Sycomp
Delivering Technology Globally

2025

Environmental, Social and Governance (ESG) Report

technology means the world to us.

Sycomp A Technology Company, Inc.

Table of Contents

Introduction

Sycomp remains committed to continuous improvement in ESG performance, focusing on operational efficiency, environmental impact reduction, and responsible business practices across its global operations:

- Maintained participation in external ESG assessments, including CDP and EcoVadis
- Sustained commitment to diversity, equity, inclusion, and employee well-being
- Continued investment in circular economy initiatives, including IT asset recovery and reuse programs
- Enhanced supplier ESG framework and supply chain transparency
- Strengthened governance through executive-level ESG oversight and integration into business strategy
- Expanded Scope 1, 2, and 3 emissions reporting using established methodologies

Key Highlights:
This report outlines Sycomp's Environmental, Social, and Governance (ESG) performance for 2025, reflecting continued alignment with global sustainability standards and stakeholder expectations.

Executive ESG Summary (2025)

Founded in 1994 by our CEO, a former United States Marine, and headquartered in Burlingame, California, Sycomp has been a consistent global services provider for over 30 years. Sycomp has successfully designed, delivered, implemented, and supported complex data center IT infrastructure, cloud, HPC, AI, SaaS, security, and endpoint management solutions across 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 Centers and Warehouses located in the USA, Australia, Brazil, China, India, Ireland, Japan, the Philippines, South Korea, and Singapore - coupled with our local Sycomp business entities in 55+ countries - we successfully delivered solutions to more than 150 countries in 2025. This has allowed Sycomp to operate as a global company and not as a multinational, providing our customers superior consistent and integrated global support. Learn more about Sycomp here.

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 continue to 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 2025). 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.

Our values

Sycomp is an inclusive and diverse group of professionals unified by strong values, ethics, and doing what's right for our customers and each other.

We are easy to do business with in all our relationships	We exceed expectations with our customers and partners	We are fearless — never shying away from complexity	We are dedicated to superior delivery and execution in all that we do	We are global — helping our customers realize a world without boundaries

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 2025 shows global staffing consists of 41% Females and 59% Males, with a 75% and 69% 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. Employees are required to participate in the Sycomp anti-harassment training every 2 years and our annual KPI for employee anti-harassment training shows a 100% completion rate globally for 2025.

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 2025, Sycomp increase their procurement of products and services from diverse suppliers by 16% to $5.5M. 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 highly-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 2025 KPI for global Anti-Bribery and Anti-Corruption (ABAC) training shows a 100% completion rate and there were no whistleblower incidents reported.

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.

Building More Than an Internship: The ECAP Evolution

This summer, Neal Callahan (Sycomp's COO) decided to formalize the Sycomp Family & Friends Internship Program implemented in 2024, naming it the "Early Career Advancement Program" also known as ECAP. Historically, Sycomp gets 3-5 interns every summer, but this year we had 14. When asked why he wanted to formalize the internship program, Neal said "I wanted to put more structure around the program to have it be more beneficial for the interns. Both from a learning experience and also to put [the internship program] on their resumes". We also asked what makes a good intern. From this we learned how much Neal appreciates and searches for true passion among applicants, interns, employees, and coworkers. Passion, above experience, is the leading factor of hardworking individuals and makes the best quality in an intern.

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 safe and healthy every day. Sycomp's annual KPI metrics show in 2025, 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 2025. Additionally, as part of our workplace wellness program, all Sycomp employees are provided health club benefits, and employees in our offices have access to 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 2025, Sycomp donated over $191,000 globally across organizations like:

✓ *Lighthouse of Pinellas*	✓ *The Parkinson Council*
✓ *Creando Corazones Alegres Inc.*	✓ *Provisions For Humanity*
✓ *LEMO Foundation*	✓ *Special Olympics Northern California*
✓ *Swami Vivekananda Youth Movement*	✓ *Alzheimer's Association*
✓ *Tech Forward Inc.*	✓ *Growing Sparta Inc.*
✓ *Cristo Rey San Jose Work Study Co*	✓ *Salaam Bombay Foundation*

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 2025, 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.

