



Impact Report 2022



Table of Contents



Executive summary

3

McAfee, worldwide, by the numbers

4

People matter

5

Measuring representation

6



Hiring the best

8

Fostering a culture of communication and connection

9

Equal compensation, equal benefits, equal advancement

12

Balancing life and work

13



Supporting health and well-being

14

Our local communities

16

Protecting our planet

18

Executive summary

2022 was a year of transition for McAfee. We continued to grow into our new identity as an exclusively consumer-focused security company, dedicated to empowering people to enjoy safe online experiences. We've had the opportunity to reimagine our place in the world as a business leader and an agent of change. A key part of that journey involves setting an example for our industry and the world at large by creating an environment where our diverse workforce can thrive and freely contribute their valued perspectives and innovations. We are on a mission to drive meaningful change and address societal inequities by ensuring all voices are heard and respected.

Just as we are diligently watching out for consumers in their digital lives, we are also diligently building a culture that encourages our people to be at their best at work and at home. Our health and well-being programs offer learning opportunities, raise awareness, and provide help when it's needed most. We give back to our communities through volunteerism, workplace contributions, and building a brighter future for the next generation. We do our part in protecting the planet by integrating climate change measures in our business strategy, reducing our carbon footprint, and improving our energy efficiency.



While our technology and how we do business are continually evolving, some things remain unchanged: we are fully committed to making McAfee a great place to work and making the world a better place to live.

McAfee, worldwide, by the numbers



30+ years
of protecting
people online



1,800+
employees



1,900+
security patents



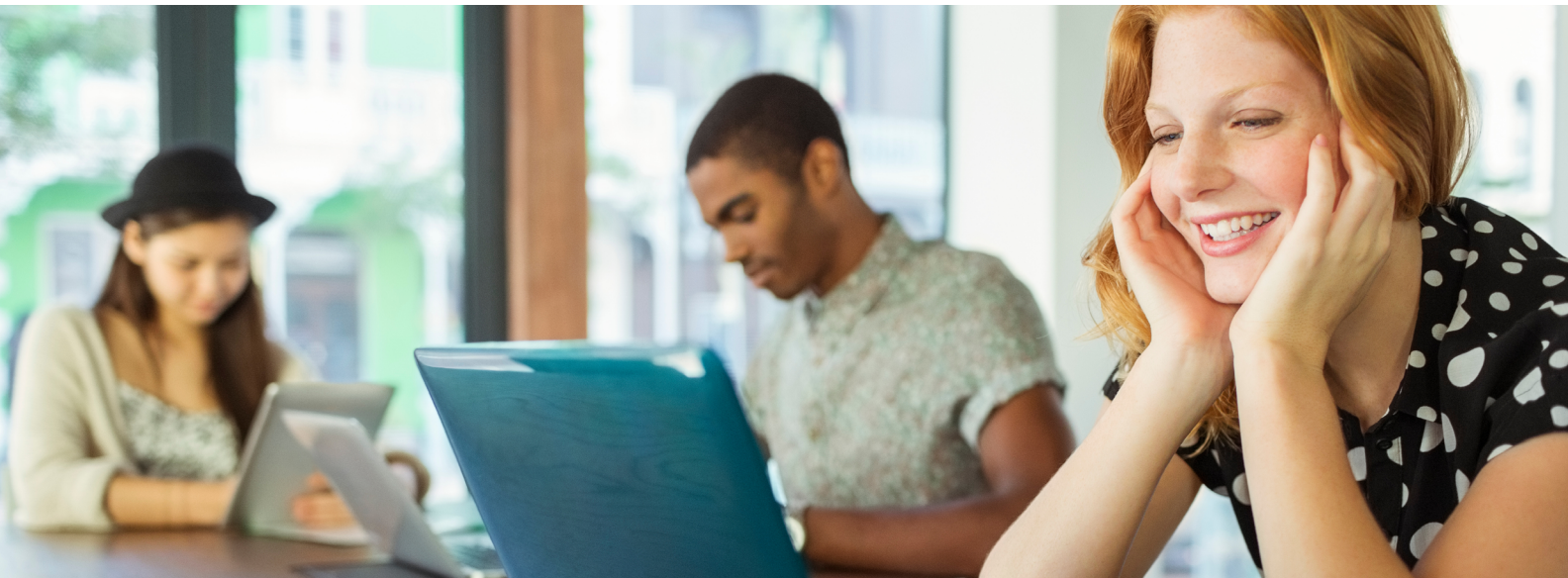
108
million+
customers



600
million+
devices
protected

On average
22,250
threats blocked
per minute





People matter

At McAfee, we aspire to foster a diverse, equitable, and inclusive workplace, and are committed to encouraging our employees to shape their careers in a satisfying and productive way by:

