

Introduction

SHI International Corp. (“SHI”) is dedicated to the well-being of its employees and contractors and committed to minimizing its environmental impact across its own operations and value chain, in line with its sustainability commitments, industry best practice, ISO standards, and applicable laws and regulations.

By focusing on health, safety, and environment (HSE), SHI aims to be a more efficient, resilient and safe organization that is valued by employees, suppliers, customers and broader stakeholders.

Scope

This Global Health, Safety and Environmental Policy (“Policy”) applies to SHI International Corp., including all affiliates and subsidiaries globally, and encompasses the HSE aspects of our operations, including offices and integration centers.

Commitments and Objectives

SHI is committed to:

- Ensuring the highest standards of health and safety for our employees and contractors.
- Reducing our environmental impact through sustainable practices.
- Reducing risks, improving efficiency and resilience.
- Complying with relevant laws and regulations.
- Complying with the objectives of ISO 14001: 2015 (international standard for environmental management), ISO 45001: 2018 (international standard for occupational safety), and ISO 9001: 2015 (international standard for quality management system) at integration centers, as well as with the objectives outlined in departmental plans.
- Time-bounded objectives and key performance indicators are set for integration centers and reviewed regularly as part of the Compliance Management System.

Policy Measures

To uphold its commitment to HSE excellence, SHI has established the following policy measures. The measures relate to HSE impacts that have been prioritized based on the double materiality assessment.

General

- Ensure SHI complies with applicable laws, regulations and requirements associated with our activities.
- Implement best practices to minimise the environmental impact of SHI’s operations.
- Implement rigorous data HSE collection and reporting processes to enhance the management and efficiency of SHI’s operations.

- Investigate all HSE incidents with objectivity and rigor, develop and implement corrective measures based on outcomes of investigations

Workforce Health and Safety

- Ensure a safe working environment by providing the appropriate facilities and healthy workplace that caters to the needs of all, including those with disabilities.
- Adopt measures to prevent work-related incidents by ensuring safe and ergonomic workspaces and utilizing personal protective equipment.
- Implement a comprehensive health and safety management system at integration centers, including hazard identification, risk assessment, and control measures.

Environment

Climate Action:

- Set and pursue science-based climate targets validated by the Science-Based Targets Initiative (SBTi).
- Develop and implement a Group Decarbonization Plan with measures to improve energy and resource efficiency in support of the climate targets.

Waste Minimisation:

- Prioritize waste prevention, reuse, and recycling over disposal by developing strategies aligned with the waste hierarchy and promoting the use of recycled materials to reduce reliance on virgin resources.
- Assist customers with an IT Asset Disposition (ITAD) program delivered by third-party partners to manage electronic waste responsibly.

Water Management:

- Implement water efficiency measures, making sure that all employees and contractors have access to clean and safe water facilities.

Value Chain Impacts

SHI acknowledges that the production of IT hardware can affect worker health and safety and lead to environmental issues, including air, water, and soil pollution. It may involve the risk of using hazardous substances and impact ecosystems and species. Additionally, we recognize that using IT hardware contributes to energy consumption and carbon emissions, poses potential health and safety risks for customers, and has social and environmental impacts during the disposal and treatment of IT hardware at the end of its lifecycle.

To address the impacts across the value chain, SHI not only implements this Policy internally but also expects its suppliers to align with the SHI Partner Code of Conduct and Sustainability Policy.

As a standard practice, SHI shares all relevant product HSE information from original equipment manufacturers (OEMs) with its direct customers.

However, as a Value-Added Reseller of third-party products and services, SHI disclaims any warranty responsibility regarding the third party products and services it sells. Customers must look solely to the OEM for satisfaction of any and all warranty claims related to that OEM's products and services.

Communication

This Policy is made public to all interested parties, internal and external to SHI. All applicable employees and contractors must be aware of this Policy and are expected to follow it in daily work activities.

Governance and Responsibilities

SHI's President and CEO holds ultimate and final responsibility for this Policy. The Quality and Compliance Management Team holds the responsibility for ensuring compliance with this Policy and establishing clear lines of accountability for the management of the Compliance Management program.

The Human Resources (HR) and Operations teams collect HSE data for individual entities of the Company. The ESG Team (Finance) consolidates and monitors group-level HSE data and shares regular updates through internal and external reporting.

Review and Update

This Policy is monitored and regularly reviewed by SHI's senior leadership to identify opportunities for improvement and ensure its ongoing relevance and effectiveness as part of the continual enhancement of the Compliance Management System. In updating the Policy, we take into account feedback from employees gathered through annual surveys and from HSE committees at individual sites.

Thai Lee
CEO and President

Revision History			
Version	Effective Date	Changes Made	Author/Owner
1.0	09/16/2025	Initial Document	Jason Terranova, Sr. Director, Quality Operations and Compliance