Tech Forward is a nonprofit organization that exposes marginalized communities to cloud and SaaS (software-as-a-service) based technologies and careers to help participants be more marketable, obtain higher-paying jobs and career opportunities.

Cristo Rey San José provides students from underrepresented communities in the region with a rigorous college prep education and a unique Corporate Work Study Program (CWSP) in which students work in over 100 Silicon Valley companies.

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 500+ 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 2025 Living Wage and Pay Equity Initiative, 71% 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. 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 continues to monitor supplier performance and may implement corrective actions where ESG expectations are not met. Suppliers are encouraged to share our commitment to reducing emissions, improving resource efficiency, and supporting sustainable logistics practices.

In 2025, Sycomp strengthened supplier ESG practices through enhanced due diligence, ESG risk screening, and expanded data transparency efforts. Suppliers are expected to comply with Sycomp's Supplier Code of Conduct, including environmental responsibility, ethical practices, labor standards, and health and safety requirements. Sycomp recognizes the importance of supply chain accountability and has established a Supplier ESG Framework aligned with the Responsible Business Alliance (RBA) Code of Conduct and UN Guiding Principles on Business and Human Rights.

Sycomp engaged KERAMIDA, a CDP approved solution provider, to provide independent limited assurance greenhouse gas (GHG) verification of its calendar year 2025 Scope 1, Scope 2, and Scope 3 Categories 4, 6, 8, and 9 GHG emissions inventory. "In KERAMIDA's opinion, Sycomp has established an appropriate system for collecting, calculating, and analyzing quantitative data and information for the GHG emissions for the stated time period, scope, and level of assurance."

Please see the final KERAMIDA - Sycomp GHG Emissions Assurance Report below:

PDF
Sycomp GHG
Emissions Assurance

Scope 3 Emissions and Supplier ESG Framework (2025)

Sycomp has reinforced 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.

Sycomp continues to utilize Salesforce Net Zero Cloud (NZC) and recognized emissions factors (i.e., EPA, DEFRA, IEA) for tracking and reporting.

In 2025, Sycomp enhanced Scope 3 management by improving data collection, aligning financial and emissions reporting, and strengthening the GHG validation processes while maintaining consistency with prior methodologies. Scope 3 emissions represent indirect greenhouse gas (GHG) emissions across Sycomp's value chain, including upstream/downstream transportation (Category 4 and 9), business travel

(Category 6), and upstream stationary assets (Category 8).

Across our major global Offices, Integration Centers, and Warehouses, the team continues to collectively embrace 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
- Decreased local emissions by leveraging a Sycomp controlled commercial vehicle to consolidate shipments between our Burlingame Integration Center and Union City Warehouse.

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 2025, 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 power 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 2025, 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 2025.

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! In 2025, EcoVadis changed their scoring to measure us against a smaller subset of related businesses. The results were a bronze medal in 2025. Our performance in this years' EcoVadis assessment placed Sycomp in the top 35% of all participating companies.

In 2025, Sycomp participated for the 4th year 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 an overall score of "C;" with a B- for Energy, Environmental Policies, Public Policies, Risk Disclosures, Scope 1 and 2 Emissions, and Targets. 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 are 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 upstream/downstream transportation & distribution, employee commuting, business travel, and upstream stationary assets.

