



Electronics for Imaging Inc. (“EFI”)

EFI is a global technology company leading the transformation of analog to digital imaging with its printer and inkjet ink technologies and productivity software.

As an innovator in the digital printing and inkjet ink technology space, EFI has been driven by a passion to help its customers save energy, reduce costs, enable new digital applications, and minimize waste.

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Discover. Innovate. Integrat



Providing Opportunities for At-Risk Youth

The Mariano Rivera Foundation brings mentorship, life skills, STEM education, and vocational training to at-risk youth. Supported by EFI and other industry vendors in the printing industry, the Foundation is helping create a valuable pipeline for much-needed talent. This year, the Foundation began offering vocational training in their PDPD (Print, Design and Package Development) program and in September graduated their first class of students. Among the graduates – six students had completed the full set of EFI Fiery Professional Certifications!

Sustainable Product Innovations

During 2022, EFI commercialized two printers: the EFI Reggiani ecoTERRA and the VUTEk Paper Pro printer, both of which offer sustainable printing solutions. Both printers utilize water-based inks, which reduce both carbon emissions and Volatile Organic Compounds (VOCs). Water based inks do not require solvent cleaning which results in a more sustainable manufacturing process.

The EFI Reggiani ecoTERRA is an all-in-one solution for water-based pigment printing and requires no ancillary equipment for pre- and post-treatment. The EFI Reggiani ecoTERRA eliminates the need for steaming or washing textiles prior to printing. As a result, users can achieve superior printing results while using less time, water, and energy.

The VUTEk Paper Pro Printer, designed for high volume paper-based printing applications, utilizes an ink recirculation system which reduces purging, maintenance needs and stoppages, saving costs associated with ink and media waste. The VUTEK Paper Pro allows users to create large scale signage, such as billboards and posters that are recyclable.

Supporting a More Sustainable Industry



EFI is proud to be a gold patron of the Sustainable Green Printing Partnership (SGP), the leading certification authority in sustainable printing. EFI supports SGP's mission to promote and advance the sustainability of the printing industry. The SGP provides the printing industry a valuable network to share expertise and best practices with their certified printers and as well as other industry participants.

*Data as of October 2022



EQ

EQ is an international technology-led services and payments specialist providing expert shareholder, pension, remediation, and credit services. With over 5,000 employees, EQ supports 36 million people in 120 countries. EQ's purpose is to care for every customer and simplify every transaction, delivered with less of an impact on the environment.

EQ's ambition is to ensure growth in a responsible and sustainable way. For EQ that means advocating for customers, local communities, suppliers, colleagues, and the environment in all decisions. EQ is committed to embedding principles of responsible business through collaborative partnerships and strong governance.

ESG Awards and Recognition

- Consumer Inclusivity Initiative Award 2022¹
- Governance, Risk & Compliance Program of the Year at the Agility 2022²
- Award for Excellence in CSR and Sustainability at the Economic Times Ascent 2022³
- Top Employer UK Certification⁴

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Commitment to Carbon Reduction

During 2022 EQ published a [carbon reduction plan](#) and adopted carbon reduction targets in line with the Paris Agreement, committing to an absolute carbon reduction for the whole of EQ Group of 46.2% by 2029. This target supports keeping global temperatures below 1.5c, compared to pre-industrial levels. EQ has also committed to achieving net zero across scope 1, 2 and 3 emissions by 2040.

Diversity, Equity, & Inclusion

EQ was awarded Top Employer status in the UK for 2022, exceeding benchmark scores throughout the Diversity & Inclusion section. Additionally, EQ was named as a finalist for 'Best Diversity & Inclusion Strategy' at the prestigious HR Excellence Awards 2022.

EQ received the Consumer Inclusivity Initiative Award at the Public Trust Awards 2022 from the Chartered Insurance Institute. The award recognized EQ's achievements in delivering products and services that are accessible to all. EQ delivered customer training to more than 600 frontline colleagues, helping them identify vulnerabilities and updating our Compendia Touch software to record vulnerable customer needs, including how a member wants to interact with the company.

