

Environment, Social, and Governance Statement

As a global leader in Internet of Things (IoT) connectivity products and services, Digi International is committed to improving the economic, social, and environmental impacts (ESG) of our business operations continually. The Nominating and Governance Committee of our Board of Directors oversees and periodically reviews our ESG efforts. The following statement summarizes our principles and philosophies that we aim to integrate into our business operations.

Our Commitment to Ethical Business Conduct

Digi is committed to conducting business in accordance with the highest ethical standards and applicable laws. We maintain and all personnel are expected to abide by a Global Code of Business Ethics and Conduct, which serves as the foundation of Digi's core values that drive our company's culture. In

addition, our employees regularly complete training and education on a range of important issues related to our Code of Conduct and their roles within the company, such as:

- Anti-corruption and anti-trust laws and practices
- Export controls and customs compliance
- Information security and cyber-risk awareness
- Responsible social media use
- Workplace diversity and inclusion
- Unconscious bias
- Preventing discrimination and harassment
- Compliance with insider trading rules
- Conflicts of interest
- Workplace safety and environment
- Hazard communication standards
- Quality
- EMS ISO14001 standard for environmental management
- Data privacy, protection and security
- Intellectual Property Rights

Additionally, all employees must certify they understand and comply with the expectations contained in the Code of Conduct. We also maintain a reporting policy with whistleblower retaliation protections and an anonymous hotline for employees to report concerns regarding violations of the Code of Conduct.

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Digi strives to act in fair and honest manner in all business dealings and believes this is critical to our success. In support of this objective, we use consistent pricing practices and apply pricing exceptions only in accordance with company policy. We strictly prohibit both collusion with competitors as well as intentionally misleading or fraudulent market practices. We do not seek to pressure customers into unnecessary or excessive purchases. As a matter of policy, we do not misrepresent the capabilities of our products or service offerings or make promises we have reason to believe we cannot keep.

To avoid potential entanglements in our business activities with political actors, Digi does not make financial or in-kind political contributions, whether direct or indirect.

Digi reviews the business practices of its suppliers before contracting with them. And we require our core suppliers to follow our Supplier Quality Handbook, which includes compliance with the Responsible Business Alliance (RBA) Code of Conduct, environmental compliance, quality management, and import compliance.

Digi is committed to respecting human rights. Digi does not employ forced labor in any form, including slavery and child labor. We also conduct periodic due diligence with our suppliers so that they confirm their practices meet our standards in this regard.

Digi respects the intellectual property rights of third parties. We maintain procedures to ensure use of third-party intellectual property is in compliance with license agreements. We do not knowingly obtain or use information provided to us via illegal methods or means. All Digi personnel and representatives are directed to comply with applicable anti-competitive laws and

we have never been involved in legal actions regarding anti-competitive behavior or antitrust and monopoly legislation.

Digi's Code of Conduct and other policies direct us to maintain appropriate business relationships with our customers, prospective customers, vendors, suppliers, and other business parties and Digi maintains a stringent compliance program with respect to anticorruption and anti-bribery laws. Our senior executives oversee Digi's anticorruption and anti-bribery programs. Among other things, we conduct due diligence on prospective distributors and resellers; require their compliance with applicable anti-corruption laws; assure anti-corruption training is provided to our employees, distributors, and resellers; and conduct periodic compliance reviews in selected Digi offices as well as with selected distributors and resellers.

Because Digi conducts business globally, we have taken strong steps to ensure we comply with local laws and regulations regarding the export of goods, services, and technical information. For instance, we screen all product orders to ensure they were not placed by parties to whom we cannot sell, and we require distributors and resellers to comply with these laws. In some instances, we seek government clearance before we sell certain products that could be used for illegal or unpermitted purposes, even though the law does not require us to do so.

U.S. law requires publicly traded companies to disclose their use of certain minerals (tin, tantalum, tungsten, and gold – commonly known as 3TG) or other derivatives mined in the Democratic Republic of the Congo (DRC) and in adjoining countries, whose revenues may be used to directly or indirectly

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finance armed groups engaged in civil war. Colloquially, these are known as “conflict minerals.” In full support of this legislation to identify and minimize the use of conflict minerals in our products, we have adopted OECD due diligence guidance for managing the conflict minerals supply chain. We conduct annual due diligence on our suppliers to confirm materials supplied to us have the highest possible likelihood of being conflict-free.

Our Commitment to Preserving the Environment for Future Generations

At Digi, we believe that everyone plays a role in protecting the environment and we strive to lead by example in numerous areas of our business in this regard. Digi’s goal is to foster responsibility in daily operations and to meet or exceed the compliance requirements of all applicable environmental legislation and regulations as well as other voluntary measurements to which we subscribe. We promote the prevention of pollution and continually work to improve the effectiveness of our environmental management systems in support of that goal. We have taken a range of proactive steps to meet this commitment.

We’ve committed to a “reduce, reuse and recycle” program at our headquarters, satellite offices, and production/distribution facilities.

