority of our largest stockholders and a large portion of our most active stockholders. In these meetings, we discussed matters such as Gen’s results, prospects, business model, corporate governance, and executive compensation programs and goal settings and metrics.</p> <p>Following these meetings, we shared stockholder feedback and trends and developments about corporate governance, environmental and social matters, executive compensation and other issues with our Board, our Compensation and Leadership Development Committee and our Nominating and Governance Committee, as we seek to enhance our corporate governance and executive compensation program and improve our disclosures.</p> <p>Additionally, accountability to our stockholders continues to be an important component of the Company’s success. We take accountability seriously and seek feedback through stockholder engagement to understand investor views and preferences. Following our discussions with investors this year, we determined not to make any changes to our corporate governance. We also determined it to be appropriate for the FY24 compensation program to maintain many of the same elements as our FY23 compensation program, except our FY24 executive annual incentive plan metrics of non-GAAP operating income and bookings were modified to reflect a weighting of 50% each (previously non-GAAP operating income served only as a threshold goal) to help drive and focus our executives to deliver on the promised cost synergies related to the Avast merger. We look forward to continued engagement and dialogue with our stockholders to better meet their needs and expectations.</p> | N/A |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|----------------|-----------------------------------|--|----------------------------|
| 2-20 continued | Process to determine remuneration | <p>Additionally, we submitted our amended equity plan proposal to shareholder for a vote, which discussed how we planned to compensate executives. The proposal was overwhelmingly approved by the shareholders.</p> <p>iii. See 2024 Proxy, Role and Independence of Compensation Consultant, p. 79.</p> <p>b. Shareholders voted and overwhelming approved the following proposals:</p> <p>(A) Advisory vote to approve the Company’s executive compensation: Votes For 451,410,416 Votes Against 23,003,439 Abstentions 542,216 Broker Non-Votes 28,764,640</p> <p>(B) Vote to approve an amendment and restatement of the 2013 Equity Incentive Plan: Votes For 451,564,790 Votes Against 22,787,089 Abstentions 604,192 Broker Non-Votes 28,764,640</p> | N/A |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|---|--|--|
| 2-21 | Annual total compensation ratio | <p>2024 Proxy, p. 91</p> <p>a.The fiscal year 2024 annual total compensation of our median employee (other than our CEO) was \$81,892.</p> <p>b. The pay ratio of the annual total compensation of our CEO to the median of the annual total compensation of our employees is 188 to 1.</p> | N/A |
| 2-22 | Statement on sustainable development strategy | <p>Messages from the Chief Executive Officer and Board Member, pp. 3-4.</p> <p>Our priorities for powering impact, p. 9</p> | UNGC: CEO statement including continued support of the United Nations Global Compact |
| 2-23 | Policy commitments | <p>a. Many of our policies cover responsible business conduct, including our Code of Conduct.</p> <p>b. Human Rights Policy</p> <p>c. Our Code of Conduct and other publicly available policies are found here: https://www.gendigital.com/us/en/legal/</p> <p>d, e. Our Code of Conduct is reviewed and approved by VPs of each business unit and our Board of Directors and applies to all the organization's activities.</p> <p>f. Workers are made aware of the policies at onboarding and through annual trainings on the policies.</p> | <p>UNGC: Human Rights, Labour, Environment, Anti-Corruption: Relevant policies, procedures, activities</p> <p>SDG 16: Peace, Justice and Strong Institutions</p> |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|--|---|--|
| 2-24 | Embedding policy commitments | All employees are expected to act in line with the Code of Conduct and other relevant policies, which is enforced through trainings. | N/A |
| 2-25 | Processes to remediate negative impacts | <p>a. Our Code of Conduct provides that all employees will be subject to the same remediation measures for policy violations. The Company has adhered to this.</p> <p>b. We have an anonymous reporting channel for internal Gen employees and external reports. Employees can also report concerns to P&C or to their manager.</p> <p>c. Ethics and Compliance provides a recommendation based on the findings of the investigation conducted after the concern is reported in line with the Code of Conduct. P&C and the manager of the subject implement the recommendation.</p> <p>d. Ethics and Compliance has an email inbox and other mechanisms for employees and others to raise issues with the reporting mechanisms if needed.</p> <p>e. Through our reporting tool, EthicsPoint, we track all reports and remediation steps to determine effectiveness.</p> | SDG 16: Peace, Justice and Strong Institutions |
| 2-26 | Mechanisms for seeking advice and raising concerns | <p>a-i. Individuals can reach out to their manager, P&C, or Ethics and Compliance for guidance.</p> <p>a-ii. We have an anonymous reporting channel for internal Gen employees and external reports. Employees can also report concerns to P&C or to their manager.</p> | SDG 16: Peace, Justice and Strong Institutions |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|--------------------------------------|---|--|
| 2-27 | Compliance with laws and regulations | <div>a-i. None</div> <div>a-ii. None</div> <div>b-i. None</div> <div>b-ii. None</div> <div>c. n/a</div> <div>d. n/a</div> | N/A |
| 2-28 | Membership associations | ITI, Better Identity Coalition, Internet Coalition Inc., ITRC | <div>UNGC: Human Rights, Labour, Environment: Relevant policies, procedures, activities</div> <div>SDG 17: Partnership for the goals</div> |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|--------------------------------------|---|---|
| 2-29 | Approach to stakeholder engagement | <p>Stakeholder engagement</p> <p>Gen engages with various stakeholders on an ongoing basis. We check that our stakeholders are aligned to our corporate responsibility goals, objectives, and strategy. We undertake extensive engagement across our different stakeholders, from formal surveys of employees and customers to more informal discussions and partnerships with our communities. The frequency and nature of the engagement depends on a variety of factors including the nature of the relationship and the preferences of our stakeholders. A variety of stakeholder opinions are solicited to support the assessment of significant topic areas in the Social Impact report including advocacy groups, employees, thought leaders and topic area experts.</p> | N/A |
| 2-30 | Collective bargaining agreements | 4% of our employees are covered by collective bargaining agreements. | <p>UNGC: Labour: Relevant policies, procedures, activities</p> <p>UNGC: Labour: Measurement of outcomes</p> |
| 3-1 | Process to determine material topics | <p>Our priorities for powering impact, pp. 9-10</p> <p>About this report, p. 46</p> | N/A |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|-------------------------------|---|----------------------------|
| 3-2 | List of material topics | Pursuing progress, p. 10 About this report, p. 46 | N/A |
| 3-3 | Management of material topics | <p>a-c. See individual indicators and topic areas throughout the report for management practices. See the goals and targets section of the report and the objectives in various sections.</p> <p>d. The precautionary principle is not applied specifically across the organization, nor in the development and introduction of new products. Gen Digital uses a model similar to the Precautionary Principle for risk management with regard to business continuity. Our Crisis Management and Continuity Management teams determine the impact likelihood of each threat occurring and conducts exercises to help gain a full understanding of the possible impact. This allows us to determine and report any unacceptable single points of failure. Formula used to determine risk: risk value = threat impact x threat probability.</p> <p>e. See the goals and targets section of the report and the objectives in various sections.</p> <p>f. Stakeholder engagement</p> | N/A |

