

Corporate Sustainability Report

2024



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1. About This Report

The 2024 Hypertec Sustainability Report provides an overview of the Group's sustainability strategy, governance frameworks, and performance across key environmental, social, and governance (ESG) topics. The report describes Hypertec's approach to addressing stakeholder expectations and highlights the environmental and social impacts generated across its value chain.

This Report has been prepared under the direction of Hypertec Group's Board of Directors and senior management.

Scope

This Report is for Hypertec Group and includes information regarding its subsidiaries. Unless otherwise noted:

- (i) all information in this report is presented as of, and for, the civil year ended December 31, 2024; and
- (ii) the data and analysis relate to Hypertec Group divisions and not its suppliers or clients.
Corporate policies, governance frameworks, and human resources—related disclosures apply at the Group level, unless otherwise specified. Environmental performance data presented in this Report are currently limited to Hypertec's Montreal-based operations, where data availability, measurement systems, and third-party verification processes are most mature. Hypertec intends to progressively expand environmental data coverage to additional sites as systems and controls continue to evolve.

All financial amounts are expressed in Canadian dollars (CAD). References to “we,” “our,” “us,” “the Company,” or “Hypertec” refer to Hypertec Group and its subsidiaries.

Reporting Standards

Hypertec Group supports and aligns with the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB), and the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD) Recommendations. Our GRI, TCFD, and SASB compliance summaries are set out in the Reporting Appendices.

Materiality & Structure

For the purposes of this Report, materiality refers to the relative significance of ESG topics and their potential positive or negative impacts on Hypertec Group and its stakeholders. Material ESG topics also guide our engagement with suppliers, customers, and partners, where we seek to promote responsible and sustainable practices.

Topics identified as material from an ESG perspective may not necessarily be material to the Group's financial performance, capital structure, or enterprise value. Hypertec Group conducted a formal materiality assessment in accordance with GRI guidance. Additional details on the methodology and outcomes are presented in the Governance and Materiality section 4.3 (pages 20-21).

INDEPENDENT REASONABLE ASSURANCE

An accredited third-party auditor provided independent assurance on selected energy, greenhouse gas (GHG) emissions, waste, and water data, in reference to GRI Standards 302, 303, and 305, and the GRI Material Topics 2021 framework. More details are available in the Environmental Disclosures section 4 (pages 17-22) and at <https://hypertec.com/sustainability/>.

Further Information

Additional information about our sustainability approach is available at <https://hypertec.com/sustainability/>.

To provide feedback or to contact us with questions, please email us at: Hypertec-Compliance@hypertec.com

2. Executive Summary

Message From Chief Executive Officer Simon AHDOOT



Dear Hypertec Community,

I am delighted to share with you an Executive Summary of Hypertec Group's accomplishments and strategic path in our 2024 Corporate Sustainability Report (CSR). Serving as Executive Chairman of Hypertec, it is both an honour and a privilege to showcase our progress and articulate the vision guiding our future sustainability initiatives.

At Hypertec, we are dedicated to aligning technology with a sustainable future. Throughout 2024, we actively pursued our mission of providing innovative infrastructure solutions, seamlessly integrating technology and sustainability to set new benchmarks in environmental, social, and governance (ESG) practices within our industry.

Our commitment to operational excellence resonates throughout every facet of our business. By strengthening our operational framework, we ensured efficiency, reliability, and a smooth customer experience.

Our sustainability journey has become an integral part of our corporate strategy. It began with the creation of the Environmental Committee in 2010, which became the Sustainability Committee in 2021. This evolution emphasizes our dedication to a comprehensive sustainability approach, encompassing environmental, social, and economic considerations.

In 2024, we intensified our efforts in key areas, focusing on information security, responsible end-of-life hardware retirement. Our dedication to sustainable product design principles, EPEAT Ecolabel certification, and pioneering immersion cooling system technology illustrates our commitment to innovation with a focus on sustainability.

Adherence to international standards such as the Global Reporting Initiative (GRI), Sustainability Accounting Standard Board (SASB), and Task Force Climate-Related Financial Disclosure (TCFD) demonstrates our commitment to transparent reporting and accountability.

We established Sustainable Business Principles to guide us and to foster an innovative organizational culture, engage stakeholders, adopt renewable energy, minimize waste, and uphold responsible business practices.

As we look to the future, we remain focused on continuous innovation, collaboration with our stakeholders, and creating a positive impact on society. We are confident that our strategic initiatives will continue to position Hypertec Group as a leader in sustainable technology solutions.

I extend my heartfelt gratitude to our employees, partners, and stakeholders for their support. Together, we are propelling Hypertec Group towards a future marked by excellence, sustainability, and technological advancement.

Sincerely,

Simon Ahdoot

Chief Executive Officer, Hypertec Group



3. About Us

3. Hypertec at a Glance

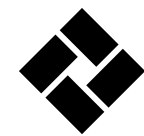
3.1. Hypertec at a glance

Founded in 1984, Hypertec empowers innovators to push boundaries and lead their industries through transformative technology.

Through its five divisions, High Performance Compute & AI, Data Center Construction, Health, Custom Manufacturing and Solutions Partner, we bring expertise, innovation and strong partnerships to transform challenges into opportunities for sustainable growth.

Trusted by industry leaders across the AI, financial services, media & entertainment, healthcare and public sectors, we serve clients in over 80 countries.

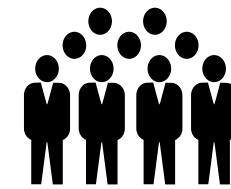
Recognized internationally for innovation and sustainable practices, such as our revolutionary immersion-born servers, Hypertec continues to help organizations move forward through technology that drives lasting impact.



Hypertec

1984

Year
Founded



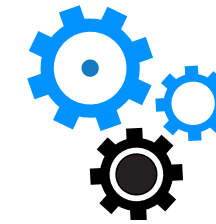
600+

Employees
Worldwide



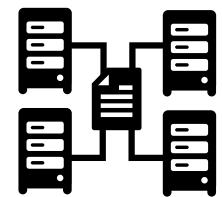
1

Headquarter
in Canada



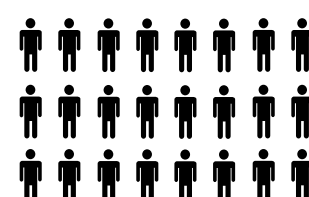
2

R & D Centers
Canada - Taiwan



2

Manufacturing
Sites in
Canada & USA



3,000+

Customers
Worldwide



80+

Countries
Supported



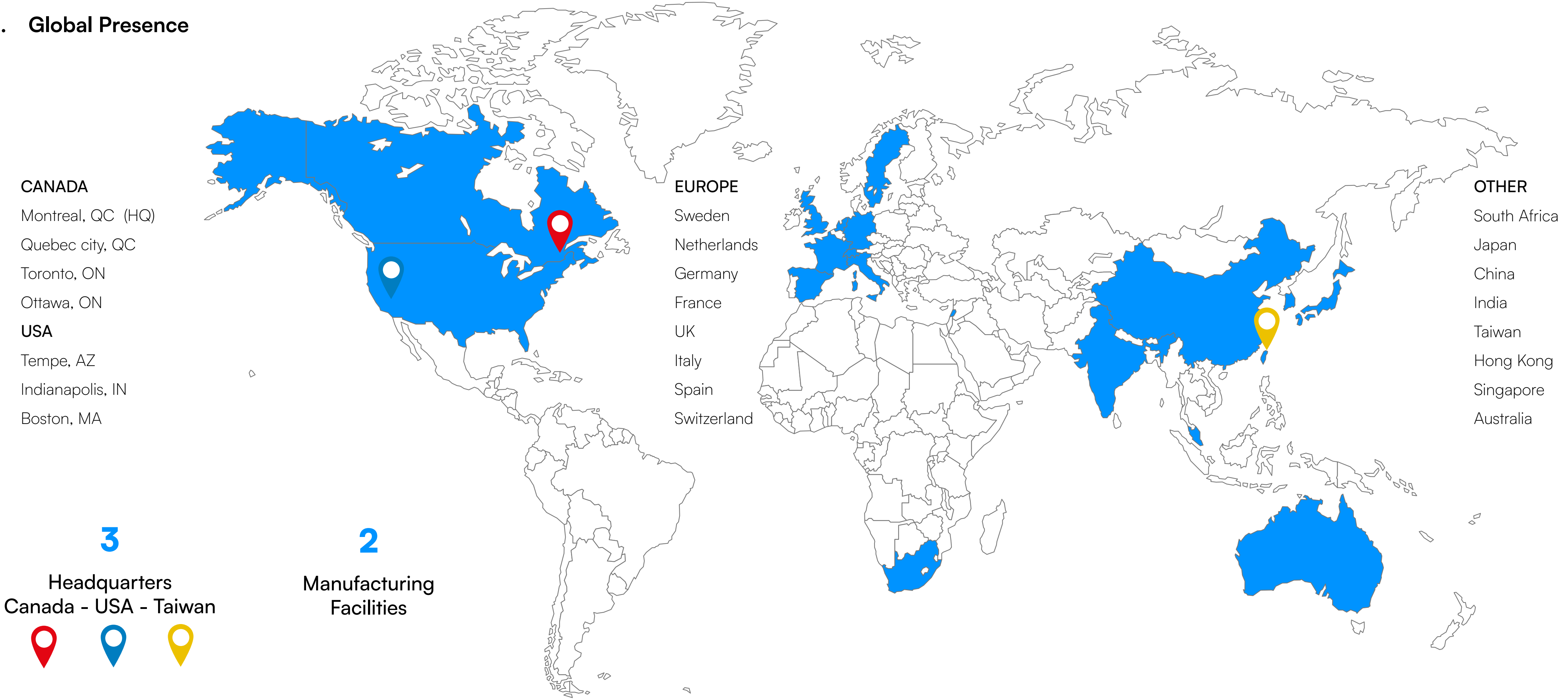
28

Service Warehouse
locations



Global Presence

3.2. Global Presence



Market Presence

3.3. Market presence



FINANCIAL SERVICES

Capital markets, banking, insurance, trading platforms



SERVICE PROVIDERS

End-to-end OEM solutions for tech products



PUBLIC SECTOR

Cost-effective, secure & scalable IT solutions for government

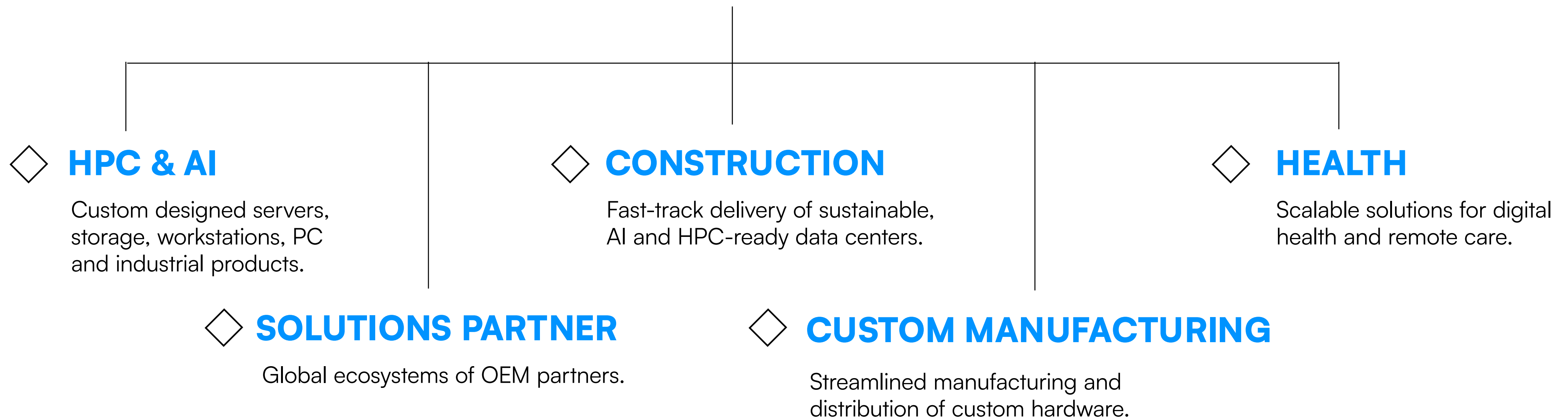


HEALTH

Innovative telemedicine technology

Our Divisions

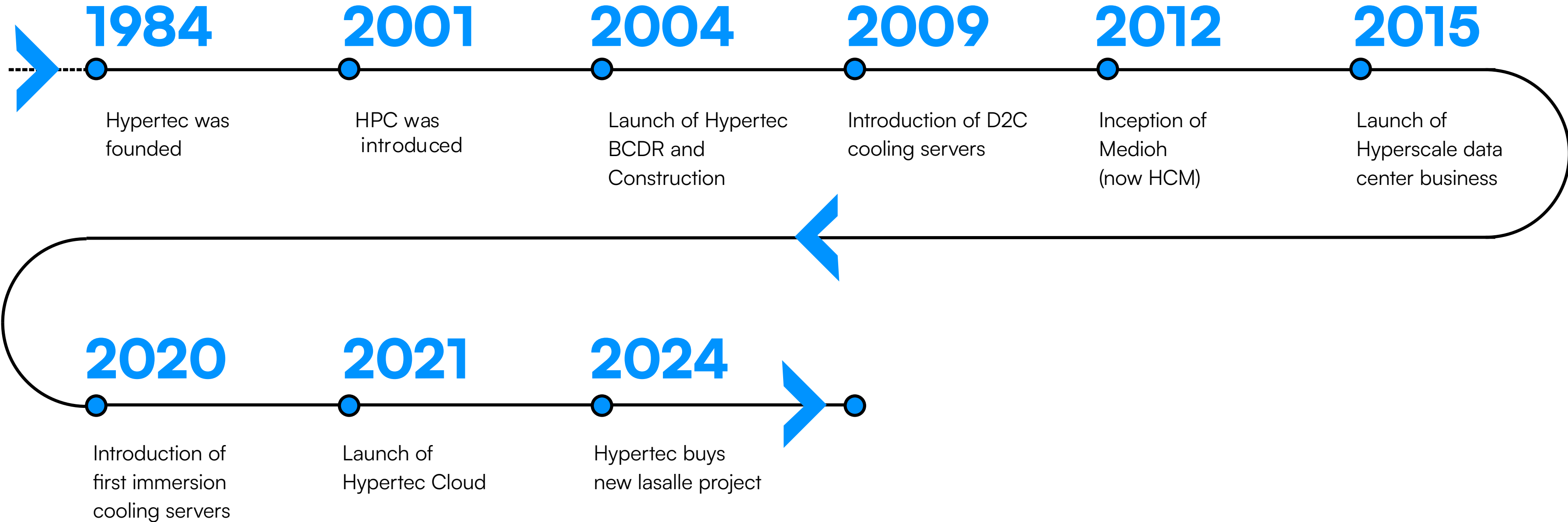
3.4. Our divisions



Defining Moments

3.5. Defining Moments

40 years of innovation, problem-solving, and purposeful growth. Driven by a practical mindset and a deep commitment to sustainability that still guides us today.



Our Stakeholders

3.6. Our Stakeholders

	STATEHOLDER GROUP	DESCRIPTION
INTERNAL	Employees	Internal workforce contributing to operations
	Management & Board	Leadership guiding strategic direction
	Shareholders	Investors with ownership in Hypertec
EXTERNAL	Customers	Purchasers of Hypertec's products
	Suppliers	Providers of resources and services
	Business Partners	Collaborators in joint ventures
	Government Agencies	Entities overseeing compliance and regulations
	Regulatory Authorities	Bodies enforcing industry standards
	Advocacy Groups	Organizations promoting specific causes
	Industry Associations	Groups representing sector interests

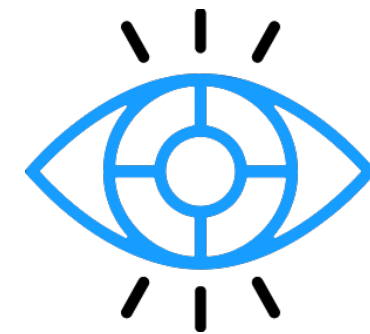


Sustainability Archetype



3.7. Sustainability Archetype

At Hypertec, sustainability is embedded in our mission, vision, and values. It guides how we design our operations, support our customers, and build resilient, scalable, and responsible solutions. By integrating sustainability into strategic decision-making, we aim to create long-term value while strengthening operational excellence and stakeholder trust.



VISION

To empower innovators to **push boundaries** and **lead their industries** through transformative technology.



MISSION

We bring **expertise, innovation** and strong **partnerships** to transform challenges into opportunities for sustainable growth through technology solutions.



VALUES

We lead with **innovation**, serve with **customer focus**, act with integrity, think like **entrepreneurs**, treat others with **respect**, and communicate openly.

Performance Highlights

3.8. Performance Highlights

Transformative Technology Business

20% of eco-friendly products in our portfolio

30% increase in efficient performance cloud computing infrastructure

20 innovation projects across products and services

With Immersion Cooling Solution:

95% Reduction in Cooling OPEX

10x Increase in Server Density

50% CAPEX Reduction, Build Costs

99% Heat Captured in the form of Warm Water

Society & Community

36% women representation globally

34% of management positions in Canada held by women

2.43 Total Recordable Incident Rate (TRIR)

120,000 individuals enrolled in digital healthcare programs in North America

Environment

299.67 tCO₂e total Scope 1 & 2 GHG emissions (2024 baseline)

454,293.61 tCO₂e total Scope 3 GHG emission (2023 baseline)

89% reduction in total energy consumption (compared to 2023)

70% of electricity sourced from certified renewable energy

Sustainability Context

3.9. Sustainability Context

Our corporate strategy is guided by the three core pillars of Environmental, Social, and Governance (ESG). Together, these pillars shape how we create long-term value, manage risks and opportunities, and operate responsibly across our business and value chain. By embedding ESG principles into our strategy, decision-making, and daily operations, we aim to balance business performance with environmental stewardship, social responsibility, and strong governance practices.

