

2026  
**Corporate Social  
Responsibility Report**

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**ENVIRONMENTAL & SOCIAL IMPACT:  
A CORE COMMITMENT**

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## A Note From Our CEO:








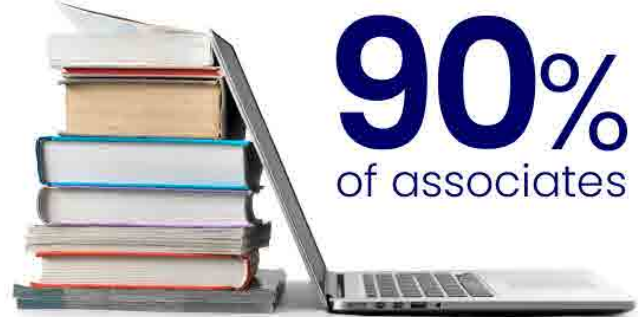




**Kevin Shank,**  
CEO Compucom

*“At Compucom, corporate social responsibility is embedded in how we build and run our business. As a technology leader, we focus on creating sustainable value—where performance, accountability, and positive impact move forward together.*

*Our efforts are centered on four priorities: Environmental Stewardship, Ethics and Privacy, Employee Wellbeing, and Responsible Sourcing. These aren’t standalone commitments, they’re integrated into the way we design, deliver, and manage our services at scale.*

*Backed by real-time data, governance frameworks, and intelligent automation, we bring greater transparency and precision to how we measure and improve our impact.*

*Through Compucom Cares, we extend that same discipline to our communities, supporting programs that benefit people and the planet. This integrated approach enables us to lead responsibly – and helps our customers do the same.”*

| ENVIRONMENTAL STEWARDSHIP  | ETHICS AND PRIVACY   | EMPLOYEE WELLBEING   | RESPONSIBLE SOURCING   | COMMUNITY OUTREACH   |
|--|--|--|--|--|
|  <p><b>336K</b><br/>lbs. of e-waste recycled</p> <p>over <b>87%</b> of total waste diverted from landfills from company operations</p> <p><b>69K</b><br/>serialized devices resold/remarketed for our customers</p>  <p>Our new dispatch system leveraging enhanced intelligence to reduce travel time and emissions was <b>deployed for our field techs in late Q1 of 2026.</b></p> | <p><i>Responsible Recycling Practices Standards (R2)</i></p> <p><b>100% of e-waste handled securely and sustainably,</b><br/>protecting our customers and their brands from data breaches and environmental risks</p>  <p><b>99.9%</b> of associates completed training for code of conduct awareness</p>  | <p><b>700+</b> associates are members of associate-led Affinity Groups (AGs)</p>  <p><b>90%</b> of associates completed skills training in 17,171 unique courses</p>  | <p><b>TOP 3%</b> of our industry in <b>sustainable procurement practices</b></p>  <p><b>TOP 13% IN INDUSTRY OVERALL</b></p>  <p><b>Total diverse supplier spending increased by \$3.2 Million</b></p> <p>+16% YoY to \$23.2 million across Facilities, IT, and Product businesses</p> |  <p><b>4200 hours</b><br/>Supporting numerous local and national initiatives across the US, Canada, Mexico, and India</p> <p><b>130 lbs.</b> of trash removed from the Raritan River floodplain in Central New Jersey</p> <p><b>\$20,000</b> raised for Ronald McDonald House by over 200 associates and leaders at our annual Sales Kickoff conference</p>  |

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# Driving Meaningful Progress

Our environmental and social impact matters – to our customers, partners, associates, and the communities where we live and work. That’s why our Corporate Social Responsibility (CSR) program is fully integrated into our operations and championed by our executive leadership. This top-down commitment ensures we drive meaningful progress in contributing positively to both people and the planet.

## Pursuing Excellence: EcoVadis 2026 Results

It’s not all talk with us. Each year, we undergo an EcoVadis sustainability assessment, demonstrating our commitment to responsible business practices. This ongoing effort strengthens our ESG (Environmental, Social, and Governance) performance to match global standards and supports customers and partners in achieving their own sustainability goals. Our consistent year-over-year improvement underscores our dedication to continuous improvement and transparency. This year, we scored:

- **Overall Score:** In the top 22% globally and the top 13% in our industry
- **Sustainable Procurement:** Top 3%
- **Labor and Human Rights:** Top 21%
- **Ethics:** Top 20%
- **Environment:** Top 17%

Compucom raised its EcoVadis score from **66 to 69**, led by a **+11-point increase in Environmental performance** and stronger Sustainable Procurement (+3), while maintaining consistent performance in Ethics and Labor.

While this year’s scores and rating again affirm that we’re making meaningful progress, we recognize that this is a journey, not a destination. Our long-term vision includes ongoing efforts such as achieving Net Zero greenhouse gas emissions by 2050 and we are proud to be active participants in Canada’s Net Zero Challenge.



## A Broader Definition of Sustainability

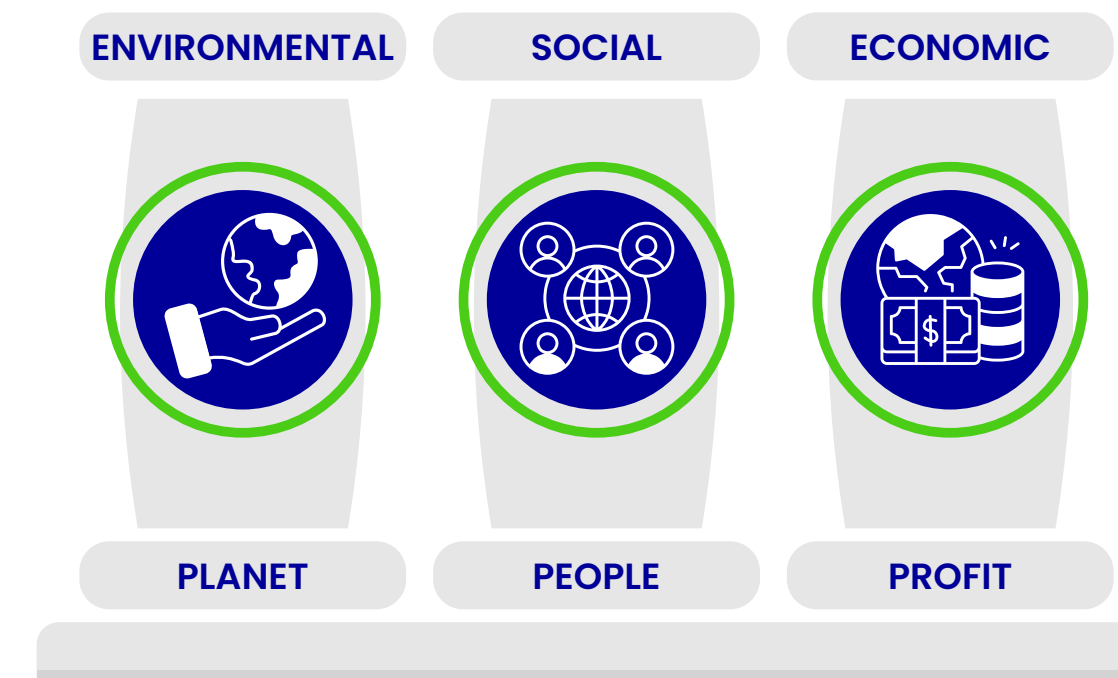
When discussing sustainability, thoughts naturally turn to recycling, greenhouse emissions, and climate change. While these pressing issues warrant our attention, the true meaning of creating a sustainable and resilient future for our planet and its citizens encompasses a lot more.

