



CSI LEASING

ELEVATING
GOALS
ACCELERATING
RESULTS
FUTURE
FORWARD

CORPORATE RESPONSIBILITY REPORT

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OUR JOURNEY

CSI’s Ongoing **Commitment** to Environmental Responsibility

For CSI, corporate responsibility is more than a box to check. It has been a part of our company’s culture since day one. Environmental consciousness is built into our business model as it naturally promotes reuse and recycling. Through our ITAD subsidiary, EPC, we remarket or recycle all off lease equipment, allowing us to extend its useful life and protect the environment from toxic e-waste. From our humble beginnings more than 50 years ago to our current state with more than 1,600 employees servicing 50+ countries, we remain committed to our customers’, and our own, environmental goals.

We believe that re-use is the most effective way to reduce e-waste and is at the core of a green economy. Every year, our EPC facilities remarket 90% of all received assets. Anything unable to be resold is properly recycled, reducing the need to mine for additional raw materials in order to make new technology.



EPC’s state-of-the-art electronics recycling machine in Wright City, Mo.

EPC facilities are able to recycle **3,000** assets per week and process **140,000** assets every month.

MESSAGE FROM THE CEO



Steve Hamilton
Chairman & CEO

A lot has happened at CSI since publishing our last report. We expanded our IT Asset Disposal (ITAD) footprint in the southeastern United States by consolidating two mid-sized facilities located in Georgia and South Carolina to one much larger 205,000 sq. ft. space in Columbia, S.C. But we didn't stop there. Across the world we have seen a significant increase in the need for ITAD services, so much so that we expanded our ITAD footprint in Asia with acquisitions in Malaysia and Japan. We also opened an ITAD facility in Brazil. These new additions, along with EPC facilities located across the globe, allow us to recycle 6 million pounds of e-waste a year, preventing toxic materials from being released into the environment.

EPC represents a vital core in CSI's commitment to the environment and corporate responsibility. Its global facilities ensure that no matter where our customers are located, they have access to safe, consistent and environmentally friendly technology disposal solutions.

As CSI continues to expand, we remain ever aware of a critical aspect of any business — the community that surrounds it. CSI and its employees have once again shown the philanthropic spirit of our organization through countless hours of volunteering and hundreds of thousands of dollars in fundraising. This year we had the privilege of supporting a number of charitable organizations that are doing good in the communities in which CSI is located. CSI employees in the U.S. were able to raise over \$200,000 for causes that were important to them, including The American Cancer Society, The Ronald McDonald House Charities, The American Heart Association and many, many more.

Of course, I would be remiss if I did not mention the grand opening of our new flagship headquarters in Weldon Spring, Missouri. A result of the culmination of many months of tireless work, this new facility offers our employees expanded amenities such as fitness and yoga rooms, a walking trail and healthier dining options.

With this third edition of our report, I can safely say CSI remains committed to excellence in all aspects of our corporate responsibility efforts. I am proud of what CSI and its employees have accomplished this year. As you read on, you will gain a greater understanding of what our team values — through their generous financial and time commitments across the world.

I am confident that CSI will continue to excel and hold true to the values that make us more than a leasing company.

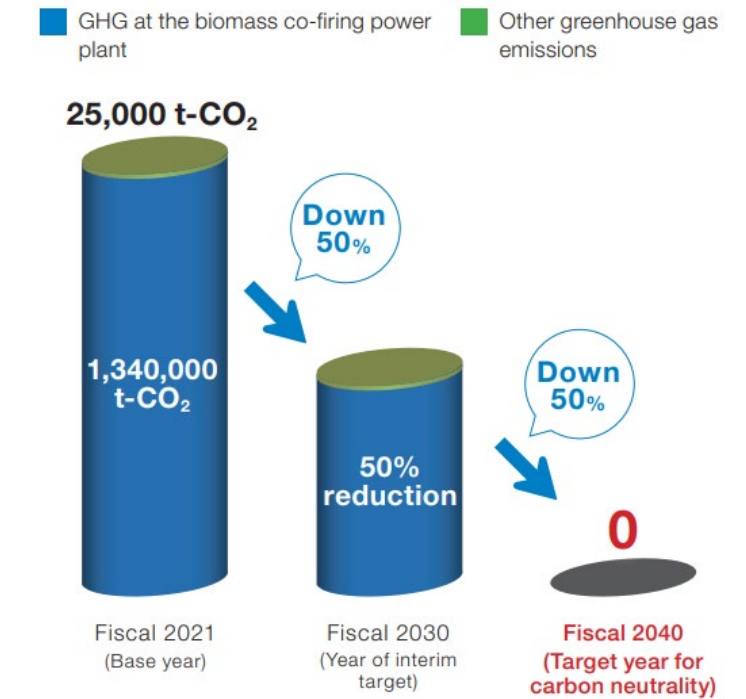
Steve Hamilton | Chairman & CEO



CSI's parent company, Tokyo Century Corporation, has defined "contribution to decarbonized society" as one part of its materiality (key issues), based on which it is working to popularize the use of clean energy through initiatives for combating climate change and preserving the environment. In conjunction with the start of the commercial operation of a biomass-coal co-firing power plant of Shunan Power Corporation in September 2022, the Group unveiled its carbon-neutrality policy for fiscal 2040. This policy describes our goal of achieving effectively zero greenhouse gas emissions while also presenting a transition road map for the aforementioned power plant.

The biomass-coal co-firing power plant of Shunan Power is projected to produce around 98% of the Group's greenhouse gas emissions going forward. For this reason, they look to achieve effectively zero greenhouse gas emissions as soon as possible, with fiscal 2040 being their target year for the accomplishment of this goal. To this end, they will increase the biomass co-firing ratio at this plant while adopting black pellets, which feature high combustion efficiency, prefaced on assumptions of future technological developments. At the same time, they will transition to the burning of ammonia, which does not emit greenhouse gas emissions. They are also increasing their use of renewable energy for purposes such as powering domestic and overseas consolidated subsidiaries. Through these efforts, the Tokyo Century Group will work toward its goal of achieving carbon neutrality by fiscal 2040.

The Tokyo Century Group promotes the reduction of greenhouse gas (GHG) emissions and **aims to achieve carbon neutrality by fiscal 2040**

