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A Letter From our CEO

At Veeam, how we build matters as much as what we build. This report reflects the choices behind that conviction.

In 2025, we grew faster than the market and took a defining step in our evolution. By bringing Veeam and Securiti together, we advanced our ambition to become the Data and AI Trust Company — helping organizations understand, secure, govern, and recover data in a world increasingly shaped by AI, automation, and cyber risk. Trust is not a slogan. It is earned through consistent action. And that is what this report is about.

We serve more than 550,000 customers around the world. They rely on us not only to protect data, but to help ensure that the data and systems they depend on remain resilient, secure, and trustworthy. That responsibility shapes how we operate as a company, how we invest in our people, and how we think about the future.

This year, our Veeam team grew to almost 7,000 people across more than 60 countries. More than 87% of employees rated Veeam a great place to work. Learning participation reached new highs. Our employee resource groups, Culture Champions, and managers continued to strengthen connection and belonging across our global teams. And Veeam Team dedicated more than 3,000 hours to volunteer service in the communities where we live and work. These efforts are part of how we build a company that lasts.

We also strengthened the foundations of trust across our business. In 2025, we achieved 100% completion of our annual ethics, privacy, and security training. We continued to mature

our cybersecurity program, advance privacy and responsible AI governance, and expand transparency through our Trust Center and broader compliance efforts. In a world where data, identity, and AI are becoming more interconnected, these disciplines are converging. We believe companies will increasingly need to manage them together, not separately.

On the environmental front, we took an important step forward by expanding how we measure our impact. In addition to our direct footprint, we began assessing relevant areas of our broader value chain. We are still early in this journey, but we are committed to building our environmental program on data, rigor, and continuous improvement. That matters to our customers, our partners, our investors, and our team.

The three pillars of this report: Environment, Social, and Trust — reflect how we run Veeam every day. Not because reporting frameworks require it, but because our customers, our partners, and our people expect it. And they should.

Thank you for reading and thank you for placing your trust in Veeam.

Anand Eswaran
Chief Executive Officer



About Veeam

Veeam is a global company, headquartered in Seattle, trusted by more than 550,000 customers worldwide, including 67% of the Global 2000 and 82% of the Fortune 500, to keep their businesses running.

We are the Data and AI Trust Company, specializing in helping organizations ensure their data and AI are fully understood, secured, and resilient to enable the acceleration of safe AI at scale. As the market leader in both data resilience and data security posture management, Veeam is built for the convergence of identity, data, security, and AI risk.

Veeam delivers deep contextual intelligence across every data asset, identity, and AI model. We govern access for both humans and AI agents, automate privacy, compliance, and remediation processes, and protect and recover organizations from modern threats (including ransomware, disasters, AI errors, and ensuring the restoration of clean, trusted data). Veeam empowers organizations to move beyond simply protecting data, enabling them to activate and unlock its full potential.

Learn more at www.veeam.com or follow Veeam on LinkedIn [@veeam-software](https://www.linkedin.com/company/veeam) and X [@veeam](https://twitter.com/veeam)

Key facts

#1 in Data Protection (IDC) and in Enterprise Backup & Recovery (Gartner)

550k+ Customers trust us to protect and manage their data and infrastructure

6,600 Veeamers in 60+ countries

Snapshot of ESG 2025 Achievements and 2026 Goals

	Achievements	Goals
Trust	Launched new Team Veeam training and achieved 100% completion rate.	Expand our Responsible AI Use training and maintain 100% completion rate.
	Completed and published our Climate-Related Financial Risk Report aligned with Taskforce on Climate-related Financial Disclosures (TCFD) guidelines.	Advance sustainable business resilience by continually maturing our cybersecurity programs for greater adherence to standards like ISO 27001 and the NIST Cybersecurity Framework.
	Obtained the ISO 9001 certification for Quality Management Systems (QMS).	
Environment	Calculated our greenhouse gas Scope 1 and Scope 2 emissions for the third consecutive year.	Re-baseline our greenhouse gas emissions to accommodate mergers and acquisitions and to comply with emerging US regulations.
	Performed a relevancy assessment of our Scope 3 greenhouse gas emission categories and quantified emissions across the most significant categories.	
	With the support of our global e-waste recycling program, we recycled 1,684 laptops, preventing an estimated 5,052 lbs of e-waste, a 48.5% increase from 2024.	
Social	87% of our people rated us a 'great place to work', a 3% increase from our 2024 survey.	Continue to make Veeam a great place to work, including improving Inclusion index to 85% or higher.
	425+ people managers completed Inclusive Leader training.	Deepen people manager and leadership capability to build an inclusive, high-performance culture.
	83% of our people say we have an inclusive workplace, a 2% increase from our 2024 survey.	Double volunteer hours and deepen our engagement with external organizations to expand Women in Tech.
	Over 3,000 volunteer hours to serve the communities in which we live and work.	Mirror the diversity of our global communities.

Veeam's Evolution from 2024 to 2025

2024	2025
In 2024, Veeam had 5,000+ employees in 34+ countries.	The Veeam Team is 6,600 Veeamers strong spanning 60+ countries.
400,000+ customers trusted us to protect and manage their data and infrastructure.	We are trusted by over 550,000 customers with the industry's most advanced data security, governance and AI Trust platform.
#1 Global Leader in Data Protection & Ransomware Recovery.	Leader in 2025 Gartner Magic Quadrant for Data Protection. Leader in The Forrester Wave, Data Resilience Solutions, Q4 2024. Leader in Data Resilience DSPM, DSP, and AI TRiSM. #1 in Global Market Share, Data Protection and Data Privacy Compliance.

Trust



Trust

At Veeam, the confidence placed in us by our stakeholders shapes every aspect of our business. We understand that earning and maintaining this confidence requires ongoing dedication to honesty and ethical conduct. Trust is not assumed; it is built through clear communication and responsible practices that strengthen our connections with all who rely on us.

Our governance model is designed to promote ethical leadership, ensure transparent oversight, and drive continual progress across our operations. We demonstrate this commitment through our Code of Conduct, which we review annually.

Additionally, we highlight the comprehensive measures we take to protect data privacy and security with an AI-forward mindset. Our policies are continually refined to address new risks and standards, enabling us to adapt quickly to an ever-evolving technological environment. Through these initiatives, we not only uphold our reputation for trustworthiness but also lead by example in ethical business practices and governance excellence.

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Governance

We believe robust governance is essential to upholding our responsibilities to our people, the environment, and society. Our ESG governance framework embodies our values, ensures accountability, and provides oversight to advance both our strategic business priorities and sustainability commitments. We hold ourselves and everyone who works for and with Veeam to the highest standards.

Veeam's Board Governance and ESG Executive Leadership

Veeam's Board of Directors, now expanded to seven members including our CEO, provides oversight of Veeam's overall strategy, including ESG initiatives and related reporting. Our Compliance team is dedicated to managing, monitoring, and addressing ESG-related risks and obligations. This team regularly assesses ESG impacts, considerations, and regulatory requirements, escalating critical matters to the Board as needed for strategic decision-making. By actively monitoring regulations and leveraging third-party expertise, our Compliance team stays informed about climate-related risks and leads cross-departmental engagement across Veeam to effectively manage ESG impacts and ensure ESG compliance.



Ethics

At Veeam, our employees are committed to upholding the highest ethical standards in all aspects of their work. We foster a culture of integrity, accountability, and respect, ensuring that our people consistently act with honesty and professionalism. This dedication to ethical conduct not only strengthens our reputation, but also reinforces our trust with customers, partners, and stakeholders around the world.



Code of Conduct and Policies

Our values are not just something we talk about — they shape the way we collaborate, grow, and have an impact together every day. Each value is vital, just like every member of our incredible team. Collectively, we create something extraordinary, and together, we discover no limits to what we can achieve for our team, customers, and partners.

veeam team: We operate as one team, united in our shared purpose. Acting inclusively, trusting each other, we power forward together as ONE.

elevate and innovate: We relentlessly innovate. Constantly questioning and learning. We experiment boldly, learn quickly from failures, and elevate everything we do.

empower customers: We put our customers at the center, ensuring their business thrives and bounces forward, resilient and strong in a digital world.

act with accountability: We deliver success by taking ownership and drive meaningful impact through data-driven decisions.

make every conversation matter: We listen actively, debate purposefully, and align as one team after decisions to drive impactful results.

All employees are required to adhere to the Code of Conduct, and Veeam also expects contractors, suppliers, and partners to comply with our standards.



