2015 Teradata Corporate Social Responsibility Report

Teradata's policies and processes to help our customers, community, and employees understand our past performance and continuing commitment to corporate social responsibility

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CEO Communication

Teradata continues to foster a culture of global sustainability, and in our 2015 report, I am pleased to highlight some of the ways we have advanced our corporate social responsibility initiatives. These examples demonstrate our company's commitment to contributing to sustainability in socially, financially, and environmentally responsible ways.

During the year, Teradata continued to expand our portfolio of products and services to help customers get more value from data than any other company. Our ongoing efforts to drive innovation in our analytics portfolio make it increasingly attractive for companies to harness data to positively affect their businesses. We likewise leverage advances in IT technology so that customers can lessen the environmental impact of their data centers—participating in global sustainability, without sacrificing analytical strength.

Just as we continue to advance our portfolio to address evolving customer needs, so do we evolve our business strategy to align with the changing marketplace. In late 2015, Teradata announced plans for a comprehensive transformation to realign our business exclusively around our core data and analytics strengths. This renewed corporate emphasis on our data and analytics business aligns with our strategic giving focus of data philanthropy. Together, our employees, partners, and customers participate in DataDives to help non-profit agencies mine their data troves to reveal insights that serve the public good. This philanthropic work is just an extension of the ways we help our customers harness the power of data and analytics every day to gain a sustainable competitive advantage in their respective industries.

Throughout our business practices, we place a great deal of importance on the power of data, the ethical behavior of our employees and larger network, and the global sustainability of our solutions and facilities. This year we were once again recognized for our efforts by organizations including Ethisphere Institute, which named Teradata one of the "World's Most Ethical Companies" for the seventh straight year, and the Dow Jones Sustainability North American Index, which named Teradata as one of the leaders in sustainability for the sixth year in a row. Teradata pledged our commitment to the UN Global Compact principles to foster ethical behavior and human rights. And in 2015, we achieved "GC Advanced" designation.

As our 2015 report shows, Teradata consistently advanced our programs and initiatives to propel our customers forward as we enrich our local communities and the world at large. In the coming years, we look forward to continuing to promote this culture of corporate social responsibility within our organization and throughout our extended business ecosystem of customers and business partners.

Vic Lund, President and CEO
Teradata Corporation

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About This Report

This report describes the policies, processes, and performance of Teradata Corporation to help our customers, communities, and employees understand our past performance and continuing commitment to Corporate Social Responsibility (CSR) as we develop our plans for the future. The information provided is a reflection of 2015 performance. Our previous report was the 2014 CSR report. At this time, our next annual report, based on our 2016 performance, is planned for release in 2017. However, this schedule could be adjusted during 2016 and 2017.

For more information regarding the Teradata CSR report, please contact: Teradata Corporation, Attn: Alan Lord, Sustainability Manager, 10000 Innovation Drive, Dayton, OH 45342.

Audit of this report

An independent internal audit project was conducted to review the reporting process and methodology for compiling key performance indicators.

During the 2015 reporting cycle there were no changes in company structure, size, or ownership.

This report also constitutes our Communication on Progress (COP) as a signatory to the UN Global Compact. For more information about the UN Global Compact, please visit www.unglobalcompact.org.

The process for defining report content and the structure of the report and its disclosures were driven by the Global Reporting Initiative's G4 Sustainability Reporting Guidelines. This report is compiled in accordance with GRI G4 Core level. For more information about the GRI, please visit www.globalreporting.org.

1.0 Teradata

1.1 Sustainability Mission Statement
(GRI G4-3)

At Teradata Corporation (TDC), we strive to protect our environment. As such, we conserve natural resources while complying with all applicable local, national, and international environmental, health, and safety laws. We endeavor to instill environmentally-aware practices throughout our operations, from our global corporate processes to the individual actions of our employees and others working on our behalf. We believe this is our social responsibility and that sustainable business practices are good for our world and are right for our business. Because of this belief, our company focuses its efforts on providing our customers with best-in-class products and services that are environmentally sustainable.

1.2 Our Company
(GRI G4-4; G4-5; G4-8; G4-9)

Teradata is a global leader in analytic data platforms, marketing and analytic applications, and consulting services. Teradata helps organizations collect, integrate, and analyze all of their data so they can know more about their customers and business. The company's big data analytic solutions, integrated marketing applications, and team of experts help companies gain a sustainable competitive advantage with data. Teradata serves more than 2,600 customers, including the top companies across all major industries. An ethical and future-focused company, Teradata also owns two operating businesses, Claraview and Think Big Analytics. Both are platform agnostic, vendor-neutral consultancies. Claraview delivers best-in-class business intelligence, big data analytics, and data warehousing strategy, architecture, and implementation services and solutions. Think Big Analytics, acquired in 2014, is focused exclusively on Hadoop and big data solutions. Teradata is recognized by the business media and industry analysts for technological excellence, sustainability, and business value. The corporate headquarters is located at 10000 Innovation Drive, Dayton, OH 45342. Visit Teradata.com for more details. For more information about markets served and our business segments, please see the business overview section of the Teradata Annual Report located on the Investors site of Teradata.com. The reference to that site is in section 12.

Teradata's primary social media channels include:

www.linkedin.com/company/Teradata

www.twitter.com/Teradata

www.facebook.com/Teradata

www.slideshare.net/Teradata

www.youtube.com/Teradata

Teradata focuses its efforts on three large and growing areas:

- Analytic data platforms, including workload-specific data warehouse and data appliance platforms, Teradata data warehouse software, Teradata® Aster® Analytics, Teradata QueryGrid™ Tools and Utilities, and Teradata Unity™ multi-system management software. These products are used to consolidate data from different sources and make the data available for analysis. The Teradata Database is a fully-scalable relational database management system that employs large parallel processing systems to manage any size data warehousing operations.

- Analytic solutions for driving value from data:
  – Data analytics applications that support operations including risk, finance, and compliance; and big data and the Internet of Things.
  – Marketing applications, including Marketing Resource Management, Digital Marketing, Omni-Channel Marketing, Customer Satisfaction Index, and Digital Marketing Platform.

- Data and analytics consulting and customer support services

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Market Leadership

Teradata has more than 2,600 customers, with 1,800 customers using our applications, notably:

- 15 of the top 20 financial institutions
- 18 of the top 19 telecommunications companies
- All of the top six airlines
- 14 of the top 20 travel and transportation companies
- 14 of the top 20 global retailers
- 12 of the top 20 healthcare companies
- 12 of the top 20 manufacturing companies

On any given business day in almost every industry throughout the world, well over three million users benefit from a Teradata analytics environment or business application. Teradata is present in these industries: automotive, digital media, eCommerce, entertainment, financial services and insurance, government and public services, healthcare, life sciences, hospitality, manufacturing, oil and gas, retail, telecommunications, travel, transportation, and utilities. For a geographic breakdown, please see our annual report, which breaks down our revenue by region.

1.3 2015 Financial Performance
(GRI G4-9; G4-17)

Teradata revenue in 2015 was $2.53 billion. Teradata's competitive differentiation is its leadership in technology solutions and services. Teradata fuels revenue growth and the addition of new customers through its ability to integrate technology to facilitate analysis of all types of data, and to integrate applications to enable more effective and efficient operations within and across organizations. For more financial information, visit the Teradata Investor page of the company web site. All of our SEC filings are located in this area. The quantity of products and services is listed in terms of financial information (revenue is split in these terms) in our earnings reports. Entities not included in this report's scope are those with less than 50 percent ownership, partnerships, or joint ventures. Please see external reference in section 12.0 for the link to our SEC Filing page.

1.4 Teradata History and Development
(GRI G4-7)

Formed in 1979 as a Delaware corporation, Teradata's first product, the Teradata Database computer, was utilized by Wells Fargo and AT&T, among others. Teradata established a relational database management system on a proprietary platform in 1984. In 1990, the company partnered with NCR Corporation to jointly develop next-generation database systems. In 1991, AT&T Corporation acquired NCR and, later that year, NCR purchased Teradata. In 1995, Teradata was merged into NCR's operations and ceased to exist as a separate legal entity. On October 1, 2007, Teradata completed its spin-off from NCR Corporation, and shares of its common stock began regular trading on the New York Stock Exchange (NYSE) under the symbol TDC. Teradata also is a component member of the S&P 500.

2.0 Corporate Governance

The Teradata Board of Directors is elected by the stock-holders to govern the affairs of the company. The Board selects the "senior management team," which is charged with the conduct of the company's business. Having selected the senior management Team, the Board acts as an advisor to the senior management team members and monitors the team's performance. The Board reviews the company's strategies, financial objectives, operating plans, major risks, and plans for managing such risks.

The Board also plans for management succession of the Chief Executive Officer, as well as other senior management positions, and oversees the company's governance and compliance efforts. For a complete detailed under-standing of our Governance policies, please see the external reference in section 12.0.

2.1 Board of Directors
(GRI G4-39; G4-40)

The Board currently has eleven Directors. In January 2015, the company added two directors to the nine who already were serving on the Board. One of the directors added in 2015 is a 52-year-old female from a global health services firm, and the other is a 55-year-old male from a firm that provides software and services designed for non-profit organizations. Each non-employee director meets the independence standards of the New York Stock Exchange; ten of the eleven directors (91%) are independent non-employee directors; the one non-independent director is the Company's Chief Executive Officer. The Chairman of the Board is not an Executive Officer of the company. As a matter of policy, the Board believes that a substantial majority of the directors should be independent.

Two of the eleven directors (18 percent) are female, one of whom serves as a trustee to the Anita Borg Institute for Women and Technology. One of the eleven directors (9 percent) is of Asian ancestry. Thus, a total of three of the eleven directors (27 percent) are diverse as measured by these categories. Two of the seven members of the company's senior management team (29 percent) are female.

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The Board periodically reviews the size of the Board and determines whether any changes are appropriate, although it is the sense of the Board that five to ten directors is adequate. However, the Board is willing to increase its size to accommodate the availability of an outstanding candidate.

The Board, with input from its Committee on Directors and Governance, is responsible for periodically determining the appropriate skills, perspectives, experiences, and characteristics required of Board member candidates, taking into account the company's needs and the current makeup of the Board. This includes assessment of the candidate's qualifications under written Director Qualification Guidelines and consideration of: the candidate's knowledge, experience, and skills in areas critical to understanding the Company and its business; personal characteristics, such as integrity, judgment, and alignment to the Company's values; independence; diversity of age ranges; diversity of gender, race, and ethnicity; and, the candidate's commitments to the boards of other publicly-held companies. The Committee on Directors and Governance is responsible for periodically reviewing and modifying, as appropriate, the Qualification Guidelines. The Board evaluates individual director nominees in the context of the Board as a whole, with the overall objective of having a balanced group that can perpetuate the company's long-term success and represent shareholder interests generally through the exercise of sound business judgment using its diversity of experiences and perspectives.

The Committee on Directors and Governance will consider candidates recommended by stockholders for nomination by the Board. Stockholders wanting to suggest director candidates should submit their suggestions in writing to the Corporate Secretary of the Company, providing the candidate's name, age, residential and business contact information, detailed biographical data and qualifications for service as a Board member, the class or series and number of shares of capital stock (if any) of the company which are owned beneficially or of record by the candidate, a document signed by the candidate indicating the candidate's willingness to serve, if elected, and evidence of the stockholder's ownership of company stock. If a stockholder submits a candidate for nomination by the Board, the candidate will be considered using the same criteria that the Board uses to evaluate other candidates for Board nomination. The foregoing procedures apply only to stockholders who wish to submit candidates for consideration as Board nominees for director. A stockholder wanting to nominate a candidate for election as a director must do so by following the procedures described in Article II, Section 16 of the Company's Bylaws.

Each Board member is expected to ensure that existing and planned future commitments do not materially interfere with the member's service as a director of the company and that he or she devotes the time necessary to discharge his or her duties as a director of the company. The Board does not believe it should establish term limits; rather, the Committee on Directors and Governance reviews the director's continuation on the Board whenever the director experiences a change in professional

responsibilities, as a way to assure the director's skills and experience continue to match the needs of the Board. In addition, a director's re-nomination is dependent upon a review conducted by the Committee on Directors and Governance.

Unless there is a Contested Election of Directors as set forth in the Company's Bylaws, directors are elected by the affirmative vote of the holders of a majority of the voting power of the stockholders present in person or by proxy at a meeting of stockholders at which directors are being elected. If an incumbent director is not re-elected by the required majority vote, such director is required to promptly submit an offer to resign from the Board to the Chair of the Committee on Directors and Governance with a copy to the Company's General Counsel. The remainder of the Board will evaluate the relevant facts and circumstances and make a decision as to whether to accept or reject the offer of resignation, and then publicly disclose its decision, and, if applicable, the reasons for rejecting the offered resignation. If the Board accepts a director's resignation pursuant to this process, the Committee on Directors and Governance will recommend to the Board whether to fill the resulting vacancy or reduce the size of the Board.

For more information concerning the board of directors, please see the link provided in section 11, under Governance Guidelines.

2.2 Committees
(GRI G4-34)
Currently, there are four Board committees: Executive Committee; Audit Committee; Compensation and Human Resource Committee; and, Committee on Directors and Governance. The Board believes the current committee structure is appropriate. From time to time, depending upon the circumstances, the Board may form a new committee or disband a current committee.

The Board appoints members of the committees on an annual basis. The Committee on Directors and Governance, with consideration of the desires of individual directors and input from the Chief Executive Officer and Chairman of the Board, recommends to the Board the assignment of directors to various committees. Vacancies in the committees will be filled by the Board, upon the recommendation of the Committee on Directors and Governance, with input from the Chief Executive Officer and Chairman of the Board.

Only independent directors may serve on the Audit Committee, the Compensation and Human Resource Committee, or the Committee on Directors and Governance. All members of the Audit Committee must be "financially literate," and at least one member of the Audit Committee must have "accounting or related financial management expertise," as defined by the U.S. Securities and Exchange Commission rules or as required under applicable NYSE listing requirements, and all Audit Committee members must meet any additional independence requirements specified in the Company's written Director Independence Standards or any other requirements to which Teradata is subject. Additionally, a member of the Audit Committee may not sit on more than two other Audit Committees of other public companies, unless the Board determines that such commitments would not impair his or her effective service to the company. The Committee on Directors and Governance and the Board take into account a director's tenure on a Committee and give consideration to rotating committee members periodically; however, rotation is not mandated as a policy.

Each committee has a written charter, which has been approved by the Board. The charter may delegate certain authority and responsibilities to the committee. From time to time, the Board may delegate additional specific authority to a committee by resolution. The committee charters are reviewed periodically and may be changed upon approval of the committee and the Board. The charter for each committee is posted on the "Corporate Governance" page of the company's primary web site (Teradata.com/corporate-governance).

2.3 Conflicts of Interest, Standards of Conduct, Reporting, and Controls—A discussion of our Precautionary Approach
(GRI G4-14; G4-41)
The Board determines on a case-by-case basis whether a conflict of interest exists with respect to directors. Each director must advise the Board of any situation that could potentially be a conflict of interest and will not vote on any issue in which he or she has any interest other than solely as a director of the company. In the event that a significant conflict of interest exists and cannot be resolved, the company's Governance Guidelines indicate that the director should offer to resign from the Board. Independent directors also are required to advise the Chair of the Committee on Directors and Governance and the company's

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General Counsel in advance of accepting an invitation to serve on another public company board. The facts and circumstances will be evaluated, considered, and addressed in accordance with the process set forth in our Governance Guidelines. The Chief Executive Officer of the company must receive pre-approval from the Committee on Directors and Governance before accepting an offer to join another public company's board. In the setting of compensation for directors, the Committee on Directors and Governance also periodically considers if director independence may be jeopardized if the company makes substantial charitable contributions to organizations with which the director is affiliated, or if the company enters into a consulting contract with (or provides direct compensation to) a director or an organization with which the director is affiliated. In addition, it is against company policy for directors to engage in speculative trading of company securities, and directors must pre-clear any pledges of company securities as collateral.

The Board expects all directors to act ethically, with integrity and in a manner consistent with the company's shared Values and Code of Conduct in connection with all their activities relating to the Company. This obligation shall at all times include, without limitation, adherence to the company's policies with respect to conflicts of interest, confidentiality, protection of the company's assets, ethical conduct in business dealings, and respect for and compliance with applicable law. Also, the Board is focused on helping cultivate and promote the company's culture of integrity and accountability. Each member of the Board of Directors reviews and receives training on, and certifies his or her compliance with, the company's Code of Conduct on an annual basis.