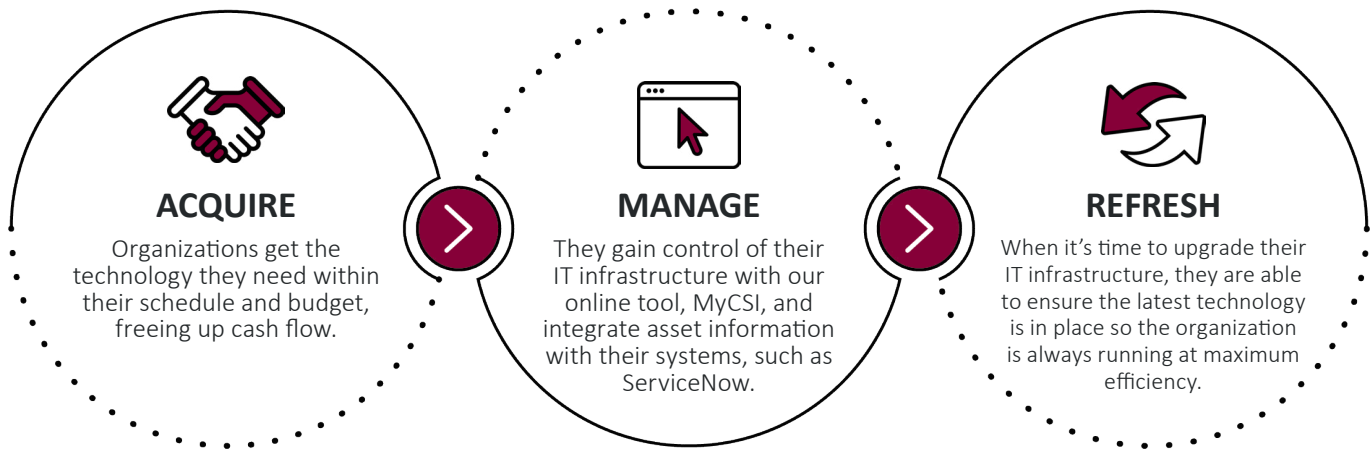


The Tokyo Century Group's Greenhouse Gas Emissions Reduction Plan

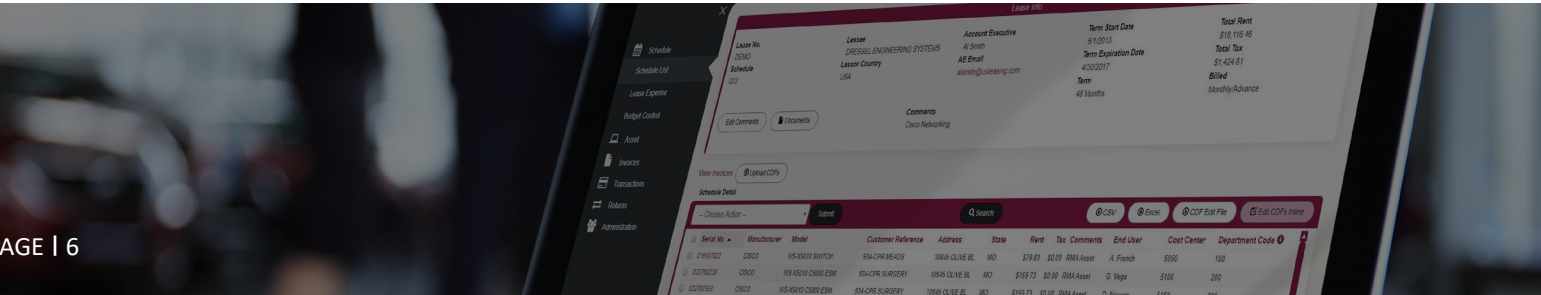
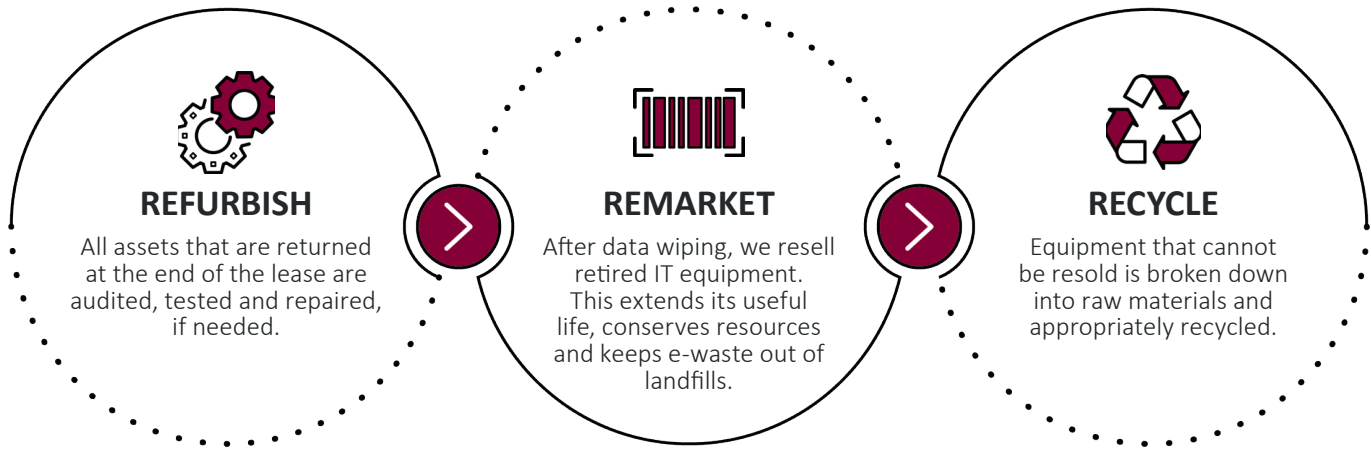
RESPONSIBLE IT FINANCING

Taking a Circular Lifecycle Approach

CSI has designed the entire IT asset lifecycle to simplify the process of managing an environmentally friendly technology platform. Our customers can access, manage and update their IT needs with our simple, secure and efficient solutions.



By implementing a proper IT lifecycle strategy with CSI, organizations are contributing to the circular economy:



HOLDING OURSELVES TO HIGHER STANDARDS

In addition to helping our customers enhance the circular economy through IT lifecycle services, we also set ambitious goals for ourselves and continuously work toward achieving them. Led by our Chief Compliance Officer and our global corporate responsibility committee, our initiatives are designed to reduce our impact on the environment and conduct all aspects of our business in a socially responsible way. This report outlines the many ways CSI holds itself to a higher standard:



From proper recycling to tracking and reducing our carbon footprint, we consider the environment and energy efficiency in our business decisions.



CSI continuously supports many causes important to our employees, customers, vendors and bankers throughout the world.



We take business conduct, ethics and compliance very seriously, not only with our customers and business relationships, but with every single employee around the world.





HOW WE HELP THE ENVIRONMENT



Customers have access to reports outlining how much e-waste avoided landfills by choosing CSI.

Committed to **\$100 million** in green financing from 2022-2027.

12,500+

Contracts and legal documents were signed electronically in 2024. This is a 10% increase from 2023.

This significantly reduced paper, toner and the need to ship documents.



6 million



pounds of e-waste are recycled each year.

In 2022, we committed to transitioning all new company-owned vehicles to electric wherever possible.



As of Q4 2024, we have replaced 60% of our gas-powered vehicles with EVs.

To date, we have installed electric vehicle charging stations at our offices in two countries, with more coming soon.

90%

of lease returns are remarketed every year.

10%

of the remaining returns are properly recycled down to raw materials.

We offer customers an easy way to offset the carbon produced from their leased technology through ClimeCo.

ENVIRONMENTAL

ENHANCING THE CIRCULAR ECONOMY



As one of the world’s leading global ITAD providers, EPC’s premium service offering and geographic footprint is unmatched in the industry. From a wide range of data security options to environmentally-friendly disposal, our comprehensive solutions cover every aspect of IT disposal.

EPC owns and operates numerous facilities strategically located throughout the Americas, Europe and Asia, and also has an extensive network of carefully vetted equipment processors worldwide. In fact, they recently increased our footprint by moving to a much larger facility in the southern U.S. and acquiring two ITAD companies in Asia, one in Japan and another in Malaysia. Additionally, EPC is constantly looking at new markets to serve.

Mission

To provide organizations around the world with a premium, flexible and secure strategy for IT disposal that delivers real return on their technology investment.



Environmental Policy Statement

EPC is committed to the prevention of pollution and the maintenance of a safe workplace that is free from hazardous e-waste and other pollutants.



Social Responsibility Statement

EPC strives to create an environment where our community and employees are safe and enabled to grow professionally. We are a proud contributor to local and national community efforts and are dedicated to creating positive change throughout our workforce.



Sustainability Statement

EPC strives to stay at the forefront of global initiatives to preserve natural resources and help customers enhance green initiatives with transparency.

EPC Recycling

EPC recycles more than **6 million** pounds of e-waste globally every year.

