

# Environment, Social, and Governance Statement

**As a global leader in Internet of Things (IoT) connectivity products and services, Digi International is committed to improving the economic, social, and environmental impacts of our business operations continually.**

**The following statement summarizes our principles and philosophies that we aim to integrate into our business operations.**

## **Our Commitment to Ethical Business Conduct**

Digi is committed to conducting business in accordance with the highest ethical standards and applicable laws. We maintain and all personnel are expected to abide by a [Global Code of Business Ethics and Conduct](#), which serves as the foundation of Digi's core values that drive our company's culture. In addition, our employees regularly complete training and

education on a range of important issues related to our Code of Conduct and their roles within the company, such as:

- Anti-corruption practices
- Export controls
- Information security and cyber-risk awareness
- Responsible social media use
- Workplace diversity and inclusion
- Prevention of insider trading
- Workplace safety
- Hazard communication standards
- Quality
- EMS ISO14001 standard for environmental management
- Preventing discrimination and harassment
- Data protection

Additionally, all employees must certify they understand and comply with the expectations contained in the Code of Conduct. We also maintain an anonymous hotline for employees to report concerns regarding violations of the Code of Conduct.

Digi strives to act in fair and honest manner in all business dealings and believes this is critical to our success. In support of this objective, we use consistent pricing practices and apply pricing exceptions only in accordance with company policy. We strictly prohibit collusion with competitors and engaging in intentionally misleading or fraudulent market practices. We do not seek to pressure customers into unnecessary or excessive

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purchases. As a matter of policy, we do not misrepresent the extent of our products or service offerings or make promises we have reason to believe we cannot keep.

To avoid potential entanglements in our business activities with political actors, Digi restricts all financial or in-kind political contributions, whether direct or indirect.

Digi carefully reviews the practices of its suppliers before contracting with them and does not rely on forced labor in any form, including slavery and child labor. We also conduct periodic due diligence with our suppliers in an effort to ensure their practices meet our standards in this regard.

Digi respects the intellectual property rights of third parties. We maintain procedures to ensure use of third-party intellectual property is in compliance with license agreements. We do not knowingly obtain or use information provided to us via illegal methods or means. All Digi personnel and representatives are directed to comply with applicable anti-competitive laws and Digi has never been involved in legal actions regarding anti-competitive behavior or antitrust and monopoly legislation.

Digi's Code of Conduct and other policies direct us to maintain appropriate business relationships with our customers, prospective customers, vendors, suppliers, and other business parties and Digi maintains a stringent compliance program with respect to anticorruption laws. We conduct due diligence on prospective distributors and resellers; require their compliance with applicable anti-corruption laws; assure anti-corruption training is provided to our employees, distributors, and resellers; and conduct periodic compliance

reviews in selected Digi offices as well as with selected distributors and resellers.

Because Digi conducts business globally, we have taken strong steps to ensure we comply with local laws and regulations regarding the export of goods, services, and technical information. For instance, we screen all product orders to ensure they were not placed by parties to whom we cannot sell, and we require distributors and resellers to comply with these laws. In some instances, we seek government clearance to sell certain products that could be used for illegal or unpermitted purposes, even though the law does not require us to do so.

## Our Commitment to Preserving the Environment for Future Generations

At Digi, we believe that everyone plays a role in protecting the environment and we strive to lead by example in numerous areas of our business in this regard. Digi's goal is to foster responsibility in daily operations and to meet or exceed the compliance requirements of all applicable environmental legislation and regulations as well as other voluntary measurements to which we subscribe. We promote the prevention of pollution and continually work to improve the effectiveness of our environmental management systems in support of that goal. We have taken a range of proactive steps to meet this commitment.

We've committed to a "reduce, reuse and recycle" program at our headquarters, satellite offices, and production/distribution facilities.

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As an example, when moving into new corporate headquarters in 2019, we selected a space and a design team that supported our goals for environmental responsibility. We chose a modern, sustainable building that follows LEED Gold design principles. Our HVAC system uses built-in intelligence to minimize energy consumption and maximize conservation, and our offices are outfitted with sensors and smart lighting to minimize unnecessary electricity consumption. Our space used green materials in the build-out, including recycled materials in our carpets, upholstery, wall panels, and acoustical panels. We also used low VOC paints and coatings and installed LED lighting. Additionally, we built a stairway to connect our two floors to reduce the number of elevator runs between floors. We switched from bottled beverages to beverage dispensers. We switched from paper products in our kitchens to dishes, stainless steel flatware, and ceramic cups.

