

Gen™

✓ norton™

Avast™

✓ LifeLock™
by norton

MoneyLion™

Social Impact Report

**Our impact across cybersecurity,
communities and the planet.**



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Building Trust in a Digital World

“ **Trust is earned every day.** It’s earned when people feel safe online. When families can protect what matters most. When someone gains the skills and confidence to navigate an increasingly digital world. And when a company consistently shows up, delivers on its promises, and puts people first.

At Gen, our purpose is to **Power Digital Freedom**. That purpose guides how we build products, support our people, and create impact in the communities we serve.

Today, **nearly 500 million consumers** trust Gen and our family of brands to protect their digital and financial lives. And this year, our digital safety, financial literacy and education programs reached more than **11 million people** around the world.

These numbers tell an important story that are not just about scale, but about opportunity — opportunity for a student learning essential digital skills; for a family navigating an evolving connected world and for a nonprofit protecting its mission. ”

Vincent Pilette
CEO & Board Chair, Gen

¹ Throughout the report, references to 2026 or past/future years, refer to Gen’s fiscal year, unless otherwise noted. Fiscal year 2026 includes April 1, 2025 – March 31, 2026.

“

Technology continues to transform how we live, work and connect and artificial intelligence (AI) is accelerating that change faster than ever. The opportunities are enormous but so is the responsibility. As technology evolves, trust becomes even more important.

We're committed to creating a lasting impact for our customers—building products people can rely on, innovating responsibly and helping ensure the benefits of technology are accessible to more people, more communities and more generations to come.

This report highlights the progress we've made over the past year, but our work is far from finished. Digital freedom isn't a destination — it's a future we're helping build every day.

”

Vincent Pilette
CEO & Board Chair, Gen

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Fiscal year 2026 includes April 1, 2025 – March 31, 2026.

Putting Trust into Practice for Customers

Katrina: How is Gen evolving to better serve customers in a rapidly changing digital world?

Vincent: Digital Freedom only matters if our customers can actually feel it in their everyday lives. As the digital landscape becomes more complex, our job is simple: help people feel safer, more confident and more in control in their daily life. We bring together our brands and capabilities to deliver a more seamless experience, so customers feel supported and protected — not overwhelmed.

Vincent: How is Gen translating that philosophy into better products and experiences?

Katrina: It requires tight integration between our insights, product, design, marketing and customer experience teams. We’re investing in more connected, personalized experiences within each of our products across Cyber Safety and Financial Wellness. That means fewer silos and even more context. This improved context helps us anticipate needs, reduce friction and deliver protection that adapts to each individual customer.

Katrina: Trust is a recurring theme in this report. How do you earn and sustain it with customers?

Vincent: We know that trust isn’t something customers give us once. It’s something we have to earn every single day. People trust us with some of the most personal parts of their lives, from their identity and privacy to their financial well-being. We take that responsibility seriously by building security, privacy and transparency in our every move.



Vincent Pilette
CEO & Board Chair, Gen



Katrina Lane
Chief Customer Officer, Gen

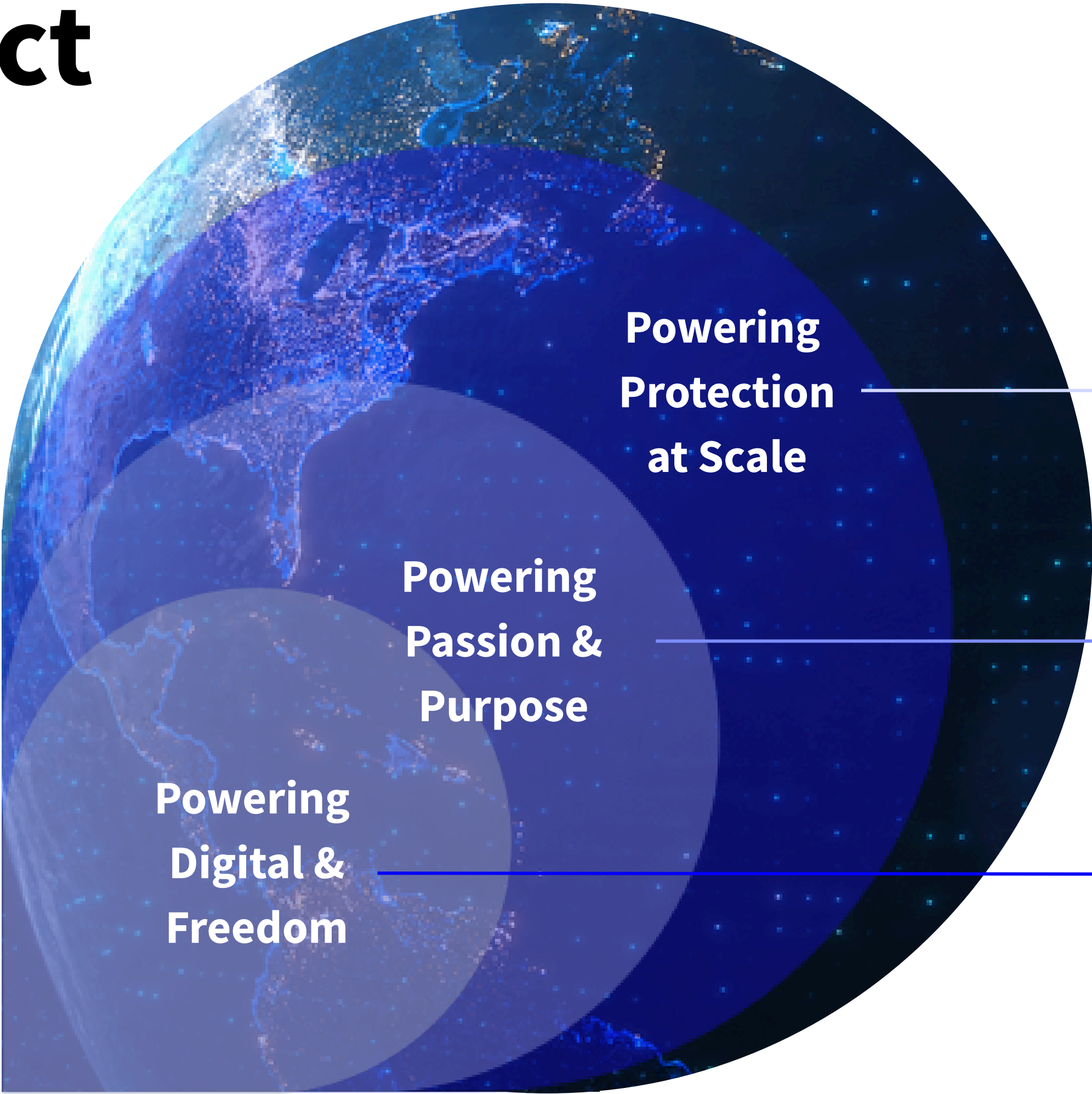
How We Create Impact

Everything we do starts with a simple idea: **technology should help people thrive and live more confidently.**

Our approach to impact is built around three areas where we can make the biggest difference: our business, our people and our world. Together, they help us build trust, expand opportunity and strengthen the communities around us.

At the center of it all is our purpose: **Powering Digital Freedom.**

In FY26, this approach helped us reach **more than 11 million people** through education and training programs, expand access to AI literacy and financial wellness resources and achieve record employee participation — **69% of our workforce served their communities through volunteering and giving.**



Where We Focus

Our World

- Digital education and training partnerships
- Technology alliances
- Policy and advocacy collaborations
- Environmental sustainability

Our People

- Cultures and values
- Talent and leadership development
- Employee experience

Our Business

- Products, innovation and AI
- Governance and Ethics
- Compliance

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

Our Business | Powering Digital Freedom

Building Trust Every Day

This is Gen.

At Gen, our mission is to create innovative and easy to-use technology solutions that help people grow, manage and secure their digital and financial lives through our trusted brands, including Norton, Avast, LifeLock, MoneyLion and more.



Cyber Safety Platform

Deliver **technology solutions** and **superior threat protection** so people navigate the digital world **securely, privately** and with **confidence**

Gen™
Powering
Digital Freedom

Trust-Based Solutions

Provide **innovative solutions** and **insights** that empower consumers to **manage and grow** their **identity, reputation** and **finances** confidently

Guided by Our Values



Customer Driven. Community Minded.

We are customer obsessed and drive positive impact.



Think Big. Be Bold.

We embrace change and innovate fearlessly.



Be Scrappy. Make it Happen.

Big or small, we get things done irrespective of title and role.



Play to Win. Together.

We win for our customers, with passion and integrity.

> Learn more about our Values & Life@Gen on our [website](#).



[Introduction](#)

[Our Business](#)

[Our People](#)

[Our World](#)

[Appendix](#)

Big reach. Real impact.

Nearly 500 million people trust Gen and our family of brands to help them protect their digital and financial lives. Together, Norton, Avast, LifeLock and MoneyLion combine decades of expertise across Cyber Safety and Financial Wellness to help people live with greater confidence, security and freedom.

From protecting identities and preventing fraud, we're helping people around the world navigate life's biggest opportunities and challenges and prepare for what's next.

Every year, our research, threat intelligence and innovation help block billions of threats before they reach consumers.

By bringing these capabilities together into one connected ecosystem, we're creating a simpler, smarter and more personalized experience for the people who rely on us every day.

And the impact speaks for itself.



Gen™



> Learn more about [Our Family of Brands](#).
> View [Our Story](#) at Gen

150+
countries

\$5B
annual
revenue

40+ years
of helping protect
people online

14B
cyberattacks
blocked

10 years
helping millions make
smarter financial
decisions



All-in-one cyber protection

This year, Norton embedded **Genie Scam Protection** across its Cyber Safety lineup and launched **Norton Neo**, an AI-native browser. From blocking scams across everyday channels to reimagining how people browse more safely and intelligently, Norton continued to push digital safety forward in ways people can immediately use and trust.



Avast made AI-powered scam protection more accessible with Scam Guardian in Avast Free Antivirus, Scam Guardian Pro in Avast Premium Security and a mobile expansion that brought smarter protection to the devices people use most every day.





