



SUSTAINABILITY AND CORPORATE RESPONSIBILITY REPORT

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About this ESG Report

This Sustainability & Corporate Responsibility Report (this “Report”) outlines the strategy, performance and long-term plans on various Environmental, Social, and Governance (or “ESG”) topics of Avera Technologies Inc. and its global subsidiaries. Except where otherwise indicated, this Report covers the 2025 Fiscal Year, starting on April 1, 2024 and ending on March 31, 2025¹.

In order to account for the recent launch and development of our sustainability and corporate responsibility program, as well as the ongoing integration of entities acquired in the 2024 calendar year, we have occasionally included data from April 1 to May 31, 2025, to provide a more detailed insight into our ESG initiatives and efforts. Instances where such additional data is provided are marked as such.

We are committed to disclosing with reliability and accountability. Our reporting metrics follow the Sustainability Accounting Standards applicable to Professional & Commercial Services (see Annex). We will continue to broaden the scope of our reporting in line with the priorities of our key stakeholders and related industry assessment standards.

Performance data has not been validated by an independent observer.

¹ Initiatives and data from the reporting period of April 1, 2024 to May 31, 2024 that have been covered in our inaugural Sustainability & Corporate Responsibility Report published in September 2024 have been omitted from the 2025 edition.





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Foreword

At Avera, we are committed to continuously evolving, learning from each office, and pushing ourselves to achieve more for the planet, our communities, and our stakeholders. This 2025 Sustainability & Corporate Responsibility Report outlines the progress we have made in advancing ESG initiatives and turning challenges into new opportunities for impact.

From improving operational efficiency to strengthening relationships with suppliers and stakeholders, we have made notable progress – our focus remains however on the path ahead. Our approach is one of continuous improvement: we strive to consistently surpass yesterday while moving toward tomorrow.

In Fiscal Year 2025, Avera completed two significant acquisitions: the acquisition of Elcom, a.s. and subsidiaries, which resulted in the opening of four offices in Czech Republic, as well as the acquisition of Global Equipment Services, Inc. (part of Kimball Electronics Inc.), which led to the expansion of our global footprint to China, India, Vietnam and San Jose (California), as well as to the strengthening of our presence in Japan. These transactions marked a significant point in the company's growth: they brought us a total of 12 new entities and over 700 new colleagues. This unprecedented chapter in Avera's history has given us a renewed sense of responsibility with respect to maximizing stakeholder engagement and achieving a principle-based integration.

Throughout this year, each office has faced its own set of environmental, social, and governance opportunities. The integration of our new offices has been marked by the implementation of strategies that reunite our worldwide teams under our overarching ESG goals while promoting local needs or interests.

We are not satisfied with where we are – we are excited for what is next. As we expand our presence and adapt our approach to sustainability and corporate responsibility, our focus will remain on slowly but surely creating lasting, positive impact across all regions.

Thank you for your trust and collaboration as we work toward a more responsible and impactful tomorrow.



François Rainville
Chief Executive Officer

Rania S. Hamdine,
Legal Counsel and ESG Officer



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About Avera

As a global Test & Quality Solution leader, Avera partners with product designers, developers and manufacturers to help them achieve higher product quality, accelerate time to market and protect their brands by covering and offering solutions and expertise for the entire product lifecycle.

With 1,100 employees in 11 countries around the world, Avera offers specialized expertise and innovative test solutions that deliver substantial technical, financial and market benefits. Our clients in the automotive and EV, life-science, battery, consumer electronics, industrial, telecom, transportation, and aerospace and defense industries continue to benefit from Avera's expertise.

Their solutions include prototyping and consulting, precision assembly and production, automated test solutions, in-line test systems, test system replication, and test platforms and products. Our expertise ranges from vision systems, specialized battery test, RF and microwave and fiber optics to robotics and motion, instrumentation, control systems, and data management.



Avera's culture, built on diverse talents, a strong customer focus, collaborative teamwork, unwavering determination, and continuous innovation, is the bedrock of our sustained achievements.

As our international presence further expands, so does our commitment to global environmental responsibility, evidenced by the enforcement of our ESG program.

François Rainville
President & CEO, Avera



Client Focus

Our solutions are fully synced with both the requirements and goals from our customers - including technical, financial and commercial.



Teamwork

We work very closely together to deliver the right solutions and ensure beneficial synergies with tight project coordination.



Innovation

We utilize the latest technologies while leveraging expertise from our vast industry, project, and technical experience.



Performance

By using industry standard best practices, and ISO certified processes, we deliver the most efficient services to every project.



