



2024

Sustainability and
Corporate Responsibility Report



Table of Contents

 Introduction	4	 Social	19
→ Foreword	5	→ Employee Engagement & Culture	20-21
→ About Avera	6	→ Health & Safety	22
→ History of Avera	7	→ Community Engagement	23
→ Avera in Numbers	8	→ Supply Chain Management	24
→ ESG at Avera: 2024 Highlights	9	→ Equity, Diversity & Inclusion	25
→ ESG at Avera: Our Journey	10		
→ ESG at Avera: Our Task Force	11		
 Environment	12	 Governance	26
→ Progressing with a Green Foot	13	→ Board of Directors	27
→ Environmental Footprint and GHG Emissions	14-16	→ Ethics & Professional Integrity	28
→ Circularity & Operational Efficiency	17	→ Data Privacy & Cybersecurity	29
→ Overall Environmental Performance	18	 Conclusion	30
		 Annex -	31-32
		Sustainability Accounting Standards (SASB)	



About this Sustainability & Corporate Responsibility Report

Except where otherwise indicated, this Report covers the 2024 Fiscal Year, starting on April 1, 2023 and ending on March 31, 2024. As this is our inaugural Report, we have also included data from April 1 to May 31, 2024, to provide a more detailed insight into the early stages of our Environmental, Social, and Governance (ESG) journey.

All amounts are expressed in Canadian Dollars (CAD \$).

We are committed to disclosing with reliability and accountability – our reporting metrics follow the Sustainability Accounting Standards applicable to Professional & Commercial Services. You can read more about our methodology in Annex.



Introduction



↓ Introduction

Foreword	5
About Avera	6
History of Avera	7
Avera in Numbers	8
ESG at Avera: 2024 Highlights	9
ESG at Avera: Our Journey	10
ESG at Avera: Our Task Force	11

→ Environment

→ Social

→ Governance

→ Conclusion

→ Annex - Sustainability Accounting Standards (SASB)

Foreword

This Sustainability & Corporate Responsibility Report outlines our strategy, performance and long-term plans on various ESG topics. Being the first in Avera's history, it reflects a turning point, from which we commit to putting sustainability and corporate responsibility at the core of our internal and external operations.

This milestone holds a special place in our company's journey. Indeed, it 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 to where we are today.

Our ESG journey has further reminded us that our core pillars—teamwork and commitment, innovation and knowledge, performance and leadership, and customer satisfaction—do more than just define our internal operations. Instead, they represent what we owe our success to and the direction in which we are channelling it.

With this inaugural Report, we commit to continuously leveraging opportunities for improvement, elevating the contributions of our employees, and putting the issues that are material to our stakeholders at the forefront of our efforts.

We are highly energized by our ongoing expansion into global markets and are excited to embrace the new path we have embarked on; we especially look forward to sharing our ESG progress transparently, and accurately with the stakeholders who made it possible.

Thank you for joining us on this journey.



François Rainville, Chief Executive Officer



Rania Hamdine, Legal Counsel & ESG Officer



↓ Introduction

Foreword	5
About Avera	6
History of Avera	7
Avera in Numbers	8
ESG at Avera: 2024 Highlights	9
ESG at Avera: Our Journey	10
ESG at Avera: Our Task Force	11

→ Environment

→ Social

→ Governance

→ Conclusion

→ Annex - Sustainability Accounting Standards (SASB)

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 1200+ employees in 11 countries around the world, Avera offers specialized expertise and innovative test solutions that deliver substantial technical, financial and market benefits. Their clients in the automotive and EV, medical devices and life-science, battery, consumer electronics, industrial, telecom, transportation, and aerospace and defense industries continue to benefit from Avera's expertise. It ranges from Vision Systems, Specialized Battery Test, RF & Microwave and Fiber Optics to Robotics & Motion, Instrumentation, Control Systems, and data management.

Avera has offices around the world, numerous industry certifications such as ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and ITAR registration.

Our clients are changing the world for the better and when they run into tough challenges they call us – and we love that!

At its core, Avera solves complex problems while delivering great brand, quality and financial benefits too.

François Rainville
President & CEO, Avera



Client Focus

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



Team Work

We work very closely with our customers to ensure the right solutions, beneficial synergies and tight project coordination.



Innovation

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



Performance

We implement industry best practices, quality control processes and services of great efficiency for each project.



↓ Introduction

Foreword	5
About Averna	6
History of Averna	7
Averna in Numbers	8
ESG at Averna: 2024 Highlights	9
ESG at Averna: Our Journey	10
ESG at Averna: Our Task Force	11

→ Environment

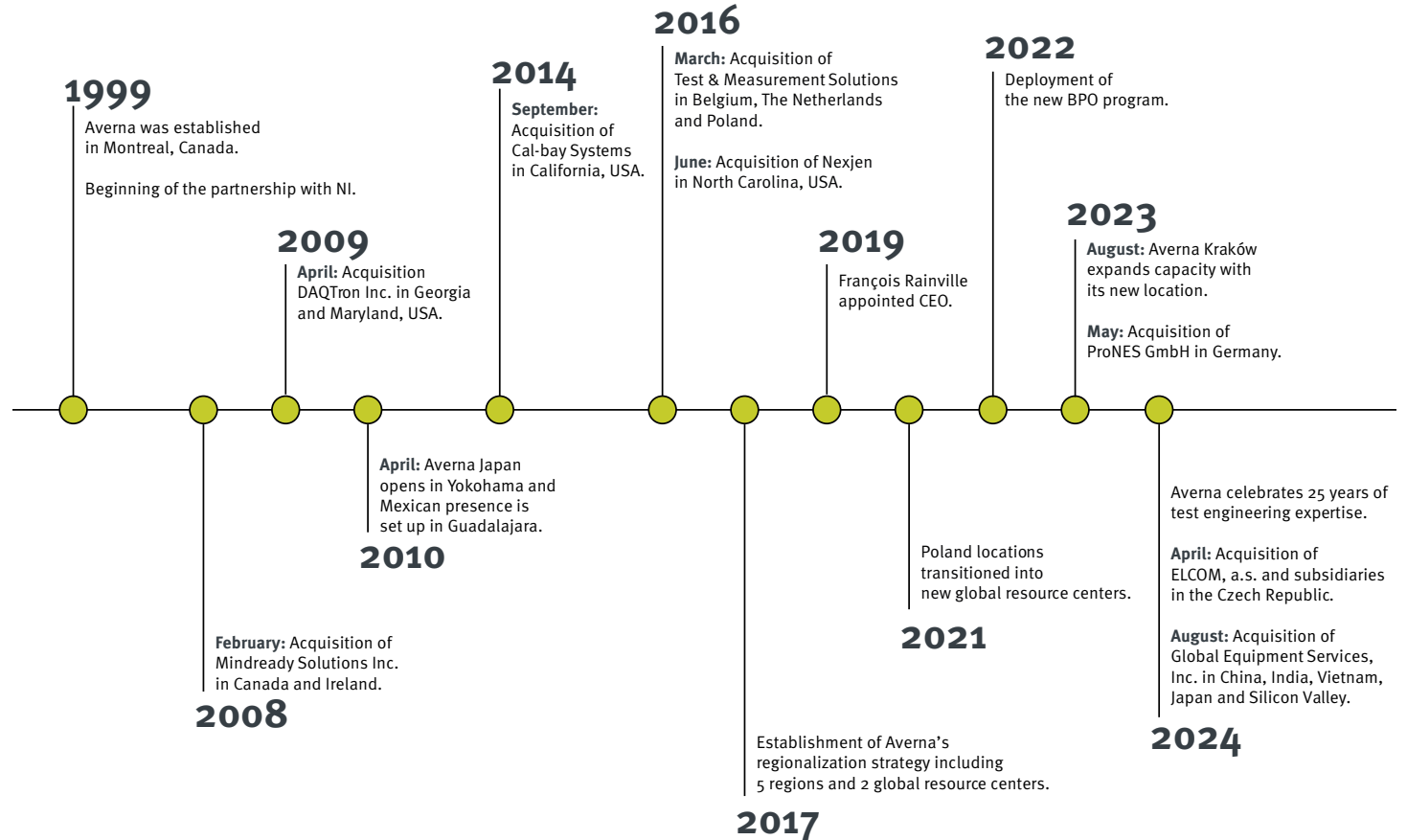
→ Social

→ Governance

→ Conclusion

→ Annex - Sustainability
Accounting Standards (SASB)