The company has an orientation process for new directors that includes background material and meetings with senior management to familiarize the directors with the company's strategic and operating plans, key issues, corporate governance, Code of Conduct, and the senior management team. In addition, new members to a Committee are provided information relevant to the Committee and its roles and responsibilities.

The Board believes it is appropriate for directors, at their discretion, to have access to educational programs related to their duties as directors on an ongoing basis to enable them to perform their duties better and to recognize and deal appropriately with issues that arise. The company provides appropriate funding for these programs. In addition, directors receive periodic reviews of the company's business and visit company facilities as part of their ongoing review of the company and its operations.

The Audit Committee oversees the company's ethics and compliance program. Any waiver of the requirements of the Code of Conduct with respect to any individual director must be reported to, and be subject to approval of, the Board, and shall be publicly disclosed to the extent required under applicable law. As set out in its Charter, the Audit Committee: reviews, approves, and monitors the company's Code of Conduct initiatives and compliance, including as applied to all senior financial officers of the company and all members of the senior management leadership team; and, oversees the company's program for monitoring the company's compliance with laws and regulations and the company's ethical standards, including receiving reports about all significant ethics and compliance matters and investigations. The Audit Committee Charter also details how the Audit Committee addresses matters related to financial reporting, independent accountants, audits, internal controls, enterprise risk management, risk assessments, and other reports and issues.

2.4 Corporate Sustainability Governance and Leadership

The Audit Committee of the Board of Directors is assigned overall responsibility and oversight for the company's ethical standards and compliance, which includes initiatives pertaining to corporate social responsibility, sustainability, and long-term corporate sustainability strategy and performance. Company management is responsible for implementing the company's ethical standards and compliance initiatives, including with respect to corporate social responsibility and sustainability, and with respect to preparation and publication of the Company's annual corporate social responsibility report—with oversight by the Audit Committee of the Board of Directors. The overall governance processes applied by the Audit Committee of our Board of Directors as described in this report and in the documents linked to our Corporate Governance web page are applied to governance of the Company's ethical standards and compliance initiatives, including with respect to corporate social responsibility and sustainability. The senior management responsibility for the CSR program is the Chief Operating Officer (COO) of the company. This leadership position sets direction and reviews the progress of the program quarterly. The COO of Teradata approves the report prior to its submission to the Board.

2.5 Shareholder Communications
(GRI G4-49)

Under the Teradata Bylaws, qualified stockholders may submit proposals to the Corporate Secretary in advance of the annual meeting of stockholders. In addition, stockholders wishing to communicate with the Audit Committee Chair, or any of the company's other non-employee directors, may do so by contacting the Corporate Secretary. The Corporate Secretary will forward any communications as directed by the stockholder. Also, the Committee on Directors and Governance will consider director candidates recommended by stockholders for nomination by the Board. Stockholders wanting to suggest director candidates should submit their suggestions in writing to the Corporate Secretary of the company along with other relevant information and documentation as set forth in the company's Governance Guidelines.

Please see the Corporate Governance page of the Teradata web site at Teradata.com (from the main web page, select "About," then select "Who is Teradata," then select "Corporate Governance") for more information about the company's corporate governance standards and practices, including the company's: Articles of Incorporation; Bylaws; Board member profiles; Governance Guidelines; Charters for each of the Board's Committees; Statement on Director Independence; Securities Transactions by Board members; Code of Conduct; and, how anyone may communicate with the Board.

The Board also has adopted a Compensation Recovery Policy, such that members of the company's senior management leadership team are subject to forfeiture of the difference between the compensation they receive and the compensation they would have received in the event that publicly disclosed financial statements of the company later are restated.

The Board also has adopted Executive Stock Ownership Guidelines, which provide that members of the senior management leadership team are expected to own at least a specified minimum number of shares in the company; the specified number of shares may vary depending on the executive's position and the stock price (as of the date of this report, the minimum number of shares expected to be owned by the Chief Executive Officer is 115,000 shares and by other named executive officers is between 15,000 and 70,000 each); this initiative is intended to align the interests of the company's senior management leadership team better with those of stockholders and the company's long-term success.

The Board has approved a Political Activity Policy Statement that strictly limits the company's participation in partisan politics (see more regarding this under the "Public Policy" section of this report). Each of the policies and guidelines referenced above also is posted on the "Corporate Governance" web page of the company's primary external web site. (Teradata.com/corporate-governance)

2.6 International Institute for Conflict Prevention and Resolution

Teradata believes that ethical and sustainable businesses should take measures to try to avoid or reduce unnecessary, expensive, and often-wasteful conflicts, disputes, litigation, and adversarial procedures. In support of this, Teradata is a signatory to the International Institute for Conflict Prevention and Resolution (CPR) 21st Century Pledge. Through this program, our company has pledged to commit its resources to manage and resolve disputes through negotiation, mediation, and other alternative dispute resolution (ADR) processes when appropriate, with a view to establishing and practicing global, sustainable dispute management and resolution processes. (See www.cpradr.org/PracticeAreas/ADRPledges/21stCenturyPledge.aspx)

In connection with this, Teradata also has signed the CPR Diversity Commitment, seeking not only to have diversity and inclusion in its workforce, but also in its providers of goods and services, including arbitrators, mediators, neutrals, and other ADR service providers. (See www.cpradr.org/PracticeAreas/NationalTaskForce-onDiversityinADR/SigntheDiversityCommitment.aspx).

We include ADR provisions in many contracts, have an internal dispute resolution process policy, and apply a dispute avoidance and resolution process so that we, along with our customers, suppliers, business partners, and employees, might avoid or minimize some of the potentially adverse relationship and economic impacts of conflicts and litigation, while gaining effective, efficient, relationship-oriented, and sustainable alternatives and advantages from communications, principled negotiations, joint problem-solving, and ADR.

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3.0 Industry Involvement

(GRI G4-15; G4-16)

3.1 The Green Grid

Teradata is a Contributor member of The Green Grid (TGG), a global consortium dedicated to advancing energy efficiency in data centers and business computing ecosystems. Dr. David Wang of Teradata is the President of TGG-China as well as the Chair of the TGG-China Liaison work Group. In furtherance of its mission, The Green Grid is focused on the following: defining meaningful, user-centric models and metrics; developing standards, measurement methods, processes, and new technologies to improve data center performance against the defined metrics; and promoting the adoption of energy efficient standards, processes, measurements, and technologies. Visit www.thegreengrid.org.

3.2 ASHRAE

We are a member of the Technical Committee (TC) 9.9 the American Society of Heating, Refrigeration and Air-conditioning Engineers (ASHRAE). We support ASHRAE's mission to be recognized amongst all areas of the data-com industry as the unbiased engineering leader in HVAC and an effective provider of technical information for the data-com industry. Visit www.ashrae.org.

3.3 ITI

The Information Technology Industry Council (ITI) is the premier group of the nation's leading high-tech companies and is widely recognized as the tech industry's most effective lobbying organization in Washington, D.C., in various foreign capitals, and the World Trade Organization. Teradata considers ITI membership important and essential to our electromagnetic interference (EMI) compliance program and potentially to the product safety and environment aspects of Teradata hardware products. Visit www.itic.org.

4.0 Human Resources

4.1 Overview

Our Human Resources organization is chartered with providing strategic global leadership to guide Teradata's efforts to build sustainable competitive advantage through our human capital strategy. Our human capital strategy is a strategic business goal and is aligned with Teradata's business objectives. The Human Resources organization is led by the Chief Human Resource Officer, who is a direct report to the CEO, and holds an important position within the Teradata Leadership team. Our Chief Human Resource Officer is a female. The Human Resources organization is comprised of experienced leaders who drive global HR strategy and initiatives through Centers of Expertise, including compensation, benefits, staffing, HR operations, communication, and talent management, and HR business partners, who provide HR leadership to guide and support our business operations. The Americas and International regions, R&D, Global Consulting and Support Services, Teradata Applications, and our infrastructure organizations have a dedicated HR Director to partner with them to execute HR initiatives. To support local business operations, HR consultants are located in our largest countries around the globe.

4.2 Employment

(GRI G4-6; G4-9; G4-10; G4-11)

At the end of 2015, Teradata employed more than 11,000 full-time employees in 44 countries around the globe. Significant operations are included in these countries: U.S.A., India, China, Philippines, Germany U.K., Japan, Pakistan, Australia, France, Czech Republic, and Canada.

We are headquartered in the United States, and operate in the two major regions of the world, with approximately 4,500 employees in the Americas region, approximately 6,600 in the International region (comprised of 4,100 employees in the Asia-Pacific-Japan (APJ) area, and approximately 2,500 employees in the Europe, Middle East, Africa (EMEA) area.)

The nature of Human Resources work requires that the organization meet certain requirements to conduct proper employment practices around the globe. In the United States, we comply with all standards set forth by the Department of Labor (DOL). The DOL provides employment laws and standards for operating a business

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in the United States. To ensure legal compliance, Teradata Human Resources follows all applicable laws and standards mandated by the DOL.

Outside of the U.S., Teradata maintains relationships with the following agencies to ensure proper work and employee practices while operating in other countries:

- **European Union (EU)** – The EU has worked with companies in Europe to establish overarching agreements that apply to business operations and managing employees. Teradata Human Resources complies with these laws and standards while operating in EU countries.
- **Workers' councils (found in countries around the world)** – Representation requirements of workers' councils vary with each foreign country. Teradata Human Resources works with local workers' councils within country entities as required to maintain a positive relationship with employees and with the countries in which we are operating.

4.3 Collective Bargaining Agreements

Teradata maintains compliance with local country regulations regarding collective bargaining and has recognized unions and/or workers' councils in those countries where union/worker representation is the traditional employment model.

4.4 Career Development
(GRI G4-LA10)

Teradata operates a global organization dedicated to providing learning opportunities to both Teradata management and employees. Teradata learning formats include instructor-led training (deployed globally), web-based training, facilitated distance learning (combination of self-paced and virtual classroom), and virtual workshops and webcasts. Employees have access to numerous resources that help enable their success. Extensive learning opportunities are offered for employees through Teradata University, an online learning resource unique to Teradata. Teradata University is a dedicated learning management system (LMS) that provides 24/7 access for every employee to position-related, certification-specific, or personal improvement opportunities. Course materials enhance knowledge of Teradata products and services, competitive trends and analysis, methodologies, processes, tools, partner solutions and products, project management, professional skills, internal and external certifications, and technical skills.

Through this program, Teradata provides a professional certification program that supports industry-standard certifications. In 2015, Teradata employees completed 159,033 courses for a total of 565,664 training hours.

4.5 Leadership Development
(GRI G4-LA10; G4-LA11)

Management development is an important part of Teradata's culture for emerging leaders. It's an ongoing process that includes:

- Preparing annual succession plans that focus on the identification and development of potential candidates for critical leadership positions.

- Consciously developing future leadership through on-the-job activities, mentoring, special projects, and rotational assignments.

- Providing specific management development programs through Teradata Learning, including a highly specific learning curriculum for managers and rising leaders. This program includes an inventory of management and leadership styles, 360-degree review by subordinates, peers, and managers, and highly-focused leadership sessions. The curriculum enables managers and rising leaders to fully understand the Teradata vision and charter, and adapt it to their own specific businesses and sub-organization culture.

4.6 Performance Management Process
(GRI G4-LA11)

All employees participate in the annual performance management process, which is an ongoing process to enhance individual and organizational performance through the monitoring, measuring, reporting, and rewarding of performance. It's what connects the work of the business, the team, and the individual employee to the company's vision, mission, and strategic objectives.

Performance management information is provided to guide employees in this collaborative process between the individual and their manager. Our performance management process is driven by effective objective setting, ongoing dialogue captured in quarterly reviews, and an annual review summary that assesses an individual's overall accomplishments against business and development objectives. Employees are provided overall guidelines related to their role in the performance management process to assist their annual preparations and further their success.

4.7 Diversity
Teradata's shared values form the foundation of our business relationships with each other, our customers, our partners, and our suppliers. They define a global, consistent framework within which we conduct business. We use Teradata values to direct our behavior and guide our decisions as we strive to achieve our business objectives.

Integrated into our values is Teradata's commitment to diversity. Teradata complies with laws governing discrimination, but goes beyond compliance to focus on inclusion of the rich backgrounds our employees provide. Teradata is firmly committed to growing and fully leveraging diversity in all aspects of our business. We create an environment where differences are valued, supported, and encouraged. And we believe in the power of diversity. That's because we've seen what happens when people from diverse backgrounds and experiences combine their unique talents to unlock bold new ideas. At Teradata, we value the unique qualities, abilities, and perspectives each person brings to solving customer business problems. With our Teradata guiding principles as a foundation, we build working relationships based on trust and respect that extend to our customers, partners, suppliers, and the communities in which we live and work.

We believe in understanding and respecting differences among all people. This concept encompasses, but is not limited to, human differences with regard to race, ethnicity, religion, gender, culture, and physical ability. Teradata is committed to being a globally inclusive company where all people are treated fairly, recognized for their individuality, promoted based on merit, performance, and opportunities, and encouraged to reach their full potential.

Every individual at Teradata has an ongoing responsibility to respect and support a globally diverse environment.

We are engaged in building and nurturing a diversity-friendly, inclusive environment, one that seeks out, welcomes, and values diverse people, diverse thinking, and diverse solutions for our business. Teradata recognizes several Business Resource Groups as part of its diversity environment. Business Resource Groups (BRGs) encourage employees to enhance their leadership and professional skills through educational and cultural opportunities within the company and/or the community. These globally-chartered affinity organizations are supported by Teradata and provide a number of benefits to the business:

- Assistance with recruiting and retaining diverse employees.

- A resource pool of committed, engaged associates.

- Representation of Teradata as an involved community citizen.

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- Assistance with language and cultural support for customers, business partners, and other employees.
- A source of educational information about diversity topics.
- A focused communication channel for constituency issues.

These BRGs are currently active at Teradata:

Asian/Pacific American Association for Advancement, Teradata (4A—Teradata)

A partnership focusing on Asian/Pacific Islander issues and dedicated to promoting and fostering a work environment that advocates the full participation and values the diversity of Asian/Pacific American associates of Teradata.

Hispanic Association of Teradata Employees (HISPA-Teradata)

A partnership focusing on Hispanic issues and creating a productive, diverse workforce in preparation for corporate and community leadership.

Teradata Alliance of Black Employees (TABE)

A partnership focusing on developing a strong support structure for Teradata employees of African descent. This is accomplished by identifying resources and support networks.

Veterans Echelon of Teradata (VET)

A partnership with veterans, active reservists, and veteran supporters, focused on hiring and transition issues for returning military and leveraging skills developed while in the military.

Women of Teradata (WT)

A partnership focusing on women's issues in Teradata; dedicated to enhancing women's careers, understanding, knowledge, and personal growth. Open to women and men who support development of women within Teradata.

Supplier Diversity Program

Teradata recognizes the need for and the benefits of sourcing and stimulating the growth of small businesses, minority, women and veteran-owned business enterprises (diverse suppliers) and, consequently, has adopted a proactive policy of promoting the use of such businesses as sources of supply. Teradata believes that including diverse suppliers in our sourcing strategy adds value to our business by providing us with a competitive advantage, which allows us to invest in the economic success of disadvantaged businesses. We further encourage our suppliers to work with qualified diverse suppliers as often as possible to fulfill our contractual needs and further promote the success of diverse businesses. Teradata believes that this approach in sourcing will develop stronger communities where we live and where we work, and thereby, create a solid foundation for supplier diversity success across the U.S.

Teradata has been proactive in finding diverse suppliers to participate in its procurement bid opportunities. Teradata is a corporate member with multiple regional minority business development councils and maintains access to Minority Business Enterprise Associations nationwide. Teradata will continue to explore ways to sustain and grow the company's Supplier Diversity Program and build strategic alliances with and among diverse suppliers.

As stated by Teradata's CEO...

> "It is Teradata's policy to ensure that small businesses, and minority-, women-, and veteran-owned businesses are sought to participate as suppliers, contractors, and subcontractors of goods and services to Teradata; and comply with regulatory agency requirements and with federal, state, and local procurement regulations and programs..."

In October 2009, Teradata launched the company's commercial supplier diversity program — a complement to Teradata's already active government supplier diversity program. Since this program has been implemented, Teradata has made great strides in the successful utilization of diverse suppliers by growing the spending percentages to 14.5 percent by the end of year 2015 in both Tier I and Tier II spending and hopes to substantially improve our program and performance in 2016.

