

Guiding Principles

Gen is dedicated to helping secure the devices, identities, online privacy, and home and family needs of nearly 50 million consumers, providing them with a trusted ally in a complex digital world. We are dedicated to each other, our customers, our business, and society. We bring together our people, passions, and technology to support social priorities and aim to make the world a better, safer place.

We are doing our part to protect the planet by operating a low carbon business and enabling our employees to take an active role in caring for the environment. We're inspired by the opportunity to do more together, so we support wider community efforts to expand our impact.

Our environmental strategy addresses our responsibility as an individual business and as a global stakeholder to create a world where connectivity and environmental health can flourish. It features five key focus areas:

- Greenhouse Gas Reduction
- Employee Engagement
- Community Partnership
- Sustainable Products
- Supply Chain
- Reporting

Policy

Green House Gas Reduction

We publicly disclose our annual greenhouse gas (GHG) emissions and act where possible to reduce GHG emissions resulting from our business activities. We measure waste and water usage and where possible reduce usage.

Employee Engagement

Gen encourages employees to get personally involved in environmental stewardship through our Environmental Community Terra. We offer employees financial support to reduce their impact at home. We provide educational opportunities, encourage feedback and ideas for improvement. We encourage environmental volunteering and support environmental causes employee care about through our giving program.

Community Partnership

We actively seek to partner with other companies and non-governmental organizations to collectively realize a better future for the planet. We believe that environmental stewardship and a healthy economy go hand in hand. We sign on to initiatives that support local, regional, and global government policies designed to protect the environment, realize a low carbon future, and support economic growth.

Sustainable Products

We conform to product compliance requirements as a minimum standard and work to measure and reduce the environmental impact of our products and services. We partner with suppliers to monitor key impacts in our supply chain, we purchase environmentally preferable products and favor products with reputable certifications or labels.

Supply Chain

We clearly outline our environmental expectations in our Supplier Code of Conduct and, where appropriate, in supplier requests for proposals and contracts, and monitoring supplier performance.

Reporting

We are transparent about our environmental performance, our commitment, our progress. We report annually via our Social Impact Report.



The Nominating and Governance Committee of the Board of Directors has oversight of the Company's environmental strategy. Both the Nominating and Governance Committee and our full Board of Directors receive quarterly briefings on performance. For more information on our environmental program visit <https://www.gendigital.com/us/en/social-impact/environment/>

Exceptions (optional)

This Environmental Policy applies to our global operations.

Definitions (optional)

N/A

Compliance

We will monitor and report on our environmental performance to our employees, customers, investors, and other stakeholders. Gen's Board of Directors, Nominating and Governance Committee, have responsibility for oversight of the company's corporate responsibility efforts including on the environment.

Reporting concerns

- Procedures to report concerns on this topic. Including the following default language:
- If you believe this Policy may have been violated, immediately submit a confidential report to the Office of Ethics and Compliance online through Gen's [EthicsLine](#), over the phone (US/Canada 1.866.833.3430, [international numbers](#) listed on EthicsLine), or via [e-mail](#). Reports may be made anonymously through EthicsLine online.
- You may also choose to report your concern to you manager or HR. Managers have a responsibility to ensure that all reports are escalated and responded to appropriately.
- Gen will not tolerate retaliation against anyone, who in good faith, reports a concern or cooperates with a compliance investigation, even when allegations are found to be unsubstantiated.

Translations

N/A

Related Policies and Information

N/A

Approval Matrix

Policy Manager	Kim Allman
Policy Approver	Krista Todd
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