

Equal Employment Opportunity Policy

PURPOSE

Commvault Systems, Inc. and its affiliates and subsidiaries (the “Company”/“Commvault”) has established this Equal Employment Opportunity Policy (this “Policy”) to ensure that all employment actions, including without limitation recruiting, hiring, training, and promoting, comply with all applicable global laws and regulations and are based solely on merit and performance, without regard to race, color, religion, national origin, sex, gender identity or expression, sexual orientation, age, veteran status, disability, or other legally protected status.

POLICY

Compliance with Federal Laws. Commvault is a federal contractor subject to Section 4212 of the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended (“VEVRAA”) and Section 503 of the Rehabilitation Act of 1973, as amended (“Section 503”). Commvault is committed to equal employment opportunity and complies with all applicable federal laws.

Commitment to Providing Reasonable Accommodations. Commvault also provides reasonable accommodations in compliance with the Americans with Disabilities Act and all other applicable accessibility laws. Commvault can accommodate known physical or mental limitations of an otherwise qualified employee or applicant for employment unless the accommodation would impose undue hardship on the Company.

Employment Decisions Based on Merit. Commvault requires that all employment decisions are based only on valid job requirements and performance.

Protection Against Retaliation and Discrimination. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities related to the administration of VEVRAA, Section 503, or any other federal, state, local, or foreign law requiring equal employment opportunity: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or similar activity; (3) opposing an unlawful act or practice; or (4) exercising any other protected right.

ADMINISTRATION

Ownership. This Policy is owned by the Corporate Trust Team and reviewed at least annually. The Company reserves the right to change this Policy at any time and publish the current version to the Company’s intranet. Exceptions to this Policy must be approved by the Company’s Chief Trust Officer. Questions about this Policy can be submitted to compliance@commvault.com.

Reporting and Enforcement. Any violation of this Policy should be reported in accordance with Commvault’s Respect at Work Policy and may result in disciplinary action, up to and including termination of employment or contractual relationship, depending on the severity and recurrence of the violation.

REVISION HISTORY

Revision	Date	Author(s)	Approval	Change
V1.0	Jan 2023	L. Flynne	Legal	Original
V1.1	Feb 2024	L. Flynne	Legal	Annual review
V1.2	Apr 2025	S. Vardhan; S. Ali	Corporate Trust	Annual review
V1.3	May 2026	L. Flynne	Corporate Trust	Annual review