Smarter, stronger coverage to safeguard your finances.

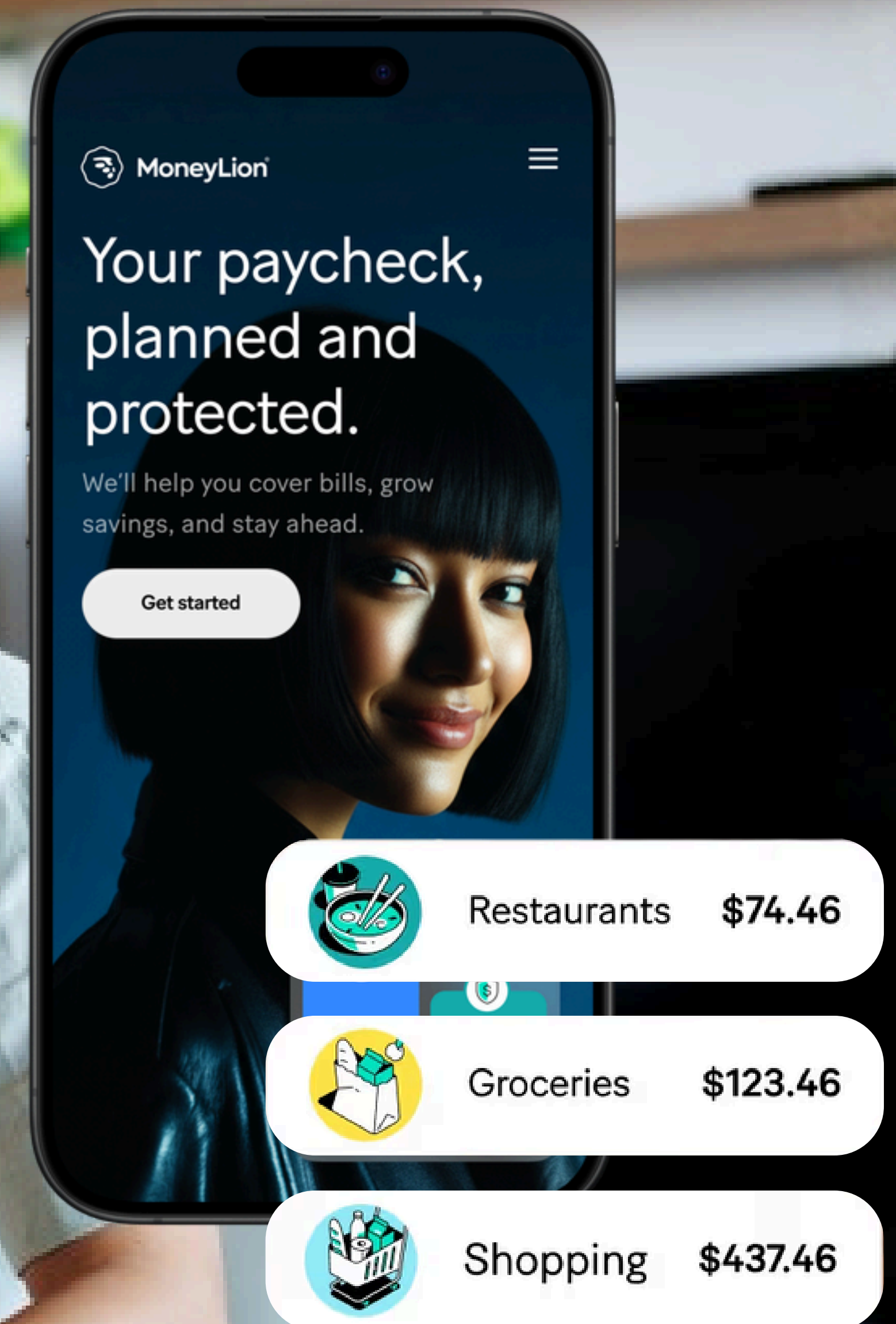
LifeLock sharpened its lineup in 2025 with a new generation of plans designed to better match how people protect their identities today, while also expanding into more personalized financial wellness with credit offers, stronger financial monitoring and smarter alerts that help people stay ahead of changes to their credit and transactions.





MoneyLion[®]

MoneyLion joined the Gen family in 2025, expanding our reach in financial wellness and strengthening our ability to help people make smarter money decisions at scale. With MoneyLion, Gen now offers a more complete view of personal financial health — bringing together digital safety and financial empowerment under one roof.



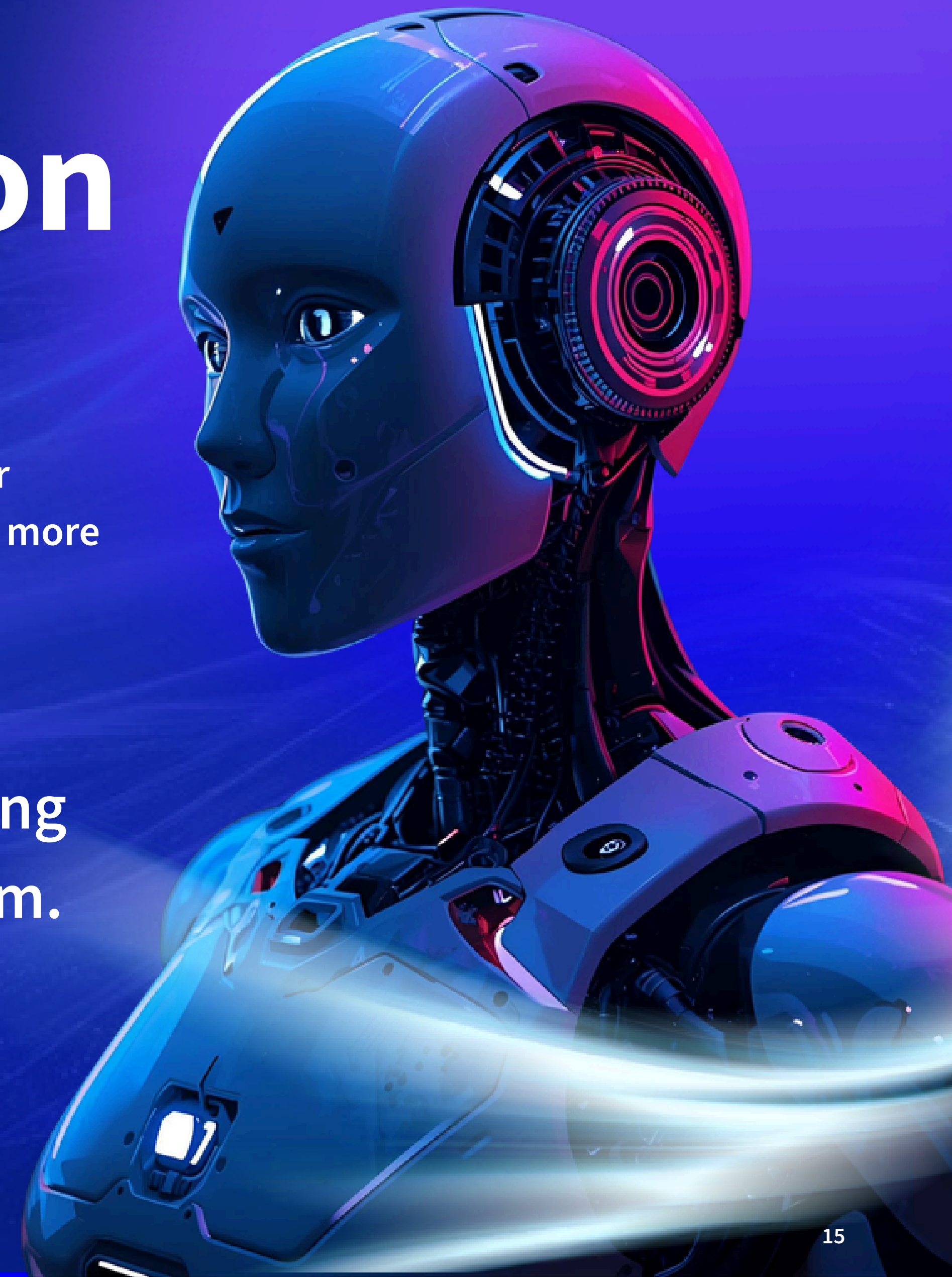
AI in Action at Gen

The Future of Protection

AI is transforming how people live, work and connect. It's also changing how we protect them. From identifying emerging threats to helping people make smarter decisions, AI is helping us deliver protection that's faster, more personalized and more effective.

We're focused on building AI people can trust, protecting privacy, strengthening security and helping ensure innovation works for people, not against them.

Because as AI evolves, trust matters more than ever.



Gen AI Foundry

The Gen AI Foundry helps ensure that the **future of protection is built on trust**. From scam protection and secure browsing to AI-powered family experiences and agent trust infrastructure, we're building solutions designed to be **the trust layer for the AI economy**.



Norton Genie

An industry-leading AI-powered scam detection tool that is always learning and evolving.



Norton Neo Browser

The AI-native browsing experience behind Gen's emerging agentic ecosystem.



Norton Family Assistant

A secure AI agent that helps parents stay on top of family life by bringing critical information into one intelligent experience.



Agent Trust Hub

The foundational trust infrastructure powering Gen's next generation of AI-native experiences.

> Learn more about [Our AI Foundry Brands](#)



“

There are incredible opportunities before us, but these also come with real responsibility. As AI reshapes the world around us, the Board plays a vital role in ensuring Gen develops technology in a way that balances innovation with accountability and keeps trust, privacy and human impact at the center of everything we do.

”

Sue Barsamian

Lead Independent Director and Nominating
and Governance Committee Chair, Gen

Principles That Guide Us

Governance Policy

Strong governance and ethical conduct underpin how we manage risk, protect stakeholders and create long-term value. Our Board of Directors oversees governance, ethics and compliance, enterprise risk management, cybersecurity, data protection and responsible AI. This oversight is supported by clear policies, mandatory training and established reporting and accountability mechanisms that promote integrity, regulatory compliance and responsible decision-making across our global operations.