EQ has four employee led networks (Gender, Multicultural, LGBT+, Disability & Mental Health). An Executive Sponsor and the D&I Council provide oversight to each network. Today there are more than 300 active members and D&I became a staple of EQ's communications narrative. The EQ networks help embed D&I into the Company's corporate values. For example, the EQ multicultural network consulted with the business in its response to the issues raised by Black Lives Matter.

1. Consideration for the Consumer Inclusivity Initiative Award 2022 was based on the 2020-2021 time period. The award required an application and an application fee of less £500. Award recipients were chosen on September 15, 2022 by the Chartered Insurance Institute based on criteria listed here ([CII Public Trust Awards - Award categories](#)).
2. Consideration for the [Governance, Risk & Compliance Program of the Year](#) at the Agility 2022 was based on the calendar year of 2022. The award required an application but did not require an application fee. Award recipients were chosen on September 23, 2022, LogicGate, Inc. based an open voting process.
3. Consideration for the [Award for Excellence in CSR and Sustainability](#) at the Economic Times Ascent 2022 was based on the 2021-2022 time period. The award required an application and an application fee of INR 70,000. Award recipients were chosen on September 21, 2022 by FUN AND JOY AT WORK ([funandjoyatwork.com](#)) based on a review of the application and materials provided.
4. Consideration for [Top Employer UK Certification](#) was based on the calendar year of 2021. The award required an application and an application fee. Award recipients were chosen in January 2022 by the Top Employers Institute based on a questionnaire and independent audit.

*Data as of October 2022





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Excellence in Community Service

EQ India was recognized for Excellence in CSR and Sustainability at the 2022 Economic Times Ascent Awards. During 2022 the EQ India team worked hard on new social initiatives, including helping with a tree planting drive and renovating a pond in a village near Chennai to provide local access to sufficient water. The team is also just months away from completing the renovation of two new classrooms for a rural school where the pupils currently must have their lessons outside because of the dilapidated state of the building.



“We are honored to receive this award from The Economic Times for our work in CSR and sustainability. We’re so proud to help make a difference to the education of all the school children who have nowhere indoors to sit. But there is more to do and our forward-thinking CSR committee are dedicated to making a positive contribution in our society.”



Nikhil Raj

EQ India’s Human Resources Director

Award-winning Governance Risk & Compliance

EQ's implementation of LogicGate won the award for Governance, Risk & Compliance Program of the Year at the third annual Agility Conference 2022, held in Chicago. This event recognizes some of the most prominent organizations worldwide and celebrates industry experts who are true experts in risk and compliance.



*Data as of October 2022
Please see previous page for award sources

Travelport

Travelport is a global technology company that powers bookings for hundreds of thousands of travel suppliers worldwide. Buyers and sellers of travel are connected by the company's next generation marketplace, Travelport+, which simplifies how brands connect, upgrades how travel is sold, and enables modern digital retailing. Headquartered in the United Kingdom and operating in more than 180 countries around the world, Travelport is focused on driving innovation that simplifies the complex travel ecosystem.

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Environmental Sustainability

Travelport is adopting a best-in-class approach for improving the environmental sustainability of both its operations and the travel industry it supports, and ultimately aspires to make a positive contribution to the natural environment. To achieve this, the company is undertaking a wide range of activities that are focused on ensuring it:

- Achieves net zero greenhouse gas emissions by no later than 2050
- Enables travel buyers to make sustainable choices

In 2022, Travelport joined global sustainable travel coalition, Travalyst. As part of the group, it is now working alongside some of the world's largest travel companies and service providers to help resolve the travel industry's greatest challenges in sustainable travel.

One of Travelport's top priorities for 2023 is to reduce the environmental impact of its data centers, primarily by avoiding emissions through the purchase of renewable energy and reducing energy and water consumption through efficient data center practices.

Social Sustainability

Travelport is focused on two areas of social sustainability: Diversity, Equity, and Inclusion (DE&I), and giving back to the community. For DE&I, the company is driving accountability by developing the skillsets and mindsets of people at all levels and by collecting data, insights and metrics that allow it to continually learn and develop a truly diverse workforce and inclusive place to work. The company also recently joined **IATA's 25by2025 initiative** and, in doing so, committed to increasing the number of women in senior positions and under-represented areas.