In-Scope Global Locations

In 2025, Sycomp's Sustainability initiative expanded to include the following global locations:

Sycomp Office – Foster City, CA
Sycomp Integration Center and Warehouse – Burlingame, CA (HQ)
Sycomp Warehouse – Union City, CA
Sycomp Integration Center and Warehouse – Miami, FL
Sycomp Integration Center and Warehouse – San Paulo, Brazil
Sycomp Integration Center and Warehouse – Dublin, Ireland
Sycomp Warehouse - Australia
Sycomp Warehouse – Japan *
Sycomp Office – Beijing, China
Sycomp Warehouse – Shenzhen, China *
Sycomp Integration Center and Warehouse – South Korea
Sycomp Office – Bengaluru, India
Sycomp Office and Warehouse – Bengaluru, India
Sycomp Integration Center – Bengaluru, India

Sycomp Warehouse – Bangaluru, India
Sycomp Warehouse – Mumbai, India *
Sycomp Warehouse – Lucknow, India *
Sycomp Warehouse – West Bengal, India *
Sycomp Warehouse – Philippines
Sycomp Office – Singapore
Sycomp Integration Center and Warehouse – Singapore
Sycomp Integration Center – Singapore
Sycomp Warehouse - Singapore
Sycomp Office – Ho Chi Minh City, Vietnam

- * New locations in 2025

Outside of the noted Integration Centers and Warehouses, 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.

Emissions Factors

Emissions factors were updated and standardized for 2025 reporting. The in-scope 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 2025 (2023 data) dataset for the relevant country. In July 2025, Sycomp introduced a Commercial Vehicle to move equipment between our Union City Warehouse and our Burlingame Integration Center. The emissions related to this vehicle are also included in our 2025 Scope 1 emissions numbers using the EPA 2025 Medium Truck Emissions Factor.

Scope 2 – Building utility (electricity kWh) usage – Based on our GHG validation work with KERAMIDA our approach to reporting 2025 Scope 2 emissions changed to include only Sycomp owned facilities. Electricity usage information was entered into the Salesforce NZC tool which calculated tCO2e for both location- and market-based emissions. The Sycomp Burlingame facility participates in the PG&E ECO100 program providing 100% carbon-free and 100% renewable electricity via solar and wind energy sources. So 115 MWh was reported as renewable energy, removing it from our Market-Based calculation. The emissions factor used was from the IEA 2025 (2023 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. For 2025, we were able to leverage new functionality in the Salesforce Net Zero Cloud tool to calculate our Scope 3 Upstream Freight spend-based emissions using the US EEIO v1.3 by NAICS-6 2024 emissions factor.

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 and long-haul flights was entered into the Salesforce NZC tool. NZC calculated tCO2e based on US EPA 2025 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 US EPA 2025 Emissions Factor.

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 2025 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/Greenview 2025 Emissions Factors.

Scope 3 – Category 8: Upstream Stationary Assets – This is a new addition in 2025! Again, based on our GHG validation work with KERAMIDA our approach to reporting emissions relating to kWh electricity usage for Non-Sycomp owned facilities changed, electricity bills were collected and total kWh usage for the year was entered into the Salesforce Net Zero Cloud tool resulting in Scope 3 – Category 8 Upstream Stationary Assets. The emissions factor used was from the IEA 2025 (2023 data) dataset for the relevant country.

Scope 3 – Category 9: Downstream Transportation and Distribution - Freight Hauling: Again, 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. For 2025, we were able to leverage new functionality in the Salesforce Net Zero Cloud tool to calculate our Scope 3 Downstream Freight spend-based emissions using the US EEIO v1.3 by NAICS-6 2024 emissions factor.

tCO2e Calculations

Utilizing the Salesforce NetZero Cloud tool, the following are the Scope 1, 2 and 3 tCO2e emissions for the 2018 to 2025 reporting periods:

				Base Year				
Description	2018	2019	2020	2021	2022	2023	2024	2025
Scope 1	0	0	1.264	4.432	7.572	14.351	4.448	9.187
Scope 2 – Location-based	60.754	57.683	59.119	116.318	214.577	317.709	324.784	181.765
Scope 2 – Market-based *	42.384	40.752	41.879	85.648	185.804	227.221	334.873	159.322
Scope 3:								
Cat 4 – Upstream Freight	0	5,138.78	8,785.18	19,333.96	15,676.17	6,025.86	1,996.67	1008.466
Cat 6 – Air Travel	196.61	331.208	58.64	89.606	206.865	380.917	417.013	444.829
Cat 6 – Car Rental	2.67	3.46	1.4	7.55	6.38	5.178	10.327	5.383
Cat 6 – Ground Travel	23.052	30.601	6.918	7.709	12.771	40.591	59.144	69.235
Cat 6 – Hotel Stay	15.266	19.091	5.441	9.495	17.855	22.09	25.56	29.502
Cat 8 - Upstream Stationary Assets								167.374
Cat 9 - Downstream Freight						3,587.58	4,354.77	6231.937
Yearly tCO2e Total	298.352	5,580.82	8,917.96	19,569.07	16,142.19	10,394.28	7,192.72	8,307.00

* Sycomp reports on Location-based and Market-based emissions

As seen in the table above, Sycomp's focus on our sustainable practices has achieved a significant downward trend in tCO2e emissions for 2025 compared to our 2021 base year. 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 Scope 3 Category 4 and 9 emissions calculations.

Carbon Offsets and RECs

With the present technology available, it continues to be 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.

For Scope 2 emissions, Renewable Energy Certificates (RECs) are the standard, most direct, and favorable instrument for accounting and reduction. Under the Greenhouse Gas (GHG) Protocol market-based accounting, RECs specifically match and lower emissions from purchased electricity, whereas carbon credits are generally reserved for residual emissions (Scope 1 and Scope 3).

For 2025, Sycomp has partnered with CNaught to purchase 475 MWh worth of USA RECs and 130 MWh of Irish RECs to cover Scope 2 emissions. We also purchased 1,734 tonnes of carbon credits. These offsets fully cover our Scope 1 and Scope 3, Category 4, 6, and 8 emissions. The carbon credits support the below project portfolio:

- Titas Gas Leak Repair (VCS 2478) **40%**
- Istanbul Landfill Gas to Electricity (GS 707) **35%**
- Liling Landfill Gas Project (VCS 2503) **10%**
- Oeste de Caucaia Landfill (VCS 2600) **5%**
- Louisiana Methane Abatement (ACR 934) **5%**
- Karnataka Regenerative Farming (VCS 3115) **5%**

Titas Gas Leak Repair

Located in Greater Dhaka, Bangladesh, this project reduces natural gas leaks from a gas distribution network in Bangladesh through the use of an advanced leak detection and repair program. Natural gas is a potent greenhouse gas and the technology is available to detect and repair pipeline leakage. But, without carbon credit revenue, deploying that technology would not be economical (or otherwise required) in

Bangladesh. Beyond being highly additional and conservative with its emission reduction calculations, this project also supports the safety and well-being of local communities by improving their access to a cleaner source of energy. This project is the same as VCS2930, this project represents CDM credits converted to VCS credits, whereas VCS2930 represents new credits issued by the project after transitioning from the CDM to Verra.

Istanbul Landfill Gas to Electricity – Impact Type = Avoid Emissions
This project supports collection of landfill gas and generation of more than 51MW of electricity at the Odayeri and Komurcuoda landfill sites near Istanbul in Turkey. Like most landfills, these sites throw off methane as some of the waste decomposes. Credits are generated from two pieces of the project: (1) avoiding the emissions of methane (a potent greenhouse gas) into the atmosphere and (2) using the power generated from the methane (natural gas) to displace dirtier coal-fired power coming from the electric grid. The project clearly required carbon revenues to achieve these two goals and therefore generates high-quality carbon offsets.

Liling Landfill Gas Project – Impact Type = Avoid Emissions
This project supports collection of landfill gas and generation of 3.2MW of electricity at a landfill in Liling City of Hunan Province, China. The project is expected to reduce nearly 1,000,000 tonnes of CO2e emissions during the project's lifetime. Credits are generated from two pieces of the project: (1) avoiding the emissions of methane (a potent greenhouse gas) into the atmosphere and (2) using the power generated from the methane (natural gas) to displace dirtier coal-fired power coming from the electric grid. The project clearly required carbon revenues to achieve these two goals and therefore generates high-quality carbon offsets.