> Learn more about our governance, ethics and compliance framework on our [website](#).

Privacy

Protecting personal data and safeguarding information are fundamental to Powering Digital Freedom. We collect only the data necessary for clearly defined purposes and reinforce our privacy commitments through mandatory training, annual security risk assessments and continuous policy enhancements. Our cybersecurity program, led by our Chief Information Security Officer and reviewed regularly by management and the Board, aligns with leading industry frameworks and extends across our operations and third-party relationships.

> Learn more about our approach to privacy and information security on our [website](#).

As a participant in the United Nations Global Compact, we support principles that promote human rights, fair labor practices, environmental responsibility and ethical business conduct — because building trust starts with how we do business.

Human Rights

Respect for human rights is embedded across our operations and value chain. Guided by our [Human Rights Policy Statement](#) and [Code of Conduct](#) and aligned with internationally recognized frameworks, we are committed to upholding the rights and dignity of our employees, customers and business partners. Our approach includes supplier due diligence, risk-based assessments and accountability mechanisms designed to identify, prevent and address potential human rights risks, supporting responsible business practices and long-term value creation.

> Learn more about our human rights commitments, policies and due diligence practices on our [website](#).



Our People | Powering Passion & Purpose

Unlocking Our Full Potential

We Build Around Our People

Workplace Experience

We invest in spaces and experiences that bring people together. This year, we refreshed collaboration spaces in **Tempe, Prague and Dublin**, creating new opportunities for people to connect and collaborate. From learning sessions and cultural celebrations to wellness initiatives and hackathons, we're building a workplace where our people can thrive.

Health, Safety and Well-Being

Our goal is to build a safe, secure and supportive work environment for everyone. From emergency planning and site safety protocols to wellness programs and employee assistance support, we take a holistic approach to protecting the physical, mental and emotional well-being of every employee. **In FY26, 450 employees across our global offices participated in our global wellness challenge** — a reflection of our commitment to well-being that goes beyond the workplace.

Benefits and Flexibility

We aim to support the whole person. Our **My Time Off** and **Work from Elsewhere** models, alongside family-friendly benefits like **wellness and education reimbursement**, enable employees to balance their personal and professional goals while continuing to grow their careers.

≥ Learn more about Life@Gen on our [website](#).

> Learn more about [Benefits](#) at Gen.

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Gen Office, Prague, Czechia

More Than a Workplace

76% of employees report a strong sense of belonging at Gen

This is a reflection of our continued focus on creating an inclusive culture where people feel connected, supported and empowered to grow.

Employee feedback continues to shape the workplace experience, leading to improvements across benefits like parental leave and career return resources, as well as career development and the AI-enabled tools employees use every day.

Our employee resource groups — otherwise known as [Communities @ Gen](#) — are open to all and designed to inspire and connect our employees through global and local initiatives, events, speaker sessions, mentoring and volunteer opportunities.

> Learn more about our inclusive [benefits](#) offerings



*"I joined Gen because the work **actually matters**. We build technology that keeps people **safe in the moments they're most exposed online**. What's kept me sure I made the right call is the **people**. From my first conversation through today, I've felt **trusted** to do the job and **supported** while I learn it."*

Janice Curry
Gen new hire 2026

Communities @ Gen™



Building the Talent of Tomorrow

Investing in the next generation of talent helps ensure that future innovators have the skills, experience and opportunities needed to succeed. Through internships, learning programs and early-career pathways, we’re helping people launch meaningful careers in cybersecurity, AI and digital innovation — and strengthening our talent pipeline for a stronger future.

Diverse pipelines and early-career pathways

Through partnerships with HBCU Heroes, Czechitas and Women4Cyber, we connected **1,500 learners** with mentoring, guidance and real-world insights from Gen employees. Additionally, our **internship program** expanded to **155 interns across 10 locations**, with nearly half converting to full-time roles.

Elevating skills for what’s next

Employees have access to **30,000+ learning resources**, from on-demand courses to AI-powered coaching tools. In FY26, about **75% of employees participated in our Learn@Gen learning programs**, with 70% completing AI- or technology-focused courses to build skills for an increasingly AI-driven future.

Learning Together, Growing Together

Some of the best learning happens between colleagues. In the past year, **employees stepped into Peer Trainer roles**, leading **sessions** across functions and sharing expertise through our library of toolkits spanning culture, leadership and technology; including **AI-focused discussions**, labs and live demos. Beyond peer learning, our **mentorship program** connects employees across teams, functions and geographies, with mentor–mentee pairs helping employees strengthen **skills, expand networks and support one another's growth**.



“At Gen, I’m part of a team that supports my development, values my contributions and encourages me to step into new challenges.”

Chesney Arnold,
Brand Management Specialist
(Former Gen Intern)



Gen Interns in Tempe

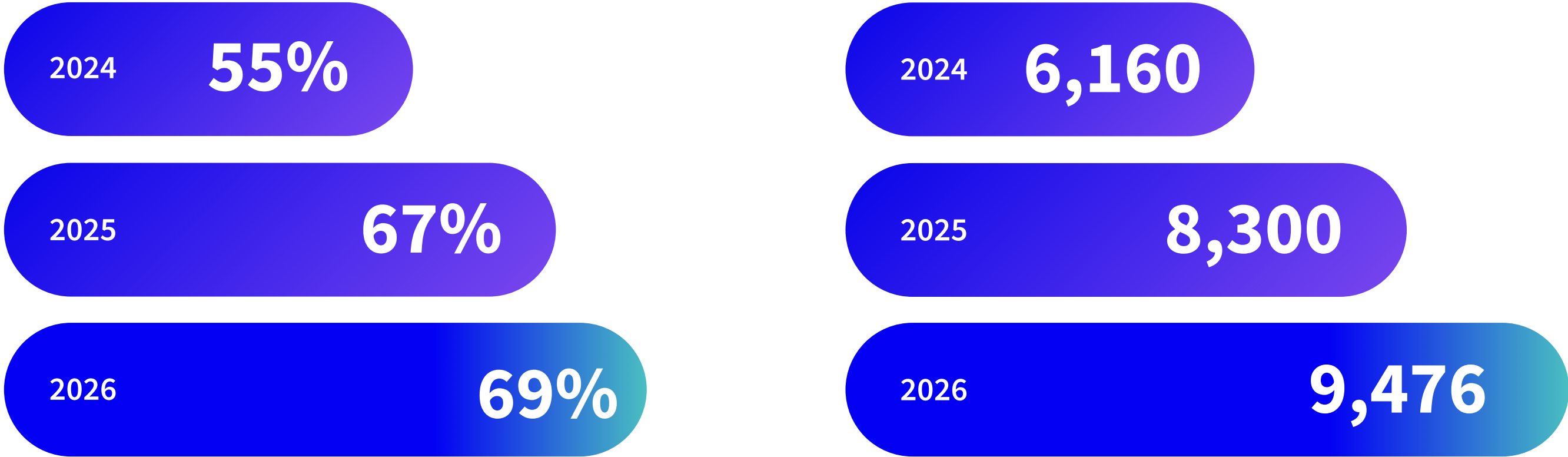
1 Throughout the report, references to 2026 or past/future years, refers to the Gen fiscal year, unless otherwise noted. For example, fiscal year 2026 includes April 1, 2025 – March 31, 2026.

Employee Engagement, Volunteering and Giving

Our employees play a central role in bringing our purpose to life. Across Gen, they are empowered to volunteer their time, share their expertise and support causes that matter to them and their communities. In FY26, **69% of employees participated in volunteering and giving programs**, while volunteer hours reached an all-time high, reflecting a strong culture of engagement and impact and outperforming peer participation benchmarks.

Employee participation in
volunteering or giving programs

Employee volunteering hours



Our global teams also partnered remotely with Social Shifters through a Challenge Lab, supporting environmental start-up GreenTech Bio-Energy in refining its strategy, addressing key business challenges and helping accelerate a **scalable solution for sustainable energy innovation**. These activities reflect our belief that collective action at work and at home plays a critical role in reducing environmental impact and building long-term awareness.

>Learn more on our [Earth Month Blog](#).

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Making a Difference, Every Day

Turning Passion into Action with Employee-led Volunteering

In FY26, we launched a new program called Passion to Purpose, which empowers our people to turn their ideas and expertise into impact. From building classroom furniture in Malaysia to supporting food drives in India, employees are leading projects that address local needs and strengthen the communities in which they live and work.

70+

employees supported the EPIC Society “Good Builder” Program, assembling 32 chairs, 32 tables and six bookshelves for a local school in Malaysia

30+

employees participated in a Diwali drive, painting diyas and donating gifts for children in Chennai and Pune

20

young women received leadership development and practical insights through our partnership with GirlBoss New Zealand

1,500+

mentees participated in a year-round program supporting young women entering the cybersecurity field through Women4Cyber and Czechitas.

Earth Month in Action

During Earth Month, teams partnered with organizations across **India, Czechia, Ireland and the U.S.**, contributing to projects focused on reforestation, waste reduction, biodiversity and conservation. Together, employees helped plant approximately **150 trees, remove 20 bags of litter and debris, collect 64 kilograms of waste from local shorelines** and promote sustainable alternatives to single-use plastics. These efforts reflect our belief that meaningful impact starts with local action and grows through collective commitment.

> Read more in our [blog](#)

"Gen's beach clean-up removed 64 kg of waste from the beach, helping to reduce pollution and protect our coastline. This support also enabled children to take part in meaningful, hands-on environmental learning experiences, building their understanding of sustainability and strengthening their connection with the natural world."

— Flossie and The Beach Cleaners



#WEAREGENEROUS

Each year, our **#WeAreGENerous** campaign brings our global workforce together to support causes they care about through giving and volunteering during the holiday season. In FY26, we expanded the campaign with 10 Days of Generosity, continued our Giving Tuesday 2:1 match and provided every employee with donation credits through our Geniversary reward program.

Together, employees donated the highest rate in our history of holiday giving:

**Nearly \$579,000 to more than 2,000 causes,
with approximately 72% employee participation**

Beyond the holidays, we contributed across the full year:

\$5 million in total giving

These donations supported nonprofit partners and community initiatives across our focus areas. This included **\$500,000** in employee donations and Gen's matching gifts program.

