

# 2025 ESG Report

An aerial photograph of a lush green landscape at sunrise. A large, winding river flows through the scene, reflecting the golden light of the sun. In the foreground, a large, calm pond is surrounded by dense green trees and grass. The background shows rolling hills and a distant bridge, all shrouded in a soft, hazy mist. The overall atmosphere is serene and natural.

**teradata.**

# Teradata 2025 ESG Report

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# A message from our CEO

The world continues its rapid evolution to the AI era, and enterprise data is at the center of it. At Teradata, we believe AI is only as valuable as the data foundation, governance, and trust behind it. As we help organizations build for their agentic future, we remain equally committed to ESG principles across our global footprint. We see responsible corporate citizenship is a core part of who we are and how we do business.

In 2025, we advanced capabilities designed for autonomous AI. Our Enterprise Vector Store helps organizations work with both structured and unstructured data within a governed foundation for AI workloads that will be increasingly performed by AI agents. These agents will need to access data seamlessly to generate the best answer for customers.

We introduced an MCP server to connect AI systems with enterprise data in real time, expanded ModelOps capabilities to enable models to run more efficiently, and launched AI Factory for on-premises environments. AgentBuilder helps teams design and manage AI agents grounded in real business context. To help organizations transform their AI pilots into production-ready solutions, we introduced new AI Services.

These capabilities matter most when they are applied at scale. Teradata supports our global customers across industries where local context matters. This enables us to help organizations tackle complex, enterprise-wide data challenges with meaningful business, environmental, and social implications. In 2025, we delivered more than 150 AI engagements focused on turning data into action—demonstrating how trusted data and AI can support better decision-making in the markets and communities our customers serve. These challenges are rarely isolated—they cut across operations, supply networks, and workforces, and carry rising expectations not only to measure outcomes, but to act on them responsibly.

That expectation does not stop with our customers. We apply the same discipline to ourselves. As ESG information continues to span systems, functions, and geographies, confidence increasingly depends on consolidation, traceability, and the ability to stand behind the data. At Teradata, we are strengthening how we manage our operations, engage our workforce, assess our supply chain, and report progress—globally and consistently. As disclosure expectations continue to rise, the data, governance, and accountability behind our commitments are detailed in the pages that follow.

Data done right creates accountability. That is what we owe our customers, our stakeholders, and the communities we serve.

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

Steve McMillan



Steve McMillan  
President and CEO  
Teradata

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



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

I'm honored to serve as Teradata's ESG executive sponsor and to share an update on our 2025 progress. For us, ESG does not exist simply as a standalone program; rather, it is a set of fundamental beliefs and commitments woven through our business. It enables us to build trust with our people, with our customers, and with the communities where we live and work. This report reflects the efforts of employees across 38 countries and the teams who turn commitments into measurable outcomes.

It starts with the people doing the work. In 2025, we continued to strengthen the ways employees connect, contribute, and speak up. These efforts include our two newly formed Inclusion Communities and the support our employees provided to 788 nonprofits through our Teradata Cares program. These moments of service and connection matter because they encourage shared responsibility and open dialogue, both of which are critical in maintaining a culture where our people can thrive.

We also made an operational investment informed by our climate risk assessment (CRA). In November 2025, we commissioned a combined heat and power (cogeneration) plant at our San Diego campus to help manage energy resilience and address California energy cost volatility. The system is designed to supply approximately 50% of campus electricity, with remaining demand met through our San Diego Community Power (SDCP) Power100 agreement. Additionally, the system captures waste heat to reduce electricity needed for data lab cooling. Because the plant operates on natural gas, our scope 1 emissions increased in 2025 and will increase further with a full year of operation in 2026; we will disclose that in our 2026 ESG report (published in 2027). Our market-based scope 2 position is maintained through SDCP Power100.

To make those operational decisions and our reporting more consistent, we strengthened our governance and the rigor behind our disclosures. In 2025, we completed our first Corporate Sustainability Reporting Directive (CSRD) double materiality assessment. This helped confirm the topics that are most relevant to our business and stakeholders, and informed how we organized this report. We also expanded third-party limited assurance to include our double materiality work and additional employee metrics aligned to the CSRD Social (S1) standards, alongside maintained assurance over our scopes 1, 2 and 3 emissions data and our Task Force on Climate-related Financial Disclosures (TCFD) disclosure.

Finally, we continued reinforcing the ethical foundation that underpins everything else. In 2025, we ran an awareness campaign to strengthen our "speak up" culture and continued to be recognized for our ethics and compliance practices, including being named one of the World's Most Ethical Companies® for the 16<sup>th</sup> consecutive year.

Thank you to the teams across Teradata who contributed to this work in 2025. Our aim is straightforward: focus on outcomes, be transparent about what we measure, and keep improving the controls and assurance that make progress credible.

Scot Rogers

# Reporting with rigor and transparency

ESRS 1  
ESRS 2

Questions about this report or the information it contains can be directed to the Teradata ESG [team](#).

This Environmental, Social, and Governance (ESG) Report describes Teradata's approach to sustainability management, our initiatives, and our progress for fiscal year 2025 (January 1, 2025, through December 31, 2025). It covers all Teradata operations included in our 2025 consolidated financial statements unless otherwise noted, and is published annually. This report is written for a global audience—including investors, customers, employees, partners, and other stakeholders.

## Reporting frameworks and regulatory context

This report is prepared with reference to the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) Software & IT Services Framework, and the Task Force on Climate-related Financial Disclosures (TCFD). Our disclosures are also informed by several regulatory requirements that apply, or are anticipated to apply, to Teradata: the EU Corporate Sustainability Reporting Directive (CSRD)<sup>1</sup>, California's climate accountability and climate-risk disclosure requirements, and alignment with International Sustainability Standards Board (ISSB)-based reporting in jurisdictions where it is expected to become mandatory. This report is not itself a statutory CSRD sustainability statement; a description of our CSRD reporting boundary and our first Double Materiality Assessment—conducted in alignment with ESRS 1 and ESRS 2<sup>1</sup>—is provided in the ESG at Teradata section of this report.

## Reporting boundary

Our global reporting boundary covers Teradata Corporation and its subsidiaries worldwide, headquartered in San Diego, California. This boundary applies to GHG emissions, people metrics, and the ESG performance data in Appendix A unless otherwise stated. There is no difference between the entities included in our financial reporting and those included in our global ESG reporting boundary. Our financial disclosures are available on our Investor Relations [website](#).

## Assurance

Teradata's commitment to accurate and transparent reporting includes independent external assurance on selected information in this report. In 2025, we expanded our assurance scope to include our Double Materiality Assessment and selected employee metrics aligned to the CSRD Social standard (S1)<sup>1</sup>, in addition to continued assurance coverage of all greenhouse gas emissions, energy data, and TCFD disclosure. Assurance was conducted in accordance with ISAE 3000 (Revised) and the full assurance report, including scope, criteria, and conclusion, is provided in [Appendix E](#). The remainder of this report is not subject to external assurance. We maintain accuracy through internal review by subject matter experts and executive approval prior to publication.

<sup>1</sup> EU CSRD/ESRS alignment reflects requirements as originally adopted; subsequent Omnibus-related amendments have not been applied at the time of this report.

# About Teradata

Teradata activates enterprise intelligence by unifying data, knowledge and business context to achieve tangible outcomes.

With Teradata, organizations can provide agents with full context for impact when it matters. Our solution lets businesses connect and scale on premises, in the cloud, or through a hybrid approach. Teradata delivers real business value with AI.

## In this section

[Teradata at a glance](#) →

[Product portfolio](#) →

[Market recognition](#) →

[Teradata's Core Principles](#) →



1979  
company founded

1.66B  
total revenue at  
year-end 2025

565  
U.S. patents held



Operations

45 facilities in 31 countries

Global footprint

~5,000 global employees located in 38 countries

Top 5 countries

India, Japan, Mexico, Pakistan, and United States  
by employee population (alphabetical order)

Flexible workplace models

>90% of employees participating in flexible work environments

Industries served

- Financial services
- Healthcare
- Communications
- Manufacturing
- Media and entertainment
- Retail
- Transportation and logistics
- Travel and hospitality
- Utilities

# We activate enterprise intelligence by unifying data, knowledge and business context to achieve tangible outcomes

Teradata was founded on a straightforward premise: that organizations make better decisions when they can trust the data behind them. What continues to evolve is the scale, structure, and complexity of the data those organizations must manage—and the degree to which reliable, governed data has become essential to operating at all.

Teradata's platform reflects that reality directly. It provides enterprise data warehousing that gives large organizations a reliable foundation for data and reporting, extends analytics connectivity across cloud, on premises, and hybrid environments, and helps enterprises deploy AI that is governed, contextual, and built for continuous decisions at scale.

### 1.0 Record

Store | Report | Describe

### 2.0 Insights

Analyze | Predict | Personalize

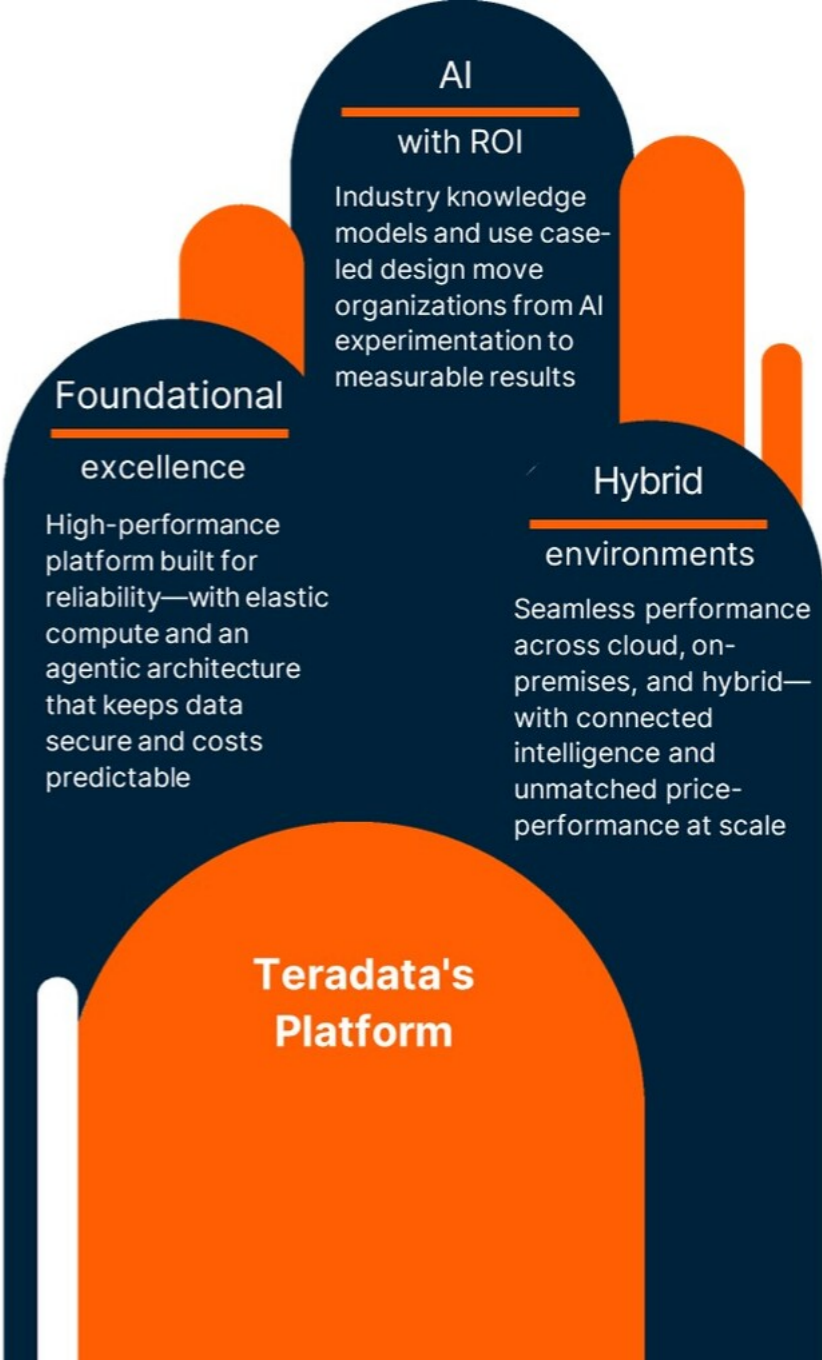
### 3.0 Intelligence

Understand | Decide | Act

Central to this progression is Teradata's ability to manage large volumes of multi-dimensional data—structured, semi-structured, and unstructured—generated across transactions, interactions, signals, and content. A high-performance parallel processing architecture handles that complexity, but what transforms that data into actionable intelligence is Teradata's knowledge-centered strategy: integrating data, metadata, disciplined data management, and industry-specific models and analytic schemas.

This allows the platform to interpret data in business context rather than treat it as isolated records, and to operate within a broad partner ecosystem that extends across enterprise applications and AI workflows without disrupting existing environments.

As enterprises move from AI experimentation into execution, and as agentic systems capable of reasoning and acting at scale become operationally viable, the quality of the underlying data and knowledge foundation becomes the determining factor. That is the foundation Teradata is built to provide.



# Designed to operate wherever data resides

Understanding how data moves through an organization is one challenge. Having a platform that can act on it—reliably, at scale, and within the governance boundaries enterprises require—is what Teradata's platform addresses, both by bringing data, metadata, industry expertise, and governance together through an integrated, layered architecture rather than a collection of disconnected tools. The result is a system where intelligence is embedded into the platform itself, and can make decisions with speed while remaining anchored in enterprise controls and accountability.

At the foundation is a knowledge layer that gives AI systems what they need to reason accurately: not just data, but the business context surrounding it—rules, terminology, relationships, and industry-specific logic. Above that, a translation layer aligns metadata and semantics so that meaning is preserved across different systems and environments. Intelligent agents operate within a governed agentic layer, supported by a policy layer that maintains oversight, security, and compliance at every step. This structure is what allows Teradata's platform to support AI that is explainable and auditable—not just fast.

Most large organizations do not run in a single environment, and Teradata does not require them to. As data sovereignty requirements, regulatory constraints, and the cost dynamics of AI workloads continue to shape how enterprises deploy technology, this deployment flexibility has become increasingly material to how organizations manage both operational risk and compliance obligations.

The platform's product components are the practical expression of this architecture. Together they represent the infrastructure through which Teradata delivers its knowledge-centered approach. In 2025, a focused set of platform innovations extended these capabilities further, moving Teradata's customers from AI experimentation into production—and moving the platform itself closer to the autonomous, agentic future it is designed to support.

Intelligence without governance is just noise. Teradata's platform is designed to deliver both.



## VantageCloud

Our flexible, connected cloud analytics platform. Includes VantageCloud Lake, built on a cloud-native architecture for open data formats, and VantageCloud Enterprise for managed enterprise workloads. Available across AWS, Microsoft Azure, and Google Cloud.

## VantageCore

Our on-premises data and analytics deployment option. Designed to integrate seamlessly with cloud offerings to support the hybrid environments that many large enterprises require.

## ClearScape Analytics®

Our advanced analytics capability, integrated across the platform. Supports in-database analytics, model endpoints, ModelOps lifecycle management, and Bring Your Own Model (BYOM/BYO-LLM), allowing customers to deploy and operationalize AI without moving data.

## QueryGrid®

A high-speed data analytics fabric that provides seamless, high-performing access, processing, and movement across multiple data sources—serving as connective tissue across cloud and on-premises environments.

# AI that is governed by design, built for production

In 2025, Teradata delivered four platform innovations that together advanced a single objective—giving enterprises the infrastructure they need to deploy AI that is governed, contextual, and built to run in the environments where their most consequential decisions are made. These were not exploratory investments. They were targeted extensions of a platform already operating at scale across some of the world's most demanding industries.

150+

AI engagements completed in 2025 across some of the world's most regulated industries—not in pilot environments, but in production.

## Connecting AI to enterprise knowledge

Enabling governed agentic outcomes rather than isolated queries

### MCP server

Connects AI systems with interactive access to enterprise data, context, and predictive AI capabilities, enabling governed agentic outcomes

### Enterprise Vector Store

Integrates structured and unstructured data within the platform to support generative AI and retrieval-augmented generation (RAG) use cases at enterprise scale.

## Building and deploying AI responsibly

Enabling AI that can be audited, governed, and trusted—regardless of where it runs

### Teradata Agent Builder

Enables customers to design, deploy, and manage autonomous AI agents tailored to their enterprise context—with governance built in from the start.

### Teradata AI Factory

An on-premises AI solution for regulated industries and data sovereignty requirements. Integrates with NVIDIA NIM Services and includes ClearScope Analytics® and ModelOps.

As data and AI become more deeply embedded in how organizations operate, the infrastructure they run on becomes a governance question, not just a technology one. The organizations that depend on Teradata to manage some of their most consequential decisions—in financial services, healthcare, telecommunications, and beyond—are the measure of whether that infrastructure holds. In 2025, it did.



# A shared view of our impact

## 2025 Industry evaluation recognition

“Teradata’s strong and differentiated vision aims to democratize access to data and AI for all users.”—  
The Forrester™: Data Management For Analytics Platforms, Q2 2025.



**Visionary** in the 2025 Gartner® Magic Quadrant™ for Cloud Database Management Systems

Gartner® Critical Capabilities for Cloud Database Management Systems for Analytical Use Cases



**Exemplary** designation in ISG Buyers Guides™  
AI and Data Platforms  
Analytic and Generative AI  
ML & LLM Opps  
Analytic Data Platforms



ShortLists™  
Data Lakehouses  
Hybrid/Multicloud  
Next-Generation RDBMS



**Leader** in Forrester Wave™: Data Management for Analytics Platforms, Q2 2025

**Leader** in Forrester Wave™: Data Fabric Platforms, Q4 2025

**Highest** possible score in Vision and Roadmap, Real-time Performance and Scalability

**Top** scores in Data Integration, Data Transformation, In-Platform Analytics, and Data Modeling



**Leader**  
Data Platforms Value Matrix™  
DSML Value Matrix™



**Leader and Fast Mover**  
Data Warehouse Radar Report™

## Voice of the customer



**Strong Performer** for Data Science and Machine Learning Platforms

**95%** Willingness to Recommend

**4.7/5** Product Capabilities in Voice of the Customer for DSML Platforms



**Top Rated** Award in four categories—  
Cloud Data Warehouse, Data Lakehouse,  
Data Warehouse, and Relational Databases



**Winner** of G2 Best Software Awards for IT Infrastructure Products

**Leader and Momentum Leader** in Database Management Systems, Data Warehouse, and Analytic Platforms

# Our Core Principles underpin our strategic direction

Teradata relies on a set of Core Principles that support everything we do. They unite our global team and guide our everyday actions—for our customers, for each other, and for the communities where we operate. Our culture is intentional and deliberate, enabling us to adapt in a rapidly changing technology landscape while maintaining a consistent standard of conduct and accountability.