- Embracing the uniqueness of each individual so they can safely be who they are
- Promoting fair treatment, respect, and a sense of belonging
- Giving everyone a voice and an opportunity to contribute

We strive to continue to provide a workplace where our people can unlock their full potential in their professional lives and offer opportunities to build satisfying and rewarding careers. We understand and appreciate how a diverse workforce enriches our company. The new skills, perspectives, and experiences of workers with different skills and experiences help us build a more dynamic, innovative, and relatable organization. A diverse workplace leads to a higher level of employee engagement and retention. And diverse leadership inspires from the top down, demonstrating that there are opportunities for everyone to advance and thrive at every level.

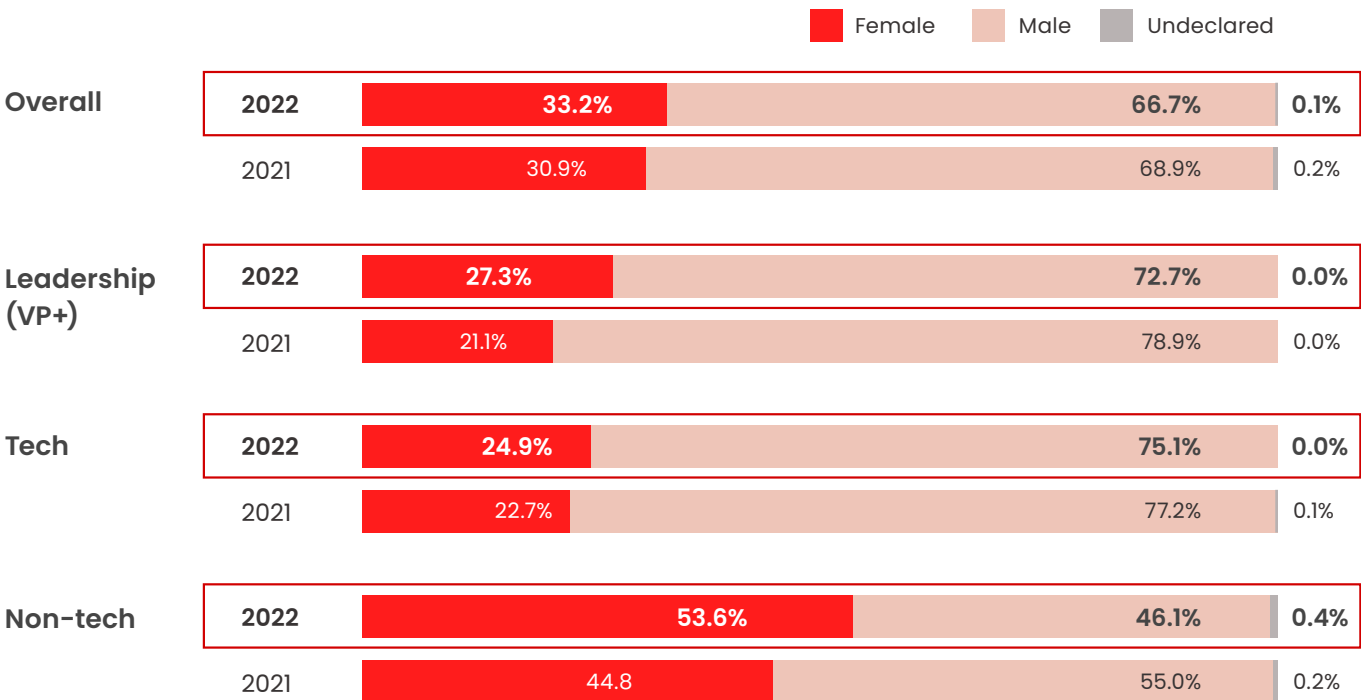
Measuring representation

Monitoring and evaluating our metrics on a regular basis continues to give us a clear picture of where we need to focus. Our goal is to see steady progress every year. In 2021, following the divestiture of our Enterprise business, we saw a sizable shift in our workforce.

In 2022, we found that while our representation in gender increased, our representation in underrepresented professionals remained an area for growth. As a consumer-focused company, we have an unwavering focus on ensuring that our workforce representation reflects that of our customers and partners.

