



CONVERGE TECHNOLOGY SOLUTIONS CORP
SUSTAINABILITY POLICY 2025
(this "Policy")

Objectives and Scope

Converge Technology Solutions and its affiliates and subsidiaries (collectively, "Converge") are committed to conducting and operating business in a manner that reduces environmental impact, while striving to conserve and protect through sound business practices. We are dedicated to continuing to promote equality, diversity, equity, and inclusion throughout our workforce and with our partners. As we build a culture focused on ethical behavior, we pledge to honor our ongoing commitment to honesty and integrity, in every aspect of our organization. This policy reflects our aspirations to move toward the highest standard in what we do – both as individuals and as a company.

This policy also outlines the strategy, aims and targets of sustainability at Converge. It has been established to enable employees, officers, and directors of the company working with our supply chain to enrich Converge's social and physical environment through the provision of services-led, software-enabled, IT & Cloud Solutions.

Strategy, Ambitions, & Targets

Converge is committed to conducting and operating a sustainable business in a manner that reduces environmental impact and empowers our customers to improve the education, health, and quality of life of their communities through sound business practices and sustainable growth. Our sustainability approach aligns with the United Nation's Sustainability Development Goals (UN SDG's) and our focus on planet, people and prosperity issues are integral to the Company's key policy decision making and business strategies. We support this approach through our Converge Core Values of commitment, unity, integrity, and demonstrating excellence.

People, Planet and Prosperity Objectives

Planet

- Reduce Green House Gas emissions
- Expand our circular economy IT solution to global reach
- Provide sustainability training and awareness for Converge employees

People

- Share sustainability best practices across Converge and with our stakeholders for the benefit of the planet, people, and prosperity
- Recognize and support the diversity of our communities through our #BetterTogether initiative and reducing the digital gap.
- Recognize the rights of and show respect to communities where we work and live through cooperation and partnership including education, employment, ethical procurement, and community engagement



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Prosperity

- Maintain clear accountability for sustainability delivery
- Monitor our sustainability performance and that of our supply chain and drive continuous improvements
- Comply with all legal and customer requirements, operating standards (including our risk management framework), and management systems

Responsibility

Converge's senior management team is responsible to achieve objectives to address sustainability issues, creating business opportunity and increasing stakeholder confidence.

In order to deliver this policy, Converge commits to raising sustainability awareness with our colleagues and supply chain partners. We will communicate this policy to our employees, partners, and other stakeholders, as well as review it annually. Full commitment and participation of all stakeholders is expected to ensure the successful implementation of this policy.

For and on behalf of Converge Corp

Signed by:

A handwritten signature in black ink that reads "Greg Berard".

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Greg Berard, Chief Executive Officer

December 2024

Contact

Should you have any queries or seek additional information regarding this Sustainability Policy please contact:

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