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



Our World | Powering Protection at Scale

Building a Stronger Digital Future

Advocating for a Safer Digital World

Through policy engagement, industry partnerships and public advocacy, Gen helps drive solutions to emerging cyber threats, online fraud and consumer protection challenges around the world.

Global Threat Intelligence

Contributing to U.S. and EU policy discussions on AI-enabled fraud and coordinated cross-sector responses.

Consumer Education

Promoting cyber safety awareness, especially for vulnerable communities, through global forums and summits.

Cybersecurity Talent & Inclusion

Partnered with [Women4Cyber](#) to increase women's participation in cybersecurity and strengthen Europe's cyber resilience.

Congressional Testimony on Fraud

Ian Bednowitz testified before the U.S. House Financial Services Subcommittee on the growing impact of fraud and the need for cross-sector collaboration.

> read Ian's Testimony [here](#).

Anti-Scam Partnerships

Member of [GASA](#) — working with governments, tech companies and consumer advocates to share intelligence and strengthen scam responses.

Public Forums & Education

Participated in global events including the North American Anti-Scam Summit to raise awareness of scam prevention and cyber safety.

> read more in our [blog](#).

Ian Bednowitz
GM Lifelock, Gen



Extending Protection to More People

From families and survivors to nonprofits and schools, we're helping expand access to the tools, knowledge and support people need to stay safer online.

More than 11M

total people reached through digital safety, AI literacy and education programs in FY26

Creating Safer Online Habits for Families

Through Norton's partnership with the National PTA, we're helping families have smarter conversations about technology and build safer online habits. Together, we delivered The Smart Talk, a tool that has reached **more than 20,000 parents**, caregivers and students, while PTA Connected expanded digital safety education through **20 local PTA workshops** and school programs. We also **donated 5,000 Norton licenses** to schools and families across the U.S. to strengthen their digital safety practices.

> Learn more about our work with National PTA with [The Smart Talk](#).

Supporting Survivors with Digital Safety Tools

Together with the National Network to End Domestic Violence (NNEDV), **we've helped support more than 600,000 survivors** with digital safety resources, education and access to tools that help address technology-related threats such as stalking, identity theft and financial abuse.

> Learn more about our work with NNEDV [on our blog](#).



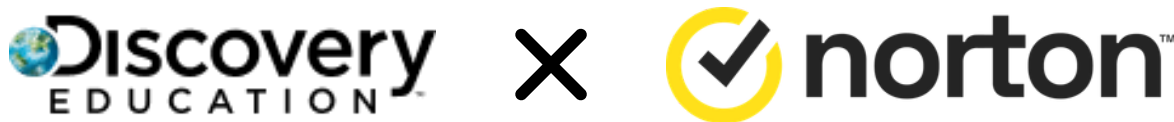
Protecting the Organizations Who Protect Others

In FY26, Gen donated more than \$1.8 million in cybersecurity tools through our partnerships with TechSoup and Charity Digital, helping protect more than 8,700 nonprofits globally.



Empowering the Next Generation

Today's students will shape tomorrow's digital world. Through education, training and trusted partnerships, we're helping young people build the skills, confidence and critical thinking needed to thrive in an increasingly connected future.



Through our ongoing partnership with Discovery Education, **we've reached more than 600,000 students globally**

since 2023, with lessons focused on digital citizenship, misinformation, privacy, cybersecurity and AI. This year, we expanded access to [My Digital Life](#) with new languages and geographies, helping more students build future-ready digital skills in classrooms worldwide.

We also integrated AI-focused content, participated in Discovery Education's [Digital Citizenship initiative](#) and co-sponsored [Shaping the Future: AI Education and Workforce Development](#), bringing together educators and industry leaders to explore how to prepare students for the AI world.

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



Cyber Safety Education Across India

Together with [Bal Raksha Bharat \(BRB\)](#), we helped students, parents and educators build digital safety awareness and skills in young kids aged 10–16. In FY26, our Cyber Safety modules reached more than

10,800 students, parents and educators across 28 schools

in Pune, Maharashtra, and Thiruvallur, Tamil Nadu, with plans to expand into additional communities next year.



> Read more about our partnership with BRB on our [blog](#).

Preparing Young Women for an AI-Powered World

Through Norton's partnership with [the World Association of Girl Guides and Girl Scouts \(WAGGGS\)](#), more than **930,000 young people in 100+ countries have gained access to digital safety education.**

In FY26, we launched a new iteration of the award-winning [Surf Smart 2.0](#) program, introducing new content on AI and digital wellbeing.



The Surf Smart program was recognized at the 2025 Third Sector Awards and was shortlisted for the 2026 Better Society Awards.

Building Financial Confidence for the Future

Advancing Financial Literacy for Young Adults

Through our partnership with the National Consumers League and its LifeSmarts program, we help high school seniors and young adults aged 18–30 build practical skills in budgeting, credit, fraud prevention and identity protection. In FY26, we expanded access to the program and provided free Norton 360 Deluxe protection to participants to strengthen their digital resilience.

This year, Gen brought 300+ students, coaches and educators to the National LifeSmarts Championship in Orlando,

with funding also supporting **eight college-aged alumni through room scholarships** — giving graduates the chance to return as volunteers and continue their growth beyond the classroom.

*"Your investment helped students apply **real-world knowledge** . . . We're excited to continue working with you to empower the next generation of informed, confident consumers."* — **National Consumers League, LifeSmarts Impact Report, 2026**

Equipping Individuals with Financial Skills and Knowledge

In FY26, Gen joined the Jump\$tart Coalition as a National Partner to help expand access to financial education. Through educator conferences, practical tools and learning resources like the Reality Check budgeting simulator and the Financial Foundations for Educators course. Together, these partnerships extend Digital Freedom beyond our products and help people build the skills and confidence needed to make informed financial decisions.





Supporting a Healthy Planet

Powering Digital Freedom includes a commitment to managing our environmental impacts responsibly and transparently. We focus on measuring and reducing greenhouse gas (GHG) emissions, minimizing the environmental impacts of our products, promoting responsible practices across our supply chain and engaging employees globally.

Oversight of our environmental strategy is provided by the Board, which oversees the Corporate Responsibility Program. The Corporate Responsibility (CR) team leads strategy, with execution driven by cross-functional teams, including Workplace and Supply Chain.

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

2026 Highlights: Sustainability

43%
reduction in GHG
emission (scope 1 & 2)

35%
of our energy was
from renewable
sources

489
laptops donated

98%
of products delivered
digitally

C to B
Improved our CDP
Climate Change
score

Going Further for the Planet

Reduced greenhouse gas emissions (Scope 1 and 2) by 43%, driven by consolidation of our facilities and data centers and internal efficiency measures

Began assessing environmental considerations associated with AI-enabled technologies and joined the [Coalition for Sustainable AI](#) to advance energy efficiency and governance practices

TERRA, our employee environmental community, hosted the Gen Eco-Series, with sessions on topics including slow fashion, digital clean-up and climate change and shared eco-focused communications on sustainable travel and gifting

Participated in Cleaner x World Cleanup Day — with \$1 per subscription raised, ~\$12K was contributed for global cleanup efforts

> For more information read our [Environmental Policy Statement](#) and visit our [Social Impact Webpage](#).

50% → **3,250**
of our team participated
in our **Sustainable Home
Improvement Program**
employee-led projects
completed worldwide

About this report

We prepared our 2026 Social Impact Report in alignment with the Sustainable Accounting Standards Board (SASB) Standards, now part of the IFRS Foundation, for the Software and Information Technology Services industry. We also align our disclosures with the Global Reporting Initiative (GRI) Standards and with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Apex Companies LLC provided limited assurance, in accordance with the ISO 14064-3 standard, for our 2026 global Scope 1 and 2 GHG emissions, as well as select Scope 3 GHG emissions.

“Gen,” “we,” “us,” “our” and “the Company” refer to Gen Digital Inc. and its subsidiaries. Brand-specific initiatives and data are identified where relevant. In April 2025, Gen acquired MoneyLion Inc.; this report includes MoneyLion-related data where noted.

Any references to “material” or “materiality” in this report are not intended to correspond to the definitions used in financial reporting or as defined by U.S. securities laws.

While we believe that our social impact initiatives are important to operating in a responsible manner and support long-term value creation, they are not considered material to our financial results or operations. This report covers Gen’s activities during the 2026 fiscal year, between April 1, 2025, and April 3, 2026. References to 2026 refer to the Gen fiscal year, unless otherwise noted. Where relevant, we have also included examples of impact that occurred in calendar year 2026. The activities, performance and data detailed in the report relate to Gen Digital Inc.’s worldwide operations, unless otherwise stated.

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

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

These forward-looking statements are only predictions, not historical fact and involve certain risks and uncertainties, as well as assumptions. Actual results, levels of activity, performance, achievements and events could materially differ from those stated, anticipated or implied by such forward-looking statements.

While Gen believes that its predictions and assumptions are reasonable, there are many risks and uncertainties that could cause actual results to materially differ from forward-looking statements, including the risks discussed under the heading “Management’s Discussion and Analysis of Financial Condition and Results of Operations,” and “Risk Factors,” in the Company’s annual report on Form 10-K and quarterly reports on Form 10-Q filed with the SEC, as well as other factors described in our filings with the SEC. We undertake no obligation to update or revise any forward-looking statement contained in this report after the date of its publication, except as otherwise required by law.

