

CODE OF CONDUCT



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A Message from **OUR CHAIR**

Dear Team Member,

Avid's Board of Directors is responsible for ensuring that the company always performs according to the highest standards of ethics and fairness with all of its constituents. One of the board's chief duties is to certify that employees share a fundamental understanding of the way Avid operates.

The Code of Conduct is one of the tools that serves as a beacon to guide employees' experiences at Avid. It outlines the ethics and compliance systems that employees can count on to confidently make decisions and feel supported.

I am fortunate to have been a part of Avid's board since 2017, first as a Director and now as Chair. In this period, I have witnessed extraordinary growth – and the pace of innovation continues to accelerate. Now more than ever, the Code of Conduct is instrumental as a grounding touchstone that allows employees to take Team Avid's standards to heart.

On behalf of Avid's Board of Directors, thank you for your continued dedication to Avid and for your commitment to upholding the standards set forth in the Code.

Sincerely,



John P. Wallace



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A Message from Our CEO

JEFF ROSICA

Dear Team Member,

Amid the global pandemic of 2020 we learned how strong and adaptable we can be when faced with extraordinary circumstances. I have never been prouder of every Avid employee for embracing the challenge of working differently—and using that knowledge to help lead the media and entertainment industry into the modern era of remote productions.

Our customers trusted us to help them not just reimagine their work environments, but to make them a reality and transform the way they create and deliver their content. Your tireless devotion to them and our community is why Avid is the gold standard among media technology companies. Let's continue to treasure and vigilantly protect the trust we've earned because it can be lost in an instant.

The touchstone that keeps us grounded to our mission, our values and our Team Avid ethos is our Code of Conduct. And that code is more important than ever. Whether you work full-time from an Avid office or from a permanent remote environment or if you spend a few days each week in an office and a few days working remotely, the thread that connects us is our belief in and embodiment of our Code of Conduct.

We hold true to our values of Empowered, Trusted, Inclusive and Passionate. We embrace the uniqueness of every employee and the diversity of our workforce. We operate in a welcoming, inclusive and respectful workplace. We thrive in a performance-driven culture. And, we hold each other accountable and rely on each other to act on our instincts and speak up when something doesn't feel or look right.

Keep our Code of Conduct at hand. Read it not just today but throughout the year. It is more than a document. It is who we are and how we operate from wherever we are based. It connects us as members of the team I am so proud to lead—the inspiring and amazing Team Avid.

Sincerely,



Jeff Rosica



The AVID Way

OUR HERITAGE

More than 30 years ago, Avid reimagined content creation. With Media Composer® and Pro Tools®, we revolutionized and redefined the way the world edits audio and video. Streaming videos and breaking news. Movie scores and chart-topping songs. Sporting events and summer blockbusters. We became and remain the industry's gold standard. We are proud of our heritage and the trust our customers place in us.

OUR CODE

Our code reflects our heritage, our vision and our values. It is built on the principles of collaboration, trust, integrity and respect. It provides guidance for decision making and creates a foundation for relationships—with customers, suppliers, investors, governments and each other.

Although our code is a great resource, it cannot cover every situation you may face on the job. It lays out the basic principles that help us act with integrity and navigate difficult issues, and it encourages us to speak up if we have concerns or need help. It is important to use good judgment in everything you do and to ask questions if you need guidance or clarifications.

OUR DUTY

Remember, at Avid, you are part of a community. Your choices and actions define Avid for others. If you have any questions on the code, if you're not sure what the right course of action is, if you see anything that doesn't seem right—speak up. Share your concerns and questions, and know we are listening and addressing them.

OUR VISION

We have a vision to help make the world a better place by connecting all people everywhere through the power of media.

OUR MISSION

We're on a mission to empower media creators with innovative technology solutions to entertain, inform, educate and enlighten the world.

OUR VALUES

EMPOWERED. We are resourceful.

TRUSTED. We have each other's backs.

INCLUSIVE. We are one team.

PASSIONATE. We have the highest of standards.





We **SPEAK UP** and **TRUST** Our Instincts

AT AVID, WE SPEAK UP FOR WHAT IS RIGHT.

