Securing a Sustainable Future

2018 Corporate Responsibility Report

✓Symantec™

About Symantec

Symantec Corporation (NASDAQ: SYMC), the world's leading cyber security company, enables organizations, governments, and consumers to secure their most important data wherever it lives. Enterprises around the world look to Symantec for strategic, integrated solutions to defend against sophisticated attacks across endpoints, clouds, and infrastructure. Likewise, a global community of more than 50 million people rely on Symantec's Norton and LifeLock product suites to protect their digital lives at home and across their devices. Symantec operates the world's largest civilian cyber intelligence network, enabling us to see and protect against the most advanced threats.

SYMANTEC AT A GLANCE

Founded in 1982; IPO in 1989

Headquartered in Mountain View, California

Approximately 12,000 employees worldwide

Operations in more than 35 countries

More than 2,100 patents granted worldwide

Close to US$5 billion in revenues (fiscal year 2018)

Corporate Responsibility Recognition

2018 Dow Jones Sustainability Indices (North America and World), member for 12 consecutive years

2018 One of World's Most Ethical Companies, Ethisphere Institute, awarded 11 consecutive years

2018 Barron's inaugural 100 Most Sustainable Companies

Human Rights Campaign Foundation 2018 Best Places to Work for LGBT Equality, awarded 10 consecutive years

2018 FTSE4Good Global Index, member for 12 consecutive years

2018 The Just 100: America's Best Corporate Citizen (top ten), awarded two consecutive years

Points of Light Foundation Civic 50 list of most community-minded companies in America, awarded four consecutive years

2018 100 Best Corporate Citizens, *Corporate Responsibility Magazine,* awarded four consecutive years

Participant in the CDP questionnaire for 12 consecutive years

Message from our CEO

Symantec is the world leader in cyber defense, enabling organizations, governments, and consumers to secure their most important data wherever it lives. Our mission is reflected in our fundamental commitment to make the world a better place, working each day to create a secure and sustainable future.

We have dedicated the past two years to transforming our business. During that time, we have quickly built up our market-leading portfolio through internal innovation, as well as through the acquisition of several strategic cyber security companies.

Over the last twelve months, we also took a step back to validate Symantec's corporate responsibility strategy and our approach to disclosure. We re-assessed key concerns of external stakeholders and met with a broad range of internal leaders to inform our thinking. Based on these conversations, we restructured our priorities and reconfirmed our support for the United Nations Global Compact's 10 principles to protect human rights, uphold ethical labor conditions, protect the environment, and combat corruption.

Amid such large-scale change, our corporate responsibility goals have remained an important part of our business success, demonstrating our unique culture, our inspiring mission, and what we stand for:

- **Own it. We set the bar high:** In fiscal year 2018, three years after setting an ambitious 10-year, 30 percent greenhouse gas emissions reduction goal, we exceeded it. Additionally, we continued to put the power of online safety in our communities' hands by partnering with the National PTA to create The Smart Talk, an online tool empowering parents to help their children be responsible digital citizens.

- **Dream it. We foster creativity and diverse points of view:** We advanced our strategy to better recruit and promote under-represented talent, foster a culture of inclusion, and drive understanding of the value of diversity, equality, and inclusion.

- **Stand together. We work together to help our employees and communities prosper:** Over the past four years, we have introduced more than 10,000 young people to careers in cyber security and fostered the talents of veterans and young adults to address the significant shortage of qualified cyber security candidates. We launched our second signature corporate responsibility initiative, Fostering a Secure Tomorrow (FAST), which brings together world-class products and industry expertise to curb the risks of identity theft for foster youth.

It's fundamental to our culture that we are never done. Fiscal year 2019 will be another important year for Symantec as we continue to innovate and challenge ourselves to drive value for our business and our stakeholders. We remain fully committed to our corporate responsibility efforts, with a focus on boosting employee volunteerism, creating efficiencies in our products and operations, and ensuring our workforce truly represents the diversity of people required to drive innovation.

On behalf of the entire Symantec team, I want to thank you for joining us on this journey to build a dynamic and inclusive culture, and a business that makes the world a better, safer place.

Greg Clark
Chief Executive Officer

Symantec's Corporate Responsibility Journey

We are proud of the progress we have made, and the impact we have had over the last 10 years—even as we continue to embed sustainability practices throughout our company and value chain.

Timeline

PRE-2008

Nominating and Governance Committee of the Board amended its charter to include a directive to oversee Symantec's position on significant issues of corporate responsibility.

Became a United Nations Global Compact (UNGC) Signatory.

2008

Published first annual Corporate Responsibility Report.

Received Ceres–ACCA Sustainability Reporting Award for "Best First Time Report."

2009

Listed on the DJSI World Index for the first time.

2010

Founding signatory of the Women's Empowerment Principles, which provide a framework for empowering women in the workplace, marketplace, and community.

2011

Rolled out our first global supply chain code of conduct.

2012

Donated US$19 million (retail value) of software to nonprofits around the world.

Launched a working group to align Symantec human rights policies with the principles set forth in the Universal Declaration of Human Rights.

2013

Became a signatory to the Business for Innovative Climate and Energy Policy (BICEP) Climate Declaration.

Joined the Electronic Industry Citizenship Coalition.

2014

Launched Symantec Cyber Career Connection at the Clinton Global Initiative America meeting in Denver.

Published our diversity data for the first time and set a goal to increase the diversity of our workforce by 15 percent by the year 2020.

Launched Symantec Service Corps and sent a team of employees to Peru for four weeks to perform pro bono, skills-based volunteer work in support of three nonprofits.
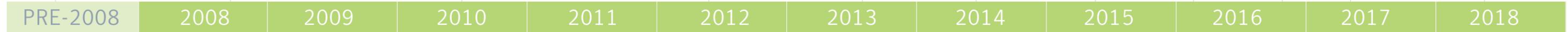
2015

Partnered with the Human Rights Campaign to advocate for marriage equality, denounce the Bathroom Bill, and support the Equality Act.

Established a new goal to reduce our GHG emissions by 30 percent (from the FY15 baseline) by 2025.

2,400 Symantec employees signed up to the "One Mug, One Planet" campaign, resulting in 856,000 fewer paper cups being used during the year.

2016

Initiated a series with TriplePundit called "Black Lives Matter and Beyond," examining how companies can work to improve equality by increasing diversity in their ranks.

Issued our first UK Modern Slavery Act statement.

Aligned our CR goals with the UN SDGs.

2017

Signed the CEO Action for Diversity & Inclusion pledge.

Became a signatory to the Science Based Targets initiative, committing us to a full accounting of scope 3 emissions and to setting a related, science-based goal.

2018

Launched FAST initiative to help provide security and identity theft protection to foster youth.

Launched our "Going Green in 2018" global campaign to engage employees on being environmental stewards.

Our Commitment to Corporate Responsibility

Symantec is proud to pursue opportunities and take responsible actions that maximize our benefit to society. Every day, we work to make the world more secure and sustainable by reducing our environmental footprint, investing in our local communities, and supporting our people.

Our commitment to corporate responsibility is reflected across three main pillars:

THE WORLD

includes the environment, community engagement, philanthropy, and human rights.

YOUR INFORMATION

includes information security, privacy, and the social impact of technology.

OUR PEOPLE

includes culture, inclusion, talent, and diversity.

Supporting global priorities

As a signatory to the United Nations Global Compact (UN Global Compact) since 2006, we continue to support the UN Global Compact's 10 principles related to human rights, labor, environment, and anticorruption. We maintain active membership in the UN Global Compact Network USA.

We also support the United Nations Sustainable Development Goals (SDGs). The SDGs represent a unique opportunity to align our core business capabilities with society's pressing needs. In this report, we provide progress updates on how we are contributing to the following SDGs. Read more about the SDGs here.
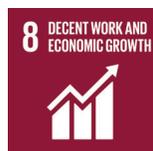
Confirming Our Strategic Focus

In 2008, Symantec conducted its first materiality analysis to determine priority issues, which guide the company's corporate responsibility strategy and disclosures. These priority issues are essential to our business success and reflect the topics of highest concern to Symantec and its stakeholders.

In 2018, we completed our sixth materiality assessment to ensure that our priorities continue to align with current stakeholder expectations, market trends, and business risks and opportunities. The findings confirmed our strategic focus around the following priority issues and important issues:

Symantec Priority Issues Matrix

- ● The World
- ● Your Information
- ● Our People

Matrix axes: vertical axis "PRIORITY FOR STAKEHOLDERS" (Low to High); horizontal axis "PRIORITY FOR SYMANTEC" (Low to High).

