



Corporate Social Responsibility

2024 Report

—— pivitglobal.com ——



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Why We are Writing this Report

PivIT Global is proud to present our first corporate responsibility report as a testament to our unwavering commitment to sustainability, social responsibility, and ethical governance. By detailing our efforts across environmental, social, and governance (ESG) domains, we aim to provide our stakeholders with a transparent view of our operations and the positive impact we strive to create.

This report serves as a benchmark for our progress, showcasing our achievements in areas such as greenhouse gas emissions reduction, employee well-being initiatives, and robust governance practices. Moreover, it aligns our business practices with global standards and frameworks, including the Sustainable Development Goals and the Greenhouse Gas Protocol, demonstrating our dedication to being a responsible corporate citizen. Through this report, we not only hold ourselves accountable but also hope to inspire our partners, customers, and peers in the IT industry to join us in building a more sustainable and equitable future.

This document may contain forward-looking statements based on available data and current assumptions. These are subject to change due to regulatory, operational, or market conditions. PivIT does not guarantee the accuracy of projections and assumes no obligation to publicly update any forward-looking statements.

About PivIT

PivIT Global was founded in 2017 by four longtime friends, Troy, Joe, Mike, and Justin. They spent two decades working in the IT sector together before joining forces around a shared vision to create a company that offered affordable, flexible and customized IT infrastructure solutions with a boutique feel and global reach.

With a deep understanding of IT infrastructure and services, they saw an opportunity to deliver innovative solutions, with a focus on business excellence and giving back to their communities.

PivIT Global has quickly grown into a respected global independent distributor of IT infrastructure and services, emphasizing trust, integrity, and community involvement.

PivIT's Core Values

Integrity

We are committed to doing what's right even when there's pressure not to.



Datacentric

We make data-driven decisions and use good judgement based on all available information



Flexibility and Hustle

We are action-oriented and leave our egos at the door. We use creative problem-solving to resolve issues as quickly as possible



One Team

We look out for each other and do what's best for the company.



Customer Commitment

We obsess over the success of our customers.



UN Sustainable Development Goals

PivIT aligns with key UN Sustainable Development Goals to guide environmental and social efforts. These goals help us focus on improving employee well-being, advancing equality, reducing our carbon footprint, and promoting responsible consumption through our circular business model. They provide a global framework to ensure our growth supports people and the planet





Forward

1

A Message from our Chief Executive

2

A Message from our Vice President

A Message from our Chief Executive

Justin Sparks

At PivIT Global, our mission is clear: we strive to leave every environment we touch better than we found it. This commitment extends beyond our IT solutions and into the very heart of our corporate responsibility.

Transparency is key to meaningful progress, so we are publishing this report to share our environmental, social, and governance commitments. As a leader in IT lifecycle solutions, we are dedicated to reducing e-waste through responsible refurbishment, extending the lifespan of technology, and minimizing our carbon footprint. By prioritizing circular economy practices and sustainable procurement, we ensure that our impact is innovative and responsible.

Our people are at the core of our success. Through initiatives like our employee-led sustainability programs and professional development opportunities, we foster a workplace culture where ethical leadership and environmental consciousness go hand in hand. We also extend this commitment beyond our internal operations by working closely with suppliers to elevate sustainability standards across the industry. Our Know Your Supplier (KYS) program helps ensure that every partner aligns with our values of ethical sourcing, environmental stewardship, and corporate integrity.

Looking ahead, I'm optimistic about the positive impact we can make. As we work towards our ambitious net-zero goals for scopes 1 and 2, we're not just adapting to change- we're driving it. In the words of our team, "Every connection we make is an opportunity to build a greener future." This ethos will guide us as we continue to innovate, grow, and lead the way in sustainable IT solutions.



“Every connection we make is an opportunity to build a greener future.”

A Message from our Vice President

Hunter Gorman

At PivIT Global, our strategic vision is intrinsically linked to sustainability. We're not just providing IT solutions; we're architecting a future where technology and environmental responsibility go hand in hand. This CSR Report is a roadmap for that vision.

The decision to publish this report stems from our deep-seated belief in accountability. As leaders in IT services, we understand that our actions have far-reaching consequences. By sharing our environmental goals and progress transparently, we hold ourselves accountable and invite our clients and partners to join us in this crucial journey toward sustainability.

Our path to net-zero remains a core pillar of our sustainability strategy. We are committed to eliminating Scope 1 and 2 emissions by 2030. 2024 marks our first year publicly reporting these emissions. We are proud to share this milestone with our stakeholders, reflecting the impact of targeted efforts such as operational efficiency improvements and emissions tracking aligned with ISO 14001 standards. Looking ahead, we are pursuing the Science-Based Targets initiative (SBTi) certification and strengthening our approach to Scope 3 emissions, advancing sustainability throughout our full value chain.

This commitment is not just internally motivated - it aligns with the evolving priorities of our customers. Many of our partners and clients have set ambitious ESG goals of their own, and they expect their IT providers to uphold similar standards. By leading in sustainable procurement, responsible lifecycle management, and emissions reduction, we are not just meeting expectations - we are setting the benchmark for IT sustainability.

As we look to the future, I'm energized by the opportunities ahead. Our commitment to achieving net-zero emissions is more than just a goal - it's a catalyst for innovation in our services and operations. Our motto is, "Sustainability isn't just part of our business model; it is our business model." This philosophy will continue to drive our growth and shape our services in the years to come."



“Sustainability isn't just part of our business model; it is our business model.”



Highlights

2024

1

Environmental

2

Business

3

Social

Highlights

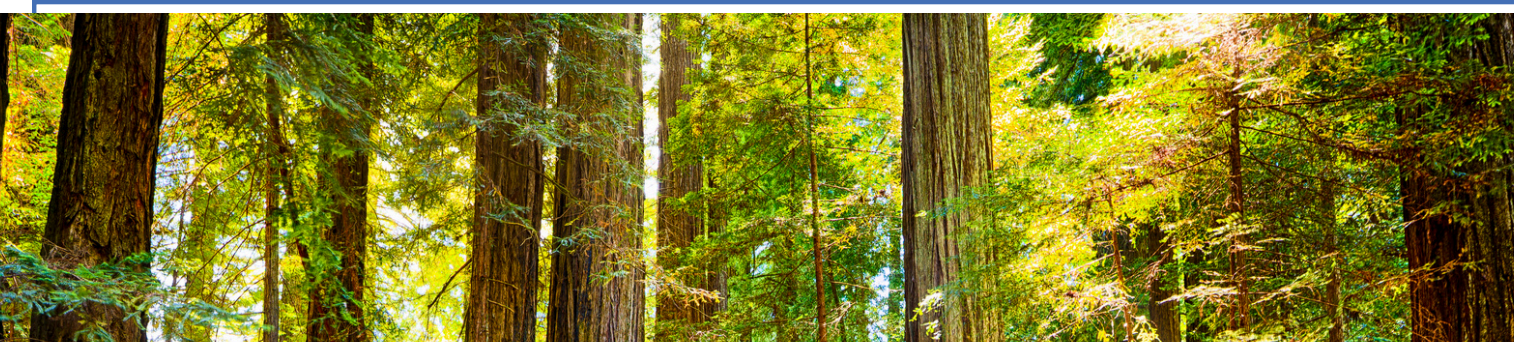
Business	Governance	Social	Environmental
<div>85%</div> <div>Orders delivered sent domestically</div>	<div>100%</div> <div>Participation in adherence to anti-bribery policies</div>	<div>1%</div> <div>Earnings donated to non-profits</div>	<div>39.33^{tCO₂e}</div> <div>Scope 1 & 2 emissions</div>
<div>15%</div> <div>Packages sent internationally</div>	<div>0</div> <div>Workplace injuries</div>	<div>61</div> <div>Full time employees</div>	<div>1st</div> <div>CSR Report in 2024</div>
<div>79%</div> <div>Recycled and refurbished equipment for customers</div>	<div>52%</div> <div>Of our suppliers engaged in our Know-Your-Supplier initiative</div>	<div>40%</div> <div>Female Staff</div>	<div>NET-ZERO</div> <div>Target set for Scope 1 & 2 by</div> <div>2030</div>

What Does PivIT Do?

