

2021

AVID
SUSTAINABILITY
REPORT





TABLE OF CONTENTS

LETTER FROM THE CEO	3	CORPORATE SOCIAL RESPONSIBILITY	
LETTER FROM CHAIRMAN OF THE BOARD	4	WORKPLACE SAFETY	34
ABOUT THIS REPORT	5	COLLECTIVE BARGAINING	35
ABOUT AVID	6	ENVIRONMENT	
ABOUT AVID	7	ENVIRONMENT	37
OUR VALUES	8	ENVIRONMENTAL MILESTONES ACHIEVED	38
AVID AT A GLANCE	9	PRODUCT LABELING	39
OUR MISSION AND VISION	10	ENVIRONMENTAL STEWARDSHIP IN THE SUPPLY CHAIN	40
THE AVID STORY	11	WORKPLACE ENVIRONMENT INITIATIVE	41
MOVING TO A NEW BUSINESS MODEL	12	ESG SNAPSHOT: CERTIFICATIONS	42
AVID STAKEHOLDERS	13	WHAT'S NEXT?	43
ABOUT CUSTOMERS	15	CORPORATE GOVERNANCE	
AVID PRODUCTS	16	CORPORATE GOVERNANCE	46
CREATING VALUE FOR OUR COMMUNITY		COMMITTEES OF THE BOARD	47
AVID IN THE COMMUNITY	18	CODE OF CONDUCT	48
THE AVID COMMUNITY ASSOCIATION	20	REPORTING VIOLATIONS AND CONCERNS	49
AVID COMMUNITY AND LEARNING	21	PRIVACY AND INTELLECTUAL PROPERTY	50
CREATING SOCIAL VALUE	22	INFORMATION SECURITY	51
OUR CURRENT SUSTAINABILITY JOURNEY	23	INFORMATION SECURITY	52
CURRENT SUSTAINABILITY AT AVID	24	LOOKING FORWARD	54
OUR EMPLOYEES		OUR SUSTAINABILITY GOALS AND FUTURE COMMITMENTS	55
HEALTH AND WELLNESS	27	SUPPLEMENTAL INFORMATION	56
RESPONSE TO COVID-19	28	GLOSSARY	57
DIVERSITY, EQUITY AND INCLUSION	29	ASSOCIATIONS AND MEMBERSHIP AFFILIATIONS	59
ACCESSIBILITY	31	SUBSIDIARIES	62
DIVERSITY IN LEADERSHIP	32	GRI INDEX	63

IN TRANSFORMING OUR COMPANY, WE AIM TO BRING BETTER OUTCOMES FOR ALL

Welcome to Avid's first Sustainability Report. Part of the process of creating this report is itself transformational—in beginning to capture data and analyze our impacts we are creating a better, more resilient and transparent company. We're eager to show the world how we can use our moment of comprehensive transformation to make a difference both inside and out—and be judged on our progress year upon year.

Right now, Avid is transforming in several ways—how we execute our operations; how we make, deliver and support our products; and how we unite our employees and communities through a more aware culture that participates in shaping the world around us—and asks the wider world to shape us in return. We're energized and encouraged by the media industry's response to Avid's first few years of moving video and audio creation technologies into the cloud and delivering highly efficient subscription and Software as a Service (SaaS) offerings, making Avid products more accessible and economical. While changing how we serve our markets may have been deeply challenging at first, our resulting financial strength is fuel for carrying out our total transformation. Also underway, we're building a more efficient and effective digital operation throughout Avid to extend the reach of today's growing subscription economy into media and entertainment creation, allowing our customers to use our technologies anywhere, to collaborate with each other in new ways—and ultimately to put the power of media creation into more hands. People everywhere have stories to tell and ideas to than previously possible—reaching bigger audiences and delighting, inspiring and changing minds. Naturally, we believe that every step we take to better our company brings the opportunity to create new social value inside and outside.

Our cultural transformation means we're committed to evolving racial, gender, and geographic diversity, setting goals we can commit to and implementing new models to recruit, hire, and retain employees. Today it's common wisdom that corporations and consumers alike predicate their purchases on the values

and experiences they may share with a seller. To the best of our ability, we're working to ensure that anyone looking inside Avid can see someone like themselves looking back. And that more people with widely varied experiences and backgrounds will want to join our team. The infusion of diversity of thought and experience through the customer-led Avid Community Association shows how we let people from all backgrounds influence the products our company makes and how we present Avid to the world. Likewise, this association promotes networking and partnerships among creators. Its leadership is becoming more diverse and working from regional hubs that allow for broader participation and direct engagement with anybody who has an interest—from Oscar®-winning blockbuster film editors to kids with ambitions to someday see their stories told.

An additional part of our transformation strategy is to connect more directly to the next generation of creators, including younger creators and to promote access to education and lifelong learning for all communities. Our comprehensive transformation strategy is overseen by our Board of Directors and leadership team. Our governance structures are cutting edge and highly rated by governance organizations. Our Board of Directors is committed to the highest environmental, social, and governance (ESG) standards. We are proud that four of our nine independent directors are women and several identify as people of color. Our Board is committed to continually increase diversity and reflect the communities it represents.

I hope you find this inaugural report useful and informative. I look forward to your feedback and thoughts on this report and how Avid can continually improve, serve its stakeholders and focus on what we do best—help creators tell their stories. Please reach out to us at sustainability@avid.com.

Best Regards,
Jeff



Jeff Rosica
CEO and President



SUSTAINABILITY IS INEXTRICABLY LINKED TO AVID'S TRANSFORMATION

On behalf of the board, I am delighted to welcome Avid's first Sustainability Report, which recognizes the ways in which we create value for society, our stakeholders, and shareholders.

We as board members are collectively and individually committed to environmental, social, and governance issues and strongly support the company in its sustainability journey.

We believe that our oversight obligations include ensuring that social and environmental issues are part of Avid's long-term strategic vision, and we fully endorse the commitment to sustainability from Avid's leadership team and its employees.

As a board, we oversee Avid's comprehensive transformation strategy to create a better, more resilient and transparent company, committed to all its stakeholders. To us, sustainability issues are inextricably linked to this transformation.

We are committed to diversity, equity, and inclusion at the board level and throughout the company. We believe that this diversity fosters open dialogue and allows us to examine issues through many lenses. Our ability to anticipate the needs of our clients and community is inherently linked to our connections to the customers and creators we serve.

We also believe that it is one of our core obligations to promote and enhance good governance within the company. We are proud of the governance practices that Avid has put in place to ensure accountability and oversight.

Our audit committee takes its direct oversight responsibility over sustainability and ESG issues very seriously and regularly reviews the company's progress. Additionally, we as a board are committed to promoting social value alongside financial value. This includes creating a more diverse and stronger Team Avid.

We will keep these efforts front and center going forward and look forward to communicating further progress in these areas in our future reports.

Sincerely,

Peter



Peter Westley
Chairman





ABOUT THIS REPORT

This report covers data from 2020-2021 for our global operations and will form a baseline for future reports.

This report uses the United Nations Sustainable Development Goals as a framework for understanding our contributions to sustainability. We also use the Global Reporting Initiative as a framework for defining the scope and content of the report. The report covers key topics including changes to our business model; diversity, equity and inclusion; governance; environment, and supply chain. In addition, this report also covers our response to the pandemic.

Extensive interviews with the senior leadership and Avid employees working with Sustainability and ESG issues form the basis of the report. Please note that while we have not yet conducted a full materiality assessment, we track data on stakeholders from a variety of sources and have done so for many years. We look forward to conducting a more detailed materiality assessment in the future. This report has not been independently verified.

We plan to issue our Sustainability Report on an ongoing and annual basis, and we look forward to hearing from you and receiving your feedback. Please share your thoughts with us at sustainability@avid.com.



ABOUT AVID





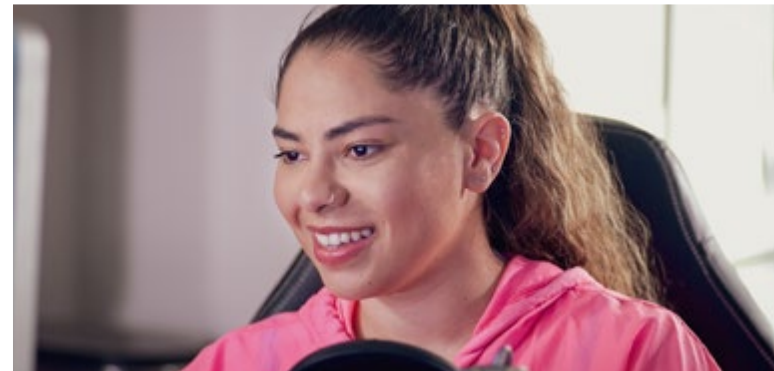
ABOUT AVID

SUPPORTING OUTSTANDING CREATIVES

Thirty years ago, Avid designed new ways to create content. Our revolutionary non-linear editing program pioneered the digitization of video content. We redefined the media industry, creating the gold standard in the field of content creation.

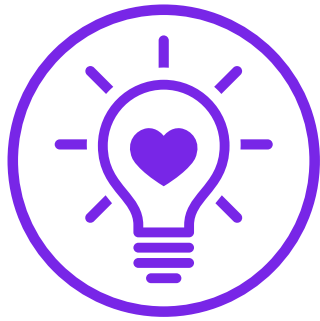
Today, Avid transforms the entire media value chain with powerful technology for creating, managing, storing, and publishing in film, television, and music. Our tools and platforms enable more than a million users and thousands of media companies to tell powerful stories and build better businesses.

With expanded collaboration, advanced automation, end-to-end integration, and workflow coordination, Avid helps budding artists, creative professionals, production teams, and media companies achieve their goals in the digital age.





OUR VALUES



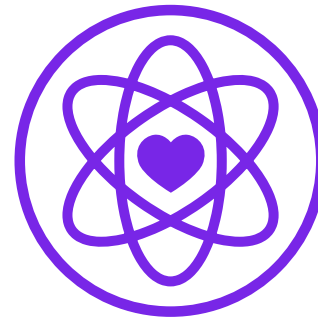
empowered

we are resourceful,
care deeply, and
value constructive
feedback



trusted

we say
what we mean
and do
what we say



inclusive

we value each
other and see our
global community
as one team



passionate

we listen and
continuously evolve,
and take deep
pride in our work



AVID AT A GLANCE

AS OF DEC 31, 2021

Avid is a publicly traded corporation, listed on NASDAQ. Our major shareholders are listed in our 2021 Proxy, dated and available [here](#).

