



2024 CORPORATE SOCIAL RESPONSIBILITY (CSR) REPORT



GDT CSR Philosophy

GDT is an innovative global team united in solving complex business challenges. We strive to make a positive impact on society and the environment through our Corporate Social Responsibility (CSR) initiatives. Our CSR philosophy is deeply rooted in our core values, and we believe that responsible business practices go hand in hand with long-term success and sustainability.

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Overview of General Datatech

As an award-winning, international IT solutions provider, GDT partners with industry-leading OEMs and IT leaders to digitally transform customers' networks by ensuring they get the most out of their technology investments. With our customer-first focus, GDT addresses the unique technological needs of each customer and provides solutions that enhance their networks, increase profitability, and optimize their user experience.

GDT started its business almost 30 years ago, with headquarters in Dallas, Texas, and a Solution Center in Bangalore, India. Overall, GDT has over 800 employees both in the office and remotely.

GDT was founded on six core values and our employee value proposition:

1. **We Invite Innovation** - We prioritize ingenuity and continuous improvement.
2. **We Promote Transparency** - We communicate openly and directly.
3. **We Prioritize Diversity** - We seek diversity of thought in decision-making, recognizing that our differences make us stronger.
4. **We Embrace Collaboration** - We work towards our goals and mission.
5. **We Believe in Accountability** - We act with integrity to honor our commitments.
6. **We Celebrate Success** - We work with a "can do" attitude, recognize exceptional performance, and reward the achievement of desired outcomes.

GDT fosters a people-first culture that accelerates potential and unleashes innovation, empowering technology by embracing the human side of IT.

Corporate Social Responsibility Mission

At GDT, we recognize the vital role we play in society and the broader global community. We are committed to conducting our business in a manner that not only generates economic value but also contributes positively to the well-being of our stakeholders and the planet. Our CSR commitment is rooted in the following principles:

- **Sustainability and Environmental Responsibility:** We are dedicated to minimizing our environmental footprint through the adoption of sustainable practices and technologies. We strive to reduce our carbon emissions, conserve natural resources, and protect ecosystems.
- **Social Engagement and Community Development:** We actively engage with the communities where we operate, seeking to empower and improve the lives of the people therein. We support social initiatives, education, and community development projects.
- **Diversity and Inclusion:** We value diversity and believe that a diverse and inclusive workforce fosters creativity, innovation, and growth. We are committed to creating an environment where every individual is respected and has equal opportunities.
- **Economic Impact:** We dedicate resources to philanthropic initiatives that support causes that are aligned with our values and have a positive impact on society.
- **Reporting and Accountability:** We are transparent about our CSR efforts and regularly report on our progress and achievements. We hold ourselves accountable for our commitments and continuously seek to improve our CSR practices.
- **Ethical Business Conduct:** We uphold the highest ethical standards in all our business operations. We are committed to fair and transparent business practices, and we work to ensure the well-being and safety of our employees and partners.

CSR Strategy

Engaging with various stakeholders, including employees, customers, suppliers, and the community, is a critical aspect of a comprehensive Corporate Social Responsibility (CSR) strategy. Here's an explanation of how our company engages with each of these stakeholder groups.

Employees

- Ensure that GDT as a company provides a safe and healthy working environment.
- Promote employee wellness programs, offer health insurance, and prioritize mental health support.

- Invest in employee growth and development through training and education opportunities.
- Foster a diverse and inclusive workplace that values and respects differences.
- Implement policies that prevent discrimination and encourage diversity.
- Actively involve employees in decision-making processes and seek their input on CSR initiatives.
- Conduct regular surveys and feedback sessions should be conducted to gauge their concerns and suggestions.
- **Enable employee-led Communities of Interest and Communities of Practice groups to help engage employees and lead efforts for overall GDT Corporate Social Responsibility.**

Customers

- Prioritize delivering high-quality products and services that meet customer needs and expectations.
- Be open and transparent about our products and services, including their environmental and social impact.
- Avoid misleading or manipulative marketing tactics and promote products honestly and ethically.

Suppliers

- Choose suppliers who adhere to ethical, social, and environmental standards.
- Verify that suppliers share our commitment to responsible business practices.
- Regularly audit and assess our supply chain to ensure compliance with ethical, social, and environmental standards.
- Collaborate with suppliers to make improvements.
- Establish fair and transparent trade practices with our suppliers.
- Pay fair prices and avoid practices that exploit labor or resources.
- Collaborate with suppliers to develop sustainable and innovative solutions that benefit both parties.