5.0 Materiality Assessment and Stakeholder Inclusiveness

(GRI G4-DMA; G4-18; G4-19; G4-20; G4-21; G4-22; G4-23; G4-24; G4-25; G4-26; G4-27; G4-28; G4-29; G4-30; G4-31)

5.1 Materiality Assessment

The information in this report was developed by an internal Teradata leadership team that a spent a year investigating our polices, processes, products, and employees. In addition to this internal investigation, this team reached out to our customers, peer companies, and suppliers. This was a 3-step process: Identification: This team sought external consultants, customers, and suppliers to help understand our most significant impacts with regards to our stakeholders. Finally, we developed peer relationships within and outside of our industry to determine best practices used by similar and dissimilar companies. Prioritization: We then presented our findings to our Corporate Leadership team to gain approval and prioritize. Validation: Each area owner then conducted an investigation inside their organization to confirm that the

data/information was available based on the feedback from our stakeholders and what processes would need to be identified to gather further information to respond to our stakeholders. The information provided in this report constitutes, where applicable, those aspects that are considered material in the areas of environmental, social, and economic impacts, based on the materiality assessment process noted above. This process is reviewed each year through the publication of our report.

The validation process to determine our material areas and aspects can be described as an investigative and receptive process. From a company perspective, the priorities were Human Rights in the area of our employees and supply base, as well as Product Responsibility and Ethical Behavior in the area of Society. The feedback from our market and customer base overlapped in some of these areas such as Human rights in our Supply Chain and Product Responsibility. In addition, the customers inquired about greenhouse gas emissions and if we would be setting goals to reduce our impact on the environment.

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The stakeholder groups that were chosen during the stakeholder engagement were:

A. **Customers**: We regularly engage with our customers through frequent dialog as a part of our daily operations and through the RFP process where we see the reflection of the sustainability priorities from our customers included in the information requested from Teradata. This interaction gives us indications about what areas matter to our current and potential customers.

B. **Investor Relations**: Feedback from the investment community, such as the Dow Jones Sustainability Index and the CDP, along with our regular communications with the shareholders and investors conducted by our Investor Relations team.

C. **Employees**: Feedback through an email address through Teradata Cares.

D. **Peer Companies**: We learn from others as we make progress on the CSR journey. Some of the examples of where we turn for experience and inspiration are similar size companies and innovative CSR companies.

E. **Supply Chain**: Our direct tier-one supply chain incorporates 95 percent of the spending in this area. These are large companies with established CSR programs from which we were able to learn during our investigation.

F. **Communities**: Feedback from community events and volunteer programs

Effective January 1, 2015, Teradata implemented an organizational change in which Teradata would manage its business in two divisions, which are also the Company's operating segments: (1) data and analytics and marketing applications. All material aspects are applicable to our entire company. In addition, some of our material aspects are applicable outside of our company. See table 1 for a listing of external and internal impacts. There are no informational restatements from the previous published report nor has there been reason for restatements for Scope and Aspect boundaries.

5.2 Stakeholders
(GRI G4-37)
Teradata has always reached out to its most important assets—its stakeholders. These include, but are not limited to: customers, investors, employees, peer companies,

suppliers, the different communities in which we live, and the organizations that support those communities. These inputs happen regularly.

A. Customers
At Teradata, we are passionate about our customers and their success with our solutions. Their trust in us and their invaluable feedback enable us to continuously innovate and improve to exceed their expectations. They are the industry powerhouses that are outpacing their competitors. They join with our partners to form a worldwide collaborative network connecting every industry, market, and geography with application-specific expertise. Teradata actively seeks partnerships with other leading innovators in software, technology, and integration services to provide customers with end-to-end analytic solutions. Their feedback goes directly into our product marketing group to determine customer concerns for current and new products.

Via a series of integrated processes, we have been helping our customers get more value from their data throughout the life of the product. These best-in-class processes include but are not limited to:

- World-class, passionate consulting and customer service associates, coupled with the Teradata Global Support Center, an interactive Teradata @ Your Service web site, software updates on demand, and the Teradata Education Network.

- Customers contact us to request data about our CSR program; we engage with our customers on the detail within our report and determine from their feedback if the report should be altered. During 2015, the feedback we received was positive. This is normally handed through our bid/RFP process as the customer base requests information, or through our CDP supplier assessment feedback. The specific concerns raised were in regard to our GHG program which encouraged us to formulate a program with goals for energy intensity reduction. In addition, our customers wanted to know if we adopted and had policies that were under the EICC (Electronic Industry Citizenship Coalition) umbrella.

B. Investor Relations
Teradata is committed to serving the best interests of its shareholders. Teradata's investor pages, located at Teradata.com, enable investors to find key shareholder information and

financial reports, which can help put Teradata Corporation's financial performance into perspective. We provide updates to the CDP and the Dow Jones Sustainability Index (DJSI) each year. The focused concern within the DJSI with regards to ethical conduct in the supply chain was one of the catalysts towards developing our enhanced Supplier Code of Conduct. We take the feedback from those surveys to improve our social/product and environmental performance. The main feedback we received is that our report is a good source of information and that we are covering the areas that our communities are concerned about within keeping in context of our product base and potential impact on the environment.

C. Shareholder Communication

Stockholders are encouraged to communicate with the Audit Committee Chair or any of the company's other non-employee directors by contacting Teradata's Corporate Secretary at 10000 Innovation Drive, Dayton, OH 45342. The Corporate Secretary will forward any communications as directed by the stockholder. Our CSR report is made available to our shareholders through our web site at Teradata.com.

D. Employees (GRI G4-49)

We believe our people around the globe who dedicate their time and talents to Teradata and who are so passionate about our customers' success are key to our continuing success. Employees are Teradata's most valuable asset. This includes all individuals employed by Teradata, both regular full-time and part-time individuals. At Teradata, we know it's our people who make us great. We are committed to keeping employees informed through regular communications from leadership and by providing them with open channels to provide feedback. In addition to encouraging ongoing feedback from employees, we participate annually in local and national employee engagement surveys to give management a view of our workplace culture. As ongoing support for our virtual workforce, we created Workplace Connection, a dedicated web site that provides virtual employees with direct links to the information, tools, and tips that allow them to work effectively "anytime, anywhere."

Through our Teradata Cares community relations inbox, we encourage employee input to our CSR program and confirm that our reporting meets the needs of our employees. Our employees voiced a desire to be able to show Teradata's commitment to the local communities in which they lived through action. This feedback led to a program that allows our people to volunteer 8 hours every quarter during work hours. The feedback we have received regarding this opportunity to be engaged in community activities during the workweek has been very positive.

To attract the passionate professionals of the future, Teradata maintains contact with colleges and universities globally to recruit new graduates. In the U.S., we recruit from a number of University of California campuses, the University of Southern California, and Stanford, as well as nationwide from leading schools such as the Miami University (Ohio), University of Georgia, University of Indiana, James Madison, Drexel, and University of Texas—Austin. Internationally, we attract new hires from universities, such as Jawaharlal Technological University and Mumbai University (India), Atenio do Manila University (Philippines), Copenhagen Business School (Denmark), Universita Roma La Sapienza (Italy), and Universidad Tecnológica Nacional (Argentina).

E. Peer Companies

We selected CSR reports from companies within and from outside our business market. Also, we held interactive calls with some of these companies regarding their CSR programs and how they determined their assessment of their business and stakeholders. We have yearly calls with some peers to discuss the direction of CSR within the corporate community. This process was and is extremely valuable. What we were able and continue to be able to do from dealing with peer companies is to validate what is being reported on our industry and other industries and to understand what is important to the customer/consumer. This has been a major factor in the structure of our report and what we report, such as the GHG programs, Human Rights, and Product Responsibility.

F. Supply Chain

We held discussions with our Tier 1 supplier base. We reviewed their CSR programs and reports, and shared information between the companies to enable each other to support the business relationship. Important areas covered were GHG emissions, EICC compliance, and social impacts to the community.

G. Communities

Please see section 6.0 Teradata Cares regarding our touch points with our communities.

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5.3 Material Areas and Aspects
(GRI G4-EN1)

From the materiality analysis and Stakeholder engagement described in 5.1, the following areas are considered material and will be reported on in this 2015 edition of the Teradata CSR report:

A. **Environment**: Energy, Emissions, Effluents and Waste, Products and Services, Compliance, Transport, Supplier Environmental Assessment

B. **Employment: Training and Development**, Supplier Assessment for Labor Practices

C. **Human Rights**: Supplier Human Rights Assessment

D. **Society**: Anti-Corruption, Anti-competitive Behavior, Supplier Assessment for Impacts on Society

E. **Product Responsibility**: Products and Services Labeling, and Compliance

Area	Aspect	External Boundary	Internal Boundary
Environment	Materials	Communities; Suppliers; Customers	
Environment	Energy	Customers; Communities	Employees
Environment	Water	Communities	
Environment	Emissions	Communities	
Environment	Effluents and Waste	Communities	
Environment	Products and Services	Communities; Customers	
Environment	Compliance	Investors; Communities; Customers	
Environment	Transport	Communities; Customers	
Environment	Supplier Environmental Assessment for Labor Practices	Suppliers; Communities	
Human Rights	Investment	Investors; Communities; Customers	Employees
Human Rights	Collective Bargaining	Investors; Communities	Employees
Human Rights	Child Labor	Communities	Employees
Human Rights	Forced or Compulsory Labor	Communities	Employees
Human Rights	Supplier Human Rights Assessment	Suppliers; Communities	Employees
Society	Anti-Corruption	Communities; Suppliers; Customers	Employees
Society	Anti-Competitive Behavior	Investors; Communities; Customers	Employees
Society	Supplier Assessment for Impacts on Society	Suppliers; Communities	
Product Responsibility	Products and Services Labeling	Investor Communities; Suppliers; Customers; Investors	Employees
Product Responsibility	Compliance	Investor Communities; Suppliers; Customers; Investors	Employees

Table 1. Internal/External Boundaries.

6.0 Teradata Cares

(GRI G4-SO1; G4-15; G4-16)

At Teradata, it's the people who make our company great, and their commitment to excellence extends far beyond the company. Teradata Cares, the Teradata community relations program, administers all of Teradata's community investment programs and is committed to building strong and vibrant communities, improving quality of life, and making a positive difference where we live and work.

Because our corporate emphasis is on data analytics—through platforms, applications, and services—we are committed to helping our customers drive results through data. Our corporate focus, therefore, aligns our core mission and capabilities with Data Philanthropy—using data to understand and help the world's citizens for public good. You can learn more about Teradata's commitment to community, strategic giving focus, and employee engagement at Teradata.com/community-relations.

6.1 Teradata…Doing Good With Data™

Teradata understands that businesses are using data, big data, and data analytics, to optimize their performance and drive a competitive edge. Non-profit organizations, on the other hand, often lack the funding or capacity to exploit the volumes or new forms of data that are readily at hand. They can't afford specialized data scientists who are experts at evaluating and analyzing data. And this is where Teradata believes it can help.

6.2 Community Relations Areas of Focus

At Teradata, we believe that volunteering shows the power of the human spirit, fuels individual passions, develops employee skills, facilitates teamwork, and helps employees understand and appreciate the interdependence between our company and the communities where we live and do business.

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Teradata has built a partnership with DataKind, a non-profit organization that harnesses the power of data science in the service of humanity by engaging data science and social sector experts on projects addressing critical humanitarian problems and by leading the conversation about how data science can be applied to solve the world's biggest challenges. They are headquartered in New York with chapters in Bangalore, Dublin, San Francisco, Singapore, the U.K. and Washington, D.C. For the second year, Teradata Cares hosted a DataDive in collaboration with DataKind as part of the annual Teradata PARTNERS User Group Conference. DataDives are weekend events that team selected social organizations that have well-defined data problems together with volunteer data scientists to tackle their data challenges. Volunteers spent two days diving into data challenges presented by beneficiary organizations: Kipp LA and Taproot Foundation. Learn about the teams' findings here: www.datakind.org/blog/2015-teradata-cares-datadive

Teradata and DataKind believe that data is a powerful resource with the potential to address some of the world's toughest problems. And this data revolution that we're in, this "Data for Good" movement is powered by people like you: data analysts, statisticians, scientists, coders, and designers. Learn more here with our Data4Good Survival Kit.

2015 Teradata PARTNERS User Group Conference DataDive

Teradata focuses our community resources and employee-volunteer talents on three key areas:

1. Improving education to help build tomorrow's technologists and business leaders who understand the possibilities that technology provides.
Interest among youth today in science and technology is diminishing. Teradata Cares is dedicated to countering this trend by nurturing and developing young people's interest and education in the STEM disciplines (science, technology, engineering, and mathematics). In addition to preparing today's youth for life in the modern world, this approach also develops our industry's future technologists and business leaders. Many employees get involved in career days and help mentor young people towards a future in the field of technology.

2. Helping the environment by supporting global sustainability.
Teradata strives to comply with all applicable workplace health and safety requirements and regularly monitors its achievements in these areas. Also, Teradata has implemented recycling programs, utilizes recycled products (such as paper), and has implemented various energy and resource conservation programs at multiple facilities. Teradata's green family of products boosts energy efficiency, enabling more output with less consumption. The entire platform leverages energy-efficient processors and cabinet designs. Finally, in our volunteer efforts, our employees participate in neighborhood clean-ups, restoration projects, promote creative ways to conserve energy at their own locations, and assist with disaster relief efforts around the world.

3. Strengthening neighborhoods and communities where Teradata has a presence.
Through Teradata Cares, Teradata employees donate their time and expertise to improve communities around the world. Employees are encouraged to volunteer anywhere they have a passion, whether that be animal welfare, arts and culture, environmental welfare, or health and human services relief. Teradata's employees also volunteer their time as board members for non-profit organizations, participate in social service programs, and lend their considerable experience to many community organizations.

6.3 Employee Involvement

Each employee at Teradata has their own passions and skills that can benefit the world around them. Through Teradata Cares, we encourage people to support their personal passions or find new ones through multiple volunteering opportunities in the cities where they live or while they are attending Teradata events.

Volunteering Policy

As part of its commitment to give back, Teradata provides employees four days a year during normal working hours to volunteer in their local communities. Teradata encourages community commitment by offering a variety of opportunities to give back. In 2015, our employees volunteered more than 25,000 hours around the globe. Since the launch of Teradata Cares in May 2008, more than 100,000 volunteer hours have been completed.

Community Champions

The Community Champions program allows employees the opportunity to promote an ethic of service in their local community. Community Champions embody the values of Teradata and are the leaders of change. Working with Teradata Cares in their local offices, they are integral to mobilizing the corporate community and leveraging our highly-skilled workforce to make a significant and positive impact in the community. Community Champions have the unique opportunity to not only be a volunteer, but also to lead, inspire, and motivate colleagues to get involved.

Teradata Cares provides training, support and tools to assist these passionate employees to further our efforts around the globe. Community Champions are also a critical part of Teradata's Annual Days of Caring. Currently, more than 65 Teradata Community Champions are located in cities across the United States and around the world.

Teradata Annual Days of Caring

Every August, Teradata employees around the globe are invited to participate in the annual Teradata Days of Caring, during which employees join together to support local community projects. In 2015, employees, families, customers, and partners volunteered more than 2,500 hours, with non-profit organizations of their choice all around the world.

Teradata Cares for the Earth

To support our second area of focus, helping the environment by supporting global sustainability, and in conjunction with Earth Day, Teradata Cares for the Earth is a global effort around conservation for all employees, and their families are encouraged to participate, share their current conservation efforts, and target new ways to help support our environment. The strategic objectives for the program are to:

1. Expand green awareness and behaviors.
2. Bridge activities from green to conservation.
3. Link global employees in a shared initiative.

Seoul, South Korea, CheongGae Mountain Cleanup

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Teradata Cares with Our Customers

At Teradata Innovation Forum in Paris, France, customers were asked to do something unique to support a charitable cause. Just prior to the conference, Teradata associates held a Teradata Cares event and painted several canvases. They were asked to theme them based on these 10 French subjects: Welcoming, Culture, Fashion, Workers, Music, Attitude, Party-Time, Seduction, Holidays, and Gastronomy. Customers at the Forum were then asked to vote for their favorite painting, and based on the winner, a donation was made to L'enfant @ l'hopital Association. Eric Joulié, President of Teradata France, presented the check to the charity, thanked everyone for their contributions, and stressed that giving back to the community is a key part of our Teradata culture. Check out their video 'Art of Teradata Cares'.