EPC CERTIFICATIONS



Blanco Platinum Partner

Signifies commitment to providing high quality auditable data erasure solutions.
**Global*



Microsoft Authorized Refurbisher (MAR)

Allows organizations to professionally refurbish Windows devices and preinstall genuine Microsoft software.
**Global*



e-Stewards

Highest industry standard for globally responsible electronics recycling and re-use.
**United States*



NAID AAA Certified

Verifies that secure data destruction services are compliant with all known data protection laws.
**United States*



i-SIGMA Member

The industry trade association for secure data destruction and records and information management service providers.
**Canada*



ISO 27001

Specifies the requirements for establishing, implementing, maintaining and continually improving an information security management system. It also includes requirements for the assessment and treatment of information security risks.
**United Kingdom, Japan*



R2v3

Sets the standard for used electronics, addressing the full reverse supply chain from first use through end-of-life and includes environmental, health & safety, quality and data security standards.
**United Kingdom, Slovakia, Canada*



ISO 45001 - Occupational Health and Safety Management Systems

Aims to improve occupational health and safety, eliminate workplace hazards and minimize risks.
**United Kingdom, Slovakia, Mexico, Japan*



ISO 14001 - Environmental Management

Specifies the requirements that an organization can use to enhance its environmental performance.
**United States, United Kingdom, Slovakia, Mexico, Japan*



ISO 9001 - Quality Management Systems

Specifies requirements for meeting customer and regulatory requirements, along with enhancing customer satisfaction.
**United Kingdom, Slovakia, Mexico, Japan*



DEKRA (process-certified data carrier software data deletion) Degaussing, Disk Destruction and Secured Transport

Process-certified for the collection and return (secured transport) of IT products and the deletion (by software, degaussing and destruction) of supplied data carriers.
**Germany*



DEKRA DIN 66399-3 (process-certified data carrier destruction) Collection and Transport, Storage, Stationary and Mobile Destruction

Data and document destruction process in accordance with DIN SPEC 66399 Office and data technology - Destruction of data carriers Part 3.
**Germany*



DEKRA ISO 21964-3 (process-certified data carrier destruction)

Process-certified collection and transport, storage, stationary and mobile destruction - Document destruction process in accordance with ISO/IEC 21964.
**Germany*

**Denotes country associated certification*

EPC GLOBAL EXPANSIONS

Malaysia and Japan

CSI's IT asset disposition (ITAD) subsidiary, EPC, has seen tremendous growth this year. In 2024, EPC expanded its global footprint with acquisitions in Japan and Malaysia and moved to a larger facility in South Carolina. These expansions result from an increased demand for ITAD services in the global IT market. Many companies globally are now interested in in safe and sustainable IT disposition when it comes to retiring their IT and EPC is stepping up to meet their demand.

CSI, along with its parent company, Tokyo Century, acquired TRY Corporation (now EPC Japan), a Japanese ITAD company located in Kanagawa prefecture. Currently capable of processing 200,000 assets annually, we expect EPC Japan's processing capabilities to increase once they are brought to the EPC global standard. EPC Japan has already deployed solid state drive (SSD) shredders capable of reducing SSDs to the NSA standard of 2mm and is currently working on their R2 certification to add to their current ISO 9001, 14001 and 27001 certifications.



Interior of new EPC facility in Japan

Additionally, CSI acquired a company in Malaysia known as ExportXcel, an ITAD company dealing primarily in used and refurbished IT equipment. Renamed EPC Global Solutions Malaysia (EPC Malaysia), the company will be upgraded to increase processing capacity to 15,000 assets per year from medium to large sized enterprises throughout the region. This acquisition further expands EPC's reach in the Asia Pacific region allowing for increased levels of environmental protection and e-waste removal. EPC Malaysia is currently a certified IBM Trade-In Partner, asset disposal partner for Acer and a Blancco-certified data erasure ITAD partner.

South Carolina, U.S.A.

Due to increased volume and demand for ITAD services in the southeastern United States, EPC consolidated operations from its Georgia and South Carolina facilities into one 205,000 sq. ft space in Columbia, South Carolina. This new facility will allow EPC to provide customers with traditional ITAD solutions like remarketing and recycling as well as more cutting-edge options like their Data Destruction and Recycling Vehicles (DDRV) which provide a mobile data destruction solution. The increased scale of the facility ensures that EPC is now able to provide this region with the essential disposal services it demands.



Grand Opening in South Carolina

As a company, we remain committed to enhancing the circular economy and supporting the environment and CSI's new ITAD acquisitions and expansions are critical to these ongoing missions. With less than 20 percent of the 57.4 million tons of global e-waste being recycled each year, every pound kept out of the environment matters to preserve local environments. Collectively, EPC's facilities keep millions of pounds of e-waste out of the global environment through our recycling and remarketing services. CSI is proud of EPC's growth and expansion this year and is looking forward to their continued growth.

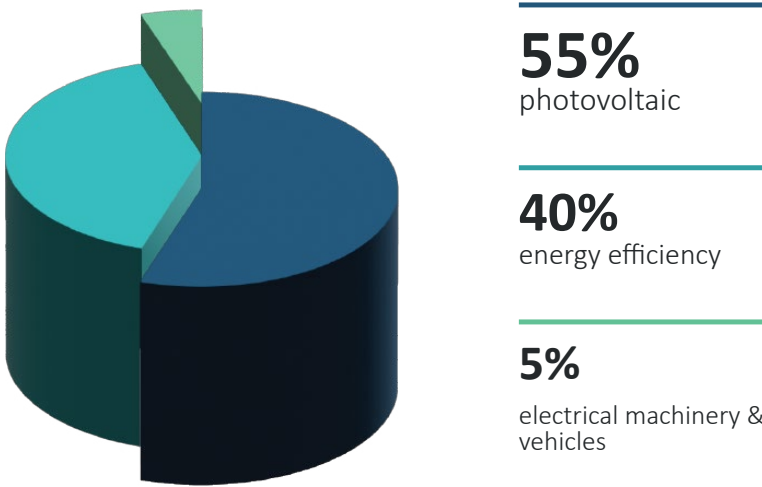
LEASING GREEN ASSETS



In recent years, there has been a growing interest in clean energy solutions within the banking sector in Spain. CSI has been at the forefront of this movement, proactively developing energy efficient solutions through our banking programs.

In 2008, CSI introduced a green asset leasing solution in Spain. Since then, we have successfully leased nearly \$137 million of such equipment. Initially, our offerings included LED lighting, solar panels and biomass boilers. However, in the past two years, there has been an increasing demand for energy-efficient solutions from our customers.

With 15 years of experience as a leader in the Spanish banking sector, we have diversified the green portion of our portfolio. Our current offerings include:



ENVIRONMENTAL RESPONSIBILITY

Green Assets Added to Leasing Portfolio

Since beginning tracking in 2021, CSI has leased more than \$25 million in green assets to its customers. This includes software to support EVs, solar power plants, solar panels, electric vehicles, electric automated underwater vehicles, wastewater cleansing devices, wind and solar energy storage batteries and more.



Educational Outreach

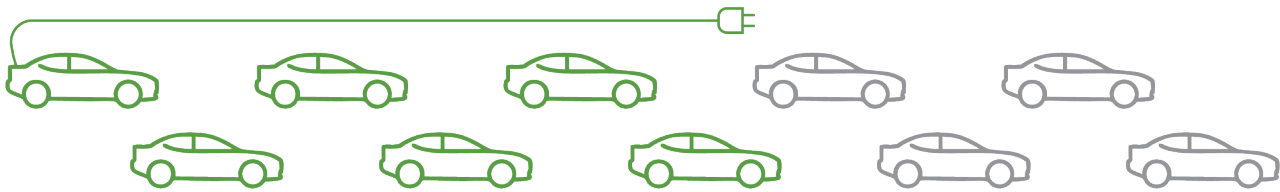
As part of an effort to increase environmental awareness and become more conscious about our impact, CSI Centroamerica invited a local expert in to lead a sustainability conversation with the team in Costa Rica. The team learned about the variety of methods we can use to reduce our environmental impact in our homes and workplaces. As such, they have developed an internal campaign to educate employees on how to separate waste, recycle and help the environment.

