ESG Report 2025

About this report

This annual report details FLO's[1] corporate initiatives and approach to environmental, social and governance (ESG) topics undertaken during the reporting period (April 1, 2024 – March 31, 2025), or fiscal year 2025 (FY 2025), unless otherwise stated. Our intended audience for this report is our employees, customers, investors, stakeholders, and the communities in which we operate.
All currency is reported in Canadian dollars.

The operational energy use and greenhouse gas emission (GHG) data in this report and other performance data have not been externally verified.

The content of this report has been informed by the Sustainability Accounting Standards Board (SASB) Industrial Machinery & Goods and Electrical & Electronic Equipment Standards.
Please see the Appendix for detailed information.

Throughout this report, references to "we," "our," "us," or similar terms refer to FLO.

We welcome questions or feedback on our report. Please contact us by email at media@flo.com.

For more information about ESG at FLO, please visit our website.

1. FLO's registered corporate name is AddÉnergie Technologies Inc. d/b/a FLO.

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Introduction

About FLO

Our mission

At FLO, our mission is to help overcome climate change and accelerate the adoption of electric vehicles by offering the best EV charging experience.

We are committed to EV charging done right.

We are guided by six core values:

C	H	A	R	G	E
Collaborative	**Humble**	**Adventurous**	**Responsible for Change**	**Genuinely Caring**	**Excellence Driven**
We are ALL united to face the climate change challenge	We rise by lifting others up	We experiment, learn and adapt quickly	We dare to be a change driver	We look out for the planet as we look out for each other	We create remarkable experiences

About FLO

What we offer

Founded in 2009 and headquartered in Quebec City, FLO provides a comprehensive line-up of EV charging stations across North America. Our chargers offer vertically integrated hardware, software and service, providing a streamlined charging experience catered to the needs of drivers. We provide turnkey solutions for property managers, business owners, employers and municipal administrators who want to deliver EV charging services to their customers, tenants and employees.

Our comprehensive portfolio of EV charging solutions is designed to offer the best charging experience to our users whether they are at home, at work or on the go.

Level 2 chargers

Level 3 chargers

FLO Home®

(12 & 19.2kW)

Residential smart charger with mobile app connectivity.

CoRe+™ Series

(7.2 & 19.2kW)

Ideal for workplace mixed-use residential and fleets with up to 2.7x more power than a typical L2 charger.

SmartTWO™

(7.2kW)

Reliable and modular design optimized for easy installation and maintenance.

SmartTWO BSR™

(7.2kW)

Heavy duty charger ideal for urban deployment.

SmartDC™

(50 & 100kW)

All-in-one fast charging design that's easy to deploy and maintain.

FLO Ultra™

(320kW)

The ultimate fast charging experience for every EV driver.

Our story

FLO has been a pioneer in EV Charging since 2009.

2009


Founded in Quebec City, Quebec as AddÉnergie

2011

Sold first charging station

2012


Named the official supplier of Electric Circuit

2014

Opened assembly plant in Shawinigan, Quebec and sold first fast charging station

2015

Installed first curbside charging station in Montréal, Quebec

2015


Installed 1,000th charging station

2016


Installed 5,000th charging station

2017


Entered partnership with Green Mountain Power in Vermont

2018


Sold 200th fast charging station

2018

Launched curbside project in Los Angeles, California

2019


Launched BC Hydro Power Smart Network in British Columbia

2020


Launched Electrada partnership in the mid-west United States

2020

Launched of New York City curbside project

2021


Entered partnership with General Motors Ultium

2021


Installed 50,000th charging station and 1,000th fast charging station

2022


Installed 80,000th charging station

2022

Opening of a new plant in Auburn Hills

2023

Introduced FLO Ultra™ fast charging station

2023


Sold 100,000th charging station

2024

Celebrated 15-year anniversary

2025

Launched the new FLO Home X Series

FLO overview

100,000+
public charging locations in **North America**[1]

135,000+
public and/or private chargers sold

680,000+
members

2 million+
charging sessions per month

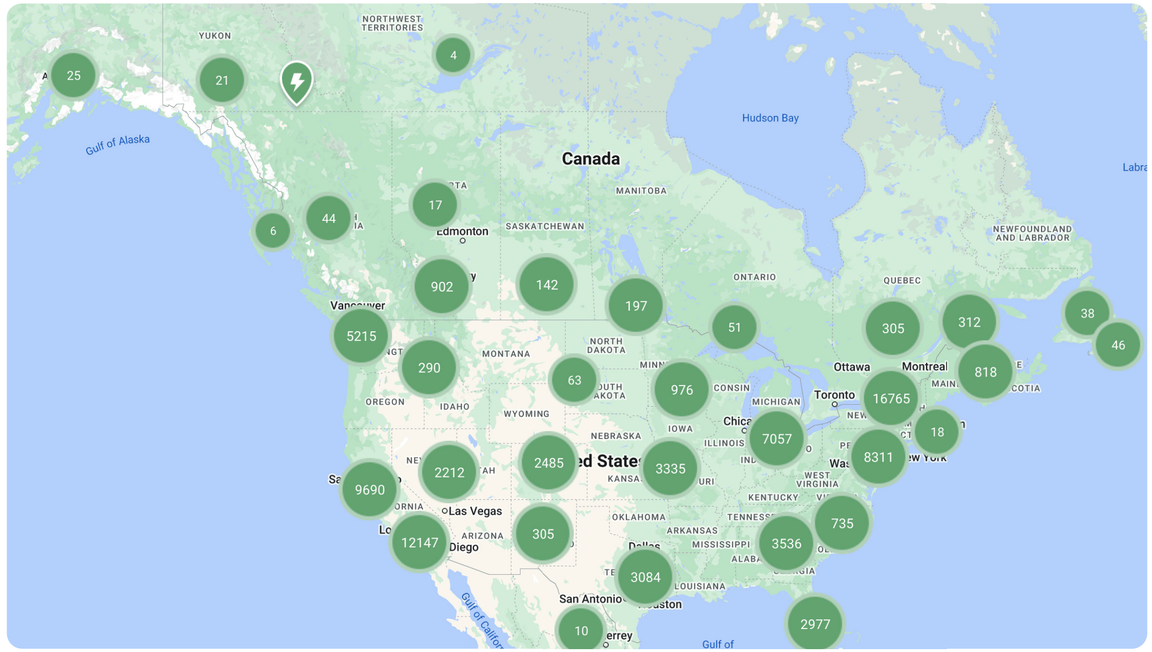
Headquarters in
Quebec City
with 2 additional offices in **Montréal** and **British Columbia**

