



Corporate Social Responsibility

2025 Report

— pivitglobal.com —

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Why We are Writing this Report

PivIT Global is proud to present our second 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





Foreward

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

PivIT is committed to measurable environmental performance, and in 2025 we effectively reduced our market-based Scope 2 greenhouse gas emissions to zero by purchasing certified clean electricity for our Oregon and Tennessee facilities and renewable energy certificates to match 100% of electricity use at our California office. As an ISO 14001:2015 and ISO 9001:2015 certified organization, revalidated in 2025 with 100% audit scores, we use a formal environmental management system and report our progress annually through this CSR Report. Using 2024 as our baseline year, we recorded 39.33 metric tons CO₂e across Scope 1 and 2; with a 100% market-based reduction in Scope 2 emissions in 2025, our combined market-based Scope 1 and 2 footprint is now about 9 metric tons CO₂e, a 77% reduction from the 2024 baseline.

In 2025, 99% of units shipped were used, excess, or refurbished equipment by unit count, significantly increasing the share of circular products compared with 2024 and reinforcing our role in extending the life of IT assets and reducing e-waste. Amid ongoing supply-chain and data-center storage shortages, this circular model allowed PivIT to deliver reliably when new OEM equipment was constrained.

We remain committed to social responsibility, donating more than 1% of earnings to non-profits that support youth in the foster care system, including initiatives that provide starter kits for young adults transitioning to independent living.

Our workforce grew to an annual average of 66 full-time employees in 2025, reflecting continued investment in talent across the business and the integration of AI into our workflows and processes. Women represented 36% of our workforce and men 64%, a small year-to-year fluctuation within our 40:40:20 gender balance framework, and women continued to hold roughly one third of leadership positions



“In 2025 we effectively reduced our market-based Scope 2 greenhouse gas emissions to zero by procuring 100% renewable electricity across all PivIT facilities.”



Highlights

2025

1

Environmental

2

Business

3

Social

Highlights

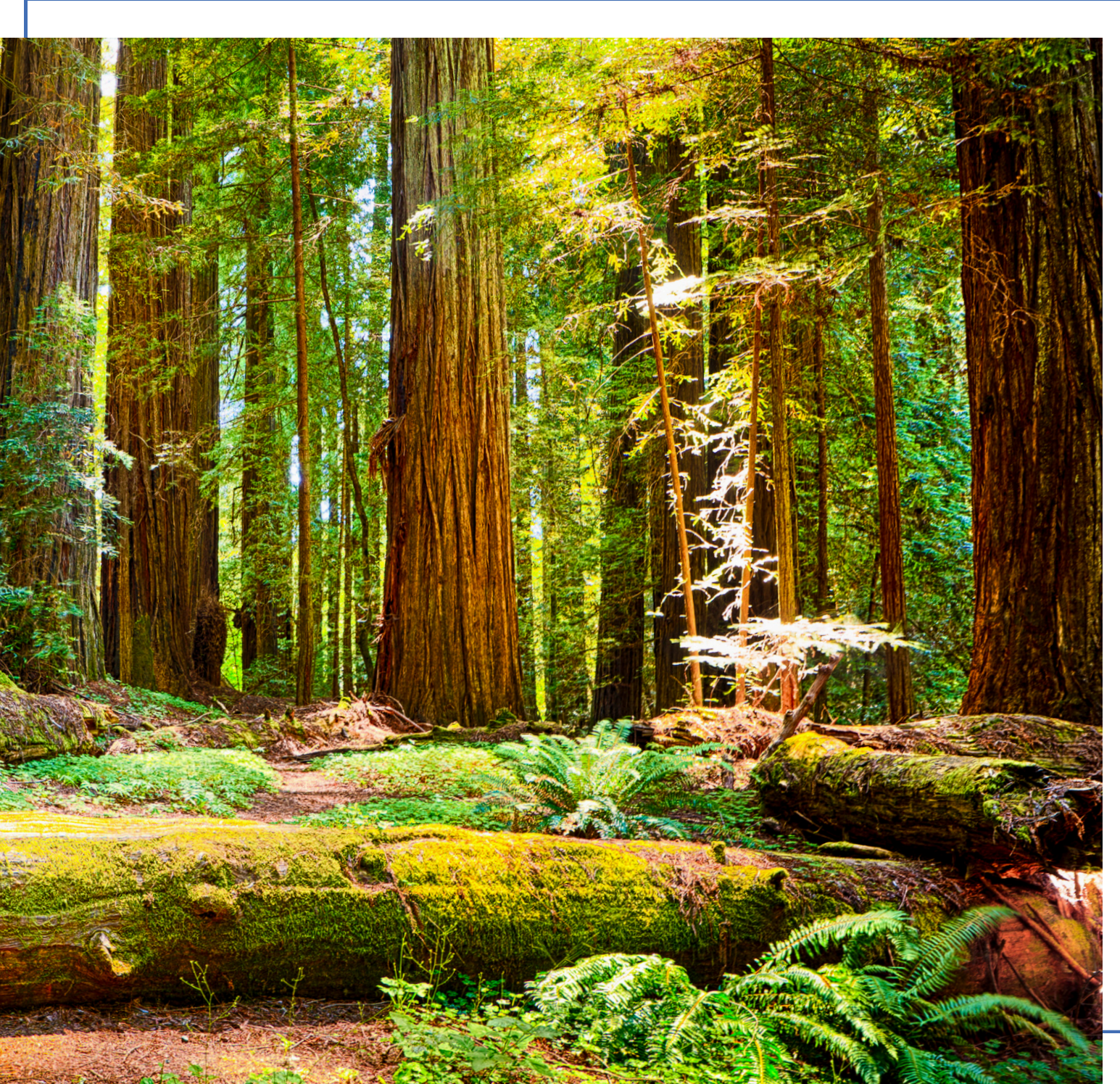
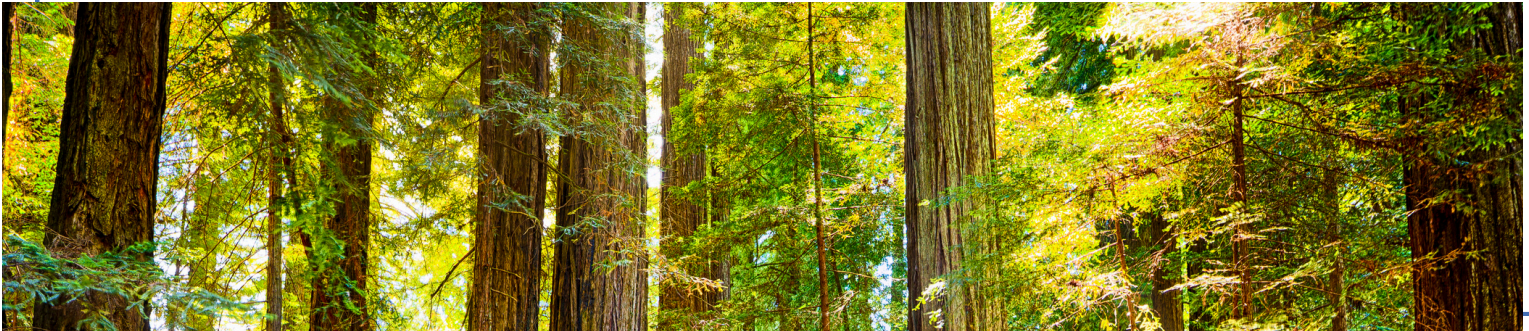
Business	Governance	Social	Environmental
<p>88% Orders delivered sent domestically</p>	<p>100% Participation in adherence to anti-bribery policies</p>	<p>1% Earnings donated to non-profits</p>	<p>9 tCO₂e Scope 1 & 2 emissions</p>
<p>12% Packages sent internationally</p>	<p>Zero Workplace injuries</p>	<p>66 Full time employees</p>	<p>77% Reduction in tCO₂e from 2024</p>
<p>99% Recycled and refurbished equipment for customers</p>	<p>55% Of our suppliers engaged in our Know-Your-Supplier initiative</p>	<p>36% Female Staff</p>	<p>100% Green Power for operations</p>

