



Corporate Social Responsibility and Sustainability Report

2022

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Introduction

Founded in 1994 by our CEO, a former United States Marine, and headquartered in Foster City, California, Sycomp is a Woman and Minority-Owned Business entity nationally certified by the Western Regional Minority Supplier Development Council. But true diversity goes beyond our business status and ownership. Sycomp believes that diversity is directly connected to our company's positive culture and social responsibility.

For over 25 years, Sycomp has successfully designed, delivered, implemented, and supported complex IT infrastructure, cloud, and security solutions for the global marketplace. Internationally recognized, Sycomp has locations in major metropolitan cities throughout AMER, EMEA, APAC, and LATAM which are staffed by Sycomp employees.

Our goal is to grow with our customers in an ethical and sustainable manner. Over the last decade, Sycomp has invested heavily to implement a Global IT Integration and Logistics model. Leveraging our Integrations and Logistics Centers located in the USA, Brazil, India, Ireland, the Philippines, and Singapore; coupled with our local Sycomp business entities in 40+ countries; we successfully delivered solutions to over 180 countries last year. This has allowed Sycomp to operate as a global company and not as a multinational, providing our customers superior consistent and integrated global support.

Corporate Social Responsibility

One Company, One World, One Mission

Each of us makes the company whole. Every effort, every investment, and every member are what help shape Sycomp to be what it is today and what it will be in the future. Leveraging our experience and expertise in delivering complex IT solutions globally helps our customers realize a world without boundaries.

Culture

Culture is the centerpiece of Sycomp's strategy. It is not just verbiage that we use in our presentations, it touches every part of our organization and pulls the team together to provide personalized service to our customers. In an extremely competitive employment market, culture is as important as pay and has played a vital role in our employee retention and long-term growth. Sycomp's annual employee retention rate has been over 85% globally for the past several years. For Sycomp it is not about how many people we have, it is about having the right people with the right skills. This has allowed us to provide consistent coverage, a high level of satisfaction and cost savings for our customers.

Diversity, Equity, and Inclusion

Sycomp is made up of a diverse family of employees, across the globe, who are the life blood of our organization. We are an equal opportunity employer and make employment decisions based on merit. We want to have the best available people in every job, believing that each employee contributes directly to our company's growth and success. For everyone to bring their best self forward, a sense of belonging must first be established. We strive to create an environment where having a connection to the organization or group of people that makes everyone feel they can be themselves not only results in greater engagement and creativity in the workplace, but it also reinforces the greater sense of family. Sycomp's annual KPI for diversity reporting shows global staffing consists of 40% Women - of which 77% are Ethnic/Minorities, and 60% Men - of which 66% are Ethnic/Minorities.

By offering ongoing mentoring, training, and career development, we strive to create an environment which is safe, challenging, enjoyable and rewarding. One where each employee can take pride in being a key member of our global team. Our policy prohibits unlawful discrimination and harassment. Our commitment to inclusion across race, gender, age, religion, sexual orientation, identity, and experience underlies our success and is what sets us apart from our competitors. Our annual KPI for employee anti-harassment training

shows a 99% attendance rate globally for 2022.

Customer Service

We have built our company based on sustained relationships and the ease of doing business. Our team of extraordinary individuals is committed to our customers' long-term goals and success. What truly sets us apart is we are not just a vendor, but an extension of our customer's team. Developing long-term relationships based on open communication, mutual trust and a "can do" attitude is paramount.

Ethics

Our global strategy is built on the premise of "difficult but doable." We do not shy away from challenging opportunities and have encouraged a culture that does not take "No" for an answer; but instead uses our team's creativity, experience, and expertise to find ways to get the job done for our customers. Our high standards of ethical business conduct are a key component of our business strategy that enables us to build strong customer relationships and deliver complex solutions around the world. We actively screen our service partners, which includes sanctions screening as well as politically exposed persons (PEP) and negative press screening. We would, of course, not work with any companies currently under sanction or that have been reported to have unethical business/security practices as our reputation is of paramount importance to Sycomp. Sycomp's KPI for global ABAC training has consistently achieved an over 80% completion rate and there have been no whistleblower incidents reported to date.