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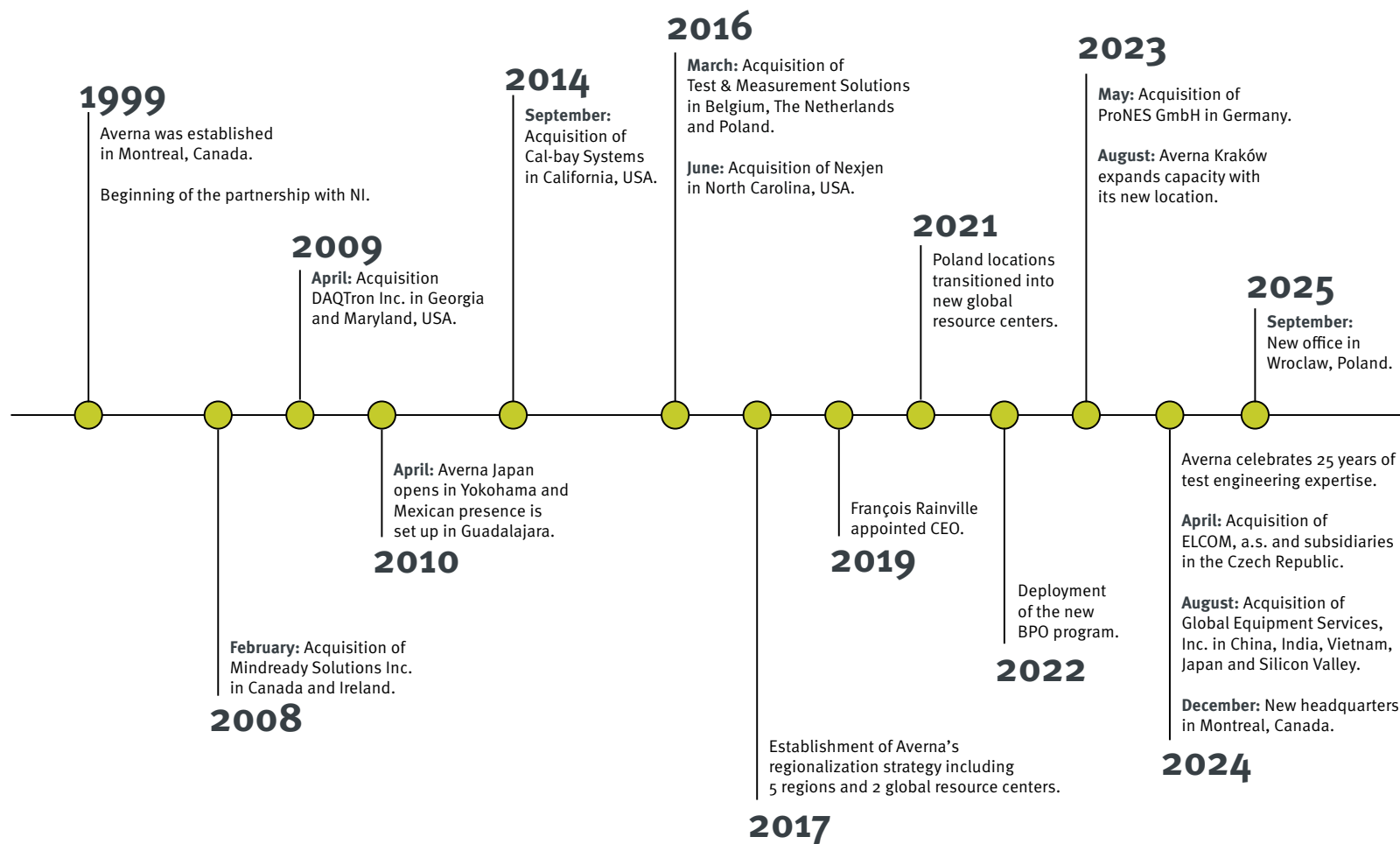
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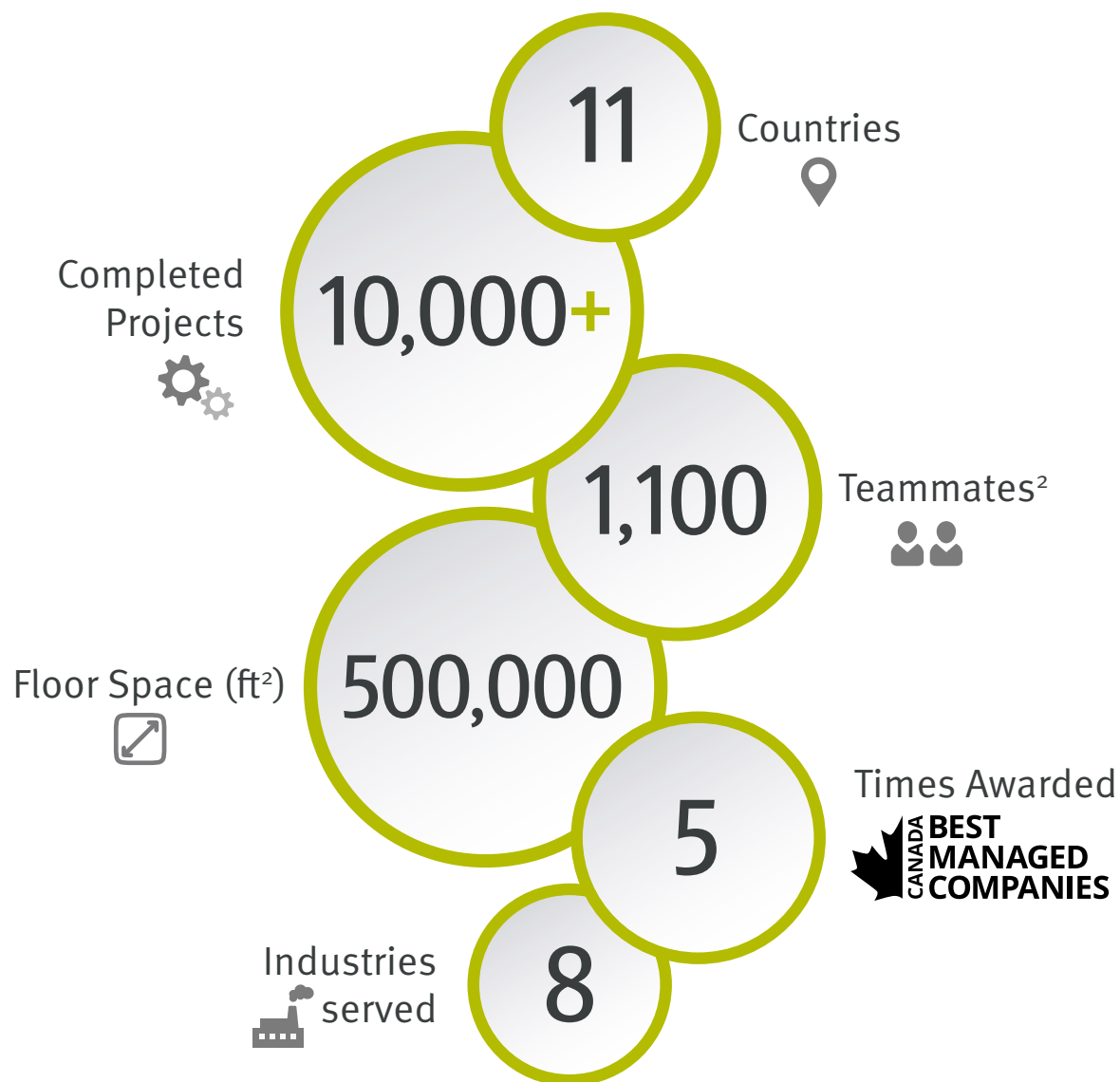
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ESG at Avera: Our Journey Highlights

EMPLOYEE SATISFACTION SURVEY

During Fiscal Year 2025, the company's yearly Employee Satisfaction Survey was leveraged by the ESG Task Force to gain better insight over the progress of the internalization of ESG principles and commitments among our peers. For the first time in Avera's history, our colleagues had the opportunity to provide formal and anonymous feedback, in their native language, to our executive management with respect to their understanding of sustainability and social responsibility at the company.

Four questions pertaining to ESG were added to our Employee Satisfaction Survey. Respondents were asked to submit a score ranging from one to five, with five being the highest score, for the following questions: (1) "I understand the goals and initiatives of our ESG program", (2) "I am likely to participate in initiatives and activities related to our ESG program", and (3) "It is important for me that my company engages in ESG initiatives such as setting targets for reducing its environmental footprint and connecting with its stakeholders". They were also encouraged in a final question to provide suggestions for improving the effectiveness and impact of the company's sustainability and corporate responsibility program.

89% of global employees³ stated that it was important or very important for them that their company engages in ESG initiatives.

The 2024 Employee Satisfaction Survey was conducted prior to the publication of the company's first Sustainability and Corporate Responsibility Report. Although we anticipated that incorporating ESG into the survey at such an early stage of the program might affect the scores, we recognized the value of gaining insights into how our inaugural report influenced our offices' understanding of our ESG efforts.

PRESENTATION OF OUR FIRST ESG REPORT

Following the publication of our inaugural Sustainability & Corporate Responsibility Report in September 2024, the Task Force presented the results achieved in the first months of its ESG program to each office, with a focus on region-specific contexts and growth areas. A special presentation was organized at our Headquarters: as the operations of several departments and functions at the company are centralized in Montreal or are led by a department head based in Montreal, it was essential to emphasize the pivotal role our

leaders play in raising awareness within their teams and ensuring that ESG initiatives cascade effectively throughout the organization.

PEER RECOGNITION

In October 2024, the ESG Task Force was honored with an Avera Star for its first edition of this Report, a recognition that reflects the collaborative efforts of both employees and leadership. With 50% of the decision driven by employee engagement and the other 50% by support from the Board of Directors and Vice Presidents, this achievement highlights the strong alignment between on-the-ground involvement and executive commitment to ESG. It serves as a testament to the mobilization upon which Avera relies to foster a robust sense of commitment and drive meaningful change within the company.