Oeste de Caucaia Landfill – Impact Type = Avoid Emissions
This project supports collection of landfill gas at a municipal landfill near the city of Fortaleza in the state of Ceará, Brazil. As organic matter like food waste decomposes, the landfill emits landfill gas, which is primarily methane. The project reduces emissions by (i) capturing landfill gas that would, under normal circumstances, be emitted to the atmosphere and (ii) by using it to produce natural gas. Captured landfill gas is sent to an upgrading facility and then injected into Companhia de Gás do Ceará's natural gas distribution grid, which then displaces other natural gas that would otherwise be used.

Louisiana Methane Abatement – Impact Type = Avoid Emissions
This project plugs four orphaned oil wells located in Caddo Parish, Louisiana. The wells were emitting methane upon discovery, had no designated operator, and there was no regulatory requirement or other legal requirement for plugging them. Louisiana lacks the financial resources to properly address this problem, and there are no Louisiana laws or regulations that require the plugging of orphaned wells, making carbon finance the sole revenue stream enabling their closure. The plugging of the wells was overseen by state-approved contractors, and state regulators assigned field agents to monitor the plugging of the orphaned wells. The project provides permanent methane abatement as well as land restoration and native habitat recovery. By permanently sealing these wells, the project also improved local air quality and contributed to reducing global greenhouse gas emissions.

Karnataka Regenerative Farming – Impact Type = Mix of Removals and Avoidance / Reduction
This project works with smallholder farmers across Karnataka, India, providing them with financial incentives, capacity building, and technical support to help them transition away from chemical fertilizers toward sustainable, organic farming practices. By introducing approaches such as agro-forestry, mulching, green manure, and vermicomposting, the project actively removes carbon from the atmosphere and stores it in the soil, while also reducing greenhouse gas emissions associated with conventional farming. Importantly, the project goes beyond carbon outcomes: farmers have reported increased crop yields and higher market value for organic produce, contributing to improved incomes and livelihoods. Taken together,

this initiative represents a holistic approach to sustainable agriculture that connects meaningful climate impact with long-term community and ecosystem well-being across rural Karnataka.

Explore the climate impact of these projects by visiting [Sycomp - Taking Climate Action]

Offset Exclusion

For 2025 reporting purposes, Sycomp will not offset Scope 3, Category 9 - Downstream Freight emissions to avoid redundant environmental claims, as these identical physical emissions are already accounted for as upstream emissions by our corporate partners. Under current Greenhouse Gas Protocol (GHGP) guidelines, greenhouse gas accounting intentionally permits tracking the same emissions across different company boundaries. Consequently, one organization's Scope 3, Category 9 – Downstream Freight emissions simultaneously register as another's Scope 3, Category 4 – Upstream Freight emissions. Leading climate policy organizations, including the GHG Management Institute (GHGMI), have openly evaluated this structural overlap. Because the GHGP advisory board prioritizes incremental updates over systemic overhauls, this accounting duplication is not expected to be resolved in upcoming protocol revisions.

Key Reasons for this Positioning

- **Double Counting**: The GHGP framework intentionally allows the same emissions to appear on multiple corporate balance sheets.
- **Scope Overlap**: Sycomp's downstream impact naturally becomes another company's upstream footprint.
- **Policy Stagnation**: The Greenhouse Gas Protocol board currently resists making structural changes to fix this issue.
- **Resource Optimization**: Offsetting these emissions would result in paying to mitigate the exact same amount of physical carbon emissions twice.

Commitment to Sustainability

In addition to the above, Sycomp continues their commitment 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, Swami Vivekananda Youth Movement, Tech Forward, and Cristo Rey San José have directly expanded educational access and vocational opportunities for underserved youth in the communities we serve, 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 open-door 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 pay and employment opportunities.

