Sycomp
Delivering Technology Globally

2024

Environmental, Social and Governance (ESG) Report

Sycomp
CELEBRATING **30 YEARS**

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Introduction

Founded in 1994 by our CEO, a former United States Marine, and headquartered in Foster City, California, Sycomp has been a consistent global services provider for over 30 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 two decades, 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, South Korea, and Singapore - coupled with our local Sycomp business entities in 50+ countries - we successfully delivered solutions to more than 150 countries in 2024. 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 continues to make 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 collective 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 continued to play a vital role in Sycomp's high employee retention rate (93% in 2024). 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 person in every job, reflecting the communities we serve. 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 also reinforces the greater sense of family. Sycomp's annual diversity reporting in 2024 shows global staffing consists of 42% Females and 58% Males, with a 79% and 67% ethnic diversity, respectively.

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 100% completion rate globally for 2024.

Supplier Diversity

Sycomp places a high value on the unique relationships we have with our customers and the wide range of communities that we serve. Since our founding in 1994, a culture of inclusion, opportunity, and equity has been integral to the way we operate. Sycomp's Supplier Diversity Program is designed to encourage the development of minority-owned, women-owned, veteran-owned, LGBTQ-owned businesses, and other underrepresented businesses, as well as SBA-defined small businesses ("Diverse Suppliers"). We view supplier diversity as a strategic business advantage and a key component of our Corporate Social Responsibility (CSR) efforts. We began requesting Supplier Diversity information as part of our supplier onboarding process in 2022. In 2024, Sycomp procured $4.6M in products and services from diverse suppliers. Our continued commitment to this mission reflects our corporate values while supporting a more inclusive economy.

Our Vision: To integrate Supplier Diversity into the Sycomp Supplier Onboarding and Procurement process. Establish and maintain excellent relationships with Diverse Suppliers in the communities we serve.

Our Mission: To establish and implement a sustainable Supplier Diversity program that creates value by:
- Promoting the sourcing of goods and services from high performing, competitive Diverse Suppliers.
- Monitoring and measuring the Supplier Diversity Program effectiveness; and
- When possible, participating in outreach programs/activities to support Diverse Suppliers.

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 Anti-Bribery and Anti-Corruption (ABAC) training has consistently achieved an over 80% completion rate and there have been no whistleblower incidents reported to date.

Integrity

Sycomp is committed to hiring great people working seamlessly as one globally integrated team. We operate with a high level of urgency, supported by strong partner relationships, and move 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 extensive, advanced 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 2024, all new 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 well-being of our employees are vital to our long-term success as a team. In addition to our standard paid time off, insurance and retirement plan offerings, Sycomp is always searching for new benefits to help improve and support a strong work-life balance (programs for physical, mental, and emotional wellness) for all employees at no cost to them. As part of our commitment to mental health, we expanded our resources with the addition of Spring Health, providing U.S. employees with increased access to mental health services. This enhancement continues to be an important part of our benefits in 2024. Additionally, 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.

Sycomp's Do Good Program

Fostering the importance of work-life balance, Sycomp encourages employee involvement in the "global" community; one which has no boundaries. Our 'Do Good' 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 2024, Sycomp donated over $150,000 globally across organizations like:

✔ *Child Discovery Museum*	✔ *The Parkinson Council*
✔ *International CIO Leadership Association*	✔ *Cystic Fibrosis Foundation*
✔ *LEMO Foundation*	✔ *Special Olympics Northern California*

✔ Pan Mass Challenge	✔ Alzheimer's Association
✔ Tech Forward Inc.	✔ Growing Sparta Inc.
✔ Hermanas del Niño Jesus	✔ SBF and SVYM

Sycomp recognizes the importance of inclusive and equitable quality education in driving long-term social and economic development. We support this goal by engaging in initiatives that expand access to learning opportunities and promote skills development within our communities. Our contributions toward education include the following projects:

Salaam Bombay Foundation (SBF)
As part of our CSR efforts, Sycomp donated to support 30 students enrolled in the advanced vocational skills programs at Salaam Bombay Foundation's Media Academy in Mumbai. These programs provide professional training in photography and video editing, aiming to empower adolescents from underprivileged backgrounds with industry-relevant skills. In addition to vocational training, the foundation offers in-school leadership and after-school programs in sports, arts, media, and other skills, helping 'at-risk' youth build self-esteem and confidence, while equipping them for sustainable careers in creative fields.