Assembly plants
in **Shawinigan** and **Auburn Hills**

Our network

We have established roaming agreements to expand our network and allow FLO members to access all stations on Shell Recharge, Electric Circuit, eCharge Network, BC Hydro EV and ChargePoint.

Figure 1: Charging stations available to FLO members through FLO network and roaming agreements



1. Through roaming agreements, FLO members can access public stations on Shell Recharge, Electric Circuit, eCharge Network, BC Hydro EV and ChargePoint networks.

2025 highlights

Sold our
135,000th
charging station

Achieved major cybersecurity
SOC 2 Type 2
certification

Reduced our
CO_2 emissions by 12%

Won a 2024
Good Design® Award
with the FLO Ultra fast charger recognized as one of the year's 'Best of the Best' in transportation design

40+
employees volunteered over 300 hours

Secured a
$136M financing
to continue the expansion of FLO North American charging network and roll out key new products

ESG policy

Introduction

At FLO, our mission is to help overcome climate change and accelerate the adoption of electric vehicles by offering the best EV charging experience.
We understand the critical importance of widespread, accessible EV charging infrastructure in the movement to electrify the transportation sector and move towards a low-carbon economy.

As one of the largest North American EV charging networks, we recognize the importance of advancing our environmental, social and governance journey.
To do so, we aim to manage ESG effectively within our company by embedding environmental stewardship, accessibility and sound governance practices in our business activities, and charging network. We understand that engaging in responsible business management practices is necessary to ensure FLO's long-term sustainability and growth.
We firmly believe that upholding robust ESG practices will create long-term value for our customers, employees and the communities in which we operate.

Vision

We aspire to be a leading network operator and an industry leader in smart EV charging solutions by redefining what characterizes the best, most reliable and inclusive charging experience – both in terms of the size of our network and the physical design of our charging stations. We believe that when we design with accessibility and user friendliness in mind, we design better for everyone.

We also aim to accelerate the adoption of EVs, a critical step toward decarbonizing the transportation sector and reaching a net-zero economy by 2050. This means expanding our network, while simultaneously reducing the environmental impact of our operations.

At FLO, ESG is a transformation in mindset. This means we call on all our stakeholders to continually engage in how we integrate ESG into the way we operate. Our ultimate vision is to make each day better than the one before for EV drivers, as well as our customers, employees, and the communities in which we operate.

ESG policy

ESG commitments

We strive to integrate ESG into our operations to ensure we are driving positive changes every day.

We commit to:

Environmental

- Operational GHG emissions – reduce greenhouse gas emissions across our operations.
- Network GHG emissions – evaluate the carbon intensity of our network and prioritize renewable or low-carbon energy sources where we have control over energy use.
- Product lifecycle – responsibly manage product lifecycle by designing reliable, robust products that last to limit product decommissioning/ disposal, reduce resource consumption and enable re-use and recycling.
- Waste management – reduce waste generation and increase recycling within our manufacturing and corporate operations.
- Biodiversity and nature – responsibly manage the impact of construction and development projects on fauna and flora.

Social

- Customer health and safety – protect our customers by designing reliable products with safety features that satisfy the most stringent health and safety requirements.
- Employee health and safety – maintain a work environment that prioritizes the health and safety of all employees and contractors.
- Justice, equity, diversity and inclusion (JEDI) – create an inclusive workplace culture that fosters and embraces diverse perspectives, opinions and experiences, and encourages employees to bring their whole selves to work.
- Giving back – support local communities by engaging in volunteering and participating in other philanthropic activities.
- Accessibility – design our products with accessibility at the forefront by removing barriers and accommodating groups traditionally excluded to deliver the best charging experience to all our users.
- Supplier responsibility – assess the ESG performance of our major vendors, when possible, and align with our business needs; where practical, seek to consider vendors that are minority-owned, diverse and local to our operations.