PivIT Global operates as a Value-Added Reseller (VAR) specializing in IT hardware, maintenance, and supply chain services. Our core business involves procuring used network equipment, followed by data sanitization, functional refurbishment, and quality assurance testing to ensure performance reliability in client environments. In addition, PivIT maintains partnerships with most major OEMs for instances where new kit is required.

Our maintenance division, OneCall, minimizes operational downtime by pre-positioning hardware near critical customer locations, enabling on-site delivery within as few as 2 hours. This service reduces the need for clients to maintain their own inventory or logistics infrastructure.

Our Extend services support offering provides on-demand technical personnel for ITAD services, hardware migrations, and emergency response. Clients can access engineering resources globally, either on a scheduled or ad-hoc basis, to address staffing gaps and ensure continuity of IT operations.



What We Did

PivIT is committed to measurable environmental performance. As an ISO 14001:2015 certified organization, we follow standardized environmental management protocols and report annually through our CSR Report. In 2024, we recorded 39.33 metric tons of CO₂e across Scope 1 and 2 emissions. As retrospective data is unavailable, 2024 will serve as our baseline year. We have publicly committed to achieving net-zero Scope 1 and 2 emissions by 2030, with sustainability targets embedded in core operational planning and execution.

On the business front, PivIT continued to deliver consistent performance throughout 2024, serving 21,888 customers. Of all orders shipped, 91% were delivered domestically and 9% internationally, reflecting our broad logistics capabilities. 79% of units shipped were recycled or refurbished, underscoring our commitment to circularity and operational efficiency.

We remain committed to social responsibility, donating over 1% of our earnings to non-profits supporting the foster care system, an ongoing priority for our community engagement efforts.

We have a diverse workforce of 61 full-time employees and achieved our 40:40:20 gender diversity target in 2024. This balance supports innovation, strengthens team collaboration, and ensures we are building an inclusive culture that aligns with our core values and operational goals.

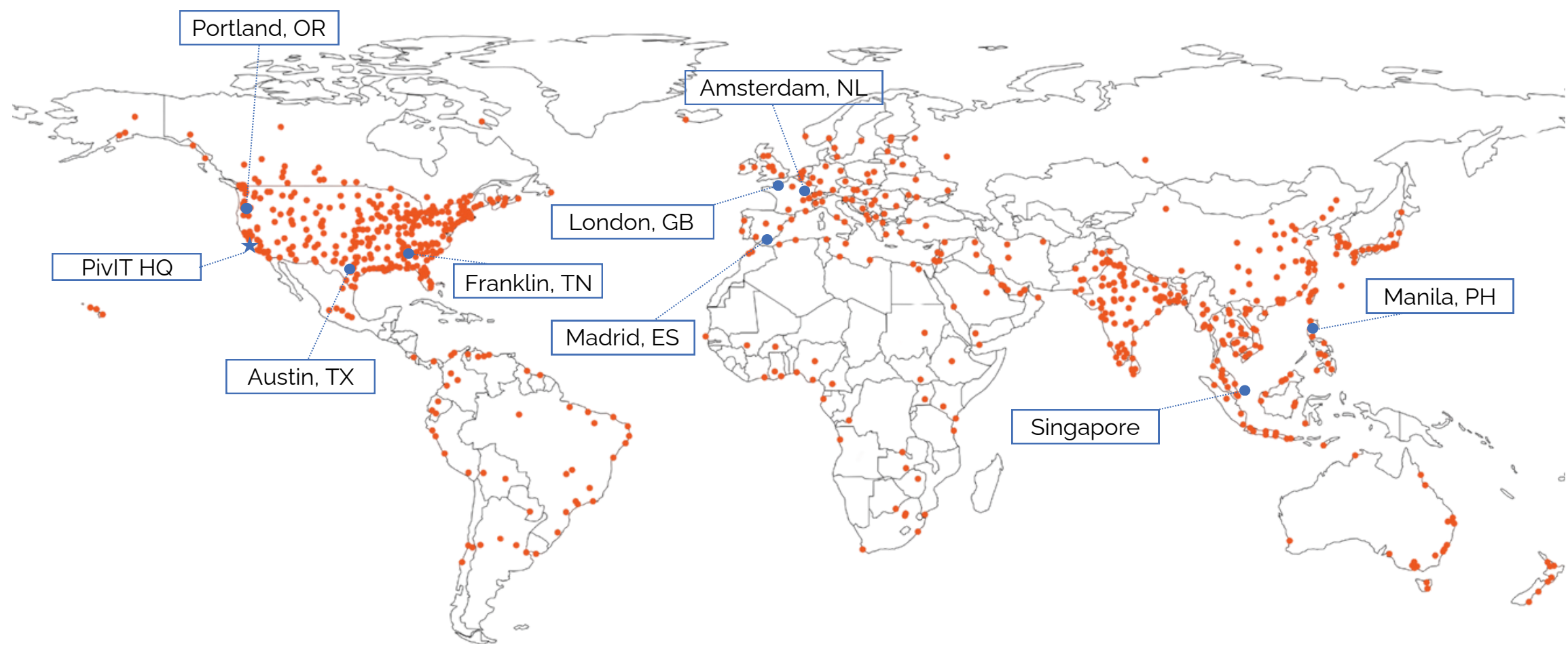
Where PivIT Operates

Our Global Presence

Headquartered in sunny Santa Barbara, California, the company drives its core operations from its primary facility in Portland, Oregon, while also maintaining a satellite office in Franklin, Tennessee.

PivIT’s extensive logistics network includes 262 Field Stocking Locations (FSLs) across the United States, ensuring that 48 of the most populous U.S. cities have an FSL within just 20 miles of city limits. Expanding beyond U.S. borders, PivIT supports its customers with 46 locations in Canada and 8 in Mexico, reinforcing its commitment to seamless service across North America.

Globally, PivIT operates 800+ FSLs spanning more than 160 countries, enabling rapid deployment of critical IT infrastructure wherever it’s needed. This vast network ensures that businesses worldwide can rely on PivIT for efficient and responsive supply chain solutions.



Stakeholder Engagement and Materiality

Engaging our stakeholders and prioritizing ESG

At PivIT, we prioritize stakeholder engagement to guide our ESG efforts. In 2024, through customer feedback, employee input, and supplier engagement, we focused on three core areas: environmental impact, community outreach, and governance integrity.

Environmental Impact

We achieved ISO 14001:2015 certification to formalize our environmental management and better align with customer expectations. As a company built on refurbishing and reusing network equipment, circularity is central to our business. This year, we expanded our focus by measuring emissions for the first time and setting Net Zero targets for Scope 1 and 2 emissions.

➤ Read more on page 12

Community Outreach

Social responsibility remains a key pillar. In 2024, we supported young adults leaving foster care with essential starter kits and increased participation in our anti-corruption training program, reinforcing our commitment to ethical operations.

➤ Read more on page 20

Governance Integrity

PivIT maintains a strong governance framework to ensure transparency, ethical conduct, and risk mitigation across our operations. In 2024, we strengthened our anti-corruption controls through internal training and formalized reporting channels. Our supplier management program incorporated human rights and sustainable procurement criteria to reduce labor and environmental risks in our supply chain. We also enhanced our cybersecurity posture through continuous monitoring, employee training, and access controls. Together, these measures reinforce our commitment to operating with integrity and accountability.