Compliance with our Code of Conduct and Policies

In addition to our Code of Conduct, Veeam has established a comprehensive set of policies including a revised Responsible AI Policy aligned with our AI forward mindset. We also provide employees with clear internal guidelines through documents such as our Guide to Life at Veeam (Employee Handbook), Bullying and Harassment Policy, Corporate Information Security Policy, and Modern Slavery and Human Trafficking Statement.

To further demonstrate our commitment to integrity and compliance, Veeam publishes our industry framework alignments and certifications on the Veeam Trust Center. Partners and customers can access supporting evidence of these alignments and certifications through our NDA-protected Compliance Portal, ensuring transparency and trust in our practices.

Compliance Training

At Veeam, we refresh our Code of Conduct training every year to reflect our evolving priorities, new industry developments, technological progress, and our dynamic business environment. All Veeamers are required to complete this training as part of their onboarding and to renew their certification annually.

For 2025, our Code of Conduct training covered:

- Artificial Intelligence (AI)
- Anti-Bribery
- Confidential information
- Data Privacy
- Financial Integrity
- Insider Trading
- Intellectual Property

100% completion rate for our 2025 Code of Conduct training

We are proud to report that the completion rate for our FY2025 Code of Conduct training reached 100% demonstrating Veeamers commitment to ethics and integrity.

Communicating and Reporting Ethical Concerns

At Veeam, we empower employees to speak up, whether they have concerns about potential ethical misconduct or have questions about how to interpret a policy. We make reporting channels available to all Veeamers through multiple avenues, including our annual Code of Conduct training and our intranet.

Our current Compliance and Whistleblowing helpline is always available and allows for the reporting of concerns confidentially and anonymously. We will be launching an enhanced version in 2026 to further support our Veeam team and reinforce our commitment to the highest ethical standards.

Veeam ensures that every concern raised is addressed quickly and with thorough attention. We review and investigate all reports with care, treating each matter with the utmost respect and diligence. To uphold transparency and accountability, we regularly provide our internal and external audit teams with updates on reported concerns.



Cybersecurity

Veeam continuously develops its cybersecurity program to enhance business resilience by strengthening governance, operational effectiveness, and threat detection. Through independent security assessments, 24/7 monitoring, responsible AI integration, and proactive vulnerability management, we protect our platforms and customers while maintaining transparency, accountability, and alignment with industry standards.

Cybersecurity Program Maturation and Business Resilience

We continue to mature our cybersecurity program by improving governance, measurement, and operational effectiveness across the organization. We have strengthened performance tracking through expanded metrics and automated reporting, enhancing visibility into threat detection and response trends. We have strong operational coordination and cross-functional readiness, such as handover processes and collaboration with legal and other partners supporting incident response and informed decision-making.

Proactive Security Validation and Customer Assurance

We continue to bolster customer confidence and third-party validation by conducting targeted security testing and assessments across key environments and offerings. These independent evaluations, including penetration tests and application security reviews, enable continuous identification and remediation of potential issues, reinforcing a consistent and robust assurance posture for our platforms and solutions.



Enhanced Detection, Monitoring, and Incident Response

We are committed to detecting, monitoring, and responding to threats across cloud and enterprise environments. This includes broad monitoring coverage, 24/7 security operations for cloud environments, and the deployment of proactive deception technologies to identify malicious activity early. We collaborate with cloud and infrastructure teams to prevent common misconfigurations, improving overall security hygiene and reducing recurring risk factors.

Responsible AI Integration to Scale Security Operations

To advance operational maturity, we responsibly incorporate AI capabilities into our processes to automate routine security tasks, such as event and phishing triage, as well as enrichment opportunities. These enhancements increase efficiency, allow our analysts to prioritize complex investigations, and deliver measurable improvements in response times and consistency. Our responsible adoption of AI supports scalable, reliable operations as the organization grows while still upholding data privacy and ethical AI standards.

Threat Intelligence and External Risk Mitigation

To continue strengthening our threat intelligence processes and external risk reduction efforts, we align our monitoring, reporting, and prioritization with key intelligence needs. This includes expanding vigilance for emerging threats and proactive measures to address impersonation and brand-related risks, helping protect customers, partners, and the Veeam brand from fraud and malicious targeting.



Secure Development, Product Security, and Supply Chain Integrity

We continue to scale secure development practices and product security assurance through application testing, standardized tooling, and enrollment of development projects for centralized visibility into code and dependency risks. We maintain active engagement with the security research community via bug bounty and vulnerability disclosure programs, fostering transparency and external input. Collaboration with product teams is continually strengthened to align on security priorities, while advancing initiatives focused on accountability, transparency, traceability, and integrity in our software supply chain, which allows us to align with industry-leading standards and methodologies.

Vulnerability Management and Security Hygiene

To reduce risk across a wide range of assets and environments, we maintain a vulnerability management program. Key efforts include exception handling, accelerated remediation through cross-team collaboration, and scanning and discovery capabilities.

Cybersecurity Goal

In the year ahead, we will focus on advancing sustainable business resilience by maturing our cybersecurity program for greater adherence to standards like ISO 27001 and the NIST Cybersecurity Framework. We integrate governance, risk, and compliance (GRC) with cyber operations under a “Security First” approach, safeguarding critical assets, operations, and stakeholder trust while supporting ethical and responsible business practices.

Industry-leading Regulatory Credentials

At Veeam, we display our regulatory credentials on our [Veeam Trust Center](#). Veeam is now fully compliant with the following industry standards and certifications:

The Department of Defense Information Network Approved Products List (DoDIN APL) certification:



Veeam Backup & Replication v12.1 has attained this certification, which demonstrates that a product has completed cybersecurity and interoperability certification and is approved for deployment in the DoD's technology infrastructure.

Common Criteria (CC) Certificate:



Veeam has been accredited with CC certification, which uses an international set of guidelines and specifications to ensure that information security products meet an agreed-upon security standard for government deployments.

ISO/IEC 27001 Certification:



Veeam is compliant with this internationally recognized framework for Information Security Management Systems, which outlines best practices and requirements for managing information security risks.

ISO/IEC 27017 Certification:



Veeam is compliant with this internationally recognized framework for cloud security, which outlines best practices and requirements for securing cloud services.

ISO/IEC 27018 Certification:



Veeam is compliant with this internationally recognized framework for data privacy in cloud computing, which outlines best practices and requirements for privacy controls for processing personally identifiable information in the cloud.

ISO/IEC 27701 Certification:



Veeam is compliant with this internationally recognized framework for Privacy Information Management Systems (PIMS), which outlines best practices and requirements for privacy security.

ISO/IEC 22301 Certification:



Veeam is compliant with this internationally recognized framework for Business Continuity Management Systems (BCMS), which outlines best practices and requirements for operational resilience and disaster recovery capabilities.

SOC 2 Type 2 Reviews:



Veeam performs SOC 2 Type 2 reviews, which test an organization's design of internal controls to assess compliance posture and determine whether the implemented controls meet the framework's requirements.

HIPAA / HITECH Type 2 Attestation:



Veeam attests to HIPAA / HITECH Type 2 reviews, demonstrating its controls for protecting electronic protected health information (ePHI) have been assessed over a defined period and meet HIPAA and HITECH compliance requirements.

ISO/IEC 9001 Certification



Veeam is compliant with this internationally recognized framework for our Quality Management System (QMS), which outlines best practices and requirements for customer focus, leadership and process improvement.

Additional cybersecurity standards and contributions:



Veeam aligns its cybersecurity program with the NIST Cybersecurity Framework (CSF), meets FIPS 140-2 compliance, and contributed to the NIST Special Publication 1800-11, which was entitled "Data Integrity: Recovering from Ransomware and Other Destructive Events."

Vendor Governance and Oversight

Veeam applies a rigorous intake program for vendors that are considered important to protecting information, including technology and software providers that handle Veeam data. During this process, Veeam evaluates relevant regulatory certifications and confirms alignment with recognized industry frameworks. This evaluation is refreshed at renewal and complemented by continuous oversight of the vendor's security practices. Security outcomes are measured using an internal scorecard, and remediation is required if results drop below established benchmarks.

Training and Engagement Program

At Veeam, safeguarding information is a shared obligation. All Veeamers are expected to follow our Information Security Policy and the related standards, workflows, and operating procedures. To support this, we deliver required annual cybersecurity training. The program addresses practical prevention measures, methods to recognize suspicious activity, and appropriate response actions to strengthen overall security.

In 2025, our Veeamers once again achieved a 100% completion rate for required training. We also continued to provide team members with higher-risk roles (e.g., software development or privileged access) additional, specialized instruction and simulations beyond the standard curriculum.