Environmental

The environmental pillar focuses on how we manage our impact on the environment and contribute to climate resilience. Our priorities include:

- Biodiversity protection
- Water conservation
- Product energy efficiency
- Energy conservation
- Greenhouse gas (GHG) emissions management
- Responsible raw material sourcing (including product materials and packaging)
- Waste management
- Product end-of-life management, including e-waste
- Climate change mitigation and decarbonization

Social

The social pillar addresses how we support and empower people across our workforce, supply chain, and communities. Key focus areas include:

- Community engagement and local impact
- Training and professional development
- Diversity, equity, and inclusion (DEI)
- Employment practices and labor relations
- Career development and advancement
- Occupational health and safety
- Sustainable procurement practices
- Responsible minerals sourcing
- Prevention of child labor and forced labor

Governance

The governance pillar reflects how we lead ethically, manage risk, and ensure accountability throughout the organization. Our governance priorities include:

- Customer safety
- Ethical advocacy and compliance
- Anti-corruption and anti-bribery practices
- Risk assessment and materiality processes
- Internal responsibility and control systems
- Clear goals, targets, and strategic oversight
- Information security and data protection
- Innovation supporting environmental and social objectives

¹The baseline year has been revised from 2019 to 2024 to reflect the relocation of our operations to a new facility at 5555 Cypihot. The new site presents a significantly different energy profile and operational setup compared to the previous location, making 2024 a more accurate reference point for future comparisons.

Our Sustainability Roadmap

3.10. Our Sustainability Roadmap

Our corporate strategy is guided by the three core pillars of Environmental, Social, and Governance (ESG). Together, these pillars shape how we create long-term value, manage risks and opportunities, and operate responsibly across our business and value chain. By embedding ESG principles into our strategy, decision-making, and daily operations, we aim to balance business performance with environmental stewardship, social responsibility, and strong governance practices



4. Governance



4. Governance

At Hypertec, corporate governance is driven by a commitment to transparency, accountability, and long-term value creation. Our Board of Directors, led by the President and guided by a formal mandate, is responsible for overseeing key aspects of our business, including strategic direction, risk management, financial oversight, sustainability initiatives, and regulatory compliance.

4.1. ESG GOVERNANCE STRUCTURE

4.1.1. Corporate Governance

At Hypertec, corporate governance is driven by a commitment to transparency, accountability, and long-term value creation. Our Board of Directors, led by the President and guided by a formal mandate, is responsible for overseeing key aspects of our business, including strategic direction, risk management, financial oversight, sustainability initiatives, and regulatory compliance.

Composed of accomplished leaders with diverse expertise, our Board brings a wealth of experience and independent judgment to Hypertec. Working closely with management, the Board ensures that corporate governance practices align with our business objectives and stakeholder expectations. Each committee has well-defined responsibilities, and regular evaluations help maintain best-in-class governance standards.

The Executive Officers of each business unit, in collaboration with the corporate management team, are responsible for shaping and executing Hypertec's long-term strategy. The Board rigorously reviews, challenges, and approves these strategic plans to ensure alignment across all operating segments.

Beyond business performance, the Board plays an active role in upholding Hypertec's core values. This includes overseeing internal audits, risk management, and sustainability efforts, with a strong focus on climate-related risks and corporate responsibility. By fostering sound governance practices, we strive to create lasting value for our company, stakeholders, and the communities we serve.



ESG Governance Structure

4.1.2. Sustainability Governance

Hypertec’s commitment to sustainability began in 2010 with the creation of an Environmental Committee tasked with identifying and mitigating environmental risks. This initiative laid the foundation for the Environmental Stewardship Management System, which ultimately led to Hypertec earning the Eco Leader Certification in 2014.

This milestone marked a key step in our journey toward environmental responsibility, driving the implementation of sustainable practices, the establishment of environmental goals, and the active engagement of employees in sustainability initiatives.

As the sustainability landscape evolved, so did Hypertec’s approach. The Environmental Committee was expanded into the Sustainability Committee, reflecting a broader commitment that goes beyond environmental concerns to encompass social, governance, and economic dimensions of sustainability. This evolution highlights our dedication to staying ahead of best practices in responsible corporate leadership.

At Hypertec, sustainability governance, including climate strategy and management oversight, is directly overseen by the Board of Directors. To drive this commitment forward, the Chief Innovation and Sustainability Officer has been appointed as the highest-ranking executive responsible for sustainability and climate action. In 2021, Hypertec further strengthened its sustainability efforts by establishing a unit dedicated to sustainable development, with the Quality Assurance & Sustainability Senior Manager serving as its representative.

The Sustainability Committee plays a crucial role in analyzing emerging global sustainability trends and addressing key environmental, social, and governance (ESG) issues. Additionally, sustainability efforts have been fully integrated into Hypertec’s broader management framework to reinforce our long-term commitment to responsible business practices.

Our Chief Innovation and Sustainability Officer leads the development, approval, and continuous improvement of Hypertec’s sustainability strategies, policies, and objectives. The Sustainability Committee ensures oversight of our sustainability performance and reporting, ensuring alignment with our corporate vision and global best practices.

The Chief Innovation and Sustainability Officer, along with the Board of Directors, is responsible for approving Hypertec’s integrated sustainability report, ensuring it provides a transparent and comprehensive view of all material ESG topics.

CHANGE IN SUSTAINABILITY GOVERNANCE STRUCTURE

Year	Item
2010	Formation of the Environmental Committee to implement environmental risk mitigation strategies.
2014	Achieved Eco Leader Certification, recognizing Hypertec’s commitment to environmental stewardship.
2021	Established a dedicated Sustainable Development Unit, with the Quality Assurance & Sustainability Senior Manager as its representative.
2021	Created the Sustainability Committee to oversee environmental, social, and governance (ESG) initiatives and integrate sustainability into business strategy.

Code of Conduct and Ethics

4.2. CODE OF CONDUCT AND ETHICS

At Hypertec, integrity, accountability, and ethical leadership are at the core of our business. Our Code of Business Conduct provides a clear framework for ethical decision-making and responsible business practices, ensuring that all employees and partners act in alignment with our core values. It sets the foundation for a culture of trust, fairness, and transparency across all levels of the company.

Our success in governance and oversight is gauged through various measures. Our Code of Business Conduct sets out basic guidelines and principles of conduct and ethical behavior to guide employees in the performance of their duties for the Company.

Professional ethics are based on fundamental principles: honesty, fairness, and transparency in our interactions with colleagues, customers, suppliers, competitors, and all company stakeholders. We expect every employee, regardless of their position, to uphold these commitments and to neither encourage nor tolerate any illegal or unethical actions.

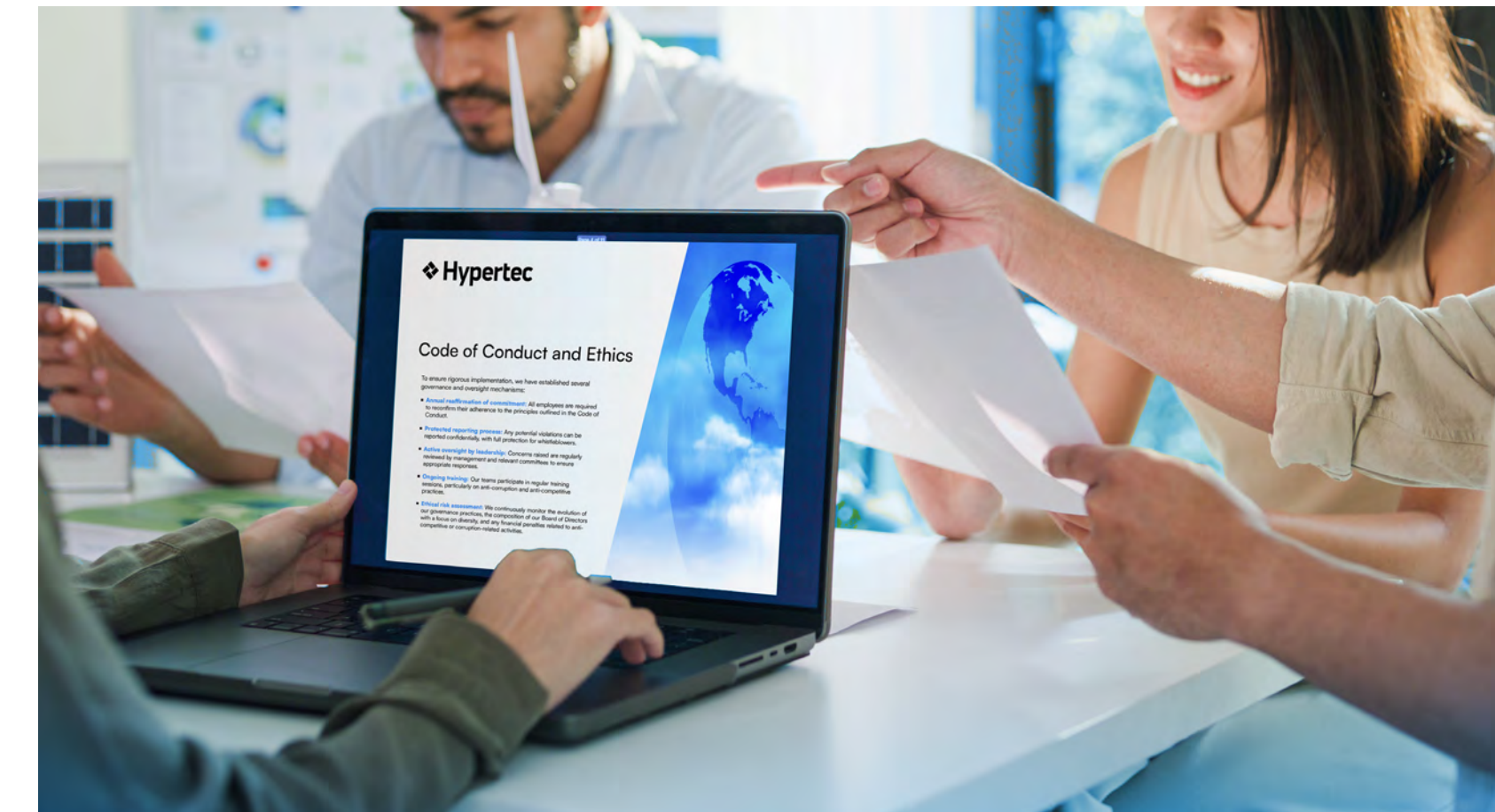
Our Code applies to all employees, executives, and board members in every jurisdiction where we operate, except where local laws impose different requirements. It cannot be bypassed or modified by anyone, and compliance with it is a fundamental condition of employment at Hypertec. Any violation may result in disciplinary action, up to and including termination.

To ensure rigorous implementation, we have established several governance and oversight mechanisms:

- **Annual reaffirmation of commitment:** All employees are required to reconfirm their adherence to the principles outlined in the Code of Conduct.
- **Protected reporting process:** Any potential violations can be reported confidentially, with full protection for whistleblowers.
- **Active oversight by leadership:** Concerns raised are regularly reviewed by management and relevant committees to ensure appropriate responses.
- **Ongoing training:** Our teams participate in regular training sessions, particularly on anti-corruption and anti-competitive practices.
- **Ethical risk assessment:** We continuously monitor the evolution of our governance practices, the composition of our Board of Directors with a focus on diversity, and any financial penalties related to anti-competitive or corruption-related activities.

Our commitment to ethics also extends to our business partners. We assess our suppliers' compliance with the [Responsible Business Alliance \(RBA\) Code of Conduct](#). In 2024, we began integrating enhanced ESG selection criteria into our supplier evaluation process.

At Hypertec, governance, ethics, and compliance are at the heart of our operations, integrating social and environmental responsibility principles. This approach not only fosters a sustainable business but also strengthens stakeholder trust and ensures our long-term success in an ever-evolving global economy.



Materiality Assessment

4.3. MATERIALITY ASSESSMENT

At Hypertec, we conduct an annual materiality assessment following the Global Reporting Initiative (GRI) Standards (2021) and the 17 Sustainable Development Goals (SDGs) of the United Nations to identify key environmental, social, and governance (ESG) issues that have a significant impact on our business and stakeholders. This process allows us to anticipate risks and opportunities, align our sustainability strategy with stakeholder expectations, and ensure that our corporate initiatives drive meaningful progress.

The assessment begins with an in-depth analysis of our internal and external environments. We examine disclosed company data, including our Business Reports and internal stakeholder inquiries, to establish a foundation for evaluating ESG topics. A comprehensive review of our value chain allows us to assess stakeholder characteristics and the broader industry landscape, ensuring that we capture the most relevant issues. Through engagement with internal and external stakeholders, including employees, customers, investors, and suppliers, we gain insight into the concerns that matter most to them. These findings are then prioritized based on two key dimensions: the degree of opportunity or impact on our business and the importance assigned by stakeholders.

This assessment led to the identification of 28 ESG risks and opportunities, categorized across environmental, social, and governance pillars. The environmental dimension includes critical topics such as climate change and decarbonization, product end-

of-life management, GHG emissions, and responsible raw material sourcing. The social aspect covers areas such as employment, labor relations, career advancement, diversity, equity, and inclusion, as well as occupational health and safety. Meanwhile, governance issues include responsible conflict minerals sourcing, corruption and bribery prevention, information security, and sustainable procurement practices.

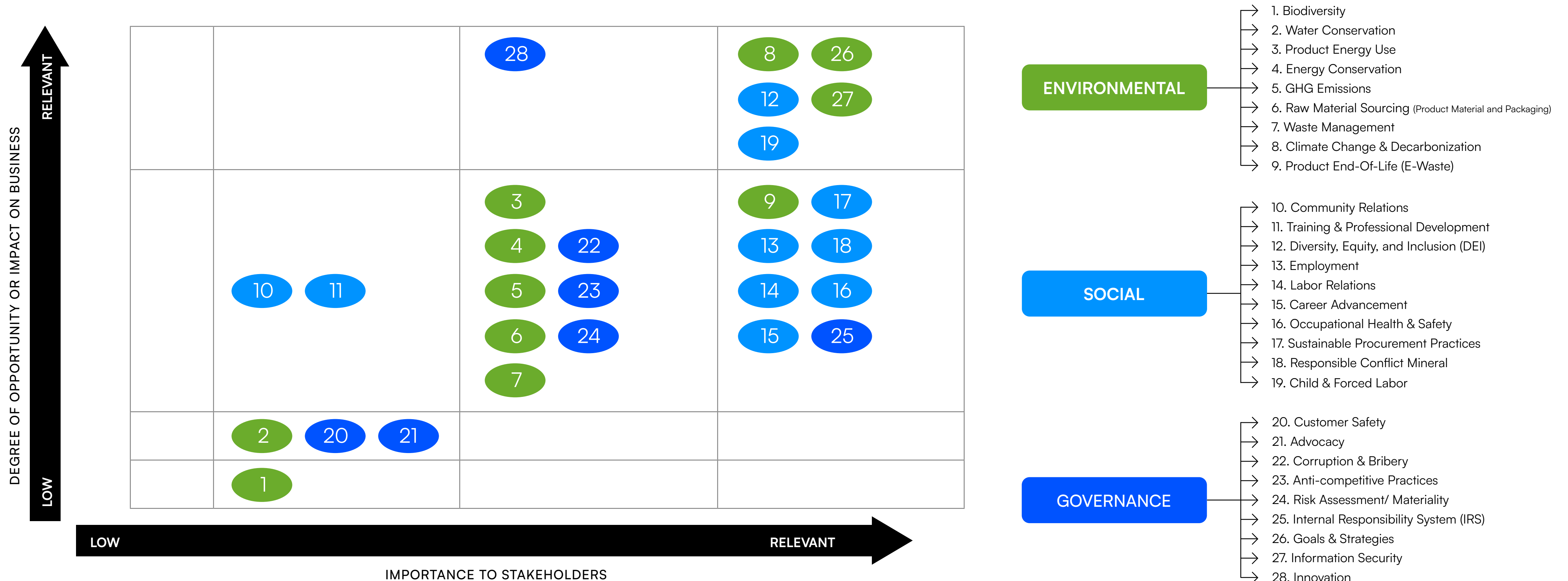
Among these, thirteen priority topics emerged as the most significant for both internal and external stakeholders. These include employment, labor relations, career advancement, occupational health and safety, sustainable procurement practices, responsible conflict minerals sourcing, internal responsibility systems, product end-of-life management (e-waste), climate change and decarbonization, child and forced labor, corporate goals and strategies, information security, and innovation in environmental and social sustainability. These priority areas play a fundamental role in shaping Hypertec's corporate sustainability strategy, guiding the development of our ESG objectives, and directing the content of our annual disclosures.

To effectively manage and address these material ESG topics, we classify risks into different levels. Some topics, such as biodiversity and advocacy, pose relatively low risks to our business, while others, including diversity, equity, and inclusion, GHG emissions, and sustainable procurement, require more focused attention due to their moderate risk levels. At the highest level, issues such as climate change and decarbonization, child and forced labor, information

security, and corporate sustainability goals demand continuous oversight and strategic action to mitigate potential impacts.