➤ Read more on page 12

Key Impact Areas	Core Focus Areas	Other Important Topics
Environmental Climate Change Scope 1 & Scope 2 The Circular Economy	Social Talent Attraction, Development and Retention Diversity, Equity and Inclusion	Environmental Air Emissions Sound and Light Pollution Resource Use
Social Reduced Inequalities	Governance Consumer Protection Corporate Governance Customer Experience Data Privacy Social Governance / Risk Management	Social Sustainable Procurement Modern Slavery
Governance Anti-Corruption Human Rights and Sustainable Procurement Cyber Security		



Environment

PivIT's Environmental Performance

1

EMS Resource Use

*Environment Management System | Waste |
Electricity | Circular Economy*

2

Climate

Total emissions | Near-term Targets | Future Path



PivIT's Environmental Management System

We are proud to be awarded an ISO 14001 Certification

Why PivIT has done ISO 14001

PivIT Global has received its ISO 14001:2015 certification, formalizing our environmental management processes and strengthening our commitment to operational sustainability. The certification provides a structured framework to identify, monitor, and reduce environmental impacts across all business areas. It supports compliance with relevant regulations, enables consistent environmental performance measurement, and aligns with our long-term sustainability goals.

As we set and achieve our environmental objectives, PivIT Global views the ISO 14001 framework as a key contributor to our success.



This certification covers our Portland, OR Warehouse





PivIT's Role in the Circular Economy

Why PivIT has done ISO 14001

The circular economy PivIT is committed to extending the lifecycle of IT hardware through reclamation, refurbishment, and redeployment. PivIT believes in enabling businesses to maximize their IT infrastructure and, when the time comes, securely retire assets at the end of their lifecycle.

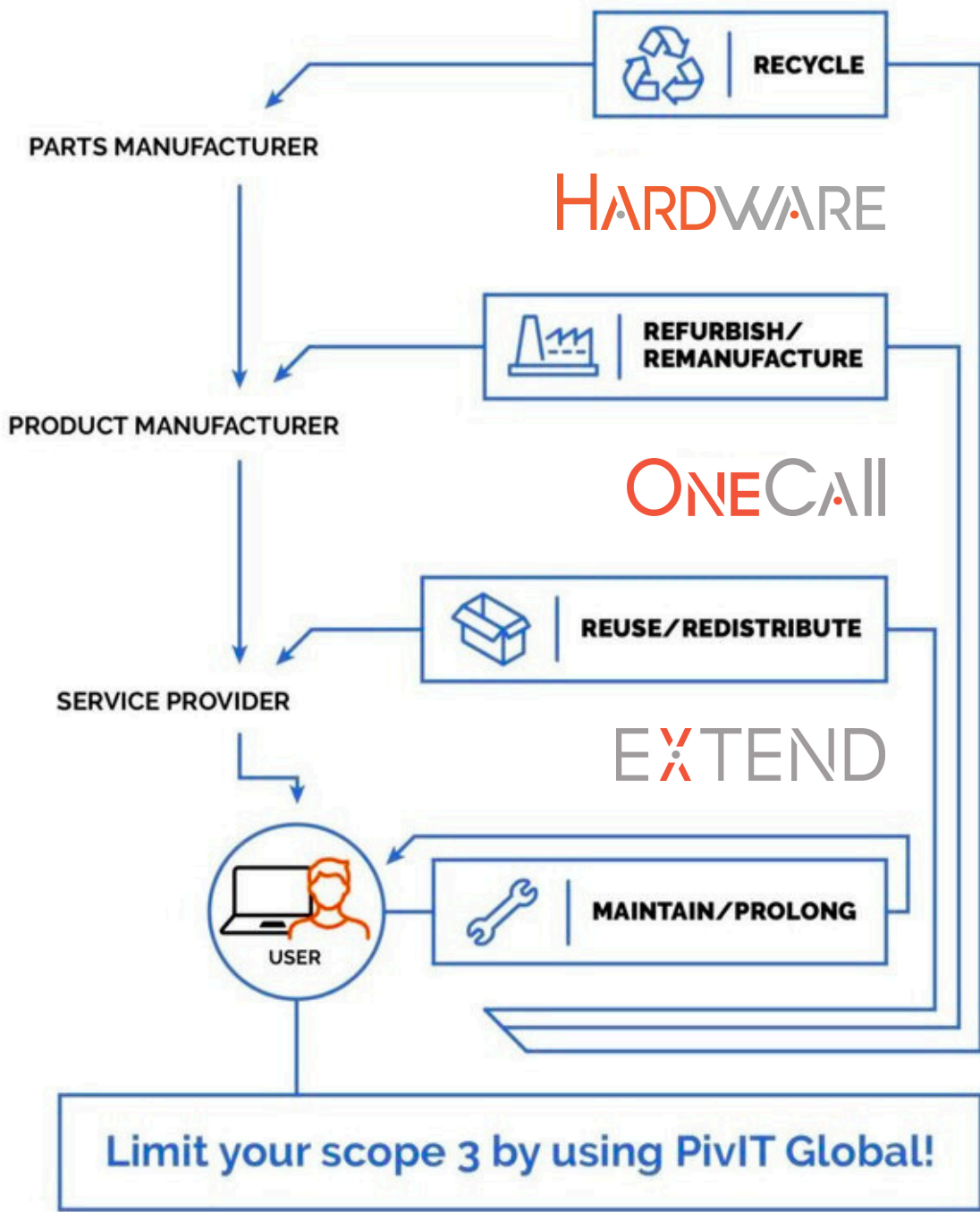
The UN's Global E-Waste Monitor, shows us our mission is more critical than ever, as global e-waste generation is rising five times faster than documented recycling efforts. In 2022 alone, a record 62 million tonnes of e-waste were produced, enough to circle the equator with bumper-to-bumper 40-tonne trucks, while only 22.3% was collected correctly and recycled. E-waste is projected to increase by another 33% to 82 million tonnes by 2030, and sustainable IT lifecycle management is urgent. Given that up to 80% of an IT product's carbon footprint is generated during manufacturing, extending the useful life of these products is critical to reducing emissions and promoting sustainable IT practices. PivIT's approach enables organizations to make responsible technological asset choices while maintaining operational efficiency and security.

79%

Recycled and refurbished equipment for customers

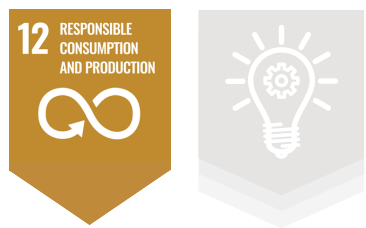
CASE STUDY: CATALYST 9300 SWITCHES

In 2024, we refurbished multiple Catalyst 9300 switches. These switches have an average lifespan of 4 to 7 years, but we can extend that by 16 years thanks to our maintenance protocols. These practices help reduce e-waste from landfills and promote a circular economy. When the device can no longer be used, we collect the e-waste and recycle responsibly.



United Nations Environment Programme. (2024, March 20). UN report: Time to seize opportunity to tackle challenge of e-waste.

