IT Cost Reduction Specialist Since 1997.

TRT Sustainability Strategy 2025

Towards Responsible Technology

Contents

Message from the CEO

At TRT Solutions Limited, we are committed to shaping a greener and more sustainable IT. We have always believed that technology should not only serve businesses but also protect the world we live in. As a global provider of IT support, we understand that our responsibility extends far beyond delivering cost-effective services. We must also ensure that these services are delivered with minimal environmental impact.

Between 2023 and 2024, we have been establishing our sustainability baseline, benchmarking our impact, and refining our long-term strategy. These efforts have provided the foundation for this 2025 Sustainability Strategy, which is not just a retrospective report but a forward-looking, data-driven roadmap to enhance our sustainability performance.

Now, as we enter 2025, our focus is not just on tracking past achievements but on delivering concrete, measurable, and scalable sustainability actions. This year is about execution and accountability—ensuring that our sustainability goals translate into real business impact and environmental benefits.

Sustainability in IT services is often overlooked, but at TRT, we are proving that business growth and environmental responsibility can go hand in hand. We don't see sustainability as just a compliance requirement or a choice, it's a necessity, an opportunity to future-proof our services, build stronger partnerships, and create long-term value for our clients, employees, and stakeholders.

As we move forward, we invite our clients, partners, and stakeholders to join us on this journey toward a more sustainable, responsible and green IT

Domenic Romanelli
Chief Executive Officer

ABOUT THIS REPORT

TRT Sustainability Strategy 2025 will serve as both an Implementation Plan and a Strategic roadmap for TRT, a structured step toward integrating sustainability into our business operations. As part of our commitment to Responsible Technology, we are establishing a foundation for tracking, improving, and scaling our environmental initiatives across our global operations. This document will outline an action plan and provide initial baseline data, detailing our key sustainability initiatives, targets, and implementation strategies for 2025 and beyond.

Since 2024, TRT has been working to baseline its sustainability performance, ensuring that our approach is data-driven, measurable, and impactful. While we are at the beginning of this journey, our implementation plan outlines the concrete steps we are taking to reduce electronic waste, lower carbon emissions, and embed sustainability into IT service delivery.

This Report Covers

1. Our Sustainability Framework
2. Key Sustainability Initiatives
3. Implementation Strategy
4. Future Roadmap

This report is intended for TRT's leadership, employees, clients, stakeholders, and sustainability partners. It provides transparency in our sustainability commitments while serving as a practical guide for our teams to drive real action.

Looking Ahead

At TRT, we view this report as a dynamic document—one that will evolve alongside our sustainability journey. As we implement, track, and refine our initiatives in 2025, we remain committed to transparency, accountability, and continuous improvement in our sustainability performance.

WHO WE ARE

Global IT Services Company

- **500** domestic & international customers
- **150** countries in partnership with
- **800** global service & support partners

Trusted Expertise, Since 1997

- **Support, Deploy and Manage** Server, Network and Storage
- **150,000+ IT Devices** Supported Globally
- Delivering a comprehensive range of services across **ALL major brands**

Global Reach, Localized Support

- **15 offices** located around the world
- **24/7** Global Support
- Through **1 support framework**

WHAT WE DO

TRT provides IT Support across the world. We work with different server, storage and networking brands **within a strict SLA model, to provide our customers all around the world with cost-effective IT solutions.**

We Support, Deploy and Manage

- ✓ Server / Operating Systems
- ✓ Storage and Backup Data Center Hosting
- ✓ Networking and Communications

Mission

To deliver sustainable IT services by integrating circular economy principles, e-waste management, and low-carbon logistics, ensuring that our global operations and responsible technology practices drive both business efficiency and a greener planet.