History of Averna



↓ Introduction

Foreword	5
About Avera	6
History of Avera	7
Avera in Numbers	8
ESG at Avera: 2024 Highlights	9
ESG at Avera: Our Journey	10
ESG at Avera: Our Task Force	11

→ Environment

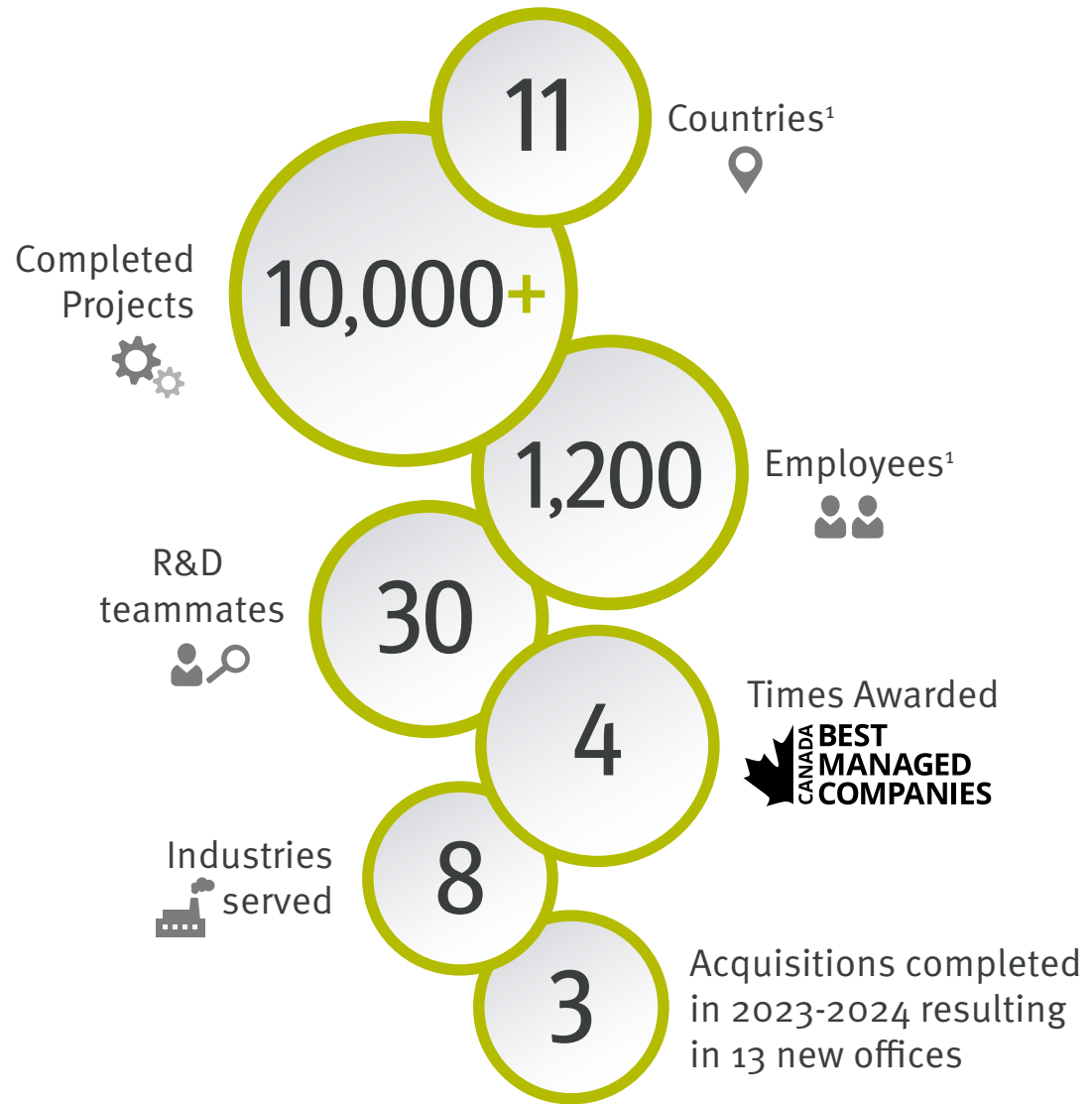
→ Social

→ Governance

→ Conclusion

→ Annex - Sustainability Accounting Standards (SASB)

Avera in Numbers



¹As of August 2024



↓ Introduction

Foreword	5
About Avera	6
History of Avera	7
Avera in Numbers	8
ESG at Avera: 2024 Highlights	9
ESG at Avera: Our Journey	10
ESG at Avera: Our Task Force	11

→ Environment

→ Social

→ Governance

→ Conclusion

→ Annex - Sustainability Accounting Standards (SASB)

ESG at Avera: 2024 Highlights

DECEMBER 2023

In December 2023, we initiated our ESG strategy with a strong commitment from our leadership and Board of Directors. As we recognized the growing importance of ESG factors in our industry, we aimed to align our business practices with sustainable and ethical principles.

JANUARY 2024

In January 2024, we created **three pivotal new roles within the organization: Legal & Compliance Counsel, Data Protection Officer, and ESG Officer.** These roles were established to ensure that we have the dedicated expertise and leadership necessary to drive our ESG initiatives forward and to address the increasing complexity of regulatory requirements and stakeholder expectations.

Following the successful buy-in from our leaders and Board, we also established an ESG Task Force, composed of cross-functional representatives from different departments and regional offices. This task force was charged with the responsibility of developing a comprehensive ESG roadmap, setting measurable goals, and ensuring that our ESG initiatives are embedded into every aspect of our operations.

MARCH 2024

In March 2024, we reinforced our dedication to values-based partnerships by implementing our [Supplier Code of Conduct](#).

MAY 2024

In May 2024, we reported on our commitment and efforts towards ensuring that our supply chain and operations remain free from forced or child labor by publishing our [Modern Slavery Act Report](#) under Canada's Bill S-211 and issuing our [Statement on Human Rights](#).



↓ Introduction

Foreword	5
About Avera	6
History of Avera	7
Avera in Numbers	8
ESG at Avera: 2024 Highlights	9
ESG at Avera: Our Journey	10
ESG at Avera: Our Task Force	11

→ Environment

→ Social

→ Governance

→ Conclusion

→ Annex - Sustainability Accounting Standards (SASB)

ESG at Avera: Our Journey

OUR VISION IN ACTION

Our task force began by completing a mapping of all the different initiatives that Avera was already engaging in before formalizing its approach to sustainability and corporate responsibility. Our initial mapping revealed the common denominators across our offices' initiatives, such as nurturing a balanced work environment and increasing intercompany collaboration, but also the **importance of considering the socio-political contexts of our various jurisdictions when evaluating our ESG progress.** For example, the legal landscape of our European offices encouraged and facilitated the implementation of environment-related measures, while the cultural context of our Mexico office favored community-centred initiatives.