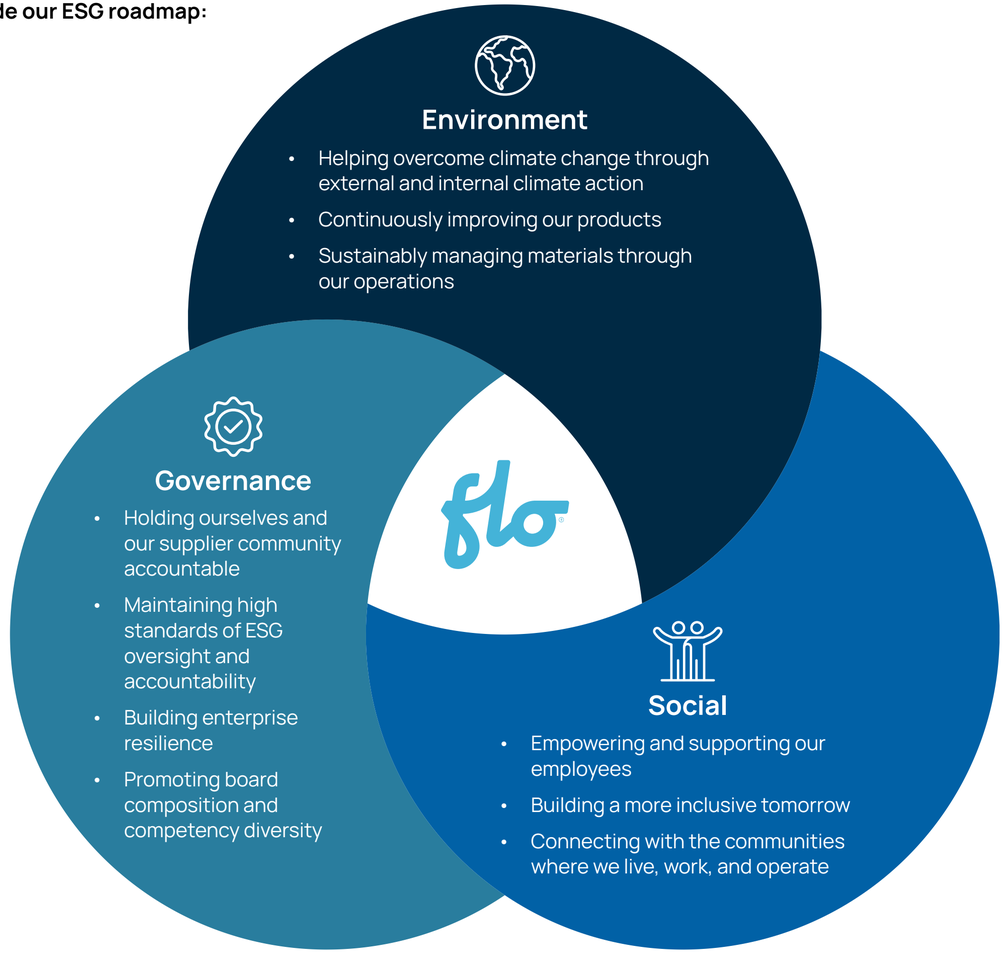
Governance

- Board composition and competencies – foster a diverse board with strong ESG competencies, consistent with JEDI principles.
- ESG oversight and accountability – set clear objectives and accountability for ESG across our corporate operations; regularly monitor ESG performance and progress towards ESG goals.
- Business ethics – maintain high ethical standards within and outside of the workplace by championing honesty, professional responsibility and compliance with FLO's standards.
- Data privacy and cybersecurity – maintain secure systems to protect the data of our employees, customers and other stakeholders from cyber threats.
- Advocacy – engage with policymakers to develop policies and programs that accelerate the electrification of the transportation sector and advocate for electricity grid decarbonization.
- Enterprise resilience – strengthen our organization by integrating ESG principles into risk management, policies, and overall governance.

ESG roadmap

As part of our commitment to ESG, we have developed a comprehensive roadmap that involves key stakeholders and our teams in executing actions to drive progress. These actions are guided by specific pillars, which are aligned with the commitments of our ESG Policy, ensuring our efforts are consistently integrated.

Here are the pillars that guide our ESG roadmap:



Environment

Operations: facility energy use and GHG emissions

Our approach

Energy is a critical input required to operate our business and assembly processes. Given our mission to help overcome climate change, we believe it is important to understand the environmental impact of our operations. We are committed to tracking and monitoring the energy performance of our corporate operations and assembly plants to ensure efficient resource management. By developing a clear picture of our energy usage, we manage our greenhouse gas (GHG) emissions and assess opportunities to reduce the GHG intensity of our operations.

Actions

In FY 2025, we calculated our GHG emissions from scope 1, or direct emissions from our operations, and scope 2, or indirect emissions from purchasing electricity, for our head office, fleet, assembly plants, and the majority of our warehouses and distribution centers. In doing so, we improved the coverage, quality and accuracy of our data to provide better visibility into our ongoing performance. We have also added new FLO-branded Mercedes eSprinter service vans to our fleet.

We emitted 275.86 tonnes of CO2 (tonnes of carbon dioxide equivalent) in FY 2025[1], representing a reduction of 12% compared to FY 2024. The majority of our emissions are from electricity consumption at our facilities, and the remaining emissions are attributable to facility natural gas consumption from our service vehicle fleet. A majority of our operations in Canada are located in provinces with low-carbon energy, including Quebec, British Columbia, and Ontario.

Figure 2.1 Energy Consumption - Total Energy Use

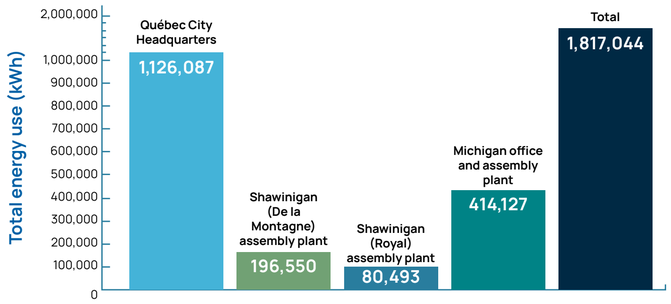
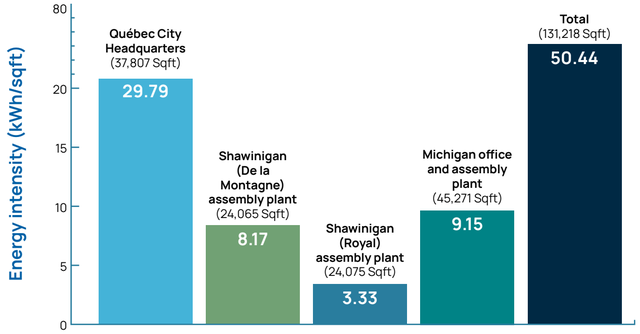


Figure 2.2 Energy Consumption – Energy Intensity

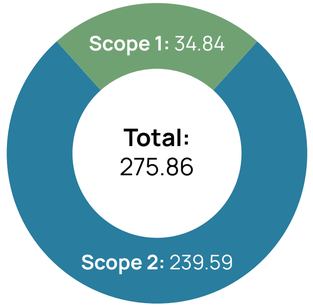


1. Select facilities have been excluded from the inventory in cases where estimations could not be made using our estimation methodology.