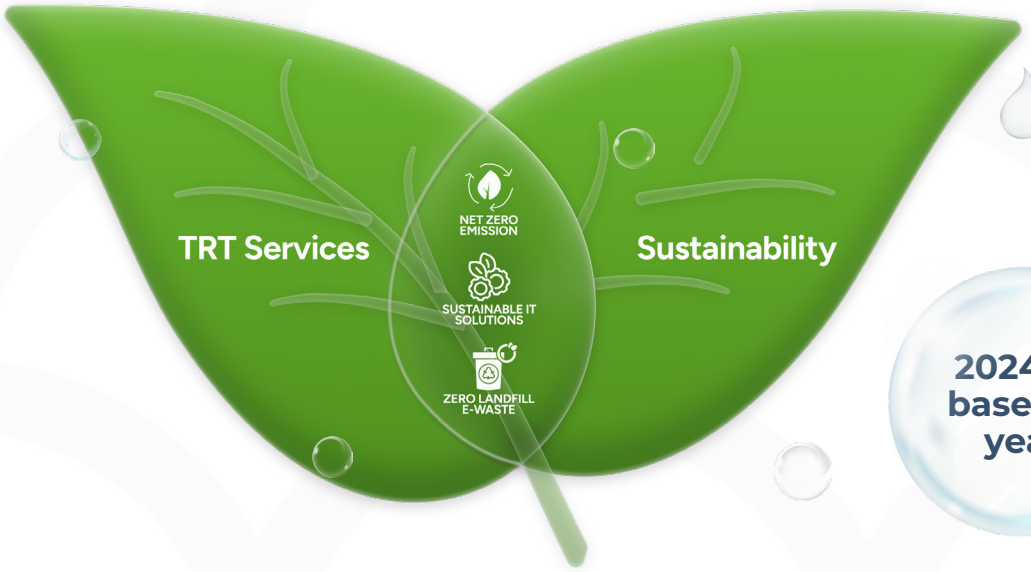
2027
EcoVadis Gold Badge

2030
Zero Landfill IT Waste

2045
Net Zero

TOWARDS RESPONSIBLE TECHNOLOGY

TOWARDS RESPONSIBLE TECHNOLOGY



Over 500 MT CO_2 prevented

2024 as baseline year

EcoVadis Bronze Badge

2024 Highlights

Category	2024 (Baseline Year - Current status)	2025 (Implementation Phase with Targets)	Growth Rate	Impact Area
Total E-Waste Processed (kg)	36, 300 kg	43, 155 kg	18.8%	Zero Landfill E-Waste
CO_2 Emissions Prevented from E-Waste Recycling (MT CO_2)	550 MT CO_2	653 MT CO_2	18.8%	Zero Landfill E-Waste and Net Zero
Percentage of IT Hardware Refurbished, Redeployed, or Donated	10% (estimated, no formal tracking)	15%	5%	Zero Landfill E-Waste
Material Recovery from E-Waste (kg of recovered metals, plastics, chips)	TBD	No Formal Targets	TBD	Zero Landfill E-Waste
Total CO_2 Emissions from Logistics (Fleet, Engineer Travel, Business Travel)	Tracking initiated (CO_2 per km, per trip, per shipment)	Reduce total logistics-related CO_2 emissions by 5%	5%	Net Zero

TRT GREENTECH ROADMAP

2023
Baseline and Sustainability Framework Development

2024
First Sustainability Report

2025
Scaling and Optimization of Sustainability Projects

2027
Attain EcoVadis Silver Badge

2030
Achieve Zero Landfill IT Waste

2045
Achieve Net Zero

Sustainability in IT services is often overlooked, but at TRT, we are proving that business growth and environmental responsibility can go hand in hand.

Domenic Romanelli
Chief Executive Officer

Towards Responsible Technology

Our Strategy

Feature

Call to Action

TRT GREENTECH INITIATIVES

Circular IT Asset Management

Repurposing working parts from old IT equipment instead of throwing them away which helps in cutting down e-waste.

Click to Read More

Green Disposal and Recycling

Partnering with certified E-Wastes to dispose e-waste responsibly, ensuring 100% landfill diversion.

Click to Read More

Low Carbon Logistics

Reducing transpor-related emissions from our service delivery through optimized route planning using strategic warehouse locations.

Click to Read More

CIRCULAR IT ASSET MANAGEMENT

The Circular IT Asset Management Initiative is TRT's commitment to extending the lifecycle of IT hardware by refurbishment, redeployment, and responsible sourcing IT hardware.

Instead of prematurely discarding IT assets, we ensure that functional equipment is redeployed whenever possible, refurbished for extended use, or processed for material recovery to support a circular economy in the technology sector. Additionally, internal assets can also be donated to education institutions further extend their useful life and benefit others.

By reducing dependency on new hardware procurement and minimizing e-waste, this initiative lowers environmental impact, reduces operational costs, and contributes to carbon footprint reduction.

Key Performance Indicators

- Percentage of Repurposed IT Hardware
- Weight of Material Recovery from E-Waste (kg)

Objective

- Increase IT asset repurposed and donated rates, promoting sustainability in IT lifecycle management.
- Achieve a certain circularity rate, ensuring that most IT assets are either redeployed, refurbished, or responsibly recycled.
- Prevent CO_2 emissions by reducing the need for new hardware production and landfill-bound waste.
- Reduce raw material demand, contributing to global sustainability efforts in electronics manufacturing.