Global gender

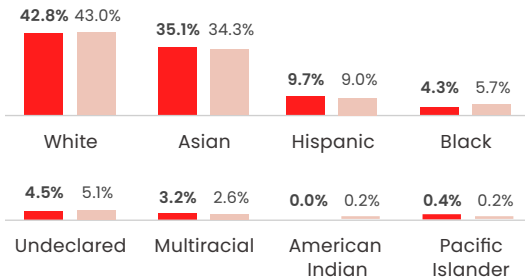
Our global female representation increased to 33.2% from 30.9% in 2021. At the same time, our women in leadership increased by 6.1% and our technical population had an uptick of 2.2%. We're proud of our progress and will continue to support the success of all our employees.



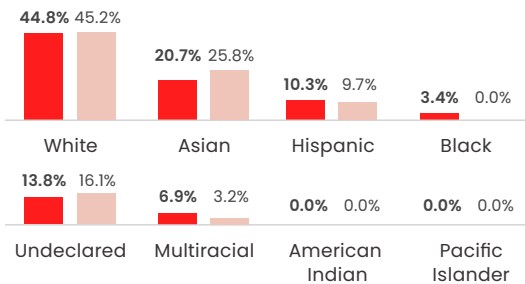
U.S. ethnic representation

We continue to evaluate and evolve our approach to ensure we are making strides toward greater diversity in our workforce. While our Hispanic and multiracial workforce increased, our Black representation decreased. We want to see progress toward building a more representative workforce for all, while ensuring we are hiring the best candidate for each position. To proactively address our gaps in 2023, our strategy will be to forge stronger partnerships with historically black colleges and universities (HBCUs), extensively review our exit interview data, examine our hiring practices, and invest in our learning and development programs to continue building an inclusive culture.

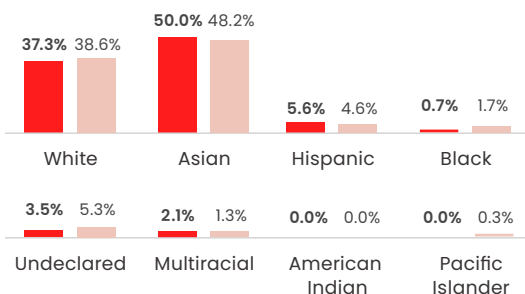
Overall



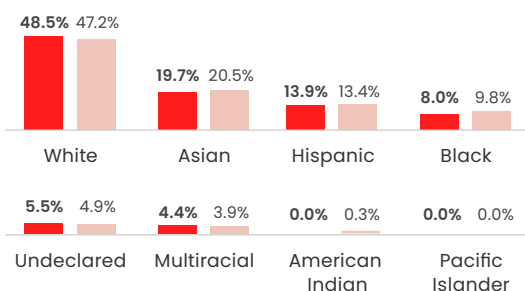
Leadership (VP+)



Tech



Nontech

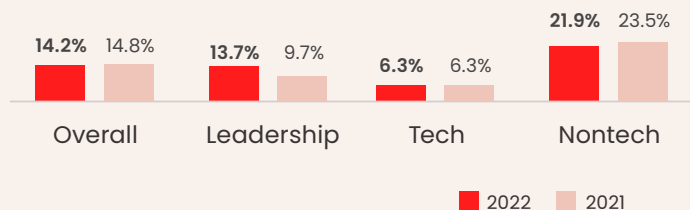


■ 2022 ■ 2021

U.S. underrepresented professionals

Our underrepresented professionals — Black, Hispanic/Latinx, multiracial, American Indian, and Pacific Islander — stood at 14.2% in 2022, a minimal difference from 14.8% at the end of 2021. We are committed to driving positive change and ensuring our workforce better represents the communities we live in. We are focused on:

- Increasing the percentage of women and underrepresented groups in the recruiting pools for all positions, with a focus on technical positions. Hiring selections are always made based on merit, and we will always select the best qualified candidate from the pool of applicants. We do not make hiring or other employment decisions based on gender or race, but we believe that having greater diversity in the pool of applicants will lead to increased diversity representation among our hires.
- Investing in programs to mentor all of our talent, including diverse talent, and position our employees to assist themselves in achieving their career goals.
- Self-monitoring on a regular basis to ensure equal hiring practices and pay parity for all employees.
- Building relationships with external professional groups that support diversity.
- Providing more opportunities for celebrating cultural and individual differences to reward the unique contributions of a diverse workforce and to foster engagement by allies of our community members.



Hiring the best

Our commitment to cultivate a remote-first work environment has enabled us to recruit diverse talent, regardless of location. With these new opportunities to expand our talent pool, we ensure that our hiring practices are aligned with our values and create genuine, authentic connections with people of all perspectives, cultures, and backgrounds.

