

AVI-SPL 2026 ESG IMPACT REPORT

Covering January 1 – December 31, 2025



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LETTER FROM OUR CEO



Dear Stakeholders,

With our 2026 ESG Impact Report, we mark the next chapter in AVI-SPL’s sustainability journey. In 2024, we solidified our commitment to ESG. In 2025, those commitments became far more visible and tangible in the decisions we make, the solutions we design, and the way we operate every day. ESG is now embedded as an operating system that helps us execute sustainably at scale and support our customers in doing the same.

As the global leader in digital workplace experience solutions, we sit at the intersection of people, technology, and infrastructure. Our vision — to help people work smarter and live better — guides how we integrate ESG into our core strategy. We see ESG as a continuous improvement lever that strengthens our resilience, sharpens our competitive edge, and positions us to navigate an ever-evolving regulatory landscape while delivering value to customers, employees, and communities.

In 2025, we advanced our governance and risk management practices to support long-term success. We conducted our first climate-related risk assessment aligned with the Task Force on Climate-related Financial Disclosures (TCFD), giving us a clearer view of how climate risks and opportunities intersect with our operations and growth plans. We also updated and expanded our Global Supplier Code of Conduct to include stronger environmental stewardship expectations and broader coverage of ethics and labor practices, reinforcing responsible business across our value chain.

We continue to refine our climate roadmap. In 2025, we submitted our commitment letter to the Science-Based Targets initiative (SBTi) and began developing a roadmap to achieve near-term emissions reduction targets. We set goals across our operations and underpin them with clearly defined initiatives and key performance indicators we track

quarterly, from optimizing fleet routes and reshaping our real estate footprint to helping customers make lower-impact choices through eco-friendly reference designs and electronics recycling services. In 2026, we will seek external assurance of our 2025 carbon inventory for the first time to further strengthen data quality and trust.

At the same time, we are pairing emissions reduction with investment in nature. Our UN-aligned REDD+ rainforest conservation project in Ecuador supports the protection of critical ecosystems and Indigenous communities while contributing to global climate stability. These actions form an integrated climate strategy: reducing our footprint in line with science and investing in the natural systems that sustain life and work.

Our progress is powered by our people. In 2025, we launched the AVI-SPL Green Team, a global network of employee volunteers helping us embed and improve sustainability in everyday decisions, from efficiency initiatives to community engagement. Their creativity and commitment make the impact of ESG more visible and measurable across our business.

We’re proud of what we have accomplished so far, and we recognize that our ESG journey is ongoing. With transparency, innovation, and collaboration as our guide, we will continue to refine our governance, deepen our partnerships, and scale solutions that help customers succeed, people thrive, and the planet flourish.

Thank you for your continued trust and partnership.

Sincerely,

John Zettel, CEO, AVI-SPL

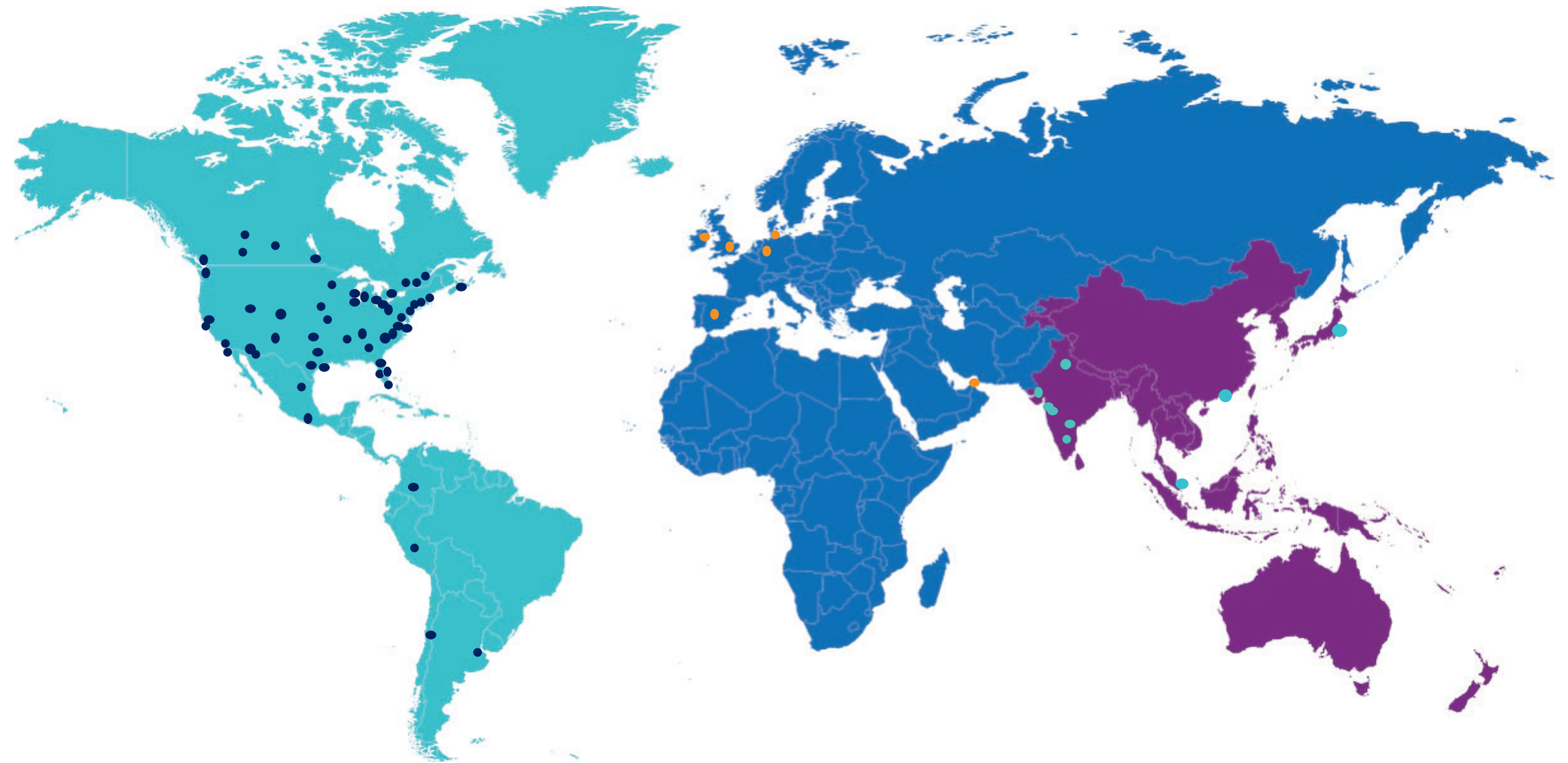
WHO WE ARE

AVI-SPL is a global technology company providing audiovisual (AV), unified communications (UC) and collaboration, enterprise broadcast, and immersive experience technology solutions supporting organizations across a wide range of industries and geographies.

With more than four decades of experience, the company delivers scalable, integrated systems and managed services that enable modern communication and collaboration.

Headquartered in Tampa, Florida, and privately held, we operate across 73 offices worldwide and employ approximately 4,900 professionals.

At AVI-SPL, our company vision is to help people work smarter and live better by designing and delivering digital solutions that simplify complexity and redefine how people and technology connect. Through innovative digital solutions, we enhance modern communication and collaboration and ignite confidence and curiosity about how we may build a more sustainable future together.



Headquarters
Tampa, FL, USA

Employees
4,900

Offices Worldwide
73

Countries
16

Customers served
8,700

Customer NPS
77

OUR CORE VALUES



Build connections

We work as a team, sharing knowledge and expanding our networks to create the ultimate customer experience.



Be trailblazers

We courageously lead the way to deliver solutions that create new value for our customers and shape the future.



Own it

We act with integrity in all we do, practicing accountability and striving for excellence in ourselves and for others.



Do the right thing

We're honest, clear, and true to our word to earn the trust and respect of others, and continually delight our customers.



Thrive together

We celebrate diversity and champion the well-being of our teams, customers, and communities to create success for one and all.

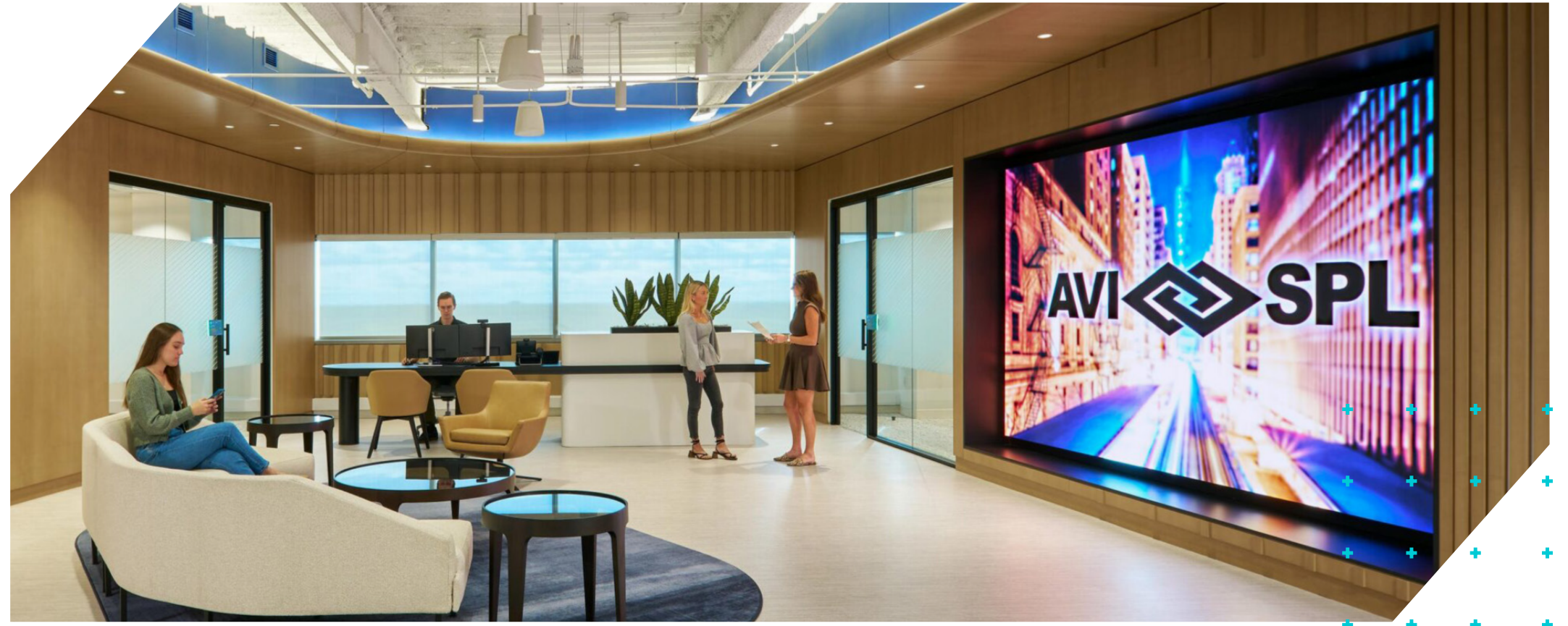
WHAT WE DO

AVI-SPL designs, integrates, manages, and supports AV, UC, and experience technology solutions that enable organizations to communicate and collaborate more effectively.

Serving customers across a wide range of industries and geographies, we help organizations deploy technology that supports productivity, connection, and performance in increasingly complex digital environments.

Our role in the technology ecosystem is distinct. As an integrator and service provider, AVI-SPL does not manufacture equipment or control the raw materials used in its production, nor are we the end users of the solutions we deploy. While this limits our direct control over certain environmental impacts, it also places us at a critical intersection of the value chain — connecting manufacturers, distributors, and customers. We view this position not as a constraint but as a competitive advantage that allows us to influence outcomes through collaboration.

Upstream, we work closely with vendors and distribution partners to better understand environmental and social practices across the supply chain. Through supplier engagement, we monitor and track ESG-related practices and share relevant insights with customers to support more informed technology decisions. Strategic distribution partnerships also allow us to streamline logistics, improve efficiency, and reduce unnecessary environmental impacts associated with transportation and handling.



Downstream, AVI-SPL supports customers as they work to meet their own sustainability commitments. Demand for responsible e-waste management continues to grow, driven by customers' ESG targets and rising stakeholder expectations. In response, we deliver solutions that reduce waste, extend product lifecycles, and ensure certified, traceable end-of-life recycling. We've also established eco-friendly solution design criteria that prioritize energy efficiency, recycled materials, carbon transparency, and lifecycle performance, helping customers embed sustainability into system architecture from the start. Through thoughtful design, procurement, and logistics optimization, we help our

customers reduce material use, improve long-term efficiency, and lower the overall environmental footprint of deployed technology.

By actively engaging across our value chain, AVI-SPL integrates sustainability into how we deliver technology solutions every day. This collaborative approach strengthens our ability to meet customer needs, advance ESG goals, and deliver positive outcomes not only for our business but for the partners, communities, and environments connected to our work.

MANAGING ESG IMPACTS ACROSS OUR VALUE CHAIN

Strategic Initiatives Across the Value Chain



Environmental

We advance science-based decarbonization across Scopes 1, 2, and 3 through operational efficiency, supplier engagement, and nature-based climate investment, while embedding circular product lifecycle practices.



Social

We strengthen workforce engagement, inclusive opportunity, and community impact through structured development programs, global volunteerism, and expanded employee well-being initiatives.



Governance

We integrate ESG and climate risk oversight into enterprise governance through cross-functional leadership, data transparency, AI governance, and integration with enterprise risk management.

Primary Risks and Opportunities

Upstream

- Exposure to supplier emissions volatility, material scarcity, and evolving carbon disclosure regulations
- Increasing expectations for transparent product-level carbon data and lifecycle accountability
- Opportunity to strengthen competitive positioning through supplier decarbonization and circular sourcing partnerships



Direct Operations

- Reducing carbon emissions and operational waste globally
- Risk of disruption and productivity loss if well-being, climate resilience, or AI governance are mismanaged
- Workforce engagement, retention, and evolving skills
- Opportunity to enhance engagement through purpose-driven culture and professional development programs



Downstream

- Reputational, regulatory, and operational risks tied to sustainability claims, certifications, and ESG disclosures
- Enterprise procurement weighting sustainability criteria in RFPs and vendor selection
- Opportunity to differentiate through verifiable low-carbon solutions, responsible e-waste services, and transparent reporting



Operational Solutions

- Strengthen supplier ESG screening and Global Supplier Code of Conduct oversight
- Deploy AI-enabled demand planning to reduce excess procurement, avoid high-emissions freight, and optimize upstream logistics
- Integrate Product Carbon Footprint (PCF) data from priority suppliers to improve Scope 3 Category 1 accuracy and drive lower-carbon sourcing decisions

- Optimize fleet operations through GPS-enabled route planning and reduced idling, with phased transition to lower-emission vehicles
- Consolidate regional Quality Control Centers (QCCs) to reduce transport intensity while enhancing operational resilience
- Evaluate renewable energy sourcing pathways and improve facility energy performance

- Scale Eco-Friendly Reference Designs to support lower-energy, lower-embodied-carbon deployments
- Expand Electronics Recycling Services with hyper-local processing to reduce transport emissions and enable traceable circularity
- Provide sustainability data and reporting tools that help customers meet disclosure and procurement requirements

SUSTAINABLE IMPACT



ESG AT AVI-SPL


At AVI-SPL, ESG is not a standalone initiative; it is embedded in how we operate, grow, and deliver value.

Our position at the intersection of technology, infrastructure, and global delivery gives us meaningful influence. The systems we design, the partners we select, and the logistics we manage shape environmental and social outcomes at scale. We view ESG as both a responsibility and a strategic lever that strengthens resilience, improves efficiency, and enables customer success.

Over the past several years, we have built a strong foundation by conducting a materiality assessment, establishing governance structures, calculating and disclosing our greenhouse gas inventory, aligning to global frameworks, and setting measurable goals. In 2025, our strategy advanced. This was the year ESG moved decisively from commitment setting to disciplined execution.

We embedded ESG more deeply into core business functions, including procurement, engineering, logistics, real estate, IT, and sales. Cross-functional leaders assumed clearer ownership of ESG-related targets, and sustainability considerations became integrated into operational decision-making rather than being treated as a parallel review process. We strengthened the integration of ESG metrics into initiative tracking and enterprise planning, reinforcing accountability across the organization.





In 2025, ESG at AVI-SPL became more integrated, more measurable, and more accountable. It is not a separate strategy. It is fundamental to how we manage risk, drive performance, and lead our industry forward.

Execution in 2025 also meant improving the precision and quality of our measurement. We enhanced Scope 3 data collection by working closely with preferred suppliers to obtain product carbon footprint information, shifting from modeled estimates toward more activity-based accounting. We scaled operational initiatives such as AI-enabled demand planning, shipment consolidation through our regional quality control centers, and route optimization to reduce emissions across our value chain. In parallel, we formalized the next phase of our climate strategy by committing to set science-based targets to guide near-term emissions reductions and launching an UN-aligned REDD+ rainforest conservation investment in Ecuador. This approach pairs disciplined decarbonization with high-integrity, nature-based climate action and reflects our belief that sustainable impact is achieved through data-driven efficiency and long-term stewardship.

At the same time, we have expanded the ways ESG supports our customers. Eco-friendly reference designs, electronics recycling services, and enhanced sustainability reporting capabilities help enterprise organizations translate their commitments into measurable outcomes. As sustainability criteria increasingly influence procurement decisions, we equip customers with the data, transparency, and lifecycle solutions required to meet their goals with confidence.

Our ESG approach is a driver of operational resilience rather than an exercise in reactive compliance. By embedding governance, strengthening data integrity, aligning sustainability with efficiency, and collaborating across our value chain, we are building a model designed to adapt as regulatory expectations evolve and stakeholder scrutiny increases.

