

AVAYA

SUSTAINABILITY METRICS TABLE



Photo Credit: Srikanth Chikkala, Avaya

| Economy | FY2019 | FY2020 | FY2021 | FY2022 | Reference Indices |
|---|--------------------------|---------------|---------------|---------------|----------------------------|
| Revenue (million USD) | 2,887 | 2,873 | 2,973 | 2,490 | GRI 201-2 |
| Number of employees | 7,888 | 8,266 | 8,063 | 7,094 | GRI 102-8 |
| Number of contractors | 6,522 | 6,412 | 7,023 | 6,156 | GRI 102-8 |
| Real estate square feet (million) | 2,400 | 2,104 | 1,486 | 1,328 | GRI 102-7 |
| Environment¹ | Reference Indices | | | | |
| Energy | CY2019 | FY2020 | FY2021 | FY2022 | |
| Energy consumption (MWh) | 92,078 | 92,819 | 68,615 | 78,359 | GRI 302-1, TC-SI-130a.1 |
| Diesel | 1,622 | 1381 | 565 | 99 | |
| Natural gas | 3,300 | 17,044 | 11,731 | 13,998 | |
| Grid-Connected Electricity | 66,942 | 57,081 | 46,466 | 50,204 | |
| Gasoline | 20,214 | 17,313 | 9,853 | 14,058 | |
| Energy intensity | | | | | GRI 302-3 |
| MWh/million USD revenue | 31.9 | 32.3 | 23.1 | 31.5 | |
| MWh/employee | 11.7 | 11.2 | 8.5 | 11.0 | |
| MWh/thousand square ft. | 38.4 | 44.1 | 46.2 | 59.0 | |
| Reduction of energy consumption from previous year (MWh) | 20,919 | - | 12,484 | - | GRI 302-4 |

1. Environmental metrics were historically tracked and reported on a calendar year basis. The 2021 reporting period has been adjusted to fiscal year (October 1 – September 30) to align with Avaya's financial reporting. Reporting year 2020 has also been adjusted from calendar year to fiscal year to allow for a year-on-year comparison and all future data will be reported on a fiscal year basis. In addition, where use data was not available, estimates were made in accordance with industry standards and best practice.

| Emissions | CY2019 | FY2020 | FY2021 | FY2022 | |
|---|---------------|---------------|---------------|--------------------|----------------------------|
| Scope 1 emissions | 5,300 | 4,516 | 2,543 | 3,633 | GRI 305-1 |
| Scope 2 emissions: location-based | 31,456 | 29,483 | 23,050 | 23,033 | GRI 305-2 |
| Scope 2 emissions: market-based² | 33,685 | 30,803 | 25,949 | 24,731 | GRI 305-2 |
| Scope 3 emissions | 816,626 | 840,995 | 837,060 | 472,488 | GRI 305-3 |
| Total greenhouse gas (GHG) emissions (mtCO₂e)³ | 855,611 | 876,314 | 865,552 | 500,852 | GRI 305-5 |
| GHG emissions intensity (Scope 1 & 2) | | | | | GRI 305-4 |
| mtCO ₂ e/million USD revenue | 12.7 | 12.3 | 9.6 | 11.4 | |
| mtCO ₂ e/employee | 4.7 | 4.3 | 3.5 | 4.0 | |
| mtCO ₂ e/thousand square ft | 15.3 | 16.8 | 19.2 | 21.4 | |
| GHG emissions intensity (Scope 3, business travel) | | | | | GRI 305-4 |
| mtCO ₂ e/million USD revenue | 2.2 | 1.5 | 0.1 | 0.1 | |
| mtCO ₂ e/employee | 0.8 | 0.5 | 0.03 | 0.05 | |
| Reduction of GHG from previous year (mtCO₂e) | 12,620 | | 10,762 | 364,700 | GRI 305-5 |
| Water⁴ | CY2019 | FY2020 | FY2021 | FY2022 | |
| Water withdrawal (ml) | 164 | 141 | 63.1 | 74.74 | GRI 303-3, TC-SI-130a.2 |
| Waste⁵ | CY2019 | FY2020 | FY2021 | FY2022 | |
| Waste recycled (mt) | 134.2 | 112.6 | 46.8 | 23.94 | GRI 306-2 |
| Hazardous waste | 130.6 | 100 | 42.3 | 23.22 | |
| E-waste | 130.6 | 99.8 | 42.3 | 23.22 ⁶ | |
| Batteries | 0 | 0.2 | 0 | 0 | |
| Non-Hazardous waste ⁷ | 3.4 | 12.6 | 4.5 | 0.72 | |

2. FY2020, FY2021 and FY2022 market-based totals use a mix of location-based and residual mix (where available) emission factors and do not include any supplier-specific emission factors.