We all know when something doesn't feel right. Speaking up demonstrates our integrity and that we have the courage to do the right thing. It shows that we care about each other and our business. Speaking up helps to prevent or repeat mistakes. And speaking up to get things right, or keep our performance on track, helps us live up to our commitment to customers and each other. It's an obligation we all share.

What you can do:

- > Don't look the other way—if you see something, say something.
- > Trust your instincts—if it doesn't feel right, it probably isn't.
- > If you suspect a violation of the code, report it.
- > Never hesitate to ask for clarifications or help—not all situations are clear, not all judgment calls are obvious. Help is available.

What we expect from managers:

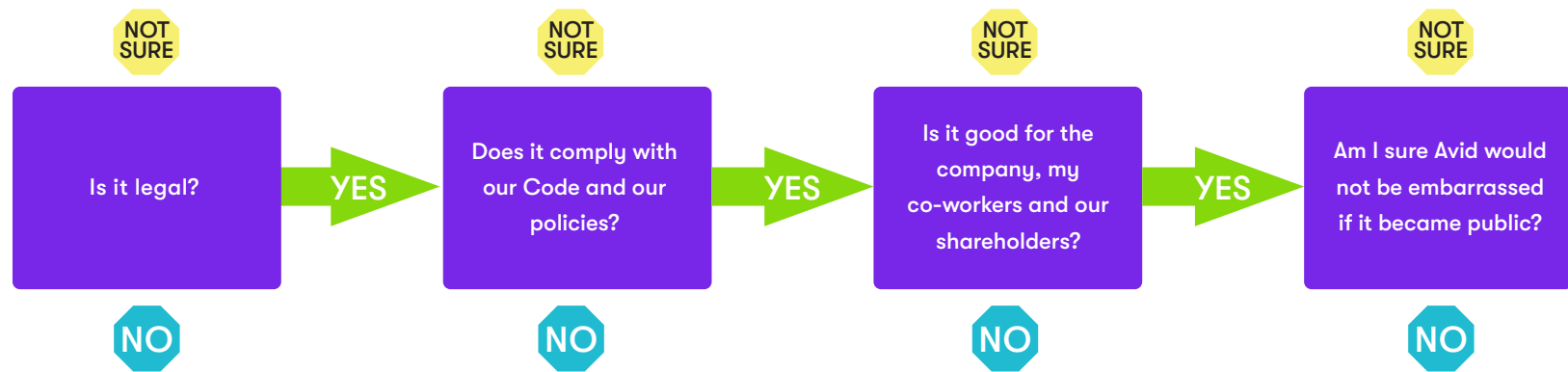
- > As a manager you have a greater responsibility; you set the tone for your team.
- > Lead by example, making sure your team members understand the code is the way we behave at Avid.
- > Create the kind of workplace where employees feel comfortable coming forward with questions and concerns, and support them when they raise issues.

We can only address the problems if we are aware of them. You don't have to have all the details, or be 100% confident that something is wrong, to raise a concern. If you see or suspect anything illegal or unethical, it may seem easier to look the other way or let someone else take the lead—but misconduct affects all of us and our performance. No concern is too minor to report.

WHO TO CONTACT?

We want to make raising a concern as easy as possible. There are a number of ways to tell us when you feel something is not quite right. In most cases, your manager should be your first point of contact. Your manager is likely in the best position to understand your concern and take the appropriate action. If you're uncomfortable speaking with your manager, or if you have already shared a concern and feel it's not being addressed appropriately, reach out to your HR business partner or another member of management. You can also always reach out to our Chief Ethics and Compliance Officer, Alessandra Melloni. Our Ethics and Compliance Helpline — *which is operated by a third-party expert firm* — is a tool to ask questions, get clarifications and report concerns anonymously.

NOT SURE ABOUT WHAT TO DO? ASK YOURSELF:



If the answer to all of these questions is “yes,” it’s most likely ok to move forward. If the answer is “no” or “not sure,” you should reconsider and ask for advice and guidance from Avid’s Helpline (see back cover for contact details).



We RESPECT Each Other

At Avid, we want every employee to feel welcomed, included and respected. We embrace the uniqueness and diversity of our workforce. We believe trusting each other creates a collaborative work environment where all employees feel safe and motivated to realize their potential. As members of Team Avid, we have certain expectations: treat others as we want to be treated, give each other the benefit of doubt, and have fun as we work hard for our customers.