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. Furthermore, to address the escalating power and thermal demands of high-density AI data centers, Sycomp is evaluating ground breaking self-contained, resource-efficient, on-site energy generation and storage technologies that could revolutionize data center energy usage.

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. Continuing in 2025, 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 2025, our purchasing team has continued their commitment 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.

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 2025, 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. We continue in 2025 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.

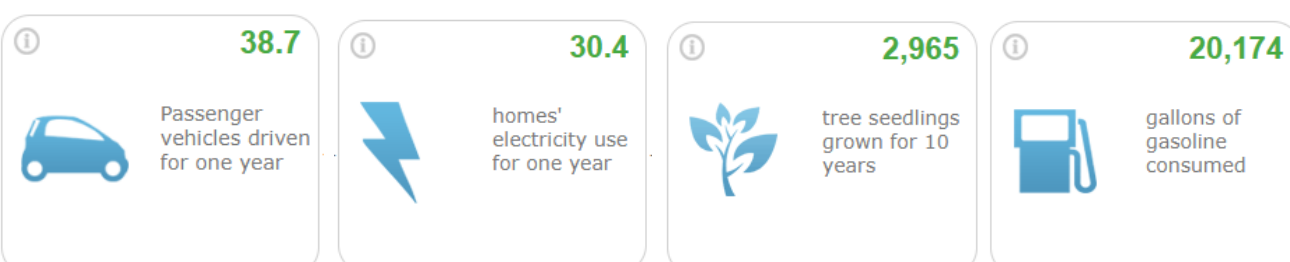
Environmentally Friendly Facilities

Sycomp's Foster City, California office is located in the Hudson Pacific Properties (HPP) building. HPP purchased green power in an amount equal to 100% of the operational portfolio's total annual electricity consumption, including 100% of the power delivered by HPP to its tenants. HPP also purchased carbon offsets in an amount equal to 100% of the operational portfolio's total Scope 1 greenhouse gas (GHG) emissions from natural gas consumption. HPP declares that the green power and carbon offsets were procured by HPP and retired by third-party vendors. Green power balances 100% of the whole building electricity consumption, and carbon offsets balance 100% of Scope 1 emissions resulting from natural gas consumption at listed sites for calendar year 2025.

In 2025, the solar implementation in our Burlingame Integration Center and Warehouse facility produced 47.77 MWh of power. The overall lifetime performance of our Burlingame solar implementation is 253.57 MWh of power. Producing 253.57 MWh of solar power offsets roughly 180 metric tons of carbon dioxide (CO_2) emissions. This environmental benefit equals removing about 39 gasoline-powered passenger cars from the road for a year or providing zero-emission annual electricity for roughly 30 average households.

Key Environmental Equivalencies

- **Passenger Vehicles:** Carbon offset equal to 39 cars driven for one year.
- **Home Energy:** Electricity use equivalent for 30 homes for an entire year.
- **Tree Seedling Growth:** Carbon sequestered by ~3,000 tree seedlings grown for 10 years.
- **Gasoline Saved:** Equivalent to 20,250 gallons of gasoline left unburned.



Core Ecological Impacts

- **Zero Direct Emissions:** Solar photovoltaic generation creates no toxic air pollutants or greenhouse gases while operating.
- **Fossil Fuel Displacement:** Displaces dirty grid power sources like coal and natural gas, reducing regional sulfur dioxide and nitrogen oxide emissions.
- **Water Conservation:** Conserves thousands of gallons of water otherwise consumed by thermoelectric power plants.

In addition, our Burlingame Integration Center and Warehouse continued to utilize PG&E's ECO100 service, which delivers 100% carbon-free and 100% renewable electricity via solar and wind energy sources providing power without contributing to climate change, and they are better for our health and more sustainable for the environment. As required for participation in CRS's Green-e® Energy certification program, below is a breakdown of the PG&E ECO100 power mix for 2025.

