SUSTAINABILITY
2025
REPORT

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Our Message

At Kingston Technology, we continue to advance our sustainability efforts, reaffirming our commitment to environmental stewardship, social responsibility, and ethical business practices. These initiatives are grounded in our core values of respect, loyalty, flexibility, integrity and fairness, and investing in our employees.

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Our Message

Our corporate culture is rooted in one principle: Built on Commitment. We are proud of the products we build with the help of our employees' expertise and our patented testing process, ensuring reliability and compatibility. Our products make today's world possible and bring tomorrow's world closer. From data centers and laptops to smart and wearable technology, to IoT-based devices, Kingston products drive everyday technology used to live, work, and play.

Kingston's entire business outlook hinges on commitment. If we take care of our employees and vendors, they will be committed to taking care of our customers and communities. Since our first day, this formula of outstanding relationships and quality products has been pivotal in Kingston's success.

From a solid foundation of long-term partnerships with suppliers, business partners, resellers and distributors, we continue to develop and strive. If you're seeking a company that will never stop pushing to go above and beyond in service and support for corporate and consumer customers alike, Kingston is the choice to make. As we move forward, sustainability remains a key part of our growth, working to minimize our environmental footprint and create a lasting positive impact.

Thank you for exploring Kingston Technology's 2025 Sustainability Report. We appreciate your support and engagement.

Larry Gonzales | Vice President of Administration

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ABOUT KINGSTON

Kingston Around the World

Kingston started in 1987 as a garage start-up, providing novel memory chips that helped redefine the industry. Today we are a leading global manufacturer of reliable, quality memory and storage solutions. We cater to businesses of all sizes from top tier data centers to PC manufacturers to companies at the bleeding edge of smart device development. However, we still cleave to the principles upon which we founded our company: resourcefulness, flexibility, and unwavering service & support.
We have 18 regional offices around the globe and a distribution network serving over 175 locations, with headquarters in California, the United Kingdom, Shanghai, and Taiwan. Kingston produces many consumers product lines, as well as manufacturing embedded memory products for use in consumer devices such as smartphones, wearables, and gym equipment. Kingston memory is sold in three lines: **ValueRAM** (for economically minded consumers), **Server Premier** (for corporate use in data centers, servers, etc.), and **Kingston FURY** (for performance-minded consumers such as gamers). Kingston FURY also offers high-performance SSDs, and Kingston IronKey

provides highly secure SSDs and USB drives with military-grade hardware encryption, in addition to its line of general use USB flash drives. Kingston also offers two varieties of SD cards: Canvas for general use, and Industrial for use in harsh conditions.

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GENERAL DISCLOSURES

Governance

Oversight of Kingston's environmental and social impacts are carried out through various teams including Human Resources, Environmental Health & Safety, Corporate Social Responsibility, Sustainability, and site-level compliance—coordinated under the leadership of the Vice President of Administration. This role serves as the primary liaison to the executive team on sustainability-related risks, opportunities, and strategic decisions.

The governance body, composed of both executive and non-executive members, reflects a diverse leadership profile with 69% female representation and an average tenure exceeding ten years. As a privately held company, Kingston appoints senior leaders based on their expertise and capacity to guide the organization on critical environmental and social matters. Kingston's Mission Statement defines the company's purpose and values, informing the development of related policies and procedures.

The Vice President of Administration ensures these frameworks align with corporate objectives, while financial governance remains under the purview of the Vice President of Finance and the Controller. Organizational strategy is aligned with ISO standards, with sustainability goals reviewed annually to ensure relevance and effectiveness. Executive and Management Review meetings are held regularly to assess performance on environmental, social, and economic issues, fostering accountability and continuous improvement across all levels of the organization.

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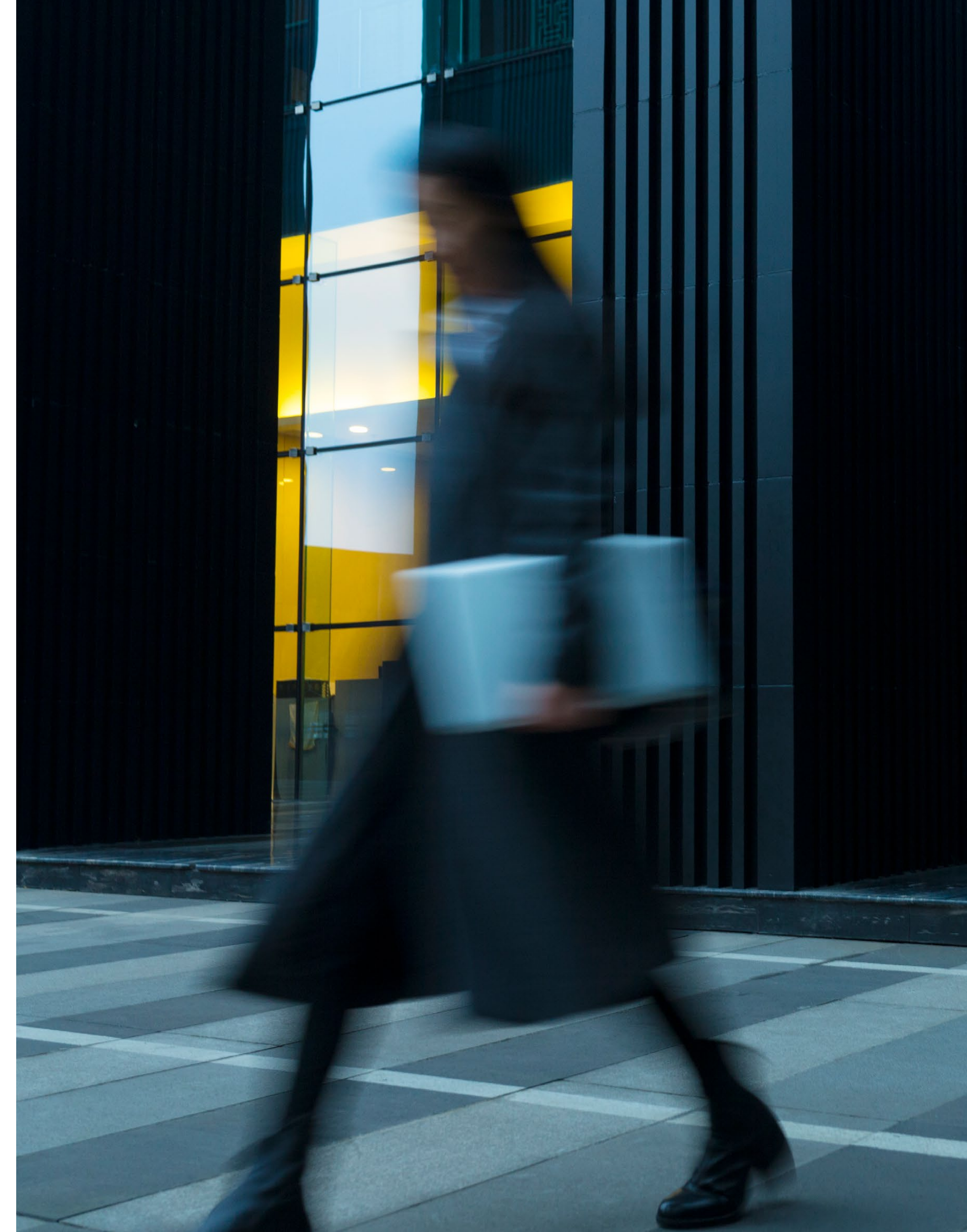
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Critical Concerns