Plotted items:
- Information Security & Privacy
- Climate Impacts
- Culture & Inclusion
- Community Engagement
- Talent & Diversity
- Human Rights & Responsible Sourcing
- Social Impact of Technology
- Water Use
- Corporate Governance
- Ethical Conduct
- Health & Safety
- Business Continuity
- Freedom of Expression
- Public Policy
- Waste & Materials Management
- Product Accessibility

Priority Issues:

Information Security and Privacy: Protection of Symantec, customer, and employee data; appropriate use of data and technology.

Culture and Inclusion: Employee satisfaction; cultivation of an inclusive work environment.

Talent and Diversity: Recruiting and retaining top talent; career development; employee, management, and board diversity.

Important Issues:

Climate Impacts: Energy and data center efficiency, GHG emissions, and carbon footprint.

Community Engagement: Impact-driven planning with nonprofit organizations; employee volunteerism to address community needs.

Social Impact of Technology: Impacts related to, and public perception of, Symantec's technological advancements; societal effects of evolving technology.

Community Engagement

The activism, advocacy, and passion of Symantec employees on the ground is what transforms our corporate responsibility strategy into tangible, real-world results. We are committed to building a culture that enables employees to apply their time and talents to the issues they care most deeply about, and to offering programs that maximize volunteer and philanthropic efforts.

Leveraging Symantec's security expertise

Four years ago, we piloted a new project to address an important social issue. We created the Symantec Cyber Career Connection (C3), in partnership with the Symantec Foundation, to address the significant shortage of qualified cyber security candidates and to help change the trajectory of the tech workforce—specifically for women, minorities, and veterans.

Through the Symantec C3 program, we not only provide students with training in cyber security, but also offer employers access to a diverse and motivated talent pool.

"The Symantec C3 program was a unique and life-changing experience. I was not only trained in the technical skills I needed, but I was also exposed to a variety of career options. From the professionals themselves, I learned what a career in different cyber fields might look like. It was a whirlwind in many ways, and I came out on the other side a completely new IT professional, ready to apply my skills and confident in where my career could take me."

– Layla Gardner, Symantec C3 NPower alumni

In 2018, we paused to measure the success and effectiveness of the program. We asked students and employers to complete a 360-degree evaluation of Symantec C3's inputs, outcomes, and impacts. As we continue to advance Symantec C3, our assessment work will be useful for program improvement. For example, key findings indicated that students felt most inspired when they engaged with Symantec employees, and both employers and students agreed more hands-on technical training is needed.

The results of this assessment also yielded two key goals for future planning and implementation:

1. Undertaking outreach to secondary school students to understand their level of interest in pursuing another class in cyber security.

2. Tracking Symantec C3 workforce training, including the use of metrics to measure program impacts and opportunities to identify learning outcomes.

ACROSS OUR WORKFORCE PIPELINE, SYMANTEC C3 ADDRESSES FOUR KEY CHALLENGES

Excite

Symantec C3 helps nonprofits and educators raise awareness of long-term career security.

10,000+ students reached during the Excite phase overall.

Recruit, Train, Certify

Symantec C3 recruits and trains underserved populations in cyber security.

79% graduation rate*. **71%** of graduates are under-represented minorities in technology, **25%** are female, and **23%** are veterans.

Prepare for Job

Symantec C3 places students in cyber security internships.

Interns have been placed at **115+** companies, **20%** of which are in the Fortune 500.

Launch Careers

Symantec C3 connects program graduates to cyber security positions.

82% employed in cyber security or pursuing additional degrees within six months of graduation.

* At the end of FY18, 241 students were active in the Symantec C3 training program; 672 students have participated since program inception in 2014.
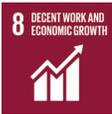
Community Engagement

Engaging employees for Global Service Week

In October 2017, more than 1,500 employees donated their time and talents to make Symantec's second annual Global Service Week a success. More than 70 events in 11 countries added up to 6,280 hours for nonprofits and charities, a 57 percent increase over 2016 efforts.

Nonprofits where employees volunteered also received US$41,420 through Symantec's Dollars for Doers program. The program provides a cash grant of US$15 for every hour of volunteer service (up to US$1,000 per year per employee).

Helping protect youth from identity theft

Children in foster care are targets for identity theft because they move homes frequently and their personal information gets passed from person to person. Norton and LifeLock are uniquely equipped to mitigate identity theft, so we launched FAST (Fostering a Secure Tomorrow) for foster youth in March 2018. With FAST, we are bringing together world-class products and industry expertise to help educate foster youth on the dangers of identity theft.

We also invest in identity theft protections for foster youth by offering opportunities for employees to volunteer. These efforts include preparing cyber security educational tools, mentoring, and advocating for stronger protection policies on behalf of the program.

The third class of Symantec C3 students at non-profit partner NPower includes 17 students, nearly half of whom are female.

SPOTLIGHT
'The Smart Talk'

We aim to create not only a safer internet, but also a better internet—one where everyone is empowered to use technology responsibly. That is why Symantec, LifeLock, and the National PTA have collaborated to create The Smart Talk, an online tool to empower parents to help their children be responsible digital citizens. The Smart Talk brings families together for productive conversations and helps set ground rules for devices and technology use. With this guide, families can follow a step-by-step process to reach agreement on what types of online behavior are appropriate and reinforce open, ongoing dialogue and trust.

"We live and breathe technology—at work, at home, and at school. We all want our kids to learn and have fun through technology. At the same time, we want them to stay safe and develop good habits. We are gratified to collaborate with Symantec to help families navigate our increasingly connected world. We appreciate Symantec's continued support in helping us create and share tools like The Smart Talk, which guides parents and kids in deciding how their family will handle screen time, devices, social media, and other digital decisions."

– Jim Accomando, National PTA President

Climate Impacts

We recognize the urgency with which society must collectively act to mitigate the threat of climate change. At Symantec, we continue to promote a low carbon future by reducing resource use across our operations, engaging our employees, and taking part in industry initiatives to transition to renewable clean energy.

Achieving our greenhouse gas reduction goal

In 2016, we set a goal to reduce our scope 1 and 2 GHG emissions to 30 percent below fiscal year 2015 levels by 2025. Only three years into this 10-year period, we have already exceeded our goal and reduced emissions by 32 percent. In fiscal year 2018 alone, we reduced emissions 15 percent, primarily through space consolidation projects that led to an overall reduced footprint and decreased energy use. We also reduced emissions at our Mountain View headquarters with a new zero-carbon electricity contract.

During fiscal year 2018, we signed on to participate in the Science Based Targets initiative (SBTi). Because we met our 10-year goal earlier than anticipated, we are now working on a new scope 1 and 2 GHG emissions reduction goal, as well as our first scope 3 goal, in line with the SBTi criteria. Read more about the SBTi here.

We also participate in a multistakeholder initiative—Renewable Energy Buyers Alliance—to help remove barriers to, and grow buyer demand for, renewable power. This initiative supports access to low-carbon solutions and a shift toward fewer GHG-intensive energy supplies.

Beyond reducing operational emissions, we launched a company-wide, global campaign to inspire employees to become environmental stewards. The *Going Green in 2018* campaign seeks to increase awareness of Symantec's commitment to sustainability, to engage employees in building a more sustainable business, and to inspire them to make more sustainable choices outside of work. *Going Green in 2018* includes personal sustainability goal setting, sustainable food choices, environmental volunteering, and giving back to our planet, among other activities.

Four Symantec employees volunteered 30 hours to build a water tower to provide 450 school children and 1,000 beneficiaries with clean water.

It's the Little Things

Celebrating Our Planet

Going Green in 2018

Our Decisions Matter

Giving Back To Our Planet

Climate Impacts

Leveraging our collective influence

Symantec participates in various environmental initiatives, including:

- Business for Social Responsibility's Future of Internet Power Initiative, which aims to increase data centers' use of clean and renewable power.

- Ceres Business for Innovative Climate and Energy Policy campaign.

- Ceres Connect the Drops campaign, which brings together Californian companies and policymakers to advance resilient water solutions and ensure sustainable management of the state's stressed, and often unpredictable, water supplies.

- As part of our commitment to the communities in which we operate, we funded, in partnership with Planet Water Foundation, a new water tower in India. Employees from our site volunteered to help build the tower.

Partnering with Thinkstep to advance end-of-life recycling

As part of our ongoing commitment to environmental stewardship in our products and supply chain, Symantec partnered with Thinkstep, a sustainability consulting firm, to manage our compliance with WEEE (waste electrical and electronic equipment) Battery and Packaging Compliance globally.