Our monthly security-awareness communications, quarterly security challenges, and simulated phishing exercises have promoted a safe practice mindset for which we saw an increase of 26.0% in best practice behaviors for individuals who had previously fallen for multiple emails, representing a decrease in the risk to the company. Over the year, we also saw a 22.5% decrease in the click rates for all users, representing a lower risk overall for the company.



Privacy and Data Protection

At Veeam, safeguarding data is central to our mission as a global leader in data protection and ransomware recovery. We are deeply committed to privacy through rigorous governance, secure practices, and continuous adaptation to global regulations. By embedding privacy into our operations, and culture, we ensure transparency, accountability, and trust for our customers and Veeamers worldwide.

Our Commitment

As the global leading provider of data protection and ransomware recovery, Veeam's mission is inherently rooted in safeguarding data. Protecting customer and employee personal data is fundamental to maintaining the trust our customers place in us. We are committed to privacy through robust governance, security-by-design practices, and continuous monitoring of evolving global privacy requirements.

Our privacy program is designed to support compliance, responsible data use, transparency, and accountability across our products, services, and operations. Veeam operates as both a data controller (for provisioning and account data) and a data processor (for customer-provided data), and our privacy program is structured to address the distinct obligations arising from each role.



Governance and Oversight

We maintain a multi-layered governance framework to oversee privacy and data protection risks.

- **Executive Reporting:** Privacy and data protection risks are incorporated into enterprise risk management and reported through established governance channels.
- **Cross-functional Coordination:** Our Privacy team works in close partnership with our GIS, Legal, and Product teams to implement and monitor the global privacy program.

This structure enables consistent, enterprise-wide accountability for privacy outcomes.

Global Privacy Program

Our Global Privacy Program establishes the policies, standards, and controls governing the lifecycle of personal data.

Key components include:

- Alignment with major global frameworks, using GDPR as a benchmark, with additional compliance under the CCPA/CPRA, UK GDPR, and other applicable privacy laws
- Comprehensive privacy policies governing collection, use, storage, transfer, and deletion
- Processes to manage data subject rights requests
- Controls supporting cross-border data transfers, including self-certification under the EU-U.S. Data Privacy Framework (DPF) and use of Standard Contractual Clauses (SCCs) where applicable
- Data minimization and retention standards

We continuously monitor regulatory developments to ensure our program evolves with emerging requirements worldwide.

Privacy by Design

We embed privacy considerations into the design and development of our products and internal systems.

Our approach includes:

- Privacy consultations and privacy reviews for new products and material changes to existing products
- Integration of privacy requirements into product development lifecycles
- Collaboration among Privacy, Compliance, Commercial, Security, and Engineering teams
- Documentation and review workflows to validate compliance

This proactive approach helps identify and mitigate privacy risks early in the development process.



Data Subject Rights and Transparency

We strive to provide individuals with meaningful control over their personal data.

Our practices include:

- Clear and accessible privacy notices
- Mechanisms for submitting and fulfilling data subject rights requests
- Transparency regarding data processing practices
- A public Trust Center providing customers and partners with access to compliance documentation, security certifications, and privacy resources
- Processes to communicate material privacy updates

In 2025, Veeam published its [Government Access Requests Response and FAQs](#), affirming our commitment to transparency regarding law enforcement and government data requests. During the reporting period, Veeam received **zero requests** from government or law enforcement agencies for personal data.

Additionally, there were **zero privacy incidents in 2025 requiring notification to data protection authorities**, reflecting the effectiveness of our technical and organizational safeguards.

Integration into the Incident Response and Cyber Resilience Process. We maintain a direct link to the security, compliance, and technology teams to prepare for, detect, respond to, and recover from security and privacy incidents.

Our program includes:

- Documented incident response plans
- Defined escalation and notification procedures
- Regular testing
- Commitment to timely notification where required by law

This integration ensures that we maintain the appropriate level of privilege and meet our legal and contractual obligations when responding to an incident.

Security and Technical Safeguards

Our privacy commitments are supported by a comprehensive information security program designed to protect the confidentiality, integrity, and availability of data.

Key measures include:

- Encryption and strong access controls
- Continuous monitoring and threat detection
- Secure development practices
- Independent third-party certifications, including ISO 27001, ISO 27701 (privacy information management), ISO 27017 (cloud security), SOC 2, and HIPAA attestation
- Regular testing of security controls

These safeguards are designed to support customers' regulatory and operational requirements.

Third-Party and Supply Chain Privacy

We extend our privacy expectations to vendors and partners who process data on our behalf.

Our third-party risk management program includes:

- Due diligence and risk-based assessments
- Contractual data protection requirements
- Data Processing Agreements where applicable
- Security and privacy requirements for Sub-Processors

This helps ensure personal data remains protected throughout our ecosystem.

Continuous Improvement

We regularly evaluate and enhance our privacy program through:

- Internal reviews and audits
- External assessments and certifications
- Regulatory monitoring
- Customer and stakeholder feedback
- Integration of emerging risk areas into our privacy program
- Ongoing awareness initiatives
- Policies reinforcing responsible data handling

We remain committed to strengthening our privacy posture as technology and regulatory expectations evolve.



AI Privacy and Governance

As artificial intelligence becomes increasingly integral to enterprise data management, Veeam is evolving a unified approach to AI governance that integrates privacy, security, and responsible use across our products and operations.

Our approach includes:

Defined AI Governance Policies: including our Responsible AI Policy, and AI Terms of Use. These policies govern both internal and product-related AI use, require review and approval of AI use cases and ensure consideration of data privacy, information security, and intellectual property. They also include controls governing the use of AI features within Veeam products, including the Veeam Intelligence assistant.

Structured review processes: Privacy and risk assessments for AI-powered features and use cases. In 2025, **the Privacy team reviewed over 100 AI use case requests** to ensure appropriate evaluation prior to deployment.

Data protection controls: ensuring that customer backup data accessed through AI integrations remains subject to existing data protection commitments.

Regulatory monitoring and adaptation: ongoing monitoring of emerging AI-specific regulatory requirements, including the EU AI Act.

We are committed to ensuring that AI innovation at Veeam is pursued in a manner consistent with our privacy principles and customer trust obligations.

We are continuing to formalize this approach into a more integrated AI governance framework. As part of this evolution:

- We plan to enhance our compliance training programs by 2026 to address data privacy considerations related to emerging technologies.

Responsible Artificial Intelligence

Artificial intelligence is reshaping every dimension of modern enterprise. At Veeam, we believe that realizing AI's full potential requires more than adoption — it demands accountability. Since establishing our first AI policy in 2023, we have continued to evolve our

governance framework to keep pace with rapidly advancing technology and a shifting regulatory environment. We embrace AI to drive innovation in our operations and products while upholding rigorous standards for safety, fairness, and transparency.



Our Responsible AI Principles

Veeam's approach to AI is anchored in four core principles that guide every aspect of how we develop, deploy, and govern AI across the organization:

TRAINING

We invest in ongoing AI literacy and responsible-use education for all employees and contractors.

TRACING

All AI use cases are assessed and documented so we can track where and how AI is used across the business.

TESTING

AI outputs are subject to mandatory human review and quality controls before use or distribution.

TRANSPARENCY

We keep customers, partners, and other stakeholders informed about how we use AI and what safeguards are in place.

Beyond these principles, we embed ethical considerations into AI decision-making, including eliminating bias, ensuring reliability, maintaining human accountability, and protecting personal data and privacy.

AI Governance Structure

Responsible AI Group. Veeam's Responsible AI Group serves as the cross-functional governing body overseeing all AI use across the company. Comprising leaders from Legal, Compliance, Global Information Security, and Corporate Technology, the Group ensures that AI initiatives comply with applicable laws — including the EU AI Act and the NIST AI Risk Management Framework — and align with our commitments to customers and partners.

The company performs detailed risk assessments for all AI use cases, focused on security, data privacy, legal and regulatory, and quality control. Higher-risk AI use cases are reviewed and approved by the Responsible AI Group prior to deployment. Use cases are evaluated across four categories: internal use, external-facing materials, sensitive data, and AI embedded in Veeam products.

Center of Excellence for AI and Automation. To accelerate responsible adoption, Veeam established a Center of Excellence (CoE) for AI and Automation. The CoE delivers training, upskilling, standardized governance, and transparent program management — building a collaborative internal community focused on responsible innovation. Veeam employees utilize the CoE to collaborate and share ideas regarding the use of AI, best practices, and safe use. Responsible AI use and skills training is also provided to employees.