Our next steps focused on identifying the most critical ESG issues relevant to our stakeholders and our business. Since our ESG program was still in its early stages when building our reporting framework, we focused our efforts on the topics addressed in sustainability ratings completed for our customers and on addressing existing topics raised by our employees. ESG representatives for each region were able to highlight the initiatives that were important to their regions, identify local limiting factors or opportunities, and determine the objectives that would be material to pursue based on their experiences within their branch. This helped us shape our approach to materiality assessments while allowing us to move forward on the issues that mattered to our key stakeholders during this first year.

Throughout this process, our ESG Officer engaged in ongoing consultations with our leadership team to ensure that the long-term interests of Avera were accounted for in our ESG strategy, which was critical to ensuring that the progress we were making (and will continue to make) remained relevant and actionable.

In collaboration with our legal department, the task force also developed a governance framework to oversee the implementation of our ESG strategy, with the purpose of ensuring transparency, accountability, and continuous improvement.

This strategic approach not only positioned us to meet regulatory requirements and stakeholder expectations but also reinforced our commitment to being a responsible and forward-thinking organization.



FORWARD-LOOKING PLANS

The formation of the ESG Task Force marked a significant milestone in our journey toward sustainability and long-term value creation. For the next fiscal year, the task force is hoping to appoint representatives for the new offices that have joined us following the acquisition of Global Equipment Services, Inc. (part of Kimball Electronics Inc.) in China, India, Vietnam, Japan and Silicon Valley.

We also plan to explore new avenues to conduct our materiality assessments and formalize the analysis of our results, namely by including relevant topics in our yearly Employee Satisfaction Survey, connecting with business partners on the subject, and leveraging the momentum created by the publication of our Sustainability & Corporate Responsibility Report to gather feedback and ideas from our stakeholders, both existing and new.



↓ Introduction

Foreword	5
About Avera	6
History of Avera	7
Avera in Numbers	8
ESG at Avera: 2024 Highlights	9
ESG at Avera: Our Journey	10
ESG at Avera: Our Task Force	11

→ Environment

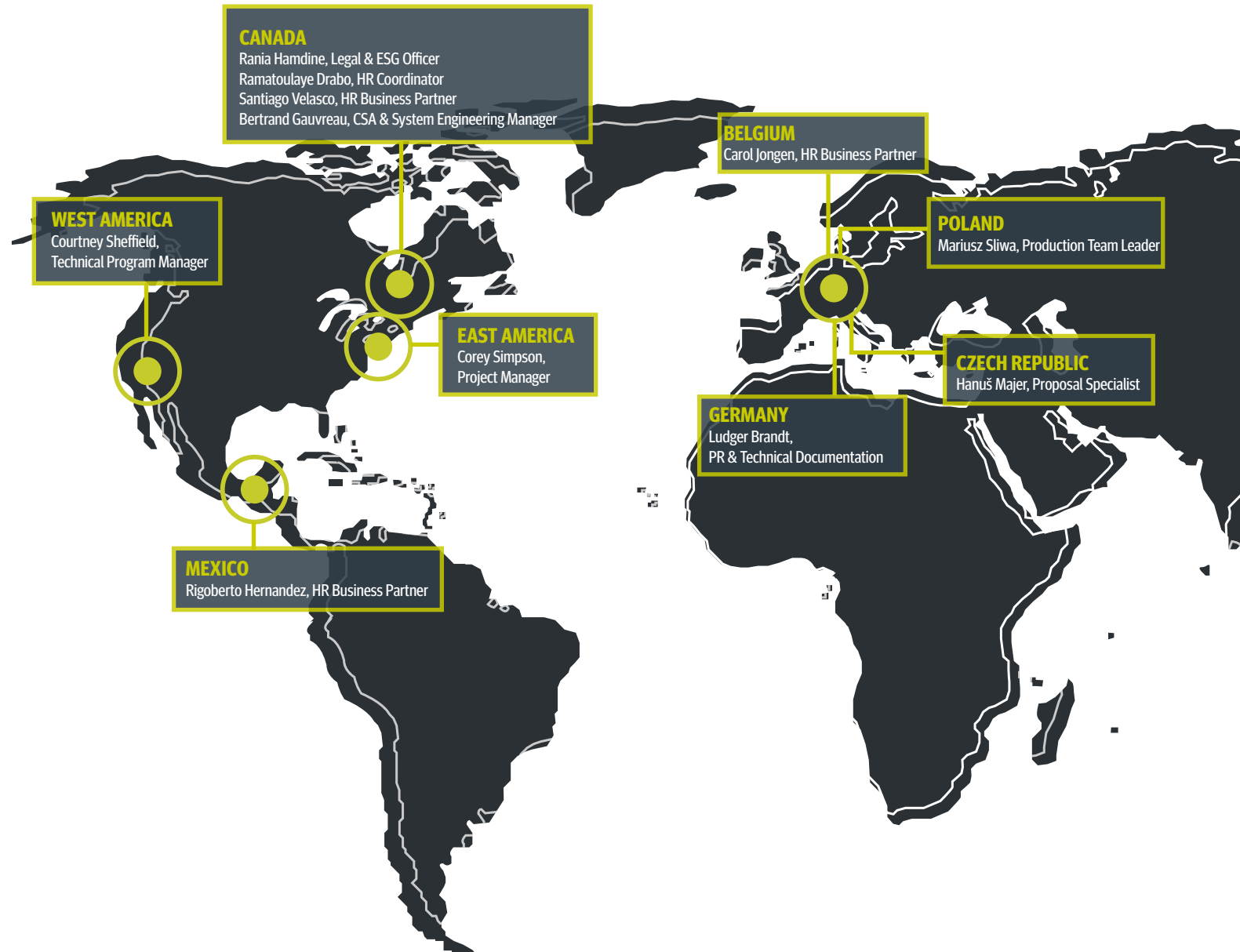
→ Social

→ Governance

→ Conclusion

→ Annex - Sustainability Accounting Standards (SASB)

ESG at Avera: Our Task Force





Environment



→ Introduction

↓ Environment

Progressing with a Green Foot	13
Environmental Footprint and GHG Emissions	14-16
Circularity & Operational Efficiency	17
Overall Environmental Performance	18

→ Social

→ Governance

→ Conclusion

→ Annex - Sustainability Accounting Standards (SASB)

Progressing with a Green Foot



GUIDING PRINCIPLES

Fiscal Year 2024 is a pivotal year for us because of the substantial and unprecedented growth that we have experienced. **In 2024 alone, we have expanded significantly following two acquisitions which resulted in the opening of six offices in the Czech Republic, one in California (San Jose), and five more in Asia. Along with the acquisition of our Germany office completed in the beginning of the fiscal year, 2024 brought us in total 13 new offices and nearly 800 new colleagues.** With this expansion, 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 and help us navigate the complexities of sustainable business practices in diverse jurisdictions.

OUR VISION IN ACTION

Intercompany Environmental Pledge

Our Intercompany Environmental Pledge describes our commitment to leveraging our operational values toward protecting our planet and fostering a sustainable future; it plays a critical role in helping us harmonize our ecological efforts across different regions. Our Pledge seeks to mitigate our environ-

mental impact, from reducing carbon emissions to minimizing waste and conserving resources.