Integrity

Great people working seamlessly as one globally integrated team with a high level of urgency supported by strong partner relationships moving at your speed to get things done. With a mission to become our customer's trusted advisor, we provide outstanding management and support. We mean what we say and strive for open and honest communication with whom we engage.

Career Management

Sycomp's performance appraisal process, coupled with extensive industry training and certifications, helps employees achieve better results in their present job and prepares them for future responsibilities. At the beginning of each calendar year, Sycomp managers evaluate employee performance in writing and discuss it with them. Performance evaluations are a key factor in our merit pay system. Development plans are also created with direct employee input to ensure future career goals are identified and a roadmap is in place for tracking and success. A testament to our career management process is the over 350 sales and technical certifications, across a broad solution set, maintained by our highly skilled global team.

Health and Safety

Sycomp is committed to providing a safe and healthy workplace for all employees, contractors, and visitors; and to comply with all laws and regulations regarding safety and health. Sycomp's Global Integration Center and Warehouse teams participate in annual Safety in the Workplace training, an Injury, and Illness Prevention Plan (IIPP) review, and a Workplace Hazard Assessment. The purpose of these programs is to ensure that every employee goes home safely and healthy every day. Sycomp's annual KPI metrics show in 2022, 100% of our global Integration Center and Warehouse staff participated in Health & Safety training and there were no work related injuries reported.

Working Conditions

We strongly believe that the health and happiness of our employees are critical to our success as a team. In addition to our standard paid time off, insurance and retirement plan offerings, Sycomp is always searching for new benefits for all employees which help

improve our team’s work-life balance (programs for physical, mental, and emotional wellness) at no cost to them. As part of our workplace wellness program, all Sycomp employees are provided health club benefits and employees in our HQ office have ergonomic standing desks, which can help reduce health risks like cardiovascular disease, cancer, obesity, and diabetes.

Fostering the importance of work-life balance, Sycomp encourages employee involvement in the “global” community; one which has no boundaries. Our Karma team has identified our top charities and sets up events that give our global employees the chance to have fun and be involved within their community and with those that need us. In addition to this, our annual IIPP review and Workplace Hazard Assessment strives to ensure our working and workplace conditions keep our employees healthy and safe. In 2022, Sycomp donated over \$35,000 globally.

Labor Relations

Over the years we have worked to provide a diverse range of company benefits, career enhancement opportunities and community outreach activities for our employees which has contributed to creating a culture of beliefs and behaviors that guide how Sycomp management and employees interact both internally and with external entities.

Sycomp leadership is committed to paying our 300+ global employees a living wage at or above market rates and a salary analysis is conducted annually to ensure pay equity for employees who have similar job functions, regardless of their gender, race, ethnicity, or other status. Factors considered are an employee’s overall job performance, certifications/education, achievements, work experience, and the responsibilities of the position. Sycomp’s living wage and pay equity KPI metric shows there were only 2 employees, globally, requiring a salary adjustment in 2022. This is a decrease from 4 employees in 2021.

We do not prevent, in any way, our employees from collective bargaining but given our corporate culture and internal employment policies and practices, this has never been required. By offering ongoing mentoring, training, career development, flexible work schedules, and competitive benefits and salaries, we strive to create an environment which is safe, challenging, enjoyable and rewarding. One where each employee can take pride in being a key member of our global team.

Innovation

Sycomp empowers and encourages diversity of thought, respecting all our employees and their contribution to high levels of innovation, service, and commitment. Attention to customer needs has driven our investments in global expansion. We provide agility while optimizing performance, reliability, and availability for global customers to deliver exceptional business results with ease.

Supporting the Global Community

At Sycomp, we have been fortunate to grow and thrive as a global business and are committed to doing good for our people and the communities we belong in. We follow this premise, not just because we require it as a global organization, but because securing a bright future for one’s family and children is everyone’s responsibility. As an organization, we do business in a legal, ethical manner, adding value to society and the environment instead of doing harm.

