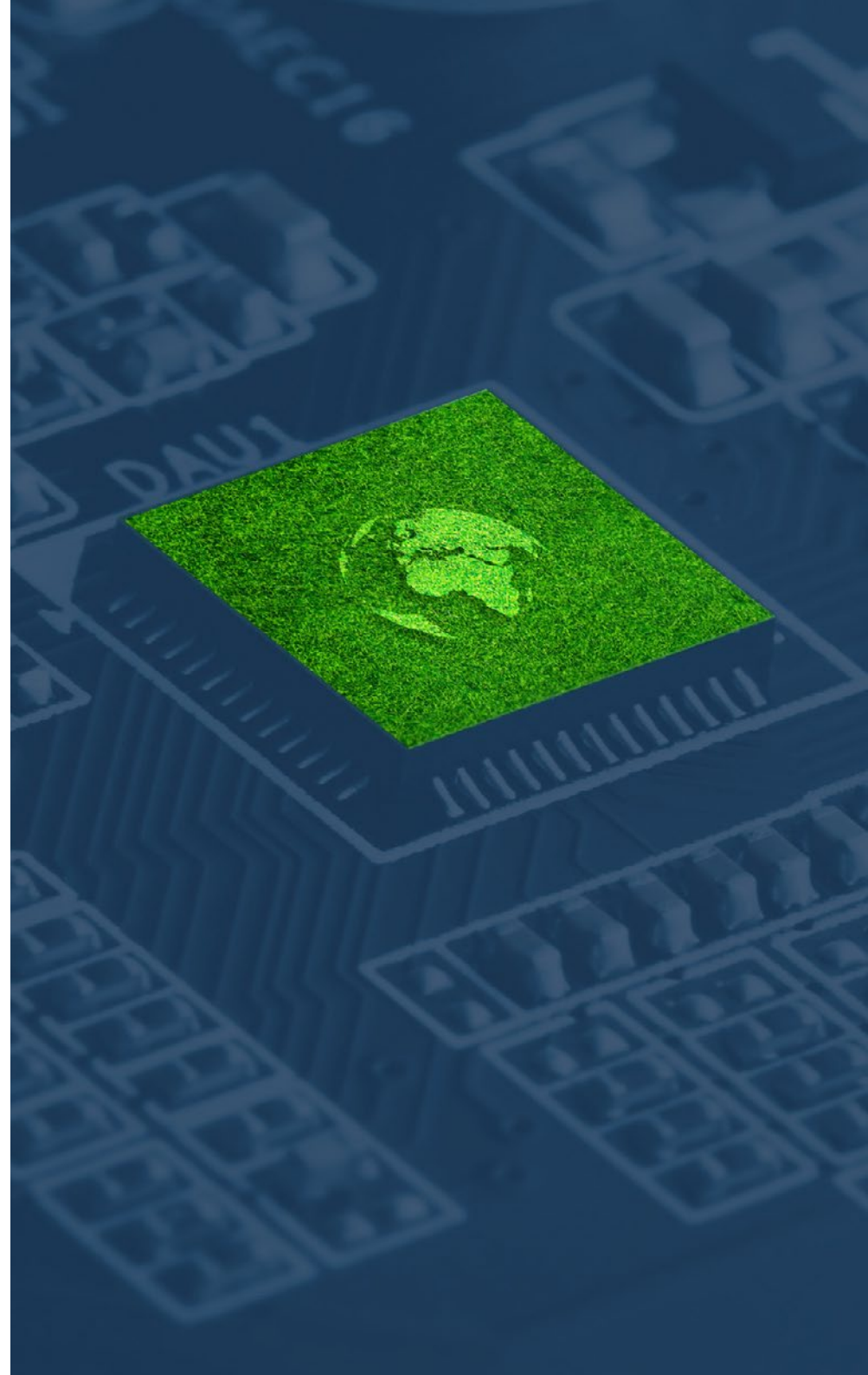


2025

SUSTAINABILITY AND CORPORATE RESPONSIBILITY REPORT

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Foreword

At Spherea Group, we are committed to making industry more sustainable — worldwide. Testing is a cornerstone of a more efficient, safer, and more sustainable world. By identifying issues early, test systems reduce waste, optimize resources, and improve performance throughout a product's entire lifecycle.

Every new piece of equipment begins with an idea. Before it can enter the real world, it must prove that it performs as intended. Simulation-based testing makes this possible, enabling manufacturers to validate designs in the laboratory rather than consuming time, energy, and resources in real-world environments. Whether developing next-generation power systems for data centers or innovative consumer electronics, testing accelerates innovation while minimizing environmental impact.