CUSTOMER ASSESSMENTS

Throughout the year, we have successfully answered client-driven ESG ratings through platforms such as EcoVadis, Supplier Assurance, and CDP (Carbon Disclosure Project), with over 30 customer entities accessing our performance results. These assessments covered a range of areas, from sustainability practices to governance and social responsibility. Reinforcing our commercial partnerships in such a way has not only helped us embrace the evolving expectations of our stakeholders but also secured recognition of our dedication to transparency, ethical conduct, and continuous improvement. The positive reception to our proactive integration of ESG into both client engagements and overall business strategy has been a powerful motivator for our team.

INTEGRATION AND TASK FORCE GROWTH

As we continue the integration of our newly acquired entities, we are actively leveraging their established ESG initiatives, which have been in place before Avera's own program. These entities bring valuable experience and practices that align closely with our sustainability and responsibility goals. In the coming months, we will work to integrate their ESG frameworks into our global strategy by drawing on their insights and successes to further enhance our own. We are confident that this ongoing collaboration will help us ensure that we are building on a solid, sustainable foundation.



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Our Task Force



CANADA

Rania Hamdine, Legal & ESG Officer
Bertrand Gauvreau, CSA & System Engineering Manager

WEST AMERICA

Courtney Sheffield, Technical Program Manager
Mary Davis, Sales Support Representative (Interim)
Tuan Tran, Senior Operations Manager

EAST AMERICA

Corey Simpson, Project Manager

MEXICO

Rigoberto Hernandez, HR Business Partner

BELGIUM

Carol Jongen, HR Business Partner

CZECH REPUBLIC

Hanuš Majer, Proposal Specialist

GERMANY

Ludger Brandt, PR & Technical Documentation

POLAND

Mariusz Sliwa, Production Team Leader

CHINA

Allan Zhuang, Quality Manager

INDIA

Pooja Chaturvedi, Quality Assurance Manager

VIETNAM

Linh Nguyen-Hoang, SEF Manager



ENVIRONMENT



Progressing with a Green Foot

GUIDING PRINCIPLES

With the significant expansion achieved in Fiscal Year 2025, it became imperative to build a robust environmental framework that can guide our sustainability efforts and adapt them to the complexities of operating in our diverse regions and markets, both existing and new. Our goal is to ensure that as we continue to grow, we do so in a manner that is not only responsible but also forward-thinking. The framework we have created will serve as a compass towards consistent improvement, and help us navigate the complexities of sustainable business practices in diverse jurisdictions.

OUR VISION IN ACTION

Environmental Impact and GHG Emissions

Over the last financial exercise, we expanded our calculation of scope 1 and scope 2 greenhouse gas (GHG) emissions. As a result, we have established baseline measurements for our offices in Germany, Mexico, Belgium, North Carolina, India, China, Czech Republic, Krakow (Poland), Vietnam and San Jose (California)⁴. We chose not to calculate the carbon footprints of our offices in Montreal, Japan, and Wroclaw, due to location changes and internal reorganizations impacting the representativity of the data collected.



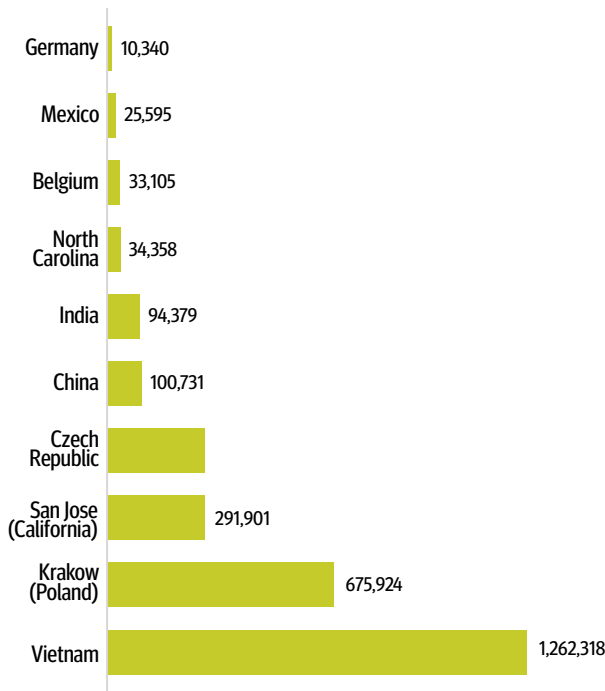
Our methodology involved quantifying scope 1 and scope 2 emissions: scope 1 encompassed direct emissions from sources owned or controlled by the company, including company fleet vehicles, facilities and machinery, while scope 2 covered indirect emissions from the consumption of energy stemming from purchased electricity and natural gas. This includes energy used towards lighting, heating and cooling, as well as ventilation.

The calculation of the carbon footprints in our global regions reiterated the importance of considering local circumstances when evaluating the environmental impact of our operations. For example, our Vietnam office accounts for our highest GHG emissions – a reflect of its scale in terms of headcount, manufacturing operations, combined

capabilities, and square footage. By comparison, our India office, which regroups a similar number of professionals, occupies only 15% of the Vietnam facility's space. Even so, the Vietnam team successfully renewed its ISO 14001:2015 certification, the internationally recognized standard for environmental management systems, and continues to implement and report on measures that reduce environmental impact.

Averna remains committed to developing reduction targets for its GHG emissions in accordance with local circumstances, whether linked to the nature of our operations or to differences in socio-political contexts and legal landscapes.

Scope 1 and 2 GHG Emissions Per Office



⁴ Data for the San Rafael (California) office was not available for Fiscal Year 2025, but we are focused on strengthening our monitoring capabilities moving forward.

Progressing with a Green Foot

Overall Environmental Performance

Our integration of the entities acquired by Avera has allowed the company to leverage the previous ESG experience cultivated by our offices in Czech Republic, China, and Vietnam, and maintain our ISO 145001:2015 for the next fiscal year. These certifications, which pertain to the practices of our teammates with respect to managing their environmental responsibilities, minimizing their environmental impact, and complying with relevant regulations, are inspiring our other offices towards the obtention of further ESG-related certifications.

These certifications are also a testament to the prevalent place that ESG has come to take in the commercial landscape that we evolve in. In an effort to align its practices with stakeholder expectations, as well as to maintain a strong culture of reliability and accountability, both internally and externally, Avera completed multiple sustainability and corporate responsibility assessments over Fiscal Year 2025. Over 30 customers accessed our various offices' performance and approach with respect to environmental impact, labor conditions and human rights, responsible procurement, legal compliance, and corporate ethics.

It is in that spirit that Avera participated in the 2024 Carbon Disclosure Project, a first for the company.

While all ESG ratings have successfully met the requirements of our business partners, therefore helping towards Avera securing its status as a trust-worthy solution provider, we are especially proud of the performances of Avera N.V. (Belgium) and Avera Test Systems Inc. (United States), which each obtained bronze medals after being rated by EcoVadis⁵.

Averna's environmental performance was also marked by a change of strategy with respect to the organization's activities. After revamping our Averna'sary program, dedicated

to seniority recognition, in Fiscal Year 2024, our HR team further leveraged the opportunities for continuous improvement available to it by deploying consistent efforts towards ensuring that employee recognition strategies were designed with sustainability and corporate responsibility in mind. As a result, our colleagues who celebrated their 15th Avera'sary during Fiscal Year 2025 received, in addition to digital gift cards, new backpacks made entirely of recycled materials. Through this partnership, every backpack purchased to highlight our teammates' milestones offered financial donations to nonprofit organizations whose mission is to remove as much plastic from the oceans as possible.

