

AVEPOINT, INC.

GLOBAL HUMAN RIGHTS POLICY

Approved and Effective: May 25, 2023

AvePoint, Inc., a Delaware corporation, (the “*Company*”) has adopted this Global Human Rights Policy (this “*Policy*”) and is committed to conducting its operations and supporting its customers from a foundation of integrity and ethical conduct. As a leading software technology company with worldwide operations and a global footprint, the Company recognizes the important role that it has in respecting human rights, through our employees, business partners and suppliers, and customers.

Therefore, it shall be the policy of the Company to take all steps necessary to support and promote the fundamental human rights of its employees, business partners and suppliers, and its customers. This Policy is supplemental to the Company’s Anti-Slavery and Human Trafficking Policy and should be read in conjunction with that policy.

The Company recognizes that its most valuable asset is its talent and it believes the success of the Company is dependent on having a broad mixture of ideas, perspectives and backgrounds within its workforce. The Company is committed to ensuring that there is no modern slavery and human trafficking in its supply chains or any part of its business. The Company will not knowingly enter into business with any organization which knowingly supports, or is found to be involved in, slavery, servitude, forced labor or compulsory labor.

To demonstrate its commitment to its workforce, the Company supports our employees and is committed to respecting their fundamental rights at work in the following ways:

- The Company will not accept forced, indentured, or prison labor.
- The Company will not tolerate unlawful discrimination or harassment against anyone on the basis of race, color, religion, gender, gender identity or expression, marital status, age, disability, veteran status, sexual orientation, national origin, citizenship, or other classification protected by applicable law.
- The Company will comply with local minimum age laws and requirements and will not employ child labor.
- The Company will protect our personnel from harassment and any conduct that may foster an offensive or hostile work environment, including unwelcome or unsolicited sexual advances, threats of physical harm or violent behavior, and use of discriminatory slurs or inappropriate remarks or jokes.

In addition, the Company will promptly investigate any reports of harassment, discrimination, or workplace violence and take corrective action as needed. The Company will not tolerate retaliation for reporting a concern or allegation in good faith. Such retaliation is prohibited by the Company's policies and may result in disciplinary action, including termination of employment or affiliation with the Company.

The Company encourages employees who observe, are informed of, or experience harassment or a violation of our Code of Ethics and Business Conduct to reach out to the Company's Anonymous Reporting Hotline as set forth in Exhibit A. Employees may also reach out to a member of the Company's People Team or the Company's Legal Team for assistance.

In addition, the Company is committed to finding ways to help those responsible for supply chain management learn how to recognize the potential risks of human trafficking in a business and how to identify actions that can be taken to address potential risks.

It is also the policy of the Company to use business partners who share its value of integrity, honesty, and ethical conduct. Therefore, the Company is committed to forming relationships only with business partners from around the world who share our commitment to ethical business practices.

The Company upholds standards that require our business partners to treat their own employees fairly in accordance with local laws and regulations regarding labor and employment, including slavery and human trafficking in our supply chain.

Finally, as a software company, the Company is a steward of data for our employees, vendors, and customers. The foundation of the Company is based on trust and the Company is committed to upholding trust as paramount in its business operations. Therefore, the Company complies with all applicable global data protection and privacy laws.

The Company's Privacy Notice explains how we access, collect, use, share, transfer, and store this information as permitted by law and in accordance with our privacy policies. All of our employees, contractors, and vendors are required to abide by our Privacy Notice.

EXHIBIT A

Anonymous Reporting Hotline Details

- **Primary Website For Making Reports:** <https://www.lighthouse-services.com/avepoint>
- **Direct Anonymous Reporting URLs:**
 - English www.lighthousegoto.com/avepoint/eng
 - Spanish www.lighthousegoto.com/avepoint/spa
- **Anonymous Reporting App: Keyword: avepoint**
 - Detailed instructions [here](#)
- **Toll-Free Telephone:**
 1. **Direct Dial**
 - English speaking USA and Canada: **833-950-4544**
 - Spanish speaking USA and Canada: **800-216-1288**
 - French speaking Canada: **855-725-0002**
 - Spanish speaking Mexico: **01-800-681-5340**
 - China: **direct dial available in early 2022 (for now, use the international AT&T USADirect number)**
 2. **AT&T USADirect**
 - **All other countries: 800-603-2869** (must dial country access code first [click here](#) for access codes and dialing instructions)
- **E-mail:** reports@lighthouse-services.com (must include the name “AvePoint, Inc.” or, if different, the name of the AvePoint subsidiary for which you work)
- **Fax:** (215) 689-3885 (must include the name “AvePoint, Inc.” or, if different, the name of the AvePoint subsidiary for which you work)