New, More Efficient HQ

All existing light bulbs in CSI’s new HQ have been replaced with LED bulbs to conserve energy. Four EV charging ports will be installed during Q1 2025. Additionally, while renovating CSI’s new world headquarters, EPC removed and recycled all equipment and furniture that was no longer needed.

Electric Vehicles

As of Q4 2024, **60%** of CSI’s company-owned cars around the world are electric.



SOCIAL

HOW WE HELP OUR COMMUNITIES

CSI has a proud history of charitable giving both monetarily and in service. Here are just a few ways CSI, along with all its employees around the world, help local, national and international non-profit and charitable organizations.



Japanese Culture Awareness

As a Japanese-owned company, CSI has the opportunity to immerse in Japanese culture throughout the St. Louis region. CSI is a member of the Japanese Chamber of Commerce and Japan America Society of St. Louis and a supporter of the St. Louis Japanese Society.

These associations promote friendship, understanding and exchange between the people of Japan and St. Louis. CSI's involvement has expanded our employees' knowledge and appreciation for Japanese culture.



FAMILYFORWARD: CSI INTERNS UNITE

In 2024, CSI joined forces with other Metro St. Louis area businesses to support the work of FamilyForward. As a donor to the 2024 Rocket Ball: Blueprint for Hope held in February, funds raised from our in-kind donation allows FamilyForward to create safer, healthier relationships for children and families by providing therapeutic and educational support services.

In July, CSI hosted its first ever Intern Day of Learning which paired CSI's core values of culture and impact with an educational twist. CSI's monetary donation allowed FamilyForward to purchase supplies for our interns and members of our human resources team to assemble 200 therapeutic sensory kits. Each kit contains five sensory items recommended by the FamilyForward occupational therapy team. These kits are sent home to clients to help with emotional and body regulation, provide comfort, reduce anxiety and assist with concentration.



Volunteering as an intern is highly valuable for personal and professional development. It offers interns the opportunity to acquire practical skills not always covered in academic settings. This experience enhances the development of crucial soft skills like communication and teamwork, as well as provides an opportunity to showcase initiative. Volunteering allows interns to make a meaningful impact on their communities, contributing to a sense of fulfillment and increased confidence as they tackle new challenges and responsibilities.



HOLIDAY GIVING

EPC

EPC and CSI in the U.S. supported The Affordable Christmas Shop through Anchored Hope Church of Troy, Mo. The Affordable Christmas Shop supports two schools in Lincoln County, where EPC’s flagship recycling center is located.

Affordable Christmas is an empowering holiday event that offers a dignified way to help under-resourced parents provide a joyful Christmas for their children. Through generous donations, families are invited to purchase items at a tenth of the retail price for their children. The focus is not only the opportunity to provide gifts but to foster relationships with these families.

Friends of Kids with Cancer

CSI was a proud sponsor of the 30th Annual Fashion Show & Boutique benefitting the Friends of Kids with Cancer. This truly unique gala-like fundraiser treats childhood cancer patients to the red-carpet lifestyle for a day, as they dance, strut and swagger down the runway at two fashion shows. The Friends of Kids with Cancer Empowers Children and their families to Think, Feel, Smile.



Donald Danforth Center

CSI is a corporate sponsor of the Danforth Plant Science Center whose mission is to “improve the human condition through plant science” in an environmentally efficient manner.



CSI U.S. DONATIONS

CSI and its employees throughout the U.S. raised over \$200,000 for causes important to us.

UNITED WAY

\$65,387



\$31,000

RONALD MCDONALD HOUSE CHARITIES

THE AMERICAN CANCER SOCIETY

\$34,450



\$25,000

UNIVERSITY OF MISSOURI-ST. LOUIS

MISCELLANEOUS CONTRIBUTIONS TO VARIOUS CHARITIES

\$50,180



TOTAL EMPLOYEE & COMPANY CONTRIBUTIONS: \$200,000+

COMMUNITY INVOLVEMENT

Supporting Causes Close to Our Customers

Every year, CSI donates hundreds of thousands of dollars to countless causes important to our customers, vendors and bank alliances to show our gratitude. Because what’s important to them is important to us. Charities supported include:

	Asbury Hospice House		Men Wear Pink for the American Cancer Society
	American Heart Association		Colors of the Mind, benefitting the Ochsner Neuroscience Institute
	Breakthrough T1D, formerly JDRF		ShamRockin’ for a Cure benefitting the Cystic Fibrosis Foundation

The American Heart Association’s Houston Heart Walk

CSI was Platinum sponsor for TechnipFMC’s annual fundraising drive to benefit the American Heart Association’s Houston Heart Walk.

In addition to funding research for prevention and treatment of heart disease and stroke the AHA also funds prevention efforts through education, monitoring and first-aid programs. Last year, the American Heart Association Houston Division:

- Funded nearly **\$13M** in research in the greater Houston-area
- Trained more than **165,000** adults and teens in CPR, AED (defibrillator) usage and basic lifesaving skills with AHA guidelines, methods and materials
- Helped more than **90** Houston-area employers build and maintain a culture of health for their employees



CHANGE THROUGH CHARITY



For the past two years, CSI has held a “Change Through Charity” competition among its global subsidiaries. Throughout the year employees are encouraged to have fun by volunteering and raising money for charity, encouraging each other to help and build a stronger team dynamic across CSI. Subsidiaries around the world donated time, treasure and talent to help those in need. Here’s a look into their efforts.

Canada

In August, CSI Canada and CSI EPC held a Back-to-School Backpack Initiative.

They collected school supplies and cash donations which were used to purchase backpacks and additional school supplies. In total, 20 backpacks were filled and donated, along with an extra box of school supplies and eight iPads, to The Roxy Centre in Acton, a multifunctional and people-oriented space designed to provide value and connection. The team also collected several boxes of gently used clothing for the center.

Mexico

CSI Mexico supported Camino a Casa Foundation, a non-profit whose mission is to rehabilitate and reincorporate trafficked girls and young women into a healthy and productive life. They raised money through various initiatives, including opening a snack store, dress down days and a raffle. The company also donated four laptops to the organization.

Additionally, in an effort to support children facing critical health challenges, CSI Mexico raised funds to benefit Un Angel te Cuida Foundation. This Mexico-based charity provides vital support to children with cancer and other life-threatening illnesses, primarily at the Siglo XXI Hospital, the main public hospital for pediatric oncology in Mexico City.

Employees actively participated in various fundraising initiatives, such as raffles and office shop sales, along with more than 20 hours of volunteer time spent at the hospital. Volunteers visited with children and families awaiting treatment, bringing companionship and relief during challenging moments.



The team collected 56 toys, 20 clothing items and 16 board games to be distributed among the children receiving care at the main public hospital for pediatric oncology in Mexico City.

CHANGE THROUGH CHARITY

Peru

This past June, CSI Peru came together to collect diapers for the Children’s Hospital of Peru. This initiative was coordinated with the Asociación de Voluntariado del Instituto Nacional de Salud del Niño. The team collected over 700 diapers, which were then hand-delivered to the hospital. While there, they prepared and delivered food for the parents of the hospitalized children. The team also collected bottlecaps, which are then sold for money. The association uses these funds to buy additional food and medicine for families.



Costa Rica

Employees from the Costa Rica office donated Christmas gifts for kids at the Hospital Nacional de Niños. This donation was made through the Fundación Pro-Unidad de Cuidado Paliativo Pediátrico.