Finally, as part of our responsible sourcing practices, our Supplier Code of Conduct, which outlines our environmental expectations for partners, has been fully escalated into the procurement processes of newly acquired entities, with regular monitoring over its implementation. This uniformization process enables alignment with our ESG commitments across the expanded organization and facilitates effectiveness measurements. We continue to maintain and enforce the principles outlined in our Supplier Code of Conduct as standard requirements for our suppliers, with the objective of consistently and proactively reinforcing our commitment to environmental responsibility throughout our supply chain.



Circularity and Operational Efficiency

Our circularity efforts remain a work in progress as we continue integrating newly acquired entities and aligning practices across regions. We are gradually embedding circular principles, such as reducing waste and avoiding single-use items, into our day-to-day operations. As part of this transition, some offices have already taken concrete steps. In both our Mexico and Montreal locations, disposable batteries have been replaced with reusable ones, and single-use plastic water bottles have been eliminated. These small yet meaningful actions are part of our broader effort to reduce waste at the source and move toward more sustainable office habits.



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Progressing with a Green Foot

FORWARD-LOOKING PLANS

In Fiscal Year 2026, we will be continuing the integration of the entities acquired in Fiscal Year 2025 into our Intercompany Environmental Pledge. As we work toward a more globalized sustainability strategy, we remain steadfast in our efforts to promote more responsible travel practices, highlight local sustainability challenges, and prioritize transportation options with lower greenhouse gas emissions. This approach will continue to guide our approach to purchasing, whether for office supplies, marketing materials, or social activities, as they did in the past year. At the same time, we stay committed to raising employee awareness, strengthening supplier engagement, meeting customer expectations, and contributing to community-led efforts.

We will also continue to monitor and measure the scope 1 and scope 2 GHG emissions for all of our offices, and, where not possible, develop performance metrics allowing us to maintain appropriate oversight on our environmental impact-related data. Our objective remains to position ourselves a position to accurately identify and leverage opportunities for reducing our emissions and enhancing energy efficiency wherever feasible and practical. This includes an increased focus on monitoring our energy consumption for all offices and exploring opportunities to reduce our non-renewable electricity and natural gas use.



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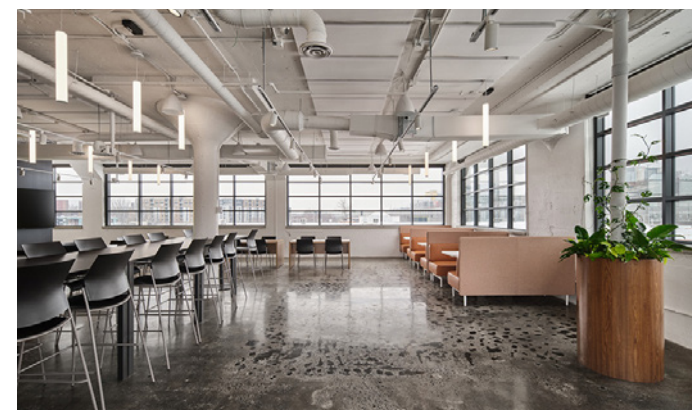
Keeping Sustainability in Mind

OUR NEW HEADQUARTERS

The relocation of our headquarters in Montreal is a significant step forward in our commitment to operating with intentionality and a focus on employee well-being. The new office design integrates multiple environmentally conscious features, including automatic lighting systems that reduce energy consumption and the elimination of plastic water bottles. In addition, we have leveraged several opportunities to provide reminders to our employees on best practices, while ensuring that such practices remained accessible. As part of our efforts to make our operations eco-friendlier, we have also adopted a more sustainable approach to our Sales Kick-Off (SKO), and employee recognition programs.

Our new workspace promotes health and safety, productivity and employee comfort through a holistic approach. The multiplication of collaboration rooms and installation of soundproof individual pods for better concentration have promoted teamwork, while the layout of our new cafeteria, with a dedicated space for table games and optimized setup for office-wide meetings and social events, exemplifies the care and attention put into fostering an energizing work environment. We have also incorporated plants in every section of the workspace, excluding manufacturing and assembly spaces, as well as a moss wall into the office design, which all have the effect of promoting wellness and environmental awareness. Furthermore, we continue to maintain and expand our transport programs to encourage sustainable modes of transportation and accommodate our colleagues' needs. Together, these initiatives reflect our ongoing commitment to prioritizing the health and satisfaction of our team.

Last year, our focus on our offices in Belgium set a precedent for how we shed light on the role played by corporate responsibility and sustainability in the completion of our projects. This project has proven that prioritizing sustainability, innovation, and employee well-being can create spaces that are not only functional but also inspiring. The principles embodied in the conception of our Hasselt building continue to guide us, as we now apply these insights to our new headquarters in Montreal. This transition reflects our ongoing commitment to creating workspaces that are efficient, sustainable, and supportive of both our environmental goals and the well-being of our employees.





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Employee Engagement & Culture

GUIDING PRINCIPLES

Our people are at the core of our success. Over the past year, we have continued to invest in and nurture the talent that drives our business forward. Our focus on talent development and cultural integration remains at the forefront of our efforts, especially as we expand and strengthen our global presence.

OUR VISION IN ACTION

Building Bridges

With a workforce now spread across 11 countries, each with their own culture and language, building bridges between our offices and strengthening our teammates' sense of belonging was a critical priority for Fiscal Year 2025. As such, we ensured that our integration efforts were multifaceted, with a particular focus on building strong relationships across borders.

Initiatives like Project Showcases and the relaunch of our internal Avera Passport program, as well as the publication of accomplishments on company engagement platforms, have allowed our employees to share their expertise and projects within the entire company and offered visibility to different regions and departments, including newly acquired ones. Employees have expressed great appreciation for this opportunity, especially for the deeper understanding they gained of the diverse work being done across our offices.



Another way to bridge gaps between regions was deploying a hands-on approach, where department heads, executives, and other team members leveraged our international travel opportunities to strengthen collaboration and experience the local culture of our various offices. Interregional mobility has allowed our people to further the alignment of our global workforce with our broader company vision and values.

In all these efforts, we recognize that our success depends on the talent, dedication, and collaboration of our teams. Above all, we understand Avera's responsibility to create a workplace where everyone feels valued, heard, and empowered.



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Employee Engagement & Culture

Employee Recognition

Fostering a positive and inclusive workplace is at the core of the programs we have in place to celebrate and recognize employee achievements within the company. Through initiatives like Avera'sseries, which honor milestones of 1, 3, 5, 10, 15, and 20 years of service at the company, and Avera Star ceremonies, which highlight exceptional individual or team contributions, we ensure that every employee's hard work and dedication are recognized. These recognition programs play an integral role in maintaining a culture of appreciation and acknowledgment across the company.



Career Development

In Fiscal Year 2025, our teammates, excluding newly acquired offices, have sustained the same number of training hours as Fiscal Year 2024, nearing 12,000 hours of learning collectively; with the inclusion of our colleagues in Asia and San Jose, we significantly exceed last fiscal year's total number of training hours.

