

Kingston TECHNOLOGY

2024 SUSTAINABILITY REPORT

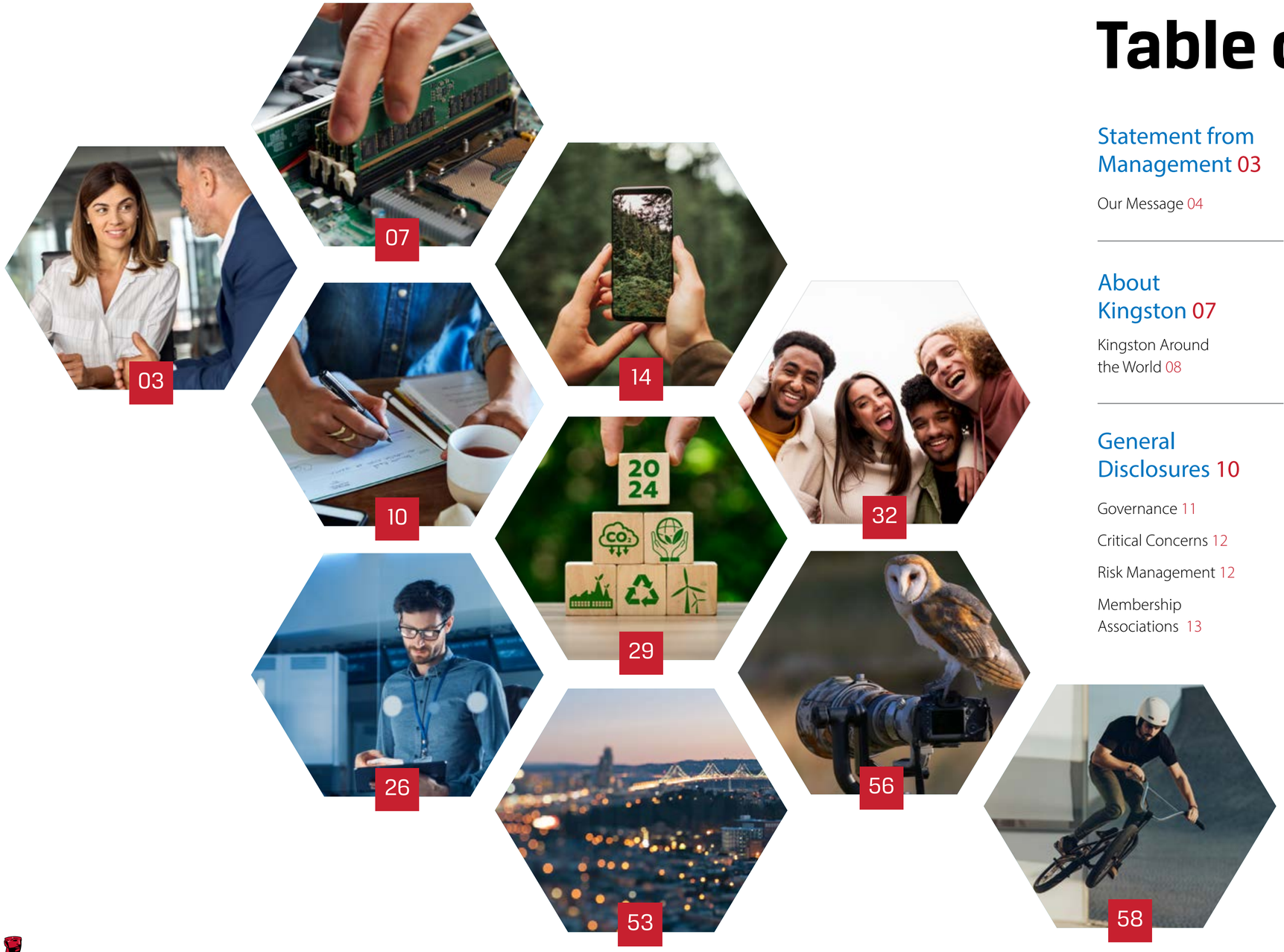


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03

Statement from Management





Our Message

Kingston Technology's global teams have been diligently integrating sustainability principles into their operations through various initiatives. Kingston continues to improve the **sustainability program** within our organization, our aim is to create a **lasting positive impact** on both the environment and society.

Our Message

We recognize the critical importance of effective waste management, water conservation, reducing energy consumption, and global emissions reductions. Significant progress has already been made in these areas, and we are committed to further minimizing our environmental footprint. As a global company, we will continue to address environmental challenges such as climate change by implementing science-based emissions reduction targets.

At Kingston, investing in our employees is a fundamental value. We believe that the growth and success of our company are rooted in nurturing a supportive and inclusive work environment. By providing our employees with the necessary opportunities and resources to thrive, we commit to building a thriving organization that fosters long-term success and innovation.

Integrity is the cornerstone of Kingston's business values and informs every decision we make. From partnerships to stakeholder interactions, we conduct our business with honesty, transparency, and ethical principles. By upholding these standards, we build lasting relationships, earn stakeholder loyalty, and contribute to a sustainable and prosperous future.

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Our Message

Kingston is steadfast in its belief that product quality drives customer satisfaction. Our commitment to excellence is reinforced by rigorous quality control processes, ensuring we consistently meet and exceed the highest standards of quality and reliability. We are dedicated to delivering products our customers can trust.