Community Service Grants

Teradata Cares also provides Community Service Grants to encourage civic volunteerism by providing funds for volunteer projects performed with teams of five or more employees. Community Service Grants must be used to purchase supplies and materials for the performance of a specific, one-time, hands-on project to be completed by the employee group that requests the grant, or donations in support of teams raising money for various causes. Examples of this type of project might include the purchase of lumber or hardware to build a fence around a school playground; the purchase of bathroom fixtures to renovate a homeless shelter; or the purchase of flowers, shrubbery, and mulch to landscape around a community center.

Copenhagen, Denmark, Bike-to-Work for the Environment

Teradata Cares at Events

In addition to projects near their homes, Teradata leverages customer events to engage not only our employees but also our customers and partners. At the Teradata PARTNERS User Group Conference held annually in various cities, projects are completed to support those local communities.

In Anaheim, California, this year, Teradata employees, partners, and customers assembled wheelchairs and relief kits that were donated to local Orange County veterans. They also crafted easy-to-do tie blankets for donation to American Cancer Society for anyone undergoing cancer treatment. Our customers tell us year after year that it's a pleasure to take some time and give back while attending the PARTNERS Conference.

Teradata employees, partners, and customers working together to help local veterans in Orange County.

At this year's Teradata Universe, our European customer conference, Teradata Cares supported Spieren voor Spieren, an organization working to ensure a better quality of life for children with muscle disease. Through combined Teradata and customer donations, the organization received more than $10,000 in support of their inspiring mission.

Celebration of Caring Awards

In 2008, Teradata Cares launched its "Celebration of Caring Awards." Teradata employees are nominated annually for their personal involvement in helping to improve the quality of life for others. The Celebration of Caring Awards recognizes and honors Teradata employees whose volunteer efforts best exemplify dedication to the well-being of the people in their communities. In addition, the charities that our winners support also receive a grant from Teradata.

2015 Celebration of Caring Award Winners
2015 Americas Employee of the Year—Keith Sams, Bentonville, Arkansas

In 2015, Keith started working with the local Springdale, AR, school district to add bicycle education to the district's physical education program. This program sought to leverage the new 38-mile NW Arkansas Razorback Greenway, itself designed to provide safe routes to

schools, and offer a diverse venue for fitness and recreation activities for the region. Keith was able to coordinate with the school district, local corporate donors, and the Walton Foundation to secure funding to place more than 859 bicycles in all 28 schools within the district. In addition, Keith worked with Teradata Cares to secure two grants that were used to purchase more than 1/3 of the helmets in use within the district. The second of these grants was the result of the coordination of local Teradata employees who volunteered their time to help build 78 of the bikes across 5 different schools. In May, the school children officially opened the Greenway on their new bikes and helmets in front of Arkansas' contingent of U.S. representatives, the Governor, and other dignitaries. The true impact of this program was realized in the fall as more than 2,500 fifth-, sixth-, and seventh-graders took 2-hour active field trips on the bikes that involved riding to local sites including a history museum, airport, and several lakes to practice bicycle safety and fitness. Keith was the ride leader for more than 20 of these field trips on behalf of Teradata Cares.

2015 International Employee of the Year—Azhar Ali Siddiqi, Lahore, Pakistan

Azhar is a member of the Teradata Cares team in Pakistan and has been heavily involved in many activities over the past year. Lahore started an education project in 2013. Azhar has helped the team collect data about the families who are unable to educate their children and has helped distribute funds to keep these children in school. During the holy month of Ramzan, Azhar helped with many community activities; collecting funds for the underprivileged; distributing toys to orphans, and assessing more than 30 cases of people in need. It is a difficult task to overcome the challenge of fairly and peacefully distributing funds collected by employees to help in the community. Azhar also helped with those who could not afford medical help, and the Pakistan Teradata Cares teams raised funds to help more than 100 individuals. Azhar is a key member for the Pakistan team. His vision, relationship skills, and leadership consistently help to make these projects successful.

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2015 Team of the Year—GDC, Lahore and Islamabad, Pakistan

This Teradata Cares team has been meeting weekly for five years and has focused on the needs of individuals or families in the neighborhoods where Teradata employees live and work across a wide variety of issues: education, health and welfare, poverty, and hunger. This team has worked with the Students Welfare Society (SWS) for more than five years. SWS's goal is to provide education for all, and Pakistan has been sponsoring students at various stages of their educational career. The team has supported more than 40 students at different levels during 2015. The team works directly with both the Pakistan Institute of Medical Sciences and the Ittefaq Hospital; and this past year, more than 20 patients were provided medicine because of their dedication. This year the team also decided to help families in despair and fulfill their basic survival needs—they called it Care for Hunger Project. About 80 families and more than 500 individuals were fed with food packages.

2015 Office of the Year—Mumbai, India

The GDC Mumbai office has worked on Teradata Cares initiatives that support important causes through voluntary monetary contributions, volunteer time, and engaging with the appropriate NGOs. By partnering with Seva Sahayog, an NGO working to keep kids in school, 611 school kits were distributed to underprivileged children from funds collected by Teradata employees. In addition to the school kits funded by Teradata, employees volunteered at Seva Sahayog to assemble more than 1,000 kits that were donated to local children. Understanding how important science is to our youth, funds were also donated to establish a science laboratory for a school in Dengyachi Met Jawhar Dahanu. Mumbai employees have made a difference with their blood donation drive. Around 72 people donated 1 bottle each. They've collected and donated fruits personally to those in the hospital suffering with cancer. As part of Clean India Mission, they have contributed funds for construction of toilets at a campsite located on the outskirts of Mumbai.

6.4 Teradata University Network

Mastering the challenges of tomorrow's dynamic business and IT environments will require a combination of technical expertise and practical, hands-on training—and that's exactly what students experience through Teradata University Network (TUN). Teradata's goal is to train students to be break-through thinkers and doers who use data to create business value by providing free access to resources and software to universities around the globe. Preparing the next generation of data analysts and scientists for current and future career opportunities is our primary focus. By offering students unique learning opportunities including free training for Teradata Certification and hands-on access to tools including Teradata Database, Teradata Marketing Applications, MicroStrategy, and SAS Visual Analytics on TUN, they are ready to step into their careers and deliver immediate value. Currently, TUN is providing free access to software and resources to more than 4,900 faculty members and more than 50,000 students from 2,432 schools in 112 countries.

Sports Analytics on Teradata University Network

Teradata works with a dedicated board of academics to ensure faculty at universities have free access to the necessary tools to prepare future generations of technologists and business leaders. The academic board that drives this unique teaching portal is composed of leading practitioners and renowned academics recruited from around the world, united by their dedication to sharing innovative, proactive applications of authentic technology for data-driven decisions.

2015 TUN Poster Contest Presentations

In 2015, Teradata University Network continued expansion into marketing and computer science faculty. We support faculty and students from three different academic areas: MIS, Computer Science, and Marketing. The TUN board is focused on creating content and curriculum in each area, and our work in 2015 brought the introduction of Sports Analytics to TUN with tremendous interest. In addition, TUN continues to engage Teradata customers, providing them with the opportunity to create profiles on Teradata University Network to provide students a view into real career opportunities and help support their recruiting needs.

Also new in 2015 was the launch of our first Data Challenge, providing students with the opportunity to compete and test their big data skills with data and business questions provided from our charity partner, Cultural Data Project. In addition to the Data Challenge, we continued the Business Analytics Competition. In both student competitions, finalists were provided with opportunities to present to and engage attendees at our annual PARTNERS Conference. There were 11 teams from three countries selected as finalists in the competitions, and they presented their research in data and analytics and shared their knowledge with conference attendees.

Students at PARTNERS 2015

Special academic rates and scholarship programs also continued to provide faculty and student an affordable way to attend the event. Plans are already underway for the 2016 Conference.

2015 TUN Student Competition Winners
TUN Business Analytics Competition
- Overall Winner: Oklahoma State University (Oklahoma City, OK USA)
- Best Use of Analytics/Visualization: Cal State (Fullerton, CA USA)
- People's Choice: Loyola University (Chicago, IL USA)

TUN Data Challenge
- Overall Winner: NIDA Team 2 (Bangkok, Thailand)
- Most Value to Cultural Data Project: Carnegie Mellon University (Pittsburgh, PA USA)
- People's Choice: Loyola University (Chicago, IL USA)

2015 TUN Data Challenge Overall Winner: NIDA Team 2 (Thailand)

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7.0 Environmental Responsibility

Our commitment to environmental responsibility is evident in our people, products, and processes.

7.1 Energy Consumption/Environmental Program Membership
(GRI G4-EN3; G4-EN5; G4-EN15; G4-EN16; G4-EN18; G4-EN19)

Our measurement includes Scope 1 and Scope 2 emissions. Our data includes only energy consumed within the company. Only electricity and natural gas are used and included in our calculation. Our Scope 2 total fuel consumption for 2015 was 61,542 MWH. The Scope 1 emissions included stable combustible energy where usage recorded was 1692 MMBTUs. We used 68,752 gallons of liquid gas (Fuel). Our GHG/energy intensity ratio for 2015 was .12.

Teradata used the GHG Protocol operation control option to determine the sources of energy usage in the company.

We used the U.S. EPA Climate Leaders: Indirect Emissions from Purchases/Sales of Electricity and Steam protocol to determine our Scope 1 and Scope 2 Emissions for the U.S. For international, we used the CO_2 standards from the IEA 2013 CO_2 Emissions report.

Gases included are N_2O, CH_4, and CO_2. We have no biogenic CO_2 emissions.

Teradata uses an energy intensity ratio of total energy (Fuel, Electricity, and Heating) per units of storage

shipped. Teradata does not use fuel from renewable sources or electricity. We do not participate in any type of carbon purchasing schemes.

Greenhouse Gas Management Program
In 2014, Teradata announced its new emissions goal of a 5-year 7 percent reduction in greenhouse gas emission intensity with a base year of 2013. We are announcing in this report that we have achieved and exceeded this goal with a 2-year reduction in greenhouse gas emission intensity of 17.3 percent. We will announce a new goal in our 2016 CSR report based on our 2015 operations. Our base year will be 2015.

Teradata's emissions were those area included in Table 2.

FTSE4Good Index
In 2015, Teradata was selected as a member in good standing of the FSTE-4Good Index, which is an innovative series of real-time indices designed to reflect the performance of socially responsible equities. This is Teradata's seventh consecutive year to be included in the FSTE4Good Index.

"FTSE Group confirms that Teradata has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index company FTSE Group, FTSE4Good is an equity index series that is designed to facilitate investment in companies that meet globally recognized corporate responsibility standards. Companies in the FTSE4Good

Year	USA Direct Emissions (Metric Tons CO_2 eq)	USA Indirect Emissions (Metric Tons CO_2 eq)	International Direct Emissions (Metric Tons CO_2 eq)	International Indirect Emissions (Metric Tons CO_2 eq)	Total Direct Emissions (Metric Tons CO_2 eq)	Total Indirect Emissions (Metric Tons CO_2 eq)
2012	502	18556	0	3830	502	22386
2013	642	19502	0	2352	642	21854
2014	924	17986	0	2092	924	20078

Table 2. Emissions.

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Index Series have met stringent environmental, social, and governance criteria, and are positioned to capitalize on the benefits of responsible business practice."

EPA SmartWay Transport Program
Teradata has been a member of the SmartWay Program since 2008. SmartWay is an innovative collaboration between the freight industry and government to reduce air pollution and greenhouse gas emissions, improve fuel efficiency, and strengthen the freight sector.

SmartWay Transport's goals are to reduce the impact of freight transport on the environment, and to help our partners see the rewards to their business. Working together, we aim to reduce:

- Fuel consumption from trucks and rail delivering freight.
- Operating costs associated with freight delivery.
- Emissions of CO_2.
- Emissions of NO_x, PM, and air toxics.

7.2 Dow Jones Sustainability Index

For the fifth consecutive year, Teradata was named to the Dow Jones Sustainability North American Index for the Software and Services industry. The DJSI assessment is based on in-depth analysis of financially material economic, environmental, and social practices, with a focus on industry-specific risks and opportunities. Teradata's sustainability strategy addresses both its internal operations and its products, working to deliver analytic platform solutions that are energy-efficient. Teradata product design innovations have increased power efficiency, improved performance-per-watt, and reduced cooling requirements in data center environments. Teradata also conserves resources in the way its products are packaged and shipped.

The Dow Jones Sustainability World Index comprises more than 300 companies identified as the top 10 percent of the leading sustainability performers among the largest 2,500 companies in the Dow Jones Global Total Stock Market Index. Companies on the North America Index represent the top 20 percent of the highest performers.

"Being recognized in this rigorous external benchmark further reinforces our commitment to continue to be a sustainability leader. Making sustainability practices a part of the corporate operating philosophy continues to make good business sense," said Diana Bolden, Senior Vice President, information technology and operations, Teradata Corporation.

Launched in 1999, the Dow Jones Sustainability Indexes are the first global indexes that track the financial performance of the leading sustainability-driven companies worldwide. When selecting the top performers in each business sector, Dow Jones reviews companies on several general and industry-specific topics related to economic, environmental, and social dimensions. These include corporate governance, environmental policy, climate strategy, human capital development, and labor practices. The indexes are compiled annually by Dow Jones and the Zurich-based Sustainable Asset Management Group. More information is available at www.sustainability-indexes.com.

Teradata was named a member of the RobecoSAM Sustainability Yearbook, the world's most comprehensive publication about corporate sustainability, for the fourth year in a row. Teradata performed within the top 15 percent of IT Services and Internet Software and Services industry and also achieved a score within 30 percent of the best-performing company in the category.

7.3 Product Environmental Performance
(GRI G4-EN27)
Product Development Sustainability Requirement
As a business value driver, Teradata R&D will continuously search out and leverage technology alternatives in our hardware and software that can improve performance-per-watt, reduce cooling requirements, and shrink the floor space needs in data center environments as part of our product designs.

The data center industry in which our products operate has broad concerns. Energy consumption rates are skyrocketing, and many organizations are experiencing shortfalls in data center capacity for power, cooling, and space. While at the same time responsible companies are driving to reduce their environmental impact and reduce overall energy costs.

According to leading industry research firms Gartner Group and IDC, the amount of power required to operate and cool data center equipment is a key issue with the chief information officers of major corporations. Awareness of the critical nature of data center power and cooling became top of mind back in 2006. While the economic conditions can impact the enthusiasm for green initiatives at times, there is now a renewed focus by all users of IT equipment on the cost savings that are enabled by equipment that is more energy and space efficient.

Industry, government, and consumers are simply demanding vast increases in computing and Internet capability. The result? The power consumed by IT equipment and the data center infrastructure to support it has exploded to the point where worldwide, the digital warehouses use about 30 billion watts of electricity, roughly equivalent to the output of 30 nuclear power plants. These challenges are occurring despite the advancement in performance per watt enabled by the processor chip industry.

Another long emerging trend that is driving the explosion in data center growth is the enormous amount of data generated in the world. This phenomenon has been labeled as big data by the industry, and it is created by the vast increase in data sources and data uses worldwide. This would include sources such as Internet use patterns and click streams, wireless call routing data, and automobile sensors. This flood of data requires an enormous increase in the equipment to store the data and to, more importantly, analyze it.

Not only is power a problem, but cooling and space requirements are growing as well. According to Gartner Group and Liebert Group, the growth in energy consumption drives the same level of growth in cooling demands for the data center essentially doubling the cost and emissions impact of IT equipment. The real estate in corporate data center floors is some of the most expensive space on the planet due to the extensive infrastructure required there.

Efficient Data Warehouse Computing

As shown over the past five years, Teradata has uniquely leveraged key IT industry technology to deliver the same industry-leading data warehouse capability while dramatically decreasing power, cooling, and floor space demands. Teradata has demonstrated that we are an industry leader in our use of the industry-standard multiple-compute core technologies for microprocessors that are so important to vastly improving compute performance per watt.

A vast majority of system and solution providers to the data center choose to use general-purpose standard industry equipment, not equipment specialized for particular computing tasks as are the Teradata systems. As a result Teradata solutions are relatively more efficient than the mainstream of the data center industry. Key to Teradata's capability here is the Teradata Workload-Specific Platform Family in which a range of systems has been purpose built to meet the needs of specific industry segments and applications.

The Teradata Active Enterprise Data Warehouse 6800 (EDW) is targeted for the broad enterprise-wide needs of many users and workload types. In fact, this platform can deliver the same data warehouse capability as the Teradata products of five years ago while demanding 84 percent less power and cooling and occupying 92 percent less data center floor space. In addition, the hybrid storage capability was introduced in 2011 to further enhance the Active EDW platform's efficiency in performance delivery. Teradata hybrid storage optimizes the performance of solid state drives (SSD) with the efficient storage capacity of hard disk drives (HDD) with Teradata Virtual Storage software that intelligently tracks and moves data based on its usage pattern. A hybrid storage-based 6800 can provide up to 2.5 times the performance level of a standard storage platform without any increase in energy or floor space. This provides our users an efficient path for the speed needed for today's business analysis challenges.