HOW WE BUILD TRUST IN THE WORKPLACE

- › We do not discriminate or allow harassment on the basis of race, color, religion, disability, gender, national origin, sexual orientation, gender identity, gender expression, age, genetic information, military status, or any other legally protected status.
- › We are committed to hiring people with disabilities and providing reasonable accommodations to qualified employees.
- › We make our employment decisions fairly, with discretion and respect for privacy and based solely upon merit and qualifications directly related to professional competence.
- › We are committed to a violence-free work environment. We will not tolerate any level of violence or threat of violence. Bringing a weapon to work is strictly prohibited.
- › We believe substance abuse is incompatible with a respectful and safe workplace. Illegal drugs in our offices or at sponsored events are strictly prohibited.
- › We examine our unconscious biases and take steps to create an inclusive culture that makes every employee feel welcome.

WHAT YOU CAN DO TO BUILD TRUST IN THE WORKPLACE

- › Act professionally in all job-related activities, including company-sponsored offsite events and social gatherings.
- › Treat your co-workers with dignity and respect.
- › Never verbally or physically mistreat others or engage in offensive behavior.
- › Follow all applicable company policies and safety procedures and promote a culture of safety.
- › Help us promote a work environment free of harassment, bullying and abusive conduct—whether physical, verbal or visual. Do not tolerate harassment you see in the workplace, or in other job-related settings. You can share your concerns with company management with the assurance of knowing that we do not tolerate retaliation against anyone who reports in good faith.
- › Do your part to promote a substance-free workplace.
- › If you are struggling with substance abuse, Avid can offer assistance through our employee assistance program.



During lunch two co-workers used a derogatory term referring to an absent team member. It wasn't directed at me and the team member didn't hear it. What should I do?



Disrespectful, derogatory or insulting language is not part of the Avid culture. We want Avid to be a workplace where everybody feels welcome. Slurs, even when not directed directly at somebody, are not tolerated at Avid. Speak to your manager, your HR business partner or another member of management. You also can always reach out to our compliance officer or report anonymously on our Ethics and Compliance Helpline.





Q

Our manager sometimes loses their temper when something goes wrong, belittling us in front of customers and clients. Does that create a hostile work environment?

A

“Hostile work environment” is a legal term with a very specific meaning. However, this situation undermines a collaborative work environment and we will address it because it violates the commitment we’ve made to a respectful workplace. Share your concerns with your manager or your HR business partner or another member of management. You always can reach out to our compliance officer or report anonymously on our Ethics and Compliance Helpline.

We **TREASURE** Our Customers and Partners

HONEST AND ETHICAL CONDUCT

Avid's customers are rock stars, literally. And, they are film makers, composers, broadcasters, editors, educators, students, and content creators across media and entertainment. They include some of the most celebrated media professionals and artists in the world. Integrity and trust lie at the foundation of these relationships. Treasure them. Respect them. Honor them.

How you can nurture our relationships

- Promote ethical business practices – always deal honestly, ethically and fairly with our suppliers, customers, competitors and employees.
- Make sure all our product information is truthful, accurate, complete and fully informative.
- Make sure all sales and marketing materials are based on facts and that any statement you make regarding our products and services is not misleading, deceptive or fraudulent.
- Never take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, or misrepresentation of material facts.



CONFLICTS OF INTEREST

Our business is built on trust and an expectation by customers that they can depend on our products and services. We are obligated to act with honesty and integrity at all times, and to make good and objective decisions on behalf of Avid. It's important to avoid situations where a conflict exists between the company's interests and your personal interests. Likewise, it is imperative to avoid situations that could even be perceived as a conflict of interest. Conflicts of interest can arise in virtually every area of Avid's business and can exist even if you are convinced that your decisions will not be affected by an outside relationship.

How you can avoid conflicts of interest and act with integrity

- Avoid situations where a personal relationship or financial interest in another company might influence how you make decisions in your job.
- Avoid conducting Avid business with a family member.
- Don't take outside employment if it could conflict with your responsibilities at Avid.
- If you use Avid's suppliers or contractors in a personal capacity always pay market value for the products or services provided.
- Avoid investing in a business if it may compromise your responsibilities to Avid, like a direct competitor or supplier.
- Disclose all possible conflicts of interest immediately to your manager and get advice or approval before you proceed.