These three Core Principles are not aspirational statements. They are the working framework behind how Teradata competes, innovates, and serves—and they are the same discipline applied to our environmental, social, and governance commitments: fact-based, outcome-oriented, and accountable.



## Customer and market driven

- We set high ambitions as a profitable growth company
- We are market-driven, acting based on insights into our customers, technology ecosystem and competitors
- We innovate for where customers are going while building on where they are today



## Agility in execution

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



## Accountability to each other

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

These principles are the foundation of Teradata's ESG program—and the standard against which our progress is measured. As ESG regulations continue to evolve, they will continue to guide how Teradata responds: with transparency, rigor, and a focus on material, measurable outcomes.

# ESG at Teradata

Our ESG program is organized around four strategic pillars—Data, People, Stewardship, and Integrity. These pillars define where we focus, how we measure progress, and what we report. Our first Double Materiality Assessment (DMA), completed in 2025, confirmed their continued relevance. The sections that follow describe our approach, our governance, and the commitments and progress that follow from our ESG strategic pillar foundation.

## In this section

- ESG overview →
- Double materiality →
- Governance →
- Commitments and progress →



# Strategic pillars confirmed by materiality

Teradata's ESG program is built around four strategic pillars: Data, People, Stewardship, and Integrity. Each pillar reflects an area where our business decisions have meaningful consequences—for our stakeholders, our operations, and the communities where we work. Together, they define how we manage risk, allocate resources, and create long-term value.

Our 2025 Double Materiality Assessment—conducted in alignment with the ESRS as adopted under EU Delegated Regulation (EU) 2023/2772, the standards currently in force prior to any amendments under the European Commission's Omnibus proposal—confirmed the continued relevance of all four pillars and identified the specific topics within each that carry the greatest impact or financial significance for Teradata.

 **Data**

Leverage Teradata's Platform to help our customers achieve their ESG ambitions—with governance, security, and performance at scale

- Data privacy and security
- Product sustainability
- Customers

● Double material

 **People**

Foster an inclusive culture in our global team to develop and attract AI and digital talent while supporting career progression and community engagement

- Culture and engagement
- Fair compensation and labor practices
- Learning and development
- Health, safety, and wellness
- Community support

● Financial material

 **Stewardship**

Drive measurable reductions in our environmental footprint and across our supply chain to support efficient use of natural resources and responsible practices

- Climate change
- Responsible supply chain

● Impact material

 **Integrity**

Champion accountability, transparency, and trust by upholding ethical practices, responsible operations, and meaningful stakeholder engagement

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

● Monitored—not material

# How we determined what matters most

ESRS 1 AR 16  
ESRS 1 Ch. 3  
ESRS 2 IRO-1

Our Double Materiality Assessment, completed in 2025, followed a structured five-stage process designed in alignment with ESRS 1, Chapter 3, and satisfying Disclosure Requirement IRO-1 under ESRS 2 General Disclosures.

Conducted under ESRS as adopted in EU Delegated Regulation (EU) 2023/2772—prior to any amendments under the European Commission's Omnibus proposal.

**1. Materiality** A topic is material if it meets the threshold for impact materiality, financial materiality, or both. Impact materiality addresses Teradata's actual or potential positive or negative effects on people or the environment across our value chain. Financial materiality addresses sustainability matters that generate risks or opportunities affecting Teradata's financial position, performance, cash flows, access to finance, or cost of capital over the short, medium, or long term.

**2. Reporting boundary** Our organizational scope is defined under the ESRS as adopted in EU Delegated Regulation (EU) 2023/2772—the standards currently in force prior to any amendments under the European Commission's Omnibus proposal. For CSRD reporting purposes, the reporting boundary is Teradata Global Holdings B.V. (Netherlands), the EU parent of a large group. Legal entities within this ownership structure are consolidated in the CSRD reporting boundary. Entities outside the structure are not consolidated but are included as upstream value chain participants, consistent with ESRS value chain requirements.

**3. Value chain mapping** We mapped activities, relationships, and dependencies across our full value chain—upstream suppliers, our own operations, and downstream customers and partners—to identify where sustainability-related impacts, risks, and opportunities (IROs) are most likely to arise. This mapping informed the initial identification of which stakeholders and business relationships were most relevant to assess, and served as a key input for narrowing the long list of sustainability matters to those with the highest potential materiality to Teradata.

**4. Topic scan and shortlisting** Starting from the full list of 83 sustainability matters defined in ESRS 1 AR 16, supplemented by industry benchmarks, peer disclosures, regulatory requirements, and prior Teradata materiality work, we narrowed the list to 18 consolidated topics for full IRO assessment through quantitative and qualitative analysis.

# DMA process continued

ESRS 1 Annex I  
ESRS 2 IRO-1

18

Topics assessed

12

Determined material

7

Below threshold

## 5. IRO identification and stakeholder scoring

A structured scoring survey was distributed to internal subject matter experts serving as proxies for affected stakeholder groups—including employees, customers, suppliers, and investors—based on their direct interaction with those groups and functional expertise, consistent with the credible proxy guidance in ESRS 1 Annex I. All participants received training on the double materiality principle, scoring rubrics, and were required to score each IRO without applying mitigation measures. Each IRO was scored based on subject matter expertise and structured scoring criteria under both gates using a likelihood-multiplied-by-severity approach. Impact materiality severity was assessed across scale, scope, and irremediable character—with the highest dimension applied for negative impacts and scale and scope only for positive impacts. Financial materiality magnitude was assessed across effects on Teradata's financial position, performance, cash flows, access to finance, and cost of capital. A topic was considered material if it crossed the threshold under either gate. Scores were tested for variance and bias and validated through workshops with senior leaders and functional owners. To control for scoring inconsistency: a variance above 40% between the highest and lowest scores for any IRO triggered a mandatory follow-up discussion with relevant stakeholders; a variance between 30% and 39% was flagged for rationale review.

## Review, threshold, and approval

Scores were consolidated and reviewed against a materiality threshold of 18.75 out of 25, set by aligning Teradata's ERM framework with ESRS requirements and applying a conservative 5% reduction from the standard 80% threshold. For potential negative impacts related to human rights, a severity multiplier of 1.25 was applied to reflect the heightened weight assigned to severe or irreversible harms to people under ESRS 1 guidance. This adjustment was informed by internal consultation with the Enterprise Risk Management function. Of the 18 consolidated topics assessed, 12 were determined to be material. Seven topics—including employee health, safety, and wellness; community support; human rights; and tax—were assessed against the same threshold and criteria and did not meet the threshold for either impact or financial materiality in the context of Teradata's business and value chain. Results were reviewed by the Corporate Citizenship Council, approved by the ESG Executive Sponsors and communicated to the Nominating and Governance Committee of the Board of Directors, which holds ESG oversight responsibility.

## Assurance

The DMA underwent limited assurance in accordance with ISAE 3000 (Revised), applied to the process as conducted under ESRS as adopted in EU Delegated Regulation (EU) 2023/2772, prior to any pending Omnibus amendments. The assurance covered the DMA process description and material IRO results as presented in this section.

# Material impacts, risks, and opportunities

## Data and People

ESRS 2 IRO-1  
ESRS S1, E1, S4

The DMA identified 12 material IROs—six impact statements and six risk and opportunity statements—organized across our four ESG pillars.

Pillar	Description	Type	ESRS topic	IRO ID
<b>● Data privacy and security</b>				
Data	Opportunity to collaborate on emerging data security risks and awareness with customers, partners, and industry leaders can help ensure Teradata remains competitive and compliant with evolving data security regulations.	Opportunity	Entity specific	S53
	Robust data protection measures—including cybersecurity, data privacy, business continuity plans, monitoring systems, incident reporting, and training—support stakeholder trust in Teradata's data practices.	Positive impact	Own workforce (S1)	S55
<b>● Product sustainability</b>				
Data	Opportunity to enhance high-performance computing for Teradata's products and services to increase demand for services, aligning Teradata's product capabilities with customer sustainability requirements.	Opportunity	Climate change (E1)	E37
<b>● Customers</b>				
Data	Risk of an insufficient customer complaint management system could lead to ineffective resolution of customer grievances, increased customer support costs, heightened customer demands, decreased trust in the marketplace, and potential customer erosion.	Risk	Consumers and end-users (S4)	S62
<b>● Culture and engagement</b>				
People	Maintaining a code of conduct, an anti-discrimination policy, and providing mandatory anti-harassment training reduces workplace conflict while enhancing employee safety and retention.	Positive impact	Own workforce (S1)	S03
<b>● Fair compensation and labor practices</b>				
People	Failure to provide fair wages or comply with local labor laws can impact employee health, well-being, motivation, and the economic prosperity of their communities.	Negative Impact	Own workforce (S1)	S04

● Double material

● Financial material

● Impact material

# Material impacts, risks, and opportunities

## Stewardship and Integrity

Pillar	Description	Type	ESRS topic	IRO ID
<b>● Climate change</b>				
Stewardship	Risks associated with setting—or failing to set—carbon footprint reduction goals may increase regulatory scrutiny and could increase compliance costs and litigation risks.	Risk	Climate change (E1)	E13
	Failure to reduce scope 3 emissions across Teradata's value chain—including CSPs (including Teradata's Data Lab), purchased goods and services, transportation of products and people, and use of sold products—can exacerbate negative environmental impacts associated with climate change and negatively impact air quality.	Negative impact	Climate change (E1)	E14
<b>● Ethical business conduct</b>				
Integrity	Risk of noncompliance with anti-corruption laws can lead to substantial fines, penalties, litigation fees, and other compliance costs, which can damage Teradata's financial position.	Risk	Business conduct (G1)	G03
	A corporate culture built on ethics and integrity fosters a collaborative and inclusive environment with open, honest, and constructive communication among team members, managers, and leaders.	Positive impact	Business conduct (G1)	G06
<b>● Intellectual property protection</b>				
Integrity	Teradata's intellectual property is a driver of innovation and creativity that creates value across the value chain.	Positive impact	Entity specific	G16
<b>● Regulatory compliance</b>				
Integrity	Risk of not meeting ESG and sustainability transparency requirements from regulators, investors, and customers may pose non-compliance or reputational damage.	Risk	Entity specific	G14

● Double material      ● Financial material      ● Impact material

**Continuous improvement:** We review material IROs annually and reassess them as needed based on defined triggers, such as regulatory changes, business model shifts, or significant operational developments.

# ESG governance structure

## Teradata's ESG program operates through a four-tier governance structure

### Board of Directors

The Board has oversight of Teradata's ESG-related activities. Each Board committee charter reflects alignment with best practices and our ESG strategy. The Board of Directors receives updates from its committees on these activities, and the respective committee engages with management on ESG priorities as relevant.

- **Audit Committee**—provides oversight of our ethics and compliance program and our risk management program, which includes ESG-related risks and mitigation plans. Also oversees the integrity of our ESG controls, procedures, and goals, and the assurance reports that support our public disclosures.
- **Compensation and People Committee**—provides oversight of people management matters, including our corporate culture, talent acquisition, retention, and talent management.
- **Nominating and Governance Committee**—holds primary oversight of the ESG program. Receives updates on goals, progress, and effectiveness; reviews identified risks and mitigation plans; and considers stockholder feedback relating to ESG matters.

### Executive Leadership Team

Our Chief Administrative Officer serves as ESG executive sponsor and receives updates from our ESG and Sustainability Senior Director. Each member of the ELT contributes to ESG-related initiatives aligned to their specific area of responsibility. The ELT receives structured updates to ensure oversight and alignment.

### Corporate Citizenship Council

The council is a cross-functional advisory group composed of senior leaders from various functions and business operations. Our Chief Administrative Officer serves as executive sponsor, with the Senior Director of ESG and Sustainability chairing the council. The council receives ESG pillar updates and briefings on the ESG landscape, advises on program commitments, goals, risks, and opportunities, and integrates ESG strategies into respective organizations and functions.

### ESG strategic pillars

Each pillar—Data, People, Stewardship, and Integrity—is sponsored by a senior leader with cross-functional subject matter experts. Pillar teams focus on specific deliverables prioritized by material IROs. Each pillar sponsor reports progress to the Corporate Citizenship Council, and our ESG and Sustainability Senior Director oversees all pillar teams to ensure progress on ESG initiatives.

## How ESG oversight flows

- **Board of Directors**  
Primary oversight of ESG strategy, risks, and reporting integrity  
Regular committee updates
- **Executive Leadership Team**  
Management oversight through structured reporting, with direct engagement as needed  
Quarterly reporting cadence
- **Corporate Citizenship Council**  
Cross-functional advisory on commitments, goals, risks, and opportunities - convened as program needs require  
Periodic updates and briefings
- **ESG strategic pillars**  
Execution of ESG commitments encompassing material IROs, monitored focus areas, and broader business and societal impact  
Ongoing reporting cadence

# Acting on what matters: reporting what we find

Our ESG commitments reflect priority areas for Teradata and our stakeholders, guided by materiality insights and ongoing stakeholder engagement.

## Stewardship targets

Our 2025 interim emissions and energy reduction targets were met one year ahead of schedule.

We are conducting a comprehensive review of our emissions baseline and reduction roadmap.

Updated near-term targets aligned with our 2050 net zero<sup>2</sup> commitment will be published in our 2026 ESG Report.



**Commitment:** Advance the Autonomous AI + Knowledge Platform to help customers leverage their data to address ESG and business challenges—supporting governance, security, performance, and responsible data stewardship at scale.



**Commitment:** Support employee career growth through learning, development, and peer recognition. Increase employee participation in community outreach, volunteerism, and charitable giving.



**Commitment:** Drive net zero<sup>2</sup> progress across all scopes by 2050 through our four-lever reduction roadmap, extending emissions and energy reductions against our 2021 baseline.



**Commitment:** Strengthen assurance coverage as our reporting obligations evolve and maintain high standards of ethical conduct across our compliance program, governance practices, and ESG reporting.

### 2025 progress

**150+**  
AI customer engagements

Customers advanced from AI pilots to production deployments

**215,432**  
total training hours

**1,035** Spotlight Awards through a new peer-nominated recognition program

**24%** of employees participated in Teradata Cares across 40 countries—7,484 volunteer hours supporting **788 nonprofits**

**38.9%**  
Location-based scopes 1 and 2 reduction<sup>3</sup>

**79.9%** Market-based scopes 1 and 2 reduction<sup>3</sup>

**67%** of suppliers by spend taking science-aligned action to reduce carbon emissions

**Expanded**  
assurance scope

**16<sup>th</sup>** consecutive World's Most Ethical Company—Ethisphere

**Top 15%**—EcoVadis Silver Medal

<sup>2</sup> Teradata follows the United Nation's definition of net zero: "Cutting greenhouse gas emissions as close to zero as possible, with any remaining emissions re-absorbed from the atmosphere."

<sup>3</sup> Compared to 2021 baseline

# ESG highlights

ESG at Teradata is a shared responsibility—embedded across our business and measured against clear commitments. In 2025, we advanced our work across the Data, People, Stewardship, and Integrity pillars, building on progress tracked over multiple years. The highlights in this section reflect where we are, what changed, and what we are working toward.

## In this section

- Data pillar →
- People pillar →
- Stewardship pillar →
- Integrity pillar →





# Data pillar highlights

## Driving efficiency, circularity, and trust across our data and technology operations



San Diego data lab

- **5.75%** power use reduction through virtualization, system consolidation, and equipment refresh
- Improved efficiency and reliability through lithium-ion uninterruptible power supply upgrades
- Improved airflow via hot- and cold-aisle containment upgrades



Product hardware

- **404** servers repurposed through resale (**16,063 kg** of hardware kept in use)
- **1,427** servers recycled, responsibly processing **106,046 kg** of end-of-life hardware



Data privacy

- Automated the handling of data subject requests, increasing transparency and accountability
- Simplified cookie controls, improving privacy choice and user experience



Data security

- **6,000+** endpoints hardened using configurations aligned with Center for Internet Security standards
- Real-world security testing through tabletop exercises and 3<sup>rd</sup> party independent assessors
- **~550** customer audits and **96** internal audits and certifications, demonstrating strong governance at scale

## Certifications, laws and assessments

	aws		
ISO27001:2022	t.	t.	t.
ISO27017:2015	t.	t.	t.
SOC 1 Type 2	t.	t.	t.
SOC 2 Type 2	t.	t.	t.
PCI DSS 4.0	t.	t.	t.
HITRUST r2	t.	t.	t.
HIPAA, Type 2	t.	t.	t.
IRAP "Protected" Level	t.	t.	t.
TxRAMP, Level 2	t.	t.	t.
GDPR alignment	✓	✓	✓
TISAX	✓	✓	✓
DCSO	✓	✓	✓
TruSight	✓	✓	✓
CyberGRX	✓	✓	✓
FISC	t.	t.	t.
GxP	t.	t.	t.

t. Maintained for VantageCloud Enterprise and VantageCloud Lake  
 ✓ Compliant for VantageCloud Enterprise and VantageCloud Lake

# How Teradata's platform enables ESG outcomes for our customers

## E | Environmental



Financial Services

*Embedding environmental compliance into rural credit decisions*

**4x faster**

geospatial processing of forest compliance data

In Brazil, rural credit access fuels livelihoods—but every lending decision must also protect more than **2,000** forest zones across **8 million** properties under environmental law.