Looking Ahead

Veeam's Responsible AI Policy has evolved since it was first introduced in 2023, most recently updated to add dedicated governance for generative and agentic AI. Looking forward, Veeam is committed to continuing to mature its responsible AI program — expanding compliance training to address AI-related data privacy implications, maintaining alignment with evolving global regulations such as the EU AI Act, and further embedding responsible AI practices into product development and customer-facing solutions. In 2026, we aspire to implement a new governance, risk, and compliance (GRC) platform dedicated to tracking the risk assessment, approval, and ongoing monitoring of AI use cases. We remain committed to ensuring that our customers and partners can trust every AI-powered capability we deliver.

Responsible AI in Practice

Veeam maintains a portfolio of approved enterprise AI systems, each governed by specific use-case guidelines. Employees must complete mandatory responsible AI training before accessing certain tools, such as those used for product development and content creation. Veeam has also established a set of self-managed and hosted AI systems for which configurations and controls have been customized to meet our business needs and risk profile. These tailored AI systems help ensure the highest standards of ethical and safe AI are upheld by all Veeam employees.

In line with the Company's commitment to transparency and testing, all AI-generated external content is clearly attributed as AI-generated or AI-assisted, and all AI-assisted product or content development must pass human review before deployment. Veeam maintains a Responsible AI FAQ related to the use of AI in Veeam Products on the [Veeam Trust Center](#). Generative AI features and functionality within our products are provided on an opt-in basis and can be restricted or turned off based on customer preference.

Agentic AI. As agentic AI capabilities expand, Veeam has established specific governance guardrails to ensure human oversight remains central. Agentic workflows require human review between steps, least-privilege access scoping, finite time bounds, and restrictions on certain autonomous processes and transactions.



Unleashing the power of Veeam + Securiti AI

In December 2025, Veeam combined forces with Securiti AI, a top provider in Data Security Posture Management (DSPM), privacy, governance, and AI trust. This merger creates the industry's first unified data platform, offering comprehensive visibility, security, governance, and recovery for all data at AI speed.

This combined platform addresses the challenges of rapid AI adoption, where data integrity, security, and governance are critical for safe and scalable AI deployment. Customers will benefit from:

- Unified visibility across all data types (structured, unstructured, production, backup)
- Continuous governance and compliance
- Zero-trust security and best-in-class resilience
- Guaranteed clean recovery capabilities
- Trusted data pipelines for accelerated AI adoption

600 employees of Securiti AI have joined Veeam as a result of the acquisition

The acquisition brings 600 Securiti AI employees to Veeam, expanding expertise in AI security and data privacy. Veeam and Securiti AI aim to empower organizations to innovate confidently with safe, compliant, and auditable AI-ready data.



Environment



Environment

At Veeam, we recognize our responsibility to minimize our environmental footprint and take meaningful action to reduce greenhouse gas (GHG) emissions. We are continuing to evolve our approach to integrating environmental considerations into our business strategy and operations. While our current efforts focus on establishing a comprehensive emissions baseline and identifying key areas of impact, we are working toward embedding more structured sustainability initiatives across our organization over time. Our customers, investors, regulators, and team members expect us to operate responsibly and transparently, continually assessing our environmental impact and identifying opportunities for improvement. By engaging collaboratively across our organization and with our partners, we are dedicated to current goals and to advancing our sustainability journey toward a greener future.

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Our 2025 Greenhouse Gas Emissions

Our total Scope 1 and Scope 2 GHG emissions amount to 2,379 MT CO₂e (location-based) and 2,280 MT CO₂e (market-based) for FY25.

In our first ESG report, we established a target to reduce Scope 1 and Scope 2 emissions by 5% by 2030, relative to a 2023 baseline. In 2025, we achieved a 26.78% reduction in total location-based emissions, and a 22.87% reduction in total market-based emissions compared to the 2023 baseline.

Total CO ₂ e (MT)	2023	2024	2025
Scope 1	162	140	147
Scope 2 — location-based	3,087	2,417	2,232
Scope 2 — market-based	2,794	2,015	2,133
Total CO ₂ e (MT) — location-based	3,249	2,557	2,379
Total CO ₂ e (MT) — market-based	2,956	2,154	2,280

¹ Scope 1 and Scope 2 GHG emissions includes emissions from the following sources: refrigerants, diesel, natural gas, steam and purchased electricity.

Veeam completed two acquisitions at the end of 2025. Due to the timing of these transactions, the data from the newly acquired entities is not included in the metrics calculated within this report. We will update our baseline year and corresponding metrics in future reporting to be reflective of our new company structure.



While the nature of our business inherently limits our direct environmental impact, we remain committed to continually reducing our environmental footprint wherever possible.

In this report, we are also presenting our inaugural calculation of Scope 3 emissions, reflecting Veeam's commitment to a more comprehensive approach to GHG management. These emissions include those generated by our suppliers, and employee travel.

As part of Veeam's first-year Scope 3 disclosures, we completed an assessment of all 15 categories defined under the GHG Protocol Corporate Value Chain (Scope 3) Standard to determine which categories are most relevant to our value chain and appropriate for inclusion in our emissions baseline.

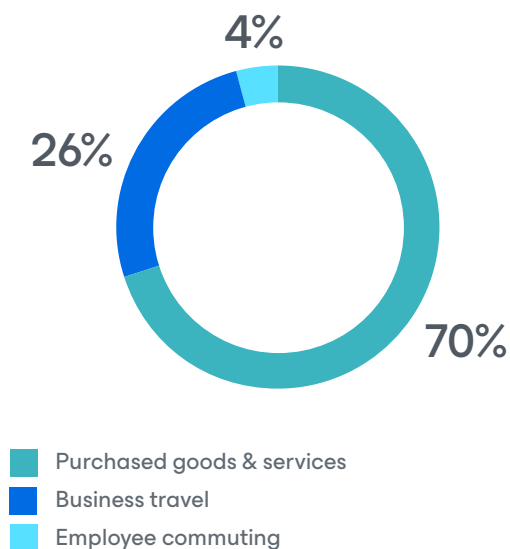
This assessment included both quantitative thresholds and qualitative considerations, including industry expectations, peer practices, and Veeam's ability to influence emissions across its operations and supply chain. Based on the results of this evaluation, Veeam identified three Scope 3 categories as relevant for reporting in 2025:

- **Category 1** — Purchased Goods & Services (35,027 MTCO₂e)
- **Category 6** — Business Travel (13,015 MTCO₂e)
- **Category 7** — Employee Commuting (2,065 MTCO₂e)
- In addition, **Category 11** — Use of Sold Products was considered; however, emissions from use of our software are currently difficult to calculate and considered indirect. Veeam is not reporting on indirect use-phase emissions at this time.

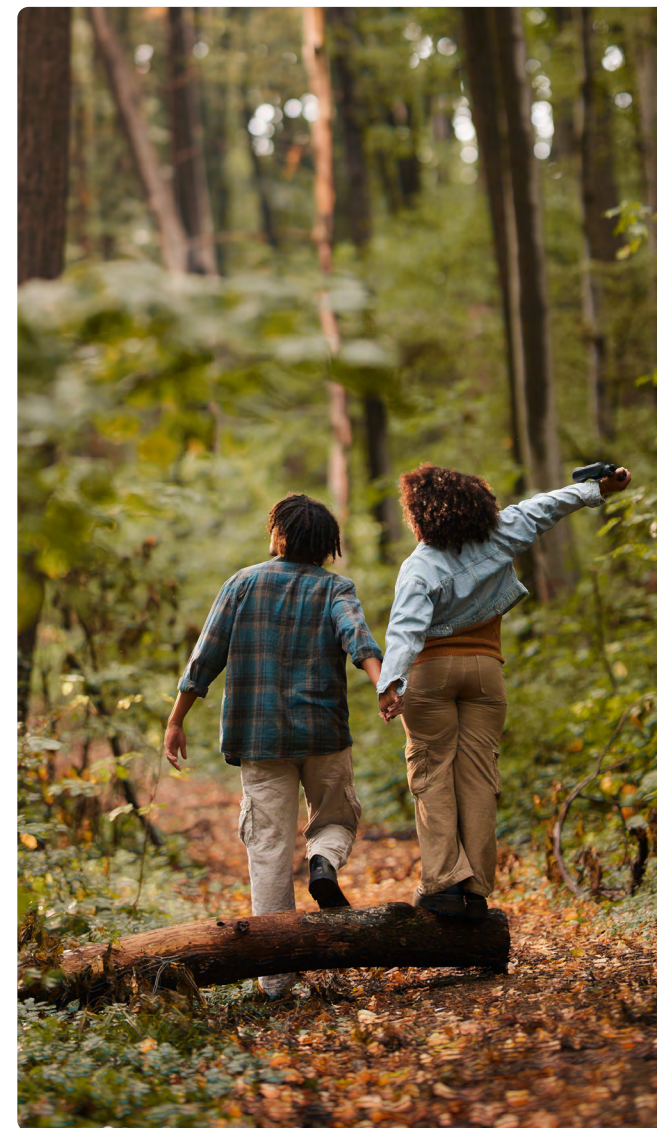
Our calculation and disclosure of Scope 1, 2, and 3 emissions provide a comprehensive understanding of our environmental impact across our value chain. Building on this foundation, we are better positioned to identify emissions reduction opportunities and develop more effective sustainability strategies to reduce our overall carbon footprint.