Our Expertise at Work

As a leader in automated test and quality assurance solutions, we understand the importance of maximizing efficiency and inspiring reliability. Our solutions are fully synced with the requirements and goals of our customers. We aim to take this goal further by seeing that they are also synced with the evolving needs of our planet and environmental challenges.

We believe that durability and sustainability go hand in hand – and our commitment to zero defects and smart manufacturing is at the core of this belief. By relying on industry best practices and ISO 9001-certified processes, we deliver long-lasting solutions to our global customers. This is why we will continue to leverage our expertise in quality and innovation to ensure ongoing improvement in waste reduction, resource consumption, and costs.

Stakeholder Engagement

Our new Supplier Code of Conduct requires that our suppliers align with our overarching environmental goals. We also sought to raise awareness internally through company-wide communication channels; our ESG Task Force has been working hard to spark meaningful conversations about sustainability with their colleagues.

FORWARD-LOOKING PLANS

In 2025, we plan to fully integrate the entities acquired in 2024 into our Intercompany Environmental Pledge. In the spirit of globalizing our sustainability approach, our international mobility program will benefit from the development of new guidelines that will allow us to visit each other in a way that prevents harmful travel practices, highlights regional sustainability challenges, and encourages transportation modes with reduced greenhouse gas (GHG) emissions.

Our purchasing strategy for office supplies, marketing merchandise, and social activities will also be revamped to emphasize supporting sustainable businesses and encourage responsible consumption through the creation of a new Purchasing Policy.

Finally, we will continue to raise employee awareness and leverage supplier engagement, while supporting local community-led efforts and organizations.



→ Introduction

↓ Environment

Progressing with a Green Foot	13
Environmental Footprint and GHG Emissions	14-16
Circularity & Operational Efficiency	17
Overall Environmental Performance	18

→ Social

→ Governance

→ Conclusion

→ Annex - Sustainability Accounting Standards (SASB)



Environmental Footprint and GHG Emissions



GUIDING PRINCIPLES

As part of our commitment to leverage our operational values towards sustainability and a decreased environmental impact, we have sought to develop a performance monitoring framework that facilitated ongoing improvement. This meant completing the baseline measurements necessary for tracking progress and identifying risks or opportunities to mitigate the impact of our activities.

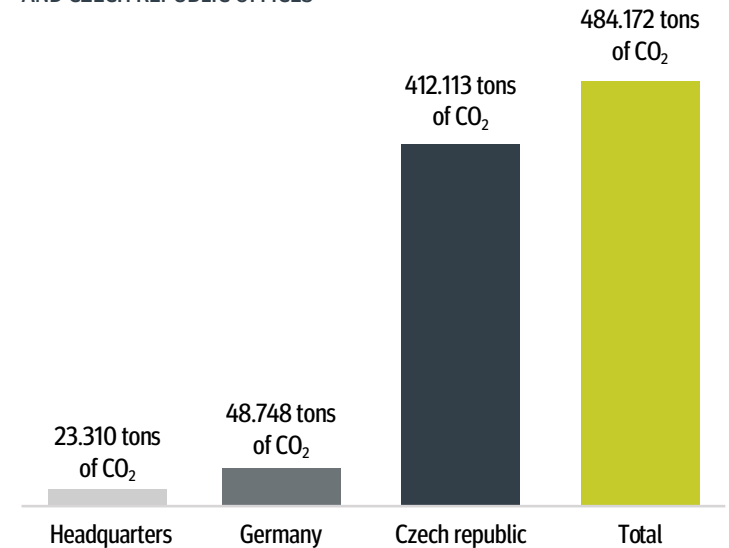
OUR VISION IN ACTION

During Fiscal Year 2024, we have worked on the elaboration of reporting databases and documentation that would allow us to gain a better understanding of our carbon footprint and energy consumption across all our offices. We focused on analyzing the Scope 1 and Scope 2 greenhouse gas (GHG) emissions of three locations: our Headquarters in Montreal, as well as our offices in Germany and the Czech Republic. These three locations were selected based on importance in terms of headcount, square footage, and nature of regional operations.

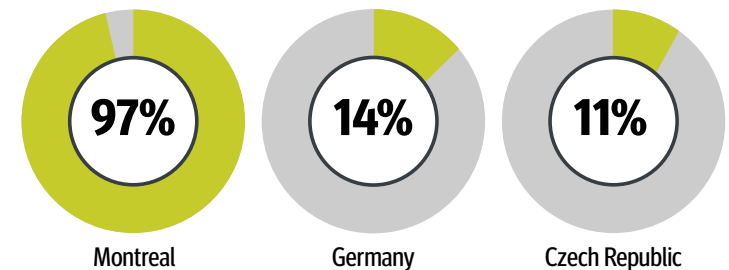
Our methodology involved quantifying scope 1 and scope 2 emissions: scope 1 encompassed direct emissions from sources owned or controlled by the company, including company fleet vehicles, facilities and machinery, while scope 2 covered indirect emissions from the consumption of energy stemming from purchased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

The location of our operations greatly influenced our GHG emissions. Our head office benefits from hydroelectric power, which results in significantly lower emissions. Indeed, Québec's reliance on hydroelectric power allows the province to generate electricity with minimal greenhouse gas emissions. Therefore, despite being our second-largest office by employee count, our Montreal location has the lowest GHG emissions, thanks to this clean energy source. **In Fiscal Year 2024, 97% of all energy consumption in our Headquarters came from renewable energy sources.** This highlights the critical role of accounting for local circumstances and contexts when assessing the environmental impact of our operations.

SCOPE 1 AND 2 GHG EMISSIONS FOR OUR MONTREAL, GERMANY AND CZECH REPUBLIC OFFICES



PERCENTAGE OF ENERGY CONSUMED DERIVED FROM RENEWABLE SOURCES



→ Introduction

↓ Environment

Progressing with a Green Foot	13
Environmental Footprint and GHG Emissions	14-16
Circularity & Operational Efficiency	17
Overall Environmental Performance	18

→ Social

→ Governance

→ Conclusion

→ Annex - Sustainability Accounting Standards (SASB)