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.



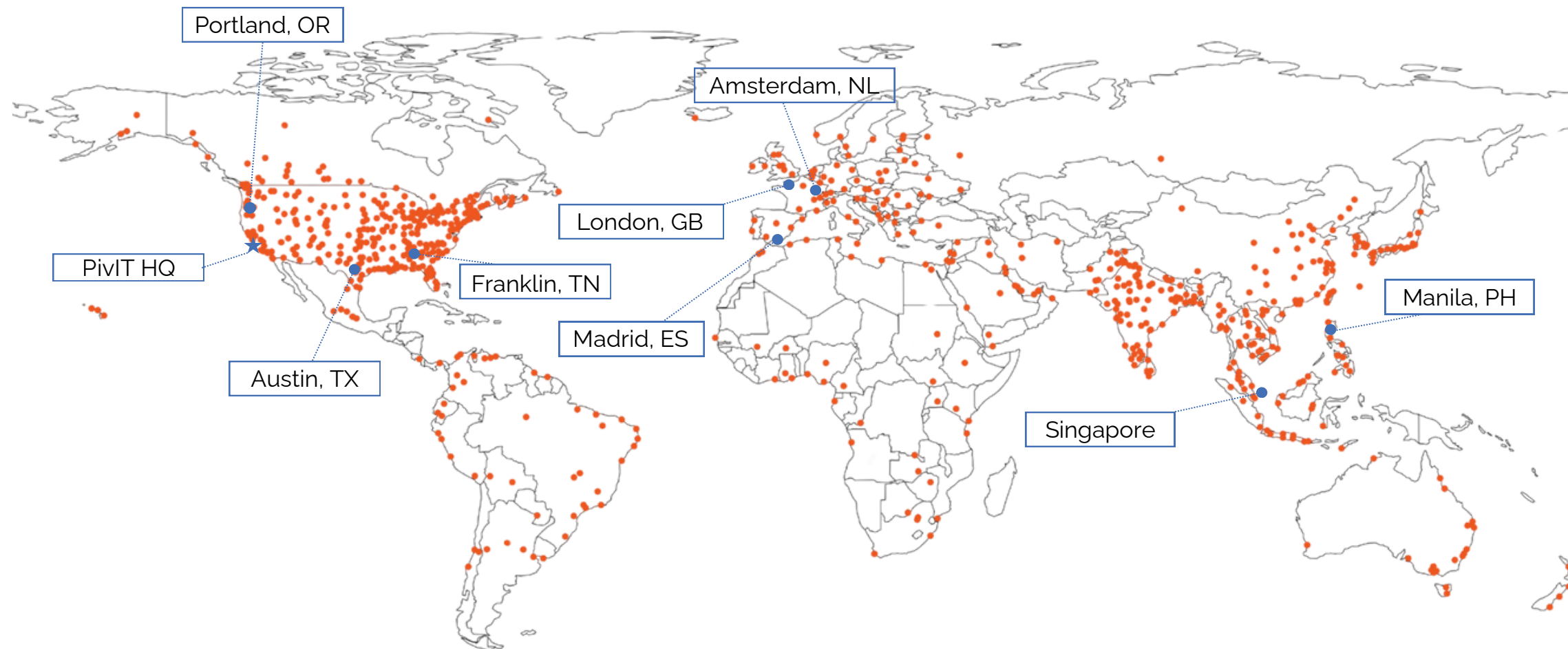
Where PivIT Operates

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

Environmental Impact

This year we eliminated our market-based Scope 2 greenhouse gas emissions by purchasing Green-e certified renewable electricity and renewable energy certificates for all three U.S. locations, so that our purchased electricity now comes from renewable sources. As a company built on refurbishing and reusing network equipment, circularity remains central to our business, and in 2025 the share of refurbished, used, and excess equipment increased 26% from 79% to 99%. Building on 2024 as our baseline year, we are now in our second year of greenhouse gas reporting and are progressing toward our Net Zero targets for Scope 1 and 2 emissions, with clean energy sourcing as a core pillar of that strategy.

► *Read more on page 12*

Community Outreach

Social responsibility remains a core value of ours. We continued to support young adults leaving foster care with essential starter kits and donated more than 1% of earnings to non-profits serving this community. We also sustained and strengthened participation in our anti-corruption training program and broader ethics initiatives, reinforcing our commitment to responsible, transparent 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 2025, we reinforced this through ISO 9001/14001 recertifications and an EcoVadis rating. We continued internal anti-corruption training and maintained formal reporting channels, while expanding our Know-Your-Supplier assessments to better address human rights and environmental risks in the supply chain. Ongoing cybersecurity monitoring, employee training, and strict access controls further support our commitment to integrity and accountability.