In 2025, we conducted a climate risk and opportunity assessment aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework. This assessment evaluated potential climate-related risks and opportunities across our direct operations and relevant value chain activities over defined time horizons. While no climate-related risks were identified as likely to have a material financial impact, the assessment highlighted a key opportunity to further strengthen our approach to emissions management by expanding our low-emissions commitments. This includes the development of additional climate-related metrics and targets, particularly for Scope 3 emissions.

Breakdown of total FY2025 Scope 3 emissions (MTCO₂e) by category



Veeam's largest drivers of Category 1 emissions are computer related services, professional and technical services, and advertising and other business support services.





Supplier and Vendor Sustainability

Our suppliers are expected to comply with Veeam's published Supplier Code of Conduct. This includes identifying relevant environmental impacts, maintaining effective plans and processes to avoid, reduce or mitigate those impacts, and operating in alignment with those plans. Suppliers are also expected to take a precautionary approach to environmental matters and to support environmental responsibility initiatives, including the adoption of low-emissions technologies. By engaging in business with Veeam, suppliers acknowledge and commit to these expectations. Over time, we will further encourage suppliers to measure their own greenhouse gas (GHG) emissions and establish emissions-reduction targets.

Veeam works with leading cloud computing service providers, including Microsoft Azure and Amazon Web Services, which have established sustainability commitments and publicly stated Net Zero ambitions. As our operations continue to shift from on-premises physical storage toward cloud services, we will consider the environmental impacts associated with data storage and prioritize vendors that demonstrate strong sustainability practices.

Environmental Stats

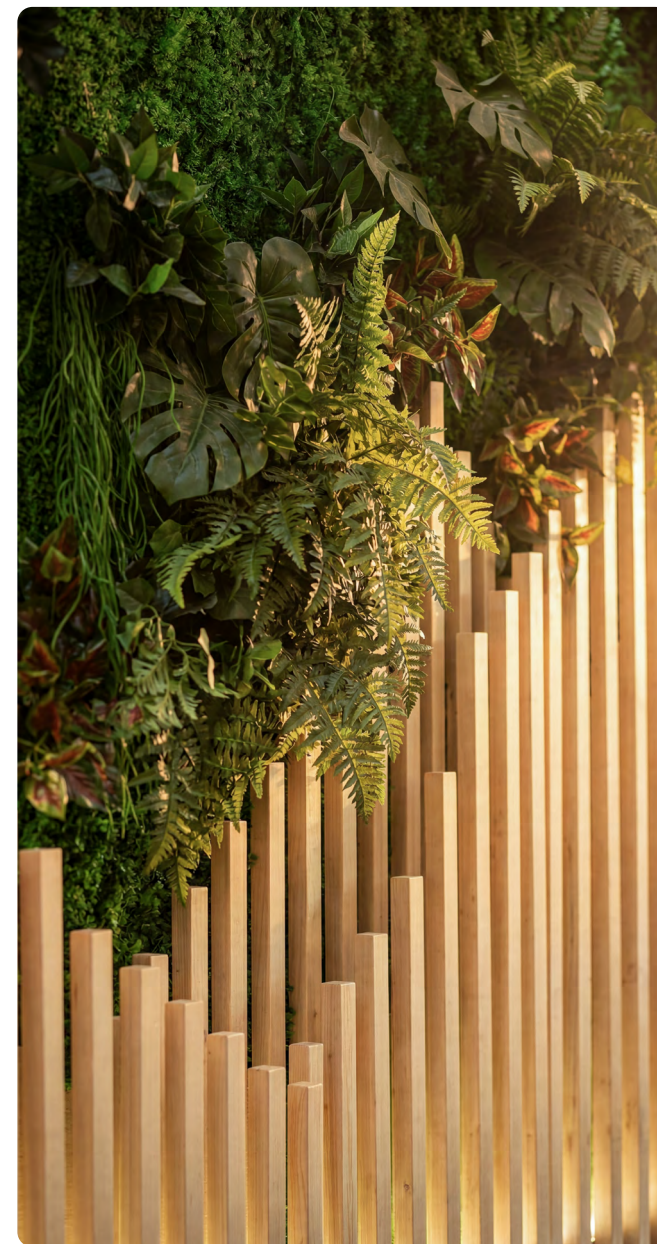
To effectively manage our environmental impact, Veeam closely monitors a variety of sustainability metrics across our operations and supply chain. By gathering and analyzing data on energy consumption, waste generation, water usage, and resource efficiency, we are able to evaluate our environmental performance and pinpoint opportunities for improvement. These metrics provide a clear picture of our progress and inform our ongoing efforts to reduce our environmental footprint. The following data offers additional insight into our environmental impact:

- We began 2025 with 51 office locations and reduced our presence to 50 by the end of the year, 8 of our 50 locations are LEED (Leadership in Energy and Environmental Design) certified.
- In 2025, we estimate that we consumed 26,226,000* gallons of water; a reasonable increase considering our growing employee population.
- Thanks to our global e-waste recycling program, we recycled 1,684 laptops this year, diverting an estimated 5,052** pounds of e-waste.

1,684 recycled laptops

- We removed use of plastic badges and improved security by expanding our digital access program to all Veeam offices.
- We thoughtfully choose suppliers who share our commitment to continuous operational improvement, ethical practices and human rights, helping to build a competitive and sustainable supply chain.

Due to the timing of Veeam's two acquisitions at the end of FY2025, this metric reflects only employees from Veeam's standalone operations. Water consumption is estimated using the U.S. EPA's Lean Water Toolkit rate of 30 gallons / employee / day. This metric assumes 235 operating days during the fiscal year, reflecting federal holidays, company-observed holidays, and average employee paid time off. ** This figure is calculated by Revivn, our third-party partner, based on the average weight of a MacBook, which is 3 lbs.



Social



Social

At Veeam, we employ a strategic and data-driven approach to developing programs and policies designed to deliver measurable benefits to individuals, enhance community resilience, and drive positive societal outcomes.

Our dedication to our people is evident in our workplace culture, where more than 87% of employees have recognized Veeam as a 'great place to work.'

Here we profile our people, the Veeam Team, by highlighting our commitment to collaborating with the communities where we live and work.

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Our Veeam Team

Our promise to our employees is grounded in shared ambition and meaningful impact. Employees are encouraged to go fearlessly forward while they contribute to work that supports some of the world's leading organizations. Veeamers are empowered to innovate, grow, learn, and build a sense of belonging.

As Veeam grows, our employees grow with us, supported by strong teams, meaningful challenges, and continuous learning. Through an inclusive and supportive environment, people are empowered to shape their own career while collaborating to deliver high-quality work and advance innovation. This shared approach to growth and impact directly supports how the company lives its values in practice.

Our objective is to deliver solutions that not only fulfill immediate requirements but also bolster client resilience and support scalable, long-term growth within a dynamic digital landscape.

