



Governance

We know that good governance is good for business. We begin with a diverse group of directors who examine our work through their unique experiences and viewpoints. We are proud of our six-person board includes 2 women as well as one Asian board member, who take an active role in setting our corporate strategy, overseeing our business practices, performing risk management, and accessing our performance.

We also believe that good governance extends to the employee level and have established a cross-functional Governance, Risk and Compliance committee that oversees and advises on risk across the different business units of the organization and ensures a united approach to risk management and mitigation. Our Disclosure Committee, composed of senior members of finance, legal, HR and product also meets regularly to ensure all internal controls are functioning appropriately.

We have employed best practices in governance across the board, from a single class of voting securities, director and executive stock ownership guidelines and an annual board evaluation to providing an open channel for stockholder communication and performance compensation caps to ensure executives are not incentivized to take excessive risks.



Board Committees

We have four standing committees in which our Board members participate to guide the business: Audit, Compensation, Nominating/Corporate Governance and Business Development. Except for Business Development, which benefits from the on-the-ground experience of our CEO and our Chairperson and Former CEO, our standing committees are constituted entirely of independent directors.



Compliance

We set the highest standards for our employees and work to instill a strong set of ethical rules and practices across all aspects of the business. We expect our employees to make the right choices when conducting business on behalf of Synchronoss. We give our employees the tools they need to succeed in this area, starting with our Workplace Code of Ethics and Business Conduct, which is designed to promote a culture of transparency, honesty, and integrity.

We administer monthly mandatory compliance trainings to ensure employees have current information and understand our philosophy and protocols on important topics including Insider Trading, Bullying, and Harassment. Our ethics portal, managed by an independent third party in concert with our Chief Compliance Officer, makes it easy for employees to open and submit any workplace concern through a secure, trustworthy channel – without fear of retaliation. We commit to taking swift and appropriate action against any allegations of wrongdoing or misconduct, and reporting any such misdoings to our board.