Note: The energy consumption above represents 100% of our FY 2025 charger production

Operations: facility energy use and GHG emissions

Figure 2.3 Total GHG emissions (tCO2e)



Why did our emissions decrease?

Last year, we emitted 314.01 tonnes of CO_2[1]. The decrease in our emissions to 275.86 tonnes in FY 2025 is due to two key factors:

1. The consolidation of our assembly operations into a single facility in Shawinigan.
2. The acceleration of the FLO Ultra assembly line, which generates significant heat and has considerably reduced the need for gas heating in the plant. .

Forward-looking plans

We plan to continue to collect energy use data from all our corporate operations, fleet, assembly plants and distribution centers. To enhance our oversight and monitoring, we will refine our data collection processes and improve our analysis of utility data throughout the year. This will enable us to assess opportunities to reduce our emissions and improve energy efficiency, where possible.

Operations: network GHG emissions

Our approach

In FY 2025, FLO enabled nearly 20 million charging sessions, thanks to over 135,000 reliable EV charging stations deployed in public, private and residential locations. We understand that the energy source of the electricity grid that supplies our chargers has a significant impact on the carbon intensity of our charging network. We seek to evaluate the carbon intensity of our network and prioritize renewable or low-carbon energy sources where we have operational control over energy use.

Actions

While we do not have visibility into the energy sources supplied to all chargers in our network, we do track the number of total charging sessions and the amount of energy transferred on connected (networked) charging stations. In FY 2025, we maintained our approach to calculating network GHG emissions associated with our chargers, leveraging the formula developed in FY 2024 in collaboration with our governance team. This included applying standardized concepts and terms, refining data sets as needed, and ensuring consistency in how we assess the interaction of our chargers with different emissions scopes.

Performance

In FY 2025, our network provided nearly 20 million charging sessions lasting on average 3.14 hours amounting to 370,072 megawatt-hours of energy transferred.

19,988,437
Total charging sessions

370,072
Energy transferred (MWh)

3.14
Average charge time (hours)

Methodology

We have data for all our connected charging stations; however not all residential chargers are connected, making estimation more complicated. We use the following methodology for FLO Home™ G5 and X series charging stations (including the FLO Home X5):

G5

0.70 x cumulative number of G5 sold x % of active X series chargers in the reference month

Where:

- 0.70 represents the utilization rate of our sold chargers that we believe is reasonable to use for calculation purposes.
- The cumulative number of G5s sold represents the cumulative sum of G5s sold since 2010.
- % of active X series chargers in the reporting month means the X series connected chargers that did +1 session in the month.

X series

0.70 x cumulative number of X series sold x % of X series chargers active in the reporting month

Where:

- 0.70 represents the utilization rate of our sold chargers that we believe is reasonable to use for calculation purposes.
- The cumulative number of X series sold represents the cumulative sum of X series sold since 2010.
- % of active X series chargers in the reference month means the connected X series chargers that did +1 session in the month.

Operations: network GHG emissions

Spotlight: powering up Boston

This curbside charging project in Boston will deploy up to 120 FLO CoRe+ MAX Level 2 chargers across 30 sites in the city. The project prioritizes historically underserved and environmental justice communities, supporting Boston's goal of ensuring every resident lives within a 5-minute walk of an EV charging station. Better Together Brain Trust, a Black, woman-owned business, was selected by the city of Boston to install and maintain these city-owned stations. This initiative is also designed to improve access to EV charging infrastructure, particularly for urban residents with limited home charging options.

To learn more about this project: Powering Up Boston I FLO

Spotlight

FLO's NYC curbside charging program recognized with E-Mobility award

FLO received the Outstanding Demo Partnership award at the 2024 E-Mobility Awards hosted by Consolidated Edison (Con Ed), recognizing its contribution to New York City's public curbside charging program. In partnership with the NYC Department of Transportation and Con Ed, FLO installed, monitors, and maintains 120 Level 2 charging stations across all five boroughs. The project focuses on increasing access to reliable public charging infrastructure in dense urban areas, with chargers now used almost 16 hours a day and an uptime of over 99%.

Since launching in 2022, the program's utilization rate has more than doubled, reaching nearly 64% in 2024. As New York City works toward its 2050 carbon neutrality goal, with an expected 400,000 EVs on the road by 2030, this program stands as a model of scalable, high-performance urban charging. FLO's recognition by Con Ed underscores the program's success in meeting real-world needs and supporting the city's broader electrification strategy.

For more information, visit: Curbside EV Charging Makes it in New York

Forward-looking plans

In FY 2026, we will continue to track and estimate the number of charging sessions, as well as the amount of energy transferred across our network. Additionally, we intend to expand our measurements to include the base load energy use and GHG emissions associated with the chargers. We will also continue to engage with our partners and utilities to advocate for electricity grid decarbonization.

Products: energy use

Our approach

We take pride in the performance of our products and prioritize energy efficiency in the design and development of all our EV charging solutions. This includes limiting energy losses by designing our products to operate efficiently, which provides cost and energy savings to our users while reducing the GHG emissions associated with our chargers. To continually improve our designs, we invest in research and development, as well as training our employees.

Actions

Our DC fast chargers and several of our Level 2 EV chargers are ENERGY STAR certified, including the new FLO Home™ X Series, FLO Ultra™ and FLO CoRe+™ chargers.

We also actively participate in the development of ENERGY STAR standards. The ENERGY STAR certification is the internationally recognized and trusted mark of high efficiency granted to efficient and environmentally friendly devices, helping consumers make informed decisions in lowering GHG emissions. To achieve the certification, our chargers have demonstrated that they use 40% less energy than a standard EV charger in standby mode.

EV chargers go into standby mode when they are not connected to a vehicle or when they are connected to a vehicle but are not charging. The achievement of the ENERGY STAR certification and our participation in standards development demonstrates our commitment to providing an energy-efficient charging solution for our users.

