Symantec. Confidence in a connected world.

2012 Corporate Responsibility Report
Executive Summary

At Symantec, we protect the world's people and information.

Symantec is a global leader in providing security, storage, and systems management solutions to help our customers—from consumers and small businesses to the largest global enterprises—secure and manage their information and identities, regardless of device.

As more and more of our personal and professional information is stored on computers, mobile devices, and online networks, the protection of our digital identities, memories, and livelihoods has never been more important.
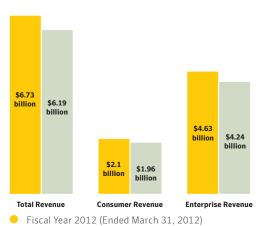
Symantec brings together leading software and cloud solutions that work seamlessly across multiple platforms, giving customers the freedom to use the devices of their choice, and to access, store, and transmit information anytime, anywhere.

Our Values

Symantec's core values provide the foundation for our relationships with our stakeholders and each other. They represent a common touchtone for our company.

· INNOVATION
· ACTION
· CUSTOMER-DRIVEN
· TRUST

Our corporate responsibility efforts are aligned with and supported by our company's core values.

Financial Highlights

Total Revenue	$6.73 billion / $6.19 billion
Consumer Revenue	$2.1 billion / $1.96 billion
Enterprise Revenue	$4.63 billion / $4.24 billion

● Fiscal Year 2012 (Ended March 31, 2012)
● Fiscal Year 2011

Symantec at a Glance

· Founded in 1983, IPO in 1989

· World's fourth largest independent "software and programming" company by revenue according to *Forbes*

· Headquartered in Mountain View, California

· Operations in more than 48 countries

· More than 20,500 employees, globally

· Ranked #391 on the *Fortune 500* list

· More than 1,500 patents, globally

· Invested 14 percent of FY12 revenue into research and development, with R&D facilities located worldwide

· More than $23 million in cash and software donated to over 20,000 nonprofit organizations, globally, in FY12

Today, as professionals, consumers, and citizens across the world, we find ourselves facing rapidly changing social and technological circumstances. Some—such as the increasing integration of new technologies across all aspects of our lives—are yielding greater opportunities and freedoms than ever before in the ways we live, connect, and work. Others, unfortunately, are increasing the security and economic risks we confront.

As the world's largest company dedicated to protecting the world's people and information, Symantec is positioned at the intersection of many of these trends. We are also uniquely qualified to address the growing need for information protection that supports collaboration and access to cloud-based tools and resources. In fact, we view the protection of information as a fundamental element of corporate responsibility in the digital age.

Similarly, equitable treatment of our workforce and ethical engagement with the world in which we operate are essential aspects of being a successful and sought-after employer, partner, and solutions provider. This focus on enhancing our competitiveness informed our corporate responsibility priorities in FY12, and, while many challenges lie ahead, we made substantial progress on a number of fronts.

I came to Symantec because what we do is mission critical. I came here because what we do matters. We see evidence of that through the feedback we receive from all of you – our customers, partners, employees, investors, and the communities in which we operate. We rely on the perspectives of our diverse stakeholder audiences to help drive the performance and direction of our sustainability efforts, and invite you to share your thoughts on our strategy and priorities by contacting us at CR@Symantec.com.

Sincerely,

Steve Bennett
President, CEO, and Chairman
Symantec Corporation

Our People

At Symantec, our people represent the competitive and creative force behind everything we do. With a growing, global workforce, we strive to cultivate an achievement-oriented culture that creates a shared sense of company identity and purpose across our operations. In this effort, we prioritize continuous learning and development, workplace equality, and employee fulfillment as our core focus areas.

Talent Management

A central priority for Symantec is the attraction, retention, engagement, and professional development of our workforce, which enables us to drive superior performance amidst accelerating growth and competitiveness in the IT marketplace.

Gender & Diversity

Symantec devotes particular attention to the promotion of gender equality and the advancement of women in technology. With the widespread underrepresentation of young, female students in math, science, and other technical disciplines, the IT industry is largely male-dominated—a limiting trend that Symantec is working to address.

Employee Satisfaction

At Symantec we strive not only to ensure that our employees are satisfied with their work, development, and career opportunities, but also to build a culture rooted in tenacity and personal fulfillment. We achieve this through comprehensive performance reviews, career planning, and training offerings, as well as by offering employee resource groups and volunteer opportunities.

The Women's Empowerment Principles

As a founding signatory of the Women's Empowerment Principles (WEP)—a partnership initiative of UN Women and the United Nations Global Compact—Symantec commits to the pursuit of advocacy efforts, aligned with the seven WEP mandates. In FY12, Symantec made significant progress on its WEP priorities.

The World

Symantec operates in a global, interconnected business environment. As such, we are charged with managing a growing spectrum of company impacts, while upholding diverse stakeholder relationships and expectations. In structuring our approach to corporate responsibility, we are cognizant of both our impacts and our opportunities to effect positive change across our operations.