SCOPE:

- Covers all internal IT assets and that of under TRT's service agreements, including servers, networking equipment, and storage devices.
- Applies to both TRT's internal IT asset lifecycle management and client-disposed hardware.
- Spans across the globe, where TRT has operations and logistics presence.
- Includes collaborations with refurbishment partners, donation programs, and responsible IT redeployment initiatives.

Methodology

Hardware Assessment & Refurbishment

Step 1: Engineers assess decommissioned or replaced IT hardware to determine refurbishment viability.

Step 2: Functional hardware undergoes testing, component replacement, and upgrades where feasible.

Step 3: Refurbished equipment is reintegrated into spare parts inventory.

Reuse Program

Step 1: Partner with NGOs and educational institutions to identify recipients for reusable IT hardware.

Step 2: Data is securely wiped from donated devices to ensure compliance with data security policies.

Step 3: Hardware is transported to beneficiaries and tracked to measure impact.

Responsible Procurement Strategy

Step 1: TRT prioritizes vendors with certifications for sustainable manufacturing

Step 2: Vendors are evaluated based on product lifecycle, recyclability, and environmental impact.

Step 3: Procurement policies are updated to favor eco-friendly IT hardware suppliers.

GREEN DISPOSAL AND RECYCLING

Green Disposal & Recycling Project ensures that all decommissioned and at end of lifecycle IT assets are processed through certified e-waste recyclers, guaranteeing zero landfill disposal. This project supports global environmental regulations while enabling clients to comply with sustainable IT disposal policies.

This project aligns with our Zero Landfill Commitment, ensuring that no IT equipment enters landfills, and that maximum resource recovery is achieved.

Key Performance Indicators

- Total E-Waste Processed (kg)
- CO_2 Emissions Prevented from E-Waste Recycling (MT CO_2)

SCOPE:

- Covers all IT hardware disposed of internally and on behalf of clients.
- Applies to warehouses and service locations worldwide
- Focuses on compliance with global e-waste regulations (e.g., WEEE, Basel Convention).

Baseline E-Waste & CO_2 Impact Data (2024)

Year	E-Waste Processed (kg)	CO_2 Impact (Metric Tons)	Notes & Progress
2024 (Implementation Phase)	36,300 kg	550 MT CO_2 prevented	Launched Circular IT Asset Management
2025 (Projected Impact & Goals)	Target: 43,000+ kg	Target: 650 MT CO_2 reduction	Scale e-waste disposal and recycling initiative

Methodology

Certified E-Waste Disposal

Step 1: TRT only partners with certified recyclers compliant with EU WEEE Directive & regional regulations.

Step 2: Disposed IT assets are categorized for recycling, refurbishment, or material recovery.

Step 3: Vendor reporting ensures traceability of materials processed and waste diverted from landfills.

Material Recovery & Circular Economy Contributions

Step 1: Components (metals, plastics, circuit boards) are sorted and documented for recycling.

Step 2: Valuable materials (e.g., rare metals) are extracted and reintegrated into new manufacturing cycles.

Step 3: Reports on material recovery rates and carbon savings are compiled for annual sustainability reporting.

Zero Landfill Policy Implementation

Step 1: TRT enforces strict no-landfill disposal agreements with recycling partners.

Step 2: Alternative recycling or refurbishment options are pursued for hardware that is traditionally landfilled.

Step 3: Audits verify zero landfill disposal compliance across all regions.

LOW-CARBON LOGISTICS

The Low-Carbon Logistics Project focuses on reducing emissions from IT spare parts shipments and engineer dispatches. Through route optimization, fleet efficiency improvements, and sustainable logistics partnerships, TRT aims to lower its Scope 3 emissions and improve operational sustainability.

Key Performance Indicators

- Total CO_2 Emissions from Logistics (Fleet, Engineer Dispatch, Parts Logistics)

Objective

- Reduce logistics-related CO_2 emissions through smarter routing and fleet optimization.
- Cut spare parts shipment distance to lower fuel consumption and transport emissions.
- Reduce engineer dispatch CO_2 emissions through improved planning & remote support.

SCOPE:

- Applies to TRT's spare parts logistics & field engineer dispatch network.
- Covers all global warehouses & service regions.

Methodology

Optimized Route Planning

Step 1: Route optimization software identifies the shortest and most fuel-efficient routes.

Step 2: Batch shipments are consolidated to reduce delivery frequency and emissions.

Green Logistics Partnerships

Step 1: TRT collaborates with low-emission freight carriers or service providers.

Step 2: Performance tracking ensures continuous improvement in emissions reduction efforts.