Teradata introduced the Teradata Data Warehouse Appliance platform products in 2009 that enable customers with fewer users and less user data to perform high-performance analytics with a simpler computer system that saves energy and floor space compared to other Teradata and industry alternatives. Teradata is also leveraging the improvements in disk drive storage to bring energy and floor space savings to our customers. The Teradata Data Warehouse Appliance 2800 released in 2015 leverages the smaller form factor 2 1/2" hard disk drives and compact three-dimensional storage that quadruples the data capacity within a single cabinet from the previous generation.

Integrated Big Data Platform

The Teradata Integrated Big Data Platform leverages the capability of scaling up in both the data size per node and the number of nodes to build a warehouse appliance that scales from 125TB (terabytes) to more than 300PB (petabytes) of user data. This enables customers to affordably perform business analytics on extreme amounts of data such as deep history or sensor data. By using large numbers of very high capacity disk drives, the user trades off performance on some workloads for a much lower cost per TB of storage, and, at the same time, vastly reducing the footprint and energy required per unit of storage. For example, one full cabinet of the Teradata Integrated Data Platform requires just 18 percent of the floor space of a high-performance Teradata Active EDW system with the same capacity of user data.

Teradata Aster Appliance

The big data challenges described earlier include the analysis of high volumes of data which lacks the structure to be efficiently addressed with a standard relational database. It would require a large sized, power hungry platform to "brute force" the analysis of this data. In 2012, Teradata began to offer Teradata Aster Analytics and open-source Apache™ Hadoop® in a single appliance which is optimized to analyze these large volumes of multi-structured data efficiently with a smaller, lower power system. This platform is based on the Teradata Aster MapReduce® software for discovery of patterns in big data and Hadoop analytics servers to store any data type in the low-cost, scalable Hadoop engine. Business analysts and data scientists can now efficiently derive the valuable insights from big data that make its use mandatory for successful companies.

Teradata UDA Appliance

The Teradata UDA Appliance is the first enterprise-class appliance to enable a flexible combination of the Teradata Database, Teradata Aster Analytics, and open-source Apache Hadoop to meet customer workload requirements. It is a compact environment for data warehousing, iterative data exploration, and advanced analytics, and low-cost data storage all installed into a single cabinet to preserve valuable data center floor space.

Server Virtualization

The virtualization of servers and storage has allowed the whole IT industry to more efficiently use the IT resources in the data center. Virtualization means that one large, highly utilized server is able to support the workload typically provided with multiple under-utilized servers by acting like multiple virtual servers. This process enables a data center to replace a large number of lightly used servers with a smaller, more efficient set of fully utilized servers.

Teradata adopted the virtualization approach to our basic product architecture well ahead of the industry in 1996 as a path to full utilization of the Teradata platform (servers and storage). Virtualization techniques have been a key enabler to Teradata's ability to effectively leverage the escalating performance capability of multiple core processor technology. Teradata hybrid storage with Teradata Virtual Storage software has also introduced the virtual storage capability that enables customers to automatically assign more frequently used data to high-performance, low power SSD storage and less used data to larger disk storage units that are more energy efficient on a watt per megabyte basis.

Software Efficiency Improvements

Teradata 15.10, the current release of the Teradata Database, features software improvements that deliver significant performance improvement over previous generations. As a result, our customers can perform more processing on the same hardware with the same energy consumption. We continue to focus on developing software that makes the Teradata systems run more efficiently and perform more useful work on the same system hardware. For instance, the breakthrough Columnar feature introduced in Teradata 13, enables users to very efficiently store and analyze column-oriented data thereby eliminating the energy and space of any additional special purpose systems to accomplish the same functions.

Product Stewardship

Teradata recognizes that responsible product stewardship begins with our product designs and specifications. From product conception to final disposition, Teradata not only designs our products to meet or exceed all applicable safety and health standards, but also strives to improve the environmental design of our products, with a goal of maximizing opportunities for environmental efficiency, recycling and/or reuse.

For example, the newest model of the Teradata Active Enterprise Data Warehouse, announced in April 2015, provides Teradata customers with up to 84 percent reduction in electricity usage and 92 percent reduction in floor space for the same capability data warehouse as compared to servers of 5 years prior. That's enough KWh of energy saved by one typical system to power 60 U.S. homes for one year. By dramatically reducing energy usage for the same system performance and required floor space, Teradata also has reduced associated data center cooling and power delivery infrastructure by similar ratios.

In addition, Teradata has adopted a power per performance metric for data warehouse power efficiency. It's based on the amount of data warehouse performance provided by a Teradata system (as calculated by Teradata's own measure of data warehouse performance, potential, called TPerf). The Kilowatt per TPerf (KPT) efficiency metric is the amount of power (in KW) drawn by hardware equipment in order to provide a 100 TPerf level for a system.

Data Compression

The Teradata Database software provides a range of data compression features that shrinks the amount of storage space required to contain a data table. The extent that a data table can be compressed depends upon the data patterns that make up that table. The compression factor can reach 5X or greater for data with highly repeatable patterns, such as phone call information, where popular area codes repeat often. It's estimated that the typical Teradata user can enjoy an average compression factor of 3X through the use of standard Teradata Database compression capabilities.

Teradata introduced an automatic software-based compression capability in 2015, which enables a Teradata Data Warehouse Appliance to achieve compression ratios of up to 10X. In typical usage, the software compression will conservatively provide a 3X to 4X compression factor.

Data table compression enables a Teradata user to avoid purchasing additional data storage, resulting in substantial energy savings. For example, a user with an average 2X compression factor would require approximately 44 percent less total disk storage space for the same amount of user data; since Teradata systems require balanced storage and server configurations; this would reduce the required total system size by 44 percent. Therefore, the

total system also uses 44 percent less power and cooling energy to support the system. On an average system, this results in 8 KW of continuous power savings—enough to power five average U.S. homes.

7.4 Product Environmental Compliance
RoHS Compliance
Teradata complies with the European Union Directive on the Restriction of Hazardous Substances (EU RoHS), which limits the use of certain substances, such as lead, mercury, cadmium, hexavalent chromium, polybrominated biphenyls (PBBs), and polybrominated diphenyl ethers (PBDEs) in electrical and electronic equipment placed on the European community market.

Prior to the effective date of the EU RoHS Directive, Teradata implemented comprehensive due diligence, order control, and parts management processes to ensure initial compliance, and we continue to do so to assure ongoing compliance. As a result, Teradata is fully compliant with the EU RoHS Directive and similar legislation in other parts of the world, including regulations applicable in China, India, and California.

7.5 Product Recycling
End-of-Life Activities
(GRI G4-EN1; G4-EN27)
With technology progressing at lightning-fast speeds, it seems there is more obsolete computer hardware to manage every year. Teradata, through technology like multi-generational coexistence, has helped to extend the life of data warehouse systems. Even so, all systems must be replaced eventually. Teradata established a program in 1996 to extend the life of those replaced systems and to mitigate the environmental impact of disposal.

The Teradata Used Equipment program collects all trade-in systems and systems returned to our leasing partner, GE Capital. These systems are then recycled in one of four ways:

- Systems are disassembled and reused as spare parts to service the installed base of systems around the world. This helps minimize the amount of new products purchased over the service life of our products.

- Systems are reconfigured and sold for customer use. This allows customers to:
  - Upgrade discontinued platforms with the same generation of equipment.
  - Purchase larger upgrades to meet growth requirements.
  - Purchase systems as test and development platforms.

All systems to be resold go through rigorous testing to ensure they are stable and meet the same standards as new equipment. The refurbishment effort includes reconfiguring the system and updating firmware, wiping data from the drives, replacing batteries, and stress-testing the system for several days.

- Systems are reconfigured and redeployed internally for enhanced R&D and lab systems. This sustains the life of the systems, keeps our labs updated, and lowers our capital costs.
- Systems beyond their economic and functional life are recycled.

Over the past eleven years, Teradata has reused hardware from 42 different countries. This includes more than 3,600 nodes and 28.1PB of disks—an increase of 9 percent and 29 percent, respectively, over last year. The units are often shipped in recycled crates and boxes reclaimed from new hardware shipments. Finally, when the time comes, all hardware is shipped to our recycling center, where it's disassembled and de-manufactured.

We have recycled several times the amount of equipment that has been reused. Here the equipment is broken down, sorted, and shredded into various materials categories like drives, circuit boards, wire, plastics, and metals, for further refining. Our recycling partner and all of its suppliers, right down to the refineries and smelters, are ISO 14001:2004 certified and meet or exceed all federal, state, and local environmental standards and practices.

In 2015, we used 1,404 tons of material computing equipment (racks, servers, and storage). Of that material usage, we used 1 percent of renewable/recycled material. Recycled materials for our product can only be packaging as we are not allowed to sell renewable products in new electronic products to our customers.

EU WEEE Compliance

Our equipment decommissioning and recycling programs are compliant with international recycling legislation, such as the European Union Directive on Waste Electrical and Electronic Equipment (EU WEEE), as well as other applicable e-waste laws and regulations in other parts of the world. Products that are affected by the EU legislation are labeled in accordance with the Directive.

Health and Safety Impact
(GRI G4-EN29)

There are no known incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of Teradata products and services. Furthermore, since becoming an independent publicly-traded company in 2007, and through the date of this report, Teradata-controlled global facilities and operations had no fines or penalties incurred for non-compliance with environmental compliance, pollution control, or occupational safety and health regulations. Over that same time period, Teradata Corporation did not experience any non-monetary sanctions, notifications of permit or licensing violations, administrative orders, or warnings issued by governmental agencies responsible for enforcement of environmental compliance regulations or ordinances, nor has Teradata ever incurred any significant fines or non-monetary sanctions for products, services, or environmental law/regulation non-compliance.

7.6 Release Process Restrictions
(GRI G4-PR3; G4-PR6; G4-PR9; G4-EN27)

As a part of our release processes, we ensure that none of our products emit hazardous resources or waste byproducts. Further, all regional, country, and local regulatory laws and codes are strictly followed during the product development process to prevent Teradata from developing products with banned substances. Hence, our products do not contain banned substances. The following country requirements are observed during our release process: USA, Canada, European Union, Europe Global, Japan, Australia/New Zealand, and Taiwan. A product cannot be released unless it has passed all current regulatory standards. All appropriate certification and environmental labeling is present on our products.

All products require some type of certification or environmental label. Teradata has not incurred fines concerning the provision and use of its products and services.

7.7 Product Transportation
(GRI G4-EN30)

In 2015, Teradata logged more than 560,000 miles delivering our products to our customers' data centers. There are no other environmental impacts of transporting our products. With the introduction of Teradata appliance products, Teradata is shipping more nodes per cabinet than ever before. This allows our customers more processing power with a smaller footprint resulting in a lighter weight system to transport.

7.8 Product Packaging

Teradata continues to work with its vendors to reduce the amount of product packaging used when shipping our product into and out of the factory.

Teradata has worked with our manufacturing suppliers to implement environmentally-friendly programs regarding Teradata equipment, including the reuse of crates and pallets and the recycling of other shipping materials, such as cardboard and plastic. We've also turned to bulk packaging for drives, controllers, and drive modules for use with Teradata systems. Instead of using one mini-pallet/box per product, they use a multi-pack container that holds up to 12 products. In 2015, this vendor used 485 of these multi-pack containers for our product. This resulted in a savings of 5,824 individual min-pallet/boxes. The packaging cost savings realized was $104,000. The shipping cost savings was $15,000.

Teradata products ship in wood crates. In 2003, we started to put processes in place to reuse crates. Our EMS partner, Flex, is the administrator of our wood crate recycling program, which allows the company to reuse crates after the equipment is unpacked at the customer site. In 2015, we recycled 160 crates. Total to date for the program is 2,583 crates. Each crate is about 30 cubic feet. Therefore, through this program we have reused more than 77,490 cubic feet of wood.
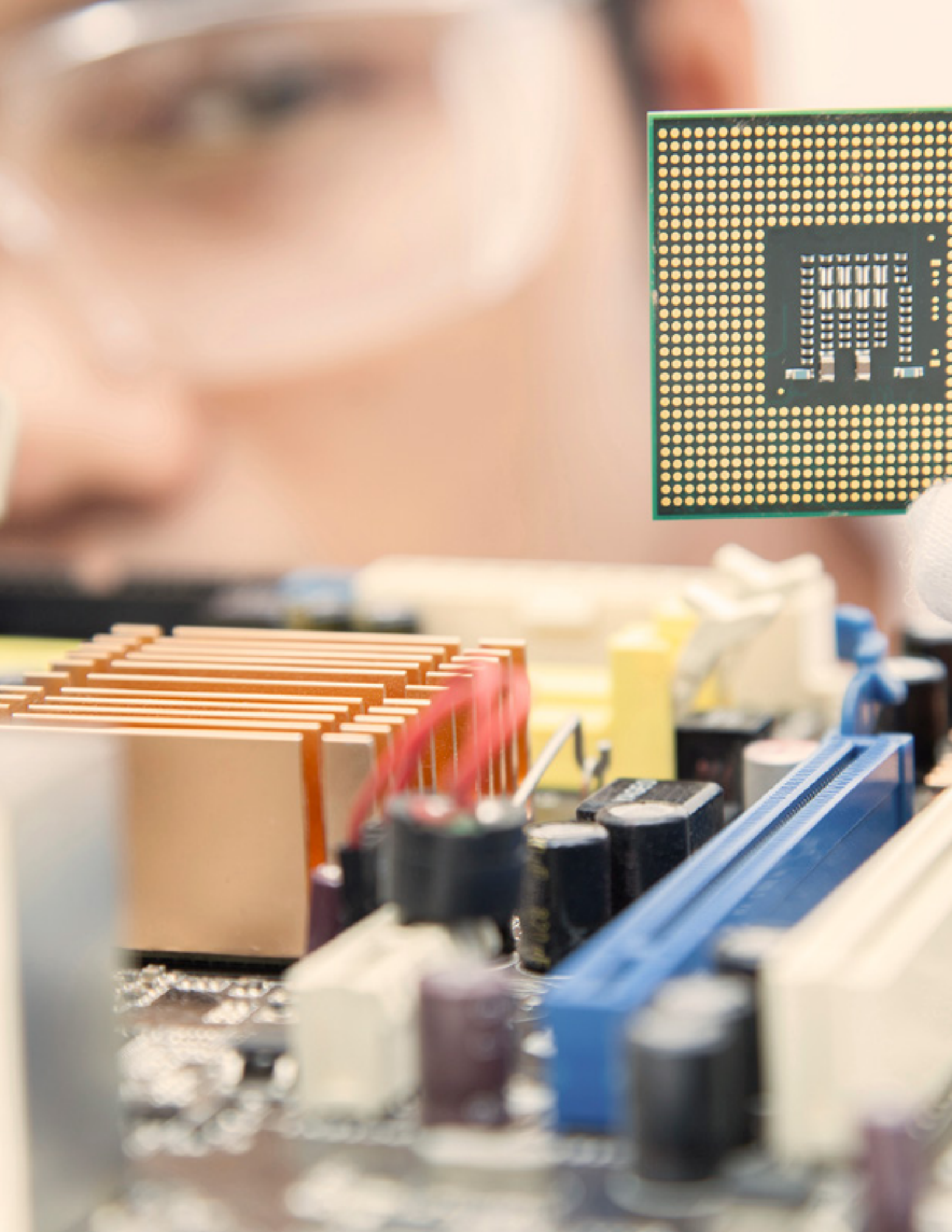
8.0 Global Manufacturing Processes

(GRI G4-12)

8.1 Supply Base

Vendor Managed (owned) Inventory (VMI)

Teradata has set up programs with Tier 1 suppliers to locate equipment for sale close to our final assembly location. Under this program, the suppliers ship bulk quantities of product to local hubs near a manufacturing site, rather than sending discrete customer shipments. Of course this process saves us in inventory holding costs, but when we look at it through an environmental lens, we see significant environmental savings. We are pleased to report that 100 percent of our Tier 1 manufacturing suppliers participate in the VMI program. This program continued to operate very efficiently in 2015. Flextronics also has a facility energy savings team that focuses on reducing the amount of energy used by the local facility where our product is built. Teradata has 8 Tier 1 suppliers; those suppliers in turn manage the supply base.