► *Read more on page 12*

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



Environment

PivIT's Environmental Performance

1

EMS Resource Use

Circular Economy | Waste Reduction | Energy Efficiency

2

Climate

Emissions from PivIT | Climate Target | Future Path

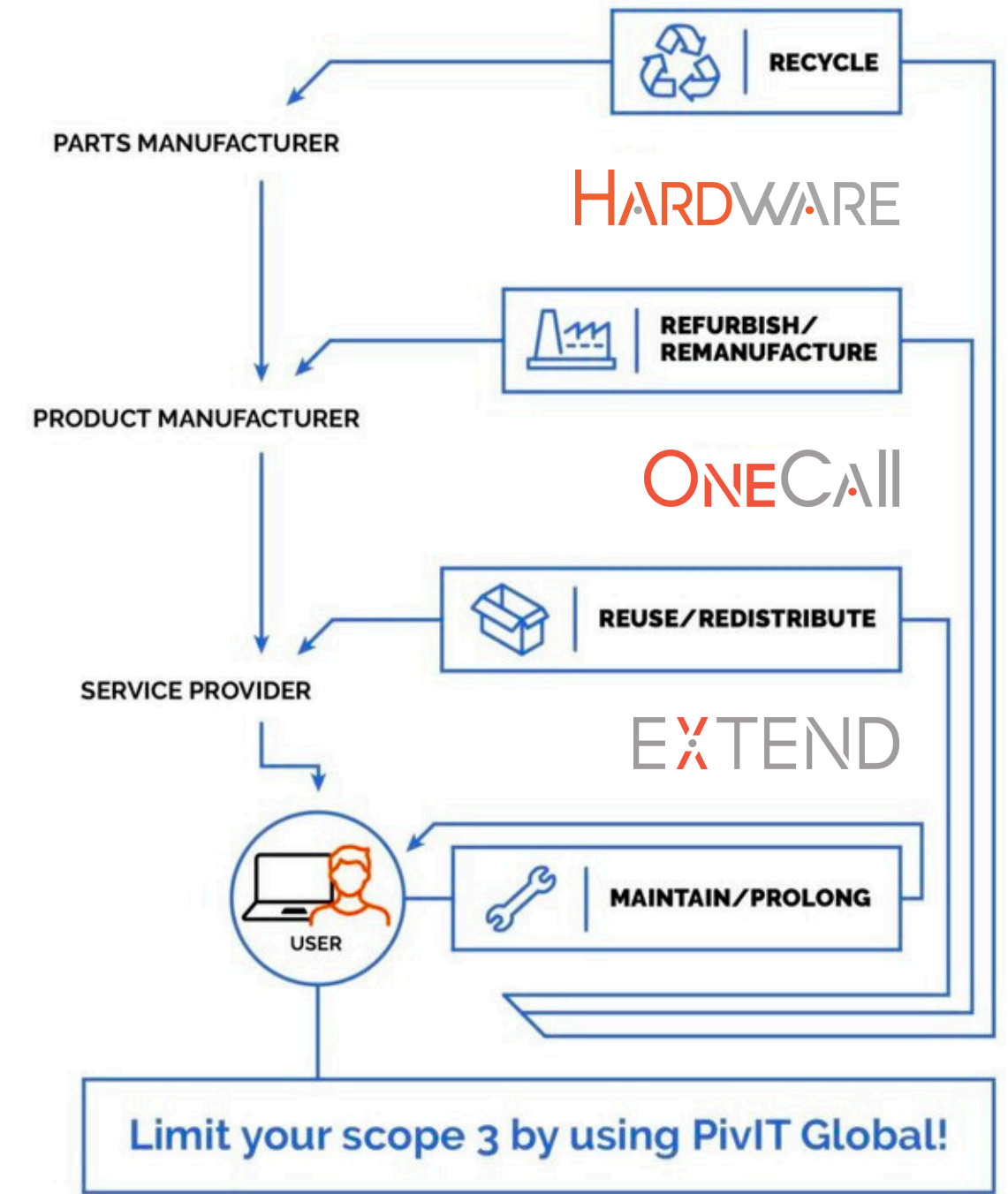


PivIT's Role in the Circular Economy

Why PivIT Has Done ISO 14001

In 2025, customers increasingly chose circular solutions, with 99% of all units shipped coming from recycled and refurbished equipment rather than new Original Equipment Manufacturer (OEM) stock. This demand reinforces PivIT's role in the circular economy: we extend the life of high-quality hardware, provide Information Technology Asset Disposition (ITAD) services that securely recover assets, and partner with certified e-waste recyclers when equipment reaches true end-of-life.

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% 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.



CASE STUDY: CATALYST 9300 SWITCHES

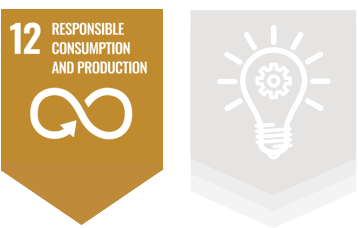
In 2025, we refurbished multiple Catalyst 9300 switches. These switches have an average lifespan of 4 to 7 years, but we can extend that by 16 years thanks to our maintenance protocols. These practices help reduce e-waste from landfills and promote a circular economy. When the device can no longer be used, we collect the e-waste and recycle responsibly.