\$409.9 million

ANNUAL REVENUE

1,400+

EMPLOYEES

40,000+

MEMBERS IN THE

AVID COMMUNITY ASSOCIATION

Over 1 million

USERS

Thousands

MEDIA COMPANIES

600+

LEARNING PARTNERS ACROSS EDUCATION

22

OFFICES

Global headquarters

BURLINGTON, MA USA

17 countries

GLOBAL PRESENCE THROUGHOUT EUROPE,
MIDDLE EAST, NORTH AMERICA AND ASIA PACIFIC



AVID HAS WON

2

Academy Awards®

18

Emmy® Awards

1

Grammy® Award

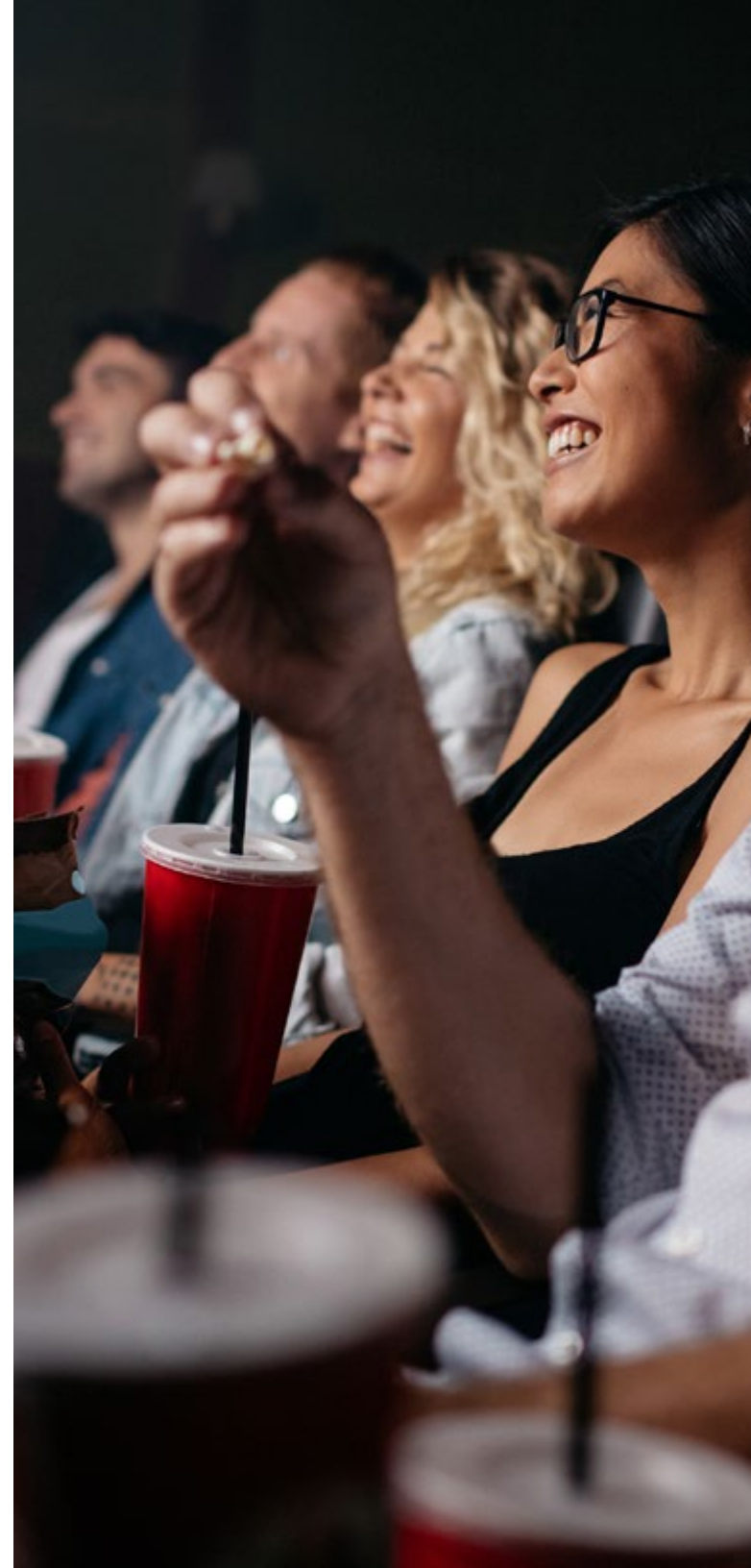


OUR MISSION

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

OUR VISION

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

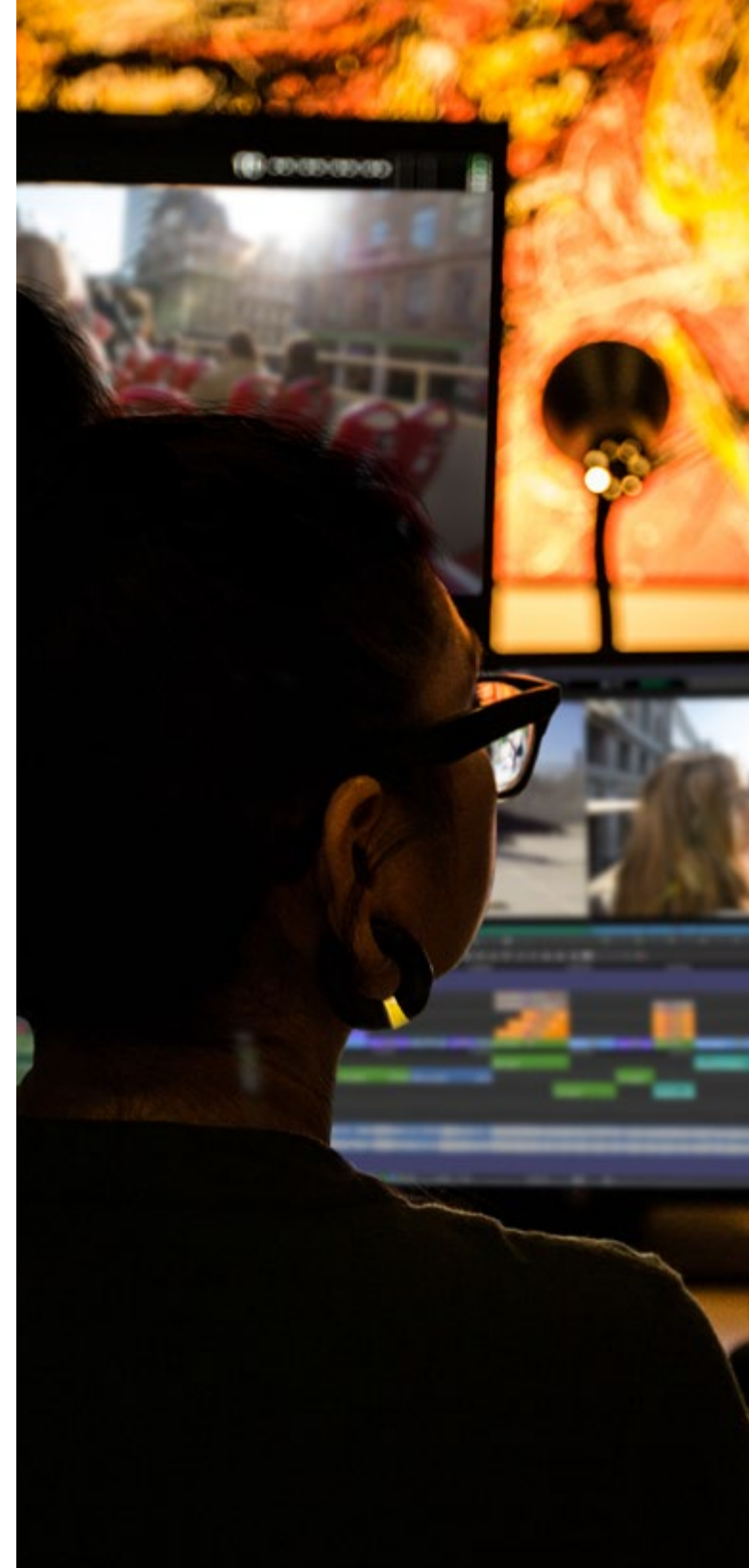




THE AVID STORY

- › We help media visionaries create art and tell stories that broaden our perceptions and enrich our lives.
- › We make innovative technology, powerful solutions, and collaborative tools that inspire and spark joy so creators can entertain, inform, educate, and enlighten the world.
- › We believe in creatives and their craft.
- › We believe in enterprises and their business.
- › We believe in the future of media.
- › We have a rich history of powering media creation.
- › We make many products, but we only do one thing: maximize the mediums of amazing makers.

At Avid, we power greater creators.





MOVING TO A NEW BUSINESS MODEL

In 2020, Avid began to move toward a new business model allowing us to develop software as a service (SaaS) offerings, making Avid products more accessible and affordable. For example, rather than purchasing Avid products outright, customers purchase a subscription and have the choice to pay in installments. This transition is helping Avid grow the middle market for its products.

Avid has formed a strategic partnership with Microsoft to enable this new business model. Avid's MediaCentral platform is open, extensible, and customizable; it allows for streamlining and simplifying workflows by integrating all products. This integration enables fast and easy creation while enhancing social value.

We believe our new SaaS and cloud offerings will allow our customers to:

- > scale production while lowering costs;
- > enable anytime access, boosting efficiency and collaboration; and
- > deliver content quickly and securely to any device, from anywhere.





AVID STAKEHOLDERS





AVID STAKEHOLDERS

STAKEHOLDER ENGAGEMENT

Avid conducts extensive consultations with stakeholders on an on-going basis. With Avid customers and our broader community, this is amplified through the Avid Community Association (the “ACA”), formerly known as the Avid Customer Association, and with our employees through forums and surveys. We also meet with investors through quarterly calls and an annual meeting. Our Board of Directors meets several times per year – quarterly for regular meetings and additionally, as needed.