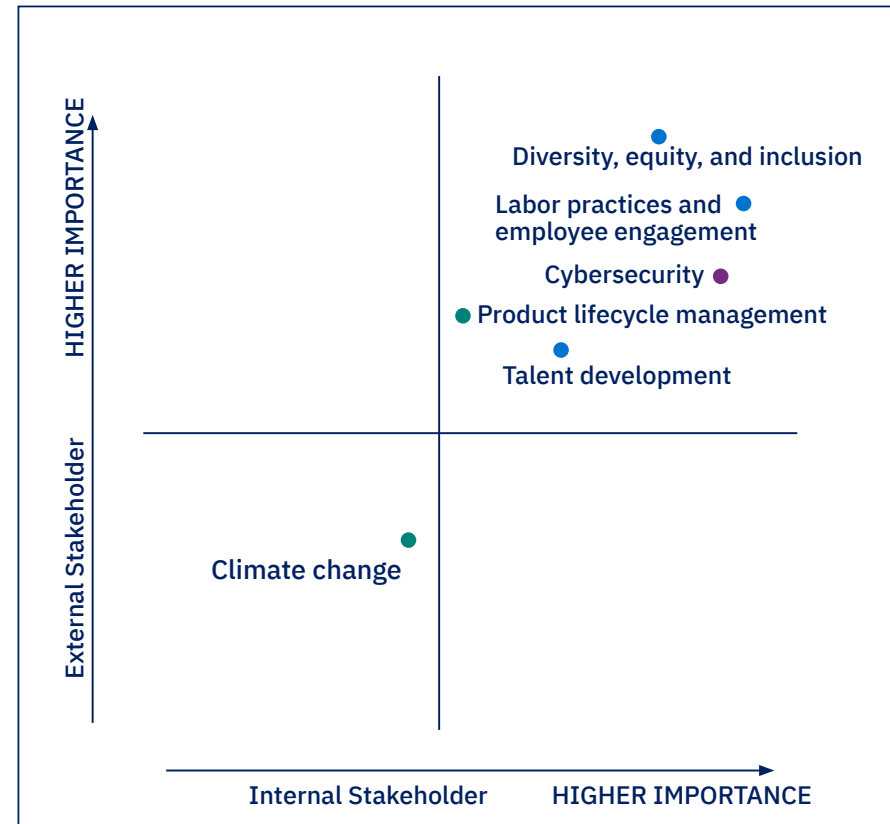
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Materiality Assessment

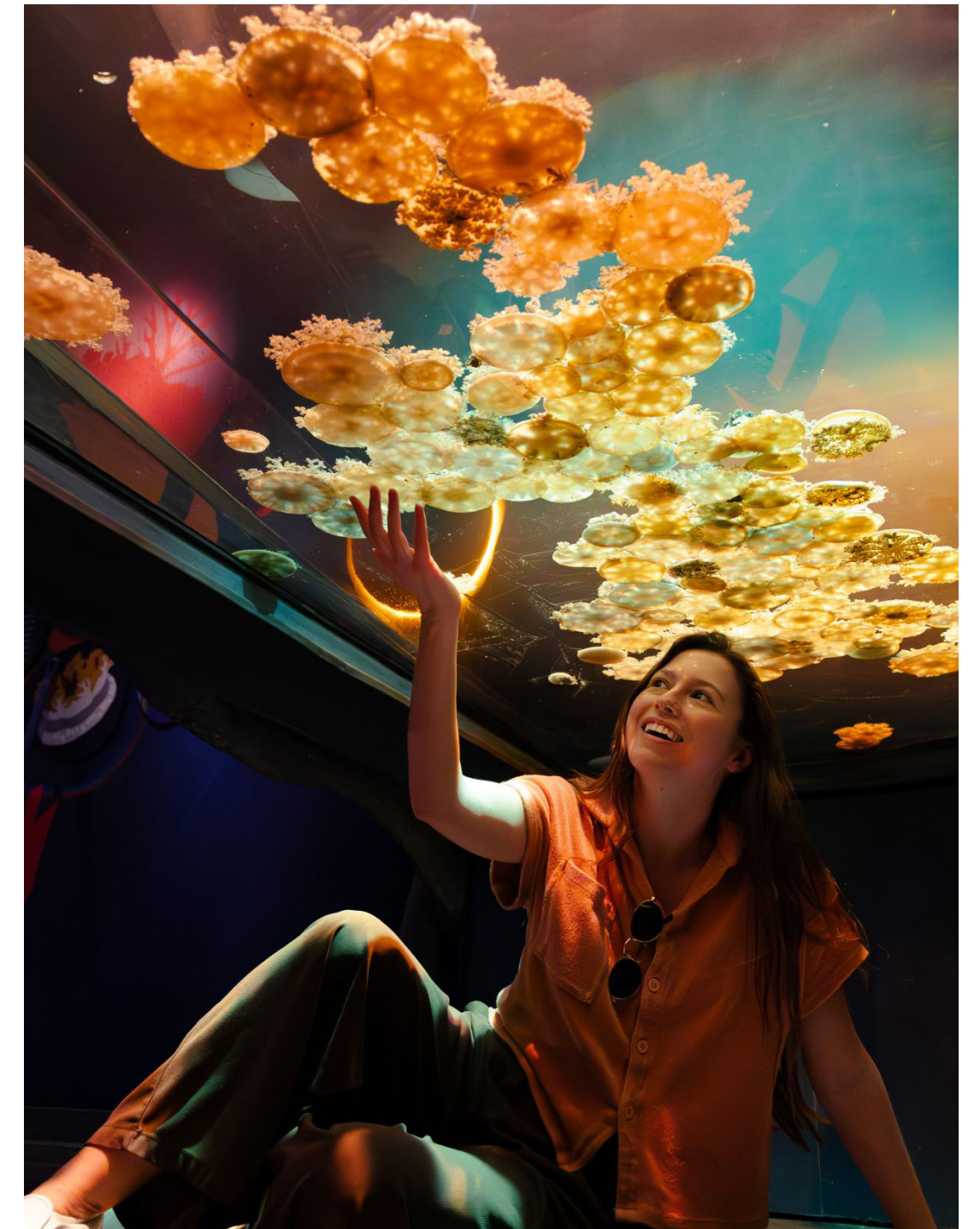
In 2023, AVI-SPL completed its first formal materiality assessment to better understand which ESG topics matter most to our business, our industry, and our stakeholders. Conducted with support from an independent third party and informed by globally recognized frameworks such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), the assessment helped sharpen our view of where ESG considerations intersect most directly with risk, opportunity, and long-term value creation.


Through this process, we evaluated 18 ESG topics and identified five as most relevant to AVI-SPL: diversity, equity, and inclusion (DEI); labor practices and employee engagement; talent development; cybersecurity; and product lifecycle management. While climate change did not emerge as a top material topic in the assessment, we continue to see its growing importance for our customers and recognize its importance for our operations and the planet. As a result, climate-related risks and opportunities remain an active area of focus within our sustainability strategy.

AVI-SPL Materiality Matrix



- Environmental
- Social
- Governance



 Climate-related risks and opportunities remain an active area of focus within our sustainability strategy.

ESG GOALS 2023-2025

Building on the results of our materiality assessment, AVI-SPL defined seven strategic ESG goals to align our business priorities with stakeholder expectations and the relevant UN Sustainable Development Goals (SDGs). In our prior report, we established ESG goals covering the 2023–2025 period, all of which were achieved by the end of 2025.

Achieved

Goal	Status	Result
01 Reduce the intensity of global Scope 1 and 2 GHG emissions per sq. ft. of real estate space by 10% from 2023 to 2025.		26.5% reduction. (10.29 in 2023; 6.96 in 2024; 7.56 in 2025).
02 Reduce absolute fuel consumed by all AVI-SPL fleet vehicles by 10% annually from 2023 to 2025.		10.6% reduction per annum. (11.2% in 2024; 10.1% in 2025).
03 Address high-impact product lifecycle management opportunities in our supply chain with an AVI-SPL Supplier Sustainability Matrix and other strategies.		AVI-SPL Supplier Sustainability Matrix was created in 2023 and expanded in 2024 and 2025.
04 Expand e-waste electronics recycling services to customers of all U.S. locations by 2025.		AVI-SPL Electronics Recycling Services launched nationwide in U.S. in June 2025.
05 Expand AVI-SPL’s global workforce by broadening recruitment resources to include more inclusive, accessible, and diverse talent pipelines by 2025.		Postings to job board hosted by diversity organizations increased to 605 in 2025 from 123 in 2023, more than 4X growth.
06 Increase employee participation in the annual “AVI-SPL Gives Back” month by 10% annually, based on the number of charitable activities.		59% increase in Gives Back projects worldwide, 51 in 2025 from 32 in 2023.
07 Increase the percentage of employees who voluntarily complete cybersecurity training by 20% in between 2023 and 2025.		Cybersecurity training completion increased from 10% (2023) to 98% (2025) after training became mandatory in 2024.

ESG GOALS 2026-2028

12%

Reduction in Scope 1 and 2 GHG emissions intensity.

Achieve a 12% reduction in Scope 1 and 2 greenhouse gas (GHG) emissions intensity per square foot of global real estate, measured from 2026 through 2028.

5%

Reduction in absolute Scope 3 GHG emissions

Reduce absolute Scope 3 GHG emissions by 5%, prioritizing emissions hotspots across AVI-SPL's value chain while supporting continued business growth.

10%

Of customer deployments enabled with responsible electronics recycling services.

Enable 10% of customer deployments to include responsible recycling or repurposing of retired AV and UC equipment, supported by certified, decision-ready reporting for customer compliance, ESG disclosure, and sustainability tracking.

10%

Of customer deployments supported with sustainability decision data.

Support 10% of customer deployments with decision-ready sustainability insights, including product carbon footprint data, verified energy consumption metrics, and eco-optimized solution designs, enabling lower-impact technology decisions.

80%

Tier 1 supplier ESG risk coverage with full onboarding integration.

Conduct ESG risk assessments for 80% of Tier 1 OEM suppliers by spend and integrate minimum ESG criteria into 100% of new supplier onboarding and sourcing, with corrective action plans in place for 100% of high-risk suppliers within 12 months.

Employee Engagement

Achieve consistent year-over-year growth in annual employee engagement survey participation.

Increase the percentage of employees who complete the annual global employee engagement survey in 2027 and 2028.

10%

Annual growth in global community impact participation.

Grow participation in "AVI-SPL Gives Back" month by 10% annually, measured by the number of charitable activities completed across global operations.

100%

Coverage of AI development and use under enterprise governance.

Implement an enterprise AI governance framework, including policy, risk assessment, and approval processes, covering 100% of AI development and use prior to deployment.

SOC 2 Type II

Maintain global SOC 2 Type II compliance for secure enterprise service delivery.

Sustain SOC 2 Type II certification through enterprise-wide security monitoring, incident response, and governance covering 100% of AVI-SPL's IT environment.



For more details on how AVI-SPL's activities directly impact the SDGs, visit our [United Nations Sustainable Development Goals Index](#).

Notes: All goals are measured from the 2025 baseline.

1. A customer deployment is considered enabled with responsible electronics recycling services when AVI-SPL documents at least one of the following as part of a technology refresh project: (i) active scoping, facilitation, or coordination of electronics recycling or repurposing services; or (ii) provision of customer-ready documentation, such as certificates of recycling, chain-of-custody records, or material diversion reports. Services are delivered through qualified third-party partners in accordance with applicable regional standards. Enablement is based on documented actions by AVI-SPL and does not require customer adoption.

2. A customer deployment is considered supported with sustainability decision data when AVI-SPL provides documented environmental information during design or procurement, including product carbon footprint data, energy consumption or efficiency metrics, and/or eco-optimized solution designs. Support is measured based on documented provision of information by AVI-SPL, using verified or best-available data where available from OEM partners, and does not imply customer product selection or measured environmental outcomes.

STAKEHOLDER ENGAGEMENT



Meaningful and frequent engagement with stakeholders is a core part of how AVI-SPL advances both our business priorities and our ESG objectives. Through a range of engagement approaches, we seek to understand stakeholder perspectives and incorporate relevant input into our decision-making.

Stakeholder	Description of Engagement	Engagement Strategies
Customers	Collaborate with our customers to understand current business needs and provide integrated technology solutions	<ul style="list-style-type: none"> Customer discovery Direct engagement Regional customer events Request for proposals Surveys and online ratings Customer Advisory Board EcoVadis Carbon Disclosure Project (CDP)
Employees	Create a culture of belonging and inclusion where employees can thrive, starting with recruitment through retention and professional development	<ul style="list-style-type: none"> AllVoices feedback platform Company-wide town hall meetings Employee engagement surveys Employee resource groups (ERGs) Grow Your Career Program Internship and mentoring programs Learning plans and career paths Monthly newsletters New hire surveys Pulse surveys Regional monthly meetings
Executive Suite and Board of Directors	Establish an integrated ESG strategy set by senior leadership that permeates throughout the organization	<ul style="list-style-type: none"> Monthly meetings of ESG Steering Committee Bimonthly meetings with the CEO and SVP of ESG and Sustainability, who serves as ESG Steering Committee chair ESG updates distributed in quarterly board meetings
Suppliers and Partners	Leverage our comprehensive network of suppliers to offer innovative, sustainable solutions to our customers	<ul style="list-style-type: none"> Ongoing dialogue and discussion AVI-SPL preferred partner program Survey and publish preferred supplier ESG programs and ratings Collaborative go-to-market strategies with suppliers for eco-friendly technology solutions
Community	Foster positive relationships in the communities in which we operate	<ul style="list-style-type: none"> AVI-SPL Gives Back Month Community Relations Board for local outreach Philanthropic fundraising and donations

COMMITMENTS, AWARDS, AND RECOGNITIONS

AVI-SPL’s commitment to sustainability and responsible business practices continues to be recognized across our industry and value chain.

Through active participation in industry initiatives, third-party assessments, and collaborative leadership roles, we seek to advance ESG practices not only within our own operations but across the broader AV and collaboration technology ecosystem. These recognitions reflect our focus on continuous improvement, transparency, and practical action aligned with our ESG priorities.

AVI-SPL holds active leadership roles across key industry associations, helping shape the future of sustainable AV and collaboration technology. Two employees serve on the AVIXA Board of Directors, one as Chair and one as Member-at-Large, strengthening our influence at the highest levels of the industry. We also co-chair the AVIXA Sustainability Advisory Group. This volunteer-led network translates emerging sustainability trends and regulatory developments into practical guidance for AVIXA’s global membership. In 2025, the group launched the AV Sustainability Self-Assessment Scorecard and advanced credible criteria for sustainable AV solutions and best-

practice e-waste management. Additionally, an AVI-SPL executive serves as President of the National Systems Contractors Association (NSCA) Board of Directors, reinforcing our commitment to elevating standards across the systems integration industry.

Beyond formal leadership roles, AVI-SPL actively engages in professional and industry networks that foster collaboration and knowledge sharing. Our sustainability leader served as an advisor to the inaugural AV Sustainability Summit in London in December 2025. Our team participates in organizations including the Commercial Real Estate Women (CREW) Network, the Strategic Account Management Association (SAMA), and the Society for Experiential Graphic Design (SEGD). Through these memberships, we exchange best practices, track evolving customer expectations, and help advance responsible business practices across the built environment and experiential technology ecosystem.

Selected commitments, awards, and recognitions include:

- ➔ Annual participant in EcoVadis and CDP.
- ➔ Formal, registered commitment to setting science-based targets (SBTs).
- ➔ Formal alignment with UN SDGs.
- ➔ EcoVadis Bronze Medal earned August 2025.
- ➔ Logitech North America Partner of the Year for Innovation in Sustainability award.
- ➔ TrustRadius top-rated company for 2025.
- ➔ Systems Contractor News (SCN) ranked #1 company for 2025.
- ➔ rAVe Readers’ Choice Awards Company of the Year and Favorite Integrator for 2025.

2025 ESG HIGHLIGHTS

141,000

hectares (348,410 acres) of Ecuadorian Amazon rainforest and biodiversity protected through a high-integrity United Nations REDD+ project

77th

percentile ranking with EcoVadis, earning a Bronze Medal in 2025

Implemented a new global anti-bribery and corruption policy with supporting companywide ethics training

100%

of employees received training in diversity and inclusion

TCFD climate-related risk assessment aligned with the Task Force on Climate-related Financial Disclosure conducted for the first time and with global scope



5,027

 pounds of AVI-SPL electronics hardware recycled

97.9%

of all employees received some form of career or skills training

65%

of targeted suppliers completed the AVI-SPL Supplier Sustainability Survey, with an average score of 71%

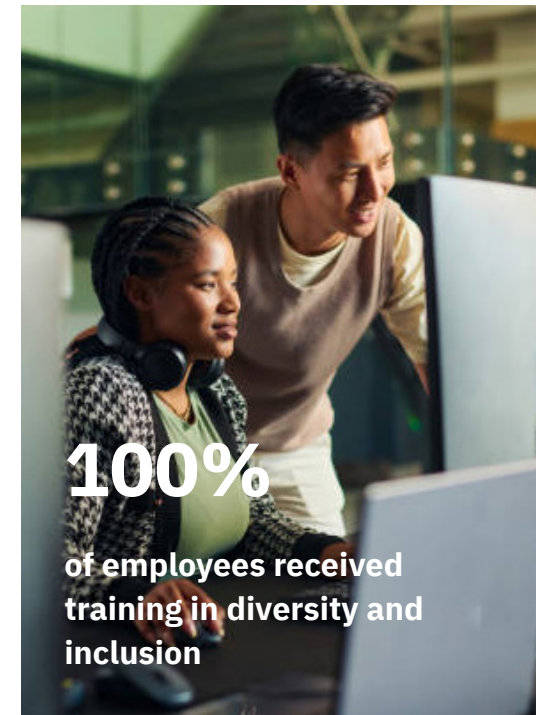
91.1%

 employee retention rate globally

Committed to setting science-based targets, registered with SBTi

782

employees volunteered across 51 charitable projects, contributing 1,670 volunteer hours in 44 locations worldwide



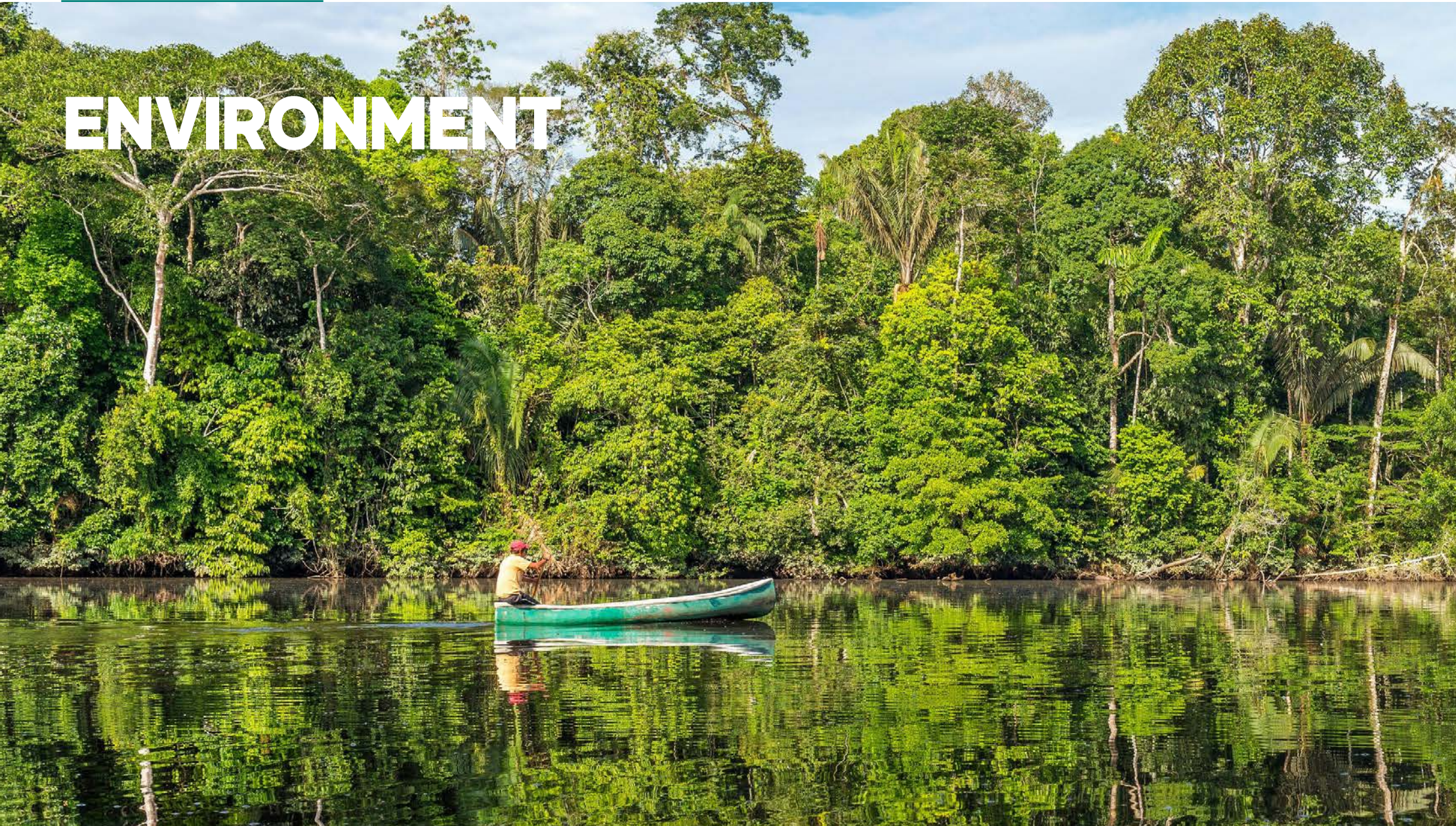
100%

 of employees received training in diversity and inclusion

SOC 2 Type II certification earned and new Sentinel SIEM solution implemented

AI Center of Excellence formalized an AI policy and governance framework for acceptable use and application development

ENVIRONMENT



2025 Highlights and Progress

- ➔ Registered with the SBTi as Committed and plan to submit near-term targets for validation in 2027

- ➔ Further reduced Scope 2 emissions as well as Scope 3 emissions from transportation & distribution upstream and downstream

- ➔ Advanced Scope 3 methodology by integrating product carbon footprint data

- ➔ TCFD framework guided our inaugural climate risk assessment to better understand how climate-related risks and opportunities could affect the company

- ➔ 10.5% reduction in fuel spend compared to 2024 through AI-enabled GPS routing software for company fleet vehicles

- ➔ 120 AVI-SPL Green Team employee volunteers joined our sustainability mission

- ➔ 5,027 pounds of AVI-SPL IT electronics hardware recycled, with 36 laptops donated to charity

Inside This Section

2025 Highlights and Progress

Climate

Supply Chain Transformation

Product Lifecycle Management

A Look Ahead

CLIMATE

AVI-SPL is committed to measuring and managing our climate impact as part of our broader ESG strategy. In 2025, we began aligning our climate approach with the recommendations of the International Financial Reporting Standards (IFRS) S2, the leading standard for climate-related reporting and the disclosure of sustainability-related risks and opportunities.

This alignment was enabled in large part by the completion of our inaugural climate risk assessment and scenario analysis in 2025, which now serves as the foundation of our climate-related reporting. The assessment has also supported our initial work to develop future emissions reduction targets aligned with the Science-Based Targets initiative (SBTi). As of the end of 2025, we are registered with the SBTi as Committed and plan to submit near-term targets for validation in 2027, aligned with SBTi's corporate criteria and covering a target period through 2032.

Governance

Oversight of climate-related risks and opportunities at AVI-SPL is embedded within our broader governance and enterprise risk management framework. The Board of Directors provides oversight through regular updates from the chief executive officer (CEO), the ESG Steering Committee, and the Enterprise Risk Committee (ERC), supporting the integration of climate considerations into strategic planning and business decision-making.