2025 HISTORICAL POWER CONTENT LABEL[1]		
ECO100 matches 100% of your electricity usage. In 2025, ECO100 was made up of the following new renewable resources averaged annually.		
Green-e® Energy Certified New[2] Renewables in ECO100 2025		Generation Location
Biomass	0%	
Geothermal	0%	
Low impact hydroelectric[3]	0%	
Solar	50%	CA
Wind	50%	CA
Total Green-e® Energy Certified New Renewables	**100%**	**CA**

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

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.

Addressing Water Sustainability Challenges

Sycomp is working with customers to address IT related sustainability challenges through solutions and services that help reduce water and power consumption in IT environments and optimize infrastructure efficiency. Here are some examples:

1. Cloud and Data Center Optimization
    - Cloud Migration & Hybrid Solutions: Moving workloads to optimized cloud environments reduces reliance on water-intensive cooling systems found in traditional data centers, significantly lowering water usage.
    - Energy-Efficient Infrastructure: Sycomp architects high-efficiency IT systems leveraging advanced cooling technologies and power management to minimize water use in customer-owned facilities.

2. High-Performance Computing (HPC) and AI Solutions
    - Design for Efficiency: HPC solutions are tailored to use modern cooling designs such as air-cooled or liquid cooling with lower water demand compared to conventional data center setups.
    - Workload Consolidation: By right-sizing HPC solutions, Sycomp helps reduce the overall physical footprint, which reduces the cooling requirement and associated water dependency.

3. Global IT Lifecycle & Logistics Services
    - IT Asset Disposition (ITAD): Secure, environmentally responsible disposal and reuse of hardware keeps equipment out of landfills and limits the strain on natural resources, including freshwater systems used during resource extraction.
    - Circular Economy Programs: Through Trade-In Made Easy (TIME) and hardware refresh strategies, Sycomp promotes reuse and remanufacturing, reducing demand for water-intensive raw material production.

4. Sustainable Supply Chain Practices
    - Sycomp prioritizes partners and vendors with water stewardship programs.
    - Investigating sustainability-metric reporting within its logistics solutions, enabling customers to track ESG impacts, including water-related factors tied to their IT deployments.

5. Advisory and Governance Support
    - ESG Alignment: Sycomp partners with clients to meet sustainability goals, helping design and manage infrastructure that adheres to global environmental frameworks reducing water and energy footprints.

Sycomp is also evaluating ground breaking self-contained, resource-efficient, on-site energy generation and storage technologies that could revolutionize data center energy usage.

Sycomp Climate Transition Plan

1. Current Commitments & Achievements
    - Carbon Neutrality: Achieved neutrality for Scope 1 and Scope 2 emissions through ongoing monitoring, RECs, and carbon offsets.

- Reduction Goals: Committed to reduce overall carbon emissions by 38% by 2030 from a 2021 baseline.
- Sustainable Practices Implemented:
    - Company-wide ESG training initiative.
    - Implementation of a carbon emissions management platform.
    - Track reported emissions to the Science Based Targets (SBTi).
    - Achieved reductions in global Scope 2 emissions through energy efficiency programs.

2. Climate Transition Targets (2023 – 2030)

- Carbon Reduction: 38% reduction in global greenhouse gas (GHG) emissions by 2030 across Scopes 1, 2, and significant Scope 3 categories.
- Water Management: Begin collecting data on water usage across our global operations with a goal of measuring and reducing usage by 30% in 2030.
- Waste Management: Reduce non-recyclable waste by 30% and increase e-waste recycling participation by 25%.
- Energy Conversion: Deploy renewable energy sources (e.g., solar) at major integration and warehouse centers where possible
- Sustainable Transport: Partner with logistics providers using electric vehicles and sustainable aviation fuel (SAF) for shipments.

3. Key Initiatives

Energy Efficiency:

- Continue upgrading to LED lighting with motion sensors across all facilities.
- Deploy on-site renewable energy projects (solar installation initiated).

Circular Economy Programs:

- Expand Trade-In Made Easy (TIME) program for Apple, Cisco, and additional OEM partners.
- Provide IT Asset Disposition (ITAD) services to ensure secure and environmentally responsible disposal or repurposing of hardware.

