

SUSTAINABILITY POLICY

People. Planet. Profit.

Bristlecone is a leading pure-play supply chain services provider, delivering end-to-end transformation across planning, procurement, and fulfilment. We recognize the impact our business operations have on the three key pillars of sustainability – people, planet, profit – and we are committed to following and promoting sustainable business practices across all three pillars. We aim to do that by co-creating sustainable value for our business and stakeholders, while serving as wise stewards of natural resources. Sustainability is a company-wide effort, and Bristlecone encourages the involvement of all stakeholders.

People: Enabling Stakeholders to Rise

- Build a great place to work and become the best employer.
- Foster an environment of inclusive and comprehensive development.
- Create sustainability awareness among employees, customers, investors, and communities.
- Nurture a climate of social responsibility and community volunteerism.

Planet: Protecting the Environment

- Monitor and review our use of natural resources as applicable, to enable continuous improvement in limiting our consumption.
- Reduce our carbon emissions by making use of the latest collaboration tools – to reduce air and road travel whenever possible – and encouraging carpooling and use of public transportation.
- Explore and implement measures to mitigate the impact of our operations on climate change.

Profit: Building Enduring Business

- Co-create sustainable business value for our customers, investors, and other stakeholders.
- Leverage our intellectual capital and proprietary solutions to ensure our clients' supply chains are built to deliver customer-centric antifragility and sustainable business value.
- Reduce and mitigate business risk by adhering to ethical business practices, making informed business decisions, and investing wisely in our operations.
- Tap into industry best practices to help achieve the sustainability goals of our stakeholders.

To be successful, this Sustainability Policy shall be well communicated, implemented, and monitored. It will be reviewed periodically to ensure its continued relevance to our business operations and evolving expectations of our stakeholders. This exercise shall be conducted, at a minimum, annually.

Lakshmanan Chidambaram

MD & CEO

Date: 15th May 2026