Our Veeamers represent

over

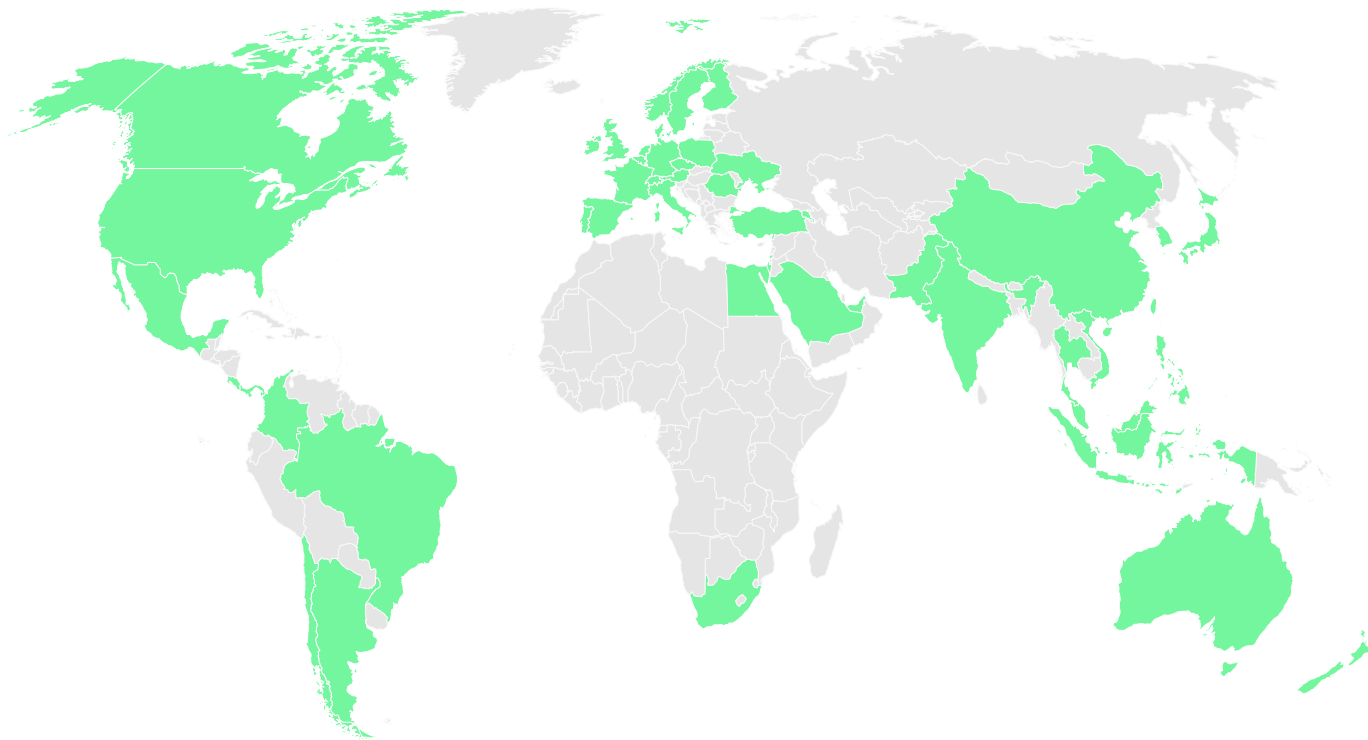
100

nationalities

in over

60

countries



Countries where Veeamers are located

Cultivating an environment of inclusion

At Veeam, inclusion is at the heart of everything we do. We believe diverse perspectives drive innovation, and innovation fuels our long-term success. In 2025, as part of our ongoing efforts to champion diversity, equity, and inclusion, we embedded a call to action for every employee to “Act Inclusively” as part of our re-imagined Veeam Values. This statement emphasizes our full commitment to fostering a welcoming environment for all through our actions, language and attitude, celebrating the diversity that strengthens our team.

We are proud to foster a culture of belonging, invest in inclusive leaders and extend our impact beyond Veeam and into the communities we serve through global partnerships, continuous learning, and employee resource groups.



Advancing inclusion and educational initiatives

We foster inclusion by creating space for open dialogue and shared learning across our organization. Early in 2025, we hosted ERG Community Conversations — virtual, global forums that brought employees together with senior leaders to engage in meaningful discussions on Veeam’s continued commitment to inclusion and belonging. These conversations reinforced commitment to cultivating an inclusive culture where each team member feels included, seen, and heard.

We also ensure our people have access to the resources they need to learn and grow in their careers. To accelerate education and upskilling, we have developed tiered learning opportunities to drive progress in employees’ careers.

For all employees, we offer wide-ranging content, tools, and certification materials through online learning programs. In 2025, we introduced LinkedIn Learning to all employees, a complement to O’Reilly, expanding opportunities to build leadership, business, sales, and engineering-related skills. Our Global Days of Learning are virtual summits focused on the behaviors and mindsets that are most important to our success. Power Skills workshops throughout the year upskill employees on priority topics like collaboration. Mentor Lab offers personalized social learning through mentorship.

In 2025, we made several investments in fostering inclusion and building the capability of our people leaders.

We defined and introduced Leadership Principles to set the standard for how we lead at Veeam. Our Leadership Principles are the specific, actionable guidelines and behaviors expected of leaders at all levels, from team leaders to our senior leadership. In 2025, we introduced these principles to VP+ leaders through an AI agent building workshop and a new Leadership Matters forum. We emphasized that great leaders do not just develop themselves — they create the team conditions that unlock the potential of all those around them.

In 2025, we also launched the Manager Matters series designed to develop our people leaders on the fundamental leadership skills that enable inclusive and high performing teams. Topics offered included Setting the Stage for High Performance, Career and Performance Coaching, Strategic & Financial Planning, and Inclusive Leadership.

As part of Manager Matters, we continued to strengthen Veeam as a great place to work by equipping managers with the skills and tools to lead more inclusively. More than 425 leaders completed Inclusive Leader training, focused on helping them make thoughtful, inclusive choices across key people-management decisions. Following the program, we provided leaders with a ‘Leading Inclusively’ toolkit, to support team discussions on inclusive behaviors, psychological safety, and healthy team dynamics.

This past year, we piloted Manager Foundations, an onboarding program for newly appointed and aspiring people managers designed to ease the transition into people management. It covers manager essentials, including coaching, feedback, and delegation. Importantly, it emphasizes behaviors and mindsets that demonstrate Veeam Values and Leadership Principles.

75% of employees engaged in at least one learning solution

In 2025, 4,547 unique users (75% of employees) engaged in at least one learning solution. Many engaged in more than one solution (+33.09% YoY users across all programs) and more than once, resulting in 100,106 training engagements.

In 2026, we will continuously enhance these offerings based on employee listening and data analysis. A significant improvement to the user experience will come from learning management system (LMS) enhancements that will leverage AI to improve discoverability and align learning recommendations with career growth aspirations. These recommendations will be aligned with our career architecture, making it easier for people to upskill in preparation for an aspirational career move.

Deploying inclusive recruitment methodologies

We are committed to attracting top talent regardless of background, demographic characteristics, or disability status. Veeam is dedicated to implementing an inclusive recruitment program across all organizational levels.

Our University Relations team continues to focus on schools with highly diverse populations, including Georgia State University and Kennesaw State University, as well as HBCUs in the Atlanta area. We target women in tech through campus organizations, such as Women in Engineering at Auburn University. At Georgia Tech, we have a Veeamer speaking to the OMSCS (Online Master of Science in Computer Science) Program, "Women in Tech Speakers Series." Our ERGs are embedded into our summer internship program and graduate onboarding, to celebrate the diversity of each student, particularly partnering with VIBE in the U.S. and WIG and Pride globally.

45% global hiring of women and URM hiring in U.S.

Our focused commitment to offering opportunities to top talent from a variety of backgrounds has resulted in women representing 45% of global hires and underrepresented minorities (URM) representing 45% of U.S. hires.

We strive to maintain consistency in our recruitment processes by ensuring that all interviewers evaluate candidates against standardized criteria and attributes. We offer a required training for our People Leaders, interviewers, and anyone attending a hiring event called, Interview & Select the Veeam Way. This training outlines our Veeam Values, our commitment to Inclusive Hiring, and the importance of hiring fairly and consistently. It is focused on treating our candidates with the same respect and value as we treat our employees. At Veeam, we see the candidate experience as an extension of the employee experience and strive to ensure candidates feel comfortable and are given the opportunity to fully share their backgrounds and accomplishments in relation to the job description and qualifications. In fact, we start with inclusive job descriptions to attract candidates of all backgrounds.

Integrating equity principles into talent management processes

In our 2024 report we highlighted some of the key programs that supported our efforts to retain and manage talent. These programs have proven instrumental and continue to grow with the needs of our team.

Veeam Conversations

Now in its second year, our performance enablement program has continued to evolve; we documented performance and growth goals for 98% of Veeamers, enabling more meaningful development and career conversations and strengthening alignment between individual performance and organizational objectives. We have enhanced Veeam Conversations by equipping people managers with improved tools and resources to better support their teams' growth and success. In 2025, we continued to focus on equitable outcomes for all Veeamers by implementing a standardized promotion process with clear, consistent criteria.



Mentor Lab

This program continues to provide mentoring designed to facilitate mutual learning and professional development by providing participants with access to valuable connections and resources. Both mentors and mentees benefit from this structured framework, gaining insights and skills that advance their individual career trajectories. Through active participation, employees are able to enhance competencies such as leadership, communication, and problem-solving, while also expanding their professional networks. This program not only supports personal growth but also contributes to a more collaborative and inclusive workplace culture at Veeam, reinforcing our commitment to continuous improvement and organizational excellence.

