Charitable Giving

Month of Giving

The Avaya Month of Giving is 31 days of giving back to the communities where we live and do business. Since 2015, Avaya employees, customers, suppliers, and partners join together every year to donate their time, money, and energy to support causes that are near and dear to our hearts. Together, we have worked to clean up our environment, protect animals, feed the hungry, support our veterans, beautify schools and playgrounds for children, and fund important medical care and research. Over the last five years, Avaya has raised over $950,000; donated over 7,000 lbs. of materials such as food, clothing, and supplies; and spent thousands of hours volunteering for charities worldwide during the Month of Giving.

The 2019 Month of Giving consisted of three components: Community Engagement Challenge, Avaya Matching Fund, and the Charity Golf Tournament.

Community Engagement Challenge

The Community Engagement Challenge is a spirited contest in which employees compete to win grant money for eligible non-profit charities. Around the world, employees plan, coordinate, and participate in volunteer and fundraising activities, either individually or as part of a team. Avaya selects winning projects based on the highest levels of achievement in volunteer hours, participation rate, Avaya brand reach, donations raised, and innovation.

In 2019, employees organized 86 activities across 15 countries for the Month of Giving. Highlights from the Community Engagement Challenge include:

- The Canada Sales Team utilized Avaya Spaces to hold an auction in the Cloud, raising $3,650 to support local food banks across Canada.
- For the third year in a row, the Dalian team organized a beach cleanup to support the efforts of Save Our Shores. This year, they extended the project to include all of Avaya China, and over 170 people volunteered in Beijing, Shanghai, Dalian, Guangzhou, Zhongshan, and Shenzhen.
- The Gurgaon Sales Team selected two worthy groups to support- an organization that protects children from exploitation and a Delhi animal shelter

Avaya Matching Fund

Established in 2018, the Avaya Matching Fund offers a dollar-for-dollar corporate match for donations to our nonprofit partner, Save the Children. Founded in 1919, Save the Children was the first major international organization established to focus specifically on children's rights. Over the past hundred years, Save the Children has helped more than one billion girls and boys overcome poverty, disease, hunger, illiteracy, and violence.

Since 2015, Avaya has donated over $150,000 to Save the Children through the Avaya Matching Fund, silent auctions, and employee-driven fundraising. With this money, Avaya has supported children's education in some of the most desperately needed parts of the world; past projects include building classrooms in Uganda and Mozambique.

![Avaya logo]

This year, Avaya increased its corporate match from $15,000 to $25,000 to maximize our impact with Save the Children. In total, we raised $55,000 in donations to fund the following projects:

- Creating book banks in four communities in Mozambique, which will enrich the learning, creativity, and imagination of approximately 24,000 children of ages 5 to 14 years old.
- Building two classrooms for a girl's school in Afghanistan, which will provide a place to learn and grow for 1,900 students.

Charity Golf Tournament

In 2019, Avaya hosted the second annual Avaya Charity Golf Tournament in Pinehurst, North Carolina. The net proceeds from the event, "Driving For Good", went towards supporting Avaya's Corporate Responsibility vision around the world through the Avaya Charitable Fund.

India CSR Program

With the implementation of the Companies (Social Corporate Responsibility Policy) Rules 2014, Avaya established and expanded a CSR program in India to address the rule requirements.

Avaya focuses our India CSR efforts in two areas: enhancing the quality of education in India and utilizing Avaya technology to improve access to health and education. In order to realize significant change, we have established multi-year partnerships with non-governmental agencies that support remedial education, STEM Education, and Information, Communication, and Technology (ICT) enabled education in government schools.

CSR projects selected for funding in FY19 included:

- Door Step School provides education for children in the age of group 6-14 years with the focus on children from slum and migrant labor camps. Door Step works to improve learning levels and attendance in school, provides school transportation and parent counseling. The Avaya donation supports a Community Learning Center in Vaiduwasti and a School on Wheels in a ten-mile radius around Hadapsar. http://www.doorstepschool.org/pune/
- Agastya Foundation's mission is "to spark curiosity, nurture creativity and instill confidence" in economically disadvantaged children and government schoolteachers. Agastya does this by bringing innovative hands-on science education and peer-to-peer learning through Science Centres and Mobile Labs. The Avaya donation supports two mobile science labs and one Science Centre. http://www.agastya.org/
- Pratham focuses on high-quality, low-cost, and replicable interventions to address gaps in the public education system. The Avaya donation provides supplemental education to over 10,000 underserved children in over 100 schools and provides two mobile science labs. http://www.pratham.org
- Bal Raksha Bharat (Save the Children) is an international non-governmental organization that promotes children's rights, provides relief and helps support children around the world. The Avaya donation established an ICT center within the District Institute for Education and Training (DIET), develop a group of master trainers and

set up ICT friendly smart classes and Audio Visual (AV) room in 10 schools. https://www.savethechildren.in/

- Bal Raksha Bharat (Save the Children) and Avaya are also implementing Project Kushal with the Pune Municipal Government. The objective of Project Kushal is to improve communications and training for medical personnel in local clinics working with mothers and newborn babies by connecting them in real time to experts in regional and university hospitals. The Avaya donation to Project Kushal is the implementation, training and maintenance of video-enhanced communication systems. https://www.savethechildren.in/
- Avaya participated in a 10 K run organized by Bharti Foundation; the philanthropic arm of Bharti Enterprises was established in 2000 with a vision "to help underprivileged children and young people of the country realize their potential".

For more information, please refer to the India CSR Report.