We are proud of the commitment shown by our workforce towards continuous learning and actively seek opportunities to multiply opportunities for personal and professional growth within Avera. As part of this engagement, our regional leaders and executive management are working on career paths and action plans for their local teams, both informed by results to latest employee satisfaction surveys. The global focus remains on

ensuring that our employees have the support and tools they need to advance in their careers and feel engaged in their work.

In Czech Republic, all employees were offered free English lessons, regardless of their job classification. These lessons are held twice a week for one hour during working hours without the need to make up for lost working time. Employees in roles classified as physically demanding or involving exposure to dirt are provided with vouchers for professional cleaning of their work clothes, offered twice a year to support hygiene and well-being.

Avera's management and HR team is also mobilized on the continued rollout of its career development plans across all engineering functions. Having piloted this program in our Poland office this fiscal year, we are deploying consistent efforts towards perfecting and adapting it with our employees' interests in mind. This career development plan is scheduled to be expanded globally.

The support of our employees in their roles continues to motivate the implementation of key initiatives, such as our annual Engineering Summit, and interregional committees, such as our engineering discipline committees. These initiatives are designed to create synergies between teams, facilitate idea sharing, and encourage collaboration across regions. They especially help us ensure that innovation remains at the forefront of our operations and that best practices are universalized across the entire company.



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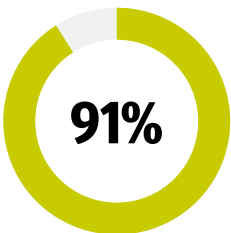
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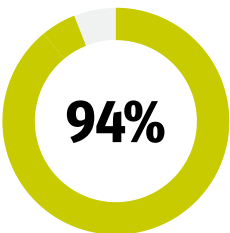
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Employee Engagement

In September 2024, we conducted our annual Employee Satisfaction Survey across all our offices, except in recently acquired entities in Asia and San Jose, with percentages being compiled and formatted using a third-party platform to ensure full anonymity. We continued to maintain a strong response rate, with 85% of our global employees participating.



Management Quality
Feel valued, supported and motivated to grow at Avera.



Overall Satisfaction
Feel that they add value to Avera and would recommend Avera as a place to work.

Though our offices from the acquisition of Global Equipment Services Inc. were not included in this fiscal year's Employee Satisfaction Survey, several measures were deployed by our regional and corporate leaders to ensure that we remained in touch with our new colleagues and aware of any integration-related opportunities for improvement. These measures included the implementation of quarterly meetings and corporate updates in our recently acquired offices, the escalation of our Code of Ethics & Business Conduct, along with our whistleblowing and grievance policy, as well as the frequent training of regional leaders on matters that could impact the integration of their teams, namely with respect to culture and talent management.

Our objectives of continuous improvement and responsible integration have been furthered by the structural changes to the company's executive team. In particular, the appointment of Vice Presidents to oversee our key regions (Americas, Europe, and Asia) ensures that regional operations are centralized under accessible and mobilized Vice Presidents. Such changes are actively leveraged to promote accountability and allow stakeholder concerns or operational vulnerabilities to be promptly and appropriately addressed.

FORWARD-LOOKING PLANS

Over the next fiscal year, we will continue to support our colleagues across regions and remain responsive to local challenges, whether it is by holding regular meetings to stay informed about transitions and ground-level feedback, by increasing retention⁷ and enhancing recruitment, or by extending our Employee Satisfaction Survey to our offices in Asia and San Jose. Our deep commitment to offering support tailored to each region's unique needs will continue to guide our growth and operations.



⁷ In Fiscal Year 2025, Avera's turnover rate was 13.9% with 4.5% being involuntary terminations, and 9.4% consisting of voluntary resignations.

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Sales Kick-Off Week

At Avera, the Worldwide Sales Kick-Off (“SKO”) is a key moment of the year, dedicated to strategic alignment, team mobilization, and the reinforcement of our sales and corporate culture. Held annually, this week-long event brings together the sales, marketing, pre-sales, and solution architecture teams at the head office, with occasional participation from other key departments such as Quality, Business Continuity Services and Product Development.

The primary objective of the SKO is to officially launch the annual strategic plan. Each regional and departmental leader presents their priorities, goals, and strategic direction, and participates in lively formal and informal discussions with their peers with respect to execution over the year ahead.

Beyond its strategic role, the Sales Kick-Off serves as a powerful driver of collaboration and innovation. It fosters human connection in both formal and informal contexts, idea sharing, and process standardization among international teams. It is a privileged space to strengthen regional synergies, stimulate collective intelligence, and spark cross-functional initiatives. This year, the event enabled all teams, including those from recent acquisitions, to meet for the first time, get to know one another, and share their perspectives, whether through powerful and inspiring conferences by a cross-cultural communication specialist or through karaoke, hockey games, and happy hour.

Our 2025 SKO featured, for the first time, an interactive game and training delivered by our Legal and ESG Officer to sustain focus among employees on business ethics, corporate responsibility, and compliance-related matters as they may arise in commercial contexts. Beyond inspiring engaging discussions, ESG also influenced the very planning of the SKO, with single-use plastic water bottles being replaced by durable filtered water jugs and consumable gifts exchanged for meaningful, experience-based activities.

As it does every year, our Sales Kick-Off week played a vital role in strengthening the sense of belonging to the “Avera family” and in promoting the culture of excellence that defines our company. It reflects our commitment to building an agile, connected, and forward-looking organization – and as we do every year, we look forward to its next edition.



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Community Engagement

HOLIDAY CHALLENGES

Allowing our teammates across all regions to bring Avera's values to life in their own way and further the organization's commitment to community engagement was the focal point of our end-of-year initiatives. This Fiscal Year, we launched the "Holiday Challenges", a company-wide activity that encouraged our colleagues around the world to participate in meaningful actions that contribute to causes that are important to them, while strengthening bonds within teams and across offices.

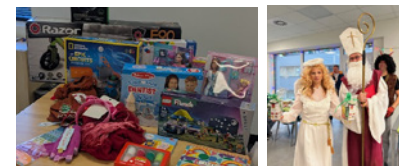
Participants were encouraged to complete activities centered on global interactions and well-being, with points awarded for each action completed. Activities suggested by our Culture & Talent team invited employees to share details about their cultural celebrations, distributing food to people or organizations in need, taking care of themselves through physical activities and artistic expression, and inviting colleagues they have not had the opportunity to meet yet to lunch, among others. The points collected were then converted to donation amounts that winning offices had the opportunity to donate to a cause of their choice. Additionally, the region with the highest points total earned an extra \$1,000 (CAD) donation for a charity of their choosing. Photos of completed activities were shared by employees on an internal platform and weekly progress updates kept the energy high.

132 activities were completed by our peers at the end of the challenge, resulting in over \$16,000 (CAD) being distributed to various charities.

This initiative provided a unique opportunity for our teams to engage with one another, contribute to meaningful causes, and embrace the spirit of giving during the holiday season; above all, it successfully created a meaningful connection between internal engagement and community impact. Together, we created lasting memories and strengthened our team spirit, while raising awareness on real issues.

At the end of our Holiday Challenges, our colleagues in Belgium were able to donate over \$1,500 (CAD) towards fighting child poverty, in addition to donating toys, food, and clothes collected by our generous employees to vulnerable families. This same generosity was further demonstrated by our teammates in Poland and Czech Republic, who respectively chose to help children and adults with disabilities, as well as vulnerable communities. Finally, a third winner, our office in Vietnam, proudly used their prize to support a small school for underprivileged children in Ho Chi Minh City.