Key Topics and Concerns of Stakeholders

- › Wellness, health, and safety of employees
- › Information security and privacy of customers and employees
- › Compensation and stock ownership for employees
- › Profitability, innovation, ESG, diversity, equity and inclusion (“DEI”), and business continuity planning for investors, suppliers, employees, and the board of directors
- › Access to and affordability of Avid tools for our customers, our community, and our partners
- › Product quality and safety
- › Training on and learning about Avid tools for our customers, creatives, learning partners, community, employees

LIST OF MATERIAL TOPICS

Topics are “material” if they impact the business

- › Innovation
- › DEI
- › Business continuity
- › E-waste
- › Learning
- › Working conditions in the supply chain
- › Information security
- › Conflict minerals
- › Ethics



ABOUT CUSTOMERS

WHAT MAKES AVID UNIQUE

Avid products combine both video and audio. Our products allow for real-time collaboration between creators and editors, increasing performance, scalability, security, and reliability. Avid brings content creators together to foster an innovative and influential community.

Avid tools are used by:

- > Film studios
- > TV networks and broadcast stations
- > Recording studios
- > Live sound performance venues
- > Advertising agencies
- > Government and education institutions
- > Corporate communications departments
- > Independent video and creative professionals

Read more about how we are creating value for our customers and in the broader community in our “Creating Value for Our Community” part of this report starting on page 17.





AVID PRODUCTS

Avid products are available globally and combine both hardware and software to create a wide range of offerings, including the following:

Creative Software Solutions: Media Composer, Pro Tools and Sibelius

Enterprise Software Solutions: MediaCentral Platform

Integrated Solutions: Avid NEXIS, S6, S1 and S4, Maestro and FastServe

Professional Services

Learning Services

Customer Support

Read more about how we are striving to build environmental consciousness into our products in the “Environment” part of this report starting on page 37.



CREATING VALUE FOR OUR COMMUNITY





AVID IN THE COMMUNITY

While Avid gives back to society in many ways, we're most proud of our commitment to the advancement of young creators who can become tomorrow's celebrated storytellers.

SUPPORTING THE NEXT GENERATION OF CREATIVES

Avid supports Boston Arts Academy (BAA), Boston's first and only public high school for the visual and performing arts. BAA serves mostly inner-city students from low-income families. The school has a track record of success with 93 percent of students graduating and 97 percent of those accepted to college. Here are some recent examples on how we support our community.

In 2020, Avid donated more than \$800,000 of products and funding to BAA. Avid's CEO, Jeff Rosica, serves as the Chairman of the Board of the Boston Arts Academy Foundation, a non-profit organization which raises funds to support BAA.

Avid also has a partnership with text publisher Rowman & Littlefield to help K-12 schools train and certify their students in audio and video media creation.

In addition, Avid hosts Young Creators Summits where high school and college students receive mentorship in media and music from veteran media professionals.





AVID IN THE COMMUNITY

Here is what college and high school educators have to say about Avid's support for media education:

“Avid’s commitment to support, training, and hardware and software licensing models has allowed us to establish an upgrade pathway for our studios.”

Adrian Klymenko
Seneca College Senior Media Specialist
Avid Certified Support Representative
(ACSR)

“Avid has made Media Composer so affordable for the high school level that it made sense to get this wonderful tool in the hands of our next storytellers. I wanted to be sure they had the best tool that would set them up for success.”

Sara Hills
Claremont (Calif.) High School
Cinematic Arts & Broadcasting Instructor

“There’s a crucial distinction between Avid and any other media technologies that students could learn. As a broadcaster, I learned on Avid tools and now I’ve been teaching on them for 10 years, challenging my students to build their own stories like the pros do.”

Sean Temple
Riverdale High School
(Jefferson, La.)
TV Production Instructor



THE AVID COMMUNITY ASSOCIATION

ENGAGING WITH OUR CUSTOMERS

Avid regularly and consistently engages with its customers and community of creatives through the ACA. Quarterly meetings provide customers with the opportunity to share their challenges and needs with Avid, and we use this input to help shape our strategy and product roadmaps. The ACA's mission is to capture and share the voice of our diverse user community to help Avid develop the solutions we need to achieve our creative and technical vision.

We believe the ACA is the world's most innovative and influential customer-led organization. Its purpose is to facilitate the exchange of information, ideas, and experience between creative leaders and artists. The ACA has 40,000 members, representing the media and creative sectors, and more than 600 educational institutions globally are Avid Learning Partners.

The ACA is becoming more inclusive of its community and expanding the groups and individuals with which it partners which is why the C in ACA now stands for the entire community, not just customers. Avid is also transforming its learning programs in many ways; all trainings are now digital and run remotely, promoting accessibility. In addition, the ACA is pioneering learning initiatives for customers with hearing or sight impairment.

The ACA is self-governed with four Advisory Groups focusing on:

- › Strategy and Future Direction
- › Product Services
- › Global Partner Ecosystem
- › Community Engagement and Advocacy



AVID COMMUNITY ASSOCIATION

- › 40,000 members worldwide, including both individual creatives and leaders of media companies
- › Racial and gender diversity among members increased by 21 percent in 2020
- › The ACA is creating regional hubs, with Nashville as its first
- › An annual Avid Customer Vote enables customers and users to rank the features, functions, and innovations they would like to see included in Avid products. This promotes community engagement and enhances the value of our tools.





AVID COMMUNITY AND LEARNING

In the past, our approach to training was very traditional and involved in-person trainings for products that were available only as a software purchase. Now, we are re-examining what our customers need to create their own value from Avid products and we are exploring how to make learning more inclusive for all of our customers and partners.

Our improved approach is to provide a subscription model with freemium courses. These free classes include valuable content, such as a masterclass with Hollywood film editors. Our goal is to create personalized learning modules using AI, which will suggest next courses and provide tailoring for more individualized learning.

DIGITAL LEARNING

Avid's learning programs are now provided in a virtual format. Teaching tools are delivered through e-learning and e-books. We are also streamlining topics, bringing all our communities together into one platform. We are making it easier for partners to learn the techniques they want and find the solutions they need to "self-help."

THE IMPACT OF TRAINING

Avid training benefits the community and adds value to the company. According to Kathy-Anne McManus, Avid's Chief Customer Experience Officer and Senior Vice President of Customer Experience & Customer Success, "A comprehensive learning portfolio is critical for supporting the successful adoption of software solutions. Ultimately, it helps increase our subscription renewals, drives brand loyalty and reduces churn. The more we support our customers to derive value from our solutions and the more access to self-teaching, the more brand-stickiness we create."

“A comprehensive learning portfolio is critical for supporting the successful adoption of software solutions. Ultimately, it helps increase our subscription renewals, drives brand loyalty and reduces churn. The more we support our customers to derive value from our solutions and the more access to self-teaching, the more brand-stickiness we create.”



Kathy-Anne McManus
CCXO



CREATING SOCIAL VALUE

Avid is creating social value in several ways:

- > By designing innovative technologies and services that allow creative people to bring their ideas to fruition in the form of movies, music, news and other media;
- > By providing training to artists and creatives;
- > By creating and supporting communities of artists and creatives;
- > By investing in K-12 education to empower the next generation of artists so they become familiar with media tools from an early age; and
- > By launching the Avid Learning Collective – a partnership of Avid Learning Services and the ACA, a new initiative where we sponsor schools by providing resources like our creative tools and learning curriculum, focusing on supporting DE&I students and programs.
- > By supporting non-profit organizations such as Boston Arts Academy through funding and access to Avid technologies free of charge.



OUR CURRENT SUSTAINABILITY JOURNEY





CURRENT SUSTAINABILITY AT AVID

Avid supports the United Nations Sustainable Development Goals. These goals were developed by the UN General Assembly in 2015 and serve as a blueprint for action for the planet, to be completed by 2030. The private sector plays a key role in promoting and achieving the UN Global Goals.



Avid recognizes the importance of all of these goals and aligns directly with the following Sustainable Development Goals:

GOAL 3

Good Health and Wellbeing

GOAL 4

Quality Education

GOAL 5

Gender Equality

GOAL 8

Decent Work and Economic Growth

GOAL 9

Industry, Innovation, and Infrastructure

GOAL 12

Responsible Consumption and Production

GOAL 13

Climate Action



GOAL 3: GOOD HEALTH AND WELL-BEING

Avid offers employee wellness programs, which include mental health programs. See page 25 for additional information.



GOAL 4: QUALITY EDUCATION

Avid works to promote life-long learning for artists, musicians, journalists and other content creators. We have teaching tools that reached 20,000 artists and creatives in 2020. These tools are offered online to allow for digital access. We give to educational organizations through programs like our Avid Learning Collective, which gifts professional media creation technologies, training and certification to not-for-profit educational organizations that have proven to inspire, engage and activate creators in underrepresented communities.



GOAL 5: GENDER EQUALITY

We are committed to enhancing gender equality through recruitment, training, policies, and awareness raising. Avid is committed to global pay equity and actively works on hiring and promoting women into leadership positions. In 2021, 58 percent of our recruits were women. 40 percent of our Board of Directors identified as women. We have adopted several management systems to enhance our DEI program, including a steering committee and specific policies and goals. We are committed to continuous improvement around DEI. More information on our activities can be found in the DEI section of this report on page 27.



GOAL 8: DECENT WORK

We work to promote the skills of our employees. Through our tools and training we allow creatives to increase their productivity through innovation.



GOALS 9: INDUSTRIAL INNOVATION AND INFRASTRUCTURE

We promote technology innovation by making content creation tools more accessible and affordable. We invest in information security. We use artificial intelligence to customize and improve the trainings we offer.



GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

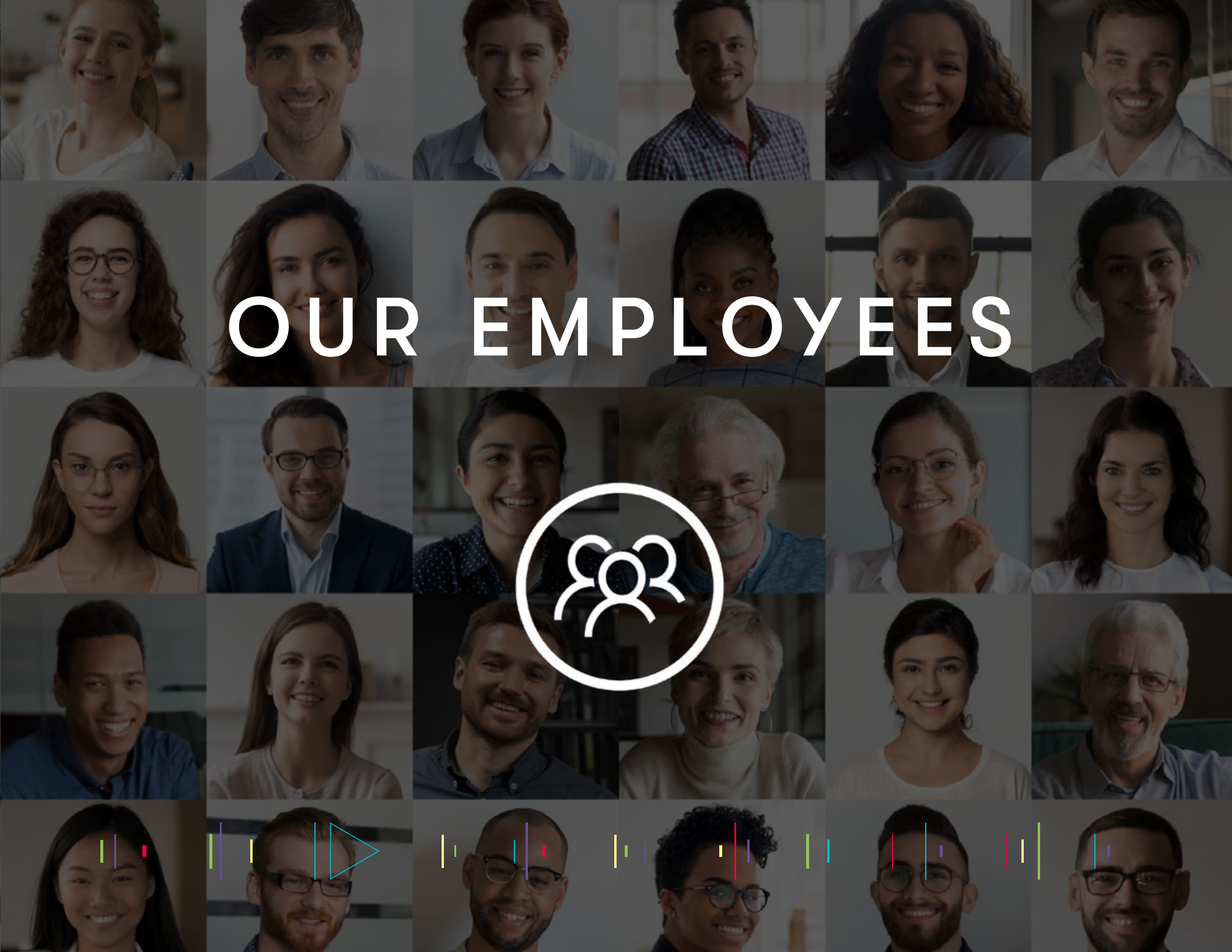
We work with our suppliers to ensure good environmental and social practices. We also require that our suppliers comply with the Responsible Business Alliance (RBA) Code of Conduct on Conflict Minerals. We comply with regulations to ensure sound management of waste through prevention, reduction, recycling, and reuse. We work to create products that, are accessible to people with different abilities.



GOAL 13: CLIMATE ACTION

Avid has set the intention to create a net zero policy with achievable target deadlines by 2022 and achieve a reduction in emissions by 2025. We have eliminated plastic molded clam shells from our packaging and will continue to seek ways in which to reduce waste.

OUR EMPLOYEES





HEALTH AND WELLNESS

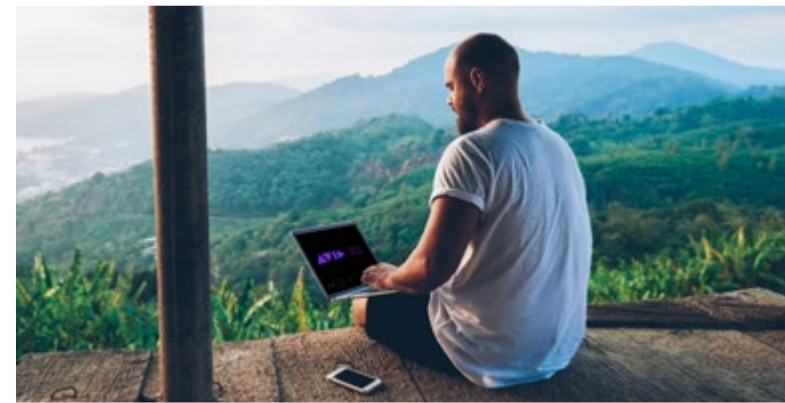
We value the health and wellness of every employee. We take pride in offering comprehensive health care plans, which include resources for mental health. Our Work from Anywhere program provides employees with the flexibility to choose the work style that ensures work-life balance leading to happier and healthier lives.

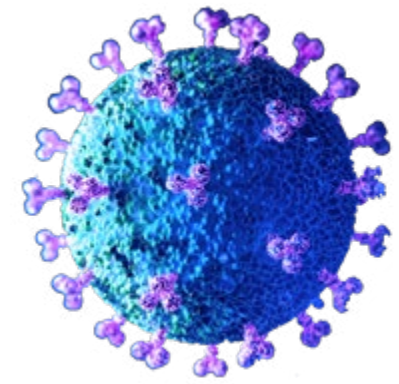
Avid has implemented a Healthy Workplace Policy.

Avid offers its employees high quality wellness programs around the world. The addition of many of these benefits has been low cost or free to employees. In the US, we offer mental health benefits, including free counseling. In addition, we provide generous parental leave policies. For example, in the US employees receive three months of parental leave. In countries where the law requires more, we follow local requirements.

We believe that Avid offers excellent benefits in all of the countries in which we operate, and continually strive to ensure that our benefits meet our employees' needs.

Our Avid University on-demand training platform offers a wide range of trainings on wellness available at our employees' convenience. Courses cover topics such as remote working and work-life balance.





RESPONSE TO COVID-19

Avid responded rapidly to COVID-19 by adjusting its practices for its employees and helping its customers to stay on the job. With an early warning system from its Asian offices and markets, Avid innovated and pivoted rapidly. Even before the COVID-19 pandemic, we created a permanent, cross-functional Crisis Management Response Team which was formed in response to a series of volcanic eruptions affecting our Manila-based colleagues early in 2020.

CHANGING THE PROCESS OF CO-CREATING

The demand for creative content has grown during COVID, as people have more time to experience film, music, and news and new ways to create. Avid's technology allows remote work on production with participants collaborating from different locations. Our products enable artists and creators to create without a studio or building: journalists can produce segments anywhere directly with a mobile device and video editing can be done by teams spread all over the world. The impacts of the COVID pandemic have accelerated trends that have been underway for many years and Avid is a key part of building momentum for these trends.

Avid's response to COVID included:

FOR CUSTOMERS

Awarding free licenses

Avid gave out thousands of free temporary licenses to our content creation tools, allowing musicians and film producers, journalists, and other creatives to keep doing their work in spite of the closure of their work facilities.

Enabling new means for teams to collaborate

Avid's product organizations worked closely with news broadcasters, universities and other organizations to understand their needs and devise new approaches and solutions to remote collaboration.

FOR EMPLOYEES

Ensuring employee safety

Avid mobilized its Crisis Management and Response Team to ensure employee safety. We quickly enabled our employees to work from home.

During 2021, and in alignment with local rules and regulations, some essential employees returned to the office and operations were open for certain processes. In September 2021, we opened four of our offices for all employees who are either fully vaccinated or received specific exemptions. We plan to continue opening more offices over time, as we are able to do so safely and in a manner that protects all our employees. As of the writing of this report, returning to office remains entirely voluntary and we continue to support our employees working from home.

Ongoing monitoring of health protocols

We continue to follow all health protocols in the locations where we operate, paying close attention to the guidelines from the Centers for Disease Control and the World Health Organization.

Volunteering to meet community needs

We are proud of our employees who provided meals and food to those in need in their communities during the pandemic. Avid employees in Manila proactively asked to donate their overtime to support local health care workers.



DIVERSITY, EQUITY AND INCLUSION

We are a global company and diversity is one of our greatest strengths. We hire, promote, and work to retain Avid's talent through inclusive and equitable practices. We want our employee base to resemble our diverse and broad customer base.

Avid's customers include some of the most creative artists in the world. We are committed to honoring, promoting, and celebrating our community's diversity. We endeavor to make our products accessible to the widest range of people possible, including those with limited hearing or vision.

At Avid, we are committed to building a global organization that promotes and celebrates diversity, equity and inclusion – which we embrace as critical to driving innovation, growth, and a high-performance culture.

Why is increasing DEI so important?

- > Diverse and inclusive companies are more productive and deliver better performance than their counterparts.
- > We seek to better mirror our diverse customer and user base to best serve them.
- > We must not miss out on talent with the skills, experiences, and perspectives we need.
- > Our community expects it of us.

And simply, it is the right thing to do.

To us, DEI encompasses a wide range of issues including gender, race, sexual orientation, ethnic background, disability, age, and veteran status.

DEI MISSION AND VISION

At Avid, we are committed to building a global organization that promotes and celebrates diversity, equity & inclusion—critical to driving innovation, growth and a high-performance culture





DIVERSITY, EQUITY AND INCLUSION

AVID'S PROGRESS IN DEI

Avid has taken many steps to expand diversity, equity and inclusion within the company. In the past two years, the following steps have been taken:

At the governance level, Avid now has

- › A Steering Committee for DEI;
- › Mission, Vision and Goals for DEI; and
- › A DEI Policy, which can be found on our sustainability page on ir.avid.com

In terms of recruitment, three women are on the executive leadership team:

- › Diana Brunelle—Chief Human Resources Officer and Senior Vice President, People and Places
- › Kathy-Anne McManus—Chief Customer Experience Officer and Senior Vice President of Customer Experience & Customer Success
- › Alessandra Melloni—Senior Vice President, General Counsel, Corporate Secretary and Chief Ethics and Compliance Officer

In 2021, Avid recruited 58 percent women globally.

According to Diana, “We have made progress at the senior levels in DEI, especially in terms of women in leadership positions and people of color in leadership. We have begun to recruit differently.”