Warehouse Energy Efficiency Measures

Step 1: Annual energy audits track progress toward low-carbon facility operations.

ECOVADIS PERFORMANCE ENHANCEMENT PLAN

TRT Solutions Limited is committed to improving ESG (Environmental, Social, and Governance) performance, as recognized by our EcoVadis sustainability rating journey. Having started with no rating in 2023, we achieved the EcoVadis Committed Badge in 2024, and our next goal is to attain the Bronze Badge by the end of 2025. This milestone will further demonstrate our progress in sustainability, transparency, and responsible business practices.

Year	EcoVadis Status	Key Milestone
2023	No Rating	Launched ESG initiatives and data collection.
2024	EcoVadis Committed Badge	Recognized for structured ESG commitments.
2025	Target: Bronze Badge	Strengthening sustainability policies and reporting.
2026+	Higher Ratings (Silver/Gold)	Ongoing ESG improvements and industry benchmarking.

2025 Action Plan

Q1

ESG & Compliance Team

Conduct an internal ESG audit to identify gaps in our 2024 EcoVadis performance. Strengthen supplier sustainability requirements.

Q2

Procurement & Finance

Implement stricter sustainable procurement policies for IT hardware sourcing. Expand data transparency & reporting practices.

Q3

HR

Conduct employee training on ESG policies, business ethics, and labor rights to improve our Human Rights & Ethical Business Conduct score.

Q4

Compliance Team

Finalize documentation, submit EcoVadis Bronze Badge application, and begin 2026 strategy planning.

OUR STRATEGY

SUSTAINABLE DEVELOPMENT GOALS

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Business Challenge

The IT services industry has brought undeniable benefits, but it also presents significant environmental challenges. In some areas of our operations, such as hardware maintenance and infrastructure deployment, we have assessed and discovered that these activities create a substantial environmental footprint through:

- **E-Waste Generation** – Discarded IT assets contribute to global electronic waste, much of which ends up in landfills.
- **Logistics-Related Carbon Emissions** – Spare parts shipments and onsite service calls increase CO_2 emissions.
- **Energy Consumption in IT Operations** – Data centers, service infrastructure, and corporate facilities require sustainable energy management.
- **Lack of Industry-Wide Standardization** – Measuring sustainability impact in IT service models remains inconsistent across the sector.

Our challenge was not just setting sustainability goals but developing a model to accurately measure our progress, identify key impact areas, and establish a framework for long-term Net Zero commitments.

Our Solution

To address the environmental challenges, we haved developed a comprehensive measurement model. This model helps us identify strategies to reduce CO2 emissions and assess the impact of these strategies. Additionally, it provides a clear roadmap for achieving our sustainability goals.

The model offers reliable data that guides our decision-making processes and fosters a culture of sustainability within our IT operations and across the entire company. By leveraging this data-driven approach, we are committed to driving meaningful change and reducing our environmental footprint.