Sicredi, one of Brazil's largest financial cooperatives, used Teradata's geospatial analytics to process compliance data **4x faster**, enabling environmental safeguards to be applied directly within credit decisions.

ClearScape Analytics™ + VantageCloud · 2025 AI Excellence Award

## S | Social



Telecommunications

*Outpacing fraud to protect customers and trust*

**50% more fraud**

identified through ML than traditional methods

Telecom fraud does not just cost money—it erodes the trust customers place in the networks that carry their personal and financial data.

Vodafone, the UK's largest mobile operator, deployed Teradata's machine learning to detect **50% more fraud** than traditional methods—shifting analysts from reactive investigation to proactive protection of more than 20 million customers.

ClearScape Analytics™ + Teradata Platform · Machine learning

## G | Governance



Government

*Preventing tax fraud before it erodes public confidence*

**147% more**

fraudulent companies blocked

When electronic invoice fraud goes unchecked, it drains the public funding that supports schools, hospitals, and infrastructure—and erodes citizen trust in the institutions managing it.

The State of Paraná deployed Teradata's prescriptive analytics to scan more than **200 million invoices weekly**, automatically blocking shell companies before damage could occur—detecting **147%** more fraud than manual processes and safeguarding billions in public revenue.

Teradata Vantage® · Prescriptive analytics



## People pillar highlights

Supporting our people through engagement, belonging, and employee well-being



Talent, engagement, and culture

- **1,035** Spotlight awards delivered to employees through a new peer-nominated recognition program aligned to our Core Principles
- Spotlit **11** Change Makers from around the world who brought our Core Principles to life by sharing their Impact Stories at quarterly all-company meetings



Inclusion, belonging, and community

- Score of **100** on the 2025 Corporate Equality Index, sustaining Equality 100 recognition since 2023
- **\$125,000** H.O.P.E. in Tech Scholarships awarded since 2022 to five STEM students annually, selected for financial need and the challenges they have overcome
- **14** Inclusion Communities, growing in 2025 with the launch of Neurodiversity and Disability Awareness Group (NDAG) and Emerging Talent



Benefits and well-being

- Expanded global benefits offerings with the addition of the Wellness Coach platform and challenges, available to all employees worldwide
- Added Care.com access and long-term care coverage for employees in the U.S., and expanded benefits for children with disabilities for employees in India
- Delivered a year-round well-being strategy through global challenges, webinars, and self-care sessions, including World Mental Health Day and a year-end Give Back Challenge



### Illuminate: Learning from Women Who Lead

In 2025, Teradata introduced Illuminate: Learning from Women Who Lead, a new mentoring circle series designed to highlight the perspectives and leadership experiences of women across the company. The initiative supports open dialogue, shared learning, and connection, reinforcing Teradata's commitment to inclusive leadership development and professional growth.

Illuminate is structured around small-group mentoring circles, allowing participants to engage in meaningful discussions, learn directly from women leaders, and gain insight from diverse perspectives across the organization. By keeping groups intentionally small, the program encourages candid conversation, peer learning, and relationship building in a supportive environment.

# Teradata Cares—Giving back where it matters

**24%**  
employee participation rate

**40**  
countries participated

**7,484**  
volunteer hours

**788**  
nonprofits served



Palghar School Inauguration November 28, 2025 - India

### A school reborn in Palghar, Maharashtra

For years, Teradata Cares and employees in India have worked alongside communities to strengthen school infrastructure through the Adopt a School program. In November, in rural Palghar, employees and residents gathered to mark the completion of a fully rebuilt school—one that had been neglected for years.

*“The most meaningful impact is not always measured in metrics—it is measured in the lives we touch.”*

—Michael Hutchinson, Executive Sponsor, Teradata Cares

A long-neglected primary school was fully rebuilt—replacing deteriorating classrooms with a safe, permanent space designed for learning. What once disrupted education is now a welcoming environment where children can focus on being students.

This was not a momentary gesture. It was a long-term investment in education, dignity, and opportunity—one shaped with the community and built to serve generations.



### Together through the toughest moments

When a pancreatic cancer diagnosis affected one employee's life, the Teradata community responded.

Through Teradata Cares, employees came together to support their colleague—raising **\$10,000+** for PanCAN and the Whitney Marsh Foundation, to advance cancer research and services. What began as a personal battle became a shared effort, turning care into advocacy and connection into community impact.

### Cultivating data for good—France

In France, Teradata employees volunteered their expertise, where it could create lasting change. At ESCP Business School, they delivered hands-on analytics and AI modules to **80** students from 34 nationalities—helping the next generation of practitioners engage with data in a real-world setting. To date, employees have donated **€20,000+** to L'enfant à l'hôpital, supporting children across 57 hospitals in France.



### Trip around the world—Prague

Teradata employees in Prague organized a "Trip Around the World" charity weekend for children from the Černá Voda children's home in the Czech Republic. Through hands-on activities themed around seven countries—spanning games, creative projects, and outdoor challenges—children gained cultural knowledge, built confidence, and formed connections that extended well beyond the weekend.

### Cleaning up together—Singapore

Teradata employees in Singapore joined the Waterways Watch Society at Marina Reservoir for a community cleanup—collecting **77 kg** of trash from the waterway. Friendly competition for the "Trash Master" title kept energy high throughout the day, turning environmental action into a shared team experience.



# Inclusion Communities—Belonging beyond the office

14

inclusion communities

212 events

across 14 communities—one commitment to belonging within our walls and beyond

100%

Inclusion communities have executive sponsorship, accountable for annual goals and progress



*"Inclusion does not stop at the office—it shows up in the community"— Teradata Alliance of Black Employees*

## Belonging beyond the office

For the second consecutive year, Teradata's Alliance of Black Employees (TABE) partnered with DETOUR at the FANCY Teen Girls Expo in San Diego—bringing together more than **300** students, families, educators, and community leaders.

TABE volunteers engaged students through open career conversations and personal stories from across technology, data, and AI. The goal was not recruitment. It was access—investing time and experience in young people exploring what a career in technology might involve.

The event's reach extended to City Hall. San Diego Mayor Todd Gloria formally declared FANCY Teen Girls Expo Day, recognizing the role that company-community partnerships play in expanding opportunity for the next generation.



## International Day of Families

Employees and their families came together for a day of community and connection.

Activities ranged from a backpack drive supporting Monarch School—a San Diego school serving students experiencing homelessness—to hands-on arts and crafts, workplace tours, and shared celebration.



## Reconciliation and NAIDOC Week, Australia

Teradata launched its Reflect Reconciliation Action Plan in 2025, formally endorsed by Reconciliation Australia.

The launch was marked by a Welcome to Country and Smoking Ceremony—a formal cultural acknowledgment that reflected the intent behind the commitment: to listen before acting and to learn before leading.



## College Career Day—HISPA

Teradata's Hispanics/Latinx Inspiring Successful Performance and Advancement (HISPA)—connected **50** students from CETYS Universidad in Tijuana with Teradata leaders working across data, analytics, and technology. The session combined hands-on learning with direct career conversations, including perspectives from Teradata alumni who had followed a similar path.

## Community Give Back—AAPI

Teradata's Asian American and Pacific Islander (AAPI) community assembled **67** book bundles for classroom libraries at Jolly Elementary School in Clarkston, Georgia—and donated **127** additional books to the Clarkston Community Center. Together, the contributions established a Teradata-sponsored library serving both the school and the surrounding community. One event. Two institutions. A library that will be used long after the day ended.





# Stewardship pillar highlights

Our net zero roadmap includes four levers to address and reduce our emissions



Carbon accounting

### Accuracy

- Emission factors updated to the latest and most region-specific sources across all scopes
- Facility list updated, including a new tenant, classified under scope 3: category 13

### Completeness

- Introduced a building estimator tool for systematic electricity and natural gas gap-filling
- Expanded refrigerant emissions estimation to all facilities outside of Teradata's operational control, increasing completeness of scope 1 and scope 3, category 8 reporting



Operational emissions

- **26.5%** electricity consumption reduction since 2021
- **38.9%** reduction in location-based scopes 1 and 2 emissions since 2021
- **79.0%** reduction in market-based scopes 1 and 2 emissions since 2021



Supply chain emissions

- **67%** of Teradata third-party spend across all suppliers are taking science-aligned action to reduce carbon emissions, a 3-percentage-point increase from 2024



Downstream emissions

- **27%** of total units sold reflected more efficient, lower-emissions configurations, contributing to decreases in scope 3 category 11 and 12 emissions

2025 Environmental Results (vs. 2024)

**71.6%**  
Renewable energy globally

**+46.7%**  
Water consumption  
Driven by planned construction and expanded reporting boundary

**62.1%**  
Recycled waste

Accountability and trust are paramount

Received limited assurance on:

- Scopes 1, 2 and 3 emissions
- Task Force on Climate-related Financial Disclosure



## On-site cogeneration: A climate risk-informed decision

In November 2025, Teradata commissioned a combined heat and power (cogeneration) plant at our San Diego campus. The plant is designed to generate approximately 50% of campus electricity, including power for the San Diego data lab, with remaining demand supplied through our San Diego Community Power (SDCP) Power100 agreement—maintaining 100% renewable and carbon-free grid electricity. The plant also captures waste heat to cool the data lab, reducing purchased electricity for cooling.

This investment aligns with the outcome of our climate risk assessment, which identified California's energy cost volatility as a material financial risk. The plant was delivered on time and on budget, securing a 2025 tax benefit, and is projected to break even by end of 2028—generating tens of millions in savings across its 15-year useful life.

Because the plant operates on natural gas, scope 1 direct emissions increased in 2025. A full year of operation in 2026 will increase that figure further; we will disclose it in our 2026 ESG report, published in 2027. Our market-based scope 2 position is maintained through the SDCP Power100 agreement.

This follows Teradata achieving all three 2025 sustainability goals one year early: a 35.5% reduction in energy consumption, 35.0% reduction in location-based scopes 1 and 2 emissions, and 64% of third-party spend with science-aligned suppliers, all measured from a 2021 baseline.

Our next emissions targets—an absolute reduction horizon through 2032 and scope 3 reduction targets for the first time—will be published in our 2026 ESG report.



# Integrity pillar highlights

Building trust through ethical business practices, responsible supply chain governance, and audit-ready ESG oversight



Ethics and compliance

- Risk-focused Code of Conduct training, improving relevance and completion efficiency
- Strengthened speak-up culture through targeted multi-channel communications, reinforcing non-retaliation and bringing report volumes in line with external benchmarks for peers of similar size
- Strengthened investigation documentation through an Internal Reporting and Investigations Policy and guidebook to promote consistent and transparent processes



Responsible supply chain

- Embedded ESG into procurement processes, including onboarding, contracts, and requests for proposals (RFPs), reinforcing expectations on ethics, labor standards, climate action, and governance
- Improved supplier ESG risk visibility, aligned with Third-Party Risk Management team (TPRM)
- **3%** Tier-1 spend with certified diversity-designated suppliers



Accountability

- Expanded limited assurance, covering double materiality, European Sustainability Reporting Standards (ESRS) S1-aligned employee key performance indicators (KPIs), and scopes 1, 2 and 3 emissions and TCFD disclosure
- Stronger ESG governance and controls, enabling consistent, audit-ready reporting across regions

Externally recognized for ethical business conduct and sustainability performance



# Appendices

Getting straight to the data

## In this section

[Appendix A: ESG performance](#) →

[Appendix B GRI index](#) →

[Appendix C: SASB](#) →

[Appendix D: TCFD](#) →

[Appendix E: Assurance statement](#) →



# Appendix A: 2025 ESG performance

	2023	2024	2025
<b>Revenue by region (USD millions)</b>			
<b>Total revenue</b>	<b>\$1,833</b>	<b>\$1,750</b>	<b>\$1,663</b>
United States	\$973	\$894	\$829
International	\$860	\$856	\$834

<b>Revenue by end market (USD millions)</b>			
Subscription software licenses, services, and other	\$1,492	\$1,479	\$1,445
Perpetual software licenses, hardware, and other	\$45	\$23	\$17
Consulting services	\$296	\$248	\$201

<b>Data pillar</b>	
Strategic partnerships	Our rich partner network complements our differentiated offerings to help us leverage innovative solutions for every business need. <a href="#">View</a> website
Customer success stories	<a href="#">View</a> website

<b>Data privacy</b>	
Data privacy statement	<a href="#">View</a> statement
Data privacy governance	Teradata's eight privacy principles—lawfulness, purpose limitation, data minimization, accuracy, storage limitation, security, individual rights, and accountability—guide how we process and protect personal data in the course of our work. The privacy principles are based on internationally recognized standards related to the treatment of personal data. Under the leadership of the privacy office, Teradata has established a Privacy program with a program charter and a privacy framework to apply the privacy principles across the organization.
Privacy contact	<a href="#">Contact us</a>

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025
<b>Data security governance, risk and compliance</b>			
Trust and security center		<a href="#">View</a> website	
Data security certifications		<a href="#">View</a> website	
Data security governance		Teradata’s Information Security Governance, Risk, and Compliance function establishes and maintains the enterprise security governance framework, manages regulatory and contractual compliance obligations, conducts risk assessments, and oversees control design and effectiveness. The team partners with business and technology stakeholders to align security controls with legal, regulatory, and industry requirements, supports audit activities, and provides risk reporting to executive leadership and Teradata's Board of Directors to enable informed oversight and accountability.	
<b>Environmental product stewardship</b>			
RoHS compliance exemptions		Our manufacturing suppliers maintain the RoHS compliance status of our products. Certain products, including microprocessors and hard drives, retain applicable exemptions.	
REACH-compliant		Our REACH compliance status relies on vendor declarations. Those declarations do not specify the exact components or quantities that exceed the regulatory threshold.	
WEEE-compliant		Teradata products are compliant with the EU Directive on Waste Electrical and Electronic Equipment (WEEE).	
Lead-free (Pb-free)		Our vendors still provide products with lead, but also include lead exemptions, therefore we are not lead-free.	
Conflict-free minerals		Teradata reports annually to Rule 13p-1 under the Securities Exchange Act of 1934, as amended (the “Conflict Minerals Rule”).	

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025
<b>People pillar</b>			
<b>Employee engagement and culture</b>			
Employee engagement survey	77	76	75
Fair and equitable workplace commitment	<a href="#">View</a> commitment		
Public policy condemning workplace sexual harassment	<a href="#">View</a> Policy		
Equal opportunity	Teradata's global hiring process reflects our commitment to industry best practices, ensuring we attract and hire qualified candidates while delivering an exceptional candidate experience. We implement strategies to ensure fairness and equity throughout our recruitment process.		
Fair remuneration policy	Pay equity is a priority. As part of our annual compensation planning cycle, we review employee compensation plans—including pay equity and distribution—to support fair pay outcomes.		
Flexible work schedule and location	Teradata supports innovative work arrangements that allow employees the flexibility to balance their work and personal time more effectively, including location-independent working, flexible days in the office, or part-time employment.		
Employee benefits	<a href="#">View</a> website		
Teradata Cares	<a href="#">View</a> website		
<b>Health and safety overview</b>			
ISO 45001 or OHSAS 18001 certified	No. Our Health and Safety Policy and Team Safety Handbook are aligned with such standards but are not independently certified. Both apply to all Teradata operations and convey our commitment to fostering a safe and healthy work environment while providing employees with the resources needed to manage, control, or eliminate safety and health hazards.		
Health and Safety Policy	Applies to all Teradata operations. <a href="#">View</a> policy.		
Team Safety Handbook	Provides employees with the resources needed to manage, control, or eliminate safety and health hazards. <a href="#">View</a> handbook.		
OSHA recordable injuries	2	3	2

## Appendix A: 2025 ESG performance, cont.

		2023	2024	2025
<b>Employee footprint (HC)</b>				
Employees	<b>Total</b>	<b>6,468</b>	<b>5,725</b>	<b>4,996</b>
	Americas	2,352	2,139	1,906
	APJ	3,240	2,806	2,416
	EMEA	876	780	674
<b>Employee by country (alpha order)</b>				
Argentina		—	—	58
Australia		—	—	107
Austria		—	—	12
Belgium		—	—	5
Brazil		—	—	54
Canada		—	—	20
Chile		—	—	13
Colombia		—	—	35
Czechia		—	—	119
Denmark		—	—	8
Egypt		—	—	55
Finland		—	—	7
France		—	—	93
Germany		—	—	79
Hong Kong		—	—	4
India		—	—	1,720
Indonesia		—	—	3
Ireland		—	—	18
Italy		—	—	20

— Data not reported

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025
Japan	—	—	261
Malaysia	—	—	25
Mexico	—	—	265
Netherlands	—	—	16
New Zealand	—	—	2
Pakistan	—	—	216
Peru	—	—	7
Philippines	—	—	23
Poland	—	—	41
Republic of Korea	—	—	9
Saudi Arabia	—	—	25
Singapore	—	—	39
Spain	—	—	38
Sweden	—	—	16
Switzerland	—	—	14
Taiwan	—	—	7
United Arab Emirates	—	—	10
United Kingdom	—	—	98
United States	—	—	1,454
<b>Employee by role<sup>4</sup> (HC)</b>			
Executive	25	29	23
People manager	898	780	701
Individual contributor	5,545	4,916	4,272

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

## Appendix A: 2025 ESG performance, cont.

		2023	2024	2025
<b>Employee by time status</b>				
<b>Full-time (FT)</b>		—	—	4,939
<b>Part-time (PT)</b>		—	—	57
<b>FT by gender</b>	Women	—	—	1,348
	Men	—	—	3,556
	Nonbinary	—	—	1
	Choose to not disclose	—	—	34
<b>PT by gender</b>	Women	—	—	19
	Men	—	—	38
	Nonbinary	—	—	0
	Choose to not disclose	—	—	0
<b>FT by region</b>	Americas	—	—	1,872
	APJ	—	—	2,411
	EMEA	—	—	656
<b>PT by region</b>	Americas	—	—	34
	APJ	—	—	5
	EMEA	—	—	18