Critical concerns are communicated to the highest governance body through executive meetings, management review meetings, e-mails from administrated systems, corrective actions and results of audits. A total of thirteen critical concerns have been communicated to the highest governance body for the reporting year. To address and resolve critical concerns, Kingston uses risk assessments, audit processes, and corrective action mechanisms. For the critical concerns reported above, the highest governance body is receiving continual updates to ensure they are resolved within our specified time frame. The critical concerns are in the process of being resolved through an externally verified corrective action plan. We are on track to resolve these critical concerns and do not expect these to recur.

Risk Management

As a global corporation, Kingston Technology is committed to operating ethically and in compliance with the laws of the countries/regions in which we do business. To identify and manage environmental and social impacts, Kingston considers stakeholders' needs and expectations when making decisions. There are procedures in place to address potential negative impacts, should they arise.

For the reporting year, there have been no significant instances of non-compliance with laws and regulations.

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Membership Associations

Kingston is a proud member of these organizations

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SUSTAINABILITY AT KINGSTON

Introduction

As a technology company with a **global presence** across our operations, supply chains, and customer base, we recognize the environmental **impact** of our business activities. In response to rising global expectations and intensifying **environmental and social challenges**, we are continuously evolving our sustainability approach, integrating it into our strategy, operations, and workplace environment. To help **build a more sustainable future**, we focus on fostering transparency, driving innovation, and collaboration across our **value chain**.

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Sustainability Goals

Our goals focus on key areas such as lowering greenhouse gas emissions, reducing waste, increasing renewable energy usage, and advancing more sustainable practices across our value chain. Our sustainability goals are measured against a 2022 baseline, providing a clear foundation for tracking progress.

Energy

To source 25% of our electricity from renewable sources by

2030

Waste

To divert 90% of waste generated from landfills by
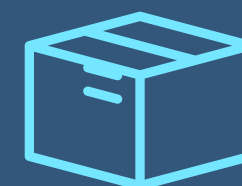
2030

Packaging

To reduce 30% of the plastic content in our packaging by

2030

Emissions

To reduce global scope 1 & 2 emissions by 21% by

2030

Commit to Net Zero by

2050

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Energy

At Kingston Technology, we recognize that reducing our energy footprint is vital to building a more sustainable future. Our energy initiatives are driven by a commitment to efficiency, innovation, and responsibility across all our global operations. We have continued to build on the progress of previous initiatives focusing on renewable energy and efficiency. In 2024, our global operations consumed approximately 49,591.31 megawatt-hours (MWh) of electricity, with the majority used in manufacturing.

While we are early on our journey toward our 2030 goal of sourcing 25% of our electricity from renewable sources, we are taking meaningful steps to reduce consumption and improve efficiency. These include upgrading to LED lighting and investing in energy efficient equipment upgrades. This not only reduces unnecessary energy use but also contributes to lowering our overall carbon footprint.

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Water and Effluents

For Kingston, it is imperative to safeguard water quality by minimizing our operations' impact on both local and global watersheds. We adhere to all regulatory requirements concerning stormwater management, wastewater discharge, and proper storage of hazardous waste. By complying with these regulations, we strive to protect the integrity of water resources and contribute to a healthier environment.

Most of the water consumed by Kingston is utilized by employees for personal purposes such as hygiene, restroom facilities, and cooking where permitted. The production process at Kingston is not water-intensive. As part of our sustainability efforts, we prioritize recycled water for landscaping purposes whenever it is available.

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Kingston Technology Water Policy

Water-related Issues Around the Globe

Water stress and water quality are increasingly critical global challenges that impact public health, economic growth, and environmental sustainability. Water stress, driven by factors such as population growth, urbanization, industrial demands, and climate change, results when water demand surpasses supply or when poor water quality restricts its use. This stress not only compromises human health by limiting access to safe drinking water and sanitation but also reduces agricultural productivity and disrupts industrial operations, ultimately impeding economic development and harming ecosystems.

Kingston acknowledges that water scarcity is a global issue affecting regions worldwide. With our employees, suppliers, and customers located across the globe, we recognize our responsibility to manage our water footprint carefully.

Kingston's Commitments and Water Policy

Kingston Technology is committed to sustainable water management practices to ensure the availability and quality of water for current and future generations. We are dedicated to creating and promoting solutions that help tackle water challenges. This policy applies to all Kingston facilities, employees, and operations globally. Kingston's commitment to a water policy starts with the responsible handling of our water resources, which involves the careful assessment and understanding of any immediate consequences. This covers the amount of water used by all Kingston's international operations, including manufacturing lines and office settings.

Kingston's commitment includes:

- Identifying, measuring, and managing Kingston's direct water-related impacts.
- Engaging with its suppliers and customers on water related issues.
- Tracking and reporting Kingston's global water consumption.
- Incorporating and improving water-efficient technology into new and existing Kingston facilities.
- Improving water use efficiency, particularly in Kingston facilities that are located in water-stressed areas.
- Testing and ensuring proper disposal of wastewater in accordance with environmental regulations.
- Implementing best practices to prevent contamination from stormwater runoff.