Swami Vivekananda Youth Movement (SVYM)
We also contributed to the construction of a hostel for female students from socio-economically disadvantaged backgrounds in rural India. By providing safe and accessible accommodation, the hostel encourages girls from remote areas to pursue science education, empowering them personally and contributing to the development of their communities. In mid-2024, the results of our previous collaboration with SVYM were a powerful testament to the impact of our efforts – 100% of the 51 girls we supported passed their pre-university college board exams. In addition to benefiting the students, the hostel is expected to stimulate local economic growth through increased activity and the creation of new opportunities in the surrounding area.

For more details, see Sycomp's website at https://sycomp.com/do-good/

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.

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.

At Sycomp, we are committed to ensuring all 400+ global employees are paid a living wage at or above market rates. To support this commitment, we conduct regular salary analyses to promote pay equity among employees with similar job functions, regardless of gender, race, ethnicity, or other status.

Our annual compensation review process takes several factors into account, including local country requirements, individual job performance, certifications and education, achievements, work experience, and the responsibilities of each position. As part of our 2024 Living Wage and Pay Equity Initiative, 66% of eligible global employees received a salary increase. Eligibility for annual increases is based on role type, date of hire, and management level (executives are excluded from this process).

Sycomp remains dedicated to ensuring all applicable salaries are not only equitable but also exceed minimum wage requirements globally.

Innovation

Sycomp empowers and encourages diversity of thought, respecting all our employees and their contribution to high levels of innovation, service, and commitment. This dedication to fostering innovation was recently recognized when we received the 2024 'Candefero Innovation Partner of the Year' award from Canalys. 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 acting responsibly toward our people and the communities we are part of. 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 continues to participate in the Responsible Business Alliance (RBA) – formerly the Electronic Industry Citizenship Coalition (EICC) – and has adopted the RBA 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 and related sectors where electronics play a key role 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 are committed to promoting social responsibility across our global communities by embracing diversity and inclusion, minimizing our impact on the environment, reinforcing health, safety, and labor practices, 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 and a key expectation is that our suppliers actively commit to carbon neutrality and the elimination of 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 ensuring our business continuity amid local geo-economic, environmental, and political situations by fostering diversity within our supply chain. During adverse situations, Sycomp closely monitors orders to ensure supply availability. With our proactive planning and agile logistics capabilities, we have experienced no major disruptions.

Sustainability

Sycomp has continued our mission to create a sustainable workplace for the benefit of not only the environment, but also the people who work here. Our Leadership team has expanded its commitment 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.

Across our major global Offices, Integration Centers, and Warehouses, the team has collectively embraced the following practices:

- Conscious and combined effort by all staff to print documents only when necessary
- Implemented designated recycling bins for cardboard and paper, with weekly pickups collected by an external recycling company
- Reuse vendor packaging in the warehouse/IC whenever possible
- Eliminated the use of plastic bottles and cups, using either glasses or reusable water bottles
- Minimized/eliminated the use of plastics in snack food packaging
- Facility rooms/offices have LED lighting and PIR (infra-red sensor) installed which turns on/off as you enter/leave the room
- Eliminated the use of "popcorn" for package filler
- Utilize sustainable/reusable shipping crates whenever possible

Sycomp established its baseline sustainability goals in 2021, which included:

1. Implementing a Sustainability Management solution for Scope 1, 2 and 3 carbon emissions accounting, tracking, and reporting.
2. Submitting science-based emissions reduction targets to the Science Based Targets Initiative (SBTi) for validation and approval.