As part of our commitment to responsible business practices, we integrate the findings of our materiality assessment into our corporate strategy and decision-making processes. Moving forward, we will enhance our climate action strategies, strengthen our employee well-being initiatives, expand ESG screening criteria for suppliers, and reinforce our cybersecurity measures. This structured approach ensures that Hypertec remains at the forefront of sustainable business practices, creating long-term value for both our company and the communities we serve.

Materiality Assessment by ESG Principles



ESG Risk Governance

4.4. ESG RISK GOVERNANCE

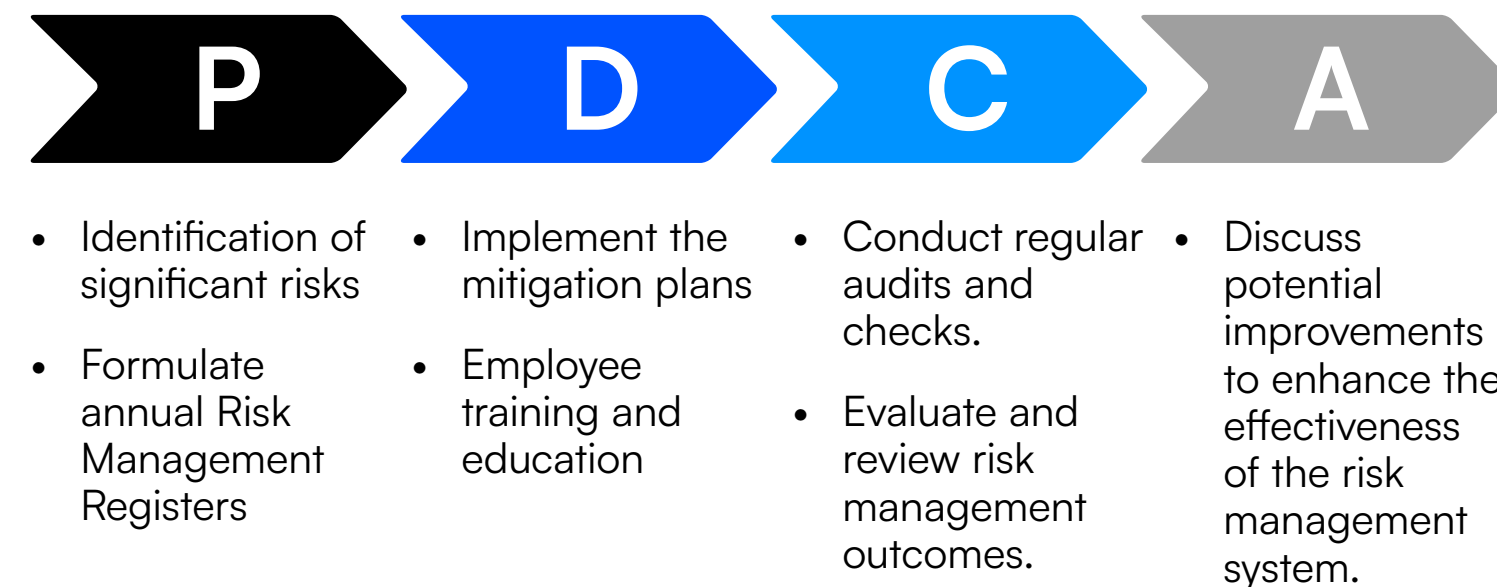
4.4.1. Our Approach

At Hypertec, we recognize that risk is an inherent part of doing business. To ensure smooth operations and consistently enhance corporate value, we understand the critical importance of a robust risk management system. This system is vital for identifying, assessing, and managing the significant risks the Group may encounter throughout its business operations.

Our risk management framework follows the PDCA (Plan-Do-Check-Act) approach. This includes the development and implementation of various measures to identify significant risks, such as violations of laws and regulations, corporate ethics breaches, environmental challenges, quality concerns, and data security issues. The identification process is led by the Quality Assurance (QA) and Sustainability team, in close collaboration with directions' heads, who work together to identify and address risks related to business operations.

Once risks are identified, they are assessed based on their impact and likelihood. Risks are classified, mitigation strategies are formulated, and an action plan is developed, specifying responsibilities and timelines for resolution. We also account for residual risks that may persist even after mitigation measures are implemented. Continuous monitoring is essential to ensure that risks are effectively managed, and we remain vigilant to any changes, both external and internal, that could influence the risk landscape.

Key Measures in ESG Risk Governance



Under this system, each department is responsible for managing its own risks and submits an annual report to the QA and Sustainability team regarding their risk management activities. Based on these reports, the team evaluates the effectiveness of the risk management practices and presents its findings to the Board of Directors.

4.4.2. Sustainability and Supply Chain Risks

We are highly aware of the risks associated with our supply chain, which can include disruptions from geopolitical events, raw material shortages, environmental impacts, and labor-related challenges. We integrate these supply chain risks into our broader sustainability strategy, making sure that our suppliers meet our sustainability standards and risk management practices. This approach aligns with the Responsible Business Alliance (RBA) guidelines, helping us maintain a resilient and sustainable supply chain.

4.4.3. Materiality Risk Assessment

As part of our commitment to sustainability, we regularly conduct materiality risk assessments, in line with the RBA guidelines. These assessments help us identify and prioritize the most significant ESG risks based on their potential impact on our business and stakeholders. By focusing on the most critical areas, we can make informed decisions and take proactive steps to mitigate risks.

4.4.4. Social Accountability Risks

We recognize the importance of social accountability and strive to maintain fair and ethical labor practices, respect for human rights, and positive relationships with the communities where we operate. Our social accountability risk assessments focus on identifying potential issues like workplace safety, fair treatment of employees, and community well-being, ensuring that we uphold our ethical commitments across the organization.

4.4.5. EMS, OHS, and Energy Risk Assessments

Hypertec is committed to minimizing environmental impact and ensuring the safety and well-being of our employees. We conduct comprehensive assessments through our Occupational Health and Safety (OHS) programs and our Environmental Management System (EMS), which also includes energy-related risks. These assessments help us identify and address environmental hazards, workplace safety concerns, and energy consumption challenges, ensuring compliance with regulations and the achievement of our internal sustainability goals.

Accountability, Transparency and Trust

4.4.6. Promoting Business Risk Management

Identifying significant operational risks and managing them effectively is central to our risk governance framework. Risk mitigation plans and policies are developed in collaboration with the QA and Sustainability team, and the implementation of these strategies is promoted throughout the organization.

4.4.7. Risk Management Awareness

Hypertec places a strong emphasis on educating our managers and executives about the importance of risk management. We provide training materials through our Learning Management System (LMS), which are available to newly appointed leaders. This ensures that participants understand their roles in implementing and maintaining an effective risk management system across the company.

4.4.8. Promoting Compliance

The Sustainability Committee is instrumental in promoting corporate ethics throughout the Group, in alignment with the Hypertec Code of Conduct. The committee regularly reviews and enhances the company's compliance system. As a result of these efforts, Hypertec maintained a clean record in 2024, with no material fines or sanctions.

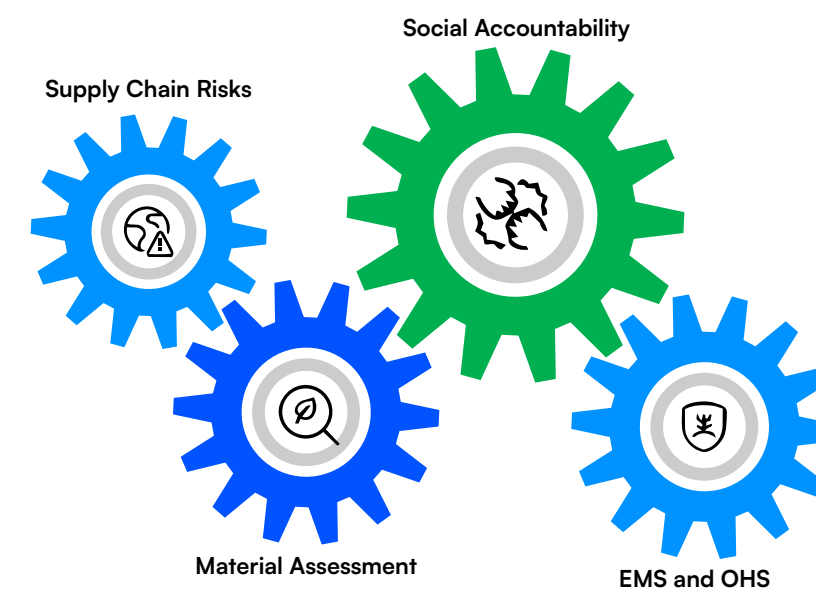
4.4.9. Ensuring Information Security

Information security is a key focus at Hypertec. We have established a comprehensive management system to safeguard data and

comply with international standards for information security. Our measures include protocols to prevent data breaches, protect against cyber-attacks, enhance security at production facilities, and provide ongoing information security training to raise employee awareness.

Furthermore, Hypertec's Information Security System has been certified with ISO 27001, an internationally recognized standard for the management and protection of sensitive information.

Achieving Sustainable Risk Management



4.5. ACCOUNTABILITY, TRANSPARENCY AND TRUST

At Hypertec, accountability is seen as a dynamic process that involves both leadership and employees, rooted in a collective commitment to sustainability, transparency, and continuous improvement. Our leadership team plays a key role in shaping

the company's long-term vision, defining strategic objectives, and allocating the resources needed to support our sustainability goals. At the same time, we believe that driving real progress requires the active involvement of all team members. That's why we have implemented tools and initiatives designed to foster open communication and encourage feedback across the organization.

Each year, we conduct an employee engagement survey to better understand the needs, expectations, and ideas of our people. In addition, through informal initiatives like Café Talk sessions, we create space for open dialogue between leadership and staff. These efforts help us remain responsive and aligned as we work toward shared goals, reinforcing a culture where everyone feels heard and empowered to contribute to our sustainability journey.

We are also deeply committed to transparency, recognizing its importance in building trust with our stakeholders. Our sustainability reporting follows globally recognized frameworks, including the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). We also disclose our environmental performance through platforms such as CDP and EcoVadis, ensuring that our stakeholders have access to clear and reliable information about our practices and progress.

By fostering accountability at every level, maintaining open dialogue, and committing to clear and transparent reporting, we aim to build lasting trust and create meaningful impact for our people, our partners, and the communities we serve.

Privacy and Data Security

4.6. PRIVACY AND DATA SECURITY

4.6.1. Our Approach to Privacy and Data Security

At Hypertec, safeguarding the privacy and security of personal data is one of our top priorities. We are fully committed to upholding stringent privacy standards, as outlined in our Privacy Policy, which aligns with global data protection laws. We take every necessary step to ensure that personal data is collected, processed, and stored securely, and we are transparent about how this data is used.

We believe that privacy should be at the core of everything we do, whether it's in our operations, products, or services. Our goal is to earn the trust of our customers by respecting their preferences regarding personal data. Transparency and accountability are essential pillars of our data practices. Through well-defined governance frameworks, we regularly assess our progress in achieving our privacy goals and work to ensure that our business partners share this commitment to data protection.

To make sure our customers and stakeholders are informed, we provide clear and easy-to-understand details about how and why we collect personal data in our publicly available Privacy Policy. This policy is regularly reviewed to ensure it remains in compliance with evolving laws. If anyone has concerns about privacy, they can reach out to us directly at: privacy@hypertec.com

4.6.2. Comprehensive Information Security Program

As part of our commitment to protecting sensitive information, we have developed a comprehensive Information Security Program. This initiative is led by our Information Security team, with support from our Legal department to ensure compliance with applicable privacy and data protection laws worldwide.

Every employee receives training on our privacy and security policies, reinforcing their role in safeguarding personal data. The program also includes robust incident reporting mechanisms and a cross-functional team dedicated to preventing and responding to privacy or security breaches.

We take a proactive approach by closely monitoring global privacy regulations, offering contractual support to manage risks, and providing early guidance to our product teams to embed privacy considerations into every stage of development.

Regular internal communications and training modules through our Learning Management System (LMS) keep our teams informed, helping us stay ahead of evolving trends, adopt best practices, and continuously refine our policies.

4.6.3. Data Security Measures

We implement strong technical and organizational measures to protect personal and sensitive data, including:

Encryption: We use encryption to protect data both when it's stored and during transmission, ensuring it remains secure from unauthorized access.

Access Controls: Access to personal data is strictly limited to authorized personnel based on their roles and responsibilities.

Regular Audits and Monitoring: We regularly audit our systems for potential vulnerabilities and continuously monitor data traffic to detect any unusual activity or potential breaches.

Incident Response: In the event of a data breach, we have a clear incident response plan to quickly mitigate any impact, notify affected individuals, and comply with legal requirements.



5. Social



5. Social

5.1. INCLUSIVE WORKPLACE

5.1.1. Our Social Strategy and Approach

At Hypertec, our social responsibility strategy is built on the belief that a thriving, inclusive, and respectful workplace is essential to long-term success. We are committed to fostering a culture where every employee feels valued, heard, and empowered to grow professionally and personally.

This commitment is supported by a comprehensive set of internal policies and practices that promote ethical conduct, workplace safety, diversity and inclusion, and fair labor conditions. We continuously work to uphold human rights, ensure equitable treatment, and maintain a safe and supportive environment for all.

In 2024, we strengthened employee engagement through dedicated feedback mechanisms and communication channels, while expanding opportunities for talent development and digital inclusion. Our compensation and benefits programs are designed to attract and retain talent, support well-being, and recognize contributions at every level of the organization.

We also take an active role in our communities, supporting social engagement and advocacy initiatives that reflect our values. Across all these efforts, we aim to build a socially responsible organization, one that respects people, supports communities, and contributes positively to society.

5.1.2. Employee Engagement

At Hypertec, we recognize that our people are our greatest asset. Employee engagement is not just a concept; it's a cornerstone of our corporate culture. We understand that engaged employees are more than productive, they are essential to driving innovation, collaboration, and the delivery of high-quality IT and technology solutions.

In 2024, we conducted our employee engagement survey (every two years), designed to go beyond basic job satisfaction. The goal is to foster a workplace where team members feel inspired, empowered, and connected to our shared mission. The survey covers key focus areas such as: Overall Engagement, Work Environment and Culture, Leadership and Communication, Manager Support, Career Growth and Development, Diversity, Equity, and Inclusion (DEI), Work-Life Balance and Well-being, Recognition and Rewards.

With a participation rate exceeding 94%, the survey results reflect the strong commitment and dedication of our workforce. The findings were shared during our Global Managers Meeting, bringing together leaders from across regions and business units. These meetings serve as a platform to align on engagement strategies, discuss insights, and collaborate on improvement plans.

Based on the survey results, targeted action plans have been implemented to address areas for improvement and further enhance the employee experience.

Key focus areas include strengthening recognition practices, improving communication across all levels, and enhancing the

quality of equipment and workplace environment to better support employee well-being and productivity.

These efforts are a reflection of Hypertec's ongoing commitment to employee well-being, continuous improvement, and fostering a dynamic, inclusive, and engaged workplace.

5.1.3. Employee Communication

Open and Transparent Communication

At Hypertec, we believe that open communication fosters stronger employee engagement and contributes to a healthier, more collaborative work environment. In 2024, we continued to diversify and strengthen our communication channels to enhance employee relations, promote transparency, and support employee well-being.

We maintain a variety of formal and informal communication methods to ensure all employees can share feedback, raise concerns, and stay informed about corporate developments. These include:

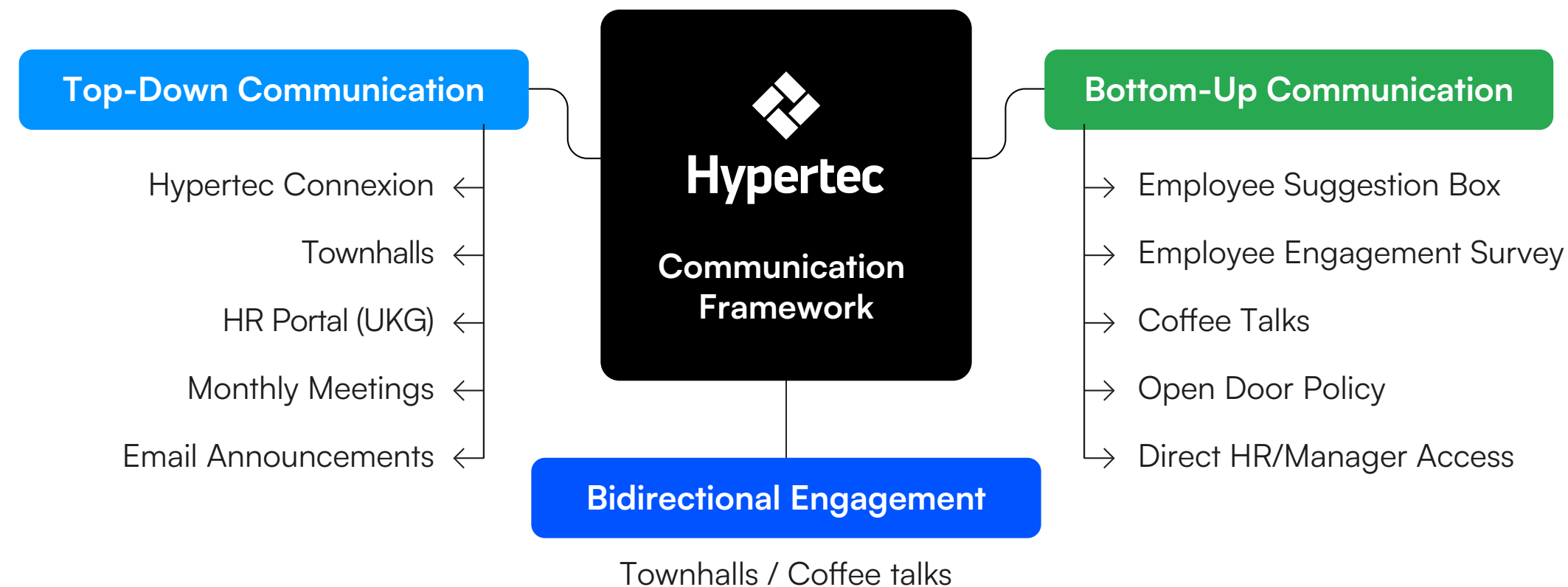
- **Townhall:** where leadership shares annual performance results, as well as strategic and organizational updates.
- **Quarterly "COFFEE TALK" meetings:** an initiative that encourages informal, friendly, and open conversations among employees to enhance communication, collaboration, and camaraderie within the organization.
- **Internal communication** emails from leadership to update on performance, changes, and strategic direction.

