Welcome to McAfee’s Impact Report. In this report, we highlight important initiatives and share stories of how we make a difference for our people, ignite change in our community, and protect our planet.
INTRODUCTION

03 A Message from Peter Leav
04 A Message from Chatelle Lynch
05 Our Approach to Sustainable Global Priorities

OUR PEOPLE

06 We Keep Our People at the Heart
07 Who We Are Today
09 Connecting with Top Talent
12 Gareth’s Story of Belonging
13 An Inside Look at #LifeAtMcAfee
15 Creating Belonging
19 Minimizing Blind Spots and Maximizing People
21 Upholding Pay Parity
22 Equal Advancement for All
23 Live Your Best Life
25 Guillaume’s Story of Belonging

OUR COMMUNITY

26 Igniting Change in Our Community
27 Reimagining Workplace Giving
28 Coming Together for Good
29 Christine’s Story of Belonging
30 Inspiring the Next Generation in STEM
34 Hosting CEO Action’s Check Your Blind Spots Tour
36 Standing Up for Equality

OUR PLANET

37 Protecting Our Planet
38 Making Our Workplace Greener
40 Gurjeet’s Story of Belonging
A MESSAGE FROM PETER LEAV

At McAfee, our mission is to protect all that matters, to make the world a better place, together.

With a global team of close to 7,000 employees, we are powered by our unique backgrounds. Our diverse perspectives underpin a company culture where our differences are celebrated. We work hard to ensure that every voice can contribute to making our company exceptional. This makes inclusion and diversity not just something we know to be right, but a business imperative.

Bound by our commitment to social responsibility, our drive to do more and to be better positively impacts our people, our customers, our communities, and our planet.

“Our very mission requires us to protect all that matters—we have a responsibility to create a more sustainable, inclusive future for all.”

Peter Leav, President, Chief Executive Officer and Board Member
Defending the world against cyber threats requires innovative thinking, but without the unique life experiences people bring through the door, innovation stalls. While inclusion and belonging are critical to our business, it’s also innate to who we are as a company.

I’m proud of our progress since launching our inaugural report a year ago. As a company, we reached important milestones in 2019. We’ve achieved gender pay parity in just one year and in 2020, we will expand our definition of pay parity beyond gender to include ethnicity. Our evolving hiring practices brought us to the attainment of our 30% diversity goal. We reevaluated how our operations affect the planet and put new strategies in place as a result.

Yet, we know genuine change requires continuous commitment. We recognize that while we’re making progress, there is still much to do. We look forward to continuing to pave the way to a more inclusive, sustainable world, by refining our hiring practices, ensuring equal career progression opportunities, actively developing cybersecurity interest in future generations, mobilizing our employees in their communities, and doing our part to protect our planet.

Interested in joining a company building a better world? Learn more at Careers.McAfee.com.

Chatelle Lynch, SVP and Chief People Officer

“We work tirelessly to make McAfee a place where you’re uninhibited to define innovation, pursue your passions, and reach the best version of yourself.”
OUR APPROACH TO SUSTAINABLE GLOBAL PRIORITIES

We actively support the United Nations Sustainable Development Goals (SDGs), which offers a blueprint for a future of sustainable, inclusive human development.

While our mission to keep the world safe enables us to advance many of the SDGs, we narrowed our social responsibility efforts to focus on four goals that align to our competencies and expertise. These include quality education (SDG4), gender equality (SDG5), reduced inequalities (SDG10), and climate action (SDG13).
We Keep OUR PEOPLE at the Heart

Building a more inclusive, sustainable world starts within our walls. When we mirror the varying perspectives of the outside world, we are stronger, more innovative, and better positioned to solve tomorrow's toughest cybersecurity challenges.

Our approach starts with our hiring and interview practices, but representation isn't enough. Once people walk through our open door, we ensure all life experiences are not just valued, but accepted and encouraged. Only when people feel a deep sense of belonging can they thrive.
We know our industry needs a more diverse, innovative workforce. To fulfill our mission to protect all that matters, we stand firm in our commitment to drive this change. But first, we must understand who we are today to define our journey ahead.
How McAfee is making progress

A look at our first two years as an independent, standalone company shows our representation of women and underrepresented professionals is increasing. This indicates we’re making progress with our efforts to attract and retain diverse talent.