Values-based interview practices

To make sure each candidate is considered by McAfee employees with different perspectives, we assemble a diverse hiring panel for every role. Current and aspiring leaders at McAfee receive training and learn interviewing techniques to spot top talent. Our values-based interviewing process promotes more insightful interactions by encouraging interviewers to ask candidates questions related to our values and their own.

Internship program

The McAfee internship program provides current college or university students with opportunities to work on real-world challenges, make lifelong connections, and build in-demand skills for their careers. It is also an important pipeline for future candidates. Our interns are fully embedded with their teams and gain an in-depth understanding of how to be successful within a fast-paced tech company. Our hope is that our interns are motivated to build long term careers at McAfee.

University relations program

Our University Relations program proudly maintains relationships with universities globally and continues to strengthen these bonds while creating new ones as we aim to increase our commitment to providing students more opportunities for future careers.

We are committed to connecting more with future talent at career events, attending historically black colleges and universities (HBCUs) career fairs, and actively engaging with educational institutions, particularly in the technology field.

“I have been lucky enough to work on a team that encourages me to speak up and ask questions. It’s due to this encouraging nature that I’ve had the confidence to speak up.”

Catelin, Channel Marketing Intern, Oklahoma State University

McAfee is an Equal Employment Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, national origin, age, disability, gender identity, or veteran status.

“My internship gave me the opportunity to work with an experienced Data Science team. My Teammates were kind, patient, and proficient and helped me build a solid data science background and sharpen my programming skills.”

Santosh, Data Science Intern,
Georgia State University

Fostering a culture of communication and connection

Authentic communication is important. It plays a large part in ensuring people are able to find a sense of belonging and know that their voices matter. At McAfee, we focus on creating a safe environment where everyone can freely share their views and ideas and be treated with respect. Everyone has a story to tell, and we recognize that McAfee is a stronger company when those stories are told. The insights we gain from each other can help us discover our commonalities, appreciate different perspectives, learn from our differences, and inspire innovation and collaboration.



“The McAfee HOLA Community is a great place for us to come together with like-minded people to celebrate our culture and network professionally. We come together to serve our community and connect with each other in a safe and trusted environment.”

Mike, Director, Digital Transformation

Inclusive language best practices

We continue to use and re-evaluate the replacements established in our Bias-Free Language Guidelines. These guidelines were recently created after a special taskforce rethought common cybersecurity terminology, such as ‘blacklist’ and ‘whitelist,’ and imagery that unintentionally perpetuates negative stereotypes. Our user interfaces, product documentation, and support materials reflect McAfee values and support the best practices of an inclusive industry.

McAfee Communities

McAfee Communities are employee-led resource groups that are each supported by an executive sponsor and help foster an inclusive workplace aligned to McAfee goals. Employees share recruitment and hiring strategies, provide and obtain professional development support, educate McAfee employees, and engage with local communities. McAfee Communities include African Heritage, Hispanic Organization for Leadership and Advancement (HOLA), Pride (supports the LGBTQIA+ community), Veterans, and Women in Security (WISE). We are proud to invite all employees to join a community (not just those who identify with the community’s identity).

Recognizing moments that matter

McAfee is the strong leader that it is today because we create a platform to honor diverse perspectives. One of the ways we do this is by setting aside time throughout the year to observe the many cultural holidays and traditions from around the world. By participating in these fun, morale-boosting events — whether in person or virtually — employees gain awareness of other cultures and better understand one another.



JANUARY

Martin Luther King Jr. Day

To honor the life and legacy of Martin Luther King Jr., on Jan. 17, 2022, U.S. McAfee team members were given a paid day off to use as a “day on” to provide an act of service to their community. Whether by helping others with their resumes and interview skills, beautifying green spaces through new plantings, or helping elderly neighbors with chores, we see Martin Luther King Jr. Day as a day to take action and serve.

FEBRUARY

Black History Month



To celebrate and recognize the important role of Black figures in our society, and expand team members’ cultural and diversity awareness, McAfee curated a series of events, resources, and education to recognize not only Black History Month, but ways to support the Black Community beyond February. Employee-focused events included a speaker event on overcoming adversity; a live, interactive tour to learn more about critical, historic sites and figures during the Black history movement to civil rights; and a live cooking class hosted by a local black chef and restaurant owner.