In 2024, Sycomp continued to work towards achieving their SBTi sustainability goals of reducing Scope 1 and Scope 2 GHG emissions 38% by 2030 from a 2021 base year, and to measure and reduce its Scope 3 emissions:

1. Reduce Scope 1 and Scope 2 carbon emissions 38% by 2030:
   - Implementing energy efficient appliances and solar across our Offices and Integration Center/Warehouses wherever possible.
   - Encouraging shipping/logistics suppliers who utilize EV vehicles and/or sustainable aviation fuel.
   - Migrating global Integration Centers/Warehouses to 100% renewable, clean energy where available.

2. Reduce global Integration Center/Warehouse non-recyclable waste by 30% by:
   - Implementing a waste management collection and measurement processes.
   - Encouraging our OEM vendors to minimize the amount of virgin plastics and foam in their product packing material.
   - Investigating sustainable packaging (i.e., shrink wrapping, biodegradable packaging, reusable crating, etc.) solutions for our global warehouses.

3. Increase our engagement in e-waste programs by 25% by:
   - Collaborating with our major customers and technology partners to create and/or expand participation in Sycomp's Trade-In Made Easy (TIME) programs to support the circular economy.
   - Expanding our internal global e-waste programs.

In 2024, we continued to expand our implementation of the Salesforce NetZero Cloud solution to collect, track and report on our carbon emissions. Moreover, we intensified our focus to more accurately measure and report on Scope 3 emissions. Sycomp maintained a CSR/ESG KPI dashboard to monitor our progress in reducing emissions across all scopes and to report any environmental incidents – of which there were none in 2024.

Since our inaugural reporting to EcoVadis in 2020, Sycomp's commitment to sustainability has proven to be effective; achieving a bronze medal in 2020, 2021, and 2022, and advanced to a silver medal standing in 2023, which we achieved again in 2024! Our performance in this years' EcoVadis assessment placed Sycomp in the 86th percentile of all participating companies.

Overall score distribution
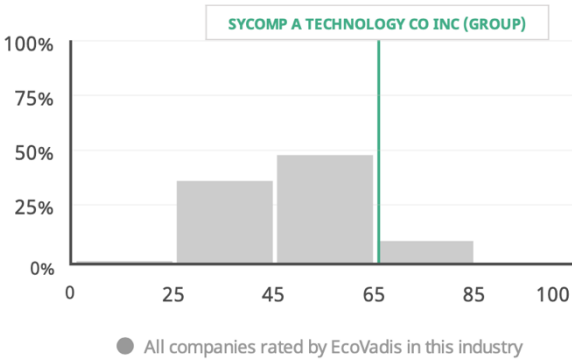
Theme score comparison
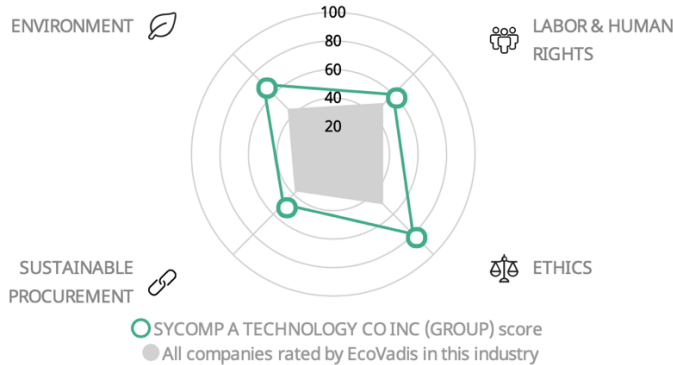
In 2024, Sycomp participated, for the second time, in the CDP (Climate Disclosure Project) assessment, which evaluates companies on their environmental impact and actions to address climate change. For the second year in a row, Sycomp received a score of "C" in the Awareness band (noting our knowledge of impacts on, and of, climate issues). While we view this consistent performance as a solid baseline, we recognize there is room for growth. We are committed to addressing the areas highlighted by both assessments, strengthening our disclosures and environmental performance, and contributing meaningfully to global climate action.