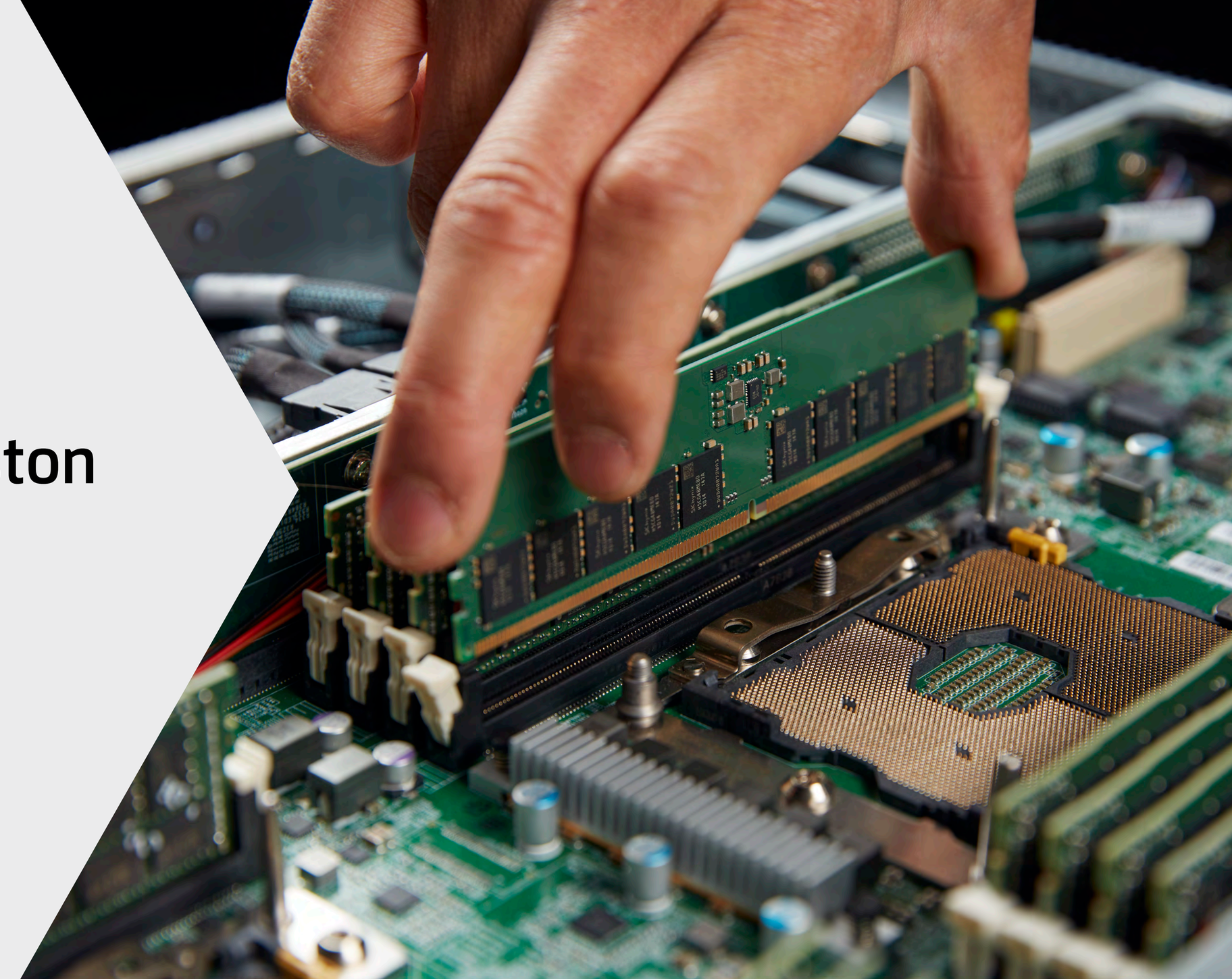
Thank you for your interest in Kingston Technology and our 2024 Sustainability Report. We appreciate your support and engagement.



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**.

Kingston Around the World

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

Kingston is aware of its environmental and social impacts as an organization. To manage these issues, the committees responsible for overseeing the company's environmental and social impacts include Human Resources, Environmental Health and Safety, CSR and Sustainability groups, and compliance teams at our global sites. These groups work collaboratively and communicate directly with the Vice President (VP) of Administration, who chairs the highest governance body and liaises with the C-suite on environmental and social developments, opportunities, and decision-making.

The governance body overseeing environmental and social topics consists of both executive and non-executive members who report through the VP of Administration. The governance body is comprised of 69% females, while the average tenure between all governance body members is between 10 and 11 years. Being a privately held organization, Kingston selects its executives and their direct reports based on their expertise and experience to manage and make decisions on environmental and social topics.

Kingston's Mission Statement, formulated by the Executive Committee and C-Suite, defines the organization's values and purpose, guiding the development of its policies and procedures. The VP of Administration ensures these policies and procedures reflect the Mission Statement, except for financial matters, which are overseen by the VP of Finance and the Controller. The company's strategy and policy framework is set by International Organization for Standardization (ISO) procedures, with goals reviewed annually by the VP of Administration, and implemented by responsible teams.

Periodic meetings are held by Kingston's Executive Committee to discuss economic, environmental, and social topics, receiving updates from relevant departments. Regular Management Review meetings also occur regarding EHS, Sustainability, and ISO topics, involving the VP of Administration and other pertinent departments.



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 eight critical concerns have been communicated to the highest governance body. 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 report to ensure this is resolved within our internal 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 reoccur.

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.



