

# ESG 2024 HIGHLIGHTS

Striving for socially responsible sustainability



**previan**  
DEFENDING THE FUTURE  
OF CRITICAL ASSETS



## OUR DRIVING FORCE

Deliver  
advanced  
technologies to  
make the world  
a safer, cleaner,  
and more  
productive  
place.



FROM THE OUTSET, SUSTAINABILITY AND SAFEGUARDING THE FUTURE HAS BEEN THE DRIVING FORCE IN OUR JOURNEY TO BECOMING A LEADER IN ADVANCED DIAGNOSTIC TECHNOLOGIES. UNLOCKING A SAFER TOMORROW FOR THE WORLD AND ITS PEOPLE.

Martin Theriault  
Founder & CEO

## COMPANY PROFILE

Headquartered in Québec City, Canada, Previa is a fast-growing, innovative, and private industrial technology group with over 1,800 employees in 28 offices worldwide and operating in more than 110 countries.

Built on a core foundation of ground-breaking Non-Destructive Testing (NDT) technologies, Previa has expanded into a much broader range of cutting-edge inspection and monitoring technologies, as well as advanced data analytics software and services.

### > WHO WE ARE

## BUSINESS UNITS



To maintain our relentless customer focus and entrepreneurial mindset, Previa's business units, Eddyfi Technologies and NDT Global, operate as autonomous platforms. While self-directed, each share a common purpose and DNA: to push the limits of advanced technology to keep the world's infrastructure safe and productive.

### > OUR BUSINESSES

# OUR ESG GOVERNANCE

## BOARD AND BOARD COMMITTEES

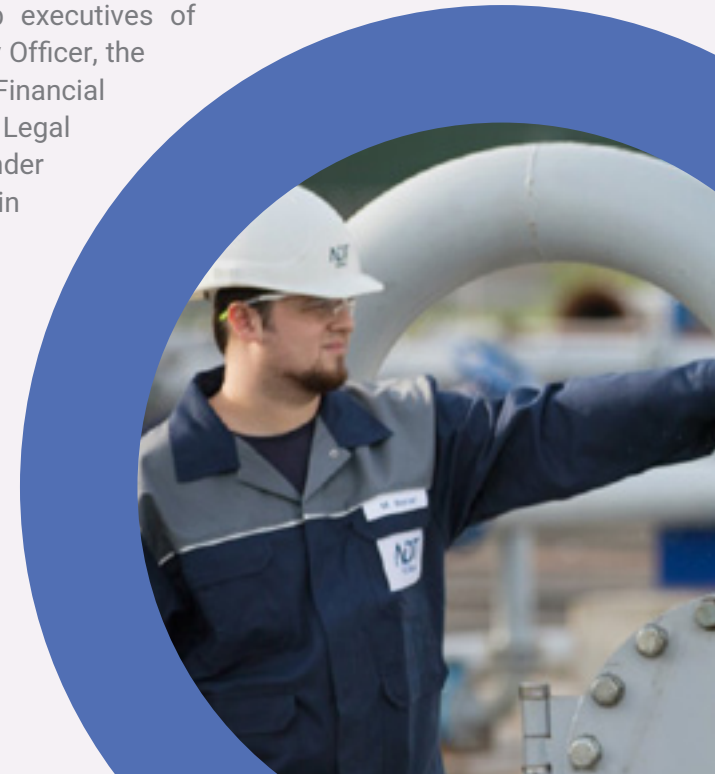
Previa's board of directors is the governing body having full oversight of the ESG strategy.

The Compensation, Nominating, Governance and Sustainability (CNGS) Committee is mandated by the Board to assist in the corporate governance and ESG strategy and processes oversight. The Audit, Finance and Risk Committee must also consider ESG related matters in the affairs under its jurisdiction.

## MANAGEMENT

ESG strategy and prioritization is managed by Previa's CEO with the assistance of top executives of Previa, namely the Chief Strategy Officer, the Chief People Officer, the Chief Financial Officer and the Vice President, Legal Affairs. Each Business Unit, under the leadership of its President, is in charge of implementing strategies and priorities.

Previa's CEO reports directly and regularly to the CNGS Committee, which then reports to the Board on ESG matters.