Corporations that only consider the bottom line miss the big picture – to their detriment. What good will maximizing profits be if there are no longer healthy communities of consumers to make purchases? True sustainability is a comprehensive set of ideals that consider the planet and people.

Often referred to as the “Triple Bottom Line,” the three main pillars of corporate sustainability are:

1. **Planet:** Environmental Sustainability  
**Focus:** Reducing ecological impact and preserving natural resources.
2. **People:** Social Sustainability  
**Focus:** Respecting human rights, equity, and community wellbeing.
3. **Profit:** Economic Sustainability  
**Focus:** Ensuring long-term financial performance and responsible governance.

### THE PILLARS OF CORPORATE SUSTAINABILITY



“Our year-over-year progress in sustainability reflects the dedication, collaboration, and ownership of our teams across the business. Their efforts are helping us strengthen our impact, raise the bar, and continuously improve how we operate for our customers, our communities, and the future. I would like to especially thank my team, Sherisse Egbochuku, Harish Kamdi, and Daniela Vasquez Dominguez, for the guidance and direction they provide to teams across the business all year – and for all the work they do each year-end to bring our results together in a way that helps us visualize our progress, understand the story behind the numbers, and clearly communicate the meaningful improvements we’ve achieved.”

– Lisbeth Driskill, Assistant General Counsel, Corporate and Compliance

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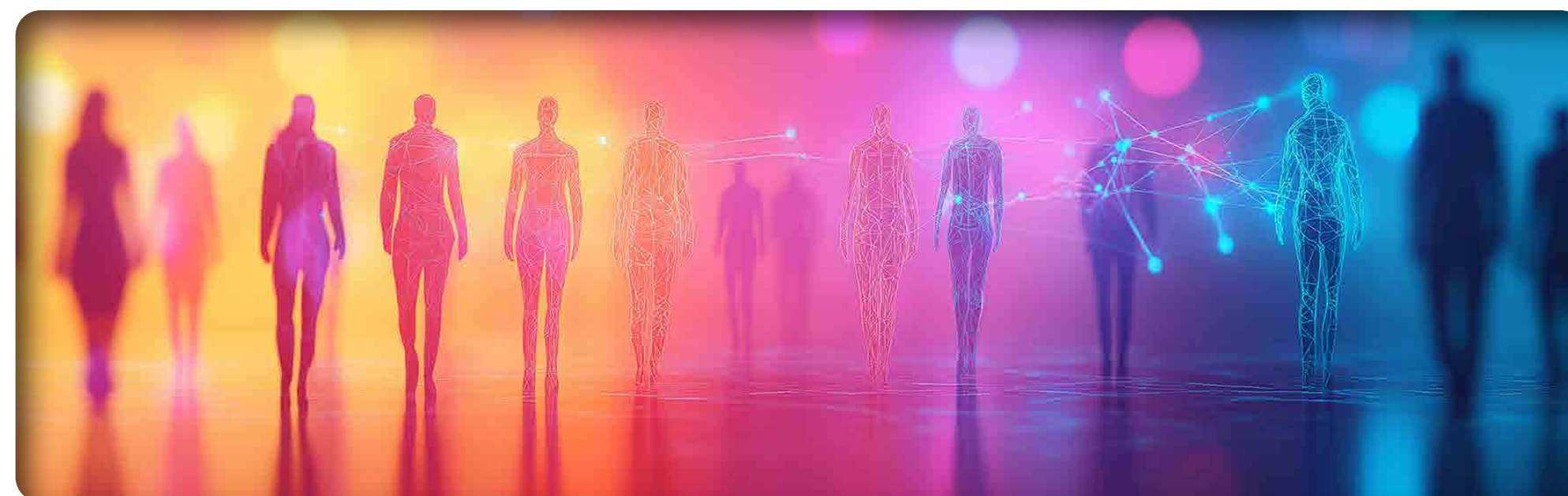
Our Commitment to Community Outreach

# CSR is Supported by Our Framework, Governance, & Culture

At Compucom, Corporate Social Responsibility (CSR) is a strategic imperative woven into the fabric of our organization. Our sustainability governance framework ensures that CSR principles are deeply integrated into our business strategy, organizational culture, and everyday operations. This approach enables us to meet – and often exceed – the growing expectations of our customers for ethical, transparent, and responsible business practices.

## Leadership-Driven Impact

Effective CSR starts at the top. Our governance structure is anchored by strong executive leadership, with active engagement from our CEO and senior leaders. This top-down commitment drives alignment, accountability, and measurable impact across the organization.



## Executive Leadership Team Sponsor and Sustainability Program Lead

The *Executive Leadership Sponsor*, our Chief Legal Officer, provides strategic oversight and ensures alignment with corporate governance and ESG priorities. Day-to-day sustainability efforts are led by the Assistant General Counsel, who serves as the *Sustainability Program Lead*. Through the Corporate Compliance function, this role leads a team that manages execution, drives cross-functional collaboration, engages stakeholders across the business, and oversees customer sustainability engagement.

## Sustainability Committee

The *Sustainability Committee* – comprising leaders from key departments and regions – meets quarterly to guide strategy, align organizational priorities, and monitor performance. The committee also conducts an annual review of the internal sustainability report to promote transparency and continuous improvement.

Departments represented on this committee include Legal, Sales, Information Security, Human Resources, Procurement, Facilities and Delivery Centers, and Information Technology.

## GHG (Green House Gases) Subcommittee

Supporting these efforts is the GHG Subcommittee, a cross-functional team of operational leads responsible for gathering emissions data and identifying actionable reduction strategies. This group meets regularly to share progress and coordinate actions.

## Sustainability Affinity Group

The Sustainability Affinity Group is our associate resource group and is open to all Compucom associates interested in learning about and supporting sustainability. A core team – led by the Sustainability Program Lead, Executive Sponsor, and dedicated volunteers – meets biweekly to drive internal engagement and coordinate community-focused initiatives. Additionally, the Compucom Cares program empowers associates to volunteer for causes they care about – many of which contribute to environmental and social impact in the communities where we live and work.