Brazil

CSI Brazil created a four-challenge circuit for employees to voluntarily participate and collect donations for Grupo Vida, an organization that advocates for the elderly. Challenges included musical chairs, target shooting, tug-of-war and scoring goals.



France

CSI France worked with inspiring young people at the Second Chance Schools (E2C b- Ecole de la 2ème Chance) in Paris. These schools play a crucial role in supporting those 26 and under who have left the education system without a diploma, helping them find a path to a meaningful career.

For an entire day, CSI employees entered the classrooms not just as visitors, but as listeners, mentors and learners. We shared experiences, offered guidance, and most importantly, listened to the students as they shared their aspirations and challenges.

Additionally, CSI France collected 690 kilos of apples and vegetables that were distributed to those in need by Restos du Coeur, a leading charity fighting poverty in France.



CHANGE THROUGH CHARITY

United Kingdom

CSI UK, EPC and Freedom Tech had the privilege of supporting children through a charity called Sponsor a Gambian Child. The UK-based charity funds the educational needs of hundreds of children and young people in The Gambia, West Africa. The companies donated laptops to the organization who then distributed them to a number of schools in the country. Unfortunately, education is not universal in The Gambia and many families rely on support to help their children attend school which dramatically improves their life chances. These laptops will help the schools operate more efficiently and provide the children with much desired IT skills.



Wear Pink Day

Our UK teams showed their philanthropic spirit by wearing pink and actively raising funds for breast cancer research with a vision to change the prognosis for those diagnosed.



BBC Children In Need Day

With a yellow theme, colleagues dressed down and raised funds to help over half a million disadvantaged children across the UK.

Jeans for Genes

The UK teams came together in support of the Jeans for Genes UK donation campaign by swapping out their business attire for jeans with a monetary contribution.

Jeans for Genes Day plays a pivotal role in empowering the genetic disease community through its efforts to fund crucial grants for essential support, equipment, respite care, and unifying events that bring affected children and families closer. The staggering statistics reveal that there are 4,000 to 6,000 diagnosed genetic diseases, impacting approximately 1 in 25 children and resulting in 30,000 diagnoses each year.



CHANGE THROUGH CHARITY

United Kingdom



Red Nose Day

The UK teams swapped their office attire for dressing casual and wear anything red by donating for Red Nose Day. This annual event is organized by Comic Relief, a UK-based charity that aims to end child poverty around the world.

Money raised helped fund programs to support vulnerable children and families around the world.



Easter Fun

CSI UK donated 100 Easter eggs to the Bluebell Wood Children’s Hospice in Sheffield. The eggs were handed out to families by the Hospice’s Easter bunny. The Easter egg donation helped the staff make wonderful memories with families going through difficult times.



Wear It Wild Day

In August, UK employees took a stand for wildlife conservation by dressing in wildlife-inspired attire in an event called “Wear it Wild Day.” This unique dress code was more than just a fashion statement; it was a concerted effort to raise funds for WWF-UK, one of the world’s leading conservation organizations. WWF-UK is known for its dedication to protecting wildlife and combating climate change, and the UK team’s participation directly contributed to these conservation efforts.



Mustache for Movember

CSI UK’s Managing Director, Nuri Bodur, donned a mustache for Movember, an initiative that raises awareness of men’s health and mental wellbeing, but also fosters a sense of humor and community within the team.

CHANGE THROUGH CHARITY

United Kingdom

Commitment to Cancer Research

In June, a group of 29 intrepid colleagues from the UK team embarked on an extraordinary journey through the rugged terrain of Yorkshire with the common goal of supporting cancer research. These individuals, representing different departments and expertise, came together to tackle the Yorkshire Three Peaks Challenge, a daunting 25-mile trek that includes some of the region’s highest peaks - Ingleborough, Wharfedale and Pen Y Ghent.

Guided by the experts at Lost Earth Adventures, the team faced the elements with determination and shared purpose. Known for its demanding nature, the challenge brought colleagues together in a display of resilience and camaraderie, highlighting our collective commitment to Cancer Research UK.

The Yorkshire Three Peaks Challenge is not only a test of physical endurance, but also a symbol of the trials faced by those living with cancer. Every step our team took mirrored the steps taken by scientists, researchers and medical professionals in their quest to improve the prevention, diagnosis and treatment of cancer.

The team in the UK also laced up their running shoes to participate in the Windsor Half Marathon to raise funds for Cancer Research UK whose mission is to increase survival rates to 75 percent by 2034.

Their participation in these endeavors goes beyond fundraising; it’s about embodying the values we hold dear as a community support, resilience and teamwork. The funds raised are vital, supporting ground-breaking research initiatives and ensuring that the impact of our efforts is felt in the communities we serve.



CHANGE THROUGH CHARITY

Central and Eastern Europe

Slovakia

CSI Slovakia dedicated their efforts to the Bratislava Zoo in a meaningful volunteer initiative. The team actively engaged in hands-on tasks, including cleaning and repairing the zoo’s facilities. A standout moment for the team was the unique opportunity to feed the zoo’s giraffes, making the experience particularly memorable. The team also raised funds for a local children’s cancer charity.

CSI Slovakia enhanced community safety by donating an Automated External Defibrillator (AED) to the community of Družstevná pri Hornáde. By providing this essential equipment, they ensure that residents and visitors have immediate access to this life-saving technology.



CSI and **EPC** in Slovakia, Czech Republic and Hungary dedicated their efforts towards environmental conservation. They worked together to clear debris and tree branches, helping to restore and preserve the natural beauty of Slovakian hills and forests. This initiative not only strengthened inter-office relationships but also demonstrated our dedication to environmental causes.



Czech Republic

CSI Czech made a tangible impact closer to the heart of the community. The team supported Lesní Mateřská Škola Těptín, a kindergarten set in the forests near Prague. This institution is dedicated to nurturing young minds through direct engagement with nature. Our team, undeterred by the summer heat, assisted in maintaining the school’s facilities. This effort not only supported the school’s unique educational approach but also reinforced our team’s unity and commitment to community welfare.



Additionally, CSI Czech donated laptops to a remote community in Kenya. This initiative aims to increase access to digital education and create new opportunities for online employment. It will empower the local community by providing essential digital tools to develop new skills and access to online jobs, paving the way for their future development and prosperity.

CHANGE THROUGH CHARITY

Spain

Supporting Rare Diseases

CSI Renting in Spain participated in the Reto Pichón 2023 Marathon in support of the MEHUER Foundation’s fight against rare diseases. Founded in 2011, Reto Pichón brings together a social cause and a demanding sports challenge. The Mehuer Foundation’s mission is to improve the quality of life of patients and the relatives affected by a rare disease.

The team extended its support to Hospital Sant Joan de Déu. This renowned institution is at the forefront of battling serious childhood illnesses and extending aid to vulnerable sections of society. As a symbol of this noble endeavor, CSI Renting’s employees were gifted bracelets. These bracelets serve not just as mementos but also as reminders of the company’s dedication to impactful social causes.

And Inclusivity in East Africa

This year, CSI took its spirit of adventure and social responsibility to the rugged terrains of Kenya’s Maasai Mara, by sponsoring a team at the challenging and transformative Migration Gravel Race. More than just a test of endurance, the 650 kilometer race is a vibrant fusion of culture, community and conservation, set against the backdrop of breathtaking views at an altitude of 1,900 meters.

CSI’s involvement in the race extends far beyond mere competition. The event supports the AMANI-Projects, which strives to make cycling an inclusive sport across East Africa. Additionally, the proceeds from the race help fund Kenyan Riders, a program that nurtures future elite athletes. Through these initiatives, the race contributes to community empowerment and environmental preservation.