8.2 Teradata Code of Conduct for Suppliers

(GRI G4-14; G4-EN32; G4-EN33; G4-LA15)

As mentioned earlier, Teradata Corporation, its employees, and partners have adopted the Teradata Code of Conduct. In addition, we have also adopted the standards of conduct set forth in the Electronic Industry Citizenship Coalition (EICC) Code of Conduct. Together, these standards, where applicable, constitute the Teradata Code of Conduct for Suppliers. By using these standards and contracting and auditing our suppliers based on these standards, we are using a precautionary approach within our supply base. There have been no suppliers subject to environmental impact assessments.

The Teradata Code of Conduct

Teradata expects and requires its business partners, including its suppliers, to comply with or exceed the standards of conduct set forth in the Teradata Code of Conduct with respect to all of their Teradata-related dealings. For more information, see section 4.14 of this report, or view the entire Teradata Code of Conduct online at Teradata.com/code-of-conduct.

The EICC Code of Conduct

Additionally, Teradata requires its business partners that are also electronic industry suppliers to comply with or exceed the standards of conduct set forth in the EICC Code of Conduct with respect to all of their Teradata-related dealings. The areas covered in the Code of conduct are: Labor, Health and Safety, Environmental, Management Systems, and Ethics. Further details concerning the EICC Code can be found at www.eicc.info.

In combining these two Codes of Conduct, we are able to reach out to all Tier 1 suppliers, not just those in the electronics industry. We are pleased to report that all of our Tier 1 suppliers have signed an agreement stating that they are in compliance with the Teradata Code of Conduct for Suppliers.

As a part of the our Teradata Code of Conduct for Suppliers program and as a result of our adoption of the EICC Code of Conduct, we developed a self-audit program for our Tier 1 direct manufacturing suppliers. Teradata audited 80 percent of Tier 1 vendors in 2014. There were no environmental risks identified in our supply chain. Also, there were no labor risks associated with our supply chain. One of the tenets of the EICC Code of Conduct is to periodically assess production facilities and corporate procedures for adherence to the code. With regards to this process, Teradata has developed an assessment tool based directly on the standards of the EICC Code of Conduct. The completion of this assessment is a requirement for Tier 1 suppliers of Teradata.

8.3 Flextronics: Our EMS Supplier

Flextronics has the 14001 Environmental Management Certification for the manufacturing site(s) that we employ. We are proud to be a partner with this company. Flextronics is also a founding member of the Electronic Industry Citizenship Coalition. This only increases our confidence in our manufacturing partner in terms of its ability to assure an ethical supply chain. These partnerships are another way our customers can be sure that we partner with the leading-edge suppliers in the world. Flextronics is our sole EMS supplier. There have been no major changes in the structure of our supply chain or major operations.

TERADATA

9.0 Facilities

9.1 Teradata Environmental Health and Safety (EHS) Program

Teradata is committed to protecting the environment and the health and safety of its employees, contractors, and vendors as well as the communities in which it operates. As part of that commitment, Teradata developed a global Environmental Health and Safety (EHS) program. This program provides guidance on implementing and complying with basic environmental, health, and safety procedures within our facilities and complying with regulatory requirements.

The EHS policy and procedures are based on established, well-recognized international standards and regulatory requirements that apply to all Teradata locations worldwide. The program requires that all employees and on-site contractors comply with these procedures and requires everyone to review the entire EHS program and Team Safety Handbook procedures every two years. Teradata's program also encompasses yearly assessments of each facility and audits each facility every three years on a rotational basis. There are two components to the EHS program—the EHS Management System (EHSMS) which explains the overall EHS program and 19 standard operating procedures (SOPs), which contain the guidelines and procedures to be followed for specific areas of EHS.

The successful implementation of this program requires each Teradata location to have a designated Site EHS Coordinator. This person will serve as the primary contact for EHS matters and "take charge" of the facility should an emergency situation arise.

Oversight of Teradata's EHS program falls under the company's COO office. In 2015, we have continued this program and perform the necessary facility audits to ensure we are in compliance with our program.

Teradata adheres to ISO 14001 for the Enterprise Health and Safety program in place in all Teradata owned, leased, or rented office space. Teradata does not presently have any manufacturing facilities. Our EH&S policy and standards are reviewed and updated yearly to ensure compliance with up-to-date relevant data pertaining to EH&S. Teradata has not been fined or found guilty of any office safety violations since inception as an independent company.

9.2 Facility Information

Teradata operates in 40 facilities in the U.S., 39 of which are leased. Teradata's only owned facility is our San Diego campus in Southern California.

In 2008, Teradata Corporate Real Estate embarked on a quest for greater sustainability. As a starting point, policies and procedures were created to govern how our sustainability program would be implemented in our facilities, with an initial focus on the U.S.

In 2009, the program was implemented globally. In 2015, 33 percent of the 121 sites Teradata occupies are located in the U.S. During 2015, Teradata continued its sustainability commitment to compliance and provides up-to-date information about its internal facilities web site that helps promote green living to all Teradata employees and contractors.

Teradata is committed to complying with all applicable health, safety, and environmental laws, regulations, and standards in delivery of services to customers, interactions with employees, and involvement within the community. To fulfill this commitment, Teradata will work to establish and maintain sustainable practices by:

- Increasing employee awareness of sustainability issues through formal and informal communications.
- Promoting ownership, responsibility, and accountability for sustainable performance and continuous improvement.
- Establishing procurement policies that support regional sourcing, recycled content, reusable materials, and Energy Star certifications where economically feasible.
- Continuously improving sustainable performance through compliance auditing, measurement, and reporting.

9.3 Facility Locations
(GRI G4 EN-11; G4- EN13)
The company's primary research and development center is located in San Diego, California; comprised of 460,000 sq. ft. Teradata also leases other locations around the world. None are located near protected habitat areas or of a high biodiversity value.

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9.4 Facilities Environmental Impact

(GRI G4-EN9; G4-EN20; G4-EN21; G4-EN24; G4-EN25; G4-EN26)

Through a study conducted as part of our past membership in EPA Climate Leaders program, Teradata learned we are in compliance with the use of ozone depleting substances in our products and processes. Also, because Teradata has only office operations, NOx, Sox, and other air emissions are presumed to be minimal and, therefore, are not estimated or tracked. Teradata has not evaluated any contribution of fugitive emissions. Our data centers are laid out with a hot/cold aisle scheme, and server virtualization was implemented and plans are in place to migrate to a lights out environment. This, in conjunction with an added ducted return system, has increased cooling efficiencies.

During calendar years 2008-2015, Teradata's operationally controlled sites disposed of no hazardous waste. Teradata did not import/export any ODS. In 2015, Teradata recycled 256,570 pounds including all possible recyclables to the effort (glass, metal, plastic, and wood).

In 2015, there were 138,279 pounds of universal waste (CRTs, Electronics, fluorescent lamp, UPS, and household batteries). The new recycling guidelines have increased what is considered Universal Waste adding many new items to the list. Teradata neither imported nor exported any hazardous waste at sites within Teradata's operational control. Additionally, during this reporting year, there were no significant spills or releases of hazardous waste from Teradata's operationally controlled facilities. Teradata does not have any operations that are in danger of causing threats or irreversible damage to the environment. Teradata's San Diego Site also recycled 14,298 lbs. of hard drives, not included in the above universal waste total.

Teradata did not have any intentional discharge of waste water other than into municipal waste water disposal systems. Teradata does not recycle or reuse water because Teradata only withdraws water from municipal sources for human support and HVAC heat rejection. Consequently, there are no water sources impacted by Teradata Operations.

9.5 Facilities Update: Rancho Bernardo (San Diego)

Our San Diego facility continued its commitment to the community to be a sustainable partner. Here are some highlights from the San Diego facility from the past year:

- Teradata was honored for its innovative green business practices through the 2009-2011 **Waste Reduction Awards Program** (WRAP), sponsored by the California Integrated Waste Management Board. In 2012, this program was discontinued in favor of new mandatory recycling regulations put in place by the state of California. Teradata continues its aggressive recycling programs, resulting in the reduction of operating costs. The range of environmentally sound business practices include: innovative reuse and recycling; resource conservation; conducting employee education programs; buying recycled-content supplies for the workplace; and managing electronic waste responsibly.

Conservation efforts include:
- **Paper Conservation**: Teradata diverted 58,855 lbs. of waste office paper from the landfill in 2015, saving the equivalent of 501 trees and 205,798 gallons of water that would have been required for processing raw pulp into paper.

- **Metal Scrap and Other Recycling**: In 2015, Teradata diverted 45,108 lbs. from the landfill consisting of metal scrap, including light and heavy iron and aluminum. The majority of the metal scrap generated through the Teradata San Diego location is electronic scrap. Teradata San Diego also recycles other waste streams, including aluminum cans, plastic bottles, fluorescent lamps, construction debris, and toner cartridges.

- **Green Landscaping**: Teradata's San Diego landscapers are required to recycle all of the green waste that is generated by this facility. An arborist recycles all wood from the tree trimming that is done twice a year.

Irrigation controllers with integrated weather stations have been installed to minimize the water used for irrigation. These controllers allow for different plant material and landscaping conditions to factor into watering schedules.

The conservation program includes these energy improvements to the facility:

- Prior installation of a Building Automation System (BAS) to control campus lighting and heating, ventilation, and air conditioning (HVAC) systems continues to reduce the energy needed to maintain the building environment. BAS controls operation times and limits individual zone thermostatic adjustments, ensuring effective climate control without zone competition. BAS also controls the activation of waterside

economizers that allow Teradata to minimize compressor operating times during the summer and can also be used for heating over the winter. As a building envelope measure, specially coated glass and window treatments were installed to reduce thermal transfer. The energy savings are about 250,000 Kwhs annually with this system.

- Prior installation of state-of-the-art lighting that utilizes energy-efficient T8 fluorescent lamps, compact fluorescents, and LED technology has significantly reduced energy usage. To supplement the T8 lamps, we installed parabolic reflectors, deep louvers, and electronic ballasts. The energy savings are about 195,000 Kwhs annually with this lighting system.

- In 2014 Teradata approved a Capital Spend of more than $2M to improve and upgrade the Central Plant System in the San Diego facility, which will markedly decrease energy consumption. The benefits of this initiative were recognized in 2015.

Miamisburg, Ohio

One of the most efficient HVAC systems on the market has been installed for the Teradata new Miamisburg building. The system is called a Water Source Heat Pump (WSHP) system.

The WSHP system consists of a number of heat pump units connected to a common recalculating water loop. WSHP units on this loop exchange heat with the loop by rejecting heat to the loop (for those units in the cooling mode) and extracting heat from the loop (for those units in the heating mode). A Cooling Tower and High Efficiency Natural Gas Boiler removes and adds heat as required, to maintain the loop temperature within the proper temperature range. Efficiencies include:

- Variable speed pump and fan motors: These motors save energy by operating at optimum levels.

- Heat recovery: Energy is recovered from exhaust air and then reused to heat or cool the space.

- CO_2 control: The carbon dioxide (CO_2) levels are constantly measured to ensure the correct amount of outside air is conditioned and introduced into the building.

- Paper conservation: Teradata's Miamisburg office diverted 27,275 lbs. of waste office paper from the landfill in 2015, via our document destruction partner.

This saved the equivalent of 235 trees and 96,722 gallons of water that would have been required for processing raw pulp into paper.

El Segundo, California
- Paper Conservation: Teradata's El Segundo office diverted 7,835 lbs. of waste office paper from the landfill in 2015, saving the equivalent of 67 trees and 27,383 gallons of water that would have been required for processing raw pulp into paper.

Johns Creek, Georgia
- Paper Conservation: Teradata's John's Creek office diverted 19,521 lbs. of waste office paper from the landfill in 2015, saving the equivalent of 166 trees and 68,226 gallons of water that would have been required for processing raw pulp into paper.

Indianapolis, Indiana
- The Indianapolis office of Teradata Marketing Applications participates in a voluntary recycling program through building management. The program includes recycling cans and bottles, as well as white paper and paper shredded by a document destruction company. Teradata's Indianapolis office diverted 21,216 lbs. of waste office paper from the landfill in 2015, saving the equivalent of 180 trees and 74,256 gallons of water that would have been required for processing raw pulp into paper.

9.6 Ongoing Data Center Operations
Teradata continues efforts to conduct efficient data center operations by increasing the virtual server and storage footprint and replacing older infrastructure with more efficient solutions to reduce and manage energy consumption. As a result of these efforts, we were able to avoid the deployment of 124 new physical servers in 2015 by building the servers in our existing virtual infrastructure. We also conducted a floor sweep of our Teradata Integrated Data Warehouse infrastructure. These efforts directly result in an ongoing annual energy consumption avoidance of about 389,465 kWh. Going forward, we will continue to drive increased server virtualization and begin the process of replacing our current storage infrastructure with solid state technology, which we expect will contribute to further efficiencies in energy consumption.

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Building	Address	City	State / Province	Country	Space Use	Rentable Area	Unit of Measurement
Canberra, ACT, Australia	12 Moore St.	Canberra	ACT	AUS	Office	2,967	SQF
North Sydney, NSW, Australia	60 Miller St.	North Sydney	NSW	AUS	Office	12,615	SQF
Melbourne, VIC, Australia	606 St Kilda Rd.	Melbourne	VIC	AUS	Office	4,907	SQF
Vienna, Austria	Storchengasse 1	Vienna		AUT	Office	7,728	SQF
Mississauga, ON, Canada	6303 Airport Rd.	Mississauga	Ontario	CAN	Office/R&D	14,458	SQF
Toronto, ON, Canada	251 Consumers Rd.	Toronto	Ontario	CAN	R&D	3,022	SQF
Santiago, Chile	Cerro Colorado 5240	Santiago		CHL	Office	4,286	SQF
Copenhagen, Denmark	Lyngbyvej 14-28	Copenhagen		DNK	Other	0	SQF
Espoo, Finland	Valkjarventie 7 A, Kiinteisto Oy Espoon Tietajanpuisto	Espoo		FIN	Office	1,981	SQF
Antony, France	2/6 place du General de gaulle	Antony		FRA	Office	20,634	SQF
Düsseldorf, Germany	Niederkasseler Lohweg 189	Düsseldorf		DEU	Office	3,681	SQF
Frankfurt, Germany	Lyonerstr. 20	Frankfurt		DEU	Office	2,975	SQF
Munich, Germany	Dachauer Strasse 63+65	Munich		DEU	Office/R&D	43,008	SQF
Kwun Tong, KU, Hong Kong	No. 378 Kwun Tong Rd.	Kwun Tong	Kowloon	HKG	Office	1,792	SQF
Gurgaon, HR, India	Block 4A, DLF Corporate Park, DLF City 3	Gurgaon	Haryana	IND	Office	1,553	SQF
Gurgaon, HR, India	Block 4A, DLF Corporate Park, DLF City 3	Gurgaon	Haryana	IND	Office	1,772	SQF
Powaimumbai, MH, India	Nomura Building, High St., Hiranandani Business Park	Mumbai	Maharashtra	IND	Office	29,624	SQF
Powaimumbai, MH, India	Nomura Building, High St., Hiranandani Business Park	Mumbai	Maharashtra	IND	Office	9,362	SQF
Pune, MH, India	Tower XII, Cybercity, Magarpatta City	Pune	Maharashtra	IND	Office	22,020	SQF
Pune, MH, India	Tower IX, Magarpatta City SEZ, Magarpatta City	Pune	Maharashtra	IND	Office	25,970	SQF
Rome, Italy	Via Valentino, Mazzola 66/ Via Erminio Spalla 41	Rome		ITA	Office	2,723	SQF
Mexico City, Mexico	Mariano Escobedo 476, Col. Nueva Anzures	Mexico City	D.F.	MEX	Office	7,326	SQF
Singapore	Suntec Tower 3, 8 Tamsek Blvd.	Singapore		SGP	Office	3,670	SQF
Stockholm, Sweden	Kronborggrand 5, Kista	Stockholm		SWE	Office	4,370	SQF
El Segundo, CA, United States	601 N. Nash St.	El Segundo	California	USA	R&D	52,000	SQF
San Carlos, CA, United States	999 Skyway Rd.	San Carlos	California	USA	R&D	20,432	SQF
San Diego, CA, United States	17095 Via Del Campo	San Diego	California	USA	R&D	185,381	SQF
San Francisco, CA, United States	301 Howard St.	San Francisco	California	USA	Office	13,688	SQF
Santa Clara CA, United States	2055 Laurelwood Rd.	Santa Clara	California	USA	R&D	9,171	SQF
Washington DC, United States	616 H St. NW	Washington	DC	USA	Office	5,894	SQF
Itasca, IL, United States	500 Park Blvd.	Itasca	Illinois	USA	Office	4,374	SQF
Cambridge, MA, United States	614 Massachusetts Ave.	Cambridge	Massachusetts	USA	Office	4400	SQF
Raleigh, NC, United States	5565 Centerview Dr.	Raleigh	North Carolina	USA	R&D	28,784	SQF
Dayton, OH, United States	1611 South Main St.	Dayton	Ohio	USA	Data Center	5,000	SQF
Miamisburg, OH, United States	10000 Innovation Dr.	Miamisburg	Ohio	USA	Office	60,000	SQF
Vandalia, OH, United States	3700 McCauley Dr.	Vandalia	Ohio	USA	Office	1,200	SQF
Lexington, SC, United States	714 South Lake Dr.	Lexington	South Carolina	USA	Office	12,094	SQF
Irving, TX, United States	4200 West Royal Ln.	Irving	Texas	USA	Office	7,105	SQF

Table 3. Facilities.