## Strengthening our supply chain protocols

We have stringent due diligence processes in our supply chain to detect and prevent human trafficking. In 2018, we assessed an additional 18 suppliers using Dun & Bradstreet's Human Trafficking Index for a total of 56 suppliers assessed. To date, we have assessed our full list of physical product suppliers and several key service suppliers.

SPOTLIGHT
Reducing global GHG emissions

Our facilities management teams have been instrumental in achieving significant GHG emissions reductions. This past year, we issued a challenge to teams worldwide to seek out innovative opportunities to reduce emissions. In response, the facilities team in Pune, India, developed an innovative water-misting system to reduce overheating of critical lab and computer room air-conditioning units, reducing overall electricity needs. Halfway around the world at our Mountain View, California headquarters, the facilities team is evaluating net-zero energy consumption strategies and is assessing potential options.

"Facilities teams company-wide are pitching in to help us meet and exceed our GHG goals. Through these efforts, we are not only reducing our impact on the environment, but also saving the company money. In our Tucson, Arizona facility, our energy rebate check came in at over $370,000!"

– Michael Welliver, Symantec Vice President, Real Estate and Facilities
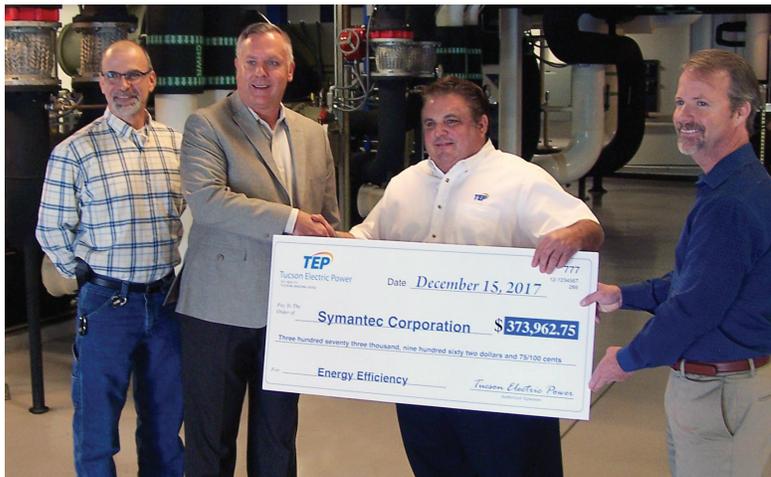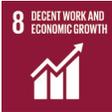
Information Security and Privacy

Data security and privacy are among the defining issues in an increasingly digitized world. Symantec plays a pivotal role in shaping the global landscape, from being a leading voice in regulatory discussions to addressing concerns about the collection and processing of data. With far-reaching implications for business and society, data security and privacy are highly nuanced issues that are top-of-mind for both customers and executives.

Creating a culture of security and privacy across Symantec

Data, and the protection of data, are at the center of everything we do. As privacy continues to escalate as a mission-critical issue, our management approach has become increasingly proactive. Over the past year, we expanded our privacy compliance function to a comprehensive company-wide privacy governance framework, which is overseen by the Symantec Global Privacy Council. The Council shapes and reviews our rigorous policies and standards for keeping data safe.

With this management strategy in place, we have also improved our own internal security hygiene practices throughout the organization. As part of this effort, we launched a 30-Day Challenge to strengthen the data environment and to hold each other accountable for setting good examples of security behavior.

Delivering GDPR-ready solutions for our customers

General Data Protection Regulation (GDPR) compliance is only one component of Symantec's commitment to security and privacy. We recognize that leadership in this area is a source of competitive advantage, and we look to further establish Symantec as a primary player in keeping the world's information safe by delivering GDPR-compliant products and services.

We played an integral role in shaping data privacy regulation in Europe, providing key subject matter expertise for European Legislators' work on the GDPR. Through this work, we not only strengthened relationships with regulators, but also built a solid foundation of knowledge internally. We established privacy oversight from the top down and enacted policies and practices to facilitate Symantec's and our customers' compliance with emerging regulations.

Developing scenarios for the future of cyber security

Symantec partnered with the Center for Long-Term Cybersecurity (CLTC) and the World Economic Forum to explore how diverse facets of human society, such as politics, economics, and international relations, are likely to be reshaped by the rise of the next generation of digital technologies. Through a series of international workshops, we are developing scenarios depicting a range of possible futures. The goal is to help decision-makers in the private and public sectors navigate some of the complex trade-offs and choices they are likely to face, and to expose potential rifts that could arise around digital security on the global stage.

SPOTLIGHT
Fostering privacy excellence

In 2018, the Project Janus Team—named after the Roman god of transitions—spearheaded efforts to ensure the Symantec organization and its employees across the globe were prepared for GDPR compliance.

"As a company, we support laws that underscore the value and importance of keeping information safe. I am proud of our GDPR compliance efforts and results. We have expanded our global privacy program to satisfy GDPR requirements, and we have already embarked on the next phase of our journey aimed at taking our privacy and data protection capabilities to the next level."

– Scott Taylor, Executive Vice President, General Counsel

Social Impact of Technology

A new issue emerged during our priority issues analysis this year: the social impact of technology. Increasingly, we are discussing the impacts of technological advancements on society and are observing how perceptions of technology play out in the public arena.

We believe privacy is a fundamental human right and that protecting personal data—whether our own, our customers', or our partners'—is a vital part of our corporate responsibility. We protect human rights and freedom of expression by mitigating product misuse to uphold the promise and benefit technology offers society.

Managing our technologies responsibly

We have an obligation to ensure our products are distributed and managed responsibly. Symantec carefully monitors human rights risks associated with the use of our technologies in specific regions and by specific customers. We also minimize risks through appropriate safeguards and operational controls to mitigate product misuse, including:

- Maintaining robust global trade compliance efforts and upholding relevant trade embargoes.

- Exploring opportunities to provide complimentary data security products, services, and training to pro-democracy NGOs.

Strengthening human rights protections

Symantec promotes the use of our products in a manner consistent with internationally recognized human rights. Our policies, including our Public Internet Access Policy, aim to minimize the risk of technology being used for inappropriate purposes. We also maintain a robust trade compliance function, stringent contract provisions with partners and end-users, and detailed processes for the conduct of due diligence on orders of relevant products to countries of concern.

Supporting communities through product donations

Product donation is Symantec's largest mechanism for supporting the non-profit community. During fiscal year 2018, Symantec donated more than 440,000 licenses in 55 countries with a retail value of over US$19 million. Our product donation program served over 22,000 organizations last year. For example, Symantec donated security protection to Smooth Transition, Inc. through TechSoup, our technology distribution partner. Smooth Transition is a non-profit educational and vocational training organization providing at-risk populations with a gateway to educational opportunities that support a fulfilling, prosperous, and purposeful life. Our donation of Norton Small Business helped these students protect their identity and personal information.

SPOTLIGHT

New Symantec research lab targets privacy and data protection

One of the most critical issues for businesses and governments is the management of personal data. To address growing global data concerns, Symantec is launching a new research lab that will focus on best practices with respect to ownership, protection, and governance of consumer data. In partnership with CISPA Helmholtz Center (i.G. GmbH), a privacy research institution in Germany, we are working to revolutionize consumers' rights to privacy online.

"The founding of a Symantec Research Lab close to CISPA is a major coup for the State of Saarland. Symantec's decision to establish a research lab here in Saarbrucken demonstrates that we were right in putting our emphasis on the cutting-edge domain of cyber security. It is truly impressive that CISPA has managed to attract such a leading global player onsite right after its founding."

– Tobias Hans, Prime Minister of Saarland, Germany

Culture and Inclusion

Building a truly inclusive corporate culture requires full engagement from all our employees. We are finding new ways to listen to them and be more responsive to their needs, and we are adopting an employee mindset when making important workforce decisions.

Focusing on the employee experience

We have spent much of the last year integrating our workforce following four recent acquisitions. Throughout these changes, we have been consistent in our commitment to expand how we listen to, and interact with, all employees.

During the autumn of 2017, we completed a company-wide census to gather baseline information about how employees feel about Symantec's strategy, culture, and work environment. The results were presented to leadership to inform strategic decision-making and help the company be responsive to employee needs.

We recognize the value of collecting ongoing input to understand the employee experience. We rolled out a quarterly pulse survey at the start of fiscal year 2019 to a stratified random sample of employees. As we expand our engagement approach beyond an annual survey, we will be better equipped to identify and address hotspot issues or concerns as they occur.

