



Avaya R&D Environmental Policy

As a leading global provider of communications solutions, Avaya technologies and services promote engagement, innovation and speed by connecting people across time and space. We are committed to demonstrating care for the environment through Avaya's Design for Environment (DFE) process for the design and development of business collaboration and communications solutions. Avaya's R&D organization will realize positive change in the world by:

- Implementing our environmental product designs to support Avaya's Corporate Responsibility Policy;
- Integrating environmentally responsible characteristics into Avaya hardware products;
- Incorporating characteristics which make Avaya products compliant with environmental regulations and standards;
- Identifying pollution prevention opportunities throughout the life cycle of our products;
- Setting environmental objectives to track our progress; and
- Committing to continual improvement to demonstrate enhanced environmental protection.

A handwritten signature in blue ink, appearing to read "Anthony Bartolo", is positioned above a horizontal line.

Anthony Bartolo

Executive Vice President and Chief Product Officer

5-22-20

Date