99%

Up from 79% recycled and refurbished equipment for customers in 2024

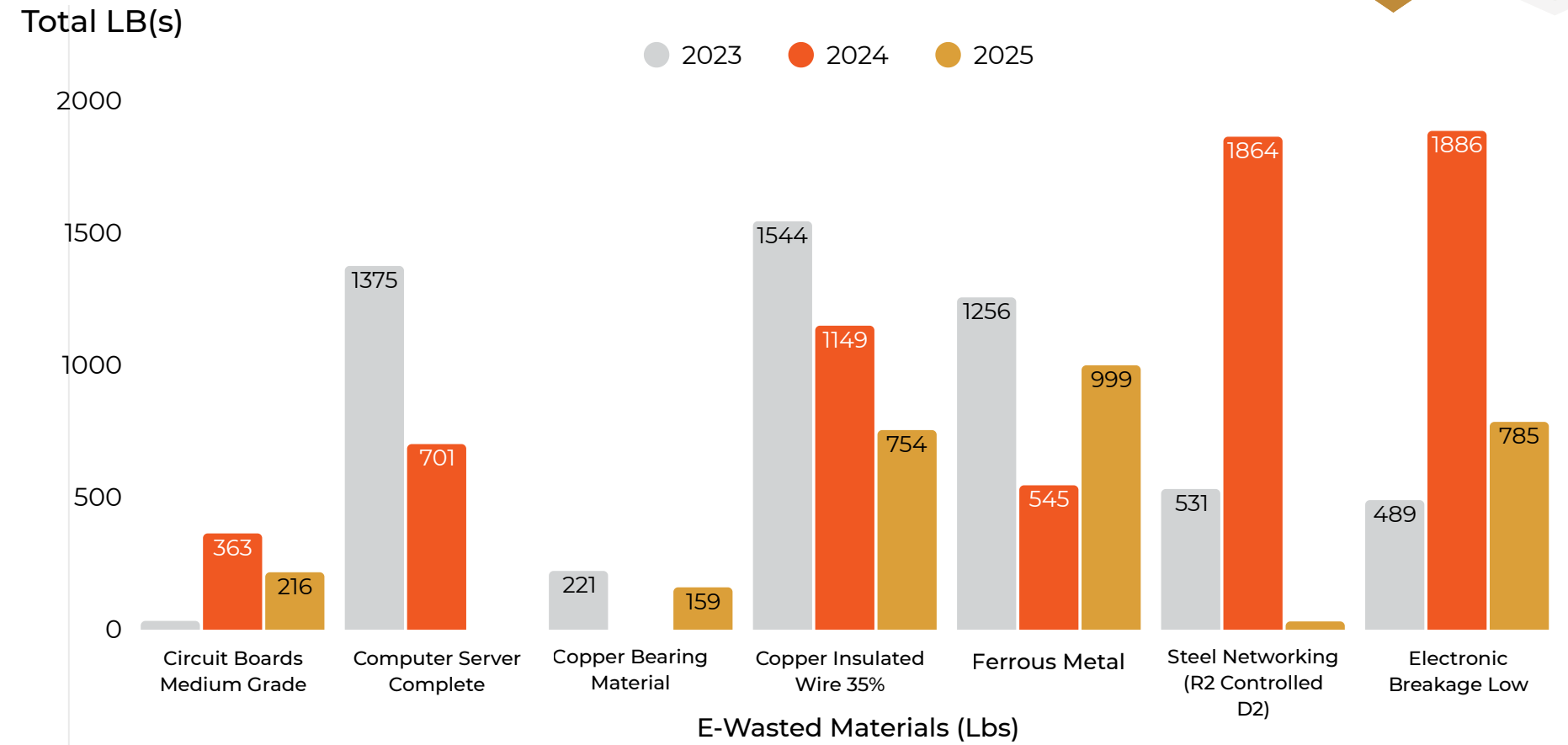
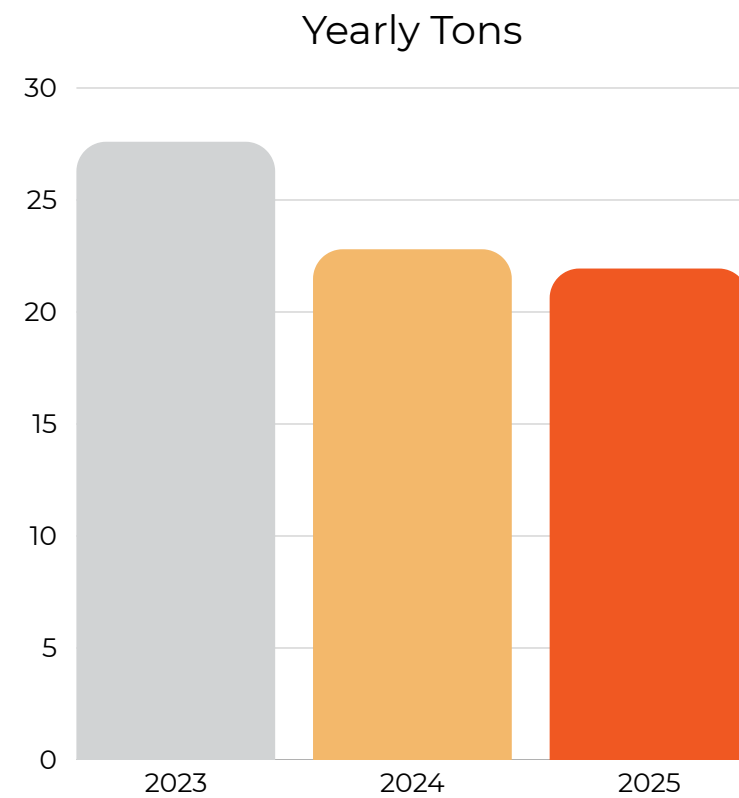
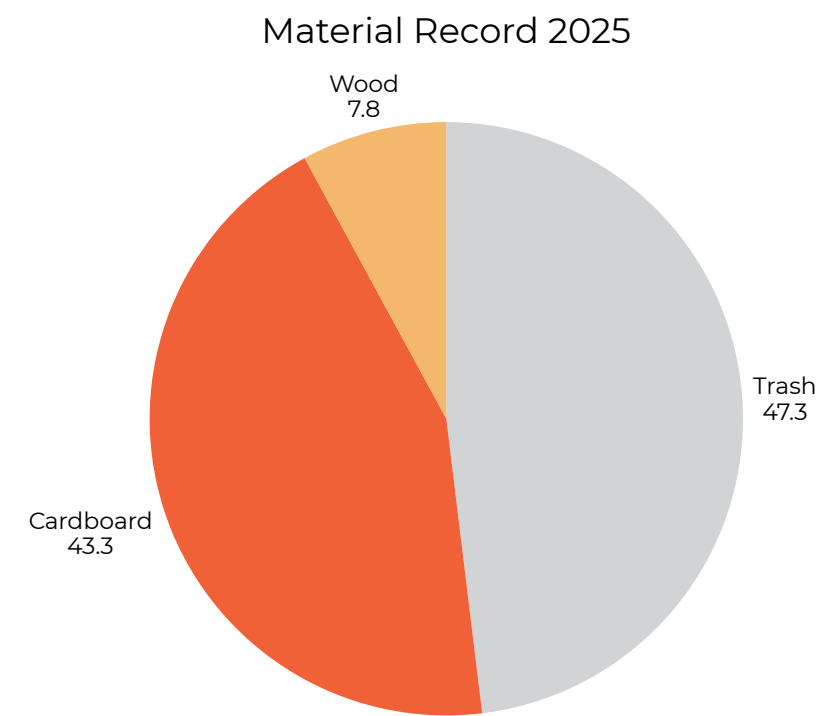
United Nations Environment Programme. (2024, March 20). UN report: Time to seize opportunity to tackle challenge of e-waste.

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

This year, in addition to measuring yearly tonnage at PivIT's warehouse, we are also measuring the material record of our waste. Over the year, PivIT's total waste decreased by approximately 4%, from 23 tons in 2024 to 22 tons in 2025. 2025 marks the first year PivIT aggregated detailed data on material waste types. Waste is recorded bi-weekly and categorized into three primary streams: trash, cardboard, and wood. This new level of visibility helps us identify which material types drive the greatest volume, focus reduction efforts on high-impact streams such as cardboard and mixed trash, and build a stronger baseline for future targets and collaboration with our waste providers.



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 volumes by category fluctuate year to year, we continue to prioritize reclaiming components and materials where possible and to refine our processes for mixed-material units, which remain more labor-intensive and challenging to separate.

In 2025, electronic breakage decreased from 1,886 lbs to 785 lbs, and steel networking components fell from 1,864 lbs to 705 lbs, while ferrous metals increased and some copper-bearing categories dropped to zero. These shifts mainly reflect the mix and timing of customer refresh projects and asset types processed in the year, alongside ongoing dismantling and sorting efforts that favor component-level recovery over bulk disposal. We will continue refining our practices to increase recovery and recycling effectiveness across all categories.



Bonneville Dam

Bonneville Dam on the Columbia River is both a national historic site and one of the country’s largest hydroelectric facilities, generating enough clean, renewable electricity to power nearly a million homes while supplying a substantial share of the Pacific Northwest’s grid. For PivIT, sourcing renewable energy and RECs from Bonneville means our operations are tied directly to this landmark run-of-river hydropower system rather than to fossil-based generation. The site also symbolizes the broader benefits of Northwest hydropower, supporting salmon passage, river navigation and public recreation alongside the low-carbon electricity that underpins our Scope 2 decarbonization.

Energy Efficiency

Power consumption is PivIT’s only Scope 2 emission source and a key focus area. Between 2024 and 2025, we cut electricity use across our California, Oregon, and Tennessee sites by about 35%, saving more than 58,000 kWh through server rack shut-off schedules, better lighting controls, and equipment-use policies. In parallel, we procured 100% renewable power using RECs in California and Green-e certified clean-power and green-tariff agreements in Oregon and Tennessee, effectively reducing our market-based Scope 2 emissions to zero.