Global Reporting Initiative (GRI) Index

| GRI Material Topic | GRI Management Approach Cross-reference | Relevant External Entities 2025 | UNGC/UNSDG Cross-reference |
|----------------------------------|---|--|--|
| Economic | | | |
| GRI 201: Economic Performance | 2025 10-K , p. 6, 45 | Communities; Customers; Governments and regulators; Investors; Suppliers | N/A |
| GRI 205: Anti-corruption | Governance and ethics, p. 18 Code of Conduct | N/A | UNGC: Anti-corruption: Relevant policies, procedures, activities SDG 16: Peace, Justice and Strong Institutions |

Global Reporting Initiative (GRI) Index

| GRI Material Topic | GRI Management Approach Cross-reference | Relevant External Entities 2025 | UNGC/UNSDG Cross-reference |
|--------------------|---|--|--|
| Environmental | | | |
| GRI 302: Energy | Supporting a thriving planet, p. 41 Environmental Policy Statement | Communities; Customers; Governments and regulators; Investors; Suppliers | UNGC: Environment: Relevant policies, procedures, activities SDG 7: Affordable and Clean Energy SDG 13: Climate Action |
| GRI 305: Emissions | Supporting a thriving planet, p. 41 Data Tables, p. 47 Environmental Policy Statement | Communities; Customers; Governments and regulators; Investors; Suppliers | UNGC: Anti-corruption: Relevant policies, procedures, activities SDG 12: Responsible Consumption and Production SDG 13: Climate Action |