We are proud to have seen such enthusiastic participation and are excited to continue fostering a culture of giving back.



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Health & Safety

GUIDING PRINCIPLES

Our employees are the differentiator between good and great. We are committed to providing them with a safe work environment, where they can continue to deliver innovative solutions for our global customers. In Fiscal Year 2025, Avera went from being responsible for 400 professionals to over 1,100 in the span of four months. With the changes brought by acquisitions to the nature of our operations, such as our new on-site support teams, keeping our health and safety strategy flexible and responsive allowed us to properly communicate our measures and policies to our new teammates, remain attentive to improvement opportunities, and proactively support operational continuity and employee well-being.

OUR VISION IN ACTION

Our approach to health and safety, as well as the practices we have adopted in that respect, are informed by international guidelines and adhere to all local health and safety regulations relevant to the jurisdictions in which we operate. For all Avera offices, our appointed Health and Safety Officers can rely on the support of our senior management team, who is responsible for ensuring that local employees are empowered with the relevant resources, training materials, and open lines of communication.

100% Of our offices, including recently acquired offices, benefit from a local Health and Safety Officer and regular training.

1 Recordable work-related incident⁸ in Fiscal Year 2025.

100% of our offices, including recently acquired offices, were internally audited with respect to their health and safety practices.

At the beginning of Fiscal Year 2025, our HR team decided to place greater emphasis on employee mental health at work. Each region has been conducting research to identify and provide links to relevant and reliable local resources or tools to share with employees. The goal was to dedicate a page on our internal HR platform to employee mental health and well-being, so that employees can easily access it whenever needed. This initiative has now been successfully completed in our offices in North America and Europe, and is in the process of being expanded to our offices in Asia.

FORWARD-LOOKING PLANS

As our company continues to grow and increase the scale of its operations, we are more committed than ever to ensure that our employees remain protected and safe in their work environment, wherever they are. For Fiscal Year 2026, we plan to identify opportunities to improve and implement uniform, robust practices about incident reporting. We will also continue to build on the internal resources we have deployed to help our employees with mental health challenges.



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Supply Chain Management

GUIDING PRINCIPLES

As a worldwide Test & Quality leader, our clients rely on us to be dependable – and we take immense pride in being the trusted partner they turn to when faced with complex challenges. Our approach to our supply chain management and human rights reflects a sincere understanding of our role as a global organization in ensuring that the reliability and accountability we lead with comes from within. Our goal is to ensure that as we continue to grow, we do so in a manner that is not only responsible but also forward-thinking.

OUR VISION IN ACTION

Modern Slavery Act Report & Statement on Human Rights

In May 31, 2025, Avera published its second Modern Slavery Act Report in accordance with Bill S-211. This Report provides a comprehensive overview of our efforts to identify and mitigate risks of modern slavery within our operations and supply chain over Fiscal Year 2025.

Throughout its supply chain due diligence process and assessment, Avera remained dedicated to addressing findings with a focus on human rights and sustainability, while ensuring that financial considerations did not compromise the company's moral compass. It also sought to increase the reliability of its information by deploying a greater number of colleagues on the assessment exercises, as well as mobilizing a wider range of departments than it did in the previous fiscal year.

The efforts deployed by Avera with respect to risks of forced labour and child labour across its operations and supply chains included mapping activities and suppliers, conducting internal risk assessments based on geography, industry, and supplier type, and developing targeted action plans. We required all targeted suppliers to comply with our updated Supplier Code of Conduct, integrated anti-forced labour and child labour clauses in our Supplier Terms and Conditions, and monitored their adherence through ongoing assessments and re-onboarding where necessary. Our recruitment and procurement practices were reviewed globally to ensure workers are recruited voluntarily, and relevant procurement and recruitment teams received training on these issues. Grievance mechanisms are in place to address concerns, and we prioritize high-risk areas to ensure resources are focused where risks are most severe.

SUPPLIER CODE OF CONDUCT

Avera completed the deployment of its first Supplier Code of Conduct at the beginning of the Fiscal Year. This document outlined our expectations for all third parties, other

than customers, with respect to sustainability and corporate responsibility, and explicitly prohibits our suppliers from using, engaging in, or benefiting from forced labour and child labour. Considering the changes brought by its subsequent acquisitions, Avera modified its Supplier Code of Conduct at the end of its fiscal year, to ensure that it continued to meet the needs raised during our supply chain due diligence and monitoring of related risks. This revision entailed:

- Adding greater protections for vulnerable workers, as well as reinforcing requirements related to labour conditions and equality in the workplace, including with respect to freedom of association rights and collective bargaining.
- Reinforcing our ethical recruitment standards for foreign migrant workers.
- Enforcing higher expectations for sourcing consciousness and introducing a supply chain-wide expectation of working towards achieving a conflict-free status.
- Broadening the scope of the whistleblowing and grievance mechanisms expected of suppliers, while making explicit that Avera's Whistleblowing & Grievance Mechanisms were available to all stakeholders, including them.

100% of targeted suppliers, including those from recently acquired offices, have been mapped and subject to a due diligence and Corporate Social Responsibility (CSR) assessment.

No instances of forced labour or child labour have been detected through Avera's thorough due diligence and risks assessments with respect to its supply chain and operations. Our internal audit, which covered whistleblowing and grievances, if any, as well as recruitment practices, also did not reveal any violations to the human rights of our personnel or business partners.

FORWARD-LOOKING PLANS

During Fiscal Year 2026, we will continue to monitor our supply chain and risks to human rights in order to universalize our positive outcomes as we continue integrating our offices in Asia. As our operations grow, we will increase the frequency of trainings given to our procurement and recruitment teams. We will also continue to publish our Modern Slavery Act Report and implement all corrective measures that our recurrent risk assessments require.



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Equity, Diversity & Inclusion (EDI)

GUIDING PRINCIPLES

With offices in eleven countries across North America, Europe, and Asia, we are proud to operate in a wide array of cultural, economic, and social contexts. This greater global footprint strengthens our commitment to promoting equity, diversity, and inclusion across all facets of our organization. As part of our global ESG strategy, we recognize the importance of navigating cultural differences and language barriers to foster an inclusive environment. By integrating these considerations into our approach, we strive to create a workplace where all employees feel respected, valued, and empowered, regardless of their background or location.

OUR VISION IN ACTION

To encourage collaboration among our worldwide offices, language courses for French, English, and Spanish, among others, are offered according to our employees based on

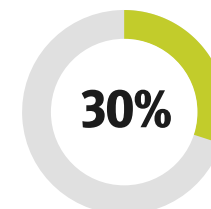
their needs. Avera also provides its workforce with frequent temporary immigration opportunities to meet project objectives; such opportunities have significantly improved team collaboration and are appreciated by employees.

Diversity and inclusion as principles have also been at the center of the company's culture, whether through internal communications made by our Chief Executive Officer, François Rainville, or in the policies that were implemented over the 2025 Fiscal Year. The launch of our ESG strategy and the publication of our 2024 ESG Report, which introduced reporting on gender and diversity representation among the workforce at the company, also allowed for meaningful discussions about the role that each one of us plays in fostering a sense of belonging that all our colleagues across the globe can partake in.