Employees respond to the engagement survey

The results of the company-wide engagement survey indicated that while only 68 percent of employees agree that Symantec's corporate culture allows us to meet business objectives, 79 percent of employees agree that Symantec has an environment where employees of diverse backgrounds can succeed.

"The first steps our Inclusion Change Team wanted to take was to clearly define the issues we want to tackle, define the corresponding diversity metrics, and define our goals. Next, we will develop an action plan on how to achieve those goals and drive awareness of our mission throughout the organization. Diversity is not only about the metrics, but also the relationships we establish along the way."

– Martin Espinosa, Vice President, Inclusion Change Leader, and Executive Sponsor of the Symantec Hispanic Outreach, Leadership, and Advancement (HOLA) employee resource group

SPOTLIGHT

Inclusion Change Teams drive employee experience

Employees themselves are an essential component of culture change at Symantec. We're leveraging the strength of employee engagement by launching Inclusion Change Teams across the business. These working groups are tasked with:

- Promoting increased recruitment and promotion of under-represented talent at all levels of the business.
- Fostering a culture of inclusion.
- Driving awareness and an understanding of the values of diversity, equity, and inclusion.

Each of the six Inclusion Change Teams has a fiscal year 2019 Action Plan in place and is led by Directors and Vice Presidents who manage accountability, goals, and deliverables.

Talent and Diversity

Symantec is guided by a set of high ethical standards, which underscore our commitment to building a strong, diverse, and passionate team—a team that stands together to protect our customers like no one else can.

10 REDUCED INEQUALITIES

Our commitment begins at the top

We believe diversity not only provides better business outcomes, but also better outcomes for individuals and society at large. We have implemented a set of strategies that will guide us as we work to increase the Symantec workforce's percentage of women (globally) and minorities (in the United States) by 15 percent compared to FY14 levels. This 2020 goal is further augmented by programs that attract, retain, and develop additional under-represented groups across our global workforce.

By signing the CEO Action for Diversity & Inclusion Pledge, our CEO joins more than 450 CEOs at some of the world's largest companies in demonstrating the power of collective action. We believe this pledge marks an important and concrete step toward making racial and gender equity the business norm.

Creating a diverse and inclusive workplace at Symantec continues to be a challenge. While we have made limited progress to date, we have developed a new two-year roadmap that will:

1. Reinforce and amplify the diversity and inclusion strategy at the leadership level, including establishing a unified corporate position.

2. Help us examine potential bias in the business processes and policies we use to make decisions around talent and performance, and to develop programs to mitigate unconscious bias.

3. Develop our inclusive leadership capabilities—the muscle used to understand what it means to be an inclusive leader—through coaching, workshops, and immersion programs.

We seek to drive greater diversity within job roles and to invest more in developing diverse talent. Both Symantec's leadership and the board support our roadmap, and we are now designing several programs, at various stages of rollout, to advance these strategies.

DIVERSITY AND INCLUSION AT SYMANTEC

Our four-pronged strategy to address diversity across all background includes:

1 Attract, retain, and develop a diverse group of employees.

2 Ensure an inclusive experience for our employees, customers, and entire value chain.

3 Invest in science, technology, engineering, and mathematics (STEM) and cyber security education to increase the pipeline of diverse technology talent.

4 Promote equality on a national and global level.
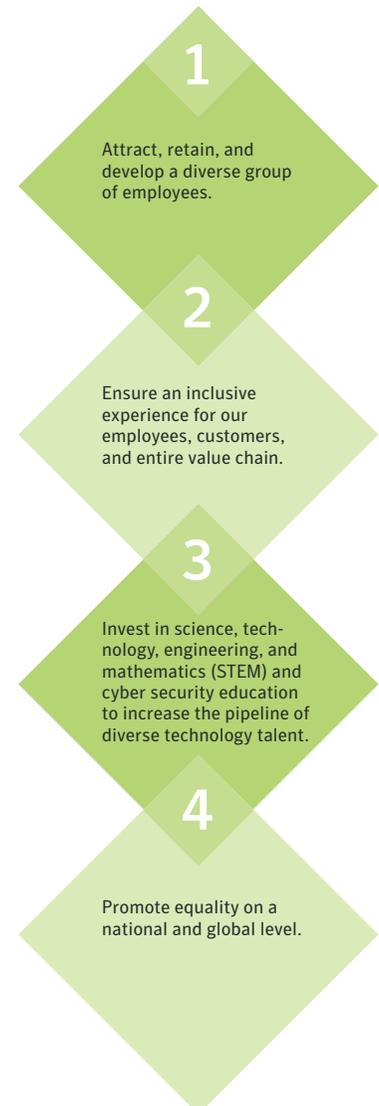
Talent and Diversity

Diversity milestones achieved in fiscal year 2018

- We conducted five global employee focus groups with 60 participants to better understand how employees perceive our diversity efforts, goals, and leadership commitment, and we've used this feedback to adjust our priorities.

- We developed a quarterly diversity health dashboard to better inform leadership on focus areas and opportunities for greater inclusion.

- We developed a Leader Success Module around Diversity and Inclusive Leadership with strategies, practical tools, and exercises for people managers to further develop their leadership capabilities.

- We evaluated past trends in gender pay equity. The results of our analysis uncovered some inconsistencies in pay equity for a percentage of the U.S. and U.K. workforce. In response, we have invested almost US$500,000 to address these differences in pay.

Delivering on our promises

At Symantec, improving the gender and racial profile of our workforce is part of our wider business strategy. As we continue to change the game in cyber defense, we know we need a rich balance of diverse and inclusive perspectives and backgrounds to build a winning culture.

It is a Symantec core value that all employees feel a sense of belonging and that their contributions are rewarded. This includes compensation practices and access to opportunity. We will continue to assess gender, race, and ethnicity representation across our global workforce to ensure compensation aligns with demonstrated skill and performance.

Our partnerships with both for-profit and non-profit organizations further illustrate our commitment to an increasingly diverse and inclusive culture:

- Our work with the Anita Borg Institute for Women in Technology advances women in computing.

- Through a TechWomen program, Symantec mentors were paired with emerging leaders to expose them to female role models.

- In partnership with PowerToFly, we hosted "Meet Women Leaders of Symantec," an event aimed at engaging and recruiting women in technology.

- Our support for Out & Equal Workplace Advocates allowed Symantec to offer LGBTQ mentorship, training, and thought leadership.

- As a corporate sponsor of the UNCF HBCU Innovation Summit, Symantec provided mentors and panelists to introduce students to opportunities in cyber security.

- Partnerships through Symantec Cyber Career Connection continue to expand workforce opportunities for military veterans and young adults from underserved and under-represented communities.

5 GENDER EQUALITY

SPOTLIGHT
Focusing on female internship candidates

Efforts by Symantec's University Relations intern program have grown the number of female internship candidates in our pipeline. To ensure we are working with schools that have a good balance of male and female students, as well as a reasonable percentage of under-represented minorities, we plan to implement gender and racial statistics into our target school strategy in fiscal year 2019. We also intend to develop strategies to ensure balanced and diverse interview panels.

"One of the highlights of my internship experience was Symantec's second annual Intern Conference, held at the company's Mountain View headquarters. The three-and-a-half day event provided me with tools for networking, personal development, and community service—not to mention the opportunity to participate in a campus-wide scavenger hunt!"

– Diane Menardo, Events & Social Media Intern at Symantec

Talent and Diversity

Emerging Leaders at Symantec, excited for their first day of Bootcamp Week with TechWomen.

Symantec Workforce Diversity Report FY18

■ Female   ■ Male

Global Gender Diversity

| 25% | 75% |

Leadership*

| 22% | 78% |

Technical

| 17% | 83% |

Non-Technical**

| 30% | 70% |

U.S. Ethnic Diversity***

U.S. Race / Ethnicity Total

White 58%
Asian 33%
Hispanic 5%
Two or More 2%
Black 2%

Technical

Asian 55%
White 41%
Hispanic 2%
Two or More 1%
Black 1%

Leadership

White 62%
Asian 30%
Hispanic 5%
Two or More 2%
Black 1%

Non-Technical

White 66%
Asian 22%
Hispanic 6%
Two or More 3%
Black 3%
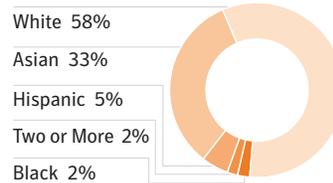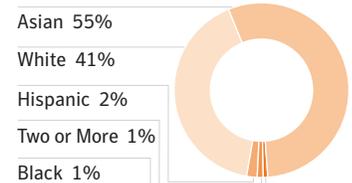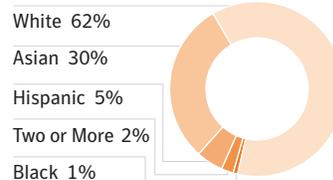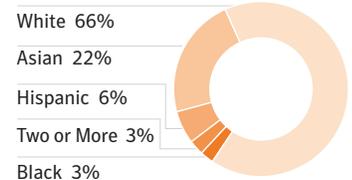
* Leadership is defined as director and above.