Global Reporting Initiative (GRI) Index

| GRI Material Topic | GRI Management Approach Cross-reference | Relevant External Entities 2025 | UNGC/UNSDG Cross-reference |
|------------------------------------|---|---------------------------------|--|
| Social | | | |
| GRI 401: Employment | Code of Conduct Human Rights Policy Human Rights, p. 21 | N/A | UNGC: Human Rights: Relevant policies, procedures, activities Labour: Relevant policies, procedures, activities SDG 8: Decent Work and Economic Growth |
| GRI 404: Training and Education | Our People, p. 26 | N/A | UNGC: Labour: Relevant policies, procedures, activities SDG 4: Quality Education |

Global Reporting Initiative (GRI) Index

| GRI Material Topic | GRI Management Approach Cross-reference | Relevant External Entities 2025 | UNGC/UNSDG Cross-reference |
|--|--|---------------------------------|--|
| Social | | | |
| GRI 405: Diversity and Equal Opportunity | Belonging, p. 29 Human Rights Policy | N/A | UNGC: Human Rights: Relevant policies, procedures, activities Labour: Relevant policies, procedures, activities SDG 5: Gender Equality SDG 10: Reduced Inequalities |
| GRI 412: Human Rights | Human Rights, p. 26 Code of Conduct Human Rights Policy Corporate Responsibility Policies | N/A | UNGC: Human Rights: Relevant policies, procedures, activities SDG 8: Decent Work and Economic Growth SDG 16: Peace, Justice and Strong Institutions |