Our office is planning a special event. A relative just opened a food truck. I'd like to ask them to come to the event—it would help promote their business and they would give us the food at a great discount in return. Is that ok?



Even if we would be getting a good deal for Avid, selecting a relative's business can create a conflict of interest or a perceived conflict of interest. It may give the appearance that their business was selected because of your family connection. Discuss the suggestion with your manager—if they agree, they may get the necessary approvals from the compliance officer.

GIFTS AND ENTERTAINMENT

My people will call your people, and we'll do lunch. Such a simple idea, but one that can create an issue. Gifts and entertainment, such as hospitality and travel, are common business practices and can help build relationships and goodwill. By exercising sound judgement when offering or accepting gifts and entertainment we can develop positive relationships, avoid creating conflicts of interest for ourselves and for others, and act within the law.

What you can do to exercise good judgment

Follow all company policies on gifts, entertainment, hospitality and travel.

- Ask yourself if public disclosure of an event or gift would cause Avid public embarrassment—if yes, refrain from participating or accepting.
- Never offer or accept gifts:
 - to obtain a specific action or decision by anyone, whether an Avid employee, government personnel, suppliers, customers or any other third party;
 - if it might otherwise create a conflict of interest, or the appearance of a conflict;
 - if it violates the law or Avid's policy; or
 - if it is not in the ordinary course of business
 - if it violates known business partner practices.
- Remember that government personnel include government officials, employees, agents, politicians, party officials, candidates for office, and membership is interpreted broadly.
- Offering or accepting gifts of nominal value (i.e., valued under \$100) is acceptable if it is a common business courtesy and in the ordinary course of business.
- Do not request, seek, or solicit gifts for yourself or others.
- If you receive a gift having a value in excess of \$100 in the ordinary course of business, notify your manager and the Chief Ethics and Compliance Officer. Based on their approval, you may be able to keep the gift, or they may ask you to return it or share it with your team members. If the gift is not in the ordinary course of business, notify your manager and the Chief Ethics and Compliance Officer — they will decide whether it should be returned or could be distributed among the team. Any gifts having a value in excess of \$100, or not in the normal course of business received by the Chief Executive Officer must be reviewed and approved by the Chief Finance Officer, and the Chief Ethics and Compliance Officer.
- If you would like to offer a gift having a value in excess of \$100 in the ordinary course of business, notify your manager and the Chief Ethics and Compliance Officer. Based on their approval you may be able to offer the gift if it is for legitimate business purposes.
- Offer or accept business meals and entertainment from those who do business with Avid only if they are customary in frequency, intended to serve a legitimate business purpose and expenses are kept at a reasonable level.
- Never give, request, or accept a gift or provide, request, or accept a meal from government personnel unless you have been specifically authorized to do so.
- Be mindful that gifts are not only tangible items but can include favors, invites, tickets and other items that may be valuable to your business partner. If in doubt, check with the Chief Ethics and Compliance Officer!