## Appendix A: 2025 ESG performance, cont.

		2023	2024	2025
<b>Employee contract types by gender</b>				
<b>Permanent</b>	<b>Total</b>	—	—	<b>4,955</b>
	Women	—	—	1,360
	Men	—	—	3,560
	Nonbinary	—	—	1
	Choose to not disclose	—	—	15
<b>Temporary</b>	<b>Total</b>	—	—	<b>41</b>
	Women	—	—	7
	Men	—	—	34
	Nonbinary	—	—	0
	Choose to not disclose	—	—	0
<b>Social dialogue structure</b>				
<b>% Employees covered by collective bargaining agreements</b>	<b>Total</b>	<b>3.2%</b>	<b>3.1%</b>	<b>3.3%</b>
	Austria	—	14	12
	France	—	102	93
	Italy	—	19	20
	Spain	—	44	38
<b>% Employees covered by works council</b>	<b>Total</b>	<b>4.5%</b>	<b>4.5%</b>	<b>4.4%</b>
	Austria	—	14	12
	France	—	102	93
	Germany	—	96	79
	Spain	—	44	38

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025	
<b>Employee by gender (HC)</b>				
Women	1,817	1,628	1,367	
Men	4,603	4,053	3,592	
Nonbinary	—	—	1	
Choose to not disclose	—	—	36	
<b>Employee gender by region (HC)</b>				
<b>Americas</b>	Women	714	659	551
	Men	1,610	1,457	1,333
	Nonbinary	—	—	1
	Choose to not disclose	—	—	21
<b>APJ</b>	Women	872	759	647
	Men	2,362	2,042	1,764
	Nonbinary	—	—	0
	Choose to not disclose	—	—	5
<b>EMEA</b>	Women	231	210	169
	Men	631	554	495
	Nonbinary	—	—	0
	Choose to not disclose	—	—	10

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025	
<b>Employee gender by role<sup>4</sup> (HC)</b>				
<b>Executive</b>	Women	8	9	3
	Men	16	19	19
	Nonbinary	—	—	0
	Choose to not disclose	—	—	1
<b>People manager</b>	Women	239	216	194
	Men	652	559	505
	Nonbinary	—	—	0
	Choose to not disclose	—	—	2
<b>Individual contributor</b>	Women	1,570	1,403	1,170
	Men	3,935	3,475	3,070
	Nonbinary	—	—	1
	Choose to not disclose	—	—	31
<b>United States race and ethnicity (HC)</b>				
White (not Hispanic or Latinx)	1,006	880	731	
Asian (not Hispanic or Latinx)	494	462	439	
Hispanic or Latinx	91	87	74	
Black or African American (not Hispanic or Latinx)	107	102	84	
Native American or Alaska Native (not Hispanic or Latinx)	9	10	9	
Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)	8	7	8	
Two or more races (not Hispanic or Latinx)	52	43	41	
Undeclared	86	72	68	

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025
<b>United States employee race and ethnicity by role<sup>4</sup></b>			
<b>Executive</b>			
White (not Hispanic or Latinx)	19	20	15
Asian (not Hispanic or Latinx)	1	0	2
Hispanic or Latinx	0	0	0
Black or African American (not Hispanic or Latinx)	1	1	0
Native American or Alaska Native (not Hispanic or Latinx)	0	0	0
Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)	0	0	0
Two or more races (not Hispanic or Latinx)	1	1	0
Undeclared	0	1	1
<b>People manager</b>			
White (not Hispanic or Latinx)	243	210	178
Asian (not Hispanic or Latinx)	79	72	72
Hispanic or Latinx	14	14	13
Black or African American (not Hispanic or Latinx)	23	21	17
Native American or Alaska Native (not Hispanic or Latinx)	2	3	3
Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)	1	1	2
Two or more races (not Hispanic or Latinx)	6	8	9
Undeclared	26	20	17

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025	
<b>Individual contributor</b>				
White (not Hispanic or Latinx)	744	650	538	
Asian (not Hispanic or Latinx)	414	390	366	
Hispanic or Latinx	77	73	61	
Black or African American (not Hispanic or Latinx)	83	80	66	
Native American or Alaska Native (not Hispanic or Latinx)	7	7	6	
Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)	7	6	6	
Two or more races (not Hispanic or Latinx)	45	34	32	
Undeclared	60	51	50	
<b>Employee hiring (HC)</b>				
<b>Global employee hiring</b>	Americas	352	182	165
	APJ	423	137	158
	EMEA	90	57	40
<b>Employee hiring by role<sup>4</sup> and gender</b>				
<b>Executive</b>	Women	0	0	0
	Men	0	1	4
	Nonbinary			0
	Choose to not disclose			0
<b>People manager</b>	Women	18	6	2
	Men	26	12	15
	Nonbinary	—	—	0
	Choose to not disclose	—	—	0

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025
<b>Individual contributor</b>			
White (not Hispanic or Latinx)	744	650	538
Asian (not Hispanic or Latinx)	414	390	366
Hispanic or Latinx	77	73	61
Black or African American (not Hispanic or Latinx)	83	80	66
Native American or Alaska Native (not Hispanic or Latinx)	7	7	6
Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)	7	6	6
Two or more races (not Hispanic or Latinx)	45	34	32
Undeclared	60	51	50
<b>Employee volunteerism</b>			
Teradata Cares employee participation	28.4%	28.7%	24.0%
Teradata Cares country participation	31	38	40
Volunteer hours	3,335	4,294	7,484
Nonprofits served	689	656	788
New hire charitable giving credit redemption (%)	68.3%	78.4%	53.3%

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025
<b>Non-employee footprint (Contingent HC)</b>			
<b>Total non-employee workers</b>	—	—	<b>269</b>
<b>Non-employee type</b>			
Staff augmentation	—	—	266
Independent contractors	—	—	3
<b>Non-employee by country</b>			
Argentina	—	—	19
Australia	—	—	1
Brazil	—	—	2
Chile	—	—	2
China	—	—	1
Colombia	—	—	47
Czechia	—	—	5
Egypt	—	—	18
France	—	—	20
India	—	—	44
Ireland	—	—	1
Japan	—	—	40
Mexico	—	—	1
Pakistan	—	—	5
Philippines	—	—	2
Poland	—	—	2
Republic of Korea	—	—	1
Romania	—	—	1
Saudi Arabia	—	—	2
Spain	—	—	1
Switzerland	—	—	3
United Kingdom	—	—	2
United States	—	—	49

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025
<b>Stewardship pillar</b>			
<b>Overview</b>			
ISO 14001 certified			No
Environmental fines (number)	0	0	0
Energy efficiency policy			No
Environmental commitment			Yes
Emission reduction initiatives			Yes
<b>Carbon footprint (MTCO<sub>2</sub>e)</b>			
Scope 1 GHG emissions	380	359	1,436
Scope 2 (location-based) GHG emissions	6,101	5,512	4,088
Scope 2 (market-based) GHG emissions	2,906	436	549
Scope 3 GHG emissions	78,065	66,592	58,634
<b>Total scopes 1 and 2 (location-based) GHG emissions</b>	<b>6,482</b>	<b>5,872</b>	<b>5,524</b>
<b>Total scopes 1 and 2 (market-based) GHG emissions</b>	<b>3,286</b>	<b>796</b>	<b>1,985</b>
<b>Total (location-based) GHG emissions</b>	<b>84,547</b>	<b>72,463</b>	<b>64,158</b>
<b>Total (market-based) GHG emissions<sup>5</sup></b>	<b>81,352</b>	<b>67,388</b>	<b>60,619</b>

<sup>5</sup> Total market-based GHG emissions included scope 1 and 2 (market-based), and total scope 3 emissions.

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025
<b>Scope 1 emissions (MTCO<sub>2</sub>e)<sup>6</sup></b>			
CO <sub>2</sub>	176	211	1,249
N <sub>2</sub> O	1	0	1
CH <sub>4</sub>	13	0	0
HFC	190	149	169
<b>Total scope 1 emissions</b>	<b>380</b>	<b>359</b>	<b>1,436</b>
<b>Scope 2 emissions (MTCO<sub>2</sub>e)</b>			
Total (location-based) San Diego, CA campus (owned)	5,038	4,565	3,249
Total (location-based) leased facilities	1,063	948	839
Total (market-based) San Diego, CA campus (owned)	2,159	25	29
Total (market-based) leased facilities	747	411	520
<b>Total (location-based) scope 2 emissions</b>	<b>6,101</b>	<b>5,512</b>	<b>4,088</b>
<b>Total (market-based) scope 2 emissions</b>	<b>2,906</b>	<b>436</b>	<b>549</b>

<sup>6</sup> Scope 1 emissions by gas may not equal total scope 1 emissions due to limitations in underlying data sources. This breakdown is region-specific and reflects only those emissions for which gas-level factors are available (e.g., CO<sub>2</sub> in Germany), while other gases may not be captured in certain regions.

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025
<b>Scope 3 emissions (MTCO<sub>2</sub>e)</b>			
Cat 1: Purchased goods and services	31,374	34,151	31,268
Cat 2: Capital goods	1,959	2,282	1,751
Cat 3: Fuel- and energy-related activities (not included in Scopes 1-2)	2,367	2,134	1,485
Cat 4: Upstream transportation and distribution	4,940	4,293	3,017
Cat 5: Waste generated in operations	121	252	116
Cat 6: Business travel	9,531	6,201	5,063
Cat 7: Employee commuting	4,009	4,059	3,559
Cat 8: Upstream leased assets	612	411	196
Cat 9: Downstream transportation and distribution	590	526	265
Cat 11: Use of sold products	21,628	11,399	11,100
Cat 12: End-of-life treatment of sold products	34	23	14
Cat 13: Downstream leased assets (location-based)	898	861	798
<b>Total scope 3 GHG emissions</b>	<b>78,065</b>	<b>66,592</b>	<b>58,634</b>

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025
<b>Energy (MWh)</b>			
Total San Diego, CA campus (owned)	20,417	18,502	23,184
Total leased facilities	10,559	9,313	6,355
<b>Total energy consumption</b>	<b>30,976</b>	<b>27,815</b>	<b>29,539</b>
% reduction in energy consumption from 2021 baseline	22.9%	30.7%	26.5%
<b>Renewable energy (MWh)</b>			
<b>Total renewable energy</b>	<b>15,513</b>	<b>24,522</b>	<b>21,154</b>
Total % renewable energy vs. 2021 baseline	50.1%	88.2%	71.6%
<b>Water (m<sup>3</sup>)</b>			
Total San Diego, CA campus water consumption	25,563	25,969	41,115
Total leased facilities water consumption	4,440	5,014	23,917
<b>Total water consumption</b>	<b>30,003</b>	<b>30,983</b>	<b>65,032</b>
<b>Waste — San Diego, CA campus (kg)</b>			
<b>Total regular ongoing waste</b>	<b>88,930</b>	<b>52,255</b>	<b>102,779</b>
Waste sent to landfill (%)	50.2%	95.6%	62.1%
Total recycled waste (%)	49.8%	4.4%	37.9%

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025
<b>Integrity pillar</b>			
<b>Ethics and compliance overview</b>			
Business Code of Conduct	<a href="#">View</a> Code of Conduct		
Anti-Bribery and Anti-Corruption Policy	<a href="#">View</a> Policy		
Employee protection/Whistleblower Policy/Ethics Helpline	<a href="#">Contact</a> Us		
Ethics and compliance governance	Our ethics and compliance (E&C) governance involves a company-wide preventative framework, enabling us to calibrate the program to ensure alignment with Teradata’s policies, our risk appetite, and applicable laws. The E&C Team, led by the Chief Ethics and Compliance Officer, provides tailored reporting to the Audit Committee of the Board and Executive Leadership Team. In addition, the E&C program maintains a volunteer Ethics Advocates global program to help champion policies, engage with employees, bridge cultural and linguistic barriers, and encourage employees to speak up.		
Enterprise risk governance	Through a structured five-step risk management approach—Identify, Assess, Mitigate, Monitor, and Report—the Enterprise Risk and Assurance Services (ERAS) function provides risk insights and oversight aligned to Teradata’s enterprise risk management (ERM) framework and risk appetite, tailored to the company’s operational landscape, to management, the Risk Steering Committee, the Executive Leadership Team (ELT), the Audit Committee, and the Board, supporting informed decision-making and accountability across defined governance levels.		
Number of convictions for anti-corruption and anti-bribery violations	—	—	0
Amount of fines for anti-corruption and anti-bribery violations	—	—	\$0.0
Number of confirmed incidents of corruption or bribery	—	—	0
Number of confirmed incidents in which own workers were dismissed or disciplined for corruption or bribery-related incidents	—	—	0
Number of incidents of contract termination or non-renewal due to corruption or bribery	—	—	0

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025
<b>Responsible sourcing overview</b>			
Business Code of Conduct	<a href="#">View</a> Business Code of Conduct		
Supplier Code of Conduct	<a href="#">View</a> Supplier Code of Conduct		
Conflict Minerals Policy	<a href="#">View</a> Conflict Minerals Policy		
Conflict Minerals Form SD	<a href="#">View</a> Teradata's Form SD		
UK Modern Slavery and Human Trafficking Statement	<a href="#">View</a> UK Statement		
Australia Modern Slavery Statement	<a href="#">View</a> Australia Statement		
<b>Corporate governance overview</b>			
Corporate Governance Guidelines	<a href="#">View</a> guidelines		
Board of Directors	<a href="#">View</a> our Board of Directors		
Proxy Statement	<a href="#">View</a> Proxy Statement		
Leadership team	<a href="#">View</a> our Leadership team		
<b>Board structure</b>			
Size of the board	9	9	10
Unitary or two-tier board system	Unitary	Unitary	Unitary
Number of employee representatives on board	0	0	0
Classified board system	Yes	Yes	Yes
Number of directors with financial, audit, and accounting expertise	2	2	3
Number of corporate executive officers on Board of Directors	1	1	1
Percentage of corporate executive officers on Board of Directors	11.1%	11.1%	10.0%

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025
<b>Board independence</b>			
Director independence	<a href="#">View</a> statement		
Number of independent directors	8	8	9
Percentage of independent directors	89%	89%	90%
CEO duality	No	No	No
Independent chairperson	Yes	Yes	Yes
<b>Board demographics</b>			
Age of the youngest director	53	54	53
Age of the oldest director	73	74	75
Board average age	62	63	62.9
Board age limit	No	No	No
Number of directors with executive leadership	—	9	10
CEO or equivalent appointed from within	No	No	No
Average board tenure (years)	6.9	7.9	8
Board term limits	No	No	No
Date executive director appointed to the Board of Directors	06/08/2020	06/08/2020	06/08/2020
<b>Board meetings</b>			
Number of board meetings	6	8	7
Board meeting attendance %	>75%	>75%	>75%
Independent directors board meeting attendance %	>75%	>75%	>75%
Number of directors attending less than 75% of meetings	0	0	0

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025
<b>Audit Committee</b>			
Audit Committee Charter	<a href="#">View</a> Charter		
Size of Audit Committee	3	3	4
Number of independent directors on Audit Committee	3	3	4
Percentage of independent directors on Audit Committee	>75%	>75%	>75%
Independent Audit Committee chairperson	Yes	Yes	Yes
Audit Committee meetings	9	8	8
Audit Committee meeting attendance %	>75%	>75%	>75%
<b>Compensation and People Committee</b>			
Compensation and People Committee Charter	<a href="#">View</a> Charter		
Size of Compensation and People Committee	3	3	3
Number of independent directors on Compensation and People Committee	3	3	3
Percentage of independent directors on Compensation and People Committee	100%	100%	100%
Independent Compensation and People Committee chairperson	Yes	Yes	Yes
Number of Compensation and People Committee meetings	6	7	7
Compensation and People Committee meeting attendance %	>75%	>75%	>75%
Outside compensation advisors appointed	Yes	Yes	Yes
Clawback provision for executive compensation	Yes	Yes	Yes

## Appendix A: 2025 ESG performance, cont.

	2023	2024	2025
<b>Nominating and Governance Committee</b>			
Nominating and Governance Committee Charter	<a href="#">View</a> Charter		
Size of Nominating and Governance Committee	2	2	3
Number of independent directors on Nominating and Governance Committee	2	2	3
Percentage of independent directors on Nominating and Governance Committee	100%	100%	100%
Independent Nominating and Governance Committee chairperson	Yes	Yes	Yes
Number of Nominating and Governance Committee meetings	4	4	4
Nomination and governance committee meeting attendance %	>75%	>75%	>75%
ESG/Sustainability Committee (The Nominating and Governance Committee oversees ESG/Sustainability matters)	No	No	No
Executive director with responsibility for ESG	Yes	Yes	No
Executive compensation linked to ESG	No	No	No
Board compensation linked to ESG	No	No	No
<b>Shareholder rights</b>			
Poison pill	No	No	No
Blank check preferred authorized	Yes	Yes	Yes
Dual class unequal voting rights - common shares	No	No	No
<b>Political activities</b>			
Political Activity Policy	<a href="#">View</a> Policy		
Political activities and/or donations	\$0	\$0	\$0

Teradata has reported the information cited in this GRI content index for the period January 1, 2025 to December 31, 2025 with reference to the GRI Standards.