In 2022, Travelport also committed to giving back on a larger scale by forging a global partnership with **Save the Children UK** to support the hardest hit areas of the world where children are in need. After an initial \$100,000 donation to support children impacted by the crisis in Ukraine, the company is now attempting to raise another \$100,000 in partnership with employees to help tackle the global hunger crisis.

Governance

Travelport is committed to operating in an ethical manner, underpinned by its core values. In 2023, the company aims to establish a formalized ESG committee that will report to the Audit and Risk Committee. This committee will be responsible for monitoring and advising Travelport's management team regarding all ESG matters of relevance and significance to its operations.

Digital River

Digital River is a leading provider of e-commerce solutions. Companies of all sizes rely on Digital River's multi-tenant SaaS commerce, payments and compliance services to manage and grow their online, direct-to-consumer businesses.

Digital River promotes a company culture in which all employees feel a sense of belonging, enabling them to feel valued, respected, engaged, and to reach their full potential.

ESG Awards and Recognition

- 2022 Star Tribune Top Workplace¹
- Top Workplaces Culture Excellence Award for Work-Life Flexibility²
- Technical Inclusion Conference Top 50 Diversity Officer in Tech³

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Award-winning Culture

In 2022, Digital River was recognized by the Star Tribune as a Top Workplace National Standard Setter. This is the second year that Digital River has received this recognition. Digital River also received a "Culture of Excellence" award for work-life flexibility from Top Workplace awards as well in both 2021 and 2022. Digital River's recognition is a reflection of the differentiated culture that is focused on innovation, shared knowledge, personal ownership, excellence, and uniqueness.



Community Outreach

Digital River demonstrated its culture of service in 2022 by supporting community organizations. In recognition of World Autism Acceptance Month, Digital River supported the RUN FOR AUTISM, a virtual event presented by the Organization for Autism Research (OAR). To assist needy families during the holiday season, each November for the past three years, Digital River volunteers have sold "Turkey Coupons" for the ICA Food Shelf in Minnetonka, Minnesota. Digital River also donates used equipment to Minnesota Tech for Success Program. Minnesota Tech for Success recycles, and repairs donated computers to refurbish them for schools and educationally focused community organizations. Minnesota Tech for Success programs enable digital equity by providing technology access to underserved communities.

Leadership in Diversity

Digital River joined the growing list of companies whose CEOs have signed the CEO Action for Diversity & Inclusion™. CEO Action for Diversity & Inclusion™ is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. More than 2,300 CEOs have signed on to this commitment. All the CEO signatories of the commitment serve as leaders of their companies and are devoted to implementing leading diversity and inclusion practices within their workforce. Additionally, Digital River's Diversity & Inclusion Officer was recognized by the Technical Inclusion Conference as a Top 50 Diversity Officer in Tech.

Employee Health & Engagement

In addition to philanthropic and volunteer opportunities, Digital River offers many fun and creative ways to engage its employees. Team members participate in "bring your dog to work" day and regular holiday celebrations. As part of Digital River's holistic approach to employee health, remote employees are offered one-on-one ergonomic assessments with a trained ergonomic risk assessment. Each employee completing this assessment receives a report with all the necessary advice and recommendations for creating a safe and healthy workspace as well as a recommended exercise program.

1. Consideration for the 2022 Star Tribune Top Workplace was based on an employee survey conducted January 2022. The award did not require an application, however, Digital River paid \$5,355 to participate in the survey. Award recipients were announced June 2022, by the Star Tribune. [Award criteria is listed here.](#)
2. Consideration for the Top Workplaces Culture Excellence Award for Work-Life Flexibility based on an employee survey conducted January 2022. The award did not require an application, however, Digital River paid \$5,355 to participate in the survey. Award recipients were announced June 2022, by the Star Tribune. [Award criteria is listed here.](#)
3. Consideration for the Technical Inclusion Conference Top 50 Diversity Officer in Tech was based on the 2022 time period. The award was based on a nomination process and did not require an application. Award recipients were chosen on September 26, 2022, by the Tech Inclusion Conference based on [criteria listed here.](#)

*Data as of October 2022

Mavenir

As a global (US-headquartered) telecommunications leader with 37 offices across 25 countries, Mavenir is committed to ensuring a healthy, inclusive, and diverse workforce; promoting community involvement; and advancing environmental performance; enabling representation, equity and belonging for all team members across Mavenir's global sites.