## Integrated Sustainability Governance

Together, these layers of governance ensure that sustainability is not only strategically managed but also embedded into operations, collaboration, and value delivery to customers.

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## A Culture That Sets Us Apart

It helps that CSR fits naturally with the three main values of our culture: do the right thing, act like an owner, and have fun doing it.

We're proud of how our associates live these values each day. From the enthusiastic participation in volunteer hours and affinity groups to the significant year-over-year improvements in our sustainability goals and scores.

It's clear Compucom associates are aligned with our values and take them to heart.



## Helping Customers with Sustainability Goals

As of 2025, 38% of global executives stated their companies require suppliers and business partners to meet specific sustainability criteria.

As an IT infrastructure company, we play an essential role in minimizing e-waste for our customers. It all starts with sourcing devices from suppliers with shared sustainability goals and values. We ensure those devices are properly configured and kept working efficiently and seamlessly for our customers and their employees. As devices reach retirement age, we extend their life through repair, reuse, remarketing, and, finally, provide e-waste recycling with our ITAD services.

Through our services alone, we help our customers reach environmental sustainability goals throughout the lifecycle of their devices. But that's just part of how we can contribute to our partners' and customers' sustainability.

38%



*of global executives stated their companies require suppliers and business partners to meet specific sustainability criteria*



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# Our Five CSR Focus Areas

Our Corporate Social Responsibility (CSR) Program is built around five key focus areas that reflect the three core pillars of sustainability — Environmental, Social, and Economic. These focus areas guide our actions, shape our culture, and ensure we operate responsibly while creating long-term value for stakeholders.

## Environmental Stewardship

We recognize our responsibility to protect the planet for current and future generations. Environmental stewardship at Compucom means taking responsible, proactive care of the environment as part of how the company operates. Our priorities in this area include:

- **Lower emissions:** Reducing greenhouse gas emissions across operations and services.
- **Less Waste:** Promoting responsible disposal, recycling, and diversion of electronic and general waste.
- **Smarter Tech Lifecycles:** Extending the life of IT assets through reuse, refurbishment, and ethical end-of-life management.



## Ethics and Privacy

Trust is the foundation of our relationship with our customers and society. Our approach to ethics and privacy includes:

- **Integrity First:** Upholding ethical conduct and anti-corruption practices in all business activities.
- **Secure Data Practices:** Safeguarding sensitive information through robust privacy and cybersecurity measures.
- **Fair Competition:** Ensuring transparent, compliant, and competitive business practices.



## Employee Wellbeing

One of our slogans is that we're technology-driven and people-powered. Our people truly are our greatest asset. We strive to create a workplace where everyone feels safe, supported, and empowered to grow. Our focus on employee wellbeing includes:

- **Healthy Workplaces:** Fostering a culture of safety, well-being, and support for all associates.
- **Inclusive Culture:** Embracing diversity and belonging through inclusive practices and policies; recognizing employees who exemplify our values.
- **People-Centered Growth:** Supporting career development, continuous learning, and open dialogue.



## Responsible Sourcing

We believe our values should extend across our entire supply chain — it's not just how and what we buy, but who we buy from. Through responsible sourcing, we promote sustainability, inclusion, and ethical practices in procurement. Our priorities include:

- **Sustainable Procurement:** Considering the sustainable procurement practices of vendors as part of the selection process.
- **Inclusive Procurement:** Embracing supplier diversity to ensure our supply chain reflects our values.



## Community Outreach

We're committed to making a positive impact beyond the workplace by empowering our associates to give back to the communities where they live and work.

Through our **Compucom Cares** initiative, we support local communities via volunteerism, charitable giving, and strategic partnerships that amplify our social impact.

As part of this commitment, associates are encouraged to use Compucom Cares hours — dedicated paid time off for volunteering — allowing them to contribute to causes they care about while on company time.





# CSR IN ACTION

*The following sections highlight our commitment to sustainability and social responsibility through the key pillars of Environmental Stewardship, Ethics & Privacy, Employee Wellbeing, Responsible Procurement, and Community Outreach efforts.*

*Each section showcases major accomplishments from the past year and outlines our strategic roadmap for continued progress and impact.*

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# Our Commitment to Environmental Stewardship

*We're committed to operations that demonstrate environmental stewardship, risk mitigation, and climate action.*

## Sustainable Practices at Our ACCs

We have two Advanced Configuration Centers (ACCs) that support our customers across the United States and Canada. Our Paulsboro, New Jersey facility serves as the central hub for device lifecycle services in the US, while our Markham, Ontario location supports our Canadian customers.

Our main Paulsboro location has achieved the ISO 14001:2015 certification, underscoring our commitment to environmental responsibility. This certification covers a wide range of services, including fulfillment, configuration, repair, refurbishment, and IT asset disposition.

This certification reflects our ongoing efforts to integrate sustainable practices into every stage of the technology lifecycle, reducing environmental impact while delivering high-quality service to our customers.



## Environmental Training & Awareness

Environmental responsibility begins with informed, empowered employees. Our Environmental Training and Awareness program equips all team members with the knowledge and tools they need to actively support our sustainability goals.

Our Paulsboro Advanced Configuration Center (ACC) associates receive regular training aligned with our ISO 14001:2015 certification, covering key topics such as waste reduction, e-waste recycling, responsible materials handling, and IT asset disposition.

We also foster a culture of continuous improvement by encouraging associates to identify opportunities for environmental enhancements in their daily work. Through ongoing education, internal communications, and engagement initiatives, we foster environmental awareness at every level of our operations.

## Greenhouse Gas (GHG) Emissions

Compucom is committed to understanding and reducing our greenhouse gas (GHG) emissions, as part of our broader sustainability strategy. To ensure accuracy and credibility, we are partnering with a third-party consultant to develop a comprehensive GHG inventory aligned with internationally recognized standards and methodologies.

This work enabled us to identify key emissions sources, establish a reliable baseline, and inform targeted reduction strategies across our operations and value chain.

### Baseline GHG Inventory Completed (2025)

In 2025, we successfully completed our baseline GHG inventory, marking a critical milestone in our sustainability journey. Building on this foundation, we established a three-year partnership with Green Project Technologies Inc. to support ongoing measurement, reporting, and reduction efforts across:

- **Scope 1:** Direct emissions from owned or controlled sources
- **Scope 2:** Indirect emissions from purchased energy
- **Scope 3:** Value chain emissions, including suppliers, transportation, and product use

This partnership also supports the development of formal emissions reduction targets aligned with the Science Based Targets initiative (SBTi), ensuring our goals are consistent with global climate standards. Ongoing advisory support will help guide execution and embed sustainability into business decision-making. To strengthen governance and accountability, our cross-functional GHG Subcommittee is responsible for:

- **Data collection and validation**
- **Driving internal collaboration**
- **Developing practical, business-aligned reduction strategies**

Transparent emissions reporting not only informs our internal progress but also supports our customers and partners in achieving their own sustainability goals. Our baseline inventory provides the foundation for setting science-aligned targets and driving continuous improvement in the years ahead.



