



Supermicro Environment, Health, Safety and Sustainability Statement

We are committed to responsible and sustainable business practices. We balance social, environmental and economic considerations in how we manage our business. We believe that operating with leading standards of environmental, health and safety (EHS) management, participating in efforts to address climate change, and engaging with stakeholders in all locations, enhances our corporate reputation and is a source of competitive advantage. This enables new business opportunities, helps attract and retain the best people, improves our risk management, and supports business continuity.

We comply with all EHS laws and regulations in the countries where we operate and ensure a safe and healthy workplace for all employees, contractors and temporary labor. We proactively prevent injury, illness, and reduce impact on the environment, and will continuously improve through targets that reflect our business growth.

Implementation and Risk Management:

Supermicro manages risk through incorporation of ISO standards and corresponding management systems. We identify, mitigate and manage EHS risks associated with our products, facilities and operations. We mitigate risks throughout the product lifecycle by: conducting material, energy management and safety testing; requiring supplier conformance with applicable standards; and designing systems for energy efficiency, ease of replacement and waste reduction.

Supervisors at all levels are accountable for conducting EHS risk assessment, preventing harmful incidents, and considering employee suggestions to achieve goals. Supervisors are responsible for assuring their team receives health and safety training appropriate to their role. Supervisors are expected to communicate often with their teams to identify concerns, solicit suggestions, and use a plan-do-check-adjust model to implement improvements.

All employees are trained in this policy, as well as identifying risks like hazards and unsafe work practices, wearing required personal protective equipment, where to report concerns, and emergency response. All employees are made aware of anonymous reporting of EHS concerns and our Whistleblower protections. We conduct regular internal and external audits of our operations to ensure compliance with our business principles, policies and standards.

Supermicro is cognizant of communities impacted by our operations and exercises caution to serve the community interest, including constructing buildings and sites that reduce our environmental impact.

Standard Setting:

Supermicro sets sustainability and EHS improvement objectives and measures progress. We take all customer requirements seriously, recognizing their standards and incorporating where practical. Through acceptance of the RBA Code of Conduct, Supermicro better assures we meet EHS standards that a broad group of corporate stakeholders recognize. And by asking suppliers to follow the RBA Code of Conduct, Supermicro helps assure suitable EHS standards are universally followed, and embedded in our products.

Green Computing:

We support green computing to assure data centers and other computer facilities have maximum energy efficiency and minimum environmental impact. We do this through efficient configuration of our hardware, using sustainable materials in products, maximizing recyclability and reuse of products, promoting environmental impact measures across computing infrastructure, and surveying data centers to share best practices.