Global Reporting Initiative (GRI) Index

| GRI Material Topic | GRI Management Approach Cross-reference | Relevant External Entities 2025 | UNGC/UNSDG Cross-reference |
|------------------------------------|--|---------------------------------------|---|
| Social | | | |
| GRI 417: Marketing and Labeling | 2025 10-K , p. 11-30 | Customers; Governments and regulators | N/A |
| GRI 418: Customer Privacy | <p>Products, p. 11</p> <p>Gen Digital Privacy</p> <p>Norton LifeLock Product and Services</p> <p>Privacy Notices</p> <p>Global Privacy Statement</p> <p>Gen has a Global Privacy Policy to which it holds all employees responsible. The framework for this policy comes from both the Fair Information Processing Principles and GDPR. The overall privacy program aligns itself to the NIST privacy framework for evaluation. Gen takes a global approach to privacy wherever regional laws and regulations allow.</p> | Customers; Governments and regulators | UNGC: Human Rights: Relevant policies, procedures, activities |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|--|--|--|
| 201-1 | Direct economic value generated and distributed | 2025 10-K | N/A |
| 201-2 | Financial implications and other risks and opportunities due to climate change | We have conducted an analysis of our climate change risk, but our company is not exposed to climate change risks that have the potential to generate a substantive change in business operations, revenue, or expenditure.We have conducted an analysis of our climate change risk, but our company is not exposed to climate change risks that have the potential to generate a substantive change in business operations, revenue, or expenditure. | UNGC: Environment: Relevant policies, procedures, activities |
| 201-4 | Financial assistance received from government | 2025 10-K | N/A |
| 205-1 | Operations assessed for risks related to corruption | 100% of operations were assessed during our fraud risk assessment. Our 2024 and 2025 Fraud Risk Assessment considered: aiding and abetting fraud by other parties, bribery and gratuities, cybercrimes, embezzlement, Foreign Corrupt Practices Act (FCPA) violations, fraud committed by customers, fraud committed by Resellers or Agents and receipt of bribes, kickbacks, and gratuities. | UNGC: Anti-corruption: Relevant policies, procedures, activities SDG 16: Peace, Justice and Strong Institutions |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|---|--|---|
| 205-2 | Communication and training about anticorruption policies and procedures | <p>a. 100% of the Board have had the policies communicated to them. We do a live training once a year to the full Board, which includes anti-corruption.</p> <p>b. 100% of employees that are not on any sort of leave will receive the Code of Conduct training for 2026, which includes anti-corruption training. Anti-corruption was also part of the 2024 training.</p> <p>c. Our policies and procedures for business partners are available publicly here, and all are required to comply to do business with us: Global Supplier Code of Conduct</p> <p>d. 100% of the Leadership team have had the policies communicated to them. The Leadership team gets the annual online training in addition to training the E&C Steering Committee. We also train 100% of active employees in our annual campaign, and we will cover bribery/anti-corruption as a module in the 2026 training.</p> <p>e. 100% of employees that are not on any sort of leave will receive the Code of Conduct training for 2026, which includes anti-corruption training. Anti-corruption was also part of the 2024 training.</p> | <p>UNGC: Anti-corruption: Relevant policies, procedures, activities</p> <p>SDG 16: Peace, Justice and Strong Institutions</p> |
| 205-3 | Confirmed incidents of corruption and actions taken | None | <p>UNGC: Anti-corruption: Measurement of outcomes</p> <p>SDG 16: Peace, Justice and Strong Institutions</p> |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | None | N/A |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|--|---|---|
| 401-1 | New employee hires and employee turnover | New hires: 474 (13%) Voluntary employee turnover: 241 full-time (7%) | UNGC: Labour: Measurement of outcomes |
| 401-2 | Full-time benefits not provided to temporary/part-time employees | <p>Slight program variance by country: Employees actively working at least twenty (20) hours per week are eligible to participate in Gen’s Benefit Programs. Employees who actively work less than 20 hours per week are eligible, at a pro-rated rate, for our paid time off and company paid holidays and are also eligible for the Employee Assistance Plan.</p> <ul style="list-style-type: none">• Life insurance• Healthcare• Disability• Leaves of Absence• State pension/Retirement Plan (401(k))• Employee Assistance Plan (EAP)• Voluntary Insurance Programs• Wellness Programs• Fitness/Gym Reimbursement• Stock ownership/ESPP• Paid Parental Leave• Fertility benefits• Back-up Daycare/Elder Care• Adoption/Surrogacy Assistance• Company Paid Holidays• Paid Time Off (Vacation Time + Unlimited* Paid Time Off)• Sustainable Home Improvement Programs• Volunteer Time Off• Work From Elsewhere (up to 30 days per year, time to work from a country outside of the employee's core location*) <p>*Program Details outline additional information; some location and other restrictions apply.</p> | <p>UNGC: Labour: Relevant policies, procedures, activities</p> <p>SDG 3: Good Health and Well-Being</p> |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|---|--|--|
| 401-3 | Parental leave | a. All regular, full-time employees (20 hrs +) that experience the birth, adoption or placement of a new child | UNGC: Labour: Relevant policies, procedures, activities SDG 3: Good Health and Well-Being |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | <p>Our People, p. 26</p> <p>We offer a variety of training opportunities for our team members, covering topics from technical tools and training to soft skills and people management. Learn@Gen is a program designed to connect people leaders at Gen and support the leadership community through learning.</p> <p>Our new partnership with a market-leading digital platform, offers 30,000 on-demand learning modules, as well as AI coaching, role-playing and other learning opportunities to develop skills. We also organize various learning activities through Genovators. Additionally, we provide reimbursement for extra training, including master's degrees, certifications, language certifications, and more.</p> <p>The Toolkit Library includes e-learning, podcasts, articles, and learning courses that equip Team members and People Leaders with the leadership skills needed to bring a human connection to the management process. Examples include Best Practices for Inclusive Interviewing and Recruiting, Change Management, and Career Conversations. The Toolkit Library also houses critical support for early-career leadership with Essential Skills for New Leaders, as well as toolkits that assist team members with Coping with Stress, Building Cultural Intelligence, and Business, Financial, and Strategy skills.</p> <p>Our Peer Academy supports peer-to-peer learning and helps utilize internal learning resources to maintain a strong learning culture. We also have an Internal Mentorship program that connects people and supports knowledge sharing and networking within Genovators.</p> | UNGC: Labour: Relevant policies, procedures, activities SDG 4: Quality Education |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|--|--|--|
| 405-1 | Diversity of governance bodies and employees | 2025 10-K , p. 10 Please visit our website for our most recent U.S. EEO-1 Component 1 Data Collection Report. Additional global workforce data is available upon request. Please contact Giving@GenDigital.com . | UNGC: Labour: Measurement of outcomes SDG 5: Gender Equality SDG 10: Reduced Inequalities |
| 412-2 | Employee training on HR policies or procedures | 100% of employees completed Code of Conduct training. Governance and ethics, p. 18 | UNGC: Human Rights: Relevant policies, procedures, activities Labour: Relevant policies, procedures, activities SDG 16: Peace, Justice and Strong Institutions |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|--|---|--|
| 413-1 | Operations with local community engagement, impact assessments, and development programs | 100% | UNGC: Labour: Relevant policies, procedures, activities |
| 414-1 | New suppliers that were screened using social criteria | All new suppliers were screened using CR criteria via our contracts system Agiloft. | UNGC: Human Rights: Relevant policies, procedures, activities Human Rights: Measurement of Outcomes |
| 414-2 | Negative social impacts in the supply chain and actions taken: a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why. | a. 2 b. 0 c. 0 d. 0 e. 0 | UNGC: Human Rights: Measurement of outcomes SDG 8: Decent Work and Economic Growth |

