

AVEPOINT, INC.
SUPPLIER DIVERSITY POLICY

Approved and Effective: May 25, 2023

AvePoint, Inc., a Delaware corporation, (the “*Company*”) has adopted this Supplier Diversity Policy (this “*Policy*”) and recognizes the value diversity brings to our employees, clients and the communities we serve.

Therefore, it shall be the policy of the Company to promote the inclusion of small and diverse businesses in our purchasing process, and to continuously strive to increase our use of such enterprises.

For the purposes of this Policy, the Company uses the Small Business Administration’s definition of “small” and, while not an exclusive list, the following types of businesses are considered by the Company to be “diverse”:

- Women-owned businesses;
- Veteran-owned businesses;
- Service-disabled veteran-owned businesses;
- LGBT-owned businesses;
- Disadvantaged businesses;
- Historically Underutilized Business Zone (HUBZone) businesses; and
- Minority-owned and other small businesses

While the Company will continue to evaluate its suppliers on several criteria including price, quality, customer service, delivery, and other business requirements, it will implement this Policy and its commitment to supplier diversity by:

- Identifying, actively seeking and continuously expanding our network of small, diverse business vendors;
- Training and encouraging our purchasers to include small, diverse business vendors in the purchasing process where there is alignment with our business needs; and
- Monitoring and measuring the effectiveness of our supplier diversity efforts.

The Company is committed to the successful implementation of this Policy. To achieve results, the Company will develop and monitor supplier diversity 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*”) will be responsible for developing, monitoring, and reporting on short-term and long-term supplier diversity goals and for the day-to-day implementation of this Policy. This 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 supplier diversity issues and makes recommendations related to this Policy and other supplier diversity initiatives.