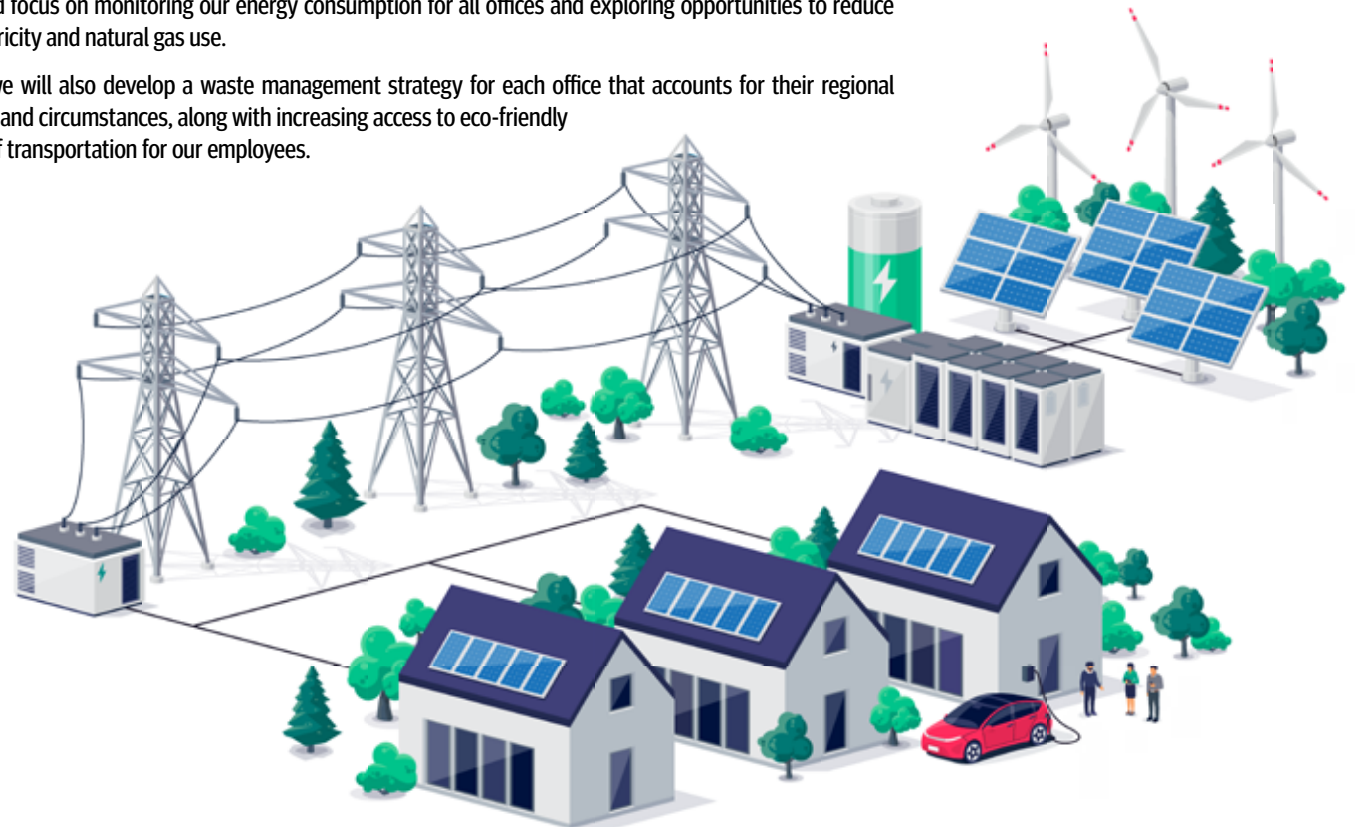
Environmental Footprint and GHG Emissions

FORWARD-LOOKING PLANS

For Fiscal Year 2025, we are planning to measure the scope 1 and scope 2 GHG emissions for all of our offices, including our new locations in Asia. We are also committed to broadening the scope of our data collection efforts to deliver a more comprehensive inventory in the coming years, which will reduce our reliance on estimates when data gaps occur.

By leveraging the results of this expanded inventory, we will be better positioned to identify 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 electricity and natural gas use.

Finally, we will also develop a waste management strategy for each office that accounts for their regional contexts and circumstances, along with increasing access to eco-friendly modes of transportation for our employees.



→ Introduction

↓ Environment

Progressing with a Green Foot	13
Environmental Footprint and GHG Emissions	14-16
Circularity & Operational Efficiency	17
Overall Environmental Performance	18

→ Social

→ Governance

→ Conclusion

→ Annex - Sustainability Accounting Standards (SASB)



Environmental Footprint and GHG Emissions

KURT'S APPROACH

In 2010, a visionary project was undertaken in Hasselt, Belgium: the construction of our Belgium office by Kurt Hensen, our Vice-President of Business Development for Belgium. Now a cornerstone of Avera's European operations, this building stands as a testament to a forward-thinking approach and to the intersection between E, S, and G.

A hallmark of the building's design is its innovative energy management system. The entire office operates on electricity, with a HVAC system that leverages a heat exchanger to maximize energy efficiency. The building produces an impressive 70,000 watts of energy per hour through its solar panels. This renewable energy is seamlessly integrated into the building's operations, with a service contract in place to guarantee uninterrupted power supply.

Efficiency extends to the building's daily operations. A central programming system ensures that all non-essential systems shut down at 10 PM, reducing energy consumption. Moreover, every light is equipped with motion detectors, further minimizing unnecessary energy use. This attention to detail allows every watt saved to contribute to reducing the building's overall environmental footprint.

The commitment to employees is evident throughout the building's design. The office offers an abundance of natural light and a user-friendly layout that prioritizes comfort and productivity. The building's proximity to local universities and transportation hubs was a deliberate choice to foster accessibility and community.

Employee well-being is further supported by the integration of nature into the workspace. The building features rain sensors and panels that can be opened to allow natural air and sunlight to flood the interiors. This not only enhances the working environment but also illustrates the materiality exercise that was accomplished when designing the workspace.



Kurt Hensen, VP of Business Development, Western Europe

The building is more than just a workspace; it is a hub for community engagement and environmental stewardship. This intersection between sustainability and corporate responsibility is reflected in the building's waste management practices. Employees receive regular training on waste management, and a dedicated company handles the sorting and recycling of materials to ensure that nothing goes to waste.

Ultimately, Kurt's design and operational strategies have set a new standard for corporate responsibility, making it a model for our future developments.

The legacy of this project continues through this building, which remains a shining example of what can be achieved when sustainability, innovation, and employee well-being are placed at the forefront of corporate strategy. As Avera looks to the future, the lessons learned from this project will undoubtedly inform the company's ongoing efforts to create workspaces that are not only efficient and sustainable but also inspire those who use them.

→ Introduction

↓ Environment

Progressing with a Green Foot	13
Environmental Footprint and GHG Emissions	14-16
Circularity & Operational Efficiency	17
Overall Environmental Performance	18

→ Social

→ Governance

→ Conclusion

→ Annex - Sustainability Accounting Standards (SASB)



Circularity & Operational Efficiency

CASE STUDY

In our warehouses, leftover parts from various projects can pose a significant challenge to our circularity efforts. These parts may originate from multiple sources, such as prototypes that were not finalized, changes in project requirements, or bulk purchases that exceed actual needs. The accumulation of these parts across different projects and departments not only ties up resources but also contributes to potential waste if not managed effectively.

OUR VISION IN ACTION

To address this challenge, our Poland office implemented a creative solution using internal resources and insights from our global engineering teams.

Poland's approach began with introducing Kanban cards specifically tailored for components that are frequently used across multiple projects. These components include items like screws, pneumatic connectors, and electrical connectors—materials that are often leftover from previous projects but are still valuable for future use.

We then organized these components into labeled bins. Each bin corresponds to a specific Kanban card, which serves as a visual cue for inventory management. When the quantity of a component reaches a certain threshold, the Kanban card is used to trigger a reorder, which ensures that our inventory levels are maintained without overstocking. This system helps us reduce the likelihood of waste.

FORWARD-LOOKING PLANS

As a next step, we are in the process of developing a purchasing system that incorporates QR codes and barcode scanners, which are linked to product information or directly to the relevant product pages. By simply scanning a QR code, users can view product specifications, check availability, and even initiate the purchasing process if necessary.

We hope to globalize Poland's initiative, as it showcases how in-house development and interdepartmental teamwork can lead to meaningful improvements in efficiency, cost savings, and sustainability. In Fiscal Year 2025, we will put in place the reporting tools to monitor this initiative's success, mainly by measuring cost savings and potentially the amount of inventory that was reused instead of recycled.



