TRUSTED SECURE RECYCLING

POSRG

COMPLIANCE PACKET

NOVEMBER 12, 2025

COMPANY OVERVIEW

Mailing Address: 1215 Henri Drive
Wauconda, IL 60084

Telephone: 847-526-9650
Toll Free: 866-462-1005
Fax: 847-526-9651

Website: https://www.posrg.com/

Contacts:
Ken Testa ktesta@posrg.com
Matt Polich mpolich@posrg.com

ABOUT US

POS Remarketing Group (POSRG) is a premier Point of Sale and IT hardware reseller, and service provider. Throughout the total life cycle, our aim is to provide reliable, cost-effective products and services with superior customer service. From design to disposal, we implement custom-made solutions and flexible support programs. Creating exceptional long-term value that results in a greater return on investment for our customers is our priority. Our certified IT Asset Disposition services such as complete asset recovery, electronics recycling, and data destruction services, will minimize your exposure and ensure your brand reputation.

MISSION STATEMENT

POSRG strives to provide fair IT asset evaluations, industry best data destruction, adhere and exceed best practices for recycling of e-waste, and provide the highest level of professional service to our clients.

QEHS POLICY

The organization's commitment to improve the environment is an expression of our Guiding Principles, and a demonstration of "think globally and act locally" sensibilities. We strengthen our commitments by utilizing ISO 14001, ISO 45001, ISO 9001, R2V3 and other applicable industry standards to make up a framework which helps identify and set objectives, as well as targets, for measuring and addressing areas of significance within our goals.

GOALS & COMMITMENTS

Our goals include:

- To continuously improve waste management practices and reduce consumption of natural resources.
- Continually improving customer satisfaction reports.
- Improve our database infrastructure and inventory tracking.
- Improve communications with the warehouse staff.
- Updating designated warehouse-controlled areas to ensure optimal space usage as well as safety.
- Continually receive annual training on environmental, quality and safety topics.
- Reduce energy consumption on an annual basis.

We have commitments to the following:

- Ensure the prevention of exports of Focus Materials (FMs) and Hazardous Electronic Waste (HEWs) throughout the Recycling Chain which violate international laws, treaties, and agreements,
- Ensure the prohibition of forced or child labor throughout the Recycling Chain,
- Ensure the prohibition of prison operations throughout the Recycling Chain that involve incarcerated individuals handling FMs, HEWs or Customer Data, and:
  - Are subsidized by government (directly or indirectly),
  - Involve the likelihood of risks of release or misuse of Customer Data, or
  - Do not provide workers with the same rights as private sector workers to protections from exposure to toxins, and
- Ensure social accountability values within its Organization consistent with the principles of SA 8000.
- All employees are to adhere to NAID requirements for information confidentiality and data destruction

IT ASSET DISPOSITION AND RECYCLING SERVICES

- R2V3 Certified Responsible Electronics Recycling
- NAID AAA Certified Data Destruction with Serial Number Reporting
- NAID AAA Certified Hard Drive Sanitization
- Custom Asset Reporting
- Asset Evaluation, Fair Market Value Purchasing and Consignment of IT Equipment
- Local, Domestic and International Logistics
- Local Cleanout Services

POSRG

is Hereby Granted **NAID AAA Certification**®
by i-SIGMA®

i-SIGMA is the non-profit trade association recognized globally as the secure data destruction and records and information management industry's standards setting and oversight body.

*The certificate holder has met the rigorous requirements of the NAID AAA Certification program and demonstrated through announced and unannounced audits that its security processes, procedures, systems, equipment, and training meet the standards of care required by all known data protection regulations.**

As a result, NAID AAA Certification also serves to meet all data controller vendor selection due diligence regulatory requirements.

Valid Through: 30 September 2026

The certificate holder is NAID AAA Certified for the following services and media types:

- Facility-based Operation Endorsement for Hard Drive Overwriting, Solid-State Device Overwriting, Physical Hard Drive & Solid-State Device Destruction

Applicable to the following location(s):

- 1215 Henri Dr, Wauconda, IL 60084-1075 USA

Nathan Campbell
i-SIGMA Chief Executive Officer

*NAID AAA Certification specifications are regularly evaluated/amended as necessary and service provider compliance is verified to ensure ongoing conformance with all known data protection regulations including The Privacy Act (Australia), GDPR (Europe), HIPAA, GLBA, FACTA, State-level requirements (USA), and PIPEDA, PIPA, PHIPA (Canada) in their relevant jurisdiction(s), as well as with related risk assessment, incident reporting and data breach reporting procedures and training as required therein or separately.