When products move into industrial production, testing becomes equally critical. Components and complete systems must be verified as early as possible to ensure they meet the highest quality, safety, and performance standards. From medical devices to railway signaling and control systems, rigorous testing builds reliability into every stage of manufacturing.

The need for testing does not end when a product leaves the factory. Throughout its operational life — often spanning decades — equipment must continue to perform safely and reliably. Regular testing and validation ensure mission readiness, whether for a passenger vehicle or a fighter aircraft.

As a global leader in test solutions, Spherea Group enables our customers to meet these challenges with confidence, helping them deliver safer, more reliable, and more sustainable technologies.

Our commitment extends beyond the solutions we provide. We are equally dedicated to continuously improving Spherea Group's environmental, social, and governance (ESG) performance.



François Rainville
COO of the Group

Patrice Bélie
CEO of the Group

This report highlights the actions our employees take every day to reduce our environmental footprint, strengthen our social impact, and reinforce our governance practices. Progress is built through hundreds of initiatives — large and small — guided by clear objectives and increasingly ambitious targets each year. Together with our employees, shareholders, customers, suppliers, and partners, we are driving meaningful, lasting change.

Every day, we take action that creates long-term impact.

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Introduction

As the leaders of the CSR/ESG initiative for Spherea and Avera, we are pleased to present our first joint ESG Report, an important year for our organizations and the continued development of our approach to responsible and sustainable business.

As Spherea and Avera joined force in January 2026, we have an opportunity to build on the strengths, experience, and initiatives of both organizations. Our focus is not simply on bringing together existing practices, but on identifying where we can have the greatest impact as a Group and ensuring that ESG considerations are increasingly integrated into the way we operate, make decisions, manage risk, and plan for the future.

Throughout 2025, both organizations continued to make progress across our key ESG priorities. This includes efforts to better understand and reduce the environmental impact of our operations, maintain safe and responsible workplaces, support the development and well-being of our employees, strengthen our ethics and compliance practices, and contribute positively to the communities in which we operate.

These priorities are also closely connected to the long-term performance of our business. Our customers and partners increasingly expect responsible business practices throughout their value chains, our employees expect us to act consistently with our values, and evolving environmental and social challenges require companies to understand and manage their impacts and risks.

This first joint report provides a transparent view of our respective progress. For 2025, Spherea and Avera data is presented side-by-side. Our goal over the coming year is to further align our methodologies, indicators, and reporting practices, with the intention of presenting increasingly combined Group-level ESG data in our next report.

As we move forward, our efforts will remain focused on three core areas: reducing our environmental footprint and using resources responsibly; fostering an ethical, inclusive, and safe workplace where our people can



Rania Hamdine
ESG Leader for
Avera Group

Perrine Desmons
CSR/ESG Manager for
Spherea Group

develop and contribute; and creating sustainable value for our customers, partners, communities, and other stakeholders.

We know that meaningful progress requires clear objectives, reliable data, and a willingness to assess where improvements are still needed. This report is an opportunity to share both the progress we have made and the work that remains ahead. We are proud of what our teams across Spherea and Avera have accomplished and grateful for their contribution to these efforts.



The background image shows a person's profile as they work at a desk. A laptop screen displays a complex dashboard with multiple panels. On the left, there are icons for renewable energy (wind and solar), CO2 emissions, and a recycling symbol. The main area of the screen is divided into four quadrants: top-left shows a globe and a list; top-right shows a bar chart with data points; bottom-left shows two circular progress indicators labeled 'A' and 'B' with values like '165.53'; bottom-right shows a line graph. To the right of the laptop, there are more icons: a group of people, a classical building, and a hand holding a pen. A mouse and some papers are also visible on the desk.

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About the Spherea - Avera Group

SPHEREA

Spherea is a recognized leader in testing and simulation solutions for the aerospace, defense, and rail sectors. The company develops mission-critical systems for the validation, maintenance, and qualification of complex equipment. Its business model is based on strong technological expertise, close customer relationships, and a capacity for continuous innovation.

AVERNA

Avera is an international leader in test and automation solutions for the electronics, medical, and telecommunications industries. With a presence in North America, Europe, and Asia, the company helps its customers optimize their industrial processes and ensure the reliability of their products.

Convergences and Complementarities

Spherea and Avera share a strong engineering culture, deep expertise in test and quality solutions, and a common commitment to innovation, reliability, and responsible business practices. Their complementary geographic presence, sector expertise, and technical capabilities strengthen the Group and provide a solid foundation for its long-term sustainable development.