Global Reporting Initiative (GRI) Index

| Disclosure | GRI Description | 2025 Answer | UNGC/UNSDG Cross-reference |
|------------|--|--|----------------------------|
| 417-1 | Requirements for product and service information and labeling | Gen Privacy Statement Gen Procurement Terms and Conditions 2025 10-K b. All products and service categories are covered by and assessed for compliance under the Procurement Procedure linked above. | N/A |
| 417-2 | Incidents of non-compliance concerning product and service information and labeling | None | N/A |
| 417-3 | Incidents of non-compliance concerning marketing communications | None | N/A |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | Gen tracks complaints received both directly from consumers as well as through data protection regulators, but they are handled on a case by case basis to resolve the customer's concerns, and not marked as substantiated/unsubstantiated. Even an unsubstantiated complaint is addressed to assess and resolve any underlying issues. | N/A |

Task Force on Climate-related Financial Disclosures (TCFD) Index

In this index, Gen provides information aligned with the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#) recommendations, and we intend to refine our strategy and reporting going forward. For additional information, please review the risk factors included in our [2025 10-K](#).

| Disclosure | Response |
|--|---|
| Governance | |
| a. Describe the Board's oversight of climate-related risks and opportunities | <p>The Nominating and Governance Committee of our Board of Directors has oversight of Environmental, Social and Governance topics. As stated in the Charter of the Nominating and Governance Committee, the principal responsibilities and duties of the Committee include:</p> <p>(a) Overseeing and reviewing annually the Company’s policies and programs concerning: (i) corporate social responsibility; (ii) public policy; (iii) philanthropy; (iv) political activities and expenditures; and (v) the Company’s participation and visibility as a global corporate citizen.</p> <p>(b) Overseeing and reviewing periodically the Company’s programs, policies and practices and relevant risks and opportunities relating to responsible business and environmental sustainability topics and related disclosures and making recommendations to the Board regarding the Company’s overall strategy with respect to these matters.</p> <p>(c) Overseeing the management of risks that may arise in connection with the Company’s governance structures, processes and other matters set forth in the Charter [including corporate social responsibility matters] and reporting any risks to the Board.</p> <p>(d) Regularly reporting to the Board on the major items covered at each Committee meeting and making recommendations to the Board and management concerning such matters.</p> <p>The Nominating and Governance Committee is responsible for climate change oversight as climate-related issues are included within the scope of ‘corporate social responsibility’ and ‘ESG issues and related disclosures’ that are part of the principal responsibilities and duties of the Committee. This Committee reports to the Board of Directors and has final approval on all climate-related decisions.</p> <p>The Nominating and Governance Committee receives quarterly updates on CR topics from the Head of Marketing, Brand and Communications, CEO and at some meetings the Head of Corporate Responsibility. These quarterly updates are also shared with the entire Board of Directors on occasion. Climate-related issues are discussed as a scheduled agenda items at some of the Committee’s quarterly meetings and/or sporadically as important issues arise. The purpose of these regular updates is to confirm that ESG issues, including climate change, are considered when the Board is reviewing and guiding its major plans of action and strategy.</p> |