** FY18 data does not include divested employees from Veritas or the Website Security business.

*** U.S. ethnic categories are based on EEOC race/ethnicity definitions. Employees who declined to self-identify for race/ethnicity have been excluded.

Our Goals

Progress toward our goals in fiscal year 2018

GOAL	FY18 PROGRESS
By FY20, reach an average of four volunteer hours per employee—in line with what is considered best practice for employee engagement.	**On track.** In FY18, we logged an average of three hours per employee, a 28 percent increase year over year.
By FY25, reduce scope 1 and 2 GHG emissions by 30 percent (compared with FY15).	**Goal Achieved.** Our success was due primarily to our facilities management teams driving reductions as well as employee actions to reduce emissions.
Leverage our technology and resources to protect privacy and freedom of expression on the internet.	**Getting started.**
By FY20, limit voluntary attrition of employees receiving the highest performance assessments to no more than three percent, supporting our ongoing focus on making Symantec a great place to work.	**Lagging.** Our voluntary attrition rate for High Value Employees in FY18 was 6.5 percent, a three percent increase since FY17.
By FY20, in the Symantec workforce, increase by 15 percent the percentage of women (globally) and under-represented minorities (in the United States), using FY14 as a baseline year.	**In progress.** We have made limited progress toward our goal. In FY18 we reaffirmed our commitment to drive greater diversity through additional investment in developing diverse talent.

Performance Tables

FINANCIAL PERFORMANCE [1]	FY18 (ENDED MARCH 30, 2018)	FY17 (ENDED MARCH 31, 2017)	FY16 (ENDED APRIL 1, 2016)	FY15 (ENDED APRIL 3, 2015)
Revenue (in millions of $)				
Total revenue	**4,834**	**4,019**	**3,600**	**3,956**
Consumer digital security	2,280	1,664	1,670	1,887
Enterprise security	2,554	2,355	1,930	2,069
Revenue by Region				
Americas	63%	58%	59%	56%
Europe, Middle East, and Africa (EMEA)	22%	24%	25%	27%
Asia Pacific and Japan (APJ)	16%	18%	16%	17%
Cost of Revenue (in millions of $)				
Total cost of revenue	**1,032**	**853**	**615**	**727**
Operating Expense (in millions of $)				
Total operating expenses	**3,753**	**3,266**	**2,528**	**3,075**
Income Tax				
Income tax expense (benefit) (in millions of $)	−690	−26	1,213	−8
Effective income tax rate [2]	−158%	10%	309%	−8%
Net Income (in millions of $)				
Net income (loss) [3]	1,138	−106	2,488	878

(1) On January 29, 2016, we completed the sale of our information management business ("Veritas"). The Veritas results are presented as discontinued operations in our Consolidated Statements of Operations and, thus, have been excluded from our continuing operations and segment results for all reported periods.

(2) As a result of the Act, in fiscal year 2018, we recorded a one-time provisional benefit of $659 million, which reflects the adjustments to income tax expense related to the discrete effects of the Act. In fiscal year 2016, we recorded $1.1 billion in income tax expense related to unremitted earnings of foreign subsidiaries from the proceeds of the Veritas sale.

(3) In fiscal 2016, we sold the assets of Veritas for a net gain of $3.0 billion, which is presented as part of income from discontinued operations, net of income taxes.

Performance Tables

FY18 WORKFORCE BREAKDOWN BY GENDER	TOTAL		FEMALE		MALE		NOT DECLARED	
Employment Contract	FY18	FY17	FY18	FY17	FY18	FY17	FY18	FY17
Permanent (Employees)	12,122	12,518	3,070	3,253	9,030	9,210	22	55
Temporary (Contingent Workers)	433	551	23	18	21	19	389	514
Interns	163	140	45	27	118	113	0	0
Employment Type[1]								
Full-Time	12,064	12,478	3,032	3,219	9,010	9,204	22	55
Part-Time	58	40	38	34	20	6	0	0
Workforce by Region[1]								
Americas	6,320	6,148	1,713	1,629	4,603	4,507	4	12
Asia Pacific, Japan (APJ)	1,187	1,493	350	471	821	982	16	40
Europe, Middle East, and Africa (EMEA)	1,853	2,139	457	634	1,394	1,502	2	3
India	2,762	2,738	550	519	2,212	2,219	0	0
Employee Category[1]								
Executive (Vice President or above)	201	177	24	23	177	154	0	0
Manager (Non-executive with direct reports)	1,945	1,959	548	558	1,392	1,396	5	5
Individual Contributor (Non-executive without direct reports)	9,976	10,382	2,498	2,672	7,461	7,660	17	50
Board of Directors								
Board of Directors	10	11	3	3	7	8	0	0

(1) Excludes interns.

PERCENTAGE OF FEMALE EMPLOYEES[1]	FY18	FY17	FY16	FY15
Company-wide	**25%**	**26%**	**27%**	**27%**
Americas	27%	26%	28%	28%
Asia Pacific, Japan (APJ)	29%	32%	35%	32%
Europe, Middle East, and Africa (EMEA)	25%	30%	31%	29%
India	20%	19%	18%	19%

(1) Excludes interns.

Performance Tables

AGE COMPOSITION OF EMPLOYEES[1]	OVER 50 YEARS OLD		30-50 YEARS OLD		UNDER 30 YEARS OLD		NOT DECLARED	
Employee Categories	FY18	FY17	FY18	FY17	FY18	FY17	FY18	FY17
Executive (Vice President or above)	37.8%	34.5%	62.2%	65.5%	0.0%	0.0%	0.0%	0.0%
Manager (Non-executive with direct reports)	19.4%	17.0%	79.7%	81.5%	0.9%	1.4%	0.0%	0.0%
Individual contributor (Non-executive without direct reports)	10.0%	10.0%	72.0%	72.4%	18.0%	17.6%	0.0%	0.0%
Board of Directors								
Board of Directors	73.0%	73.0%	27.0%	27.0%	0.0%	0.0%	0.0%	0.0%

(1) Excludes interns.

FY18 ETHNIC COMPOSITION OF U.S. EMPLOYEES[1] AND BOARD OF DIRECTORS[2]	AMERICAN INDIAN/ ALASKA NATIVE		ASIAN		BLACK/ AFRICAN AMERICAN		HISPANIC/ LATINO		NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER		TWO OR MORE RACES		WHITE		NOT SPECIFIED[3]	
Employee Categories	FY18	FY17	FY18	FY17	FY18	FY17	FY18	FY17	FY18	FY17	FY18	FY17	FY18	FY17	FY18	FY17
Executive (Vice President or above)	0.0%	0.0%	23.6%	11.3%	1.9%	1.4%	2.5%	2.1%	0.0%	0.0%	3.2%	2.1%	68.8%	42.3%	0.0%	40.8%
Manager (Non-executive with direct reports)	0.5%	0.2%	28.3%	24.1%	1.1%	0.8%	5.8%	4.4%	0.2%	0.0%	1.8%	1.2%	62.2%	48.9%	0.1%	20.5%
Individual contributor (Non-executive without direct reports)	0.2%	0.1%	31.6%	28.2%	2.5%	1.8%	5.8%	3.9%	0.2%	0.1%	1.7%	1.6%	57.9%	43.4%	0.0%	20.9%
Board of Directors																
Board of Directors	0.0%	0.0%	9.0%	9.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	91.0%	91.0%	0.0%	0.0%

(1) Excludes interns.

(2) U.S. data only, based on U.S. government reporting EEO-1 data.

(3) Complete FY17 ethnicity data was not available, in part due to the Veritas divestment and BlueCoat and LifeLock acquisitions, but also because of employee turnover.