MAY

Asian American and Pacific Islander Heritage Month



In May, we celebrated Asian American and Pacific Islander (AAPI) Heritage Month. We provided learning resources that highlighted some of the groundbreaking contributions of Asian Americans, showcased historic sites that honor the AAPI heritage, and recommended a number of other ways for McAfee team members to celebrate AAPI Heritage Month.

National Military Appreciation Month



Every May, McAfee honors veterans and the sacrifices they have made for our country. In 2022, the McAfee Veterans Community gave a presentation to raise awareness on how to support those suffering from trauma and post-traumatic stress disorder (PTSD). The group also hosted two community calls with General John Maluda of the U.S. Air Force and Lauren Knausenberger, CIO for the Department of the U.S. Air Force.

MARCH

International Women’s Day and Women’s History Month

On March 8, 2022, McAfee hosted a panel of female colleagues to discuss aspirations, expectations, and opportunities for women in the workplace. The theme of our 2022 event was #breakthebias, because simply knowing that bias exists is not enough. It’s even more important to take action. McAfee team members struck a pose in honor of International Women’s Day (IWD) and posted a picture along with what they planned to do to #breakthebias. We spotlighted the career stories of three female McAfee team members to inspire other women in their journeys.

JUNE

Pride Month



To celebrate Pride Month, the McAfee Pride Community created a class to teach participants about LGBTQIA+ terminology and cultural competency, the history of Pride Month, and what they can do to become allies in the workplace. The Pride Community also compiled a list of movies, podcasts, and books to teach others about the LGBTQIA+ perspective. On June 27, 2022, McAfee hosted a live virtual tour with four tour guides who highlighted culturally significant sites in San Francisco and New York City.

Juneteenth



McAfee African Heritage Community members shared what Juneteenth means to them and invited others to help build community and connection on this important day. As part of their mission, the McAfee African Heritage Community provided education and cultural awareness, mentoring, and recruiting efforts to advance a diverse and inclusive culture at McAfee.



SEPTEMBER 15– OCTOBER 15

Hispanic Heritage Month

Sept. 15 kicks off Hispanic Heritage Month, where our HOLA Community curates a month of events celebrating the history, culture, and contributions of Hispanic-Americans. To celebrate, team members shared their favorite Latin song on our Hispanic Heritage Month playlist, took Spanish language eLearning classes, and shared traditional Hispanic recipes.

NOVEMBER

Diwali



Team McAfee celebrated Diwali, the festival of lights that celebrates the triumph of light over darkness, across the global by learning straight from our employees what the celebrations mean to them. Many shared family photos and stories about the gatherings, food, and festivities they had during the Festival of Lights.

NOVEMBER

Honoring Veterans and Military Families Month

On November 10, the McAfee Veterans Community hosted Dr. Ahmed Qureshi, U.S. Navy Captain, to acknowledge and show appreciation for our current and past veterans. On Veterans Day and Remembrance Day, we pay tribute to coworkers, friends, and family members who have served our country. Many of our colleagues shared personal photos and stories about what Veterans and Military Families Month means to them.

Equal compensation, equal benefits, equal advancement

McAfee was the 1st cybersecurity company in the U.S. to...



Achieve gender pay parity in 2019



Achieve pay parity for underrepresented professionals in 2020



Continue to pass independent audits, demonstrating no pay parity discrepancies

Our leaders, recruitment team, and hiring management have intentionally and diligently made pay parity a top priority because we view it as perhaps the single most important measure of equality in the workplace. We are proud to say that we continue to pass independent audits, which have demonstrated no disparity discrepancies.

Here's how we do it:

- **Fair and equal pay** for employees in the same job code, grade level, and location, regardless of gender or ethnicity
- **Audit for accuracy by** grouping employees by job code and applying controls for performance, tenure, and experience
- **Adjust as needed** after meticulous evaluation in our annual compensation review
- **Always kept top of mind** when determining hiring practices and salary increases

Along with achieving pay parity, we are also committed to providing equal advancement opportunities. We value all employees and their unique skill sets and experiences. Our Diversity Impact Analysis ensures that there is no unconscious bias when employees are considered for promotions and awards.

Balancing life and work

Benefits for All

An important part of inclusion and parity is how we care for Team McAfee. We value life and work balance because when people are satisfied in their lives, they bring their best selves to work. We believe performance is not a function of how many hours worked, but something that is measured by impact. Our generous benefits packages support our people both in their professional and personal lives, so they can be their best selves. The packages include everything from domestic partner health insurance coverage and student loan repayment to enhanced fertility benefits and an expanded definition of family leave. Our benefits demonstrate the commitment, trust, and care we have for our people from all walks of life.