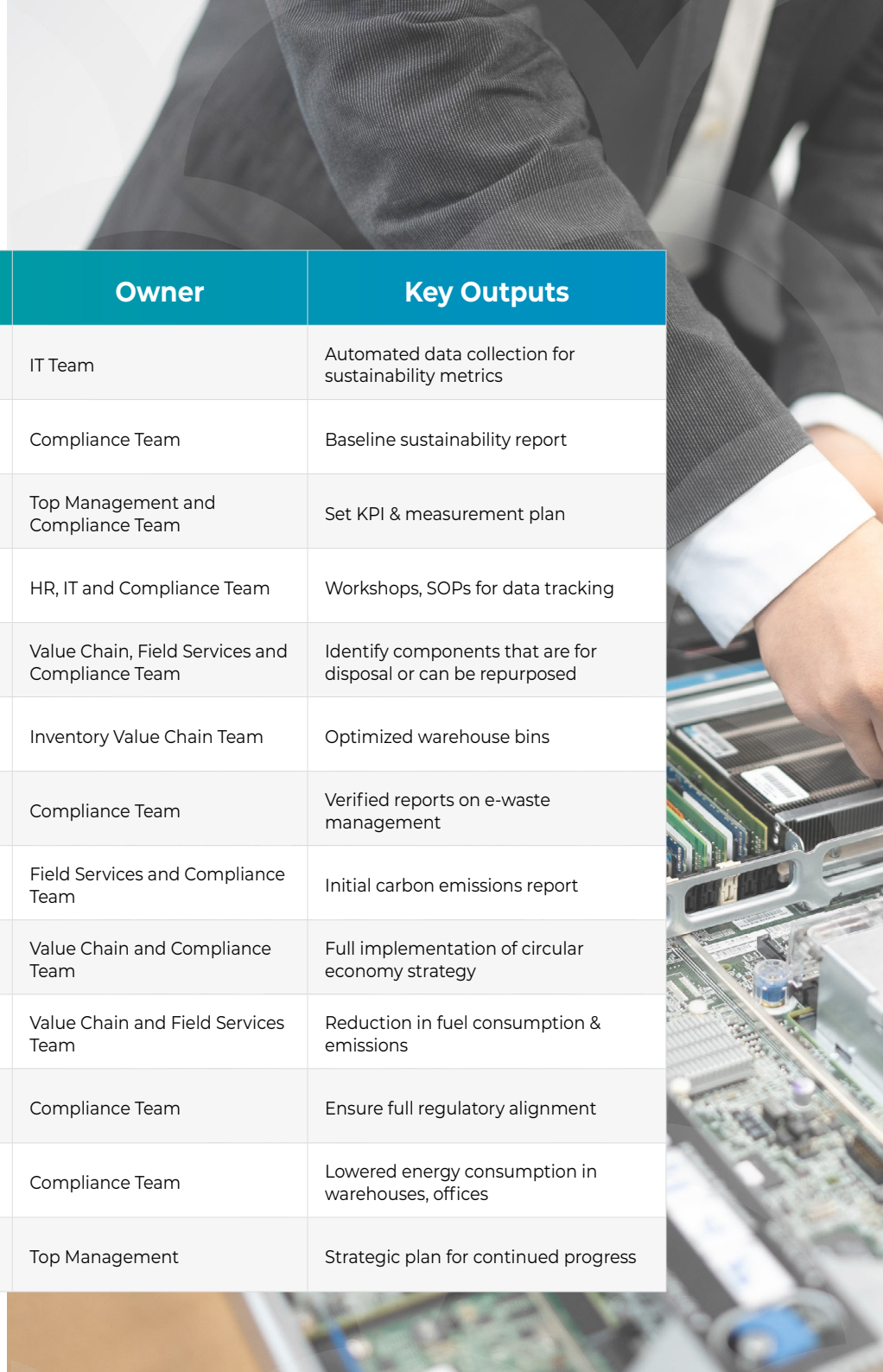
To address these challenges, TRT Solutions embarked on a three-year sustainability benchmarking phase (2024) focused on:

- Tracking IT asset lifecycles to assess refurbishment, reuse, and responsible disposal rates.
- Measuring logistics emissions associated with spare parts deployment and engineer dispatches.
- Evaluating material recovery rates from decommissioned IT equipment.
- Analyzing IT service efficiency—reducing the need for unnecessary field interventions through predictive maintenance and AI-driven troubleshooting.

Establishing Baseline

PROCESS

Action Item	Owner	Key Outputs
Select database for data gathering and tracking (CMDB in NetSuite)	IT Team	Automated data collection for sustainability metrics
Conduct an initial sustainability audit (e-waste levels, spare inventory usage, logistics emissions)	Compliance Team	Baseline sustainability report
Define KPIs for ewaste reduction, refurbishment rates, and carbon footprint.	Top Management and Compliance Team	Set KPI & measurement plan
Train internal teams on sustainability data logging.	HR, IT and Compliance Team	Workshops, SOPs for data tracking
Launch Circular IT Asset Management, E-waste Disposal and Low Carbon Logistics initiatives	Value Chain, Field Services and Compliance Team	Identify components that are for disposal or can be repurposed
Optimize spare parts inventory management (identify slow-moving/ obsolete parts)	Inventory Value Chain Team	Optimized warehouse bins
Expand e-waste tracking system to include disposal reporting from vendors	Compliance Team	Verified reports on e-waste management
Conduct carbon footprint audit of TRT's Field Services operations	Field Services and Compliance Team	Initial carbon emissions report
Expand refurbishment & redeployment efforts across all client accounts	Value Chain and Compliance Team	Full implementation of circular economy strategy
Introduce route optimization for spare parts transportation and engineer dispatch	Value Chain and Field Services Team	Reduction in fuel consumption & emissions
Conduct compliance audit	Compliance Team	Ensure full regulatory alignment
Expand carbon reduction strategies (e.g., energy-efficient storage solutions)	Compliance Team	Lowered energy consumption in warehouses, offices
Develop long-term sustainability roadmap (2027-2030 targets)	Top Management	Strategic plan for continued progress