The combination is particularly meaningful for our people. By bringing together teams across countries, industries, and areas of expertise, the Group strives to offer a broader environment for collaboration, professional development, and knowledge-sharing.

Together, Spherea and Avera are building a stronger platform for intentional growth — one that invests in its people, supports innovation, strengthens responsible business practices, and creates sustainable value for our employees, customers, partners, communities, and other stakeholders.

Since January 2026, Spherea and Avera become one and the same organization, bringing together two companies with complementary expertise, international footprints and longstanding experience in test and quality engineering. The combined Spherea Group operates through two principal brands: Avera Powered by Spherea, serving a broad range of

industries internationally, and Spherea Defense, supporting sovereignty-driven defence programs in France.

The Group brings together more than 1,800 employees, operates in 13 countries across Europe, North America and Asia, and serves customers in more than 50 countries.

Our mission is to be the global leader in Test & Quality solutions for product manufacturers and system users. Through our engineering, manufacturing and service capabilities, we address needs across the full product lifecycle, from design and development to manufacturing, operation, maintenance and lifetime support.



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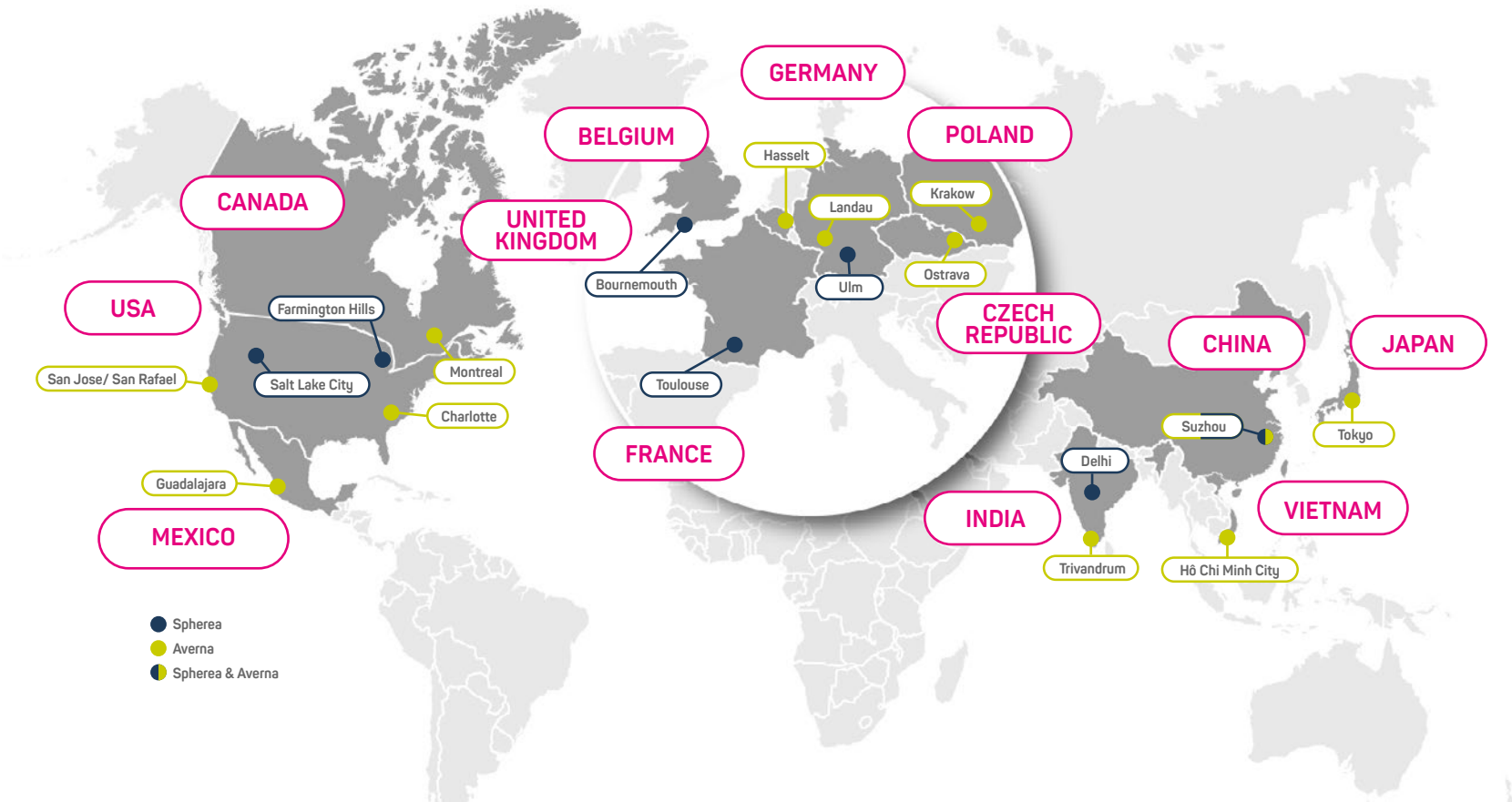
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Worldwide ESG Task Force