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

2026 Data Tables^{1,2,3}

Environment

	2024	2025	2026
Greenhouse gas emissions (metric tons of CO2e) ¹			
Total Scope 1 and 2 market-based	12,006	10,258	5,838
Scope 1 (natural gas, diesel, propane, refrigerants, gasoline)	423	414	115
Scope 2 market-based (purchased electricity and heating)	11,583	9,844	5,723
Scope 2 location-based (purchased electricity and heating)	12,075	8,430	6,382
Scope 3	86,732	77,030	88,239
Upstream	86,510	76,838	87,552
Downstream ²	222	192	687
Emissions Intensity (per \$1 million USD revenue)			
Scope 1 and 2 market-based	3.1	2.7	1.2
Scope 1	0.1	0.1	0.0
Scope 2 market-based	3.0	2.6	1.1
Scope 3	22.7	20.3	17.6

¹ GHG inventory was verified by a third-party.
² The downstream categories were calculated via a life cycle analysis of physical products in 2022. This LCA was not reproduced in 2025.
³ Our detailed workforce data is available upon request to Giving@GenDigital.com. See [EEO-1 Report](#)

2026 Data Tables^{3,4}

Environment

	2024	2025	2026
Total energy consumption Scope 1 and 2	134,394	86,636	66,193
Scope 1 (natural gas, diesel, propane, refrigerants, gasoline, onsite solar) ³	21,515	7,157	1,881
Scope 2 market-based (purchased electricity and heating)	112,880	79,479	64,312
Energy intensity (all scopes per million dollars of revenue)	9.8	6.3	3.7
Total electricity consumption from renewable sources (GJ)	29,351	11,375	21,333
Total electricity consumption from renewable sources (%) ⁴	27%	15%	35%

³ This number is reported in MWh.

⁴ Includes renewable energy included in the power mix delivered by our utility suppliers where information is available. Excludes renewables in the average/regional grid electricity.

Environment

	2024	2025	2026
Waste (metric tons)			
Total waste	916	524	246
Waste sent to landfill	400	281	149
Waste recycled	78	59	97
Waste composted	438	198	73
Waste diversion rate (%)	85%	49%	39%
Water			
Water withdrawals (cubic meters)	223,368	94,062	68,645
Water withdrawals from water stressed regions (%)	35%	28%	23%
Water			
Number of environmental fines	0	0	0
Amount of environmental fines	0	0	0

Philanthropic Giving

	2024	2025	2026
Philanthropic Giving (\$USD)			
Total giving ⁵	\$6,371,944	\$4,565,091	\$4,851,043
Grants	\$2,954,608	\$2,139,850	\$2,087,809
Matching gifts, Dollars for Doers	\$519,865	\$550,700	\$652,448
Retail value of software donations (TechSoup)	\$1,615,811	\$1,829,535	\$1,803,793
Organizations that received software donations (#)	9,778	8,780	8,741
Employee Contributions			
Employee giving (\$USD)	\$221,233	\$152,700	\$230,495
Volunteer hours (#)	6,160	8,300	9,475
Employee participation rate in volunteering and giving program (%)	55%	67%	69%

⁵ Includes financial investments, retail value of software and hardware donations and employee matching programs. Does not include retail value of donations made outside of our partnership with TechSoup.

Sustainability Accounting Standards Board (SASB) Index

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

Topic	Accounting / Activity Metric(s)	Location/Response	SASB Code
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	1) 18,387 MWh (2) 65% (3) 35%	TC-SI-130a.1
Environmental Footprint of Hardware Infrastructure	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	(1) 68645 cubic meters (2) 68645 cubic meters; 23% We do not own or operate any data centers. We currently do not receive water usage data from our collocated data center vendors.	TC-SI-130a.2
Environmental Footprint of Hardware Infrastructure	Discussion of the integration of environmental considerations into strategic planning for data center needs	We are a cloud-first company with limited managed data center operations (i.e., data centers we own or co-locate), reducing our inherent risks related to energy consumption and greenhouse gas emissions as well as our risks from physical climate changes. Environmental Policy Statement Supporting a Healthy Planet, p. 31	TC-SI-130a.3

Sustainability Accounting Standards Board (SASB) Index

Topic	Accounting / Activity Metric(s)	Location/Response	SASB Code
Data Privacy & Freedom of Expression	Description of policies and practices relating to targeted advertising and user privacy	This is outlined in our public-facing privacy notices (below). Just in time notice is provided with respect to websites using a cookie banner. For comprehensive disclosures regarding the processing of user information please visit: Protecting Privacy, pp. 18 Global Privacy Statement Norton LifeLock Product and Services Privacy Notices	TC-SI-220a.1
Data Privacy & Freedom of Expression	Number of users whose information is used for secondary purposes	None. We use selected categories of data to improve Gen’s products or service offerings unless the customer has opted-out from such usage via product settings (where available). Gen also has approximately 140 million users of free ad-supported products. Outside of these ad-supported products, Gen does not provide data to third parties for use for their own commercial purposes.	TC-SI-220a.2
Data Privacy & Freedom of Expression	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Not disclosed, please contact Giving@GenDigital.com .	TC-SI-220a.3

Sustainability Accounting Standards

Board (SASB) Index

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

Sustainability Accounting Standards Board (SASB) Index

Topic	Accounting / Activity Metric(s)	Location/Response	SASB Code
Data Security	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Global Cyber Security performs monthly vulnerability scans of its infrastructure and granularly tracks the status of vulnerabilities through the vulnerability management lifecycle as described in the Vulnerability and Patch Management Standard. The majority of our infrastructure have vulnerability agents deployed to provide more timely detection of vulnerabilities. Vulnerabilities are tracked in accordance throughout the following lifecycle: • Vulnerability Identification - Vulnerabilities are discovered through various means including but not limited to, reputable third party sources (threat intelligence, vendor bulletins, etc.), vulnerability scans, vulnerability management agent and penetration tests. • Vulnerability Prioritization - Vulnerabilities discovered are assigned a criticality that leverages the industry common vulnerability scoring system (CVSS score). The criticality assigned to each vulnerability defines the remediation service level agreements (SLA). • Vulnerability Remediation - Vulnerabilities are remediated through patching, configuration changes, removing default credentials, etc. In the event that vulnerabilities are unable to be addressed within defined SLAs, a formal risk exception is required to be documented. Exceptions are reviewed at least annually or more frequently. • Metrics - Granular vulnerability metrics are maintained and shared with Executive Leadership for visibility. All of Gen's Information Security Policies and Standards are based on industry guidelines, specifically ISO-27001:2013 and Payment Card Industry Data Security Standards (PCI-DSS).	TC-SI-230a.2

Sustainability Accounting Standards Board (SASB) Index

Topic	Accounting / Activity Metric(s)	Location/Response	SASB Code
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that require a work visa	Not disclosed, please contact Giving@GenDigital.com .	TC-SI-330a.1
Recruiting & Managing a Global, Diverse & Skilled Workforce	Employee engagement as a percentage	Unlocking our full potencial p. 19 +21 eNPS; 92% participation, September 2025 survey	TC-SI-330a.2
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	Please visit our website for our most recent U.S. EEO-1 Component 1 Data Collection Report. Additional global workforce data is available upon request. Please contact Giving@GenDigital.com .	TC-SI-330a.3
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	None	TC-SI-520a.1

Sustainability Accounting Standards Board (SASB) Index

Topic	Accounting / Activity Metric(s)	Location/Response	SASB Code
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	(1) 0 performance issues (2) 5 service disruptions (3) 23 hours and 11 minutes total customer downtime	TC-SI-520a.1
Managing Systemic Risks from Technology Disruptions	Description of business continuity risks related to disruptions of operations	2025 10-K The Audit Committee of the Board of Directors reviews Gen’s business continuity and disaster preparedness planning. Gen's risk management program includes the people, processes and technologies designed to create and preserve value for shareholders. Risk management practices are aligned with the Company's vision, mission, strategies and objectives. Accordingly, our risk management practices consider the risks related to disruptions of operations. Gen's risk assessment methodology includes the identification and evaluation of the likelihood of an event occurring, the impact (potential loss) and the speed of onset (timeframe) of the event. The impact of the event can be categorized in financial, operational, legal and regulatory, reputational and health and safety. Business continuity plans document strategies that include strategies for loss for workplace, workforce, vendor/third-party and IT. Strategies are in place for each of the referenced scenarios to help protect critical business processes in the event of any disruption. Examples of redundant business processes would include transferring workload to a partner or relocating staff to work from home, depending on the scenario and the impacted processes. Geographical separation of redundant services exists where possible to mitigate natural disasters and other events out of the control of the Company. Software development life cycle practices are in place to mitigate and roll back problematic changes to our applications that may introduce programming errors. Operations are owned and not outsourced. Critical business operations are hosted with AWS or Azure. Back off services still exist on-premises.	TC-SI-330a.3

Sustainability Accounting Standards Board (SASB) Index

Topic	Accounting / Activity Metric(s)	Location/Response	SASB Code
Performance Metrics	(1) Number of licenses or subscriptions, (2) percentage cloud-based	(1) 9,931 licenses (2) 93% cloud-based	TC-SI-000.A
Performance Metrics	(1) Data processing capacity, (2) percentage outsourced	(1) 18,097 nodes (2) 65%	TC-SI-000.B
Performance Metrics	(1) Amount of data storage, (2) percentage outsourced	(1) 447 PB (2) 88%	TC-SI-000.C

Global Reporting Initiative (GRI) Index

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

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-1	Organizational Details	a. Gen Digital Inc. b. Publicly Traded C-Corporation 2025 10-K , p. 6 c. 60 E Rio Salado Pkwy STE 1000 Tempe, AZ 85281 d. https://www.gendigital.com/us/en/our-story/	TC-SI-130a.1
2-2	Entities included in the organization’s sustainability reporting	a. Please see our Annual Report on 2025 10-K .	TC-SI-130a.1
2-3	Reporting period, frequency and contact point	a. About this Report, p. 33 b. Fiscal Year 2026: March 31 st , 2025, to April 3 rd , 2026 c. Annual d. Giving@gendigital.com	SDG 12: Responsible Consumption and Production
2-4	Restatements of information	None	N/A