Avid hosted eight open forums, open to all employees, in different time zones, led by the DEI Steering Committee to allow for open communication about the state of DEI at Avid.

DEI TRAINING

Training is an essential part of creating an inclusive culture. Avid has created Avid Ties – videos through Avid University that are recorded and available on demand. This self-paced learning includes topics such as:

- › Inclusion and You
- › Resources on LGBTQIA+ Issues
- › Inclusive Retention and Career Direction

Avid is enhancing its global on-boarding process that, going forward, will include DEI training for all employees. This will allow for one cohesive system for onboarding from Manila to Burlington, and from Tokyo to Montreal. Under our new system, each new hire will be assigned a new hire buddy from outside their team to serve as a mentor.



ACCESSIBILITY

Avid brings visually-impaired users to audio and music creation. The usability of Sibelius by visually impaired users improved dramatically in 2020 due to a close collaboration with the Berklee College of Music. Slau Halatyn, owner of BeSharp Studios, and Berklee Associate Professor Chi Kim both advise and test Pro Tools and Sibelius. They create music using these tools and without sighted assistance.



Slau Halatyn
Owner of BeSharp Studios



Chi Kim
Berklee Associate Professor



PROFILE: ED GRAY

Ed Gray, an Avid employee who lost his eyesight, also has been a champion of customers with different abilities. Through Ed's leadership, Avid has earned the American Foundation for the Blind's 2016 Access award for making Pro Tools more accessible.

In 2020, Ed earned a Certified Professional in Accessibility Core Competencies Credential, becoming one of 1,600 accredited professionals in the world qualified to advise on accessibility issues for websites, software and hardware compliance, buildings and physical plants and Universal Design (the design of buildings, products or environments to make them accessible to all people) for all major disabilities including visual, auditory, motor, and cognitive challenges.





DIVERSITY IN LEADERSHIP

BOARD DIVERSITY

Our Board of Directors understands the imperative of DEI. Our diverse Board includes four women out of our ten-member Board. We value the intersectionality of our Board members.

DEI GOALS AT AVID

Avid has set the following long-term goals for DEI, which we plan on working over the next years:

- › Continue to expand our Employee Resource Groups
- › Set targets for racial diversity (including in tech roles and in leadership)
- › Create inclusive hiring slates wherever possible
- › Continually revisit and enhance our ESG policies on Diversity, Equity and Inclusion
- › By the end of 2022, create a policy on hiring requirements and ensure that 50% of all hiring slates will be diverse
- › For 2023 and beyond, commit that our employee workforce reflects diversity and that 35% or greater of our overall workforce, as well as 35% or greater of our leadership positions specifically, are women

DEI CHALLENGES IN THE TECHNOLOGY SECTOR

Retention is a key challenge for the technology sector. While we make an active effort to recruit women and people of color, retaining diversity can pose challenges over time.

Neurodiversity is another key issue for the technology sector. A commitment to neurodiversity allows employees on the spectrum to optimize their role in the company.

DEI differs from country to country and region to region, as well as within sectors. Moreover, not all employees feel comfortable revealing their identities.

4 out of **10**

of Avid Board Members are women

2 out of **10**

board members identify as people of color

CORPORATE SOCIAL RESPONSIBILITY





WORKPLACE SAFETY

- › For on-site staff, activities are planned and executed to ensure a healthy and safe working environment in compliance with all regulations.
- › We are committed to creating a culture and environment in which Avid staff are engaged so that they raise concerns before they become issues, thereby preventing accidents and problems.
- › We ensure training, standards, and best practices based on a review of policies and assessments to ensure the safety and security of our employees.
- › Our global security program is designed to manage the physical and personal security of Avid staff and visitors at our global offices. Physical security is everyone's responsibility.
- › Our Crisis Management Response Team coordinates responses to health and safety issues such as natural disasters and pandemics.
- › Our Global Real Estate & Workplace team conduct regular fire drills and procedures for evacuation.





COLLECTIVE BARGAINING

Avid has Collective Bargaining Agreements in place in France, Spain, and Belgium. The Agreement in France is with the professional branch of engineers and is applicable to the employees of technical studies offices, consulting engineers, and consulting companies. In Spain, the agreement is with the Council of Employment, Women and Immigration, and, in Belgium, with local authorities and our local subsidiary, Avid Nordic AB.

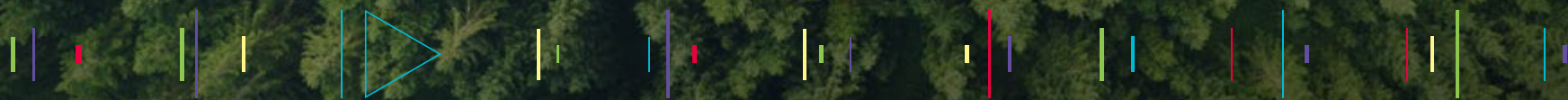
Salaries Employment Health
 Grievance Protection Law
COLLECTIVE BARGAINING
 Process Negotiation
 Agreement Productive
 Working Hours Terms Rules
 Employer Union Wages Group
 Overtime Safety Establish Cost

Limits Work Fair Salary
 Regulate Contract
 Participate

Cost Healthcare Issues
 Representative
 Employees



ENVIRONMENT





ENVIRONMENT

Avid is incorporating environmental issues into its day-to-day decision-making. We are embedding environmental concepts into our product design, delivery, and supply chain to support our commitment to the environment with our business strategy.

Moving to a SaaS model allows us to emphasize software over hardware and use fewer resources. This adds value to our customers and creates a company that is more aligned with the need to reduce consumption of raw materials. We can help our customers be more agile and create from anywhere, and do so in ways that are also beneficial to the planet.

Product design is key for sustainability

Sustainability needs to be designed into products. At Avid, we seek to create products that are long-lasting, as this creates less waste. All of our products are “Designed for Service” – this means that they are inherently modular; customers send back one module for repair. Serviceability begins with the design phase, and 99% of Avid products can be repaired.

Avid products are designed to last for at least 10 years

We sell a product for five years, then support the product through our repair services for five years after that. Some products are in production for ten years and then receive another five years of product support.

Avid NEXIS® | E2/E4
140TB Media Pack - Designed in USA



www.avid.com

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Avid NEXIS® | E2/E4

140TB Media Pack - Designed in USA





ENVIRONMENTAL MILESTONES ACHIEVED

DELIVERY AND LOGISTICS

Avid and its partners deliver products directly to consumers, which minimizes transport costs, time, warehouse costs, reduces pollution and traffic congestion, and is more energy efficient. Direct order fulfillment benefits both the customer and the environment at a lower cost for the business.

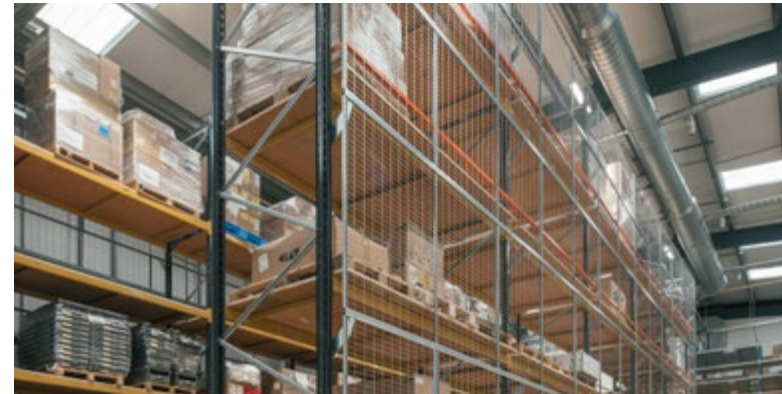
PACKAGING

In 2020–2021, we removed all clam shell packaging.

LEED Gold Certification at Global Headquarters

RECOVERY AND RECYCLING

We are proud of our recovery and recycling efforts for returned products. In 2021, we recovered 83% of all sales returns and 77% of all service returns as part of our repair process. Those remaining materials that cannot be recovered, go to a recycle and recovery third party recycling center, where materials are sorted.





PRODUCT LABELING

We adhere to strict product labeling requirements, including the following:

- › European Union Restriction of Hazardous Substances Directive 3 (RoHS 3)

All of our hardware products comply with RoHS 3, which restricts the use of certain hazardous materials in the manufacture of various types of electronic and electrical equipment in the EU. This is a product certification.

- › European Directive on Waste Electrical and Electronic Equipment (WEEE) 2012/19/EU

Under this Directive, Avid is required to label the equipment for recycling and to register in each EU country in accordance with the WEEE Directive. Avid labels its products that are shipped into the EU according to the WEEE Directive so that they may be safely recycled with the RENE AG recycling scheme.




RoHS 3
COMPLIANT
EU 2015/863





ENVIRONMENTAL STEWARDSHIP IN THE SUPPLY CHAIN

SUPPLIERS

Avid does not manufacture its products directly but selects suppliers that meet high quality and environmental standards to manufacture its consoles and audio workstations. Avid's policy on hazardous materials is multi-tiered and follows a "Respect, Follow, Audit" model.

We require all suppliers to state their policy on hazardous materials. Avid then collects data from suppliers and selects suppliers who are compliant. Suppliers are audited by an independent auditor. We investigate non-compliant suppliers and implement corrective action. Avid audits each new supplier to ensure that they adhere to strict environmental standards. While on-site audits are currently on hold due to COVID protocols, they will resume as soon as they can be safely conducted in accordance with local regulations and Avid's health and safety protocols.

According to Avid's Vice President of Hardware Engineering Damian Deneault: "Our goal is to drive the hazardous substances (SVHCs) out of the material supply that makes up Avid products."

We do this by selecting components and material that meet or exceed global standards. We document the substance content, use lab testing to audit and confirm that actual materials meet the manufacturers claims and, if there is

a discrepancy, we issue a corrective action request to the supplier to drive them to fix the situation.

If a manufacturer is unwilling or unable to change and become or remain compliant with global SVHC requirements, then we seek alternate components and alternate suppliers who can and will be compliant, and remove that supplier from Avid's supply chain. By holding suppliers accountable and removing suppliers from Avid's supply chain when necessary, we drive not only Avid products but the industry overall to become cleaner and more compliant.

WASTE MANAGEMENT

E-waste is a serious environmental problem in the technology sector.