Sycomp has adopted the Responsible Business Alliance (RBA), formerly the Electronic Industry Citizenship Coalition’s (EICC) Code of Conduct as our supplier code of conduct. The RBA Code of Conduct establishes standards to ensure that working conditions in the electronics industry or industries in which electronics is a key component and its supply chains are safe, that workers are treated with respect and dignity, and that business

operations are environmentally responsible and conducted ethically. The Code encourages Participants to go beyond legal compliance, drawing upon internationally recognized standards, to advance social and environmental responsibility and business ethics. In alignment with the UN Guiding Principles on Business and Human Rights, the provisions in this Code are derived from key international human rights standards including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights. Sycomp expects its suppliers to acknowledge and adopt this code. Supplier compliance and performance associated with the requirements of this code will be measured by Sycomp as applicable based on the nature of the business transacted. If supplier performance does not meet Sycomp's expectations, suppliers may be placed on performance improvement plans and/or potentially disengaged as a Sycomp supplier.

We want to ensure that Sycomp and our extended teams support social responsibility across our global communities by embracing diversity and inclusion, minimizing our impact on the environment, reinforcing health, safety, and labor practice and by eliminating child exploitation and forced labor to the best of our ability. All these key elements are outlined in our Supplier Code of Conduct but fundamental to this effort is our supplier's commitment to carbon neutrality and helping to stop child and forced labor.

Carbon Neutrality

Sycomp encourages our suppliers and partners to share our commitment to sound CSR and ESG practices; using good faith efforts to obtain the products and/or services from their resale partners and delivering those products and/or services to Sycomp on a carbon neutral basis.

Child and Forced Labor

Child (anyone who is less than 15 years of age) and forced labor are pervasive problems throughout the world. As a global employer and provider of products and services, Sycomp has an important role to play in these issues. To this end, Sycomp has adopted the following key principles to reinforce its core value of treating all people with dignity and respect:

- The use of child or forced labor, the exploitation of children, their engagement in unacceptably hazardous work, and the physical punishment, abuse, or involuntary servitude of any worker in any of our global offices and facilities will not be tolerated.
- We expect the suppliers and contractors with whom we do business with to uphold these same standards, which are outlined in our Sycomp Supplier Code of Conduct.

It is the responsibility of Sycomp local management to implement and ensure compliance with these principles at our offices and facilities in each region around the world.

Reinvestment

Sycomp's business growth has allowed us to create a socially responsible, health conscious and stable work environment where our employees can thrive and contribute back to their communities. Through reinvestment, we have pursued more diversified hiring, enhanced our leadership in customer relationships, given back to our communities and reduced our overall environmental impact.

Supply Chain Diversity

Sycomp's success in operating and expanding our global operations has enabled us to contend with a variety of challenges which could impact, not only our business, but our client's business as well. To this effect, the Sycomp Leadership team is committed to ensure our viability during local geo-economic, environmental, and political situations by implementing diversity within our supply chain. During adverse situations, Sycomp monitors orders to validate that supply will be available. With our aggressive pre-planning and dynamic logistics capabilities, we have experienced no major issues.

Sustainability

Since 2018, Sycomp's mission has been to create a sustainable workplace for the benefit of not only the environment, but also the people who work here. Our Leadership team is committed to Corporate Social Responsibility (CSR) and Sustainability (ESG); both are key elements of our corporate culture where all Sycomp employees are empowered to introduce and embrace innovative and environmentally friendly programs and practices.

In early 2021, Sycomp established two goals: 1. Implement a Sustainability Management solution for carbon emissions accounting, tracking, and reporting and 2. Submit our science-based emissions reduction targets to the SBTi for validation and approval.

In late 2021, we successfully implement the Salesforce Sustainability Cloud (now NetZero Cloud) solution to compile and establish our tCO2e baseline emissions. In July of 2022, the SBTi approved and published our target commitment to reduce Scope 1 and Scope 2 GHG emissions 38% by 2030 from a 2021 base year, and to measure and reduce its Scope 3 emissions. Sycomp now maintains a CSR/ESG KPI dashboard for tracking our efforts to reduce Scope 1, Scope 2, and Scope 3 GHG emissions, as well as reporting any environmental incidents (of which there were none in 2022).