ESG Awards and Recognition

- TrustRadius Tech Cares Award 2022¹

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Caring for our Communities through MAVcares – Global CSR Initiative

In February 2022, Mavenir proudly launched a global Corporate Social Responsibility (CSR) program – MAVcares – a way for all global Mavenir employees to give back, unified by the mantra: “United for Change.” The program introduced a new MAVcares platform providing a way for employees, company-wide, to purposefully donate, volunteer, and take action on social issues.

Mavenir chose ten charities, under six pillar causes, to support in 2022. Corporate matching funds are equally distributed to Mavenir's chosen pillar causes and associated charities:

- **Support for Children with Hearing Loss** - [AG Bell](#)
- **Supporting People with Disabilities** - [Enable India](#)
- **Empowering Girls' Education** - [Malala Fund](#) and [Akshara Foundation](#)
- **Protecting Our Environment** - [Natureskyddsforeningen](#) and [World Wildlife Fund](#)
- **Fighting Hunger** - [Rise Against Hunger India](#) and [An Egg a Day Project](#) and [Network of Community Ministries](#)
- **Eliminating Poverty** - [Miracle Foundation](#)

Mavenir has initiated a volunteer program, giving all global staff eight hours annually of Company-Paid Time Off for volunteerism, encouraging employees to participate in global Giving Days, in support of Mavenir's pillar causes. The first round of global MAVcares Giving Days were hosted in the Spring and Fall of 2022, with over 2,000 hours volunteered by 480+ global volunteers at 41 Giving Day events.



During 2022 Mavenir's ESG efforts were recognized with a Tech Cares Award from TrustRadius, one of the most trusted research and review platforms. The award celebrates companies that have gone above and beyond to provide impactful corporate social responsibility (CSR) programs for their employees and surrounding communities.

1. Consideration for the TrustRadius 2022 Tech Cares Award was based on 2021 programs. The award required an online nomination, with no fees for nomination or award acceptance. Award recipients were awarded in October 2022 by TrustRadius based on their research team's evaluation, using the [criteria detailed here](#).

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Creating Equitable Employee Experiences

Over the past year, Mavenir has made great progress in furthering its ESG commitments, with emphasis on equitable employee experiences for its growing and hybrid workforce. In addition to driving internal initiatives to promote the advancement of Diversity, Equity, Inclusion and Belonging (DEIB), Mavenir became a founding member of the **Telecom Infra Project (TIP) Diversity Committee**, earning a co-chair seat on the council in 2022. The committee seeks to further the business value of diversity in its many forms – from diverse (particularly gender-diverse) representation in the workplace, to diversity of supply chain across the Telecom industry. Together, with its TIP partners, Mavenir continues to bring important discussions around DEIB to the forefront, from promoting diverse representation at industry events, to sharing best practices for diverse talent acquisition and retention.

To provide equitable onboarding experiences during the pandemic, Mavenir launched an innovative New Joiner program - Mavenir's New Joiner Corner is a virtual destination for all new employees to get started with onboarding activities, familiarize themselves with frequently used portals and tools, virtually "meet" leadership teams, and understand Mavenir's business portfolio. The portal includes a New Joiner Training section with training and course materials, tailored for new joiner learning and success. The development of this platform has allowed Mavenir to create an inclusive team environment for all employees, regardless of whether they work remotely, hybrid or in-office. The New Joiner program has positively impacted employee engagement – as all employees have a centralized platform with common employee experiences and events.