The CEO is the highest-ranking executive accountable for climate-related matters, integrating identified risks into corporate strategy and coordinating sustainability-related priorities across business functions. The senior vice president of ESG and Sustainability chairs the cross-functional ESG Steering Committee and is responsible for ESG strategy, goals, and engagement.

The ESG Steering Committee is responsible for embedding ESG principles into AVI-SPL's business strategy, streamlining initiatives, approving objectives, and driving meaningful action across the organization. The committee is composed of leaders from finance, human resources, sales, product, operations, marketing, and other key functions. The committee provides regular updates to the Executive Leadership Team (ELT), quarterly briefings to the CEO, quarterly reports to the Board of Directors, and at least biannual updates to all employees.

Climate-related risks and opportunities are further overseen through AVI-SPL's Enterprise Risk Committee (ERC). Established in 2024, the ERC consists of 12 members and manages six critical risk categories: compliance, environmental, human resources, operational, strategic, and technology. The ERC meets quarterly to assess and mitigate

business risks, including climate-related financial risks, and provides regular updates to the ELT to ensure climate considerations are integrated into enterprise risk management and long-term planning processes.

To support AVI-SPL's inaugural climate risk assessment and comply with California's SB 261 requirements, a cross-functional Climate Risk Committee (CRC) was established in 2025. The committee reflects the multidimensional nature of climate risk and its interdependencies across functions, regions, assets, and the value chain.



Strategy

Climate Risk Assessment and Scenario Analysis

In 2025, AVI-SPL conducted its inaugural climate risk assessment to better understand how climate-related risks and opportunities could affect the company’s business, strategy, and long-term performance. The assessment was conducted with support from a third-party consultant and followed a structured, science-aligned methodology grounded in internationally recognized climate frameworks and models.

Our cross-functional CRC identified climate-related risks relevant to AVI-SPL’s business model and global operations. Each risk was evaluated across short-, medium-, and long-term time horizons and

by global region based on its potential impact on business operations, supply chain reliability, workforce productivity, built infrastructure, regulatory obligations, and go-to-market strategy. Impact severity was assessed by considering both the likelihood of occurrence and the extent of potential disruption.

To evaluate regional climate impacts and future climate pathways, the analysis drew on multiple global scenario frameworks, including the Representative Concentration Pathways (RCPs) and Shared Socioeconomic Pathways (SSPs) published by the Intergovernmental Panel on Climate Change (IPCC), the International Energy Agency’s Global Energy and Climate Model, and the Principles for Responsible Investment (PRI) Inevitable Policy Response (IPR) scenarios. Climate risks were assessed across 2°C, 3°C, and 4°C pathways.

Climate-related opportunities were evaluated through a complementary process that considered customer demand, measured by the frequency and urgency of sustainability-related requirements, as well as known mitigation strategies identified through scenario analysis. For both risks and opportunities, AVI-SPL identified business implications and internal metrics to track mitigation efforts.

AVI-SPL plans to conduct climate risk assessments on a biennial basis, integrating learnings into our annual enterprise risk management process and maintaining alignment with GRI and SASB reporting standards.

	2°C Temperature rise above pre-industrial levels	3°C Temperature rise above pre-industrial levels	4°C Temperature rise above pre-industrial levels
Scenarios	This climate pathway requires immediate and deep cuts in global greenhouse gas emissions, aiming for net zero emissions in the second half of the century. This future involves a significant shift to low-carbon energy systems to avoid the most catastrophic and irreversible impacts of climate change, such as extreme heat waves and massive sea-level rise.	This climate pathway far exceeds the Paris Agreement goals of limiting global warming. This future would see massive sea-level rise and displacement of hundreds of millions of people, widespread heat waves and unprecedented droughts. It would likely entail tipping points being reached and some regions of the world becoming uninhabitable.	This climate pathway describes a potentially devastating future of unprecedented heat waves, severe droughts, and major floods in many regions, leading to widespread crop failures and substantial water scarcity, threatening food security for billions. This future carries the risk of irreversible loss of biodiversity, massive coastal sea-level rise, and widespread human displacement.
Sources	RCP 2.6, SSP1-2.6. IEA NZE. IPR 2023 FPS	RCP 4.5, SSP2-4.5, IEA APS	RCP 8.5, SSP3-7.0, IEA STEPS

Our Climate Risks and Opportunities Across Time Horizons



0-5 YEARS

Short Term

In the short term (0–5 years), climate risks include evolving customer preferences for verifiably sustainable and energy-efficient technology solutions, increasing regulatory requirements, and acute weather events that could disrupt business operations. Corresponding opportunities include expanding energy-efficient product offerings, designing solutions with lower environmental footprints, enhancing electronic waste management services, and strengthening the company-wide business continuity plan.



5-15 YEARS

Medium Term

Over the medium term (5–15 years), climate risks relate to rising utility and data center costs, regulatory divergence across jurisdictions, and reputational impacts associated with meeting evolving sustainability expectations. Opportunities include supply chain optimization, increased use of renewable energy, and expansion of advisory services supporting sustainable technology deployment.



15+ YEARS

Long Term

In the long term (15+ years), AVI-SPL is monitoring potential impacts on employee well-being, building systems performance, and infrastructure costs as the company continues to expand its global footprint. Strategic responses are expected to focus on transformational business changes, infrastructure transitions, and alignment with net-zero ambitions.

Integration into Business Strategy and Financial Planning

Climate-related risks and mitigation opportunities inform AVI-SPL's product and service development, supply chain management, and operational investments. ESG-aligned solutions are embedded in the company's go-to-market strategy, as environmental performance increasingly influences customer procurement decisions and client retention.

Financial planning incorporates investments in emissions reduction, logistics optimization, and real estate transformation measures. AVI-SPL executives review enterprise risk, climate-related risk, and the business continuity plan annually to ensure alignment with evolving conditions and strategic priorities.

For detailed information about our climate risk assessment methodology, outcomes, and how AVI-SPL manages and mitigates identified climate risks and opportunities, please see our [IFRS S2 Index on page 62](#).

Decarbonization Planning

AVI-SPL conducts annual assessments of the feasibility of achieving near-term science-based targets under different growth scenarios. This analysis has identified key decarbonization levers, including fleet electrification, renewable energy sourcing, supplier engagement, warehouse consolidation, and the virtualization of support services. These levers inform and guide our decarbonization roadmap. More information on our decarbonization levers can be found in the following sections of our Environment chapter.



Risk Management

AVI-SPL manages climate-related risks through a structured, enterprise-wide risk management framework led by the ERC, which holds primary oversight responsibility for identifying, assessing, and managing enterprise risks, including those related to the climate. Climate-specific risks are evaluated through a dedicated CRC, which applies the same rigorous methodology used across AVI-SPL’s ERM process.

To inform its analysis, the CRC incorporates internal materiality assessments, GHG inventories, supplier ESG evaluations, and emerging regulatory requirements when identifying and prioritizing climate-related risks and mitigation strategies. Climate risks are reviewed biennially and integrated into AVI-SPL’s broader ERM process, with alignment to GRI and SASB standards.

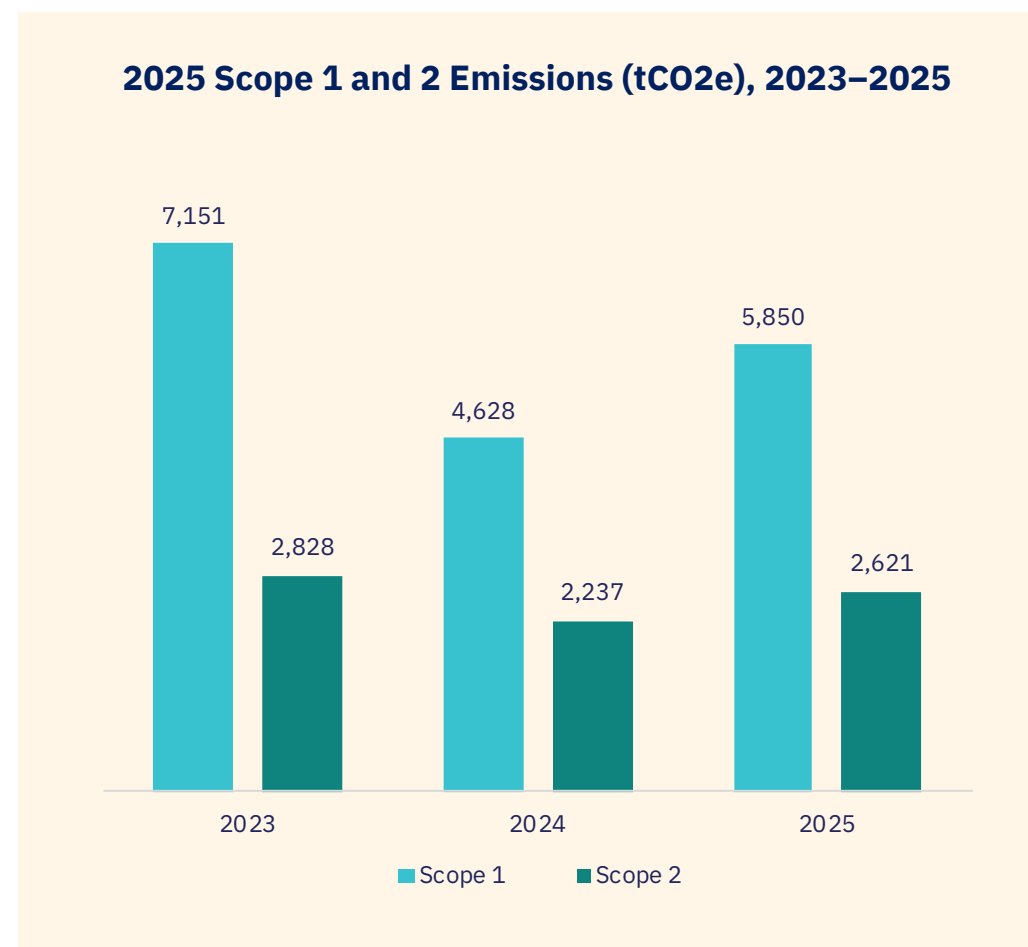
The ERC provides formal oversight of climate-related risks and approves mitigation strategies, while the ESG Steering Committee supports coordination and execution across business functions. Once mitigation actions are approved, relevant business units are responsible for implementation, KPI tracking, and reporting progress to the ERC. This structure provides clear accountability, consistent oversight, and transparent reporting of climate-related risks and mitigation progress.

Metrics and Targets

AVI-SPL measures and manages environmental performance through a defined set of metrics and targets. In 2025, AVI-SPL published a new [Environmental Sustainability Policy](#) outlining qualitative commitments and quantitative targets across key strategic areas, including climate action, sustainable procurement and supply chain management, operations and logistics, and circularity and waste. The policy provides

a consistent framework for tracking progress across both our operations and our broader value chain.

To assess climate-related risks and opportunities, AVI-SPL tracks metrics that reflect the business implications of environmental performance. Supporting KPIs include weighted square footage of occupied real estate, kilowatts of energy used, fuel consumed, number of upstream and downstream product shipments, and volume of electronic waste recycled. Progress against these metrics is monitored through defined KPIs and disclosed through annual reporting cycles.



→ Spotlight

Laying the groundwork for science-based climate action

AVI-SPL’s approach to setting science-based targets (SBTs) is focused on building credible, achievable climate goals that align with our growth strategy. As a global technology integrator with expanding operations, we recognized early that effective target-setting requires a clear understanding of future business scenarios to avoid commitments that are either under-ambitious or impractical.

This work has reinforced the importance of addressing value-chain emissions. A significant portion of AVI-SPL’s carbon footprint sits in Scope 3, driving a focus on improving data quality, strengthening supplier engagement, and moving from spend-based estimates toward more activity- and supplier-specific metrics over time.

AVI-SPL is registered with SBTi as Committed and plans to submit its near-term targets for validation in 2027, covering a target period through 2032. In advance of formal validation, we are advancing internal climate goals, tracking progress through defined KPIs, and embedding climate accountability into business decision-making. This phased approach supports early action, builds internal capability, and positions AVI-SPL to deliver measurable progress against its long-term decarbonization objectives.

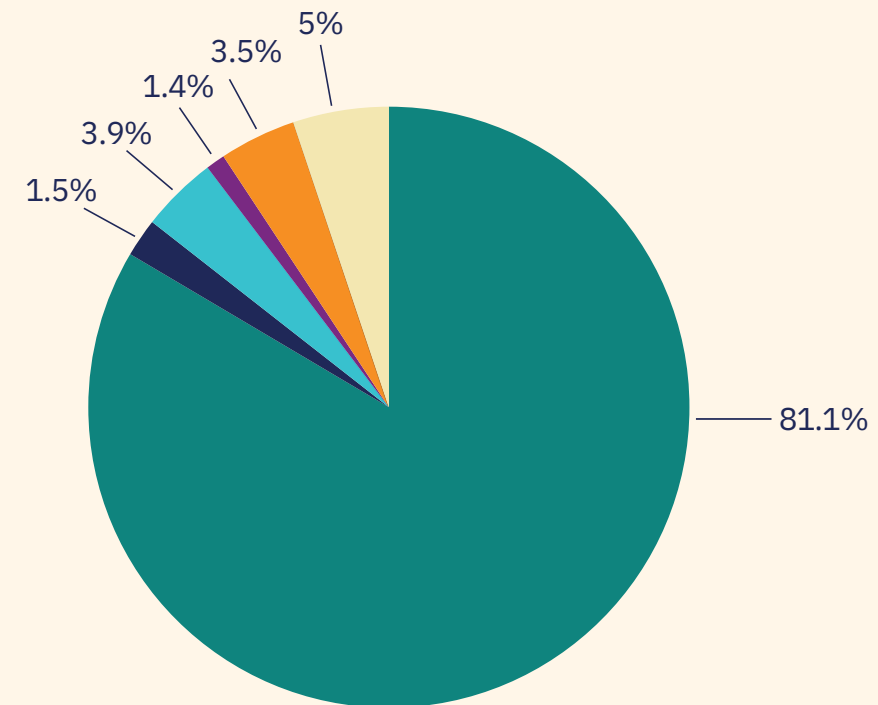
Scope 3 emissions, primarily from purchased goods and services, represent the vast majority of AVI-SPL’s carbon footprint and remain a central focus of risk management and the decarbonization strategy. Because these emissions are closely tied to regulatory compliance, evolving customer expectations, and supply chain transparency, strengthening Scope 3 governance is essential to building a credible path toward our commitment to set science-based targets. To support this direction, AVI-SPL has established internal targets for the 2026–2028 period, including a 12% reduction in Scope 1 and 2 GHG emissions intensity per square foot of global real estate and a 5% reduction in absolute Scope 3 GHG emissions, prioritizing emissions hotspots across the value chain while supporting continued business growth.

This evolution enhances the accuracy of Category 1 emissions reporting and provides clearer insight into product-level trends, allowing us to influence reductions across our value chain with greater confidence. We are expanding PCF data requests to our top 25 OEM suppliers by spend and strengthening supplier engagement to improve data quality and transparency. In parallel, we are sourcing activity-based data from our travel partner to more accurately calculate emissions associated with business travel.

Beyond improved tracking, AVI-SPL is developing programs to address Scope 3 emissions associated with employee commuting. Beginning in April 2026, the company will offer U.S.-based employees pre-tax incentives for using public transportation to commute to office locations, supporting lower-emissions commuting options while enhancing employee benefits.

In 2025, AVI-SPL continued measuring its global Scope 1, 2, and 3 greenhouse gas emissions in accordance with the GHG Protocol.

2025 Scope 3 Emissions by Category (tCO2e) as a percentage of total GHG emissions.



3.1: Purchased Goods and Services	186,272.30	81%	3.6: Business Travel	3,127.68	1.4%
3.2: Capital Goods	3,520.39	1.5%	3.7: Employee Commuting	8,068.28	3.5%
3.4: Upstream Transportation & Distribution	8,914.13	3.9%	3.8 Leased Assets	59.08	0%
3.5: Waste	0	0%	3.9: Downstream Transportation & Distribution	11,379.11	5%

Scope 3 Total: 221,340.97

Although total global emissions did not decline year over year, emissions intensity fell 26.5% from the 2023 baseline, reflecting meaningful reductions in fuel and energy use as the business grew.

From 2023 to 2025, AVI-SPL expanded from 65 to 73 offices worldwide, including acquisition-driven growth in South America and continued organic growth in India. During the same period, full-time headcount similarly increased 13% from the 2023 baseline of 4,353 employees. The significant drop in emissions intensity reflects disciplined growth alongside continued efforts to reduce the company’s carbon footprint.

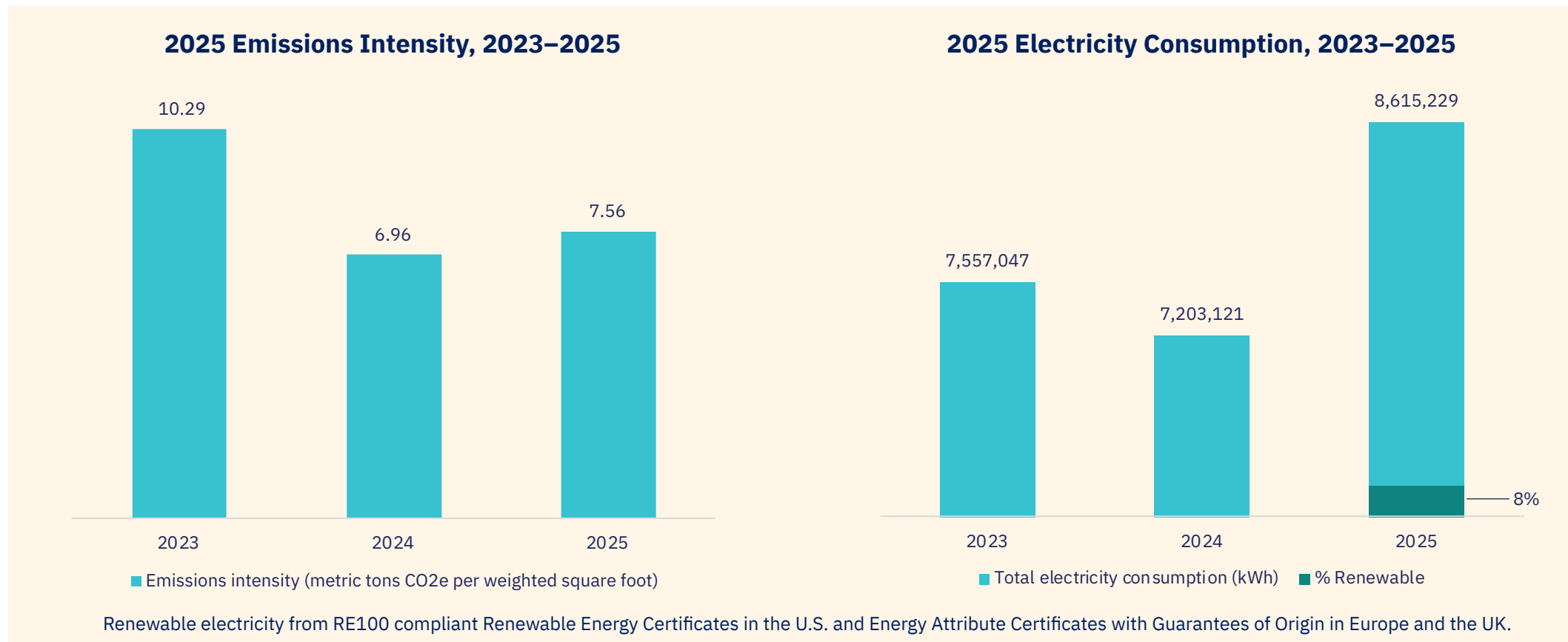
In 2025, AVI-SPL formally began its transition to a zero-carbon energy future by procuring high-quality, market-based renewable energy

certificates aligned with RE100 and Science Based Targets initiative criteria. Energy Attribute Certificates in Germany and the United Kingdom covered 100% of electricity consumption, while renewable energy certificates in the U.S. covered all electricity used at global headquarters and nearly all electricity used at the company’s next-largest hub outside Chicago. Overall, renewable sources accounted for 8% of AVI-SPL’s total energy consumption in 2025, establishing an early foundation for a multi-year roadmap to address most Scope 2 emissions by 2032.

As in previous years, Scope 3 emissions represented 96% of AVI-SPL’s global carbon footprint in 2025, with Purchased Goods and Services accounting for 82% of the total. AVI-SPL continued to improve the

accuracy of its Scope 3 Category 1 methodology by shifting a larger portion of calculations from spend-based to product-based approaches as more suppliers published Product Carbon Footprint data.