# MATERIALITY OVERVIEW

## OUR FOCUS AREAS

As Previa continues to grow and evolve, our unwavering commitment to sustainability for the planet, our customers, and our business remains at the forefront. These material priorities reflect what matters most to us and guide our actions.



### PLANET

Our diagnostic technologies ensure the continued health of our customer's infrastructure and critical assets and, as a result, we support their sustainability goals and reduce the risk of potential environmental harm from industries that the world relies on every day.



### PEOPLE

The ability to attract, retain and develop talent is key to executing our strategy. The highly technical nature of our business requires hiring individuals with deep expertise who thrive in an innovative, entrepreneurial, and stimulating workplace and culture.



### COMMUNITY

At Previa, a part of our DNA is to create a positive impact within our communities, whether through our products and technologies or through the engagement of our people.



### GOVERNANCE

Our corporate governance is founded on the pillars of openness, transparency, and integrity. We strive to maintain the best governance standards, while sustaining an innovative and entrepreneurial corporate culture.



### DATA AND CYBERSECURITY

With advanced technology-driven products and services, our business model is highly dependent on the effective management of data and digital systems. We strive to proactively support the management of these risks to our customers.

# PLANET

## PURPOSE

Our purpose is to protect the integrity and productivity of the world's critical assets and infrastructure. We support asset owners in planning more effectively and mitigating potential failures that could impact the environment, their workers, or the community. This also helps prevent premature retirement of infrastructure and the waste it generates.

## 2024

We have continued to monitor our GHG emissions, developing our skills, knowledge and tools to achieve more precise data collection throughout the whole company.



# HIGH- LIGHTS

## BY BUSINESS UNIT

Eddyfi  
Technologies  
**9,859 tCO2e**

NDT Global  
**8,143 tCO2e**

**18,002**  
TONNES CO2e\*

### SCOPE 1

**891**

tCO2e

Direct GHG  
Emissions

### SCOPE 2

**1,806**

tCO2e

Indirect GHG  
Emissions  
IMPORTED

2023



### SCOPE 3

**15,304**

tCO2e

Indirect GHG  
Emissions

TRANSPORTATION  
PRODUCTS & SERVICES  
USED BY PREVIAN  
USE OF PREVIAN  
PRODUCTS

**12,947**  
2021

**18,960**  
2022

**18,002**  
2023

# PEOPLE

## BACKGROUND

Our people are the heartbeat of the company and the reason for our success. We foster a culture of employee empowerment encouraging innovation and collaboration, and an entrepreneurial mindset. To achieve this, it is important to foster diversity and inclusion by bringing together talented individuals with different perspectives, life experiences, skills, and interests.

We invest in our people, providing a comprehensive employee benefit package, hybrid working, and opportunities to purchase company stocks.

Promoting a culture of fairness and mutual respect is key to our success. Additionally, we take our responsibility to provide a safe working environment seriously.

## 2024

Our focus has been on enhancing talent pipeline diversity by increasing the number of women in the pipeline, launching the Ambition Challenge training program, and offering leadership training for female employees. We also prioritized succession planning by supporting emerging leaders and implementing comprehensive development strategies.

To foster inclusivity and work-life balance, we introduced a flexible hours policy where roles allow, alongside a new parental leave program for our US employees.

Additionally, we implemented mandatory training programs focused on anti-corruption practices.



**NUMBER OF  
EMPLOYEES**

Eddyfi Technologies  
**998**

NDT Global  
**869**

**GENDER**

Male **74%**  
Female **26%**

**HOURS OF  
TRAINING**

**44,996**

**ENGAGEMENT  
RATE**

**79%**

## HIGH- LIGHTS

Eddyfi  
Technologies  
**83%**

NDT  
Global  
**76%**

**DISABILITY**  
**3%**

**LGBTQ2+**  
**3%**

**INDIGENOUS**  
**8%**

**Diversity**

'Diversity and inclusion  
are valued within my  
organization'

**96%**  
Eddyfi  
Technologies

**95%**  
NDT Global

# COMMUNITY

## BACKGROUND

Giving back to the community has always been a part of who we are at Previa. It has become part of our DNA to create a positive impact in our communities, whether through our products and technologies or through the engagement of our people. How our teams around the world fully embrace the opportunities to give back is a real sense of pride for us.