External ESG Disclosure & Transparency Actions

Mavenir engages with several leading organizations to disclose and provide transparency of its corporate sustainability practices. Mavenir is a signatory of the United Nations Global Compact and has disclosed to the CDP-Climate since 2018. Mavenir participates in the Telecommunication Industry Association's (TIA) QuEST Sustainability Assessment program. In 2022, Mavenir was awarded the prestigious EcoVadis Bronze medallion for its commitment to sustainability and corporate social responsibility by the EcoVadis rating agency, the world's largest provider of business sustainability ratings.²

1. Please see previous page for award sources

2. EcoVadis.com

*Data as of October 2022

Constant Contact

Constant Contact delivers for millions of small businesses and nonprofits worldwide with powerful tools that simplify and amplify digital marketing. Whether it's driving sales, growing a customer base or engaging an audience, Constant Contact delivers the performance and guidance to build strong connections and generate powerful results.

Constant Contact is committed to fostering a culture of connection. Constant Contact employees build strong relationships with each other so that everyone feels included, supported and heard. Constant Contact employees close the gap between “what is” and “what can be” through innovation, advocacy and with a deep sense of integrity.

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Diversity and Inclusion

Constant Contact continues to strengthen its commitment to diversity and inclusion. The launch of new company values serves as a foundation for the work done and community created by employees. The value “You Belong Here” galvanizes the company’s commitment to an inclusive work environment. Unique trainings on DEI and Belonging topics are driving continuous learning; 93 employees have taken over 325 courses in the few months since launching.* Additionally, to further diversify the talent pool for all jobs, Constant Contact has partnered with Broadbean to post all open job requisitions on 19 unique diversity job boards. Ten Affinity Groups continue to be an integral part of the culture at Constant Contact. Group sizes range from 22 to 113 employees. During 2022 the company increased its commitment to our LGBTQIA+ employees and allies by sponsoring PRIDE events throughout our office locations, and partnering with the National LGBT Chamber of Commerce (“NLGCC”) to ensure all Pride promotional items were purchased through LGBTQIA+ owned businesses. In 2023, Constant Contact is expanding fertility benefits to support family planning across all employee groups. To demonstrate a commitment to DEI efforts, Constant Contact has submitted a nomination for the Everest I&D Impact Awards in the Inclusion category, which focuses on progress made towards a culture of inclusiveness.

Green Initiatives and Community Engagement

Constant Contact strengthened its partnership with the Thompson Island Outward Bound Education Center by participating in their annual 4K race and a volunteer day in October. Constant Contact also began new partnerships with Cradles to Crayons, a Massachusetts-based nonprofit providing resources to homeless and low-income children, and Grace Marketplace, a Gainesville-based customer with one goal in mind: to end homelessness. Constant Contact held events near office locations and promoted opportunities to all employees to volunteer at local food banks during the season of giving to provide meals to those in need.

Internet Governance and Cyber Security

Constant Contact continues its progress on ensuring that its ability to deliver large-scale digital marketing campaigns directly to target audiences is not misused by cyber-criminals. To that end, Constant Contact has made Multi-Factor Authentication available to all customers for free as a means to combat cyber crime and has made it compulsory for large-scale customers, government and non-government organizations. Also, Constant Contact has robust procedures for quickly identifying and removing campaign content that has been deemed to be fraudulent or unauthorized. By helping ensure that the platform will not be used as a vehicle to spread damaging content, Constant Contact is delivering a socially responsible service.

*Data as of October 2022

Newfold Digital ("Newfold")

Newfold is a leading web technology company serving millions of small to medium businesses globally to build a digital presence that delivers results.

Newfold believes in fostering a culture that encourages everyone regardless of race, gender, ethnicity, sexual orientation, religious affiliation, or social economic background to feel comfortable being their authentic selves at work. Newfold is committed to embracing its employees' differences and creating an open and inclusive environment that will help everyone achieve their full potential, and ultimately help bring about positive outcomes for colleagues, customers, and the communities they represent.

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Supporting the LGBTQIA+ Community around the Globe

Newfold proudly supports LGBTQIA+ across our global communities. In April 2022, the Jacksonville, Florida Newfold team generously supported the 2022 Strides for Pride, a fun filled 5k to benefit JASMYN. JASMYN is a non-profit organization that empowers LGBTQIA+ youth through leadership, advocacy, resources and a safe and confirming community. In August, the Newfold Digital's team in Wijchen, The Netherlands celebrated Pride together from their well decorated boat as a floating participant in the Amsterdam Pride Canal Pride!

