

TestEquity Group (TEG) is committed to understanding, monitoring, and managing our social and environmental impact. We aim to ensure that matters of social and environmental responsibility are considered and supported in our operations and administrative matters and are consistent with our stakeholders' best interests.

This policy applies to activities undertaken by or on behalf of TEG and sets out the framework for managing our social and environmental commitment. Functional leaders across the company are responsible for understanding, implementing & overseeing this policy as it affects their areas. Appropriate organizational structures are in place to effectively identify, monitor, and manage social and environmental responsibility issues relevant to our business.

- **Stakeholder Engagement:** TEG aims to engage our key stakeholders including employees, customers, shareholders, and suppliers, to ensure their needs and concerns are heard and addressed, and if appropriate, incorporated into our strategy.
- **Laws and Regulations:** TEG will meet or exceed all applicable legal and regulatory requirements of the countries in which our operations are based, including social and environmental requirements.
- **Workplace:** TEG undertakes to provide a safe, healthy, fair, and enriching working environment where all employees are treated with respect and are able to achieve their full potential. Training from internal & external providers on a wide range of topics relevant to our business operations is available to all employees across the Group. All employees are required to review our Code of Conduct/Employee Handbook and any other relevant policies annually. Managers receive mandatory annual training on business ethics and preventing harassment within the workplace. Our Employee Assistance Program (EAP) and Lighthouse initiative are available to all employees to provide counseling and a compliance/ethics hotline. TEG actively recruits veterans, women and minorities and posts job opportunities on a multitude of career websites and local colleges.
- **Social & Community Initiatives:** All employees of TEG are entitled to one paid "Volunteer Day" each year to enable employees to support initiatives within their community. TEG donates to charities across the United States.
- **Business Operations:** We aim to identify and minimize potential negative environmental impacts of our operations, where possible, and to work with our supplier partners to minimize these impacts across our entire supply chain. Our head office and numerous facilities are equipped with sustainable furniture & LED lighting, and several facilities offer recycling initiatives for a wide range of materials.
- **Supply Chain:** Many of the products which TEG distributes are COTS (commercial off the shelf) products. Our major suppliers monitor sustainability issues which are relevant for their businesses (environmental & safety regulations, child labor, conflict minerals etc.) and supply us with statements on their policies which are reviewed & discussed at quarterly meetings with the supplier.