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HUMAN RIGHTS POLICY
(Global)

BACKGROUND

Cohesity considers human dignity paramount and works to preserve human rights throughout Cohesity, Cohesity's distribution channel, partners and supply chain. Cohesity's commitment to human rights is embedded in its company culture and values and is reflected in its policies and actions toward employees, suppliers, clients and the communities and countries where it does business.

Cohesity supports and respects internationally-recognized human rights and labor standards as proclaimed in the Universal Declaration of Human Rights, the International Labour Organization Conventions and Recommendations, the International Covenant on Economic, Social and Cultural Rights, the Charter of Fundamental Rights of the European Union and the United Nations Guiding Principles on Business and Human Rights.

At Cohesity we strive to create an environment of respect for all individuals. We do not tolerate corruption, discrimination, harassment, or any form of forced or child labor. Our commitment to respect human rights is embedded in the Cohesity Code of Conduct. Cohesity respects the dignity of others and expects our employees, partners, and vendors to follow the principles outlined in the Cohesity Code of Conduct. Cohesity also requires its employees, partners and vendors to maintain a zero-tolerance policy for slavery, servitude, and human trafficking and otherwise comply with the spirit and intent of the UK Modern Slavery Act 2015.

SCOPE

This Policy applies to Cohesity, Inc., and its subsidiaries and affiliates worldwide (collectively, "Cohesity") and to all global Cohesity personnel, including employees, officers, directors, interns, contract workers and consultants. This Policy also applies to customers, distributors, and all other partners involved in selling, delivering, and/or using Cohesity products and solutions, and suppliers and vendors when providing services to and doing business with Cohesity.

POLICY

Cohesity is committed to achieving export control objectives including human rights considerations. Cohesity commits to proactively conduct due diligence and take other measures to avoid human rights abuses and complicity in the abuses of others. We expect our vendors and suppliers to adhere to the standards in the Cohesity Supplier Code of Conduct and applicable international trade regulations. In addition, the European Union's Dual Use Regulation aims at preventing human rights harm resulting from digital surveillance by establishing additional export controls for certain products and technology exported by EU-based companies. Cohesity has policies and procedures in place to prevent export of Cohesity products to sanctioned entities, repressive regimes, and for end uses that may be connected to human rights abuses. Cohesity is committed to achieving export control objectives including human rights considerations.

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Cohesity's commitment to human rights includes a commitment to individual privacy. Our core business and expertise is related to data protection, identification, and management, which gives us an opportunity to help individuals protect their data from improper access. In addition to having companywide internal privacy policies, we have external privacy notices concerning the data we collect on our websites. Our policies are based on foundational principles that ensure transparency when we collect personal information, respect individuals' choices, and in general ensure that we keep the data of customers and employees secure.

Also fundamental to our commitment to human rights is our commitment to belonging. Cohesity defines belonging as creating an environment where individuals are empowered to thrive and bring their best selves to work. Our commitment to enhance company performance by ensuring balanced representation at all levels through hiring and retention of the best talent from all backgrounds leads to enhanced innovation and creativity in our products and services. Belonging is a business imperative and by attracting and developing exceptional talent from all backgrounds, we foster a safe space where every culture, language, age, gender, orientation, ability and experience is celebrated. Cohesity is an Equal Opportunity employer and complies with all applicable laws.

REPORTING

Any human rights concerns should be reported via Cohesity's Ethics HelpLine at 1-844-539-2149, or via the corresponding web portal at https://www.cohesity.ethicspoint.com; additional global phone numbers are available on the web portal. Cohesity's Ethics HelpLine provides online or telephone access to employees and external stakeholders worldwide. The online, on-demand application is available 24 hours a day in 170 languages. Reporters may choose to identify themselves or remain anonymous, unless restricted by law. Employees should report any Code of Conduct or human rights violations to their manager, anyone in their management reporting chain, a People Team representative, Cohesity's Compliance and Ethics team (complianceandethics@cohesity.com), or through Cohesity's Ethics HelpLine.

CONCLUSION

Where local law and international law is in conflict, Cohesity complies with local law. However, we try to meet the underlying principles of the Universal Declaration of Human Rights where possible and remediate human rights issues. We provide training to all employees through an annual Code of Conduct training and have implemented internal audit procedures to enforce this policy.

APPROPRIATE ACTIONS

Cohesity will take appropriate actions for any failure to comply with this policy including, but not limited to, disciplinary action up to and including termination of employment or business relationship and possible criminal prosecution in accordance with appropriate state, local, or federal laws.

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RELATED RESOURCES

- Code of Conduct
- Supplier Code of Conduct

POLICY OWNERSHIP AND APPROVALS

Policy Owner:	Claire Verrot, Sustainability Director
Version Control	
Revision Date	**Change Summary**
August 14, 2026	Annual review; updated relevant links
November 5, 2025	Updated language to align with belonging strategy
September 2, 2025	Updated policy owner and approvers; harmonized to Cohesity
December 10, 2024	Adopted from Veritas
October 28, 2021	Initial policy version

Approvals

This policy has been reviewed and approved by the following:

Name	Title	Signature	Date
Claire Verrot	Sustainability Director	Signed by: Claire Verrot D7B7C59FB99F43A...	Aug 14, 2026
Catrin Llewelyn	Principal Counsel, Global Employment Law	Signed by: Catrin Llewelyn E269335831D1479...	Aug 17, 2026