Packaging & Shipping:

- Move to sustainable packaging materials; eliminate plastic fillers in shipments.
- Reuse vendor packaging and sustainable crates for hardware distribution.

4. Measurement, Reporting & Transparency

- Annual ESG Reports published to detail progress and metrics (carbon emissions, waste diversion, water/electricity use).
- Adopt industry standardized emissions calculation methods.
- Investigate methods to track and report carbon footprint per shipment, covering all logistics legs and warehouse energy.

5. Governance & Collaboration

- Executive Oversight: Integrate with ISMS Steering Committee led by executive sponsors for accountability.
- Supplier Engagement: Require suppliers to provide sustainability metrics and adhere to Sycomp's Responsible Business Alliance (RBA) membership principles.
- Employee Engagement: Biennial sustainability training for all employees globally; internal programs to encourage eco-friendly behavior and volunteerism.

6. Risk Management
   - Where necessary, conduct annual climate risk assessments across facilities, logistics providers, and suppliers.
   - Maintain contingency plans for climate-related supply chain disruptions.

7. Recognition & Certifications
   - Continue enhancing ESG policies and governance to improve CDP and EcoVadis scoring.
   - Maintain vendor Sustainable Partner Certification.
   - Member of Responsible Business Alliance (RBA) ensuring ethical and environmental standards.

8. Long-Term Vision
   - Expand reporting on relevant Scope 3 emissions and renewable energy goals beyond 2030.
   - Screen and audit 75% of tier-1 critical suppliers for climate vulnerability which could impact our supply chain (such as extreme heat, hurricanes, or flood exposure) by 2028.
   - Where available, install solar and battery storage at critical operational sites to prevent downtime from extreme weather grid failures.
   - Update and test operational continuity plans biennially to account for localized climate hazards like wildfires, hurricanes, or floods.

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/esg/ to view Sycomp's Corporate Social Responsibility and Sustainability Report for 2022, 2023, 2024, and 2025.

ESG Policy Statement

Sycomp is a global leader in IT infrastructure solutions, deeply committed to responsible business practices that minimize environmental impact and foster positive societal change. In 2025, Sycomp advanced its Environmental, Social, and Governance (ESG) initiatives, reinforcing its mission to create sustainable value for clients, employees, and the communities we serve.

Our Commitment

Throughout 2025, Sycomp continued to approach ESG as a core business principle driven by integrity and accountability. We believe in creating lasting benefits for future generations by prioritizing sustainability, ethical practices, and social equity across our global operations.

Key ESG Enhancements in 2025

- **Expanded Sustainability Initiatives:** Increased efforts to reduce carbon footprint through optimized energy efficiency and responsible resource management.
- **Diversity & Inclusion:** Strengthened programs to foster equitable workplaces and inclusive opportunities across all regions.
- **Supply Chain Integrity:** Implemented a reinforced Supplier Code of Conduct, ensuring partnerships that uphold human rights, eliminate forced or child labor, and maintain ethical standards.
- **Health, Safety & Labor Advocacy:** Enhanced policies supporting employee well-being and safe work environments globally.
- **Governance & Compliance:** Advanced internal frameworks to maintain compliance with all regional laws, regulations, and emerging ESG standards.
- **ISO Certification Goal:** Set clear pathways toward achieving relevant ISO certifications by 2030 to validate our operational excellence and ESG commitments.

The Sycomp ESG policies highlighted in this report apply to all major sites and functions worldwide, establishing a framework for setting measurable ESG objectives, monitoring performance, and maintaining transparency. Annual reviews ensure continuous improvement, with results shared across stakeholders, including customers, suppliers, and partners.

This approach reflects Sycomp’s dedication to conducting business legally and ethically, not only to meet regulatory or industry requirements, but to make meaningful contributions to society and the environment while shaping a sustainable future.

Mike Symons

Michael Symons
CEO, Sycomp