### Global Gender

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>Men</th>
<th>Undeclared</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Overall</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>26.2%</td>
<td>73.7%</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>25.0%</td>
<td>74.7%</td>
<td></td>
</tr>
<tr>
<td><strong>Leadership</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>20.0%</td>
<td>80.0%</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>17.1%</td>
<td>82.9%</td>
<td></td>
</tr>
<tr>
<td><strong>Tech</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>22.5%</td>
<td>77.3%</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>20.9%</td>
<td>78.8%</td>
<td></td>
</tr>
<tr>
<td><strong>Non-Tech</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>31.1%</td>
<td>68.8%</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>30.3%</td>
<td>69.4%</td>
<td></td>
</tr>
</tbody>
</table>

### U.S. Ethnicity

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>White</strong></td>
<td>57.0%</td>
<td>59.0%</td>
</tr>
<tr>
<td><strong>Asian</strong></td>
<td>22.5%</td>
<td>21.6%</td>
</tr>
<tr>
<td><strong>Hispanic</strong></td>
<td>7.9%</td>
<td>7.1%</td>
</tr>
<tr>
<td><strong>Black</strong></td>
<td>5.9%</td>
<td>5.5%</td>
</tr>
<tr>
<td><strong>Unidentified</strong></td>
<td>4.0%</td>
<td>4.8%</td>
</tr>
<tr>
<td><strong>Two or More Races</strong></td>
<td>2.0%</td>
<td>1.3%</td>
</tr>
<tr>
<td><strong>American Indian</strong></td>
<td>0.4%</td>
<td>0.3%</td>
</tr>
<tr>
<td><strong>Pacific Islander</strong></td>
<td>0.3%</td>
<td>0.4%</td>
</tr>
</tbody>
</table>
We strive for genuine, authentic, and transparent recruiting and hiring practices aligned with our values. That’s why we support techniques and programs designed specifically to connect us with people of all backgrounds. Our strides have reinforced our commitment to creating connections that matter.

Building inclusive job descriptions

We write clear, searchable, and applicable job descriptions for candidates of all backgrounds. By leveraging the only augmented writing platform that addresses language as well as content, all candidates can find and understand our open roles.

In the U.S. in 2019:

- 21.4% of hires were underrepresented professionals
- 59% increase in the proportion of underrepresented professionals hired

Representation at McAfee in the U.S.

Our hiring practices continue to propel us toward a more diverse workforce.

- White: 45.7% New hires in 2019, 58.6% Existing workforce as of 2018
- Asian: 23.2% New hires in 2019, 22.4% Existing workforce as of 2018
- Hispanic: 10.7% New hires in 2019, 7.6% Existing workforce as of 2018
- Black: 10.4% New hires in 2019, 5.2% Existing workforce as of 2018
- Unidentified: 6.1% New hires in 2019, 3.7% Existing workforce as of 2018
- Two or More Races: 3.4% New hires in 2019, 1.9% Existing workforce as of 2018
- American Indian: 0.3% New hires in 2019, 0.3% Existing workforce as of 2018
- Pacific Islander: 0.3% New hires in 2019, 0.4% Existing workforce as of 2018
Different perspectives make us a better, more successful team. We interview at least one diverse candidate and benefit from unique perspectives on the interview panel. With this approach, I’m confident we make the best decisions on talent without unconscious bias creeping in.”

Andreas, Sales Engineering, Germany

Values-based interviewing

To plant a firm cultural foundation and minimize any unconscious bias, we train all recruiters and hiring managers to use our values-based behavioral interview approach. This goes beyond standard techniques and encourages more meaningful interactions.

Women at McAfee

We focus on attracting and retaining qualified people who share our values. Our practices ensure inclusion is at the core.

- **30.2%** Women Applicants
  (undeclared 0.1%)

- **30.8%** Women Hires
  (undeclared 0.1%)

- **11%** increase in the proportion of women hired in 2019

- **45%** increase in the proportion of U.S. Hispanic hires in 2019
Relaunching careers

Careers are not always linear. Our Return to Workplace program taps into the experiences of women and men who may have paused their career to raise children, care for loved ones, or serve their country. Our 12-week program offers the opportunity to reenter the tech space and successfully relaunch careers. This year, we expanded our curriculum to specifically welcome military veterans.

50% of Return to Workplace participants were offered a full-time position at McAfee in 2019

Developing future talent

Our internship program serves as the training ground for top talent around the world each year. We welcome qualified, interested students of all backgrounds and continue to reinforce that the workplace is where differences are acknowledged and celebrated.

43% of interns were diverse in 2019

302 interns at McAfee in 2019

SPOTLIGHT
National Society of Black Engineers Takes an Inside Look at McAfee

Members of our McAfee African Heritage Community partnered with three universities in Texas for a full-day student outreach event at our Plano office. The day included a panel discussion, speed networking session, an elevator pitch workshop, office tour, and more. We encourage students from a wide range of majors and backgrounds to explore a career at McAfee.

With our diversity-focused recruiting efforts combined with our inclusive hiring practices, we doubled the proportion of U.S. Black hires in 2019
If you asked me two years ago where I’d be in my career, my answer would be working in airfield communication systems and serving as an instructor in the Royal Air Force as I had for the last 17 years.

But after a severe injury, surgery, and rehabilitation, my career veered left. With an unexpected opportunity to reinvent myself in the civilian world, I hunted for openings in the technology sector. I learned military certifications don’t hold much value to corporations. Employers informed me I didn’t have the right experience.