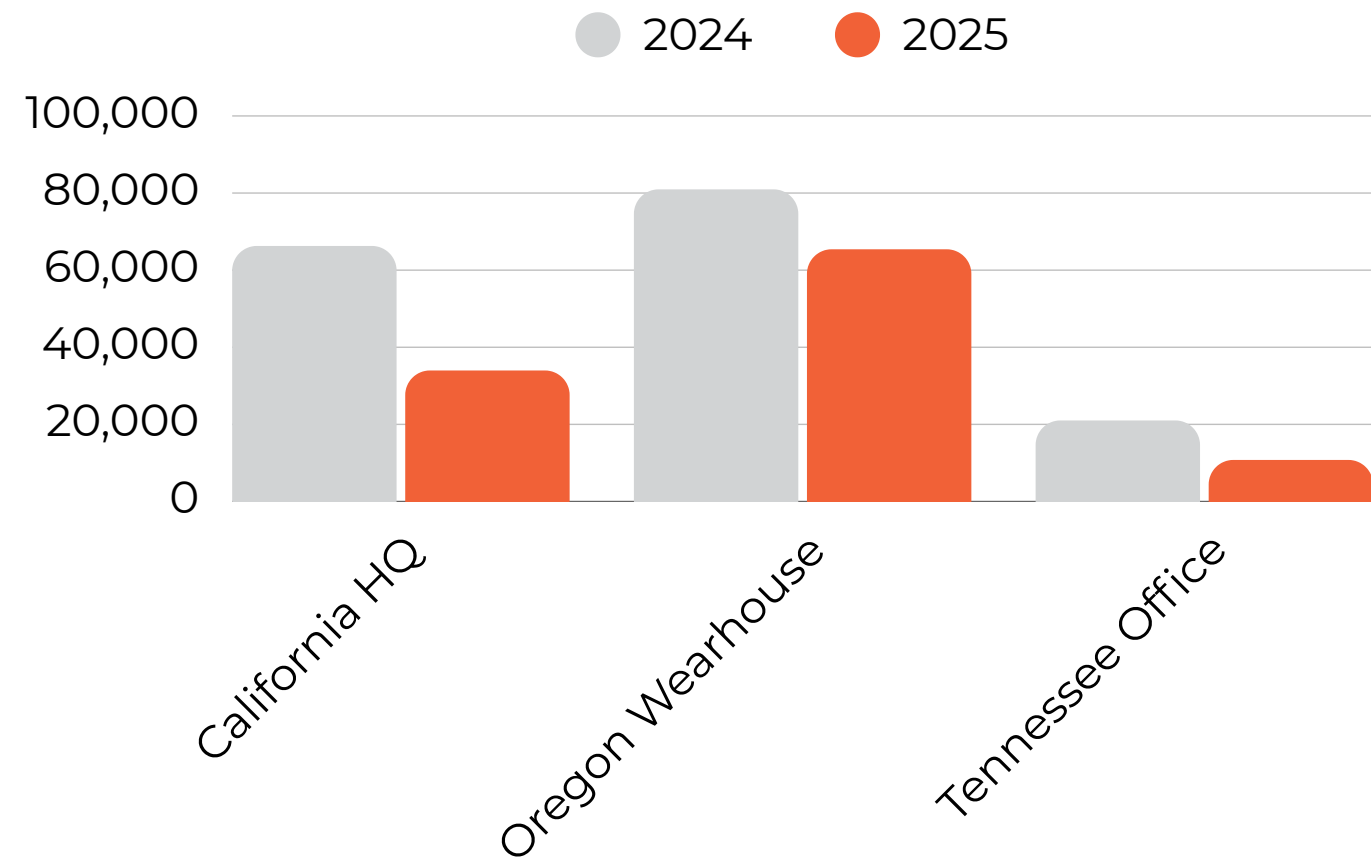
100%

RENEWABLE POWER in 2025

35%

ENERGY SAVINGS THROUGH EFFICIENCY

Energy Use Per Location kWh





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

Scope 1 - Natural Gas Consumption

The Portland (PDX) warehouse is the only PivIT facility that uses natural gas, and it is used exclusively for employee heating during the winter months. In 2024, natural gas consumption at PDX resulted in 7.6 mtCO₂e, establishing the baseline for our Scope 1 emissions. In 2025, related emissions increased to 9.04 mtCO₂e, reflecting year-to-year variability in heating needs that we will continue to monitor and manage as part of our broader decarbonization efforts.

Scope 1 - Refrigerants

As of this reporting period, emissions from refrigerants are considered immaterial to PivIT's overall greenhouse gas inventory. A single air conditioning unit is in use at the PDX warehouse, which represents 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 mtCO₂e and are excluded from material emissions calculations, while we continue to monitor equipment and usage as part of our environmental management system.

77%

EMISSION REDUCTION FROM
2024 TO 2025





Emissions from PivIT

Monitoring Emissions

Scope 2 - Market-Based

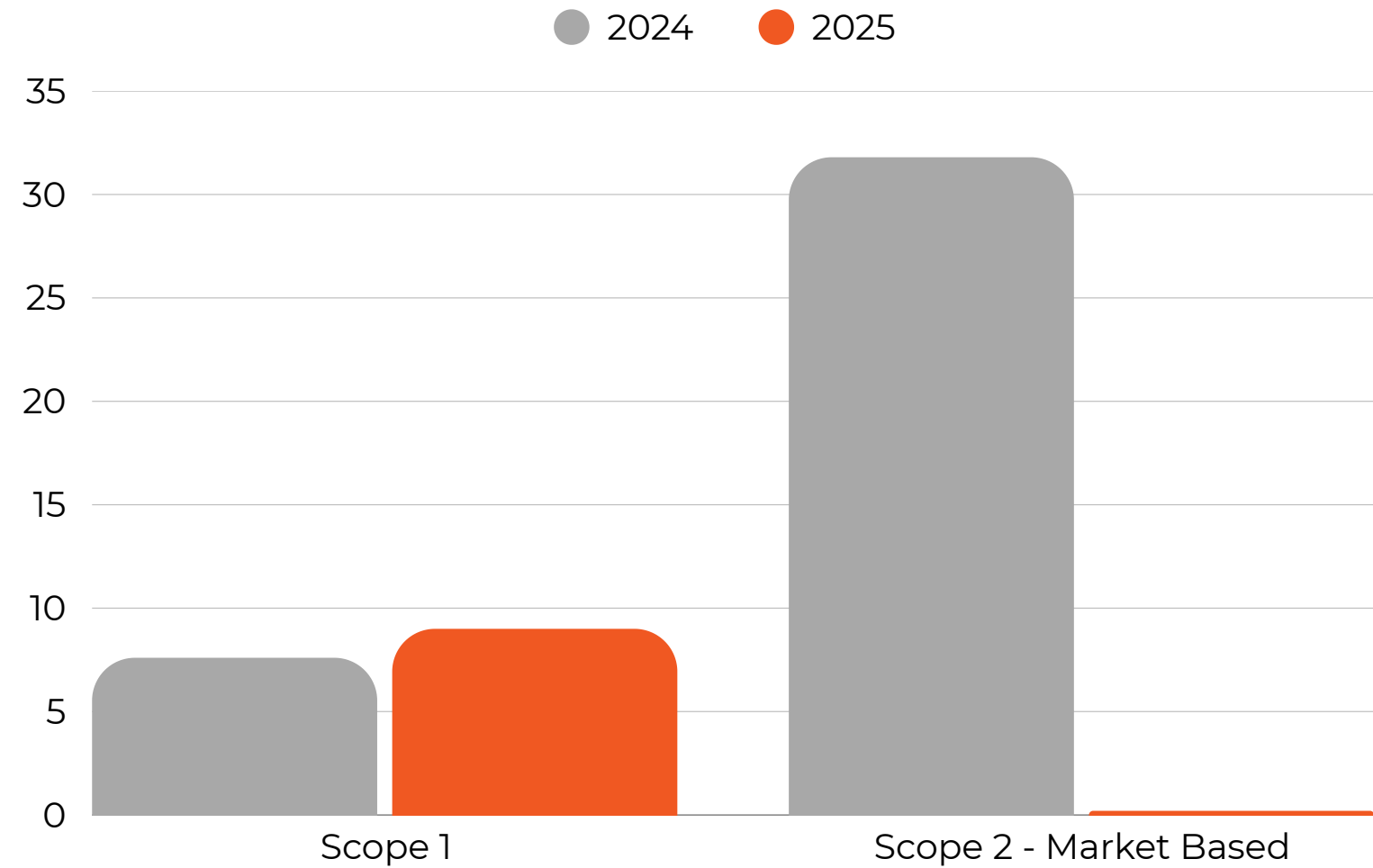
On a market-based basis, PivIT’s electricity footprint is significantly lower because we purchase certified renewable electricity products in each region. In Oregon, we participate in Portland General Electric’s Green Future program, which is Green-e Energy certified and matches our electricity use with renewable energy certificates from regional renewable resources.