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-5	External assurance	a. Our GHG scope 1, 2 and partially 3 are audited by an external party. The report is approved by legal and the chair of the nominating committee and CEO. b. Apex Companies LLC is providing limited assurance under the ISO 14064-3 standard of our 2024 global Scope 1 and 2 emissions and select Scope 3 emissions. Assurance statement available upon request to Giving@GenDigital.com.	N/A
2-6	Activities, value chain and other business relationships	a. 2025 10-K, p. 6 b. Company profile 2025 10-K, p. 6-11 Supporting a Healthy Planet, p. 31 Global Supplier Code of Conduct Corporate Responsibility Policies Gen outsources manufacturing of our physical products. Products are manufactured from Prague, Czech Republic, and Singapore. We have two main suppliers, both of which are under contract and required to abide by our Supplier Code of Conduct. The main products sourced are board/paper designed products containing a digital code key. c. 2025 10-K, p. 6-9 d. About this Report, p. 33	UNGC: Human Rights, Labour, Environment: Relevant policies, procedures, activities

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-7	Employees	a. 3,927 total employees b. 2025 10-K , p.10 Our People, p. 26 c. Direct reporting on employee data as obtained by our human capital management software.	N/A
2-8	Workers who are not employees	Please contact Giving@GenDigital.com on this data point.	N/A
2-9	Governance structure and composition	a. Our priorities for powering impact, p. 6 Governance and ethics, p.18 Governance Documents Charter of the Nominating and Governance Committee of the Board of Directors Corporate Governance b. 2025 10-K , p. 18 c. 2025 10-K , p. 18 Proxy summary, p. 4 Director Overboarding Limits, p. 12 Director bios, p. 24-33 The Board and its Committees, p. 18 Board Diversity Matrix, p. 17	N/A

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-9	Governance structure and composition	c-i. Committees consist of all independent and non-executive members. c-ii. 22% are executive directors and the other 78% are independent, non-executive directors. c-iii. The average of the board tenure as of July 2025 was 4.1 years. c-iv. See proxy bios for each member on pages 24-33, which list all of their additional board memberships / job positions / and nature of the companies they serve. As set forth in our Corporate Governance Guidelines, it is the policy of the Board that given the demands of the duties undertaken by directors, directors should limit their participation to no more than five public company boards (including our Board) to ensure sufficient attention and availability to Gen’s business. In addition, a director who is currently serving as an executive officer of a publicly traded company may serve on no more than two public company boards (excluding our Board). However, the Board recognizes that the demands of such participation may vary substantially and may deem an exception appropriate so long as the director maintains sufficient attention and availability to fulfill the director’s duties to Gen and complies with Gen’s conflict of interest policies.	N/A

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-9	Governance structure and composition	c-v, c-vi. Please visit our website for our most recent U.S. EEO-1 Component 1 Data Collection Report. Additional Director composition data is available upon request. Please contact Giving@GenDigital.com. c-vii. 2025 10-K p. 26-33. c-viii. No members of the Board have been elected via stockholder proposal or stockholder nomination, as permitted by the Company's governing documents. However, all directors are elected annually by a vote of the stockholders.	N/A
2-10	Nomination and selection of the highest governance body	2025 Proxy , p. 22-25	N/A
2-11	Chair of the highest governance body	The chairperson is executive, we also have added a Lead Independent Director (Sue Barsamian).	N/A

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-12	Role of the highest governance body in overseeing the management of impacts	Our commitment to being a responsible business supports our Company’s Purpose and Mission. The Nominating and Governance Committee has oversight of the Company’s responsible business strategy and receives a quarterly update. This quarterly update includes program information across ethics, community investment, the environment and information on emerging priorities. Additionally, as part of our sustainability reporting process, we hold regular meetings with functional leaders to review our sustainability disclosures. Our Executive Leadership Team Members are highly engaged in our efforts to be a responsible business. Our Head of Corporate Communications provides quarterly updates to our Executive Leadership Team Members to review our strategy, progress and program updates.	N/A
2-13	Delegation of responsibility for managing impacts	See responsible business strategy above.	N/A
2-14	Role of the highest governance body in sustainability reporting	See responsible business strategy above.	N/A

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-15	Conflicts of interest	2025 Proxy We disclose in the proxy all other public company boards that each director participates in and provide the required disclosure for Compensation Committee Interlocks and Insider Participation under the Exchange Act. At each normal board meeting, the directors review and approve any changes to board memberships that each director participates in. Controlling shareholders would be required to report their ownership of Gen securities on Form 4s, which would be found on the Company's insider transactions page on the SEC website. Additionally, we would disclose controlling stockholders within our beneficial ownership table in the proxy for all owners over 5%. We disclose Certain Related Party Transactions (including the parties, their relationships and any transaction amounts over \$120K) within the proxy in accordance with the Exchange Act requirements.	N/A
2-16	Communication of critical concerns	See 2025 Proxy p. 14-16 for a discussion of the Board's role in risk oversight, the Board's role in oversight of company strategy, information security and risk oversight and the Board's role in oversight of human capital management.	N/A

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-17	Collective knowledge of the highest governance body	See responsible business strategy above. Note that directors have access to the NACD database for trainings and we routinely pass along outside counsel quarterly update presentations, which often discuss environmetal, social, governance (ESG) related topics.	N/A
2-18	Evaluation of the performance of the highest governance body	2025 Proxy p. 13 The Nominating and Governance Committee evaluates the Board’s and its committees’ operations and performance annually. Each year, the Nominating and Governance Committee, in consultation with our independent Board Chair or Lead Independent Director, as applicable, reviews and determines the design, scope, content and execution of the evaluation process. We conduct board evaluations, including quantitative and qualitative assessments, which are regularly conducted by an outside third party. The Nominating and Governance Committee recommends changes for approval by the full Board as appropriate.	N/A

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-19	Remuneration policies	2025 Proxy. See director compensation on pages 32-34. See executive compensation components on page 46 and the "Executed Compensation and Related Information" section in general beginning on page 41 for a more detailed discussion of executive fixed and variable (performance) pay. a-ii. There are no sign-on bonuses or recruitment incentive payments for board members. From time to time, special business conditions, such as a highly competitive talent market and acquisitions that create unique business needs, may warrant additional compensation, such as equity awards to properly incentivize and retain executive officers. In FY25, we did not grant any equity awards outside of normal executive compensation incentive programs to our named executive officers (NEOs) a-iii. See Potential Payments Upon Termination or Change-in-Control (p. 73-76 of the proxy), which describes potential termination payments under various Gen Digital plans for our senior executives. In the event of a change in control, all unearned cash fees and unvested RSU awards granted to non-employee directors under the non-employee director compensation policy will accelerate in full.	N/A

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-19	Remuneration policies	However, on November 3, 2025, the Board, at the recommendation of the Company's Compensation and Leadership Development Committee (CLDC), approved the adoption of the Gen Digital Inc. Executive Severance and Retention Plan, which supersedes and replaces the Company’s prior Executive Severance Plan and Executive Retention Plan, as amended and restated, in their entirety. The final exhibit was posted with the Company's 10-K on May 2026. a-iv. We have a comprehensive “clawback” policy, in line with applicable requirements, applicable to all performance-based compensation granted to our executive officers. This policy permits us to recoup performance-based cash and equity awards when such awards were not properly earned or when executives have engaged in inappropriate actions. The policy applies to all executive officers. Allows recoupment of performance-based cash and equity awards if (i) we are required to restate our financial statements due to the Company’s material noncompliance with any financial reporting requirement under applicable securities laws, or (ii) an executive officer violates certain company policies, including Gen’s Code of Conduct, Financial Code of Ethics or other Company policies.	N/A

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-19	Remuneration policies	a-v. No retirement benefits for board members. Please see the severance and change of control benefits listed on p. 58 of the proxy (although we note that retirement is not specifically mentioned). Details of each individual NEO’s severance arrangements, including estimates of amounts payable in specified circumstances in effect as of the end of FY25, are disclosed in “FY25 Executive Compensation,” and under “Potential Payments Upon Termination or Change-in-Control,” (on pages 73-76 of the proxy). However, on November 3, 2025, the Board, at the recommendation of the Company's CLDC, approved the adoption of the Gen Digital Inc. Executive Severance and Retention Plan, which supersedes and replaces the Company’s prior Executive Severance Plan and Executive Retention Plan, as amended and restated, in their entirety. The final exhibit will be posted with the Company's 10-K on May 2026. b. The majority of pay for our CEO and other NEOs is at risk and/or performance-based. We do not pay performance-based cash or equity awards for unsatisfied performance goals. Our compensation plans do not have minimum guaranteed payout levels.	N/A

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-20	Process to determine remuneration	2025 Proxy Executive compensation and related information, p. 58-69 Say-On-Pay and Stockholder Engagement, p. 61-62 Role and Independence of Compensation Consultant, p. 79 a-i. Our Compensation and Leadership Development Committee designed our FY25 compensation program to be consistent with leading corporate governance and executive compensation practices and is also responsible for reviewing and making recommendations to the Board regarding company policies on recoupment of incentive-based compensation. For a fulsome discussion on executive compensation summary (including an overview of our executive compensation program, a discussion of compensation components, pay mixes, approach to determining compensation and compensation committee decision processes, among other information), please see the "Executive Compensation and Related Information" section of our proxy beginning on page 41. a-ii. Following these meetings, we shared stockholder feedback and trends and developments about corporate governance, responsible business matters, executive compensation and other issues with our Board, our Compensation and Leadership Development Committee and our Nominating and Governance Committee, as we seek to enhance our corporate governance and executive compensation program and improve our disclosures. Additionally, accountability to our stockholders continues to be an important component of the Company’s success. We take accountability seriously and seek feedback through stockholder engagement to understand investor views and preferences.	N/A

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-20	Process to determine remuneration	Following our discussions with investors this year, we determined not to make any changes to our corporate governance practices in FY25. We also determined it to be appropriate for the FY25 compensation program to maintain many of the same elements as our FY24 compensation program, except in the case of our FY25 executive annual incentive plan, in which we eliminated non-GAAP operating income as a weighted metric (this metric continues in the FY25 plan as a threshold gate) and increased the weighting of the booking’s growth metric from 50% to 100%. This change was made to help refocus and drive our Executives to deliver on increasing profitable growth, rather than the initiative to realize promised cost synergies related to the Avast Merger in FY24. We look forward to continued engagement and dialogue with our stockholders to better meet their needs and expectations. a-iii. See 2025 Proxy. Role and Independence of Compensation Consultant, p. 54. b. Shareholders voted and overwhelming approved the Proposal 3 and 4: (A) Advisory vote to approve the Company’s executive compensation: Votes For 451,410,416 Votes Against 23,003,439 Abstentions 542,216 Broker Non-Votes 28,764,640 (B) Vote to approve an amendment and restatement of the 2013 Equity Incentive Plan: Votes For 451,564,790 Votes Against 22,787,089 Abstentions 604,192 Broker Non-Votes 28,764,640	N/A