Sycomp Sustainability Report

The following details Sycomp's yearly tCO2 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 understood as those released from a company's energy usage.

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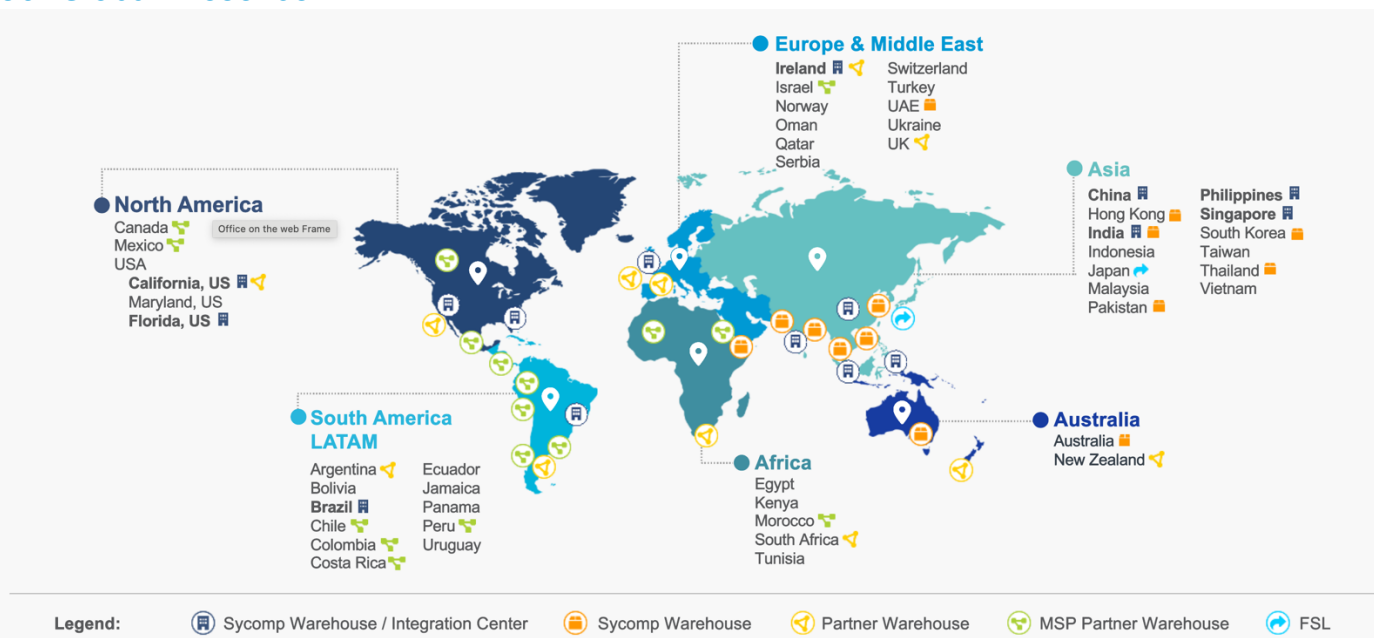
In-Scope Global Locations

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 – Dublin, Ireland
Sycomp Integration Center and Warehouse – Beijing, China
Sycomp Integration Center and Warehouse – Seoul, South Korea
Sycomp Office – Bengaluru, India
Sycomp Integration Center and Warehouse – Bengaluru, India
Sycomp Warehouse – Mumbai, India
Sycomp Warehouse – Philippines
Sycomp Office – Singapore
Sycomp Integration Center and Warehouse – Singapore
Sycomp Office – Ho Chi Minh City, Vietnam

In addition to the above locations, Sycomp welcomed a new warehouse in New South Wales, Australia in late 2024. This new location will be included in the scope of our 2025 ESG Annual Report.