Performance Tables

FY18 NEW EMPLOYEE HIRES [4]	FY18	FY17
Total	**2,729**	**3,369**

New Employee Hires by Region

	FY18	FY17
Americas	1,710	1,817
Asia Pacific, Japan (APJ)	159	469
Europe, Middle East, and Africa (EMEA)	344	579
India	516	504

New Employee Hires by Gender

	FY18	FY17
Female	853	801
Male	1,873	2,561
Not declared	3	7

New Employee Hires by Age Group

	FY18	FY17
Under 30 years old	828	687
30-50 years old	1,662	2,192
Over 50 years old	239	482
Not declared	0	8

(4) Excludes contingent workers and interns.

FY18 EMPLOYEE TURNOVER AND RATE	EMPLOYEE TURNOVER [4]		TURNOVER RATE [5]	
	FY18	FY17	FY18	FY17
Voluntary	1,070	951	8.8%	7.6%
Involuntary	1,319	1,369	10.9%	10.9%
Total	**2,389**	**2,320**	**19.7%**	**18.5%**

Turnover by Region

	FY18	FY17	FY18	FY17
Americas	1,339	1,240	11.0%	9.9%
Asia Pacific, Japan (APJ)	309	263	2.5%	2.1%
Europe, Middle East, and Africa (EMEA)	359	410	3.0%	3.3%
India	382	407	3.2%	3.3%

Turnover by Gender

	FY18	FY17	FY18	FY17
Female	766	678	6.3%	5.4%
Male	1,614	1,630	13.3%	13.0%
Not declared	9	12	0.1%	0.1%

Turnover by Age Group

	FY18	FY17	FY18	FY17
Under 30 years old	372	363	3.1%	2.9%
30-50 years old	1,692	1,656	14.0%	13.2%
Over 50 years old	323	299	2.7%	2.4%
Not declared	2	2	0.0%	0.0%

(4) Excludes contingent workers and interns.

(5) Turnover rate = total terminations count/average headcount.

Performance Tables

U.S. MATERNITY AND PATERNITY LEAVE	TOTAL	FEMALE	MALE	NOT DECLARED
FY18 U.S. Maternity and Paternity Leave[6]				
Employees on maternity or paternity leave at some time during FY18	220	135	85	0
FY17 U.S. Maternity and Paternity Leave				
Employees on maternity or paternity leave at some time during FY17	244	132	112	0
FY17 employees who returned to work after maternity or paternity leave ended	229	126	103	0
Total number of employees who returned from maternity or paternity leave during FY17 and are still employed 12 months after their return	162	85	77	0
FY17 Retention rate	71%	67%	75%	0

(6) Complete FY18 maternity and paternity leave data, including retention rate, will be available at the end FY19.

OUR PEOPLE	FY18 (ENDED MARCH 30, 2018)	FY17 (ENDED MARCH 31, 2017)	FY16 (ENDED APRIL 1, 2016)	FY15 (ENDED APRIL 3, 2015)
Percent of workforce unionized	1.25%	0.72%	0.76%	1.12%
Training and Development[7]				
Total training and development hours	**9,161**	**15,918**	—	—
Average hours per full-time employee	0.7	1.4	—	—
Health & Safety (U.S. Sites)[8]				
Total injury and illnesses	**6**	**16**	**14**	**33**
Lost work days	186	126	94	255
Fatalities	0	0	0	0

(7) Decline in hours is as a result of Talent Development moving towards virtual microlearning offerings in FY18. Employee participation in Talent Development activities increased 68% between FY17 and FY18. Learning became more widely available, designed for quick, virtual interaction, and not all learning was captured through the Learning Management System.

(8) Accident and injury statistics are provided for the United States only; global statistics are not currently available.

YOUR INFORMATION	FY18 (ENDED MARCH 30, 2018)	FY17 (ENDED MARCH 31, 2017)	FY16 (ENDED APRIL 1, 2016)	FY15 (ENDED APRIL 3, 2015)
Total number of patents granted worldwide (approximately)	2,692	2,620	2,124	3,303
Employees trained on Global Security	96.50%	New hires	95%	84%
# of grants to fight cyber crime & support online safety	26	31	26	28
Value of grants to fight cyber crime & online safety grants ($) [1]	1,562,206	2,550,000	2,585,900	2,158,000

(1) Philanthropic dollars contributed to cyber crime and online safety are included in total philanthropic giving figures reported.

Performance Tables

THE WORLD	FY18 (ENDED MARCH 30, 2018) [5]	FY17 (ENDED MARCH 31, 2017) [5]	FY16 (ENDED APRIL 1, 2016) [5]	FY15 (ENDED APRIL 3, 2015) [5]
LEED/ENERGY STAR				
LEED certified buildings	16	16	15	18
Greenhouse Gas Emissions [1]				
Total absolute emissions (thousands of metric tons of CO_2e) [2]	**131**	**143**	**159**	**162**
Scope 1 (natural gas, diesel, propane, refrigerants, gasoline)	3	5	4	6
Scope 2 market-based (purchased electricity and heating)	84	100	119	124
Scope 2 location-based (purchased electricity and heating)	73	88	110	117
Scope 3 (air travel and rental cars)	44	38	36	33
Total normalized emissions (metric tons of CO_2e per million dollars of revenue)	**33**	**35**	**44**	**41**
Emission intensity – Scope 1	0.68	1	1	1
Emission intensity – Scope 2 market-based	17.42	25	33	31
Emission intensity – Scope 3	9.08	9	10	8
Energy Consumption (gigajoules) [1]				
Total energy consumption	**1,312,661**	**1,354,891**	**1,436,656**	**1,404,323**
Scope 1 (natural gas, diesel, propane, gasoline, onsite solar)	55,335	54,183	61,452	69,919
Scope 2 (purchased electricity and heating)	624,888	745,961	851,691	863,148
Scope 3 (air travel and rental cars)	632,438	554,746	523,512	471,256
Energy intensity (all scopes per million dollars of revenue)	327	337	399	355
Total electricity consumption from renewable sources (%)	**23%**	**16%**	**—**	**—**
Waste Management (metric tons) [3]				
Total	**857**	**1,192**	**1,158**	**1,105**
Landfill	334 (39%)	554 (46%)	539 (47%)	380 (34%)
Recycling/Composting	514 (60%)	586 (49%)	579 (50%)	600 (54%)
Recovery (energy from waste)	9 (1%)	52 (4%)	40 (3%)	125 (11%)
Water [4]				
Water consumption (thousand m³ per year)	408	439	542	620
Water intensity (m³ per million dollars of revenue)	84	110	151	157
Environmental Fines				
Number of environmental fines	0	0	0	0
Amount of environmental fines	0	0	0	0

(1) Symantec's emission figures are calculated and updated in accordance with the WRI and WBCSD GHG Protocol to account for change in the data, inventory boundary, methods, or any other relevant factors.

(2) To align with the WRI/WBCSD Greenhouse Gas Protocol Scope 2 Guidance published in 2015, Symantec has calculated and will be reporting market-based and location-based Scope 2 values from the greenhouse gas reduction goal base year of FY15 and forward. The total absolute and normalized emissions include Scope 2 market-based values.

(3) The waste data for FY15, FY16, and FY17 represents 41 percent, 47 percent, and 36 percent, respectively, of our total global square footage, including our headquarters in Mountain View, California. The waste data for FY18 represents 58% of our total global square footage.

(4) Water consumption data was compiled from Symantec's owned or long leased facilities (where Symantec has operational control of the water utility bill) worldwide. The FY15-FY18 data has been verified (limited assurance) by a third-party vendor. Starting in FY15, the water consumption data includes estimates for sites for which actual water consumption data is not available.

(5) For FY15-18, we have adjusted energy use, water use, and GHG emissions data to reflect the re-basing of emissions due to acquisitions and divestitures.

Performance Tables

PHILANTHROPIC GIVING	FY18 (ENDED MARCH 30, 2018)	FY17 (ENDED MARCH 31, 2017)	FY16 (ENDED APRIL 1, 2016)	FY15 (ENDED APRIL 3, 2015)
Philanthropic Giving (in thousands of $)				
Total giving	**23,153**	**25,292**	**26,726**	**31,753**
Symantec Foundation	—	1,116	1,475	1,486
Grants and sponsorships	2,467	4,318	3,635	3,808
Matching gifts, Dollars for Doers	1,402	1,086	814	1,060
Software donations (retail value of licenses)	19,284	18,772	20,802	25,399
Licenses donated	440,694	428,299	436,828	471,575
Employee Contributions				
Employee giving ($)	1,200,291	803,170	592,440	621,739
Volunteer hours	35,500	27,794	28,782	29,983

GRANTS BY FOCUS AREA	FY18 (ENDED MARCH 30, 2018)	FY17 (ENDED MARCH 31, 2017)	FY16 (ENDED APRIL 1, 2016)	FY15 (ENDED APRIL 3, 2015)
Diversity	12%	14%	15%	16%
Education	53%	62%	60%	51%
Environment	3%	10%	4%	9%
Online safety	18%	9%	13%	18%
Miscellaneous [1]	14%	5%	8%	7%

(1) The miscellaneous focus area represents grants to a collection of health, disaster response, India based and non-profit organizations.