We will never Forget

In April 2022, nearly 200 Newfold employees joined together in a virtual event hosted by the Jewish@Newfold Affinity Group and the United States Holocaust Memorial Museum. During the event, attendees had a once-in-a-lifetime opportunity to hear from Holocaust survivor Rae Goldfarb as she shared stories about her childhood in Doksycyca, Poland, life under Nazi rule and her eventual escape from a Jewish ghetto.

Parenting with a Career Panel Discussion

In recognition of the unique challenges faced by working Parents, the Parents@Newfold affinity group hosted an optional event for Newfold team members. Hosted in September as many employees faced the start of another school year, this interactive event was designed to offer support and advice on a myriad of topics including nutrition, managing unexpected school closures, and dealing with traditional milestones such as starting kindergarten or graduating from high school.

Heart Healthy Communities

In May 2022, the Newfold Jacksonville team sponsored an American Heart Association's Go Red for Women luncheon in Jacksonville. According to the AHA, "cardiovascular disease in the No. 1 killer of women, but the simple truth is that most cardiovascular diseases can still be prevented with education and healthy lifestyle changes." The Newfold team was honored to step up to provide an opportunity for women in their local community to learn how to improve their health.

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Giving Around the Globe

Throughout the year, Newfold sponsors several charitable programs around the globe. During 2022 in India, Newfold sponsored two preschools through [SHEH Foundation](#). Newfold's sponsorship provided covered uniforms, shoes, and bags for 180 children, as well as infrastructure and faculty salary costs. Newfold also worked with [ThinkSharp](#) Foundation to sponsor 12 digital classrooms, 12 libraries and computers in 4 schools, which provided educational benefits for 2,492 children. Other 2022 charitable activities included a donation of school supplies to local areas in Brazil and a partnership with St. Jude Cancer Care Center in Mumbai to sponsor 11 Family Units and to donate operational expenses.

ESG Awards and Recognition

- Silver Globee® for Women-Run Workplace of the Year in the 2022¹
- Top 100 Best Leadership Teams²
- Number-one woman-led business in Florida by The Commonwealth Institute³
- SILVER STEVIE® WINNER- Woman of the Year - Business Services Industries⁴
- SILVER STEVIE® WINNER- Information Technology Executive of the Year⁵



1. Consideration for the Silver Globee® for Women-Run Workplace of the Year in the 2022 was based on the 2022 time period. The award required an application, and an application fee of \$480. Award recipients were chosen in September, 2022 by The Globee Awards based on [criteria listed here](#).
2. Consideration for the Top 100 Best Leadership Teams was based on the time period of June 2021 – June 2022.. The award required an application but did not require an application fee. Award recipients were chosen in July 2022 by Comparably based on [criteria listed here](#).
3. Consideration for the Number-one woman-led business in Florida by The Commonwealth Institute was based on the calendar year of 2021. The award required an application but did not require an application fee. Award recipients were chosen in June 2022 by The Commonwealth Institute-Florida and Kaufman Rossin based on [criteria listed here](#).
4. Consideration for SILVER STEVIE® WINNER- Woman of the Year - Business Services Industries was based on the 2020 – 2021 time period. The award required an application, and an application fee of \$335. Award recipients were chosen in April 2022 by the American Business Awards based on [criteria listed here](#).
5. Consideration for SILVER STEVIE® WINNER- Information Technology Executive of the Year was based on the 2020 – 2021 time period. The award required an application, and an application fee of \$255. Award recipients were chosen in April 2022 by the American Business Awards based on [criteria listed here](#).

*Data as of October 2022



TPx

TPx helps businesses navigate the complicated and evolving IT landscape. As a leading nationwide managed services provider, TPx helps businesses simplify operations, optimize networks, improve productivity, reduce costs and keep IT environments secure.

TPx is a leading nationwide managed service provider focused on the success of small- and medium-sized businesses. TPx's customer service and affordable products make it a partner of choice for many non-profits and community-based businesses.