Sycomp Sustainability Report

The following details Sycomp's estimated 2018, 2019, 2020, 2021, and 2022 emissions from select categories.

Scope 1: emissions relate to fuel combustion as well as the release of certain greenhouse gases. These are direct emissions that could come in the form of company facilities, i.e., from fuels used in boilers or corporate vehicles.

Scope 2: emissions occur due to the use of electricity, steam, and purchased heating or cooling. This is the first of many indirect emissions categories and can be generally understood as those released from a company's energy usage.

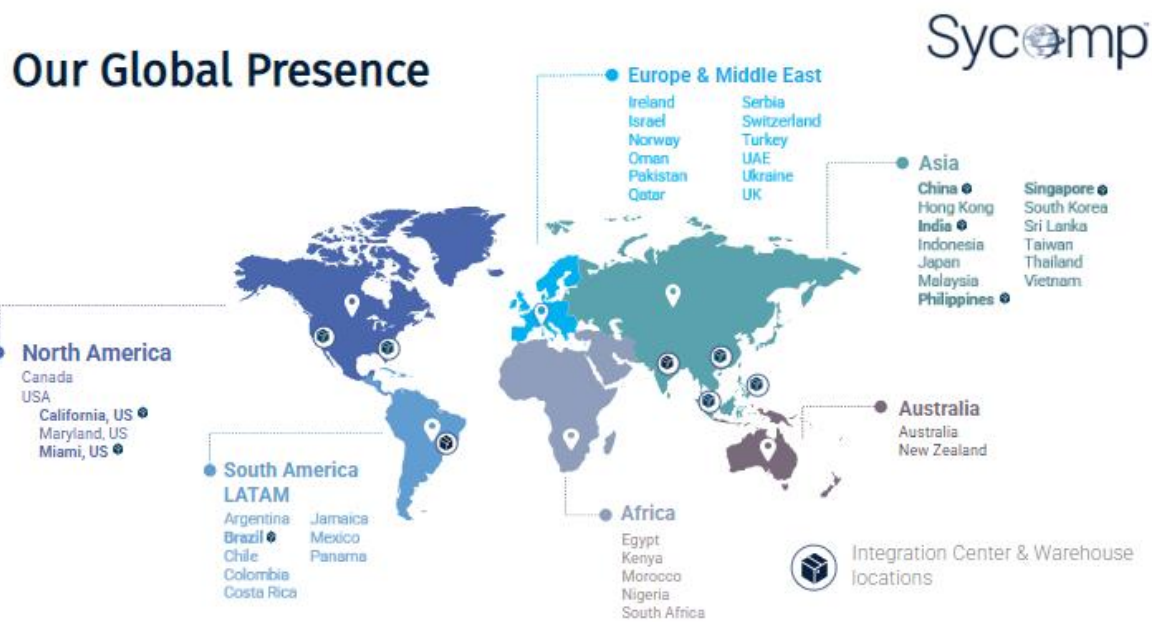
Scope 3 Upstream: emissions activities refer to those which are inputs for an organization's activities, such as transportation & distribution, employee commuting, and business travel.

In-Scope Global Locations

Sycomp's Sustainability initiative includes the following global locations:

- Sycomp Headquarters Office – Foster City, CA
- Sycomp Integration Center and Warehouse – Burlingame, CA
- Sycomp Integration Center and Warehouse – Miami, FL
- Sycomp Integration Center and Warehouse – San Paulo, Brazil
- Sycomp Integration Center and Warehouse – Beijing, China
- Sycomp Office – Bengaluru, India
- Sycomp Integration Center and Warehouse – Bengaluru, India
- Sycomp Integration Center and Warehouse – Ireland (opening in 2023)
- Sycomp Warehouse – Mumbai, India
- Sycomp Warehouse – Philippines
- Sycomp Office – Singapore
- Sycomp Integration Center and Warehouse – Singapore
- Sycomp Office – Ho Chi Minh City, Vietnam

Currently, all remaining Sycomp global locations, depicted in the graphic below, include virtual offices with a local, remote workforce and are not included in our Sustainability calculations at this time.