Then, I stumbled upon McAfee’s Return to Workplace program—for veterans! My fingers couldn’t click apply fast enough. Though newly established, my experience was second to none. The training and customer work rebuilt my confidence and added corporate experience to my resume.

I’m now thrilled to continue my work with McAfee. Programs like this help veterans looking to reenter civilian life succeed and not give up. I am grateful to join a team that sees the value my veteran experience offers.”
AN INSIDE LOOK AT #LifeAtMcAfee

To connect with today’s workforce and inspire the cybersecurity professionals of tomorrow, we offer an inside look into life at McAfee on our dedicated #LifeAtMcAfee blog and our @LifeAtMcAfee Instagram channel.

17,700+ blog views in 2019

“Without more women in tech, we are missing out. As a father of two girls, I know it’s time we change the status quo. This International Women’s Day, I hope we all take this chance to spark interest, demonstrate inclusiveness, and promote real change.”
– Steve, Head of Advanced Threat Research

Earlier this week, 20 McAfee employees from our Bangalore office participated in the TCS 10K! Huge shout out to this passionate set of runners (new and veteran marathoners!) for completing the 10K, marking the success of this running club’s second year in existence.

“Being able to talk about the work I do in the SOC and watching girls’ faces light up with interest was amazing. Attending IWISH years ago was the main reason why I went into IT and being able to go there with McAfee and inspire other people, like it did with me, was such a wonderful opportunity.”
– Lauren, SOC Intern

At McAfee, we play to win or don’t play but we also enjoy having fun! At our Córdoba office, we held an awesome football tournament for our employees! What a score! #FunFriday #FunAtWork

Huge shout out to a number of our Cork employees that climbed for 8 hours to the top of the highest mountain in Ireland (Carrauntoohil Mountain) to raise money for the Breast Care Unit in Cork University Hospital!

Without more women in tech, we are missing out. As a father of two girls, I know it’s time we change the status quo. This International Women’s Day, I hope we all take this chance to spark interest, demonstrate inclusiveness, and promote real change.”
– Steve, Head of Advanced Threat Research

Earlier this week, 20 McAfee employees from our Bangalore office participated in the TCS 10K! Huge shout out to this passionate set of runners (new and veteran marathoners!) for completing the 10K, marking the success of this running club’s second year in existence.

“Being able to talk about the work I do in the SOC and watching girls’ faces light up with interest was amazing. Attending IWISH years ago was the main reason why I went into IT and being able to go there with McAfee and inspire other people, like it did with me, was such a wonderful opportunity.”
– Lauren, SOC Intern

At McAfee, we play to win or don’t play but we also enjoy having fun! At our Córdoba office, we held an awesome football tournament for our employees! What a score! #FunFriday #FunAtWork

Huge shout out to a number of our Cork employees that climbed for 8 hours to the top of the highest mountain in Ireland (Carrauntoohil Mountain) to raise money for the Breast Care Unit in Cork University Hospital!
“My corporate career began while on active duty in the U.S. Navy. After my service and pursuit of education, I now deliver services for the public sector. My experience has taught me when you see people for who they are and value everything they bring to the table, you unlock enormous potential.”

Chris,
Sr. Director, Federal Professional Services, U.S.
Offices around the world organized celebrations to recognize the festival of lights in October. Local Culture Clubs and the McAfee Indus Group in our Canada, India, and U.S. offices hosted celebrations with a special menu, traditional Indian dress, dance, and various activities such as henna. This opportunity encouraged people to celebrate what’s important to them, while also teaching others about different cultures.

SPOTLIGHT
McAfee Celebrates Diwali Worldwide

Real collaboration, innovation, and impact happens in workplaces where you can express yourself authentically. We work hard to ensure life at McAfee is one where our employees can be authentic, engage with others, and reach the best versions of themselves, both at the office and away from it.

Everyone plays a part

Creating a workplace where all belong requires commitment from everyone. Because each person plays a role, McAfee employees included an inclusion goal as part of their individual goals. Held accountable by their people leader, 100% of employees selected something meaningful to them—whether that was joining a McAfee Community or completing an inclusion learning course.

86% of employees agreed diversity is valued among their team in 2019

“Supporting people with special needs is something I am passionate about. Since we are responsible for the culture we create, I joined the McAfee Ability Community. I’m glad to work at a company that so strongly advocates inclusion.”

Raj, Software Engineering, India

Held accountable by their people leader, 100% of employees selected something meaningful to them—whether that was joining a McAfee Community or completing an inclusion learning course.

86% of employees agreed diversity is valued among their team in 2019

“Supporting people with special needs is something I am passionate about. Since we are responsible for the culture we create, I joined the McAfee Ability Community. I’m glad to work at a company that so strongly advocates inclusion.”

Raj, Software Engineering, India

McAfee is committed to creating a workplace where all belong, and in 2019, 86% of employees agreed diversity is valued among their team.