Substances of Concern in Production (SCIP) Database

The EU has created the SCIP Database, which lists substances of concern, so that recyclers know which substances are inside products. This includes hazardous materials such as heavy metals that can be pulled out in recycling to avoid injury by recycling personnel, and promote safer recycling. Avid began participating voluntarily in the SCIP initiative before it was required. According to Damian, "SCIP is useful because it gives recyclers a sense of what is hazardous in the components."



WORKPLACE ENVIRONMENT INITIATIVE

Avid's Global Real Estate & Workplace team has established standards for sustainable building materials and construction practices for new workplace projects. We include a review of the environmental practices of our suppliers in our selection process.

We have reduced employee travel by investing in, and encouraging the use of, video conferencing technology.

We also have introduced several waste reducing efforts in our global headquarters, such as implementing reusable cups and compostable silverware, and supplying brewed coffee instead of single-use plastic coffee pods. Additionally, we have implemented environmentally sustainable initiatives including a bike share program, electric vehicles charging stations, single stream recycling, and a green cleaning policy. Wherever possible, we leverage building management systems to:

- › Monitor how energy is consumed;
- › Control lighting and temperature, leading to reduced energy consumption; and
- › Create automated energy-efficient measures in unoccupied spaces.





ESG SNAPSHOT: CERTIFICATIONS

Avid is proud of the many ESG certifications it has achieved at the facility level and for our products. At the Facility level, Avid has achieved the following certifications:



> LEED Gold
Our global headquarters is LEED Gold certified.



> Energy Star Efficient
This facility has also received the Energy Star certification.



> ISO 9001:2015
Our manufacturing, test, and repair facility in Dublin, Ireland, is certified to ISO 9001:2015, the international standard dedicated to Quality Management Systems published by the International Organization for Standardization (“ISO”). It outlines a framework for improving quality and consistently meeting the requirements and expectations of customers and other relevant interested parties, creating efficiencies in an effort to bring down costs, create new opportunities and meet regulatory requirements.



> ISO 14001:2015
Our Dublin facility is certified to ISO 14001:2015, the international standard for designing and implementing environmental management systems published by ISO. Our environmental management systems include air pollution, water and sewage issues, waste management, soil contamination, climate change mitigation and adaptation, resource use and efficiency.

At the product level, Avid has achieved the following certifications:



> European Union Restriction of Hazardous Substances Directive 3 (RoHS 3)

All of our hardware products comply with RoHS 3, which restricts the use of certain hazardous materials in the manufacture of various types of electronic and electrical equipment in the EU. This is a product certification.



> European Directive on Waste Electrical and Electronic Equipment (WEEE) 2012/19/EU
Under this Directive, Avid is required to label its equipment for recycling and to register in each EU country in accordance with the WEEE Directive. Avid labels its products that are shipped into the EU according to the WEEE Directive so that they may be safely recycled at the end of their useful life. In addition, Avid has established a relationship with the RENE AG recycling scheme.

PRODUCT SAFETY

We strive to uphold all applicable safety requirements globally, including many that are best practices and are not required by law. For example, in the US, all Avid products adhere to Underwriters Laboratories (UL) standards and bear the UL mark even though not required.



WHAT'S NEXT?

ENVIRONMENTAL POLICY

We have created our initial Environmental Policy, which is available on our sustainability webpage. We are working on expanding and deepening our policy and we expect that the expanded policy will cover raw materials and electronic waste, as well as water and energy use in our buildings. This policy will require on-going data collection, disclosure, strategic planning, and governance. Avid is committed to continually improve its environmental management through goal and target setting.

SUPPLY CHAIN

Avid conducts all of its manufacturing externally through third parties. Avid does not own or operate manufacturing facilities but it does operate two repair facilities.

The company buys components globally.

According to Eric Caple, Avid's Vice President of Supply Chain Strategic Sourcing: "Sourcing at Avid has become more strategic. We went from 250 to 150 direct suppliers in three years."

The reduction in the number of suppliers allows for focused oversight and strong partnerships creating the opportunity for better planning and performance management including business continuity.

BUSINESS CONTINUITY PLANNING

Avid's key suppliers have business continuity plans in place and update them on a regular basis. For example, one key supplier has 13 sites globally using the same processes and procedures. If one fails, that supplier would be able to manufacture Avid products at an alternate site with minimal transition time.

Avid strives to have second- and third-source fallbacks for critical components.

SOCIAL ISSUES IN THE SUPPLY CHAIN

Avid encourages its suppliers to adhere to the Avid Supplier Code of Conduct which addresses ethics, labor and human rights, health and safety, emergency preparedness, and environmental concerns. Avid conducts strong due diligence with its vendors. Before engaging a new vendor, Avid conducts a comprehensive evaluation through the lens of the Avid Supplier Code of Conduct and then continues a regular cadence of business reviews with key suppliers. Avid has also published its first Anti-Slavery Statement relating to the use of forced labor in our products and supply chain, which is available on our sustainability webpage.

As part of this due diligence, Avid commits to preferential consideration in selecting vendors who are members of the Responsible Business Alliance.



WHAT'S NEXT?

RESPONSIBLE BUSINESS ALLIANCE (RBA)

Founded in 2008, the RBA is a non-profit organization that focuses on improving social, environmental, and ethical conditions in global supply chains. The RBA has a [Code of Conduct](#), which is based on the Universal Declaration of Human Rights and key conventions of the International Labor Organization. Formerly known as the Electronics Industry Citizenship Coalition, the RBA addresses the issue of conflict minerals in the supply chain through its Responsible Minerals Initiative.



Responsible Business Alliance

Advancing Sustainability Globally



WHAT ARE CONFLICT MINERALS?

Conflict minerals include gold, tin, tantalum and tungsten. Often, these metals are extracted in conflict zones and the profits from their extraction and sale complicate, exacerbate, and perpetuate war and human rights abuses. These minerals are commonly used in the manufacturing of electronic products.

On an annual basis, Avid conducts an extensive risk analysis, and while we believe the risk of conflict minerals in the Avid supply chain is low, we continue to carry out due diligence to ensure compliance with global practice through the RBA.

CORPORATE GOVERNANCE





CORPORATE GOVERNANCE

At Avid, we are committed to ensuring the highest standards of corporate governance. Some examples of this commitment include: Our Board of Directors consists of ten members, nine of whom are Independent Directors, as defined by NASDAQ.

- > Four of our nine Independent Directors are women.
- > The Chair of our Board is an Independent Director.
- > All members of our Board's main committees are Independent Directors.
- > Our Independent Directors hold regularly convened meetings without management present.
- > Our Independent Directors approve director nominations and executive officer compensation.
- > Our Audit Committee reviews and has approval authority for all related-party transactions.
- > Any waiver of our Code of Conduct made for our executive officers or directors would need to be disclosed and approved by our Board of Directors.

BOARD OF DIRECTORS

Peter M. Westley

Chair, Avid Technology, Inc.

Christian A. Asmar

Co-Founder and Managing Partner,
Impactive Capital LP

Robert M. Bakish

President and Chief Executive Officer,
Paramount Global

Paula E. Boggs

Founder and Owner, Boggs Media LLC

Dr. Elizabeth M. Daley

Dean, School of Cinematic Arts,
University of Southern California

Nancy Hawthorne

Partner, Hawthorne Financial Advisors

Michelle Munson

Co-Founder and Chief Executive Officer,
Eluvio, Inc.

Jeff Rosica

Chief Executive Officer and President,
Avid Technology, Inc.

Daniel B. Silvers

Founder and Managing Member,
Matthews Lane Capital Partners LLC

Executive Vice President and
Chief Strategy Officer,
Inspired Entertainment, Inc.

John P. Wallace

Board Member
Avid Technology, Inc.



COMMITTEES OF THE BOARD

Avid's Board of Directors has four committees:

- › Audit Committee
- › Compensation Committee
- › Nominating & Governance Committee
- › Strategy Committee

The Charter of the Audit Committee has been recently updated to reflect the Committee's role in oversight over ESG issues. The Committee receives quarterly updates on ESG and sustainability issues and is involved in monitoring and advancing the Company's progress in this area.

CHANGES TO THE BOARD

Over the past several years, Avid has made changes to its Board of Directors to enhance its governance practice and increase the diversity of Board members. For example, while in the past the CEO and Chairman were roles held simultaneously by the same person, we have now separated these roles. Currently, our Chairman is an Independent Director and we continuously work to strengthen our Board-related policies, and improve communication with our Board and governance transparency. Additionally, we ended staggered Board elections and, going forward, all of our directors will be elected annually to ensure accountability and shareholder input.

GOVERNANCE OF CSR

Avid's CSR committee is composed of a core of seven to ten employees who work on a voluntary basis. The Committee includes representatives from the following areas within the company for relevant discussions and actions:

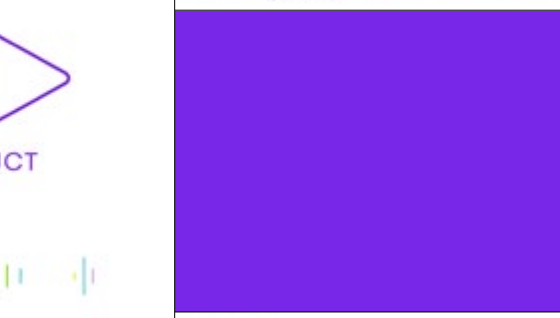
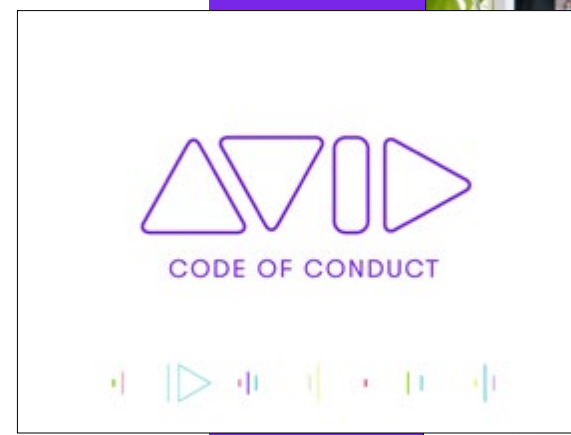
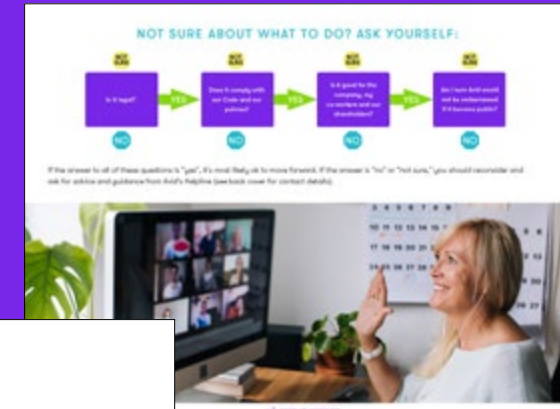
- › Global Sales
- › People and Places
- › Legal
- › Strategic Sourcing
- › Engineering
- › Corporate Communications
- › Supply Chain
- › Information Technology and Security



CODE OF CONDUCT

Our [Code of Conduct](#) provides clear principles and expectations for our officers, directors and employees. It is supplemented by additional policies and procedures that set forth specific compliance requirements and is reviewed regularly to ensure it complies with the most up-to-date ethical standards.