Across the value chain, the company made measurable progress in several key Scope 3 categories, including significant reductions in business travel, lower employee commuting emissions, and modest improvements in upstream and downstream transportation and distribution. These reductions are the result of focused internal initiatives to strengthen accountability, improve data quality, and drive efficiency across the value chain.





Supporting Initiatives

Real Estate Transformation

AVI-SPL’s real estate strategy continues to evolve alongside our hybrid work model, supporting operational efficiency while enabling a more flexible, technology-enabled, and collaborative employee experience. This approach helps lower emissions and supports modern work environments designed for teamwork and productivity by optimizing space utilization and reducing the need for daily commuting. By embracing flexible work models, we were able to increase our employee population by 13% while only increasing our real estate footprint by 8.4% in 2025 from a 2023 baseline.

Looking ahead, AVI-SPL is undertaking a long-term transformation of its real estate footprint. Over the next decade, locations across the portfolio will be modernized to emphasize collaboration, flexibility, and employee well-being. At the same time, continued investment in virtual collaboration tools reduces the need for commuting and business travel. In 2025, AVI-SPL signed lease agreements for new global headquarters facilities, including a separate, dedicated warehouse and distribution center that is already operational and a new office space scheduled to open in 2026. The office will fully reflect AVI-SPL’s modernization principles.

In parallel, ongoing data center consolidation, server virtualization, and network upgrades are improving energy efficiency, performance, and resilience across the company’s real estate and technology infrastructure. In 2025, AVI-SPL expanded our IT infrastructure consolidation by decommissioning physical servers across offices and replacing them with virtual machines running in a more energy-efficient Hyperflex cluster at our main data center. Additionally, we continue to replace network switches in our offices with more energy-efficient models. In 2025, we replaced 26 older Cisco Catalyst switches with Cisco Meraki switches, resulting in an approximately 50% improvement in energy efficiency based on manufacturer-reported typical power consumption.



By embracing flexible work models and optimizing our real estate mix, we reduced our emissions intensity by more than 20% in 2025 from our 2023 baseline.



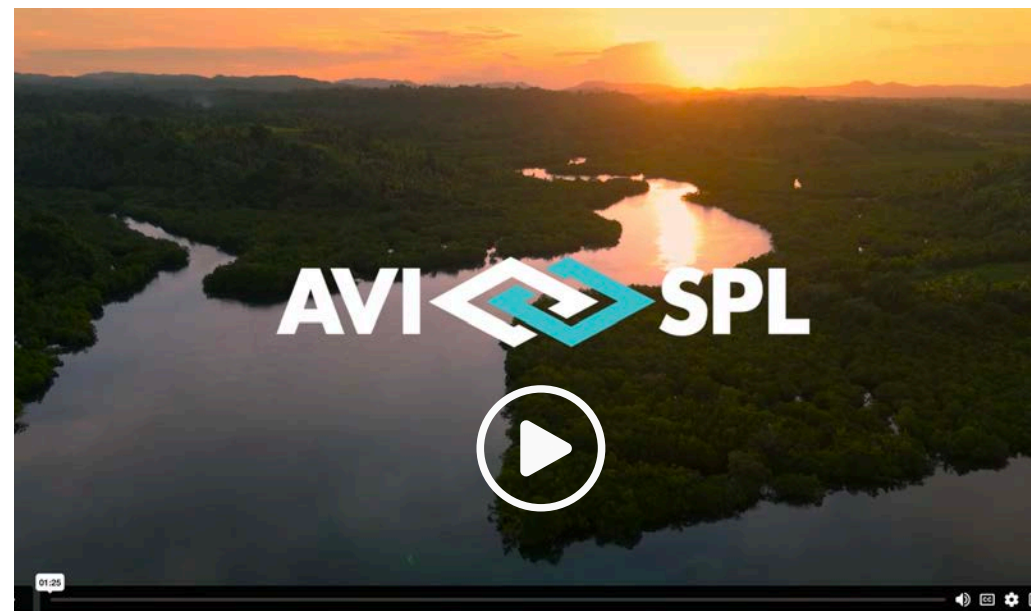
Protecting 141,000 Hectares Through a UN REDD+ Project in the Ecuadorian Amazon Rainforest

In 2025, AVI-SPL partnered with sustainability consultancy 2050 Advisors to develop and launch a high-integrity United Nations REDD+ (Reducing Emissions from Deforestation and Forest Degradation) project in the Ecuadorian Amazon rainforest. We intentionally structured this investment around Indigenous leadership and future alignment with SBTi residual guidance.

REDD+ projects protect forests, support Indigenous land stewardship, and avoid greenhouse gas emissions that would otherwise result from deforestation. This initiative focuses on conserving approximately 141,000 hectares (348,410 acres) of old-growth rainforest within the Amazon basin, protecting biodiversity in the region and working directly with Indigenous Shuar communities who serve as long-standing guardians of the forest to prioritize their current and future needs.

The project was developed from the ground up with an emphasis on Indigenous leadership and high-integrity outcomes. While AVI-SPL receives a portion of the carbon credits generated, the majority are retained by the Shuar, anchoring the project in community ownership and long-term self-sufficiency. Rather than purchasing credits on the secondary market, AVI-SPL provided early-stage seed funding directly to the Shuar-led conservation effort, creating a transparent, measurable, and community-centered model aligned with the Integrity Council for the Voluntary Carbon Market (ICVCM) standards.

Beyond carbon mitigation, the project aims to conserve biodiversity across the rainforest it protects and may generate both carbon and nature credits over time. These credits carry growing significance as global demand for high-integrity nature-based solutions accelerates. AVI-SPL anticipates receiving credits beginning in 2027 and plans to hold them until the company is near net zero and within range to address residual emissions, consistent with emerging SBTi guidance.



The project was developed from the ground up with an emphasis on Indigenous leadership and high-integrity outcomes.

 Spotlight

AVI-SPL Green Team mobilizing employees around sustainability at AVI-SPL

Launched in 2025, AVI-SPL's Green Team was created to translate the company's sustainability commitments into everyday action across the business. With more than 120 employee volunteers and monthly meetings, the Green Team empowers employees globally to contribute ideas, pilot initiatives, and champion sustainable practices locally. The team reflects a belief that meaningful impact happens when those closest to the work are enabled to lead change, supported by a clear enterprise framework.

The Green Team is intentionally cross-functional and globally distributed, with members representing sales, engineering, operations, supply chain, facilities, marketing, and corporate functions. Two volunteers serve in leadership roles as Green Team chair and Green Team engagement lead, helping coordinate initiatives, surface insights, and maintain engagement across regions.

In 2025, the team launched "Sustainability Snapshots," a site-level program highlighting practical actions such as waste reduction, recycling, and reuse. The team also hosted expertise-sharing sessions on AVI-SPL's carbon footprint methodology and the role of REDD+ conservation in climate mitigation. In 2026, the Green Team plans to expand site visits, consolidate best practices, and pilot initiatives such as food waste composting — continuing to bridge ESG strategy and execution across AVI-SPL.



➔ Spotlight

Scaling Responsible E-waste Solutions for Customers



E-waste management has emerged as one of the most frequent sustainability requests from AVI-SPL customers, particularly among large, multi-site organizations required to track and report disposal volumes. In response, AVI-SPL has scaled and formalized an electronics recycling services program designed to make responsible e-waste management simple, compliant, and cost-effective for clients.

The program is differentiated by a hyperlocalized model, supported by approximately 25 certified recycling partners across the U.S. — far more than most competitors — allowing equipment to be recycled locally rather than shipped long distances. This approach is layered onto AVI-SPL’s optimized logistics network, enabling efficient coordination, lower emissions, and streamlined reporting. Rather than relying on traditional manufacturer take-back programs, AVI-SPL acts as a central coordinator, helping customers manage complex e-waste needs through a single point of contact.

Customer response has been strong, with more than 150 e-waste opportunities quoted to date and growing demand from strategic accounts managing large volumes nationwide. Building on this momentum, AVI-SPL has begun rolling out the program in the EU, where stricter regulatory requirements make formalized e-waste solutions even more critical.

Success story: Delivering responsible electronics recycling across complex urban environments

In 2025, AVI-SPL partnered with a global banking institution to deliver a large-scale electronics recycling initiative across six major U.S. metropolitan location: four in downtown Chicago, one in San Francisco, and one in Charlotte. In total, more than 21,000 pounds of retired AV and UC equipment were responsibly decommissioned and processed.

Chicago is consistently ranked among the most logistically complex cities in the U.S. for freight access, second only to New York City.

21,000 pounds of retired AV and UC equipment were responsibly decommissioned and processed.

Each site required tightly coordinated execution windows, approved certificates of insurance, restricted freight elevator access, and precise vehicle specifications to meet height and dock-clearance limitations. Success depended on seamless collaboration between our Electronics Recycling Services and Supply Chain teams to ensure compliance, safety, and efficiency across all locations.

All equipment was securely decommissioned and processed within 40 miles of the originating sites, minimizing transportation-related emissions while ensuring certified data destruction. Valuable materials, including precious metals, were recovered and reintroduced into the manufacturing supply chain, advancing circular economy objectives and reducing reliance on virgin resources.

This engagement demonstrates AVI-SPL’s ability to scale sustainable services coast to coast, even within highly complex urban environments. It underscores our commitment to precision, transparency, and environmental accountability, reflecting the standards our global customers expect. As we expand our Electronics Recycling Services into Europe, this project establishes a benchmark for operational excellence and responsible growth.

AIA-accredited Course on Embedding Sustainability in Technology Design

In 2025, AVI-SPL partnered with its team that supports architect and design firms to develop an American Institute of Architects (AIA)-accredited, one-hour continuing education course focused on embedding sustainability into technology design.

The course champions the role that architects and design professionals play in reducing environmental impact, optimizing energy use, and supporting flexible, future-ready workplaces.

The course highlights AVI-SPL's approach to sustainable technology design, including incorporating sustainability objectives into project requirements, engaging end users early through design-thinking exercises, and collaborating with technology vendors to identify more energy-efficient products and practices. It also covers designing systems that are adaptable, network-connected, and easier to upgrade over time, as well as enabling data collection and reporting to help clients track progress toward their sustainability goals.



SUPPLY CHAIN TRANSFORMATION

Supply Chain Transformation Approach

AVI-SPL is advancing supply chain transformation to improve logistics efficiency, strengthen global coordination, and support growth at scale.

In 2023, we launched a three-year, companywide plan focused on streamlining transportation routes, developing predictive demand planning, optimizing truckloads and routes, and prioritizing shipments from local facilities where possible.

Centralization underpins this approach. By consolidating supply chain decision-making, policies, and processes, we improve consistency, visibility, and the ability to replicate best practices across regions. In 2025, this transformation expanded beyond domestic logistics to a more global operating model. Latin America was integrated into the framework during the year, and Europe has made meaningful progress as standardized processes and U.S.-based ESG programs are adopted across international operations.

Actions

We have implemented targeted initiatives to help us transform our supply chain, including:

Preferred Carrier System

We transitioned to a preferred carrier model to simplify logistics planning, improve coordination, and reduce inefficiencies across our transportation network. By concentrating volume with a smaller group of trusted carriers, we are reducing unnecessary miles traveled, lowering fuel consumption, and improving delivery consistency.

Warehouse Transformation

We are advancing warehouse transformation efforts to improve efficiency, reduce emissions, and support consistent operations as our footprint expands. Regional managers work closely with warehouse teams to identify and eliminate inefficiencies, improve layout and workflows, and implement standardized processes that drive measurable operational improvements. In 2025, these efforts included warehouse transformation sprints and the relocation of more than a dozen offices into new facilities that underwent expert design reviews for both physical layout and process flow.

A key milestone was the rollout of a new warehouse picking and logistics process in Germany. As part of a broader global supply chain initiative, we documented our U.S. methodology, adapted it to meet EU operational and IT requirements, and implemented it locally. The result has been improved visibility into shipping activity, stronger consolidation of outbound deliveries, and more informed decisions about what to ship

and when, reducing both costs and emissions. We plan to expand this model to additional countries in 2026.

Fleet Optimization

We are improving fleet efficiency by using technology and data to reduce fuel use, emissions, travel time, and safety risks across our operations. In 2025, we expanded GPS tracking to monitor idling, fuel consumption, and driving patterns, supporting more informed routing and fleet management decisions.

A key driver of fuel savings and mileage reductions was the first-time deployment of AI-enabled GPS routing software for trucks. By optimizing routes and reducing unnecessary travel, the technology resulted in a 4.9% reduction in fuel consumption in gallons, a 10.5% reduction in fuel spend YoY, and a 7.6% improvement in driver risk score compared to 2024. The program is currently deployed in the U.S., with evaluations underway for potential expansion to other countries.

Fleet Transition to Electric

We have selected a single vendor to support the transition of approximately 600 U.S. fleet vehicles to hybrid and electric models over the next 10 years. Progress has been slower than anticipated due to practical constraints and reliable access to charging stations. Electric vehicle adoption is limited by the cost and complexity of installing home charging infrastructure for employees who take vehicles home, while hybrid adoption has been constrained by limited availability of suitable vehicle models that meet our needs. Despite these challenges, fleet electrification remains a priority, and we continue to engage closely with our fleet management partner and manufacturers.

Quality Control Centers

As part of our broader supply chain transformation and real estate modernization, we are consolidating solution kitting, fabrication, and quality control activities into regional Quality Control Centers (QCCs) across the U.S.

In 2025, our regional Quality Control Center (QCC) model evolved beyond an operational efficiency initiative to become a structural carbon and resilience lever, consolidating shipments, reducing transportation emissions, and strengthening delivery consistency. At the same time, AI-enabled demand planning shifted from incremental efficiency gains to actively avoiding emissions by preventing unnecessary freight and high-carbon air shipments before they occur.

We plan to bring five QCCs online over the next two years. The Phoenix center became operational in 2025, the Atlanta center began operations in January 2026, and the New Jersey center is expected to become operational in Spring 2026. These hubs are already playing a critical role in improving supply chain efficiency and resilience by providing additional regional capacity and flexibility. In 2026, a key priority is implementing standardized waste management operating procedures across all QCCs to ensure consistent, sustainable operations at scale.

Sustainable Procurement Scoring System

To strengthen supplier alignment with our sustainability objectives, AVI-SPL has implemented a structured Sustainable Procurement Scoring System that evaluates both new and existing Preferred Partners against defined ESG criteria. The system advances responsible sourcing through consistent assessment, transparent benchmarking, and ongoing engagement with suppliers representing the majority of our global spend.

A key input to this framework is our annual Supplier Sustainability Survey, distributed each May to Preferred Partners representing more than 90% of our annual procurement spend. The survey assesses supplier policies, measurement practices, and public disclosures across core ESG dimensions, including energy consumption; Scope 1, 2, and 3 greenhouse gas (GHG) emissions measurement; science-based targets; renewable energy adoption; waste management and circularity initiatives; product lifecycle transparency; diversity and inclusion metrics; and third-party certifications, such as ISO standards, CDP, EcoVadis, and SBTi.

Suppliers are evaluated across three primary monitoring criteria: (1) measurement and management of GHG emissions, (2) tracking and reporting of diversity and inclusion metrics, and (3) public disclosure of ESG performance. Responses are translated into quantitative scores, enabling year-on-year benchmarking and comparative analysis across our supply base. As of June 30, 2025, 65% of targeted suppliers completed the survey, achieving an average score of 71%.

Survey results are consolidated into our Supplier Sustainability Matrix and published on our website to promote transparency and accountability. Internally, ESG, Supply Chain, and Engineering leadership review the findings to identify engagement priorities, guide discussions with Preferred Partners, and strengthen alignment with customer sustainability requirements. Through this structured monitoring process, we aim to elevate supplier performance over time while reinforcing our commitment to responsible, data-driven procurement practices.

→ Spotlight

AVI-SPL Demonstrates ESG Progress Through EcoVadis Bronze Medal Rating

EcoVadis is a leading global platform that evaluates corporate sustainability performance across four pillars: environment, labor and human rights, ethics, and sustainable procurement. Its scorecards provide benchmarking, actionable insights, and a structured improvement pathway used by companies worldwide.

Over the past year, AVI-SPL achieved a significant improvement in its EcoVadis rating, increasing its overall score from 39 out of 100 (18th percentile) to 66 out of 100 (77th percentile), earning a Bronze Medal. This advancement reflects deliberate, enterprise-wide progress across multiple ESG focus areas.

Key drivers of the score increase included stronger sustainable procurement practices through an expanded Supplier Code of Conduct, enhanced vendor diligence, and structured scoring of OEM partners using a Supplier Sustainability Matrix. Improvements in ethics were supported by an updated Global Anti-Bribery Policy, expanded training, and stronger controls related to anti-slavery risk management and gender pay equity. Environmental performance also improved through more accurate carbon accounting, supported by activity-based data and over 90% direct emissions data.

➔ Spotlight

Strengthening Supplier Accountability Through an Updated Supplier Code of Conduct

In 2025, AVI-SPL updated its Supplier Code of Conduct to strengthen expectations and accountability across its global supply chain. The revised Code supports AVI-SPL’s evolving ESG commitments and provides a consistent framework for responsible sourcing, risk management, and supplier engagement.

Key enhancements to the Supplier Code of Conduct include:

- ➔ Clearer expectations related to ethical conduct, anti-bribery, and compliance with applicable laws and regulations
- ➔ Strengthened language around labor practices, workplace safety, and human rights
- ➔ Expanded focus on environmental stewardship and sustainability
- ➔ More explicit guidance on data protection, confidentiality, and information security
- ➔ Improved clarity around enforcement, monitoring, and supplier accountability

Suppliers are expected to formally acknowledge and comply with the Code as a condition of doing business with AVI-SPL. This requirement strengthens our ability to manage risk, promote responsible sourcing, and foster long-term partnerships based on shared values and mutual accountability, while enabling more meaningful dialogue around continuous improvement and compliance expectations.

Supplier engagement is supported by a risk-based monitoring approach that prioritizes high-risk suppliers based on geography, industry, spend, and prior performance; escalates non-responding or higher-risk partners for follow-up; and incorporates routine compliance reviews of Code of Conduct requirements through annual contracts and renewals.

Supplier response to the updated Code exceeded expectations. As of the most recent reporting period, more than 90% of active suppliers had signed formal acknowledgement of the Code, with previously non-responsive suppliers successfully engaged and no suppliers identified as high-risk or requiring corrective action.

More than **90%** of active suppliers have signed formal acknowledgement of the Code



PRODUCT LIFECYCLE MANAGEMENT

Responsible product lifecycle management is central to how AVI-SPL helps customers deploy and manage technology more sustainably.

Although we do not manufacture products, we play a critical role in influencing environmental performance across the value chain. From sustainable procurement and solution design to accountable end-of-life management, we work with upstream and downstream partners to reduce lifecycle impacts and promote responsible reuse and recycling.

Collaboration with Vendors

We collaborate closely with supply chain partners to reduce environmental impact and advance shared sustainability objectives. Vendor engagement continues to mature, with an increasing number of OEM partners committing to science-based emissions targets, expanding the use of recycled and recyclable materials, improving energy efficiency across product portfolios, and reducing packaging intensity.

Insights from our Supplier Sustainability Matrix are increasingly embedded into business decision-making. These supplier profiles

are also available to customers through an interactive matrix on our global website, enhancing transparency and enabling more informed purchasing decisions.

In 2025, we expanded the use of eco-friendly reference designs for meeting spaces. These standardized room designs prioritize products from manufacturers that demonstrate measurable sustainability performance, including validated science-based targets, published product-level environmental data, reduced embodied carbon, the use of recycled materials, and minimized packaging. By aligning system design with supplier sustainability actions, these reference models provide customers with practical, lower-impact configuration options without compromising performance. They also create market incentives by directing demand toward partners advancing credible environmental commitments.

Looking ahead, the ESG and engineering teams are partnering to embed sustainability criteria directly into global basis-of-design guidance. This approach integrates vendor sustainability considerations earlier in project planning and strengthens consistency across regions and customer deployments.

ESG and engineering teams are partnering to embed sustainability criteria directly into global basis-of-design guidance.





Circularity

We are strengthening our circular economy approach by expanding IT asset disposition and e-waste management services in response to growing customer demand for simplified, single-source solutions. Our operations teams manage the collection, sorting, and processing of decommissioned electronic equipment, helping customers responsibly recycle or repurpose retired AV and collaboration assets. Centralizing management while hyperlocalizing processing reduces complexity, lowers costs, minimizes waste, and reduces unnecessary transportation emissions.

We have established a goal to double the volume of electronic waste responsibly managed for end-user clients by 2028, measured from the 2025 baseline.

Circularity is also embedded in our own operations. New and renovated offices incorporate filtered water refill stations to reduce single-use plastics, and reusable bottles are provided at company events. Warehouses participate in recycling programs and reuse OEM packaging for customer shipments to avoid excess materials.