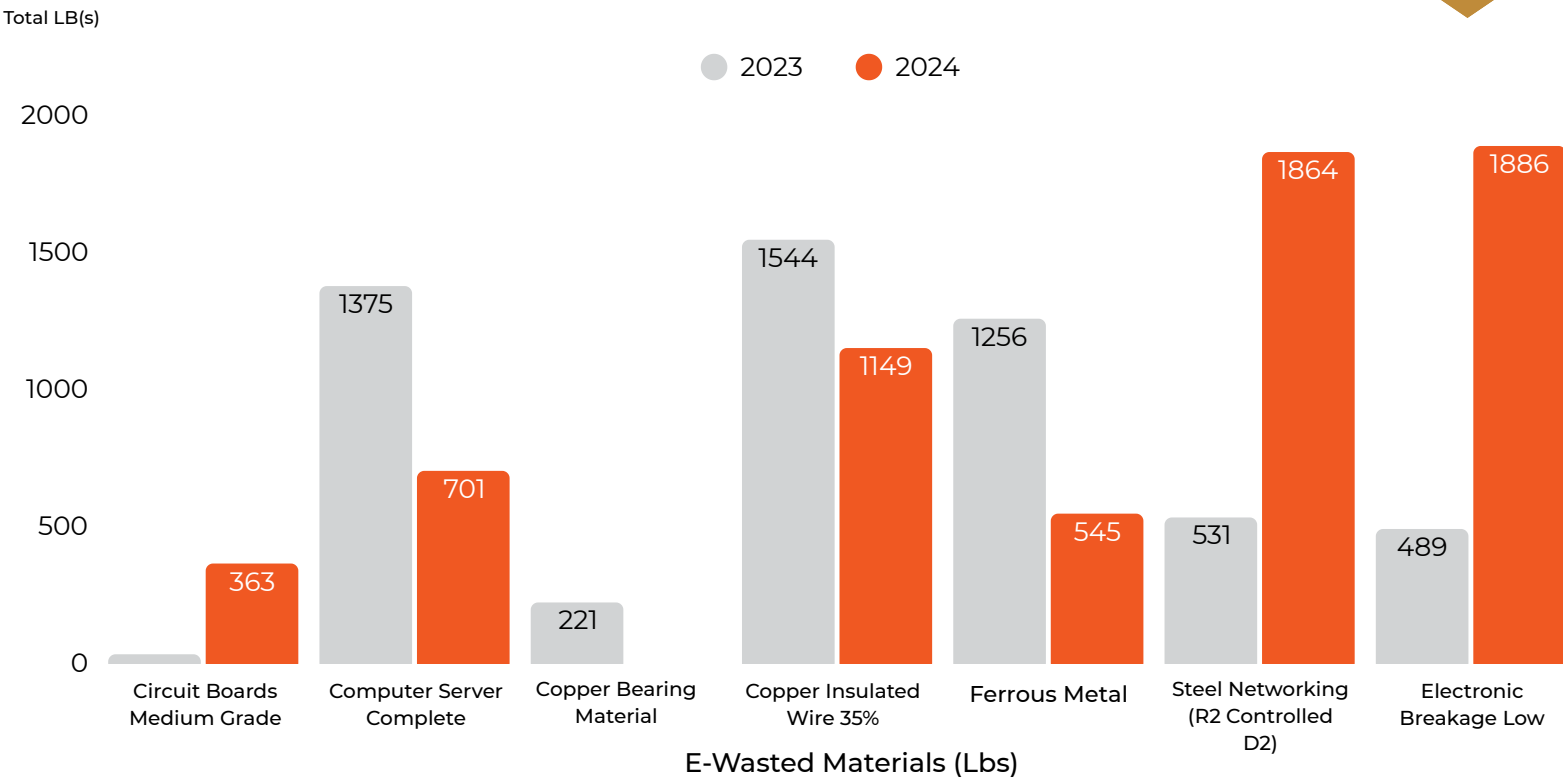
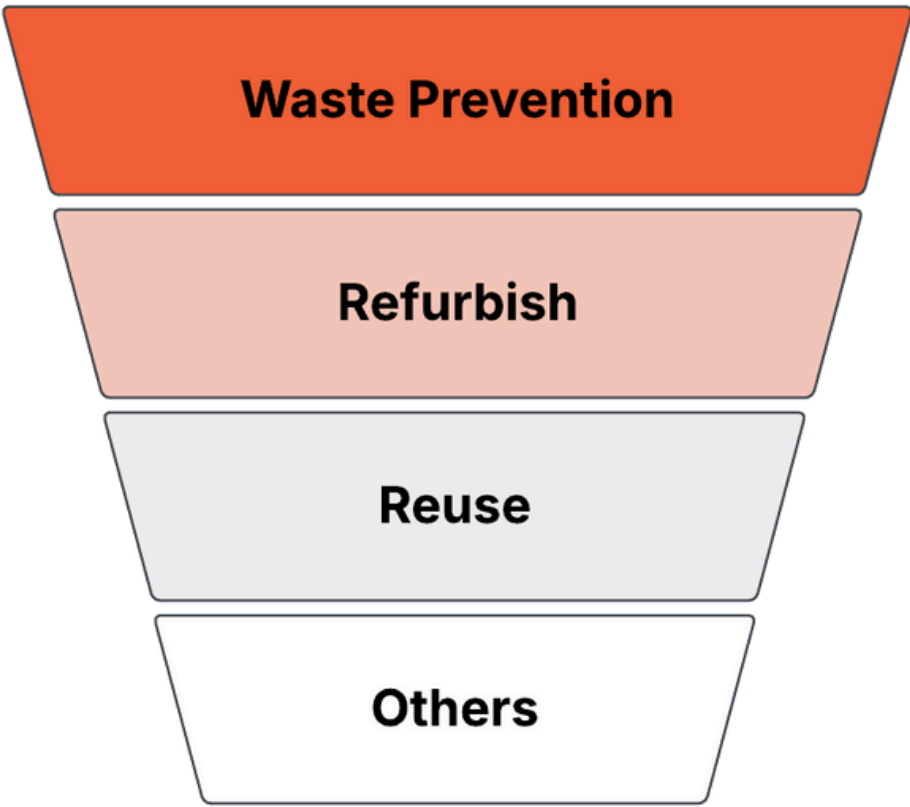
Forti, V., Baldé, C. P., Kuehr, R., & Bel, G. (2024). The Global E-waste Monitor 2024: Tackling e-waste through policy and producer responsibility. International Telecommunication Union (ITU), United Nations University (UNU), United Nations Institute for Training and Research (UNITAR), and International Solid Waste Association (ISWA).



Waste Reduction and Contributing Factors

PivIT has been measuring it’s waste since 2023. This year, we are proud to share that we has reduced our absolute waste by 25%. In 2025, we are collaborating with our waste providers to get more granular data, including Cardboard, Wood, Trash, and Metal.

In 2024, we reviewed our recycling efforts and decided to place greater emphasis on electronic breakage and steel networking components, which have high recyclability. Over the year, we almost quadrupled the total weight of components recycled, leading to an increase in our overall e-waste recycling efforts.



E-Waste Done Responsibly

All e-waste materials are separated by type, palletized when reaching bulk thresholds, and collected by our certified recycling partner. They provide Certificates of Destruction for all disposed materials, which PivIT retains for records and compliance. While we saw significant improvements in recycling electronic and metal components, opportunities remain to improve processing efficiency for mixed-material units, which continue to be more labor-intensive and challenging to separate.

Notably, *electronic breakage* grew from 489 lbs to 1,886 lbs, and *steel networking components* rose from 531 lbs to 1,864 lbs. Over the same period, we decreased in *computer server complete*, *copper insulated wire*, and *ferrous metals* due to a more stringent sorting process pre-disposal. These changes resulted from focused dismantling efforts and revised internal processes prioritizing component-level recycling over bulk disposal. We will continue refining our practices to increase recovery rates across all categories.

Environmental Initiatives

Case Study / From our Racks to Yours

To support PivIT’s environmental goals, all departments are encouraged to propose and implement sustainable projects. One such initiative, led by Tech Operations Lead Alex Cohen, has automated power management in the tech department. By default, all power is shut off at 6 PM and restarts at 6 AM, with systems remaining off throughout weekends. This program significantly reduces energy consumption and minimizes the need for constant monitoring, contributing to PivIT’s broader sustainability efforts.



Energy Efficiency

Scope 2 Emissions

Energy efficiency remains central to our environmental strategy, supported by our ISO 14001 certification and a structured five-year planning approach. Despite leasing our locations, PivIT prioritizes sustainability factors when operating within them and employs measures such as motion sensor lighting, innovative HVAC systems, and bottom-up environmental initiatives. Power consumption is PivIT’s only Scope 2 emission source and a primary focus in 2025 as we work to decrease our Scope 1 and 2 emissions. Year-over-year energy use has increased by 2.29% at our warehouse facility, following a similar usage pattern. The 2024 energy consumption per square foot is 50.59, compared to 49.46 in 2023.

PivIT is exploring clean energy options and actively engaging our workforce in creative and innovative initiatives to improve energy efficiency.