Our employees are trained at least annually on our Code of Conduct and other topics including anti-corruption, technology use, and data privacy. Additionally, adherence to our Code of Conduct is a condition to employment and violations may result in discipline up to termination.



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 environmental concerns or use, damage and theft.
- Use Avid-issued computers and other equipment only for work or in accordance with our policies.

CERTIFICATE OF COMPLETION

This is to certify that

John Smith

has completed

Avid 2021 Code of Conduct Training

Awarded: January 1, 2021





REPORTING VIOLATIONS AND CONCERNS

We maintain several methods of reporting possible violations of our Code of Conduct and other ethical concerns including via email, regular mail, telephone hotline, text messaging and internet.

Our reporting hotline is administered by an independent third-party vendor and is accessible 24/7 at ethics.avid.com.

All employees have the option of remaining entirely anonymous when reporting any violations or concerns. Avid does not retaliate against any employee who, in good faith, reports a possible violation of our Code of Conduct or other questionable activity.

We are committed to investigate any concerns promptly and bring them to a timely conclusion. We also report on concerns raised quarterly to our Audit Committee which reviews, discusses, and addresses the concerns raised as appropriate.



AVID'S ETHICS AND COMPLIANCE OFFICE

Alessandra Melloni

General Counsel and
Chief Ethics and Compliance Officer

Email	ethics@avid.com
Phone	800-461-9330*
Text (SMS)	+1-978-312-9873
Web	ethics.avid.com
By Mail	Chief Ethics & Compliance Officer Avid Technology 75 Network Drive Burlington, MA 01803 USA

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



PRIVACY AND INTELLECTUAL PROPERTY

PROTECTING CONFIDENTIAL INFORMATION

Trust is essential to our business. People entrust us with their confidential and valuable information. Our success depends on protecting confidential information, whether our own or that of others. As we shift our business model towards SaaS instead of a tangible product, we must also understand and mitigate new vulnerabilities. We have redoubled our efforts to prevent leaks – a rapper’s next hit or the next episode of a popular TV show – by enhancing the level of security of our physical equipment and continuing all along the stream from Avid to our distributed equipment and back again. We have moved to a SaaS business model fully aware of the information security responsibilities required and Avid remains fully committed to maintaining the trust of our customers.



INFORMATION SECURITY





INFORMATION SECURITY

MAKING GOOD RISK DECISIONS

Any training requires practice and verification to be fully effective. The team launches email-based social engineering attacks against all employees monthly, using real-world content that follows closely the most important events in news, sports, and entertainment. They even include local restaurant specials, and company tax and benefit timelines, to keep all employees on their toes!



INCREASING MATURITY

Becoming a cloud company is one of the primary strategic directions for Avid. Maintaining control over personal and business information of our customers creates a level of risk that is measured in tens of millions of dollars. Current practices must be augmented by cutting-edge, industry-leading technical mitigating controls.

Single sign-on and multi-factor authentication system brought to zero the number of exploited employee credentials. Email protection and filtering systems successfully block ~1000 attacks per month, while controlling spam enough to free up ~15 full-time employee's worth of productivity. The Information Security team continues to expand the mitigation controls, aiming to become a world-class Information Security program, and make Avid a Trusted Security Partner for all its customers.

The Information Security team also runs monthly internal incident response exercises.

Employees aren't the only ones that need assistance making good risk decisions, so the Information Security team works directly with business units to help assess and manage risks. In addition, it maintains a robust vendor risk management program.

As the maturity of the information security program increases, the need for structured governance drives creation of formalized processes, standards, and policies aimed at preparing Avid for achieving ISO27001 information security certification to show its dedication to security.

Some examples include:

- › Privacy Policy
- › End Point and Server Encryption Policy
- › Malware and Virus Protection Policy
- › Cloud Environment Security Policy





INFORMATION SECURITY

THE NORTH STAR—CONCENTRATING ON RISK

Avid has invested heavily in information security and believes that best practices are important to achieve and maintain. In the past three years, the Information Security team has significantly expanded, concentrating efforts on increasing information security risk awareness in the entire organization.

INCREASING EMPLOYEE RISK AWARENESS

The Avid Information Security team is very active in the employee community with mandated computer-based training programs. The team believes that if an employee is conscious about information security risks in their personal life, Avid will benefit as well, so it leads open town-hall meetings where employees can ask questions about anything related to information security.

There is also a growing group of Avid employees proudly bearing the Information Security Champion badge. These individuals showed both the understanding of importance of managing business risks, and the drive to reduce the Avid risk profile.



Because the field of Information Security changes all the time, the team never stops learning either. Every member attends at least one class and takes an exam to achieve a new information security certification every year.

Over the years of continuously being faux-attacked, I'm very proud to say that Avid employees dropped from being on-par with employees in other technology companies, to being 50% less likely to fall for a phish, or an email social engineering attack, and 20 times less likely to do it repeatedly.

Dmitriy Sokolovskiy
CISO/CSO/VP
Information Security, Avid



LOOKING FORWARD





OUR SUSTAINABILITY GOALS AND FUTURE COMMITMENTS

GENERAL

During 2022, we plan on moving our ESG efforts forward by:

- › Creating an internal sustainability team to enhance visibility and targeted initiatives in organization, which will be led by an executive-level steering committee
- › Conducting a preliminary materiality assessment to assess the sustainability and ESG issues most important to our customers, investors, employees and other stakeholders
- › Assessing the reporting standards and frameworks for our industry, and determining which alignment will be the best fit for our reporting efforts going forward

ENVIRONMENT AND SUPPLY CHAIN

We are planning on working toward these goals over the next year and setting some more long-term targets over the following years:

2022 AND GOING FORWARD

- › Continually revisit and refine environmental policy to meet enhanced standards and stakeholder needs.

2022

- › Create and refine additional environmental policies specifically targeting sustainability. Incentivize behaviors by all stakeholders, including employees, suppliers, landlords, partners, and overall Business Units to work toward greater sustainability.
- › Create a net zero policy with achievable target deadlines.
- › Refine Supplier Code of Conduct and commit to giving preference to suppliers who fully meet CoC.
- › We intend to enhance data collection including on energy and water use and Greenhouse Gas (GHG) emissions in our operations and in our supplier locations.
- › We will ascertain whether there is interest among our staff to generate innovative ideas collectively to expand and implement green initiatives.

2025

- › Achieve a reduction in emissions.

DEI

- › See our DEI goals on page 30.

SUPPLEMENTAL INFORMATION

GLOSSARY

ASSOCIATIONS AND MEMBERSHIP AFFILIATIONS

SUBSIDIARIES

GRI INDEX





GLOSSARY

COLLECTIVE BARGAINING

Negotiation of wages and terms of employment by an organized group of employees, such as a trade union.

CONFLICT MINERALS

Minerals extracted in conflict zones and used to perpetuate war and human rights abuses. These minerals are commonly used in manufacturing electronic products. Conflict minerals include gold, tin, tantalum, and tungsten.

E-WASTE

E-waste refers to electronic waste or discarded products with electrical components or circuits that are either broken, unwanted, and/or obsolete. E-waste can contain toxic components that are dangerous to human health, such as mercury, lead, cadmium, polybrominated flame retardants, barium, and lithium.

GLOBAL REPORTING INITIATIVE (GRI)

The GRI has pioneered sustainability reporting, providing guidelines that serve as a framework for economic, social, and environmental disclosures. Founded in 1997, the GRI covers a wide range of reporting topics, such as human rights, labor rights, product responsibility, and governance, in addition to environmental and economic issues.

ISO

The International Organization for Standardization is a membership-based organization which oversees standards on a wide range of issues including environment, quality, and social responsibility.

LEED

Leadership in Energy and Environmental Design (LEED) is type of certification which earns points for green building strategies such as energy use, water conservation, and the choice of building materials. There are three categories of LEED certification: Silver, Gold and Platinum. Avid's Burlington Office is located in a LEED Gold Certified building.

EUROPEAN UNION RESTRICTION OF HAZARDOUS SUBSTANCES DIRECTIVE 3 (ROHS 3)

RoHS 3 restricts the use of certain hazardous materials in the manufacture of various types of electronic and electrical equipment in the EU. This is a product certification.

RESPONSIBLE BUSINESS ALLIANCE (RBA)

Founded in 2008, the RBA is a non-profit organization which focuses on improving social, environmental, and ethical conditions in global supply chains. The RBA has a Code of Conduct which is based on the Universal Declaration of Human Rights, and key conventions of the International Labor Organization. Formerly known as the Electronics Industry Citizenship Coalition, the RBA addresses the issue of conflict minerals in the supply chain through its Responsible Minerals Initiative.

SCIP DATABASE

Created by the European Union (EU), the SCIP Database lists substances of concern, so that recyclers know which substances are inside products. This includes hazardous materials such as heavy metals that can be pulled out in recycling so that the recycler is not injured. The Database allows for safer recycling. Avid began participating in the SCIP initiative before it was required.



GLOSSARY (CONTINUED)

SOCIAL VALUE

Social value describes the benefit or good that a company or organization creates for society, through its business model, product design, hiring, and/or the development of infrastructure and policies.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

SASB is a non-profit organization founded in 2011 to develop sustainable accounting standards. SASB has developed sector-based standards.