Inclusive Workplace

- **An Open Door Policy** encouraging direct access to managers and HR representatives.
- **Anonymous feedback tools**, such as the Global Employee Engagement Survey and Employee Suggestion Box.
- **Dedicated HR intranet portal (UKG)** for accessing company policies, documentation, and news.
- **Employee Engagement Survey** for in-depth insights into employee experience and sentiment.
- **Employee Representative Bodies (Social Performance Team: SPT, Joint Health and Safety Committee: JHSC):** These groups serve as important channels for voicing employee concerns, sharing feedback, and helping improve working conditions. The company regularly engages with these committees through scheduled meetings and discussions, including collective bargaining where applicable.

In addition, employees can reach out to the relevant departments through various designated support email addresses.

In 2024, we launched Hypertec Connexion, a new bilingual internal communication platform designed as a centralized hub for all company-related information. It includes product announcements, corporate news, employee success stories, and resource links, enhancing employee access to relevant and timely content.



5.1.4. Training and Professional Development

People’s skills evolve over time, and employee training has become a necessity rather than a choice. As a key player in the IT industry, Hypertec recognizes this reality and is committed to supporting the professional growth and development of its employees to ensure the continuous improvement of the value we deliver and the satisfaction of our customers.

We achieve our goals through the inspiration, dedication, and motivation of our people. Hypertec encourages all employees to participate in learning opportunities, whether formal education, courses, workshops, seminars, apprenticeships, webinars, or other development initiatives, that enhance their skills and ultimately strengthen their contribution to the company.

Hypertec succeeds because we adhere to high standards. The foundation for success is based on having organized and well-trained employees. A training program is provided for all employees, most of which will be on-the-job training. Employees will be encouraged to acquire the skills necessary to qualify for any future position in which they may be interested.

Hypertec launched a Tuition Reimbursement Program in 2023, which encourages full-time, permanent employees to increase their knowledge and job effectiveness by continuing their education. Our program provides financial assistance at the total discretion of the company and based on the course or program’s relevance to the job as long as the employee successfully completes the course for a specified period.

Inclusive Workplace

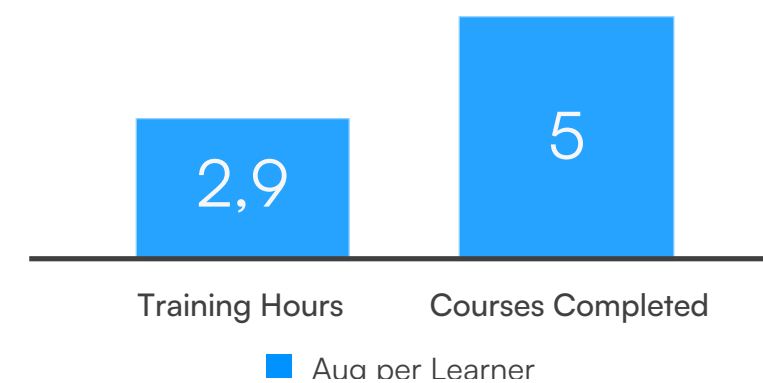
The Human Resources department is available to all employees and managers to help identify training needs and facilitate training. Employees are encouraged to discuss skill requirements, training needs and opportunities, and potential for development and career growth with their manager.

- **Direct Hire courses:** include a combination of required instructor-led (Occupational Health and Safety specialist) and online courses on the employee Code of Conduct, Information Security, Privacy Basics, Anti-harassment, Healthy and safety practices, integrated management systems, SA8000 and anti-bribery and corruption trainings.
- **Returnship Courses and Learning Engagement:** To support continuous learning and career reintegration, a structured returnship and training program has been implemented. The program includes courses that strengthen both business and job-specific skills, such as Microsoft tools, communication, time management, productivity, product-related training, and compliance awareness.

In 2024, employees demonstrated strong engagement with learning initiatives, spending an average of 2.9 hours on training in our Learning Management System (LMS) and completing an average of five courses per learner. These indicators reflect our ongoing commitment to fostering professional development and building workforce capabilities.

Employee Learning

Engagement-2024



5.1.5. Employee Performance and Career Development

Employee Performance Assessments and Regular Feedback Processes

Hypertec establishes annual individual objectives based on team-specific Ground Rules and conducts a structured performance evaluation process known as the Partnership Review. This annual assessment promotes open dialogue between employees and managers, focusing on past performance, development needs, and goal-setting for the year ahead.

Managers complete the evaluation for each employee and hold a formal review meeting, after which employees may provide comments. While performance results may inform compensation decisions, the primary purpose of the Partnership Review is developmental, strengthening role clarity, supporting career growth, and enhancing overall performance. The process does not guarantee salary adjustments or continued employment.

Promotions and Transfers

Hypertec is committed to supporting career development and internal mobility. Wherever possible, vacant positions are filled through internal promotion or transfer. Promotions are based on qualifications, merit, and demonstrated job performance. While length of continuous service may be considered, it is not the primary criterion and is only applied when candidates have comparable qualifications.

When a vacant or newly created position becomes available, the Company posts a notice of opening to allow interested employees to apply and be considered.

If no internal candidate possesses the required skills for a vacant role, the Company may recruit externally to ensure the best fit for the position.

5.1.6. Compensation and Benefits:

Hypertec is committed to offering competitive and comprehensive compensation and benefits programs that support the attraction, motivation, and retention of top talent. These programs are designed not only to reward performance but also to promote employee well-being and long-term security.

In addition to base compensation, Hypertec provides a broad range of benefits and services aimed at supporting employees and their families. These offerings reflect our ongoing commitment to employee welfare and demonstrate the value we place on our people.

Inclusive Workplace

Our Employee Benefits Package includes:

- Extended health care coverage, including medical, dental, and long-term disability insurance
- A performance-based incentive program for management, aligned with company results
- Flexible work arrangements, including teleworking options
- Contributory retirement programs, with both employees and the company contributing to the plan.
- Pregnancy, childbirth, and parenting support
- Life and travel insurance
- Paid time off for personal and sick leave, including floater days
- Leave of absence options under specific conditions

Other programs offered for our employees include:

Service Milestone Program

This initiative acknowledges and rewards employees for their dedication and long-term commitment, fostering a sense of belonging and recognition within the company.

Business Referral Program

This program engages employees in driving company growth by rewarding referrals of potential business opportunities, expanding and strengthening our network.

Tuition Reimbursement Policy

Hypertec is committed to supporting learning and development by providing educational assistance to employees who pursue continuous work-related knowledge and skills improvement through the Tuition Reimbursement Program.

Telemedicine

In 2023, Hypertec launched a 24/7 Virtual Health Care Program for Canadian employees, accessible by phone, web, or mobile app. This initiative supports employee well-being while promoting sustained engagement and productivity.

Innovation And Candidate Referral Programs

Hypertec revamped its Innovation and Candidate Referral Programs, highlighting its focus on continuous improvement and talent acquisition. These programs were optimized to better support innovation and attract top talent to drive the company's mission and growth.

HSA Account (Healthcare Spending/Savings)

Hypertec's HSA program reflects the Company's commitment to employee well-being. Employer contributions to employees' HSA accounts provide flexibility and financial support to cover eligible healthcare expenses, helping employees meet their health and wellness needs.

Inclusive Workplace

5.1.7. Occupational Health and Safety Management

Our commitment to a safe workplace

Our organization is committed to maintaining a safe, healthy, and respectful workplace for all employees, contractors, and visitors. Occupational Health and Safety is integrated into our overall operational strategy and supported by strong risk management practices and a culture of continuous improvement. In alignment with applicable regulations and the requirements of ISO 45001, we ensure that health and safety considerations are embedded in our daily operations.

OHS responsibilities are shared across all levels of the organization. The top management oversees the program's overall performance and ensures that the necessary resources are available. Our Joint Health and Safety Committee, made up of both management and worker representatives, provides a collaborative platform to address health and safety issues. Supervisors play an essential role in conducting routine inspections and ensuring that safe work procedures are followed. Employees are encouraged and trained to identify hazards, participate in safety initiatives, and report incidents or concerns. The Quality Assurance Department further supports the system by monitoring regulatory developments and helping ensure ongoing alignment with ISO 45001 requirements.

Occupational Health and Safety Management System

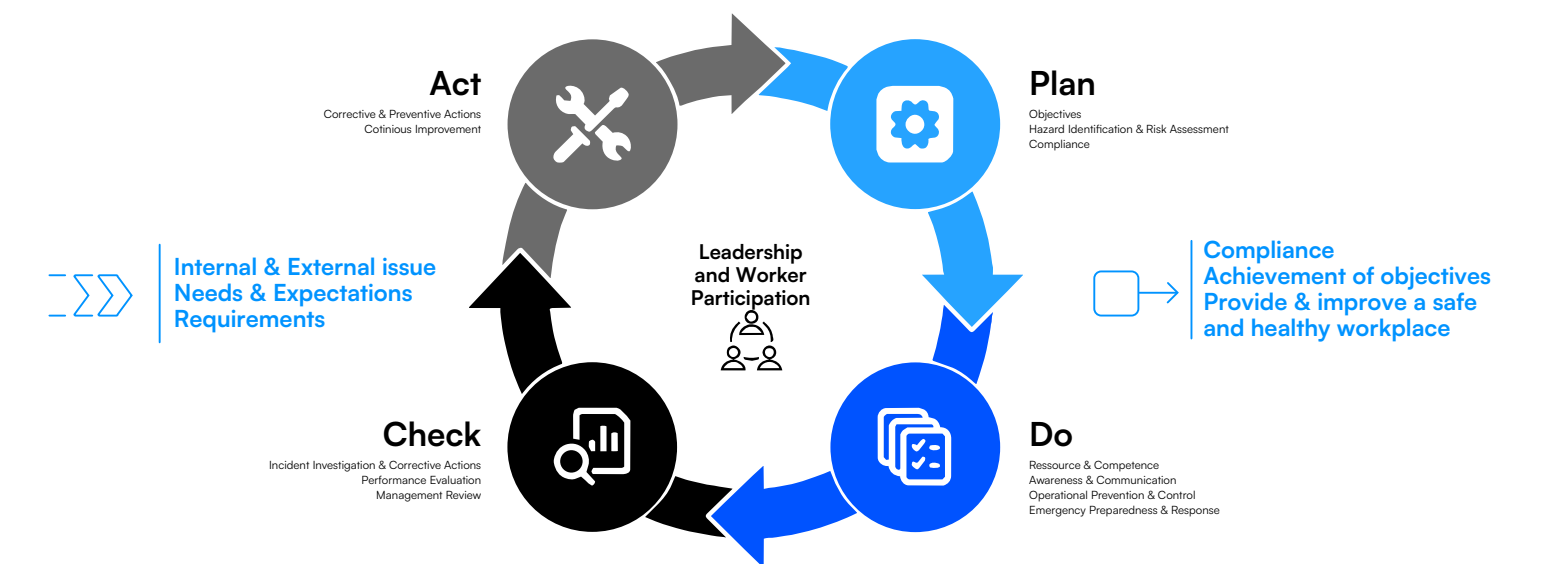
Hypertec implements a robust and comprehensive Occupational Health and Safety Management System aligned with the ISO 45001 standard and structured around the PDCA cycle.

At the center of our system is leadership and worker participation, reinforcing that safety is a shared responsibility involving top management, supervisors, specialists, our Joint Health and Safety Committee, and all employees.

Through the PDCA framework, we plan our objectives and risk controls, implement the necessary resources and operational measures, evaluate performance through inspections and incident analysis, and continuously improve our processes to strengthen safety outcomes. This approach ensures that health and safety are embedded into daily operations, monitored consistently, and enhanced over time.

Our system is supported by a comprehensive set of documented policies and procedures, including incident reporting, hazard identification and risk assessment, emergency response, ergonomics, workplace violence and harassment prevention, manual handling, and contractor safety. All documentation is reviewed regularly and updated to remain aligned with evolving regulatory requirements and best practices.

This framework ensures that health and safety processes are implemented consistently, monitored effectively, and improved continuously across all operations.



Several core components form the foundation of our OHS Management System, which are described in the sections that follow:

Hazard identification and risk assessment:

Hazard identification and risk assessment are fundamental components of our Occupational Health and Safety (OHS) management system. Our approach is grounded in proactive, risk-based management principles that allow us to anticipate, evaluate, and control potential hazards before they impact workers or operations.

Our processes include regular workplace inspections, job safety analyses, monitoring of hazardous materials, preventive maintenance of equipment, and the appropriate use of personal protective equipment and safety signage. Hypertec has implemented a comprehensive hazard and risk identification program that applies to all activities and projects across our operations, including those carried out by contractors.

Inclusive Workplace

This program is designed to:

- **Identify Health and Safety Risks:** We systematically assess tasks, projects, and work environments to identify potential hazards and evaluate their associated impacts.
- **Evaluate identified risks:** Once hazards are identified, we evaluate their likelihood and severity to determine their associated risk level. This assessment guides the prioritization of controls and ensures that critical risks are addressed promptly.
- **Mitigate Risks:** Based on the evaluation, we implement appropriate mitigation strategies to eliminate or reduce risks.
- **Track Actions:** We monitor all action items to ensure that corrective and preventive measures are implemented effectively and without delay.
- **Communicate outcomes:** Our approach emphasizes transparent communication, ensuring that identified risks, decisions, and resolutions are shared with all relevant stakeholders.

Training & Awareness

Training is a key pillar of our OHS approach. All employees receive mandatory programs such as new-hire orientation, emergency response, fire safety, first aid, ergonomics, and job-specific safety procedures. Supervisors receive additional competency training to help them identify hazards and ensure safe operations. Training is delivered both online and on-site, depending on the topic and operational needs. Completion rates are monitored throughout the year to maintain ongoing awareness and ensure compliance.

Communication and Reporting

We promote a transparent, non-punitive reporting environment that encourages employees to report incidents, near misses, and unsafe conditions without hesitation. All reports are investigated by trained personnel, analyzed for root causes, and reviewed by the Joint Health and Safety Committee. Corrective and preventive measures are implemented and monitored to ensure their effectiveness.

We also track key OHS performance indicators, such as incident rates, near misses, closure of corrective actions, training hours, and participation levels, to identify trends and drive continuous improvements.

For our safety performance, please refer to Section 7.2 Master of Consolidated Metrics in this report. This section provides a detailed overview of our safety indicators and results, offering insights into the effectiveness of our health and safety management system.

Effective communication and employee engagement are central to maintaining a strong safety culture. Employees are encouraged to actively participate in safety workshops, observations, toolbox talks, and risk assessments, contributing directly to the identification of hazards and the improvement of safety practices. Their feedback is an essential component of our reporting system and helps refine and strengthen our OHS programs.

We also maintain comprehensive emergency preparedness plans covering fire response, medical incidents, power outages, hazardous material spills, and natural disasters. Regular drills, trained emergency responders, and accessible first-aid and fire

safety equipment support clear communication and coordinated action during emergencies.

Performance Evaluation and Certification

We conduct regular assessments to evaluate the performance of our health and safety management systems across our manufacturing sites, ensuring that our objectives are consistently met. These evaluations allow us to monitor progress, identify areas for improvement, and maintain compliance with applicable standards.

Our assessment process includes:

- **Monthly KPI review:** We review key performance indicators each month to monitor progress, identify deviations, and provide the necessary support to achieve our OHS targets
- **Internal Audits:** Regular internal audits, including self-assessments, are carried out at our manufacturing facility in Montréal as part of our Integrated Management System. These audits are essential for evaluating our compliance with health and safety standards and identifying opportunities for improvement.
- **Management Reviews:** An annual management review provides an in-depth evaluation of OHS performance and supports proactive decision-making to strengthen our safety measures.

Through these mechanisms, we maintain a proactive, accountable, and continuously improving approach to health and safety. These evaluations allow us to refine performance, share insights, and strengthen a culture of safety and well-being across the organization.

Human Rights Management

Hypertec is certified under ISO 45001, reinforcing our commitment to applying best practices and continuously strengthening our safety performance. Our employees are our most valuable asset, and their well-being remains at the center of our efforts to maintain a strong, accountable, and continuously improving safety culture.