All remaining Sycomp global locations, depicted in the graphic below, include virtual offices with a local, remote workforce and are excluded from our Sustainability calculations at this time.

Our Global Presence

North America
Canada
Mexico
USA
California, US
Maryland, US
Florida, US

Europe & Middle East
Ireland   Switzerland
Israel   Turkey
Norway   UAE
Oman   Ukraine
Qatar   UK
Serbia

Asia
China   **Philippines**
Hong Kong   **Singapore**
India   South Korea
Indonesia   Taiwan
Japan   Thailand
Malaysia   Vietnam
Pakistan

South America LATAM
Argentina   Ecuador
Bolivia   Jamaica
Brazil   Panama
Chile   Peru
Colombia   Uruguay
Costa Rica

Africa
Egypt
Kenya
Morocco
South Africa
Tunisia

Australia
Australia
New Zealand

Legend: 🏢 Sycomp Warehouse / Integration Center   🟠 Sycomp Warehouse   🟡 Partner Warehouse   🟢 MSP Partner Warehouse   🔵 FSL

Emissions Factors

All emissions factors were updated and standardized for 2024 reporting. All Sycomp locations use the most relevant and up-to-date emissions factors available, outlined below for each category. For this reporting, Sycomp used the following resources and factors to calculate tCO2e emissions:

Scope 1 – Building utility (gas therms) usage was 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. The emissions factor used was from the IEA 2024 (2022 data) dataset for the relevant country.

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. The emissions factor used was from the IEA 2024 (2022 data) dataset for the relevant country.

Scope 3 – Category 4: Upstream Transportation and Distribution - Freight Hauling: Given the complexity of gathering emissions related to Freight Hauling, Sycomp again used a spend-based model for calculating tCO2e emissions based on EPA EEIO modeling. Emissions factors used in calculations for this category are directly from the US EPA's Supply Chain Greenhouse Gas Emission Factors v1.3 dataset.

Scope 3 – Category 6: Business Travel - Air Travel: Miles by geographic region (AMER, EMEA, APAC, LATAM) were collected from our travel management system and total miles for short, medium, and long-haul flights was entered into the Salesforce NZC tool. NZC calculated tCO2e based on US EPA 2024 Air Travel Emissions Factors.

Scope 3 – Category 6: Business Travel - Car Rental: Car rental mileage was collected from our travel management system and entered into the Salesforce NZC tool. NZC calculated tCO2 based on the EPA Emissions Factor of .313 CO2 kg per mile (https://www.epa.gov/climateleadership/ghg-emission-factors-

[hub](hub))

Scope 3 – Category 6: Business Travel – Ground Travel: Trip cost by geographic region (AMER, EMEA, APAC, LATAM) was collected from our travel management system expense reporting and total miles by geography was entered into the Salesforce NZC tool. Sycomp entered trip cost for all types of Taxi, including 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 geographic region (AMER, EMEA, APAC, LATAM) was collected from our travel management system expense reporting for the year and was entered into the Salesforce NZC tool. NZC calculated tCO2e emissions based on country specific DEFRA 2024 Emissions Factors.

Scope 3 – Category 9: Downstream Transportation and Distribution - Freight Hauling: Again, given the complexity of gathering emissions related to Freight Hauling, Sycomp used a spend-based model for calculating tCO2e emissions based on EPA EEIO modeling. Emissions factors used in calculations for this category are directly from the US EPA's Supply Chain Greenhouse Gas Emission Factors v1.3 dataset.