10.0 Ethics and Compliance

10.1 Employee Ethics and Compliance Training
(GRI G4-43; G4-LA10; G4-HR2; G4-SO3; G4-SO4; G4-SO5; G4-SO7; G4-PR9; G4-56; G4-57; G4-58)
Teradata shows its commitment to integrating ethical business practices throughout the Company's global workforce by offering various ethics and compliance learning opportunities, and requiring certain amounts, levels, and subject areas of ethics and compliance training. It also requires various ethics and compliance certifications from all employees, officers, senior management leadership team members, and Board members.

These communications, training programs, and certifications focus on Teradata shared values; identified attributes; desired behavioral qualities; compliance-with-laws requirements; compliance-with-policies requirements; Code of Conduct commitments; environmental, health and safety compliance; respect for human rights, anti-slavery, and anti-forced-labor; commitments and practices to avoid and eliminate corruption; and, how

to raise ethics and compliance concerns and questions, and report potential ethics and compliance violations. These include communications and reinforcement regarding use of a company-sponsored third-party-administered whistleblower Ethics Helpline and being able to do so without fear of retaliation and with the ability to do so, to the extent permitted by applicable law, on a confidential, anonymous basis. They also expressly cover the Company's standards of conduct and requirements of all Teradata people to avoid, address, and not tolerate any forms of discrimination, harassment or retaliation, and include training regarding avoiding and stomping out sexual harassment, hostile work environments and discrimination, and implementing non-discriminatory performance management practices and compensation planning for managers.

All newly-hired employees (including employees of companies newly-acquired by Teradata) are oriented to the company's shared values, identified attributes, desired qualities, and Code of Conduct as a part of the company's onboarding process. They must complete the company's

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Code of Conduct training module shortly after their employment start dates (or merger dates for employees of newly-acquired companies). Upon their completion of that module, they must certify that they have read, understand, and will comply with the company's Code of Conduct. And, they must disclose all potential conflicts of interest they may have.

In addition, all Teradata employees, individual staff contractors, officers, senior management leadership team members, and Board members are required to complete a supplemental Code of Conduct training and certification module annually. The Company's online Code of Conduct training modules typically include: information about key ethics and compliance areas that are the most relevant to the company; scenarios; questions/answers; and, links to the company's Code of Conduct, Ethics Guides, and Ethics Helpline. The company also deploys ethics and compliance reinforcement, training, awareness, and communications periodically throughout the year and through on-demand online ethics and compliance resources.

All employees of the company also are required to complete new-hire and annual information security, privacy, and data protection compliance training, as well as new-hire and periodic (at least once every three years) environmental, health and safety compliance training. All newly-appointed managers and facilities coordinators also are required to complete more-advanced periodic environmental, health, and safety compliance training upon appointment and periodically (at least once every three years) thereafter. Managers in several jurisdictions (e.g., California, Connecticut, and Maine) also are required to complete statutorily-mandated anti-harassment training at least once every two years. Employees who deal with government contracting and government officials or representatives in the U.S. are required to complete periodic (annual and ad-hoc) training on, and certify compliance with, supplemental ethics and compliance requirements that apply to those subject areas.

Employees who deal with non-U.S. transactions or matters that involve non-U.S. government officials or employees, officials, or representatives of governmentally wholly-owned or partially-owned enterprises, officials, or representatives of public international agencies, or books-and-records for non-U.S. transactions or payments are required to complete additional training on, and certify compliance with, supplemental ethics and compliance requirements that apply to those subject areas.

These include compliance with the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act, and other anti-bribery, anti-corruption, and anti-money-laundering policies and laws.

Employees who deal with imports, exports, or distribution of technologies and information that are subject to boycott, anti-boycott or embargo laws, trade sanctions, export licenses or restrictions, also are required to complete additional training regarding supplemental ethics and compliance requirements that apply regarding those subject areas. Additional ethics and compliance training programs are presented to company employees at various team meetings and to various subject-matter-focused audiences continuously. Members of the company's Board, senior management leadership team, next-level senior leaders, Law Department, Ethics and Compliance Office, and financial-controls organizations also receive periodic ethics and compliance training about key subject areas that are relevant to their roles and heightened responsibilities.

In connection with the subject areas noted above, as well as several other key ethics and compliance subject areas, the company Ethics and Compliance Office publishes subject-matter-specific Code of Conduct supplemental materials. These are referred to as "Ethics Guides." These Ethics Guides are used in the company's ethics and compliance training programs and are available to all employees from the company's employee online sites.

The Teradata Values and Code of Conduct document and Teradata Ethics Guides themselves include, and are used as, learning and training aids. In addition to stating the company's shared values, identified attributes, desired qualities, and standards of conduct, those documents include: explanations of why those values, attributes, qualities, and standards apply; answers to frequently-asked-questions; real-world-based scenarios-and-guidance, red-flags and warning-signs listings; explanations of the company's ethics and compliance processes; details about how employees can raise ethics concerns and questions, and report suspected violations through a variety of channels (including through a toll-free and online Ethics Helpline that can be used on a 24X7 confidential and anonymous basis); and, information about the company's policy of not tolerating any retaliation against employees who raise issues or make violation reports in good faith.

The Teradata Values and Code of Conduct document emphasizes personal and corporate integrity and exemplifies the company's commitment to integrity, ethics, and compliance in all words, decisions, and actions of the company and its people. It also reinforces that Teradata people should ask questions and obtain guidance before acting if they have any doubt about whether something they propose to do might violate the company's Code of Conduct, company policies, or the law.

Teradata ethical standards and commitments are set at and reinforced from the top of the company, and are communicated and applied to all managers, team leaders, employees, suppliers, and business partners. The company's Values Statement and Code of Conduct document includes 'tone-at-the-top' messages from the company's Chief Executive Officer, the Chairman of the Board of Directors, and the Chief Ethics and Compliance Officer. The company's Chief Ethics and Compliance Officer is a member of the company's leadership council and has direct access and reporting-responsibilities to the company's Chief Executive Officer, the Audit Committee of the Board of Directors, and the General Counsel. Managers, team leaders, and senior management leadership team members are held to even higher ethical standards and scrutiny, and expressly have additional obligations under the company's Code of Conduct and the company's training for it to set, maintain, reinforce, and exemplify a pervasive culture that reflects the company's commitments to integrity, ethics, and compliance.

Managers are required, under the company's Code of Conduct, to consider integrity, ethics, and compliance in all performance evaluations and decisions regarding hiring, retention, compensation, equity grants, and promotion of employees. Managers are provided with ethics and compliance tools so they may have reinforcement discussions and learning sessions with employees, such as real-world scenarios and lessons-learned discussions resulting from the company Ethics and Compliance Office's periodic distribution to management of "Ethics in the Headlines" summaries, and such as discussions resulting from the company Ethics and Compliance Office's periodic distribution to management of thought-provoking "Ethics Quotes" and other "Ethics Aids." Ethics and compliance reminders and reinforcement messages frequently also are included in the company's employee e-newsletters, employee online sites, internal collaboration and social media sites, e-mails, kick-off meetings, leadership council meetings, and 'town-hall' meetings and webcasts.

The toll-free telephone number for the Teradata Ethics Helpline appears on most Teradata employee identification badges, and mention of that fact typically is included in the company's Code of Conduct training programs—so all employees will have, and know they have, access to the company's ethics and compliance guidance and reporting resources at all times.

For 2014-2015 training cycle, more than 12,600 different Teradata people (employees plus individual staff contractors and members of the Board of Directors) received ethics and compliance training, including anti-discrimination, anti-harassment, anti-bribery, anti-corruption, data privacy, information security, and environmental, health, and safety training, for an estimated average of more than 70,000 person-hours of compliance-related training for the year (i.e., an annual average of ethics-and-compliance training of more than 5 hours per person). Much of this training is done through Teradata University, the Company's global learning program and platform. During 2015, Teradata employees and contractors completed a total of 159,033 Teradata University courses for a total of 565,644 person-hours of Teradata University training (an average of 13 courses per person per year and an average of 45 hours of training per person per year) at an approximate company investment cost of $10 million (i.e., $809 per employee per year). Teradata's total actual investments of time, money, and other resources for employee compliance-related training and other training and development is greater than summarized above with respect to Teradata University in that the above reflects only that completed or tracked through Teradata University; yet, the company develops, conducts, and provides additional training through other means and initiatives, such as in-person training at group meetings and conferences. In addition to the modules made available or tracked through Teradata University, the company offers Teradata people on-demand online access to more than 70 different short video and interactive training and awareness modules regarding various ethics-and-compliance-related topics—our Ethics and Compliance Digital Library.

The Teradata annual all-employee Code of Conduct training and certification module for the 2014-2015 cycle: (1) introduces and reinforces updated versions of our Code of Conduct, Supplier Code, Business Partner Code, Gifts

and Entertainment Policy, Third-Party Due Diligence processes, Zero-Tolerance for Bribery and Corruption Policy, and duties with respect to third-party intellectual property rights; (2) reminds employees of our Values, Attributes, Qualities, Code of Conduct Commitments, and Non-Retaliation (Whistleblower Protection) Policy, as well as how to contact our Ethics Helpline, raise ethics issues, seek guidance, and report violations; and (3) covers diversity, inclusion, anti-discrimination, anti-harassment, anti-bullying, and managing workplace conflicts in an "Innovating with Respect" section. That module concludes with requiring each employee to disclose all potential conflicts of interest relevant to him or her and requiring each to certify their understanding of and compliance with our Code of Conduct and Ethics and Compliance resources and processes.

Teradata has not identified any known, material, or unresolved non-compliance with laws or regulations during the period covered by this report, and has not incurred any significant fines for non-compliance during the reporting period. Teradata has had no legal actions pending or completed during the reporting period regarding anti-competitive behavior or violations of antitrust and monopoly legislation in which Teradata has been identified as a participant. Teradata has had no confirmed incidents of corruption during the reporting period and has not been involved in any legal cases regarding corruption brought against Teradata or its employees during the reporting period. Teradata has assessed the company for corruption risks on an enterprise-wide basis (100 percent of operations) and has identified the areas of most significant corruption risks as (1) third-party payments or conduct by employees or representatives of business partners in high-risk countries and (2) gifts and entertainment by Teradata employees of representatives of state-owned-enterprises in high-risk countries.

To help mitigate corruption risks, Teradata: has adopted a zero-tolerance policy regarding bribery and corruption; applies that policy to itself, its suppliers, and its business partners through codes of conduct and/or contractual provisions; has adopted a gifts and entertainment policy; applies third-party due diligence screening procedures with respect to high-risk third-parties in high–risk locations; and, has trained its employees regarding these policies, codes of conduct, and their duties to comply, conduct due diligence regarding third parties, keep accurate books and records, and report suspected

violations (including through our Ethics Helpline that accommodates reports on a global, confidential, anonymous, around-the-clock basis in multiple languages and with a zero-tolerance policy regarding retaliation for good faith reports).

10.2 Conflict Minerals Policy

Starting in 2013 and continuing thereafter, Teradata adopted a Conflict Minerals Policy. Teradata applies that policy to itself and its supply-chain and other applicable business partners with respect to Teradata-branded hardware products and their components. As set forth in that policy, Teradata has gone on record, and has taken actions, to oppose and condemn the illegal conflict, violence, extortion, corruption, slavery, forced-labor, child labor, human-trafficking, sex-based crimes, gender-based crimes, genocide, social abuses, environmental abuses, and other human rights violations and atrocities in, or adversely affecting, the Democratic Republic of the Congo (DRC) Region of Africa. Teradata also has condemned and opposed those who, directly or indirectly, perpetrate, commit, contribute, or finance the DRC Conflict through, or involving, the mining, extraction, handling, transport, trade, smelting, refining, supply, or sale of "Conflict Minerals." Conflict Minerals are ores of tin, tungsten, tantalum, and gold, including their derivatives, such as cassiterite, columbite-tantalite, coltan, and wolframite (also commonly referred to as "3TG" Minerals).

Through its policy, Teradata prohibits the inclusion in its hardware products and their components of Conflict Minerals known to have originated from DRC Conflict perpetrators. Teradata requires that reasonable-country-of-origin, supply-chain-tracking, and other due-diligence steps be taken to assure that all Teradata hardware products and components will be affirmatively and verifiably determined to be free from Conflict Minerals that come from DRC Conflict or its perpetrators. Through this policy and the actions required of Teradata and its supply-chain for Teradata-branded products as a result of that policy, Teradata also has declared its support for goals, laws, and initiatives that effectively respect and protect human rights and the environment, and foster supply-chain integrity, ethics, compliance, accountability, and sustainability. During 2014 and continuing annually thereafter, Teradata issued a Conflict Minerals Report with respect to its conflict minerals initiatives and results during the preceding calendar year.

The Teradata Conflict Minerals Policy and Teradata Conflict Minerals Report are publicly-available online through Teradata.com (from that main web page, select "About," then select "Who is Teradata," then select "Corporate Social Responsibility," then select the corresponding document name; or, select the corresponding document name from this direct link: Teradata.com/corporate-social-responsibility).

10.3 UN Global Compact, EICC Code of Conduct Principles, and Other Standards regarding Ethics, Compliance, and Human Rights Initiatives
(GRI G4-14; G4-15; G4-16)

In 2011 and continuing through the present, Teradata became a formal signatory to the UN Global Compact. This CSR Report also constitutes the Teradata Communication On Progress ("COP") that is a part of our obligation as a signatory to the UN Global Compact. For 2012 through 2015, the Company's UN Global Compact COP achieved the 'GC Advanced' designation. We reference and incorporate the principles of the UN Global Compact in our Code of Conduct, Supplier Code of Conduct, and Business Partner Code of Conduct.

The UN Global Compact's ten principles in the areas of human rights, labor, the environment, and anti-corruption enjoy universal consensus and are derived from:

•   The Universal Declaration of Human Rights.

•   The International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

•   The Rio Declaration on Environment and Development.

•   The United Nations Convention Against Corruption.

By adopting the principles of, and becoming a signatory to, the UN Global Compact, Teradata embraces, supports and enacts, within our sphere of influence, a set of core commitments in the areas of human rights, labor standards, the environment, and anti-corruption, as follows:

Human Rights
•   Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

•   Principle 2: make sure that they are not complicit in human rights abuses.