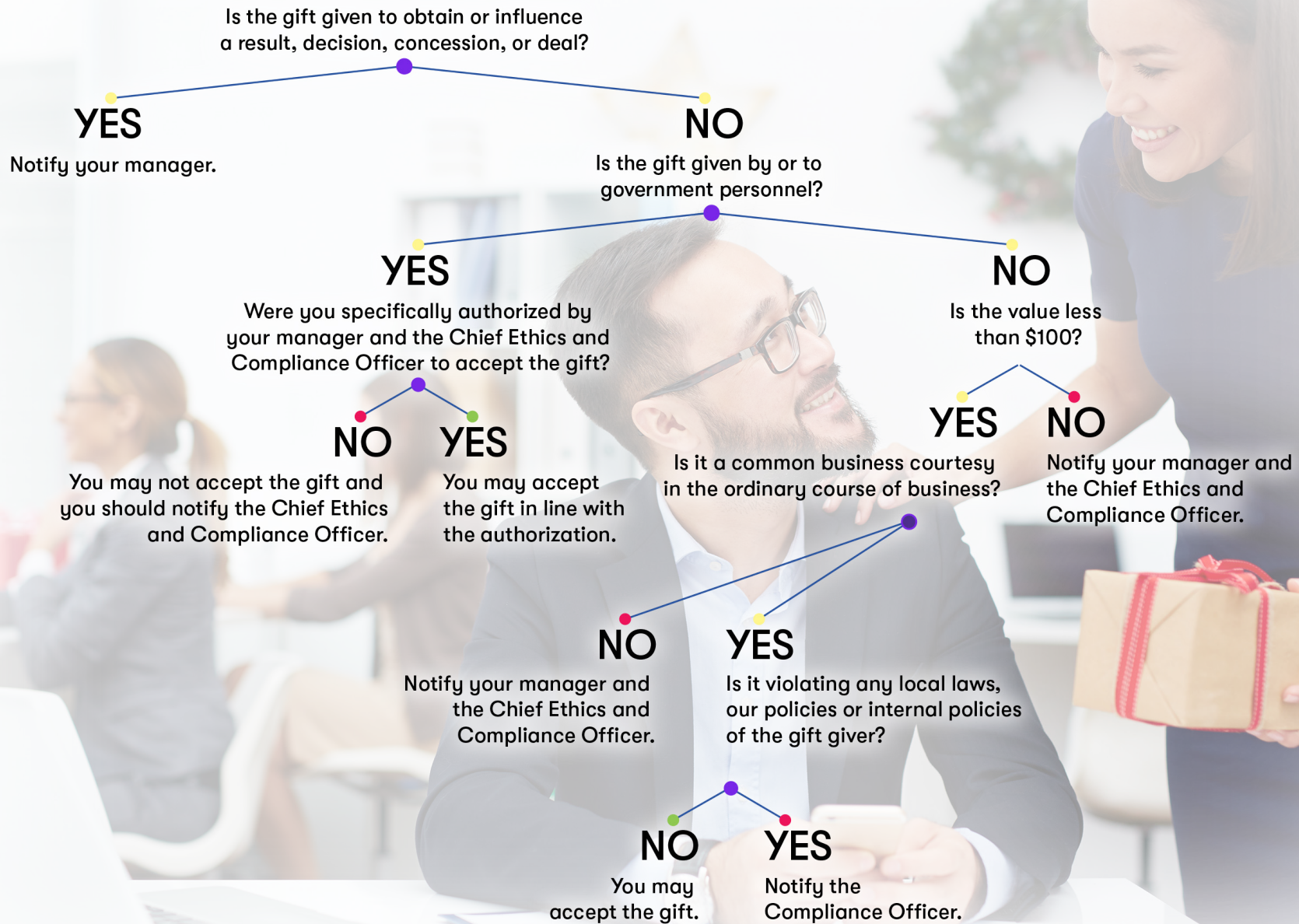
Q

A rep at one of our vendors offered me a large gift card to my favorite clothing store – can I accept? We will be reviewing our deal with this vendor in the next few months.

A

In this example the high value of the gift card, the lack of reasonable business purpose, and the upcoming deal review are all problematic, and you should refuse the offer.

GIFT DECISION TREE





We RESPECT Our Investors

INSIDER TRADING

We maintain trust with our investors and the public by respecting financial laws and avoiding taking unfair advantage of special knowledge we may have. Working at Avid, you may come into information about our company, or companies with which we work, that is material and isn't known by the public but, if it was, might influence someone to buy, sell or hold securities*. That knowledge makes us "insiders," and trading on this "inside" information gives us an unfair advantage over our public investors.

Insider trading is not only unfair it is also against company policy and illegal. It can lead to severe penalties, including jail time, and no one wants that to happen.

WHAT IS INSIDE INFORMATION

- › Inside Information is sometimes referred to as "material non-public information."
- › It is any information that is likely to affect either the market price of Avid securities or the securities of another company or an investor's decision to buy, sell or hold Avid securities or those of another company.

WHAT ARE EXAMPLES OF INSIDE INFORMATION

Significant new product releases, the loss or gain of a significant contract, financial results, management changes, or information about mergers or acquisitions.