PERRY JOHNSON REGISTRARS, INC.

Certificate of Registration

Perry Johnson Registrars, Inc., has audited
the Environmental Management System of:

POS Remarketing Group
1215 Henri Drive, Wauconda, IL 60084 United States

(Hereinafter called the Organization) and hereby declares that Organization is in conformance with:

ISO 14001:2015

This Registration is in respect to the following scope:

Downstream Vendor Management, Logical and Physical Data Sanitization, Testing and Materials Recovery of Electronic Equipment

This Registration is granted subject to the system rules governing the Registration referred to above, and the Organization hereby covenants with the Assessment body duty to observe and comply with the said rules.

PERRY JOHNSON REGISTRARS, INC.

ANAB ANSI National Accreditation Board ACCREDITED ISO/IEC 17021-1 MANAGEMENT SYSTEMS CERTIFICATION BODY

Terry Boboige

Terry Boboige, President
Perry Johnson Registrars, Inc. (PJR)
755 West Big Beaver Road, Suite 1340
Troy, Michigan 48084
(248) 358-3388

The validity of this certificate is dependent upon ongoing surveillance.

Effective Date:	Expiration Date:	Certificate No.:
January 7, 2025	January 6, 2028	C2025-00033

POSRG

PERRY JOHNSON REGISTRARS, INC.

Certificate of Registration

Perry Johnson Registrars, Inc., has audited
the Sustainable Electronics Reuse & Recycling (R2) Standard of

POS Remarketing Group
1215 Henri Drive, Wauconda, IL 60084 United States

The organization has been audited by a certification body that is in conformance with ISO/IEC 17021 requirements and applicable Accreditation Body requirements. The organization is found to be in conformance with the R2 Standard as applied by the R2 Code of Practices.

The Sustainable Electronics Reuse & Recycling (R2) Standard v3

This Registration is in respect to the following scope:

Downstream Vendor Management, Logical and Physical Data Sanitization, Testing and Materials Recovery of Electronic Equipment

This R2 Facility performs the following applicable R2 Process Requirements at this location(s) and has been audited to the requirements for each as identified.

Appendices (A) - Downstream Recycling Chain; (B) - Data Sanitization (Logical and Physical); (C) - Test and Repair (Test Only); (E) - Materials Recovery are Applicable for this Single Facility

The certification referenced above is accomplished pursuant to SERI's R2 Code of Practices through an audit of a sample of the certificate holder's facilities and/or processes/activities within the limited written scope appearing on this certificate. Certification is not a comprehensive validation or verification of all conditions. The R2v3 Standard is offered "AS-IS" and without warranty, and any reliance otherwise, by the certificate holder or any third party, is expressly disclaimed by SERI. The use, display, and reference to the R2v3 Certification Mark printed on this certificate is governed by license agreement(s) entered between the certificate holder and SERI. Certificate authenticity and validity can be verified at https://r2directory.org.

This Registration is granted subject to the system rules governing the Registration referred to above, and the Organization hereby covenants with the Assessment body duty to observe and comply with the said rules.

Terry Boboige

Terry Boboige, President
Perry Johnson Registrars, Inc. (PJR)
755 West Big Beaver Road, Suite 1340
Troy, Michigan 48084
(248) 358-3388

The validity of this certificate is dependent upon ongoing surveillance.

Effective Date:	Expiration Date:	Certificate No.:
January 7, 2025	January 6, 2028	C2025-00034

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PERRY JOHNSON REGISTRARS, INC.

Certificate of Registration

Perry Johnson Registrars, Inc., has audited the Quality Management System of:

POS Remarketing Group
1215 Henri Drive, Wauconda, IL 60084 United States

(Hereinafter called the Organization) and hereby declares that Organization is in conformance with:

ISO 9001:2015

This Registration is in respect to the following scope:

Downstream Vendor Management, Logical and Physical Data Sanitization, Testing and Materials Recovery of Electronic Equipment

This Registration is granted subject to the system rules governing the Registration referred to above, and the Organization hereby covenants with the Assessment body duty to observe and comply with the said rules.

PERRY JOHNSON REGISTRARS, INC.

ANAB ACCREDITED MANAGEMENT SYSTEMS CERTIFICATION BODY

Terry Boboige

Terry Boboige, President
Perry Johnson Registrars, Inc. (PJR)
755 West Big Beaver Road, Suite 1340
Troy, Michigan 48084
(248) 358-3388

The validity of this certificate is dependent upon ongoing surveillance.