How We Work

Like many organizations, McAfee was office-centric before the pandemic, and in 2020, we shifted to remote and hybrid work. Since then, we have seen our people thrive in an environment that affords them greater flexibility to manage their work and life priorities. In 2022, we developed a work-model strategy to define what remote-first means for McAfee: How to best support our employees, drive our business, and establish offices in areas with a high-density of employees while providing opportunities for intentional interactions.

We find that this shift in how we work has contributed to the enablement of a diverse workforce, allowing us to source talent from across the globe and accommodate a wider variety of people. For example, employees with personal or family obligations can balance those responsibilities while also growing their careers.

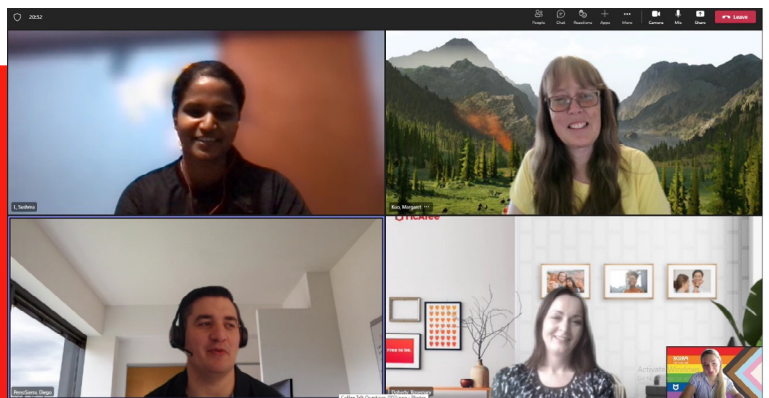
With all this in mind, we are clear that the future of work at McAfee will be remote-first with collaboration spaces. In the year ahead, Team McAfee will open offices in select regions to allow space for focused work, collaboration, and connection.

Coffee Talk

To connect team members in our hybrid and remote environment, we created an online forum called Coffee Talk. The purpose of the groups is to facilitate new connections, share knowledge and ideas, and give everyone a happiness boost! Coffee Talk groups from across the globe receive emails with optional conversation starters and scheduling details. In 2022, 17 groups formed and spent over 80 hours connecting and engaging.

“I thoroughly enjoyed it! It was so interesting learning about people and their roles. And Diego had us in stitches telling us about the time he met Danny DeVito! I loved getting to know people who I would not naturally cross paths with.”

Amy, VP, Communications



Supporting health and well-being

We recognize that wellness means different things to different people. In 2022, we expanded opportunities for our team members to improve their health, offering something for everyone. Our diverse wellness programs support well-being in three key dimensions: physical, mental and emotional, and financial.

Mental health awareness



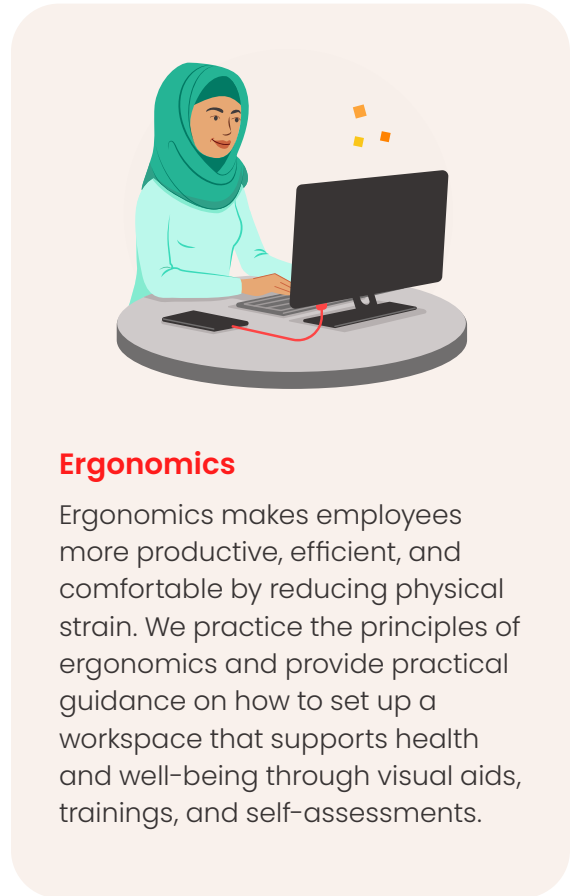
May is Mental Health Awareness Month, and we took the opportunity to encourage team members to reflect, pause, and prioritize mental health.