ESG governance is a strategic priority for the Group. As Sphera and Avera continue their integration, we are implementing a common governance framework that establishes clear accountability for ESG performance while fostering collaboration across functions, business units, and geographies. The framework combines executive oversight, local ownership, and cross-functional expertise to support the consistent execution of our ESG strategy and the effective management of sustainability-related opportunities and risks.

As our governance framework matures, we will continue to align our policies, methodologies, and reporting processes to establish a common set of performance indicators across the Group. This work will strengthen the reliability and comparability of ESG data, support informed decision-making, and provide stakeholders with a progressively more integrated view of our ESG performance.

OUR REPRESENTATIVES IN ESG AROUND THE WORLD



An aerial photograph of a dense forest, with a semi-transparent world map overlaid on the image. The map shows the continents in a light blue color, contrasting with the darker blue of the forest. The word "ENVIRONMENT" is written in large, bold, yellow capital letters across the bottom of the image.

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Environmental Impact and GHG Emissions

Spherea and Avera recognize that their integration creates both opportunities and challenges for environmental performance. The combined Group now has a larger workforce, a broader international footprint and more operating sites, which may increase absolute emissions while also creating opportunities to harmonize practices, share effective local initiatives and strengthen environmental governance.

The two companies are working to align their carbon-accounting methods with the GHG Protocol. Spherea currently assesses emissions across Scopes 1, 2 and 3, while Avera’s available assessments cover Scopes 1 and 2.

In 2026, the Group plans to establish a common methodology and extend Scope 3 reporting across all entities. Changes in organizational boundaries, headcount, office locations and calculation methods will be clearly documented to ensure that future performance comparisons remain transparent and meaningful.

Spherea’s 2024 assessment indicates that direct Scope 1 emissions remain limited and mainly relate to facilities and company vehicles. Scope 2 emissions reflect purchased electricity and ongoing energy-efficiency measures. Scope 3 represents approximately 99% of Spherea’s footprint and is primarily associated with procurement, business travel and product lifecycles.

The combined Group’s decarbonization efforts will therefore focus on improving energy efficiency and the energy mix, reducing travel-related emissions, engaging suppliers, improving waste management and circularity, and integrating eco-design into products and solutions. These Group-wide priorities will complement existing local initiatives relating to energy, water, materials, recycling and responsible resource use. Once a reliable common baseline has been established, the Group will define measurable reduction targets and a longer-term low-carbon trajectory.

Entity	Current Coverage Carbon-Footprint	Planned Development
Spherea	Scopes 1, 2 and 3	Continue improving data quality and reduction planning
Avera	Scopes 1 and 2	Extend assessment to Scope 3
Combined Group	Methodologies under alignment	Establish a common Group-wide baseline in 2026



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Environmental Highlights Across the Group

Spherea

Spherea continued to promote lower-carbon mobility by implementing a Sustainable Mobility Allowance for cycling and car-sharing, supporting remote working, and organizing cycling challenges in France and Germany. Additional initiatives included cycling-safety training, on-site bicycle-maintenance workshops and the validation of its European Cycle Friendly Employer certification.

Spherea also strengthened employee awareness through Digital Clean-Up Day activities, Responsible Digital Fresco workshops and Climate Fresco sessions, while improving electronic-waste collection through a dedicated WEEE recycling bin.

Employees also participated in a litter-collection walk between the two sites of Toulouse as part of World Cleanup Day.

Averna

In 2025, Averna expanded its Scope 1 and 2 emissions measurements across several international offices and participated in the Carbon Disclosure Project for the second time. The Vietnam office renewed its ISO 14001:2015 certification, while the Belgian and United States entities received EcoVadis bronze ratings.

Local waste-reduction measures included replacing disposable batteries with reusable alternatives and eliminating single-use plastic water bottles in Montréal and Mexico. Averna's new Montréal headquarters also incorporated automatic lighting and sustainable transportation programs, while environmental requirements under its Supplier Code of Conduct were extended to new entities acquired during its last fiscal year.





