

ENVIRONMENTAL POLICY

Version 3
July, 2026



Overview

ConvergeOne, Inc. and its affiliates (“C1”) are committed to being leaders in environmental sustainability. Our future—and that of our customers—depends on the health of the environments, communities, and economies in which we operate. We recognize our responsibility to assess and mitigate the environmental impacts of our operations and decisions.

Scope

This policy applies to all employees and operations of C1, including all subsidiaries and affiliates. The primary audience for implementation includes business line leaders, local management, and sustainability teams.

Organizational Responsibilities

- **ESG Council:** A dedicated committee will oversee the implementation of this policy, ensuring alignment with our strategic goals. This committee will be responsible for:
 - Monitoring progress against environmental targets.
 - Coordinating training and awareness programs.
 - Facilitating communication of environmental initiatives both internally and externally.
- **Site Ambassadors:** Each location will have a contact that will be responsible for assisting with:
 - Implementing and maintaining environmental practices at the local level.
 - Identifying local environmental risks and opportunities.

Mission Statement

C1 is dedicated to protecting the environment, ensuring the health and safety of our employees, and supporting the communities we serve. We strive for continuous improvement in our operations by conserving energy, water, and natural resources; reducing waste generation; recycling; and minimizing the use of toxic materials. We are committed to environmental excellence, pollution prevention, and exceeding all relevant regulatory requirements.



Policy Commitment

We aim to minimize our environmental footprint through specific, measurable actions. Our commitments include:

- Establishing and maintaining this Environmental Policy.
- Defining building and office standards that promote sustainability, including energy-efficient technologies and sustainable materials.
- Establishing daily practices aimed at reducing office carbon footprints, including the adoption of recycling programs and sustainable procurement policies.
- Providing comprehensive environmental awareness training for employees, focusing on specific actions they can take to support our sustainability goals.
- Pursuing relevant environmental sustainability certifications and initiatives, with a commitment to continuous improvement.

As a testament to our commitment to environmental sustainability:

- In **2021, 2022, and 2023**, C1 received a **Bronze EcoVadis rating**, recognizing our environmental, social, and ethical performance as evaluated by one of the world's leading sustainability rating platforms.
- In **January 2026**, C1 was awarded an **EcoVadis Committed Badge**, further demonstrating our commitment to sustainable and responsible business practices and continuous improvement in ESG performance.
- In **2022, 2023, 2024, and 2025** C1 achieved **Cisco's Environmental Sustainability Specialization**, reaffirming our commitment to corporate social responsibility and environmental stewardship.
- In **2022**, C1 partnered with **Schneider Electric** to establish a greenhouse gas emissions baseline, including **Scope 1, Scope 2, and Scope 3 emissions**, for 2021 reporting and to support our long-term carbon management strategy.
- Engaged with Schneider Electric to obtain a carbon footprint baseline scope 1, 2, and 3 in 2022 for 2021 reporting.

2026 Goals

- Investment in tracking and reporting for Scope 1, and 2 emissions.
- Integrate environmental data into business reporting processes by year-end 2026.
- Maintain readiness for applicable climate disclosure requirements.
- Improve environmental data accuracy and transparency.



Major Environmental Issues

C1 will focus on the following key environmental issues, with specific strategies for each:

- 1. Climate Change:**
 - Implement measures to reduce GHG emissions and enhance energy efficiency across all operations.
- 2. Waste Management:**
 - Establish programs for waste reduction, recycling, and composting.
- 3. Resource Conservation:**
 - Optimize the use of natural resources, including energy, water, and materials, ensuring sustainable practices in all operations.
- 4. Pollution Prevention:**
 - Identify and minimize pollutants through enhanced operational practices and compliance with all environmental laws and regulations.

Review Mechanism

This policy will be reviewed annually by the ESG Council. The review will include:

- Assessment of progress against quantitative objectives.
- Evaluation of implementation effectiveness at all levels of the organization.
- Identification of areas for improvement and adjustment of targets as needed.

Feedback from employees and stakeholders will be actively requested to ensure continuous enhancement of our environmental practices. For suggestions or concerns regarding our environmental initiatives, please contact DiversityInclusion@onec1.com