

Avaya ESG Metrics

Economy	FY2018	FY2019	FY2020	FY2021	Reference Indices
Revenue (million USD)	2,851	2,887	2,873	2,973	GRI 201-2
Number of employees	8,086	7,888	8,266	8,063	GRI 102-8
Number of contractors	6,289	6,522	6,412	7,023	GRI 102-8
Real estate square feet (thousand)	2,426	2,400	2,104	1,486	GRI 102-7
Environment ¹					Reference Indices
Energy	CY2018	CY2019	FY2020	FY2021	
Energy consumption (MWh)	112,997	92,078	92,819	68,615	GRI 302-1, TC-SI-130a.1
Diesel	2,088	1,622	1,381	565	
Natural gas	5,140	3,300	17,044	11,731	
Grid-Connected Electricity	76,848	66,942	57,081	46,466	
Gasoline	28,921	20,214	17,313	9,853	
Energy intensity					GRI 302-3
MWh/million USD revenue	39.6	31.9	32.3	23.1	
MWh/employee	14.0	11.7	11.2	8.5	
MWh/thousand square ft.	46.6	38.4	44.1	46.2	
Reduction of energy consumption from previous year (MWh)	25,704	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	CY2018	CY2019	FY2020	FY2021	
Scope 1 emissions	7,550	5,300	4,516	2,543	GRI 305-1
Scope 2 emissions: location-based	41,096	31,456	29,483	23,050	GRI 305-2
Scope 2 emissions: market-based²	38,537	33,685	30,803	25,949	GRI 305-2
Scope 3 emissions	817,356	816,626	840,995	837,060	GRI 305-3
Total greenhouse gas (GHG) emissions (mtCO₂e)³	863,443	855,611	876,314	865,552	GRI 305-5
GHG emissions intensity (Scope 1 & 2)					GRI 305-4
mtCO ₂ e/million USD revenue	17.1	12.7	12.3	9.6	
mtCO ₂ e/employee	6.0	4.7	4.3	3.5	
mtCO ₂ e/thousand square ft	20.1	15.3	16.8	19.2	
GHG emissions intensity (Scope 3, business travel)					GRI 305-4
mtCO ₂ e/million USD revenue	2.5	2.2	1.5	0.1	
mtCO ₂ e/employee	0.9	0.8	0.5	0.03	
Reduction of GHG from previous year (mtCO₂e)	13,783	12,620	-	10,762	GRI 305-5
Water⁴	CY2018	CY2019	FY2020	FY2021	
Water withdrawal (ml)	178	164	141	63.1	GRI 303-3, TC-SI-130a.2
Waste⁵	CY2018	CY2019	FY2020	FY2021	
Waste recycled (mt)	46.8	134.2	112.6	46.8	GRI 306-2
Hazardous waste	35.3	130.6	100	42.3	
E-waste	35.2	130.6	99.8	42.3	
Batteries	0.1	0	0.2	0	
Non-Hazardous waste ⁶	11.5	3.4	12.6	4.5	

2. FY2020 and FY2021 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. Non-hazardous waste refers to plastic, wood, glass, metal, and misc.

Labor Practices and Decent Work					Reference Indices
Diversity and Equal Opportunity	FY2018	FY2019	FY2020	FY2021	
Employees in leadership positions (director or above)					GRI 405-1, TC-SI-330a.3
Gender					
Male	80%	81%	79%	78%	
Female	20%	19%	21%	21.8%	
Age					
Under 30 years old	0%	0%	0%	0%	
30-50 years old	46%	41%	36%	31%	
Over 50 years old	54%	59%	64%	69%	
Minority groups (U.S.) ⁷					
Minority	18%	18%	19%	18.7%	
Non-minority	78%	82%	81%	81%	
Employees in non-leadership positions (all positions below director)					GRI 405-1, TC-SI-330a.3
Gender					
Male	77%	77%	78%	77%	
Female	23%	23%	22%	23%	
Age					
Under 30 years old	6%	6%	6%	5%	
30-50 years old	56%	54%	52%	52%	
Over 50 years old	38%	41%	41%	43%	
Minority groups (U.S.) ⁸					
Minority	25%	26%	27%	28%	
Non-minority	71%	74%	73%	72%	
Percentage of total employees covered by collective bargaining agreements	5%	4%	4%	4%	GRI 102-41
Percentage of employees that leave Avaya per year (voluntary)	7%	8%	6%	8%	GRI 401-1

7. Minority group data is unavailable for 4% of employees in leadership positions in the U.S. in FY2017 and FY2018.

8. Minority group data is unavailable for 5% and 4% of employees in non-leadership positions in the U.S. in FY2017 and FY2018, respectively.

Occupational Health and Safety	FY2018	FY2019	FY2020	FY2021	
Case rates (rate per 100 employees in the U.S.)					GRI 403-9
Total case rate	0.14	0.14	0.14	0	
Lost workday case rate	0.07	0.14	0.14	0	
Injuries by type					GRI 403-9
Slip/trip/fall	75%	50%	50%	0%	
Ergonomic	0%	25%	0%	0%	
Motor vehicle accidents	25%	0%	0%	0%	
Struck by an object	0%	0%	25%	0%	
Lifting	0%	0%	0%	0%	
Reach/pull	0%	25%	25%	0%	
Other	0%	0%	0%	0%	
Society					Reference Indices
Local Communities	FY2018	FY2019	FY2020	FY2021	
Total CSR spend in India (million INR)⁹	24.1	30.8	23.8	18.1	GRI 413-1

9. India Fiscal Year is April 1 – March 31