Transparency & Collaboration

At the core of our water policy lies a commitment to transparency. We promote open communication and accountability regarding our water management practices, more than just measuring and managing. Trustworthy reporting ensures that Kingston's efforts and advancements are dependable and reflect relevant approaches to addressing water-related challenges.

Effective management of global water resources relies on collaborative efforts spanning governmental bodies, NGOs, local communities, individuals, suppliers, and customers. At Kingston, we actively foster partnerships with a variety of organizations worldwide to address water-related challenges. Our commitment to expanding these collaborative endeavors underscores our dedication to sustainable water management practices.

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Waste

Our commitment to minimizing environmental impact includes responsible waste management across all global sites. Waste diversion, which involves redirecting materials away from landfills through recycling, composting, combustion, and reuse, remains a central part of our sustainability efforts. We are making consistent progress toward our goal of diverting 90% of waste from landfills by 2030.

Kingston's Far East, Shanghai, and United Kingdom sites are leading our waste reduction efforts, each diverting over 95% of their waste from the landfills. These locations have implemented robust programs focused on recycling, and energy recovery through combustion, supported by effective waste segregation systems that serve as models for our global operations.

Kingston globally maintains a diversion rate of 75%, supported by ongoing initiatives to improve waste separation and increase employee awareness. We remain focused on continuous improvement and are working to expand employee engagement, standardize waste diversion protocols, and collaborate with local partners to further reduce our reliance on landfills across all operations.

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Packaging

As part of our ongoing commitment to transparency and continuous improvement in sustainability, we have made a small but important update to the wording of our plastic reduction goal. Our original goal was stated as "reduce 30% of plastic content in our product packaging". We have since revised the phrasing to "reduce 30% of plastic content in our packaging." This change better reflects the comprehensive scope of our reduction efforts. While "product packaging" is often interpreted as only the materials directly enclosing our products, our initiatives extend beyond that to include other packaging components that do not directly touch the product. These components contribute to our overall environmental impact and are therefore included in our plastic reduction strategies. By updating the language, we aim to ensure that our reporting is both precise and aligned with the full range of our packaging-related sustainability efforts. This revision does not affect the target itself, only how it is described to represent our operational scope more accurately.

We are thrilled to announce a significant change in the packaging of the Data Traveler Exodia S. We have successfully transitioned to 100% paper-based packaging for this product, eliminating plastic entirely. Our new fully recyclable paper packaging helps cut landfill waste and plastic pollution while promoting recycling among customers.

This change directly supports our company-wide sustainability goal to reduce plastic in packaging by 30% by 2030. By removing plastic entirely from this product's packaging, we are taking a meaningful step toward achieving that target and reinforcing our long-term commitment to responsible material use. This shift marks a significant milestone in our efforts to reduce plastic waste, lower our carbon footprint, and promote a circular economy.

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SCIENCE BASED TARGETS INITIATIVE (SBTI)

Our Science Based Targets

In 2024, Kingston has continued progressing toward setting climate targets in alignment with the Science Based Targets initiative (SBTi). We remain committed to reducing greenhouse gas (GHG) emissions in line with the 1.5°C pathway and the goals of the Paris Agreement. Our near-term and long-term emissions targets are currently in development, including our goal to reach net-zero value chain emissions by 2050. We plan to submit emissions targets to the SBTi for validation in accordance with the SBTi Net-Zero Standard by 2026. We are also strengthening our Scope 1 and 2 emissions reporting and expanding our Scope 3 strategy by collaborating with suppliers to advance our aligned commitments. These actions support our goal to reduce emissions across operations, supply chain, and product lifecycles.

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Emissions Inventory

Kingston is committed to setting greenhouse gas (GHG) emissions reduction targets guided by recognized standards, including the Science Based Targets initiative (SBTi). We calculate our emissions using the Greenhouse Gas Protocol methodology, including the GHG protocol, the USA EPA, BEIS, ISO14064-1:2018, and local governments where applicable to align with industry best practices.

Reaching net zero emissions by 2050 is a core component of our ESG strategy and reflects our responsibility in addressing global climate change. This goal requires coordinated action across our operations and supply chain, grounded in science-based approaches.

Our emissions strategy is in its early stages, and we are actively building the foundation for long-term progress. We have begun working with suppliers to track value chain emissions and improve data quality. In parallel, we are developing partnerships to help them monitor and reduce their greenhouse gas emissions. We are also focused on reducing our Scope 1 and Scope 2 emissions by 2030, ensuring our near-term targets align with internationally recognized standards. Our reported Scope 3 emissions have increased this year due to improvements in our data collection and reporting processes, allowing us to capture a more complete and accurate picture of our value chain emissions.

2024 GHG Emissions Inventory

	unit	2024 figure
Scope 1	mtCO2e	1,202.04
Scope 2 (Market-Based)	mtCO2e	15,212.80
Scope 3: Category 1 Purchased Goods and Services	mtCO2e	133,296.18
Scope 3: Category 4 Upstream Transportation and Distribution	mtCO2e	15,401.40
Scope 3: Category 5 Waste Generated in Operations	mtCO2e	162.30
Scope 3: Category 6 Business Travel	mtCO2e	1,204.77
Scope 3: Category 8 Upstream Leased Assets	mtCO2e	38.73
Electricity Usage	MW	49,591.31
GHG Emissions Intensity (Scope 1 And 2)	USD	0.000001765
Non-Hazardous Waste Generated	mt	1074.42
Hazardous Waste Generated	mt	50.67
Water Withdrawal	ML	142.30
Water Discharge	ML	125.04
Water Consumption	ML	17.26