FLO generates over 93% of our revenue from energy-efficient products.

Forward-looking plans

We are committed to the continued design, development and delivery of energy efficient products that reflect the evolving needs of our customers. This includes considering ways to extend their life and responsible ways to limit waste and promote recyclability at end-of-life.

Products: waste management

Our approach

At FLO, we are committed to reducing the waste generated by our assembly and corporate operations. We believe effective waste management is necessary for improving the sustainability of our operations and limiting our impact on the environment. We are focused on improving our waste management by limiting the waste we generate and increasing the recycling rate within our assembly and corporate operations.

Actions

We recognize the importance of waste reduction and recycling. We strive to responsibly manage and reduce the waste we produce through our assembly and corporate operations. For example, we have implemented a cloud-based, paperless approach at our corporate offices to limit the generation of paper waste. We are also taking steps to understand both upstream and downstream waste impacts when applying responsible waste management practices in our assembly operations.

In FY 2025, we made the following progress:

- Recycled shredded documents from our engineering department.
- Recycled 37,112 lbs of metal between July 2024 and January 2025.
- Added new FLO-branded Mercedes eSprinter service vans to our fleet.
- Continued to support our sustainability efforts with the collection and recycling of copper wire and PCB material.

Forward-looking plans

In FY 2026, we plan to continue to develop processes and practices to improve our waste management. We plan to continue engaging employees across departments in new initiatives that encourage more sustainable waste practices at every level of the organization.

Social

Customers: accessibility and equity

Our approach

We aspire to design chargers that are accessible to all drivers. We understand that not all EV drivers have access to home chargers. To promote equitable access to our charging network and democratize EV charging, we are building a geographically accessible charging network across North America.

We also aim to make our chargers physically accessible to all drivers, including people with disabilities or accessibility differences. All of our current chargers are designed to comply with the Americans with Disabilities Act (ADA) Standards for Accessible Design, and our future product line-up will also be designed to be ADA compliant.

Actions

As part of our commitment to making EV charging accessible to all, we worked with AlterGo Expertise to conduct an assessment of our FLO Ultra™ charger. This collaboration provided valuable insights into how we can further improve the usability of our charging stations for all users, including those with disabilities. We remain dedicated to building an inclusive EV charging network that supports equitable access for everyone.

Below are our current products designed using the ADA Standards:

- FLO Home®
- SmartDC™
- CoRe+™
- CoRe+ MAX™
- SmartTWO™ wall mount
- SmartTWO-BSR™
- FLO Ultra™

Feature

Expanding Access to Fast Charging in Rural B.C.

FLO is partnering with Federated Co-operatives Limited (FCL) to deploy 41 100kW fast chargers at 23 Co-op retail locations across British Columbia. This initiative will establish a highway charging corridor that improves EV charging accessibility in both urban and rural communities. By increasing access to fast, reliable charging—particularly in underserved areas—this project supports equity in the EV transition and advances B.C.'s goal of reaching 100% zero-emission vehicle adoption by 2035.

To learn more, visit: fast charging corridor across B.C.

Forward-looking plans

As we continue to roll out chargers and our clients continue deploying public destination and curbside charging ports in Canada and the U.S., we plan to continue to support equitable access in the geographic composition of our network.
As new standards emerge for physical accessibility of charging stations, we are considering ways of incorporating equitable design features into our chargers and charging sites.

Customers: safety

Our approach

We design our chargers with the utmost reliability and customer safety in mind and ensure that our products comply with stringent health and safety regulations. We also monitor the regulatory landscape to ensure we adhere to the standards, licenses, and certifications necessary to manufacture and sell EV chargers in Canada and the United States.

Actions

0
Safety recalls
Two preventive corrective actions were taken by FLO, with no reported injuries.

0
Fines for non-compliance with safety regulations

Designed for public locations, our SmartTWO-BSR™ charger contains a patented door-locking mechanism that protects the connector – the most important part of the charging station. The panel opens to allow connector access with user authentication and must be returned to end each charging session. This security feature brings additional durability to the unit.

All our products meet the applicable safety standards for Canada and the USA.

- Our FLO Home®, CoRe+™, SmartTWO™, and SmartTWO-BSR™ chargers are certified by CSA, a global leader in standards development, testing, inspection and certification.
- Our FLO Home®, SmartDC™ and CoRe+ MAX™ chargers are UL-certified, a global safety certification company based in the U.S.
- Our FLO Ultra™ charger is certified by TÜV, a globally recognized organization specializing in testing, inspection, and certification services.

FLO EZLift™ system

Fast-charging cables can weigh more than 25 pounds, making them difficult and clumsy to maneuver. The FLO Ultra™ charger - a new 320 kW fast charger being deployed in Spring 2024 - has been designed with the FLO EZLift™ system, a patent-pending, motorized cable management system that uses smart sensors to automatically retract and return the cable to the charging station once the vehicle has finished charging.

The FLO EZLift™ system, housed in the DC fast charger's sealed canopies, significantly reduces the force needed to pull the cable to the car to begin charging. During charging, FLO EZLift™ system locks into place, reducing stress on the car's charging port and reducing the risk of any damaging contact with the vehicle. Once the charging is finished, smart sensors automatically retract and return the cable to the charging station. This prevents the charging cable from lying on the ground, becoming a trip hazard or being run over by other cars.

Forward-looking plans

We plan to continue to comply with health and safety regulations and monitor the regulatory landscape. We plan to also continue to design products that comply with stringent health and safety regulations and consider the diverse perspectives and needs of our customers.

Supplier responsibility

Our approach

We believe that a strong commitment to ethical supply chains starts with strong leadership in manufacturing, procurement, and logistics. This means assessing and monitoring the ESG performance of our suppliers and, where appropriate, sourcing materials locally from recycled sources.

