



Aid Technology, Inc.

Environmental and Social Responsibility Initiatives

March 19, 2020

Environmental and social considerations are integral to Aid's business across the globe as evidenced by how our company operates daily. Aid is committed to investing in our employees and cultivating a diverse and inclusive work environment; serving our customers exceptionally and transparently; strengthening the communities in which we live and work; and integrating environmental sustainability into our operations, including throughout our facilities, products and supply chain. We view effective management of environmental and social matters as fundamental to our long-term success.

Environmental Responsibility

We have taken several steps to ensure that our supply chain partners operate in an environmentally-responsible manner, thereby endeavoring to minimize the impact that our operations and our products, including their components, have on the environment.

- Our manufacturing, test and repair facility in Dublin, Ireland is ISO 9001:2015 certified. ISO 9001: 2015 is the international standard dedicated to Quality Management Systems. It outlines a framework for improving quality and consistently meeting the requirements and expectations of customers and other relevant interested parties in the most efficient manner possible. ISO 9001:2015 defines the guiding principles that can be used to create efficiencies by aligning and streamlining processes throughout the organization, in an effort to bring down costs, create new opportunities, meet regulatory requirements.
- Our facility in Dublin is also ISO 14001:2015 certified. ISO 14001:2015 is the international standard for designing and implementing an environmental management system published by the International Organization for Standardization. Our ISO 14001:2015 certified environmental management system allows us to identify, manage, monitor and control potential environmental issues that may arise in the manufacture, test and repair of our products. Our environmental management system considers all potential environmental issues relevant to these activities, such as air pollution, water and sewage issues, waste management, soil contamination, climate change mitigation and adaptation, and resource use and efficiency and seeks to reduce or eliminate all negative consequences.
- All of our hardware products comply with the European Union Restriction of Hazardous Substances Directive 3 (2015/863) (RoHS 3). RoHS 3 restricts the use of certain hazardous materials in the manufacture of various types of electronic and electrical equipment in the European Union.
- Aid is also committed to complying with the EU's Directive on Waste Electrical and Electronic Equipment (WEEE) 2012/19/EU. The WEEE Directive obliges manufacturers, importers, and/or distributors of electronic equipment to label the equipment for recycling; to register in each EU country in accordance with the rules adopted to implement the WEEE Directive; and to provide for recycling of the electronic equipment at the end of its useful life. In accordance with the requirements of the WEEE Directive, Aid has labeled its products that are shipped into the EU, has registered as appropriate in those countries which have implemented the WEEE Directive, and has established a relationship with the RENE AG recycling scheme.

- We require that our manufacturing partners comply with the Electronic Industry Citizenship Coalition Code of Conduct which, seeks to create better environmental, as well as social and economic, outcomes for the stakeholders involved in the entire electronics supply chain. These outcomes include a cleaner environment for communities. Requiring our manufacturing partners to adopt this Code of Conduct ensures that all partners operate in full compliance with the laws, rules and regulations of the countries in which they operate. The Code of Conduct also encourages our manufacturing partners to go beyond legal compliance in order to advance environmental responsibility in our supply chain.
- As stated in our Conflicts Minerals Statement available on our website, we are also committed to complying with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (“OECD Guidance”), as well as the requirements of Section 1502 of the Dodd-Frank Act (the “Act”). The OECD Guidance and the Act aim to prevent the use of certain conflict minerals that directly or indirectly finance or benefit armed groups in certain countries. We require our suppliers to, in accordance with the OECD Guidance, source and track the chain of custody of all conflict minerals contained in any products or materials provided by the suppliers to Avid.

We also take great strides to ensure that our global facilities are being operated in an environmentally responsible manner and in seeking to reduce our global carbon footprint. We have instituted practices at the employee-level that are aimed at doing our part as a company to combat climate change.

- Our global headquarters in Burlington, Massachusetts, which is our largest office in terms of number of employees, is housed in a LEED Gold and Energy Star certified building. The building offers several environmentally sustainable initiatives including a bike share program and electric vehicles charging stations. The landlord has also instituted single stream recycling and a green cleaning policy.
- In 2019, we instituted several waste reducing efforts in our global headquarters, and seek to institute similar measures in our other offices soon. Such measures include:
 - Issuing reusable cups to our employees to replace paper water and coffee cups.
 - Supplying silverware made with compostable materials in the office kitchens instead of single use plastic silverware.
 - Supplying brewed coffee to employees rather than providing machines that use single-use plastic coffee pods.
- We are committed to reducing our amount of business travel, particularly business flights, wherever possible to reduce our global carbon footprint. As a result, we have installed video-conferencing capabilities in most of our offices worldwide reducing the need for interoffice travel for employee meetings.
- We have also adopted a documented electronic waste policy in an effort to combat irresponsible disposal of potentially hazardous materials and electronic scrap.

Social Responsibility

Our immediate and future success is dependent upon our ability to develop and retain a high-performing global, diverse workforce. To achieve the desired workforce, we endeavor to attract and retain employees with strong character and unassailable integrity, as well as to foster an inclusive work environment where all employees and stakeholders are respected and trusted and feel comfortable to bring their ideas to the workplace.

- As stated in our Code of Conduct, which is available for viewing on our website at <http://ir.avid.com/corporate-governance>, our workplace will always be welcoming, inclusive and

respectful. We embrace the uniqueness of every employee and value the diversity of our workforce. For example:

- As of March 2020, four of the ten members of our board of directors are women. Additionally, two of our directors identify as racial minorities.
 - Three of the nine members of our executive management team are women.
 - We are focused on hiring women in leadership and technology roles and increasing the overall diversity of our workforce.
 - We have a Diversity Council.
- In order to ensure that our employees voice is heard in diversity matters, we have established a global diversity committee. Additionally, our office in Manila has an active LGBTQ Group focused on promoting equality and inclusion in our workforce.
 - We take employee wellness and safety seriously. For instance, we offer training to our employees based on U.S. Occupational Safety and Health Administration standards. We also offer ergonomic workstation reviews to ensure that employee workstations are properly adjusted for each individual.
 - We recently established a Corporate Social Responsibility team that will involve employees at all levels and several departments. Our CSR team focuses on four pillars: people, environment, products, and supply chain.
 - We invest in the education and professional development of our employees. Through tuition reimbursement programs, tools such as our own Avid University, and close-up educational sessions run by company executives, we seek to enable all employees to enhance their skills and broaden their knowledge, ultimately benefitting the company and its customers by providing a knowledgeable and empowered workforce.
 - With the assistance of the landlord at our global headquarters, we provide access to amenities such as a fitness center, a community vegetable garden, and shuttles to local public transportation hubs.
 - We have made a concerted effort to not have any anti-union policies or practices. Additionally, we have a strong and collaborative relationship with the Works Council in our offices in Germany.

We understand that our social responsibility as a global company does not end at our employees. Not only do we seek to improve all of the communities in which we operate, we strive to improve the lives of all of our stakeholders.

- In addition to its environmental component, the Electronic Industry Citizenship Coalition Code of Conduct that our manufacturing partners comply with, and described above, has a social component. It seeks to improve conditions for workers throughout out the electronic supply chain and to provide for the economic development their communities. The provisions in this Code of Conduct are derived from key international human rights standards including the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the United Nation's Universal Declaration of Human Rights.
- Through the Avid Customer Association, a customer-led community of media and entertainment professionals, we actively seek input from all corners of our industry not only on how our products help our customers, but how our customers are able to reach out and affect individuals throughout the world.