Membership Associations

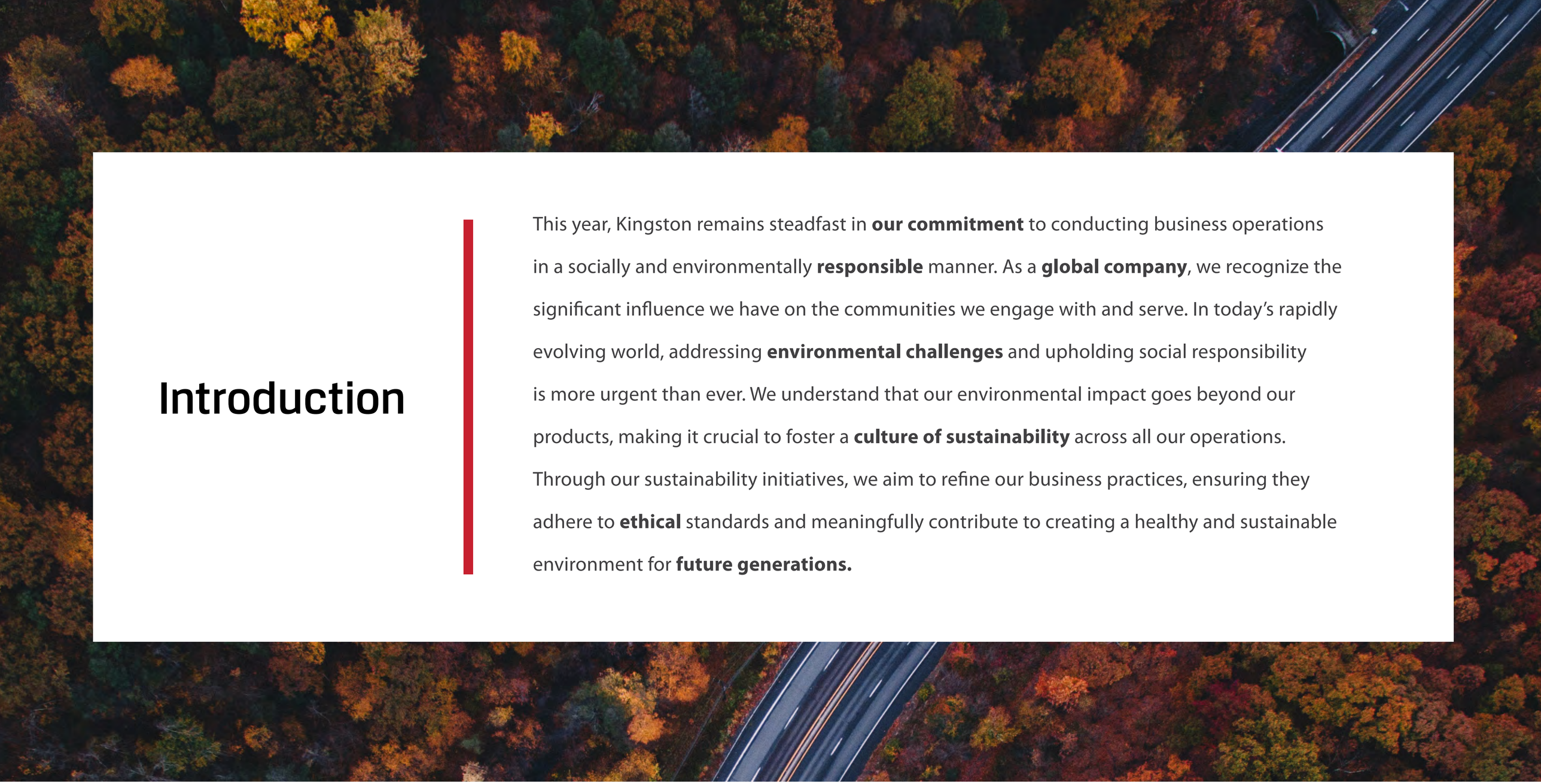
Kingston is a proud member of these organizations



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Sustainability at Kingston





Introduction

This year, Kingston remains steadfast in **our commitment** to conducting business operations in a socially and environmentally **responsible** manner. As a **global company**, we recognize the significant influence we have on the communities we engage with and serve. In today's rapidly evolving world, addressing **environmental challenges** and upholding social responsibility is more urgent than ever. We understand that our environmental impact goes beyond our products, making it crucial to foster a **culture of sustainability** across all our operations. Through our sustainability initiatives, we aim to refine our business practices, ensuring they adhere to **ethical** standards and meaningfully contribute to creating a healthy and sustainable environment for **future generations.**

Sustainability Goals

Kingston has developed and refined our sustainability goals for 2024. Having achieved our initial packaging objective early by making 100% of our packaging recyclable or reusable, we have now set more ambitious packaging targets. In 2024, Kingston also became a member of the Science Based Targets initiative (SBTi) and set emissions goals in line with the reductions required to limit global warming to 1.5 degrees Celsius, using 2022 as the base year.



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 product packaging by

2030

Emissions

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

2030

Commit to Net Zero by

2050



Energy Usage

In 2023, Kingston conducted a comprehensive energy audit, identifying key areas for energy efficiency improvements. The results highlighted opportunities to reduce consumption and optimize our energy use, leading to a targeted strategy for 2024. We are excited to announce that our solar panel installation project at our corporate headquarters in Fountain Valley, California, is nearing completion. Once operational, these panels will significantly decrease our reliance on non-renewable energy sources and reduce our overall carbon footprint. Our energy consumption for the past year totaled 47,610 MW. With the upcoming integration of solar power and the implementation of energy-saving measures identified in our audit, we anticipate a reduction in our energy usage and a corresponding positive impact on our sustainability goals.

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.



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.

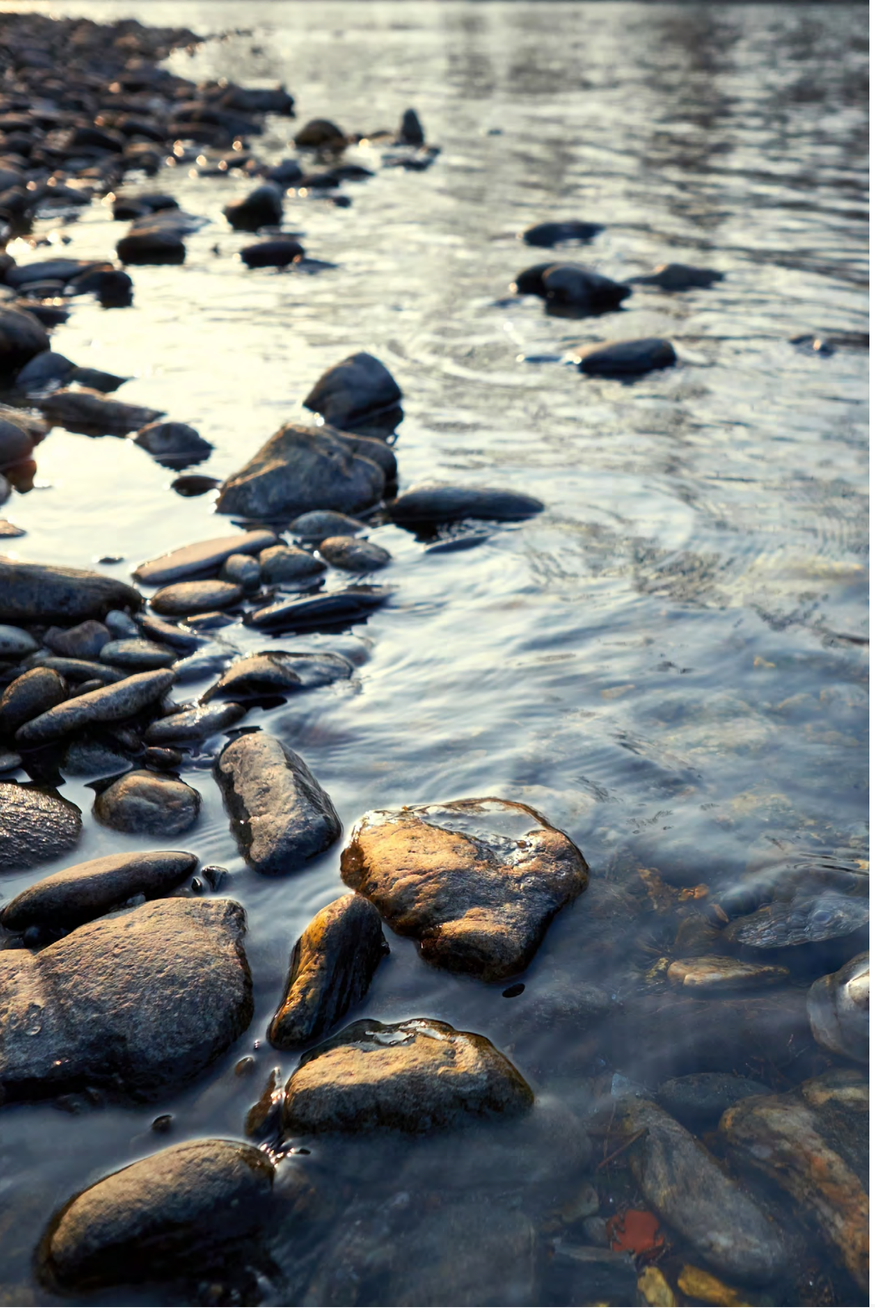
Kingston acknowledges that water scarcity is a global issue affecting regions worldwide. With our employees, suppliers, and customers located across the globe, we recognize our responsibility to manage our water footprint carefully.