CHANGE THROUGH CHARITY

Rent&Tech

Also in Spain, CSI subsidiary, Rent&Tech demonstrated a profound commitment to societal welfare, making a significant contribution to the Spanish Association Against Cancer (AECC). This initiative provides crucial hope and assistance to those grappling with the challenges of cancer.

Rent&Tech also volunteered to spend time with elders at a local nursing home, chatting and listening to their stories. In a bid to entertain and uplift the spirits of the seniors, our colleagues organized a lively game of bingo together with the social organization ‘Adopta un Abuelo’ (Adopt a Grandparent).

‘Adopta un Abuelo’ is a social organization that was born in 2014, whose aim is to make older people feel accompanied and loved while all volunteers learn unique values and experiences. It is a way to pay tribute to the elderly and position them in the place they deserve, while at the same time creating a great learning experience for us. It is estimated that in Spain there are currently more than two million elderly people living alone, and some 360,000 living in residential homes, of which 60 percent do not receive visitors. Unwanted loneliness has a negative influence on people’s physical and psychological capacities, hence the organization’s mission. But thanks to the regular visits they receive, such as that of the Rent&Tech team, they get that much-needed and much-appreciated boost of energy and positivity.

Germany

EPC Germany contributed to the German Children’s Hospice Association, focused on the welfare of young people, and to the German Life Saving Association (DLRG), vital for water rescue and emergency services.

CSI Germany supported Heydenmühle e.V. in Oetzberg. Heydenmühle is a social and integrative project that brings together people with and without disabilities, offering them a sustainable future through collaborative work in agriculture, crafts and arts.



CHANGE THROUGH CHARITY

Denmark

Last February, CSI Leasing Denmark’s team swapped their office attire for football jerseys, not just for the love of the game, but for a cause close to our hearts – supporting the fight against childhood cancer. Our #FootballSweaterFriday went beyond showing team spirit; it was about making a real difference. Alongside raising awareness, we proudly donated to the Children’s Cancer Foundation, aiming to bring a bit of joy and support to families facing this tough journey.



Every year, 160 Danish children are diagnosed with cancer, turning families’ lives upside down. Through our contribution and support for the Association of Families with Children Affected by Cancer (FMKB), we’re helping provide much-needed bright spots.

Malaysia

Employees at CSI Malaysia volunteered on Saturday mornings in April to sort and clean more than 700 hundred laptop bags at EPC Malaysia. The bags, along with several laptops were donated to local schools in Kuala Lumpur.



ADDITIONAL CHARITIES SUPPORTED

In conjunction with the Change Through Charity events, CSI subsidiaries, large and small, around the world donated more than \$20,000 to support the following charities:

- 1

The American Cancer Society
- 2

The Cancer Research Institute
- 3

German Alzheimer Society
- 4

Alzheimer’s Society UK
- 5

Norwegian Cancer Society
- 6

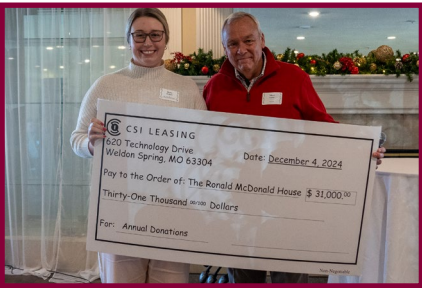
Motor Neurone Association
- 7

Canadian Cancer Society

Ronald McDonald House Charities

More and more families are travelling to St. Louis, where CSI is headquartered, to seek life-saving care at the regionally renowned pediatric hospitals. With the expense of travel added to the cost of treatment, many families face financial burdens. The Ronald McDonald House Charities (RMHC) help to alleviate these concerns by providing a home-away-from-home for seriously ill children and their families with a \$34 million investment funded by donations.

CSI supports RMHC in various ways. Our 11th Annual Chili & Soup Cookoff and Dessert Bake-Off is a fun and festive way to raise money while showcasing the excellent cooks among our team in St. Louis.



Through this and several other efforts throughout the year, CSI was able to present a check for **\$31,000** to the RMHC at its annual holiday party.

But our support doesn’t stop there. Twice a year employees lace up their aprons and put on their chefs’ hats to cook meals for families staying at the Ronald McDonald House while their children receive much needed care at area hospitals.



AMERICAN CANCER SOCIETY

Fit2Be Cancer Free

In April 2024, 52 employees participated in the Fit2BeCancerFree Challenge to support the American Cancer Society. Over the course of three weeks, CSI’s participants took 9,311,275 steps totaling 4,276 miles. Bill Elmore, our Vice President of Application Development, participated in the CEO Challenge. With a goal of “50 miles or bust” Bill smashed his goal with a whopping 110,077 steps and an overall 60 miles completed, ultimately finishing in fifth place nationwide! The Challenge is a wellness initiative aimed at encouraging individuals and workplaces to engage in physical activity to support cancer prevention and awareness. With everyone’s efforts, CSI placed 18th across the country for average distance.



Bill Elmore

Company-Wide Results

9,311,275 steps taken over three-weeks	4,276 miles moved over three-weeks
52 employee participants	#18 company rank across the country (Avg. Distance)

CSI’s Shave2Save

CSI’s Team Baldy Locks Fire made yet another successful appearance at the American Cancer Society’s Shave2Save fundraising event. Supporting the Hope Lodge, contributions allow families to have a free place to stay closer to their loved ones battling cancer keeping travel and lodging to a minimum. Due to generous donations from CSI employees, contributions **totaled over \$9,420 allowing the team to reclaim the first-place team in St. Louis for the fourth year in a row**, an impressive milestone!



Marcia Martin (a four-time participant), Rachel Harris, Salina Baker and Tom Brown shaving their heads for a good cause.

AMERICAN CANCER SOCIETY

Coaches vs. Cancer Suits and Sneakers

Steve Hamilton, Chairman & CEO, is actively involved in the American Cancers Society’s CEOs Against Cancer St. Louis Chapter. In February, Steve along with St. Louis University’s head basketball coach, Travis Ford, and other CEOs participated in Coaches vs. Cancer Suits and Sneakers week which promotes and focuses on cancer screenings.

“I have personally seen the advantages of early detection, as a result I am a strong advocate for cancer screenings.” Steve Hamilton, Chairman & CEO

Champions of Hope Gala

CSI is an annual sponsor of The St. Louis Champions of Hope Gala. Led by the CEOs Against Cancer of Missouri- St. Louis Chapter, this year the gala raised \$1.4 million dollars to support cutting-edge, life-saving cancer research conducted in Missouri.

The theme this year was Back to a Future Without Cancer, where guests stepped back into time with a number of themed attractions inspired by the movie, such as the Under the Sea Prom, Doc’s garage and the Clock Tower. Marty McFly and Doc Brown were even there to support the cause with a real-life DeLorean time machine.



The mission speaker for the evening was the daughter of one of the Gala Board of Ambassador Committee members. For years her parents have been attending the gala to raise money to fight against cancer. Little did they know that they were raising money to help save their daughter’s life. Her message among others was that cancer does not discriminate.

CSI’s Autumn Harris and **Rachel Harris** served on the Champions of Hope Gala Board of Ambassadors and multiple employees attended while supporting with personal giving.

Mission Hero Award

CSI was recently the recipient of the American Cancer Society’s (ACS) St. Louis Chapter 2023 Mission Hero Award. The award is given to a company that has provided substantial support to the Society’s mission and helped create a greater impact on the lives of cancer patients.

“CSI Leasing has done so much for the mission of the American Cancer Society throughout 2023, including their leadership co-chairing the 2022 Champions of Hope Gala, financial support and employee engagement in numerous ACS events,” said Elizabeth Brown, senior executive director for the ACS. “We couldn’t ask for a better partner to work with to make purposeful change and impact to the St. Louis community and beyond.”