Know the kinds of information considered inside information. Ask yourself: would a reasonable investor consider the confidential information to be important when making an investment decision? Would the public disclosure of the information reasonably be expected to affect the price of our securities (stock or bonds)?

**Securities includes stocks, bonds and derivative securities such as options.*

HOW YOU CAN HELP MAINTAIN OUR INVESTORS' TRUST

- › Never buy or sell any securities based on material, non-public information.
- › Do not give someone else (a friend, spouse, or broker) a “tip” regarding material, non-public information.
- › If you're not sure if information is considered “insider” information, ask the Chief Ethics and Compliance Officer about it before trading on it. If you're not sure if information has been released to the public, treat it as though it hasn't been.
- › Do not trade in Avid securities during our “blackout period”, and be conscious of special blackout periods if you are notified of one.

INTEGRITY IN OUR REPORTING

Our reputation depends upon the integrity of our business practices, including our internal record keeping and external reporting systems. Our investors trust us to provide them with timely, accurate and easily understandable information. Making sure that we accurately reflect our financial results helps us make good business decisions, maintains our investors' trust, keeps us accountable and helps to fulfill our legal obligations.

HOW YOU CAN HELP TO DEMONSTRATE INTEGRITY TO OUR INVESTORS

- › Prepare records thoughtfully, double-check your work, and follow all documentation policies.
- › Be honest, complete, accurate and transparent when you report financial transactions, following applicable laws, regulations, and accounting practices.
- › Be alert for any suspicious financial transactions—know our customers and partners and understand their use of our products in order to prevent illegal activity.
- › Be accurate and timely with your time entries and expense reporting.
- › Use standard agreements and contracting processes, and get approval for any custom terms.
- › Only execute financial transactions with appropriate authorization, and record them in compliance with our accounting practices, records management and records retention policies. Take care never to dispose of information that may be relevant to current or threatened litigation until you are notified to do so.

Q

At lunch, I overheard some colleagues talking about a great new product one of our customers will be releasing soon. Is it okay for me to invest in that company?

A

No, this would be considered “insider trading.” Trading on material non-public information, no matter how the information is obtained, is illegal and violates company policies. You should also not disclose this information to anyone else. If you are not sure, you can find additional guidance in the Insider Trading Policy. If you have questions, reach out to Avid's Chief Ethics and Compliance Officer.



We HONOR Privacy and Intellectual Property

PROTECTING CONFIDENTIAL INFORMATION

Trust is essential to our business. People entrust us with their confidential and valuable information (like seeing footage of a popular TV show before it airs for the first time) and if we are not seen as a reliable and trustworthy partner we could lose our competitive advantage. Our success depends on protecting confidential information, whether our own or that of others.

WHAT IS CONFIDENTIAL INFORMATION

Confidential information is our private information. It includes personal information about our employees and our customers and non-public information about our business, our clients and partners, and their business. Any information that isn't readily available from a public source or is shared between parties in confidence should be treated as confidential.

WHAT ARE EXAMPLES OF CONFIDENTIAL INFORMATION

Examples include: trade secrets, security and other business practices or processes; internal and external audit reports; consumer data; customer or supplier lists; cost, pricing or financial information; passwords; compensation information provided for business purposes; health or personnel records; and business or marketing plans and research.

HOW YOU CAN RESPECT PRIVACY AND PROTECT CONFIDENTIAL INFORMATION

- › Respect the confidentiality rights of others, and do not use others' confidential information without authorization.
- › Use company information only for its intended purpose and only access company information that is related to your individual responsibilities.
- › Within Avid, only disclose Avid's confidential information to others who need to know it.
- › Disclose confidential information to a non-employee only when following a process approved by the legal department.
- › Don't share confidential information with friends or family and don't share confidential information when using social media.
- › Don't discuss confidential information in public places where others could hear you.

- Copy documents containing confidential information or remove documents from your work area only when your job requires it.
- Protect your workspace and your computer.
- Transmit confidential information in a secure manner and only use approved Avid systems and applications. Take care in choosing e-mail if transmitting confidential information electronically.