3. Total greenhouse gas (GHG) emissions include Scope 1 + Scope 2: market-based + Scope 3 emissions.

4. A more consistent and reliable approach was identified to estimate water withdrawal for sites where water use data is unavailable. The new approach uses an industry intensity factor derived from EPA and EIA. Therefore, all years reported (calendar years 2018-2019 and fiscal years 2020-2021) have been recalculated using this new approach.

5. Waste data was incorrectly reported as metric tons when the actual data was in pounds. All waste data has been converted from pounds to metric tons for calendar years 2018-2019 and fiscal years 2020-2021. All future waste data will be reported as metric tons.

6. Bangalore e-waste data has been excluded as accurate data was not available.

7. Non-hazardous waste refers to plastic, wood, glass, metal, and misc.

| Labor Practices and Decent Work | | | | | Reference Indices |
|--|--------|--------|--------|--------|----------------------------|
| Diversity and Equal Opportunity | FY2019 | FY2020 | FY2021 | FY2022 | |
| Employees in leadership positions (director or above) | | | | | GRI 405-1, TC-SI-330a.3 |
| Gender | | | | | |
| Male | 81% | 79% | 78% | 76% | |
| Female | 19% | 21% | 21.8% | 24% | |
| Age | | | | | |
| Under 30 years old | 0% | 0% | 0% | 0% | |
| 30-50 years old | 41% | 36% | 31% | 31% | |
| Over 50 years old | 59% | 64% | 69% | 69% | |
| Minority groups (U.S.) ⁸ | | | | | |
| Minority | 18% | 19% | 18.7% | 19% | |
| Non-minority | 82% | 81% | 81% | 81% | |
| Employees in non-leadership positions (all positions below director) | | | | | GRI 405-1, TC-SI-330a.3 |
| Gender | | | | | |
| Male | 77% | 78% | 77% | 78% | |
| Female | 23% | 22% | 23% | 22% | |
| Age | | | | | |
| Under 30 years old | 6% | 6% | 5% | 5% | |
| 30-50 years old | 54% | 52% | 52% | 51% | |
| Over 50 years old | 41% | 41% | 43% | 44% | |
| Minority groups (U.S.) ⁹ | | | | | |
| Minority | 26% | 27% | 28% | 27% | |
| Non-minority | 74% | 73% | 72% | 73% | |
| Percentage of total employees covered by collective bargaining agreements | 4% | 4% | 4% | 3.8% | GRI 102-41 |
| Percentage of employees that leave Avaya per year (voluntary) | 8% | 6% | 8% | 11.2% | GRI 401-1 |

8. Minority group data is unavailable for 4% of employees in leadership positions in the U.S. in FY17 and FY18.

9. Minority group data is unavailable for 5% and 4% of employees in non-leadership positions in the U.S. in FY17 and FY18, respectively.

| Occupational Health and Safety | FY2019 | FY2020 | FY2021 | FY2022 | |
|--|---------------|---------------|---------------|---------------|--------------------------|
| Case rates (rate per 100 employees in the U.S.) | | | | | GRI 403-9 |
| Total case rate | 0.14 | 0.14 | 0 | 0.23 | |
| Lost workday case rate | 0.14 | 0.14 | 0 | 0.11 | |
| Injuries by type | | | | | GRI 403-9 |
| Slip/trip/fall | 50% | 50% | 0% | 35% | |
| Ergonomic | 25% | 0% | 0% | 0% | |
| Motor vehicle accidents | 0% | 0% | 0% | 0% | |
| Struck by an object | 0% | 25% | 0% | 50% | |
| Lifting | 0% | 0% | 0% | 0% | |
| Reach/pull | 25% | 25% | 0% | 17% | |
| Other | 0% | 0% | 0% | 0% | |
| Society | | | | | Reference Indices |
| Local Communities | FY2019 | FY2020 | FY2021 | FY2022 | |
| Total CSR spend in India (million INR)¹⁰ | 30.8 | 23.8 | 18.1 | 14.7 | GRI 413-1 |

10. India Fiscal Year is April 1 – March 31

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