Emissions Factors

For the purposes of this reporting, Sycomp used the following resources and factors to calculate tCO₂e emissions:

Scope 1 – Building utility (gas therms) usage, for all the major Sycomp facilities noted above, were entered into the Salesforce NetZero Cloud (NZC) tool. Some facilities are owned by Sycomp, and some are leased. Not all facilities reported natural gas (therms) usage.

Scope 2 – Building utility (electricity kWh) usage, for all the major Sycomp facilities noted above, were entered into the Salesforce NZC tool. The tool calculated tCO₂e for both location- and market-based emissions. Some facilities are owned by Sycomp, and some are leased. All facilities reported kWh usage.

Scope 3 – Category 4: Upstream Transportation and Distribution - Freight Hauling: Given the complexity of gathering emissions related to Freight Hauling, Sycomp used a preliminary spend-based model for calculating tCO₂e emissions based on EPA EEIO modeling. In future years, Sycomp aims to further refine this model with distance and weight-based activity data, in collaboration with our major freight partners.

Scope 3 – Category 6: Business Travel - Air Travel: Miles by geography (US, EMEA, APAC, LATAM) was collected from Concur expense reporting and total miles for short, medium, and long haul flights was entered into the Salesforce NZC tool. NZC calculated tCO₂e based on EPA Emissions Factors.

Scope 3 – Category 6: Business Travel - Car Rental: Given that Concur rental car expense submissions did not report total miles driven, Sycomp used a spend-based model for calculating tCO₂e emissions based upon EPA EEIO modeling for 2018 - 2022. Starting in 2023 we have updated our expense reporting requirements to include total miles driven.

Scope 3 – Category 6: Business Travel – Ground Travel: Mileage by geography (US, EMEA, APAC, LATAM) was collected from Concur expense reporting and total miles/year/geography was entered into the Salesforce NZC tool. Sycomp separately entered trip cost and distance associated with Uber and Lyft ridesharing services into the NZC tool for emissions calculations. NZC calculated tCO₂e emissions based on country specific EPA/DEFRA Emissions Factors.

Scope 3 – Category 6: Business Travel - Hotel Stay: Total rooms and total nights by geography (US, EMEA, APAC, LATAM) was collected from Concur expense reporting for each year and was entered into the Salesforce NZC tool. NZC calculated tCO₂e emissions based on country specific DEFRA Emissions Factors.

tCO₂e Calculations

Utilizing the Salesforce NetZero Cloud tool and guidance from the environmental consultancy firm RyeStrategy, the following are the Scope 1, 2 and 3 tCO₂e emissions for the 2018 to 2022 reporting periods:

Description	2018	2019	2020	2021	2022
Scope 1	0	0	1.2637	4.4316	7.5724
Scope 2 – Location-based	60.7539	57.6832	59.1192	116.3184	214.5770
Scope 2 – Market-based	42.3838	40.7522	41.8785	85.6477	185.8043
Scope 3, Cat 4 – Freight Hauling	0	5,138.78	8,785.18	19,333.96	15,676.17
Scope 3, Cat 6 – Air Travel	196.6099	331.2076	58.6398	89.6058	206.8647
Scope 3, Cat 6 – Car Rental	2.67	3.46	1.4	7.55	6.38
Scope 3, Cat 6 – Ground Travel	23.0517	30.6009	6.9179	7.7089	12.7712
Scope 3, Cat 6 – Hotel Stay	15.266	19.0909	5.4405	9.4948	17.8545
Yearly tCO₂e Total	340.7353	5621.5748	8959.8396	19654.7172	16327.9941

Carbon Offsets

With the present technology available, it is virtually impossible for an organization to operate at carbon neutrality or net zero without some form of external input. Most often, this input takes the form of offsets: investments made in carbon-reducing projects, such as reforestation, renewable energy, and waste management initiatives. Offsets are priced so that for each metric ton of CO₂e emitted by an organization, a calculated dollar figure can be invested to directly counteract the emissions.

