



DIVERSITY, EQUITY AND INCLUSION POLICY

CREATING A CULTURE OF DIVERSITY, EQUITY AND INCLUSION.

Avid is committed to fostering, cultivating and advancing a culture of diversity, equity and inclusion (“DEI”).

As a global company, diversity is one of our greatest strengths. The collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents an important part of not only our culture, but our reputation and company’s achievement as well.

Our goal is to mirror the diversity of our customers, users and partners who include some of the most creative artists and media professionals across the world.

AVID COMPANY’S DIVERSITY, EQUITY AND INCLUSION STRATEGY INCLUDES THREE STRATEGIC GOALS:

- 1 Advance our culture of inclusion and belonging.
- 2 Empower a diverse workforce for the future.
- 3 Foster innovation and growth through a diverse workforce.

Our DEI strategy begins with the people in our workforce. It focuses on making sure that each person feels their work environment is inclusive and that they can bring their whole selves to work. DEI is strongly tied to our company’s mission to ensure the well-being of our employees and the customers that we serve. We know that through inclusive leaders and a positive culture we give people an opportunity to collaborate and help drive innovation.

Avid is committed to enhancing diversity in our company through attracting, hiring and retaining talent through inclusive and equitable practices. We believe that a diverse set of experiences, perspectives and backgrounds is crucial to innovation and the development of new ideas. As a company, we work to acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization process. By identifying and eliminating obstacles, we can empower everyone to reach their full potential.

Our DEI strategy is also a key part of our business strategy to best serve our diverse community. We are committed to honoring, promoting, celebrating, and increasing the diversity of every customer, user and partner across the globe. We endeavor to make our products accessible to as wide a range of people as possible, including those with limited hearing or vision.