Everyone plays a part

Creating a workplace where all belong requires commitment from everyone. Because each person plays a role, McAfee employees included an inclusion goal as part of their individual goals. Held accountable by their people leader, 100% of employees selected something meaningful to them—whether that was joining a McAfee Community or completing an inclusion learning course.

86% of employees agreed diversity is valued among their team in 2019

“Supporting people with special needs is something I am passionate about. Since we are responsible for the culture we create, I joined the McAfee Ability Community. I’m glad to work at a company that so strongly advocates inclusion.”

Raj, Software Engineering, India

“Supporting people with special needs is something I am passionate about. Since we are responsible for the culture we create, I joined the McAfee Ability Community. I’m glad to work at a company that so strongly advocates inclusion.”

Raj, Software Engineering, India

McAfee is committed to creating a workplace where all belong, and in 2019, 86% of employees agreed diversity is valued among their team.

Everyone plays a part

Creating a workplace where all belong requires commitment from everyone. Because each person plays a role, McAfee employees included an inclusion goal as part of their individual goals. Held accountable by their people leader, 100% of employees selected something meaningful to them—whether that was joining a McAfee Community or completing an inclusion learning course.

86% of employees agreed diversity is valued among their team in 2019

“Supporting people with special needs is something I am passionate about. Since we are responsible for the culture we create, I joined the McAfee Ability Community. I’m glad to work at a company that so strongly advocates inclusion.”

Raj, Software Engineering, India

“Supporting people with special needs is something I am passionate about. Since we are responsible for the culture we create, I joined the McAfee Ability Community. I’m glad to work at a company that so strongly advocates inclusion.”

Raj, Software Engineering, India

McAfee is committed to creating a workplace where all belong, and in 2019, 86% of employees agreed diversity is valued among their team.

Everyone plays a part

Creating a workplace where all belong requires commitment from everyone. Because each person plays a role, McAfee employees included an inclusion goal as part of their individual goals. Held accountable by their people leader, 100% of employees selected something meaningful to them—whether that was joining a McAfee Community or completing an inclusion learning course.

86% of employees agreed diversity is valued among their team in 2019

“Supporting people with special needs is something I am passionate about. Since we are responsible for the culture we create, I joined the McAfee Ability Community. I’m glad to work at a company that so strongly advocates inclusion.”

Raj, Software Engineering, India

“Supporting people with special needs is something I am passionate about. Since we are responsible for the culture we create, I joined the McAfee Ability Community. I’m glad to work at a company that so strongly advocates inclusion.”

Raj, Software Engineering, India

McAfee is committed to creating a workplace where all belong, and in 2019, 86% of employees agreed diversity is valued among their team.

Everyone plays a part

Creating a workplace where all belong requires commitment from everyone. Because each person plays a role, McAfee employees included an inclusion goal as part of their individual goals. Held accountable by their people leader, 100% of employees selected something meaningful to them—whether that was joining a McAfee Community or completing an inclusion learning course.

86% of employees agreed diversity is valued among their team in 2019

“Supporting people with special needs is something I am passionate about. Since we are responsible for the culture we create, I joined the McAfee Ability Community. I’m glad to work at a company that so strongly advocates inclusion.”

Raj, Software Engineering, India

“Supporting people with special needs is something I am passionate about. Since we are responsible for the culture we create, I joined the McAfee Ability Community. I’m glad to work at a company that so strongly advocates inclusion.”

Raj, Software Engineering, India

McAfee is committed to creating a workplace where all belong, and in 2019, 86% of employees agreed diversity is valued among their team.
Connecting the dots

Our employee-led inclusion and diversity efforts connect the dots in the employee experience.

Champions of our inclusion and diversity strategy, the Diversity & Culture Council partners closely with our People team to build an inclusive workplace.

Diversity & Culture Council

Expanded to 6 new sites in 2019
Active in 17 sites around the world

McAfee Communities

Led by employees and supported by an executive sponsor, our employee resource groups foster an inclusive workplace aligned to McAfee’s mission and business objectives. Our six McAfee Communities operate with four goals:

1. Inform and support diverse recruitment and retention strategies
2. Offer professional development to its members
3. Engage and educate McAfee employees
4. Serve local communities

1 in 4 employees is involved in a McAfee Community

Culture Clubs

From orchestrating cultural celebrations and planning wellness events to driving inclusion goals, these volunteers are on-the-ground culture creators, dedicated to keeping McAfee a great place to work.

1 in 10 employees is involved in a McAfee Group

Recognizing a need to connect people of similar interests, hobbies, and beliefs, we launched McAfee Groups. Unlike McAfee Communities, McAfee Groups are not tied to business goals or governed by bylaws. McAfee Groups, such as Toastmasters, Indus Group, or Working Parents Group, provide a platform for meaningful connections.