GRI 102: General Disclosures 2016*

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR ANSWER	UNGC CROSS-REFERENCE
Organizational Profile			
102-1	Name of the organization	Symantec Corporation	
102-2	Activities, brands, products, and services	Company Profile Business Overview 2018 10-K, pp. 6-8	
102-3	Location of headquarters	Mountain View, California	
102-4	Location of operations	Operations in more than 35 countries. 2018 10-K, p. 4	
102-5	Ownership and legal form	2018 10-K, p. 4	
102-6	Markets served	2018 10-K, p. 4	
102-7	Scale of the organization	Performance Tables, pp. 18-19 2018 10-K, pp. 4, 6-11, 40	
102-8	Information on employees and other workers	Performance Tables, pp. 19-22 Symantec's work is not performed by a substantial number of independent contractors or supervised workers. There is no significant variation in Symantec's employment numbers during the year.	
102-9	Supply chain	The World: Climate Impacts, p. 10 Supply Chain Responsibility Symantec's global supply chain includes procurement, travel, manufacturing, and logistics. Each region (Europe, Middle East, and Africa; Asia Pacific and Japan; and Americas) manages end-to-end supply chain processes for their region. All manufacturing and logistics are outsourced to partners in the region. In total, Symantec has 23 Tier One (major) manufacturing/logistic suppliers.	Advanced Criterion 2 Symantec's Global Supplier Code of Conduct
102-10	Significant changes to the organization and its supply chain	2018 10-K, p. 5	Advanced Criterion 2
102-11	Precautionary Principle or approach	The precautionary principle is not applied specifically across the organization, nor in the development and introduction of new products. Symantec uses a model similar to the Precautionary Principle for risk management with regard to business continuity. Our Enterprise Resilience team determines the impact likelihood of each threat occurring and conducts exercises to ensure full understanding of 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	
102-12	External initiatives	Symantec joined the UN Global Compact as a signatory and member in 2006. We are a participant in the Global Compact LEAD initiative, a platform for corporate sustainability leadership. As part of this commitment, we pledged to implement the blueprint for corporate sustainability leadership and to share our experience with other companies, the UN Global Compact Networks, and other initiatives. We are also proud to be a founding signatory of the Women's Empowerment Principles (WEP). This partnership initiative of UN Women and UN Global Compact provides a set of considerations to help the private sector focus on key elements integral to promoting gender equality.	Advanced Criterion 18

GRI 102: General Disclosures 2016*

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR ANSWER	UNGC CROSS-REFERENCE
Organizational Profile (Continued)			
102-13	Membership of associations	**Trade and Industry Associations** • The Software Alliance (BSA) • American Chamber of Commerce to the European Union (AMCHAM EU) • Canadian American Business Council (CABC) • European Internet Foundation • EURIM • Digital Policy Alliance Family Online Safety Institute (FOSI) • Information Technology Industry Council (ITI) • Information Technology Association of Canada (ITAC) TechAmerica • Online Trust Alliance • Software Assurance Forum for Excellence in Code (SAFECode) • TechNet • U.S. Chamber of Commerce • U.S.-India Business Council • U.S. Information Technology Office (USITO) **Environmental/Climate Change Policy** • Business for Innovative Climate and Energy Policy (BICEP) • Silicon Valley Leadership Group **Diversity and Gender Organizations** • Anita Borg Institute • Catalyst • Center for Talent Innovation • Executive Women's Forum • International Labor Organization Global Business and Disability Network • Invent Your Future • Human Rights Campaign • National Center for Women & Information Technology (NCWIT) • U.S. Business Leadership Network (USBLN) **Cybercrime Prevention** • National Cyber-Forensics & Training Alliance (NCFTA) • National White Collar Crime Center (NW3C) • National Cyber Security Alliance (NCSA) • Society for the Policing of Cyberspace (POLCYB)	
Strategy			
102-14	Statement from senior decision-maker	Message from the CEO, p. 2	Advance Criterion 17 Advanced Criterion 19 Support of the United Nations Global Compact.
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	Code of Conduct	Advanced Criterion 14 Advanced Criterion 15 Business values and contributions to UN goals and issues.

GRI 102: General Disclosures 2016*

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR ANSWER	UNGC CROSS-REFERENCE
Governance			
102-18	Governance structure	2018 Proxy Statement, pp. 8-13 Charter of the Nominating and Governance Committee of the Board of Directors Corporate Governance	
Stakeholder Engagement			
102-40	List of stakeholder groups	Stakeholder Engagement	Advanced Criterion 21
102-41	Collective bargaining agreements	Performance Tables, p. 22 We support employees' rights to freedom of association through collective bargaining agreements and/or works councils.	Advanced Criterion 8
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	Advanced Criterion 21
102-43	Approach to stakeholder engagement	Stakeholder Engagement	Advanced Criterion 21
102-44	Key topics and concerns raised	Stakeholder Engagement	Advanced Criterion 21
Reporting Practice			
102-45	Entities included in the consolidated financial statements	2018 10-K, p. 1	
102-46	Defining report content and topic boundaries	Our Commitment to Corporate Responsibility, pp. 5-6 GRI/UN Global Compact Index; Topics and Topic Boundary Table	Advanced Criterion 2
102-47	List of material topics	GRI Standards topics related to Symantec's priority issues include: • Customer Privacy • Employment • Economic Performance • Diversity and Equal Opportunity • Training and Education • Energy • Emissions • Marketing and Labeling	
102-48	Restatements of information	The data in this report has been updated to reflect final 2018 10-K and Proxy figures. For FY15-FY18, we have adjusted energy use, water use, and GHG emissions data to reflect the re-basing of emissions due to acquisitions and divestitures.	
102-49	Changes in reporting	None.	
102-50	Reporting period	Data in this report reflect Symantec's global operations and correspond to Symantec's fiscal year ending March 30, 2018.	
102-51	Date of most recent report	Our last Communication on Progress (COP) and CR report was published in October 2017.	
102-52	Reporting cycle	Annual.	Time period covered by COP.
102-53	Contact point for questions regarding the report	We welcome your comments and questions about this report and our corporate responsibility efforts. Please email us at cr@symantec.com.	
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.	COP incorporates high standards of transparency and disclosure (GRI Standards: Core option).

GRI 102: General Disclosures 2016*

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR ANSWER	UNGC CROSS-REFERENCE
Reporting Practice (Continued)			
102-55	GRI content index	GRI Index	
102-56	External assurance	Although we do not seek full assurance for our reporting, we have externally assured the company's greenhouse gas emissions figures for FY18 with a global audit covering scope 1, 2, and 3 emissions. We also assure externally our water withdrawal data.	

*Symantec's 2018 CR Report, *Securing a Sustainable Future*, applies the 2016 version of the GRI Standards; "2016" refers to the Standards issue date, not the date of information presented in this report.