Labor
•   Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

•   Principle 4: the elimination of all forms of forced and compulsory labor;

•   Principle 5: the effective abolition of child labor; and

•   Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment
•   Principle 7: Businesses should support a precautionary approach to environmental challenges;

•   Principle 8: undertake initiatives to promote greater environmental responsibility; and

•   Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption
•   Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Teradata also has adopted the principles of the Electronic Industry Citizenship Coalition ("EICC") Code of Conduct (see www.eiccoalition.org/standards/code-of-conduct). Teradata references and incorporates them into its Code of Conduct, Supplier Code of Conduct, and Business Partner Code of Conduct. By adopting the principles of the EICC Code of Conduct and applying them to itself and its supply-chain and business partners, Teradata also supports and enacts, within its sphere of influence, a set of core electronics/hardware industry commitments regarding labor, health and safety, the environment, ethics, and management systems, regarding the following:

Labor Standards
•   Freely-chosen employment

•   Child labor avoidance

•   Working hours

•   Wages and benefits

•   Humane treatment

•   Non-discrimination

•   Freedom of association

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Health and Safety Standards

- Occupational safety
- Emergency preparedness
- Occupational injury and illness
- Industrial hygiene
- Physically demanding work
- Machine safeguarding
- Sanitation, food, and housing

Environmental Standards

- Environmental permits and reporting
- Pollution prevention and resource reduction
- Hazardous substances
- Wastewater and solid waste
- Air emissions
- Product content restrictions

Ethical Standards

- Business integrity
- No improper advantage
- Disclosure of information
- Intellectual property
- Fair business, advertising, and competition
- Protection of identity
- Responsible sourcing of minerals
- Privacy
- Non-retaliation

Management System Elements

- Company commitment
- Management accountability and responsibility
- Legal and customer requirements
- Risk assessment and risk management
- Improvement objectives
- Training
- Communication
- Worker feedback and participation
- Audits and assessments
- Corrective action process
- Documentation and records
- Supplier responsibility

Teradata also is a member of the Ethisphere Business Ethics Leadership Alliance (BELA), the Society of Corporate Compliance and Ethics (SCCE), and the Ethics and Compliance Initiative (ECI; formerly known as the Ethics & Compliance Officers' Association or ECOA), and has aligned its Code of Conduct, Ethics and Compliance program initiatives, and related policies, procedures, and Ethics Guides with standards and best practices from those organizations and with the criteria for nomination to and selection for the Ethisphere Institute "World's Most Ethical Companies" listing and the Dow Jones Sustainability Index listing. Teradata has received the "World's Most Ethical Companies" award for seven consecutive years (see ethisphere.com/worlds-most-ethical/wme-honorees).

10.4 Teradata Code of Conduct

(GRI G4-LA14; G4-LA15; G4-HR10; G4-HR11; G4-SO9; G4-SO10)

Teradata integrates ethical business practices throughout the company, its global workforce, and with respect to its supply-chain and other business partners by adopting, publishing, communicating, and training based on a written Code of Conduct, Supplier Code of Conduct, and Business Partner Code of Conduct.

All Teradata people (e.g., employees, independent staff contractors, officers, and directors) and all Teradata entities (e.g., the parent company, as well as all Teradata subsidiaries, affiliates, branches, business groups, and teams) worldwide are subject to the Teradata Code of Conduct. In addition, Teradata has adopted numerous subject-matter-specific policies and procedures, as well as subject-matter-specific Code of Conduct supplements, known as "Ethics Guides," that apply to all Teradata people and all Teradata entities who deal with those subject matters and that provide more particular guidance and details on standards of conduct relevant to those subject areas.

The Teradata Code of Conduct and the company's related policies, procedures, and Ethics Guides include: duties to respect human rights and employment/labor rights and laws; commitments and practices to avoid, eliminate, and have zero-tolerance for corruption; commitments to environmental, health, and safety standards, laws and regulations; and, how to raise ethics and compliance concerns and questions, and report potential ethics and compliance violations, without fear of retaliation and on

a confidential and anonymous basis to the extent permitted by applicable law. They also expressly cover the company's standards of conduct and requirements of all Teradata people to avoid, address, and have zero-tolerance for any forms of illegal or improper discrimination, harassment, and retaliation against anyone.

At a high level, our Code of Conduct commitments are:

1. We conduct business ethically and in compliance with our Code of Conduct and Policies.

2. We seek guidance and report concerns and violations.

3. We respect others.

4. We comply with laws.

5. We compete fairly.

6. We avoid conflicts of interest.

7. We protect assets.

8. We protect data.

9. We keep accurate records.

10. We apply our Code of Conduct and Policies consistently.

11. We do the right thing—always.

As further detailed in other sections of this report, the Teradata Code of Conduct expressly incorporates the principles of the UN Global Compact and the EICC Code of Conduct. Teradata also has adopted and applies a Supplier Code of Conduct and a Business Partner Code of Conduct that adopt and incorporate the principles of the Teradata Code, the UN Global Compact and EICC Code, as well as the Teradata Conflict Minerals Policy, and duties to comply with anti-bribery, anti-corruption, anti-money laundering, fair trade, fair competition, and privacy and data protection requirements and laws. Teradata has adopted a zero-tolerance global anti-bribery and anti-corruption policy and publishes it externally. Links to our Code of Conduct, Supplier Code of Conduct, Business Partner Code of Conduct, the principles of the UN Global Compact, the principles of the EICC Code of Conduct, our Conflict Minerals Policy, and our Global Zero-Tolerance for Anti-Bribery/Anti-Corruption Policy are posted on

our external Code of Conduct web page (Teradata.com/code-of-conduct) and Corporate Social Responsibility web page (Teradata.com/corporate-social-responsibility).

Teradata also takes its duties and responsibilities regarding privacy and data protection, including those that are compliance-related, seriously. It includes company and employee commitments to protect data in the Teradata Code, and those commitments correspondingly are applied to our suppliers and business partners through our Supplier Code of Conduct and Business Partner Code of Conduct. Those codes also reference and incorporate the Teradata global Privacy Policy Statement.

Teradata's global Privacy Policy Statement is externally accessible under the "Privacy" tab of our primary web site (see Teradata.com/privacy) and internally through various employee online resources. It embraces the principles of EU Model Clauses for data transfer agreements, the US-EU Safe Harbor Framework, and recently-announced EU-US Privacy Shield Framework regarding privacy-protected data and discloses details regarding how we apply those principles to what we do at Teradata. Those principles address: Notice; Data Integrity; Choice; Data Access; Security; Onward Transfer; and, Enforcement. That Privacy Policy Statement also includes considerable detail about our policies, information protection standards, practices, procedures, and initiatives to recognize and comply with laws, rights, and best practices that pertain to privacy and data protection. In connection with these activities, Teradata has annually self-certified its compliance with the US-EU Safe Harbor Framework (and the US-Swiss Safe Harbor Framework) and is listed as such with the U.S. Department of Commerce (see https://safeharbor.export.gov/list.aspx); has adopted and entered into data transfer agreements based on EU Model Clauses; and has embraced the EU-US Privacy Shield Framework that was announced in February 2016.

In addition to the principles of the UN Global Compact, EICC Code of Conduct, Safe Harbor Framework, EU Model Clauses for privacy-protected data transfers and EU-US Privacy Shield, Teradata also has adopted the standards of conduct established by: the International Labour Organization (ILO); the Organization for Economic Co-Operation and Development (OECD) Guidelines for Multinational Enterprises; and, the International Chamber of Commerce (ICC) Rules of Conduct to Combat Extortion & Bribery, Rules on Combatting Corruption, Guidelines on Agents, Intermediaries, and Other Third Parties, and Guidelines

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on Whistleblowing. Teradata has embedded the key principles that underlie these standards into the Teradata Code of Conduct and the company's related policies, procedures, and Ethics Guides. Among other things, these standards and principles require and reinforce our commitments to: respect for human rights; commitments and practices to avoid, eliminate, and have zero-tolerance for corruption; respect for the environment; sustaining resources; and, that no form of illegal or improper discrimination, harassment, or retaliation by Teradata people, suppliers, or other business partners will be tolerated by the company. All of Teradata Tier 1 suppliers have been screened under these policies.

Under the Teradata Code of Conduct for Suppliers, all of the company's supply-chain vendors must commit to and certify compliance with the principles set out in the Teradata Code of Conduct and the EICC Code of Conduct with respect to all of their Teradata-related dealings.

The same applies to other business partners under the Teradata Code of Conduct for Business Partners. Those codes are substantially the same, but are administered by various parts of the company. Such a vendor may make this commitment and certification through a written pledge, through their own at-least-as-stringent code of conduct, agreeing to such in their responses to Teradata Requests-For-Proposals (RFPs), or agreeing to such in a contract with Teradata.

Starting in 2013 and continuing thereafter, Teradata went a step further with regard to compliance-assurance for its supply-chain, vendors, other business partners, and merger-and-acquisition candidates by deploying an automated third-party due-diligence screening database tool and associated processes. These help further assure that Teradata suppliers and other third parties with whom Teradata conducts, or proposes to conduct, procurement business, as well as resellers, distributors, and

The Teradata shared Values are:

INTEGRITY—We are committed to the highest standards of integrity and ethics. At Teradata, we do the right thing—always.

PEOPLE FOCUS—We believe our employees distinguish us. We respect individual differences and strive to build a supportive work environment.

OPEN, TRUST-BASED ENVIRONMENT—We strive to create an environment of openness and trust within Teradata and with our customers, partners, and suppliers.

CUSTOMER DEDICATION—We are passionate about our customers and their success with our solutions.

RESPONSIBILITY—We demonstrate responsibility in all aspects of our business endeavors. We are committed to the communities where we work and live.

INNOVATION—We foster an environment of continuous innovation to deliver greater value to our customers.

The Teradata desired Qualities arise from the Teradata shared Values and help translate the directional guidance provided by our Values into a list of actionable characteristics that are sought from all Teradata associates, teams, and business partners. They reflect the types of behaviors Teradata stands for, strives for, and expects of all Teradata people. These Qualities apply not merely with respect to ethics and compliance matters, but with respect to everything Teradata people do in connection with the Company.

Our desired behavioral Qualities are:

Trust

Excellence

Respect

Achievement

Dedication

Accountability

Teamwork

Attitude

Teradata and its people are committed to applying the Teradata shared Values and exemplifying our desired Qualities in all of their Company-related decisions, words, and conduct.

merger-and-acquisition candidates, do not have records or red-flags for corruption or other ethics and compliance violations, or unacceptable or changing levels of compliance risk.

Teradata also continues, as it has for years, to screen buyer, user, reseller, and distributor names against an automated "denied-parties-listings" tool to help assure compliance with export, import, embargo, boycott, and other trade laws and regulations. Thus, Teradata's engagement regarding suppliers and other third parties with respect to ethics and compliance goes beyond merely having a supplier code of conduct, as it includes affirmative duties and undertakings by the third-party and due-diligence and screening by Teradata to help assure compliance. As a result of these actions, Teradata has had and continues to have no significant actual or potential violations regarding labor practices or human rights issues in its supply chain. In addition, there have not been any issues relating to supplier adverse impacts on society. All of Teradata Tier 1 suppliers have been screened under these policies.

Under the Teradata Code of Conduct, various Teradata entities, business organizations and teams also may adopt supplemental standards of conduct and related policies and procedures, but they must be at least as stringent as Teradata global enterprise-wide ones and must comply with all applicable laws and the underlying principles embedded in our global Code of Conduct. This enables and empowers Teradata entities and teams to establish organization- and location-specific standards of conduct that are even higher than the company's global policies and procedures.

As summarized in more detail in the section above, the company implements extensive training and communications related to its Code of Conduct and related policies, procedures, and Ethics Guides. Our Code of Conduct and Ethics Guides themselves include various best-practices learning aids. The Teradata Code of Conduct is available to anyone at all times through the Teradata web site at Teradata.com (from the main web page, select "About," then select "Who is Teradata," then select "Corporate Governance," then select "Code of Conduct," or select "Code of Conduct" from this direct link: Teradata.com/corporate-governance).

The Code of Conduct and related policies, procedures, and Ethics Guides also are available to all Teradata employees at all times through the company's internal employee online sites. And, as set out in the Code of Conduct document, anyone can contact the Teradata Ethics and Compliance Office or other identified resources, including the company's always-available multiple-language Ethics Helpline, to report a Code of Conduct violation or other ethics and compliance violation, or to raise a Code of Conduct, ethics or compliance issue, question or request at any time.

Teradata regularly, globally, and systematically audits, monitors, and reviews the compliance of its entities with the standards of conduct established by the company's Code of Conduct and related policies, procedures, and Ethics Guides. It utilizes internal-controls personnel and internal auditors to verify such, as well as external independent auditors where appropriate. Through or in coordination with the Teradata Ethics and Compliance Office, Teradata conducts inquiries and investigations into all instances where potential compliance exceptions have been reported or otherwise have been identified as a result of auditing, monitoring, and reviewing for controls and compliance, including those regarding environmental, anti-fraud, anti-bribery, anti-corruption, conflicts of interest, human rights, and import, export, and anti-boycott compliance, as well as other forms of financial-related and non-financial-related potential misconduct.

The Teradata Ethics and Compliance Office periodically reviews the status and handling of all such matters, as well as the programmatic aspects of the Teradata Ethics and Compliance initiative, with the Teradata Ethics and Compliance Committee. The Teradata Ethics and Compliance Committee is comprised of members of the company's senior management leadership team and Ethics and Compliance Office, including the Chief Executive Officer, the Chief Operating Officer, the Chief Financial Officer, Chief Legal Officer, Chief Human Resources Officer, and Chief Ethics and Compliance Officer. This committee determines for all significant inquiries and investigations if a violation has been committed, what disciplinary actions will be imposed, and what remedial actions should be taken to prevent recurrences.

The Chief Ethics and Compliance Officer makes such determinations for routine and non-significant matters on an interim basis, and reviews the results with the Ethics and Compliance Committee. The status, handling, and

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determinations for all inquiry and investigation matters, as well as the programmatic aspects of the company's Ethics and Compliance initiative, additionally are periodically reviewed by the Audit Committee of the Board of Directors.

10.5 Teradata Values, Attributes, and Qualities

The Teradata shared Values are broad core principles that are used to guide all Teradata people and all Teradata teams in all of their Teradata-related acts, decisions, and words. These high-level Values, and the identified Attributes and actionable desired behavioral Qualities that arise from them, foster behavior and a company culture that not only comply with legal and ethical standards, but also help Teradata achieve its other business objectives and aspirations. Where our Code of Conduct or related policies, procedures, or Ethics Guides do not address a particular issue, Teradata people are instructed to use our shared Values, identified Attributes, and desired Qualities for directional guidance in determining the right thing to do. Our Values, Attributes, and Qualities therefore serve as foundations for our Code of Conduct commitments, and are included in the company's Values and Code of Conduct document (link provided above).

The Teradata shared Values also serve as the basis for the overall direction of the Company and as evaluation criteria for the company scorecard and its senior management leadership team, collectively and individually, not merely with respect to ethics and compliance, but with respect to developing and running the entire business, and with respect to establishing and maintaining the culture of the company. They are to be embedded in and underlie everything done and aspired to be done at Teradata.

10.6 Public Policy

Starting in 2012 and continuing to the present, the company adopted a new Political Activities Policy Statement. Through it, the company reinforces and declares its commitment to being a responsible corporate citizen, while also complying with applicable laws and related regulations regarding the use of corporate resources in connection with political activities. The company generally encourages its employees to participate in permitted political activities where they live and work, provided such activities only occur in an individual and private capacity, and not on behalf of the company. In furtherance of these principles, the company's political activity policy now provides that the company and its affiliates will not make political contributions, or use any corporate funds or assets, for any candidates or political parties, including campaign committees and funds, caucuses, independent expenditure committees, or special interest groups engaged in lobbying activities. It further provides that employees, who engage in partisan political activities, including the election process, must do so solely on their own behalf and not on the company's behalf, time, or premises.

The Teradata Political Action Committee (Teradata PAC) has been a non-profit, non-partisan committee registered with the Federal Election Commission (FEC). The Teradata PAC has accepted voluntary contributions from eligible employees and, in furtherance of the company's interests, has used these funds to support candidates for elective offices at the U.S. federal and state levels. The company has not contributed to the Teradata PAC. Employees who are U.S. citizens have been permitted to support the activities of the Teradata PAC through voluntary contributions made in accordance with applicable laws. Contributions made by the Teradata PAC have been reviewed by its Steering Committee and are made without regard for the private political preferences of company officers and executives. The Teradata PAC's contributions are publicly available by entering a search of "Teradata Political Action Committee" through the FEC web site at www.fec.gov.

According to that site, during 2015: the Teradata PAC disbursed a total of $18,155 to 11 different campaign/political committees (7 were federal-level committees and 4 were state/local-level committees), with contribution amounts ranging between $500 and $3,500 each.

The Teradata PAC ceased accepting contributions near the end of 2015 and has announced that it will terminate operations and will distribute final campaign/political committee contributions from those funds in early 2016.

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Table 4. General Standard Disclosures.

Material Aspects	DMA and Indicators	Material Aspects	DMA and Indicators	Material Aspects	DMA and Indicators	Material Aspects	DMA and Indicators	Material Aspects	DMA and Indicators
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Table 5. Specific Standard Disclosures.

12.0 List of External Reports Referenced in Report

A. SEC Filings
1. investor.teradata.com/financial-performance/sec-filings/default.aspx

B. Governance Policies
1. www.teradata.com/corporate-governance

C. 2015 Annual Report
1. investor.teradata.com/financial-performance/financial-reports/default.aspx

D. Governance Guidelines
1. www.teradata.com/governance-guidelines

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