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.



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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.

Waste

A successful waste management strategy is integral to our sustainability initiatives, reflecting our commitment to minimizing environmental impact. As our business and operations evolve, so do our waste streams. We are responsible for managing both general and hazardous waste in an environmentally friendly manner to ensure full compliance. Our strategy begins with reducing and reusing whenever possible. We seek creative ways to minimize waste and reuse packaging items. After these steps, we focus on separating waste properly to ensure waste is diverted from the landfill.



Recognizing the need for a more efficient and environmentally friendly approach, we began by assessing our existing waste streams and identifying areas for improvement. Through research and collaboration, at our Fountain Valley location we took after global sites and implemented a 4 bin system that allows us to better categorize and manage our waste. The 4-bin system consists of clearly labeled bins for recyclables, general waste, and bottles & cans, and food waste. To implement the system, we conducted training sessions for all employees, emphasizing the importance of proper waste separation and the environmental benefits of the new system. Informational materials, including detailed guidelines and visual aids, were distributed throughout our facilities to reinforce the correct use of each bin.

Since the introduction of the 4-bin system, we have observed an improvement in our waste management practices. The initiative has not only streamlined our operations but also fostered a culture of environmental responsibility among our team members. As we continue to monitor and refine the system, we remain dedicated to reducing our environmental footprint and promoting sustainability in all aspects of our business.

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Waste

Legislative Compliance for Fountain Valley, California

Senate Bill 1383 (SB 1383), established by the State of California in 2016, set ambitious methane emissions reduction targets. This legislation mandates that residents and businesses separate food waste from other solid waste to achieve a 75% reduction in organic waste disposal by 2025. Kingston Technology fully supports this initiative through our comprehensive food waste program.

Last year, our Southern California local waste hauler processed over 2 billion pounds of yard and food waste at their organic facilities, producing compost marketed and sold to landscapers, golf courses, farmers, residential customers, and even to national brands at local home-improvement stores. This initiative reduces greenhouse gas emissions, creates natural fertilizer, and minimizes landfill waste. Additionally, our waste hauler demonstrates how recycling organics can produce valuable materials through its innovative recycling solutions. The company produces compost for soil amendment and mulch for enhancing water retention and beautification in gardening. Materials over two inches in size, known as overs, are used in the composting process and to mitigate stormwater erosion at landfills. Since the implementation of Senate Bill 1383 (SB 1383) in Fountain Valley, the volume of collected organic material has doubled, diverting over 100,000 pounds of organic material from landfills.

Understanding the broader context of food waste is crucial

- Californians discard approximately 6 million tons of food waste annually, representing about 18% of all landfill material (California Department of Food and Agriculture, CalRecycle).
- In the U.S., food waste in landfills generates 135 million tons of greenhouse gas emissions every year.
- Food waste is a major contributor to methane emissions in landfills, with landfills being the third largest source of human-related methane emissions in the U.S., accounting for approximately 15% of total methane emissions (EPA, 2019).



Food Waste



Emissions

At our corporate headquarters,
our 2023 waste diversion efforts successfully avoided approximately
88.56 metric tons of CO_2e emissions, which would have otherwise
been generated by sending the same waste to the landfill.

This reduction is equivalent to:



Coal

Preventing **97,973** pounds
of coal from being burned



Gasoline

Avoiding the consumption of
9,966 gallons of gasoline

Waste

Since the launch of our new food waste program at our corporate headquarters in Fountain Valley, California, Kingston has made significant strides in reducing our carbon footprint and promoting sustainable best practices. Central to our efforts is our comprehensive recycling program, which aims to reduce waste at its source and promote the reuse of materials wherever possible. By encouraging the separation of recyclables and organics from general waste, we ensure that valuable materials are not lost to landfills. This not only conserves resources but also reduces the environmental impact associated with waste disposal. In our Taiwan and Shanghai offices, there are kitchens for employees where they can prepare food. There are also clearly labeled bins for proper waste separation throughout the kitchens and operations.



Packaging

In 2022, we established an ambitious packaging goal to ensure all product **packaging is 100% recyclable** by 2030. We are proud to announce that we achieved this milestone ahead of schedule in 2023. This significant accomplishment reflects our unwavering commitment to sustainability and environmental stewardship.

Building on this success, Kingston teams collaborated closely to set a new packaging target for 2024 to reduce the plastic content in our product packaging by 30% by 2030. This goal underscores our dedication to minimizing our environmental footprint and enhancing the sustainability of our packaging solutions

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Packaging

Throughout the year, Kingston has focused on specific initiatives to reduce the amount of plastic used in our product packaging. Key changes implemented include:

- Removal of keychains: eliminated keychains from five different products, thereby reducing the need for plastic bags to pack these keychains.
- Redesign of Kingston Fury DDR4 packaging: removed the PET plastic insert, creating a new tray that significantly reduces plastic usage, resulting in an annual reduction of 2,527 lbs of plastic for this product alone.