Actions

In FY 2025, we made the following progress on supplier responsibility initiatives:

- Released our Supplier Code of Conduct and shared it with key international suppliers.
- Developed an ESG assessment questionnaire.
- Released our Human Rights Policy and Procurement Policy.
- Provided training to procurement teams on identifying risks of forced labour in supply chains.
- Released our second report on efforts to prevent forced labour and child labour.
- Continued to build strong relationships with domestic and regional suppliers.
- Continued the integration of a formal supplier screening process into our Procurement Policy to assess risks prior to onboarding and embedded these results into FLO's broader enterprise risk assessment.

Forward-looking plans

In FY 2026, we aim to continue strengthening our commitment to ethical supply chains by expanding the rollout of the ESG assessment questionnaire to our high-risk and strategic suppliers. We also plan to actively monitor supplier compliance with the Supplier Code of Conduct through targeted follow-ups.

Employees: health and safety

Our approach

We believe that upholding the health and safety of our employees is a fundamental social responsibility. A large part of our operations is comprised of assembling products. We are committed to ensuring the health and safety of all employees at our assembly plants and aim to keep our incident rates as low as possible, and maintain our rate of zero fatalities.

This requires codifying our health and safety procedures and abiding by stringent standards. Our Occupational Health and Safety Policy (OHS) aims to institutionalize a commitment to proactively prevent accidents, injuries, and illnesses. It outlines the responsibilities of our staff in maintaining a safe and healthy work environment.

Actions

In FY 2025, we carried out the following initiatives:

- Launched a mandatory health and safety training campaign for all employees.
- Identified psychosocial risks related to work through the Pulse survey and the engagement survey.
- Provided electrical safety training in Shawinigan and added arc flash PPE to protect our employees when working on energized chargers.
- Ordered winter kits for outdoor assembly employees.
- Completed the 5S + Safety initiative in February.
- Completed Unifirst CPR and AED training in February.
- Installed two new cameras following a first-quarter safety walkthrough that identified building perimeter blind spots.
- The Health and Safety Committee met regularly and made meeting reports accessible for employees to reference.

Total recordable incident rate: 5.96

Fatality rate: 0

To support employee health, we offer flexible working arrangements as we recognize that our employees can continue to perform and collaborate effectively while working outside the office or on an alternative schedule. Eligible employees can take advantage of the following arrangements:

- Hybrid work – We understand that some remote capable employees can continue to perform and collaborate effectively while working from their preferred location, particularly when we provide them with the tools and resources needed to succeed. Our Telework Policy aims to provide remote-capable employees flexibility, promote work-life balance and outline the terms of telework.
- Flex Fridays – From May to August, we allow certain employees to extend their work hours from Monday to Thursday so that they can finish earlier on Friday.

We also respect our employees' right to disconnect. Employees are not expected to be connected, work or respond to emails outside of their working hours. Those who wish to work evenings or weekends to balance personal obligations are also provided with the flexibility to do so.

Forward-looking plans

Going forward, we plan to continue to follow our health and safety practices and policies with the goal of keeping our total recordable incident rate as low as possible and our fatality rate at 0. We also plan to empower managers to maintain our preventative safety culture by providing appropriate coaching and training.

Employees: employee engagement

Our approach

We strive to create purposeful and fulfilling careers for our employees. In line with our corporate value of "Genuinely caring," we are continually working toward creating an environment that welcomes, supports, and empowers our employees. To institutionalize this value, we created an employee engagement program known as FLOexperience. We believe that by investing in the well-being and professional development of our staff, we create a productive workplace that is conducive to growth. We have grouped the different resources available, initiatives and key moments of our employee experience under 5 fundamental pillars that form the FLOExperience employee program:

Actions

In FY 2025, we carried out the following initiatives:

- Launched our Buddy linguistic program, an initiative that allows employees to enhance their language skills through peer-to-peer support.
- Launched FLOdev for managers, a codevelopment initiative aimed at boosting managerial skills through knowledge sharing and leadership experiences.
- Collectively received more than 1,265 hours of training in a variety of areas.
- Organized a variety of FLOrida social club activities, from pool and ping pong tournaments to skiing in Stoneham and night sledding and ice skating in Shawinigan.
- Hosted several voluntary social events, including an office BBQ, a maple syrup tasting, a Halloween costume contest, and an ugly holiday sweater day.
- Introduced Perkopolis, an employee perks platform offering exclusive discounts on products and services ranging from travel and events to everyday purchases.
- Highlighted Mental Health Week and continued to provide access to a telemedicine provider and the Employee and Family Assistance Program (EFAP), offering services such as stress management and marital counselling.
- Administered our annual employee engagement survey to gather feedback on job satisfaction, improvement opportunities, and the overall workplace experience at FLO.
- Invited employees to participate in a workplace health challenge with Défi Entreprises, which rewards the company that accumulates the highest number of minutes of physical activity per participant.
- Participated in the 1,2,TREE,GO! challenge, an environmental initiative organized by Propulsion and Tree Canada, where employee physical activity (walking, running, cycling) contributed to tree planting.
- Recognized Earth Day by encouraging employees to take part in a neighborhood clean-up.
- Continued to welcome new employees from abroad and supported their integration into both the workplace and life in Quebec through activities led by the Culture ClubContinued to welcome new employees from abroad and support their integration into the workplace and living in Quebec through activities facilitated by the Culture Club.

Forward-looking plans

In FY 2026, we plan to focus on sustaining our FLOexperience program to ensure it remains aligned with employee needs. We also plan to foster stronger cross-team collaboration and continue our stay interviews, which provide a clearer picture of what our people expect and value most.

Employees: volunteering

Our approach

We are proud to have employees who support the decarbonization of the transportation sector – both in Canada and the United States. We believe we have a responsibility to invest in and give back to the communities in which we operate. In addition to this, we seek ways to engage with our local community.

Actions

To encourage community involvement, FLO offers employees the opportunity to participate in one paid volunteer day per year in their community. During the "Connect with the Community" day, they can help a non-profit organization of their choice by participating in a volunteer activity.