Emissions from PivIT

Monitoring Emissions

As part of our sustainability initiatives, PivIT continues to closely monitor emissions across Scope 1, Scope 2, and Scope 3 categories. These include:

- Scope 1** refrigerants and natural gas consumption
- Scope 2** electricity use
- Scope 3** purchased goods and services, transportation, waste disposal, e-waste management, and business travel

This is the first year PivIT has calculated and published our Scope 1 & 2 emissions. As of now, this will be our first baseline year.

Scope 1 - Natural Gas Consumption

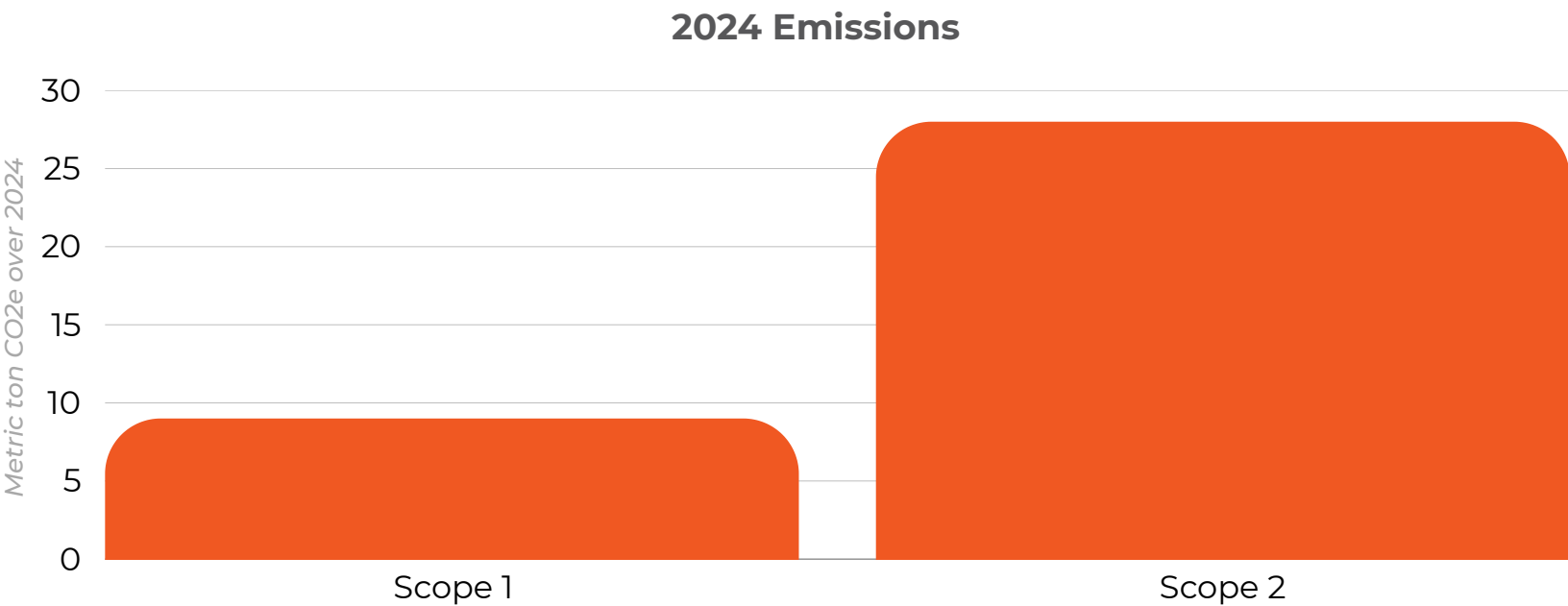
The Portland (PDX) warehouse is the only facility that uses natural gas. The total emissions for 2024 from natural gas consumption at PivIT's Portland (PDX) warehouse are calculated at 7.57 metric tons CO₂e. This figure establishes the baseline year, as no historical emissions data is available for comparison. The natural gas usage is limited to winter months and is used exclusively for employee heating within the warehouse.

Scope 1 - Refrigerants

As of this reporting period, emissions from refrigerants are considered immaterial to PivIT's overall greenhouse gas inventory. Only one air conditioning unit is in use, located within the PDX warehouse, which comprises approximately 6% of the facility's total floor area. Given this limited scope and usage, refrigerant-related emissions do not represent a significant source of CO₂ equivalent output and are therefore excluded from material emission calculations.

Scope 2 - Electricity Use

PivIT's Scope 2 emissions for 2024 totaled 31.76 metric tons of CO₂e, calculated using location-based electricity consumption and EPA regional emissions factors. Emissions by facility were: 13.40 metric tons from the Oregon warehouse, 6.26 metric tons from the Tennessee office, and 12.09 metric tons from the California office. The California office data was estimated using building size, occupancy, and regional averages due to a lack of direct consumption data. Differences in emissions reflect both operational usage and regional variations in electricity grid intensity.



Scope 3 - A Work In Progress

Due to the scale and complexity of recording and publishing Scope 3 emissions, PivIT has postponed publication of this emission type. We are working to ensure the most accurate, reliable, and understandable data is available. We will publish our Scope 3 emissions footprint by 2030 or sooner [Read more on page 14].



PivIT's Climate Target

Leaving the Environment Better than we Found it

PivIT Global has established a comprehensive Environmental Policy Statement. This policy, developed by the Corporate Social Responsibility department and C-Suite leadership, applies to all aspects of PivIT's operations. Our company's core mission reflects our commitment to leave every environment better than how we found it. The policy demonstrates PivIT's commitment to environmental stewardship across its entire business.

Transparency in emissions reporting is central to PivIT's environmental strategy. This year, PivIT is publishing our Scope 1 and Scope 2 emissions for the previous calendar year 2024. PivIT has plans to disclose a subset of Scope 3 emissions by 2030. PivIT will report on Scope 1 and 2 emissions annually, following the Greenhouse Gas Protocol emissions reporting standard to ensure consistency and accountability.

PivIT's environmental ambitions extend beyond reporting to actionable goals. We have committed to achieving net-zero carbon production for Scope 1 and 2 emissions by January 1, 2030. PivIT plans to complete a Scope 3 inventory and subsequently establish a net-zero commitment for these indirect emissions in 2030. This policy statement, endorsed by the CEO and VP of Services and Strategy, underscores PivIT's resolve to lead in environmental responsibility within the IT industry.



2030
NET
ZERO

Target set for Scope 1 & 2

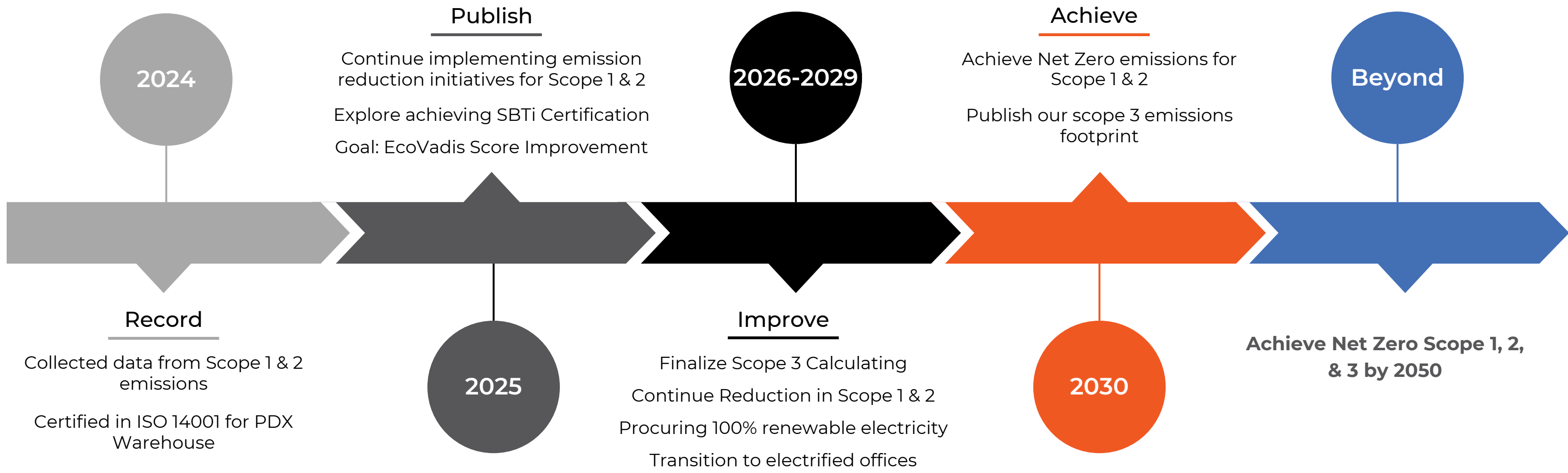


PivIT's Future Path

PivIT Global has established a structured environmental sustainability plan covering 2024 to 2030. In 2024, the company obtained ISO 14001:2015 certification and began collecting emissions data to support standardized measurement and reporting of environmental impacts.