- Reduction of plastic in packaging: achieved a 33% reduction in the amount of plastic used in our packaging.
- Optimization of sealing tape: reduced the number of sealing tape pieces from four to two on all channel and select bulk packages, resulting in a weight reduction of 778.53 lbs per year.

These efforts represent Kingston's ongoing commitment to sustainable practices and our proactive approach to environmental responsibility. We remain dedicated to finding innovative ways to further reduce our environmental impact while delivering high-quality products to our customers.

"...an annual reduction of **2,527 lbs of plastic** for this product alone."

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Science Based Targets Initiative (SBTi)



Our Science Based Targets

At Kingston, we are dedicated to aligning our long-term net-zero goals with the latest guidelines from the Science Based Targets initiative (SBTi). The SBTi is a globally recognized collaboration between CDP, the United Nations Global Compact, World Resources Institute, and the World Wide Fund for Nature. This initiative provides companies with a clearly defined pathway to reduce emissions in line with the latest climate science, necessary to meet the goals of the Paris Climate Agreement and prevent the worst impacts of climate change. As part of our worldwide initiative to fight climate change, we have committed to setting long-term science-based targets to achieve net-zero value chain GHG emissions by no later than 2050, in accordance with the SBTi Net-Zero Standard. We aim to submit our goals and targets for validation within 24 months, ensuring that our reduction strategies are scientifically sound and transparent.

Our 2030 scope 1 and scope 2 GHG reduction targets have been accepted by the Science Based Targets initiative (SBTi) as consistent with the reductions required to keep global warming to 1.5 degrees Celsius, the most ambitious goal of the Paris Climate Agreement. This acceptance validates our efforts and commitment to significant emission reductions.

Our approach to achieving net zero focuses on reducing emissions across three primary areas: emissions from our own operations (Scopes 1 and 2), emissions from our supply chain (Scope 3), and emissions from the use of our products (Scope 3). We are actively working to report the most accurate Scope 1 and 2 numbers internally and through our global suppliers. This effort began in 2023 and is in the initial stages of setting a global emissions goal

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aligned with SBTi. We are engaging and incentivizing our suppliers to commit to the Science Based Targets initiative, encouraging a collective effort towards reducing GHG emissions throughout our supply chain. By focusing on the lifecycle of our products, we aim to minimize the environmental impact from production to end-of-life. In addition to setting Science Based Targets, Kingston is proactively promoting a low-carbon transition with our production procurement and ODM suppliers. We are evolving our methods to hold ourselves and our suppliers accountable, ensuring that we maximize our environmental impact and contribute meaningfully to global climate goals. Our unwavering commitment to sustainability and our alignment with the SBTi framework underscores our dedication to reducing greenhouse gas emissions. By incorporating these scientifically-backed targets into our corporate strategies, we aim to play a significant role in the global effort to combat climate change and create a sustainable future for all.

29 Emissions



Emissions Inventory

Our long-term objective to be net zero by 2050 is an integral part of our ESG strategy, highlighting our commitment to combating global climate change. Managing this goal will demand global cooperation across our business and our extended supply chain, adherence to the science based methodologies, and steady achievement of our future milestones.

As our commitment to achieve net zero emissions by 2050, we are forging partnerships with our direct suppliers to drive reductions in GHG emissions. We are committed to verifying our goals and targets align with the Science Based Targets initiative (SBTi) criteria for ambitious value chain goals, ensuring that our near-term emissions reduction objectives adhere to industry best practices.

To reach our short term goal by 2030, we must reduce our Scope 1 and 2 emissions, along with significant Scope 3 emissions. Although in the beginning stages of reducing our global emissions, Kingston is committed to reducing emissions on all scopes by said date.

We are in the foundational phase of collaborating with our suppliers to help them reduce their GHG emissions and monitor their progress. We are working to enhance our emissions measurement methodologies to ensure the most accurate data possible.

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GHG Emissions Inventory | 2023

	unit	2023 figure
Scope 1	mtCO2e	1,697.19
Scope 2 (Market-Based)	mtCO2e	15,017.76
Scope 3: Category 1 Purchased Goods and Services	mtCO2e	66,018.65
Scope 3: Category 4 Upstream Transportation and Distribution	mtCO2e	25,614.71
Scope 3: Category 5 Waste Generated in Operations	mtCO2e	181.89
Scope 3: Category 6 Business Travel	mtCO2e	1,008.87
Scope 3: Category 8 Upstream Leased Assets	mtCO2e	26.98
Energy	MW	47,610.29
Ghg Emissions Intensity (Scope 1 And 2)	USD	0.000001919
Non-Hazardous Waste Generated	mt	1070.11
Hazardous Waste Generated	mt	78.34
Water Withdrawal	ML	138.59
Water Discharge	ML	121.95
Water Consumption	ML	16.64

Emissions Inventory

Scope 1

Scope 1 Emissions refer to direct greenhouse gas (GHG) emissions that occur form sources owned or controlled by a company. These emissions are typically generated from activities within the company's operational boundaries. Scope 1 typically includes natural gas, propane, refrigerants, and corporate/fleet vehicles that we control.

One measure we have implemented to reduce our Scope 1 emissions is in our United Kingdom location, all fleet vehicles have been switched to electric vehicles. Kingston is committed to actively seeking opportunities to enhance operational efficiency and reduce Scope 1 emissions. As Scope 1 emissions occur on-site, they present a potential for reduction. We can pursue strategies such as procuring green equipment and exploring greener transportation alternatives to mitigate these emissions.

Scope 2

Scope 2 Emissions are indirect GHG emissions associated with the generation of purchased electricity, steam, and heating/cooling. These emissions are generated as a result of our energy consumption and are counted in our GHG inventory, even though the emissions occur outside Kingston's operational boundaries.

We utilize invoice data as the primary source to obtain necessary data for Scope 2 emissions. In cases where invoice data is unavailable, we make estimations based on consumption patterns observed within Kingston.

Currently, Kingston globally doesn't have any onsite generation of renewable electricity, but upon activation of the solar panels, roughly 18% of Kingston's global energy usage will come from renewable sources.

We have begun a global implementation of energy audits with the objective of identifying sources of energy inefficiency and taking corrective measures to address them.