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| Disclosure | Response |
|---|---|
| Governance | |
| b. Describe management's role in assessing and managing climate-related risks and opportunities | Assessment of climate risk is an integral component of our enterprise risk assessment which is implemented through broad engagement with senior managers across Gen Digital’s business. The Vice President of Marketing, Brand and Communications and the Head of Corporate Responsibility are responsible for reviewing strategies for managing risks and opportunities related to our GHG emissions with the Chief Executive Officer. |

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| Disclosure | Response |
|--|---|
| Strategy | |
| <p>a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term</p> | <p>Gen Digital has identified and assessed the following climate-related risks of relevance to our business as part of our Enterprise Risk Management (ERM) program.</p> <p>Physical As a global Company, we have facilities located in regions that are vulnerable to an increased frequency and severity of acute climate driven events such as hurricanes, wildfires and floods and chronic changes such as water scarcity and temperature rises.</p> <p>Policy/Regulatory It is important to our business to understand what climate related laws and regulations impact us, and how we can maintain compliance. Climate related regulation may impose added costs on our business and our failure to comply with them may lead to civil or criminal penalties.</p> <p>Reputation Our professional reputation is critical to our business, and any harm to our reputation could decrease the amount of business consumers and partners do with us, which could have an adverse effect on our future revenue and growth prospects. As our reputational risk relates to climate, if Gen Digital is perceived as a Company that is not environmentally responsible, it could negatively impact the public’s perception of the Company and reduce growth prospects for our service offerings and/or the business as a whole as customers seek companies that are taking progressive steps to address climate change.</p> <p>Through our risk assessment process, we have not identified climate-related risks that have a material impact on our business. As a technology Company, most of our products and services are provided via electronic software distribution, which inherently reduces risks related to GHG emissions arising from the production and transportation of goods. We are a cloud-first Company with limited managed data center operations (i.e., data centers we own or co-locate), reducing our inherent risks related to energy consumption and greenhouse gas emissions as well as our risks from physical climate changes. We operate a limited number of core physical office locations with a significant number of remote and hybrid employees and contractors across the world, further reducing our GHG emissions due to the transportation of people and increasing our overall resilience to physical climate changes.</p> |

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| Disclosure | Response |
|---|---|
| Strategy | |
| b. Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning | <p>While we have not identified climate-related risks and opportunities that we consider material to our business, we have taken steps to better understand our emissions profile and inform our sustainability strategy. For example, we have completed a life cycle assessment of our physical products, identifying any emissions hotspots across the value chain of the products. We have added environmental and social questions, including climate-related questions, to our supplier onboarding process. Finally, we incorporated climate risk into operational strategy by continuing an ongoing effort to optimize our facilities footprint, consolidating office space and closing several sites. This consolidation effort is driving energy and GHG emissions reductions.</p> <p>From 2024 - 2025, we decreased total greenhouse gas emissions (Scope 1, 2 and 3) by 12% and decreased Scope 1 and 2 greenhouse gas emissions by 15%. Today, 98% of our products are delivered digitally and less than 0.5% of the materials used in our global physical products contain plastic. In 2025, more than 1,500 Gen employees participated in the Home Improvement Program, taking on over 2,000 projects that improved home energy efficiency, created a more sustainable home, saved water and other positive environmental outcomes. Projects ranged from upgrading refrigerators to installing composting systems. The majority of the projects addressed energy usage within the home with many projects trading out old appliances for a sustainable, energy-efficient appliance and installing PV panels to generate renewable electricity.</p> |