As an example, when moving into new corporate headquarters in 2019, we selected a space and a design team that supported our goals for environmental responsibility. We chose a modern, sustainable building that follows LEED Gold design principles. Our HVAC system uses built-in intelligence to minimize energy

consumption and maximize conservation, and our offices are outfitted with sensors and smart lighting to minimize unnecessary electricity consumption. Our space used green materials in the build-out, including recycled materials in our carpets, upholstery, wall panels, and acoustical panels. We also used low VOC paints and coatings and installed LED lighting. Additionally, we built a stairway to connect our two floors to reduce the number of elevator runs between floors. We switched from bottled beverages to beverage dispensers. We switched from paper products in our kitchens to dishes, stainless steel flatware, and ceramic cups.

In our production and distribution facilities, we take great care to isolate and properly dispose of computer waste products. We rely on third-party experts to remove components and items with metals or potentially harmful chemicals for proper recycling and/or disposal. We also work with our contract manufacturing facilities around the world to implement and maintain leading environmental practices.

We design and manufacture our products to minimize and, where possible, eliminate the use of potentially toxic materials in printed circuit boards, internal leads, or components such as capacitors and resistors. We aim to meet the European Union’s Restrictions on Hazardous Substances – specifically, EU RoHS Directive 2011/65/EU with amendment Directive 2015/863/EU, which sets thresholds for elements and compounds such as lead, mercury, and cadmium. Similarly, our products comply with EU REACH regulation (EC) No 1907/2006, and WEEE. Substances of Very High Concern (SVHC) as listed by the European Chemicals Agency (ECHA) are not knowingly added to our products. We require suppliers to avoid the use of

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ozone-depleting substances, and, to our knowledge, our suppliers comply.

Independent auditors verify our compliance with applicable environmental regulations, and we're proud to maintain our ISO-14001:2015 certification in our Eden Prairie, Minnesota facility. We are working to obtain ISO-14001 certification for our Sandy, Utah facility by January 2023. The ISO-14001 standards were issued to foster stronger management of environmental operations. ISO-14001 helps organizations reduce or eliminate processes that can harm the environment while meeting stringent regulatory frameworks and continuously improving environmental stewardship. ISO 14001 compliance is based on our ability to document and follow written processes for how a product is produced.

Digi created its Green Tech Customer Innovation Awards to acknowledge and highlight customers that excel in the green technology field and offer advanced solutions for environmental issues. Each winner has used Digi solutions to build or deploy technologies supporting a greener world and stronger environmental stewardship. These companies have shown forward-thinking leadership and innovation in eco-friendly and environmentally safe applications.

Our Commitment to Advancing Diversity and Inclusion

Our Executive team has established 3 core pillars to guide our commitment to Inclusion & Diversity: Culture of Inclusion, Talent, and Community Impact. It is imperative for us to promote and foster an inclusive and diverse culture that values differences, honors our cultural imperatives, and actively

engages within our communities. We pursue this mission through a variety of initiatives.

Our Diversity & Inclusion committee focuses on a workplace culture that continuously strives to eliminate bias and become more inclusive. This committee has promoted training for management on the elimination of bias and promoted greater involvement in community initiatives.

Digi is also a member of CEO Action for Diversity and Inclusion, an organization that promotes civic action to advance diversity and inclusion. To join this organization, our CEO signed a pledge to cultivate environments that support open dialogue on complex, often difficult, conversations around diversity, equity, and inclusion; implement and expand unconscious bias education and training; share best-known diversity, equity, and inclusion programs and initiatives; and engage boards of directors when developing and evaluating diversity, equity, and inclusion strategies.

Digi is governed by a diverse six-member board of directors, half of whom are women or people of color.

Digi strives to create a respectful work environment characterized by mutual trust and the absence of intimidation, oppression, discrimination, and exploitation. We are an equal opportunity employer that bases employment decisions on merit, qualifications, and abilities. We've enhanced our recruiting practices to assure we build more diverse candidate pools as well as reducing bias in the employment offer selection process. We do not discriminate in employment opportunities or practices on the basis of race, color, creed, religion, sex, national origin, ancestry, age, disability, marital

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religion, sex, national origin, ancestry, age, disability, marital status, veteran status, sexual orientation, or other personal characteristic. We make reasonable accommodations for qualified individuals as provided by applicable law.

For the last thirty years, we have hosted the annual Digi International Wormburner golf event and fundraiser to raise money for organizations that reflect Digi's passion for advancing equity and serving our communities. In 2022, we raised over \$55,000 for three organizations that support youth and families with education and career programs.

Our Commitment to Our Employees

In addition to providing competitive salaries, we offer qualified employees a distinctive Total Rewards package, including a new hire stock award, paid parental leave, uncapped paid time off, a hybrid work environment, medical, health and wellbeing offerings and, for US based employees, a 401k plan with company matching.

We conduct annual anonymous surveys to gauge employee satisfaction and engagement. And management reviews the results of these surveys with our employees to gain insights on how to improve these metrics

Our Commitment to Product Quality

Digi is committed to continual improvement, exceeding customer expectations, making device networking easy while meeting or exceeding the compliance requirements of all applicable statutory, regulations and other voluntary requirements.

Since 2012, our quality management system has been ISO-9001 certified for Design, Manufacture, Sales and Service of Hardware and Software for Device Networking and Network Management at our Minnesota and Utah facilities.