Community

- Support local communities through philanthropic initiatives, community projects, and volunteer opportunities for employees across the globe
- Implement environmentally friendly practices that reduce the impact of our operations on the local environment.

- Contribute to the local economy by providing jobs, paying taxes, and sourcing goods and services locally, which can stimulate economic growth.

Environmental, Social, and Governance Policy

GDT is committed to conducting our business in a sustainable and responsible manner that benefits our stakeholders, the environment, and society as a whole. We recognize the importance of ESG practices. Through culture, solutions, and engagement, GDT strives to minimize the use of consumable resources and improve awareness.

GDT seeks to build awareness and recognition and reinforce ESG standards, principles, and practices shared between suppliers and customers. GDT will regularly review and improve this policy to ensure its alignment with changing business needs and global sustainability trends.

Environmental Policy

As part of GDT's commitment to environmental sustainability, our headquarters campus in Dallas, TX, is a LEED Certified Gold facility, as named by the US Green Building Council.

GDT strives to reduce our carbon footprint by implementing sustainable practices in our business operations to promote energy efficiency and prioritize minimizing waste products. In doing so, GDT works with suppliers who focus on sustainable and responsible environmental practices.

In addition, GDT is committed to tracking our environmental goals through the following key performance indicators and measurables:

- **Sustainable packaging:** In 2023, GDT utilized 100% of the original vendor packaging to forward non-consolidated or multi-part orders when the original shipping carton was not damaged. Fifty percent of packaging for damaged and consolidation orders will be replaced with recycled packaging solutions by the end of 2024.
- **Waste reduction:** GDT aims to reduce landfill waste. Our goal is to return up to 80% of all end-of-use Cisco equipment that has been removed from the GDT US-based internal infrastructure to Cisco by the end of 2025.

Social Policy

GDT is committed to maintaining a safe and inclusive workplace that provides equal opportunities to all employees and prioritizes the health, safety, and well-being of our employees and customers. GDT promotes community engagement and volunteerism and supports charitable organizations through donations and partnerships, in addition to partnering with suppliers who prioritize social responsibility and ethical practices.

As part of our focus on health and safety, GDT holds an active OSHA certification and requires all shipping and warehousing associates to maintain OSHA certifications. Associates must also complete annual OSHA training courses and engage in weekly safety discussions.

Governance Policy

GDT adheres to high ethical standards and transparency in our business practices by maintaining effective governance structures and systems to ensure accountability and responsible decision-making. GDT prioritizes data privacy and security to comply with relevant laws and regulations. We communicate regularly with our stakeholders and seek feedback to improve our ESG practices.

Compliance

- **Certifications:** GDT maintains industry-recognized cybersecurity and compliance certifications to demonstrate adherence to security best practices and procedures.
- **Data privacy and security:** GDT aims to mitigate and reduce potential data privacy and security incidents.
- **Regulatory compliance:** GDT aims for 100% compliance with relevant laws and regulations.
- **Third-Party Governance:** As part of GDT's Third-Party Risk Management Program, we continue to monitor supplier risk and prioritize partners and vendors that align with GDT's cybersecurity and compliance standards.

Additional Requirements

- All employees undergo training annually to ensure understanding and adherence to our policies and practices. These trainings cover cybersecurity, anti-corruption, anti-harassment, anti-bribery, and anti-discrimination, among other topics relevant to GDT's ESG program.

- GDT prioritizes partnerships with suppliers who share our commitment to ESG practices and standards.
- GDT will seek feedback from our stakeholders to continuously improve our ESG practices and policies.

By implementing this ESG policy and monitoring progress through key performance indicators and measurables, GDT is committed to creating a positive impact on the environment, society, and economy while conducting our business in a sustainable and responsible manner.

Social Responsibility

Community Engagement

GDT partners with local and national nonprofit organizations to volunteer our time, goods, or monetary donations. We provide our employees with an annual paid service day to volunteer in the community. In 2024, we held a company-wide Week of Service to encourage employees to volunteer together in their regions across the Nation to support a cause of their choice. Our employees volunteered with animal shelters, Veteran organizations, Children's Hospitals, Food Pantries, Homeless Shelters, and local parks across the United States.