In our production and distribution facilities, we take great care to isolate and properly dispose of computer waste products. Third-party experts regularly remove components and items with metals or potentially harmful chemicals for proper recycling and/or disposal. We also work with our contract manufacturing facilities around the world to implement and maintain leading environmental practices.

We design and manufacture our products to minimize and, where possible, eliminate the use of potentially toxic materials in printed circuit boards, internal leads, or components such as capacitors and resistors. We aim to meet the European Union's Restrictions on Hazardous Substances – specifically, [EU RoHS Directive 2011/65/EU with amendment Directive 2015/863/EU](#), which sets thresholds for elements and compounds such as lead, mercury, and cadmium. Similarly, our products comply

with [EU REACH regulation \(EC\) No 1907/2006](#). Substances of Very High Concern (SVHC) as listed by the European Chemicals Agency (ECHA) are not knowingly added to our products. We require suppliers to avoid the use of ozone-depleting substances, and, to our knowledge, our suppliers comply.

Independent auditors verify our compliance with applicable environmental regulations, and we're proud to have earned our ISO-14001:2015 certification in 2018. The ISO-14001 standards were issued to foster stronger management of environmental operations. ISO-14001 helps organizations reduce or eliminate processes that can harm the environment while meeting stringent regulatory frameworks and continuously improving environmental stewardship. ISO 14001 compliance is based on our ability to document and follow written processes for how a product is produced.

Digi created its [Green Tech Customer Innovation Awards](#) to acknowledge and highlight customers that excel in the green technology field and offer advanced solutions for environmental issues. Each winner has used Digi solutions to build or deploy technologies supporting a greener world and stronger environmental stewardship. These companies have shown forward-thinking leadership and innovation in eco-friendly and environmentally safe applications.

U.S. law requires publicly traded companies to disclose their use of certain minerals (tin, tantalum, tungsten, and gold – commonly known as 3TG) or other derivatives mined in the Democratic Republic of the Congo (DRC) and in adjoining countries, whose revenues may be used to directly or indirectly finance armed groups engaged in civil war. Colloquially, these are known as “conflict minerals.” In full support of this

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legislation to identify and minimize the use of conflict minerals in our products, we have adopted OECD due diligence guidance for managing the conflict minerals supply chain. We work with suppliers to follow socially responsible policies that ensure materials supplied to us have the highest possible likelihood of being conflict-free. Although we have no direct contact or control of smelters in our supply chain, our due diligence has indicated that we neither support nor source materials from smelters located in the DRC conflict zone.

## Our Commitment to Advancing Diversity and Inclusion

Our Executive team has established 3 core pillars to guide our commitment to Inclusion & Diversity: Culture of Inclusion, Talent, and Community Impact. It is imperative for us to promote and foster an inclusive and diverse culture that values differences, honors our cultural imperatives, and actively engages within our communities. We pursue this mission through a variety initiatives.

Our Diversity & Inclusion committee focuses on a workplace culture that continuously strives to eliminate bias and become more inclusive. This committee has promoted training for management on the elimination of bias and promoted greater involvement in community initiatives.

Digi is also a member of CEO Action for Diversity and Inclusion, an organization that promotes civic action to advance diversity and inclusion. To join this organization, Digi's CEO signed a pledge to cultivate environments that support open dialogue on complex, often difficult, conversations around diversity,

equity, and inclusion; implement and expand unconscious bias education and training; share best-known diversity, equity, and inclusion programs and initiatives; and engage boards of directors when developing and evaluating diversity, equity, and inclusion strategies.

Digi is governed by a diverse six-member board of directors, half of whom are women or people of color.

Digi strives to create a respectful work environment characterized by mutual trust and the absence of intimidation, oppression, discrimination, and exploitation. We are an equal opportunity employer that bases employment decisions on merit, qualifications, and abilities. We've further enhanced our recruiting practices to increase our focus on bringing greater diversity to Digi by dedicating time and efforts specifically to building diverse candidate pools as well as reducing bias in the selection process. We do not discriminate in employment opportunities or practices on the basis of race, color, creed, religion, sex, national origin, ancestry, age, disability, marital status, veteran status, sexual orientation, or other personal characteristic. We make reasonable accommodations for qualified individuals as provided by applicable law.

For the last thirty years, we have hosted the annual Digi International Wormburner golf event and fundraiser to raise money for organizations that reflect Digi's passion for advancing equity and serving our communities. In 2021, we raised over \$50,000 for three organizations that support youth and families with education and career programs.