Leadership Growth and Succession Planning

In 2025, we launched Leadership Growth Planning (LGP) alongside Leadership Principles to strengthen leadership development and succession planning. Together, these initiatives help us to grow a world class organization, assess leader capabilities, plan succession for critical roles and build a diverse leadership team with intentionality.

Job and Career Architecture

In FY2025, we completed foundational job architecture work that established a consistent, transparent framework for roles, levels, and career growth across the organization. This included designing a standardized job taxonomy, aligning roles to clearly defined job levels, mapping every employee to the appropriate profile, and refreshing salary ranges using market data to ensure fair and competitive pay practices.

We will build on this work throughout 2026 by embedding clear governance into our talent systems and processes to ensure consistent application of job architecture standards. We will also develop and launch shared skills profiles that define the baseline expectations for each role. These skills profiles will support transparent growth and career mobility by helping employees and managers understand what success looks like today and what skills are needed to progress over time.

Together, these efforts represent a meaningful step toward embedding equity into talent management — ensuring employees are evaluated, developed, and rewarded based on clearly articulated expectations and comparable standards, regardless of role, function, or geography.



Diversity Metrics

The following tables below provide diversity metrics on Global Gender and U.S. Race & Ethnicity. We will continue to assess our management roles as we expand leadership development efforts in the future.

Non-Management	Individual Contributor		
Gender (Global)	2023	2024	2025
Male	64.0%	61.1%	62.7%
Female	33.0%	35.4%	34.1%
Not Reported	2.9%	3.5%	3.2%
Race & Ethnicity (US Only)	2023	2024	2025
American Indian or Alaska Native	0.2%	0.3%	0.3%
Asian	4.1%	4.3%	5.5%
Black or African American	10.2%	11.5%	11.2%
Hispanic or Latino	6.6%	9.1%	9.0%
Native Hawaiian or Other Pacific Islander	0.2%	0.1%	0.1%
White	69.3%	66.2%	69.3%
Two or More Races	5.0%	4.8%	4.7%
Not Reported	4.0%	3.3%	3.5%

Middle Management

People Manager

Gender (Global)	2023	2024	2025
Male	70.6%	73.2%	73.0%
Female	27.1%	24.4%	24.4%
Not Reported	2.3%	2.4%	2.7%
Race & Ethnicity (US Only)	2023	2024	2025
Asian	6.5%	7.3%	8.5%
Black or African American	5.4%	5.6%	4.0%
Hispanic or Latino	4.3%	4.8%	5.4%
White	74.9%	73.6%	72.5%
Two or More Races	3.5%	3.2%	4.4%
Not Reported	5.2%	5.1%	4.8%
American Indian or Alaska Native	0.2%	0.1%	0.1%
Native Hawaiian or Other Pacific Islander		0.1%	0.3%

Senior Management

Director and Above

Gender (Global)	2023	2024	2025
Male	72.3%	71.6%	71.3%
Female	26.4%	26.7%	26.6%
Not Reported	1.3%	1.7%	2.1%
Race & Ethnicity (US Only)	2023	2024	2025
American Indian or Alaska Native	0.0%	0.0%	0.3%
Asian	10.6%	10.1%	11.3%
Black or African American	1.5%	3.2%	2.3%
Hispanic or Latino	3.0%	4.0%	5.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.3%
White	78.8%	75.8%	72.7%
Two or More Races	1.0%	1.6%	2.3%
Not Reported	5.1%	5.2%	5.7%

Employee Benefits

The wellbeing of our employees is a top priority. We therefore offer an attractive package of benefits that are tailored to meet the diverse needs of employees throughout different phases of their lives, with an emphasis on parity, choice, and flexibility. Our goal is to provide competitive local benefits that support the physical, mental, and financial well-being of our employees and their families. We review our benefits annually to stay competitive and actively solicit employee feedback to enhance the support we provide.

These programs are available worldwide to every employee:

Employee Assistance Program (EAP)

A free service designed to support employees and their families as they navigate life's challenges and balance work with home responsibilities. We have enhanced our offerings to provide each person with up to 12 counseling sessions per issue annually. EAP offers access to mental health and grief support, webinars, mindfulness activities, and more. It also provides information about work-life concerns and referrals for clinical, legal, or financial services.

Holidays and Veeame Days

In addition to globally observed holidays, which differ by country, we offer a day off each quarter through Veeame Days. These scheduled company-wide closures are intended to promote self-care, allowing all employees an extra day each quarter to rest and rejuvenate.

Veeam Cares

We offer 24 paid volunteering hours (three 8 hour days) annually, enabling employees to support causes that are important to them and contribute positively to their communities.



Fabric: Celebrate individuals. Strengthen the team.

In 2025, we launched Fabric to enable Veeamers to recognize one another in real time and provide people managers with another avenue to celebrate their teams. The response was enthusiastic and encouraging, reminding team members that their contributions are valued, their efforts are seen, and their impact is significant.

- 85% of Veeamers were recognized at least once
- 20,937 recognition cards were sent in 15 months, including 8,385 in Q4
- 83% of people managers sent a recognition card, accounting for 59% of all cards

Culture Champions Program

Formerly known as the Culture Ambassador Program, since 2023, this initiative was reimagined in 2025 and renamed Culture Champions to reflect its growing impact and long-term vision. While it continues to focus on bringing people together, the renewed emphasis is on creating meaningful cultural impact. Veeam Culture Champions is a group comprised of 80 Veeamers across 30 locations who go above and beyond to make a difference — impacting the business, their fellow Veeamers, and the world. They know our values inside out and work to unite our diverse community. Through events, workshops, and initiatives, they bring Veeam values to life and help create a culture that's uniquely ours.

80

Cultural Champions

130

Veeam events

In 2025, Champions delivered more than 130 events and created meaningful moments for over 7,000 Veeamers. From large-scale holiday celebrations for 800+ employees to cozy in-office board game happy hours, from strong team-building volunteering events that give back to the community to sports challenges — each initiative helped Veeamers stay connected, collaborate more effectively, and strengthen team bonds.

The Izmir team rang in the New Year with an energetic, unforgettable celebration featuring a team-member DJ set and a creative quiz, sparking laughter, friendly competition, and meaningful connection.

Across 11 cities in the APJ region, Veeamers came together for a year-end Veeam Cares giving-back afternoon, supporting causes they felt passionate about and creating meaningful impact — a powerful reminder, even during the busiest time of year, of what we can achieve when we pause to give back to our communities.

Employee Resource Groups and Community

Employee Resource Groups (ERGs) at Veeam provide platforms for employees to celebrate diverse cultures, backgrounds, abilities, and lived experiences. All employees are welcome to participate. These groups support learning and professional development, coordinate volunteer initiatives within their local communities, and contribute to Veeam's business and community objectives.

Women in Green (WIG)

In 2025, WIG expanded the Elevate mentoring program, a 12-month initiative designed to support and empower women at Veeam through mentorship, leadership development, and expert-led workshops. In 2025 the program connected 30 participants with experienced mentors and provided them with the tools and opportunities needed to advance their careers and reach their goals. The group continually leads with Veeam's Core Values to advance, cultivate and preserve our culture of inclusion and belonging.

Veeam Inclusion

In 2025, the Inclusion ERG expanded its impact through the launch of Inclusion Unfiltered: Voices Across Veeam, an internal podcast designed to amplify diverse perspectives and spark meaningful conversations on inclusion, allyship, cultural awareness, and work-life balance across regions and roles. The Inclusion ERG has active chapters globally and continues to host programming and discussions addressing topics such as mental health, neurodiversity, family responsibilities, microaggressions, and inclusive, gender-neutral language in the workplace.



Pride ERG

In 2025, Veeam's Pride ERG strengthened its global impact and member engagement, growing membership by 18% and expanding its leadership footprint with four new chapters across the U.S., Costa Rica, the Czech Republic, and Romania. The ERG renewed its partnership with Out & Equal, receiving expert guidance on the evolving global legal landscape, delivering company-wide LGBTQ+ Allyship Training, and enabling global learning and networking opportunities, including participation in Out & Equal's annual summit and European Forum. Pride increased Veeam's visibility and sponsorship at Pride events across multiple regions, hosted cross-ERG collaboration events, led office activations during Pride Month, and delivered its first-ever Pride Veeam Cares initiative. Pride leadership was also externally recognized, including a Top 100 Women of Impact award and speaking engagements at major European forums, underscoring Veeam's continued commitment to inclusion, wellbeing, and belonging.

Veeam Alliance for Military and Advocates (VAMA)

In 2025, VAMA hosted a number of events that included company-wide sessions, and VAMA-invite sessions.