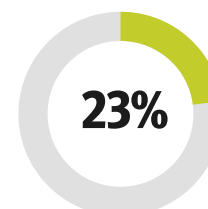
EDI IN NUMBERS



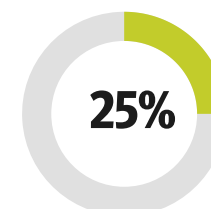
of officers⁹ who report directly to the CEO identify as women



of officers who report directly to the CEO identify as visible minorities



of our global employees identify as women¹⁰



of employees identifying as women hold non-traditional job positions¹¹

Avera's success today is a testament to the important role that each one of us has played in valuing the diversity of backgrounds, competencies, and regions that have guided us these past 25 years..

François Rainville
President & CEO, Avera



⁹The term "officers" includes our executive team, as well as our ESG Officer.

¹⁰This figure only accounts for permanent, full-time employees, as this group allows for better traceability over the years. The percentage listed represents 219 women-identifying employees out of 955 global employees.

¹¹Non-traditional job positions for women refer to occupations in which women have historically and universally been underrepresented, typically because these roles have been predominantly and historically filled by men. The 25% figure includes positions in departments such as Engineering, Sales, Proposals, R&D, Quality Management, as well as Finance.



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Board of Directors & Leadership

François Rainville
Chief Executive Officer at Avera
Technologies Inc.

David Waddell
Founder and Managing Partner at
W Investments Group L.P.

Éric Doyon
Managing Partner at
Walter Capital Partners Inc.

André Thompson
Corporate Director at
Avera Technologies Inc.

Charles Boulanger
Corporate Director

Kalina Morin
Senior Vice-President, People and
Culture at Behaviour Interactive Inc.



1/6 of Board members identify as a woman



3/6 of Board members are independent¹²



¹² Independent director is one who is not an executive officer or employee of the company and who, in the Board's opinion, has no relationship which would "interfere with the exercise of independent judgment" in carrying out director responsibilities. (NASDAQ)

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Ethics & Professional Integrity

GUIDING PRINCIPLES

We strongly believe in holding ourselves accountable for our actions. Our commitment to reliability and corporate responsibility guides Avera in its engagement with stakeholders and expansions; it remains guided by a need to deploy policies and principles that are scalable, accessible, and robust across our worldwide offices, operations, and partnerships.

OUR VISION IN ACTION

In Fiscal Year 2025, we completed several policy changes which targeted our Code of Ethics and Business Conduct, along with our Whistleblowing & Grievance Policy.

Our Code of Ethics and Business Conduct embodies the four pillars that Avera's core values rest upon: teamwork, innovation, performance, and client focus. It is also an invitation for our employees to recognize the important role that each one of us plays in valuing the diversity of backgrounds, competencies, and regions to which we owe our success. It has been made available to our employees in all languages of the countries in which we have offices. It will continue to be signed every two years.

In Fiscal Year 2024, we created our Whistleblowing & Grievance Mechanisms Policy, which was made available to all internal and external stakeholders. In Fiscal Year 2025, we reviewed it in light of the integration of the offices we had acquired in Asia and Czech Republic. As part of this review, we held consultations with employee representatives in Europe, who had the opportunity to provide feedback on the mechanisms implemented. This process resulted in the expansion of our Policy to include the possibility for stakeholders to make oral denunciations, limited the period of time before a solution plan was presented to a whistleblower to three (3) months, and ensured that it was made available to candidates engaging in our recruitment process.

We continued to monitor the use of this Policy and its efficiency, especially with respect to how accessible it was to our employees, suppliers, customers, and community members. In addition to making it an integral part of all our stakeholder-focused and publicly available policies, such as our Code of Ethics and Business Conduct, our Supplier Code of Conduct, and our Statement on Human Right, its existence was reaffirmed at

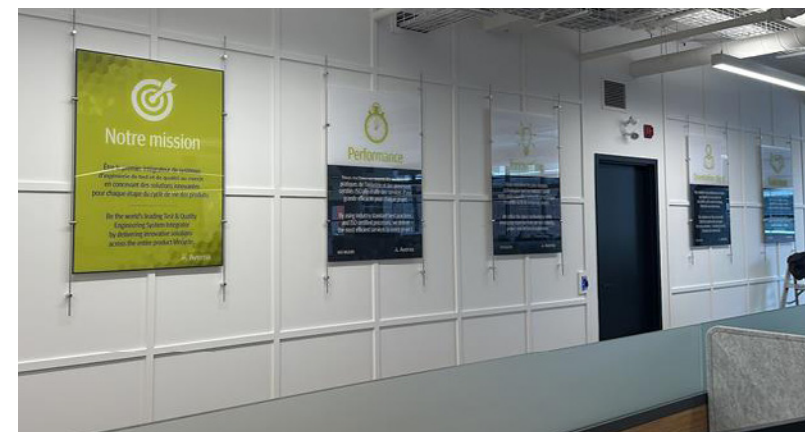
multiple levels of the organization, whether during the integration and training of the entities we acquired in 2024 or during quarterly communications with employees.

We further formalized our commitment to the well-being of our stakeholders by publishing and implementing our new Policy on the Prevention and Treatment of Psychological Harassment and Sexual Violence in the Workplace. This Policy was drafted with all stakeholders in mind and was also included to our Code of Ethics and Business Conduct, which is signed by all employees, to ensure that it was effectively communicated to our workforce.

2025 This Fiscal Year, we suffered no monetary losses as a result of legal proceedings associated with professional integrity.

FORWARD-LOOKING PLANS

In Fiscal Year 2026, we will continue to monitor the use and efficacy of our whistleblowing and grievance mechanisms to ensure that we are addressing concerns in a way that honours fairness, transparency and integrity. We will also continue the onboarding of our new colleagues with our values in mind, and leverage any opportunity to improve how our policies are administered as we integrate our recently acquired entities.



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Data Privacy & Cybersecurity

GUIDING PRINCIPLES

We recognize the critical role of data privacy and cybersecurity in the modern digital environment. As a global organization, we are particularly attentive to the social-political differences that characterize the multi-jurisdictional context we operate in and how such differences may affect the rights of our employees, our obligations, and stakeholder expectations with respect to privacy.

The appointment of a Global Data Protection Officer in Fiscal Year 2024 allowed Avera to develop and maintain a uniform data privacy framework that aims to afford equal rights to all its stakeholders throughout Fiscal Year 2025. This framework is an integral part of the continuing integration of our new offices and the onboarding of our new employees. The process of escalating and universalizing our guiding principles with a wider range of stakeholders, colleagues, and jurisdictions in mind further allowed us to identify and leverage opportunities for improving its efficiency and accessibility.



OUR VISION IN ACTION

During Fiscal Year 2025, we updated our data protection guidelines in light of regulatory and legal frameworks and landscape changes that impacted our operating locations. Following the mapping and comprehensive review of our obligations as an employer, business partner, and data processor in general, we developed a strategy that applies the highest standards to all stakeholders, even when such standards exceeded legal requirements. This uniform approach has facilitated the monitoring of privacy-related matters, the training of departments that handle personal data in the normal course of business, and the general accessibility that our stakeholders benefited from with respect to exercising their data protection rights.