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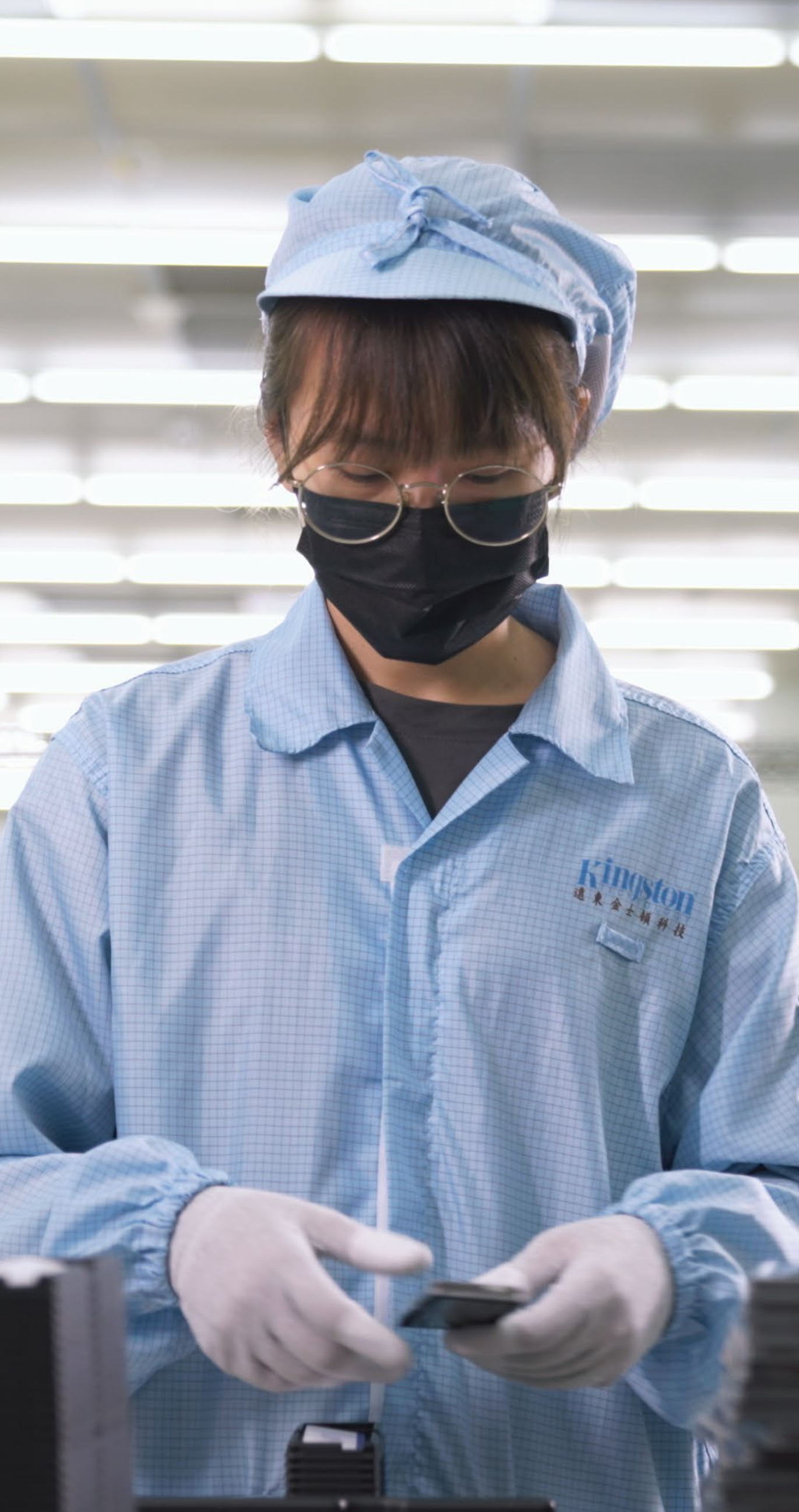
Kingston Employees | 2024

Category		Total	Category Breakdown			
			Permanent	Temporary	Full-time	Part-time
Region	Eastern and South-Eastern Asia, Central and Southern Asia	2839	1882	86	1950	0
	Europe and Northern America, Latin America and the Caribbean		833	38	846	9
Gender	Male	2839	1242	48	1268	1
	Female		1473	76	1528	8

Category		Total	Category Breakdown				
			Under Age 30	Age 30-50	Over Age 50	Male	Female
New Hires	Eastern and South-Eastern Asia, Central and Southern Asia	130	63	66	1	56	74
	Europe and Northern America, Latin America and the Caribbean	44	16	16	1	26	18
Turnover	Eastern and South-Eastern Asia, Central and Southern Asia	339	81	206	52	122	217
	Europe and Northern America, Latin America and the Caribbean	71	13	17	23	46	25

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Kingston Employees | 2024

Kingston complies with all local laws regarding parental leave. All eligible employees are entitled to parental leave as required by local laws.

Employee Parental Leave Category	Male	Female
Took parental leave	17	70
Returned to work after parental leave ended	17	49
Return to work rates of employees that took parental leave	100%	74%
Returned to work after parental leave ended and were still employed 12 months after their return to work	15	45
Retention rates of employees that took parental leave	88%	92%

Employee Wellbeing

At Kingston, employee well-being is a foundational element of our sustainability efforts. As a global organization, we are committed to supporting the health, safety, and overall quality of life of our employees across our locations, including the United States, United Kingdom, Far East, Ireland, and Shanghai. "Investing in Our Employees" is one of our core values and reflects our long-standing dedication to creating a positive and supportive work environment.

This commitment is evident in our company average employee tenure of 12 years, demonstrating the strength of our culture and the long-term engagement of our workforce. We offer a range of programs and benefits designed to promote well-being and work-life balance, including an open and collaborative office environment, an onsite gym, a matching 401(k) plan available from the first day of employment, and comprehensive healthcare coverage.

Fountain Valley Corporate Average Tenure
16 years

Far East Average Tenure
10 years

Shanghai Average Tenure
9.5 years

Ireland Average Tenure
14.5 years

United Kingdom Average Tenure
11 years

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Training and Education

All employees, as well as non-employees working under Kingston's management or at Kingston-controlled sites, receive formal training on our human rights policies and any role-specific procedures relevant to their responsibilities.

Employee Category	Average Hours of Training
Clerical/Administrative	8.71
Management	11.95
Production/Warehouse	13.06
Professional/Technical	12.55
Sales	2.56
Male	8.93
Female	13.17

Programs implemented and assistance provided to all employees to build upon their skills:

- Tuition reimbursement

- Certified training courses from external sources

- Communication and Collaboration

- On the job training

- Voluntary training

- Peer-led training to inform new employees about the organization

- Online database which provides employees opportunities to enhance targeted skill sets

Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

- Retirement planning services

- Outplacement services

Scope of programs implemented include and vary within all locations in which Kingston has significant operations.