Continued Support

Additionally, CSI supported the ACS with a Day of Service in June. Kyle Popelar and Ryan DeMuri serve on the Emerging Leadership Council while Michelle Keen participates in the KPMG Future Executive Program.

FUNDRAISING

St. Louis Area Foodbank

Each year, CSI helps the St. Louis Foodbank in several ways. The past year we held two food drives in conjunction with our spring and fall patio picnics. Collectively, employees donated enough food and money to provide **1,023 meals** to those in need.

We also volunteered by packing food for distribution. CSI employees processed a total of **10,448 pounds** of food which will provide over **8,529 meals** to those in need of assistance.



The St. Louis Foodbank provides food assistance to 608 communities across the bi-state area (Missouri and Illinois). In 2022, 54 million pounds of food were distributed at no cost to recipients. Every month, the Foodbank provides approximately 8,000 boxes of food to senior citizens.

More Hunger Assistance

EPC also demonstrated its commitment to community service with a robust food drive in March. Collectively, our St. Louis facilities donated a substantial **2,950 pounds** of food. All proceeds were donated to the Warren County R-3 School District, directly supporting local families in need.

ARC Golf Tournament

CSI had the opportunity to support the St. Louis Arc organization at their annual golf tournament both as a participating team and as a sponsor. The St. Louis Arc serves to empower individuals with intellectual and developmental disabilities and their families to lead better lives by providing a lifetime of high-quality services, family support and advocacy. Ryan Demuri, Matt Bauer, Joe Sullivan and Kyle Popelar represented CSI.



SUPPORT FROM CSI

Supporting Education

In March, Steve Hamilton had the privilege of delivering a keynote presentation to students at his alma mater, the University of Missouri – St. Louis, for their 15th Annual International Business Career Conference. The aim was to provide insights into the complexities, opportunities and challenges of global markets.

CSI’s own Martin Kardos was recently honored by the same alma mater, the University of Missouri – St. Louis. As part of its celebration for 60 years of existence, the University of Missouri – St. Louis spotlighted 60 of its alumni who uphold the core values of the University of Missouri – St. Louis in their lives.



Steve Hamilton



Martin Kardos

Japanese Festival at Missouri Botanical Garden

CSI is a corporate sponsor of the Missouri Botanical Garden, a leader in plant conservation, sustainable gardening and biodiversity. This past year, we also supported the Martial Arts demonstration at their annual Japanese Festival. The Japanese Festival celebrates Japanese culture and the Japanese Activities Committee, a coalition of several Japanese-American organizations that provide art, dance, food and entertainment for thousands of visitors each year.



NEW WORLD HEADQUARTERS

Bringing Better Amenities to Employees

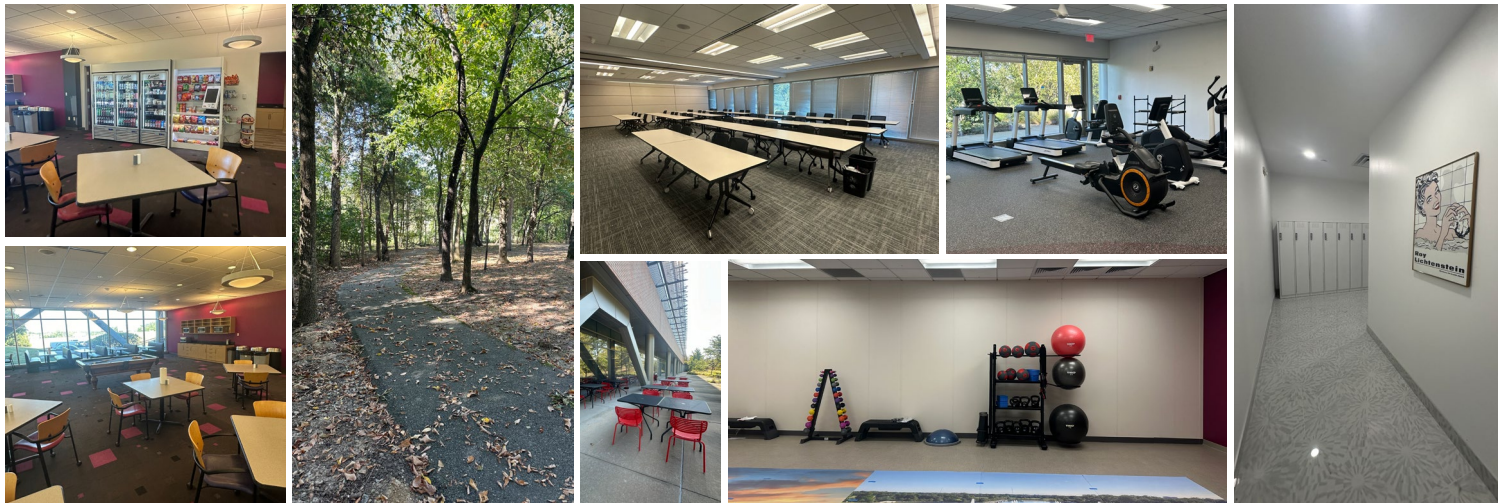
In September 2024, CSI relocated its global headquarter to a much larger state-of-the-art facility in Weldon Spring, Mo., approximately 20 miles west of its former location. Currently, 198 of CSI’s more than 1,600 employees occupy its headquarters. The new building provides an enhanced working environment for local employees and more space for meetings, while allowing room for continued staff additions. CSI anticipates adding 25 new jobs at Weldon Spring in the near future. New jobs added at CSI’s new location will pay an average wage well above the county average.



Steve Hamilton
Chairman & CEO

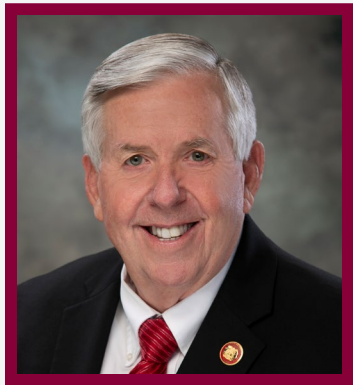
“We have grown our headcount by 10 percent in the last 18 months and I anticipate this rapid pace to continue,” said Steve Hamilton, Chairman and CEO of CSI Leasing. “Our former building served us well over the last 20+ years, but we have outgrown it and need to plan for our future. Our main goals with our new home were to provide better working conditions and amenities for all our existing employees to ensure their time spent at work is productive and enjoyable, and to accommodate new employees over at least the next ten years. We very much appreciate the cooperation and support of the City of Weldon Spring, the St. Charles County Economic Development Council and the State of Missouri that helped facilitate CSI’s decision to remain in Missouri and establish its global headquarters in St. Charles County.”

CSI’s new headquarters has four floors of office space and a lower amenity floor that includes a fitness center, locker room facilities, a large cafeteria and several meeting rooms. Additionally, a large outdoor patio leads to a wooded walking trail.



ENHANCING THE REGION

Bringing Jobs and Attracting Talent



Mike Parson
Governor of Missouri

“We’re pleased to see an industry leader like CSI Leasing investing and creating jobs in Weldon Spring,” said Governor Mike Parson. “After visiting CSI Leasing’s parent company in Japan last year, it was apparent that the company values strong international relationships. We congratulate CSI Leasing on its success and look forward to its future growth in the St. Louis region.”

In conjunction with the new headquarters, CSI was awarded the Business Attraction Project of the Year from the Economic Development Council (EDC) of St. Charles County.



