

NORTHERNMICRO SUSTAINABILITY POLICY

(this “Policy”)

1. Objectives and Scope

NorthernMicro and the businesses it controls (collectively, “NorthernMicro”) are committed to conducting business in a manner that reduces environmental impact, conserves resources, supports responsible growth, and strengthens the communities where we operate. We are also committed to ethical conduct, honesty, integrity, equal opportunity, and respect for people throughout our workforce, partner ecosystem, and supply chain.

This Policy establishes NorthernMicro’s sustainability direction and applies globally to employees, officers, directors, and relevant business activities under NorthernMicro’s operational control. It guides collaboration with customers, partners, suppliers, and other stakeholders through NorthernMicro’s services-led, software-enabled IT and cloud solutions.

2. Strategy, Ambitions, and Targets

NorthernMicro seeks to operate a sustainable business that manages environmental and social impacts while helping customers improve outcomes in their organizations and communities. Our approach is informed by the United Nations Sustainable Development Goals and organized around People, Planet, and Prosperity. Sustainability considerations should be integrated into applicable business planning, risk management, procurement, operational decision-making, and stakeholder engagement. This approach is consistent with NorthernMicro’s core values.

2.1 Planet

- Reduce greenhouse gas emissions and improve the quality of supporting data and controls.
- Advance circular IT and responsible asset-lifecycle solutions.
- Reduce avoidable waste, support resource efficiency, and consider environmental protection in our operations.
- Provide relevant sustainability training and awareness for NorthernMicro employees.

2.2 People and Communities

- Share sustainability practices across NorthernMicro and with relevant stakeholders.
- Support inclusive opportunity and community engagement, including efforts that help reduce the digital divide.
- Respect the rights of communities where we work and live through education, employment, ethical procurement, volunteering, and partnership.
- Promote a culture of ethical conduct, respect, accountability, and equal opportunity.

2.3 Prosperity and Governance

- Maintain clear accountability for sustainability governance and delivery.

- Monitor sustainability performance and relevant supply-chain practices, and pursue continual improvement.
- Comply with applicable legal, regulatory, contractual, and customer requirements, as well as NorthernMicro's risk-management framework and management systems.
- Maintain records and supporting evidence appropriate to applicable reporting, assurance, audit, and stakeholder requirements.

3. Responsibilities

NorthernMicro's Executive Leadership Team provides executive oversight for this Policy. The Sustainability Office is the Policy Owner and is responsible for coordinating the sustainability program, maintaining this Policy, supporting applicable reporting and disclosures, and facilitating cross-functional participation.

Business and functional leaders are responsible for incorporating applicable sustainability requirements into their areas, identifying material risks and opportunities, assigning appropriate resources, and providing timely and accurate information. Employees are expected to support the Policy through responsible decision-making and compliance with applicable company requirements.

Procurement and supplier-management functions should consider relevant sustainability expectations in third-party relationships, where appropriate.

4. Communication, Monitoring, and Review

NorthernMicro will communicate this Policy to employees and make it available to relevant external stakeholders. The Sustainability Office will coordinate appropriate awareness activities, monitor progress using available performance information, and work with control owners to support applicable reporting and assurance requirements.

This Policy will be reviewed at least annually and updated when material changes occur in NorthernMicro's organization, operating footprint, leadership, legal or regulatory obligations, stakeholder expectations, or sustainability strategy. Material revisions require review and approval through NorthernMicro's policy governance process.

5. Contact

Questions or requests for additional information regarding this Policy should be submitted through NorthernMicro's standard corporate contact channels.