5.2. HUMAN RIGHTS MANAGEMENT

5.2.1. Fair Labor Practices

Hypertec is committed to upholding internationally recognized human rights and ensuring fair labor practices across our operations and supply chain. Our framework is anchored in our internal policies, the Responsible Business Alliance (RBA) Code of Conduct, and our certified SA8000 Social Accountability Management System. This framework ensures our workplaces are dignified, safe, inclusive, and aligned with global labor expectations.

Our commitment is reflected in the way we conduct our business. We are dedicated to:

- Operating in alignment with the United Nations Declaration of Human Rights, the principles of the UN Global Compact (UNGC), and the International Labour Organization (ILO), including the Forced Labour Convention (No. 29), which strictly prohibits all forms of forced or compulsory labor. These requirements are extended to all suppliers across our value chain.

- Performing due diligence across our value chain to identify risks and prevent complicity in human rights violations.
- Providing clear and accessible grievance mechanisms, ensuring that concerns are investigated promptly and escalated to senior leadership when appropriate.
- Integrating human rights training, awareness, and accountability throughout the organization.
- Engaging with internal and external stakeholders to address shared challenges and drive continuous improvement.
- Acting legally and ethically in every country where we operate.

Our SA8000 management system strengthens these commitments by embedding structured processes that prevent child labor, forced labor, human trafficking, discrimination, and any form of coercion. It also sets expectations for fair working conditions, humane treatment, reasonable working hours, and freedom of association. All suppliers are required to comply with the RBA Code of Conduct and participate in due diligence activities that help identify and mitigate labor-related risks.

Worker participation is supported through the Social Performance Team (SPT), a joint worker—management committee formed under SA8000. The SPT plays a key role in monitoring workplace conditions, raising concerns, and recommending improvements, reinforcing transparency and open dialogue.

Fair and equitable compensation is also a core part of our approach. Hypertec conducts an annual Living Wage Assessment for Montreal to ensure that pay levels reflect the true cost of living. This assessment is complemented by employer-paid health benefits, a Health Spending Account, and additional paid days off, further demonstrating our commitment to the well-being and financial security of our employees.

Concerns can be raised through the SA8000 Grievance Procedure, which is accessible to all employees and other interested parties. All complaints are reviewed promptly, handled impartially, and protected from retaliation. To date, Hypertec has not identified any cases of child labor or forced labor within its facilities.

Hypertec also publishes an annual Modern Slavery Report in accordance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, outlining the steps we take to prevent and address forced labor, child labor, and human trafficking across our business and supply chains. The 2024 report is publicly available here.

Through ongoing training, continuous engagement, and proactive monitoring of labor practices across our operations and supply chain, Hypertec remains committed to fostering a culture of respect, transparency, and responsible business conduct.

Human Rights Management

5.2.2. Labor Relations

Hypertec prioritizes maintaining constructive labor relations and providing employees with equitable compensation and competitive benefits. Our approach to labor relations includes the following key elements:

- Communication Mechanisms:** We provide multiple avenues for employees to raise concerns or complaints, ensuring they are addressed promptly and appropriately. These include our Open Door Policy, the HR Information System (UKG) intranet page, the anonymous Global Employee Engagement Survey, the Employee Suggestion Box, Connexion (our global internal communication site), and Townhall meetings (including Coffee Talk sessions). Employees may also contact a local supervisor, manager, or their designated HR representative directly.
- Social Material Risks and Worker Representation:** We proactively address social material risks within each business unit through a structured process, overseen by our dedicated Social Performance Team (SPT). The SPT monitors workplace conditions, investigates concerns, and provides recommendations to senior management. We also appoint worker representatives from our workforce to further strengthen engagement and ensure employee perspectives are considered in decision-making.
- Agreements and Key Commitments:** The agreements and discussions facilitated by these mechanisms cover critical areas such as working hours, fair remuneration, health and safety management, the prohibition of forced or compulsory

labor, prevention of child labor, elimination of discrimination, adherence to fair disciplinary practices, and respect for freedom of association.

- Employee Engagement and Feedback:** Hypertec values ongoing employee engagement through surveys, training programs, and participatory feedback channels. These tools allow employees to contribute to policy updates, workplace improvements, and initiatives promoting a positive work environment.

Hypertec remains committed to nurturing a positive, inclusive, and safe work environment, promoting fair compensation, transparent communication, and active employee participation. We continually strive to enhance our labor relations practices to safeguard the well-being, satisfaction, and engagement of our workforce.

5.2.3. Diversity, Equity, and Inclusion

Hypertec embraces a global workforce, welcoming employees from diverse backgrounds and ensuring equal employment rights regardless of nationality, race, class, skin color, birthplace, gender, language, marital status, age, disability, family status, sexual orientation, facial features, religious beliefs, or political affiliations. We firmly oppose unlawful discrimination and ensure equal opportunities for recruitment, promotion, and career development, fostering a truly inclusive environment.

Our commitment to diversity, equity, and inclusion (DEI) is formalized in the Hypertec Diversity, Equity, and Inclusion Statement, which outlines our policy and initiatives to support

a diverse and inclusive workplace. The policy is publicly available here.

Hypertec supports an inclusive culture through programs that promote work-life balance, flexibility, and employee well-being. We actively encourage women and underrepresented groups to pursue and succeed in technology careers, ensuring that every employee can perform at their best.

We recognize that inclusion goes beyond awareness of biases. We focus on fostering a sense of belonging that enhances collaboration, innovation, and overall performance. A diverse workforce brings unique perspectives and opportunities for progress, allowing employees to leverage their strengths, contribute fully to the company's growth, and strengthen Hypertec's global competitiveness.

Category	2023	2024
Women's representation globally	36%	36%
Representation of women in management positions across the Canadian workforce	32%	34%
Representation of women in management positions within the U.S. workforce	38%	40%

Human Rights Management

5.2.4. Social Engagement and Community Involvement

Hypertec is committed to supporting local communities by fostering innovation and contributing to equitable economic growth. We aim to create collaborative ecosystems that engage stakeholders across our value chain to address critical environmental, social, and governance challenges. These include responsible sourcing of minerals, sustainable procurement practices, circular economy initiatives, and measures to mitigate climate change.

Through these efforts, Hypertec seeks to generate positive social impact while promoting ethical, responsible, and inclusive business practices. By integrating community engagement into our operations, we support workforce development, local economic participation, and the broader well-being of the communities where we operate.

5.2.5. Advocacy Groups

In our commitment to these principles, we actively participate in advocacy groups and organizations dedicated to sustainable and responsible business practices. Currently, we are proud to be active members of the following advocacy groups:

- **Responsible Business Alliance (RBA):** An organization focused on responsible and ethical business practices, including labor, environmental, and ethical standards.
- **Responsible Mineral Initiative (RMI):** RMI ensures responsible sourcing of minerals, particularly those associated with conflict.

- **Public-Private Alliance for Responsible Minerals Trade (PPA):** A multi-sector initiative uniting governments, companies, and civil society organizations to promote responsible mineral sourcing. The PPA strengthens supply chain transparency, supports OECD-aligned due diligence, and funds on-the-ground projects that help prevent the financing of conflict and human rights abuses.
- **Electronics Product Stewardship Canada (EPSC):** EPSC is dedicated to the responsible management of electronic products and waste in Canada.
- **Global Electronics Council (GEC):** GEC focuses on advancing sustainability in the electronics industry, including developing global environmental standards.
- **Electronic Products Recycling Association (EPRA):** EPRA manages the responsible collection and recycling of end-of-life electronics.
- **Information Technology Industry Council (ITI):** ITI is an industry association that promotes sustainable and responsible technology practices.



Sustainable Supply Chain

5.3. SUSTAINABLE SUPPLY CHAIN

Hypertec procures a wide range of materials and components from suppliers in Canada and around the world. In alignment with our Procurement Policies and sustainability commitments, we continuously work to strengthen environmental, social, and ethical performance across our entire value chain. Our approach emphasizes long-term supplier partnerships, transparent procurement practices, and strong governance controls to ensure responsible, fair, and compliant business operations.

To support this mission, Hypertec has implemented a comprehensive procurement framework that includes the Responsible Business Alliance (RBA) Code of Conduct, our Supply Chain Responsibility Policy, Sustainable Procurement Program, and Responsibly Sourced Minerals Policy. Together, these policies establish clear expectations for business ethics, human rights, labor standards, health and safety, and environmental protection. All policies are publicly available on our website: [about-us](#).

5.3.1. Memberships and Standards

Hypertec is a proud member of the **Responsible Business Alliance (RBA)**, the world's largest coalition dedicated to advancing social, environmental, and ethical responsibility in global supply chains. As an RBA member, we commit to the RBA Code of Conduct and use a wide range of RBA training and assessment tools to drive continuous improvement across our operations and supplier network.

As part of our membership, Hypertec commits to:

- Ethical and transparent business conduct
- Respect for human rights and fundamental labor protections
- Safe and healthy working conditions
- Environmentally responsible and resource-efficient practices
- Strong management systems and due diligence

We also align with the **Responsible Minerals Initiative (RMI)** to ensure ethical sourcing of minerals. We work closely with suppliers to support corrective actions where needed and remove non-compliant SORs when necessary.

Hypertec's certified management systems, including ISO 9001, ISO 14001, ISO 45001, ISO 50001, and the SA8000 Social Accountability Standard, strengthen the structure of our sustainable supply chain practices. These standards guide our efforts in human rights, ethics, environmental stewardship, occupational health and safety, and sustainable procurement.

We also collaborate closely with suppliers to ensure compliance with chemical and product-related regulations, including PFAS, RoHS, REACH, and WEEE directives.

5.3.2. Supplier Risk Assessment and Monitoring

Hypertec maintains a rigorous supplier risk-assessment and monitoring process. Using a methodology grounded in SA8000, the RBA Code of Conduct, and ISO 14001/50001, we identify, classify, and prioritize suppliers based on environmental, social, and governance risks, as well as the potential impact on society, ecosystems, and business continuity. Spend classification and supplier leverage are also considered in the assessment.

Key areas evaluated include compliance with legal, ethical, and environmental requirements, and commitment to human rights and responsible labor practices. Our evaluations include:

- Encouraging suppliers to obtain ISO 14001 and SA8000 certifications
- Ensuring robust quality assurance systems for chemical substance control
- Verifying adherence to RoHS and other restricted-substance rules
- Conducting due diligence surveys, audits, and data validation
- Requiring participation in corrective action programs when needed

Hypertec conducts periodic assessments and uses data-driven indicators, including our internal Non-Conformance (NC) system, to monitor performance and ensure continuous compliance.

Sustainable Digital Healthcare Solutions

5.3.3. Responsible Minerals Sourcing

Hypertec's Responsibly Sourced Minerals Policy reinforces our commitment to protecting human rights and preventing the use of minerals associated with armed conflict, forced labor, or environmental harm. We place strong emphasis on identifying and validating **smelters and refiners (SORs)** throughout our supply chain, including the independent third-party assessments carried out under the RMAP framework.

Because suppliers often share common SORs across tiers, we collaborate closely with them to strengthen their due diligence capabilities. When required, we support remediation efforts or request the removal of non-participating or non-conformant SORs.

Our approach includes:

- Conducting OECD Due Diligence-aligned risk assessments
- Using **CMRT** and **RMAP** data to validate smelters
- Participating in **RMI** and **Public-Private Alliance (PPA)** initiatives
- Removing suppliers that fail to meet mineral-sourcing requirements
- Public disclosure of SOR information used across our supply chain

5.4. SUSTAINABLE DIGITAL HEALTHCARE SOLUTIONS

Hypertec, through its Health and Custom Manufacturing business unit, is at the forefront of developing innovative digital healthcare solutions. We aim to bridge the gap between technology and patient care, enabling healthcare from anywhere.

We recognize the pivotal role technology plays in enhancing people's lives, and we are dedicated to providing optimized solutions that increase the efficiency of healthcare providers, particularly in remote home care.

Our approach involves providing patients with 24/7 access to healthcare experts through connected devices. We offer end-to-end device management and procurement services, encompassing the entire lifecycle of these devices, from delivery to recovery.

This approach has several key benefits:

- **Faster Integration:** Our streamlined processes expedite the integration and packaging of devices, ensuring that more patients gain immediate access to their home care kits. This reduces waiting times and provides a smooth onboarding experience for enrolled patients.
- **Remote Patient Monitoring:** We believe in the power of remote patient monitoring, which brings technology and patients together to create a site of care wherever the patient is. This approach allows for continuous monitoring and timely interventions when necessary.

- **Device Lifecycle Management:** Managing the lifecycle of medical devices in remote care programs is a complex endeavor. We leverage capital investment by recovering and reusing appliances once a program ends. These devices undergo thorough processes, including cleaning, refurbishment, and disinfection, before being returned to inventory for use by additional patients. This sustainable approach minimizes the environmental impact associated with device production and electronic waste management.
- **Reducing Waste:** Our commitment to recovering and reusing devices results in fewer technologies being manufactured and disposed of, reducing the environmental footprint associated with electronic waste. Patients are relieved of the responsibility of device disposal, ensuring that proper, sustainable disposal methods are followed at scale.
- **Strategic Partnerships:** Leading remote care providers are joining forces with logistics and technology experts to address sustainability challenges. These partnerships aim to build a future of care that is not only efficient but also environmentally responsible. By leveraging the expertise of third-party partners, providers can scale their return on investment while minimizing the footprint their care leaves behind. Our innovative approach to remote care not only enhances healthcare accessibility but also contributes to a more sustainable and eco-conscious future for all.



6. Environment

6. Environment

6.1. ENVIRONMENTAL AND ENERGY MANAGEMENT SYSTEM

At Hypertec, environmental responsibility is at the heart of our vision and strategy. As part of our commitment to sustainability, we have implemented two core management systems: an Environmental Management System (EMS) in line with ISO 14001:2015, and an Energy Management System (EnMS) aligned with ISO 50001:2018. Both systems are independently certified by third-party auditors. (Certificates available on our website: <https://hypertec.com/sustainability#w-tabs-0-data-w-pane-2>)

These systems are fully integrated into our business operations, from sustainable product design and manufacturing to distribution and internal repair services. The EMS and EnMS currently apply across a diverse range of products and services, including computers, servers, cloud infrastructure, and converged solutions. We are in the process of extending this integrated management approach to our Arizona manufacturing facility and our owned-leased warehouses across North America.

Our **Montreal headquarters** is certified under both **ISO 14001:2015** and **ISO 50001:2018**. The company operates under a dedicated Environmental and Energy Policy, which outlines our principles and objectives for minimizing environmental impact and optimizing energy performance. (Policy available at: <https://hypertec.com/sustainability#w-tabs-0-data-w-pane-0>).

6.1.1. Environmental Performance Management

Under our Environmental Management System, we conduct an annual assessment of Significant Environmental Aspects (SEAs). This process evaluates operational activities and site-specific factors that have actual or potential significant impacts on the environment. The SEAs include:

- Energy consumption and conservation
- Greenhouse gas (GHG) emissions
- Waste and water management
- Responsible materials sourcing
- Product end-of-life and recyclability
- Pollution prevention

This structured analysis enables us to implement effective controls and continual improvement actions to reduce our environmental footprint.

6.1.2. Energy Performance Management

Through our Energy Management System, we apply a Significant Energy Uses (SEUs) methodology to identify and manage our major energy-consuming processes and equipment. This targeted approach allows us to:

- Focus efforts where energy savings are most impactful
- Prioritize energy efficiency investments and resources
- Support broader company sustainability goals

Our energy management system also addresses the definition and monitoring of energy sources, leak detection, technology upgrades, data analytics, and supply availability. These efforts are integrated with insights from our Enterprise Risk Management (ERM) process to ensure strategic alignment.

6.1.3. Performance Monitoring and Continuous Improvement

We track our performance against established environmental and energy metrics, with annual targets set for priority areas. These targets are shaped by regulatory requirements, customer expectations, stakeholder feedback, financial and environmental impact assessments, and strategic leadership direction.

In 2024, our significant environmental and climate-related aspects included:

- Materials, including recycled plastics and restricted substances
- Product packaging design and material use
- Product energy consumption
- Product end-of-life management
- Greenhouse gas emissions
- Energy consumption
- Waste and water resource management
- Supplier environmental and energy performance evaluation
- Impact of Hypertec's net-zero commitment

Climate Change Strategy & GHG Emissions

6.2. CLIMATE CHANGE STRATEGY & GHG EMISSIONS

6.2.1. Climate Change Strategy

At Hypertec, we recognize that climate change is one of the most pressing challenges of our time, with wide-ranging impacts on human societies, natural ecosystems, and economic stability. In response, we are committed to reducing greenhouse gas (GHG) emissions across our operations and throughout our products' lifecycle, with the ultimate goal of achieving net-zero across scopes 1 and 2 emissions, by 2050.

Our climate strategy is rooted in the understanding that business as usual is no longer sustainable. The Paris Agreement, ratified by nearly 200 countries, sets a clear path to limit global temperature rise to 1.5°C above pre-industrial levels. At Hypertec, we align our efforts with this global imperative and actively integrate climate-related considerations into our core sustainability strategy, risk management processes, and operational decision-making.

We continuously assess potential climate-related risks, both physical and transitional, that may affect our operations. In collaboration with internal teams and external stakeholders, we identify mitigation strategies and implement measures to reduce our carbon footprint. Our key initiatives include:

- Adopting robust environmental and energy management systems.
- Setting long-term climate goals and performance indicators.
- Conducting regular GHG emissions inventories and public reporting.
- Raising awareness among employees, partners, and stakeholders about climate issues and collective responsibility.