Looking ahead, for 2026–2028, AVI-SPL has set goals to enable responsible electronics recycling services in 10% of customer deployments and to provide an additional 10% with sustainability decision-support data. These targets are designed to integrate sustainability considerations directly into deployment planning and execution, reinforcing lifecycle accountability at scale.

Circularity Task Force

In response to new and evolving regulations in Europe and the U.S., AVI-SPL established a cross-functional Circularity Task Force to strengthen governance and ensure consistent compliance across regions. In 2025, the Task Force undertook the complex work of clarifying legal obligations and responsibilities across AVI-SPL, our partners, and our customers. Working with specialized external advisors, the team established overarching guidelines to support compliance across jurisdictions. In 2026, the focus will shift to operationalizing these processes as regulatory requirements take effect.



In 2025, AVI-SPL responsibly diverted and recycled 5,027 lbs. of electronic waste from its own operations, refurbishing and donating 36 laptops to charity.

A LOOK AHEAD

AVI-SPL's environmental strategy continues to evolve from measurement to measurable reduction. As we look ahead, we remain focused on lowering our corporate carbon footprint across Scope 1, 2, and 3 emissions while helping customers and partners address theirs.

Within Scopes 1 and 2, we are advancing operational efficiency across our facilities and fleet by improving energy performance, evaluating renewable energy sourcing pathways, and optimizing route planning to reduce fuel consumption. These actions reflect our belief that efficiency is one of the most immediate and practical levers for reducing emissions within our direct control.

Our greatest opportunity lies within Scope 3, where collaboration and data transparency are essential. In 2025, we deepened engagement with preferred suppliers to obtain product carbon footprint (PCF) data where available, improving the accuracy of Scope 3 Category 1 accounting. As more granular, activity-based data replaced modeled estimates, we observed a small but meaningful reduction in this category, driven not simply by improved accounting but by clearer insight into underlying performance trends.

We are also leveraging technology to reduce value chain emissions. An AI-enabled demand planning pilot is aligning procurement more closely with forecasted demand, reducing excess inventory, limiting high-emissions air freight, and lowering upstream transportation and distribution impacts. At the same time, we continue to consolidate customer shipments through our regional Quality Control Centers



(QCCs), decreasing downstream transportation emissions while improving delivery consistency.

Beyond logistics and procurement, we are encouraging employee participation in emissions reduction. Incentives supporting public transportation and alternative commuting options help reduce business travel and commuting-related Scope 3 emissions, reinforcing that sustainability is a shared responsibility across our organization.

Supplier engagement will remain a priority. We are refining our supplier

scoring methodology to better align procurement decisions with environmental performance expectations, thereby strengthening transparency and accountability across our value chain.

Together, these initiatives reflect a disciplined, data-driven approach to carbon reduction that is grounded in operational efficiency, improved transparency, and collaborative action. By systematically addressing emissions across Scopes 1, 2, and 3, we are building a more resilient, lower-carbon business while enabling our stakeholders to do the same.

→ Spotlight

Turning Retired Technology Into Community Impact

Each November, AVI-SPL honors Veterans Day and Remembrance Day across the countries where we live and work. In 2025, that recognition extended beyond gratitude to action through support for Operation: Veteran Connect, a program of the Tampa-based nonprofit Seniors in Service.

In partnership with electronics recycling provider eSmart Recycling, AVI-SPL donated 20 refurbished laptops to support veterans participating in Veteran Connect Centers across the region. These laptops, paired with digital literacy training, help veterans access online services, reconnect with their communities, and pursue education and employment opportunities.

This initiative is part of AVI-SPL's broader electronic waste management program, which centrally oversees the responsible disposition of IT assets through our Tampa headquarters. Devices are securely wiped, evaluated for reuse, and redirected to community partners when possible — extending product life while reducing waste.

By transforming retired technology into tools for connection and learning, AVI-SPL demonstrates how environmental stewardship and social impact can work together to strengthen communities and create shared value.

Overall, AVI-SPL responsibly recycled 5,027 pounds of electronic waste in 2025, refurbishing and donating a total of 36 laptops to community-based organizations.



SOCIAL



2025 Highlights and Progress

- ➔ 91.1% employee retention rate globally
- ➔ 700 managers introduced to new Manager’s Guide to Onboarding
- ➔ 26.5 hours of training, on average, completed by each employee
- ➔ 97.9% of all employees received some form of career or skills training
- ➔ 64,290 courses across 797 unique course titles completed by employees
- ➔ Installation Technical Academy launched in partnership with AVIXA to strengthen technical readiness across our installation workforce
- ➔ 44% growth in ERG membership in 2025
- ➔ 782 employees volunteered across 51 charitable projects, contributing 1,670 volunteer hours in 44 locations worldwide

Inside This Section

- 2025 Highlights and Progress
- Recruitment and Talent Pipeline
- Growing Our Talent
- Employee Engagement

- Creating a Culture of Belonging and Inclusion
- Community Engagement
- A Look Ahead

RECRUITMENT AND TALENT PIPELINE

At AVI-SPL, inclusive recruiting and hiring practices are foundational to building a strong, future-ready workforce.



We continue to expand and diversify our talent pipeline by connecting with highly qualified candidates from a wide range of backgrounds, experiences, and career stages. Through intentional outreach and inclusive hiring strategies, we aim to create a workplace that reflects the communities we serve and supports long-term growth.

Our recruitment approach combines broad reach with targeted engagement. In 2025, we expanded job distribution through Veritone, posting openings to more than 7,000 job boards across 100+ countries, including diversity-focused platforms. Direct outreach to diversity organizations also increased significantly, with active contacts growing from 232 in 2024 to 605 in 2025. We continued participation in local and national job fairs, using these forums to engage candidates directly, highlight career pathways, and build meaningful relationships with emerging talent.

Strategic partnerships remain central to our talent strategy. We maintained collaborations with SkillBridge in the U.S. and the Career Transition Partnership in the U.K., creating pathways for veterans and transitioning service members. In the U.K., we also support government-backed apprenticeship programs typically lasting 18–24 months that combine hands-on experience with formal qualifications. Additionally, our partnership with WomenHack enables us to connect with women in technology through inclusive career fairs and hiring events.

Beyond recruiting, AVI-SPL focuses on setting new hires up for success. In 2025, HR introduced a Manager's Guide to Onboarding, a comprehensive resource assigned to approximately 700 managers through our Learning Management System. The guide outlines clear pre-boarding steps, first-day and milestone checklists, FAQs, and compliance responsibilities, helping to ensure a consistent onboarding experience across regions.

Together, these efforts reinforce AVI-SPL's commitment to inclusive growth, workforce development, and creating meaningful career opportunities across our global organization.

→ Spotlight

Developing Future Talent Through Flexible Internships

AVI-SPL's internship program continues to serve as a flexible, team-driven pathway for developing future talent. Rather than a one-size-fits-all model, departments create paid internship opportunities based on their needs, with hiring managers defining eligibility criteria and learning objectives aligned to real, hands-on work. Internships are offered year-round — during the fall, spring, or summer — allowing students and teams to participate when timing and workload align.

In 2025, this approach translated into meaningful career outcomes. Dillen Murphy, a student at Northern Illinois University, completed internships with AVI-SPL in both 2023 and 2024 and joined the Chicago team as an operations coordinator following his graduation. Similarly, Max Watts, a graduate of Longview Metro Community College, transitioned from intern to installation technician with the Kansas City team after completing his program.

These examples reflect how AVI-SPL's internship model supports skill development, career readiness, and long-term talent retention across the organization.

GROWING OUR TALENT

AVI-SPL’s approach to talent development is grounded in a simple belief: investing in employee growth strengthens engagement, improves retention, and builds a more resilient organization.

In 2025, proactive upskilling and clearer career pathways contributed to higher employee satisfaction, increased internal mobility, and resulted in a low voluntary turnover rate of 8.7%, reinforcing the connection between development opportunities and workforce stability.

We continue to invest in structured learning and career development through formal training programs, leadership initiatives, and on-demand learning resources. In 2025, 98% of employees received performance reviews that included dedicated conversations with managers about performance, goals, and development priorities. On average, employees

97.9% of all employees received some form of career or skills training in 2025.



completed 26.5 hours of training during the year, supported by a global talent management platform offering more than 850 self-paced courses across technical skills, leadership, project management, and compliance.

Central to this strategy is the Grow Your Career program, which was launched in 2023 and expanded in 2025. The program provides two primary advancement pathways: participation in targeted learning opportunities and access to internal job postings after one year in a role. A dedicated internal candidate process supports transparency and fairness, and career progression data continues to show a strong correlation between training participation and advancement.

We also provide annual tuition reimbursement of up to \$5,000. In 2025, nearly \$30,000 was allocated to employees, continuing a multi-year increase in participation. Targeted upskilling initiatives address retention

64,290

courses were consumed, containing 797 unique course titles.

26.5

hours of training received, on average, by each employee in 2025.

in technician roles by enrolling high-performing employees nearing the top of their pay range in next-level training, with global expansion planned for 2026.

Leadership development remains a priority. The Program Academy has expanded beyond the U.S. to Europe, the Middle East, and Africa, as well as the Asia-Pacific region. Our Mentoring Program paired 95 employees across 53 job titles and eight countries in 2025, with 22% promoted to date. We also expanded SkillBridge programs in the U.S. and U.K., supporting transitioning service members through structured training and civilian career pathways.

By continuously refining learning programs, expanding development initiatives, and aligning training with industry needs, we are building a strong pipeline of internal talent, fostering career growth, and driving long-term success for both employees and the organization.

Dedicated federal government support training

AVI-SPL’s U.S. Federal 101 training provides employees with a foundational understanding of federal contracting requirements, including key regulations, compliance obligations, and security protocols. The course is required for employees who support U.S. federal accounts. In 2025, more than 900 employees enrolled, with 780 completing the training, reinforcing consistent compliance knowledge across teams working on federal programs.

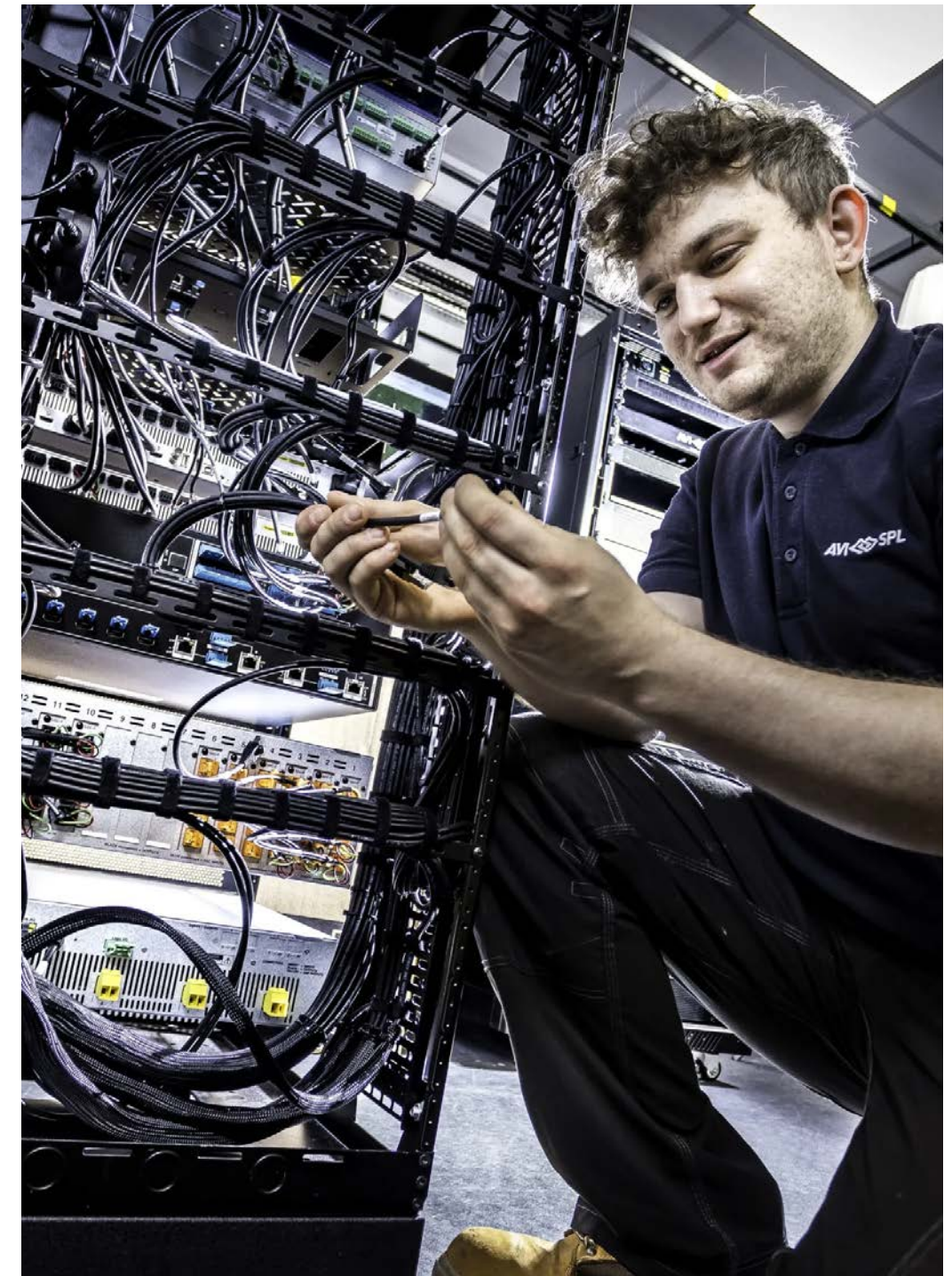
Technical job family training updates

To keep career pathways current and aligned with evolving technologies and operational needs, AVI-SPL completed a comprehensive refresh of training and development frameworks for its technical job families in

2025. This effort covered technicians, engineers, programmers, service, call center, and help desk roles, strengthening clarity around skills, expectations, and progression.

As part of this work, AVI-SPL reviewed all technical learning plans, updating 20 plans and revising more than 30 related job descriptions. The refreshed learning plans clearly define the required and recommended training needed to advance to the next career level, providing employees with structured, transparent development pathways. Approximately 32% of employees now have assigned learning plans aligned with long-term skill development.

To support early career visibility, AVI-SPL also launched a career progression e-learning module for new hires in 2024, with 309 employees completing the program in 2025. An updated Grow Your Career eLearning module is scheduled to launch in February 2026 and will continue to be assigned during onboarding to reinforce consistent understanding of technical career pathways from day one.



AVI-SPL launched a career progression e-learning module for new hires in 2024, with 309 employees completing the program in 2025.

→ Spotlight

Building Technical Excellence Through the Installation Technical Academy

In 2025, AVI-SPL relaunched the Installation Technical Academy to strengthen technical readiness and consistency across its installation workforce. After several dormant years, the Academy curriculum was rebuilt in partnership with the industry association AVIXA, with beta sessions conducted in 2024 and a full rollout completed in 2025.

The program provides all new installation technicians in the U.S. with a structured alternative to relying solely on on-the-job training. Participants attend a two-week virtual Academy led by an AVIXA facilitator, comprising six four-hour sessions on AVI-SPL installation standards, processes, and best practices. Each technician receives a hands-on toolkit to reinforce concepts through live demonstrations and practical application.

While designed primarily for new hires, select higher-level technicians have also participated, providing strong positive feedback on the program's relevance and rigor. Since its inception, 71 employees have completed the Academy, including 39 in 2025 alone. By combining standardized instruction with hands-on learning, the Installation Technical Academy helps accelerate onboarding, improve installation quality, and build a more confident, capable technical workforce, with plans to expand the program globally.

71 employees completed the Installation Technical Academy in 2025.



EMPLOYEE ENGAGEMENT

AVI-SPL prioritizes fostering connection and engagement across its global workforce, recognizing that strong communication, trust, and support are essential to performance, retention, and culture. We actively engage employees through multiple channels to ensure their voices are heard and valued.

Corporate-level town halls, held twice a year, provide interactive forums for leadership updates and open Q and A. Post-event surveys consistently show strong engagement and trust, with nearly 95% of employees reporting that town halls are clear, engaging, and motivating, and hold an average advocacy score of 8.5 out of 10. Feedback from these surveys informs engagement strategies and positions town halls as a primary channel for alignment and transparency around company priorities and initiatives.

On April 22, 2025, AVI-SPL hosted a special Earth Day town hall, open to employees worldwide. Co-hosted by the CEO and the head of ESG, the live event introduced employees to the progress detailed in the annual ESG Impact Report released on the same day. The session highlighted how each sustainability advancement supports business performance and connects to employees' daily work. The town hall also formally launched the AVI-SPL Green Team, inviting employees across the organization to participate in advancing the company's sustainability mission.

AVI-SPL tracks employee Net Promoter Score (NPS) twice a year, with the most recent results from December 2025 revealing an eNPS of +45.

In addition to global town halls, regional offices host monthly meetings to share local updates, recognize achievements, and reinforce objectives. AVI-SPL also conducts targeted pulse surveys within specific business lines, with plans to expand this approach. Employee sentiment is further tracked through biannual Net Promoter Score (NPS) surveys, with the most recent results showing an eNPS of +45.

To strengthen connection in a hybrid work environment, AVI-SPL introduced Synergy Days, monthly initiatives designed to promote collaboration and strengthen team relationships. Employees are also recognized through The Huddle, a monthly internal newsletter highlighting milestones, activities, and achievements. The newsletter increasingly features employee-submitted stories organized around themes such as inclusivity, military service, friendship, volunteerism, and pets, reinforcing a shared culture across regions. AVI-SPL further celebrates employees through the Values Champions program, which recognizes five employees each month based on peer nominations and reinforces the company's five core values.

Listening to employee feedback remains central to AVI-SPL's engagement strategy. We use AllVoices, an independent third-party





platform, to provide an anonymous channel for employees to share ideas and recommendations directly with leadership. In addition, new hire and onboarding surveys launched through Culture Amp show strong early engagement, with a new hire satisfaction rate of approximately 97% after seven days and an onboarding satisfaction of approximately 87% after 90 days.

AVI-SPL continues to invest in benefits that support employee well-being across regions. Comprehensive health plans include employer-contributed health savings accounts, dental and vision coverage, short- and long-term disability benefits, and a 401(k)-retirement plan. Employees also receive six weeks of paid maternity leave and 10 days of paid parental leave for biological or adoptive parents. In 2025, AVI-SPL expanded region-specific benefits, including commuter benefits in select U.S. metros, a bike reimbursement program in Germany, a new employee assistance program in Canada, dental benefits in the U.K., grocery vouchers in Mexico, and ESL programs in several international locations.

AVI-SPL also supports employees during times of hardship through its Paid Time Off (PTO) donation program and Employee Emergency Relief Fund. In 2025, employees donated 983 hours of PTO, with 1,184 hours awarded to colleagues facing emergencies. The Emergency Relief Fund approved nine of eleven requests, with average disbursements exceeding \$2,500, reinforcing AVI-SPL's commitment to supporting employees when it matters most.

CREATING A CULTURE OF BELONGING AND INCLUSION

Creating a workplace where employees feel a strong sense of belonging is central to AVI-SPL’s culture and values.

We believe that diverse perspectives, experiences, and backgrounds strengthen our organization, drive innovation, and support better outcomes for our customers and communities. This commitment is reflected in our inclusivity pledge and reinforced through structured programs designed to promote awareness, inclusion, and connection across our global workforce.

Training plays an important role in fostering an inclusive culture. In 2025, AVI-SPL updated our training in inclusion to a new course titled, “Fostering Culture and Belonging at AVI-SPL.” This learning module introduces new employees to company values, our approach

to belonging and inclusion, and an overview of Employee Resource Groups (ERGs). The training is available to all employees globally and is included in new-employee onboarding, with 312 completions in 2025. Beyond onboarding, employees have access to a broader library of inclusivity-related learning, including 22 additional courses available for self-enrollment. In 2025, these courses recorded 1,956 completions, reflecting sustained employee interest in inclusion-focused education.

ERGs are a cornerstone of AVI-SPL’s inclusion efforts. The company’s five ERGs are employee-led and supported by executive sponsors, providing platforms for connection, advocacy, and community impact. Participation in ERG initiatives continues to grow, with a reported 44% increase in attendance at both virtual and in-person events in 2025 compared to 2024. ERGs deliver a consistent annual cadence of engagement, including community events, fundraisers, and social activities, helping foster connection across geographies.



ABLE

Empowering people with disabilities and their allies.



AV Military Vets

Honoring all veterans and their families.



Culture Coalition

Advocating for all races ethnicities, and backgrounds.



Elevate

AVI-SPL empowers women’s success.



OPEN

Advocating for all identities and orientations.



In 2025, 100% of AVI-SPL employees received training on creating a culture of belonging and inclusion.