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-21	Annual total compensation ratio	2025 Proxy p. 77 a. The fiscal year 2025 annual total compensation of our median employee (other than our CEO) was \$81,460. b. The pay ratio of the annual total compensation of our CEO to the median of the annual total compensation of our employees is 188 to 1.	N/A
2-22	Statement on sustainable development strategy	Messages from the Chief Executive Officer and Board Member, p. 3, 4, 7 Our priorities for powering impact, p. 6	UNGC: CEO statement including continued support of the United Nations Global Compact
2-23	Policy commitments	a. Many of our policies cover responsible business conduct, including our Code of Conduct . b. Human Rights Policy . c. Our Code of Conduct and other publicly available policies are found here: https://www.gendigital.com/us/en/legal/ d, e. Our Code of Conduct is reviewed and approved by our Board of Directors and applies to all the organization's activities. f. Workers are made aware of the policies at onboarding and through annual trainings on the policies.	UNGC: Human Rights, Labour, Environment, Anti-Corruption: Relevant policies, procedures, activities SDG 16: Peace, Justice and Strong Institutions

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-24	Embedding policy commitments	All employees are expected to act in line with the Code of Conduct and other relevant policies, which is enforced through trainings.	N/A
2-25	Processes to remediate negative impacts	a. Our Code of Conduct provides that all employees will be subject to the same remediation measures for policy violations. The Company has adhered to this. b. We have an anonymous reporting channel for internal Gen employees and external reports. Employees can also report concerns to P&C or to their manager. c. Ethics and Compliance provides a recommendation based on the findings of the investigation conducted after the concern is reported in line with the Code of Conduct. P&C and the manager of the subject implement the recommendation. d. Ethics and Compliance has an email inbox and other mechanisms for employees and others to raise issues with the reporting mechanisms if needed. e. Through our reporting tool, EthicsPoint, we track all reports and remediation steps to determine effectiveness.	SDG 16: Peace, Justice and Strong Institutions
2-26	Mechanisms for seeking advice and raising concerns	a-i. Individuals can reach out to their manager, P&C or Ethics and Compliance for guidance. a-ii. We have an anonymous reporting channel for internal Gen employees and external reports. Employees can also report concerns to P&C or to their manager.	SDG 16: Peace, Justice and Strong Institutions

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-27	Compliance with laws and regulations	a-i. None a-ii. None b-i. None b-ii. None c. N/A d. N/A	N/A
2-28	Membership associations	ITI, Better Identity Coalition, Internet Coalition Inc., ITRC, Global Anti-scam alliance, European Internet Forum	UNGC: Human Rights, Labour, Environment: Relevant policies, procedures, activities SDG 17: Partnership for the goals

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
2-29	Approach to stakeholder engagement	Stakeholder engagement Gen engages with various stakeholders on an ongoing basis. We check that our stakeholders are aligned to our corporate responsibility goals, objectives and strategy. We undertake extensive engagement across our different stakeholders, from formal surveys of employees and customers to more informal discussions and partnerships with our communities. The frequency and nature of the engagement depends on a variety of factors including the nature of the relationship and the preferences of our stakeholders. A variety of stakeholder opinions are solicited to support the assessment of significant topic areas in the Social Impact report including advocacy groups, employees, thought leaders and topic area experts.	N/A
2-30	Collective bargaining agreements	2% of our employees are covered by collective bargaining agreements.	UNGC: Labour: Relevant policies, procedures, activities UNGC: Labour: Measurement of outcomes
3-1	Process to determine material topics	Our priorities for powering impact, p. 6 About this report, p. 33	N/A

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
3-2	List of material topics	Pursuing progress, p.6 and throughout the report About this report, p. 33	N/A
3-3	Management of material topics	a-c. See individual indicators and topic areas throughout the report for management practices. See the goals and targets section of the report and the objectives in various sections. d. The precautionary principle is not applied specifically across the organization, nor in the development and introduction of new products. Gen Digital uses a model similar to the Precautionary Principle for risk management with regard to business continuity. Our Crisis Management and Continuity Management teams determine the impact likelihood of each threat occurring and conducts exercises to help gain a full understanding of the possible impact. This allows us to determine and report any unacceptable single points of failure. Formula used to determine risk: risk value = threat impact x threat probability. e. See the progress section of the report and the objectives in various sections. f. Stakeholder engagement	N/A

Global Reporting Initiative (GRI) Index

GRI Material Topic	GRI Management Approach Cross-reference	Relevant External Entities FY26	UNGC/UNSDG Cross-reference
Economic			
GRI 201: Economic Performance	2025 10-K, p. 6, 45	Communities; Customers; Governments and regulators; Investors; Suppliers	N/A
GRI 205: Anti-corruption	Governance and ethics, p. 18 Code of Conduct	N/A	UNGC: Anti-corruption: Relevant policies, procedures, activities SDG 16: Peace, Justice and Strong Institutions

Global Reporting Initiative (GRI) Index

GRI Material Topic	GRI Management Approach Cross-reference	Relevant External Entities FY26	UNGC/UNSDG Cross-reference
Environmental			
GRI 302: Energy	Supporting a healthy planet, p. 31 Environmental Policy Statement	Communities; Customers; Governments and regulators; Investors; Suppliers	UNGC: Environment: Relevant policies, procedures, activities SDG 7: Affordable and Clean Energy SDG 13: Climate Action
GRI 305: Emissions	Supporting a healthy planet, p. 31 Data Tables, p.34, 35, 36 Environmental Policy Statement	Communities; Customers; Governments and regulators; Investors; Suppliers	UNGC: Anti-corruption: Relevant policies, procedures, activities SDG 12: Responsible Consumption and Production SDG 13: Climate Action

Global Reporting Initiative (GRI) Index

GRI Material Topic	GRI Management Approach Cross-reference	Relevant External Entities FY26	UNGC/UNSDG Cross-reference
Social			
GRI 401: Employment	Code of Conduct Human Rights Policy Human Rights, p. 18	N/A	UNGC: Human Rights: Relevant policies, procedures, activities Labour: Relevant policies, procedures, activities SDG 8: Decent Work and Economic Growth
GRI 404: Training and Education	Our People, p. 19	N/A	UNGC: Labour: Relevant policies, procedures, activities SDG 4: Quality Education

Global Reporting Initiative (GRI) Index

GRI Material Topic	GRI Management Approach Cross-reference	Relevant External Entities FY26	UNGC/UNSDG Cross-reference
Social			
GRI 405: Diversity and Equal Opportunity	Belonging, p. 18 Human Rights Policy	N/A	UNGC: Human Rights: Relevant policies, procedures, activities Labour: Relevant policies, procedures, activities SDG 5: Gender Equality SDG 10: Reduced Inequalities
GRI 412: Human Rights	Human Rights, p. 18 Code of Conduct Human Rights Policy Corporate Responsibility Policies	N/A	UNGC: Human Rights: Relevant policies, procedures, activities SDG 8: Decent Work and Economic Growth SDG 16: Peace, Justice and Strong Institutions

Global Reporting Initiative (GRI) Index

GRI Material Topic	GRI Management Approach Cross-reference	Relevant External Entities FY26	UNGC/UNSDG Cross-reference
Social			
GRI 417: Marketing and Labeling	2025 10-K , p. 4-9 and 21-33	Customers; Governments and regulators	N/A
GRI 418: Customer Privacy	Products, p. 12-16 Gen Digital Privacy Norton LifeLock Product and Services Privacy Notices Global Privacy Statement Gen has a Global Privacy Policy to which it holds all employees responsible. The framework for this policy comes from both the Fair Information Processing Principles and General Data Protection Regulation (GDPR). The overall privacy program aligns itself to the National Institute of Standards and Technology (NIST) privacy framework for evaluation. Gen takes a global approach to privacy wherever regional laws and regulations allow.	Customers; Governments and regulators	UNGC: Human Rights: Relevant policies, procedures, activities

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
201-1	Direct economic value generated and distributed	2025 10-K	N/A
201-2	Financial implications and other risks and opportunities due to climate change	We have conducted an analysis of our climate change risk, but our company is not exposed to climate change risks that have the potential to generate a substantive change in business operations, revenue or expenditures.	UNGC: Environment: Relevant policies, procedures, activities
201-4	Financial assistance received from government	Zero	N/A
205-1	Operations assessed for risks related to corruption	100% of operations were assessed during our fraud risk assessment. Our FY26 Fraud Risk Assessment considered various scenarios which included items such as: aiding and abetting fraud by other parties, bribery and gratuities, cybercrimes, embezzlement, Foreign Corrupt Practices Act (FCPA) violations, fraud committed by customers, fraud committed by Resellers or Agents and receipt of bribes, kickbacks and gratuities.	UNGC: Anti-corruption: Relevant policies, procedures, activities SDG 16: Peace, Justice and Strong Institutions

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
205-2	Communication and training about anticorruption policies and procedures	a. 100% of the Board have had the policies communicated to them. b. 100% of employees that are not on any sort of leave received the Code of Conduct training for FY26, which includes anti-corruption training. c. Our policies and procedures for business partners are available publicly here and all are required to comply to do business with us: 100% of operations were assessed during our fraud risk assessment. d. 100% of the Leadership team have had the policies communicated to them. The Leadership team gets the annual online training in addition to training the E&C Steering Committee. We also train 100% of active employees in our annual campaign. Bribery/anti-corruption was a module in the FY26 training. e. 100% of employees that are not on any sort of leave received the Code of Conduct training for FY26, which includes anti-corruption training.	UNGC: Anti-corruption: Relevant policies, procedures, activities SDG 16: Peace, Justice and Strong Institutions
205-3	Confirmed incidents of corruption and actions taken	None	UNGC: Anti-corruption: Measurement of outcomes SDG 16: Peace, Justice and Strong Institutions

