



A10 NETWORKS, INC.

Environmental Sustainability Policy

Mission Statement

A10 Networks, Inc. (the “Company”), endeavours to operate in a way that reduces the negative environmental impact of its operations beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods, with regular reviews. We encourage customers, suppliers, and other stakeholders to do the same.

Responsibility

Bret Sloan, Vice President, Operations, is responsible for ensuring that the environmental policy is implemented. However, all employees have a responsibility to ensure that the aims and objectives of the policy are understood, recognized, and met.

Policy Aims

We endeavour to:

- Comply with and exceed all relevant regulatory requirements.
- Continually improve and monitor environmental performance.
- Continually reduce environmental impacts.
- Incorporate environmental factors into business decisions.
- Enhance employee awareness, training, and understanding of key environmental issues and the environmental impacts associated with their work activities
- Maintain an environmental management system, review impacts, set targets and report on performance.

Carbon Management

Carbon reduction and abatement are a priority for us. As such we have made a strategic decision to reduce carbon emissions in both our direct operation and supply chain. As part of this commitment we:

- Invest in carbon management and consider opportunities for direct investment in renewable energy production at our facilities.
- Monitor our energy consumption.



- Set carbon reduction targets, wherever we operate.
- We encourage teleconferencing and videoconferencing as alternatives to business travel where feasible.

Paper and Packaging

- We adopt effective procedures to enhance use of sustainable materials in our products, packaging, and buildings.
- We minimize the use of paper in the office.
- We reduce packaging as much as possible.
- We seek to buy recycled and recyclable paper products.
- We reuse and recycle paper, packaging and unused products where feasible.

Energy and Water

- We are committed to responsible energy and water management and to improving the efficiency of resource use across its operations.
- We implement energy-efficient operational practices, including the use of automatic timers, motion sensors, and energy-conscious heating and cooling controls, to minimize unnecessary energy consumption.
- While A10 Networks is not currently certified to ISO 50001, A10 Networks applies energy management practices aligned with recognized energy efficiency principles and continuously evaluates opportunities to enhance energy performance.
- Energy efficiency and performance are considered during the procurement of equipment and supplies, favoring more energy-efficient options where feasible.
- We monitor water consumption across our operations and assess opportunities for improving water efficiency where feasible.

Office Supplies and Suppliers

- We will evaluate if the need can be met in another way.
- We will evaluate if renting/sharing is an option before purchasing equipment.
- We will evaluate the environmental impact of any new products we intend to purchase.
- We will favor environmentally preferable and energy efficient products wherever possible.
- We will reuse and recycle everything we are able to.
- We expect our suppliers to work with us to meet our environmental objectives.



Supplier Environmental Policy

- A10 Networks, Inc. expects its suppliers, contractors, and business partners to operate in an environmentally responsible manner and to support the Company's environmental sustainability objectives
- Suppliers are expected to comply with all applicable environmental laws and regulations in the jurisdictions in which they operate.
- Suppliers should manage environmental risks associated with their operations, including responsible management of materials, waste, and chemicals.
- Suppliers are expected to take reasonable steps to minimize environmental impacts arising from the products and services provided to A10 Networks.
- Environmental considerations may be incorporated into supplier selection, evaluation, and ongoing relationship management processes.

Environmental Management System

- A10 Networks maintains environmental management practices aligned with recognized environmental management principles.
- While the Company itself is not currently certified to ISO 14001, A10 Networks contracts the manufacturing of its products to third-party Contract Manufacturing Suppliers (CMS).
- All Contract Manufacturing Suppliers engaged by A10 Networks maintain ISO 14001-certified environmental management systems covering their manufacturing operations.

Transportation

- We reduce the need to travel, restricting travel to essential trips only.
- We provide charging facilities at our home office for employees who use electric vehicles at no charge to them.
- We promote the use of travel alternatives such as e-mail or video/phone conferencing.
- We make additional efforts to accommodate the needs of those using public transport or bicycles.
- We favor 'green' vehicles and maintain them rigorously to ensure on-going efficiency.

Maintenance and Cleaning

- Cleaning materials used are as environmentally friendly as possible.
- Materials used in office refurbishment are as environmentally friendly as possible.



- We only use licensed and appropriate organizations for waste disposal.

Monitoring and Improvement

- We comply with all relevant regulatory requirements.
- We monitor environmental performance and pursue continual improvement to reduce environmental impacts..
- We incorporate environmental factors into business decisions.
- We will periodically review this policy and any related business issues.

Culture

- We involve staff in the implementation of this policy, for greater commitment and improved performance.
- We update this policy periodically in consultation with staff and other stakeholders where necessary.
- We provide staff with relevant environmental training.
- We work with suppliers, contractors, and sub-contractors to gauge and help them improve their environmental performance.
- We use local labor and materials where available to reduce emissions and help the local community.

DocuSigned by:

8E1F884F3FAF464...

Bret Sloan
Director, Global Operations

Dated: 4/21/2026