In addition to our Week of Service, our employees have spent 1,000+ hours volunteering and supporting additional organizations such as The American Red Cross Blood Drive, Hurricane relief, The American Heart Association Heart Walk, and our annual Angel Tree program through CASA. In addition, our Women in Technology Community Interest Group (C.I.G) partnered with Genesis Women's Shelter, and our Veteran CIG shipped care packages to deployed troops of GDT family members. Our employees in Bangalore, India have also gotten involved in their local community by working with under privileged children, elderly, and those with disabilities. This year they hosted a fundraiser for an organization that helps those with disabilities find occupations. In addition, many of our employees have personal ties to nonprofits, so we encourage them to volunteer on their own and bring new nonprofit partners to our attention to expand our community impact.

Employee Wellbeing

Employee Benefits

Working together is what makes GDT a success, and this teamwork extends to employee benefits. We offer a competitive benefits package to support each team member and their family's overall well-being, including medical, dental, vision, life and disability, and additional benefits. Our benefits program impacts team member engagement, dedication, and loyalty, which translates to lower employee turnover and increased satisfaction. We are committed to continuous improvement and constantly evaluate our programs in partnership with our preferred vendors based on the voices of our team members. We recently added another program to the GDT benefits package: a free Rocket Lawyer account for all employees. This service helps with landlord/tenant issues, estate planning, family/elder care, immigration issues, buying a home and much more.

GDT offers a generous Unlimited Paid Time Off policy for regular full-time, exempt team members who have been employed at GDT for at least sixty (60) days. Employees are not restricted to a specific number of days off per year. Instead, they have the flexibility to take time off as needed for vacation, personal reasons, illness, or any other purpose without worrying about accruing or depleting a set number of days. Our unlimited PTO policy is built on a foundation of trust and respect. We trust our employees to use their discretion responsibly when taking time off and respect their need for work-life balance.

We want to emphasize our commitment to supporting the mental health and well-being of our employees. At GDT, we understand that mental health is just as important as physical health, and we are dedicated to creating a work environment that promotes mental wellness. We celebrate and bring attention to National Mental Health Days and months, provide mental health resources to our employees, offer workout classes, sound baths, yoga, and massage chairs at the office, and offer a gym and Zen Garden to our local employees. We also offer a gym discount for our employees through our employee benefit package and sponsor an employee-led Running Club and Employee Wellness Group. This year we also hosted an all-employee CPR training course for our employees and educated them on the importance of AED packets and heart health.

It's important to GDT that we communicate the many value-added programs included with medical plan enrollment. One program, Headway, matches mental health providers to the needs of the employees. Headway connects members with providers who take our insurance, are immediately available, and can meet in person or virtually. The Headway platform is easy to use for booking and managing appointments. Wondr Health is another

program available to enrolled employees. It is a weight loss program that's clinically proven to help participants lose weight, sleep better, and stress less, all while enjoying their favorite foods. Lastly, Hinge Health is a digital exercise therapy program that supports back and joint health. It provides the tools for employees/members to conquer back and joint pain, recover from injuries, and stay healthy and pain-free.

Flexibility

Schedule flexibility and a hybrid work model also help employees balance their work and family commitments. We support employees in our Dallas Headquarters and international employees in our Bangalore Headquarters, and over half of our employees are fully remote throughout the United States.

Career Development

Career Development is another key aspect of GDT's culture. GDT provides career progression plans through job families with training paths to move from one role to another. We created the GDT Career Guides as a career development tool for employees, which can be used to define the requirements for a specific job or role, identify development opportunities, and facilitate development and career planning conversations with leaders. Our goal is to create development opportunities and provide resources to our employees with a clear understanding of how they can progress within their careers here at GDT. Providing Individual Development Plan (IDP) templates and examples helps prepare both employees and managers to have a constructive and worthwhile conversation about potential career growth. We continue to work with our leaders to maintain updated job descriptions and necessary skills by position and identify training and mentoring opportunities and certification needs. GDT works with employees to identify skill areas of strengths and areas to develop. With the ability to add both technical and soft skills into Workday, as well as assess the competency level for each of those skills, leaders and team members are able to diagnose gaps to upskill and train towards while also documenting what expert skills our employees hold to better understand what we can deliver to our customers.