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Our People

People are at the heart of the Spherea-Averna Group’s success. In a context of transformation, innovation and international growth, we remain committed to fostering a safe, inclusive and engaging workplace where every employee can develop their skills, contribute to collective performance and build a meaningful career.

During the reporting period, the two groups employed more than 1800 people across its global operations, bringing together diverse expertise, cultures and perspectives. As Spherea and Averna continue their integration journey, particular attention has been given to harmonizing people practices while preserving the local initiatives that reflect the needs of employees and communities in each region.

Our social commitment extends beyond compliance and aims to promote employee well-being, professional development, diversity and equal opportunity. Throughout the year, both organizations strengthened programs supporting onboarding, training, career development, inclusion, mental health, disability awareness and quality of life at work. These actions reflect our belief that sustainable business performance is built upon the engagement, health and development of our people.

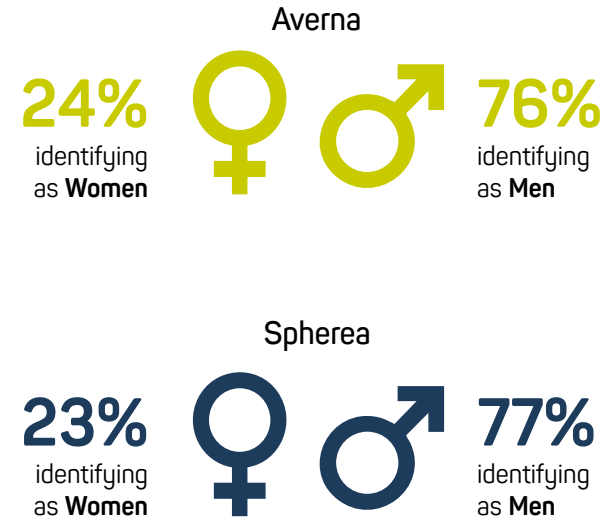
Workforce Composition

Metric	Averna	Spherea	Combined Group
Full-Time Employees	745	682	1427
Part-Time Employees	109	69	178
Billable Employees	607	506	1113
Contract Workers	165	107	272
Total Headcount	1019	858	1877

The integration of Spherea and Averna also provides an opportunity to further enhance workforce reporting and governance. As systems and processes are progressively aligned, the Group will expand its social indicators and strengthen its ability to measure, monitor and improve performance across key areas such as employee engagement, training, diversity, health and safety, and community impact.

By investing in our people and fostering an inclusive and responsible workplace culture, the Spherea-Averna Group reinforces its ambition to create long-term value for employees, and all its stakeholders .

Gender-Related Metrics



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Social Initiatives

Spherea and Avera continued to invest in employee engagement, development and quality of life at work.

Spherea introduced a Group Welcome Guide and mentoring schemes for new recruits, launched gynaecological leave covering menstrual health and perinatal bereavement, and signed agreements addressing working hours, quality of life at work and psychosocial risks. Its disability initiatives included awareness events, employee discussions, workstation adaptations and activities focused on invisible disabilities and mental health. A Group-wide People Review and ongoing diversity, equity and inclusion initiatives also support career development, succession planning, skills transfer and consistent, inclusive onboarding.

At Avera, nearly 12,000 training hours were completed by employees in legacy offices, while 85% of eligible employees participated in the annual Employee Satisfaction Survey. Career-development plans, recognition programs, project showcases and cross-regional committees supported professional growth, collaboration and integration. Health and Safety Officers continued to oversee local measures, while mental-health resources were made available to employees in North America and Europe and progressively expanded to Asia.

Integration will build on these existing practices while allowing local teams to remain responsive to their employees and communities. Spherea's charity runs and collections and Avera's employee-led Holiday Challenges illustrate this continued local involvement, supporting causes such as health research, vulnerable families, people with disabilities and disadvantaged children.

As reporting systems are harmonized, the Group will consolidate additional indicators covering occupational incidents, employee engagement, turnover, training hours, diversity, community contributions, supplier assessments and completion of supplier commitments.



