



A NOTICE TO ALL EMPLOYEES AND APPLICANTS
AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY

Sangoma Technology reaffirms its belief and commitment to equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment regardless of race, color, religion, sex, national origin, age, physical or mental disability, marital status, veteran status, sexual orientation, gender identity, genetic information, or any other protected characteristic under applicable law. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, promotion, transfer, demotion, reduction of workforce and termination, rates of pay or other forms of compensation, selection for training, the use of all facilities, and participation in all company-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications will be adhered to by the Company where appropriate.

The Company maintains written Affirmative Action Programs for Protected Veterans and Individuals with Disabilities (AAPs) as required for most federal contractors. As part of Sangoma's equal employment opportunity policy, Sangoma will also take affirmative action as called for by applicable laws and Executive Orders to ensure that qualified disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified disabled persons are introduced into our workforce and considered for promotional opportunities.

The Company's entire leadership team supports the AAPs and urges each employee to commit to carrying out the intent of this policy. The Company maintains an audit and reporting system to determine compliance with its equal employment opportunity mandates. The EEO Administrator oversees the affirmative action plan development, modification, implementation, effectiveness, and reporting requirements and conducts management updates. The Company invites any applicant and employee to review the Company's written Affirmative Action Plans. The plans are available for inspection upon request during normal business hours at the Human Resources office.

The Company will ensure that employees and applicants shall not be subjected to harassment due to their status described above or any harassment, discrimination, intimidation, or retaliation because they have engaged in any of the following activities: (1) filing a complaint with the Company or with federal, state, or local agencies regarding status covered under this AAP, (2) assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute; (3) opposing any act or practice made unlawful any federal, state, or local equal employment opportunity or affirmative action statute; and (4) exercising any other right protected by federal, state, or local equal employment opportunity or affirmative action statute. If you believe you have experienced this conduct, please promptly notify Human Resources or a member of our Executive team.

A handwritten signature in black ink, appearing to read "SR", followed by a horizontal line.

Samantha Reburn, Chief Legal & Administrative Officer