



Asure Software Environmental Management Statement

Asure recognizes the importance of protecting and maintaining the quality of the environment as an integral part of our operations and is committed to environmental responsibility in the conduct of our operations. Our headquarters are located at 405 Colorado Street in the city of Austin, TX. The building is an EnergyStar® Rated building which means it is energy-efficient and helps reduce environmental impact and is also UL Healthy Building Verified. The building makes use of motion detected lighting systems and low flow plumbing fixtures to conserve water. Many of our associates work remotely, which reduces our office footprint and negative effects on the environment from our associates commuting to offices.

Asure supports its policy on environmental sustainability through both customer-facing and internal initiatives. First, our solutions help clients leverage digital HR solutions and technology to minimize printing waste, including through electronic payrolls to client employees and electronic signature technologies. Additionally, to encourage further reduction of paper use we have added an extra fee for any client that attempts to send payment to us via paper check. Second, internally, we have adopted an environmental management system that encourages recycling and waste management in our business practices and operating procedures. This support includes a commitment to the purchase, use, and disposal of products and materials in a manner that will best utilize natural resources and minimize any negative impact on the earth's environment. We prioritize purchasing ENERGY STAR certified IT assets, when possible, to promote energy conservation. Additionally, we utilize virtualization whenever possible to enhance device flexibility. This approach minimizes the need for new computer hardware, reduces shipping and waste, boosts security, and optimizes power consumption.

We do not own or operate any data centers which consume substantial amounts of water, also our business operations do not produce wastewater discharge. Our hybrid architecture leverages Amazon Web Services (AWS), a leading public cloud provider that is independently dedicated to sustainability. AWS focuses on carbon offsetting, waste reduction, minimizing water usage, and minimizing environmental impact through reforestation initiatives. Additionally, AWS has pledged to achieve 100% renewable energy by 2025.

Our operations do not generate hazardous waste, or hazardous air pollutants. Our company does not own or manage a fleet of vehicles for use in its operations, thus we do not have a strategy for improving fleet fuel economy. We are committed to reducing our non-hazardous waste footprint as part of our broader sustainability efforts. We prioritize



digital solutions to minimize paper usage and encourage our team to embrace a paperless work environment. By recycling office supplies and responsibly disposing of electronic waste, we ensure that materials are reused and not unnecessarily discarded. Our procurement processes are designed to avoid over-ordering.

Asure requires its vendors to adopt environmentally sustainable plans. Specifically, its Vendor Code of Conduct states that vendors should operate in an environmentally responsible manner, strive to minimize adverse impact on the environment, and comply with all environmental laws, rules, and regulations in the countries in which they operate.

In summary, Asure is committed to environmental responsibility as an aspect of its operations, emphasizing sustainability at its EnergyStar® rated headquarters in Austin, TX. Asure remains dedicated to improving its environmental impact while maintaining a positive operational record.