1 in 10 employees is involved in a McAfee Group

OUR PEOPLE
SPOTLIGHT
McAfee Communities in Action

African Heritage
Hosted “Why Diversity is Important to Your Team” seminar and emotional intelligence discussion to recognize Black History Month

Latino
In honor of Hispanic Heritage Month, displayed a moving wall mural of notable innovators, hosted salsa dance lessons, served Latino cuisine, and more

LGBTQ
Offered “Lift Each Other Up” photobooth where employees shared their commitment to building a more inclusive workplace and picked up Six Ways to be an LGBTQ Ally handout

Veterans
Organized a Toys for Tots fundraiser where employees donated 700+ toys for children

Women in Security
Celebrated International Women’s Day and challenged employees to share how they will #BalanceForBetter

Ability
Partnered with GiftAbled to bring sensitization training to people leaders in support of an inclusive culture and conducted a facility audit to improve site facilities
“I’m from an Indian-Muslim family and had a traditional upbringing. Raised among strong women, I am now changing traditions and challenging stereotypes. Today, I am a full-time working mother and computer engineer. At McAfee, people look at my work and how I deliver. I’m able to be me. At the end of the day, we’re all people.”

Ambareen, Software Engineer, UK
MINIMIZING BLIND SPOTS AND MAXIMIZING PEOPLE

The greatest investment we can make is in our people. That is why we offer a range of resources to advance our employees’ understanding of the power of inclusion and support everyone’s growth and development.

Breaking unconscious bias
All McAfee employees participate in unconscious bias training to explore the science behind bias, how it influences our behavior, and techniques to challenge our everyday thinking.

Setting the tone from the top
Recognizing the critical role people leaders play in setting the tone for inclusion, we released a new program, Tone of Leadership, in 2019. This course reminded leaders of strategies to foster inclusion within their teams.

Mentoring women
Women who can partner with a sponsor or mentor are more successful in their careers. To support the growth and development of women, the McAfee Women in Security Community pairs women with mentors.

Offering growth opportunities to all
We released a two-day course, Preparing for Leadership, that covers foundational leadership skills and rolled out a new program called TAG that offers individuals stretch opportunities while another team member is on a leave of absence.
Networking isn’t my strength. How did I know that? My mentor.

An introvert at heart, initiating conversation wasn’t on my list of favorite things. I was unsure what to expect in McAfee’s Women in Security Community mentorship program. It worked out better than I hoped.

After a few meetings, my mentor identified my area of growth. He assigned seemingly small, yet achievable tasks, like creating a LinkedIn profile. And what happened was truly amazing. People in my industry, from my school, college, and more, started connecting with me.

That was a huge growth moment for me! With my mentor in my corner, I gained confidence knowing I could make an impression. Now, it’s easier for me to uncover shared interests and build connections.

Mentoring matters. Meeting with my McAfee mentor is something I look forward to every month. Here, I know my career goals are supported and deeply appreciate each opportunity McAfee offers.”

Anshu grew professionally at McAfee through her mentor’s guidance
We believe each employee should be compensated fairly and equally for their contribution and impact to the company, regardless of gender or ethnicity. In fact, we felt so strongly in this, we achieved full gender pay parity in one year—something most companies take years to achieve.

This achievement marks McAfee as the first large, pureplay cybersecurity company to reach global gender pay parity. Our commitment to pay parity does not end there. We expanded our pay parity definition to include ethnicity in the U.S., and in 2020, we will achieve pay parity for underrepresented professionals.

Our Process

- **We define.** Pay parity means fair and equal pay for employees in the same job code, grade level and location, regardless of gender or ethnicity.
- **We analyze.** We first audit employee job codes for accuracy and then group employees by job code. We apply controls for pay differentiators such as performance, tenure, and experience.
- **We adjust.** After meticulous evaluation with the business, we make any pay adjustments.
- **We uphold.** In addition to annual analysis, we keep parity at the forefront throughout the year—from our hiring practices to how we promote and reward our employees.

“McAfee’s submission stood out for achieving gender pay parity in just one year.”

Neeraj, Software Engineering, U.S.
We value all employees and their unique experiences. That’s why our reward and promotion strategy is based on contributions to the business. This foundation for equality and inclusion is vital to creating a workplace where all belong.

When considering opportunities for advancement, we perform a Diversity Impact Analysis. Our guiding principle is to ensure that, at a minimum, any promotions or rewards are representative of each diverse group’s populations within each organization.

33% increase in women promoted to director or above in 2019

17% increase in proportion of women as VPs or above in 2019
We know success at work and life are intertwined. That’s why we provide inclusive benefits for all our employees. In the last year, we expanded fertility coverage, announced an additional four weeks of bonding leave in the U.S., and even began delivering congratulatory gifts to expanding families—sometimes it’s the small recognitions that stand out. This represents just a snapshot of our benefits which vary by country.

