

Absolute's Environmental, Social, and Governance (ESG) Statement

Absolute's initiatives to incorporate environmental, social, and governance criteria into our operating framework reflect our longstanding commitment to our customers, partners, shareholders, and employees and the communities in which we operate. Our view on ESG is that it is a continuous process of aligning our operations and controls with our values as a company. Our ESG commitments are structured around four key areas relevant to our business: Our Products, Our People and Communities, Our Environment, and Our Corporate Governance.

1. OUR PRODUCTS



Since Absolute was founded in 1993, we have been helping organizations around the world keep their devices and data secure. Our firmware-embedded endpoint visibility and control platform provides critical information for managing the security of devices and allows for near real-time remediation of security breaches at the source. Through our technology, we enable more than 12,000 customers globally (including healthcare providers, government agencies, schools, and enterprises) to maintain compliance and stay resilient in the face of growing and ever-changing cyber threats. We strive to comply with all applicable laws and regulations, including those related to privacy and data protection.

2. OUR PEOPLE AND COMMUNITIES



Absolute is built by our dedicated employees and their valuable contributions to the success of our company. We are committed to equal rights, opportunity, and compensation across our global organization. Absolute has frequently been selected as a top employer in Vancouver and Ho Chi Minh City, where our two largest offices are located. We rally our employees around common values and goals, foremost of which is addressing the challenging and urgent issues involving our customers' security. Across our global offices, we offer our employees competitive compensation programs, creative and engaging culture-building initiatives, recognition programs, and ongoing development opportunities. We are equally committed to positively impacting those around us and contributing to the broader communities in which we operate – for example, by supporting a number of community and non-profit initiatives.

3. OUR ENVIRONMENT



Absolute is conscious of the pressing global climate crisis and is committed to minimizing the environmental impacts of our business. We aim to utilize energy efficient data centers and cloud hosting operators. We have selected a LEED Platinum (the highest LEED certification available) certified building for our global headquarters in Vancouver. We have also implemented various sustainability measures across our global offices, including recycling and waste sorting programs, water filtration systems to eliminate bottled water usage, motion sensor lighting, and other energy-saving initiatives. By embracing remote-working arrangements and technology, we have reduced the environmental footprint of our office spaces and lessened the need for many of our employees to commute and travel.

4. OUR CORPORATE GOVERNANCE



Absolute is proud of our strong corporate governance practices, which apply across our company. Absolute's Code of Business Conduct requires all Absolute directors, officers, employees, and contractors to act with integrity and adhere to the highest standards of honest and ethical conduct. We encourage and support the ongoing development and education of our directors and officers. For more detailed information about our corporate governance practices, including our Board of Directors Mandate, Board committee charters, and other policies, please visit www.absolute.com/company/investors/governance/.