

Last Updated and Approved: September 19, 2025

AvePoint, Inc., a Delaware corporation (the “**Company**”), has adopted this Environmental Policy Statement (this “**Policy**”) and is committed to minimizing the Company’s adverse impacts on the environment and to meet the needs of our customers, including helping our customers use information technology to meet environmental challenges.

Therefore, it shall be the policy of the Company to weigh potential adverse environmental impact in all decisions impacting the Company including maintenance of facilities, business operations, and product development.

The Company’s primary environmental impacts relate to the Company’s own energy consumption, the disposition of products used in the ordinary course of the Company’s business, and the commuting of its workforce and business travel.

The Company is committed to environmental management through:

- Participating in efforts to lessen negative environmental impact;
- Monitoring its impact on the environment and working toward improvement in operations with protection of the environment, including pollution prevention, in mind;
- Monitoring and managing the consumption of energy, water, paper and other resources used by the Company in its day-to-day operations;
- Identifying opportunities to divert, minimize, reuse and recycle;
- Considering environmental impact in procurement processes;
- Considering environmental impact when leasing, improving, or purchasing property;
- Promoting employee adoption of alternative and sustainable commuting options;
- Striving to reduce business travel and promoting alternatives wherever practicable;
- Keeping its internal and external stakeholders informed about the Company’s environment impact and ways it is striving to lessen negative impact;
- Working with its customers to implement software offerings to help them manage their own environmental challenges;
- Committing to comply with applicable environmental laws and regulations, as well as any other standards to which the Company subscribes;
- Educating our employees about the steps the Company is taking to help protect the environment and encouraging and providing opportunities for employees to contribute to our efforts; and
- Requesting that employees report any instances of noncompliance with applicable environmental laws and regulations or instances of waste and conducting appropriate follow-up.

The Company is committed to the successful implementation of this Policy. To achieve results, the Company will develop and monitor global environmental initiatives as set forth by the Company's Nominating and Corporate Governance Committee or a separate Environmental, Social, and Corporate Governance Committee. The Company's internal Environmental, Social, and Corporate Governance Committee (the "**ESG Committee**") is responsible for developing, monitoring, and reporting on short-term and long-term environmental goals and for the day-to-day implementation of this Policy. The ESG Committee, which is comprised of senior employees from the Company's various business units, meets regularly to review the Company's progress and status on environmental issues and makes recommendations related to this Policy and other environmental initiatives.