LIVE YOUR BEST LIFE

- Unlimited paid time off
- Milk shipping
- Mother reintegration program
- Expanded definition of family for leaves
- Mothers’ rooms and stork parking
- Fertility benefits, including pharmacy coverage

- Generous employer match for retirement plans
- Student loan repayment
- Gender reassignment benefits
- Adoption support
- Domestic partner coverage
- Expanded time off for new parents
- Child care subsidy
“As a new mom, I’m thankful for the flexible working options McAfee offers. Without the support of a company receptive to the needs of expecting and working parents, I couldn’t progress my career as an engineer manager and care for my family.”

Mariana,
Software Engineering Manager, Argentina
“Growing up, gay marriage and adoption weren’t possible. I never thought I’d have a family of my own. But today, after an 18-month grueling and emotional adoption process, I’m the proud parent of two boys.

The road was bumpy and on top of the concerns of any parent, we faced unspoken scrutiny as LGBTQ parents. A natural worrier, I felt immense pressure. I often wonder how my experience without McAfee would have been. The answer: I can’t fathom it.

I received an outpouring of support and the eight weeks of bonding leave McAfee offers every new parent—including adoptive and same-sex couples—made a massive difference in getting to know our children. I simply can’t imagine returning to work after just two weeks.

I can say, hand on heart, McAfee delivers on its commitment to inclusion. It’s reassuring to know your company backs you. This all makes me feel that together, we can advance equality and make the impossible, possible.”
Igniting Change in
OUR COMMUNITY

The work we do daily enables a safer world for our families, our communities, and our nations. Our work doesn’t end in the virtual world though. We remain committed to breaking barriers and driving progress for a more inclusive, sustainable world.

We work alongside government and industry to build better workplaces and stronger communities through workplace giving, mobilizing our workforce in the community, facilitating open conversations with industry leaders, and building a brighter future for the next generation.
Our giving approach is founded in the belief that each person’s unique contribution to this world is powerful. For this reason, employees are empowered to support the causes that matter most to them. McAfee’s match amplifies their impact.

McAfee Gives, our employee giving program which launched in 2018, continues to evolve as we grow along our community impact journey.

How McAfee Employees Give

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>ANIMALS</td>
<td>8%</td>
</tr>
<tr>
<td>ARTS HUMANITIES</td>
<td>6%</td>
</tr>
<tr>
<td>EDUCATION</td>
<td>25%</td>
</tr>
<tr>
<td>ENVIRONMENT</td>
<td>2%</td>
</tr>
<tr>
<td>HEALTH</td>
<td>17%</td>
</tr>
<tr>
<td>HUMAN SERVICES</td>
<td>28%</td>
</tr>
<tr>
<td>INTERNATIONAL</td>
<td>4%</td>
</tr>
<tr>
<td>OTHER</td>
<td>11%</td>
</tr>
</tbody>
</table>

300% increase in dollars donated by employees from 2018
107% increase in employees who donated from 2018
From blood drives to volunteering for animal shelters, children's charities, and veteran services, our employees have shown kindness in so many amazing ways.

Giving back is part of McAfee's culture. We not only raise funds, but also lend a helping hand to our local communities and partner with nonprofit organizations to make a meaningful difference.

Uniting on Global Community Service Day

McAfee employees assemble around the world for organized volunteer activities each year to make a lasting impact.

15,429 hours volunteered by employees in 2019

58% of employees volunteered in 2019

3,700 employees volunteered

12,400 hours serving

150 organizations in a single day

Offering volunteer time off

We encourage our employees to make a positive impact in the areas their passions live. We now offer three days off per year to volunteer in addition to Global Community Service Day.
“Dogs are my passion. I now have four ruling my household. A few years back, when I added a third to the mix, I came across Lost Paws Rescue of Texas. It didn’t take long for me to dive headfirst into this organization and everything it stands for.

As a hobby marketer, my top talent is ideation, so volunteering to help rehome 650 animals per year is a creative outlet for me. Carving out time for volunteering can be challenging though. That’s why I’m so appreciative to work for a company that offers time off to volunteer. In addition to the countless hours I spend in my free time, I take four days off per year to give this cause my all. I help with grant research, offer website support, take animal pictures, support with general fundraising, help at adoption events, and make crate pads and bandanas for the animals.

Giving back in these different ways is very rewarding. This has been a labor of love—for me, for the animals, and for Lost Paws Rescue. It’s empowering to know that McAfee supports me along the way. Here, I can bring all my passions, interests, and talents through the door.”
INSPIRING THE NEXT GENERATION IN STEM

We continuously look for ways to inspire a diverse workforce across the generations. Building on our strengths in technology, STEM, and cybersecurity, we partner, finance, and volunteer to empower the next generation of employees. Together, we help children realize, no matter their gender or background, they can boldly pursue an incredible career in cybersecurity.

Experiencing a day in the life at McAfee

McAfee Explorers is a job-shadow program that allows students to explore interests and gain awareness of the technical and personal skills required in cybersecurity. In 2019, we broadened our reach by partnering with organizations focused on empowering girls and underrepresented professionals in STEM areas.