In Tennessee, our sales office buys Green Switch blocks from TVA EnergyRight, allowing us to match our load with Green-e certified renewable energy generated in the seven-state Valley region in 200 kWh blocks.

In California, we purchase Green-e certified renewable energy certificates to cover our annual electricity use. Together, these products mean that 100% of our purchased electricity is supplied from renewable sources on a market-based basis, consistent with the Greenhouse Gas Protocol Scope 2 Guidance.

Scope 2 - Location-Based

PivIT’s location-based Scope 2 emissions from electricity totaled 31.8 metric tons CO_{2e} in 2024 and 20.24 metric tons CO_{2e} in 2025, a reduction of roughly 36% year over year. At the state level, location-based emissions fell by about 49% in California, 19% in Oregon, and 49% in Tennessee, reflecting both lower electricity use and updated regional grid emission factors from eGRID. This progress was supported by efficiency and behavioral measures such as shut-off schedules, improved controls, and updated equipment-use policies across our facilities.



Scope 3 - A Work In Progress

Due to the scale and complexity of quantifying Scope 3 emissions, PivIT has not yet published a complete Scope 3 inventory. We are working with internal teams and key suppliers to develop accurate, reliable, and understandable data in line with the Greenhouse Gas Protocol. PivIT plans to publish its Scope 3 emissions footprint, including priority categories such as purchased goods and services, transportation, waste, and business travel, by 2030 or sooner.



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.

PivIT has established clear, actionable environmental goals. We are committed to achieving net-zero Scope 1 and 2 emissions by January 1, 2030, and we will report these emissions annually as we track progress toward that target. PivIT also plans to complete a Scope 3 inventory and then set an emissions-reduction target for these indirect emissions in 2030. Endorsed by our CEO and VP of Services and Strategy, this policy statement reflects PivIT's commitment to environmental leadership within the IT industry.




2030 NET ZERO

TARGET SET FOR SCOPE 1 & 2

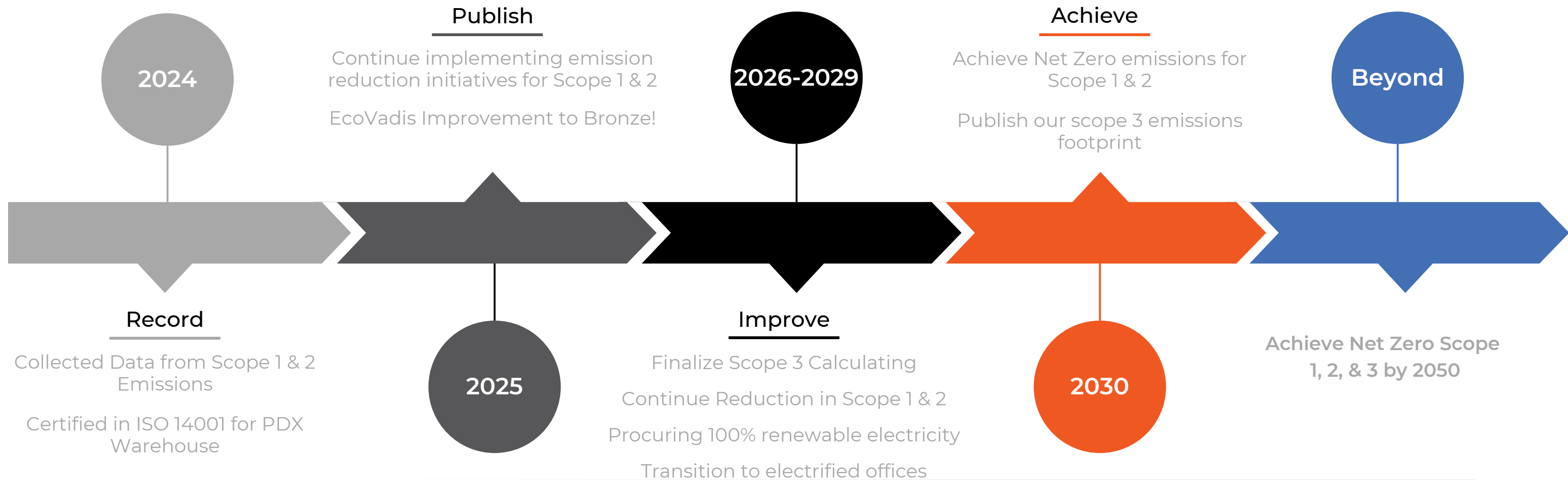


PivIT's Future Path

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.



In 2025, PivIT completed its second EcoVadis assessment and improved its score, earning a Bronze medal rating. This independent assessment gives customers a clear, third-party view of our ESG performance.