Note: In mid-2023, we transitioned to a more detailed revenue breakout to enhance financial tracking. 2024 marks the first full year reflecting this updated structure, allowing for more accurate alignment of spend data with emissions categories. While the calculation method remained consistent, this change in data granularity contributed to a more precise emissions total in Scope 3 categories 4 and 9. This update reflects Sycomp's commitment to continuous improvement in emissions reporting and data quality.

tCO2e Calculations

Utilizing the Salesforce NetZero Cloud tool, the following are the Scope 1, 2 and 3 tCO2e emissions for the 2018 to 2024 reporting periods:

Description	2018	2019	2020	2021	2022	2023	2024
Scope 1	0	0	1.264	4.432	7.572	14.351	4.448
Scope 2 – Location-based	60.754	57.683	59.119	116.318	214.577	317.709	324.784
Scope 2 – Market-based *	42.384	40.752	41.879	85.648	185.804	227.221	334.873
Scope 3, Cat 4 – Upstream Freight	0	5,138.78	8,785.18	19,333.96	15,676.17	6,025.860	1,996.669
Scope 3, Cat 6 – Air Travel	196.610	331.208	58.640	89.606	206.865	380.917	417.013
Scope 3, Cat 6 – Car Rental	2.67	3.46	1.4	7.55	6.38	5.178	10.327
Scope 3, Cat 6 – Ground Travel	23.052	30.601	6.918	7.709	12.771	40.591	59.144
Scope 3, Cat 6 – Hotel Stay	15.266	19.091	5.441	9.495	17.855	22.090	25.56
Scope 3, Cat 9 - Downstream Freight						3,587.580	4,354.774
Yearly tCO2e Total	298.352	5,580.823	8,917.961	19,569.070	16,142.19	10,394.276	7,192.719

∗ Not included in the yearly total

As seen in the table above, Sycomp's focus on our sustainable practices has achieved a significant downward trend in tCO2e emissions for 2024, especially for categories 4 and 9, which are upstream and downstream freight, respectively. While this decrease reflects real progress, it is important to note that our freight emissions are calculated using a spend-based methodology. As a result, fluctuations in revenue can impact the emissions calculations.

Carbon Offsets

With the present technology available, it is extremely difficult for organizations 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.

Sycomp has partnered with Climate Impact Partners to purchase 1,102 tCO2e in carbon offsets for 2024. These offsets fully cover our Scope 1, Scope 2 (Location-based), and Scope 3 business travel emissions, as well as a portion of our Scope 3 freight-related emissions. The carbon credits supported the below projects:

Five States Solar Power, India
Standard: Verified Carbon Standard (VCS)
This project supports the generation of clean, renewable electricity through a 927 MW solar power installation across five India states: Gujarat, Karnataka, Madhya Pradesh, Rajasthan, and Telangana. By supplying clean energy to India's national grid, it helps reduce reliance on fossil fuels in one of the world's largest coal- and oil-consuming countries. In addition to delivering measurable emissions reductions, the project contributes to improved air quality, supports local job creation, and advances access to affordable and clean energy (SDG 7 and SDC 13).

Renewable Energy Portfolio, Global
Standard: Clean Development Mechanism (CDM), VCS, Gold Standard
This global portfolio of renewable energy projects – including wind and solar – aims to reduce greenhouse gas emissions from the growing global demand for energy while supporting the development of sustainable infrastructure. By displacing fossil fuel-based electricity with renewable sources, the portfolio supports climate action (SDG 13), increases access to affordable and clean energy (SDG 7), and contributes to local economic growth through job creation (SDG 8). Additionally, the project helps build resilient energy and transport infrastructure in underserved areas (SDG 9).

Commitment to Sustainability

In addition to the above, Sycomp is committed to advancing the United Nations Sustainable Development Goals (SDGs), specifically focusing on Goals 4: Quality Education, 8: Decent Work and Economic Growth, 9: Industry, Innovation, and Infrastructure, and 12: Responsible Production and Consumption.

Through our 'Do Good' Program, we proudly advance Goal 4 by supporting initiatives that promote inclusive learning and skills development. Our Contributions to the Salaam Bombay Foundation and Swami Vivekananda Youth Movement have directly expanded educational access and vocational opportunities for underserved youth in India, reflecting our commitment to creating lasting social impact through education.