Scope 3

Scope 3 Emissions account for all other indirect GHG emissions that occur due to Kingston's activities but are beyond our operational boundaries. These emissions are from activities and assets not owned or controlled by Kingston which directly impact our value chain: leased assets, purchased goods and services, investments, business travel, employee commuting, use of sold products, waste, and end of life of products.

Our analysis of Scope 3 emissions has revealed significant contributions from various transportation activities, including the shipping of our products through third-party logistics (3PL) partners, employee commuting, and business travel.

32 Social Topics





Kingston Employees | 2023

Gender	Permanent	Temporary
Male	1317	42
Female	1576	121
Total	2893	163

Region	Permanent	Temporary	Total
Eastern and South-Eastern Asia, Central and Southern Asia	2044	124	2168
Europe and Northern America	849	39	888
Total	2893	163	3056

Gender	Full-time	Part-time
Male	1331	17
Female	1589	119
Total	2920	136

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Kingston Employees | 2023

Region	New Hires	Under Age 30	Age 30-50	Over Age 50	Male	Female
Eastern and South-Eastern Asia, Central and Southern Asia	235	110	140	1	47	204
Europe and Northern America	54	15	14	5	25	29

Region	Turnover	Under Age 30	Age 30-50	Over Age 50	Male	Female
Eastern and South-Eastern Asia, Central and Southern Asia	279	95	180	4	67	212
Europe and Northern America	86	10	31	27	52	34

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Kingston Employees | 2023

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	19	70
Returned to work after parental leave ended	19	38
Returned to work after parental leave ended and were still employed 12 months after their return to work	14	35
Return to work rates of employees that took parental leave	100%	57%
Retention rates of employees that took parental leave	74%	92%



Employee Wellbeing

As a global organization, Kingston prioritizes our employees, recognizing them as one of our most valuable assets. "Investing in our Employees" is a core value at Kingston, reflecting our dedication to their well-being. This commitment spans all our locations, including the United States, United Kingdom, Taiwan, Ireland, and China. Kingston meticulously seeks, interviews, evaluates, and hires individuals who are the best fit for each role, ensuring comprehensive reporting and measurement of all employment activities.

We believe that investing in our employees is vital for organizational success, which is why we provide opportunities for them to bond both inside and outside the workplace. Employee benefits at Kingston include an open office environment, an onsite gym, an immediate matching 401(k) plan, and healthcare options, including a 100-percent employer-paid plan for employees and eligible dependents. To further show our appreciation, Kingston hosts various activities throughout the year, such as large outdoor luncheons, health fairs, "Lunch & Learn" medical seminars, financial planning sessions, and fun outings that promote bonding and community.

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

Training and Education

Additionally, Kingston offers an Employee Assistance Program (EAP) that is extended to all employees, aiming to foster a culture of ongoing education in the workplace.

All employees and workers who are not employees but whose work and/or workplace is controlled by Kingston have received formal training on our human rights policies and or specific procedures applicable to their job.

Gender	Average Hours of Training
Male	25.33
Female	20.50

Employee Category	Average Hours of Training
Clerical/Administrative	11.14
Management	13.93
Production/Warehouse	19.13
Professional/Technical	15.51
Sales	3.34

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.

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Training and Education

Gender	% of Total Employees who received a regular performance and career development review
Male	93.83%
Female	94.67%

Employee Category	% of Total Employees who received a regular performance and career development review
Clerical/Administrative	98%
Management	90%
Production/Warehouse	99%
Professional/Technical	93%
Sales	96%



Occupational Health and Safety

Kingston Technology has established an occupational health and safety management system that fully complies with the standards of ISO 45001 and is certified. The implementation of this system reflects Kingston Technology's commitment to ensuring a healthy and safe working environment for its employees, visitors, and contractors. By obtaining this certification, we aim to provide reassurance to organizations that choose to purchase our products and services.

The decision to implement the ISO 45001 management system was not driven solely by legal requirements. Rather, it was based on globally recognized risk management and management system standards.

Our occupational health and safety management system encompasses all areas and activities within our scope. In the event that visitors require any health and safety protective equipment, Kingston Technology will readily provide such equipment to ensure their well-being.

Within the framework of the ISO 45001 safety management system, Kingston Technology utilizes various measures to ensure workplace safety. These measures include safety inspections, scored risk assessments, and risk observation assessments, which are applied to routine and non-routine activities in the workplace. The findings from these assessments are used to implement corrective actions based on the hierarchy of controls. To maintain the integrity of these processes and continually improve our standards, we train individuals to conduct internal audits. External audits are also conducted. Kingston Technology welcomes input from all members of the organization to report hazards and contribute to the improvement of these processes.

Upon hire, employees are introduced to Kingston's Injury, Illness,

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Occupational Health and Safety

and Prevention Plan (IIPP), which serves as the foundation for establishing a safety-conscious culture. Employees are encouraged to report hazards and unsafe conditions through several means, including an anonymous hotline, Risk Assessment Procedures, and Incident Investigations. Additionally, Kingston Technology has implemented whistleblower policies to safeguard workers.

Globally, Kingston's Environmental, Health, and Safety Program provides training on various policies. Employees are equipped with the knowledge to identify and report hazards. The policies are including but not limited to Risk Assessments, IIPP, Incident Reporting, Whistleblower Policy, etc. The management system includes a section on investigating occupational injuries and illnesses. All occupational incidents, accidents, or exposure to hazardous materials, regardless of severity, will be thoroughly investigated. To determine the causes and assess the risks and corrective actions, we use the following process:



1. Promptly visiting the incident/accident scene.
2. Interviewing the injured worker(s), if possible.
3. Interviewing witnesses individually, not together.
4. Examining the entire work area associated with the incident or accident.
5. Determine root cause(s).
6. Determine corrective action to prevent a recurrence and document.

All individuals, whether employees or non-employees under the organization's control, are required to review, discuss, and sign-off on expected safe practices while at the organization. Kingston ensures to treatment all health and safety exposures that would require medical treatment at the workplace, as well as maintaining the confidentiality of personal health related information.

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.