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Employee Engagement and Well-Being

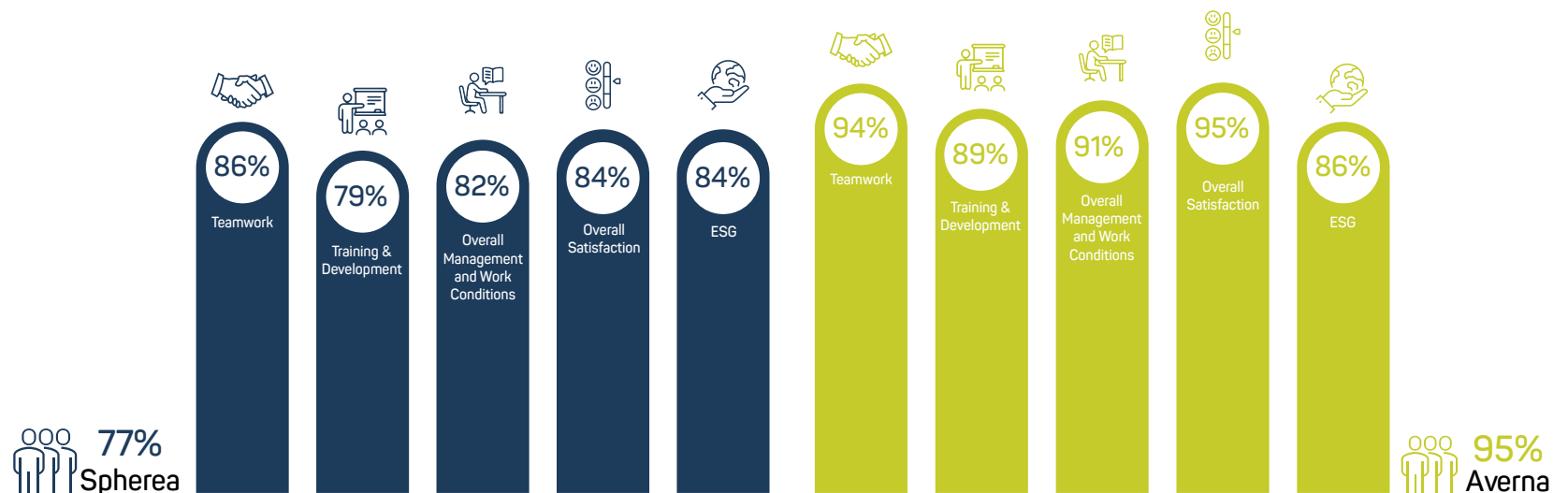
Both Avera and Sphera conduct employee surveys to better understand employee experience, engagement and workplace priorities. The feedback collected helps identify areas for improvement and informs initiatives relating to well-being, working conditions and professional development. Moving forward, survey results from both companies will serve as guiding principles for the integration of the two organizations, and help the Group align practices while remaining responsive to employee needs across its different entities.

The Sphera Group's social strategy places employees, suppliers and local communities at the centre of its development. As the Group integrates more than 1,800 employees across 13 countries and three continents, its objective is to align common standards while remaining responsive to the needs, cultures and working environments of each location.

Supply-chain integration will build on the common principles already established through Avera's Supplier Code of Conduct, Sphera's Responsible Purchasing Charter and the Group's joint Modern Slavery Act reporting. The Group will progressively align supplier onboarding, contractual expectations, risk assessments and training, while maintaining a proportionate approach based on factors such as geography, industry, supplier type, materiality and identified warning signs.

Integration will not diminish the Group's involvement in its communities. Local teams will continue supporting the organizations and causes most relevant to their regions through donations, volunteering and employee-led initiatives. Group-wide campaigns may complement these efforts, but local offices will retain an important role in identifying community needs and directing their contributions.

Employee Survey Results





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Accountability and Leadership

The Group's new governance structure combines Board and Executive Management oversight with coordinated Legal, Compliance, ESG and Data Protection functions, supported by operational departments and local representatives. Throughout the integration, existing codes of conduct, policies, controls and reporting channels remain in effect until harmonized Group-wide frameworks are adopted, helping ensure continuity in business ethics and compliance.

The Group will implement a risk-based compliance strategy focused on aligning policies, responsibilities and escalation procedures across its entities. Priority areas include anti-corruption controls consistent with Sapin II, GDPR compliance and data-protection governance, whistleblower protection, export controls and sanctions, responsible procurement, cybersecurity, responsible AI and continued alignment with relevant ISO management

standards. Privacy integration will include a Global DPO function, consolidated processing records, harmonized incident and rights-request procedures, vendor oversight, employee training and ongoing management review. The Group's whistleblowing channels remain available to internal and external stakeholders, with confidential handling, anonymous reporting where permitted and protection against retaliation.



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Ethics and Compliance

Responsible Purchasing is a priority issue for Spherea Group.

In October 2025, the Responsible Procurement and Supplier Relations Charter was signed by Spherea Test & Services

Both organizations share principles of ethics, transparency, and compliance, particularly regarding anti-corruption, respect for human rights, and cybersecurity. Internal policies are harmonized where relevant, while respecting local specificities.