Fundraising remains a meaningful area of impact. All ERGs exceeded their fundraising goals this year, supported by AVI-SPL’s matching program of up to \$1,500 per ERG. These efforts are often conducted virtually, reflecting the company’s geographically dispersed workforce. Looking ahead, AVI-SPL plans to launch a survey through ERG chairs to gather feedback on focus areas, member needs, and resource requests.

Through structured training, active ERGs, and global alignment, AVI-SPL continues to champion a culture of belonging that supports employees, strengthens teams, and reinforces an inclusive workplace worldwide.

Looking ahead, AVI-SPL plans to launch a survey through ERG chairs to gather feedback on focus areas, member needs, and resource requests.

Through structured training, active ERGs, and global alignment, AVI-SPL continues to champion a culture of belonging that supports employees, strengthens teams, and reinforces an inclusive workplace worldwide.



“

Participation in AVI-SPL’s Elevate ERG over the past 3+ years has been an incredibly positive experience for me personally, as a way to connect to other women aspiring to better themselves and those around us both at work and at home. The Elevate ERG also has male sponsors and attendees who want to help support women in AV. Elevate ERG provides opportunities to learn about a variety of topics that impact us as women in AV (or really, just women with careers) and allows us to share experiences and a variety of resources in each monthly session. Some of us have also had the opportunity to prepare and present topics to the group, which also benefits us as individuals by allowing us to practice our presentation skills in this small group setting. Having a safe platform to share our thoughts, ideas, and experiences with one another is incredibly valuable.”

Sherri Beck, AVI-SPL

→ Spotlight

Serving Community and Belonging Through ERGs

AVI-SPL’s ERGs continued to turn inclusion into action in 2025 through impactful events, awareness campaigns, and fundraising efforts that supported employees and communities alike. In total, our ERGs serve 314 active members.



ABLE

The **ABLE ERG** hosted a **September Gamers Outreach fundraiser**, raising \$3,000 — including a \$1,500 company match — to expand gaming access for hospitalized children with disabilities.



AV Military Vets

AV Military Vets led **veteran-focused awareness** and volunteer initiatives throughout the year, including PTSD Awareness Month activities and support for organizations such as the Boulder Crest Foundation and Wounded Warrior–affiliated programs.



Culture Coalition

The **Culture Coalition ERG** advanced **employee-led education and dialogue through cultural awareness** and race- and ethnicity-focused engagement initiatives.



Elevate

Elevate organized **Tech Day in Pink in October**, raising funds for the Breast Cancer Research Foundation through employee donations and company matching.



OPEN

During **Pride Month and National Coming Out Day**, the **OPEN ERG** hosted **office-led celebrations** and an October fundraiser for the Trevor Project, raising \$2,675, including a \$1,000 company match.

Together, these efforts highlight the meaningful role ERGs play in building connection, driving impact, and championing inclusion across AVI-SPL.

COMMUNITY ENGAGEMENT

Community engagement is a core expression of AVI-SPL’s ESG strategy and a direct extension of our Thrive Together core value.

By aligning community development efforts with our ESG priorities, we aim to create a positive, measurable impact in the places where we live and work while strengthening employee connection, purpose, and pride.

A cornerstone of this approach is AVI-SPL Gives Back Month, a company-wide campaign designed to increase volunteerism and deepen community impact. Each August, this global initiative empowers employees to lead and participate in service projects tailored to local needs. Teams select causes that matter most in their communities, organize activities, and take ownership of execution. To encourage participation and recognize impact, AVI-SPL rewards and highlights teams with the highest levels of engagement.

In 2025, AVI-SPL marked its eighth annual Gives Back Month, achieving its strongest results to date. A total of 782 employees volunteered across 51 charitable projects, contributing 1,670 volunteer hours in 44 locations worldwide. Participation expanded across more global offices than in prior years, and teams contributed more volunteer hours overall — reflecting growing momentum and deeper integration of community engagement into AVI-SPL’s culture.

Volunteer efforts extended well beyond Gives Back Month through year-round community campaigns led by the AVI-SPL Community Relations Board. Employees participated in initiatives such as Spring Clean, supporting animal shelters, parks, and food pantries; Red Nose Day, promoting and fundraising for Comic Relief’s global poverty and health programs; and Stuff the Bus, providing school supplies to students from low-income families. Teams also supported Cereal for Summer donation drives to address childhood hunger, and Holiday Helpers, an internal campaign providing toys and meals to families in need. In addition, many offices organized independent food drives and hosted inclusive, family-friendly events, reinforcing connection, belonging, and shared purpose across local communities.

Looking ahead, AVI-SPL is focused on further aligning community engagement goals with broader ESG priorities. By strengthening the connection between social impact, employee engagement, and long-term value creation, we continue to build a culture where giving back is not a one-time initiative but an ongoing commitment woven into how we operate and grow together.

In 2025, 782 employees donated their time and energy to charitable causes, accumulating 1,670 volunteer hours in AVI-SPL Gives Back month.



➔ Spotlight

AVI-SPL Gives Back Month: Strengthening Communities

Every August, AVI-SPL teammates across the globe come together for Gives Back Month — an annual initiative focused on creating positive, local impact through hands-on volunteerism. This year, teams across the Americas contributed their time, skills, and energy to initiatives centered on housing, health, environmental stewardship, and community care. Together, these efforts reflect AVI-SPL’s commitment to making a meaningful difference — one community, one partnership, and one act of service at a time.



Building Homes and Hope in Charlotte

In Charlotte, team members partnered with Habitat for Humanity to help build affordable homes in their community. By working directly on construction projects, volunteers supported access to safe, stable housing while contributing to long-term community development in the region.



Supporting Children’s Health in Mexico City

Our Mexico City office volunteered with Casa de la Amistad, an organization dedicated to supporting children and young people with cancer who lack the financial resources for treatment. The team assisted with donation efforts that help fund medical care and provide critical support services for families during an incredibly challenging time.



Restoring Nature in Toronto

Toronto-based employees participated in the “Don’t Mess with the Don” volunteer event, spending the afternoon restoring sections of the Don Valley Trail. The team removed invasive plant species that threaten native ecosystems, helping to preserve local biodiversity and protecting an important natural space for the community.



Serving with Care in Buenos Aires

In Buenos Aires, 15 employees joined a baking workshop with Fundación Sí, producing fresh bread that was distributed to people experiencing homelessness and other vulnerable populations, supporting both nourishment and dignity.

A LOOK AHEAD

AVI-SPL continues to evolve its people practices to strengthen employee experience, leadership capability, and trust across a growing global workforce. In the year ahead, the company will build on existing tools and programs while introducing new, scalable initiatives designed to support engagement and long-term growth.

A key priority is the launch of AVI-SPL's first enterprise-wide employee survey, planned for 2026 using the Culture Amp platform. While Culture Amp is already used for pulse surveys, goal setting, and annual performance management, the company-wide survey will provide a more comprehensive view of employee sentiment and engagement, helping inform people about strategies and workplace improvements. As these tools expand, AVI-SPL is focused on thoughtful adoption — scaling insights and training without overwhelming employees.

Leadership development is another focus area. AVI-SPL plans to roll out an Introduction to Leadership training program for both new and existing leaders. Currently under review by global HR teams, the program will provide practical guidance on leadership expectations, anticipating challenges, and navigating internal resources.

Finally, AVI-SPL will introduce data privacy updates within the Employee Handbook and related training, moving from a GDPR-only framework to a unified global data privacy standard. Together, these initiatives reinforce AVI-SPL's commitment to a connected, accountable, and employee-centered culture.



GOVERNANCE



2025 Highlights and Progress

- ➔ Conducted the first company-wide annual risk assessment
- ➔ Completed the first company-wide climate-related financial risk disclosure led by the Climate Risk Committee
- ➔ 84% of new suppliers formally acknowledged the updated and expanded global Supplier Code of Conduct
- ➔ New Environmental Sustainability Policy published
- ➔ Implemented a new global anti-bribery and corruption policy with supporting companywide ethics training
- ➔ SOC 2 Type II certification achieved and Sentinel SIEM solution implemented
- ➔ 98% of employees completed cybersecurity training and 97% completed insider threat training
- ➔ AI Center of Excellence formalized an AI acceptable use policy and governance framework through a newly established

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Ethics and Compliance

Data Privacy and Cybersecurity

A Look Ahead

CORPORATE GOVERNANCE

Strong governance is essential to AVI-SPL's ability to operate responsibly and support long-term growth. Our governance framework is structured to reinforce accountability, transparency, and disciplined risk management, while integrating ESG considerations into strategic and operational decision-making.

Board of Directors

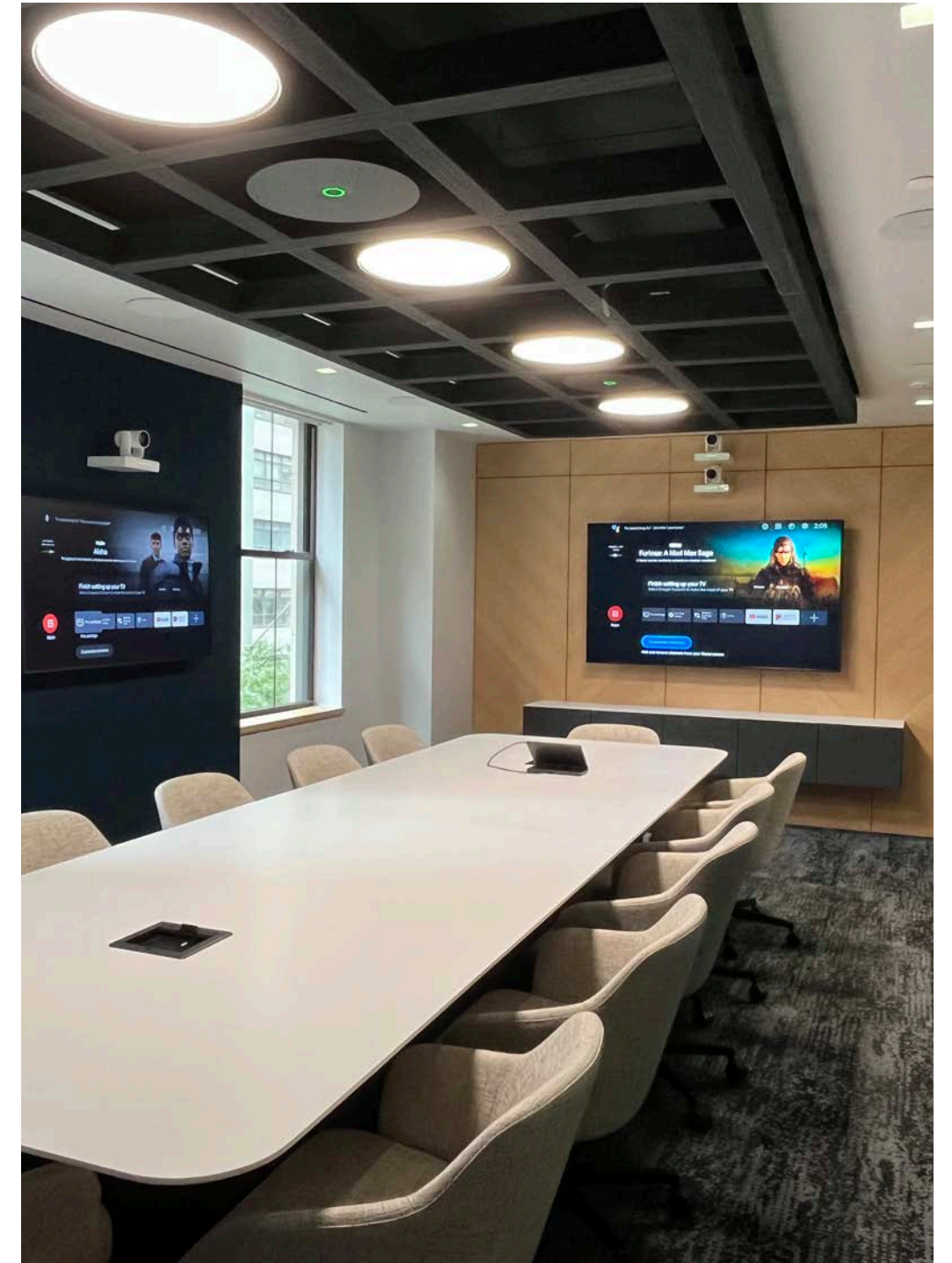
AVI-SPL's Board of Directors oversees company performance, risk management, and governance. The Board is composed of seven members, including two independent directors and one AVI-SPL executive (the CEO), and brings deep expertise across the AV/UC industry, private equity, technology-enabled services, corporate transformation, and governance.

The Board operates through two standing committees: the Audit Committee and the Compensation Committee. The Audit Committee oversees financial controls, enterprise risk, ethics, and compliance, while the Compensation Committee manages executive compensation. The full Board meets at least four times per year, and Board and Executive Leadership Team (ELT) performance is evaluated against KPIs.

Risk Management

Risk management is overseen through AVI-SPL's Enterprise Risk Committee (ERC), established in 2024. The ERC is a cross-functional body of 12 members that meets quarterly to assess and manage risks. The committee reports to the ELT and supports enterprise-wide risk awareness, regulatory compliance, and business continuity planning. The head of ESG is a standing member of the ERC and reports ESG-related enterprise risks on a quarterly basis.

In 2025, AVI-SPL further strengthened its enterprise risk management framework through the continued maturation of the ERC. The Committee formalized a quarterly cadence for enterprise-wide risk review, improving consistency and cross-functional visibility into emerging and existing risks. A key milestone during the year was the completion of AVI-SPL's first company-wide annual risk assessment.



The annual risk assessment was conducted by the ERC, with each member evaluating risks within their area of responsibility using defined criteria and metrics. All identified risks were reviewed collectively by the Committee, and only those classified as high priority were elevated to the ELT. This approach provided senior leadership with a focused, actionable view of the most critical risks requiring near-term attention. The results of the assessment inform executive decision-making, budgeting, and annual operating plan (AOP) priorities.

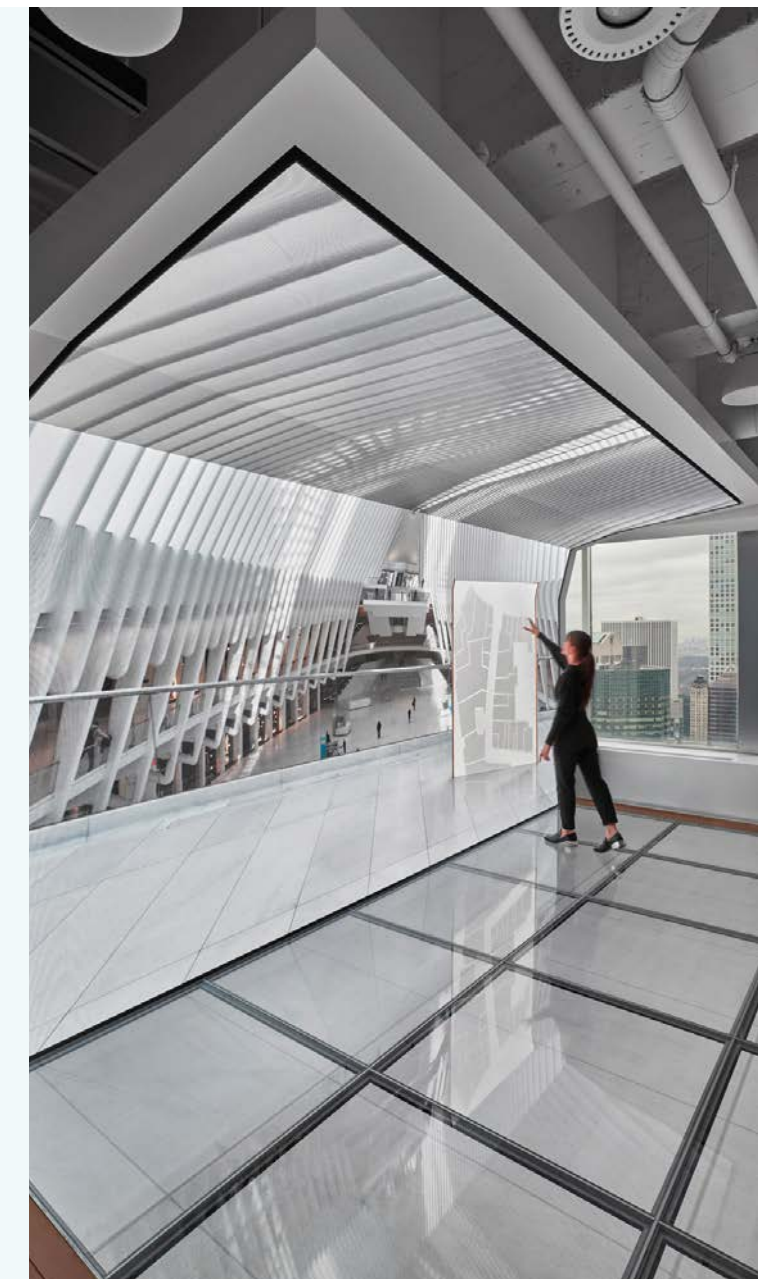
ESG Oversight

AVI-SPL manages ESG risks and opportunities through a centralized governance structure. Oversight is led by the ESG Steering Committee comprised of business unit leaders. To maintain alignment with enterprise priorities, the ESG Steering Committee provides regular updates to the ELT, delivers monthly briefings to the CEO, and reports quarterly to the Board of Directors. The ELT reviews and approves AVI-SPL’s annual ESG Impact Report, reinforcing senior-level accountability for ESG performance. See [page 62](#) for additional information regarding climate-related oversight.

Governance is further strengthened through connected oversight bodies. The chair of the ESG Steering Committee also leads the Climate Risk Committee (CRC) and serves on the ERC. AVI-SPL also completes annual ESG surveys developed by its private equity sponsors to assess program maturity and identify improvement opportunities.

In 2025, the CEO, ERC, and ESG Steering Committee received briefings on carbon accounting, the GHG Protocol, Scope 1–3 data practices, and science-based targets (SBTs), including near-term target scenario modeling.

ESG Governance



ETHICS AND COMPLIANCE

AVI-SPL is committed to fostering a culture of trust, integrity, and accountability through a comprehensive ethics and compliance framework that guides employee conduct and supports responsible business practices globally. This framework is anchored by a robust set of policies designed to promote ethical decision-making, transparency, and compliance with applicable laws and regulations.

All employees receive the Employee Handbook and company orientation during onboarding and are required to review and formally acknowledge the Code of Conduct prior to joining the company. The Code of Conduct establishes clear expectations for ethical behavior and covers topics including conflicts of interest, the protection of confidential information and trade secrets, the appropriate use of social media, phishing awareness, and reporting potential violations. AVI-SPL also maintains policies addressing equal employment opportunity and affirmative action; the prevention of harassment, discrimination, and retaliation; and compliance with anti-corruption and anti-bribery laws through its Global Anti-Corruption Policy Statement and Compliance Guide.

39

concerns were communicated through AVI-SPL's AllVoices platform worldwide in 2025



Training plays a central role in reinforcing these expectations. In 2025, AVI-SPL launched a new global Anti-Bribery and Corruption Policy alongside mandatory companywide ethics training. The hour-long “AVI-SPL: Anti-Bribery and Corruption” course equips employees with practical guidance on identifying, preventing, and reporting bribery and corruption risks. The training was personally championed by the CEO and completed by 98% of existing employees in 2025, with new hires assigned the course during onboarding. Employees also receive anti-harassment training during onboarding, with additional training provided annually or as required by law.

AVI-SPL provides multiple grievance mechanisms to ensure concerns can be raised safely and confidentially. Employees and other stakeholders may report issues through managers, Human

Resources, company executives, or through AllVoices — an encrypted, anonymous ethics and whistleblower platform accessible via mobile devices. Reports submitted through AllVoices receive immediate acknowledgment, clear response timelines, and confidential follow-up by a dedicated review team. In 2025, 39 submissions were received across categories including ethics and compliance, harassment or bias, culture issues, and general feedback, all of which were reported to the executive team.

All complaints are thoroughly investigated and addressed through a formal corrective action process that emphasizes fairness, documentation, and employee participation. AVI-SPL reported no significant instances of noncompliance with laws or regulations in 2025, reinforcing the effectiveness of its ethics and compliance program.