## Appendix B: 2025 Global Reporting Initiative (GRI) Index

Standard Topics		Disclosure	2025 Response
GRI 2: General Disclosures 2021	2-1	Organizational details	<ul style="list-style-type: none"> <li>a. Our legal name is Teradata Corporation. Our commercial name is “Teradata” or “Teradata Corp”</li> <li>b. We were incorporated in 1979. We were became a publicly traded Delaware corporation named Teradata Corporation (NYSE: TDC) in 2007</li> <li>c. Our Global Headquarters is at 17095 Via del Campo San Diego, California 92127 USA</li> <li>d. View our worldwide <a href="#">locations</a></li> </ul>
GRI 2: General Disclosures 2021	2-2	Entities included in the organization’s sustainability reporting	<ul style="list-style-type: none"> <li>a. About This Report</li> <li>b. There is no difference between the entities included in financial reporting and sustainability reporting. Financial reporting is available on our Investor Relations <a href="#">website</a></li> </ul>
GRI 2: General Disclosures 2021	2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li>a. The reporting period covers calendar year 2025, unless otherwise stated. Teradata publishes ESG Reports on an annual basis.</li> <li>b. Publication date: May 2026</li> <li>c and d. Contact point for questions about this Report or reported information: <a href="#">Contact us</a></li> </ul>

## Appendix B: 2025 Global Reporting Initiative (GRI) Index, cont.

Standard Topics	Disclosure	2025 Response
GRI 2: General Disclosures 2021	2-4	Restatements of information
		<p>People Metrics: Beginning in 2025, people metrics presented in the Appendix tables reflect raw figures rather than calculated percentages, to align with ESRS reporting expectations. This change represents a presentation update only and does not constitute a recalculation of previously reported data. In addition, historical employee training hours for the past three years have been restated. Previously reported totals reflected a count of all records rather than unique training records, which resulted in overstatement. Training hours have been recalculated using unique records to more accurately reflect total hours completed.</p> <p>Emissions: In 2025, we updated our 2024 Scope 3 greenhouse gas emissions to reflect a data classification correction. Reported emissions were restated from 65,417 to 66,592 MTCO<sub>2</sub>e (~1% variance). The adjustment relates to the reclassification of water and sewer spend from activity-based to spend-based methodology, which had previously resulted in a slight overstatement. Corresponding Waste Generated in Operations figures were also updated. There were no changes to the underlying source data.</p> <p>Water: Reported water consumption increased in 2025 due to expanded data coverage, as we began collecting water invoices from three additional leased facilities. To maintain data consistency, prior-year (2024) figures were not back-calculated, as invoices for those facilities were not available at that time. The increase reflects improved completeness rather than a change in underlying consumption patterns.</p>
GRI 2: General Disclosures 2021	2-5	External assurance
		<p>Select 2025 disclosures—scopes 1, 2 and 3 greenhouse gas (GHG) emissions; TCFD climate-related disclosures; the double materiality assessment; and select employee metrics—received limited assurance from ERM CVS. The assurance statement is included in <a href="#">Appendix E</a>.</p> <p>The full 2025 ESG Report has not been externally assured. Teradata applies internal due diligence and data validation processes to support the accuracy and completeness of reported information.</p>
GRI 2: General Disclosures 2021	2-6	Activities, value chain, and other business relationships
		<p>a. Software Services</p> <p>b. See our Form 10-K, section “Item 1. Business.” This document is available on our Investor Relations <a href="#">website</a>.</p> <p>c. Teradata subsidiaries are in our Form 10-K available on our Investor Relations <a href="#">website</a>.</p> <p>d. No significant changes in operations or value chain in 2025.</p>
GRI 2: General Disclosures 2021	2-7	Employees
		<a href="#">Appendix A: ESG Performance</a>

## Appendix B: 2025 Global Reporting Initiative (GRI) Index, cont.

Standard Topics		Disclosure	2025 Response
GRI 2: General Disclosures 2021	2-8	Workers who are not employees	<a href="#">Appendix A: ESG Performance</a>
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	See our Proxy Statement, available on our Investor Relations <a href="#">website</a>
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	See our Proxy Statement, available on our Investor Relations <a href="#">website</a>
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	See our Proxy Statement, available on our Investor Relations <a href="#">website</a>
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	<p>Teradata's Board of Directors has ultimate oversight of the company's strategy, policies, and management of impacts. The Board delegates specific oversight responsibilities to its committees, which meet regularly and report back to the full Board. Committee mandates and responsibilities are formally documented in their respective charters, available on Teradata's Corporate Governance <a href="#">website</a>.</p> <p><a href="#">Appendix D: TCFD index</a></p>
GRI 2: General Disclosures 2021	2-13	Delegation of responsibility for managing impacts	<p><b>Audit Committee:</b> Oversees accounting and financial reporting processes and audits of Teradata's financial statements and internal controls.</p> <p><b>Compensation and People Committee:</b> Oversees compensation of executive officers and the company's strategies and progress related to people management, including talent management and development, corporate culture, pay equity, talent acquisition, and employee engagement.</p> <p><b>Nominating and Governance Committee:</b> Oversees director compensation, board composition, compliance with Corporate Governance Guidelines, and the governance trends and activities, including those related to ESG.</p> <p><a href="#">ESG governance</a> <a href="#">Appendix D: TCFD index</a></p>
GRI 2: General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	Our ESG Report is reviewed and approved by Teradata's ESG executive sponsor and members of the Executive Leadership Team.

## Appendix B: 2025 Global Reporting Initiative (GRI) Index, cont.

Standard Topics		Disclosure	2025 Response
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	Our <a href="#">Code of Conduct</a> sets ethical standards for all directors, officers, and employees. We expect them to avoid any actual or perceived conflicts of interest with Teradata.  No conflicts of interest with directors occurred in 2025.  Our Proxy Statement is available on our Investor Relations <a href="#">website</a> .
GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	Our Audit Committee of the Board of Directors oversees our compliance with ethical, legal, and regulatory requirements, including oversight of our ethics and compliance program. The total number and the nature of critical concerns communicated to the Audit Committee is considered confidential information.
GRI 2: General Disclosures 2021	2-17	Collective knowledge of the highest governance body	Teradata executives and/or management with ESG expertise present to the Board of Directors and/or Board Committees on trends and best practices to guide sustainable business decisions. Each Board committee includes members with relevant ESG experience, detailed in our proxy statement on our Investor Relations <a href="#">website</a> .
GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	Refer to our Proxy Statement's "Election of Directors" section on the Investor Relations <a href="#">website</a> and our Corporate Governance <a href="#">website</a> .
GRI 2: General Disclosures 2021	2-19	Remuneration policies	Refer to our Proxy Statement's "Director Compensation" section on the Investor Relations <a href="#">website</a> .
GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	Refer to our Proxy Statement's "Director Compensation" section on the Investor Relations <a href="#">website</a> .
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	In Teradata's Proxy Statement's "CEO Pay Ratio Disclosure" section, we disclose that the CEO's annual total compensation is estimated to be 193 times that of the median employee. This metric received limited assurance, with more details in <a href="#">Appendix E</a> .
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	<a href="#">Leadership letters</a>

## Appendix B: 2025 Global Reporting Initiative (GRI) Index, cont.

Standard Topics	Disclosure	2025 Response
GRI 2: General Disclosures 2021	2-23 Policy commitments	<p>Teradata maintains a set of policies that articulate our commitments to responsible business conduct, ethical behavior, and compliance with applicable laws and regulations. These policies address relevant stakeholders, business activities, and relationships, and identify the appropriate approving authority.</p> <p>Policies are communicated internally and externally, as applicable, through training, internal communications, company websites, and contractual requirements, with select policies available in relevant translations. Teradata’s key policy commitments—including codes of conduct, anti-corruption, privacy, environmental, and responsible sourcing policies—are described throughout the relevant GRI topic disclosures in this report.</p>
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	<p>Teradata embeds its policy commitments through an enterprise ethics and compliance program that applies to employees, business partners, and other relevant stakeholders. These standards are integrated into business practices and contractual requirements, including expectations for supply chain partners to comply with applicable laws and uphold ethical, environmental, and social standards. Instances of noncompliance are addressed on a case-by-case basis through corrective actions, which may include remediation or termination.</p> <p>Policy commitments are reinforced through training and education. Employees receive Code of Conduct training covering topics such as confidentiality and fair competition, while people managers receive additional training on ethics, compliance, privacy, and responding to misconduct. Employees in external-facing roles receive targeted training on fair competition and gifts and entertainment, with supplemental training provided as needed.</p> <p><a href="#">Appendix A: ESG Performance</a></p>
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	<a href="#">Code of Conduct</a> : Seeking guidance and reporting violations
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Code of Conduct</a> : Seeking guidance and reporting violations
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Teradata has not identified any significant instances of noncompliance with laws and regulations and has not been subject to any monetary fines.

## Appendix B: 2025 Global Reporting Initiative (GRI) Index, cont.

Standard Topics		Disclosure	2025 Response
GRI 2: General Disclosures 2021	2-28	Membership associations	Teradata participates in industry associations and other membership associations such as Information Technology Industry Council (ITI), Boston College Center for Corporate Citizenship, CDP, and EcoVadis, among others.
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	<p>Teradata engages with key stakeholders throughout the year to share company priorities, gather feedback, and discuss business and industry-related topics. Engagement supports transparency and accountability and includes ongoing communication related to products, financial performance, and annual disclosures, including our ESG report.</p> <p>Key stakeholder groups and engagement methods include:</p> <p><b>Investors and investment analysts:</b> conferences, earnings calls, meetings, correspondence, voting, and proactive outreach</p> <p><b>Customers and partners:</b> conferences, trade shows, business reviews, surveys, training events, and ongoing business interactions</p> <p><b>Employees:</b> surveys, dialogue sessions, company-wide events, blogs, and manager-led conversations</p> <p><b>Suppliers and vendors:</b> contracting, due diligence, and auditing processes</p> <p><b>Industry associations:</b> meetings, shared resources, guidance, and collaboration opportunities</p> <p><b>Communities:</b> community events, financial contributions, and employee volunteer programs</p>
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements	<p>Employees at any of our global locations have always had the freedom to associate with and/or right to collective bargaining as provided by local statutes. In the countries and regions with collective bargaining agreements, we comply with all agreements required by laws and regulations. Approximately 3.3% of employees are covered by collective bargaining and 4.4% are covered by works council agreements.</p> <p>This metric received limited assurance, with more details in <a href="#">Appendix E</a>.</p>
GRI 3: Material Topics 2021	3-1	Process to determine material topics	<a href="#">ESG at Teradata</a>
GRI 3: Material Topics 2021	3-2	List of material topics	<a href="#">ESG at Teradata</a>
GRI 3: Material Topics 2021	3-3	Management of material topics	<a href="#">About this report</a> <a href="#">ESG at Teradata</a> <a href="#">Material topics</a> <a href="#">ESG highlights</a>

## Appendix B: 2025 Global Reporting Initiative (GRI) Index, cont.

Standard Topics	Disclosure	2025 Response
<b>Economic Performance 2016</b>		
GRI 201	201-1	Direct economic value generated and distributed Refer to our Form 10-K "Financial Statements and Supplementary Data" section on the Investor Relations <a href="#">website</a> .
GRI 201	201-2	Financial implications and other risks and opportunities due to climate change Refer to our Form 10-K "Item 1A. Risk Factors" section on the Investor Relations <a href="#">website</a> . Appendix D: <a href="#">TCFD Index</a>
GRI 201	201-3	Defined benefit plan obligations and other retirement plans Refer to our Form 10-K "Note 8 Employee Benefit Plans" section on the Investor Relations <a href="#">website</a> . View Benefits <a href="#">website</a> .
GRI 201	201-4	Financial assistance received from the government Refer to our Form 10-K "Notes to the Consolidated Financial Statements" and "Note 6 - Income Taxes" sections on the Investor Relations <a href="#">website</a> .
<b>Market Presence 2016</b>		
GRI 202	202-1	Ratios of standard entry level wage by gender compared to local minimum wage We do not disclose this information.
GRI 202	202-2	Proportion of senior management hired from the local community We do not currently disclose this information. We focus on attracting qualified candidates from the communities where we operate, at all levels of employment.
<b>Procurement Practices 2016</b>		
GRI 204	204-1	Proportion of spending on local suppliers We do not disclose this information.

## Appendix B: 2025 Global Reporting Initiative (GRI) Index, cont.

Standard Topics	Disclosure	2025 Response
<b>Anti-Corruption 2016</b>		
GRI 205	205-1 Operations assessed for risks related to corruption	We assess our global operations and suppliers for corruption risks, and our policies and training programs mitigate these risks.
GRI 205	205-2 Communication and training about anti-corruption policies and procedures	Our <a href="#">Code of Conduct</a> and <a href="#">Anti-Bribery and Anti-Corruption</a> policies outline our processes. Communication and employee training are part of our anti-bribery and anti-corruption management program.
GRI 205	205-3 Confirmed incidents of corruption and actions taken	There were no confirmed incidents of reportable corruption.
<b>Tax 2019</b>		
GRI 207	207-1 Approach to tax	<a href="#">Global tax policy</a>
GRI 207	207-2 Tax governance, control, and risk management	a. <a href="#">Global tax policy</a> b. Employees can raise concerns via our 24-hour-a-day, multiple-language hotline, which is accessible online and by telephone. Concerns can be raised anonymously or confidentially. c. Our financial auditor certifies our tax provision and is referenced in our 10-K available on the Investor Relations <a href="#">website</a> .
GRI 207	207-3 Stakeholder engagement and management of concerns related to tax	a. <a href="#">Global tax policy</a> b and c. Our approach to public policy on tax, while including the views and concerns of stakeholders, is done through tax policy groups.
GRI 207	207-4 Country-by-country reporting	We currently do not disclose this information.

## Appendix B: 2025 Global Reporting Initiative (GRI) Index, cont.

Standard Topics	Disclosure	2025 Response
<b>Materials 2016</b>		
GRI 301	301-1 Materials used by weight or volume	We do not disclose this information.
GRI 301	301-2 Recycled input materials used	We do not currently use recycled materials in our products and services, but we strive to repurpose hardware at the end of its life and recycle equipment where possible.
GRI 301	301-3 Reclaimed products and their packaging materials	We do not disclose the percentage of reclaimed products and packaging materials. However, we sometimes reuse hardware for spare parts to maintain customer system availability and reduce capital infrastructure requirements, depending on availability and regulatory constraints. In 2025, we repurposed 404 servers through resale (16,063 kg of hardware kept in use). We also prioritize bulk packaging and reuse shipping materials across our supply chain.
<b>Energy 2016</b>		
GRI 302	302-1 Energy consumption within the organization	<a href="#">Appendix A: ESG Performance</a>
GRI 302	302-2 Energy consumption outside of the organization	We do not report energy consumption outside of the organization.
GRI 302	302-3 Energy intensity	We do not report energy intensity.
GRI 302	302-4 Reduction of energy consumption	<a href="#">Appendix A: ESG Performance</a>
GRI 302	302-5 Reductions in energy requirements of products and services	<a href="#">White paper</a> : Predicting cloud data platforms carbon footprint for large data warehouses

## Appendix B: 2025 Global Reporting Initiative (GRI) Index, cont.

Standard Topics	Disclosure	2025 Response
<b>Water and Effluents 2018</b>		
GRI 303	303-1 Interactions with water as a shared resource	<p>In 2025, Teradata expanded the scope of its water consumption data collection compared to 2024 by adding three leased facilities for which water data had not previously been disclosed by landlords. We now collect water consumption data for the following facilities: San Diego, California (owned); Miamisburg, Ohio (leased); and leased facilities in Prague, Pune, and Singapore.</p> <p>Teradata’s San Diego headquarters is located in a semi-arid region with heightened water-stress considerations. The onsite data lab operates continuously and generates significant heat, requiring the use of water-based chillers to maintain appropriate operating conditions. As a result, cooling activities account for the majority of water consumption at this location, and overall water use is influenced by ambient temperature conditions.</p> <p>Water consumption at the San Diego campus increased in 2025 compared to 2024. This increase was primarily driven by one-time and project-related activities, including the installation of a <a href="#">cogeneration plant</a> and construction activities associated with a new onsite tenant. These activities required additional water use for equipment installation and for multiple draining and refilling cycles of the fire protection system during construction and commissioning.</p> <p><a href="#">Appendix C: SASB</a></p>
GRI 303	303-2 Management of water discharge-related impacts	<p>We discharge our wastewater into municipal wastewater disposal systems and have not been subject to any fines or violations.</p> <p><a href="#">Appendix C: SASB</a></p>
GRI 303	303-3 Water withdrawal	We do not report water withdrawal.
GRI 303	303-4 Water discharge	We do not report water discharge.
GRI 303	303-5 Water consumption	<p><a href="#">Appendix A: ESG Performance</a></p> <p><a href="#">Appendix C: SASB</a></p>

## Appendix B: 2025 Global Reporting Initiative (GRI) Index, cont.

Standard Topics	Disclosure	2025 Response
<b>Emissions 2016</b>		
GRI 305	305-1 Direct (scope 1) GHG emissions	<a href="#">Appendix A: ESG Performance</a> <a href="#">Appendix D: TCFD</a>
GRI 305	305-2 Energy indirect (scope 2) GHG emissions	<a href="#">Appendix A: ESG Performance</a> <a href="#">Appendix D: TCFD</a>
GRI 305	305-3 Other indirect (scope 3) GHG emissions	<a href="#">Appendix A: ESG Performance</a> <a href="#">Appendix D: TCFD</a>
GRI 305	305-4 GHG emissions intensity	Teradata does not report emission intensity.
GRI 305	305-5 Reduction of GHG emissions	<a href="#">Appendix A: ESG Performance</a> <a href="#">Appendix D: TCFD</a>
GRI 305	305-6 Emissions of ozone-depleting substances (ODS)	Teradata does not emit ozone-depleting substances (ODS).
GRI 305	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Teradata does not emit nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions.