SUSTAINABILITY REPORTING

Sustainability reporting is the disclosure and communication of environmental, social, and governance goals, as well as a company's progress towards them. Avid's sustainability report contains an overview of where it is in its sustainability journey and its future goals.

UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The UN Global Goals or "the SDGs" were developed by the UN General Assembly in 2015 and serve as blueprint for action for the planet, to be completed by 2030. The private sector plays a key role in promoting and achieving the UN Global Goals which address a wide range of issues including gender equality, sustainable cities, good health and wellbeing, and quality education.

WASTE ELECTRICAL AND ELECTRONIC EQUIPMENT (WEEE)

Under the European Directive on Waste Electrical and Electronic Equipment (WEEE) 2012/19/EU, companies are required to label the equipment for recycling and to register in each EU country in accordance with the WEEE Directive. Avid labels its products that are shipped into the EU according to the WEEE Directive so that they may be safely recycled.



ASSOCIATIONS AND MEMBERSHIP AFFILIATIONS

ASSOCIATION/MEMBERSHIP NAME	PURPOSE
Avid Community Association (ACA)	Launched in September 2013 as the Avid Customer Association and eventually turned into the Avid Community Association (ACA) is a formalized, customer run-and-led organization designed to foster deep collaboration between Avid and the industry professionals passionate about tackling the challenges and opportunities in front of us. The ACA creates a deeper level of engagement between Avid and its customers, partners, and users. It enables Avid to communicate better with community members—and understand how to best support the things that matter to them.
American Cinema Editors (ACE)	The objects and purposes of the American Cinema Editors are to advance the art and science of the film editing profession; to increase the entertainment value of motion pictures by attaining artistic pre-eminence and scientific achievement in the creative art of film editing; to bring into close alliance those film editors who desire to advance the prestige and dignity of the film editing profession.
Alliance for IP Media Solution (AIMS)	AIMS is an industry consortium led by broadcast and ProAV engineers, technologists, visionaries, vendors and business executives dedicated to an open-standards approach that moves broadcast and media companies quickly and profitably from legacy systems to a virtualized, IP-based environment
AMWA	With worldwide representation from both media companies and their suppliers, the AMWA currently focuses on the industry move to IP based architectures. To enable software based systems to recognize and exploit devices, the AMWA has developed the Networked Media Open Specifications (NMOS).
AVNU Alliance	Creates an interoperable ecosystem servicing the precise timing and low latency requirements of diverse applications using open standards thru certification



ASSOCIATION/MEMBERSHIP NAME	PURPOSE
Boston Arts Academy Foundation (BAAF)	Fundraising Board for Boston Arts Academy (Jeff Rosica, Chairman)
Canadian Cinema Editors (CCE)	The CCE is a bilingual not-for-profit organization fueled by the passion of its Canada-wide post-production membership. Dedicated to meeting the needs of our grown member base through cultivating an environment of learning, community and inclusivity. Ultimately, we are here to showcase our world-class talents at the forefront of the Canadian Film Industry and internationally.
Customer Education Management Association (CEdMA)	dMA, a premier Customer Education organization, provides valuable resources including industry insights, best practices, and networking opportunities for its members - executives, managers, and professionals at Technology companies responsible for modern technical learning programs.
Digital Cinema Society (DCS)	The Digital Cinema Society is a nonprofit educational cooperative dedicated to the industry's informed integration of new technology. Formed in 2003, as an outgrowth of a pro bono documentary on the subject of Digital Cinema, we now have an international membership of approximately 6,500 and count some of the top filmmaking, technology, and business leaders in the Entertainment Industry among our membership. Academy Award winners to aspiring Filmmakers, Educators, and Students are joined by artists from every production and post discipline including dozens of ASC Cinematographers, ACE Editors, leading Technologists, and top management from Manufacturers, Studios, Exhibitors, and Networks.
DPP	Our purpose is to bring together companies from the whole media supply chain to share knowledge, solve problems and create business opportunities.
Entertainment Industry Professional Mentorship Alliance (EIPMA)	EIPMA is a national organization of experienced, working professionals offering career guidance for individuals seeking craft and technical careers in the entertainment industry.



ASSOCIATION/MEMBERSHIP NAME	PURPOSE
GetKonnected	Curates cross-cultural business connections, fosters career advancement, and facilitates access to opportunity for women and people of color.
Hollywood Professional Association (HPA)	The HPA is a non-profit member association dedicated to recognizing, educating, and connecting businesses with a diverse community who provide creative and technical expertise, support, tools and infrastructure for professional content creation, distribution and archive in the media and entertainment industry.
National Association of Broadcasters (NAB)	As the premier trade association for broadcasters, NAB advances the interests of our members in federal government, industry and public affairs; improves the quality and profitability of broadcasting; encourages content and technology innovation; and spotlights the important and unique ways stations serve their communities.
National Association of Music Merchants (NAMM)	Our purpose is to bring together companies from the whole media supply chain to share knowledge, solve problems and create business opportunities.
Open Invention Network	We promote the idea that Open Source technologies provide a new business model which distills collective and global intelligence.
Society of Motion Picture and Television Engineers (SMPTE)	SMPTE is the global society of media professionals, technologists and engineers working together to drive the industry forward. Technical brilliance. Creative passion. A shared dedication to the collaborative process. From the early days of entertainment technology to the latest digital media breakthroughs, the brightest minds in the industry have found their community in SMPTE, the home of creative technology.
SRT Alliance	The SRT Alliance is accelerating interoperability and fostering collaboration between industry leaders to improve the way the world streams video.
The International Trade Association for the Broadcast & Media Industry (IABM)	Facilitates the networking and interaction that shape and define the unique ecosystem of the Broadcast and Media technology industry. Provides an infrastructure of services and facilities to encourage discussion and collaboration across the entire B&M supply chain.



SUBSIDIARIES

COUNTRY	SUBSIDIARY NAME
Australia	Avid Technology (Australia) Pty Ltd.
Canada	Avid Technology Canada Corp.
China	Avid Technology (Beijing) Co. Ltd.
France	Avid Technology S.A.R.L.
France	Getris SAS
Germany	Avid Technology GmbH
Germany	Avid Technology Holding GmbH
Hong Kong	Avid North Asia Limited
India	Avid Technology (India) Private Limited
Israel	Jim Ltd.
Israel	Oradnet Ltd.
Israel	Orad Hi-Tec Systems Ltd.
Japan	Avid Technology K.K.
Mexico	Avid Technology Mexico, S. de R.L. de C.V.
Netherlands	Avid General Partner B.V.
Netherlands	Avid Technology C.V.

COUNTRY	SUBSIDIARY NAME
Netherlands	Avid Technology Holding B.V.
Netherlands	Avid Technology International B.V.
Netherlands	Orad Netherlands B.V.
Poland	Avid Technology Poland Sp. z o.o.
Singapore	Avid Technology (S.E. Asia) Pte Ltd
Spain	Avid Technology SL
Spain	Orad Hi-Tec Systems Iberia SL
Sweden	Avid Nordic AB
Taiwan	Avid Technology Services Taiwan Co. Ltd.
UK	Avid Technology Europe Limited
UK	Integrated Broadcast Services Ltd. (IBIS)
UK	IVSM Limited
U.S. – Delaware	Avid CV LLC
U.S. – California	Avid Systems, Inc.
U.S. – Delaware	Avid Technology Worldwide, Inc.



GRI INDEX

GRI STANDARD	DISCLOSURE	PAGE REFERENCE	SECTION
102-1	Name of the Organization (Avid Technology, Inc.)	Listed on cover page, page 9 and in Subsidiary Appendix	Avid at a Glance Appendix
102-2	Activities and Products	Listed on page 16	Avid Products
102-3	Location of Headquarters (Burlington, MA, USA)	Listed on page 9	Avid at a Glance and final page for address
102.4	Location of Operations	Listed on page 9	Avid at a Glance
102.5	Ownership and Legal Form (Public Corporation)	Listed on page 9	Avid at a Glance
102.6	Markets served (Global)	Listed on page 16	Avid Products
102.7	Scale (Global)	Listed on page 9	Avid at a Glance
102.8	Information on Employees	Listed on page 9 and pages 26-32	Avid at a Glance Our Employees
102.9	Supply Chain	Listed on page 40	Environmental Stewardship in the Supply Chain
102.10	Significant Changes (Business model)	Listed on page 3 and page 11	CEO Letter Moving to a New Business Model
102.11	Precautionary Principle	Environmental Policy	Environmental Policy
102.12	External Initiatives: Responsible Business Alliance	Listed on page 44	What's Next?
102.13	Membership in Associations	Listed on page 61 – 64	Associations/Membership Affiliations
102.14	Statement from Senior Manager (CEO)	Listed on page 3	Letter from CEO
102.15	Values, Principles and Standards	Values listed on page 9. Product standards listed on page 39.	Our Values Product Labeling



GRI INDEX (CONTINUED)

GRI STANDARD	DISCLOSURE	PAGE REFERENCE	SECTION
102.16	Governance Statement	Listed on page 46	Corporate Governance
102.17	List of Stakeholder Groups	Listed on page 13	Avid Stakeholders
102.18	Collective Bargaining Agreements	Listed on page 35	Collective Bargaining
102.19	Identifying and Selecting Stakeholders	Listed on page 14	Avid Stakeholders
102.20	Stakeholder Engagement	Listed on page 14	Stakeholder Engagement: Key Topics and Concerns of Stakeholders
102.21	Key Topics and Concerns	Listed on page 14	List of Material Topics
102.22	Entities Included	Listed on page 62. All Avid operations are included in the report	Subsidiary Appendix
102.23	Report Content and Topic Boundaries	Listed on page 5	About this Report
102.24	List of Material Topics	Listed on page 14	List of Material Topics
102.25	Restatement of Information	This is Avid's first report	
102.26	Changes in Reporting	This is Avid's first report	
102.27	Reporting Period	Listed on page 5	About this Report
102.28	Reporting Cycle	Listed on page 5 (Annual)	About this Report
102.29	Contact Point	Listed on page 3	Letter from the CEO
102.30	Reporting in Accordance with GRI	Listed on page 5	About this Report
102.31	GRI Index	Listed on page 64	GRI Index



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