From 2025 through 2029, PivIT will implement targeted reductions in Scope 1 and Scope 2 greenhouse gas emissions and fully assess its Scope 3 emissions profile. The plan concludes in 2030 with the achievement of net-zero Scope 1 and 2 emissions and the initiation of formal commitments to manage and reduce Scope 3 emissions in alignment with long-term environmental objectives.

PivIT is looking to be SBTi certified next year as a continuation of our environmental goals. This certification will validate our science-based emissions reduction targets and align with the Paris Agreement.





Social

PivIT's Social Performance

1

Customers

2

Workforce Inclusion

3

Employee Wellbeing

4

Sustainable Procurement

5

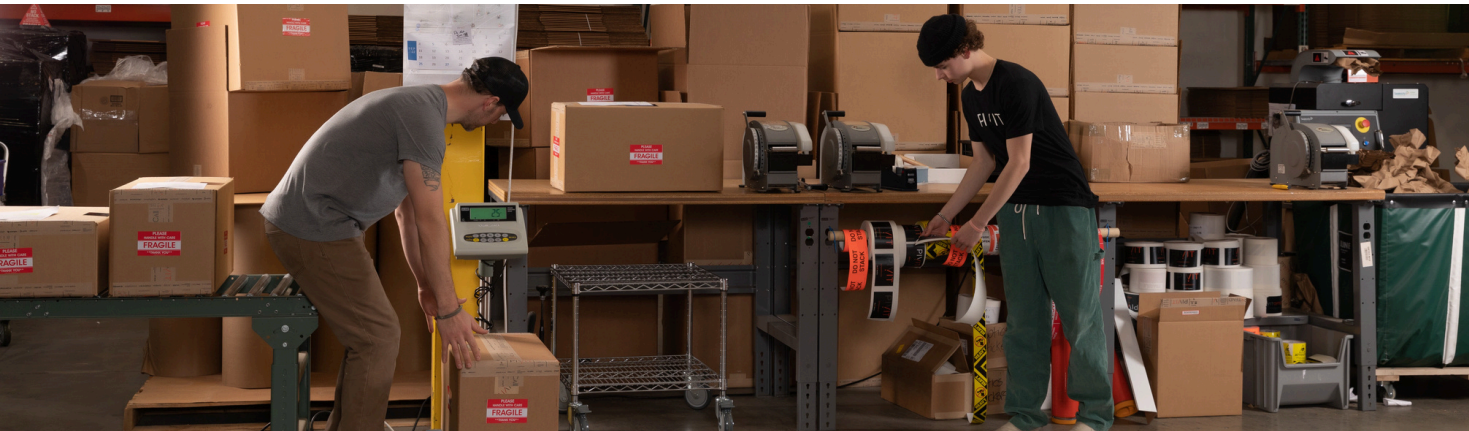
Pay IT Forward



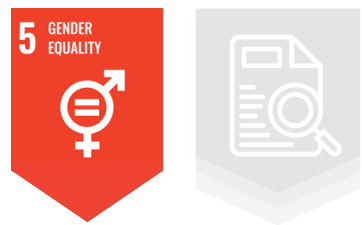
Helping our Customers Achieve their ESG Goals

Partnering for a sustainable future

PivIT is committed to helping our customers achieve their ambitious sustainability goals by aligning our operations, products, and services with their environmental and social priorities. From supporting net-zero targets to enabling responsible e-waste management and advancing circular economy practices, we provide IT solutions directly contributing to our customers' ESG performance. Our focus is to be the trusted partner organizations turn to when they want to go beyond compliance and deliver real impact.



Category	Customer Goals	How we Deliver
Sustainable Products	Prefers products with lower environmental/health impacts	PivIT helps to bring customers gear that otherwise would have a significantly shorter life span ➤ Read more on page 9
Circular Economy & Waste Reduction	Circular packaging with recycled/returnable materials	Recycling is a primary focus for PivIT's Operations team ➤ Read more on page 10
	Promotes recyclability and waste reduction	Recyclability and waste reduction ➤ Read more on page 10
	Responsible e-waste handling	PivIT follows best practices with our E-Waste handling and has improved year to date ➤ Read more on page 10
	Circular ecosystem for products by 2030	Our products are already a part of the circular economy ➤ Read more on page 19
Emissions & Energy	Supplier engagement to cut emissions & waste	PivIT is currently working with the supplier to improve our sustainable procurement process ➤ Read more on page 19
		We are on track for a Scope 1 & 2 total reduction and a full Scope 3 by 2030 ➤ Read more on page 12-13
	Science-based climate targets, 100% renewable energy	100% renewable energy is a priority PivIT is looking into for 2025 and 2026 ➤ Read more on page 11
Transparency & Reporting	Public reporting aligned with GHG Protocol & SBTi	PivIT is committed to publishing our CSR Report in alignment with both standards ➤ Read more on page 14
Social Responsibility	Full pay equality, wellbeing initiatives for all employees	We have achieved a 40:40:20 gender target ➤ Read more on page 16



