



CEO Corporate Responsibility Message

Avaya elevates communications to the next generation of engagement, connecting organizations to their customers, workforce and communities with secure, intelligent experiences that matter. As we all embrace more unique ways to connect and engage, Avaya remains at the forefront of driving innovation to do just that.

Creating experiences that matter not only defines how we do business, but how we aspire to impact the world. Avaya's portfolio of communications solutions contributes to environmental sustainability, supporting remote working initiatives through unified communications solutions such as video, collaboration and team rooms. Our company and our associates also drive positive change by taking action and building partnerships to address pressing environmental and community issues as part of our commitment to Corporate Responsibility.

We have much to be proud of in respect to Corporate Responsibility. For instance, we are leveraging sustainability as an opportunity for innovation, such as developing new initiatives to eliminate single-use plastics in our operations and supply chain. Our employees, customers, partners and suppliers continue to make meaningful and lasting differences in the world, including donating their time and money to support charities and non-profit organizations worldwide. And we are advancing awareness of diversity and inclusion by engaging in dialogue with our employees and leaders.

Below are some key highlights of our achievements in FY19:

- Avaya received the **Ocean Protector Company award** from [Save Our Shores](#) for going above and beyond to protect our oceans. For the past three years, Avaya employees in Dalian, China have organized volunteer beach cleanups to support the Save Our Shores mission.
- As a member of "We Are Still In", Avaya is in the fight to mitigate the effects of climate change by actively reducing both our direct and indirect carbon emissions. Since 2014, we have achieved a **54% cumulative reduction in Scope 1 and 2 emissions**, far exceeding our target of a 15% reduction. Additionally, we met our Scope 3 target this year and reduced our emissions by 721 mtCO₂e from our own reduced business travel.
- As a member of the CEO Action for Diversity & Inclusion initiative, Avaya joined other signatory companies to host a **"Day of Understanding,"** at our Santa Clara, CA headquarters, a day dedicated to facilitating open conversations with employees about key issues around race, gender, sexual orientation, and other forms of diversity.
- Avaya implemented a pilot project to target single-use plastics in our supply chain; in the first year of this initiative, we are projected **to eliminate 5,300 kg of plastic**. We are also seeking ways to reduce plastics in our warehousing and shipping operations, while continually incorporating effective environmental design into our products through our ISO 14001 certified Design for Environment Program.
- We also celebrated the **fifth year of our Month of Giving** global initiative. Each October, our employees, customers, partners, and suppliers join together in projects to make a difference in our global communities. This year, employees spent thousands of hours volunteering, and raised \$105,000 for Save and Children and other selected charities around the world.



These remarkable achievements would not have been possible without the hard work and dedication of our global team, and thank them for their leadership on these important issues. We will carry this momentum into the next decade and continue our work to create a lasting impact—and Experiences that Matter.

Jim Chirico

Avaya President and CEO

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