Social

PivIT's Social Performance

1

Customers

2

Workforce Inclusion

3

Employee Wellbeing

4

Sustainable Procurement

5

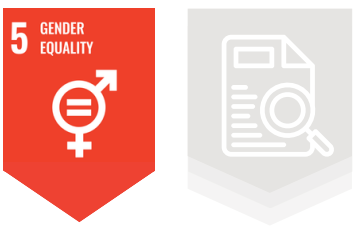
Pay IT Forward



Helping our Customers Achieve their ESG Goals

We want you to achieve and are position to hep you achieve your esg goals

Category	Customer Goals	How we Deliver
Sustainable Products	Prefers products with lower environmental/health impacts	PivIT helps to bring customers IT equipment that otherwise would have a significantly shorter life span ► Read more on page 9
Circular Economy & Waste Reduction	<ul style="list-style-type: none"> Circular packaging with recycled/returnable materials Promotes recyclability and waste reduction Responsible e-waste handling Circular ecosystem for products by 2030 	<ul style="list-style-type: none"> Recycling is a primary focus for PivIT's Operations team ► Read more on page 10 Recyclability and waste reduction ► Read more on page 10 PivIT follows best practices with our E-Waste handling and has improved year to date ► Read more on page 10 Our products are already a part of the circular economy ► Read more on page 19
Emissions & Energy	<ul style="list-style-type: none"> Supplier engagement to cut emissions & waste Science-based climate targets, 100% renewable energy 	<ul style="list-style-type: none"> 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 Achieved 100% renewable energy ► Read more on page 11
Transparency & Reporting	Public reporting aligned with GHG Protocol	PivIT is committed to publishing our CSR Report annually ► Read more on page 14
Social Responsibility	Full pay equality, wellbeing initiatives for all employees	1% of gross profit goes to the foster-care system as part of our Pay IT Forward Program ► Read more on page 21



Employee Diversity

Gender Diversity

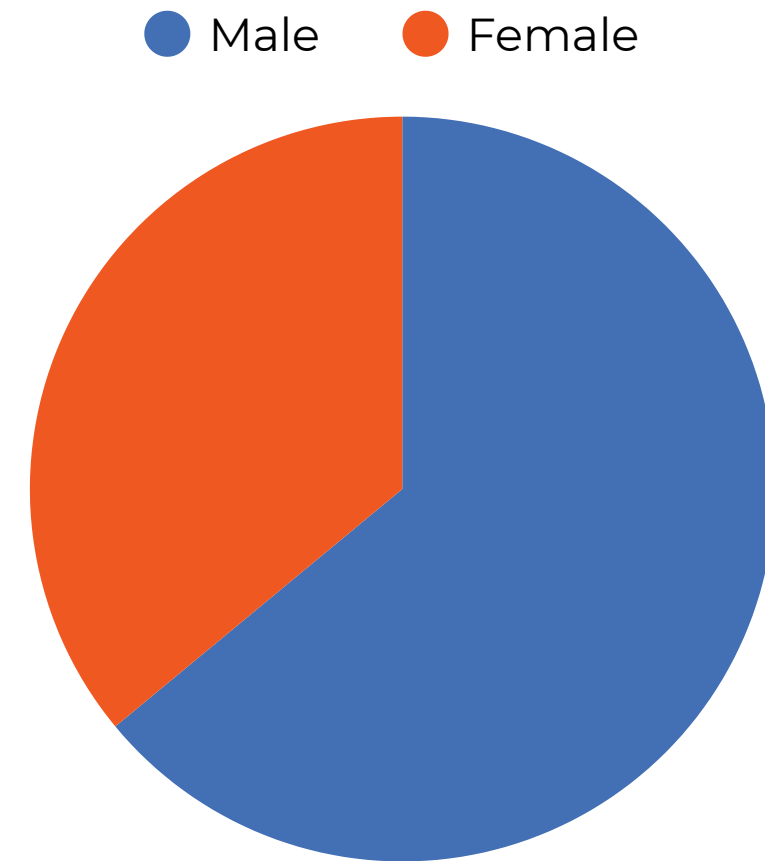
PivIT's workforce continues to move toward gender balance under our 40:40:20 representation framework, which targets 40% women, 40% men, and 20% open to natural variation. In 2025, women represent 36% of our workforce, and men 64%. This puts us slightly below our targets and offers some room for improvement.

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).

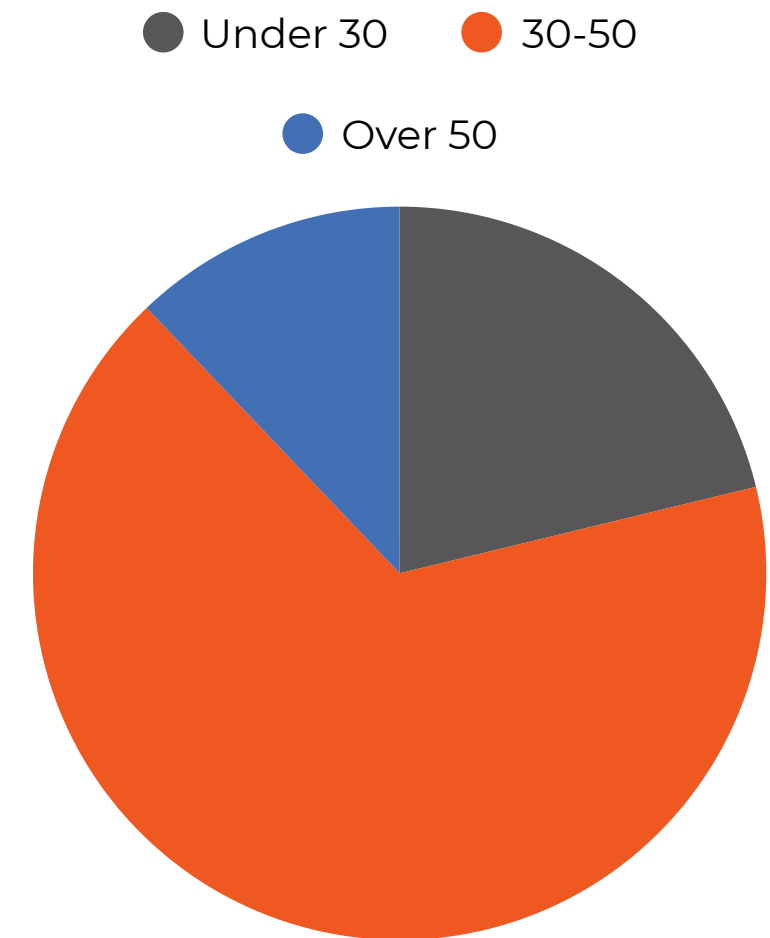
Age Diversity

PivIT's workforce spans various career stages, ensuring a balance of fresh ideas and seasoned insight. Approximately 21% of employees are under 30, contributing early-career energy and adaptability. The majority, 67%, 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.

PivIT Gender Diversity 2025



PivIT Age Diversity 2025



Dixon-Fyle, S., Hunt, V., Huber, C., Martínez, M. del M., Prince, S., & Thomas, A. (2023, December 5). Diversity matters even more: The case for holistic impact. McKinsey & Company.



Safety

Safety is a top priority at PivIT. In 2025, we continued to record 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.

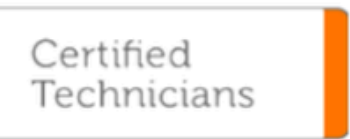
OneTeam

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.