With a growing number of people experiencing mental health symptoms, we believe it is important to remove the taboo on this topic, open up meaningful conversations, and create an environment of acceptance for those seeking help.

We want our team members to know that it's okay to not be okay. We encourage team members to take the time needed to reset and recharge, and prioritize their well-being. In this fast-paced and, at times, hectic world, seeking help for mental health is always the right thing to do.

McAfee Employee Assistance Program

We provide support through our confidential Employee Assistance Program (EAP), which connects team members, at no cost, to outside counselors and resources to support them through life challenges such as stress, mental health, grief, life transitions, marriage and family conflicts, health management, and finding childcare or eldercare. The EAP also provides support to employees who need to locate legal resources and/or financial guidance for retirement, debt, mortgages, and more. The program is available 24/7, every day of the year. In 2022, the McAfee EAP provided counseling to team members affected in some way by the war in Ukraine.



Ergonomics

Ergonomics makes employees more productive, efficient, and comfortable by reducing physical strain. We practice the principles of ergonomics and provide practical guidance on how to set up a workspace that supports health and well-being through visual aids, trainings, and self-assessments.

Stress Reduction



To meet the diverse needs of employees and their families, we provide free access to a full content library from the Calm app. Calm offers proven techniques and practices to improve sleep and reduce stress through mindfulness meditations.

Additionally, every Monday during the month of May, participants in our Calm Mindful Mondays program receive an email including mindfulness and reflection activities to try out that week. The goal is to build sustainable mental health habits that last throughout the year and a lifetime.

Wellness Week

In the third week of June, we celebrated Wellness Week and encouraged team members to focus on and improve their health and wellness. We hosted virtual events throughout the week in all parts of the world – from comedy and cooking to high-intensity training and ergonomics tips. We encourage our employees to make wellness a priority all year round.

World Suicide Prevention Day

In September, we hosted a virtual discussion with founder of The Jordan Legacy, Steve Phillip. Following the suicide of his 34-year-old son, Jordan, Steve launched the not-for-profit company to raise awareness, remove the stigma associated with this topic, create opportunities for discussion, and identify practical solutions we can all use to help prevent suicide. He recommends that others who may be struggling with mental health talk to a friend, join a group, speak to a counselor, or find a stress-relieving activity they love. Everyone can, at some point in their lives, struggle with mental health – and it is of utmost importance that we check in with family members, friends, and colleagues and ask them, “How are you really doing?”



“I enjoyed the sessions I attended. The cooking class was amazing! I really liked the emotional intelligence session; I feel like that’s something that’s not talked about often.”

Mark, Business Operations Specialist

Our local communities

Empowering people to feel safer in their communities – whether online or in their local communities – is foundational foundational to McAfee. We strive to protect the local communities where our people live and work. When people volunteer and support their communities, it benefits not only the community, but also the volunteers themselves, through increased connection and a greater sense of place. We support our team members in the work they do in their communities because we know it adds immeasurable value all around.

Community Volunteering: Global Community Service Day and Volunteer Time Off

Four days a year, we provide paid time off for team members to volunteer in their local communities in any way they choose. One of those days, Global Community Service Day, Team McAfee collectively takes time to do good together. For the first Global Community Service Day since the pandemic, 350 McAfee team members volunteered 840 hours to over 20 organizations in a single day in 2022. Our volunteers in Japan helped the Kanda River Charity; in India, they painted with disabled children through the Divya Downs Development Trust; in Canada, they built a house through Habitat for Humanity; and in Ireland, they cleaned up a beach with the Cork City Council – among several other initiatives.

We're proud of the good work done around the world by our caring team members!



"It's an overwhelming feeling to selflessly help others in need and give back a few hours to serve my community. Thank you, McAfee, for giving my colleagues and I this gratifying opportunity."

Leena, Milton Keynes
(volunteer at local school)



"Society has given us so much and it is our turn to contribute something back. I am proud to have the opportunity and responsibility to dedicate our entire day to give back to society. Global Community Service Day events truly reflect the McAfee culture."

Vinay, Bangalore, India
(volunteer at Diya Foundation)





Supporting Ukraine

The ongoing turmoil in Ukraine has taken a severe toll on the country's people. To support those in need of help, McAfee matched donations of up to \$1,000 to two charities in support of Ukraine and raised a total of \$56,000 dollars. Our contributions to Save the Children's Ukraine Crisis Relief Fund provided aid such as food, water, hygiene kits, psychosocial support, and cash to children and families. Our donations to the American Red Cross provided support for the displaced, assisted with evacuations, and helped to set up bomb shelters. The Red Cross also provides first-aid training, supports firefighters and medical/civil protection units, and supplies families with water, food, clothing, bedding, hygiene kits, and SIM cards to stay connected.

