

Sycamore International Inc.

Responsible Recycling, Environmental, Health & Safety, Quality Control and Data Security Policy

We recognize that the responsibilities for environment, health & safety, quality of products and services provided, and data security are shared, requiring cooperation, not only between employees and their supervisors, but among and between all those who assume the various roles within the company.

We will continually improve our Integrated Management System and performance. This will include the setting of EH&S and quality goals, taking into consideration our EH&S aspects and impacts from our business, financial, operational and legal requirements as well as the views of interested parties.

Sycamore International Inc.'s Environmental, Health and Safety Policy calls for continual improvement in its environmental, health and safety management activities and quality control, and business will be conducted according to the following principles.

We are committed to:

- **The Purchasing of used Electronics, On-site Customized Asset Retrieval Services, Customized Serialized Reporting, Sorting, Refurbishment, Harvesting and Manual Disassembly, Recycling, Secure Data Destruction and Sales of Tested Electronics.**
- **Maintaining a zero tolerance for focus materials entering a landfill as an end-of-life policy and will protect the environment by maintaining the highest possible standards of recycling and reuse excellence. Focus Materials and our Waste Streams will be managed throughout the recycling chain to final disposition with due diligence to protect the environment.**
- **Protection of the environment including prevention of pollution and the prevention of injury and ill health to all our interested parties.**
- **Providing a clean, safe and regulatory compliant facility.**
- **Complying with all legal and other requirements and evaluating these compliance obligations on a regular basis.**
- **Managing used and end of life electronic equipment based on a reuse, refurbishment, recovery, disposal (RRRD) hierarchy including onsite and downstream materials management throughout the recycling chain.**
- **Continuous improvement achieved through monitoring of objectives and targets and rigorous evaluation of our Integrated Management System.**
- **Communicating and reinforcing this policy throughout our company, as well as, to our customers, our suppliers, to the public and all interested parties.**
- **Communicating with customers of data security issues and addressing their data security and privacy requirements through the secure destruction of data containing devices.**
- **Training our staff in the needs and responsibilities of environmental, quality, health and safety management.**
- **Meeting customer requirements and identifying the needs and expectations of our interested parties.**
- **Reviewing and revising these policies to ensure they remain suitable and appropriate.**
- **Ensuring the consultation and participation of workers at all levels, and where applicable, worker representatives, in the development, planning, implementation, performance evaluation, and continual improvement of the Integrated Management System, including hazard identification and risk assessment activities.**

(Signature)



Steve Figgatt. – President/CEO

Date: 4/27/2026