For Company-wide sessions, all Veeamers were invited to attend. They sought to bring awareness to the strengths and benefits that the veteran community can provide to the larger workforce. An example event was "Flawless Execution: The Fighter Pilot Mindset."

For VAMA-invite sessions, any Veeamer was welcome to attend, but only VAMA members received the event invitations. These sessions are intended to provide a safe place, support, and conversation within the veteran and advocate community. Example events were "Echoes of Service series."



ViBE

At Veeam, we are incredibly proud of all our ERGs. For this issue of our ESG report we are highlighting Veeam in Black Excellence (ViBE).

Aligned with their mission to support employees of African heritage, provide a platform for development, increase cultural awareness within Veeam, and empower the communities in which we live and work, ViBE hosted a series of education events in 2025 which included:

- Speaker Panel: Rooted in Resilience: The Power of Storytelling and Showing Up Authentically. We also showcased internal Veeam Employees for a Black History Month Celebration
- Community Foodbank Drive
- ERG University Drive
- Attended Afro Tech Professional Development Conference
- Celebrating Juneteenth: Rooted in Resilience

This Juneteenth, ViBE presented a day-long celebration rooted in reflection, recognition, and renewal. Under the theme “Rooted in Resilience,” we honor the legacy of freedom and the continued pursuit of equity — from the liberation of the last enslaved Black Americans in Galveston, Texas on June 19, 1865, to the personal and collective victories of today.

At Veeam, we carry that legacy forward by making space for authenticity, amplifying underrepresented voices, and investing in future generations.

Juneteenth 2025 Objectives:

Educate

Foster awareness of the historical significance of Juneteenth

Elevate

Highlight Black employee stories of resilience and authenticity through panel discussions and storytelling.



Engage

Connect in person through headshots or virtually through live discussion and celebration open to all employees.

Empower

Support future Black leaders in tech through our Lanier High School Juneteenth scholarship program.

In celebration of Juneteenth, ViBE also awarded four

\$1,000 scholarships

Partnerships and community programs

In addition to the scholarships, donations, and events mentioned throughout this report, Veeam provides financial support to a range of impactful causes along with promoting employee volunteerism. We also collaborate with leading organizations to drive meaningful progress on issues that align with our core values and mission. We continue our partnerships with organizations such as Women in Tech (WIT) and Out & Equal, and added our partnership with Women of the Channel. Women of the Channel is a global organization dedicated to helping women from across the IT sector thrive both professionally and personally. In 2025, we continued our partnership with Women of the Channel to support the professional development and recognition of women leaders at Veeam through leadership summits and Women of the Channel Awards.



Veeam remains committed to our Veeam Cares initiative, which empowers Veeamers by providing 24 hours to volunteer each year to be agents of positive change and impact in their communities. In 2025, Veeamers dedicated a total of 3,121 hours to volunteer activities.

3,121 hours of volunteer activities

Recent events have included:

Bangalore: 23 Veeamers participated in an in-office blood donation drive, supporting a truly life-saving cause.

California: Veeamers volunteered at the Ronald McDonald House in Orange County, preparing 40–50 “Happy Snacks” to bring comfort to families in need.

Tampa Bay (St. Pete Beach): The team collected ~20 lbs of trash during a beach cleanup and celebrated with a well-earned brunch.

Columbus: Women in Green ERG and Culture Champions assembled 200+ hygiene kits for families at the Ronald McDonald House, showing strong teamwork and heart.

Lisbon: Veeamers supported União Zoófila through a donation drive and hands-on volunteering at the local animal shelter.



Reporting



Reporting

Framework Tables

As part of our commitment to transparency, we are electing to report against the Sustainability Accounting Standards Board (SASB) Software and IT Services industry and the Global Reporting Initiative (GRI).

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SASB Index

Software and IT Services

Topic	Metric	Unit of Measure	Veeam Response
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Gigajoules (GJ), Percentage (%)	Veeam's total estimated energy consumed is 26,460 GJ, the percentage of grid electricity is 79% and percentage renewables is not reported. See the environmental section (page 23) for more detail.
	1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), Percentage (%)	Veeam's total water consumed is 26,226,000 gallons, the percentage of each in regions with high or extremely high baseline water stress is 25% See the environmental section (page 25) for more detail.
	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and analysis	Veeam does not operate data centers. However, as we transition to more cloud-based services, we are focused on selecting third-parties with industry-leading sustainability and climate action practices. See the environmental section (page 23) for more detail.
Data Privacy and Freedom of Expression	Description of policies and practices relating to targeted advertising and user privacy	Discussion and analysis	Veeam details how user data is handled. See the Trust section (page 15) for more detail.
	Number of users whose information is used for secondary purposes	Number	Metric not relevant to Veeam's business.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Presentation currency	Veeam did not have any monetary losses as a result of legal proceedings associated with user privacy in 2025.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Number, Percentage (%)	Veeam did not have any law enforcement requests in 2025.

Topic	Metric	Unit of Measure	Veeam Response
Data Privacy and Freedom of Expression	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion and Analysis	This metric is not applicable to Veeam's products and service offerings.
Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	Number, Percentage (%)	Metric not disclosed.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	Veeam conducts risk assessments related to Information Security for improving and measuring controls, as well as managing and reducing risks. We assess the maturity and risks, identify gaps, and create action plans to address gaps.
Recruiting & Managing a Global, Diverse, & Skilled Workforce	Percentage of employees that require a work visa	Percentage (%)	Metric excluded: not relevant since Veeam has a global workforce.
	Employee engagement as a percentage	Percentage (%)	Veeam's percentage of employee engagement is 80%. See page 5 and the Social section starting on page 27 .
	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	Percentage (%)	See the Social section (page 32) for more detail.
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Presentation Currency	Veeam did not have any monetary losses as a result of legal proceedings associated with anti-competitive behavior in 2025.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Number, Days	Metric not disclosed.
	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	Metric not disclosed.

GRI Standards

Topic	Metric	Interview Notes
Environmental Sustainability	Scope 1 GHG Emissions	Veeam's Scope 1 GHG Emissions are: 147 MTCO ₂ e. See the Environmental section (page 23) for more detail.
	Scope 2 GHG Emissions	Veeam's Scope 2 GHG Emissions are: 2,232 MTCO ₂ e for location-based emissions and 2,133 MTCO ₂ e for market-based emissions. See the Environmental section (page 23) for more detail.
	GHG Emissions Intensity	Metric not disclosed.
Governance	Governance Structure	Veeam has a Board of Directors, and CEO (who is the acting Chairman of the Board). See the Trust section (page 8) for more detail.
	Total executive and non-executive board members	Veeam's Board of Directors has seven members: Veeam's CEO (the acting Chairman) and six non-Veeam board seats. See the Trust section (page 8) for more detail.
	Composition of the highest governing body and its committees	Metric not disclosed.
	Nomination and selection of the highest governing body	Metric not disclosed.
	Chair of the highest governance body	The chair of the highest governing body, Veeam's Board of Directors, is their CEO Anand Eswaran. See the Trust section (page 8) for more detail.
	Role of the highest governance body in overseeing the management of impacts	Impacts are reviewed on an as needed basis with the Board and delivered by the relevant team members.
	Role of the Highest governing body in sustainability reporting	Sustainability reporting is presented to the acting Chairman of the Board who has general oversight over sustainability metrics and reporting.

Topic	Metric	Interview Notes
Governance	Delegation of responsibility for managing impacts	Veeam's compliance team works cross-functionally with teams at Veeam to manage impacts related to ESG. Veeam's compliance team reports to the Board.
	Conflicts of interest	Details of how Veeam considers and responds to conflicts of interest can be found in their Code of Conduct located on the Trust Center.
	Evaluation of the performance of the highest governance body	Metric not disclosed. There is currently no process for evaluating the performance of oversight on impacts on the economy, environment and people.
	Communication of critical concerns	Critical concerns are addressed at the Board level during regular updates. Relevant teams prepare and present slide decks to facilitate the Board's understanding and decision-making process. See the Trust section (page 8) for more detail.
	Policy commitments: Code of conduct	Veeam has an Employee Code of Conduct and Supplier Code of Conduct. See the Trust section (page 10 and page 25) for more detail.
	Percentage of employees who completed Compliance training	The percentage of employees who completed Compliance training is 100%. See the Trust section (page 10) for more detail.
	Mechanisms for advice and concerns about ethics	Veeam has published an updated ethics helpline available for all employees. See the Trust section (page 10) for more detail.
	List of ESG material topics	Veeam is in the process of performing a materiality assessment to determine key ESG material topics. We hope to publish this information in upcoming ESG reports.



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