This year, Sycomp leveraged the Salesforce Net Zero Marketplace to purchase 467 carbon credits from the following projects to offset our Scope 1, Scope 2 (Location-based) and a majority of our Scope 3 tCO₂e emissions for 2022:

VCS-2299-SP-2020-2021, Hunan Xiangtan Landfill Gas Power Generation, Vintage 2020-2021 Sold by: South Pole USA, 199 Water Street, 34th Floor New York, NY 10038

VCS-2402-SP-2021, Linshu Biogas Recovery and Power Generation, Vintage 2021 Sold by: South Pole USA, 199 Water Street, 34th Floor New York, NY 10038

Commitment to Sustainability

In addition to the above, Sycomp’s goal is to expand our day-to-day commitment to sustainability by encouraging:

Hybrid Workplace/Virtual Meetings

Employees are encouraged to conduct more telephone/web conferences than in-person meetings which reduces the number of people on the road, leading to a decrease in carbon emissions, electricity usage and waste generation. For 2022, we have strongly encouraged our employees to work from home when appropriate to help reduce carbon emissions.

Recycling

We encourage our employees to be environmentally conscious by providing trash, recycling, and compost bins throughout our facilities to help save energy, minimize unnecessary waste, and reduce greenhouse gas emissions, which helps reduce climate change. In 2022, our Integration Centers began working to reduce non-recyclable waste by 50% by

encouraging our OEM vendors to minimize the amount of virgin plastics and foam in their product packing material.

Sustainable Food Options

We pride ourselves in offering healthy food and snack options for our employees. We strive to minimize processed foods, ensure food packaging is made of recyclable materials and utilize reusable containers whenever possible. For 2022, our purchasing team was committed to procuring 70% fair trade and sustainable food items from socially responsible vendors and we have minimized the use of plastic bottles and non-recyclable packaging.

Electricity Management

At Sycomp, 100% of our employees use laptops which are more energy efficient than desktop computers. Electronic signatures and dual screen computers are used to cut down on the need to print documents. Our smart-office facilities utilize LED lighting, room sensors and all appliances carry the EnergyStar rating. For the Sycomp Burlingame Integration Center, our goal in 2022 was to migrate to 100% renewable, clean energy; which we achieved in 1Q23 by moving to our local provider's ECO100 plan. We continue to investigate renewable energy options for our other global facilities.

IT Infrastructure Efficiency

For our own internal infrastructure, Sycomp leverages several cloud-based applications (i.e., Salesforce, O365 suite, ADP and Concur to name a few) and is a proponent of IT virtualization at both the server and storage level. In 2021, Sycomp migrated 100% of their internal server and storage infrastructure to more energy efficient, virtualized platforms. In 4Q22, Sycomp completed the migration of their headquarters' s IT infrastructure to a more energy efficient co-location facility.

Asset Disposition and e-Waste

For IT assets that are no longer functioning or are end of life, Sycomp leverages an R2- and ISO-certified company to recycle and dispose of electronics and e-waste in the most responsible manner possible and in full accordance with the law. In 2022, Sycomp was certified as a Cisco Sustainable Partner, eligible to participate in Cisco's Takeback Incentive program which helps customers participate in the circular economy by promoting the recycling, takeback and reuse, and refresh of retired IT solutions. This program will help reduce the amount of plastic and other materials in our landfill and promote the recapture and reuse of scarce minerals and resources.

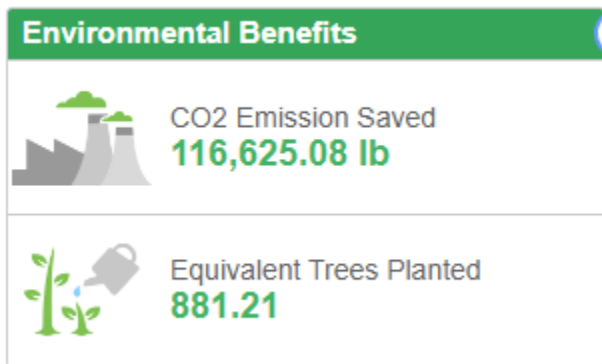
Environmentally Friendly Facilities

Sycomp's Headquarters in Foster City, California is in the LEED Gold Certified Metro Center building (950 Tower Lane, Foster City CA 94404). This LEED Certification aims to reduce energy consumption, conserve water, improve indoor air quality, lower operating costs, and more.