On the product side, Hypertec is committed to designing and manufacturing sustainable electronic equipment that contribute to a circular and responsible economy. Our product development is guided by principles that prioritize durability, repairability, recyclability, and the reduction of hazardous substances, thereby minimizing environmental impact across the product lifecycle.

Many of our products incorporate post-consumer recycled (PCR) materials, including those derived from Information Technology Equipment (ITE) plastics, in alignment with international sustainability standards. This approach helps reduce dependence on virgin materials and supports resource efficiency.

As part of this commitment, several of our key suppliers have provided declarations confirming the integration of PCR and bio-based plastics in specific components. These declarations enhance traceability and transparency, reinforcing Hypertec's dedication to responsible sourcing and sustainable manufacturing practices.

6.2.2. GHG Emissions: Inventory and Targets

Hypertec's greenhouse gas (GHG) emissions inventory is fully aligned with the **Greenhouse Gas Protocol** and **ISO 14064-1** standards, ensuring robust, transparent, and consistent reporting. We monitor emissions across all three scopes:

- **Scope 1 Direct emissions:** These come from company-owned sources, including natural gas heating systems, backup diesel generators, and our fleet of vehicles.
- **Scope 2 Indirect emissions from purchased electricity:** Our electricity is primarily sourced from Hydro-Québec. We currently measure these emissions using a location-based approach, expressed in metric tons of CO₂e.
- **Scope 3 Value chain emissions:** These include emissions from purchased goods and services, upstream transportation, and business travel. In 2023, we expanded our Scope 3 tracking to cover seven key categories, reflecting our commitment to comprehensive value chain transparency.

Hypertec is proud to participate in the Government of Canada's Net-Zero Challenge, underlining our commitment to the national goal of achieving **net-zero emissions by 2050**. As part of this pledge, we have set our first interim target: a **50% reduction in combined Scope 1 and Scope 2 emissions by 2033**, using 2024 as the baseline year. This milestone represents a critical step in Hypertec's decarbonization pathway and aligns with the principles of the Science Based Targets initiative (SBTi), with formal validation planned in the coming years.

Climate Change Strategy & GHG Emissions

Previously, our emissions reduction target aimed for a 50% cut in Scope 1 and Scope 2 emissions by 2033, based on a 2019 baseline. Following our relocation to a new facility with a significantly different energy profile, we reassessed our baseline and updated the target timeline. This adjustment ensures that our emissions objectives remain realistic and consistent with SBTi guidance on base-year recalculations.

For Scope 3 emissions, our current focus is on improving data quality, methodological consistency, and supplier engagement. Since 2021, we have taken targeted actions to increase transparency among our suppliers, and in 2023, expanded our Scope 3 inventory to include seven key categories. These efforts lay the groundwork for defining future quantitative Scope 3 reduction targets.



6.2.3. Energy Conservation and Efficiency

6.2.3.1. Energy Conservation

At Hypertec, energy conservation is a cornerstone of our environmental strategy and reflects our alignment with the United Nations Sustainable Development Goal 7: Affordable and Clean

Energy. While fossil fuels like coal, oil, and natural gas have long supported global energy needs, their combustion is a major source of greenhouse gas emissions, contributing significantly to climate change and posing serious risks to both human health and the environment.

In light of these impacts, Hypertec has set a bold target to reduce energy consumption and greenhouse gas (GHG) emissions by 50% by 2033. As part of this strategy, we have officially adopted 2024 as our new baseline year. This decision reflects our recent transition to a new operational facility, which differs significantly from our previous site and better represents our current energy footprint. In the short term, we are also aiming for a 1.67% annual reduction in electricity consumption.

To support accurate emissions reporting, we have gathered comprehensive energy data for our Montreal headquarters, which houses our core manufacturing operations. We have identified energy use as one of the main contributors to our GHG emissions and are actively working to reduce this impact. Notably, 99% of the electricity consumed at our Montreal site is sourced from clean hydroelectric power. In 2024, we strengthened this commitment by purchasing 1,498 Renewable Energy Certificates (RECs), covering 70% of our hydroelectric consumption.

Our energy strategy also encompasses the broader scope of our business operations, including the assembly of electrical and electronic equipment and customer service support. CIARA Tech's three service vehicles, used in daily operations, consume gasoline, and this use is closely monitored. Additionally, our production lines

have seen notable improvements in energy efficiency through the implementation of a structured preventive maintenance program and lean manufacturing practices.

6.2.3.2. Energy Efficiency

Our Montreal facilities currently operate using three primary energy sources: electricity, natural gas, and fuel oil. An on-site diesel generator is available for emergency use; however, it remained unused in 2024. These energy sources power all critical building systems, including heating, cooling, lighting, ventilation, hot water, and other related functions. Energy use is continuously monitored and analyzed across different technical systems and operational zones to ensure efficiency.

Hypertec has a long-standing commitment to improving energy efficiency and investing in renewable energy. Since 2010, we have launched multiple initiatives that have significantly improved our energy profile. In recognition of these efforts, we were named Hydro-Québec ÉcoLeader in 2011 and 2014, and our previous headquarters achieved BOMA BEST® Gold certification, one of Canada's highest distinctions for sustainable buildings.

While we currently operate from a temporary leased facility, construction is underway on our new sustainable headquarters in LaSalle, Montreal. Once completed, this new site is expected to pursue BOMA BEST® certification and will incorporate state-of-the-art sustainable design features, including:

- Heat recovery systems to capture and repurpose heat generated by electronic equipment for building and greenhouse heating;

Circular Economy & Product Lifecycle Management

- A shared energy loop that facilitates efficient thermal recirculation;
- Geothermal wells for renewable heating;
- Solar panels mounted on exterior walls to harness additional clean energy.

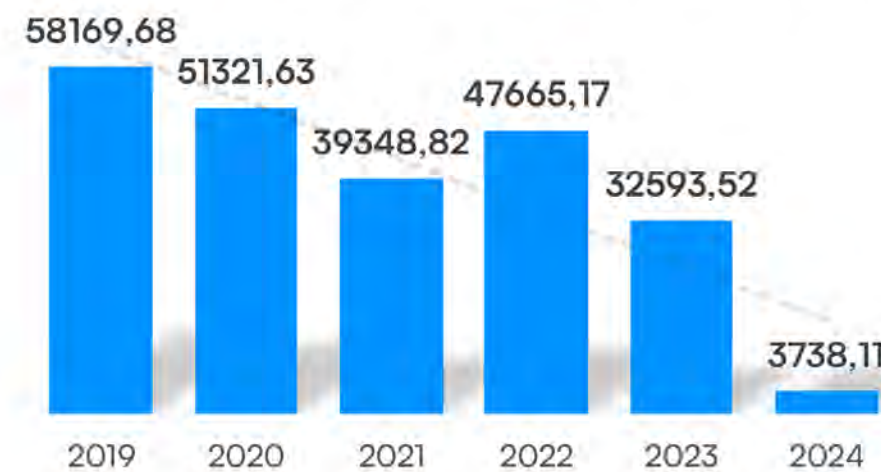
In parallel, we are continuing to roll out energy-saving measures, such as:

- Advanced Building Management System (BMS) automation;
- CO₂ detection systems and variable speed drives for HVAC systems, adjusting operations based on occupancy;
- Building-wide lighting controls using timers and motion sensors;
- Complete conversion to LED lighting;
- Thermographic assessments to detect energy losses;
- Regular preventive maintenance and inspections;
- Employee awareness and training programs to embed energy-conscious habits.

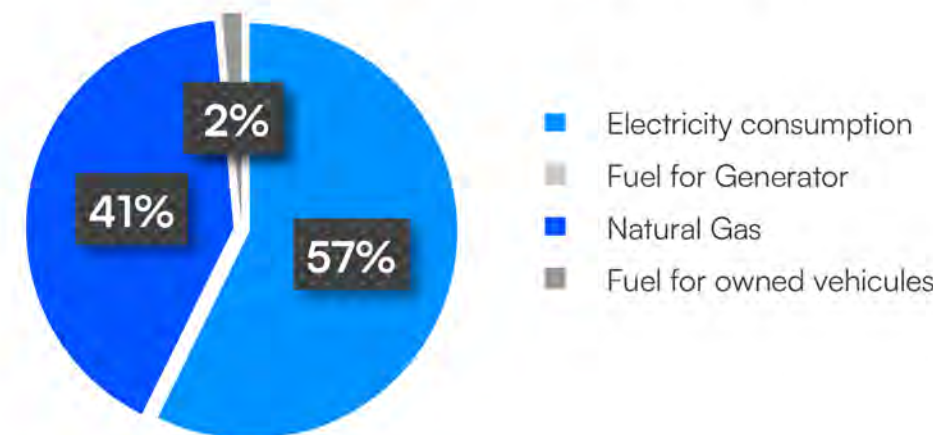
At Hypertec, we are committed to transparency and continuous improvement. This report is based on third-party verified data and reflects our ongoing dedication to energy efficiency, emission reductions, and the pursuit of a more sustainable future.

According to our energy performance, the sources of energy, which are electricity, natural gas, and fuel oil, are represented in the graphic below:

Total Energy Consumption (MWh)



Energy Sources 2024

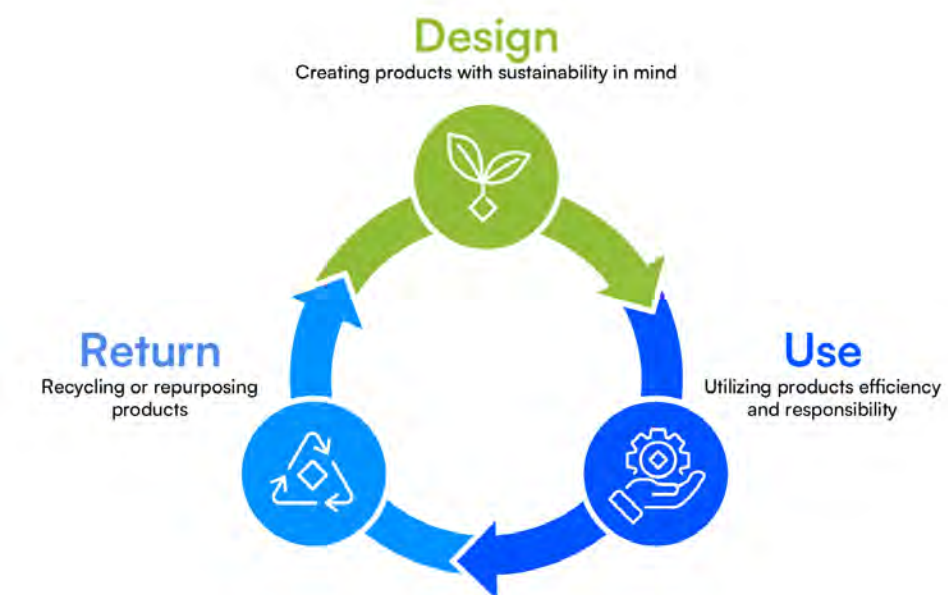


6.3. CIRCULAR ECONOMY & PRODUCT LIFECYCLE MANAGEMENT

6.3.1. Our Approach to Circular Economy

Hypertec believes that the circular economy is a key driver of sustainable product development. This belief is at the heart of how we design, manufacture, and manage our products across their entire lifecycle. We embed circularity starting with product design, where we prioritize durability, resource efficiency, and ease of repair.

Our commitment continues through robust repair, reuse, and take-back programs aimed at extending product life and reducing waste. When equipment reaches end-of-life, we ensure it is managed safely, ethically, and in full compliance with environmental standards by working with certified recycling and processing partners. These vendors are regularly assessed to maintain the highest levels of environmental and social responsibility.



Circular Economy & Product Lifecycle Management

Lifecycle assessments are conducted on several of our products, especially those certified under environmental labels such as EPEAT, to better understand and reduce their environmental impacts. In parallel, our responsible procurement policy ensures that suppliers meet strict sustainability and ethical criteria, reinforcing our circular approach across the value chain.

To strengthen our impact, Hypertec is evaluating the opportunity to join the **Circular Electronics Partnership**, collaborating with technology industry leaders, suppliers, and stakeholders to accelerate the adoption of circular practices.

6.3.2. Sustainable Design for Reuse and Recycling

Hypertec drives innovation by exploring making components more accessible, replaceable, and reusable to reduce resource use and keep circular materials in the economy. This ambitious workstream is experimenting, proving, and assessing sustainable design ideas to help identify those with the most significant potential to scale across our portfolio. We make available information to reuse and recycling facilities via a central information source (i.e., Hypertec website), such as information indicating the method of attachment to the product, describing how to remove from the product, listing the tools required for removal, and, if they are not commonly available, how to obtain them. Our plastic parts are compatible with recycling by making them separately for recycling. We also work on facilitating the process of reparability and recyclability with easy removal of external enclosures and spare parts.

6.3.3. Extending Product Life Cycle

As part of our commitment to circular economy principles, Hypertec implements several initiatives aimed at extending the useful life of its products during the use phase. This approach helps optimize resource efficiency, reduce electronic waste, and minimize the need for premature product replacement.

We provide our customers with a comprehensive suite of support services, including technical assistance, Return Merchandise Authorization (RMA) management, and a **service call system** that enables fast and efficient on-site support. These services ensure continuous and proactive assistance throughout the product's operational lifecycle.

In addition, our warranty and repair policies encourage maintenance and repair rather than replacement. All CIARA-branded products are covered by a limited 90-day warranty against defects in materials and workmanship under normal use, in accordance with our published specifications. For non-CIARA products, we transfer all applicable and transferable warranties from the original equipment manufacturers (OEMs) to our customers. Products serviced or repaired by Hypertec maintain warranty coverage for the remainder of the original or OEM warranty period, as applicable.

This service model helps extend the lifespan of our equipment, enhancing its sustainable performance and reducing the environmental footprint associated with its use.

6.3.4. Product End-of-Life reuse and recycling

At Hypertec, we are committed to minimizing the environmental impact of our products at the end of their lifecycle through robust reuse, recovery, and recycling initiatives. Our end-of-life strategies ensure that valuable materials are reclaimed, electronic waste is responsibly managed, and sustainability goals are achieved.

Take-Back Program and Asset Recovery:

Our take-back program facilitates the responsible recycling of electronic and electrical equipment purchased by Hypertec customers worldwide. Customers are informed of this program during contract review and through publicly available resources on our website. We encourage customers to extend product life by repairing devices or accessing convenient, affordable repair options, helping to keep electronics in use and out of landfills.

Through our asset recovery process, we ensure that salvageable parts and components are reused wherever possible. We work with certified partners and recycling associations to extract valuable materials, reduce environmental impact, and promote circularity.

Battery Recycling with Call2Recycle

Hypertec participates in the Call2Recycle program, offering a safe and convenient solution for the recycling of rechargeable batteries. This initiative supports responsible battery disposal and prevents hazardous materials from entering the environment.

Waste Management

E-Waste Management

Our e-waste management practices reflect our commitment to environmental practices. We work exclusively with qualified recyclers and processing vendors certified under standards such as R2, e-Stewards, ISO 9001, ISO 14001, ISO 45001. Wherever applicable, products are managed in alignment with the optional criteria of IEEE 1680.1.

To ensure transparency and compliance, we conduct periodic assessments of our recycling partners. We verify that environmentally responsible techniques are used and that full traceability is maintained, from our facilities to the final disposition of materials. Furthermore, all data-bearing devices are securely destroyed in accordance with relevant legislation and customer-specific requirements.

6.4. WASTE MANAGEMENT

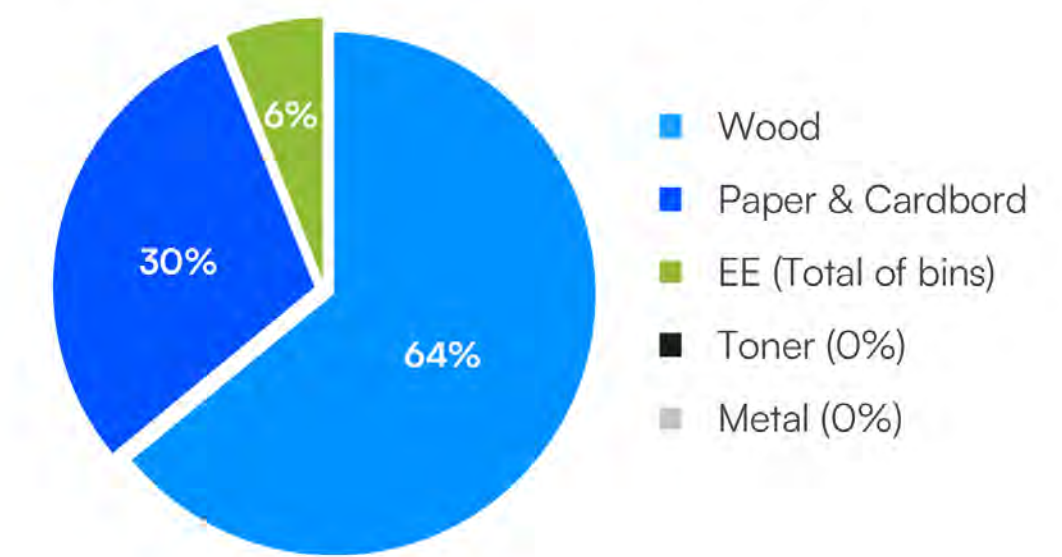
In line with our Environmental Management System (EMS) strategy, Hypertec continues to strengthen its commitment to responsible waste management. We have established a dedicated e-waste management policy ([link to website](#)) to guide the handling of electronic waste across all our operations.