Climate, Energy, and the Environment

Symantec's most significant energy use and climate change impacts are associated with the power consumption of the company's R&D labs and data centers. With the growth and diversification of our business—particularly our expansion into data-heavy cloud storage services—we are working continuously to manage the physical space requirements and energy demands of our facilities and to reduce the environmental impacts of our operations.

In addition, Symantec contributes to climate change policy discussion as a member of Business for Innovative Climate and Energy Policy (BICEP)—a coalition of companies committed to reducing the climate impacts of their industries. In FY12, Symantec and its BICEP affiliates mobilized business support for numerous bipartisan legislation efforts in Washington and held 25 meetings with members of the US Congress and the Obama Administration to call for continued progress on climate and clean energy policies.
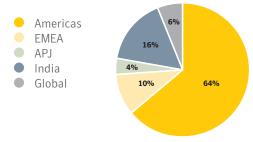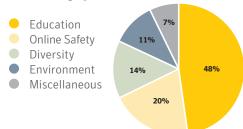
Human Rights and Responsible Sourcing

We recognize that our responsibility to people and the environment extends far beyond the immediate context of our company's direct operations. In FY13, Symantec will raise its employees' awareness and observance of company policies pertaining to human rights through improved training procedures.

Community Investment

While Symantec's community investment efforts take on many forms, our primary vehicles for philanthropic giving include our software donation program, corporate grants, employee gift matching, and incentives for employee volunteer service. In FY12, total philanthropic giving reached nearly $24 million, including more than $19 million in software donations.

FY12 Giving by Region

- Americas
- EMEA
- APJ
- India
- Global

6%, 16%, 4%, 10%, 64%

FY12 Giving by Focus Area

- Education
- Online Safety
- Diversity
- Environment
- Miscellaneous

7%, 11%, 14%, 48%, 20%

Your Information

As a company whose purpose is to protect the world's people and information, Symantec considers information security a central aspect of corporate responsibility in the digital age. Our commitment to this principle manifests itself across every aspect of our business operations—in the management of both our own data and that of our customers—and as an avenue of corporate responsibility through which we are uniquely qualified to help make the world a safer place.

Information Protection

At Symantec, we make a high priority of protecting our own network and operations. Our internal protection team now works closely with the Symantec Managed Security Services team to apply the same technologies and services internally that we offer to our enterprise customers.

Cybercrime

In FY12, Norton conducted a global study on the price of cybercrime, which found that such activity costs society $388 billion globally in financial losses and lost time. In FY12, we launched the Norton Cybersecurity Institute, a global initiative that allows us to provide law enforcement and other organizations with training, technical expertise, and improved global cooperation.

Online Safety

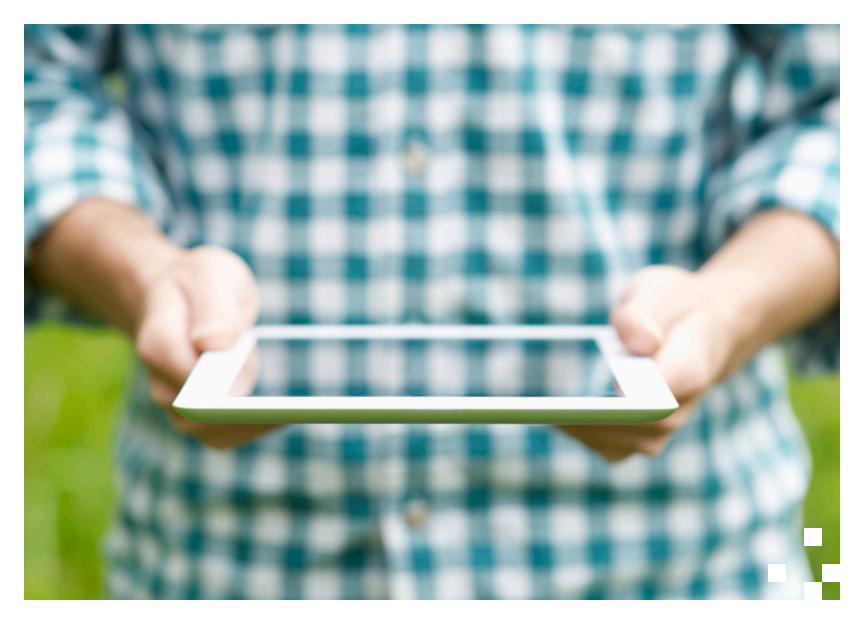Symantec is well positioned via the Norton brand to educate the public about security issues through our consumer products' messaging capabilities, websites such as the Family Resources site, and free resources such as Norton Online Family software and the Family Online Safety Guide, which is available in English and Spanish. We have also made several acquisitions that have expanded our capabilities in mobile and cloud security in FY12.