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Occupational Health and Safety

- 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: **28**
- The main types of work-related injury: **Cuts and traffic accident**
- The number of hours worked: **5,789,876.40**

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: **0**
- The main types of work-related injury: **Traffic accident**
- The number of hours worked: **369,024.00**

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Occupational Health and Safety

Employee Category	Number of fatalities as a result of work-related ill health	Number of cases of recordable work-related ill health	Main types of work-related ill health
For all employees	0	1	Fall
For all workers who are not employees but whose work and/or workplace is controlled by the organization	0	0	N/A

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.



Diversity, Equity, and Inclusion

Gender	Governance Body Percentage
Male	31%
Female	69%

Category	Employee Percentage
Male	56%
Female	44%
Age group: Under 30	13%
Age group: 30-50	71%
Age group: Over 50	16%

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.



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.



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

Human Rights

Kingston is committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. We firmly believe in their freedom to form and join trade unions of their own preference, engage in collective bargaining, and participate in peaceful assemblies. Equally important is the recognition of workers' rights to refrain from such activities should they choose to do so.

We provide an open and inclusive environment, where we encourage workers to openly communicate their ideas, concerns, and feedback regarding working conditions and management practices. It is our commitment to ensure that all such communications are met with respect and without any form of discrimination, intimidation, or harassment. There were no incidents of discrimination for this reporting period.

Regarding human rights, we understand the potential risk of child, forced, and compulsory labor in our operations and supply chain. While our operations are not identified through the International Labor Organization in areas at risk for these labor practices, we have a due diligence process in place to ensure this does not occur in our operations, nor in our supply chain.

Internal and external mechanisms including third-party validated audits and self-assessment questionnaires. Results are communicated to the governance body and executive committee as needed. Decisions that contribute to the elimination of all forms of forced or compulsory labor are made based upon the data and findings.

All employees and workers who are not employees but whose work and/or workplace is controlled by the organization, including security personnel, are trained on our human rights policies and procedures.



Kingston in the Community

Kingston understands its role as a Global Citizen and strives to create positive change whenever and wherever we can. With the help of our employees, Kingston participates in endeavors to improve the communities in which we operate by partnering with local organizations to support holistic community growth. 100% of our operations have implemented local community engagement programs.

Kingston has donated over **$500,000** USD through monetary and in-kind donations. Kingston's employees have volunteered over **3,500 hours**. Through our donations and volunteering efforts, we have supported over 80 community organizations and impacted over **5,000 individuals globally**.

Kingston Technology takes pride in its contributions to the community, including donations and sponsorship of the local organizations.

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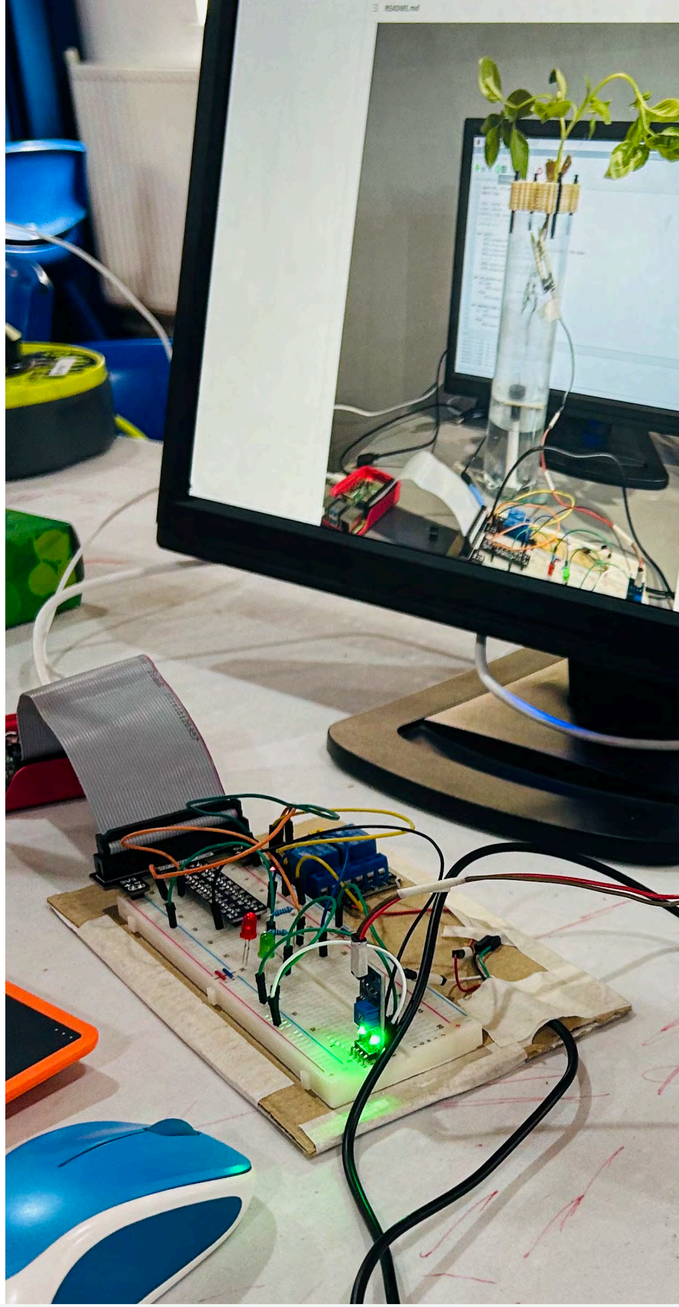
Kingston in the Community

United Kingdom

Kingston EMEA's community engagement reflects a commitment to empowering youth and fostering a culture of giving back. Through systematic volunteering with the Mentoring Programme at The Girls' Network and with the Reading Programme at our local school, Kingston has demonstrated its dedication to supporting young people's personal and educational development. In the realm of STEAM education, Kingston's steadfast focus on promoting digital skills with activities such as the running of a Code Club, supporting students in Robotics competitions and app development student projects for the Apps for Good Showcase, highlights a devotion to preparing the younger generations for future career opportunities. Additionally, partnerships with organizations like Smallpeice Trust have provided students with hands-on workshops to explore engineering as a viable career path. Our annual giving initiative KingstonGifts, has assisted 4 local schools with resources to realise projects such as outdoor learning provisions, access to science software and computing equipment.

Beyond education, Kingston's engagement extends to environmental activities and supporting elder members of the community with events such as Litter Picking and Community Lunches. These efforts demonstrate Kingston's willingness to making a lasting impact on both the present and future well-being of the young people and the community. Either by sustained initiatives or inspiring one-off sessions alike, Kingston's community engagement leaves a lasting impression, inspiring and empowering young people and positively impacting the local community.