Scott J. Drachnik
President and CEO

“CSI Leasing’s decision to renovate an existing office building in Weldon Spring and move its global headquarters to St. Charles County underscores its commitment to Metro St. Louis and is a culmination of collaborative retention efforts among local, regional and state economic development partners,” said Scott J. Drachnik, President and CEO of the Economic Development Council of St. Charles County.

STRONG COLLABORATIONS

New HQ Utilized Women-Owned Contractors

Renovations for CSI’s new world headquarters were done by several woman-owned business for the planning, construction and furniture components of the project. Wright Building Systems acted as the general contractor, Working Spaces provided custom office furniture, and Architxtures lead the design and architectural work, all of which are woman-owned.



International Woman’s Day

CSI Mexico commemorated International Women’s Day by creating a mural dedicated to the women on the team. Each is a strong, hardworking and resilient woman who gives their best both at work and at home. The mural shows respect and validity to the efforts that have been made over the years. The local celebration of women served as a reminder for all to work together to create spaces of greater respect and equity, understanding that together we achieve better ideas, processes and results.



Supporting Women in Business

In March, CSI co-sponsored the Women’s Business Enterprise National Council’s (WBENC) Conference in Denver alongside woman-owned Aspen Capital.

The WBENC Conference featured four days of educational sessions, eight hours of expo floor exhibit booths and three hours of structured meet and greet networking round tables. The conference attendees were made up of two groups: woman-owned business enterprises looking to sell their services to large corporations and supplier executives of large corporations.



TRAINING AND DEVELOPMENT

At CSI, we prioritize learning and development as a catalyst for growth and success. Our comprehensive programs empower employees with the skills they need to thrive in today’s dynamic work environment.

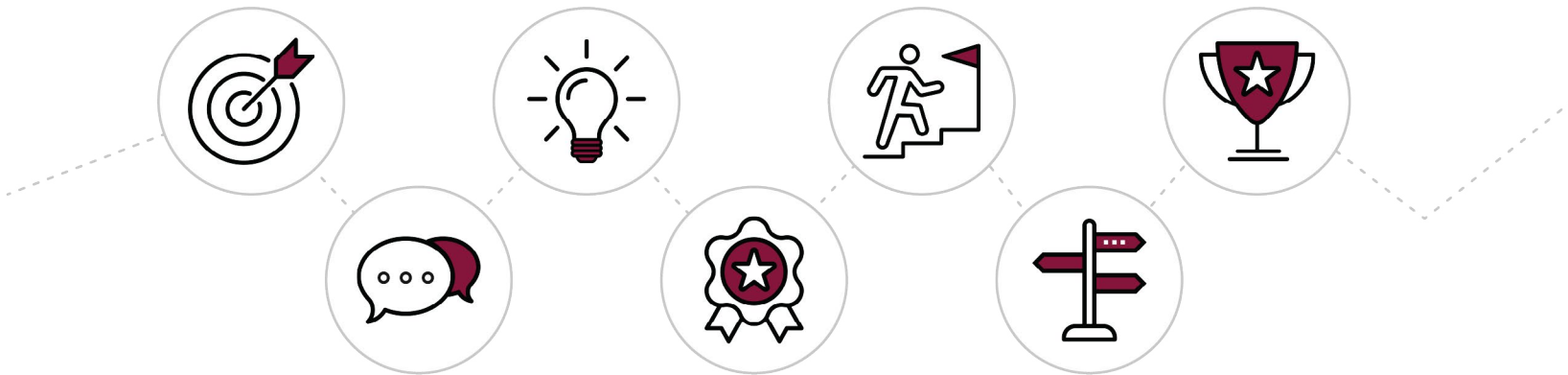
Our digital learning platform, accessible to all employees worldwide, offers approximately 70 training modules, covering technical skills, soft skills and leadership development, all aiming to enhance employees’ knowledge and capabilities. Our more than 1,000 users have the freedom to self-enroll in any training available in the course catalog and chose as many as they wish.



Furthermore, since 2016, we have provided specialized management and leadership training, equipping over 100 managers with the skills to support and develop their teams effectively. In Europe, our latest leadership programs Leadership Development Program (LDP) and Leadership Accelerator Program (LAP) were so successful in 2024 that they will continue throughout 2025. In North America, our new management program “Managers’ Essentials” is providing new and experienced managers with knowledge and resources to be successful in their roles.

We also offer targeted sales training to optimize performance and empower our sales directors and account executives. Additionally, English language and IT training is available to ensure proficiency in these key areas.

Starting in Q1 2025, we will partner with an external course provider to significantly expand the range of quality training opportunities available to our employees. By integrating thousands of new courses into our LMS, employees will have access to an extensive selection of topics, designed to ensure they stay at the forefront of their fields and remain equipped with the latest knowledge and skills.



HOW WE HOLD OURSELVES ACCOUNTABLE



Our Code of Business Conduct requires that business is transacted in a fair and ethical manner.



Procedures are in place to detect and prevent money laundering and terrorists financing.



We have a zero-tolerance policy for bribery of any kind.



We are committed to protecting the privacy of our customers and employees.



Business is conducted with transparency and integrity.



Data on all lease returns is securely wiped according to NIST 800-88.



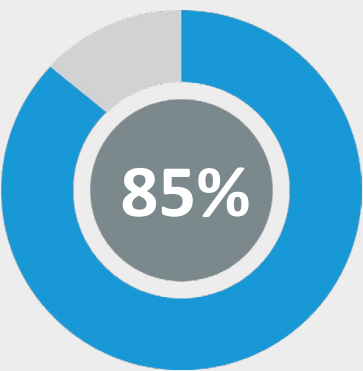
Vendors and suppliers are chosen based on objective standards such as price, quality and service level.



All new employees are trained on compliance policies and obligations as part of their onboarding process.

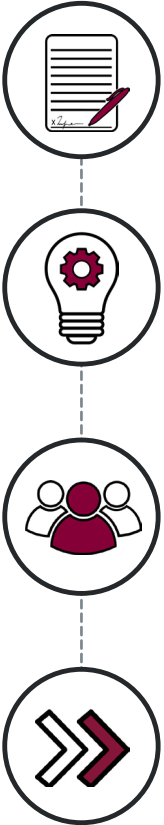
Net Promoter Score

CSI conducts a customer satisfaction survey to calculate our Net Promoter Score (NPS). This score is a straight-forward method that gauges the satisfaction of our customers with our services. During our last survey, CSI earned a score of 85. NPS considers anything above a score of 70 to be “world class.”



COMMITTED TO INTEGRITY

CSI is Committed to Conducting Business with Integrity and Transparency



We refused to engage in the deceptive practices and onerous end-of-lease antics that drove many of our leasing competitors out of business in the 1990s and early 2000s.

We have pursued our business under the guidelines of a Code of Business Conduct that emphasizes integrity, transparency and honesty in all that we do. CSI prohibits bribery and corruption in any form.

We have a compliance program that promotes top-down integrity and ethics. We train compliance ambassadors in our international offices to be the face of our Code and a liaison with headquarters to promote CSI’s compliance program in local languages and with cultural awareness.

We value long-term relationships with our customers and strive to ensure that neither their data nor reputation is at risk. Accordingly, CSI is compliant with the data protection regulations of every jurisdiction where we do business including GDPR in the EU, the UK Data Protection Act and the LGPD in Brazil, as well as the multiple U.S. state laws being enacted. When processing personal data of our customers and business relationships, we are committed to the principles of lawfulness, transparency, limitation of purpose, data minimization, accuracy, storage limitation, confidentiality and accountability. Our data security is state-of-the-art and we take periodic measures to test its effectiveness to ensure our systems are up to date and secure.



CSI LEASING

ELEVATING
GOALS

ACCELERATING
RESULTS

FUTURE
FORWARD