



Global Business Continuity Framework

June 2026

The purpose of this Business Continuity Plan (BCP) is to provide an overview of Hyve Solutions' approach to maintaining operational continuity in the event of a disruption. This document is intended to communicate the structure, governance, and capabilities of Hyve's Business Continuity Management (BCM) program to external stakeholders.

Hyve Solutions maintains a formal, enterprise-wide BCM program designed to ensure the organization can effectively respond to, manage, and recover from events that may impact employees, operations, customers, or supply chain activities. The program is aligned with ISO 22301 standards and reflects industry best practices in operational resilience.

This plan applies to Hyve Solutions' global operations, including manufacturing sites, supply chain activities, and corporate functions. It encompasses the processes, systems, and resources required to support the continuity of critical business operations.

The scope includes preparedness, response, and recovery activities associated with business disruptions, as well as the integration of crisis management and communication protocols. It also considers dependencies on personnel, facilities, technology, and third-party suppliers that are essential to maintaining operations.

Terms & Definitions

For the purpose of this document, key terms are defined as follows:

Business Continuity Plan (BCP) refers to documented procedures and strategies that enable the continuation and recovery of critical business functions during and after a disruption.

Crisis Management is the coordinated approach to managing incidents that pose significant risk to operations, employee safety, or organizational reputation.

Crisis Management Team (CMT) is a designated group of cross-functional leaders responsible for directing response efforts, making decisions, and coordinating communication during an incident.

Business Impact Analysis (BIA) is the process used to identify critical business processes, dependencies, and acceptable downtime thresholds, including Recovery Time Objectives (RTO) and Maximum Acceptable Outage (MAO).

Material Disruption describes any event that significantly interrupts normal operations and requires the activation of business continuity or crisis management procedures.

Roles and Responsibilities

Hyve Solutions maintains a structured governance model to support effective business continuity and crisis response.

The Business Continuity and Crisis Management function is responsible for establishing program standards, maintaining the overall framework, and providing oversight across the organization. This function also ensures that all business continuity documentation is maintained within a centralized internal documentation system, where plans are controlled, versioned, and readily accessible to appropriate stakeholders. All plans are reviewed and updated annually to ensure accuracy and continued relevance.



During significant disruptions, the Corporate Crisis Management Team provides strategic leadership and enterprise-level coordination. This team is responsible for assessing the impact of an incident, aligning response actions, and supporting executive decision-making.

At the operational level, Site Crisis Management Teams manage incident response and recovery activities at individual facilities. Functional leaders are responsible for maintaining business continuity plans for their respective areas and ensuring that recovery strategies are defined, documented, and regularly tested.

Employees are expected to follow established procedures and support response and recovery efforts as directed.

Business Continuity Framework

Hyve Solutions maintains a comprehensive Business Continuity Management program designed to minimize disruption and ensure continuity of critical operations. The program includes formal Business Impact Analyses to identify critical processes and define recovery objectives, as well as risk assessments to understand potential threats and dependencies.

Business continuity plans are developed for critical functions and include documented recovery strategies, required resources, and defined response procedures. These plans are supported by training, testing, and ongoing program reviews to ensure effectiveness.

BCP Activation and Communication

Business continuity plans are activated when a material disruption is identified that impacts operations or poses a risk to employees or customers. The response is tailored to the nature and severity of the event, with the objective of restoring operations within defined recovery timeframes and prior to reaching maximum acceptable outage thresholds.

Hyve Solutions maintains structured communication protocols to ensure timely and accurate information sharing during incidents. Internal stakeholders are notified promptly, and external stakeholders, including customers and partners, are informed as appropriate. As part of this commitment, Hyve will notify impacted customers of a material disruption within 12 to 24 hours of identification, unless otherwise contractually defined.

Communication is coordinated through Crisis Management Teams and continues throughout the lifecycle of the incident until full recovery is achieved.

Critical Business Processes and Supply Chain resilience

Hyve Solutions maintains documented business continuity plans for critical processes across manufacturing, supply chain, and corporate functions. These processes include production operations, quality management, inventory and logistics, procurement, and supporting corporate services such as information technology and finance.

Each process is evaluated through a Business Impact Analysis to determine its criticality, dependencies, and recovery requirements. Recovery strategies are designed to ensure that essential operations can continue at a minimum acceptable level during a disruption and be restored within defined timeframes.

Hyve also maintains a structured approach to supply chain resilience. Critical suppliers are required to notify Hyve of any material disruptions within 12 to 24 hours of occurrence. In addition, Hyve performs periodic business continuity and risk assessments of critical suppliers to evaluate alignment with ISO 22301 standards and overall resilience capabilities.



In partnership with Hyve's Supply Chain organization, the Business Continuity program ensures that critical suppliers maintain appropriate levels of backup inventory to meet contractual requirements. This includes verification that there have been no excursions below required inventory thresholds within the previous two years, supporting continuity of supply and reducing the risk of disruption.

Recovery Strategies

Recovery strategies are developed to address a range of disruption scenarios and are tailored to the specific needs of each business function.

From a staffing perspective, Hyve utilizes cross-trained personnel, multi-shift coverage, and alternative staffing arrangements to ensure continuity of operations. In the event of facility disruptions, strategies may include the use of alternate manufacturing locations, temporary operational adjustments, and supplier contingency solutions.

Technology and equipment recovery is supported through documented procedures, system redundancies where applicable, and IT disaster recovery capabilities. Critical systems and equipment are identified within each plan, and recovery approaches are defined based on operational requirements and dependencies.

Crisis Management Integration

The Business Continuity program is integrated with a structured Crisis Management Framework that enables coordinated response and decision-making during significant events.

Crisis Management Teams are established at both the site and corporate levels, with clearly defined roles and responsibilities. These teams are responsible for managing incident response, coordinating communication, and supporting recovery efforts. The framework includes incident response procedures, escalation protocols, and communication guidelines, as well as training and exercises to ensure readiness.

Testing, Maintenance, and Continuous Improvement

Hyve Solutions maintains a continuous improvement approach to business continuity. Plans are reviewed and updated on at least an annual basis and are supported by a centralized documentation system to ensure version control and accessibility.

Testing and exercises are conducted to validate recovery strategies and ensure preparedness. Following incidents or exercises, post-event reviews are performed to identify lessons learned and drive program enhancements. This ongoing lifecycle ensures that the program remains effective and responsive to evolving risks and business needs.

Governance and Compliance

The Business Continuity Management program is governed by the Business Continuity and Crisis Management function, which ensures consistency, standardization, and alignment with regulatory and industry expectations.

Hyve Solutions is committed to maintaining a resilient operating environment and continuously enhancing its ability to respond to and recover from disruptions in support of its customers, employees, and stakeholders.