If you receive unsolicited confidential information, refuse it and return it to the sender where possible or delete it if received from the Internet and let your manager know. We take our obligations to protect confidential information seriously, which is why we ask all employees to sign non-disclosure (or confidentiality) agreements. If you have any questions about the non-disclosure agreement you signed and your obligations under it, reach out to the Chief Ethics and Compliance Officer who can help explain them to you.

RESPECT FOR OUR AND OTHERS' INTELLECTUAL PROPERTY

Avid's intellectual property is one of our most valuable assets and represents years of innovation and investment. We protect our own intellectual property and we respect the intellectual property of others.

What you can do to help protect our and others' information and ideas

- Do not share or make inappropriate use of company intellectual or intangible property, including client lists, employee email addresses and research reports.
- Don't install unauthorized software or applications on your computer.
- Only access our network through authorized applications or devices.
- Only use licensed software and don't make copies of software to use at home or for someone else to use.

Wall of Fame: Avid holds and protects more than 200 well-earned patents

Q

We have a new team member who just came to us from a competitor. This new team member has some information on the competitor's product pipeline that would probably be helpful for our team. Can the new team member share it with the group?

A

Don't accept or review the information. We don't have a right to it and using it would not be ethical and would betray our commitment to integrity. You may also want to contact the compliance officer so that they can help your employee to better understand their obligations to former employers.



We **TREAT** Avid's Property Like Our Own

PROTECTING AND USING AVID'S PROPERTY

Treating Avid's property with respect is a way we recognize the value of our culture, our heritage and our co-workers.

What we can do to protect Avid's property

- › Treat Avid's money like our own and do not spend it unnecessarily.
- › Protect property from unauthorized access or use, damages and theft.
- › Use Avid-issued computers and other equipment only for work or in accordance with our policies.



We **ENGAGE** with Our Community

We have the greatest customers, partners, fans and employees. We encourage everybody to engage in the communities around us. It is important to be aware when we act on behalf of Avid and when we act as community members. Clear communications to the public help build trust in us.

What you can do to communicate accurately

- Only speak on behalf of Avid if you are specifically authorized to do so.
- Be cognizant when you post on social media, engage in activism or speak publicly about Avid products—make sure you are clear whether you are speaking on Avid's behalf or on your own behalf.
- Always be honest with your audience. If you endorse products on social media, be transparent about working at Avid and only provide your honest opinion.



We FOLLOW the Law

At Avid we always act fairly. Only by acting within the boundaries of the law, can we build trust with our customers and partners. We compete to win, but only fairly and on a level playing field.

What you can do to respect the law at Avid

- › Know the relevant laws we are subject to, in particular antitrust, fair competition, insider trading, and anti-bribery laws. Know a bribe when you see one.
- › Set clear expectations on working within the law with customers, vendors, partners and suppliers.
- › Uphold the spirit and not just the letter of the law.
- › Under no circumstance offer gifts, bribes or kickbacks to obtain business and speak up if you see or suspect a bribe.
- › Avoid hidden terms or arrangements in any deal; transparent transactions reduce the risk of a bribes or kickbacks.
- › Be aware that there are heightened risks when interacting with government officials and consider that special procedures may apply.

ANTITRUST AND FAIR COMPETITION LAWS

The purpose of antitrust laws is to maintain the benefits of free markets and promote fair competition by prohibiting unfair, or collusive business practices.

ANTI-BRIBERY LAWS

Anti-Bribery laws maintain the public's trust to fair government processes and ensure that we don't create conflicts of interest or obtain unfair advantages. The U.S. Foreign Corrupt Practices Act makes it illegal to offer to pay money or anything of value to any foreign official, foreign political party or foreign candidate for political office for the purpose of obtaining business. The UK Bribery Act prohibits similar conduct but covers interactions with persons not affiliated with foreign governments, including commercial interactions and/or private parties.



Avid products have arrived at a port in my country, but their release has been delayed, jeopardizing a very important customer contract. I've heard that there are ways to expedite releases, by providing some "lunch money" to the right customs officials. The amounts are usually small, in particular compared to the contract at risk. Can I make the payment since it's in the interest of Avid?