We implement targeted measures to reduce hazardous and non-hazardous waste throughout the lifecycle of our products and services, including during processing, material procurement, service and product design, production, distribution, and consumption.

Materials that may pose risks to human health or the environment, such as chemicals and electronic waste, are carefully identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal.

E-waste represents the largest portion of our waste streams. Approximately 99% of total e-waste is generated from downstream activities, primarily end-of-life products returned by customers, while only 1% originates from upstream sources, such as purchased parts and components.

Waste Generated 2024



Sustainable Products and Materials

6.5. SUSTAINABLE PRODUCTS AND MATERIALS

6.5.1. Responsible Minerals Sourcing

Hypertec products contain various minerals used in electronic components. Some of these minerals may originate from conflict-affected and high-risk areas (CAHRAs). While Hypertec does not source minerals directly from mines, smelters, or refiners, we are committed to responsible mineral sourcing. All suppliers are expected to operate in accordance with the Hypertec Responsible Business Alliance (RBA) Supplier Code of Conduct, as outlined in our Responsible Sourcing Policy.

We report annually on the conformance status of smelters and refiners in our indirect supply chain by collaborating with industry-wide initiatives such as the Responsible Minerals Initiative (RMI). These initiatives provide standardized tools and processes that help drive regulatory compliance across the industry.

Our efforts primarily focus on conflict minerals: tin, tungsten, tantalum, and gold (3TG) and extend to other critical materials such as cobalt, mica, lithium, copper, nickel, and rare earth elements. These minerals are commonly used in components such as resistors, inductors, CPUs, hard drives, memory modules, motherboards, and connectors.

Hypertec requires suppliers that use 3TG minerals to complete the Conflict Minerals Reporting Template (CMRT) through the RMI. We also encourage suppliers to ensure their smelters and refiners participate in recognized third-party assurance programs or are replaced if they cannot demonstrate conformance.

6.5.2. Hazardous Substance Management and Chemical Compliance

Hypertec is committed to reducing hazardous substances in our products. We ensure that materials sourced from suppliers are identified, assessed, and monitored according to EU RoHS (Restriction of Hazardous Substances) and REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) regulations.

We verify that the technical documentation provided by suppliers meets all applicable substance restrictions. This includes a detailed evaluation of materials, parts, and subassemblies to ensure compliance with the EU RoHS Directive. Risk levels are assigned to each supplier and component, and documentation is reviewed and updated accordingly.

Suppliers must provide Material Test Reports or Declarations of Conformity confirming that the materials meet regulatory thresholds for restricted substances. Only validated and trustworthy documents are included in our technical documentation.

Minerals	Main parts of the product	Hypertec Measures
Tin	Motherboards	Conduct supply chain due diligence in line with the OECD Due Diligence Guidance for Responsible Mineral Supply Chains, in collaboration with the Responsible Minerals Initiative (RMI). Require suppliers to complete the Conflict Minerals Reporting Template (CMRT).
Tungsten	Panel, memory, CPU heat sinks	
Tantalum	Resistors, Capacitors,	
Gold	Memory, Connectors, PCBs	
Gold	Memory, Connectors, PCBs	

We also communicate specific procedures and expectations to suppliers for tracking and reporting restricted substances. Hypertec validates that products, parts, and materials do not exceed the allowable levels of the following substances:

- Cadmium (Cd)
- Lead (Pb)
- Mercury (Hg)
- Hexavalent Chromium
- Polybrominated Biphenyls (PBB)
- Polybrominated Diphenyl Ethers (PBDE)
- Bis(2-Ethylhexyl) phthalates (DEHP)
- Benzyl butyl phthalate (BBP)
- Dibutyl phthalate (DBP)
- Diisobutyl phthalate (DIBP)
- Dimethyl fumarate (DMF)
- Toluene Adhesives or spray paints
- Beryllium
- For plastic parts above 25 grams: less than 1000 ppm of chlorine or bromine at the homogeneous level

We implement a robust conformance assurance process and require supporting documentation aligned with the latest regulatory updates. Hypertec ensures that none of its products contain more than 0.1% weight by weight (w/w) of any Substance of Very High Concern (SVHC) as listed in EU REACH Annex XIV, the Candidate List, or IEC 62474.

Water Conservation

All supplier declarations are reviewed and compared against the latest published versions of the EU REACH and SVHC lists at the time of submission. Once verified, this information is used to support compliance of the final assembled product.

Beyond product composition, Hypertec also considers the impact of chemicals used in the manufacturing process. To protect human health and the environment, we maintain and share an updated list of restricted substances with our suppliers, along with recommendations for safer alternatives. This helps us create safer workplaces and minimize environmental risks across our supply chain.

6.6. WATER CONSERVATION

At Hypertec, water consumption is primarily associated with human needs and building operations, sourced from municipal systems. While the company is not exposed to significant water-related risks, we remain committed to responsible water stewardship as part of our broader sustainability strategy.

We are certified under ISO 14001, which supports continuous improvement in our environmental management practices, including water use. Hypertec is also committed to tracking and managing its water consumption, with plans to implement additional water efficiency measures in our new Lasalle facility.

As part of this initiative, we plan to deploy innovative systems such as:

- **Rainwater harvesting** for irrigation of green infrastructure, including a green roof on the multi-level parking structure, urban greenhouses on the second floor, and extensive tree planting.
- **Greywater recycling systems** to supply water for toilet flushing and other non-potable uses.

Currently, wastewater generated at Hypertec consists mainly of standard office effluents, which are safely discharged into municipal wastewater systems in compliance with all applicable regulations. As such, wastewater data is not included in this disclosure.

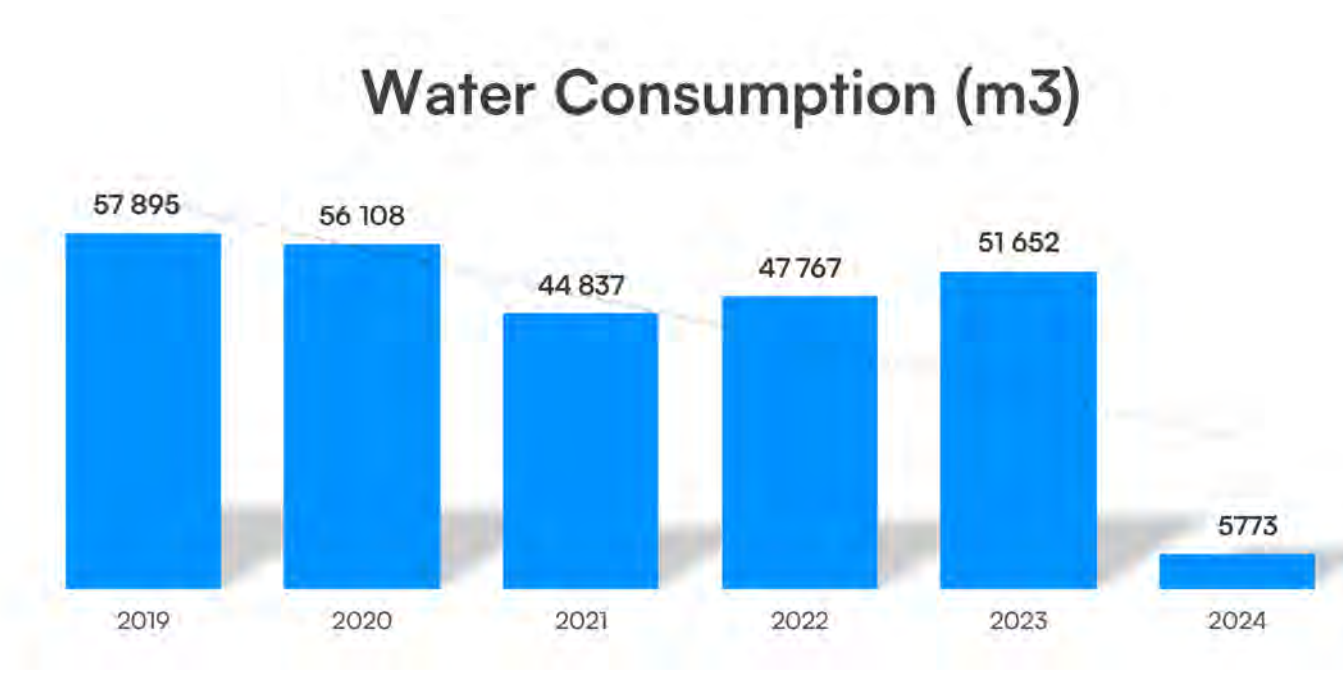
Although water is not directly used in the manufacturing of our products, we remain acutely aware of the indirect water impacts associated with the operation of our servers in customer data centers, where conventional cooling methods can be highly water-intensive. To address this, we are continuously improving the thermal efficiency of our servers to ensure compatibility with advanced, low-water and water-less cooling technologies.

One such technology is Immersion Cooling, which involves submerging IT hardware in a thermally conductive, dielectric liquid. This innovative approach significantly reduces or can even eliminate the need for water in server cooling, compared to traditional air or water-based cooling systems.

Since 2021, Hypertec has partnered with **Submer**, a global leader in advanced immersion cooling solutions for data centers, cloud, and edge computing. Through this collaboration, we have integrated Submer’s extensive range of liquid cooling and edge-ready technologies into our product portfolio, reinforcing our commitment to sustainability and fostering a culture of innovation.

By enabling our customers to transition to more sustainable cooling infrastructures, Hypertec actively supports water conservation efforts across the IT value chain and contributes to lowering the environmental footprint of digital infrastructure.

The following data reflects Hypertec’s water consumption between 2019 and 2024.



Biodiversity and Natural Habitat Conservation

6.7. BIODIVERSITY AND NATURAL HABITAT CONSERVATION

Biodiversity has been recognized as a global concern for over a decade, appearing in the World Economic Forum's Global Risks Report since 2011. The 2024 edition highlights biodiversity loss as a major risk for the coming decade. Moreover, the outcomes of the United Nations Biodiversity Conference (COP15), concluded in 2022, introduced the Kunming-Montréal Global Biodiversity Framework, replacing the 2010 Aichi Biodiversity Targets. This framework outlines ambitious goals for 2030 and longer-term objectives for 2050, aiming to halt and reverse biodiversity loss worldwide.

At Hypertec, biodiversity was identified as a material topic during our 2024 materiality assessment. While the direct risks associated with biodiversity to our operations are currently considered low, we recognize the critical role biodiversity plays in climate regulation, ecosystem resilience, and overall planetary health. As such, we are committed to contributing to global efforts aimed at preserving biodiversity and restoring natural habitats.

One of our most notable contributions is a landmark agreement reached with the City of Montréal to preserve a green space in the Technoparc area, located just north of the Montréal-Trudeau International Airport. This land, home to wetlands and rare bird species, was initially designated for the construction of our new headquarters. Instead, we chose to relocate to an industrial property near the Lachine Canal, allowing the city to expand the Parc-Nature des Sources by 11 hectares—roughly equivalent to

14 soccer fields. As noted by journalist Matthew Lapierre in CBC News, Elliott Ahdoot, Chief Innovation and Sustainability Officer at Hypertec, stated:

“Today, Hypertec saves a green space, converts a grey industrial space into a green space, and creates quality jobs.”

In addition, Hypertec has hosted two thriving urban beehives, home to over 67,500 bees, at its former headquarters. This initiative brought nature closer to our employees, increasing awareness of local biodiversity and the underutilized potential of rooftop spaces. All honey-based products from the hives were distributed to our staff as part of our employee engagement program.

Looking ahead to our new headquarters in LaSalle, we have integrated green design elements to further support biodiversity and natural habitat preservation. Planned features include:

- A green roof on our multi-level parking structure
- Urban greenhouses on the second floor
- An extensive tree-planting program around the site

Through these initiatives, Hypertec aims to contribute meaningfully to biodiversity conservation and environmental stewardship, even in urban and industrial settings.

6.8. PRODUCT CARBON FOOTPRINT & SUSTAINABLE PRODUCT DESIGN

Hypertec is committed to reducing the environmental impact of its products throughout their entire life cycle. To support this objective, we conduct Life Cycle Assessment (LCA) on key products to quantify their carbon footprint, from raw material extraction to end-of-life disposal. These assessments are conducted in accordance with internationally recognized standards such as ISO 14040 and ISO 14044, ensuring transparent and scientifically credible results.

In 2024, Hypertec Ciara Inc. allocated internal resources to complete LCA for sixteen device models, including micro-PCs, laptops, small-form desktops, mini-tower desktops, and high-performance workstations. All LCA reports were validated by an independent third party to confirm accuracy and reliability.

These LCAs evaluate a broad range of environmental impacts, focusing on factors such as material selection, product longevity, energy efficiency, design for recyclability, packaging sustainability, and total carbon footprint. Increasingly, Hypertec also integrates Scope 3 emissions which cover indirect emissions throughout the value chain into its product impact evaluations.

Certifications such as EPEAT and ENERGY STAR further support our approach by setting benchmarks for sustainability and energy efficiency.

In addition, we publish carbon footprint data for each stage of the product life cycle. For example, the environmental impact of our Horizon T12750 model, measured in terms of Global Warming Potential (GWP), is presented in the table and chart below.

Carbon Footprint Data

Process	Contribution (%)	Amount (kg CO2 eq)
Full LCA — Desktop Mini-Tower — Horizon T12750	100.00	297.47
A1 - Raw materials and components manufacturing	83.60	248.80
printed wiring board production, mounted mainboard, desktop computer, Pb containing	46.0000	136.8763
integrated circuit production, memory type	18.0000	53.6206
power supply unit production, for desktop computer	13.0000	38.6220
market for steel, unalloyed	2.4300	7.2141
market for EUR-flat pallet	0.7500	2.2164
acrylonitrile-butadiene-styrene copolymer production	0.7200	2.1409
steel production, converter, unalloyed	0.5900	1.7678
hot rolling, steel	0.4700	1.3863
market for corrugated board box	0.3800	1.1279
cable production, connector for computer, without plugs	0.3700	1.1000
injection moulding	0.2300	0.6805
aluminium production, primary, cast alloy slab from continuous casting	0.2000	0.5890
market for copper, cathode	0.1500	0.4459
market for polyethylene, linear low density, granulate	0.1200	0.3440
hard disk drive production, for desktop computer	0.0792	0.2356
polymer foaming	0.0784	0.2334
metal working, average for aluminium product manufacturing	0.0413	0.1229
polyethylene production, high density, granulate	0.0115	0.0341
polypropylene production, granulate	0.0072	0.0215
plug production, inlet and outlet, for computer cable	0.0071	0.0211

Carbon Footprint Data (continued)

Process	Contribution (%)	Amount (kg CO2 eq)
A2 - Transport of components to assembly site	0.86	2.57
transport, freight train	0.5500	1.6371
transport, freight, sea, container ship	0.3100	0.9163
transport, freight, lorry 16-32 metric ton, EURO4	0.0050	0.0149
A3 - Device assembly and packaging Energy Usage for manufacturing	1.21	4.54
market for EUR-flat pallet	0.5700	1.7049
market for corrugated board box	0.4900	1.6658
market for polyethylene, linear low density, granulate	0.0889	0.4996
polymer foaming	0.0546	0.2646
transport, freight, lorry 16-32 metric ton, EURO4	0.0022	0.2292
market for electricity, low voltage	0.0018	0.1623
transport, passenger car, large size, petrol, EURO 4	0.0001	0.0072
heat production, propane, at industrial furnace >100kW	0.0000465	0.0025
market for tap water	0.0000003	0.0016
A4 — Transport to client	0.11	0.33
transport, freight, lorry 16-32 metric ton, EURO4	0.1100	0.3314
A5 — Waste management of device packaging	0.65	1.93
waste paperboard	0.5800	1.7197
waste wood, untreated	0.0517	0.1539
transport, freight, lorry 16-32 metric ton, EURO4	0.0110	0.0326
waste plastic, mixture	0.0090	0.0267
B — Energy consumption for device use	13.5	40.25
electricity, low voltage CA-QC	9.2300	27.4590
electricity, low voltage U - US	2.9800	8.8596
electricity, low voltage CA-NS	1.0200	3.0432
electricity, low voltage CA-ON	0.2300	0.6775
electricity, low voltage CA-AB	0.0698	0.2076

Eco-Labels and Certifications

Estimated Carbon Footprint Breakdown



This is equivalent to CO₂ Emissions from:

- 33.5 gallons of gasoline consumed
- 13.7 propane cylinders used for home barbecues
- 0.062 home's energy use for one year

6.9. ECO-LABELS AND CERTIFICATIONS

At Hypertec, we are committed to continuous environmental improvement, guided by internationally recognized management systems, including ISO 14001 ; Environmental Management System, ISO 50001 ; Energy Management System , and ISO 9001; Quality Management System. These certifications form the foundation of our sustainability practices, ensuring systematic oversight of our environmental performance.

In addition, we align with leading eco-labels and certification programs that independently validate the sustainability attributes of our products. These labels help customers and institutional buyers

identify and trust environmentally responsible technologies.

Hypertec's products are certified under globally recognized programs such as:

- ENERGY STAR®: A widely respected energy-efficiency standard adopted in procurement frameworks worldwide. The majority of Ciara Tech computers meet ENERGY STAR® criteria for reduced energy consumption.
- 80 PLUS®: Supporting high-efficiency power supply units that reduce electricity waste and improve performance.
- EPEAT® (Electronic Product Environmental Assessment Tool); Managed by the Global Electronics Council (GEC), EPEAT is the premier global ecolabel for the IT sector. It provides independent verification of manufacturers' environmental claims based on criteria that span product design, supply chain, and end-of-life management.