In December, we invited employees to bring non-perishable food items to our offices and plants, which were donated to local organizations. In Canada, employees had the option to contribute monetarily—these donations helped prepare lunch boxes for community fridges in Quebec City, as part of FLO's Connect with the Community program.

We also encouraged all employees to volunteer at an organization in the community. The call to action was hugely successful and resulted in a significant increase in the number of employees who took advantage of the "Connect with the Community" day. Employees volunteered with several organizations that require support preparing for the holidays including Avant tout les enfants and the Auburn Hills Community Center,as well as other local charities and organizations of their choice.

40 of FLO employees used "Connect with the Community'' and volunteered their time in FY 25

307 hours volunteered through "Connect with the Community" in FY 25

As part of our commitment to sustainability, FLO also supported tree planting initiatives through two recent efforts:

- In FY25, we supported One Tree Planted with a donation of $30,000 in support of their global restoration programs. In addition, this donation supported the planting of 20,000 trees in the Ontario 2023 – Healthy Forests Restoration Program.
- 200 additional trees were planted thanks to our employees' participation in the 1, 2, Tree, GO! challenge and a donation from FLO.
- We donated two CoRe+ Level 2 chargers to Make-A-Wish® Connecticut. The chargers were installed at the Make-A-Wish Connecticut Wishing Place in Trumbull and will be used by families, donors and staff visiting the facility.

Forward-looking plans

We will continue offering volunteering opportunities and encourage strong participation rates across our employees

Governance

Board composition and competencies

Our approach

FLO is led by the President and Chief Executive Officer and overseen by the Board of Directors. Our Board consists of members with diverse experiences in fast-growing tech companies and green industries with a deep understanding of the Canadian and U.S. market. As we advance on our ESG and JEDI initiatives, we seek to continue integrating diversity considerations and ESG competencies into the composition and training of our Board.

Actions

Board composition as of March 31, 2025:

33% **of Directors identify as women (3/9)**

56% **of Directors are independent* (5/9)**

*Independent means that the Director does not have a material relationship with FLO or its management

We recognize the importance of a Board composed of skilled and knowledgeable Directors with diverse backgrounds, perspectives, and experiences. To learn more about the Board, visit here: Leadership I FLO

Tom Werner
Business Advisor & Former CEO, SunPower

Louis Tremblay
President & CEO, FLO

Renée Bergeron
Chief Operating Officer, AppDirect

Erik Brien-Wright
Partner, Export Development Canada

Richard Cherney
Senior Partner, Davies Ward Phillips & Vineberg LLP

Cassie Bowe
Partner, Energy Impact Partners (EIP)

Dany St-Pierre
President, Cleantech Expansion

Philippe Bonin
Chief Financial Officer, Talent.com

Pierre Nelis
Chief Operating Officer, Inno-Centre

Business ethics

Our approach

We are committed to upholding a high ethical standard within and outside of the workplace. We do so by prioritizing honesty, professional responsibility, and compliance with FLO's values and standards.

Actions

We have built a culture of integrity, trust and respect among our Board, Executive Leadership Team and employees. Our Code of Ethics is signed annually by all staff. As such, all FLO employees are expected to uphold our ethical standards and company values, and to report any infractions to management.

In FY 2025, we made the following progress:

- We adopted a Procurement Policy and a Human Rights Policy to strengthen our commitment to ethical sourcing and responsible business practices.
- We also released our Employee Privacy Policy to comply with Canadian privacy laws and ensure transparency around how we handle employee personal information.
- We updated our Preventing Psychological or Sexual Harassment and Violence in the Workplace Policy to improve clarity around key rules and adjust roles and responsibilities.

Forward-looking plans

In FY 2026, we will continue to embed the new practices in our Code of Ethics and respond to any whistleblowing activities in accordance with the applicable policy to ensure we continue to uphold our values and operate with the utmost integrity.

Data privacy, cybersecurity and information security

Our approach

At FLO, we maintain an unwavering commitment to stringent information security. Due to the digital elements incorporated in advanced smart (networked) EV charging, our priority is to protect the data of FLO customers, employees and stakeholders while continuing to advance the provision and technological advancement and connectedness of smart charging technology and services users want and rely on, and that enable convenience, energy, and grid-saving integrations. We diligently maintain the integrity of our cybersecurity and data privacy systems through our information security management system and existing privacy policy.

Actions

Responsibility for FLO's information security lies primarily with our security team, which oversees all aspects of our information security management system (ISMS) based on an ISO 27001 approach. Our ISMS identifies any risks, vulnerabilities, and gaps in our information systems and engages in supply chain management, threat protection and incident management, as needed.

Responsibility for privacy protection rests with our designated privacy officer. Our privacy policies are thoroughly explained in a privacy policy available to the public and all customers.

In FY 2025, we made the following progress:

- Maintained an average of 97% completion rate of cybersecurity trainings.
- Performed phishing tests using advanced artificial intelligence (AI) to help improve our prevention of hacking attacks.
- Earned Systems and Organization Control SOC 2 Type 2 certification, which follows a comprehensive independent audit of FLO's security infrastructure, recognizes FLO's focus on network security and privacy.

To oversee the implementation of the above policies, our Cybersecurity Steering Committee, which is responsible for their enforcement and annual review, meets monthly to ensure ongoing monitoring, evaluation, and adjustment of cybersecurity strategies to effectively protect the organization's information and systems from cyber threats.

Cybersecurity for EV chargers: Asking the right questions to mitigate your risk

Cybersecurity is becoming a key concern for public EV charging as regulators, utilities, and customers increasingly ask how charging infrastructure is being protected. See how our cybersecurity team share their insights about why cybersecurity matters, what to prioritize when selecting charging solutions, and how operators can reduce risk through third-party certifications and built-in safeguards: Read more

Forward-looking plans

Going forward, we plan to adopt leading cybersecurity best practices in our products and the design, implementation, and the management of FLO's infrastructure. FLO also plans to ensure regulators and charging station owners understand the importance of cybersecurity in EV charging.