## 2024

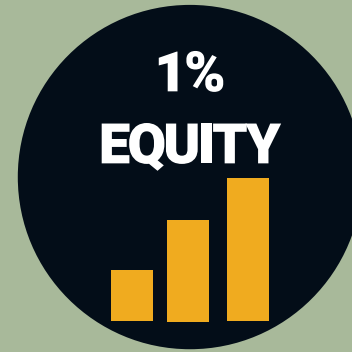
Once again, our offices around the globe, from each Business Unit, took part in September's Community Month. In addition, many of our employees have been taking advantage of the 20 volunteer hours Previa offers, available to use during normal work time.

Our commitment to the global Pledge 1% movement, through our time, equity and profit has continued through the Previa Foundation.



Structuring our community engagement and action through the Pledge 1% to augment the positive impact on local organization and charities.

> PREVIAN FOUNDATION



## HIGH- LIGHTS

MORE THAN

**350**  
volunteer  
employees

**1800**  
hours

**COMM-  
UNITY  
MONTH**

**24**  
Activities

**18**  
Organisations



> OUR COMMITMENT TO INDIGENOUS  
COMMUNITIES

# GOVERNANCE

## OVERVIEW

Our corporate governance ensures legality, best practices, and operational efficiency through clear structure.

Our Board, made up of skilled professionals with diverse perspectives, oversees the management of our business and heads our business and strategic planning.

The Board has mandated two dedicated committees to enhance oversight and decision making. The Audit, Finance & Risk Committee ensures financial integrity and compliance, while the Compensation, Nominating Governance and Sustainability Committee (CNGS) oversees critical aspects of corporate governance, ESG strategy and succession planning.

While our company drives on a culture of entrepreneurship and autonomy, we aim to implement a strong management framework that incorporates clear corporate guidelines, policies, standards and controls for all to follow, starting with our Code of Conduct and Ethics. We have also implemented a whistleblower platform through which complaints regarding inappropriate or illegal conducts can be reported anonymously, the oversight of which is under the Chair of the CNGS Committee.

## 2024

We have continued to enhance our policies and frameworks in key areas such as supplier conduct, protection of personal data and sanctions and export controls. In addition, we have issued our first report under the Modern Slavery Act (Canada) and produced our Environmental, Social, Governance & Sustainability Policy - [view here](#).



### NO. OF BOARD MEMBERS BY SKILL / EXPERTISE

Executive Leadership	6
Global Business Expertise	6
Financial Literacy	6
Financial Expertise (CPA or CFA)	2
Product / Brand Development	3
Strategy / M&A	6
Tech Industry	3
HR / Compensation	3
Risk / Cybersecurity	3
ESG	2
<b>Total No. Board Members</b>	<b>6</b>

### > ESG GOVERNANCE

## HIGH-LIGHTS

**FEMALE BOARD MEMBERS**

**50%**

**5**  
out of 6

**INDEPENDENT BOARD MEMBERS**



# DATA & CYBER SECURITY

## OVERVIEW

At Previa data privacy and cybersecurity are top priorities. To ensure we safeguard the confidentiality, integrity, and availability of our information systems and data, we employ a comprehensive, multi-layered cybersecurity management program.

## 2024

Strengthening our safeguards has been a priority this year. As scams grow more sophisticated, we've adapted our phishing awareness campaigns and provided targeted security training for employees who didn't pass our phishing tests.

Additionally, we introduced mandatory training on the protection of personal information.

From a data perspective, we've optimized storage, thereby helping to minimize our digital footprint and enhance data protection. To support these efforts, we have implemented an offline, on-premises backup strategy.



Implementation of  
**New Personal  
Data Protection  
Framework**

**10%**

## HIGH- LIGHTS

**CLOUD-BASED  
STORAGE  
OPTIMIZED**

### **SECURITY AWARENESS CAMPAIGNS**

Phishing tests for all  
employees

**4**

**OPTIMIZED  
DATA STORAGE**

Backup systems  
streamlined and  
unnecessary files  
removed

**10%**



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