→ Introduction

↓ Environment

Progressing with a Green Foot	13
Environmental Footprint and GHG Emissions	14-16
Circularity & Operational Efficiency	17
Overall Environmental Performance	18

→ Social

→ Governance

→ Conclusion

→ Annex - Sustainability Accounting Standards (SASB)



Overall Environmental Performance

OUR VISION IN ACTION

During Fiscal Year 2024, our offices have embraced sustainability, circularity and waste reduction in the following ways:

UNITED STATES (NORTH CAROLINA & CALIFORNIA)

- Eliminating plastic packaging material by purchasing a paper packaging tape machine and opting for refillable glue
- Ensuring that plastic is collected and reused to reduce waste and costs, namely by partnering with a local recycling company
- Recycling solid core copper conductors and multi-stranded mixed conductors to fund social initiatives

MEXICO

- Offering free public transit transportation for technicians, who work in person daily
- Partnering with a local company for cardboard recycling on an ongoing basis
- Exploring opportunities for improvement in collaboration with other offices, namely regarding energy consumption

CZECH REPUBLIC

- Completing a full carbon footprint assessment by obtaining third-party certified measurements for scope 1, scope 2 and scope 3 GHG emissions
- Improving environmental performance by participating in various third-party initiatives and certifications, such as Green Company (“Zelena Firma”), Clean Forest Project and ISO 14001
- Concluding long-term contracts with local companies for the disposal of operational and electric waste in an eco-friendly way

GERMANY

- Partnering with a local energy provider to ensure that all energy consumed is 100% renewable
- Collaborating with local bank and energy supplier to install four public electric car charging stations (two of which are onsite)
- Offering financial compensation and low-cost bike hire to encourage the use of bicycles





Social



- Introduction
- Environment

↓ Social

Employee Engagement & Culture	20-21
Health & Safety	22
Community Engagement	23
Supply Chain Management	24
Equity, Diversity & Inclusion	25

- Governance
- Conclusion
- Annex - Sustainability Accounting Standards (SASB)

Employee Engagement & Culture

GUIDING PRINCIPLES

At Avera, our employees are central to our success. We prioritize their well-being, growth, and satisfaction by fostering a collaborative work environment where innovation and excellence thrive. Our commitment to continuous learning, skill development, and open communication empowers our team to deliver exceptional results. We also believe in recognizing and rewarding hard work, and constantly seek to ensure that every employee feels valued and motivated. By investing in our people, we create a strong foundation for long-term success and a positive, inclusive workplace that drives both individual and organizational growth.

OUR VISION IN ACTION

Employee Satisfaction Survey

We originally conducted a full employee survey every two years, with a “Pulse” survey being conducted in between full surveys.

During Fiscal Year 2024, we made the decision to only conduct full employee surveys on a yearly basis. This change is intended to improve our ability to stay in tune with employee experiences and promptly address concerns.

Career Development

In Fiscal Year 2024, our employees have benefited from several opportunities to learn and grow professionally together and as individuals:

- We held our annual Engineering Summit in Poland
- We gathered all sales teams in our Montreal office for our yearly Sales Kick-Off Week, where our salespeople were able to exchange ideas, discuss challenges and get to know each other through social events
- We revamped our Avera Stars and Avera'sary programs

² During the reporting period, we achieved a 4.2% reduction in our employee turnover rate, with the turnover rate being 12.3% at the end of Fiscal Year 2024. The involuntary turnover rate accounts for 3.6%, while the voluntary turnover rate corresponds to 8.8%.



Celebration of our **25th anniversary**

New department: **Business Continuity Services**



Over **12,000 hours** of training completed

Over **200%** growth in workforce



Best Managed Award: **Gold Standard Winner**

Turnover rate **lowered by over 4%²**



Number of offices **nearly doubled**



- Introduction
- Environment

↓ Social

Employee Engagement & Culture	20-21
Health & Safety	22
Community Engagement	23
Supply Chain Management	24
Equity, Diversity & Inclusion	25

- Governance
- Conclusion
- Annex - Sustainability Accounting Standards (SASB)

Employee Engagement & Culture

Social Events & Team Building

Here is how we connected and made memories during the year...

Global

- We held monthly and weekly events where employees shared meals together in a relaxed atmosphere
- Each office benefited from a charity fund of over 1,300 CAD per office to support charitable organizations and community causes of their choice
- We had our social committees in various offices plan activities and events that promoted employee interaction and engagement

Europe

- Our Belgium office organized Friday lunches for all employees and provided seasonal meals several times a week during the winter
- In Poland, we held office-wide celebrations for birthdays, work anniversaries and weddings, in addition to celebrating the completion of projects during out-of-work hours
- Our colleagues in Poland also participated in various sports initiatives, such as football, triathlon and cross-country running

North America

- In both Canada and California, we held ping-pong tournaments with prizes and trophies
- Our Montreal office enjoyed several team building activities with colleagues and families, like escape rooms, axe throwing, laser tag and ziplining
- Our Mexico office had their infamous Christmas party, in addition to holding happy hours at the end of their monthly meetings
- In Canada and Mexico, our local soccer teams spent a lot of time on the playing field
- In North Carolina, our colleagues made good use of the Weber grill they were able to purchase with funds collected from recycling initiatives

FORWARD-LOOKING PLANS

We will continue to offer our employees the opportunity to grow professionally and personally and thrive in a work environment that makes them feel valued. **We will analyze the results of our Employee Satisfaction Survey to develop initiatives and address concerns in a way that responds to their needs.**



96%

OVERALL MANAGEMENT
The local management team contributes to a positive work culture.



95%

OVERALL SATISFACTION
Would recommend Avera as a place to work.

Our employee engagement results above are expressed based on data gathered from our 2023 employee survey results. We conducted this survey across all our offices, with percentages being compiled and formatted using a third-party platform.

The topics covered by the survey ranged from overall satisfaction, management and working conditions, sense of belonging, training and career development, customer interactions, global corporate management communication, and teamwork. The response rate across the entire organization was 88%.



- Introduction
- Environment

↓ Social

Employee Engagement & Culture	20-21
Health & Safety	22
Community Engagement	23
Supply Chain Management	24
Equity, Diversity & Inclusion	25

- Governance
- Conclusion
- Annex - Sustainability Accounting Standards (SASB)

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.

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.

In 2024, we revamped our Health and Safety management strategy and implemented our new Global Health and Safety Policy. This Policy is a concrete expression of our commitment to the prevention of accidents, injuries and occupational illnesses. It emphasizes the importance of guaranteeing employee safety in the workplace, and underlines everyone’s responsibility for maintaining a safe and healthy working environment, as well as compliance with current safety regulations.

- 100% of our offices benefit from a local Health and Safety Officer
- 0 work-related incidents in Fiscal Year 2024

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. For Fiscal Year 2025, we plan to review health and safety programs in all of our offices. We are also in the process of implementing policies and trainings that will benefit the mental health of our employees.



- Introduction
- Environment

↓ Social

Employee Engagement & Culture	20-21
Health & Safety	22
Community Engagement	23
Supply Chain Management	24
Equity, Diversity & Inclusion	25

- Governance
- Conclusion
- Annex - Sustainability Accounting Standards (SASB)

Community Engagement

OUR VISION IN ACTION

Throughout the 2024 Fiscal Year, our offices have embraced community engagement in the following ways:

- All of our offices benefited from a charity fund of over 1,300 CAD per office to support charitable organizations and community causes of their choice
- Every year, our Poland office collects funds to support a family in a difficult financial situation. The funds are intended for the purchase of fuel for the winter, cleaning products, and non-perishable food items
- Our colleagues in North Carolina participate in Operation Christmas Child, through which they provide gifts for children in need
- In Montreal, we continuously support the Refuge des Jeunes de Montréal (Montreal Youth Shelter) in their mission to help improve the living conditions of troubled and homeless young men aged 17 to 25. In 2024, we were able to raise 11,950 CAD for the Refuge with the generous contributions of our employees matched by our shareholders
- Our colleagues in Czech Republic participate in ongoing volunteering activities and joint blood donations

GERMANY

Giving back has always been at the heart of our community engagement efforts in Germany, where supporting the next generations is embraced in various and multiple ways.