Employee Category	% of Total Employees who received a regular performance and career development review
Clerical/Administrative	98%
Management	90%
Production/Warehouse	98%
Professional/Technical	93%
Sales	96%
Male	94%
Female	93.83%

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Occupational Health and Safety

Kingston Technology has implemented a certified Occupational Health and Safety Management System, fully aligned with ISO 45001 standards. This reflects our strong and ongoing commitment to maintaining a safe and healthy environment for employees, contractors, and visitors across all global operations. The decision to adopt ISO 45001 was driven not only by regulatory compliance needs but also by our commitment to globally recognized risk management practices, management system standards, and effective safety leadership. The system applies across all operational areas, and personal protective equipment (PPE) is provided to visitors whenever required to ensure their safety on-site.

All individuals, whether employees or non-employees under the organization's control are required to review, discuss, and sign off on expected safe practices before engaging in any work activities. Kingston is committed to addressing all workplace health and safety exposures that require medical treatment, while also upholding the confidentiality of any personal health-related information. This approach reinforces both accountability and respect for privacy in managing workplace health.

To ensure proactive risk management, Kingston regularly conducts safety inspections, scored risk assessments, and observational reviews of both routine and non-routine tasks. The outcomes of these activities guide the implementation of corrective actions, which are prioritized according to the hierarchy of controls. All workplace incidents, regardless of their severity, are thoroughly investigated to prevent recurrence and support continuous improvement in safety performance.

Open and transparent communication is central to our health and safety culture. To facilitate a consistent exchange of information between management and employees, Kingston uses a structured communication system that includes Environmental, Health, and Safety (EHS) Management Review Meetings, regular safety meetings, and multiple reporting channels for hazard identification and feedback.

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Occupational Health and Safety

Through our global EHS Program, employees receive training on essential topics including risk assessments, incident reporting, and whistleblower protections. Internal audits, supported by third-party evaluations, further strengthen our ability to monitor, evaluate, and enhance the effectiveness of our health and safety practices. These collective efforts ensure that Kingston continues to foster a safe, responsive, and accountable working environment for all.

Kingston uses the following system to facilitate a constant exchange of health and safety information between management and all employees. This system includes the following:

- EHS Management Review Meetings.
- Safety Meetings.
- New hire orientation- includes a discussion of health and safety policies and procedures.

- Workplace health and safety training programs.
- Employees and supervisors communicate effectively about health and safety concerns or any changes that could impact workplace health and safety, including language considerations.
- An Employee Suggestion Program (ESP) where individual employees can provide healthy and safety suggestions at the workplace.
- All posted and/or distributed safety information.

All Kingston employees, including managers and supervisors, receive training and instruction on both general and job-specific health and safety practices and procedures. The training is provided as follows:

- For all new employees through New Hire Orientation.
- For all employees with respect to specific hazards to each employee's job assignment.
- For all employees who are assigned to a new job without prior training.
- When new materials, substances, processes, procedures, or equipment are introduced to the workplace and present potential hazards.
- When a new or previously unrecognized hazard is discovered from: an observation, safety suggestion, safety inspection, or an issuance of a CAR.

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Occupational Health and Safety

- Supervisors are responsible for familiarizing themselves with the health, safety, and environmental hazards that employees under their direct supervision may be exposed to.

- For all contractors conducting work at Kingston's controlled workplaces.

- Visitors receive a debrief and are required to sign off on our health and safety expectations in the workplace.

For all employees	
The number of fatalities as a result of work-related injury	0
The number of high-consequence work-related injuries (excluding fatalities)	0
The number of recordable work-related injuries	30
The main types of work-related injury	Traffic accident
The number of hours worked	5,642,371
For all workers who are not employees but whose work and/or workplace is controlled by the organization	
The number of fatalities as a result of work-related injury	0
The number of high-consequence work-related injuries (excluding fatalities)	0
The number of recordable work-related injuries	1
The main types of work-related injury	Cuts
The number of hours worked	145,416

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Occupational Health and Safety

Employee Category	Number of fatalities as a result of work-related ill health	The number of high-consequence work-related injuries (excluding fatalities)	The number of recordable work-related injuries	The main types of work-related injury	The number of hours worked
For all employees	0	0	30	Traffic accident	5,642,371
For all workers who are not employees but whose work and/or workplace is controlled by the organization	0	0	1	0	145,416

The work-related hazards include:

• Hazards that have been identified during risk assessments

• Hazards that have caused or contributed to cases of ill health during the reporting period

All employees and workers who are not employees but whose work and/or workplace is controlled by Kingston are included.

All data reported has been compiled through reports and no assumptions were made.

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Diversity, Equity, and Inclusion

Category	Category Breakdown	Employee Percentage
Governance Body	Male	33%
	Female	67%
All Employees	Male	56%
	Female	44%
	Age group: Under 30	11%
	Age group: 30-50	71%
	Age group: Over 50	17%

Kingston creates and fosters a culture of inclusivity which does not discriminate against any gender, race, color, ethnicity, national origin, religion, sex, age, or disability. For the reporting year, there were zero incidents of discrimination.

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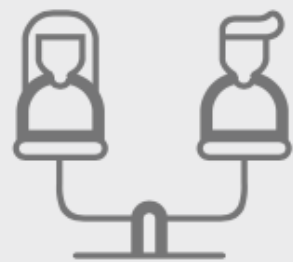
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Respect

for one another in our culturally diverse environment

Loyalty

to our long-term partners

Integrity and fairness

in all aspects of our business

Flexibility and adaptability

in responding to our customers' needs

Investing in our employees

to continually improve our most valuable resource

Respect

for one another in our culturally diverse environment

Our People

Our people are at the heart of Kingston's success. From the beginning, Kingston has focused on creating an environment where people could come together, work hard and have fun. We model the values of respect, fairness and flexibility as Kingston's standards of conduct. As new employees and global offices join the Kingston family, our core values continue to be passed along:

As a group of passionate and experienced people, we genuinely care about our global community, our business, our partners and each other. We strive beyond our immediate duties to see the bigger picture, meet the needs of our customers and offer solutions that make a difference. This willingness to be accountable and adaptable is key to Kingston's success in expanding our reach to partners and customers.

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Human Rights

At Kingston, we are committed to upholding the human rights of all workers and ensuring they are treated with dignity and respect in accordance with internationally recognized standards. We support the right of individuals to freely join trade unions, engage in collective bargaining, and participate in peaceful assembly. We also respect the decision of individuals who choose not to participate in these activities.