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Fountain Valley

Kingston Technology is committed to making a positive impact in our local community in Fountain Valley through various initiatives and partnerships. In response to the California floods and fires, Kingston made significant donations to the American Red Cross, which helped support 2,800 residents in March and April of 2023. Additionally, over 32,000 people utilized disaster relief services following the Maui Fires. Kingston employees in Fountain Valley donated 78 units of blood, equivalent to saving 234 lives. In recognition of our contributions and successful blood drive, Kingston was honored with the Corporate Hero Award by the American Red Cross.



Far East

Kingston Technology actively engages with the community in the Far East, particularly through educational support and volunteerism. As part of the 2023 Freshmen Career Exploration & Experience Camp, Kingston donated 168 units of 64GB REX commemorative USB drives to students of the Guang Yuan Charitable Foundation, enhancing their digital learning experiences. We also provided 63 sets of stationery gift packs, including clothing, pens, notebooks, tote bags, and sticky notes, to the students free of charge. Thirty Kingston volunteers dedicated their time to accompany children from the Guang Yuan Charitable Foundation, participating in various activities and providing mentorship and support.

Shanghai

Kingston Technology is dedicated to supporting educational initiatives in Shanghai, focusing on enhancing access to online learning for students in remote areas. As part of Project Volunteer Online, Kingston volunteers contributed a total of 16 hours (2 days) to help set up an online classes project for primary schools in mountainous areas, benefiting a total of 127 students. This initiative aims to bridge the digital divide and provide quality education to children in underserved regions.

Materiality Assessment

In 2023, Kingston conducted a materiality assessment to determine which sustainability topics were most important to our stakeholders. Our materiality assessment consists of a range of environmental, social, and governance topics. Kingston has identified and engages with all stakeholders, including our employees, customers and consumers, OEMs, suppliers, and non-governmental organizations (NGOs).

Kingston surveys our stakeholders annually to assess which topics are most important to them, and from there, we prioritize these topics to improve and address them effectively. This assessment is critical to our sustainability initiatives because it ensures that the most crucial topics are being identified, prioritized, and communicated.

While most sites ranked occupational health and safety as the most important, some other global sites ranked employee well-being and human rights as their number one priority.

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Materiality Assessment

Kingston's materiality matrix covers all material topics disclosed in our sustainability report as well as the applicable topics in the United Nations Sustainable Development Group (UNSDGs).

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Materiality Assessment

Regional Results for the Year 2023

Fountain Valley Employees

1. Occupational Health and Safety
2. Employee Wellbeing
3. Business Ethics

Far East

1. Employee Wellbeing and Working Conditions
2. Occupational Health and Safety
3. Business Ethics

Shanghai

1. Human Rights and Diversity
2. Employee Wellbeing and Working Conditions
3. Occupational Health and Safety

Beijing

1. Occupational Health and Safety
2. Employee Wellbeing and Working Conditions
3. Product Quality and Integrity

India

1. Employee Wellbeing and Working Conditions
2. Business Ethics
3. Product Quality and Integrity



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Supply Chain Management



Supply Chain Management

As a global manufacturer and a member of the Responsible Business Alliance (RBA), Kingston places immense importance on the management of our supply chain. Ensuring the quality of our products and the environmental and social impact of our processes is central to our commitment to delivering exceptional, top-of-the-line technology products to our communities and customers. To uphold this commitment, Kingston rigorously evaluates its suppliers to ensure they adhere to quality, environmental, and social standards in line with our RBA standards. This evaluation process occurs at all locations where Kingston products are manufactured and sold. We employ both internal and external groups to audit and review suppliers, ensuring compliance with the RBA Code of Conduct.

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Supply Chain Management

While we have not yet included the collection of specific environmental metrics from our suppliers in the supplier environmental assessment process, Kingston has established robust procedures to continuously monitor environmental and social risks within our supply chain. New suppliers undergo a thorough screening process using environmental and social criteria alongside their operational capabilities. Furthermore, key suppliers are assessed annually for potential risks. These due diligence processes are vital to ensuring that our suppliers align with Kingston's values, meet our required standards and business demands, and support our CSR and sustainability programs. Through these efforts, we strive to maintain the integrity of our supply chain and uphold our promise of quality and sustainability.

For the year of 2023

Number of Suppliers Assessed

238

Supplier Environmental Assessments Conducted

130

Supplier Social Assessments Conducted

238

Supplier Audits Conducted

11

56

Looking Forward and Disclaimer



Kingston's sustainability report has provided us with an opportunity to reflect on our accomplishments and measure our performance in terms of sustainability goals and objectives. It serves as a valuable tool for identifying areas of improvement and shaping our future strategies in sustainability initiatives. To achieve our current and future goals and aspirations, strategic partnerships are crucial as they enable us to accomplish what cannot be achieved independently. By collaborating with external entities, we can leverage their expertise, resources, and capabilities to drive meaningful processes and successfully fulfill our sustainability objectives.

Kingston remains committed to delivering exceptional products and services to our customers while maintaining a strong focus on sustainability and the environment. We strive to balance our business goals with sustainable practices to meet customer needs and minimize our impact on nature.

In our dynamic and competitive industry, unforeseen possibilities can arise. We cannot predict all potential risks or accurately evaluate their impact. Therefore, our looking-forward statements should not be interpreted as guarantees of future events or conditions. These statements are based on our current assumptions, expectations, and beliefs at the time they are made. Except as required by law, we are under no obligation to publicly update or revise these forward-looking statements to reflect changes in our expectations. All reported data includes entities within Kingston's operational control.



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GRI Content Index



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 All entities included in the organization's consolidated financial statements or equivalent documents are covered by the report. 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: 2023 Calendar Year | Frequency of reporting: Annual | Publication date: August 1, 2024 Contact information: **Julia Durham**, **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	Materiality	
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	0%	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality	
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	No reduction in Scope 1 and 2 (metric tons) from 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	Supply Chain Management	
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	Diversity, Equity, and Inclusion	

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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	Supply Chain Management	
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	Kingston has identified one substantiated complaint. This complaint was accordingly and in a timely manner, and we do not expect this to reoccur. | Privacy Policy	

Thank you

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