Advocacy and regulatory involvement

Our approach

Our mission is to help overcome climate change and accelerate the adoption of electric vehicles by offering the best EV charging experience. We also understand the importance of pushing for a regulatory landscape conducive to the widespread, equitable adoption of EVs. To do so, we engage with policymakers in both Canada and the United States to share our advice and experience and support impactful policy development.

Actions

We work with multiple groups across North America to advance critical policy issues and educate policymakers about policies that are likely to advance electric mobility and support reliable, accessible, and financially viable charging station deployments.

For example, in FY 2025, we helped pass climate legislation in Massachusetts that clarified Energy Star certification eligibility for EV charging equipment to align state regulations with the U.S. Environmental Protection Agency's most recent EVSE certification standard. This advocacy was critical to ensure that FLO chargers remained eligible for sale with access to various state incentive programs across the Commonwealth. The policy also ensures that EVSE manufacturers are not unintentionally omitted from accessing the Massachusetts market for charging infrastructure.

We are also working with local partners to support the Massachusetts Clean Energy Center's (MassCEC) On-Street Charging Solutions Program.
FLO will supply many of the Level 2 chargers used in this two-year initiative, which begins in November 2024 and concludes in November 2026. With hundreds of EV ports to be installed—including the first becoming operational in January 2025—the program is focused on expanding curbside charging access, particularly in disadvantaged and underserved communities.

By addressing the needs of residents without home-based charging options and offering no-cost planning and feasibility studies, the initiative is removing barriers to EV adoption and contributing to a more equitable, sustainable transportation future in Massachusetts.

For more information, visit:.
FLO Leads the Charge in Massachusetts' On-Street EV Charging Initiative

Finally, we advocated before the New York Department of Public Service to amend its November 2023 midpoint order for the state's $1.1 billion EV Make-Ready Program. Our intervention sought to extend the implementation timeline for interoperability standards governing eligible EVSE hardware and software.
This reflects our commitment to ensuring that regulatory timelines support scalable, practical infrastructure deployment while maintaining the integrity of long-term policy goals.

FLO's Louis Tremblay Receives Al Cormier Award for Championing Electrification

As part of our continued advocacy and leadership in electric mobility, our President and CEO, Louis Tremblay, was recognized with the prestigious Al Cormier Award from Electric Mobility Canada. This award celebrates individuals whose impact goes beyond their formal role and acknowledges exceptional contributions to advancing electrification. Louis was honored for his long-standing commitment to building a reliable and sustainable EV charging ecosystem, and for playing a key role in shaping Canada's electric mobility landscape. The award was presented at EMC's annual conference in Halifax, underscoring Louis's influence as a pioneer and champion of the EV industry.

Forward-looking plans

We plan to continue to monitor the Canadian and U.S. policy environments to identify opportunities for advocacy and engagement with policymakers and like-minded organizations in support of impactful, equitable policies that advance reliable, accessible transportation electrification in North America.

Appendix

Standard indices: SASB – industrial machinery & goods

Sustainability Disclosure Topics & Accounting Metrics

Topic	Metric	Category	Unit of Measure	Code	Disclosure
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	RT-IG-130a.1	Environment - Products: Energy Use
Employee Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Quantitative	Rate	RT-IG-320a.1	Social - Employees: Health and Safety
Fuel Economy & Emissions in Use-Phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Quantitative	Gallons per 1,000 ton-miles	RT-IG-410a.1	Not applicable
Fuel Economy & Emissions in Use-Phase	Sales-weighted fuel efficiency for non-road equipment	Quantitative	Gallons per hour	RT-IG-410a.2	Not applicable
Fuel Economy & Emissions in Use-Phase	Sales-weighted fuel efficiency for stationary generators	Quantitative	Watts per gallon	RT-IG-410a.3	Not applicable
Fuel Economy & Emissions in Use-Phase	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, © on-road medium- and heavy-duty engines, and (d) other non-road diesel engine	Quantitative	Grams per kilowatt-hour	RT-IG-410a.4	Not applicable
Material Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	N/A	RT-IG-440a.1	Not disclosed
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	Quantitative	Reporting currency	RT-IG-440b.1	Not disclosed

Standard indices: SASB – industrial machinery & goods

Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Disclosure
Number of units produced by product category	Quantitative	Number	RT-IG-000.A	Not disclosed
Number of employees	Quantitative	Number	RT-IG-000.B	Introduction - FLO Overview

Standard indices: SASB – electrical & electronic equipment

Sustainability Disclosure Topics & Accounting Metrics

Topic	Metric	Category	Unit of Measure	Code	Disclosure
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	RT-IG-130a.1	Environment - Products: Energy Use
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	RT-EE-150a.1	Not disclosed
	Number and aggregate quantity of reportable spills, quantity recovered	Quantitative	Number, Kilograms (kg)	RT-EE-150a.2	Not disclosed
Product Safety	Number of recalls issued, total units recalled	Quantitative	Number	RT-EE-250a.1	Social - Customers: Safety
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	Reporting currency	RT-EE-250a.2	Not disclosed
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage (%) by revenue	RT-EE-410a.1	Not disclosed
	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Quantitative	Percentage (%) by revenue	RT-EE-410a.2	Environment - Products: Energy Use
	Revenue from renewable energy-related and energy efficiency-related products	Quantitative	Reporting currency	RT-EE-410a.3	Not disclosed
Material Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	N/A	RT-IG-440a.1	Not disclosed
Business Ethics	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	Discussion and Analysis	N/A	RT-EE-510a.1	Governance - Business Ethics
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Reporting currency	RT-EE-510a.2	Not disclosed
	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Reporting currency	RT-EE-510a.3	Not disclosed

Standard indices: SASB – electrical & electronic equipment

Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Disclosure
Number of units produced by product category	Quantitative	Number	RT-IG-000.A	Not disclosed
Number of employees	Quantitative	Number	RT-IG-000.B	Introduction - FLO Overview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