## Appendix B: 2025 Global Reporting Initiative (GRI) Index, cont.

Standard Topics	Disclosure	2025 Response
<b>Waste 2020</b>		
GRI 306	306-1 Waste generation and significant waste-related impacts	<p>Our San Diego campus generates various types of waste, including paper, plastic, metal, glass, wood, kitchen, and general office waste, including that from tenants. We examine sourcing, usage patterns, and disposal methods to find innovative ways to reduce consumption and waste.</p> <p>Teradata’s waste management activities are primarily focused on our owned facility at the San Diego campus. All other Teradata locations operate in leased office buildings where waste collection and disposal are managed by landlords in accordance with local regulations, limiting Teradata’s direct oversight outside of owned operations.</p> <p>At the San Diego campus, typical waste streams include office and food waste, as well as electronic waste generated through normal business and IT operations. Two non-Teradata tenant organizations also operate onsite and use shared waste receptacles.</p>
GRI 306	306-2 Management of significant waste-related impacts	<p>Total waste generated at the San Diego campus increased in 2025 compared to 2024, primarily due to temporary construction-related activities, including the installation of a cogeneration plant and construction for a new onsite tenant. These activities generated additional waste beyond normal operations. Beginning in 2026, Teradata plans to apply a reasonable estimation methodology to better distinguish tenant-generated waste from Teradata-generated waste and improve waste tracking accuracy.</p> <p>Waste management practices at the San Diego campus emphasize waste reduction and recycling where feasible. Office and food waste are managed through standard collection and diversion practices, and electronic waste is recycled through certified, compliant vendors to support responsible disposal and data security.</p>
GRI 306	306-3 Waste generated	<a href="#">Appendix A: ESG Performance</a>
GRI 306	306-4 Waste diverted from disposal	<a href="#">Appendix A: ESG Performance</a>
GRI 306	306-5 Waste directed to disposal	<a href="#">Appendix A: ESG Performance</a>

## Appendix B: 2025 Global Reporting Initiative (GRI) Index, cont.

Standard Topics	Disclosure	2025 Response
<b>Supplier Environmental Assessment 2016</b>		
GRI 308	308-1 New suppliers that were screened using environmental criteria	100% of manufacturing partners are required to comply with ISO 14001.
GRI 308	308-2 Negative environmental impacts in the supply chain and actions taken	Teradata is not aware of any negative environmental impacts from our supply chain in 2025.
<b>Employment 2016</b>		
GRI 401	401-1 New employee hires and employee turnover	<a href="#">Appendix A: ESG Performance</a>
GRI 401	401-2 Benefits provided to full-time employees	<a href="#">View</a> Benefits
GRI 401	401-3 Parental leave	We provide our employees with parental leave that meets or exceeds local regulatory requirements, but our offerings vary by location. We do not disclose parental leave data.
<b>Occupational Health and Safety 2018</b>		
GRI 403	403-1 Occupational health and safety management system	<a href="#">View</a> Teradata Team Safety Handbook <a href="#">View</a> Health and Safety Policy
GRI 403	403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">View</a> Teradata Team Safety Handbook <a href="#">View</a> Health and Safety Policy
GRI 403	403-3 Occupational health services	<a href="#">View</a> Teradata Team Safety Handbook <a href="#">View</a> Health and Safety Policy
GRI 403	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">View</a> Teradata Team Safety Handbook <a href="#">View</a> Health and Safety Policy

## Appendix B: 2025 Global Reporting Initiative (GRI) Index, cont.

Standard Topics	Disclosure	2025 Response
GRI 403	403-5 Worker training on occupational health and safety	<a href="#">View</a> Teradata Team Safety Handbook <a href="#">View</a> Health and Safety Policy
GRI 403	403-6 Promotion of worker health	<a href="#">View</a> Benefits <a href="#">View</a> Health and Safety Policy
GRI 403	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">View</a> Teradata Team Safety Handbook <a href="#">View</a> Health and Safety Policy
GRI 403	403-8 Workers covered by an occupational health and safety management system	<a href="#">View</a> Teradata Team Safety Handbook <a href="#">View</a> Health and Safety Policy
GRI 403	403-9 Work-related injuries	Teradata completes OSHA Work-Related Injuries and Illnesses Form 300. In 2025, Teradata recorded two work-related injuries and zero fatal accidents among employees and contractors.
GRI 403	403-10 Work-related ill health	The main cause of employee ill health is poor ergonomics. Each incident is documented, and corrective and preventative measures are implemented.

## Appendix B: 2025 Global Reporting Initiative (GRI) Index, cont.

Standard Topics	Disclosure	2025 Response
<b>Training and Education 2016</b>		
GRI 404	404-1 Average hours of training per year per employee	<a href="#">Appendix A: ESG Performance</a>
GRI 404	404-2 Programs for upgrading employee skills and transition assistance programs	<p>Teradata provides job-specific training and access to professional development resources for employees from the start of employment to support skill development aligned with individual roles and career goals. Mandatory annual training includes topics such as the Code of Conduct and security awareness.</p> <p>During onboarding, new hires and contingent workers receive training on Teradata’s culture, ethics, safety, flexible work environment, and community engagement. Code of Conduct, Harassment and Discrimination Prevention, and Security Awareness training are required within the first 30 days of employment.</p> <p>Employees have ongoing access to a range of online learning platforms, including Teradata University (275+ technical and professional courses), CareerU (career development resources), LinkedIn Learning (16,000+ courses in seven languages), and a security awareness learning catalog with more than 1,000 courses.</p>
GRI 404	404-3 Percentage of employees receiving regular performance and career development reviews	94.4% (average completion rate of quarterly employee performance conversations)
<b>Diversity and Equal Opportunity 2016</b>		
GRI 405	405-1 Diversity of governance bodies and employees	<a href="#">Appendix A: ESG Performance</a>
GRI 405	405-2 Ratio of basic salary and remuneration of women to men	We do not disclose this information.
<b>Non-Discrimination 2016</b>		
GRI 406	406-1 Incidents of discrimination and corrective actions taken	We track any discrimination allegations, conduct thorough review, and take appropriate remedial measures. We consider this confidential information and do not report it publicly.

## Appendix B: 2025 Global Reporting Initiative (GRI) Index, cont.

Standard Topics	Disclosure	2025 Response
<b>Freedom of Association and Collective Bargaining 2016</b>		
GRI 407	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Code of Conduct</a> <a href="#">UK Modern Slavery and Human Trafficking Statement</a> <a href="#">AUS Modern Slavery Statement</a> <a href="#">Supplier Code of Conduct</a>
<b>Child Labor 2016</b>		
GRI 408	408-1 Operations and suppliers at significant risk for incidents of child labor	<a href="#">Code of Conduct</a> <a href="#">UK Modern Slavery and Human Trafficking Statement</a> <a href="#">AUS Modern Slavery Statement</a> <a href="#">Supplier Code of Conduct</a>
<b>Forced or Compulsory Labor 2016</b>		
GRI 409	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Code of Conduct</a> <a href="#">UK Modern Slavery and Human Trafficking Statement</a> <a href="#">AUS Modern Slavery Statement</a> <a href="#">Supplier Code of Conduct</a>
<b>Supplier Social Assessment 2016</b>		
GRI 414	414-1 New suppliers that were screened using social criteria	We do not currently disclose the percentage of new suppliers screened using social criteria. As part of our procurement process for new supplier engagements, our RFPs incorporate ESG-related considerations, including inquiries into companies' GHG reduction targets, Climate Pledge alignment, and relevant policies, certifications, and programs.
GRI 414	414-2 Negative social impacts in the supply chain and actions taken	Teradata is not aware of any negative social impacts from our supply chain in 2025.

## Appendix B: 2025 Global Reporting Initiative (GRI) Index, cont.

Standard Topics	Disclosure	2025 Response
<b>Public Policy 2016</b>		
GRI 415	415-1 Political contributions	Teradata does not participate in any political contributions or activities. <a href="#">View</a> our policy.
<b>Marketing and Labeling 2016</b>		
GRI 417	417-1 Requirements for product and service information and labeling	Teradata hardware systems comply with all regulatory requirements for the countries where they are sold. <ul style="list-style-type: none"> <li>• <a href="#">EU RoHS</a></li> <li>• <a href="#">EU REACH</a></li> <li>• <a href="#">EU ELV</a></li> <li>• <a href="#">EU WEEE</a></li> <li>• <a href="#">Responsible Mineral Sourcing</a></li> </ul>
GRI 417	417-2 Incidents of non-compliance concerning product and service information and labeling	Teradata has not had any non-compliance with regulations concerning product information and labeling.
GRI 417	417-3 Incidents of non-compliance concerning marketing communications	Teradata has not had any non-compliance with regulations concerning marketing communications.
<b>Customer Privacy 2016</b>		
GRI 418	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There have been no complaints substantiated or otherwise—concerning breaches of privacy involving customer data, including but not limited to losses of customer data.

## Appendix C: 2025 Sustainability Accounting Standards Board (SASB)

Code	Metric	Category	Unit of Measure	2025 Response
<b>Table 1. Sustainability Disclosure Topics &amp; Metrics</b>				
<b>Environmental Footprint of Hardware Infrastructure</b>				
TC-SI-130a.1	(1) total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	gigajoules (GJ),	1. 106,592
			percentage (%)	2. 78.5%
			percentage (%)	3. 71.6%
TC-SI-130a.2	(1) total water withdrawn, (2) total water consumed; percentage of each in regions with high or extremely high baseline water stress	Quantitative	thousand cubic meters (m <sup>3</sup> ),	(1) Teradata does not report water withdrawal.
			percentage (%)	(2) In 2025, we consumed ~65 thousand m <sup>3</sup> of water across five facilities, with the majority at our San Diego, CA campus. According to the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct, San Diego and Pune are identified as "Extremely High" water risk areas.
			percentage (%)	(3) 86.9%
				Our main water consumption is at our San Diego, CA, U.S. campus.
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data centre needs	Discussion and Analysis	n/a	<p>Environmental efficiency is integrated into our strategic planning for data infrastructure across both our software platform and internal data lab operations. Our platform is designed to optimize performance through predictive workload configuration, supporting high utilization rates while minimizing resource use per query.</p> <p>We do not own or operate commercial data centers; instead, we maintain a data lab supporting research and development (R&amp;D), testing, and customer support. In 2025, environmental considerations continued to guide infrastructure planning decisions, resulting in a 5.75% reduction in power consumption through increased virtualization, system consolidation, and targeted equipment refresh initiatives.</p>

## Appendix C: 2025 Sustainability Accounting Standards Board (SASB), cont.

Code	Metric	Category	Unit of Measure	2025 Response
<b>Data Privacy &amp; Freedom of Expression</b>				
TC-SI-220a.1	Description of policies and practices relating to behavioural advertising and user privacy	Discussion and Analysis	n/a	<p>Our global Privacy Statement guides our actions to protect the personal data of our customers, partners, employees, and other third parties. This policy outlines standards designed to meet applicable data protection laws worldwide. We comply with laws, individual rights, and best practices related to privacy and data protection, including the EU’s General Data Protection Regulation (GDPR) and the California Consumer Privacy Act, and only use data for legitimate business purposes.</p> <p>The privacy team manages policies, processes, and internal controls to ensure regulatory compliance, including handling privacy complaints and inquiries. Teradata reviews and updates its practices on an ongoing basis to maintain compliance with applicable data management requirements.</p>
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Quantitative	number	0. Teradata does not use personal data for secondary purposes beyond the original purpose of collection.
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy <sup>1</sup>	Quantitative	presentation currency	\$0—there have been no legal proceedings associated with user privacy.
TC-SI-220a.4	(1) number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Quantitative	number, percentage (%)	<p>1. 0</p> <p>2. 0</p> <p>3. 0%</p> <p>There have been no law enforcement requests for any user’s information.</p>
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring <sup>2</sup>	Discussion and Analysis	n/a	Based on our current understanding, there are no countries monitoring, blocking, content filtering, or censoring our core products and services.

## Appendix C: 2025 Sustainability Accounting Standards Board (SASB), cont.

Code	Metric	Category	Unit of Measure	2025 Response
<b>Data Security</b>				
Code	Metric	Category	Unit of Measure	2025 Response
TC-SI-230a.1	(1) number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected <sup>3</sup>	Quantitative	number, percentage (%)	Teradata has not had any reportable breaches in our certifications or customer audits. Any material losses would be disclosed in our 10-K filings found on our Investor Relations <a href="#">website</a> .
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	n/a	<p>Protecting customer and stakeholder data is integral to our enterprise risk management strategy. Cybersecurity risks are identified, managed, and addressed through a governance framework that supports operational resilience, regulatory compliance, and long-term organizational business continuity.</p> <p>Cybersecurity oversight is embedded within established governance structures with defined executive accountability and integration into enterprise risk management processes. Leadership receives regular reporting on cybersecurity posture, emerging threats, and mitigation activities.</p> <p>Our cybersecurity program aligns with recognized industry frameworks and applicable regulatory requirements, including the use of third-party standards to guide risk management practices. We conduct independent assessments and pursue relevant certifications to evaluate the effectiveness of our control environment, while monitoring regulatory developments across jurisdictions where we operate.</p> <p>A layered control environment incorporates preventive, detective, and corrective controls across access management, data protection, system development, and third-party risk management. Processes are in place to detect, assess, and respond to cybersecurity events, and incident response procedures are periodically tested and enhanced.</p> <p>Ongoing risk assessments and continuous updates to policies, procedures, and technical safeguards address evolving threats. Security awareness and training programs reinforce accountability and responsible data stewardship across the organization.</p>

## Appendix C: 2025 Sustainability Accounting Standards Board (SASB), cont.

Code	Metric	Category	Unit of Measure	2025 Response
<b>Recruiting &amp; Managing a Global, Diverse &amp; Skilled Workforce</b>				
TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore <sup>4</sup>	Quantitative	percentage (%)	<p>1) At the end of 2025, 9.0% of employees were foreign nationals.</p> <p>2) At the end of 2025, the percentage of employees located offshore from Teradata’s country of domicile (U.S.) was 9.0% of our workforce in the Americas, 48.4% in APJ, and 13.5% in EMEA.</p>
TC-SI-330a.2	Employee engagement as a percentage <sup>5</sup>	Quantitative	percentage (%)	<p>In 2025, we received an employee engagement score of 75 points from our annual Engagement survey. The score is a weighted average based on responses to the following two questions:</p> <ul style="list-style-type: none"> <li>• How happy are you working at Teradata?</li> <li>• I would recommend Teradata as a great place to work.</li> </ul>

## Appendix C: 2025 Sustainability Accounting Standards Board (SASB), cont.

Code	Metric	Category	Unit of Measure	2025 Response
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees <sup>6</sup>	Quantitative	percentage (%)	<p>The management groups listed here follow SASB definitions, which may not align exactly with figures presented elsewhere in this report. SASB categories are: 1) executives and people managers; 2) all technical staff; and 3) all other employees. We do not currently report the representation for technical staff, nor do we report on ethnicity outside of the U.S.</p> <p>1) Management            Gender: 27.2% women (global)            Asian: 22.5% (U.S. only)            Black or African American: 5.2% (U.S. only)            Hispanic or Latinx: 4.0% (U.S. only)            Other: 9.4% (U.S. only)</p> <p>2) Technical Staff: We do not currently report on representation for technical staff.</p> <p>3) All other employees            Gender: 27.4% women (global)            Asian: 32.4% (U.S. only)            Black or African American: 6.0% (U.S. only)            Hispanic or Latinx: 5.4% (U.S. only)            Other: 9.9% (U.S. only)</p>
<b>Intellectual Property Protection &amp; Competitive Behaviour</b>				
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations <sup>7</sup>	Quantitative	presentation currency	Teradata does not specifically disclose TC-SI-520a.1. Any material losses would be disclosed in our 10-K filings found on our Investor Relations <a href="#">website</a> .

## Appendix C: 2025 Sustainability Accounting Standards Board (SASB), cont.

Code	Metric	Category	Unit of Measure	2025 Response
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime <sup>8</sup>	Quantitative	number, days	Teradata does not specifically disclose TC-SI-550a.1. This type of information is discussed on a per-customer basis or as part of the regular Cloud Customer Advisory Board.
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	n/a	<p>Teradata's potential risks associated with technology disruptions affecting our San Diego data center or cloud-based services are detailed in our 10-K, Item 1A. "RISK FACTORS" found on our Investor Relations <a href="#">website</a>.</p> <p>Teradata's Business Continuity Program is aligned with international standards such as ISO 22301 and takes direction from the PAS-56 standard.</p>

**Table 2. Activity Metrics**

Code	Metric	Category	Unit of Measure	2025 Response
TC-SI-000.A	(1) number of licenses or subscriptions, (2) percentage cloud-based	Quantitative	number, percentage (%)	Teradata uses different key performance indicators (KPIs) to communicate our business performance to investors. Teradata's KPIs are included in our annual Form 10-K and quarterly 10-Q filings found on our Investor Relations <a href="#">website</a> .
TC-SI-000.B	(1) data processing capacity, (2) percentage outsourced <sup>9</sup>	Quantitative	unit of measure	
TC-SI-000.C	(1) amount of data storage, (2) percentage outsourced <sup>10</sup>	Quantitative	petabytes, percentage (%)	

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## SASB Footnotes

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

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

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

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

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

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

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

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

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

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

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# Appendix D: 2025 Task Force on Climate-related Financial Disclosures (TCFD)

This Task Force on Climate-related Financial Disclosures (TCFD) report represents Teradata Corporation's consolidated corporate disclosure prepared in accordance with California Senate Bill 261 (SB 261). This report covers the reporting period January 1, 2025 through December 31, 2025 and encompasses all operations of Teradata and its consolidated subsidiaries. This disclosure satisfies Teradata's reporting obligations under SB 261. The information presented reflects enterprise-level climate-related risks, opportunities, governance, and oversight applicable to Teradata's global operations.

Certain elements of our disclosure remain qualitative at this time. In particular:

- Scenario analysis remains qualitative at the time of publication.
- Our climate risk vulnerability assessment (CRVA) is currently in progress and scheduled for completion in the second half of 2026.
- As a result, quantitative scenario outputs, financial impact estimates, and granular physical and transition risk quantification are not included in this reporting cycle.

Where omissions exist, they are solely due to the unavailability of complete data or finalized methodologies during the reporting period. Teradata expects to expand coverage in future reporting cycles.

Beginning with our next ESG report, we expect to include:

- Outputs from the completed CRVA, including asset-level insights and prioritization of climate resilience measures.
- Enhanced assessments of climate-related financial impacts and time horizons.
- Expanded disclosures on transition planning and mitigation strategies.

This year marks our fifth year reporting in alignment with TCFD, and for the second consecutive year, Teradata obtained limited assurance over our TCFD disclosure. Additional details are included in [Appendix E](#).

## Governance

*Disclose the organization's governance around climate-related risks and opportunities.*

### a. Describe the board's oversight of climate-related risks and opportunities.

Teradata remains committed to continuously enhancing our governance framework, integrating ESG considerations into corporate decision-making, and fostering long-term value creation for our stakeholders.

The Board of Directors plays a critical role in informed risk oversight, ensuring that climate-related and broader ESG risks are integrated into our strategic decision-making. The Board of Directors evaluates our business operations and risk appetite within the context of long-term sustainability, financial performance, and ESG commitments. This includes continuous assessment of regulatory developments, stakeholder expectations, and industry best practices to maintain resilience and accountability.