We do not make extra payments to secure government services, and we do not pay any form of bribes, facilitation payments or kickbacks. They are not only not consistent with our ethics and integrity, they are also unlawful in most countries and could lead to significant fines and even jail time. In rare cases there are official fees available that can expedite a service, but these must be cleared with the legal department on a case-by-case basis.



We **TRUST** Ourselves to Do What Is Right

It takes courage to speak up when something's not right. We understand that you might be uncomfortable or anxious. That is why we do not tolerate retaliation under any circumstance. Regardless of who you contact, you can be confident that you're doing the right thing, and that your concern will be handled promptly and appropriately. We investigate reports of misconduct thoroughly, disclosing information only to those who need it to resolve the issue.

YOU WILL NOT SUFFER ADVERSE CONSEQUENCES FOR:

- › Refusing to do something that violates the code, Avid policies or the law, even if your refusal results in the loss of business to Avid.
- › Raising a concern in good faith about potential misconduct.
- › Being truthful, candid, and cooperating in good faith with an investigation.

Anyone who retaliates against an employee for engaging in any of these activities will be subject to disciplinary action, up to and including termination.

BEHIND THE SCENES

When you report a concern, we will conduct an investigation. We respect privacy and will only involve anybody who needs to be involved in the investigation. Sometimes, you may not realize that an investigation has taken place and that consequences are being put in place due to confidentiality issues – but we will not ignore your concerns. We will guard confidential information to the extent possible and appropriate, and if you are contacted for an investigation, it is your obligation to act in good faith, to be truthful, and to cooperate to the best of your ability.

WE TAKE OUR CULTURE SERIOUSLY

All material results of formal investigations are reported regularly to Avid's Chief Executive Officer, or if the alleged violation involves Avid's Chief Executive Officer, then to Avid's Board of Directors or a committee of the Board.

WE ARE ACCOUNTABLE

Who does the code apply to?

Maintaining our culture and protecting our values is everybody's responsibility. So, it is critically important that our officers, directors, and employees abide by the code.

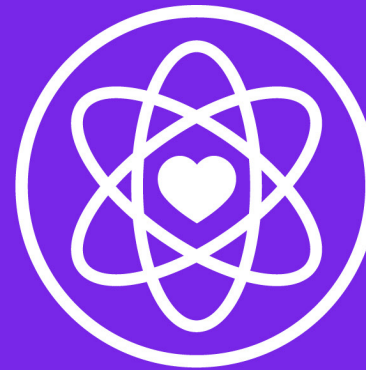
While the code is specifically written for Avid employees, officers and Board members, we expect Avid contractors, consultants and others who may be temporarily engaged by Avid to follow the code in connection with their work. Failure of an Avid contractor, consultant or other covered service provider to follow the code may result in termination of their relationship with Avid.

Any amendment or waiver of our code may only be granted by the Board of Directors, or a committee of the Board, and will be publicly disclosed, when required by law or applicable rules and regulations.

What are the consequences of misconduct?

We take our code and our obligations under it seriously. Failure to abide by the code can have profound consequences and may result in disciplinary action, including termination. Certain violations may also require us to notify the appropriate governmental authority for investigation or prosecution. Any manager who has knowledge of a suspected or actual violation and fails to report it will be subject to disciplinary action, including possible termination.

The code is not a contract and does not convey any specific employment rights or guarantee employment, nor does it modify any existing employment relationship with Avid, whether such relationship is at-will or governed by contract.





CONTACT OPTIONS

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By Mail: Chief Ethics and Compliance Officer
Avid Technology, Inc.
75 Blue Sky Drive
Burlington, MA 01803
USA



Alessandra Melloni
Chief Legal and Compliance Officer
and Global Head of ESG

*US only. For international numbers, go to ethics.avid.com to locate your country's number.

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ACKNOWLEDGMENT OF RECEIPT OF AVID'S CODE OF CONDUCT

I have received and read Avid's Code of Conduct. I understand and agree to comply with the Code of Conduct, including any policies described or referenced in the Code of Conduct. I also understand that compliance with the Code of Conduct is a condition of my employment at Avid. Should I have any questions regarding the Code of Conduct or any Avid policies referenced in the Code of Conduct, I know I can contact Avid's Chief Ethics and Compliance Officer.

Signature

Print Name

Date

Please sign and return this form to your Human Resources representative.