ENVIRONMENTAL, SOCIAL, AND GOVERNANCE ("ESG") POLICY

HIGHPOINT

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1. Change Control

Requests for changes to this document must be sent to the Business owner. All requests shall provide details of the required changes and the reasons for the changes being requested.

2. Document History

Version	Date	Comment	Owner	Role
1.0	12 Feb 26	Final Draft (online)	Chris Chrobocinski	VP, Corporate Ops

3. Review Period

This document is to be reviewed within twelve months of issue and at least every twelve months thereafter.

This policy is reviewed for changes by the ESG Steering Group. Proposed changes are submitted, then first approved by the governing leadership team and updates are communicated to all interested parties.

4. Introduction

This policy is to guide the effective management and integration of key Environmental, Social, and Governance ("ESG") issues into High Point Solutions ("the Company") strategy, operations and culture.

Any questions relating to this policy should be directed to the EVP, Corporate Operations or Director of People Operations in the first instance.

5. Objective

The objectives include the goals of:

- Protecting our business and building its resilience
- Creating long-term value for our stakeholders
- Protecting the environment
- Supporting social wellbeing
- Upholding strong ethical standards

6. Scope

This policy applies to all individuals working at all levels and grades, including senior managers, officers, directors, employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, seconded staff, home workers, casual workers and agency staff, volunteers, interns, agents, sponsors, or any other person associated with the Company, its subsidiaries or their employees (collectively referred to as workers in this policy), whether located in the US, UK, the Netherlands or elsewhere.

7. Policy statements

The Company is committed to running its business responsibly and sustainably and views the effective management and integration of ESG as central to achieving our vision and mission to provide honest, ethical, and professional treatment to our customers and employees.

Through our ESG framework (Figure 1 below), we are committing ourselves to a strategy of continuous improvement in the specific ESG topics we have identified as priorities to meet our goals. We will actively pursue ever-improving performance in these areas through programs and strategies that enable ongoing progress.

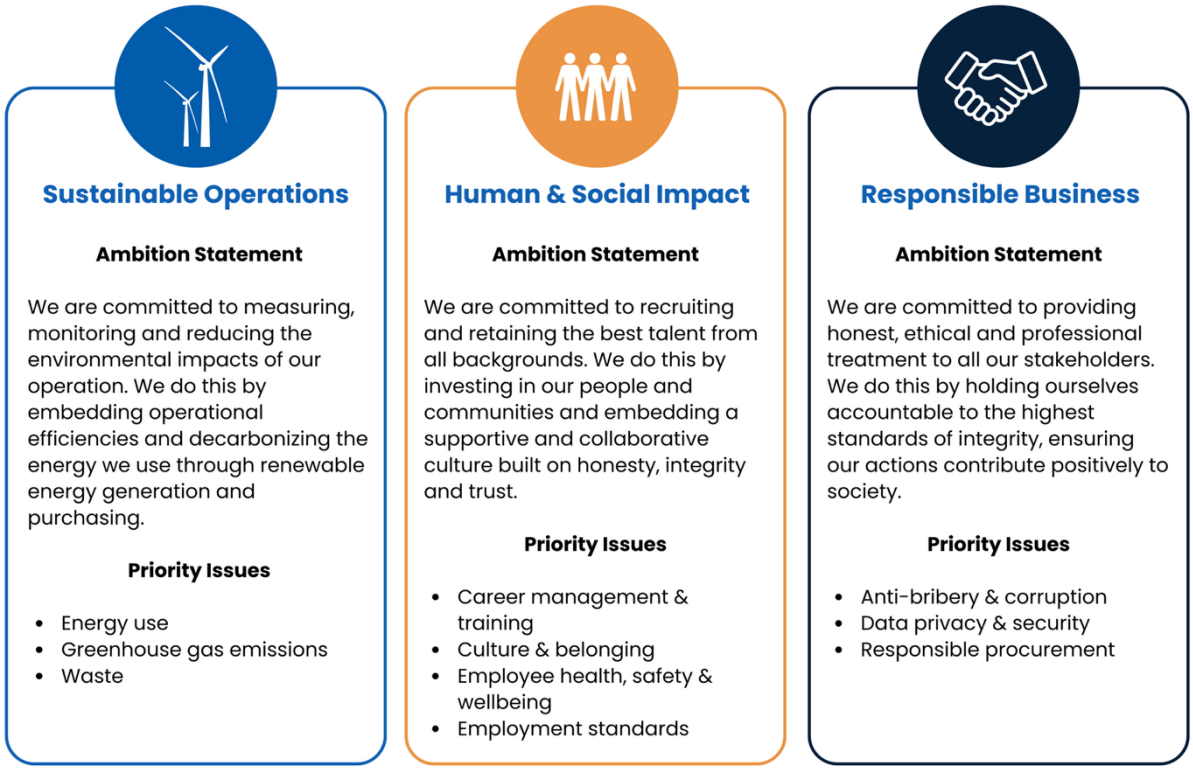

Figure 1: High Point Solutions ESG Strategic Framework

7.1 Core ESG Commitments

Through this policy, the Company is committed to:

- Measuring baseline operational carbon emissions (Scope 1 & 2) and setting targets and developing plans to reduce these over time.
- Maintaining current assets to generate renewable energy and transitioning to renewable energy tariffs at all operational sites where feasible and economically viable.
- Exploring measurement and reduction of indirect emissions (Scope 3) once Scope 1 & 2 measurements and targets are in place.
- Implementing efficient waste management practices that prioritize reduction, reuse, and recycling.
- Supporting the growth and development of all our people through targeted training programs and educational assistance benefits.
- Providing equal employment opportunities by recruiting the most qualified candidates to join our business regardless of gender, race, national origin, age, religion, disability status, sexual orientation, veteran status or any other protected characteristics.
- Continuing to demonstrate and embed a clear set of values (The HighPoint Way) into the DNA of the business.
- Developing policies and practices that protect our people from harm, promoting physical and mental health, and supporting overall quality of life at work.
- Rewarding employees fairly and equitably based on individual and company performance through our compensation and benefits programs.
- Developing and embedding high standards of ethical business conduct across HighPoint through our Code of Conduct and regular employee training.
- Protecting personal and business data and information through robust privacy practices and secure systems that build trust and exceed compliance.
- Working with our suppliers and technology partners to source goods and services responsibly by upholding human rights, promoting fair labor practices, and minimizing environmental impacts across the supply chain.

7.2 An Adaptive ESG Strategic Framework

We apply our Group ESG framework to develop targeted programs and action plans designed to embed ESG management practices into our strategy, operations, and culture.

The framework focuses on the most relevant ESG issues for our business and stakeholders and is evaluated and updated at least annually to ensure it remains fit for purpose.

7.3 ESG Policies and Procedures

We maintain detailed ESG policies and procedures that outline clear company standards and practices, and guide behaviors in specific areas. These policies are reviewed annually, and we provide annual training to all workers in key ESG areas to ensure understanding and cooperation.

Standalone ESG policies and procedures that support this policy include:

- Environmental
- Equal Opportunities and Non-discrimination
- Health and Safety

- Guide to Ethical Business Conduct
- Data Protection and Information Security
- Ethical Code of Conduct for Suppliers

7.4 Governance and Accountability

We assign clear ownership of our ESG priority areas and embed responsibility for the management of ESG into appropriate roles across the business. An ESG steering group, made of key stakeholders from across the business, has been established to develop plans, review progress and monitor performance in key areas.

This group meets regularly and reports quarterly on ESG to the senior leadership team.

Ultimate ownership of our ESG priority areas is assigned as follows:

- Sustainable Operations: EVP, Corporate Operations
- Human and Social Impact: Director of Global People Operations
- Responsible Business: EVP, Corporate Operations / Director of Global People Operations

7.5 Employee Communication and Engagement

The Company's ESG policy and commitments are included in the employee handbook, communicated to all new workers as part of their induction process, and regularly communicated, with relevant training as necessary, to existing workers.

We maintain a dedicated ESG area on MyPoint (the Company's internal Sharepoint system) to house key ESG documents, information, and assets, and use internal communication channels to regularly update employees on progress in meeting our ESG commitments and goals.

7.6 Robust ESG Measurement

We are committed to developing quantitative Key Performance Indicators (KPI's) to establish baseline performance in priority areas and enable the effective tracking and monitoring of performance against our ESG commitments.

When measurement practices are in place, we will develop specific, time-bound targets to maintain or improve our performance over time.

7.7 Transparent Practices and Reporting

We are committed to ESG transparency through the public disclosure of this policy and demonstrating our ESG progress and performance by completing annual submissions to both CDP (formerly Carbon Disclosure Project) and EcoVadis.

We are also committed to responding fully and honestly to specific requests for ESG information and data from our customers and partners.

8. Responsibilities

This policy is the responsibility and directed by the Executive Vice President, Corporate Operations.

9. Violations

Any User who is aware of, or suspects, a breach of this policy is to report the circumstances and specifics of the event as known by them to their Department Manager or HR Manager.

A violation of our policies and/or misuse of our systems, applications and information may also be a breach of various legal and regulatory obligations. We reserve the right to take legal action against an individual or organization that is found to be in breach of these rules.

10. Authority

This policy is owned by the Chief Executive Office and is maintained on their behalf by the Executive Vice President, Corporate Operations.