

Environmental, Social and Governance (ESG) Policy

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1: Policy Statement

At Ensono, we believe in the power of technology to create positive change for our clients, our communities, and our planet. As part of our commitment to responsible business, this Policy outlines our approach to minimizing our environmental impact, supporting our clients' sustainability goals, encouraging associate inclusion, growth and development, upholding stringent governance and data security standards and overall contributing to a more sustainable future for all. Our mission, Make Better Happen, reaches beyond our clients and associates to impact the broader world. In the dynamic landscape of IT services, we serve as a relentless ally, allowing our clients to concentrate on their primary objectives while we manage their technology requirements.

2: Scope

This policy applies to all Ensono associates and contractors globally. It covers all operations, facilities, and services provided by Ensono, and extends to our supply chain and client engagements.

3: Roles and Responsibilities

While the relevant business unit leaders are accountable for implementation within their verticals, all Ensono associates and contractors are responsible for upholding this policy and integrating sustainable practices across environmental, social and governance considerations into their daily work.

4: Ownership

The ESG Policy is the responsibility of the ESG Steering Committee. Our ESG program is reviewed annually with Ensono's Audit Committee and requires cross-collaboration with all teams, including Corporate Legal, Compliance and Continuity, CPE and Facilities.

5: Policy

This policy will be reviewed annually and updated as needed, to reflect evolving best practices, stakeholder expectations, and Ensono's strategic objectives in the environmental, social and governance space.

1. Environmental

We are committed to reducing our environmental footprint through responsible energy, water, air and waste management, and supporting the transition to a low-carbon economy. Our data centers and offices operate efficiently, seeking opportunities to reduce greenhouse gas emissions and to support the transition to a low-carbon economy.

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We leverage our expertise in cloud, mainframe, and digital transformation to help clients modernize their IT infrastructure in ways that support their own sustainability objectives. We invest in innovative solutions that drive resource efficiency and environmental performance, both for Ensono and our clients.

Ensono has created a goal to be net-carbon neutral by 2050 and to reduce our Scope 2 emissions by 60% by 2030 from 2023 baseline. Our carbon reduction roadmap includes continued closure/consolidation of inefficient data centers, the positive effects of utility grid decarbonization, emission reduction projects such as HVAC upgrades utilizing outside air economization and direct purchase of renewable energy. In addition, Ensono will be considering our Scope 3 emissions with the longer-term goal to reduce these emissions over time.

We expect our suppliers and partners to share our commitment to environmental responsibility and to comply with all applicable environmental laws and regulations. We integrate ESG criteria into our procurement processes and regularly engage with suppliers to promote sustainable practices.

2. Social

At Ensono, our goal is to drive innovation and create an environment that motivates, engages and empowers associates to achieve their goals. We believe in an open and inclusive approach to working together, where associates can build productive relationships within and outside the company that propel us forward, and drive better technology solutions for today and tomorrow.

The Ensono Charitable Foundation is a philanthropic initiative committed to making a positive impact in the communities where Ensono operates by supporting a variety of charitable causes and initiatives through donations, volunteer efforts and partnerships with non-profit organizations. With a focus on education, health, and community development, the foundation aims to empower individuals and foster sustainable growth. To facilitate associates to do great things, Ensono offers structured volunteering days where associates can contribute to their community and charitable causes. Ensono tracks participation to support measurable community engagement and publicize experiences internally for further engagement.

Ensono has been recognized as a Great Place to Work globally, a testament to our inclusive culture. We have adopted global recognition programs such as Ensono Elevate, where associates can share appreciation of peers and colleagues with teams across the company as well as EnsoSpark, a global initiative to foster innovation and recognize the exceptional contributions of its associates through monetary rewards and global recognition.

At Ensono, we want associates to bring their best to work every day - that means creating an equitable and inclusive workplace for everyone to show up authentically. Our DEI initiative connects associates with resources and each other, so we can all make a positive impact on our teams, the culture of our company, and our communities. To that end, Associate-led global Community Groups have been created to foster belonging and inclusivity by offering a channel for sharing, education, support and culture for different groups of associates. Our global groups include Eco (environmental stewardship), Slavic+ (Slavic community), Beautiful Brains (neurodiversity), Unidos (Latinx), E-Vets (veterans), Hero (orientation), Nest (parents & carers), NextGen (early career), Spark (leadership), Soul (Black & African community), Women Connected (women in technology), with new groups being formed and run by associates all the time.

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For transparency, our global DEI objectives are published on our intranet and are tracked and reported on a monthly basis.

Additionally, in support of all of the above global eTalks take place monthly, where the Ensono Community Groups are regularly featured, and associates from all over the global organization talk on subjects they are passionate about from unconscious bias, beekeeping, security awareness, emotional intelligence, coaching mindset, understanding black culture, to, how to support working parents and so many other subjects in-between.

To further enhance working relationships and connections with colleagues, the Ensono Connection Cafe is a voluntary program which randomly matches groups of two to three associates across the global organization (including the executive leadership team, who all participate) for short conversations and meet ups - it's like business orientate speed dating. While working from home, the office connection can be missed, and the Connection Cafe can help build those human connections.

3. Governance

Ensono integrates responsibility at every level of the organization, starting with our board of directors. With the oversight of the board, we conduct regular audits of our business internally and by independent third parties, maintain industry recognized certifications, and monitor controls throughout our operations to enhance the security and efficiency of our business.

Our board of directors has established three committees which meet quarterly - the Audit Committee, Compensation Committee and Technology Committee. The board annually reviews the charters of each committee to maintain proper focus and oversight.

In addition to our governance and ethics programs, Ensono maintains an enterprise risk management program to avoid, manage, and mitigate a comprehensive set of risks to our business including macroeconomic, geopolitical, environmental, cybersecurity, technology, and supply chain.

Ensono also ensures that associates have a channel to hold one another accountable by maintaining a Whistleblower Protection Policy that demonstrates our commitment to protect anyone who makes a claim based on reasonable belief of a violation. All claims are investigated with any decisions or actions properly communicated and an opportunity to appeal.

4. Steering Committee

Ensono has established an ESG Steering Committee ("Committee") to oversee and guide our Environmental, Social, and Governance initiatives. The Committee is comprised of the Chief Sustainability Officer, Chief Legal Officer, and Chief People Officer with each having the discretion to nominate an alternate representative if desired. The Committee convenes twice annually, with no requirement to keep formal minutes of its meetings. Additionally, the Committee may invite members of management and other individuals to participate in meetings as deemed appropriate, subject to applicable confidentiality requirements. The Committee discusses ESG performance, set priorities, review our annual ESG Brief and guide the implementation of our ESG strategy, ensuring alignment with our organizational values and stakeholder expectations.

6: References and Related Documents

Include other policies that either impact or are impacted by this policy, process, procedure and which should be read in conjunction with this policy, process, procedure.

Ensono Standard Processes

Whistleblower Protection Policy

7: Definitions

Definition of acronyms or terminology used within the document.

Jargon/ Acronym/ Term	Definition / Description
Document	Any Ensono corporate governance guidance in the form of a policy or procedure
The Company	Refers to Ensono

8: Appendix

Lists, charts or statements referencing any details that may change or become outdated are listed here without having to revise the policy, process or procedure.

Header1	Header2	Header3	Header4	Header5
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