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	None	N/A
401-1	New employee hires and employee turnover	New hires: 437 Voluntary employee turnover: 325 full time (8%)	UNGC: Labour: Measurement of outcomes
401-2	Full-time benefits not provided to temporary/part-time employees	Slight program variance by country: Employees actively working at least twenty (20) hours per week are eligible to participate in Gen’s Benefit Programs. Employees who actively work less than 20 hours per week are eligible, at a pro-rated rate, for our paid time off and company paid holidays and are also eligible for the Employee Assistance Plan. • Life insurance • Healthcare • Disability • Leaves of Absence • State pension/Retirement Plan (401(k)) • Employee Assistance Plan (EAP) • Voluntary Insurance Programs • Wellness Programs	UNGC: Labour: Relevant policies, procedures, activities SDG 3: Good Health and Well-Being

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
401-2	Full-time benefits not provided to temporary/part-time employees	• Fitness/Gym Reimbursement • Stock ownership/ESPP • Paid Parental Leave • Fertility benefits • Back-up Daycare/Elder Care • Adoption/Surrogacy Assistance • Company Paid Holidays • Paid Time Off (Vacation Time + Unlimited* Paid Time Off) • Sustainable Home Improvement Programs • Volunteer Time Off • Work From Elsewhere (up to 30 days per year, time to work from a country outside of the employee's core location*) *Program details outline additional information; some location and other restrictions apply	UNGC: Labour: Relevant policies, procedures, activities SDG 3: Good Health and Well-Being
401-3	Parental leave	a. All regular, full-time employees (20 hrs +) that experience the birth, adoption or placement of a new child	UNGC: Labour: Relevant policies, procedures, activities SDG 3: Good Health and Well-Being

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
404-2	Programs for upgrading employee skills and transition assistance programs	Our People, p. 19 Gen Digital provides a range of learning and development programs to support employee skills, leadership development and career growth. These include technical training, soft skills, people management and business capabilities through initiatives such as Learn@Gen, Peer Academy and an Internal Mentorship program. Employees have access to a digital learning platform with more than 30,000 on-demand courses, AI coaching and role-playing tools, as well as the Toolkit Library, which offers resources on inclusive leadership, change management, career development, cultural intelligence and stress management. Gen also supports external education through reimbursement for degrees, certifications and language training.	UNGC: Labour: Relevant policies, procedures, activities SDG 4: Quality Education
405-1	Diversity of governance bodies and employees	2025 10-K, p. 11-14 Please visit our website for our most recent U.S. EEO-1 Component 1 Data Collection Report. Additional global workforce data is available upon request. Please contact Giving@GenDigital.com.	UNGC: Labour: Relevant policies, procedures, activities SDG 3: Good Health and Well-Being

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
412-2	Employee training on HR policies or procedures	100% of employees completed Code of Conduct training. Governance and ethics	UNGC: Human Rights: Relevant policies, procedures, activities Labour: Relevant policies, procedures, activities SDG 16: Peace, Justice and Strong Institutions
413-1	Operations with local community engagement, impact assessments and development programs	100%	UNGC: Labour: Relevant policies, procedures, activities
414-1	New suppliers that were screened using social criteria	All new suppliers were screen using CR criteria via our contracts system Agiloft.	UNGC: Human Rights: Relevant policies, procedures, activities Human Rights: Measurement of outcomes

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
414-2	Negative social impacts in the supply chain and actions taken: a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	a. 2 b. 0 c. 0 d. 0 e. 0	UNGC: Human Rights: Measurement of outcomes SDG 8: Decent Work and Economic Growth

Global Reporting Initiative (GRI) Index

Disclosure	GRI Description	FY26 Answer	UNGC/UNSDG Cross-reference
417-1	Requirements for product and service information and labeling	a. Gen Privacy Statement Gen Procurement Terms and Conditions 2025 10-K b. All products and service categories are covered by and assessed for compliance under the Procurement Procedure linked above.	N/A
417-2	Incidents of non-compliance concerning product and service information and labeling	None	N/A
417-3	Incidents of non-compliance concerning marketing communications	None	N/A
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Gen tracks complaints received both directly from consumers as well as through data protection regulators, but they are handled on a case-by-case basis to resolve the customers' concerns, and not marked as substantiated / unsubstantiated. Even an unsubstantiated complaint is addressed to assess and resolve any underlying issues.	N/A

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

In this index, Gen provides information aligned with the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#) recommendations and we intend to refine our strategy and reporting going forward. For additional information, please review the risk factors included in our [2026 10-K](#).

Disclosure	Response
Governance	
a. Describe the Board's oversight of climate-related risks and opportunities	The Nominating and Governance Committee of our Board of Directors has oversight of corporate responsibility topics. As stated in the Charter of the Nominating and Governance Committee, the principal responsibilities and duties of the Committee include: (a) Oversee and review the Company’s programs, policies and practices concerning public policy and political activities and expenditures. (b) Oversee and review periodically the Company’s programs, policies, practices, relevant risks and opportunities, measures, objectives and performance relating to ESG matters and related disclosures, and make four (4) recommendations to the Board regarding the Company’s overall strategy with respect to ESG matters. (c) Oversee the management of risks that may arise in connection with the Company’s governance structures, processes and other matters set forth in the Charter (including corporate social responsibility matters) and report any risks to the Board. (d) Regularly report to the Board on the major items covered at each Committee meeting and make recommendations to the Board and management concerning such matters. The Nominating and Governance Committee is responsible for oversight of climate change as climate-related issues are included within the scope of ‘corporate social responsibility’ that are part of the principal responsibilities and duties of the Committee. This Committee reports to the Board of Directors and has final approval on all climate-related decisions. The Nominating and Governance Committee receives quarterly updates on CR topics from the Head of Marketing, Brand and Communications, CEO. These quarterly updates are also shared with the entire Board of Directors on occasion. Climate-related issues are discussed as a scheduled agenda items at some of the Committee’s quarterly meetings and/or sporadically as important issues arise. The purpose of these regular updates is to confirm that CR issues, including climate change, are considered when the Board is reviewing and guiding its major plans of action and strategy.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

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

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

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

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

Disclosure	Response
Strategy	
b. Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning	While we have not identified climate-related risks and opportunities that we consider material to our business, we have taken steps to better understand our emissions profile and inform our sustainability strategy. For example, we have completed a life cycle assessment of our physical products, identifying any emissions hotspots across the value chain of the products. We have added environmental and social questions, including climate-related questions, to our supplier onboarding process. Finally, we incorporated climate risk into operational strategy by continuing an ongoing effort to optimize our facilities’ footprint, consolidating office space and closing several sites. This consolidation effort is driving energy and GHG emissions reductions. From 2025 - 2026, we reduced greenhouse gas emissions (Scope 1 and 2) by 43%. Today, 98% of our products are delivered digitally and less than 0.5% of the materials used in our global physical products contain plastic. In 2026, 50% of Gen employees participated in the Home Improvement Program, taking on over 3000 projects that improved home energy efficiency, created a more sustainable home, saved water and other positive environmental outcomes. Projects ranged from upgrading refrigerators to installing composting systems. The majority of the projects addressed energy usage within the home with many projects trading out old appliances for a sustainable, energy-efficient appliance and installing PV panels to generate renewable electricity.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

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

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

Disclosure	Response
Risk Management	
a. Describe the organization's processes for identifying and assessing climate-related risks	As a component of our broader ERM program, we conducted an initial assessment of climate change risk to inform understanding of our exposure to short-, medium- and long-term physical and transition risk. In line with the ERM process, the assessment involved the following steps: • Understanding the Company’s objectives and strategic imperatives related to ESG and climate related risks; • Gathering inputs through interviews and/or surveys with select members of management and the Board; • Obtaining current risk-related literature from external resources, like rating agencies, public accounting firms, the SEC, etc.; • Analyzing and consolidating interview results; • Analyzing risks identified through internal channels and comparing those to risks identified by external sources, including a ranking and rating of risks against factors, such as likelihood of occurrence, severity of impact, degree of vulnerability and level of mitigation; • Considering impact to (1) financial performance, (2) the legal/regulatory landscape and requirements, (3) brand, (4) systems and processes, (5) shareholder value, (6) other external factors, (7) complexity of business operations or need for a new business model, (8) change management, (9) execution, (10) integrity and ethics, (11) process maturity and (12) other factors, as applicable; and • Reporting risk profile to stakeholders.
b. Describe the organization's processes for managing climate-related risks	Management of physical climate-related risks is integral to our business continuity and disaster recovery program. Transitional risks related to our GHG emissions footprint and our external disclosures are managed by our Corporate Responsibility team in partnership with an extended group of internal business functions and stakeholders and supported by external consultants.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

Disclosure	Response
Risk Management	
c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	Risks considered in our climate risk assessment are integrated to our overarching ERM program and included in our enterprise risk register, which is used to compile a holistic view on our Company’s risk profile, enabling management to determine if additional risk response activities are required to address significant risks to the organization’s culture, brand, reputation, compliance, people, operations and financial results.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

Disclosure	Response
Targets	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Gen Digital uses Scope 1, 2 and 3 emissions data and year-over-year changes to assess climate-related risk in line with its strategy and risk management process.
b. Disclose Scope 1, Scope 2 and if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	Performance Tables, p.34
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	We aim to reduce our emissions year-over-year. Total Scope 1 and 2 GHG emissions decreased by 43% between 2025 and 2026. The change is driven by consolidation of facilities/data centers and internal efficiencies. Gen Digital is developing a strategy to reduce our GHG emissions across the global enterprise and engage our employees to help them reduce their own emissions both at work and at home. In 2026, 50% of our team participated in the Sustainable Home Improvement Program, taking on projects that improved home energy efficiency, created a more sustainable home, saved water and other positive environmental outcomes. Projects ranged from upgrading refrigerators to installing composting systems. The majority of the projects addressed energy usage within the home with many projects trading out old appliances for a sustainable, energy-efficient appliance and installing PV panels to generate renewable electricity.

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