Effective Date:	Expiration Date:	Certificate No.:
November 2, 2024	November 1, 2027	C2024-05645

POSRG

PERRY JOHNSON REGISTRARS, INC.

Certificate of Registration

Perry Johnson Registrars, Inc., has audited
the Occupational Health and Safety Management System of:

POS Remarketing Group
1215 Henri Drive, Wauconda, IL 60084 United States

(Hereinafter called the Organization) and hereby declares that Organization is in conformance with:

ISO 45001:2018

This Registration is in respect to the following scope:

Downstream Vendor Management, Logical and Physical Data Sanitization, Testing and Materials Recovery of Electronic Equipment

This Registration is granted subject to the system rules governing the Registration referred to above, and the Organization hereby covenants with the Assessment body duty to observe and comply with the said rules.

PERRY JOHNSON REGISTRARS, INC.

ANAB
ACCREDITED
MANAGEMENT SYSTEMS CERTIFICATION BODY

Terry Boboige, President
Perry Johnson Registrars, Inc. (PJR)
755 West Big Beaver Road, Suite 1340
Troy, Michigan 48084
(248) 358-3388

The validity of this certificate is dependent upon ongoing surveillance.

Effective Date:	Expiration Date:	Certificate No.:
January 7, 2025	January 6, 2028	C2025-00035

POSRG

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 10/16/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER
Marsh & McLennan Agency LLC
20 North Martingale Road
Schaumburg IL 60173

CONTACT NAME: Erin Carnahan
PHONE (A/C, No, Ext): (847) 463-7894 **FAX (A/C, No):** (847) 440-9123
E-MAIL ADDRESS: erin.carnahan@marshmma.com

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A : Navigators Specialty Insurance	36056
INSURER B : Travelers Property Casualty Co	25674
INSURER C : Travelers Excess and Surplus L	29696
INSURER D : Charter Oak Fire Insurance Com	25615
INSURER E : Travelers Indemnity Company of	25666
INSURER F :	

INSURED POSREMA-01
POS Remarketing Group Inc
1059-1067 Old Rand Rd
Wauconda IL 60084

COVERAGES **CERTIFICATE NUMBER:** 1332535191 **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
B	X COMMERCIAL GENERAL LIABILITY			15T1224925	10/23/2025	10/23/2026	EACH OCCURRENCE	$ 1,000,000
	CLAIMS-MADE X OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	$ 300,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						MED EXP (Any one person)	$ 10,000
	X POLICY PRO-JECT LOC						PERSONAL & ADV INJURY	$ 1,000,000
	OTHER:						GENERAL AGGREGATE	$ 2,000,000
							PRODUCTS - COMP/OP AGG	$ 2,000,000
								$
D	AUTOMOBILE LIABILITY			6N76437525	10/23/2025	10/23/2026	COMBINED SINGLE LIMIT (Ea accident)	$ 1,000,000
	X ANY AUTO						BODILY INJURY (Per person)	$
	OWNED AUTOS ONLY SCHEDULED AUTOS						BODILY INJURY (Per accident)	$
	X HIRED AUTOS ONLY X NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	$
								$
B	X UMBRELLA LIAB X OCCUR			0L98279425	10/23/2025	10/23/2026	EACH OCCURRENCE	$ 5,000,000
	EXCESS LIAB CLAIMS-MADE						AGGREGATE	$ 5,000,000
	DED X RETENTION $ 10,000							$
E	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y / N		N / A	6J21863525	10/23/2025	10/23/2026	X PER STATUTE OTH-ER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? N						E.L. EACH ACCIDENT	$ 1,000,000
	(Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE	$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	$ 1,000,000
C A	Professional Liability Pollution Liability			TEO10809757301 CH23ESP0A98HRIC	10/23/2025 10/23/2023	10/23/2026 10/23/2026	Limit: $1,000,000 Limit: $1,000,000	Retention: 50,000 Deductible: 25,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
RE: 1215 Henri Drive, Wauconda, IL 60084

Proof of Insurance Only

CERTIFICATE HOLDER

Proof of Coverage
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CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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CERTIFICATE of ACCREDITATION

POS Remarketing Group, Inc.

Accredited Since April 2018 | Valid Through March 2026

Build Trust • Advertise Honestly • Tell the Truth • Be Transparent
Honor Promises • Be Responsive • Safeguard Privacy • Embody Integrity

Steve J. Bernas
President & CEO

BBB ACCREDITED BUSINESS

PROUD TO BE A BETTER BUSINESS

POSRG