DATA COLLECTION PROCESS

E Waste and Asset Lifecycle Data

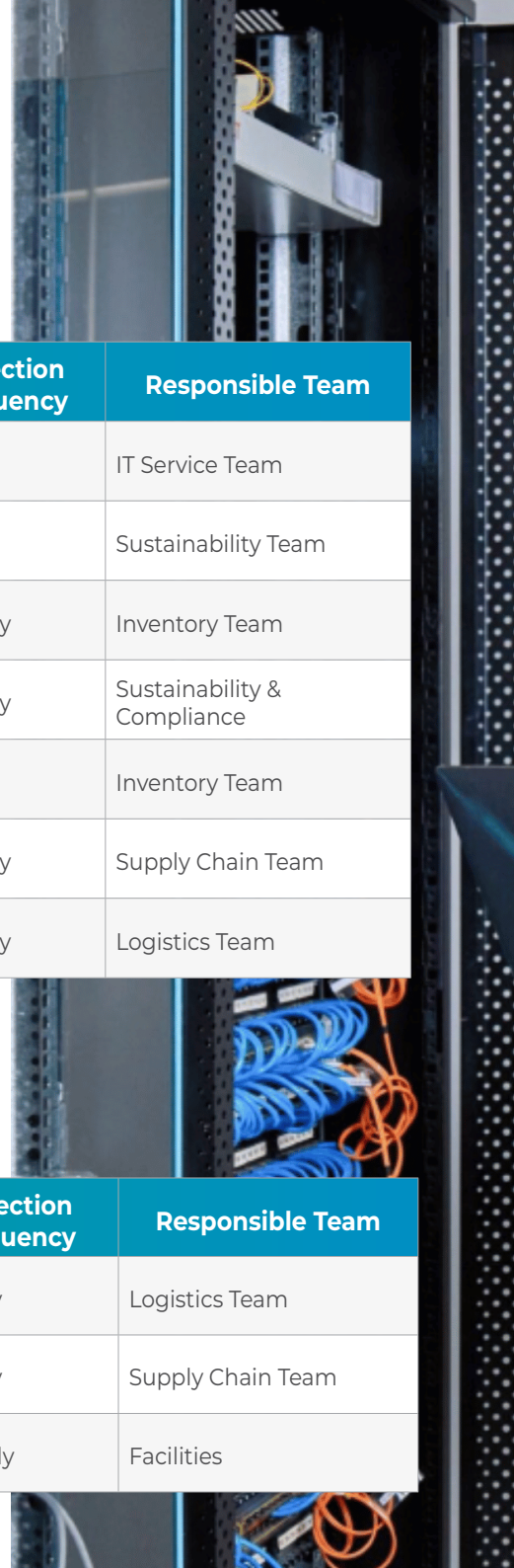
Track IT hardware disposal, refurbishment, and recycling efficiency.

Data Category	Metric	Data Source	Collection Frequency	Responsible Team
IT Hardware Replacements	Number of replaced assets per client/ site	Service records, asset management system	Monthly	IT Service Team
Disposal Rate	% of replaced hardware disposed vs. refurbished	E-waste vendor reports	Monthly	Sustainability Team
Refurbishment Rate	% of hardware components reused or resold	Asset tracking & refurbishment logs	Quarterly	Inventory Team
E-Waste Destination	Breakdown of landfill vs. recycling vs. donation	E-waste vendor reports	Quarterly	Sustainability & Compliance
Spare Parts Usage	% of stored inventory used in repairs	Spare parts database	Monthly	Inventory Team
Aging Inventory	% of spare parts unused for 12+ months	Warehouse reports	Quarterly	Supply Chain Team
Disposal of Old Inventory	Number of outdated/spoiled parts discarded	E-waste vendor logs	Quarterly	Logistics Team

Carbon Footprint and Logistics Data

Measure and reduce carbon emissions from IT hardware logistics and service delivery.

Data Category	Metric	Data Source	Collection Frequency	Responsible Team
Transport Emissions	CO_2 emissions per shipment (kg CO_2)	Fuel usage logs, shipment data	Monthly	Logistics Team
Route Optimization	% of deliveries optimized for efficiency	GPS tracking, logistics software	Monthly	Supply Chain Team
Warehouse Energy Use	kWh consumed per storage unit	Energy bills, warehouse sensors	Quarterly	Facilities