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DEI Efforts

In 2022, TPx focused on demonstrating its commitment to diversity, equity, and inclusion. With an executive leadership team comprised of 56% women, this diverse tone at the top was emphasized through an Executive Op Ed Series, which was published monthly in the company newsletter, highlighting the diversity in gender, ethnicity, and sexual orientation in Company leadership. These articles showcased the unique perspectives on the importance of DEI at TPx.

TPx women also won numerous individual awards in 2021-22 in support of their commitment to gender diversity and leadership, including CRN's 2022 Women of the Channel List, 2022 Channel Futures Networking & Connectivity Channel Leaders List, and Sandler Partners Channel Managers of the year. Additionally, TPx's CEO was named as a recipient of the Channel Futures DE&I 101 award for driving diversity, equity, and inclusion in the information and communications technology channel through actions and leadership at TPx.

In Q2 and Q3, TPx DEI Leadership, in coordination with the Learning and Development team, conducted 11 live training sessions on unconscious biases. The training attendance rate averaged 74% of the company's employees. Each session included a 20-30 minute breakout session consisting of 10-12 employees who engaged in dialogue about their experiences.

Community Service

In 2022, TPx also kicked off its inaugural Days of Service program encompassing 20 service projects (both in person and virtual) in 15 cities across the country performed by TPx employees for the benefit of local charitable organizations. Over 250 TPx employees registered to participate in the first annual Days of Service program and dedicated a combined 874 hours of their time to making a positive impact in their local communities by supporting initiatives that serve underprivileged groups. Throughout the year, TPx employees participated in charitable events like Arrow's Tee up for Kids golf tournament, helped fundraise money for different organizations like Advocates, which support social, economic, and health justice, and served on multiple boards, including First Tee of Sacramento. These are just a few examples of philanthropic efforts by TPx employees, which are commonplace at the company.

*Data as of October 2022



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ESG Awards and Recognition

- Channel Futures Networking & Connectivity Channel Leaders list¹
- CRN's 2022 Women of the Channel List²

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Materials Sourcing

In an effort to mitigate the impact of potentially critical materials within its supply chain, TPx made strides in its materials sourcing by adopting a Business Partner Code of Conduct in Q2. Through this Code of Conduct, TPx sets expectations for its business partners on, among other things, important issues of ethical, social, and environmental responsibility. The expectations are included in agreements with business partners, thereby encouraging stronger commitment and providing TPx a potential enforcement avenue.

Customer Projects

The Children's Rescue Fund (CRF) is a not-for-profit in New York City that provides temporary housing and support services for homeless mothers and children. The not-for-profit organization staffs between 200-300 employees at any given time, which is why having reliable and flexible communication technology for its team is so important. By implementing TPx's communications products and services, CRF employees have more flexibility in how they schedule their workdays, including a new ability to work from home. Increased communication, connectivity, and flexibility help CRF employees facilitate the services and resources necessary to build a stronger local community.

The mission of Boys & Girls Clubs of Hawaii (BGCH) is to enable all young people — especially those who need it most — to reach their full potential as productive, caring, and responsible citizens. Nonprofits are popular targets of cybercriminals due to their large database consisting of personal, account, and payment information of donors and board members. BGCH wanted to reduce the threat of cyberattacks, protect donor data, and prevent employees from clicking unsafe links. BGCH chose to implement TPx's Security Training Program, which is fully managed by TPx. After the implementation of TPx's Security Awareness Training program, cybersecurity metrics continued to improve. The program has enabled BGCH employees to know how prevent cyberattacks and safeguard important data, so that they can focus their attention on what matters most: helping kids reach their full potential.



1. Consideration for the Channel Futures Networking & Connectivity Channel Leaders list was based on the 2022 time period. The award did not require an application. Award recipients were chosen in November 2022 by [Channel Futures \(www.channelfutures.com\)](http://www.channelfutures.com) based on their companies' market share, growth potential, strength of partner network, scope of partner program and the individual's impact on the partner ecosystem.
2. Consideration for CRN's 2022 Women of the Channel List was based on 2022. The award required an application but did not require an application fee. Award recipients were chosen in May 2022 by CRN (www.crn.com) based on an applicant questionnaire.

*Data as of October 2022