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## Waste Management

We are committed to minimizing our environmental footprint and that of our customers through responsible waste management practices that prioritize diversion from landfills. For 2025, the combined data shown below, from our US and Canada ACCs, illustrates the impact of our sustainable practices:



\*\*approximately 87% (271.21 tonnes.) of total waste from company operations was diverted from landfills in 2025, based on recycled e-waste and cardboard. **The percentage does not include the 44,941 serialized products sold or re-marketed**, which would further increase the diversion rate.

## Goals Met from Last Year

Over the past year, we have made significant progress in advancing our environmental sustainability initiatives.

Key accomplishments include:

- **Release of Optimized Field Dispatch System**  
Last year, we began development of a new dispatch system, Field Tech Vision, which leverages enhanced intelligence to reduce travel time and emissions. Initial deployment of the new system was completed in Q1 of 2026, with plans for ongoing improvements.
- **Fleet Sustainability Improvements**  
In 2025, we advanced our fleet transition strategy by replacing larger, traditional cargo vans with more efficient vehicles better aligned to operational needs. A key focus has been the deployment of Ford Maverick vehicles, with 169 units now in service (112 non-hybrid and 57 hybrid) across key accounts, including a new large banking customer deployment designed entirely around this optimized platform.

This transition has delivered significant environmental and cost benefits. Compared to legacy Chevrolet Express vans, Mavericks offer substantially higher fuel efficiency (26 MPG non-hybrid and 38 MPG hybrid vs. 16 MPG), resulting in an estimated annual reduction of approximately **95,000 gallons of fuel, 845 metric tons of CO<sub>2</sub> emissions, and \$430,000 in fuel costs.**

- **Baseline GHG Emissions Inventory**  
With the support of a third-party consultant, we developed a comprehensive baseline inventory of greenhouse gas (GHG) emissions, focusing on the most material sources across our operations and value chain.
- **Continued Energy-Efficient Lighting Rollout**  
Our goal is implementation of energy-efficient LED lighting across all our global locations, including the United States, Canada, Mexico, and India. LED lighting conversion project at the Paulsboro, NJ, facility was completed as of January 15, 2026. Paulsboro now has 100% LED lighting throughout the facility.
- **Participation in Canada's Net Zero Challenge**  
Advanced our climate commitments through participation in Canada's Net-Zero Challenge, supporting the development of targets and actions to reduce emissions across our operations and supply chain.
- **Environmental Awareness Training Completion**  
We ensured that 100% of targeted associates at the Canadian and United States Advanced Configuration Centers completed the relevant environmental awareness training.

## Future Plans

Looking ahead, our plans for completion by December 31, 2026, include:

- **Environmental Awareness Training Completion**  
Sustain 100% completion of required environmental training programs across targeted associates, reinforcing ongoing compliance and operational consistency.
- **GHG Emission Management**  
Measure Compucom's 2026 greenhouse gas (GHG) emissions to support ongoing emissions management efforts.
- **Energy-Efficient Lighting Rollout**  
Continue the global transition to LED lighting, reducing energy consumption across facilities and strengthening our emissions reduction efforts.
- **Fleet Sustainability Enhancements**  
Further evolve our fleet transition strategy by expanding hybrid adoption, replacing legacy vehicles, and strengthen tracking of fuel use and emissions performance



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# Our Commitment to Ethics & Privacy

*We ensure integrity and governance underpin our business conduct.*

*We're committed to high ethical standards, transparency, and fairness in our business practices.*

## Leading with Ethics & Integrity: Our Code of Ethics

The principles of a strong ethical culture must be continually reinforced, and associates and contractors should know what's expected. Our Code of Ethics offers clear and straightforward guidance for acting ethically and with integrity in daily activities as a representative of Compucom. Further efforts illustrating our commitment to ethics and integrity throughout our business include:

- Ensuring associates and contractors **complete annual compliance and ethics training**, with modules reviewed and updated annually

## Ethical Concerns Reporting Program

Our culture of integrity and accountability includes providing a safe and confidential way for associates, contractors, and third parties to raise questions or concerns related to ethics, legal compliance, or potential misconduct.

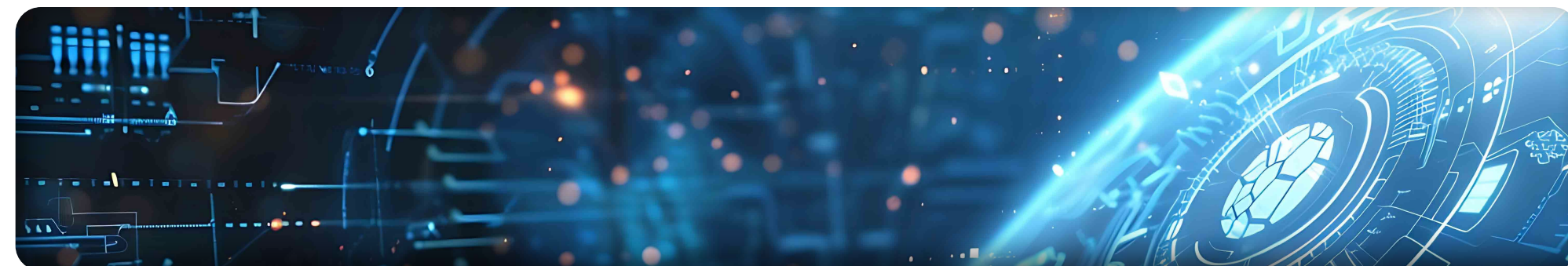
We offer multiple safe and confidential reporting channels:

- A dedicated **third-party hotline**
- **Direct email** to the Compliance Office
- **Anonymous reporting options** for those who prefer discretion

All reports are thoroughly reviewed by the Compliance Office and handled in accordance with our non-retaliation policy, which protects individuals who raise concerns in good faith. When necessary, investigations are supported by internal or external legal counsel to ensure appropriate handling of complex or sensitive matters.

To promote awareness and trust in the process:

- All associates receive **annual Code of Ethics training**
- Individuals in high-risk roles receive **ongoing compliance updates and targeted awareness support**



## Conflict of Interest Management

We are committed to maintaining transparency and integrity in every aspect of our work to uphold the trust of our customers, partners, and colleagues. Our Conflict of Interest policy requires all associates to avoid situations where personal, financial, or external interests could interfere with objective decision-making or professional responsibilities.