Averna GmbH offers half the amount of a full scholarship to the University of Kaiserslautern-Landau, worth over 2,700 CAD. Besides academic achievement, the selection process considers several other criteria, such as community service, previous vocational training, and success in overcoming unfavorable life circumstances.

In addition to the scholarship, our Germany office also provides support to the child protection association Blauer Elefant on an ongoing basis, in addition to aiding children's shelters.



- Introduction
- Environment

↓ Social

Employee Engagement & Culture	20-21
Health & Safety	22
Community Engagement	23
Supply Chain Management	24
Equity, Diversity & Inclusion	25

- Governance
- Conclusion
- Annex - Sustainability Accounting Standards (SASB)

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 VISION IN ACTION

Modern Slavery Act Report & Statement on Human Rights

During Fiscal Year 2024, we conducted a comprehensive due diligence assessment on the entirety of our supply chain. This assessment aimed to identify and promptly address risks to human rights, namely through the use of forced or child labor. Due diligence processes and risk assessments that were completed considered the following factors: geographic location, industry sector, tier level of the supplier and whether the supplier was a manufacturer or a distributor. Such processes were designed in accordance with internationally endorsed standards and frameworks.

In May 31, 2024, we published, in accordance with Bill S-211, our first Modern Slavery Act Report. The Report provided a comprehensive overview of our efforts to identify and mitigate risks of modern slavery within our operations and supply chain, demonstrating our proactive stance against forced labor and exploitation. Simultaneously, the publication of our Statement on Human Rights reaffirmed our dedication to upholding the highest standards of human dignity across all our activities.

SUPPLIER CODE OF CONDUCT

Our Supplier Code of Conduct outlines our expectations for suppliers, particularly concerning human rights, labor practices, and environmental responsibility. By holding our suppliers to these rigorous standards, we are proactively working to eliminate any risks of forced labor or exploitation within our supply chain.

OUR VISION IN ACTION

As part of our supply chain management and human rights strategy, we have implemented the following measures in Fiscal Year 2024:

- Implemented a new Supplier Code of Conduct that is mandatory for all suppliers and service providers of the Avera group
- Provided training to our Logistics & Procurement team regarding social and environmental issues within the supply chain
- Completed a comprehensive sustainability risk analysis
- Integrated social and environmental clauses into supplier contracts
- Developed Whistleblowing & Grievance Mechanisms with a line dedicated to human rights violations
- Created a new onboarding framework for our suppliers

- 100% of our suppliers signed our Supplier Code of Conduct
- 100% of targeted suppliers are bound by contracts that include clauses on environmental, labor, and human rights requirements
- 100% of targeted suppliers were covered by a Corporate Social Responsibility (CSR) assessment
- 0 supplier required corrective actions to be undertaken

FORWARD-LOOKING PLANS

During Fiscal Year 2025, we will continue to monitor our supply chain and risks to human rights in order to maintain the positive outcomes achieved in Fiscal Year 2024. As our operations grow, we further aim to globalize the training given to our procurement teams. We will also continue to publish our Modern Slavery Act Report and implement all corrective measures that our recurrent risk assessments require.



- Introduction
- Environment

↓ Social

Employee Engagement & Culture	20-21
Health & Safety	22
Community Engagement	23
Supply Chain Management	24
Equity, Diversity & Inclusion	25

- Governance
- Conclusion
- Annex - Sustainability Accounting Standards (SASB)

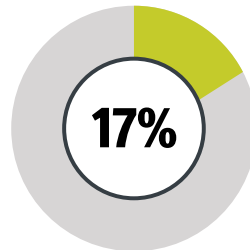
Equity, Diversity & Inclusion

GUIDING PRINCIPLES

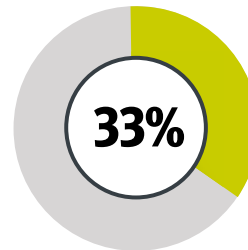
With offices located in eleven countries across North America, Europe, and Asia³, we have the privilege of evolving in a wide variety of cultural, economic, and social contexts. This global footprint underscores the critical importance of adopting an approach and initiatives that favor Equity, Diversity and Inclusion (EDI).

EDI IN NUMBERS

Executive Team

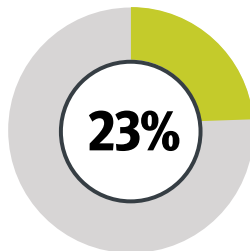


of executives who report directly to the CEO identify as visible minorities

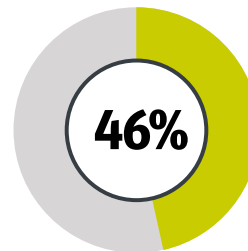


of executives who report directly to the CEO identify as women

Gender Representation



of our global employees identify as women⁴



of employees identifying as women hold non-traditional job positions⁵



HIGHLIGHTS: CHIEF LEGAL OFFICER & CHIEF FINANCIAL OFFICER

We are proud to highlight the invaluable contributions of Mariève Carrier, our Chief Financial Officer (CFO), and Lori Seidman, Chief Legal Officer (CLO). In an industry where women are underrepresented, especially in a field as specialized as test and automation, their leadership is a testament to our commitment to diversity and excellence. Together, they are pivotal assets to our operations. As they help shape the future of our company with vision and precision, their leadership underscores our belief that diverse perspectives are key to innovation and success.

³ As of August 1, 2024 following the acquisition of Global Equipment Services, Inc. from Kimball Electronics, Inc. Read more here.

⁴ 134 Out of 582 employees as of April 9, 2024.

⁵ Non-traditional job positions for women refer to occupations in which women have historically been underrepresented, typically because these roles have been predominantly and historically filled by men. The 46% figure includes positions in departments such as Engineering, Sales, Proposals, R&D, Quality Management, as well as Finance.



Governance



- Introduction
- Environment
- Social

↓ Governance

Board of Directors	27
Ethics & Professional Integrity	28
Data Privacy & Cybersecurity	29

- Conclusion
- Annex - Sustainability Accounting Standards (SASB)

Board of Directors



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 independent⁶

⁶Independent 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)



- Introduction
- Environment
- Social

↓ **Governance**

Board of Directors	27
Ethics & Professional Integrity	28
Data Privacy & Cybersecurity	29

→ Conclusion

→ Annex - Sustainability Accounting Standards (SASB)

Ethics & Professional Integrity

GUIDING PRINCIPLES

We strongly believe in holding ourselves accountable for our actions. This is why we have developed our new Code of Ethics and Business Conduct, as well as Whistleblowing & Grievance Mechanisms that are guided by our commitment to reliability and corporate responsibility.

OUR VISION IN ACTION

In Fiscal Year 2024, we proceeded to elaborate our new Code of Ethics and Business Conduct. This Code embodies the four pillars that Avera's core values rest upon: teamwork and commitment, innovation and knowledge, performance and leadership and customer satisfaction. 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 will be made available in all languages of the countries in which we have offices. Our employees will continue to sign it every two years.

We further formalized our whistleblowing mechanism in our new Whistleblowing & Grievance Mechanisms Policy. In Fiscal Year 2024, this recourse was made available to all internal and external stakeholders, who can raise concerns of all kinds while being ensured that protection against retaliation is guaranteed at all steps of the process.

