

AVEPOINT, INC.

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE POLICY STATEMENT

Approved: December 11, 2024

AvePoint, Inc., a Delaware corporation (the “*Company*”), is committed to conducting its business operations with a strong emphasis on Environmental, Social, and Governance (“*ESG*”) principles. Accordingly, this Environmental, Social, and Governance Policy (this “*Policy*”) outlines the Company’s commitment to ESG principles and sets forth its goals for future progress toward ESG objectives. The Company recognizes that sustainable and responsible business practices are essential for long-term success, value creation, and positive contributions to society.

A. ENVIRONMENTAL RESPONSIBILITY

The Company recognizes the critical importance of environmental conservation and is dedicated to minimizing its ecological footprint. The Company is committed to:

1. Calculating and, thereafter, improving energy efficiency in our operations and promoting the use of renewable energy sources where feasible;
2. Exploring and regularly assessing the ability of new technologies to reduce energy consumption in our data centers and offices;
3. Striving to reduce our environmental footprint by promoting recycling, the minimization of waste, and sustainable procurement practices;
4. Encouraging employees to minimize their environmental impact through awareness campaigns; and
5. Exploring initiatives to contribute to climate change mitigation.

B. SOCIAL RESPONSIBILITY

1. Diversity and Inclusion.

The Company values diversity and inclusion in its workforce and fosters an inclusive workplace culture by providing equal opportunities for all employees and promoting diversity at all levels of the Company.

2. Employee Wellbeing.

The Company is dedicated to ensuring the health and wellbeing of its employees by providing a safe and supportive work environment. The Company invests in resources that enhance the physical and mental health of its employees. The Company is also committed to exploring and implementing additional ways to support employee development, training, and work-life balance.

3. Community Engagement.

The Company recognizes the importance of being an active and responsible corporate citizen. It promotes engagement with local communities through philanthropic initiatives, volunteering, and partnerships that contribute positively to society.

C. GOVERNANCE

The Company ensures transparency, accountability, and ethical behavior in all aspects of its business operations. The Company:

1. Maintains a high standard of corporate governance through effective oversight by its board of directors;
2. Implements, communicates, and enforces policies that prevent corruption, bribery, conflicts of interest, and other unethical practices.
3. Maintains open lines of communication with shareholders, customers, employees, and other relevant stakeholders; and
4. Develops methods to disclose relevant ESG information to stakeholders.

D. IMPLEMENTATION

Successful implementation of this Policy shall include:

1. Setting energy efficiency targets;
2. Setting renewable energy use targets;
3. Engaging in an annual employee awareness campaign;
4. Setting targets for improving diversity in the workforce;
5. Tracking metrics related to employee health and wellbeing including employee satisfaction, absenteeism, and wellness program participation;
6. Setting targets for community engagement;
7. Documenting an annual review of corporate governance policies;
8. Documenting the monitoring and reporting of any violations of corporate policies or ethics concerns; and
9. Tracking employee engagement and knowledge of ethics policies reporting processes through their completion of annual compliance training

E. REVIEW OF AND AMENDMENTS TO POLICY

The Company is committed to continuously reviewing and updating its policies and procedures. The Company therefore reserves the right to amend, alter or terminate this Policy at any time and for any reason.