The Nominating and Governance Committee oversees the company's climate-related policies, strategy, and progress. This includes reviewing and monitoring ESG-related goals, aligning with regulatory frameworks, and driving corporate responsibility initiatives. The committee receives quarterly updates from management on progress toward goals, ESG performance, risks, and opportunities.

The Audit Committee oversees Teradata's Enterprise Risk and Assurance Services (ERAS) organization, ensuring a robust approach to identifying, monitoring, and mitigating climate-related risks. This includes evaluating financial and non-financial risks related to ESG, ensuring compliance with emerging disclosure requirements, and maintaining the integrity of climate-related reporting within public company filings. The committee also provides oversight of disclosure controls and procedures supporting our ESG commitments, reinforcing transparency and accountability.

In addition to structured committee oversight, the full Board of Directors receives updates on business risks, including ESG-related challenges and opportunities, during plenary meetings. This structured governance approach enables proactive risk management, supports alignment of business decisions with ESG commitments, and ensures alignment with evolving global ESG standards.

### b. Describe management's role in assessing and managing climate-related risks and opportunities.

Teradata's climate-related governance supports oversight of climate risks and opportunities while aligning with Teradata's broader risk management processes. The Executive Leadership Team (ELT) provides enterprise-level oversight of climate-related matters, including consideration of climate-related risks and opportunities in business planning and decision-making. The Chief Administrative Officer (CAO) sponsors the Corporate Citizenship Council and the ESG program and provides executive oversight for ESG policy direction, program execution, and performance monitoring.

Climate-related information is communicated through established channels, including quarterly updates, written briefings, and ad hoc escalations, covering climate-related initiatives, regulatory developments, and emerging risks and response actions. The Senior Director of ESG & Sustainability and Stewardship pillar members coordinate with relevant leaders based on functional accountability to enable timely information flow, issue escalation, and management accountability. Climate-related priorities and related oversight updates are presented to and reviewed by the Nominating and Governance Committee, supporting Board-level oversight of climate-related risks and opportunities.

This approach enables Teradata to manage climate-related risks effectively while identifying opportunities to support operational continuity and long-term resilience.

## Strategy

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

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

Teradata identifies and evaluates climate-related risks and opportunities across physical and transition risk categories using defined strategic and enterprise risk management (ERM) time horizons to support business planning, risk management, and climate-related financial risk disclosure.

In 2024, Teradata completed a climate risk assessment to identify potential climate-related risks and opportunities across the organization. The assessment evaluated physical climate risks using climate projections consistent with the Intergovernmental Panel on Climate Change (IPCC) representative concentration pathway (RCP) 4.5 scenario, a widely used “middle-of-the-road” pathway consistent with a 2°C rise in average global temperature above pre-industrial levels. RCP 4.5 reflects current global emissions trajectories and is commonly applied for near- and mid-term analysis. Consistent with prevailing climate-modeling practice, the assessment focused on time horizons where scenario divergence is more limited, recognizing that differences across pathways typically become more significant after 2050.

Teradata applies both a strategic lens (business planning and investment horizons) and a risk lens (timing and likelihood of hazard emergence and impact) to time horizons, recognizing that the relevant horizon may vary by risk type, geography, and value-chain exposure. Teradata uses the following time horizons to support consistent identification and discussion of climate-related risks and opportunities:

#### Strategic risk time horizon

Short-term	0-1 year
Medium-term	1-3 years
Long-term	10+ years

#### Enterprise risk management time horizon

Immediate	0-6 months
Short-term	6-12 months
Long-term	1-10 years

Teradata generally considers climate-related risks unlikely to manifest until after 2035; this period is referred to as the climate term (10+ years).

### b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.

The 2024 climate risk assessment provided an initial enterprise-level view of potential physical and transition climate-related risk drivers, informed by climate projections aligned with the IPCC RCP 4.5 scenario. Of the 29 risks assessed, one was identified as high residual risk and seven as medium residual risks, after considering existing controls and mitigation measures. The remaining risks were assessed as lower residual risk.

To support decision-useful disclosure, Teradata selected four climate-related risks in this section based on their relevance to our business model, operating footprint, and stakeholder considerations. These risks are presented on a residual risk basis and include the highest-rated residual risk, as well as three medium residual risks: one physical risk and two transition risks associated with energy demand related to artificial intelligence workloads and scope 3 value-chain emissions.

In the third quarter of 2025, Teradata initiated a climate risk vulnerability assessment (CRVA) to strengthen the linkage between identified risks and potential business and financial impacts. The CRVA is designed to provide (i) site-specific physical climate vulnerability analysis for priority locations, (ii) expanded consideration of supply-chain climate exposure, and (iii) improved traceability between hazards, exposure and sensitivity, potential impacts, and response options. The CRVA is expected to further refine Teradata’s identification and prioritization of climate-related risks and opportunities across relevant time horizons, including improved visibility into potential operational and financial implications.

As the CRVA is ongoing at the time of this publication, quantitative financial impact estimates and related metrics for certain climate-related risks and opportunities are not yet available. Teradata expects to incorporate additional quantitative insights and strengthen linkages to related TCFD disclosures, including risk management processes, resilience considerations, and relevant metrics and targets, in future reporting cycles as information becomes available.

Risk type and description	Risk rating	Time horizon	Impact to Teradata’s business	Mitigation opportunity
<p><b>Transition:</b> Product delivery risk associated with changing environmental laws around the world, and Teradata’s ability to monitor them.</p>	High	<p>Strategic: Short-term (0–1yr)</p> <p>Risk: Short-term (6–12 months)</p>	<p>Many countries are using environmental laws to try to stimulate their economies, which has led to increased regulation and protectionism. The laws are often written in the country’s language and English translation may be inaccurate, further complicating compliance. As a result, Teradata has experienced difficulties in its ability to ship hardware to certain regions of the Middle East and Eastern Europe.</p>	<p>Develop an environmental legislation monitoring protocol for countries in which Teradata ships products.</p>
<p><b>Transition:</b> Financial risk associated with high and potentially increasing energy costs in San Diego due to the energy transition.</p>	Medium	<p>Strategic: Medium-term (1–3 yrs)</p> <p>Risk: Long-term (1–10 years)</p>	<p>Energy prices in California, and particularly within San Diego Gas &amp; Electric’s (SDG&amp;E) distribution area, have increased significantly over the past decade. In November 2025, Teradata commissioned a CoGen plant at our San Diego campus to address this risk directly. The plant supplies approximately 50% of campus electricity on-site. The remaining 50% is procured through our San Diego Community Power (SDCP) Power100 agreement, which provides 100% renewable and carbon-free electricity, maintaining our market-based scope 2 position. Residual financial risk remains from natural gas price volatility, which affects the on-site generation cost.</p>	<p>Mitigation could be further improved by reducing data lab energy demand and downsizing San Diego headquarters.</p>

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

Teradata continues to evaluate opportunities identified through its climate risk assessment activities to manage emissions and energy use across its operations and value chain. Having achieved our previously stated 2025 emissions and energy targets in 2024, Teradata is using 2025 and 2026 as foundational years to strengthen data quality and analytical capabilities. Current efforts include the CRVA, product and software lifecycle assessments, and supplier engagement to inform the next phase of our decarbonization planning and target-setting. Where feasible, reliable, and cost-effective, Teradata also prioritizes renewable energy procurement as part of our ongoing approach to managing energy use across global operations. Updated interim targets and related disclosures are expected once data of sufficient quality becomes available in future reporting cycles.

Of the four risks highlighted above, the transition risk associated with California energy cost volatility has the most immediate, quantifiable financial impact. The CoGen investment made in November 2025 to address this risk is projected to generate tens of millions in cost savings over its 15-year useful life, with break-even expected by end of 2028. A 2025 tax benefit was also secured. This investment represents Teradata's most direct example of a climate risk assessment outcome driving a capital allocation decision.

**c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.**

Guided by our strategy as the connected multi-cloud data platform for enterprise analytics, Teradata invests in solutions intended to minimize energy consumption and emissions across our value chain. To support resilience in a changing climate and related transition dynamics, Teradata established a roadmap anchored in four levers: (1) carbon accounting completeness and accuracy, (2) operational emissions, (3) supply chain emissions, and (4) downstream emissions. Progress across these levers is summarized in the Stewardship pillar highlights.

Our climate risk assessment and scenario analysis, informed by a scenario consistent with a 2°C rise, indicates that Teradata’s business model has comparatively limited exposure to certain physical climate risks relative to more asset-intensive companies, given minimal infrastructure ownership and a remote-first workplace model. With one owned facility and more than 90% of the workforce operating remotely, our facility planning and mitigation measures, together with our Flexible Workplace Policy, are intended to support operational continuity and workforce resilience as physical climate conditions evolve.

As risks and opportunities change over time, Teradata evaluates climate-related insights and incorporates relevant considerations into business resilience planning where appropriate, including through ongoing refinement of our emission and energy management roadmap.

## **Risk management**

*Disclose how the organization identifies, assesses, and manages climate-related risks.*

### **a. Describe the organization’s processes for identifying and assessing climate-related risks.**

Teradata identifies and assesses climate-related risks through its enterprise risk management (ERM) framework to support business resilience, align with evolving stakeholder expectations, and address applicable regulatory and disclosure requirements. As part of this approach, Teradata completed an initial climate risk assessment (CRA) to establish a structured baseline for identifying, assessing, and prioritizing climate-related risks, and to inform ongoing monitoring and disclosure.

The CRA incorporates a combination of qualitative and quantitative inputs from multiple sources, including: (i) monitoring evolving climate-related regulatory and reporting developments; (ii) greenhouse gas (GHG) emissions information across scopes 1, 2 and 3 to inform exposure considerations across operations and the value chain; (iii) scenario-based analysis to consider potential physical and transition risk drivers and associated business impacts; and (iv) internal stakeholder input to support completeness and identify emerging risk themes.

Identified climate-related risks are categorized as physical risks (such as extreme weather events and resource constraints) or transition risks (including policy and legal developments, market shifts, technology changes, and reputational considerations). Risks are assessed using Teradata’s enterprise risk rating methodology, considering potential severity (low, medium, high) and likelihood of operational and financial impacts, and are mapped to short-, medium-, and long-term time horizons to support alignment with strategic and business planning.

Climate-related risks and key assessment themes are reviewed with senior leaders and relevant governance forums to support visibility and alignment with Teradata’s overall risk profile. The CRA provides a foundation for periodic refresh and event-driven reassessment, recognizing that external requirements, climate conditions, and business priorities may evolve over time. When material regulatory developments or business changes arise, Teradata evaluates the implications and responds through established ERM processes.

### **b. Describe the organization’s processes for managing climate-related risks.**

Teradata manages climate-related risks within its enterprise risk management (ERM) framework using a structured approach to monitoring, prioritization, and response planning for risks that may affect business strategy, operations, and stakeholder expectations. Climate-related risks are addressed alongside other enterprise risks through established ERM routines and governance channels.

Enterprise-wide risk assessments are conducted quarterly, and on an event-driven basis when warranted by emerging developments. Climate-related risks and key themes are reported and discussed through relevant governance forums, including the Risk Steering Committee (RSC), Executive Leadership Team (ELT), and the Audit Committee, as applicable. Management oversight of climate-related priorities and ESG execution is further supported through the Corporate Citizenship Council, a cross-functional advisory forum that provides input on ESG goals, priorities, and progress.

Our climate-related risk management approach includes:

- Cross-functional oversight: Engaging relevant stakeholders and governance forums to support alignment of climate-related risk considerations with corporate strategy, planning activities, and operational decision-making.
- Regulatory compliance and disclosure readiness: Monitoring evolving climate-related regulatory and reporting expectations and assessing potential implications for Teradata's disclosures and internal processes.
- Risk response and mitigation planning: Identifying and tracking practical response actions, where appropriate, which may include resilience considerations, links to business continuity planning, and initiatives aligned with Teradata's environmental priorities (including emissions-related efforts), recognizing that priorities and resourcing may evolve over time.

By managing climate-related risks through our broader ERM framework and governance processes, Teradata supports enterprise-wide visibility, informed decision-making, and responsiveness to evolving external expectations. When climate-related risks are assessed as potentially material, management evaluates response options and escalates updates through established ERM reporting and governance processes.

### **c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.**

Climate-related risks are integrated into Teradata's enterprise risk management (ERM) framework so that climate considerations are evaluated alongside financial, operational, strategic, and compliance risks using consistent governance structures and risk assessment practices. Outputs from Teradata's initial CRA informed enhancements to enterprise risk documentation and increased visibility of climate-related risk themes within the broader enterprise risk profile.

Integration occurs through the same ERM mechanisms used for other enterprise risks, including:

- Common risk taxonomy: Climate-related risks are assessed within the enterprise risk universe using consistent definitions and categorization, including physical and transition risk types.
- Consistent risk assessment methodology: Climate-related risks are evaluated using the enterprise risk rating approach, including consideration of severity and applicable time horizons, to support comparability and prioritization.
- Established governance and reporting channels: Climate-related risk themes are communicated through ERM governance forums to support monitoring, escalation, and management visibility.

Climate-related risk integration is also supported through cross-functional ESG governance, including the Corporate Citizenship Council, which provides management-level coordination and input on ESG priorities and progress. Climate-related risk themes and disclosure considerations are shared across ERM and relevant ESG governance channels to support alignment between risk insights, ESG priorities, and disclosure readiness, and enhance enterprise-wide visibility of climate-related risk considerations.

Teradata continues to mature its integration of climate-related risks over time through focus areas that include:

- Climate risk framework and methodology: Refining approaches for identifying and prioritizing climate-related risks and evaluating potential financial, operational, and reputational impacts.
- Scenario-based analysis: Applying scenario analysis, where appropriate, to enhance understanding of potential physical and transition risk drivers and associated business impacts.
- Response planning and resilience considerations: Identifying practical response actions aligned with risk appetite and environmental priorities, including linkages to business continuity and operational resilience planning where relevant.
- Governance and reporting: Strengthening climate risk oversight and disclosure readiness through established ERM governance channels and cross-functional ESG governance.

By integrating climate-related risks into our overall ERM framework and governance processes, Teradata supports a consistent, enterprise-wide approach to identifying, assessing, monitoring, and responding to climate-related risks as external expectations, regulatory requirements, and business priorities evolve.

## Metrics and targets

*Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.*

### a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

Teradata does not currently apply an internal carbon price to its operations or product offerings; however, we disclose greenhouse gas (GHG) emissions, energy consumption, water use, and waste data as foundational metrics used to assess climate-related risks and opportunities. These metrics are reported in [Appendix A](#) and support the evaluation of transition risks, operational exposure, and progress against climate-related objectives.

To assess and manage climate-related transition and operational risks, Teradata established interim reduction targets of 34% for scope 1 and scope 2 GHG emissions and 30% for energy consumption by year-end 2025, relative to a 2021 baseline. These targets focused on areas within Teradata’s operational control and were achieved in 2024, one year ahead of schedule.

To support data quality and reliability, Teradata obtains limited third-party assurance on scopes 1, 2 and 3 GHG emissions annually; [Appendix E](#) identifies the assured data points.

Beginning in 2025, Teradata expanded its climate-related metrics to include operational data from the San Diego cogeneration (CoGen) facility, commissioned in November 2025. These metrics—which track on-site electricity generation, waste-heat cooling output, and natural gas consumption—support the assessment of energy reliability, scope 1 emissions from on-site combustion, and residual exposure to natural gas price volatility. The remaining campus electricity demand is met through the SDCP Power100 agreement, maintaining the market-based scope 2 position. Together, these metrics complement existing GHG and energy disclosures used to evaluate the financial transition risk associated with California energy costs.

As of the date of this report, Teradata is using outputs from its CRA and will soon incorporate information from the CRVA, along with supplier engagement and resilience analyses and life-cycle assessments of its products and software, to further refine decision-useful climate-related metrics and targets, which will be disclosed once decision-grade data are available in our 2026 ESG report.

## b. Disclose scope 1, scope 2, and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and related risks.

We disclose our scopes 1, 2 and 3 greenhouse gas (GHG) emissions for the last three reporting years in [Appendix A](#). Limited assurance statements related to these emissions disclosures are provided in [Appendix E](#), including the specific data points within assurance scope.

In November 2025, Teradata commissioned a cogeneration (CoGen) plant at our San Diego campus. As the plant operates on natural gas, scope 1 direct emissions increased in 2025. A full year of operation in 2026 will increase that figure further; Teradata will disclose updated scope 1 figures in the 2026 ESG report. Location-based scope 2 emissions are reduced through lower grid electricity consumption. Our market-based scope 2 position is maintained through the San Diego Community Power (SDCP) Power100 agreement, which provides 100% renewable and carbon-free electricity for all remaining campus grid demand.

Teradata is monitoring the CoGen plant's operational performance and scope 1 emissions as part of our ongoing GHG accounting processes. The increase in scope 1 emissions is relevant to Teradata's climate-related financial risk assessment because it affects regulatory exposure under evolving mandatory reporting frameworks—and may affect stakeholder expectations as absolute scope 1 figures rise in the near term. Teradata will reflect updated emissions data and any material changes to target-setting through established governance and ERM processes, with full disclosure in the 2026 ESG report.

## c. Describe the targets used by the organization to manage climate-related risks and opportunities, and the organization's performance against these targets.

Teradata has established climate-related targets to support the management of climate-related risks and opportunities across its operations and value chain. Our long-term target is to achieve net-zero GHG emissions across scopes 1, 2 and 3 by 2050. To support this long-term objective, Teradata maintains a ten-year decarbonization roadmap that identifies near-term initiatives, incorporates evolving external requirements, and is refined over time as operational conditions, technologies, and data quality mature.

As part of this approach, Teradata set interim reduction targets of 34% for scope 1 and scope 2 emissions and 30% for energy use by year-end 2025, based on a 2021 baseline. As disclosed in [Appendix A](#), Teradata achieved these interim targets in 2024, one year ahead of schedule. Performance against these interim targets informs the ongoing evolution of the roadmap and helps prioritize actions that support continued progress toward our long-term net-zero target.