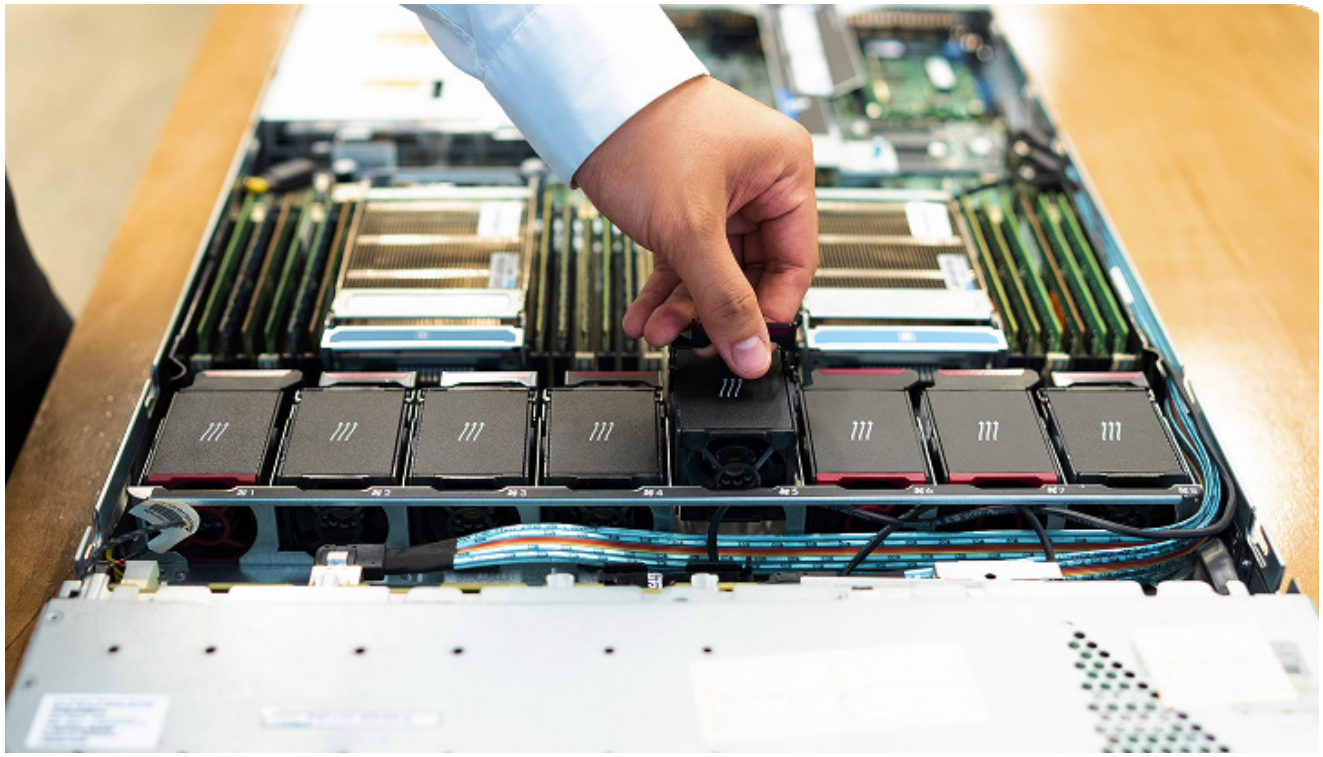


FEATURE

HOW TRT'S BUSINESS MODEL SUPPORTS SUSTAINABILITY

Business Model Impact	Relevance to Sustainability Initiatives
Multi-Vendor IT Maintenance	Requires a standardized approach to sustainability across different hardware brands and models
	Enables comparative analysis of IT hardware sustainability, helping clients make informed decisions on which brands offer longer lifecycles or better recyclability
Hardware Sparing Strategy	Provides an opportunity to optimize spare inventory, reducing waste from overstocking or unnecessary replacements.
	Enables refurbishment and redeployment of functional components from multiple brands instead of disposal.
On-Site IT Engineers for Replacement & Repair	Supports circular IT asset management by focusing on repair over replacement.
	Can include eco-friendly service options, such as recommending energy-efficient configurations during repairs.
Warehousing of Spare Parts Across the Globe	Opportunity to reduce storage-related energy consumption (e.g., optimizing warehouse locations, using energy-efficient practices).
	Can integrate green logistics strategies for spare parts distribution (e.g., route optimization, carbon offsetting).
E-Waste Disposal via External Partners	Already aligns with Green Disposal & Recycling Commitment, ensuring responsible e-waste handling.
	Can be expanded to material recovery tracking to measure sustainability impact.
Global Client Base with Varying Sustainability Regulations	Requires compliance with different ESG reporting frameworks, making adherence to CSRD, ESRS, IFRS S2, and EU Taxonomy essential.
	Positions TRT as a sustainability leader in IT maintenance, enhancing its reputation with environmentally conscious clients.