In 2025, Avera continued developing its global privacy and cybersecurity framework under the oversight of its Global Data Protection Officer. Initiatives included updating data-protection guidelines, reviewing employee and candidate privacy policies, strengthening the use of data-processing agreements, implementing a comprehensive Incident Response Plan and integrating formal personal-data-breach procedures. Privacy training was provided to relevant teams, while mandatory multilingual cybersecurity training and simu-

lated phishing exercises addressed risks such as social engineering, malware and ransomware.

Responsible purchasing initiatives included publishing Avera's second Modern Slavery Act Report, completing the deployment of its Supplier Code of Conduct and revising the Code to strengthen protections for vulnerable and migrant workers, labour rights, responsible sourcing and supplier grievance mechanisms. Supplier risk mapping, targeted assessments, contractual requirements and procurement and recruitment training supported these measures. No cases of forced labour, child labour or other human-rights violations were identified through the assessments and internal audit described in the Report.

We also continued to monitor our Whistleblowing and Grievance Policy's effectiveness and accessibility for employees and external stakeholders. Its visibility was reinforced through references in key policies, including the Code of Ethics and Business Conduct, Supplier Code of Conduct and Human Rights Statement, as well as through communications at multiple levels of the organization.



An aerial photograph of a two-lane asphalt road that curves through a dense, dark green forest. A small white vehicle is visible on the road in the upper right quadrant. The image is overlaid with a dark blue gradient.

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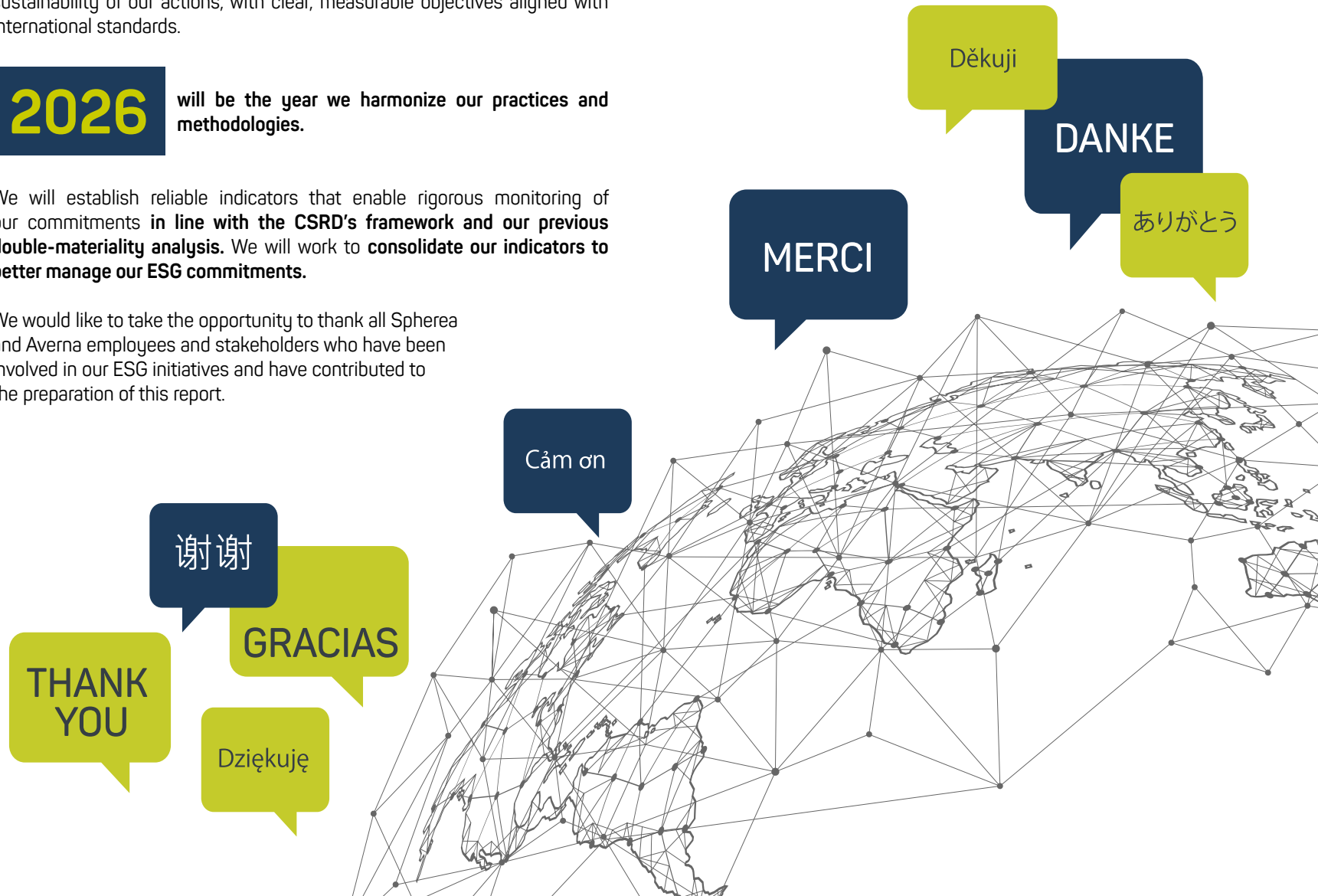
This first joint report demonstrates our shared commitment to making progress in ESG, and fulfilling our role in the transition toward more responsible industrial models. It also reflects our determination to ensure the long-term sustainability of our actions, with clear, measurable objectives aligned with international standards.