To support this commitment:

- **Potential conflicts must be disclosed** through established reporting channels
- **Each disclosure is reviewed** by the Compliance Office to determine appropriate next steps
- **Annual Code of Ethics training** provides all associates with clear guidance on how to identify, disclose, and manage potential conflicts of interest.

By proactively managing conflicts, we protect our business relationships and reinforce a culture of ethical conduct and accountability.

## Anti-Bribery & Corruption

We maintain a zero-tolerance approach to all forms of bribery and corruption and are committed to conducting business ethically and in full compliance with all applicable anti-corruption laws and regulations. This commitment ensures that our relationships with customers, suppliers, and partners are grounded in fairness, transparency, and mutual trust.

Key elements of our program include:

- **Clear Expectations:** Our Code of Ethics outlines strict standards for conduct for all associates.
- **Targeted Oversight:** High-risk roles — such as those in sales and procurement — receive enhanced guidance, training, and oversight.
- **Third-Party Compliance:** All vendors are required to adhere to our Vendor Code of Conduct, with enhanced due diligence where appropriate.
- **Preventive Controls:** We maintain established approval processes for gifts, hospitality, and travel to prevent improper influence.
- **Ongoing Training & Monitoring:** Annual training and continuous compliance monitoring reinforce awareness and accountability across the organization.

These controls are part of our broader Financial Crimes Compliance (FCC) policy framework, which also addresses fraud, sanctions, and other financial integrity risks to further safeguard our business and customers.

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## Information Security & Privacy Compliance

Safeguarding customer data and privacy is a core responsibility — both within our facilities and across the services we deliver. Our Privacy Compliance Policy ensures adherence to all applicable data privacy laws, including dedicated policies tailored to jurisdictions such as California and Mexico.

We are also registered with the Data Privacy Framework Program (DPF), created by the US Department of Commerce, the European Commission, the UK Government, and the Swiss Federal Administration. Participation in the DPF facilitates the secure and compliant transfer of personal data from the EU, UK, and Switzerland to the US, aligning with the respective data protection regulations for each region.

This commitment to privacy and security is reinforced through:

- **Robust internal controls and governance**
- **Ongoing compliance monitoring**
- **Regular training and awareness programs**

Together, these measures help us maintain the trust of our customers and partners while meeting evolving global privacy expectations.

## Secure Device Recycling

For devices that can't be resold or repurposed, Compucom partners exclusively with certified recyclers that follow the Responsible Recycling Practices Standard (R2). This ensures that all electronic waste is handled securely and sustainably — protecting our customers and their brands from data breaches and environmental risks.

## Goals Met from Last Year

We continued to adapt to the ever-changing threat landscape and remained vigilant about keeping our customers' information safe. We worked with third-party experts to implement industry-leading solutions that helped us maintain our commitment to high ethical standards, transparency, and fairness.

## Future Plans

Our plans for completion by December 31, 2026, include:

- **Privacy & Information Security:** Achieve 100% completion of Information Security & Privacy Training for all active associates.
- **Ethics & Conduct:** Reach at least 99% completion of the annual Code of Ethics Training across the organization.
- **Financial Crimes Compliance:** Deliver monthly communications focused on financial crimes compliance, with targeted content for high-risk roles such as procurement and sales.
- **Whistleblower Reporting:** Maintain an average case closure time of 14 days or less for whistleblower results, ensuring timely and effective resolution.



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# Our Commitment to Employee Wellbeing

*We promote an inclusive workplace where everyone is treated with respect and dignity.*

*At Compucom, we're deeply committed to upholding human rights and fair labor practices across our entire value chain – fostering a culture rooted in health and safety, career development, diversity, inclusion, and respect for all.*

## Diversity & Inclusion

Diversity fuels innovation and enhances the quality of service we deliver to our customers. We are committed to fostering an inclusive workplace that reflects the communities we serve – where every voice is heard, valued, and respected.

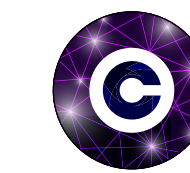
Our commitment is brought to life through meaningful action:

- **Encouraging Diversity of Thought:** We are focused on offering a variety of development opportunities and career advancement to all employees.
- **Empowering Associate-Led Initiatives:** Groups and programs that contribute to cultural awareness, community partnerships, and professional growth.
- **Embedded into our Core Processes:** These processes are integrated into our recruitment, training, and vendor selection processes to ensure fairness, opportunity, and accountability.

Our commitment extends beyond compliance – it's a core part of our purpose and a foundation for building trust and delivering excellence.

## Employee Engagement Through Affinity Groups

Building a sense of community is essential for a successful, sustainable company. All associates should feel accepted and supported for who they are. More than 700 of our associates are members of six associate-led Affinity Groups (AGs) that foster a true sense of community while building awareness across the organization.



WIT at Compucom



Neurodiversity at Compucom



Blacks in Compucom



PRIDE at Compucom



Sustainability at Compucom



Veterans at Compucom



*"Serving as the executive sponsor for our WIT Affinity Group has reinforced a simple truth: when people come together around a shared purpose, they unlock potential far greater than what any one individual could achieve alone. These groups aren't just communities – they're catalysts for connection, innovation, and real progress across our organization."*

**– Heather Lockhart, Chief Marketing Officer, Women in Technology (WIT) Executive Sponsor**



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Driving Meaningful Progress

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## Training & Development

Learning and skill development make associates more effective in their roles, and providing these opportunities demonstrates a commitment to associate growth – resulting in higher job satisfaction and retention. Our Emerging Leaders Development Program is just one example of the training available to associates. Over this past year, many associates took advantage of learning opportunities with the following results:

### 2025 Talent Management

(All locations – United States, Canada, India, and Mexico)

- **Average Training Hours:** 15 hours per associate
- **Career Development Plans:** 63% of associates engaged in our talent management process, creating goals focused on enhancing skills and personal growth
- **Skills Training:** 90% of associates (4753) completed skills training in more than 17,000 unique courses
- **Performance Reviews:** 100% of full-time and part-time eligible associates received a career review



## Our Emerging Leaders Program

Compucom’s Emerging Leaders Program is a 12-week intensive eLearning initiative designed to empower first-time managers and front-line managers with the critical skills and knowledge needed to thrive in their roles. Through a curated series of courses – including leadership communication, emotional intelligence, performance management, and finance for non-finance professionals – the program builds a strong foundation in core business concepts and people management.

Emphasizing project-based learning and real-world application, it fosters cross-functional understanding and accelerates leadership readiness. By supporting nontraditional candidates and nurturing high-potential talent, the program not only strengthens individual career growth but also enhances team engagement, productivity, and long-term organizational leadership capacity.

## Health & Safety

Compucom is committed to maintaining a safe, healthy, and compliant environment across all our operations. We have conducted health and safety risk assessments at 100% of our sites, with formal oversight provided by designated committees or representatives in each country where we operate.

