

AVI-SPL ENVIRONMENTAL SUSTAINABILITY POLICY

AVI-SPL is committed to integrating environmental sustainability into our operations and across our value chain. Our aim is to reduce our environmental impact while enabling our clients to also achieve their sustainability goals.

CLIMATE ACTION AND CARBON EMISSIONS REDUCTION

AVI-SPL measures its global carbon inventory, including Scope 1, Scope 2, and Scope 3 GHG emissions, in accordance with the Greenhouse Gas (GHG) Protocol. We aim to:

- Reduce global GHG intensity (Scope 1 and 2 per weighted square foot) by 12% from the 2025 baseline by the end of 2028.
- Reduce absolute global GHG Scope 3 emissions by 5% from the 2025 baseline by the end of 2028.
- Transition our fleet to more fuel-efficient, hybrid, or electric vehicles over the next 10 years.

SUSTAINABLE PROCUREMENT AND SUPPLY CHAIN MANAGEMENT

We integrate sustainability principles into procurement and vendor selection. Our global Supplier Code of Conduct documents our vendors' environmental stewardship responsibilities. The AVI-SPL Supplier Sustainability Matrix evaluates the ESG practices of preferred technology vendors, which represent more than 80% of our electronics

spending, helping us encourage responsible sourcing, emissions reduction, and waste minimization across the supply chain.

EFFICIENT OPERATIONS AND LOGISTICS

We optimize logistics and our corporate real estate footprint to reduce carbon emissions and energy use. Our initiatives include:

- Regionalized fabrication and delivery model to reduce fleet vehicle mileage and fuel use as well as the use of downstream transportation and distribution providers.
- Data center consolidation to improve energy efficiency and climate resiliency.
- Real estate transformation that supports modern hybrid workplace design while reducing the space we occupy.

CIRCULARITY AND WASTE REDUCTION

AVI-SPL supports the circular economy by minimizing waste and maximizing reuse in our operations as well as those of our clients. We:

- Aim to divert 100% of the e-waste generated by AVI-SPL IT operations in the U.S. by 2028.
- Enable 10% or more of customer deployments worldwide with Electronics Recycling Services.

- Refurbish and repurpose IT hardware for donation and reuse by charitable organizations when and where we can.
- We reduce single-use plastics and reuse OEM packaging whenever feasible.

SUPPORTING STAKEHOLDER SUSTAINABILITY GOALS

AVI-SPL aims to design and deliver digital workplace experience solutions that enable clients to advance their environmental commitments. Through sustainable building practices, technology manufacturer engagement, system engineering expertise, and operating best practices, we help clients to reduce carbon emissions, extend technology lifespans, and adopt responsible product lifecycle practices. With programs such as Eco-Friendly Reference Designs, certified electronics recycling services, and AVI-SPL Symphony software automation, we support client sustainability goals while enhancing operational efficiency.

NATURE-BASED SOLUTIONS AND COMMUNITY PARTNERSHIPS

AVI-SPL recognizes the importance of conserving biodiversity and natural ecosystems. We actively support nature-based solutions such as afforestation and forest conservation projects, including participation in a United Nations-backed Reducing Emissions from Deforestation and Forest Degradation (REDD+) initiative in Ecuador. In alignment with international best practice, we commit to Free, Prior, and Informed Consent (FPIC) when engaging with Indigenous and local communities on such projects. These initiatives and the co-benefits they nurture reflect our belief that protecting biodiverse ecosystems creates long-term value for both people and the planet.

GOVERNANCE AND ACCOUNTABILITY

Our ESG Steering Committee, a cross-functional leadership group, oversees AVI-SPL's environmental targets and the implementation of related initiatives. Progress is reported quarterly to executive leadership and our board and annually in our public ESG Impact Report, aligned with GRI, SASB, and IFRS S2 standards.

MONITORING AND EFFECTIVENESS

AVI-SPL annually evaluates the effectiveness of our environmental sustainability policy and practices. Ongoing oversight is managed through our ESG Steering Committee, with progress reported quarterly to executive leadership and our board of directors. We publicly disclose results annually in our ESG Impact Report.

AVI-SPL maintains channels for environmental policy accountability and continuous improvement. Stakeholders, including employees, clients, and suppliers, may confidentially raise concerns or suggestions related to environmental practices through the AVI-SPL AllVoices platform, our ethics hotline, with this link: avispl.allvoices.co. This ensures transparency, responsiveness, and the opportunity to strengthen our approach over time.

SUSTAINABILITY BY DESIGN

Sustainability principles are embedded into procurement decisions, supply chain logistics, and client solution design. This integrated approach ensures we deliver efficient, responsible technology solutions that help our clients reduce their environmental impact.

AVI-SPL believes sustainability and operational excellence go hand in hand. Through responsible practices, transparent reporting, and continuous improvement, we aim to create long-term value for our stakeholders and contribute to a greener future.