The process of updating its data privacy framework led us to:

- Developing and implementing a new, comprehensive Incident Response Plan focused on cybersecurity attacks and hacking, effective mobilization among our executive team, and ongoing trainings and simulations.
- Having our Employee Privacy Policy reviewed both internally and by independent advisors to ensure that it upheld the stringent requirements of Europe's General Data Protection Regulation (GDPR).
- Formalizing our comprehensive personal data breach management system by making it an integral part of Avera's new Incident Response Plan.
- Providing training on our internal Data Privacy Center, with accessible resources for employees to familiarize themselves with their rights and obligations under privacy laws.
- Reviewing our Candidate Privacy Policy to increase its transparency with respect to our obligations, as well as data subject rights and avenues to exercise them.
- Initiating training of our new members of our global Human Resources team to familiarize them with Avera's data protection framework and empower them throughout the integration of their offices.
- Reviewing our Data Processing Agreement to ensure compliance with our worldwide obligations and formalized the importance of its use with our providers.



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Data Privacy & Cybersecurity

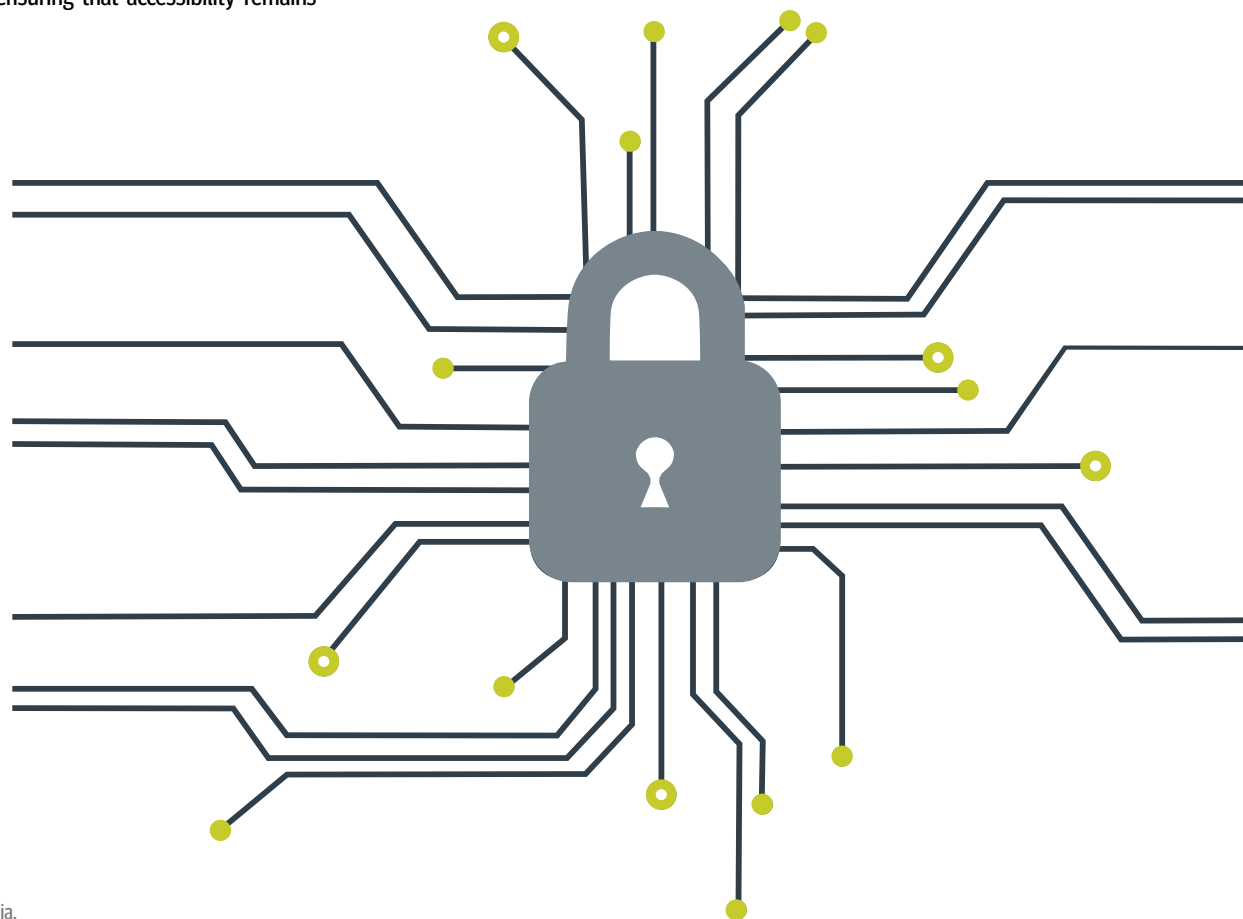
INFORMATION TECHNOLOGY TRAINING

As part of our ongoing commitment to safeguarding our partners' data and the company's, while ensuring we stay ahead of legal requirements and stakeholder expectations in cybersecurity, our IT Department partnered with a top-rated Security Awareness Training and simulated phishing platform, to roll out a mandatory information security training assignment for all Avera employees. This training was designed to enhance the workforce's skills and knowledge in critical IT areas, including social engineering, phishing, malware, and ransomware. Our IT team further allowed such training to be available in multiple languages, thus ensuring that accessibility remains at the forefront of our cybersecurity strategy.

7,000+¹³ phishing tests were conducted across the company during Fiscal Year 2025. No confidential information or personal data breaches occurred.

FORWARD-LOOKING PLANS

In Fiscal Year 2026, we will continue the integration of our new entities in Asia, with a special focus on increasing the frequency of data privacy training. We also aim to complete a mapping of all third-party processors of personal data across the organization and continue our periodical audits of department or region-specific operations. On the cybersecurity front, the company will explore and leverage improvement opportunities with respect to its Incident Response Plan and pursue its escalation among our recently acquired offices.



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Sustainability Accounting
Standards (SASB)

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Annex - Sustainability Accounting Standards (SASB)

In this Report, we followed the methodology, disclosure topics and reporting metrics outlined by the Sustainability Accounting Standards Board (SASB) applicable to Professional & Commercial Services.

Table 1. Sustainability Disclosure Topics & Metrics

Topic	Metric	Category	Unit of Measure	Code	Divulcation
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	SV-PS-230a.1	28-29
Data Security	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	n/a	SV-PS-230a.2	28-29
Data Security	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Quantitative	Number, Percentage (%)	SV-PS-230a.3	29
Workforce Diversity & Engagement	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	Quantitative	Percentage (%)	SV-PS-330a.1	24
Workforce Diversity & Engagement	(1) Voluntary and (2) involuntary rate for employees	Quantitative	Percentage (%)	SV-PS-330a.2	19
Workforce Diversity & Engagement	Employee engagement as a percentage	Quantitative	Percentage (%)	SV-PS-330a.3	19



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Sustainability Accounting
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Annex - Sustainability Accounting Standards (SASB)

Table 1. Sustainability Disclosure Topics & Metrics

Topic	Metric	Category	Unit of Measure	Code	Divuligation
Professional Integrity	Description of approach to ensuring professional integrity	Discussion and Analysis	n/a	SV-PS-510a.1	27
Professional Integrity	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Presentation currency	SV-PS-510a.2	27

Table 2. Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Divuligation
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative	Number	SV-PS-000.A	Workforce Composition
				Total Headcount
				1,172
				Contract Workers
				334
				Full-Time Employees
Employee hours worked, percentage billable	Quantitative	Hours, Percentage (%)	SV-PS-000.B	793
				Part-Time Employees
				45
				Billable Employees
				704
				Employee hours worked: 714,258.75 hours were worked by our employees in Fiscal Year 2025.
				Percentage billable: Not disclosed.





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