Continuous Learning

We provide our employees with many resources, including LinkedIn Learning, Udemy, customized GDT courses, and playbooks. We have a robust learning catalog that offers just-in-time training and professional certification paths to prepare for the desired industry certifications. The course catalog is organized based on role and career progression paths to facilitate individual learning with the company's workforce demands. Employees have the

freedom to explore and improve their skills via a process of self-assessment based on feedback from their managers. Our employees have four hours of training per month to maintain continuing education credentials and skills. GDT also provides tuition reimbursement to our full-time employees in pursuit of continuing education and learning.

Diversity and Inclusion

Our goal is to create a more diverse workforce that reflects the demographics of our customers and operating locations. A few areas of focus include increased recruitment and retention of female employees in STEM and leadership roles, increased number of diverse employees in successor pools, and improved overall employee brand and perceptions of that brand among prospective employees. Below are some examples of how we live our core value of Prioritizing Diversity.

- Launched an immersive Women in LeadHERship Mentorship six-month program with nominated high-performing women leaders across all segments of the business.
- Established Community of Interest Groups (CIGs) including Women in Technology and Veteran's. These groups help diversity and inclusion leaders design strategies with employees in mind, making goals relevant and easier for employees to own. This year our Community Interest Groups hosted a company-wide mental health event, encouraged career growth, and empowered a positive and engaging culture here at GDT.
- Launched Early in Career Engineering program in the US and India, resulting in 33% of participants being female hires.
- Held GDT 2024 summer internship with 19 interns, half of which were female.
- Achieved a 97% employee completion rate of the required, hybrid-delivered Diversity, Inclusion, and Belonging course.
- Launched our Diversity & Inclusion Council which champions and oversees diversity and inclusion initiatives to ensure their success and connect Community of Interest efforts to organizational goals.
- Implemented diversity-directed selection and attraction criteria to ensure we achieve a diverse slate of candidates.

- We have implemented a cross-cultural learning program designed to enhance our employees' ability to communicate and collaborate effectively with our global counterparts.

Economic Impact

At GDT, we believe in the power of collective action and giving back to our community. Over the past year, we are proud to announce that our employees and the company have collectively donated a monetary, physical donations, and time to various charitable causes and organizations in the United States and Bangalore, India.

This not only reflects our commitment to corporate social responsibility but also has a significant economic impact on the communities we serve. Our financial offerings have supported everything from donating to individual employee causes to overall organization non-profit partners.

A few examples include:

- CASA (Court Appointed Special Advocates)
- Operation Gratitude: Serving Veterans & Active Military
- Soldier's Angels
- Promising Pages
- The Way Home
- Ronald McDonald House
- Fill it Forward
- Red Cross
- VA Medical Center
- American Heart Association
- Dallas Animal Services
- ASPCA
- Feeding America
- North Texas Food Bank
- Minnie's Food Pantry
- Toys for Tots
- Gubbachi Children's Center in Bangalore
- Buffalo City Mission
- Genesis Women's Shelter
- Make a Wish Foundation
- CityHouse
- OurCalling

Ethical Business Practices

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at GDT will be based on merit, qualifications, and abilities. GDT does not discriminate in employment opportunities or practices because of race, color, religion,

sex, pregnancy, age, national origin, physical or mental disability, military or veteran status, marital status, sexual orientation, or any other protected characteristic as established by applicable law. GDT will provide reasonable accommodation for qualified individuals with known disabilities unless doing so would result in undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training. Team members with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their manager or Human Resources. Team members can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in unlawful discrimination will be subject to disciplinary action, including termination of employment.

Policy Statement on Equal Employment Opportunities for Individuals with Disabilities

GDT is committed to complying with all applicable federal and state laws regarding equal employment opportunities for individuals with disabilities. It is GDT's policy not to discriminate against any qualified team member or applicant regarding any terms or conditions of employment because of such individual's disability so long as the team member can perform the essential functions of the job with or without reasonable accommodation. Consistent with this policy of nondiscrimination, the Company will provide reasonable accommodation to a qualified individual with a disability, as defined by the applicable laws, who has made GDT aware of his or her disability.

Team members with disabilities who believe they need reasonable accommodation to perform the essential functions of their jobs should contact Human Resources. GDT encourages individuals with disabilities to come forward and request reasonable accommodation.