500 kids participated in McAfee Explorers in 2019

1,000+ volunteer hours logged by 117 employees in 2019

“I take great pride in working for a company that empowers its employees to take an active role in their communities. With McAfee Explorers, I use my expertise to create a space where young minds can flourish. This program is very meaningful to me. I plan to stay involved and help it grow.”

Khalid, Engineering Manager, India
Teaching online safety

McAfee employees certified in our original, award-winning curriculum reach hundreds of schools, nonprofit organizations, and parent/guardian associations each year through the McAfee Online Safety Program. Students learn cyber safety and cyber ethics in a relatable, useful way while simultaneously exploring career possibilities in cybersecurity and technology.

10,000+ students educated in online safety in 2019

600,000 kids educated in online safety to date

1 in 24 employees is certified to teach online safety

1,200 volunteer hours logged in 2019

“Sometimes we don’t comprehend the reach and impact social media exerts in our lives or how its incorrect use negatively affects us. As a security company, we have a responsibility to not just help kids understand the risks, but also teach them to protect their privacy. This is why I volunteer.”

Dani, People Services, Argentina
Hosted Bring Your Kid to Work Day

To educate the next generation of cybersecurity heroes, we aim to inspire them through the work we accomplish. Our annual Bring Your Kid to Work Day is a wonderful opportunity to show the child, family member, or neighbor of a McAfee employee what we do.

500 kids participated in Bring Your Kid to Work Day in 2019

Superdaughter day in Sydney

Our McAfee Women in Security Community hosted girls ages 5-12 at our Sydney office on SuperDaughter Day, an annual event produced by WORK180. This event offers an inside look into the exciting world of STEM to counteract gender stereotypes formed as early as age six. Our volunteers kept girls engaged with robotic experiments, programming, and creative play in McAfee’s photo booth. Girls even took home an interactive booklet about cyber safety.
Awarding STEM scholarships

STEM employment opportunities have become the fastest growing segment of jobs. McAfee’s investment of more than $60,000 in educational and community organizations in Ireland, India, and the U.S. helps close the gender and diversity gap in technology. Support includes scholarships to four years of university, digital wellness programs, and education foundations.

$60,000 awarded in scholarships in 2019

Offering new graduate degree at the University of Guelph in Canada

To train the next generation to stop cyberattacks, McAfee joined as a founding partner of the new Master of Cybersecurity and Threat Intelligence at the University of Guelph. With McAfee’s support, the university created a new cybersecurity teaching lab, the Security Operations Center, which enables rich experiential learning activities that sets this program apart.

SPOTLIGHT
Toastmasters Talk Cyber with Students

McAfee’s Toastmasters group in Santa Clara hosts opportunities to instill public speaking and leadership skills among employees. In the last year, this group expanded its reach and invited 42 STEM students from nearby Mission College for a tour and panel discussion on careers in cybersecurity.

Karen, the group’s vice president of education tells us,

“Introducing college students to the field of cybersecurity is critical to addressing the serious shortage of cybersecurity professionals. I’m honored our Toastmasters group was able to produce this event to influence students at a time when they are making career decisions.”
HOSTING CEO ACTION’S CHECK YOUR BLIND SPOTS TOUR

As part of CEO Action for Diversity & Inclusion™, the largest group of CEOs and presidents committed to act on driving an inclusive workforce, McAfee was honored to be among the one hundred stops for the Check Your Blind Spots Bus Tour. This interactive, eye-opening mobile experience allowed our employees and community to use virtual reality and gaming technology to help uncover unconscious biases or blind spots.

About CEO Action

The organization currently consists of more than 550 businesses pledged to engage with and support underrepresented groups in all areas of business. By taking part in CEO Action, McAfee’s CEO personally commits to advancing diversity and inclusion with the coalition’s approach of fostering safe workplaces:

1. Create and maintain trusting workplace environments that support open dialogue
2. Share best practices, and lessons from unsuccessful practices, for others to learn from
3. Implement and expand unconscious bias education

CEOs Act for Diversity & Inclusion

OUR COMMUNITY
“I’ve always felt like an outlier. I was born in the Netherlands and raised in the Caribbean. You’d quicker find me behind a computer keyboard than on a beach though. When I found technologists, I found home. I learned meaningful connections takes asking questions where you seek to understand one another.”

Gregory, Chief of Staff, Office of the CTO, U.S.
In June, McAfee celebrated Pride Month, a chance to bring our employees and community together to celebrate progress and recognize what still needs to be achieved for equality. Beyond raising awareness, educating, and celebrating among our employee base, we also acted for equality.

**Joining the Business Coalition for the Equality Act**

We declared support alongside a group of employers for U.S. legislation that offers the same basic protections to LGBTQ people as other protected groups under federal law. It would amend existing civil rights laws to provide consistent and explicit protections for LGBTQ employees, ensuring they wouldn’t be discriminated against for being who they are, no matter where they work. We supported this legislation because no one should endure fear of bias, discrimination, or inequality.