Our health and safety program includes:

- **Regular site inspections** and audits
- **Emergency preparedness** planning and drills
- **Compliance with local health and safety regulations** and standards

In regions including Canada, the United States, Mexico, and India, our practices are tailored to local requirements and include:

- **Site-specific reviews** and regulatory audits
- **Training** for associates and designated safety leads
- Active involvement from **Emergency Response Teams** and Health & Safety Committees
- **Oversight** by external consultants, medical professionals, or facilities managers, depending on the location

We also work closely with customer organizations to align with their site-specific health and safety protocols when deploying our associates or contractors.

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## Human Rights & Workplace Integrity

We uphold the highest standard of human rights, ethical conduct, and workplace integrity. In 2025, we continued to reinforce this commitment through robust training programs and a proactive approach to addressing workplace concerns.

### Training and Awareness

We achieved an outstanding 99.9% completion rate for both our Code of Conduct Awareness and Harassment and Discrimination training programs. These initiatives empower our associates with the knowledge and tools to foster a respectful, inclusive, and safe work environment for all.



### Case Management and Resolution

We are committed to maintaining a workplace where everyone feels heard and supported. Any reports of harassment or discrimination are addressed swiftly, thoroughly, and with the utmost care. In 2025, all reported cases were fully resolved — demonstrating our dedication to accountability and fairness.



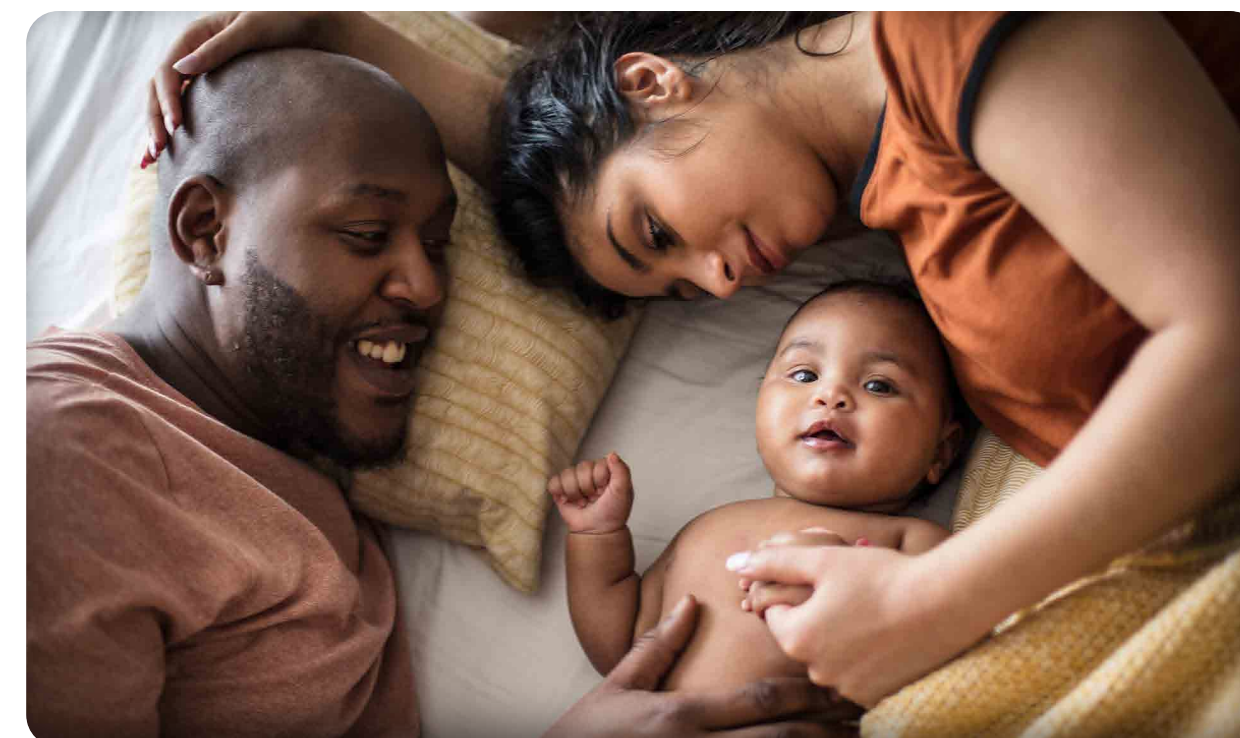
We continue to monitor, educate, and evolve our human rights practices to meet the highest ethical standards across all regions where we operate.

## Parental Leave & Family Support

At Compucom, we prioritize supporting our associates through every stage of life, including the important journey of parenthood. Our parental leave benefits reflect our commitment to equity, well-being, and work-life balance across all regions where we operate.

### Universal Access

In 2025, 100% of Compucom associates were entitled to parental leave, regardless of gender or location. This inclusive policy spans Canada, the United States, Mexico, and India, ensuring that all parents — birthing and non-birthing — can take time to bond with their new children.



## Our Associates, Our Commitment

In 2025, we worked to continue advancing diversity, inclusion, and employee well-being. We are proud to report meaningful progress in:

- Strengthening our inclusive culture through training, engagement, and policy updates
- Enhancing associate satisfaction and retention through well-being initiatives and professional development programs
- Maintaining a safe, fair, and inclusive workplace through proactive risk management and responsive case resolution

Our ongoing commitment to our associates — and to promoting their well-being, professional growth, and workplace safety — is reflected in the following efforts:

### Employee Wellness

- Ensuring 100% of associates have access to the most recent Employee Assistance Programs (EAP), Paid Time Off, and Leave policies
- Supporting physical and mental well-being through monthly wellness letters
- Promoting a healthy work-life balance and upholding employees' rights to health

### Talent Management

- Providing equal access to mentorship and leadership development programs for all associates
- Delivering a minimum of 15 hours of training per associate annually
- Incorporating career development within annual performance reviews and goal setting processes to support sustainable growth and advancement

### Occupational Health & Safety

- Conducting annual health and safety risk assessments at all Compucom sites
- Ensuring full compliance with labor laws related to working hours, conditions, and occupational health
- Maintaining formal oversight through safety committees or designated representatives to uphold workplace safety standards

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# Our Commitment to Responsible Sourcing

We're committed to building a responsible and inclusive supply chain that reflects our sustainability values and supports our customers' expectations.

## Sustainable Procurement Excellence

We prioritize environmental and social responsibility in our procurement decisions. In 2025, we strengthened our EcoVadis performance in sustainable procurement and earned a position in the top 3% of our industry.

## Vendor Code of Conduct

Our [Vendor Code of Conduct](#) outlines clear expectations for all vendors, subcontractors, and staffing agencies.

It covers:

- Ethical business conduct
- Environmental responsibility
- Confidentiality and data protection
- Health and safety

This code supports both our internal sustainability goals and those of our customers.