Currently, over 54 Hypertec products are EPEAT-registered, all achieving the Gold level, the highest available. [Learn more about our certified products](#)



The background is a blue-tinted image of a globe resting on a green grassy field. The globe is semi-transparent, showing a reflection of a forest scene. White wavy lines, resembling sound waves or data patterns, emanate from the sides of the globe. A small blue square logo with a white geometric pattern is positioned above the globe.

7. Master of Consolidated Metrics

7. Environment Metrics

7.1 Environment Metrics

Topic/Issue	Metric/ Unit	2019	2020	2021	2022	2023	2024
Purchased Electricity	MWh	56,670	50,190	42,390	46,390	31,163	2,142
Natural Gas	m ³	142,464	108,056	93,838	98,750	98,470	146,408
Fuel Oil	MWh	0.243	0.593	0.083	37.37	125.10	55
Total Energy Consumption	MWh	57,926	51,926	43,451	47,648	32,594	3,738
Gross Global Scope 1	t CO ₂ -e	345.20	237.48	208.76	255.02	258.22	297.45
Gross Global Scope 2	t CO ₂ -e	28.20	25.10	21.20	23.20	15.58	2.22
Total Scope 1 and 2 Intensity Metric	t CO ₂ -e/sq.ft	6.2E-03	4.3E-03	3.8E-03	4.6E-03	1.93E-04	1.67E-03
Scope 3 — Category 1	t CO ₂ -e	-	-	140,745.32	195,830.45	524,850.41	258,179.90
Scope 3 — Category 2	t CO ₂ -e	-	-	-	-	2,762.88	78.32
Scope 3 — Category 3	t CO ₂ -e	-	-	21,231.69	23,241.23	-	21.05
Scope 3 — Category 4	t CO ₂ -e	-	-	542.19	753.64	102.14	527.22
Scope 3 — Category 5	t CO ₂ -e	-	-	-	-	5.47	3.76
Scope 3 — Category 6	t CO ₂ -e	-	-	-	-	70.80	76.04
Scope 3 — Category 7	t CO ₂ -e	-	-	-	-	59.22	116.23
Scope 3 — Category 8	t CO ₂ -e	-	-	-	-	1,883.65	201.68
Scope 3 — Category 9	t CO ₂ -e	-	-	-	-	3,538.27	5,696.44
Scope 3 — Category 11	t CO ₂ -e	-	-	-	-	51,615.42	189,392.96
Scope 3 Intensity Metric	t CO ₂ -e / sq.ft	-	-	1.14E-01	1.59E-01	4.13E-01	2.54E+00
Number of Renewable Energy Certificates (REC)	(Number)	-	-	-	6415	3474	1498

² At the previous facility (through 2023), all heating and cooling were powered by electricity. Following the relocation in 2024, the new building operates a mixed HVAC system using both electricity and natural gas, which explains the 48.68% increase in natural gas consumption in 2024.

³ This increase is due to the expansion of our scope of work, adding seven categories and including all products from the group.

Environment Metrics

7.1 Environment Metrics

Topic/Issue	Metric/ Unit	2019	2020	2021	2022	2023	2024
Water consumption	m ³	57,895	56,108	44,837	47,767	51,651	5,773
Paper (Non-hazardous)	Kg	-	-	-	294.10	16,661	16,661
Wood (Non-hazardous)	Tons	-	-	-	19,970	35.7	61.56
Toner (Non-hazardous)	Units	-	-	-	58.00	61	21.18
Metal (Non-hazardous)	Kg	-	-	-	2,710.00	-	-
E-waste (Non-hazardous)	Lb.	-	-	-	31,195.37	7,347.85	936.96
Number of EPEAT products certified	(Number)	-	-	5	2	70	16
Number of products under Carbon Footprint	(Number)	-	-	16	20	12	16

⁴ This includes cardboard.

Social Metrics

7.2 Social Metrics

Topic/Issue	Metric/ Unit	2022	2023	2024
Employee Turnover Rate (ETR)	(%)	42	28	28
Employee Satisfaction/Employee Engagement Rate	(%)	7.7	N/A	7.6
Percentage of employees covered by more than minimum salary	(%)	100	100	100
Percentage of promoted employees_Canadian workforce	(%)	12	8	6.9
Percentage of promoted employees_US workforce	(%)	9	19	5.1
Average number of training hours per employee	(number)	9	19	2.9
Number of employees trained	(number)	543	646	490
Percentage of employees training on Anti-harassment and discrimination	(%)	N/A	79	98
Percentage of purchaser training on Sustainable Procurement	(%)	74	88	90
Percentage of employee training on the SA8000 Management System	(%)	N/A	50	N/A
Number of child labor-forced incidents reported	(number)	N/A	81	72
Number of complaints related to forced or compulsory labor	(number)	0	0	0
Number of complaints related to non-respect of disciplinary practices	(number)	0	0	0
Number of complaints related to working hours	(number)	0	0	0
Number of whistleblower cases of discrimination or harassment incidents	(number)	0	0	0
Percentage of Asian Employees_Canadian workforce	(%)	N/A	N/A	N/A
Percentage of Black Employees_Canadian workforce	(%)	N/A	N/A	N/A
Percentage of Hispanic Employees_Canadian workforce	(%)	N/A	N/A	N/A
Percentage of Additional Group Employees_Canadian workforce	(%)	N/A	N/A	N/A
Percentage of Female Representation_Canadian workforce	(%)	35	33	33

Social Metrics

7.2 Social Metrics

Topic/Issue	Metric/ Unit	2022	2023	2024
Percentage of Male Representation_Canadian workforce	(%)	64	64	64
Percentage of employees who decline to answer gender_Canadian workforce	(%)	1%	2	2
Percentage of Female Representation of Management Position_Canadian workforce	(%)	33	32	34
Percentage of Male Representation of Management Position_Canadian workforce	(%)	67	68	65
Percentage of Asian Employees_US workforce	(%)	4	5	7
Percentage of Black Employees_US workforce	(%)	10	19	18
Percentage of Hispanic Employees_US workforce	(%)	25	22	23
Percentage of Additional Group Employees_US workforce	(%)	24	12	13
Percentage of White Employees_US workforce	(%)	37	42	39
Percentage of Female Representation_US workforce	(%)	64	47	43
Percentage of Male Representation_US workforce	(%)	36	53	57
Percentage of Female Representation of Management Position_US workforce	(%)	42	38	40
Percentage of Male Representation of Management Position_US workforce	(%)	58	63	60
Percentage of Female Representation_Whole Organization	(%)	40	36	36
Percentage of Male Representation_Whole Organization	(%)	59	62	62
Lost Time Injury Frequency Rate (LTI)	(%)	1.78	2.43	2.43
Lost Time Severity Frequency Rate (LTS)	(%)	31.78	71.70	71.70
Total Recordable Incident Rate (TRIR)	(%)	2.03	2.67	2.67
Number of Employee Fatalities	(%)	N/A	N/A	0
Number of Contractor Fatalities	(%)	N/A	N/A	0
Individuals Enrolled with Digital Healthcare at Medioh	(Number)	N/A	100,000	Over 100,000

8. Hypertec Group's Sustainability Goals









8. Hypertec Group's Sustainability Goals Supporting the Sustainable Development Goals

Identified Critical Risks	Objectives & Methodology	Time Horizon	Stakeholders Impacted	Related U.N. Sustainable Development Goal
ENVIRONMENTAL				
Energy Conservation	<ul style="list-style-type: none"> • Reduction of Site Energy Consumption • Energy consumption reduction (ISO 50001 certified locations) • Energy Efficiency Projects • Green Building Implementation • Green Manufacturing Implementation 	<ul style="list-style-type: none"> • Medium term 	<ul style="list-style-type: none"> • Employees • Communities • Suppliers • Shareholders • Customers 	
Climate Change & Decarbonization	<ul style="list-style-type: none"> • Reduce carbon footprint across Scope 1, 2, and 3 aligned with the SBTi • We attribute the changes to energy efficiency improvement, increased renewable energy generation (solar energy), renewable energy sources, and investment in electric vehicles • Technological Innovation in manufacturing by immersion cooling system for a data server • Improve the energy efficiency of desktops and monitors of the total portfolio • Implement a Supply Chain Engagement initiative to reduce our Scope 3 • Climate Change Management and reporting 	<ul style="list-style-type: none"> • Long Term 	<ul style="list-style-type: none"> • Employees • Communities • Suppliers • Shareholders • Customers 	
Product end-of-life and waste management	<ul style="list-style-type: none"> • Responsible Product End-of-Life Management • Increase e-waste recovery through certified eco-labeled products • Implement circular economy principles (5R) and take-back programs • Enable product repair, refurbishment, and reuse to extend product life • Increase recycling and reuse of end-of-life products 	<ul style="list-style-type: none"> • Medium term • Long Term 	<ul style="list-style-type: none"> • Employees • Communities • Suppliers • Shareholders • Customers 	

8. Hypertec Group's Sustainability Goals Supporting the Sustainable Development Goals

Identified Critical Risks	Objectives & Methodology	Time Horizon	Stakeholders Impacted	Related U.N. Sustainable Development Goal
ENVIRONMENTAL				
Raw Material Sourcing	<ul style="list-style-type: none"> • Increase the number of eco-label products that integrate sustainable materials and minimize waste through innovative products and packaging design • Increase the usage of recycled material • Responsible sourcing materials by acquiring post-consumer recycled plastics, PCR & ITE-post consumer recycled plastic • Products Packaging with less single-use plastics and reduction in size/volume • Substance Management (Free PVC and BFR) • Transition to smaller and lighter technology decreased the volume of product material used 	<ul style="list-style-type: none"> • Medium term • Long Term 	<ul style="list-style-type: none"> • Employees • Communities • Suppliers • Shareholders 	
GOVERNANCE				
Corruption & Bribery Anti-Competitive Practices Sustainable Procurement Responsible Conflict Mineral Sourcing Child & Forced Labor	<ul style="list-style-type: none"> • Reduce carbon footprint across Scope 1, 2, and 3 aligned with the SBTi • We attribute the changes to energy efficiency improvement, increased renewable energy generation (solar energy), renewable energy sources, and investment in electric vehicles • Technological Innovation in manufacturing by immersion cooling system for a data server • Improve the energy efficiency of desktops and monitors of the total portfolio • Implement a Supply Chain Engagement initiative to reduce our Scope 3 • Climate Change Management and reporting 	<ul style="list-style-type: none"> • Medium term • Long Term 	<ul style="list-style-type: none"> • Employees • Communities • Suppliers • Shareholders • Customers 	
Product end-of-life and waste management	<ul style="list-style-type: none"> • Responsible Product End-of-Life Management • Increase e-waste recovery through certified eco-labeled products • Implement circular economy principles (5R) and take-back programs • Enable product repair, refurbishment, and reuse to extend product life • Increase recycling and reuse of end-of-life products 	<ul style="list-style-type: none"> • Medium term • Long Term 	<ul style="list-style-type: none"> • Employees • Communities • Suppliers • Shareholders • Customers 	

8. Hypertec Group's Sustainability Goals Supporting the Sustainable Development Goals

Identified Critical Risks	Objectives & Methodology	Time Horizon	Stakeholders Impacted	Related U.N. Sustainable Development Goal
GOVERNANCE				
Data Security	<p>The company commits to continuously improving its privacy programs.</p> <ul style="list-style-type: none"> The company can improve the management and accountability of privacy impact assessments and pre-launch privacy compliance reviews The company can enhance existing training materials and continue to deliver privacy-focused training programs to Hypertec Group's employees 	<ul style="list-style-type: none"> Long Term 	<ul style="list-style-type: none"> Employees Communities Suppliers Shareholders Customers 	 
SOCIAL				
Employment Labor Relations Career Advancement Occupational Health & Safety	<ul style="list-style-type: none"> Workforce development, education, and training Diversity, Equity, and Inclusion (DEI) Human capital management and employee. Development Community engagement Employees receive a wage that ensures a decent standard of living 	<ul style="list-style-type: none"> Medium Term 	<ul style="list-style-type: none"> Employees Shareholders 	     

9. Appendix

9. Global Reporting Initiative Index

GRI 302: ENERGY				
GRI	Description	Disclosed Information		Link
103-1.2 and 3	Material and Boundary Explanation of Energy: The Management Approach	Integrated Management Systems Policy ISO 14001 Certificate ISO 50001 Certificate CDP score	Supply Chain Responsibility Energy Management Policy Bulk Packaging Policy for PC Systems	https://ciaratech.com/epeat/ https://hypertec.com/sustainability/
302-1	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used	Table of annual consumption		
302-2	Energy consumption outside of the organization, in joules or multiples	This metric does not apply to Hypertec Group's activities and energy consumption scope		N/A
302-3	Energy intensity ratio for the organization	Table of Intensity Value		
302-4	Number of reductions in energy consumption achieved as a direct result of conservation and efficiency. initiatives, in joules or multiples	Table of annual consumption: 3rd party audit and reports. Review section 4 of the environmental data disclosure		https://ciaratech.com/epeat/ https://hypertec.com/sustainability/
302-5	Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples	Hypertec Group annually reports the carbon emissions associated with its products. The information is available on our website. Carbon Footprint Disclosure		
GRI 303: WATER AND EFFLUENTS				
303-1	Interactions with water as a shared resource	N/A		N/A
303-2	Description of water discharge standards	N/A		N/A
303-3	Sources and volumes of water withdrawn	N/A		N/A
303-4	Destinations and volumes of water discharged	N/A		N/A
303-5	The volume of water consumed	Table of Annual Consumption		https://ciaratech.com/epeat/ https://hypertec.com/sustainability/

9. Global Reporting Initiative Index

GRI 305: EMISSIONS 2016

GRI	Description	Disclosed Information	Link
103-1, 2 and 3	Explanation of emissions as a material topic, including its boundary, the management approach, its components, and the evaluation of the management approach."	Please review sections 2 and 3 of the Environmental Data Disclosure	
305-1	Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent	Table of consumption; and Hypertec Group has assessed Scopes 1 and 2. For Scope 3, categories 1, 2, 3, 4,5,6,7, 8,9, and 11 were reported.	https://ciaratech.com/epeat/ https://hypertec.com/sustainability/
305-2	Indirect (Scope 2) GHG emissions		
305-3	Gross other indirect (Scope 3) GHG emissions in metric tons of CO2		
305-4	GHG emissions intensity ratio for the organization	Table of Intensity Value of the Environmental Data Disclosure	
305-5	GHG emissions were reduced directly due to reduction initiatives in metric tons of CO2 equivalent	Table of consumption	
305-6	Emissions of ozone-depleting substances (ODS)	N/A Our activities focus on assembling IT equipment, a process that does not require the use of ODS	N/A
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	N/A Our company does not generate significant NOx, SOx, or other air emissions, as our activities focus on IT equipment assembly, which does not involve combustion or industrial processes that release these pollutants. However, we ensure that our suppliers comply with air quality regulations and adopt best practices to minimize emissions	N/A

10. Glossary

GHG emissions:

Gas that contributes to the greenhouse effect by absorbing infrared radiation.

Scope 1:

Stands for the organization's direct GHG emissions. Direct GHG emissions occur from sources owned or controlled by the company.

Scope 2:

Stands for the organization's indirect GHG emissions. Indirect GHG emissions are from the consumption of purchased energy from a source owned or controlled by another entity. Purchased.

Scope 3:

Stands for the organization's indirect greenhouse gas (GHG) emissions. These indirect GHG emissions occur in the company's value chain but are from sources not owned or controlled by the organization.

Ozone-depleting substances (ODS):

A substance with ozone depletion potential more significant than O that can deplete the stratospheric ozone layer.

Wastewater:

Sum of effluents, used water, and unused water released to surface water, groundwater, or third party, for which the organization has no further use, throughout the reporting period.

Air pollutants:

Emissions that adversely affect climate, ecosystems, air quality, habitats, agriculture, and human and animal health.

Circularity measures:

Measures taken to retain the value of products, materials, and resources and redirect them back to use for as long as possible with the lowest carbon and resource footprint possible, such that fewer raw materials and resources are extracted, and waste generation is prevented.

Waste diverted from disposal:

Anything the holder could recover by following the processes: prepare for reuse, recycling, or other recovery operations.

Waste directed to disposal:

Anything that the holder discards, intends to discard, or is required to discard.

Materiality assessment

It is a process where businesses identify, prioritize, and report on the most significant Environmental, Social, and Governance (ESG) issues affecting them and their stakeholders, guiding strategy, resource allocation, and sustainability reporting for long-term value creation and risk management.

11. Membership Associations

- Responsible Business Alliance (RBA)
- Responsible Mineral Initiative (RMI)
- Electronics Product Stewardship Canada (EPSC)
- Global Electronics Council (GEC)
- Electronic Products Recycling Association (EPRA)
- Information Technology Industry Council (ITI)
- Climate Disclosure Program (CDP)
- EcoVadis, Sustainability Rating Agency





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Founded in 1984, Hypertec is an award-winning global technology provider offering a wide range of cutting-edge products and services with a strong emphasis on sustainability. Trusted by industry leaders in the cloud, communication, financial services, media and entertainment, healthcare, and public sectors, Hypertec serves clients in over 80 countries worldwide. The company has earned international recognition for its sustainability leadership and innovative manufacturing practices.

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