**Raising funds for the Human Rights Campaign**

For every like, comment, and share on social, McAfee employees and our social community raised funds to further LGBTQ equality in June.

We totaled more than 15,500 interactions with our campaign and donated $5,000 to the Human Rights Campaign.

“I’m proud to see McAfee’s stance on equality for LGBTQ rights. As an ally, I encouraged my coworkers to vocalize their support and engage on social media to raise funds for LGBTQ causes. Every like counted!”

**Shannon**, Inside Sales, U.S.
Our lives and our work hinge on our planet’s sustainability. We recognize our decisions impact the environment and we claim responsibility in protecting the planet for the next generation with sustainable operations.

In the last year, we assessed our sustainability practices and identified areas of improvement in our operations. In the coming years, we expect the foundations we set now to gain momentum and positively impact our planet.

13 CLIMATE ACTION
MAKING OUR WORKPLACE GREENER

Our office operations impact our environment through the resources they consume and the waste they generate. We strive to establish new office space in buildings with high environmental standards and make our existing offices more energy efficient.

Gathering green teams
In the last year, Green Teams formed in Cork, Slough, and Waterloo to raise awareness, inspire action, and prepare to scale operations to additional offices.

Focusing on waste reduction
We’ve taken steps towards a plastic-free work environment, including removing plastics caps and plastic straws from our café areas and breakrooms. In Cork, Ireland, we also introduced a landfill diversion plan.

Improving energy efficiency
McAfee instituted LEED initiatives in four sites and ensured new offices in San Jose and Bangalore meet LEED certifications. In our UK and Ireland offices, we conducted energy audits to identify improvement areas.

Supporting end-of-life recycling
We host electronic waste days at many locations to offer employees a responsible method to remove old keyboards, cables, or batteries from their workspace or home.

<table>
<thead>
<tr>
<th>Metric</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Green Teams launched</td>
<td>3</td>
</tr>
<tr>
<td>Metric tons of landfill diversions</td>
<td>125.6</td>
</tr>
<tr>
<td>Offices offering recycling</td>
<td>75%</td>
</tr>
<tr>
<td>Energy reduction since 2018</td>
<td>18%</td>
</tr>
<tr>
<td>Employees in LEED certified workplaces</td>
<td>10%</td>
</tr>
<tr>
<td>McAfee’s energy consumption from renewable energy sources</td>
<td>21%</td>
</tr>
</tbody>
</table>
Passionate about making a difference for our future generations, our Green Team in Cork, Ireland, gathered more than 350 employees to raise awareness, share recommendations for how to reduce our footprint in the office and at home, and unveil plans for the coming year. Cork’s Green Team also shared that the office passed the EU’s standards and 100 percent of Cork’s office electricity is renewable.
Gurjeet connects with colleagues of similar interests and launches Waterloo’s Green Team.

“I watched my kindergartener carefully dispose of forgotten candy wrappers outside the school. I asked what he was doing. He answered: ‘We should protect Mother Earth. If we don’t take care of her, she won’t take care of us.’ Inspiration struck. Now, years later, I’m the lead of Waterloo’s Green Team at McAfee.

In 2019, I connected with a few colleagues with similar interests and we launched the Green Team. Today, you won’t find any plastic cutlery or paper products at our office. But you will find more recycle bins with better labels and see many employees with tote bags that replace disposable alternatives.

I learned one person can make an impact. And while incredibly rewarding, my day job as a software engineer doesn’t afford opportunities to organize events, speak in public, or mobilize people. I learned a new skillset.

Our year one efforts were just the start. I’m proud to work for a company that supports employees in not just their career, but in their passions too, especially when it’s for a more sustainable future.”
About McAfee

McAfee is the device-to-cloud cybersecurity company. Inspired by the power of working together, McAfee creates business and consumer solutions that make our world a safer place. By building solutions that work with other companies’ products, McAfee helps businesses orchestrate cyber environments that are truly integrated, where protection, detection, and correction of threats happen simultaneously and collaboratively. By protecting consumers across all their devices, McAfee secures their digital lifestyle at home and away. By working with other security players, McAfee is leading the effort to unite against cybercriminals for the benefit of all.

www.mcafee.com

LEARN MORE

Belong at McAfee

Learn more about McAfee’s commitment to inclusion and diversity.
McAfee.com/Inclusion

Life at McAfee

Read real stories from real employees building meaningful careers.
McAfee.com/LifeAtMcAfee

Join Us

Redefine cybersecurity solutions in an environment where all belong.
Careers.McAfee.com

McAfee and the McAfee logo are trademarks or registered trademarks of McAfee, LLC or its subsidiaries in the US and other countries. Other marks and brands may be claimed as the property of others. Copyright © 2020 McAfee LLC. 4195, 1218 DECEMBER 2020