## Supplier Diversity

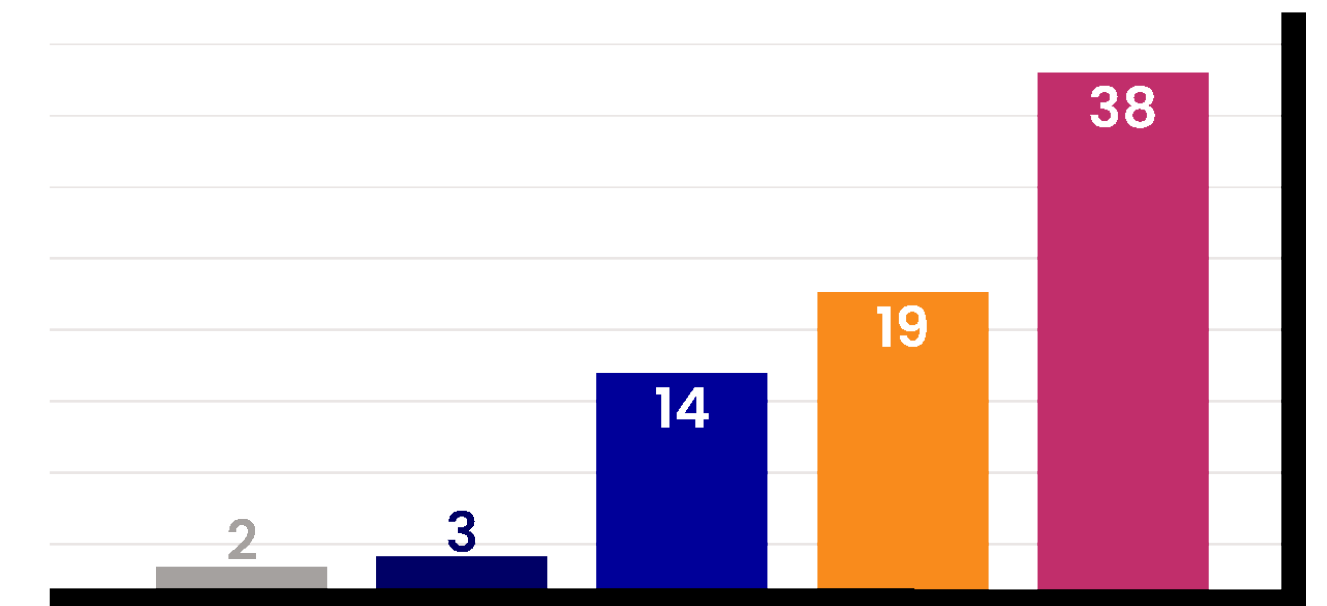
Diversity is a core value at Compucom. When seeking new suppliers for business opportunities, we strive to find companies with the same commitment to diversity. Our supplier diversity program guides us to companies that support the growth of:

- Women
- Minorities
- Veterans
- LGBTQIA+ individuals
- People with disabilities
- Indigenous peoples
- HUBZone and small business owners

We aim to create equitable opportunities and foster innovation through inclusive sourcing.

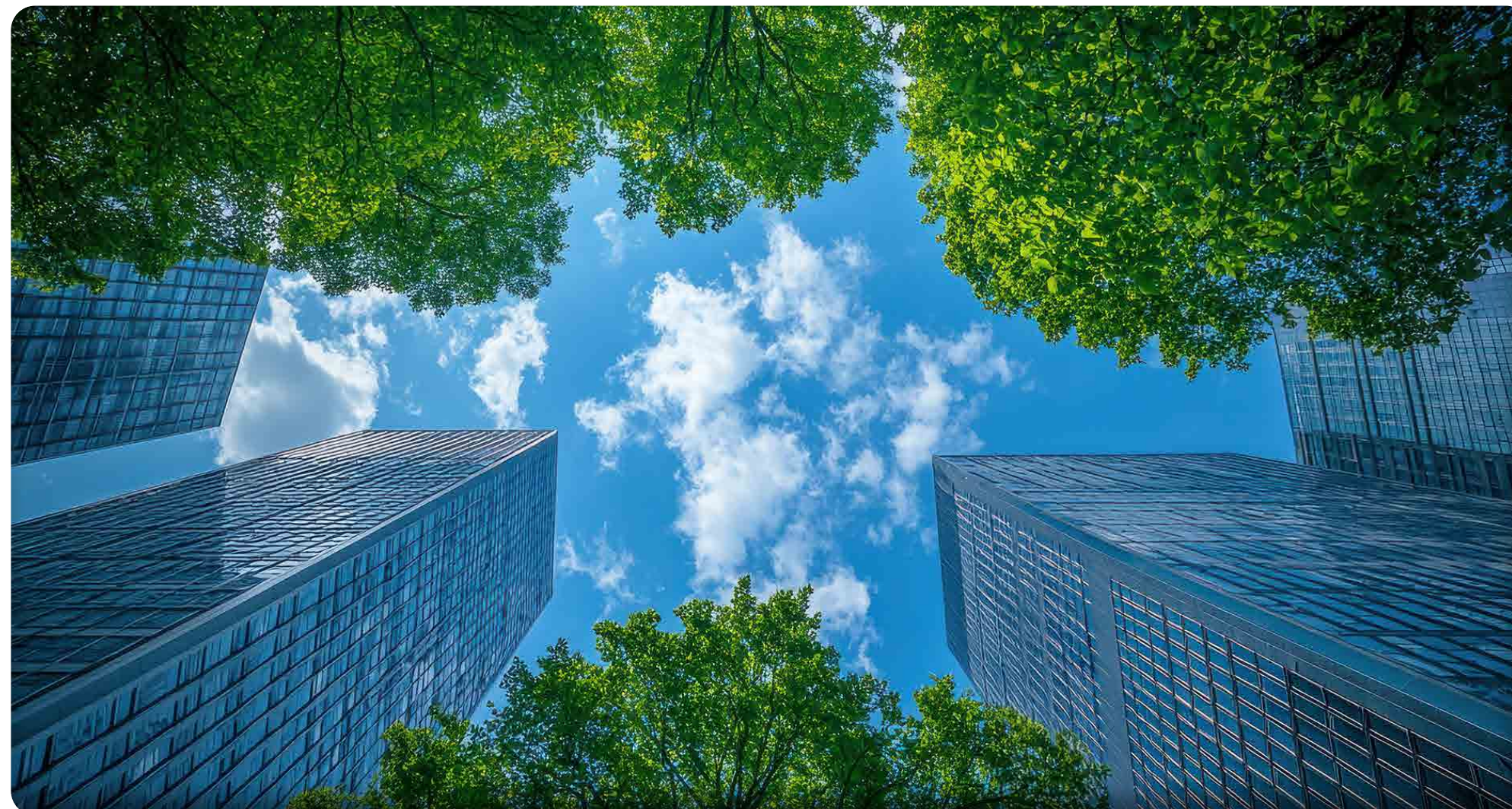
### 76 Active Diverse Suppliers

- Small Business
- Women Owned
- Minority Owned
- Veteran Owned
- LGBTQIA+ Owned



### 2025 Diverse Spend Highlights

- Expanded diverse spend in categories such as Facilities, IT, and Products.
- Rebalanced spend distribution, reducing reliance on Labor & Subcontracting from 31% to approximately 4% of total spend.
- Increased total diverse spend by \$3.2 M from 2024 to 2025.