In 2022, Sycomp renovated and expanded their Integration Center facility in Burlingame, California which now complies with environmental actions & green initiatives consistent with current California's applicable building codes, green building measures and regulations, such as:

1. On-site storm water run-off management
2. Pedestrian and vehicular accessibility
3. Solar photovoltaic panels
4. Energy efficient mechanical systems
5. Water efficient plumbing fixtures
6. Insulating storefront glass panels
7. Indoor air quality management

Since the completion of our Solar implementation in April 2021, Sycomp has reported significant benefits as noted in the image below for year end 2022:



CO2 Emission Saved: Each kWh of electricity can be generated using fossil fuel, which generates CO2 emissions. The number shown above is the quantity of CO2 emissions that would have been generated by an equivalent fossil fuel system.

Equivalent Trees Planted: Trees absorb CO2, thus reducing CO2 environmental pollution levels. The number shown above is the equivalent planting of new trees for reducing CO2 levels.

Sycomp’s goal is to complete the implementation of Solar at our new Integration Center in Miami, Florida in the 1Q 2023.

Sustainability – Mitigation Strategies

Based on the emissions categories and calculations performed during the process, targeted mitigation strategies were identified in select categories that if implemented, can reduce associated emissions.

Electricity Usage

Consider adding occupancy sensors and timers to office lighting systems, as occupancy sensors can lower energy costs by 50% or more.

Refrigeration & Air Conditioning

Install modern air-cooling systems with less environmentally damaging coolants and time sensors, to regulate humidity and temperature in the office, while also minimizing unnecessary energy usage in times of reduced need or lower occupancy.

Transportation & Distribution

Prioritize the use of shipping vendors who place an emphasis on sustainability, such as fleet electrification. Review rankings through indices such as CDP (www.cdp.net).

Business Travel – Flights

Audit annual company flights to combine trips that are close to each other. Consider combining flights and/or reducing flights taken by hosting virtual meetings.

Business Travel – Road Transport

Incentivize carpooling, public transit, walking, and biking (where possible), to reduce travel emissions. Encourage the use of Google Maps to identify location-specific transit options.

Reporting

Sycomp adheres to all local and regional labor laws for reporting and tracking. During Sycomp's quarterly ISMS Management Review Meetings (MRM), key Corporate Social Responsibility (CSR) and Environmental, Social and Governance (ESG) metrics are reviewed. Employees and customers can visit Sycomp's website at <https://sycomp.com/csr/> to view Sycomp's Corporate Social Responsibility and Sustainability Report for 2022.

CSR and ESG Policy Statement

Sycomp is a global provider of IT infrastructure solutions and is committed to continuously minimizing the impact of its day-to-day business activities in a responsible way.

At Sycomp, we have been fortunate to grow and thrive as a global business and are committed to doing good for our people and the communities we belong in. We follow this premise, not just because we require it as a global organization, but because securing a bright future for one's family and children is everyone's responsibility.

As an organization, we do business in a legal, ethical manner, adding value to society and the environment instead of doing harm. We want to ensure that Sycomp and our extended teams support social responsibility across our global communities by embracing diversity and inclusion, minimizing our impact on the environment, reinforcing sound health, safety, and labor practices and by eliminating child exploitation and forced labor to the best of our ability.

Sycomp's CSR and ESG Policy covers all major sites and functional areas and will:

1. Comply with applicable local legislation, regulations, and relevant requirements.
2. Encourage engagement with suppliers and partners who share our commitment to sound CSR and ESG practices through a comprehensive Supplier Code of Conduct.
3. Be documented and communicated to employees and used to improve awareness.
4. Identify, address, and respond to significant impacts of its business, should they occur.
5. Provide the framework for setting and reviewing objectives and targets, including business ethics, sustainability, health and safety, and labor advocacy.
6. Be regularly reviewed and amended as appropriate.
7. Position the organization to achieve relevant ISO certifications by 2025.

These policies will be reviewed and reported on an annual basis and made available to customers, suppliers, and the public.

Mike Symons

Michael Symons
CEO, Sycomp