During Fiscal Year 2024, we suffered no monetary losses as a result of legal proceedings associated with professional integrity

FORWARD-LOOKING PLANS

In Fiscal Year 2025, we plan 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 further integrate our new offices in Asia to our Code of Ethics and Business Conduct and to our Whistleblowing & Grievance Mechanisms.



- Introduction
- Environment
- Social

↓ Governance

Board of Directors	27
Ethics & Professional Integrity	28
Data Privacy & Cybersecurity	29

→ Conclusion

→ Annex - Sustainability Accounting Standards (SASB)

Data Privacy & Cybersecurity

GUIDING PRINCIPLES

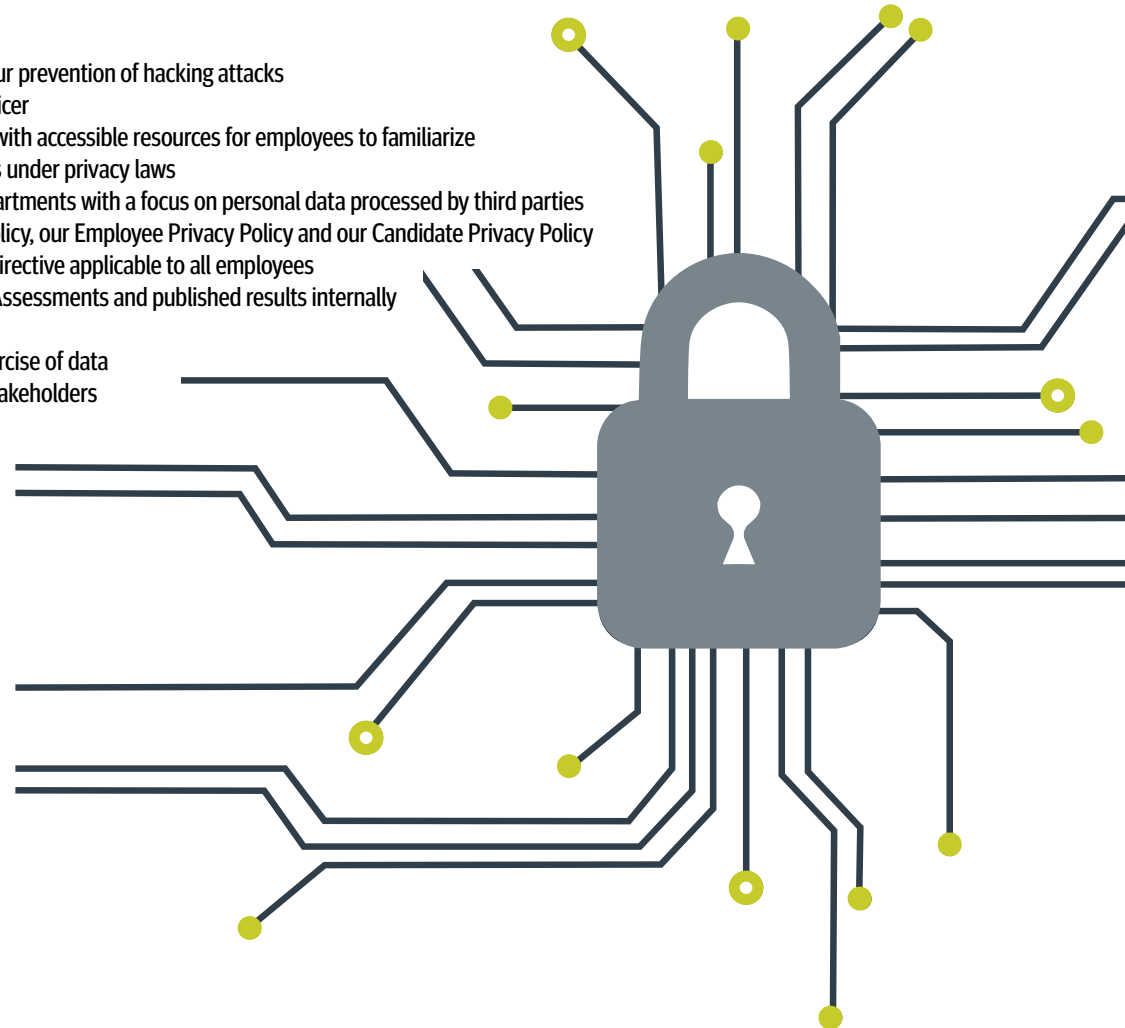
We recognize the critical role of data privacy and cybersecurity in the modern digital environment. During Fiscal Year 2024, we significantly strengthened our commitment to privacy and cybersecurity by integrating this focus into every facet of our operations. The appointment of our new Global Data Protection Officer further allowed us to reaffirm our commitment to protecting the interests of our internal and external stakeholders.

OUR VISION IN ACTION

During Fiscal Year 2024, we:

- Conducted phishing tests to help improve our prevention of hacking attacks
- Appointed a new Global Data Protection Officer
- Developed an internal Data Privacy Center, with accessible resources for employees to familiarize themselves with their rights and obligations under privacy laws
- Completed a global data mapping of all departments with a focus on personal data processed by third parties
- Reviewed our Website Privacy & Cookies Policy, our Employee Privacy Policy and our Candidate Privacy Policy
- Elaborated a new Internal Data Protection Directive applicable to all employees
- Completed several Data Protection Impact Assessments and published results internally for all employees to consult
- Created new direct lines to facilitate the exercise of data protection rights by internal and external stakeholders

During Fiscal Year 2024,
no data or personal data
breaches occurred



- Introduction
- Environment
- Social
- Governance
- ↓ **Conclusion**
- Annex - Sustainability Accounting Standards (SASB)

Conclusion

Performance data has not yet been validated by an independent observer. We are committed to verifying this information as the deployment of our ESG strategy progresses. Furthermore, we aspire to broaden the scope of our reporting in line with the priorities of our key stakeholders and taking into account industry assessment standards.



- Introduction
- Environment
- Social
- Governance
- Conclusion

↓ Annex - Sustainability Accounting Standards (SASB)

Annex - Sustainability Accounting Standards (SASB)

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

Table 1. Sustainability Disclosure Topics & Metrics

Topic	Metric	Category	Unit of Measure	Code	Divulgence
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	SV-PS-230a.1	P 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	P 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	P 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	P 25
Workforce Diversity & Engagement	(1) Voluntary and (2) involuntary rate for employees	Quantitative	Percentage (%)	SV-PS-330a.2	P 20
Workforce Diversity & Engagement	Employee engagement as a percentage	Quantitative	Percentage (%)	SV-PS-330a.3	P 21



- Introduction
- Environment
- Social
- Governance
- Conclusion

↓ Annex - Sustainability Accounting Standards (SASB)

Annex - Sustainability Accounting Standards (SASB)

Table 1. Sustainability Disclosure Topics & Metrics

Topic	Metric	Category	Unit of Measure	Code	Divulcation
Professional Integrity	Description of approach to ensuring professional integrity	Discussion and Analysis	n/a	SV-PS-510a.1	P 28
Professional Integrity	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Presentation currency	SV-PS-510a.2	P 28

Table 2. Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Divulcation
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative	Number,	SV-PS-000.A	Not disclosed
Employee hours worked, percentage billable	Quantitative	Hours, Percentage (%)	SV-PS-000.B	Not disclosed





[averna.com](https://www.averna.com) [North America](#) [Europe](#) [Asia](#)

Averna is a trademark of Averna Technologies Inc. All other brand names, product names or trademarks belong to their respective holders. © 2024 Averna. All rights reserved. 09/2024