Privacy

Our role in ensuring the privacy and rights of our customers is becoming ever more important as their expectations increase and as Symantec becomes more involved in cloud services, which demand new levels of vigilance and proactiveness. We view data privacy as a human rights matter, since safeguarding information and its owners can be an aspect of protecting freedom of expression.
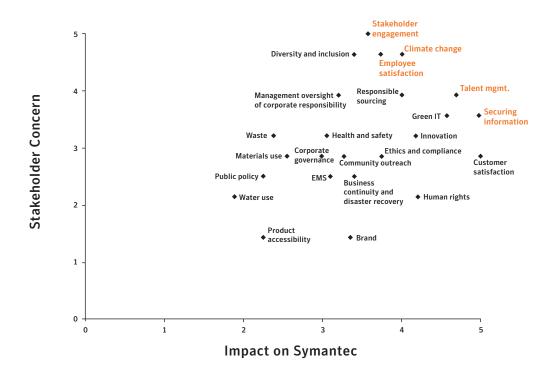
Cybercrime's most common victims

69% of adults surveyed have experienced cybercrime in their lifetime, of whom 65% have suffered in the past 12 months

80% of adults in emerging markets have been victims, compared to 64% in developed markets

79% of high level internet users (49hrs/wk) have been victims, compared to 64% of adults online 1-24 hrs/wk

75% of millennials aged 18-31 have been victims, compared to 61% of baby boomers

72% of males online have been victims, compared to 65% of female adults

Managing Our Core Issues

Symantec regularly identifies and prioritizes its most material issues—those of high importance to both stakeholders and the company. These issues are deeply relevant to our ability to succeed and are addressed in our internal strategic priorities, corporate responsibility approach, and stakeholder communications.

In conducting our latest analysis of these issues in FY12, we shifted our strategy in order to focus more deeply on a smaller set of material issues than we have in previous years. Our FY12 Corporate Responsibility Report explains how we are defining and approaching each of these core issues, and how our focus on them supports the success of our broader business strategy.

Stakeholder Concern (y-axis, 0 to 5)

Impact on Symantec (x-axis, 0 to 5)

- Stakeholder engagement
- Diversity and inclusion
- Climate change
- Employee satisfaction
- Management oversight of corporate responsibility
- Responsible sourcing
- Talent mgmt.
- Green IT
- Securing information
- Waste
- Health and safety
- Innovation
- Materials use
- Corporate governance
- Ethics and compliance
- Community outreach
- Customer satisfaction
- Public policy
- EMS
- Business continuity and disaster recovery
- Water use
- Human rights
- Product accessibility
- Brand

This executive summary offers highlights from our 2012 Corporate Responsibility Report. We encourage you to read the full 2012 Corporate Responsibility Report, which can be downloaded from our website at http://www.symantec.com/corporate_responsibility.

FY13 Goals and Beyond

	Goals for FY13 and beyond
Our People	
Employee Satisfaction	• Focus on strengthening the connection between Symantec's strategic business goals and employees' individual contributions
Talent Management	• Design, develop, and launch a development offering for vice presidents in FY13 to complement our robust curriculum, which supports every stage of an employee's career • Offer change management training in support of major corporate initiatives by the end of 2012 to improve project success and achieve a rating of eight out of 10 on post-evaluation forms
Gender and Diversity	• Evaluate Symantec's current level of performance with respect to the Women's Empowerment Principles • Transition to annual tracking of key training metrics by gender as outlined within our Women's Empowerment Principles Key Stakeholder Committee goals • Continue efforts to match the percentage of women in leadership roles with the overall population of female employees at Symantec
The World	
Climate Change	• Develop a GHG emissions reduction approach through the implementation of a global environmental management system (EMS) • Obtain LEED and ENERGY STAR certifications at all owned or long-leased facilities • Achieve an industry standard Power Usage Effectiveness (PUE) of 1.7 or better for all owned or long leased facilities
Responsible Sourcing and Human Rights	• Complete audits of all current Tier 1 suppliers against the Global Supply Chain Code of Conduct in FY13 • Integrate human rights language from International Labour Organization core conventions into standard training for all employees in FY13 • Issue a revised human rights policy statement addressing the principles set forth in the Universal Declaration of Human Rights
Community Investment	• Identify metrics and measurement criteria to track success and outcomes of strategic partnerships
Your Information	
Cybersecurity	• Launch the Victim Assistance portal together with partner National White Collar Crime Center (NW3C) • Convene global cybersecurity conferences and webinars
Online Safety	• Launch Norton Online Family Premier globally • Continue to make Norton Online Family software globally available free of charge, in 25 languages
Privacy	• Implement Privacy and Information Security Training for all employees • Embed the principles of Privacy by Design in the product development cycle

More About Symantec Corporate Responsibility

For more information on any of the topics addressed in this summary, please see Symantec's full FY12 Corporate Responsibility Report and corporate responsibility site at:

http://www.symantec.com/corporate_responsibility/

We'd Like to Hear from You!

Your feedback helps us continue to improve our corporate responsibility performance. Please take a moment to share your thoughts on this report by emailing us at **CR@Symantec.com** or by completing the brief survey available at:

http://www.symantec.com/corporate_responsibility/