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## Goals Met from Last Year

Compucom followed through with key initiatives as part of our ongoing commitment to ethical, inclusive, and sustainable procurement, including:

- **Supplier Sustainability Assessment**  
Ensured all new suppliers completed our comprehensive Supplier Sustainability Questionnaire and Rating mechanism.
- **Supplier Diversity Program**  
Continued to enforce our Supplier Diversity Program, ensuring alignment with our values and expanding opportunities for underrepresented businesses.
- **Diverse Supplier Data**  
Ensured 100% of supplier records are enriched with sustainability and diversity data with quarterly refreshes.
- **Vendor Code of Conduct Integration**  
Ensured that 100% of targeted executed contracts included our Vendor Code of Conduct, reinforcing expectations for ethical and sustainable practices.
- **Buyer Training and Awareness**  
Achieved 100% training completion for all buyers on the Vendor Code of Conduct to ensure consistent application of our standards.
- **Sustainability Training for Leaders**  
Ensured all strategic sourcing and sustainability leaders completed at least one sustainability-focused training course to strengthen leadership in responsible sourcing.

## Future Plans

The sustainability ripple effect created by companies insisting that suppliers and partners also adhere to sustainable practices can have a powerful impact. Our efforts moving forward include:

- **Quarterly Supplier Data Enrichment**  
Complete quarterly updates of supplier master records to ensure accurate and up-to-date diversity and sustainability data.
- **Inclusive Sourcing Practices**  
Include at least one diverse and/or sustainable supplier in sourcing events wherever applicable, promoting equitable access to business opportunities.
- **Supplier Sustainability Assessments**  
Conduct sustainability assessments for at least 100 suppliers, prioritizing new vendors and those undergoing contract renewals.
- **Contractual Accountability**  
Ensure that 100% of targeted executed contracts include our Vendor Code of Conduct, reinforcing expectations for ethical and sustainable practices.
- **Buyer Training & Awareness**  
Achieve 100% training completion for all buyers on the Vendor Code of Conduct to ensure consistent application of our sourcing standards.



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# Our Commitment to Community Outreach

## Paying it Forward in Our Communities

We recognize the importance of supporting the many communities where we live and work in the US, Canada, Mexico, India, and around the world. Our Compucom Cares program encourages and recognizes our associates volunteering and performing other civic or socially responsible activities within the communities where Compucom operates and where our associates live and work.



Through our 'Compucom Cares' program, we provide associates with dedicated hours to volunteer in local community projects, fostering a culture of active engagement and giving back



### Sustainability Awareness Initiative: Empowering Compucom Canada to Reduce Food Waste

In 2025, Compucom partnered with Second Harvest to host a virtual sustainability session, reinforcing our commitment to environmental responsibility through employee engagement.

On October 15, employees joined an interactive webinar, "Busting Date Labeling Myths," which clarified common misconceptions around "Best Before" and "Use By" labels and their role in food waste.

Through practical guidance and expert insights, participants gained actionable knowledge to make more informed decisions — helping reduce unnecessary waste and support more sustainable consumption habits.

This initiative reflects our focus on empowering employees with the knowledge to drive meaningful impact both at work and at home.

### New Jersey River Cleanup: Compucom Associates Give Back for Earth Month

Again this year, we continued our partnership with the Raritan Headwaters Association, supporting the 2026 Central NJ River Cleanup. Held on April 29 at Duke's Park in Manville, NJ, the initiative brought together community members, with gloves and trash bags in hand, to clean up a scenic area within the floodplain of the Raritan River that collects debris after frequent flooding.

Several Compucom associates participated and their efforts resulted in the removal of approximately 130 pounds of trash from the Raritan River floodplain.

In addition to volunteer support, Compucom contributed a donation to further advance the Association's conservation efforts. Looking ahead, we aim to expand associate participation by hosting next year's cleanup in southern New Jersey, near our Paulsboro location.

### Community Impact Through Empathy: Supporting Families Through Ronald McDonald House

At Compucom's 2025 Sales Kick Off, **more than 200 associates came together to support Ronald McDonald House, raising over \$20,000 to help families in need** — reflecting our commitment to making a meaningful impact beyond the workplace.

Inspired by the personal experience of one of our executive leaders, whose family was affected by a cancer journey, this initiative carried deep significance across the organization and highlighted the importance of community support during difficult times.

Our associates responded with generosity and purpose, uniting to provide comfort, care, and resources to families facing medical hardship. This effort underscores our commitment to giving back and fostering a culture where empathy, action, and community engagement are core to who we are.



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## Compucom India Earns National Recognition for Sustainability Excellence

Compucom India received the National Award for Excellence in CSR – Environment and Sustainable Development on September 19, 2025, presented by the World HRD Congress in Bangalore, India. The award recognizes organizations delivering measurable environmental impact through their CSR programs, reinforcing our commitment to responsible business practices and sustainable, long-term value creation.

## Raising Our Voices for Those Who Don't Have One: Helping at a Shelter in Mexico

Associates from our Mexico site volunteered at Petmex, an animal shelter led by Dinah Laureano, who cares for over 100 rescued animals. Inspired by her dedication, the Compucom Cares Mexico team spent the day supporting daily tasks such as cleaning, feeding animals, administering medication, and organizing supplies. The experience highlighted the importance of empathy and reinforced our commitment to supporting organizations that improve the lives of vulnerable animals.

## Tree Planting Drive: Compucom India Grows Greener Communities

Compucom India organized a tree planting drive near Tulapur, Pune, as part of our ongoing commitment to environmental sustainability. The event saw an enthusiastic turnout of over 60 associates and was a resounding success.

Acting on our core value of **"Do the Right Thing."** This initiative reflected our dedication to environmental stewardship and our responsibility to the communities in which we operate.

Our associates played a central role in this effort, coming together with passion and purpose to plant over 150 saplings. Their collective action not only contributed to a greener local environment but reinforced our shared commitment to building a more sustainable future.



## Compucom Gives Back

Charities donated to in the U.S. and Canada include:



Ronald McDonald House®



CRISIS ASSISTANCE MINISTRY



Compucom associates also contributed to numerous local and regional organizations and causes