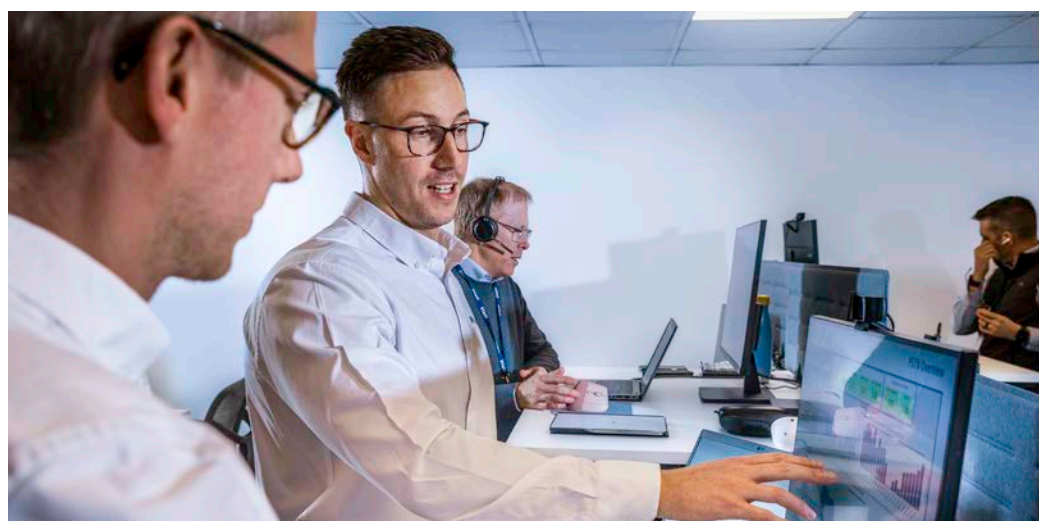


Ethics and Compliance Policies and Mechanisms

AVI-SPL implements a comprehensive set of policies to foster an environment of trust and integrity:

- ➔ Employee Code of Conduct
- ➔ Supplier Code of Conduct
- ➔ Equal Employment Opportunity and Affirmative Action Plan Policy
- ➔ Harassment, Discrimination, and Retaliation Prevention Policy
- ➔ New Environmental Sustainability Policy
- ➔ Updated Global Anti-Slavery Policy and public reporting as required in Canada
- ➔ New global Anti-Bribery and Corruption Policy with supporting companywide ethics training
- ➔ Report annually on gender pay gap in the UK as required

DATA PRIVACY AND CYBERSECURITY



Protecting sensitive data and maintaining system integrity are critical to AVI-SPL’s ability to operate at scale and serve customers across regulated markets. In 2025, the company continued to mature its cybersecurity program through enhanced governance, stronger risk management, and expanded employee training — strengthening both operational resilience and customer trust.

Cybersecurity Management and Governance

AVI-SPL has implemented a structured cybersecurity governance model designed to proactively manage risk and adapt to evolving threats. Cybersecurity is integrated into the enterprise risk management framework through coordination with the ERC, ensuring that emerging cyber risks are assessed alongside other strategic and operational risks. Oversight is further supported by the IT Steering Committee, which meets monthly and includes senior leaders across the organization. The cybersecurity team, led by the senior vice president of IT, provides regular updates to executive leadership, including quarterly briefings.

A major milestone in 2025 was the completion of a System and Organization Controls (SOC) 2 Type II attestation, covering both AVI-SPL’s corporate systems and its Symphony line of business. This achievement followed a formal pre-assessment to identify and close gaps ahead of audit and now demonstrates that AVI-SPL maintains industry-standard security controls. SOC 2 Type II has become a prerequisite for doing business in certain jurisdictions and contracts, making it a critical enabler for both winning new business and maintaining existing customer relationships.

To support these controls, AVI-SPL formalized a companywide change management process, a requirement for SOC 2 Type II and a best practice for security and accountability. All IT changes are now logged, reviewed, approved, tested, and implemented through standardized workflows, with biweekly reviews and full traceability.

Cyber threat detection capabilities also advanced significantly with the implementation of a Sentinel SIEM solution. This system centralizes

endpoint and security logs into a single view, dramatically improving visibility. Logs are continuously monitored by an external Security Operations Center (SOC), which filters billions of events each month into a manageable set of actionable alerts, enabling faster investigation and remediation.

Enhanced Cybersecurity Training

AVI-SPL continues to strengthen its cybersecurity culture through mandatory, role-agnostic training and ongoing awareness initiatives. All individuals with AVI-SPL system access — including employees, contractors, and temporary staff — are required to complete annual cybersecurity and insider threat training, delivered and tracked through the KnowBe4 platform. This training covers phishing, cyber incidents, and insider threat risks, with 100% completion required. Employees who fail phishing simulations must complete remediation training within 30 days.

97%

of employees completed insider threat training in 2025

98%

of employees completed cybersecurity training in 2025

Cybersecurity awareness is reinforced through quarterly phishing simulations, weekly intranet articles, and regular external case studies highlighting real-world cyber incidents. Targeted alerts are issued when company-specific threats arise. AVI-SPL also observes Insider Threat Awareness Month in September and Cybersecurity Awareness Month in October, reinforcing vigilance and best practices across the organization. In addition, we established and published a phishing policy in 2025 for all employees to review and sign. The policy aims to outline phishing attempts within the organization, set acceptable standards, define incident response actions for phishing-related situations, and implement simulated phishing tests and training.



➔ Spotlight

Advancing Responsible AI Oversight as a Strategic Resilience Capability

As the use of artificial intelligence (AI) accelerates across the business, AVI-SPL views responsible AI governance as a critical resilience advantage. In 2025, the company formalized an AI Policy and Governance Framework through a newly established AI Center of Excellence, ensuring that innovation advances alongside risk management. The framework approved tools, acceptable use cases, data protection requirements, and oversight protocols, strengthening AVI-SPL’s data-loss prevention posture and

reinforcing trust with customers who increasingly evaluate AI governance in procurement decisions.

The AI Acceptable Use Policy was published on the company intranet in December 2025 and communicated internally, with follow-up training planned. To support ongoing oversight, we established an AI Committee within the Center of Excellence, with cross-functional working groups focused on productivity, security, and innovation. This committee evaluates internal AI use cases, aligns experimentation with enterprise risk standards, and enables disciplined adoption rather than uncontrolled deployment. By embedding governance early,

we reduce operational risk while accelerating responsible value creation.

In August 2025, we launched AI Awareness Month to build enterprise-wide literacy, introducing employees to AI fundamentals, approved tools such as Microsoft Copilot, and practical guidance for responsible use. Looking ahead, department-specific and companywide AI training will further integrate AI governance into daily operations, ensuring that AVI-SPL remains adaptable, secure, and prepared as regulatory and customer expectations continue to evolve.

A LOOK AHEAD

Looking ahead, AVI-SPL will continue to strengthen its governance and risk management practices by advancing data protection, access controls, and program transparency. In early 2026, the company will roll out a phased data-labeling framework to better classify information by sensitivity and risk.

AVI-SPL also plans to formalize a companywide file retention policy in 2026. Establishing clear standards for how long data is retained and for what purpose will reduce the company's digital footprint, improve the organization of information, and strengthen compliance with contractual and regulatory requirements.

To further enhance network security, 802.1X port-based local area network access controls — already deployed in some locations — will be rolled out globally by Q1 2026. The IEEE 802.1X standard provides centralized identity management and automated secure connectivity across our global environments to ensure only verified users and compliant devices are granted entry, thereby mitigating the risk of lateral threat movement and rogue device infiltration, reducing the overall attack surface.

Governance priorities also include expanding tailored AI training in 2026, with department-specific guidance and companywide best practices focused on responsible and efficient use. In addition, we will leverage our cybersecurity training program to provide targeted instruction for high-risk departments, such as accounting and HR, whose frequent interaction with sensitive data requires heightened awareness and controls. Across these initiatives, AVI-SPL will place greater emphasis on tracking performance metrics and demonstrating the value, effectiveness, and scale of safeguards that protect the business and its stakeholders.



ABOUT THIS REPORT

AVI-SPL’s 2026 ESG Impact Report highlights the company’s environmental, social, and governance performance for the 2025 fiscal year, covering the period from January 1, 2025, to December 31, 2025, unless otherwise noted. Unless explicitly stated, data and disclosures reflect global operations; where only U.S. information is included, the applicable scope is clearly identified. The report is intended to provide stakeholders with transparent, decision-useful insights into AVI-SPL’s sustainability strategy, key initiatives, and performance outcomes.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and in alignment with the International Financial Reporting Standard (IFRS) S2 on climate-related disclosures. AVI-SPL also continues to align with the Sustainability Accounting Standards Board (SASB) framework for software and IT services to address industry-specific ESG topics and risks. These frameworks support consistency, comparability, and credibility in our disclosures.

For questions regarding AVI-SPL’s ESG initiatives or report content, please contact Kelly Bousman, Senior Vice President, ESG and Sustainability, at kelly.bousman@avispl.com.

Environmental Metrics

GRI Index

Social Metrics

SASB Index

Governance Metrics

UN SDG Index

IFRS S2 Index



AVI-SPL 2025 Performance Data Tables

Metric	2025	2024	2023
Environmental			
Energy and emissions			
Total electricity consumption (kWh)	8,615,229	7,203,121	7,557,047
Percentage grid electricity	92%	100%	100%
Percentage renewable electricity ¹	8%	0%	0%
Energy intensity (kWh per weighted square foot)	7.69	7.31	7.80
Total GHG emissions (metric tons CO ₂ e)	229,812	217,726	220,560
Scope 1 (metric tons CO ₂ e)	5,850	4,628	7,151
Scope 2 (metric tons CO ₂ e)	2,621	2,237	2,828
Scope 3 (metric tons CO ₂ e)	221,341	210,861	210,581
Emissions intensity ² (metric tons CO ₂ e per weighted square foot)	7.56	6.96	10.29
Waste¹			
Total weight of recycled e-waste ³ (metric tons)	2.3	7.4	4.6

Footnotes:

¹ Renewable electricity from RE100 compliant Renewable Energy Certificates in the U.S. and Energy Attribute Certificates with Guarantees of Origin in Europe and the UK.

² Emission intensity reflects scope 1 and Scope 2 emissions from our own operations.

³ Represents electronic waste from AVI-SPL's own IT operations.

AVI-SPL 2025 Performance Data Tables

Metric	2025	2024	2023
Social			
Workforce¹ - USA			
Total full-time employees	3,458	3,296	3,285
Total part-time employees	5	9	17
Voluntary Turnover	8.7%	11.5%	13.6%
Require a work visa (%)	0	0	0
Workforce by gender¹ - USA			
Women	19.4%	19.7%	19.5%
Men	80.6%	80.3%	80.5%
Not disclosed	0	0	0
Workforce by region			
United States and Canada	3,793	3,651	3,604
Latin America	175	75	66
Europe	457	394	400
Asia Pacific	501	364	283
Africa	0	0	0
Employee development			
Employees receiving performance reviews	98%	98%	92%
Total training course completions	64,290	49,670	41,879
Average hours of training per year per employee	26.5 hours	13.7 hours	-
Employees receiving training on diversity and inclusion (%)	100%	100%	100%
Full-time employees with access to benefits	100%	100%	100%
Health and safety¹			
Number of work-related accidents	18	25	25
Number of days lost to work-related injuries, fatalities and ill health	217	712	94

Footnotes:

¹Data represent U.S. operations only.

AVI-SPL 2025 Performance Data Tables

Metric	2025	2024	2023
Governance			
Board of Directors			
Board of Directors	7	5	5
Independent directors	29%	20%	20%
Women on Board	0%	20%	20%
People from underrepresented groups on board	0%	20%	20%
Number of executives on the board	14%	3	3
Number of non-executives on the board	86%	2	2
Ethics training			
Board members who have completed ethics-related training	100%	100%	100%
Employees who have completed ethics-related training	100%	-	-
Employees who have signed off on acknowledgment of our Code of Conduct	100%	100%	100%
Data and Cybersecurity			
Percentage of employees that completed cybersecurity training	98%	99%	10% ¹
Percentage of employees that completed insider threat training	97%	99%	8% ¹
Total amount of monetary losses as a result of legal proceedings associated with user privacy	\$0.00	\$0.00	\$0.00
Number of data breaches	0	0	0
Percentage involving personally identifiable information (PII)	0.00%	0.00%	0.00%
Number of users affected	0	0	0
Supply Chain			
Percentage of new suppliers that signed the Supplier Code of Conduct	84%	-	-
Compliance			
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	\$0.00	-	-
Total number of significant instances of non-compliance with laws and regulations	0	-	-

Footnotes:

¹In 2023, cybersecurity and insider threat training were voluntary programs conducted during Cybersecurity Awareness Month in October.

AVI-SPL 2025 IFRS S2 Climate-Related Disclosures

We have started reporting in alignment with IFRS S2 Climate-related Disclosures, which are issued by the International Sustainability Standards Board (ISSB).* The table below highlights where key information aligned with IFRS S2 recommendations is disclosed in this document.

Disclosure Description	Response	Additional Resources
Governance		
<p>Describe the governance body(s) or individual(s) responsible for oversight of climate-related risks and opportunities.</p>	<p>Climate: Governance, p. 18</p>	<p>2025 CDP Climate Change Response (Section 4.1.1, 4.1.2, 4.2, 4.3, 4.5)</p>
<p>Describe management’s role in governance processes, controls and procedures used to monitor, manage, and oversee risks and opportunities.</p>	<p>Climate: Governance, p. 18</p>	<p>2025 CDP Climate Change Response (Section 4.1.1, 4.1.2, 4.2, 4.3, 4.5)</p>
Strategy		
<p>Describe how climate-related risks or opportunities could reasonably be expected to affect entity’s prospects, considering physical and transition risk over the short, medium and long term, including how the entity defines short, medium and long term and how that is linked to their planning horizons for strategic decision-making.</p>	<p>In 2025, AVI-SPL expanded its understanding of emissions mitigation and its business implications by conducting a scenario analysis to evaluate our pathways toward net zero. This in-depth assessment deepened our understanding of effective emissions management, highlighted business opportunities to pursue, and strengthened the company’s readiness to respond to customer and supplier expectations.</p> <p>Time horizons: - Short Term (0-5 years) - Medium Term (5-15 years) - Long Term (15+ years)</p> <p>Climate: Strategy, Climate Risk Assessment and Scenario Analysis, p. 19</p> <p>Climate: Strategy, Our Climate Risks and Opportunities Across Time Horizons, p. 20</p>	<p>2025 CDP Climate Change Response (Section 2.1, Time horizons; 3.1, Risk disclosure; 3.6, Opportunity disclosure)</p>

AVI-SPL 2025 IFRS S2 Climate-Related Disclosures

Disclosure Description	Response							Additional Resources
	Risk Category	Risk Description	Financial Impact	Short-Term (2025 - 2030)	Medium-Term (2030 - 2040)	Long-Term (2040 - 2050)	Applicable Scenario	
<p>Describe current and anticipated effects of climate-related risks and opportunities on entity's business model and its value chain.</p>	Physical Risk	Managing extreme weather event impacts such as damage to fleet vehicles, disruptions to supply chains, logistics, and shipping, and delays for technicians and projects.	EBITDA	Negligible	Moderate	Severe	2°C 3°C 4°C	<p>2025 CDP Climate Change Response (Section 3.1, 3.6, 5.3)</p>
	Transition - Market	Lagging competitors in sustainability commitments and progress towards net zero goals.	Revenue	Moderate	Moderate	Negligible	2°C 3°C 4°C	
	Transition - Market	Complying with customer-required certifications, attestations, and disclosures.	EBITDA	Severe	Severe	Severe	2°C 3°C 4°C	
	Transition - Market	Lack of initiative in providing recycling services and offering sustainable product solutions (e.g., low-carbon and low-energy consumption solutions) to our customers.	Sales	Moderate	Moderate	Severe	2°C 3°C 4°C	
	"Transition - Market Transition - Reputation"	Not marrying sustainability aspirations to measurable actions; not aligning sustainability goals to those of its customers; and reduced access to capital due to the company lacking a formalized ESG strategy and internal sustainability policies.	EBITDA	Negligible	Negligible	Negligible	2°C 3°C 4°C	
	Transition - Policy	Not keeping up with new climate and labor regulations and product disclosure standards (e.g., EnergyStar, Eco Passports); not maintaining compliance with EU's e-waste regulations and EU member country-specific requirements; and not investing in processes that allow us to meet stricter sustainability laws (e.g., EPR).	EBITDA	Moderate	Moderate	Severe	2°C 3°C 4°C	
	Transition - Policy	Incurring costs due to new carbon pricing/taxes.	OPEX	Moderate	Severe	Severe	2°C 3°C 4°C	
	Transition - Reputation	Not managing customer perceptions around mis-leading or unverified "green claims" of our products and services.	EBITDA	Negligible	Moderate	Severe	2°C 3°C 4°C	
	Transition - Technology	Not investing in a global ERP system to support decision-making and to meet disclosure requirements.	EBITDA	Moderate	Severe	Severe	2°C 3°C 4°C	
	Transition - Technology	Failure to invest in technology solutions that provide operational redundancy and resilience including converting combustion-engine vehicles to an electrified fleet.	CAPEX, OPEX	Negligible	Moderate	Severe	2°C 3°C 4°C	
	Transition - Technology	Shortages of raw materials (e.g., rare earth metals, copper, semiconductors) that are needed for the hardware solutions we resell.	COGS	Negligible	Severe	Severe	2°C 3°C 4°C	

AVI-SPL 2025 IFRS S2 Climate-Related Disclosures

Disclosure Description	Response	Additional Resources
<p>Describe how the entity has responded to or plans to respond to climate-related risks and opportunities.</p>	<p>Climate: Strategy, pp. 19-21 Climate: Supporting Initiatives, pp. 25-29 Supply Chain Transformation, pp. 30-31 Product Lifecycle Management, pp. 33-34</p>	<p>2025 CDP Climate Change Response (Section 3.1, 3.6, 5.2, 5.3, 5.11)</p>
<p>Describe the effects of climate-related risks and opportunities on the entity's financial position, financial performance, and cash flows for the reporting period.</p>	<p>See table above for detailed information.</p> <p>Climate: Strategy, pp. 19-21 Climate: Supporting Initiatives, pp. 25-29 Supply Chain Transformation, pp. 30-31 Product Lifecycle Management, pp. 33-34</p>	<p>2025 CDP Climate Change Response (Section 3.1, 3.6)</p>
<p>Describe the entity's assessment of its climate resilience, and if and when a climate-related scenario analysis was carried out.</p>	<p>AVI-SPL executives review enterprise risk, climate-related risk, and the company's business continuity plan annually. Additionally, it conducts annual reviews of the feasibility of meeting near-term science-based targets under various growth scenarios. AVI-SPL's net zero analysis identified key decarbonization levers (e.g., fleet electrification, renewable energy sourcing, supplier engagement, warehouse consolidation, and virtualization of support services) that informs and guides the company's decarbonization roadmap. In 2025, AVI-SPL completed a formal net zero scenario analysis aligned with SBTi methodology. AVI-SPL plans to conduct climate risk assessments bi-annually, integrating the learnings into the company-wide risk management process that occurs annually, and ensuring alignment with both the GRI and SASB reporting standards.</p> <p>Climate: Strategy, pp. 19-21</p>	<p>2025 CDP Climate Change Response (Section 5.1)</p>

AVI-SPL 2025 IFRS S2 Climate-Related Disclosures

Disclosure Description	Response	Additional Resources
Risk Management		
<p>Describe the processes and related policies the entity uses to identify, assess, prioritize, and monitor risks.</p>	<p>Climate: Risk Management, p. 22</p>	<p>2025 CDP Climate Change Response (Section 2.2.2, 5.1.2)</p>
<p>Describe the processes the entity uses to identify, assess, prioritize, and monitor opportunities.</p>	<p>Members of the cross-functional Climate Risk Committee (CRC) evaluate each risk for its potential level of impact on the business and likelihood to occur across various time horizons, informed by the company’s operating model, value chain characteristics, and exposure to region-specific climate hazards. Business continuity planning related to environmental events is overseen by a governance committee led by the global head of IT, alongside the CEO, Chief Financial Officer (CFO), Chief Operating Officer (COO), and global head of Human Resources. Climate-related opportunities are evaluated through a complementary lens that considers both market demand, measured through the frequency/urgency of customer sustainability requirements, and a cost-benefit analysis.</p> <p>Climate: Risk Management, p. 22</p>	<p>2025 CDP Climate Change Response (Section 2.2.2, 5.1.2)</p>
Metrics and Targets		
<p>Describe the quantitative or qualitative target(s) the entity has set or is required to meet.</p>	<p>AVI-SPL has established internal targets for the 2026–2028 period, including a 12% reduction in Scope 1 and 2 GHG emissions intensity per square foot of global real estate and a 5% reduction in absolute Scope 3 GHG emissions, prioritizing emissions hotspots across the value chain while supporting continued business growth. AVI-SPL tracks metrics that reflect the business implications of environmental performance. Progress against these metrics is monitored through defined KPIs and disclosed through annual reporting cycles.</p> <p>AVI-SPL is registered with SBTi as Committed and plans to submit its near-term targets for validation in 2027, covering a target period through 2032. In advance of formal validation, we are advancing internal climate goals, tracking progress through defined KPIs, and embedding climate accountability into business decision-making.</p> <p>Additional environmental goals for 2026-2028:</p> <ul style="list-style-type: none"> - Enable 10% of customer deployments to include responsible recycling or repurposing of retired AV and UC equipment, supported by certified, decision-ready reporting for customer compliance, ESG disclosure, and sustainability tracking. - Support 10% of customer deployments with decision-ready sustainability insights, including product carbon footprint data, verified energy consumption metrics, and eco-optimized solution designs, enabling lower-impact technology decisions. <p>Climate: Metrics and Targets, pp. 22-24 Product Lifecycle Management, pp. 33-34</p>	<p>2025 CDP Climate Change Response (Section 7.53, 7.54)</p>
<p>Disclose gross Scope 1 and 2 greenhouse gas emissions.</p>	<p>Climate: Metrics and Targets, pp. 18-24 2025 Performance Data Table, p. 59</p>	<p>2025 CDP Climate Change Response (Section 7.22, 7.6, 7.7)</p>

AVI-SPL 2025 IFRS S2 Climate-Related Disclosures

Disclosure Description	Response	Additional Resources
<p>Disclose gross Scope 3 greenhouse gas emissions.</p>	<p>Climate: Metrics and Targets, pp. 18-24 2025 Performance Data Table, p. 59</p>	<p>2025 CDP Climate Change Response (Section 7.8)</p>
<p>Describe the approach the entity uses to measure its greenhouse gas emissions.</p>	<p>AVI-SPL applies the financial control approach to attribute environmental impacts to our organization. We selected this method because we have full authority over the financial and operating policies of all consolidated entities. This ensures that impacts from facilities, fleet operations, procurement, and other ESG activities are consistently captured where AVI-SPL exercises financial oversight. Financial control is also the boundary used for our annual global carbon inventory per the GHG Protocol and ESG disclosures under GRI, SASB, and IFRS S2 reporting frameworks. This alignment ensures consistency across reporting, governance, and our ESG goals and targets.</p>	<p>2025 CDP Climate Change Response (Section 6.1, 7.1, 7.2, 7.3, 7.4, 7.5)</p>
<p>Describe whether and how climate-related considerations are factored into executive remuneration.</p>	<p>AVI-SPL does not currently offer monetary incentives related to the management of environmental issues or the achievement of environmental targets. This reflects the fact that environmental and climate-related performance is not a material component of the financial or regulatory reporting frameworks that apply to our business. As a result, these topics are not embedded in performance-based compensation structures, and there are no plans to introduce monetary incentives in the next two years. Environmental matters are instead addressed through executive oversight and operational integration, rather than direct financial drivers.</p>	<p>2025 CDP Climate Change Response (Section 4.5)</p>

Footnote:

*AVI-SPL acknowledges that it is still working to fully conform to the specific recommendations of the ISSB framework, resulting in partial fulfillment for some recommendations.