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| Disclosure | Response |
|---|---|
| Strategy | |
| c. Describe the potential impacts of different scenarios, including a 2°C scenario, on the organization's businesses, strategy and financial planning | <p>Seeking to further understand our exposure to transitional risk, we conducted a carbon pricing analysis which modeled future carbon pricing implications from 2025 to 2050, under six NGFS (Network for Greening the Financial System) pricing scenarios. Additionally, we examined potential implications of a carbon price based on the IEA 2DS scenario, which describes an energy system consistent with an emissions trajectory that recent climate research indicates would give an 80% chance of limiting global temperature increase to +2C. The examination of these carbon price scenarios helped us to understand our potential exposure to carbon pricing. While, even under the highest carbon price scenario, the potential implications are not considered material for Gen, the analysis indicated that strategic investment in emissions reductions will reduce our Company’s future exposure in a transition to a low carbon economy.</p> <p>In assessing physical risk, we used scenario analysis to determine its exposure to water stress. We found that our percentage of direct operations located in water-stressed areas, defined as “High” or “Extremely High” baseline water stress, increased from 25% in 2022 to 70% in 2030 and 66% in 2040. It should be noted that these are forecasts with a high degree of uncertainty. While we may see some increased water costs and/or restrictions as a result of increases in baseline water stress, as a technology Company whose products are mostly delivered in digital format, we do not have water intensive operations, and therefore do not anticipate significant direct impacts for our business. The results have therefore not driven a change in our business strategy. We are aware that significant increases in water stress could drive broader socio-economic changes in some regions in which we operate which could in turn have implications for our employees and business. We consider socio-economic trends as part of our enterprise risk management process.</p> |

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| Disclosure | Response |
|--|---|
| Risk Management | |
| a. Describe the organization's processes for identifying and assessing climate-related risks | <p>As a component of our broader ERM program, we conducted an initial assessment of climate change risk to inform understanding of our exposure to short-, medium- and long-term physical and transition risk. In line with the ERM process, the assessment involved the following steps:</p> <ul style="list-style-type: none"> • Understanding the Company’s objectives and strategic imperatives related to ESG and climate related risks; • Gathering inputs through interviews and/or surveys with select members of management and the Board; • Obtaining current risk-related literature from external resources, like rating agencies, public accounting firms, the SEC, etc.; • Analyzing and consolidating interview results; • Analyzing risks identified through internal channels and comparing those to risks identified by external sources, including a ranking and rating of risks against factors, such as likelihood of occurrence, severity of impact, degree of vulnerability and level of mitigation; • Considering impact to (1) financial performance, (2) the legal/regulatory landscape and requirements, (3) brand, (4) systems and processes, (5) shareholder value, (6) other external factors, (7) complexity of business operations or need for a new business model, (8) change management, (9) execution, (10) integrity and ethics, (11) process maturity and (12) other factors, as applicable; and • Reporting risk profile to stakeholders. |
| b. Describe the organization's processes for managing climate-related risks | <p>Management of physical climate-related risks is integral to our business continuity and disaster recovery program. Transitional risks related to our GHG emissions footprint and our external disclosures are managed by our Corporate Responsibility team in partnership with an extended group of internal business functions and stakeholders, and supported by external consultants.</p> |
| c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management | <p>Risks considered in our climate risk assessment are integrated to our overarching ERM program and included in our enterprise risk register, which is used to compile a holistic view on our Company’s risk profile, enabling management to determine if additional risk response activities are required to address significant risks to the organization’s culture, brand, reputation, compliance, people, operations and financial results.</p> |

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| Disclosure | Response |
|--|--|
| Targets | |
| a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process | Gen Digital uses Scope 1, 2 and 3 emissions data and year-over-year changes to assess climate-related risk in line with its strategy and risk management process. |
| b. Disclose Scope 1, Scope 2 and if appropriate, Scope 3 GHG emissions and the related risks | Performance Tables, p. 48 |
| c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets | <p>We aim to reduce our emissions year-over-year. Total GHG emissions (Scope 1, 2 and 3) decreased by 12%, and total Scope 1 and 2 GHG emissions decreased by 15% between 2024 and 2025. The change is driven by consolidation of facilities/data centers and internal efficiencies.</p> <p>Gen Digital is developing a strategy to reduce our GHG emissions across the global enterprise and engage our employees to help them reduce their own emissions both at work and at home. In 2025, more than 1,500 Gen employees participated in the Sustainable Home Improvement Program, taking on projects that improved home energy efficiency, created a more sustainable home, saved water and other positive environmental outcomes. Projects ranged from upgrading refrigerators to installing composting systems. The majority of the projects addressed energy usage within the home with many projects trading out old appliances for a sustainable, energy-efficient appliances and installing PV panels to generate renewable electricity.</p> |

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