

Revel Systems, Inc. Environment, Social & Governance (ESG) Policy

PURPOSE

We are committed to being a good steward of the environment and positively impacting our people and communities. Sustainability is a priority at Revel Systems, Inc. (“Revel” or the “company”) and as a business, we aim to create long-term stakeholder value by balancing financial performance of the company with the impact we have on the environment and society.

SCOPE

This policy applies worldwide to all Revel entities and all employees. All groups at Revel are expected to incorporate sustainability objectives in their strategies and to continually improve their performance in this area.

POLICY

We shall support sustainability in the following ways:

Maintaining an Executive ESG Committee

The ESG Committee will bring senior leadership, market knowledge, and technical expertise to identify strategic ESG topics of importance. Our ESG Committee oversees our policies and operational controls for environmental, health, safety and social risks, and is led by our CEO, CTO, SVP & General Counsel and SVP, HR.

Collaboration

The effectiveness of our ESG Program requires the support and cooperation of our employees, clients, suppliers, investors, and business partners. We will engage regularly with key stakeholders to help us understand, prioritize, and manage our sustainability impacts.

Employee engagement

We maintain an employee-led group to drive improvements in sustainability performance through action plans and progress reports.

SUSTAINABILITY APPROACH

Environmental Stewardship

- **1.1. Overview:** We aim to embed environmental stewardship in everything we do. We believe we have a responsibility to minimize the energy, carbon, water and waste impacts of our business and recognize that these impacts occur not just in the daily operations of our company but also through our entire value chain. As a result, we strive to reduce environmental impacts across the full life cycle of our customer journey and our corporate operations.
- **1.2. Climate Change:** Climate change is a defining issue of our time. We are committed to driving down our energy and carbon impacts, as we believe that climate change is one of the greatest risks to our planet.

- **1.3 Our sustainability program** is committed to environmentally sustainable initiatives that deliver near-term efficiency, value, and health for our business, customers and community. We have committed to:

- Recycling Efforts when disposing of old equipment
- Conscientious use of electricity and water

Social Responsibility

- **2.1. Overview:** A deep commitment to social responsibility is core to who we are as a company. We believe people are at the heart of our business and take pride in our outstanding corporate culture. We strive to be a desirable employer to our workforce as well as a valued partner to our communities.

- **2.2. Compensation and Benefits:** We know that the first step in hiring and retaining the best talent is to create safe and inspiring workplaces where people feel valued. We are committed to offering competitive compensation and generous benefits, and we review these programs regularly to ensure they meet or exceed industry standards.

- **2.3. Health and Safety:** The health and safety of our employees is a top priority.

- **2.4. Diversity, Equity, and Inclusion:** We understand and value the importance of a diverse workforce across all levels of our organization. We embrace and value diversity in all its forms, whether gender, age, ethnicity, sexual orientation, religion, disability, or cultural background. This applies to all employees, job candidates, contractors, stakeholders, partners, and visitors. Equal opportunity is for everyone, but it focuses concerns on equal treatment, and employment opportunities, for members of underrepresented demographics. Equal opportunity is integral to our recruitment process, as we aim to develop a community of diverse talent. We seek to maintain a positive workplace, free from discrimination and harassment. Our commitment to diversity and inclusion applies to the highest levels of the organization, including at the board level, where we recognize that diversity strengthens board performance and promotes long-term shareholder value.

- **2.5. Training:** All employees are required to take training on unconscious bias, sexual harassment, and bullying.

- **2.6. Strengthening our Communities:** Our initiatives to promote human rights, help communities, and protect our natural environment include the following:

- Supporting the City of Refuge, The Giving Kitchen and Family Giving Tree.
- Preserve a budget to make monetary donations including to support those in need and to advance education, the arts, and community events.
- Encourage our employees to volunteer through programs organized internally and externally.
- Sponsor volunteering opportunities from other organizations.

- Protect the environment beyond legal obligations through voluntary activities, including recycling, conserving energy, using environmentally friendly procedures and technologies, and organizing reforestation excursions.
- Promote cultural and economic development of global and local communities by providing support to nonprofit organizations or movements.

Governance

- **3.1. Overview:** Conducting business responsibly is integrated into all our activities, including the quality of the products we sell, how we manage our supply chain, and how we protect our customers' data. We view good governance as essential to creating and preserving value for our shareholders and other stakeholders. This includes a sound approach to corporate governance to comply with relevant regulations and laws governing the protection of human rights, occupational health and safety, the environment, and labor and business practices within the jurisdictions in which we conduct business.
- **3.2. Corporate Governance:** We have an effective and highly skilled Board of Directors. We promote board independence and embrace board diversity in all its facets, including skills, experience, gender, ethnicity, and race.
- **3.3. Business Ethics:** We expect our directors and all employees, including senior management, to conduct themselves in accordance with the highest standards of honesty, integrity, fairness and respect. We also have an Ethics Hotline that provides an alternative and anonymous method of reporting suspected compliance violations, unlawful or unethical behavior, or fraud.
- **3.4. Supplier Responsibility:** We hold ourselves and our suppliers to the highest standards for labor and human rights protections, health and safety in the workplace, environmental practices, and the responsible sourcing of materials.
- **3.5. Data Privacy and Cybersecurity:** We protect sensitive customer and company information through our appropriate technical, administrative, and physical controls implemented within the organization.