As part of our dedication to Goal 8, Sycomp prioritizes creating a supportive work environment by regularly measuring employee satisfaction through feedback mechanisms, tracking employee retention rates, and offering telecommuting and hybrid work options to promote work-life balance. Additionally, we strive to increase equity and inclusivity in the workforce by tracking diversity metrics and ensuring equal employment opportunities for all.

Under Goal 9, we aim to enhance infrastructure development by incorporating customer feedback to ensure the resilience and reliability of our IT infrastructure solutions and by seeking out EnergyStar-certified OEM vendor solutions.

In line with Goal 12, Sycomp is dedicated to reducing emissions and our carbon footprint by measuring greenhouse gas emissions and investing in high-quality carbon offset projects. We are also advancing our commitment to implementing circular economy practices through initiatives that minimize waste and promote recycling and reuse. To further strengthen our impact, we are actively working with suppliers to

improve data accuracy, understand upstream emissions more clearly, and identify opportunities for reduction throughout our value chain. This collaboration supports more transparent reporting and reinforces our shared responsibility in driving sustainable business practices.

Through these efforts, Sycomp remains steadfast in its commitment to sustainable development and creating a positive impact on society and the environment. This commitment is further demonstrated through the following actions, integrated into our daily operations:

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 2024, we have strongly encouraged our employees to carpool to company or group meetings, and 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. This year, our Integration Centers continued working to reduce non-recyclable waste by encouraging our OEM vendors to minimize the amount of virgin plastics and foam in their product packing material and by investigating sustainable packaging solutions for our global warehouses.

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. In 2024 and beyond, 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 our global offices are committed to installing EnergyStar certified appliances and IT solutions to save energy and help protect the climate. In 2023, the Sycomp Burlingame Integration Center migrated to 100% renewable, clean energy by moving to our local provider's ECO100 plan – an important milestone in our sustainability journey. In 2024, we continued to build on that momentum by migrating to renewable energy in our Miami Integration Center as well. 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. Throughout 2024, Sycomp continued to operate its production IT infrastructure out of an energy efficient co-location facility and further embraced cloud applications. In addition, we continue to leverage our OEM partner solutions which have earned ENERGY STAR certification for their proven energy efficiency.

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 2023, Sycomp was re-certified as a Cisco Sustainable Partner, participating in Cisco's Takeback Incentive program. We continue in 2024 to actively work with our customers and OEM partners to leverage Sycomp's Trade-In Made Easy (TIME) program, which helps more customers participate in the circular economy by promoting the recycling, takeback and reuse, and refresh of retired IT solutions. These programs 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, and lower operating costs, among other sustainability goals. Additionally, Sycomp's transition to a hybrid work model enabled us to reduce the square footage of our headquarters from 6,561 to 4,901 square feet – a decrease of 1,660 square feet – further minimizing our environmental footprint and operational resource use.

In 2024, the solar implementation in our Burlingame facility produced 48.34 MWh of power. Our overall environmental benefit to date is:

132	2,192	1,124,268
Kilograms of CO_2 Emission Saved	Equivalent Tree Planting	Km Driven on Sunshine

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.

Km Driven on Sunshine: Solar energy can often be used as a direct replacement for traditional fuel consumption. The number above shows the distance that could be driven by an average passenger vehicle using the same amount of clean energy generated.

Sustainability – Mitigation Strategies

In addition to the above, Sycomp will continue to identify and target additional opportunities to reduce our business associated carbon emissions, as well as educate and encourage all employees to do the same in

their personal lives.

Electricity Usage

Consider adding occupancy sensors and timers to lighting systems, as occupancy sensors can lower energy costs by 50% or more, as well as unplugging devices and appliances when not in use.

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

Encourage employees to consider combining trips that are close to each other 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, 2023, and 2024.

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 noted in this report 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/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 2030.

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