Our decarbonization roadmap is used to organize and track initiatives intended to reduce emissions, enhance operational resilience, and address priority climate-related risks. Insights from Teradata's CRA have been incorporated into the roadmap to strengthen linkages between identified risks, priority actions, and target-setting activities. The roadmap is updated as projects progress and as additional data of sufficient quality becomes available.

Scope 3 emissions represent a significant portion of Teradata’s value-chain footprint, and we are prioritizing the development of category-specific scope 3 reduction targets as part of our next phase of target-setting. Initial focus areas include the most material categories within Teradata’s value chain:

<b>Scope 3 category</b>	<b>% of total scope 3 emissions</b>
Category 1 – Purchased goods and services	53.3%
Category 11 – Use of sold products	18.9%
Category 6 – Business travel	8.6%
Category 7 – Employee commuting	6.1%
Category 4 – Upstream transportation & distribution	5.1%

These category-specific targets are under development and are expected to be informed by improved data quality and methodological enhancements, including supplier engagement and product-related analyses.

Teradata’s approach to achieving its climate targets prioritizes direct emissions reductions across its operations and value chain. We may evaluate the role of carbon credits or offsets over time as part of our roadmap—particularly after substantial emissions reductions have been achieved and where the use of offsets is supported by stable market conditions and a clear business rationale—while continuing to prioritize investments that drive measurable emissions reductions.

To support progress against our targets and reduce exposure to climate-related risks, we are also implementing initiatives across both transition and physical risk areas. These initiatives represent the key measures adopted to reduce exposure, enhance resilience across operations and the value chain, and improve the accuracy and effectiveness of emissions management. Examples of these measures, mapped to priority risks and current status, are summarized in the table below and include actions related to product compliance capability-building, energy cost resilience, supplier screening and continuity planning, and workstreams intended to improve the precision of scope 3 emissions estimates and inform future target-setting.

Risk description	Activity	Status
<p><b>Transition:</b> Product delivery risk associated with changing environmental laws around the world, and Teradata’s ability to monitor them.</p>	<p>Teradata is establishing a dedicated Product Compliance Function within the Law Department that partners closely with Product Management, Engineering, Legal, ESG, and research and development (R&amp;D) to embed regulatory awareness into product design and delivery. This function is currently being established and is intended to provide ongoing regulatory tracking and cross-functional coordination to reduce compliance-related delivery risks.</p>	<p>In progress: expected 2H2026</p>
<p><b>Transition:</b> Financial risk associated with high and potentially increasing energy costs in San Diego due to the energy transition.</p>	<p>Teradata commissioned its cogeneration plant in November 2025. The plant supplies approximately 50% of campus electricity and captures waste heat to cool the data lab, reducing purchased electricity for cooling. The investment is projected to break even by end of 2028 and generate tens of millions in savings over a 15-year useful life. Because the plant runs on natural gas, scope 1 emissions increased in 2025 and will be fully reported in the 2026 ESG report. The remaining campus grid electricity is supplied through the SDCP Power100 agreement (100% renewable), maintaining the market-based scope 2 position. Teradata continues to monitor plant output against performance targets and energy price benchmarks.</p>	<p>Complete: November 2025</p>
<p><b>Physical:</b> Increased risk of supply chain disruptions due to natural disasters exacerbated by climate change.</p>	<p>Teradata is conducting supplier screening and value-chain risk assessments based on geography, weather patterns, and other factors, with the objective of expanding a comprehensive supplier-engagement program. Teradata maintains a structured ESG-focused due-diligence process that integrates ESG questions into onboarding and applies a tiered, risk-based reassessment cadence to maintain visibility into supplier practices. Additionally, business-continuity measures such as cloud service provider location flexibility help reduce exposure to geographically concentrated disruptions.</p>	<p>In progress: expected 1H2027</p>
<p><b>Transition:</b> AI in customer-facing products risk impacting scope 3 emissions</p>	<p>Teradata is completing its CRVA and plans to complete life-cycle assessments (LCAs) of its hardware and software in 2026 to inform category-specific scope 3 targets, while also engaging suppliers to obtain allocated emissions data and reduce reliance on spend-based estimates. At the same time, ongoing product-efficiency improvements and increased use of SaaS with cloud service providers may support lower-emission product pathways.</p>	<p>In progress: expected 1H2027</p>

In parallel with our voluntary climate target-setting and decarbonization planning, Teradata is actively preparing to comply with evolving mandatory climate and sustainability reporting requirements. This includes ongoing readiness efforts related to International Sustainability Standards Board (ISSB)–aligned climate disclosure requirements in Australia, the European Union’s Corporate Sustainability Reporting Directive (CSRD), and California’s Climate Corporate Data Accountability Act (SB 253). Readiness activities focused on governance and data quality support both regulatory compliance and Teradata’s broader climate strategy.

# Appendix E: 2025 limited assurance statements

ESRS 1 Ch. 3  
ESRS 2 IRO-1

## Independent Assurance Report



### Independent Limited Assurance Report

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Teradata Operations, Inc. ("Teradata") to provide limited assurance in relation to the Selected Information set out below and presented in Teradata's 2025 ESG Report (the "Report").

#### ENGAGEMENT SUMMARY

**Scope of our assurance engagement** Whether the following Selected Information for 2025, as indicated in the Double Materiality, Appendix A: ESG Performance, and Appendix D: TCFD sections, is fairly presented in the Report, in all material respects, in accordance with the reporting criteria.  
Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.

**Selected Information**  
**GHG Emissions**

- Total Scope 1 GHG emissions [MT CO<sub>2</sub>e]
- Total Scope 2 GHG emissions (location-based) [MT CO<sub>2</sub>e]
- Total Scope 2 GHG emissions (market-based) [MT CO<sub>2</sub>e]
- Total Scope 1 and Scope 2 GHG emissions (location-based) [MT CO<sub>2</sub>e]
- Total Scope 1 and Scope 2 GHG emissions (market-based) [MT CO<sub>2</sub>e]
- Total Scope 3 GHG emissions (comprised of Categories 1-9, 11, 12, and 13) [MT CO<sub>2</sub>e]

**Energy**

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

**People Metrics**

- United States Race and Ethnicity (Number within total US employees) [#]
- United States Race and Ethnicity by Role (number within each role category) – Executive, People manager, Individual contributor [#]
- Employee hiring by gender [#]
- Employee hiring by role – Executive, People manager, Individual contributor [#]
- Employees by contract type – permanent, temporary, and non-guaranteed hours [#]
- Employees by contract type – permanent, temporary, and non-guaranteed hours by gender [#]
- Full-time employees by gender and by region [#]
- Part-time employees by gender and by region [#]
- Total non-employee workers [#]
- Total non-employee workers by country [#]
- Total non-employee workers by gender [#]
- Total non-employee workers by contract type – permanent, temporary, and non-guaranteed hours [#]
- Employees covered by collective bargaining agreement [%]
- Employees covered by collective bargaining agreement by country [%]
- Employees covered by workers' representatives (social dialogue) [%]
- Employees covered by workers' representatives (social dialogue) by country [%]

**Climate-related Financial Disclosures (TCFD) disclosure**

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

**Double Materiality Assessment (DMA) disclosure**

- Narrative disclosure regarding development and outcomes of the DMA

**Reporting period** 1<sup>st</sup> January 2025 – 31<sup>st</sup> December 2025

- Reporting criteria**
- Teradata's Basis of Reporting;
  - The GHG Protocol:
    - Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissions;
    - Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015)) for Scope 2 GHG emissions;
    - The Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WBCSD/WRI 2011) for Scope 3 GHG emissions;
  - Recommendations of the Task Force on Climate-related Financial Disclosures (October 2021);
  - European Sustainability Reporting Standards (ESRS) 2023:
    - ESRS 1 General Disclosure Requirements, Chapter 3 Double materiality as the basis for sustainability disclosures;
    - ESRS 2 General Disclosures, Disclosure Requirement IRO-1 - Description of the process to identify and assess material impacts, risks and opportunities;
    - S1 Own Workforce.

**Assurance standard and level of assurance** We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.  
The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

**Respective responsibilities** Teradata is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Selected Information.  
ERM CVS' responsibility is to provide a conclusion to Teradata on the agreed assurance scope based on our engagement terms with Teradata, the assurance activities performed and exercising our professional judgement.

#### OUR CONCLUSION

Based on our activities, as described on the next page, nothing has come to our attention to indicate that the Selected Information for 2025 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

#### OUR ASSURANCE ACTIVITIES

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

- Evaluating the appropriateness of the reporting criteria for the Selected Information;
- Interviewing management representatives responsible for managing the Selected Information;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level to validate the accuracy of data and claims made in narrative disclosures;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2025 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;

- Evaluating the conversion factors, emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with the reporting criteria and our findings.

#### THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. Future-looking statements and climate-related assumptions are outside the scope of our engagement. ERM CVS did not evaluate the adequacy of the company's climate goals to its context, the comprehensiveness of identified risks, or the validity of underlying scientific assumptions. Our work focused solely on assessing alignment with the defined reporting criteria, including the reasonableness of the basis used for determinations. It is important to understand our assurance conclusions in this context.

#### OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

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

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

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



May 20, 2026  
Malvern, PA

ERM Certification & Verification Services Incorporated  
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## Appendix E: 2025 limited assurance statements

Assured Data		2025
<b>Employee footprint (HC)</b>		
Employees	<b>Total</b>	4,996
	Americas	1,906
	APJ	2,416
	EMEA	674
<b>Employee by gender (HC)</b>		
Women		1,367
Men		3,592
Nonbinary		1
Choose to not respond		36
<b>Employee gender by region (HC)</b>		
Americas	Women	551
	Men	1,333
	Nonbinary	1
	Choose to not respond	21
APJ	Women	647
	Men	1,764
	Nonbinary	0
	Choose to not respond	5
EMEA	Women	169
	Men	495
	Nonbinary	0
	Choose to not respond	10

Assured Data		2025
<b>Employee by country (&gt;50 HC in alpha order)</b>		
Argentina		58
Australia		107
Brazil		54
Czechia		119
Egypt		55
France		93
Germany		79
India		1,720
Japan		261
Mexico		265
Pakistan		216
United Kingdom		98
United States		1,454

## Appendix E: 2025 limited assurance statements

Assured Data		2025
<b>Social dialogue structure</b>		
% Employees covered by collective bargaining agreements	<b>Total</b>	<b>3.3%</b>
	Austria	12
	France	93
	Italy	20
	Spain	38
% Employees covered by works council	<b>Total</b>	<b>4.4%</b>
	Austria	12
	France	93
	Germany	79
	Spain	38
<b>Employee contract types</b>		
Permanent	<b>Total</b>	<b>4,955</b>
	Women	1,360
	Men	3,560
	Nonbinary	1
	Choose to not respond	15
Temporary	<b>Total</b>	<b>41</b>
	Women	7
	Men	34
	Nonbinary	0
	Choose to not respond	0

Assured Data		2025
<b>Employee by time status</b>		
Full-time (FT)		4,939
Part-time (PT)		57
FT by gender	Women	1,348
	Men	3,556
	Nonbinary	1
	Choose to not respond	34
PT by gender	Women	19
	Men	38
	Nonbinary	0
	Choose to not respond	0
FT by region	Americas	1,872
	APJ	2,411
	EMEA	656
PT by region	Americas	34
	APJ	5
	EMEA	18

## Appendix E: 2025 limited assurance statements

Assured Data		2025
<b>Employee gender by role<sup>7</sup> (HC)</b>		
Executive	Women	3
	Men	19
	Nonbinary	0
	Choose to not respond	1
People manager	Women	194
	Men	505
	Nonbinary	0
	Choose to not respond	2
Individual contributor	Women	1,170
	Men	3,070
	Nonbinary	1
	Choose to not respond	31

Assured Data		2025
<b>United States race and ethnicity (HC)</b>		
White (not Hispanic or Latinx)		731
Asian (not Hispanic or Latinx)		439
Hispanic or Latinx		74
Black or African American (not Hispanic or Latinx)		84
Native American or Alaska Native (not Hispanic or Latinx)		9
Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)		8
Two or more races (not Hispanic or Latinx)		41
Undeclared		68

<sup>7</sup> Role is defined as follows: Executive: Senior VP and above; People Manager: Supervisor—VP people manager roles; Individual Contributor: All levels below Senior VP individual contributor roles

## Appendix E: 2025 limited assurance statements

Assured Data		2025
<b>United States employee race and ethnicity by role<sup>7</sup></b>		
Executive	White (not Hispanic or Latinx)	15
	Asian (not Hispanic or Latinx)	2
	Hispanic or Latinx	0
	Black or African American (not Hispanic or Latinx)	0
	Native American or Alaska Native (not Hispanic or Latinx)	0
	Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)	0
	Two or more races (not Hispanic or Latinx)	0
	Undeclared	1
People manager	White (Not Hispanic or Latinx)	178
	Asian (Not Hispanic or Latinx)	72
	Hispanic or Latinx	13
	Black or African American (Not Hispanic or Latinx)	17
	Native American or Alaska Native (Not Hispanic or Latinx)	3
	Native Hawaiian or Other Pacific Islander (Not Hispanic or Latinx)	2
	Two or more races (Not Hispanic or Latinx)	9
	Undeclared	17

Assured Data		2025
<b>United States employee race and ethnicity by role<sup>7</sup>, cont.</b>		
Individual contributor	White (not Hispanic or Latinx)	538
	Asian (not Hispanic or Latinx)	366
	Hispanic or Latinx	61
	Black or African American (not Hispanic or Latinx)	66
	Native American or Alaska Native (not Hispanic or Latinx)	6
	Native Hawaiian or Other Pacific Islander (not Hispanic or Latinx)	6
	Two or more races (not Hispanic or Latinx)	32
	Undeclared	50

## Appendix E: 2025 limited assurance statements

Assured Data		2025
<b>Employee hiring (HC)</b>		
Global employee hiring	Americas	165
	APJ	158
	EMEA	40
<b>Employee hiring by role<sup>7</sup> and gender</b>		
Executive	Women	0
	Men	4
	Nonbinary	0
	Choose to not respond	0
People manager	Women	2
	Men	15
	Nonbinary	0
	Choose to not respond	0
Individual contributor	Women	78
	Men	258
	Nonbinary	0
	Choose to not respond	6
<b>Employee promotion</b>		
Global employee promotion rate		12.4%

Assured Data		2025
<b>Employee learning and development</b>		
Total online training hours		215,432
Average online training hours per employee		43
<b>Remuneration</b>		
CEO pay ratio		193
<b>Non-employee footprint (Contingent HC)</b>		
Total non-employee workers		269
Non-employee type (Contingent HC)	Staff augmentation	266
	Independent contractors	3

## Appendix E: 2025 limited assurance statements

Assured Data		2025
<b>Non-employee footprint (Contingent HC)</b>		
Non-employee by country	Argentina	19
	Australia	1
	Brazil	2
	Chile	2
	China	1
	Colombia	47
	Czechia	5
	Egypt	18
	France	20
	India	44
	Ireland	1
	Japan	40
	Republic of Korea	1
	Mexico	1
	Pakistan	5
	Philippines	2
	Poland	2
	Romania	1
	Saudi Arabia	2
	Spain	1
	Switzerland	3
	United Kingdom	2
	United States	49

Assured Data		2025
<b>Carbon footprint (MTCO<sub>2</sub>e)</b>		
Scope 1 GHG emissions		1,436
Scope 2 (location-based) GHG emissions		4,088
Scope 2 (market-based) GHG emissions		549
Scope 3 GHG location-based emissions <sup>8</sup>		58,634

Energy (MWh)	
Total energy consumption	29,539
Total renewable energy	21,154

TCFD disclosure	
Governance	See <a href="#">Appendix D: TCFD</a>
Strategy	
Risk	
Metrics and targets	See carbon footprint above

Double materiality assessment	
Double materiality assessment aligned with ESRS completed in 2025	See <a href="#">DMA overview</a>

<sup>8</sup> Total Scope 3 GHG emissions is comprised of categories 1–9 and 11–13

## Note to readers

This report details Teradata's performance on environmental, social, and governance (ESG) topics and contains nonfinancial disclosures covering the period from January 1, 2025, through December 31, 2025, unless otherwise stated. The inclusion of information in this report should not be construed as a characterization of the materiality or financial impact of that information for purposes of securities reporting. Financial disclosures for this period are available in our Annual Report on Form 10-K on our Investor Relations website.

This report covers all of Teradata's operations included in the 2025 consolidated financial statements, unless otherwise stated. Where relevant, data measurement techniques, the bases of calculations, and any reclassifications of previously reported data are described in the applicable section or in a footnote. Nonfinancial information is subject to measurement uncertainties resulting from limitations inherent in the nature of such data and the methods used to determine it. The use of different but acceptable measurement techniques can result in materially different measurements, and the precision of those techniques may also vary.

Select disclosures in this report have been subject to independent, third-party limited assurance. The scope, methodology, and conclusions of that assurance are described in the assurance statement included in [Appendix E](#).

## Cautionary note on forward-looking statements

This report contains forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934. Forward-looking statements relate to opinions, beliefs, and projections of expected future performance, business trends, and sustainability outcomes, among other things, and can often be identified by words such as "expect," "strive," "looking ahead," "anticipate," "plan," "estimate," "believe," "will," "intend," "outlook," "guidance," "Forecast," "continue," "would," "likely," "potential," or similar expressions.

Forward-looking statements in this report include Teradata's short- and long-term ESG goals and commitments, statements regarding our ongoing business transformation, and other future business and operating objectives. These statements are based on current expectations and assumptions and involve risks, uncertainties, and other factors beyond Teradata's control—including those described in our filings with the U.S. Securities and Exchange Commission (our most recent Annual Report on Form 10-K and subsequent quarterly reports on Form 10-Q)—that could cause actual results to differ materially.

Readers should not place undue reliance on forward-looking statements. Standards for measuring ESG progress, internal processes, and underlying assumptions are subject to change. Teradata does not undertake any obligation to publicly update or revise forward-looking statements, whether as a result of new information, future events, or otherwise, except as required by law.

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