

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 review points. 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.
- Increase employee awareness and training regarding environmental related matters.
- Maintain an environmental management system, review impacts, set targets and report on performance.
- Train our employees on key environmental issues and make them aware of the impact of their work activities on the environment.

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 realistic carbon reduction targets, wherever we operate.

As noted below, we also encourage teleconferencing and videoconferencing over business travel.

Paper and Packaging

- We adopt effective procedures to enhance use of sustainable materials in our products, packaging, and buildings.
- We minimise 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 realistic.

Energy and Water

- We reduce the amount of energy used in our operations as much as possible.
- Most lights and electrical equipment are on automatic timers or motion sensors and otherwise switched off when not in use.
- Heating and cooling are adjusted with energy consumption in mind.
- The energy consumption and efficiency of supplies is considered when purchasing.
- We monitor our water consumption and set realistic reduction targets, wherever we operate.

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 more environmentally friendly and efficient products wherever possible.
- We will reuse and recycle everything we are able to.
- We expect our suppliers to work with us in meeting our environmental objectives.

Transportation

- We reduce the need to travel, restricting to necessity 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 to dispose of waste.


Monitoring and Improvement

- We comply with all relevant regulatory requirements.
- We continually improve and monitor environmental performance.
- We strive to continually improve and 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 generally community.

Signed

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Bret Sloan
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Vice President, Operations

Dated: 3/4/2024