

ENVIRONMENTAL POLICY

Version 1
June 1, 2023

ConvergeOne's Environmental Policy

Overview

ConvergeOne, Inc. and its affiliates (“ConvergeOne”) strive to be a leader in environmental sustainability and believe that a successful future for us and the customers we serve depends on the sustainability of the environment, communities, and economies in which we operate. As a responsible corporate citizen, we bear a responsibility to consider the impacts of our actions and how they affect the environment both directly in terms of our operations, and indirectly through purchasing decisions, the products, and services we offer to our customers, and the business opportunities we pursue.

We are committed to minimizing the impact of our operations on the environment and to demonstrating leadership by integrating environmental considerations into all our business operations.

Scope

The requirements of this policy apply to all entities and employees of ConvergeOne. Although this policy applies to all entities and employees, the primary audience for this policy is those responsible for its implementation, namely the business line leaders and local management of entity of the company.

Commitment from ConvergeOne

We want our products, service, and production to be part of a sustainable society. We are committed to:

- Establishing and maintaining this Environmental Policy.
- Plans for reducing ConvergeOne's carbon footprint and providing historical data.
- Maintaining program tracking and reducing greenhouse gases (GHG).
- Documenting ConvergeOne building/office standards and tools.
- Establishing and maintaining day-to-day practices for office carbon reductions.
- Providing environmental awareness training.
- ConvergeOne environment sustainability certifications and plans.
- Identifying ConvergeOne environmental support resources for internal and external audiences.

Mission Statement

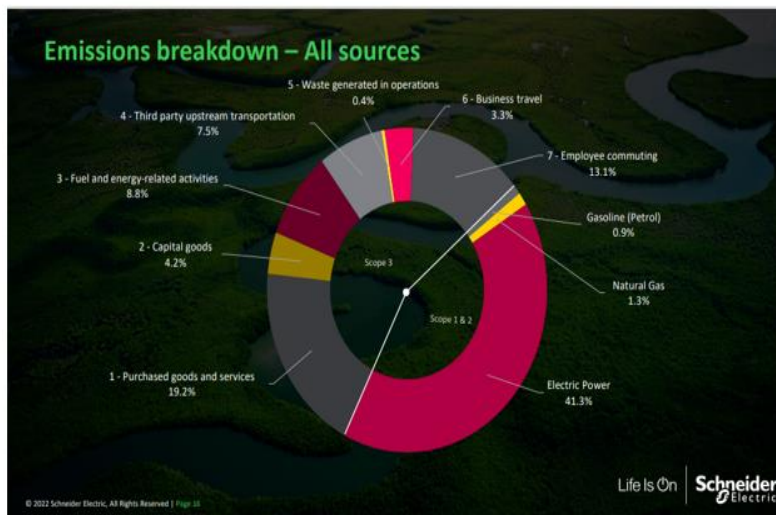
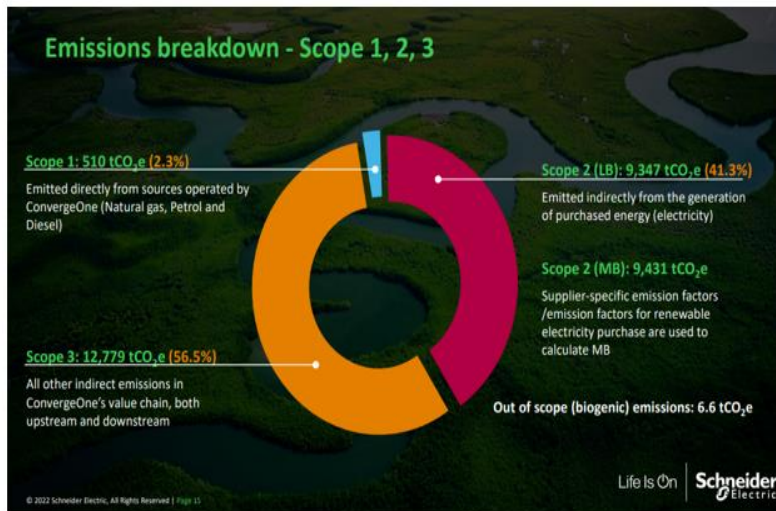
ConvergeOne is committed to protecting the environment, the health and safety of our employees, and the community in which we conduct our business. It is our policy to seek continual improvement throughout our business operations to lessen our impact on the local and global environment by conserving energy, water, and other natural resources; reducing waste generation; recycling and reducing our use of toxic materials. We are committed to environmental excellence and pollution prevention, meeting or exceeding all environmental regulatory requirements, and to purchasing products which have greater recycled content with lower toxicity and packaging, that reduce the use of natural resources.

Recognitions

As a testimony to our above commitment, in 2022 we:

- Achieved Cisco Environmental Sustainability Specialization, Reaffirming its Commitment to Corporate Social Responsibility
- Were awarded the Bronze Sustainability Rating from EcoVadis
- Engaged with Schneider Electric to obtain a carbon footprint baseline scope 1, 2, and 3.

Full carbon emissions in 2022' were calculated for our carbon baseline. See below.



Our Commitments to Environmental Sustainability

1. Identifying, measuring, and offsetting the environmental impact of our global operations.

- We pursue higher-than-required standards in our carbon footprint calculations and offset all our emissions, ranging from client travel to electricity usage and waste generation.

2. Reducing our impact on the environment through both global and local operations initiatives

- ConvergeOne Green Teams across the globe work to reduce our carbon footprint, where possible, and promote sustainable consumption.
- We are dedicated to reducing energy consumption and waste generation resulting from our business operations, by implementing the use of smart lights and recyclable materials in our offices.

3. Seeking to minimize pollution and use natural resources sustainably.

We strive for sustainable usage of natural air, water, and land resources, while ensuring minimal impact on the quality of these resources

4. Maintaining full compliance with applicable environmental laws, regulations, and other obligations

- On certain issues where we have more stringent internal requirements, we operate to even higher standards than what is required by law.

For any grievances or suggestions regarding sustainable procurement or environmental practices, please reach out to DiversityInclusion@convergeone.com