



Responsible Business Alliance (RBA) Membership and Commitment

Hyve Solutions is a Regular Member of the Responsible Business Alliance (RBA), the world's largest industry coalition focused on responsible business conduct in global supply chains. Our membership reflects Hyve's commitment to respecting human rights, supporting safe and healthy working conditions, minimizing environmental impacts, and operating with integrity across our operations and supply chain.

Our Commitment

As an RBA member, Hyve Solutions commits to:

- Adopting, implementing, and upholding the RBA Code of Conduct across our own operations, covering labor standards, health and safety, environmental responsibility, ethics, and management systems
- Using a continuous improvement approach, leveraging RBA tools, assessments, and industry best practices to strengthen governance and operational maturity over time
- Communicating clear expectations to suppliers, encouraging alignment with the RBA Code of Conduct and Hyve's applicable policies and supplier expectations
- Engaging suppliers using risk-based methods, with an emphasis on transparency, corrective action, and sustained improvement

Supply Chain Responsibility

Hyve Solutions recognizes that responsible business conduct extends beyond our own operations. We work to promote responsible sourcing practices and expect our suppliers and business partners to uphold human rights, provide lawful and safe working conditions, and operate ethically.

Our approach emphasizes:

- Clear expectations and policy alignment
- Supplier engagement and capability building
- Risk-based monitoring and corrective action
- Continuous improvement rather than one-time compliance
- Supply Chain performance analysis and review with sourcing business partners

Leadership Endorsement

Hyve Solutions' leadership fully supports our commitment to the Responsible Business Alliance. All employees, contractors, and suppliers are expected to act in accordance with Hyve's values and Applicable Policies and Supplier Expectations. Responsible business conduct is integral to how we operate and how we build trust with our customers and partners.

A handwritten signature in black ink that reads "Jerry Kagele".

Jerry Kagele
President
June 1, 2026