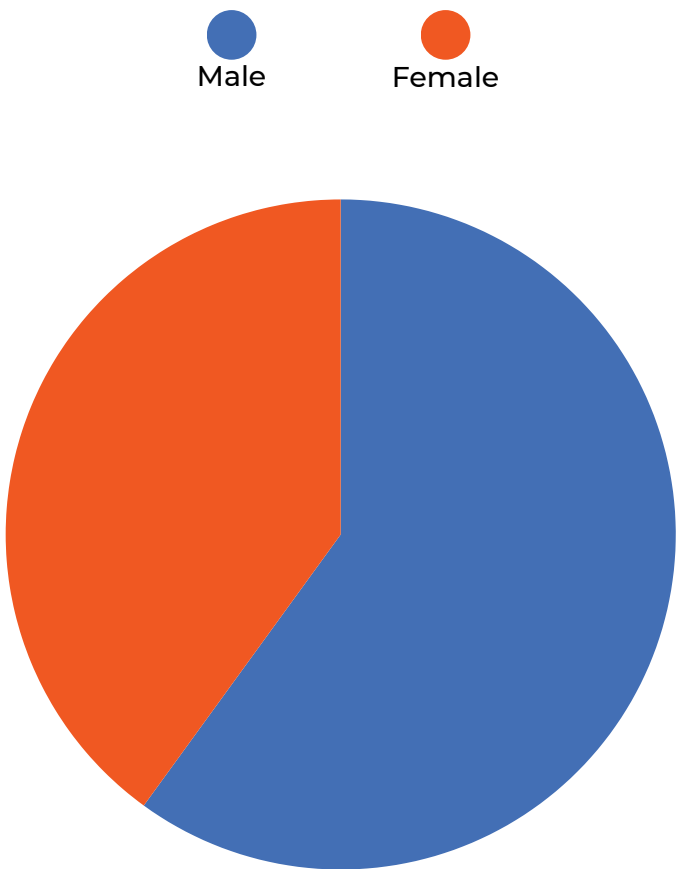
Employee Diversity

Gender Diveristy

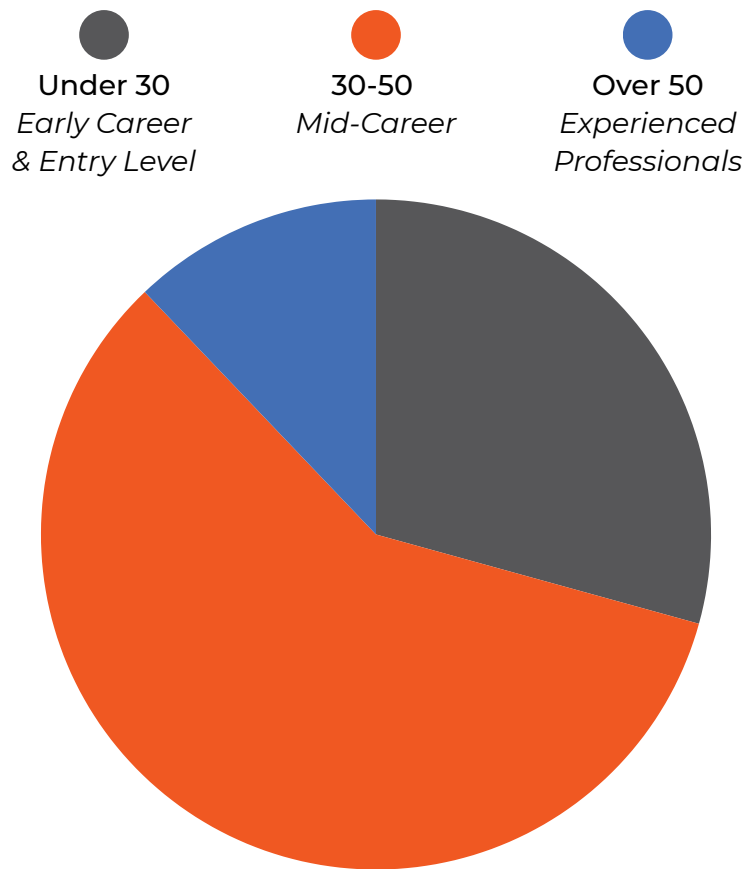
PivIT’s workforce demonstrates meaningful progress toward gender balance, meeting our 40:40:20 representation target 40% men, 40% women, and 20% open to natural variation. With current demographics at 60% male and 39% female, we have achieved alignment within the acceptable range of our target, reflecting our commitment to inclusive hiring and representation.

This balanced structure supports stronger team performance and reflects industry research showing that companies with over 30% female representation are more likely to outperform their peers financially (McKinsey & Company, 2023).

PivIT Gender Diversity 2024



PivIT Age Diversity 2024



Age Diversity

PivIT’s workforce spans various career stages, ensuring a balance of fresh ideas and seasoned insight. Approximately 29% of employees are under 30, contributing early-career energy and adaptability. The majority, 58%, are mid-career professionals aged 30 to 50, providing strong technical expertise and leadership. The remaining 12% are experienced professionals over 50, offering deep industry knowledge and mentorship.

This distribution supports PivIT’s ability to remain innovative and resilient while maintaining operational excellence and continuity across all business areas



Safety

Safety is a top priority at PivIT. In 2024, we recorded zero workplace injuries across the organization. This outcome reflects our firm commitment to safety, supported by regular monitoring and monthly reporting. We have built a work environment that prioritizes employee well-being and operational accountability through proactive measures and ongoing improvements.

This achievement was made possible by implementing structured safety protocols and tools. PivIT conducts monthly safety reporting to monitor trends, identify potential risks, and ensure prompt corrective actions. All operations employees receive targeted training and awareness programs focused on key operational hazards, including proper forklift operation, safe lifting techniques, box cutter handling, and chemical safety procedures. To further support workplace safety, we have equipped all facilities with readily accessible first aid kits and eyewash stations, ensuring immediate response capabilities in the event of an incident. These measures contribute to a culture of accountability and preparedness, reinforcing our zero-incident safety record.

ZERO

Safety Incidents

Safety Incidents are any workplace accidents that causes physical harm to an employee



Employee Well-being

Professional growth, OneTeam, and Events

By empowering our team through education and responsible innovation, we strengthen our commitment to sustainability, ensuring a lasting positive impact on PivIT, our customers, and the world around us.

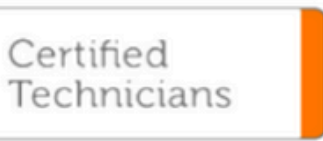
OneTeam

At PivIT, our OneTeam core value is at the heart of everything we do, and our employee events play a key role in strengthening that bond. Our team thrives on trust, collaboration, and shared experiences, which is why events like our Christmas party are so important. These moments of fun and connection foster a stronger, more unified team, setting us apart as a company that values culture and performance.



Employee Certifications

PivIT actively promotes and supports employees in earning the following certifications.



Sustainable Procurement

2024 Know-Your-Supplier program

This year marks the launch of PivIT’s Know-Your-Supplier Program, designed to build stronger partnerships with our key suppliers while actively reducing environmental and social risks in our operations. As part of our commitment to the circular economy, we prioritize working with suppliers who adhere to environmental and social best practices whenever feasible. Rather than penalizing those who have not yet met our standards, we will collaborate with them to enhance their sustainability efforts, fostering continuous improvement across our supply chain.

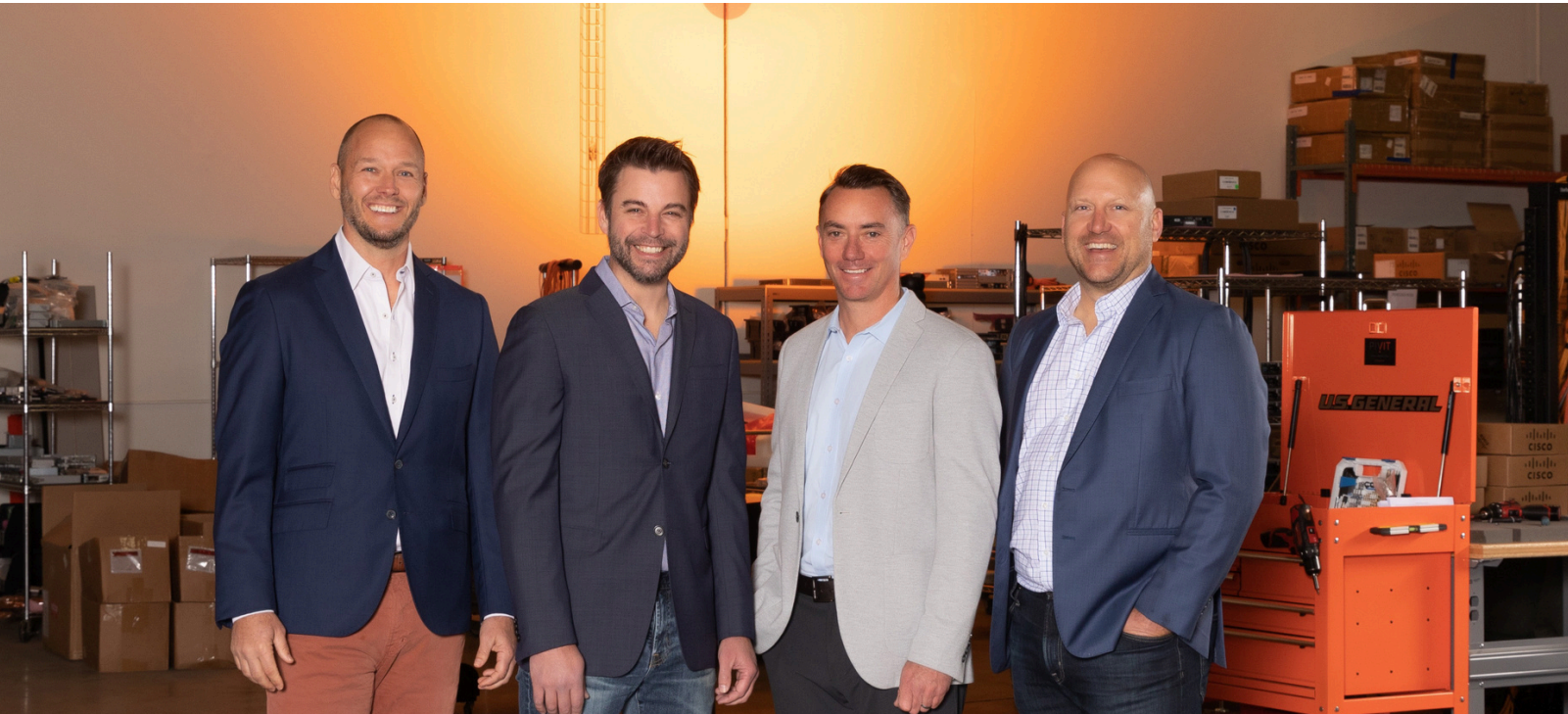
KYS Report Takeaways

Supplier Response Rate: 52% provided responses

Certifications & Compliance: 30% of suppliers hold ISO 9001, 14001, or other relevant certifications.