Toys for Tots 2022

Our McAfee Veterans Community hosted our annual Toys for Tots Holiday Toy Drive throughout the holidays. Run by the U.S. Marine Corps Reserve, the drive brings joy to less fortunate children. McAfee Teams donated 423 toys as part of a competition to see which department could donate the most toys. The Finance and Strategy team won the competition, but the real winners were the kids.

Season of Giving

McAfee team members donated more than \$15,000 to charities in the month of December, with a 1:1 match on donations of up to \$500 dollars. The charities that benefited included Action Against Hunger, The American Red Cross, St. Jude Children's Research Hospital, and United Way. Together, McAfee employees are positively impacting a range of communities.

Laptop Donation Program

In 2022, we partnered with non-profit organizations in Ireland and India to donate 123 refurbished laptops to those in need. The Laptop Donation Program supports the advancement of science, technology, engineering, and mathematics (STEM) education and helps women and underrepresented minorities enter careers in STEM fields.

Protecting our planet

Ensuring a livable planet is a top priority at McAfee. Serving as responsible stewards of the environment for future generations is a core value that we remain committed to year after year. We see ourselves as a change agent, determined to integrate sustainability measures, such as reducing our carbon intensity, and improving our energy efficiency, into our supply chain and our overall business strategy. We make it a practice to continually assess our environmental impact and to find ways to make the earth a healthier, more vibrant home for everyone.

Progress toward supply chain sustainability

Our Environmental, Social, and Governance (ESG) Committee was formed in 2021, and in 2022 it continued to actively assess our operations and make recommendations on how we can work in a more sustainable way. After the team's initial evaluations, we made specific changes that require:

- All McAfee shipped products to be ROHS and REACH compliant
- All products to be built with ISO 1400–certified Electronics Manufacturing Services (EMS), Original Design Manufacturers (ODM), and Contract Manufacturers
- Outsourced manufacturing suppliers to be compliant and registered with the following management systems: ISO 9001:2015, ISO 13485:2016, TL 9000, and ISO 14001:2015

More sustainable offices

When considering new office space, we follow LEED sustainability best practices. We will reestablish robust recycling programs to minimize waste as much as possible, and we have reduced paper waste by sharing documents digitally and minimizing single-use plastic.

Earth Day

To celebrate Earth Day on April 22, 2022, we hosted two panels with our ESG Committee to discuss our global sustainability priorities. The team shared where we are focusing corporate responsibility efforts and highlighted 10 ways everyone can make a difference on an individual level. Whether it is cleaning up trash in local neighborhoods, building compost areas at home, or switching over to e-bills from paper mail, there are many things that we can do to make a difference for our planet.



REPORT

Earth Day focuses on unstoppable courage to preserve and protect our health, our families, and our livelihoods. We are reminded that together, we must invest in our planet. McAfee team members were encouraged to participate in Earth Day initiatives and celebrations, contributing to McAfee's Environmental, Sustainability, and Governance (ESG) effort.

Sustainable, Efficient Operations

Our ESG Committee continues to make progress toward the four UN Goals we focus on (#4 Quality Education, #5 Gender Equality, #10 Reduced Inequalities, #13 Climate Change).

- Reduced printing paper and toner usage year on year from 2019 globally
 - Total pages printed 2019: 2,536,760
 - Total ink toners used 2019: 400
 - Total pages printed 2020: 762,376
 - Total ink toners used 2020: 119
 - Total pages printed 2021: 304,292
 - Total ink toners used 2021: 77
 - Total pages printed 2022: below 100,000
 - Total ink toners used 2022: below 25
- Ethical Supply Chains
 - Ensuring our new lease commitments meet LEED Sustainability Requirements.
 - Ensuring our new vendors meet standards across ethics, safe working environments, labor and human rights, which is vetted as part of the supplier onboarding process.



Belong at McAfee

Learn more about McAfee's commitment to inclusion and diversity.

[McAfee.com/Inclusion](https://www.mcafee.com/Inclusion)

Life at McAfee

Read real stories from real employees building meaningful careers.

[McAfee.com/LifeAtMcAfee](https://www.mcafee.com/LifeAtMcAfee)

Join us

Redefine cybersecurity solutions in an environment where all belong.

[Careers.McAfee.com](https://careers.mcafee.com)



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