We encourage open communication in an inclusive work environment where employees can share ideas and concerns about working conditions without fear of discrimination, intimidation, or harassment. No incidents of discrimination were reported during this period.

We recognize the global risks related to child labor, forced labor, and compulsory labor in both operations and supply chains.

Although our operations are not located in areas identified by the International Labor Organization as high risk, we maintain a comprehensive due diligence process to prevent such practices. This includes internal reviews, supplier self-assessments, and independent third-party audits. The findings are reviewed by our governance body and executive committee. When necessary, we take corrective action and update relevant policies to ensure alignment with our human rights commitments.

All employees, as well as workers who are not employees but whose work or workplace is under Kingston's control, including security personnel, receive training on our human rights policies and procedures. This helps ensure that respect for human rights is integrated into daily operations across all levels of the organization.

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Kingston Global Community & Sustainability Stories

Across all our global sites, we are united by a shared commitment to making a positive impact in the communities where we live and work. Each location contributes in its own way, helping drive meaningful change through local action. This section highlights key community and environmental initiatives from each of our sites, showing how our global values come to life.

"Making a Local Impact"

Ireland

In September 2024, Kingston teams from the UK and Ireland came together for a friendly charity football match in support of the MS (Multiple Sclerosis) Society. The event brought employees together in a spirit of camaraderie, competition, and charitable giving, combining

team spirit with social impact. The match was more than just a game, it served as a fundraising initiative to support individuals affected by multiple sclerosis. Players gathered sponsorships, and supporters were encouraged to contribute online. The event not only raised valuable funds for a meaningful cause but also strengthened connections across regions and teams.

This initiative exemplifies Kingston's commitment to community engagement and social responsibility, demonstrating how shared experiences can drive positive change both within and beyond the workplace.

United Kingdom

Community engagement continues to be a core priority for Kingston. The United Kingdom team revitalized the garden at a local senior center, creating a serene space for seniors to relax and connect. The support for Surplus to Supper enabled the delivery of meals to vulnerable children through community lunches and holiday programs. To help bridge the digital gap, vital components were donated for refurbished computers, providing families in need with essential access to technology. In 2024, the Kingston Gifts initiative further strengthened local connections by supporting conservation projects that empower communities.

Through these collective efforts, Kingston remains dedicated to driving meaningful change, empowering young people, and making a lasting, positive impact in the community one act at a time.

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Kingston in the Community

Shanghai

In 2024, Kingston Shanghai donated solid-state drives (SSDs) to Project Volunteer Online, a nonprofit initiative focused on bridging the digital divide in rural China. This contribution supports their mission to bring real-time, interactive online courses to primary schools in underdeveloped educational areas. By enhancing access to internet technology, the project helps students in remote regions benefit from modern learning resources. Kingston's support reflects the ongoing commitment to educational equity and digital inclusion in underserved communities.

Far East

As part of the 2024 Club Charitable Initiatives, the Far East offices organized a series of one-day community outreach camps aimed at enriching the lives of rural elementary school students. Volunteers from various interest groups—including the Surfing, Aerobics Dance, Coffee Research, Badminton, Softball, Golf, Basketball clubs and—came together to introduce students to new sports and activities. These immersive experiences offered the children a chance to explore diverse interests, promoting physical wellness, creativity, and community connection. The initiatives expanded students' access to enriching experiences while strengthening Kingston employees' commitment to community involvement.

Fountain Valley

465 Fountain Valley employees, along with friends and family members, participated in the Breakthrough T1D 5K Walk in support of Type 1 Diabetes awareness. Contributions were raised to advance research, education, and advocacy initiatives. The event served as an example of strong employee engagement and alignment with health-focused community efforts. Kingston Fountain Valley continues to prioritize opportunities that encourage participation in causes aligned with broader social impact goals.

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Kingston in the Community

"Together for People and the Planet"

Ireland

A dedicated team of Kingston Ireland volunteers gathered at Sutton Beach in Howth for a beach cleanup organized by Clean Coast organization. The event focused on removing plastic pollution, with a special emphasis on microplastics, which pose a significant threat to marine life and the local ecosystem. Volunteers helped restore the local shoreline by collecting waste such as plastic fragments, bottle caps, and general litter. The initiative fostered teamwork and reinforced the importance of corporate and community collaboration in addressing environmental challenges. This cleanup serves as a reminder of how collective efforts, no matter how small, can create a significant positive impact on the environment.

United Kingdom

The Kingston United Kingdom's environmental commitment translated into meaningful action. Volunteers supported conservation efforts at local nature reserves in Southwest London, enhancing biodiversity and protecting natural habitats. A community litter-picking initiative went beyond simple cleanup, contributing to the conversion of waste into renewable energy. At Holme Farm, Kingston supported sustainable agriculture projects and volunteered time to help transform the site into a thriving hub for the community.

Shanghai

In celebration of Earth Day, Kingston's Shanghai organized a second-hand book recycling event, successfully collecting 113 kg of books. Nearly 100 of these were donated to a primary school in Hubei Province, where online learning initiatives had previously supported. To further engage the community, Kingston hosted "The Favorite Book" recommendation event to create video messages recommending their favorite books to the students in Hubei. This initiative not only promoted reading and reuse but also strengthened the connection between teams and the communities supported.

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Kingston in the Community

Far East

A total of 433 dedicated Kingston volunteers came together for a 2.5-hour beach cleanup event at Xinyue Beach in Zhubei, Hsinchu. During this impactful initiative, the team successfully collected and removed approximately 520kg of trash, covering more than 1 kilometer of coastline. The collected debris ranged from plastic bottles and discarded fishing gear to other waste that posed a threat to marine life and coastal ecosystems. This collective effort not only helped restore the natural beauty of Xinyue Beach but also played a vital role in promoting a healthier marine environment. Beyond the physical cleanup, the event served as a platform to raise awareness about the pressing issue of ocean pollution and the importance of environmental stewardship. It was a powerful demonstration of how teamwork and local action can make a meaningful difference.