AVI-SPL has reported with reference to the GRI Standards for the period of January 1, 2025, to December 31, 2025.

GRI content index with reference

Statement of use AVI-SPL has reported with reference to the GRI Standards for the period of January 1, 2025, to December 31, 2025.

GRI 1 used GRI 1: Foundation 2021

Applicable GRI Sector Standards(s) NA

GRI STANDARD	DISCLOSURE	References, Omissions, and Explanations
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General Disclosures

GRI 2: General Disclosures 2021	2-1	Organizational details	Who We Are, p. 4
	2-2	Entities included in the organization’s sustainability reporting	About This Report, p. 58
	2-3	Reporting period, frequency and contact point	About This Report, p. 58
	2-4	Restatements of information	There are no restatements of information for the 2026 ESG Impact Report.
	2-5	External assurance	At present, data within this report are not externally assured.
	2-6	Activities, value chain and other business relationships	What We Do, p. 6 ESG Impacts Across Our Value Chain, p. 7 Stakeholder Engagement, p. 14
	2-7	Employees	Who We Are, p. 4 2025 Performance Data Table, p. 60
	2-8	Workers who are not employees	AVI-SPL does not have workers who are not employees. If additional operational support is required, we work with subcontractors.
	2-9	Governance structure and composition	Corporate Governance, p. 51
	2-10	Nomination and selection of the highest governance body	26North, the private equity firm with the largest share of AVI-SPL, appoints board members.

AVI-SPL has reported with reference to the GRI Standards for the period of January 1, 2025, to December 31, 2025.

GRI STANDARD	DISCLOSURE	References, Omissions, and Explanations
General Disclosures <i>(continued)</i>		
	2-11 Chair of the highest governance body	Corporate Governance, p. 51 The Chair of the Board does not hold a senior executive position.
	2-12 Role of the highest governance body in overseeing the management of impacts	Climate, Governance, pp. 51-52 Corporate Governance, p. 51
	2-13 Delegation of responsibility for managing impacts	Climate, Governance, pp. 51-52 Corporate Governance, p. 51
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance, p. 51
	2-15 Conflicts of interest	Ethics and Compliance, p. 53 AVI-SPL policies require that conflicts of interest must be disclosed to leadership.
	2-16 Communication of critical concerns	Ethics and Compliance, p. 53
	2-17 Collective knowledge of the highest governance body	Corporate Governance, p. 51
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance, p. 51
	2-19 Remuneration policies	Corporate Governance, p. 51 Board Directors have direct and indirect equity interests in the company and receive reimbursement for travel expenses. ELT members receive base salary, performance incentive units, and other miscellaneous benefits. All remuneration policies are aligned to maximize the value of AVI-SPL for all its stakeholders including shareholders, employees, customers, and vendors.
	2-20 Process to determine remuneration	AVI-SPL maintains a job architecture to detail the job level of each role. Salary bands are maintained according to the roles and levels.
	2-21 Annual total compensation ratio	AVI-SPL has chosen not to disclose this information at this time, as compensation metrics are sensitive and confidential data.

AVI-SPL has reported with reference to the GRI Standards for the period of January 1, 2025, to December 31, 2025.

GRI STANDARD	DISCLOSURE	References, Omissions, and Explanations
General Disclosures <i>(continued)</i>		
	2-22 Statement on sustainable development strategy	Letter From Our CEO, p. 3 ESG at AVI-SPL, pp. 9-11
	2-23 Policy commitments	Ethics and Compliance, p. 53
	2-24 Embedding policy commitments	Ethics and Compliance, p. 53
	2-25 Processes to remediate negative impacts	Ethics and Compliance, p. 53
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance, p. 53
	2-27 Compliance with laws and regulations	Ethics and Compliance, p. 53
	2-28 Membership associations	AVIXA (Audio Video and Interactive Experience Association) NSCA (National Systems Contractors Association) SAMA (Strategic Account Management Association)
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, p. 14
	2-30 Collective bargaining agreements	In 2025, 103 (3.15%) AVI-SPL employees in the U.S. were members of a union.
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	ESG at AVI-SPL, pp. 9-11
	3-2 List of material topics	ESG at AVI-SPL, pp. 9-11
Climate Change		
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate, pp. 18-24 Supply Chain Transformation, pp. 30-32

AVI-SPL has reported with reference to the GRI Standards for the period of January 1, 2025, to December 31, 2025.

GRI STANDARD	DISCLOSURE	References, Omissions, and Explanations
General Disclosures <i>(continued)</i>		
GRI 103: Energy 2025	103-2 Energy consumption and self-generation within the organization	Climate, Metrics and Targets, pp. 18-24 Supply Chain Transformation, pp. 30-32 Product Lifecycle Management, pp. 33-34 2025 Performance Data Table, p. 59
	103-4 Energy intensity	Climate, Metrics and Targets, pp. 18-24 2025 Performance Data Table, p. 59
	103-5 Reduction in energy consumption	Climate, Metrics and Targets, pp. 18-24 Supply Chain Transformation, pp. 30-32 Product Lifecycle Management, pp. 33-34 2025 Performance Data Table, p. 59
GRI 102: Climate Change 2025	102-5 Scope 1	ESG Goals 2026-2028, p. 13 Climate, Metrics and Targets, pp. 18-24 2025 Performance Data Table, p. 59
	102-6 Scope 2	Climate, Metrics and Targets, pp. 18-24 2025 Performance Data Table, p. 59
	102-7 Scope 3	Climate, Metrics and Targets, pp. 18-24 2025 Performance Data Table, p. 59
	102-8 GHG emissions intensity	Climate, Metrics and Targets, pp. 18-24 2025 Performance Data Table, p. 59
Product Lifecycle Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Product Lifecycle Management, pp. 33-34
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Product Lifecycle Management, pp. 33-34
	306-2 Management of significant waste-related impacts	Product Lifecycle Management, pp. 33-34

AVI-SPL has reported with reference to the GRI Standards for the period of January 1, 2025, to December 31, 2025.

GRI STANDARD		DISCLOSURE	References, Omissions, and Explanations
	306-3	Waste generated	2025 Performance Data Table, p. 59
	306-4	Waste diverted from disposal	2025 Performance Data Table, p. 59
Labor Practices and Employee Engagement			
GRI 3: Material Topics 2021	3-3	Management of material topics	Employee Engagement, pp. 42-46
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Employee Engagement, p. 42-46 Recruitment and Talent Pipeline, pp. 38-41 2025 Performance Data Table, p. 60
Talent Development			
GRI 3: Material Topics 2021	3-3	Management of material topics	Growing Our Talent, p. 39
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Growing Our Talent, p. 39 2025 Performance Data Table, p. 60
	404-2	Programs for upgrading employee skills and transition assistance programs	Growing Our Talent, p. 39
	404-3	Percentage of employees receiving regular performance and career development reviews	Growing Our Talent, p. 39 2025 Performance Data Table, p. 60
Diversity, Equity, and Inclusion			
GRI 3: Material Topics 2021	3-3	Management of material topics	Creating a Culture of Belonging and Inclusion, pp. 44-46

AVI-SPL has reported with reference to the GRI Standards for the period of January 1, 2025, to December 31, 2025.

GRI STANDARD	DISCLOSURE		References, Omissions, and Explanations
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	2025 Performance Data Table, p. 61
Cybersecurity			
GRI 3: Material Topics 2021	3-3	Management of material topics	Data Privacy and Cybersecurity, pp. 55-56
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Cybersecurity, pp. 55-56

AVI-SPL 2025 SASB Index

SASB Sustainability Accounting Standards

SASB Code	Accounting or Activity Metric	References and Omissions
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Software and IT Services - Sustainability Disclosure Topics & Accounting Metrics

Environmental Footprint of Hardware Infrastructure

TC-SI-130a.1	(1) Total energy consumed (GJ), (2) Percentage grid electricity (%), (3) Percentage renewable (%)	2025 Performance Data Table, p. 59 Climate, Metrics and Targets, pp. 18-24
TC-SI-130a.2	(1) Total water withdrawn (m ³), (2) Total water consumed (m ³), percentage of each in regions with High or Extremely High Baseline Water Stress (%)	AVI-SPL does not track these data. Our water usage is minimal because we are not a manufacturer of hardware products.
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Climate, Metrics and Targets, pp. 18-24

Data Privacy & Freedom of Expression

TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	A comprehensive set of cybersecurity policies aligned with recognized best practices underscore our commitment to responsible data management. These policies include our Privacy Policy, which is available on our website, as well as our IT Management Policy, Cyber Incident Response Policy, Phishing Policy, and Network Policy. We also have an Artificial Intelligence (AI) Policy in place. Additionally AVI-SPL implements security controls aligned with ISO27001, NIST 800-171, CIS Benchmarks, and recommendations from third-party Intelligence reports. In 2025, we completed a System and Organization Controls (SOC) 2 Type 2 attestation, covering both AVI-SPL's corporate systems and its Symphony line of business. Data Privacy and Cybersecurity, pp. 55-56 Privacy Policy
TC-SI-220a.2	Number of users whose information is used for secondary purposes	The AVI-SPL Privacy Policy describes how we collect, use, and share user information. AVI-SPL does not process personal data for secondary purposes, except in very limited circumstances permitted by law and in compliance with applicable data privacy requirements. Privacy Policy
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	\$0.00 of monetary losses

AVI-SPL 2025 SASB Index

SASB Sustainability Accounting Standards		
SASB Code	Accounting or Activity Metric	References and Omissions
Software and IT Services - Sustainability Disclosure Topics & Accounting Metrics		
Data Privacy & Freedom of Expression <i>(continued)</i>		
TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) Number of users whose information was requested, (3) Percentage resulting in disclosure	(1) 0 law enforcement requests (2) 0 users whose information was requested (3) 0% resulting in disclosure
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	We ensure compliance with the AVI-SPL Privacy Policy and strictly adhere to personal data protection laws and regulations in various countries and regions, including the EU General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA).
Data Security		
TC-SI-230a.1	(1) Number of data breaches, (2) Percentage involving personally identifiable information (PII), (3) Number of users affected	(1) 0 data breaches (2) 0% involving PII (3) 0 users affected
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	As stewards of critical data, we prioritize cybersecurity. We adhere to cybersecurity industry standards while also integrating policies and controls aligned with additional third-party cybersecurity standards. Our dedicated Cybersecurity team plays a pivotal role in enhancing cybersecurity awareness and stewardship across the company. To fortify our defenses, we utilize cutting-edge tools for advanced threat protection, conduct phishing simulations, and perform penetration testing. Data Privacy and Cybersecurity, pp. 55-56
Recruiting & Managing a Global, Diverse & Skilled Workforce		
TC-SI-330a.1	Percentage of employees that require a work visa	2025 Performance Data Table, p. 60
TC-SI-330a.2	Employee engagement as a percentage	AVI-SPL has omitted this metric as it does not yet track this information.

AVI-SPL 2025 SASB Index

SASB Sustainability Accounting Standards

SASB Code	Accounting or Activity Metric	References and Omissions
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Software and IT Services - Sustainability Disclosure Topics & Accounting Metrics

Recruiting & Managing a Global, Diverse & Skilled Workforce *(continued)*

TC-SI-330a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	AVI-SPL has omitted this metric as it does not publicly disclose this information.
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Intellectual Property Protection & Competitive Behavior

TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations Unit of measure: Reporting currency	\$0.00
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Managing Systemic Risks from Technology Disruptions



TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	AVI-SPL did not experience a performance incident or downtime issue that had a material impact on the business or its customers in 2024.
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	The risk to the continuity of AVI-SPL business operations are commensurate to the nature of the event that causes the interruption. This ranges from low risk for relatively brief disruptions around systems or network outages, to high risk incidents, such as ransomware, which would cause a material disruption to AVI-SPL's business operations. AVI-SPL has focused on mitigating the potential incidents that pose the greatest risk to our customers' data and to AVI-SPL's business operations.

Activity Metrics

TC-SI-000.A	(1) Number of licenses or subscriptions, (2) percentage cloud-based	Data omitted due to confidentiality.
TC-SI-000.B	(1) Data processing capacity, (2) percentage outsourced	Not applicable to AVI-SPL's business model.
TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	Not applicable to AVI-SPL's business model.

AVI-SPL 2025 UN SDGs INDEX



At AVI-SPL, our ESG strategy seeks to promote the United Nations Sustainable Development Goals (UN SDGs), fostering advancement in economic, social, and environmental areas. In this index, we summarize how AVI-SPL’s efforts contribute to specific SDGs and their targets and provide references to learn more about our activities.

Goal	Targets	AVI-SPL Activity, Initiative or Goal	Reference
SDG 9: Industry, innovation and infrastructure 	9.4 <i>By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.</i>	At AVI-SPL, our mission is to redefine how people and technology connect. Through innovative digital solutions, we enhance modern communication and collaboration, helping individuals work smarter, live better, and operate more sustainably. We engage with stakeholders, including employees, vendors, and customers, to improve efficiency in our own operations and throughout our value chain. Initiatives in 2025 included: -Creating immersive employee and customer experience by planning, deploying, operating, and optimizing unified communications (UC) solutions to connect client teams and customers in one platform. -Enhancing collaboration through audiovisual (AV) integration, combining audio, visual, and control systems. -Surveying our vendors about their ESG practices and sharing that information with customers, enabling them to make more informed product purchases. This also encourages our vendors to reconsider how they manufacture products.	Who We Are, p. 4 What We Do, p. 6 Product Lifecycle Management, pp. 33-34
	9.b <i>Support domestic technology development, research and innovation in developing countries, including by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities</i>		
SDG 10: Reduced inequalities 	10.2 <i>By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</i>	AVI-SPL is committed to upholding our Diversity, Equity, and Inclusion pledge (below) to foster a culture where individuals from all backgrounds feel valued, supported, and empowered to grow within the organization. Examples of initiatives we have implemented include supporting Employee Resource Groups, offering DEI-focused trainings to all employees, and ensuring language in job postings is inclusive to encourage applications from underrepresented backgrounds.	Recruitment and Talent Pipeline, pp. 38-41 Creating a Culture of Belonging and Inclusion, pp. 44-46
	10.3 <i>Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</i>	<p>We appreciate the visible and invisible qualities that make you who you are. Our diversity makes us better humans and better employees and makes AVI-SPL a better business.</p> <p>We celebrate that every person brings a unique perspective and experience to advance the AVI-SPL mission - to transform how people and technology connect to elevate experiences, create new value, and enable organizations to thrive and grow.</p> <p>We believe that each and every employee must have an equal voice and equal access to opportunity and connection.</p> <p>We commit to diversity, equity, belonging, and inclusion practices at the center of our daily work.</p> <p>We are dedicated to using these practices for our business and the communities we serve.</p>	

AVI-SPL 2025 UN SDGs INDEX

Goal	Targets	AVI-SPL Activity, Initiative or Goal	Reference
<p>SDG 12: Responsible consumption and production</p> 	<p>12.2 <i>By 2030, achieve the sustainable management and efficient use of natural resources</i></p>	<p>AVI-SPL is dedicated to finding ways to reduce, reuse, and recycle both internally and throughout our value chain by engaging with suppliers and customers. Initiatives in 2025 included:</p>	<p>Product Lifecycle Management, pp. 33-34</p>
	<p>12.5 <i>By 2030, sustainably reduce waste generation through prevention, reduction, recycling and reuse</i></p>	<p>Reducing waste from single-use items and packaging:</p> <ul style="list-style-type: none"> - Installing filtered water stations at offices - Providing employees with reusable bottles - Reusing original equipment manufacturer (OEM) packaging for shipments to eliminate the need for excessive packaging 	
	<p>12.6 <i>Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</i></p>	<p>Reducing e-waste:</p> <ul style="list-style-type: none"> - Expanding IT asset disposition and e-waste management services - Set 2026-2028 goals to further enable electronics recycling services in customer deployments and sustainability decision data 	
	<p>12.8 <i>By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature</i></p>	<ul style="list-style-type: none"> - Collaborating with small, regional organizations to refurbish electronics for donation to underfunded communities. In 2024, we responsibly recycled or refurbished 16,244 pounds of electronic waste through our partner, eSmart Recycling. From this, eSmart restored 20 laptop devices that were donated to programs impacting 72 children. <p>Partnering with vendors:</p> <ul style="list-style-type: none"> - Conducting surveys on vendors’ sustainability practices, including waste management, and integrating findings into the Supplier Sustainability Matrix to help customers make informed purchases aligned with their ESG goals. 	

AVI-SPL 2025 UN SDGs INDEX

Goal	Targets	AVI-SPL Activity, Initiative or Goal	Reference
<p>SDG 13: Climate action</p> 	<p>13.1 <i>Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</i></p>	<p>AVI-SPL is committed to understanding our climate-impact and making measurable progress in reducing GHG emissions and improving operational efficiency by setting targets to:</p> <ul style="list-style-type: none"> - Reduce Scope 1 and 2 emissions intensity per square foot of global real estate by 12% by 2028. - Reduce absolute scope 3 emissions by 5% by 2028 - Submit near-term targets for SBTi validation by 2027 <p>To achieve these goals, initiatives in 2025 included:</p> <ul style="list-style-type: none"> - Completion of our inaugural climate risk assessment to better understand how climate-related risks could affect the company - Reduction of total office and warehouse square footage by 4.1%. - Preferred carrier network to streamline logistics, minimize transportation emissions, and improve overall shipping efficiency. - Implementation of AI-enabled GPS routing software for trucks , achieving a 4.9% reduction in fuel consumption and 10.5% reduction in fuel spend YoY compared to 2024 	<p>Climate, pp. 18-24 Supply Chain Transformation, pp. 30-32</p>
<p>SDG 17: Partnerships for the goals</p> 	<p>17.16 <i>Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries</i></p> <p>17.17 <i>Encourage and promote effective public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships</i></p>	<p>AVI-SPL’s strategic partnerships and transparent engagement with our stakeholders is essential to achieving both our business goals and ESG objectives. In this report, we discuss partnerships and engagement strategies with:</p> <ul style="list-style-type: none"> - Customers - Employees - Suppliers - CDP - EcoVadis - AllVoices - eSmart Recycling - REDD+ - AVIXA - Skillbridge - Red Nose Day - Veritone 	<p>Stakeholder Engagement, p. 14</p>



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