GRI 103: Topics and Topic Boundaries 2016*

MATERIAL TOPIC	MANAGEMENT APPROACH	RELEVANT EXTERNAL ENTITIES	UNGC CROSS-REFERENCE
Organizational Profile			
GRI 201: Economic Performance 2016	2018 10-K, pp. 12-30, 126-129, 161-162 2018 Climate Change CDP, C2.3, C2.4 Message from the CEO, p. 2	Communities Customers Governments and regulators Investors Suppliers	
Environmental			
GRI 302: Energy 2016	Environmental Policy Statement	Communities Customers Governments and regulators Investors Suppliers	Advanced Criterion 9 Advanced Criterion 10
GRI 305: Emissions 2016	Environmental Policy Statement 2018 Climate Change CDP, C5.1, C6.5, C7	Communities Customers Governments and regulators Investors Suppliers	Advanced Criterion 9 Advanced Criterion 10
Social			
GRI 401: Employment 2016	Code of Conduct Human Rights Policy		Advanced Criterion 6 Advanced Criterion 7
GRI 404: Training and Education 2016	Our People: Culture and Inclusion, p. 13		Advanced Criterion 6 Advanced Criterion 7
GRI 405: Diversity and Equal Opportunity 2016	Human Rights Policy		Advanced Criterion 6 Advanced Criterion 7
GRI 417: Marketing and Labeling 2016	2018 10-K, p. 8	Customers Governments and regulators	
GRI 418: Customer Privacy 2016	Your Information: Information Security and Privacy, p.11	Customers Governments and regulators	

ADDITIONAL GRI TOPIC	MANAGEMENT APPROACH		UNGC CROSS-REFERENCE
GRI 205: Anti-corruption 2016	Code of Conduct Conflict Mineral Policy Symantec's EthicsLine		Advanced Criterion 12 Advanced Criterion 13
GRI 412: Human Rights 2016	Human Rights Policy Corporate Responsibility Policies Conflict Minerals Policy Symantec's EthicsLine		Advanced Criterion 3 Advanced Criterion 4

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GRI 200-400: Topic-Specific Disclosures 2016*

TOPIC	DISCLOSURE	DESCRIPTION	CROSS-REFERENCE, EXPLANATION, OR OMISSION	UNGC CROSS-REFERENCE
Economic				
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Performance Tables, p. 18 2018 10-K, pp. 46, 126-129, 162	Advanced Criterion 16 Community Investments
	201-2	Financial implications and other risks and opportunities due to climate change	2018 Climate Change CDP, C2.3, C2.4	
GRI 205: Anti-corruption 2016**	205-1	Operations assessed for risks related to corruption	Four out of eight, or 50 percent, of internal audits conducted in FY18 assessed risks related to corruption.	Advanced Criterion 14
	205-2	Communication and training about anti-corruption policies and procedures	This year we deployed custom Anti-Corruption training to employees required to sign the Side Letter Certification. Anti-Corruption remains a key topic within our mandatory annual Code of Conduct training.	Advanced Criterion 14
	205-3	Confirmed incidents of corruption and actions taken	None.	Advanced Criterion 14
Environmental				
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Performance Tables, p. 23 2018 Climate Change CDP, C8.1-C8.2	Advanced Criterion 11
	302-2	Energy consumption outside of the organization	Performance Tables, p. 23 2018 Climate Change CDP, C6.5, C6.10 Includes energy from business travel. Symantec's calculations are based on the WRI/WBCSD GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.	Advanced Criterion 11
	302-3	Energy intensity	Performance Tables, p. 23	Advanced Criterion 11
	302-4	Reduction of energy consumption	The World: Climate Impacts, p. 9 Performance Tables, p. 23 2018 Climate Change CDP, C0.5, C7.9	Advanced Criterion 11
GRI 305: Emissions 2016	305-1	Scope 1 GHG emissions	Performance Tables, p. 23 2018 Climate Change CDP, C0.5, C6.7, C7 Symantec's emission figures are calculated in accordance with the WRI and the WBCSD GHG Protocol.	Advanced Criterion 11
	305-2	Scope 2 GHG emissions	Performance Tables, p. 23 2018 Climate Change CDP, C0.5, C6.7, C7 Symantec's emission figures are calculated in accordance with the WRI and the WBCSD GHG Protocol.	Advanced Criterion 11
	305-3	Scope 3 GHG emissions	Performance Tables, p. 23 2018 Climate Change CDP, C6.5, C6.10 Symantec's emission figures are calculated in accordance with the WRI and the WBCSD GHG Protocol.	Advanced Criterion 11
	305-4	GHG emissions intensity	Performance Tables, p. 23 2018 Climate Change CDP, C6.10	Advanced Criterion 11
	305-5	Reduction of GHG emissions	The World: Climate Impacts, p. 9 Performance Tables, p. 23 2018 Climate Change CDP, C0.5, C7.9	Advanced Criterion 11

GRI 200-400: Topic-Specific Disclosures 2016*

TOPIC	DISCLOSURE	DESCRIPTION	CROSS-REFERENCE, EXPLANATION, OR OMISSION	UNGC CROSS-REFERENCE
Social				
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Performance Tables, p. 21	Advanced Criterion 8
	401-2	Full-time benefits not provided to temporary/part-time employees	Employee Benefits and Perks Employees actively working at least twenty (20) hours per week are eligible to participate in Symantec's Benefit Programs. Employees who actively work less than 20 hours per week are only eligible to participate in our paid time off and holiday pay program at a prorated rate. • Life insurance • Healthcare • Disability • Leaves of Absence • Retirement • EAP • Wellness	
	401-3	Parental leave	Performance Tables, p. 22	Advanced Criterion 8
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Performance Tables, p. 22	Advanced Criterion 8
	404-2	Programs for upgrading employee skills and transition assistance programs	Our People: Culture and Inclusion, p. 13	
	404-3	Percentage of employees receiving regular performance and career development reviews	Performance Tables, p. 22	Advanced Criterion 8
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Performance Tables, pp. 19-20 Management Team Committee Composition	Advanced Criterion 8 Advanced Criterion 15 Advanced Criterion 18
GRI 412: Human Rights Assessment 2016**	412-2	Employee training on HR policies or procedures	In FY18, we purchased new Code of Conduct training, which includes a human rights section. The new training system enrolls all employees at the same time at the beginning of each fiscal year. We will roll out new vendor human rights training to all full-time employees in April 2018.	Advanced Criterion 5

GRI 200-400: Topic-Specific Disclosures 2016*

TOPIC	DISCLOSURE	DESCRIPTION	CROSS-REFERENCE, EXPLANATION, OR OMISSION	UNGC CROSS-REFERENCE
Social (Continued)				
GRI 414: Supplier Social Assessment 2016**	414-1	New suppliers that were screened using social criteria	To date, just over 50% Tier 1 physical product suppliers have answered a Human Rights Questionnaire from Symantec. 38 Suppliers (T1 Physical products suppliers, call centers and other service suppliers) were screened using the Dun & Bradstreet (DB) Human Trafficking Risk Index process. We are in the process of having our T1 Physical Product suppliers complete the latest version of the Responsible Business Alliance (RBA) Self-Assessment Questionnaire, which includes some human rights areas. As part of our communication process, these suppliers will be asked to take human rights training via the RBA Training Academy and complete the human rights questionnaire again. A new process was developed to add two human rights questions to Symantec's onboarding process. The appropriate teams are alerted should the supplier answer no to the question regarding having a human rights policy and process. This applies to all new suppliers added to the Symantec DB Index.	Advanced Criterion 2 Advanced Criterion 5

GRI 200-400: Topic-Specific Disclosures 2016*

TOPIC	DISCLOSURE	DESCRIPTION	CROSS-REFERENCE, EXPLANATION, OR OMISSION	UNGC CROSS-REFERENCE
Social (Continued)				
	414-2	Negative social impacts in the supply chain and actions taken	Symantec is a member of the Responsible Business Alliance (RBA). To date 56% of our T1 suppliers have completed the RBA Self-Assessment Questionnaire. In FY19 we plan to have the remaining percent complete the questionnaire plus have existing suppliers refresh their answers. The results of this questionnaire indicate who are our High, Medium and Low risk suppliers. Symantec also conducted our Conflict Mineral process with T1 Product Suppliers for CY2017. The following are the results: • 91% of in-scope suppliers responded using the Survey. • 100% of suppliers who responded provide products that contain Conflict Minerals. • 80% of suppliers who responded source from the Covered Countries. • 90% of in-scope suppliers who responded have a Conflict Minerals policy in place, and 70% of such in-scope suppliers have made their policy available to the public. • 90% of in-scope suppliers who responded require their direct suppliers to be DRC conflict-free (as defined in the Survey) and require direct suppliers to source the 3TG from smelters whose due diligence practices have been validated by an independent third-party audit program. • 90% of in-scope suppliers who responded have implemented due diligence measures for conflict-free sourcing. • 100% of in-scope suppliers who responded collect conflict minerals due diligence information from their suppliers that is in conformance with the IPC-1755 Conflict Minerals Data Exchange standard (e.g., the CFSI Conflict Minerals Reporting Template). • 60% of in-scope suppliers who responded require their direct suppliers to source the 3TG from smelters whose due diligence practices have been validated by an independent third-party audit program. • 90% of in-scope suppliers who responded review due diligence information received from their suppliers against their company's expectations. • 80% of in-scope suppliers who responded have a review process in place that includes corrective action management. • 10% of in-scope suppliers who responded are subject to the Conflict Minerals Rules.	Advanced Criterion 5
GRI 417: Marketing and Labeling 2016	417-3	Incidents of non-compliance concerning marketing communications	None.	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Details are confidential.	

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**We have reported additional disclosures not related to material GRI topics.