2026

will be the year we harmonize our practices and methodologies.

We will establish reliable indicators that enable rigorous monitoring of our commitments **in line with the CSRD's framework and our previous double-materiality analysis**. We will work to **consolidate our indicators to better manage our ESG commitments**.

We would like to take the opportunity to thank all Sphera and Avera employees and stakeholders who have been involved in our ESG initiatives and have contributed to the preparation of this report.



The background of the slide features a dark blue overlay. On the left, there is a faint image of a green plant with several leaves. On the right, there is a faint line and bar chart, suggesting financial or data analysis. The text is prominently displayed in the center-left area.

ANNEX - SUSTAINABILITY ACCOUNTING STANDARDS (SASB)

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Annex - Sustainability Accounting Standards (SASB)

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

Table 1. Sustainability Disclosure Topics & Metrics

Topic	Metric	Category	Unit of Measure	Code	Disclosure Avera		Disclosure Sphera
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	SV-PS-230a.1	Please refer to page 53 of Avera's 2025 Sustainability & Corporate Responsibility Report.		Please refer to page 53 of Sphera's 2024 CSR report. (2024 datas apply for 2025)
Data Security	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	n/a	SV-PS-230a.2			
Data Security	(1) Number of data breaches, (2)) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Quantitative	Number, Percentage (%)	SV-PS-230a.3	No data breaches for the reporting year.		
Workforce Diversity & Engagement	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	Quantitative	Percentage (%)	SV-PS-330a.1	Executive Management	50% of officers ¹ who report directly to the CEO identify as women, while 30% identify as visible minorities.	We identify 22% of women in our Global Executive Committee.
					Non-Executive Management	Not disclosed.	
					All Other Employees	See page 13 of this report.	

¹The term "officers" includes our executive team, as well as our ESG Officer.

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Table 1. Sustainability Disclosure Topics & Metrics

Topic	Metric	Category	Unit of Measure	Code	Disclosure Avera	Disclosure Spherea
Workforce Diversity & Engagement	(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative	Percentage (%)	SV-PS-330a.2	In Fiscal Year 2025, Avera's turnover rate was 13.9% with 4.5% being involuntary terminations, and 9.4% consisting of voluntary resignations.	In Fiscal Year 2025, Spherea's turnover rate was 19% with 11.9% being terminations of permanent contract, and 9.1% consisting of voluntary resignations.
Workforce Diversity & Engagement	Employee engagement as a percentage	Quantitative	Percentage (%)	SV-PS-330a.3	Page 15 of this report.	
Professional Integrity	Description of approach to ensuring professional integrity	Discussion and Analysis	n/a	SV-PS-510a.1	Please refer to page 27 of Avera's 2025 Sustainability & Corporate Responsibility Report.	Please refer to page 52 of Spherea Group 2024 CSR report
Professional Integrity	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Presentation currency	SV-PS-510a.2	No monetary losses for the reporting period.	

Table 2. Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Divulcation	
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract ²	Quantitative	Number	SV-PS-000.A	Page 13 of this report.	
Employee hours worked, percentage billable	Quantitative	Hours, Percentage (%)	SV-PS-000.B	Employee Hours Worked: 714,258.75 hours were worked by our employees in Fiscal Year 2025. Percentage Billable: Not disclosed.	Employee Hours Worked: 1,108,049.89 hours were worked by our employees in Fiscal Year 2025. Percentage Billable: Not disclosed.

²For Fiscal Year 2025.