We cannot help resolve a harassment problem unless we know about it. Therefore, we provide a **24/7 safe hotline** for employees to bring any kind of harassment problem to our attention as soon as it happens so that we can take the necessary steps to correct the problem and prevent it from occurring again. Team members are also encouraged to utilize GDT's hotline and web portal to submit reports of any such violations or behavior that is inconsistent with the policies set out in our employee handbook.

Policy Statement Modern Slavery and Human Trafficking

General Datatech, L.P., and its subsidiaries (collectively, the "Company" or "GDT") are committed to doing business consistent with the highest ethical standards and legal requirements everywhere GDT operates and expect all employees and other persons acting

on the Company's behalf to uphold this commitment. Employing over seven hundred (800) staff throughout the United States and India, GDT has implemented a zero-tolerance policy to any business activities internally and throughout our supply chain that have any involvement with modern slavery or human trafficking of any kind.

Consistent with this commitment, the Company has adopted this Modern Slavery Statement (the "Policy"). This statement is published in accordance with Chapter 30, Part 6, Section 54 (Transparency in supply chains, etc.) of the UK Modern Slavery Act 2015. It constitutes the slavery and human trafficking statement for GDT and its UK subsidiaries. All directors, officers, and employees (collectively, "Personnel") are responsible for understanding and complying with the terms of this Policy in the performance of their duties. GDT and its global subsidiaries take seriously their corporate responsibility to ensure materials used in their products are sourced in an ethical manner.

GDT's global efforts are part of a larger policy and initiative to increase emphasis and improvement on Environmental, Social, and Governance (ESG) initiatives.

Reporting and Measurement

- **Employee diversity:** Report on workforce diversity, including gender, ethnicity, and age.
- **Employee well-being:** Measure indicators like employee engagement, retention, health and wellness programs, and work-life balance.
- **Community engagement:** Measure contributions to and involvement in local communities.
- **Charitable donations:** Report on financial contributions to charities and non-profit organizations.
- **Volunteer hours:** Measure the time employees spend in volunteer activities.
- **Compliance and ethical conduct:** Report on the company's adherence to ethical standards and legal compliance.

Future Outlook

As we have seen many additions to GDT's overall Corporate Social Report, we will continue to strengthen our impact on our employees, the organization, and the environment around us.

Looking forward, we hope to strengthen:

- **Environmental sustainability:** Environmental sustainability will remain a central focus of GDT's CSR efforts. As climate change concerns grow, our company will increasingly adopt ambitious sustainability goals, invest in renewable energy, reduce carbon emissions, and address other environmental challenges.
- **Social equity and inclusion:** There will be a greater emphasis on social equity, diversity, and inclusion at GDT. We will also continue to broaden our community engagement beyond North Texas. We hope to build upon our foundation of safeguarding our employees' mental health and benefits.
- **Transparency and reporting:** GDT seeks to improve our detailed updates and provide easily accessible information on GDT's CSR initiatives and impacts.
- **Technology and innovation:** Technology, including data analytics and artificial intelligence, will play a growing role in GDT's future efforts. It can help GDT measure and optimize our sustainability initiatives, reduce waste, and enhance operational efficiency.

Acknowledgments

At GDT, we believe in the power of collective action and the positive change that can be achieved when we all come together to make a difference. We would like to express our heartfelt appreciation to all the stakeholders who have played a vital role in our CSR efforts.

- **To our employees and leaders:** Your dedication, commitment, and enthusiasm for our CSR initiatives have been inspiring. Your volunteer hours, passion, and support have been instrumental in driving our CSR projects forward.

- **To our partners and suppliers:** Your collaboration, commitment to responsible business practices, and shared values have been essential in our journey to create a more sustainable and ethical supply chain.
- **To our customers:** Your choice to support our products and services allows us to continue investing in CSR initiatives that have a positive impact on society and the environment.
- **To our local communities:** Your engagement and partnership with us have been crucial in identifying and addressing the specific needs of the communities we serve.
- **To non-profit organizations and charities:** Your tireless efforts in addressing social and environmental challenges have inspired us to do more and give back to causes that matter.
- **To our shareholders and investors:** Your commitment to sustainability and understanding of the long-term benefits of CSR investments have been instrumental in our CSR journey.

Together, GDT has made a real impact, and we remain dedicated to furthering our commitment to creating a more sustainable, equitable, and prosperous future for all.