Environmental Commitment: 10% track Scope 1 and 2 emissions; 29% have formal e-waste management policies.

Labor & Human Rights: 43% have anti-corruption policies; 48% have conflict-of-interest policies; 58% have formal labor and human rights policies.



Procurement Targets

To ensure measurable progress, we commit to these key targets:

Targeting > 80% of our strategic suppliers to complete the **KYS** on an annual basis

By 2030, **25% of suppliers** will measure and **disclose their ESG performance**.

By 2030, **25% of our suppliers by emissions** will have set **Net Zero** targets to ensure that at least 75% of purchased materials come from recycled or sustainable sources 2030.

PivIT's Pay IT Forward Program

Since our inception, a percentage of every sale has been given directly to underprivileged youth across 15 cities in the US. We call it "Pay IT Forward".



1% Earnings donated to non-profits



Beyond Fostercare

2024 Pay IT Forward Success Story

In 2024, PivIT was approached by Every Child PDX to support the Beyond Foster Care Starter Pack project. Through this initiative, PivIT purchased towels, dishes, silverware, soaps, picture frames, and other essential household items to create starter packs for young adults aging out of the foster care system at 18 years old. Managing Partner Mike McKay spearheaded this project and became an all-hands-on-deck effort, resulting in the completion of 20 starter packs to help young adults transition into independent living with dignity and support.



Governance

2024 Governance Performance

1

Senior Leadership

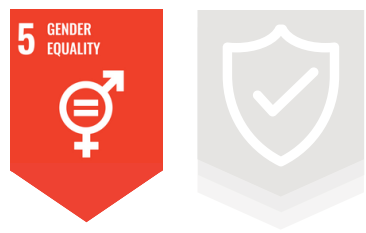
2

Business Ethics and Integrity

Anti-bribery and corruption policies | Employee Training

3

Cybersecurity and Digital Transformation



Leadership and Compliance

Leadership and ESG Responsibilities

Organizational leadership is a cornerstone of PivIT’s success. Since our founding, Troy, Mike, Joe, and Justin have led from the front, shaping the company through their vision, dedication, and hands-on leadership. Vice Presidents Hunter and Aria support them, driving strategic planning and overseeing team performance across departments. Mauro and Cary round out the leadership team, which brings operational oversight and financial expertise to ensure PivIT runs efficiently and sustainably.

This leadership team is also accountable for advancing PivIT’s key ESG impact areas. They meet weekly to review progress, align initiatives, and make high-level decisions that shape the company’s strategic direction. Their objective is to position PivIT as a model of corporate responsibility by integrating environmental, social, and governance considerations into the core of business operations.



ZERO

Compliance or Ethical Breaches

Compliance and Ethics

PivIT is proud to report zero compliance or ethical breaches at any point in our business history. This outcome reflects our strong internal training programs and unwavering commitment to our Core Value of Integrity. Through regular training and clear policies, we ensure all employees are equipped with the knowledge and tools to recognize, prevent, and report misconduct.

In addition to ongoing education, we maintain open channels for anonymous reporting and routinely review our ethical standards to stay ahead of evolving regulations and customer expectations. This proactive approach helps protect our business, foster trust with our stakeholders, and uphold the highest standards of ethical conduct across all levels of the organization.



PivIT's Commitment to Ethics and Integrity

PivIT's Code of Ethics, Anti-Bribery, Anti-Corruption, and Whistleblowing Policy applies to all employees and serves as the foundation for integrity and ethical conduct across our organization. These policies are designed to deter wrongdoing, promote compliance with regulations, and uphold the highest standards of business ethics. They are readily accessible to all employees, who receive annual training and testing to ensure understanding and adherence.

"Integrity is not just a Core Value at PivIT; it's our foundation. We strive for accountability, ethics, and unwavering commitment, empowering every employee to uphold the highest standards, ensuring trust and excellence in everything we do."

-Hunter Gorman

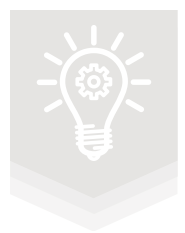
Over 2024, 100% of employees completed mandatory anti-bribery training to ensure PivIT was as secure from compliance risks related to bribery, fraud, and conflicts of interest. The training reinforced company policies regarding acceptable business conduct, including gift thresholds, expense approval procedures, and appropriate use of company funds.

100%

Completed Anti-bribery Training

Employees were instructed on documentation standards, reporting obligations, and internal controls designed to mitigate risk. Completion records are maintained for audit purposes, and periodic refresher training is scheduled to ensure ongoing compliance.

PivIT is committed to promoting ethics and sustainability throughout our supply chain. As part of this commitment, we require suppliers to complete an ESG Supplier Acknowledgment, affirming their alignment with key principles in labor standards, health and safety, environmental responsibility, and continuous improvement. While not a contractual obligation, this acknowledgment ensures that our suppliers uphold responsible business practices, reinforcing transparency, ethical conduct, and environmental stewardship across our operations.



ZERO

Data Breaches

Business Continuity

Ensuring Operational Resilience Through Proactive Cybersecurity and Continuity Planning

PivIT Global has developed a robust Business Continuity and Contingency Plan to safeguard operations against emerging threats and disruptions. As part of our broader cybersecurity and digital transformation strategy, the plan outlines structured responses to cyber threats, natural disasters, and other operational risks, ensuring minimal downtime and data integrity. It includes detailed recovery timelines, governance protocols, employee safety procedures, and communication frameworks. With clearly defined roles, ongoing monitoring, and employee training, PivIT prioritizes digital trust and resilience while aligning with customer expectations for secure and sustainable IT operations.

Cybersecurity and Digital Transformation

At PivIT Global, protecting information assets across our business, customers, and partners is critical to maintaining trust and operational integrity. We have established a comprehensive data privacy and information security framework in alignment with ISO 27001:2022, supported by organization-wide policies and procedures designed to manage risk and safeguard against cyber threats.

In 2024, PivIT recorded zero privacy breaches. This result is attributable to our proactive security measures, including 24-hour system monitoring, mandatory two-factor authentication, and ongoing staff training on cybersecurity best practices.

Information Security and Cyber Risk Management

PivIT Global’s security program is designed to protect internal operations while supporting the cybersecurity goals of our customers and partners. In 2023, we introduced an integrated information security model in alignment with ISO 27001:2022 to strengthen our response to evolving threats and support secure, scalable growth.

Key areas of focus include:

Enterprise Protection – Safeguarding PivIT’s business and stakeholder data through robust internal controls.

Customer-Centric Security – Aligning services with customer cybersecurity requirements.

Incident Preparedness – Maintaining regulatory-compliant response plans, supported by a dedicated disclosure subcommittee.

Third-Party Security Testing – Expanding partnerships for independent testing and validation of our security posture.

Leaving the World Better than We Found **IT.**

Contact Us

For more information about our CSR efforts, visit our website **here** or contact us at hello@pivitglobal.com

PIV**IT** Global