Fountain Valley

For Earth Day 2024, Kingston Fountain Valley organized a Clothing Drive to support textile recycling and promote circular fashion. Employees were encouraged to donate used 100% cotton and cotton-blend t-shirts, which were sent to a specialized company that processes the fabric into recycled cotton yarn. This yarn is then used to produce new cotton garments, helping to reduce textile waste. In total, 120 employees participated, contributing approximately 245kg of material. As part of this Earth Day initiative, employees who participated received sweatshirts made from 100% recycled cotton, closing the loop on textile waste. Overall, there was 229 kg of textile waste diverted from the landfill, to be upcycled into other shirts or hoodies, preventing the release of 107.6 kg of atmospheric carbon emissions, and saved 373,567 liters of water by opting for 100% recycled cotton hoodies compared to conventional cotton hoodies.

Summary

Kingston is united by a shared commitment to strengthening the communities and the environment where we live and work. Across regions, teams, and time zones, our people come together with a common purpose: to make a meaningful difference. This sense of connection drives our community efforts and amplifies our impact around the world. Kingston employees volunteered more than 3,800 hours to support over 60 organizations focused on social and environmental causes. We are proud of the progress we've made and remain focused on building stronger, more resilient communities for generations to come.

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How Kingston Contributes to the United Nations Sustainable Development Goals

Goal 3: Good Health and Well-being

At Kingston, we believe our success is rooted in the commitment we have to our employees, who are at the heart of everything we do. By investing and taking care of our employees, Kingston makes conscious efforts to ensure the well-being of our most precious resource. See **page 26** for more details on available benefits.

Goal 6: Clean Water and Sanitation

While we do not use water directly in the manufacturing of our products, we are committed to managing the water used in our facilities responsibly to help protect local water resources. For more information on our water policy, see **page 17**.

Goal 8: Decent Work and Economic Growth

Kingston is proud to provide quality jobs and contribute to the economic well-being of the communities where we work. Many of our employees have been with the company for decades, reflecting the positive working environment. See **page 27** for examples of the training programs and benefits we offer to support our employees.

Goal 9: Industry, Innovation, and Infrastructure

Kingston invests in innovative solutions that advance sustainable industry practices. Our commitment to reducing environmental impact is reflected in Kingston's first plastic-free packaging used for select key products. See **page 19** for how we integrate innovation into our product packaging.

Goal 12: Responsible Consumption and Production

Kingston prioritizes efficient use of resources and adheres to Responsible Business Alliance (RBA) standards across global markets throughout our supply chain. We are advancing waste reduction initiatives within our operations to minimize environmental impact and create a more circular economy. See **page 11** of how we uphold RBA standards globally.

Goal 13: Climate Action

Kingston is committed to achieving net-zero greenhouse gas emissions by 2050.Our initial progress includes a comprehensive assessment of emissions across our operations and value chain, covering direct, energy-related, and other indirect sources. See **pages 23** for more details about our carbon emissions.

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SUPPLY CHAIN MANAGEMENT

Supply Chain Management

As a global manufacturer and member of the Responsible Business Alliance (RBA), Kingston prioritizes responsible supply chain management to ensure product quality and reduce negative environmental and social impacts. We carefully evaluate and monitor our suppliers with respect to the RBA Code of Conduct. This includes audits conducted by both internal and external teams. We are beginning to collect specific environmental metrics from suppliers to improve transparency and better monitor environmental and social risks in our supply chain. New suppliers are screened using environmental, social, and operational criteria, and key suppliers are assessed annually for potential risks. These due diligence efforts help ensure alignment with Kingston's values and support our ongoing commitment to quality, sustainability, and corporate responsibility.

For the year of 2024

Total Number of
Supplier Assessments

379

Supplier Environmental
Assessments Conducted

139

Supplier Social
Assessments Conducted

240

Supplier Audits
Conducted

8

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Looking Forward & Disclaimer

Kingston's sustainability report reflects not only our progress but also our ongoing commitment to continuous improvement. It has allowed us to take stock of where we are, recognize the impact of our efforts, and identify new areas of opportunity. As we look to the future, we remain focused on building momentum through innovation, accountability, and collaboration. We recognize that achieving meaningful progress requires working together. By engaging with our employees, partners, suppliers, and industry stakeholders, we can unlock new capabilities and scale impact more effectively. These relationships are key to shaping resilient, responsible, and forward-thinking strategies that support both our business and the environment.

While we continue to evolve in a rapidly changing industry, we remain committed to aligning our growth with long-term environmental and social responsibility. Please note that this report includes forward-looking statements based on current expectations, assumptions, and projections. These are not guarantees of future outcomes and are subject to risks and uncertainties beyond our control. We undertake no obligation to update any forward-looking statements. All data presented pertains to entities under Kingston's operational control.