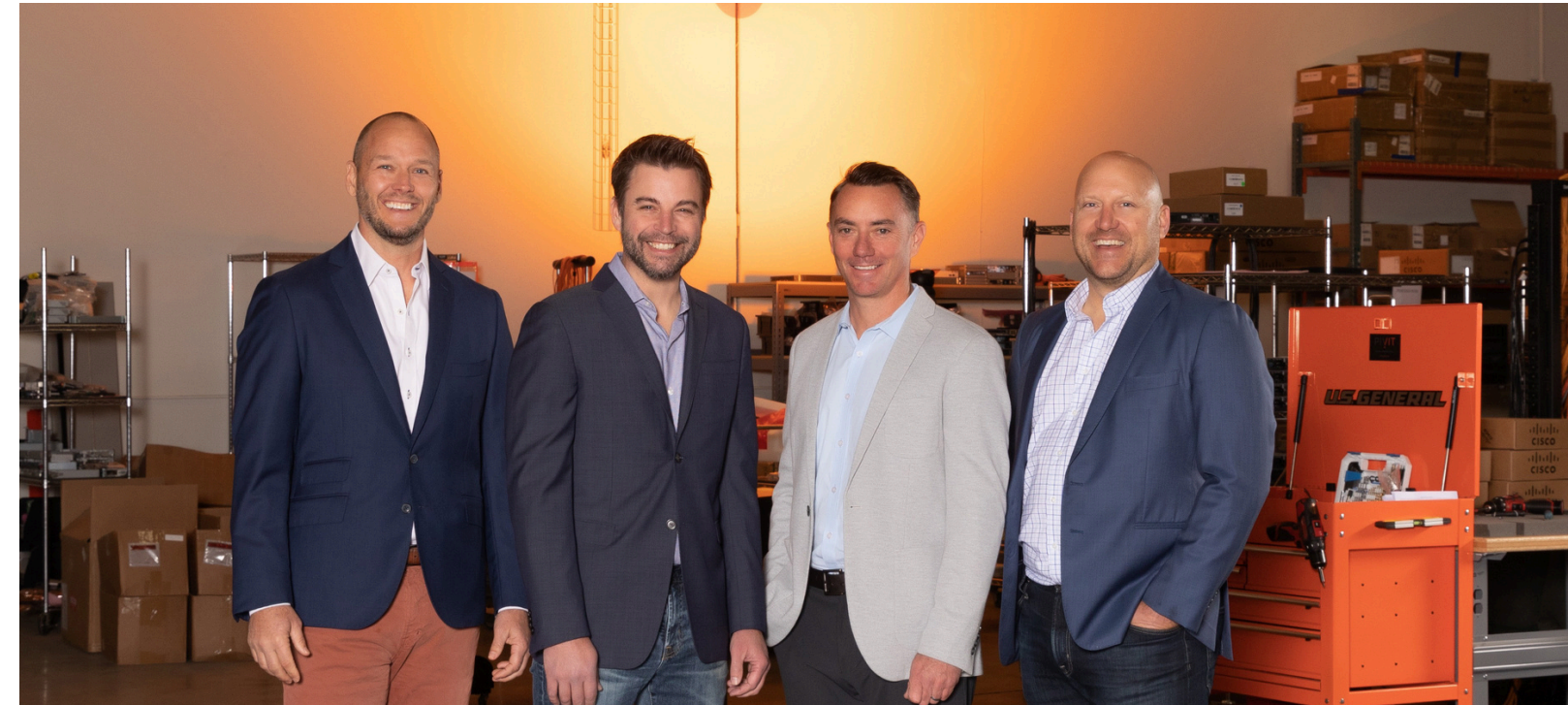


Sustainable Procurement

2025 Know-Your-Supplier Program

2025 marks the second year of PivIT’s Know-Your-Supplier (KYS) program, which is 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 follow strong environmental and social practices whenever feasible. Rather than penalizing suppliers who have not yet met our expectations, we collaborate with them to enhance their sustainability efforts, fostering continuous improvement across our supply chain.



KYS Report Takeaways

Supplier Response Rate: 32% provided responses.

Certifications & Compliance: 13% of responding suppliers hold ISO 9001, 14001, or other relevant certifications.

Environmental Commitment: 11% of responding suppliers track Scope 1 and 2 emissions; 21% have formal e-waste management process.

Labor & Human Rights: 24% of responding suppliers have anti-corruption policies; 24% have conflict-of-interest policies; 13% have formal labor and human rights policies.

Procurement Targets

To ensure measurable progress, PivIT has established time-bound sustainable procurement targets for its strategic suppliers, defined as suppliers representing 90% of goods and services purchased by spend. We target annual KYS completion from more than 80% of strategic suppliers, and by 2030 we aim for 100% of strategic suppliers to maintain sustainability action plans. By 2030, we also aim for 25% of suppliers to measure and disclose their ESG performance, and for 50% of suppliers by emissions to set Net Zero targets.

These targets are supported through supplier evaluation and engagement processes led by the CSR team, in alignment with PivIT’s Sustainable Procurement Policy and supplier sustainability expectations.

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".



Beyond Fostercare

2025 Pay IT Forward Success Story

In 2024, PivIT partnered with Every Child PDX on both the Beyond Foster Care Starter Pack initiative and hands-on Launch Boxes packing events, assembling practical kits to help youth aging out of foster care step into independent living with dignity.

Building on that foundation, in 2025 we served as a Sponsor for Every Child PDX's Together for Families luncheon and deepened our on-the-ground involvement: the Portland team once again helped assemble Launch Boxes for young adults and visited local DHS offices to deliver coffee, donuts, and encouragement to frontline caseworkers who serve children and families every day. Together, these efforts reflect PivIT's ongoing commitment to showing up consistently for the foster-care community—supporting both the young adults in transition and the professionals who walk alongside them.

1%

Earnings Donated to Non-Profits



Governance

2025 Governance Performance

1

Senior Leadership

2

Business Ethics and Integrity

3

Cybersecurity and Digital Transformation



Leadership and Compliance

Leadership and ESG Responsibilities

Organizational leadership is a cornerstone of PivIT's success. Since opening our doors, our founders, Troy Jacobsen, Mike McKay, Joe Zender, and Justin Sparks, have shaped the company's direction through hands-on leadership across sales, partnerships, and executive management. Today, that leadership structure is supported by Justin Sparks, Chief Executive Officer, alongside Partners Troy Jacobsen, Mike McKay, and Joe Zender, with Hunter Gorman, Vice President of Services and Strategy, and Aria Rowley, Director, helping drive strategic planning and cross-functional execution. Mauro Sanchez, Senior Operations Manager, and Cary Anderson, Accounting Manager, round out the leadership team by providing operational and financial oversight that supports efficient, sustainable growth.

This leadership team is also accountable for advancing PivIT's key ESG priorities. They meet regularly to review progress, align initiatives, and make high-level decisions that shape the company's strategic direction. Their objective is to embed environmental, social, and governance considerations into core business operations and strengthen PivIT's position as a responsible and resilient business.



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 have the knowledge and tools to recognize, prevent, and report misconduct.

In addition to ongoing education, we maintain open channels for anonymous feedback from our team members, 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 2025, 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 2025, PivIT continued to record 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*

PIVIT Global