EXTENDING OUR SUSTAINABILITY EFFORTS TO CLIENT



Our commitment goes beyond our own operations, as we strive to move towards responsible technology. In 2024, capitalizing our strategic global presence, we successfully managed the responsible disposal of $69,000 worth of IT assets for clients in the Biopharmaceutical, Petrochemical, and Manufacturing sectors. This impactful initiative spanned in multiple regions across the Asia Pacific and into the United States, the largest market we serve.

As companies undergo IT infrastructure upgrades, many struggle with managing end-of-life IT hardware in a way that is environmentally compliant and cost-effective. With warehouses and service locations across key regions, TRT was able to bridge this gap, ensuring that outdated and end-of-life IT equipment was either refurbished, repurposed, or responsibly recycled. This prevents the parts from entering landfills and contributes to a more circular IT economy.

Our Methodology

1. Assessing Client Needs – We worked with clients to identify end-of-life IT assets, ensuring no functional equipment was discarded prematurely.

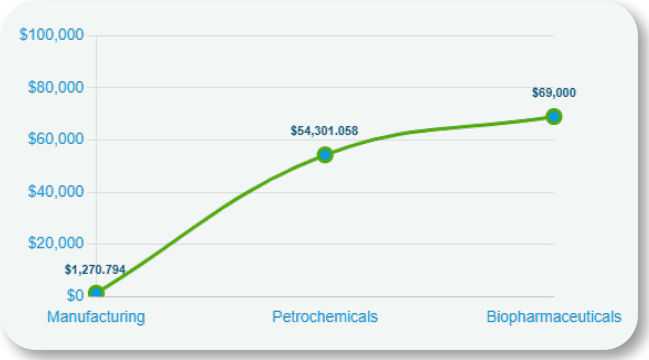
2. Certified Recycling Partners – TRT collaborates with certified e-waste recyclers who follow strict environmental regulations for material recovery and disposal.

3. Secure & Transparent Disposal – All e-waste was managed through a documented, traceable process, ensuring regulatory compliance and data security.

Measuring our Impact

- Over 500 metric tons of CO_2 emissions prevented
- 100% landfill diversion
- Contribution to the Circular Economy

The success of this initiative has reinforced our commitment to scaling our e-waste disposal services, offering more clients a seamless, compliant, and sustainable way to manage their IT asset end-of-life processes.



TRT AS RESPONSIBLE LOCATOR

As a Responsible Locator, TRT takes proactive steps to reduce energy consumption, optimize water use, minimize waste, and contribute to local sustainability efforts in every location where we operate. We make sure that we are not just integrating sustainability into our operations but also ensuring that our offices, warehouses, and operations meet the highest environmental standards.

With our offices and warehouses extending across multiple regions, we provide efficient IT services while maintaining a strong commitment to sustainability. Our most significant footprint is in Clark Development City Pampanga, Philippines, where we actively participate in local sustainability programs, energy efficiency initiatives, and environmental conservation efforts.

How TRT's Locations Reduce Their Environmental Footprint

As part of our Zero Landfill Commitment and Net Zero roadmap, TRT has implemented several sustainability-driven initiatives across our facilities:

Energy Efficiency & Carbon Reduction

Most TRT offices and warehouses spaces utilize LED lighting, optimized cooling, and smart building energy management to lower energy consumption and operational carbon footprint.

Water Conservation

In locations such as Clark Development Pampanga, we ensure responsible water management practices to reduce resource consumption.

Waste Reduction & Recycling

TRT follows a strict waste management policy, including segregation, paperless operations, and electronic waste recycling programs across all office locations.

Sustainable Logistics & Warehouse Optimization

Our warehouses are strategically positioned to reduce unnecessary shipments, optimize inventory distribution, and minimize transportation emissions. We also partner with low-emission logistics providers to further lower our carbon footprint.

As we move forward, TRT is expanding its Responsible Locator initiatives to ensure that all our warehouses and offices integrate more sustainable, low-carbon practices and our role in community-driven sustainability programs. Through continuous improvements, TRT is not only reducing its own environmental footprint but also setting an example for responsible business practices in IT service operations worldwide.

CALL TO ACTION

At TRT Solutions Limited, we believe that technology and sustainability must go hand in hand. As we continue our journey towards Responsible Technology, we invite our partners, clients, and stakeholders to collaborate with us in creating a more sustainable IT ecosystem.

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TRT

Empowering Enterprise Technology

Our sustainability strategy is built on internationally recognized frameworks:

- EcoVadis
- GRI
- SBTi