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Statement of Use	Kingston Technology has reported the information cited in this GRI content index for the period 01 January 2023 – 31 Dec 2023 with reference to the GRI Standards.
GRI Used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 2: General Disclosures 2021	2-1 Organizational details	Kingston Technology is a privately held corporation headquartered in Fountain Valley, California. Additional information about Kingston can be found here: **About Kingston**	
GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	Kingston Technology Company, Inc.	Kingston Digital, Inc.	Advanced Validation Labs	Kingston Technology International Limited	Kingston Digital International Limited	Kingston Technology Far East Corp.	Kingston Technology Shanghai Company Limited Kingston Technology Europe Co LLP	Kingston Digital Europe Co LLP	Kingston Technology Electronics-Shanghai	Kingston Solutions Inc This sustainability report includes all entities included in our organization's consolidated financial statements. Significant mergers, acquisitions, and/or disposal of entities are disclosed in our sustainability reporting approach.	
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	Reporting period: 2024 Calendar Year	Frequency of reporting: Annual	Publication date: 1 August 2025 Contact point: **EHSS@Kingston.com**	
GRI 2: General Disclosures 2021	2-4 Restatements of information	No restatements of information	
GRI 2: General Disclosures 2021	2-5 External assurance	Kingston Technology uses NGO third-party certification validation companies. External assurance is through auditing requirements, audits conducted by OEMs, third-party validated audit processes that audit manufacturing processes, and other module certifications which are published on our website: **Learn more** This report is not externally assured.	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	**About Kingston** | No significant changes compared to the previous reporting period.	
GRI 2: General Disclosures 2021	2-7 Employees	**Employees**	
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	**Employees**	
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	**Governance**	
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	**Governance**	
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	**Governance**	
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	**Governance**	
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	**Governance**	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	**Governance**	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	**Anti-Corruption Policy**	
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	**Critical Concerns**	
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	**Governance**	
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	**Governance**	
GRI 2: General Disclosures 2021	2-19 Remuneration policies		Confidentiality constraint
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration		Confidentiality constraint
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio		Confidentiality constraint
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	**Sustainability at Kingston**	
GRI 2: General Disclosures 2021	2-23 Policy commitments	**Kingston Supplier Code of Conduct**	
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	**Kingston Supplier Code of Conduct**	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	**Risk Management**	
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	**Anti-Corruption Policy**	
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	**Risk Management**	
GRI 2: General Disclosures 2021	2-28 Membership associations	**Membership Associations**	
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Kingston engages with internal and external stakeholders to align our sustainability program with stakeholder expectations. Stakeholders we engage with include our employees, vendors, customers, governmental agencies, and NGOs.	
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	0%	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material topics were determinted through a materiality assessment conducted in 2023.	
GRI 3: Material Topics 2021	3-2 List of material topics	302: Energy 2016, 303: Water and Effluents 2018, 305: Emissions 2016, 306: Waste 2020, 308: Supplier Environmental Assessment 2016, 401: Employment 2016, 403: Occupational Health and Safety 2018, 404: Training and Education 2016, 405: Diversity and Equal Opportunity 2016, 406: Non-Discrimination 2016, 407: Freedom of Association and Collective Bargaining 2016, 408: Child Labor 2016, 409: Forced or Compulsory Labor 2016, 410: Security Practices 2016, 414: Supplier Social Assessment 2016, 415: Public Policy 2016, 418: Customer Privacy 2016	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 302: Energy 2016	302-1: Energy consumption within the organization	**Energy**	
GRI 302: Energy 2016	302-2: Energy consumption outside of the organization		Not applicable
GRI 302: Energy 2016	302-3: Energy intensity	**GHG Inventory**	
GRI 302: Energy 2016	302-4: Reduction of energy consumption	No reduction in energy consumption from previous year	
GRI 302: Energy 2016	302-5: Reductions in energy requirements of products and services		Not applicable
GRI 303: Water and Effluents 2018	303-1: Interactions with water as a shared resource	**Water**	
GRI 303: Water and Effluents 2018	303-2: Management of water discharge-related impacts	**Water**	
GRI 303: Water and Effluents 2018	303-3: Water withdrawal	**GHG Inventory**	
GRI 303: Water and Effluents 2018	303-4: Water discharge	**GHG Inventory**	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 303: Water and Effluents 2018	303-5: Water consumption	**GHG Inventory**	
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG Emissions	**GHG Inventory**	
GRI 305: Emissions 2016	305-2: Energy indirect (Scope 2) GHG emissions	**GHG Inventory**	
GRI 305: Emissions 2016	305-3: Other direct (Scope 3) GHG emissions	**GHG Inventory**	
GRI 305: Emissions 2016	305-4: GHG emissions intensity	**GHG Inventory**	
GRI 305: Emissions 2016	305-5: Reduction of GHG emissions	Kingston saw a 29% reduction in Scope 1 emissions (mtCO2e) compared to the previous year.	
GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts	**Waste**	
GRI 306: Waste 2020	306-2: Management of significant waste-related impacts	**Waste**	
GRI 306: Waste 2020	306-3: Waste generated	**GHG Inventory**	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 306: Waste 2020	306-4: Waste diverted from disposal	**Waste**	
GRI 306: Waste 2020	306-5: Waste directed to disposal	**Waste**	
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria	2	
GRI 308: Supplier Environmental Assessment 2016	308-2: Negative environmental impacts in the supply chain and actions taken	**Supply Chain Management**	
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	**Employees**	
GRI 401: Employment 2016	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	**Employees**	
GRI 401: Employment 2016	401-3: Parental leave	**Employees**	
GRI 403: Occupational Health and Safety 2018	403-1: Occupational health and safety management system	**Occupational Health and Safety**	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 403: Occupational Health and Safety 2018	403-2: Hazard identification, risk assessment, and incident investigation	**Occupational Health and Safety**	
GRI 403: Occupational Health and Safety 2018	403-3: Occupational health services	**Occupational Health and Safety**	
GRI 403: Occupational Health and Safety 2018	403-4: Worker participation, consultation, and communication on occupational health and safety	**Occupational Health and Safety**	
GRI 403: Occupational Health and Safety 2018	403-5: Worker training on occupational health and safety	**Occupational Health and Safety**	
GRI 403: Occupational Health and Safety 2018	403-6: Promotion of worker health	**Occupational Health and Safety**	
GRI 403: Occupational Health and Safety 2018	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	**Occupational Health and Safety**	
GRI 403: Occupational Health and Safety 2018	403-8: Workers covered by an occupational health and safety management system	**Occupational Health and Safety**	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 403: Occupational Health and Safety 2018	403-9: Work-related injuries	**Occupational Health and Safety**	
GRI 403: Occupational Health and Safety 2018	403-10: Work-related ill health	**Occupational Health and Safety**	
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	**Occupational Health and Safety**	
GRI 404: Training and Education 2016	404-2: Programs for upgrading employee skills and transition assistance programs	**Training and Education**	
GRI 404: Training and Education 2016	404-3: Percentage of employees receiving regular performance and career development reviews	**Training and Education**	
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees	**Diversity, Equity, and Inclusion**	
GRI 405: Diversity and Equal Opportunity 2016	405-2: Ratio of basic salary and remuneration of women to men		Confidentiality Constraint
GRI 406: Non-Discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	0	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	**Human Rights**	**Supply Chain Management**	
GRI 408: Child Labor 2016	408-1: Operations and suppliers at significant risk for incidents of child labor	**Human Rights**	**Supply Chain Management**	
GRI 409: Forced or Compulsory Labor 2016	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	**Human Rights**	**Supply Chain Management**	
GRI 410: Security Practices 2016	410-1: Security personnel trained in human rights policies or procedures	**Human Rights**	
GRI 414: Supplier Social Assessment 2016	414-1: New suppliers that were screened using social criteria	2	
GRI 414: Supplier Social Assessment 2016	414-2: Negative social impacts in the supply chain and actions taken	**Supply Chain Management**	
GRI 415: Public Policy 2016	415-1: Political contributions	**Anti-Corruption Policy**	
GRI 418: Customer Privacy 2016	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	There have been no substantiated complaints concerning breaches of customer privacy and losses of customer data for the reporting year. **Privacy Policy**	

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Thank you