

VMware Named One of America's Most JUST Companies for 5th Consecutive Year, Awarded Top Environmental Ranking

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VMware has been recognized by JUST Capital, along with its media partner CNBC, in its annual **JUST 100**, a comprehensive ranking of Environmental, Social, and Governance (ESG) and stakeholder performance.

VMware was named one of America's Most JUST Companies—the fifth consecutive year the company has been awarded for its commitment to serving its employees, customers, partners, shareholders and communities.

VMware ranked number one overall in the environment category, leading all companies in the JUST 100 in sustainable products and pollution reduction, and achieved high scores in climate change and resource efficiency.

VMware achieved exceptional scores in multiple areas, including employee investment and community support. The company scored the top ranking across all industries in both **diversity, equity, and inclusion** and transparent communication. VMware also scored a Top 6 ranking in benefits and work-life balance. The company ranked within the software

industry's Top 10 in worker health and safety, community development, local job creation, and beneficial products.

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For their annual rankings, JUST collects and analyzes corporate data to evaluate the 1,000 largest public U.S. companies across 20 stakeholder-focused Issues as identified through the most comprehensive ongoing public opinion research on Americans' attitudes toward responsible corporate behavior, engaging more than 150,000 participants since 2015.

In addition to JUST Capital's recognition, VMware was recently recognized for ESG leadership with its invitation to be a member of the **2021 Dow Jones Sustainability Indices (DJSI)**, one of the world's leading ESG benchmarks, for the second consecutive year.

VMware is building a more sustainable, equitable and secure future by integrating ESG goals across the company and aligning them with its core business strategy. These goals are reflected in the company's 2030 Agenda, a decade-long ESG commitment and call to action to build a world in which its technology will make a positive impact on all its stakeholders. Learn **more** about ESG at VMware.

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