



## FY 2021 Sustainability Accounting Standards Board (SASB) Content Index

Avaya’s annual Corporate Responsibility report is published with reference to the latest Sustainability Accounting Standards Board, Technology & Communications Sector Software & IT Services Standard, October 2018

Topic	Accounting Metric	Code	Reference
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	Not reported
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	2021 Corporate Responsibility Report: ESG Metrics Table pg. 39 CDP Water Security Response W1.2d
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Not reported
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	See our <a href="#">website</a> for our global privacy policy and privacy commitments 2021 Corporate Responsibility Report: Governance & Ethics/ Cybersecurity & Data Privacy, pg. 35 Avaya Code of Conduct, pg. 22-26  See our Controller Binding Corporate Rules at <a href="#">Binding Corporate Rules   Avaya Privacy</a>
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Not reported
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	Avaya Annual Report 2021, Item 3. Legal Proceedings  No monetary losses
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	Not reported
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	See our <a href="#">website</a> for privacy protection requirements in California, the EU and Brazil  Not reported
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	Confidential and not publicly reported
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	2021 Corporate Responsibility Report: Governance & Ethics/ Cybersecurity & Data Privacy, pg. 35



Topic	Accounting Metric	Code	Reference
			Avaya Annual Report 2021, Item 1A. Risks, pg. 22-25 (Intellectual Property & Information Security)
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	Not reported
	Employee engagement as a percentage	TC-SI-330a.2	Avaya's FY2021 employee engagement index score was 84%, which is above the technology industry average of 80%.
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	2021 Corporate Responsibility Report: Our People/DEIB, pg. 11 and ESG Metrics Table, pg. 40
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	Avaya Annual Report 2021, Item 3. Legal Proceedings
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Not reported
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Avaya Annual Report 2021, Item 1A. Risks CDP Climate Change Response, C2.3a Avaya Business Continuity Program Overview

(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	Not reported
(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	Not reported
(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	Not reported