



2026 ESG Report



About this report

This annual report details FLO's¹ corporate initiatives and approach to environmental, social and governance (ESG) topics undertaken during the reporting period (April 1, 2025 – March 31, 2026), or fiscal year 2026 (FY 2026), 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 at flo.com.

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



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About FLO

115,000+
public charging locations in **North America** thanks to the collaboration with our partners

160,000+
public and/or private chargers sold

+925 000
FLO members

1.8 million
charging sessions per month

Headquarters in
Quebec City
with an office in **Montreal**

Assembly plant and warehouse
in Shawinigan

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, ChargePoint, EVConnect and SWITCH Energy.



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2026 highlights



Sale of our
160 000th
charging station (+20,000 in the past year)



Renewal of our major cybersecurity certification:
SOC 2 Type 2



Reduced our
CO₂ emissions by 5%



Deployment of more than
200 fast and ultra-fast charging ports
owned and operated by FLO (the “Own and Operate” model) across Canada



New roaming agreements with SWITCH Energy and EVConnect which give FLO clients access to
more than 7000 public charging stations



Partnering with Tim Hortons to deploy
100 FLO chargers at Tims restaurants
throughout Canada

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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. We believe that by offering a reliable, welcoming and easy to use, we are contributing to make charging simpler and inclusive for all our users. Our goal is to accelerate EV adoption to decarbonize the transport industry in order to reach net zero emission. This requires that we expand our network while reducing the environmental impact of our activities.

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.



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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

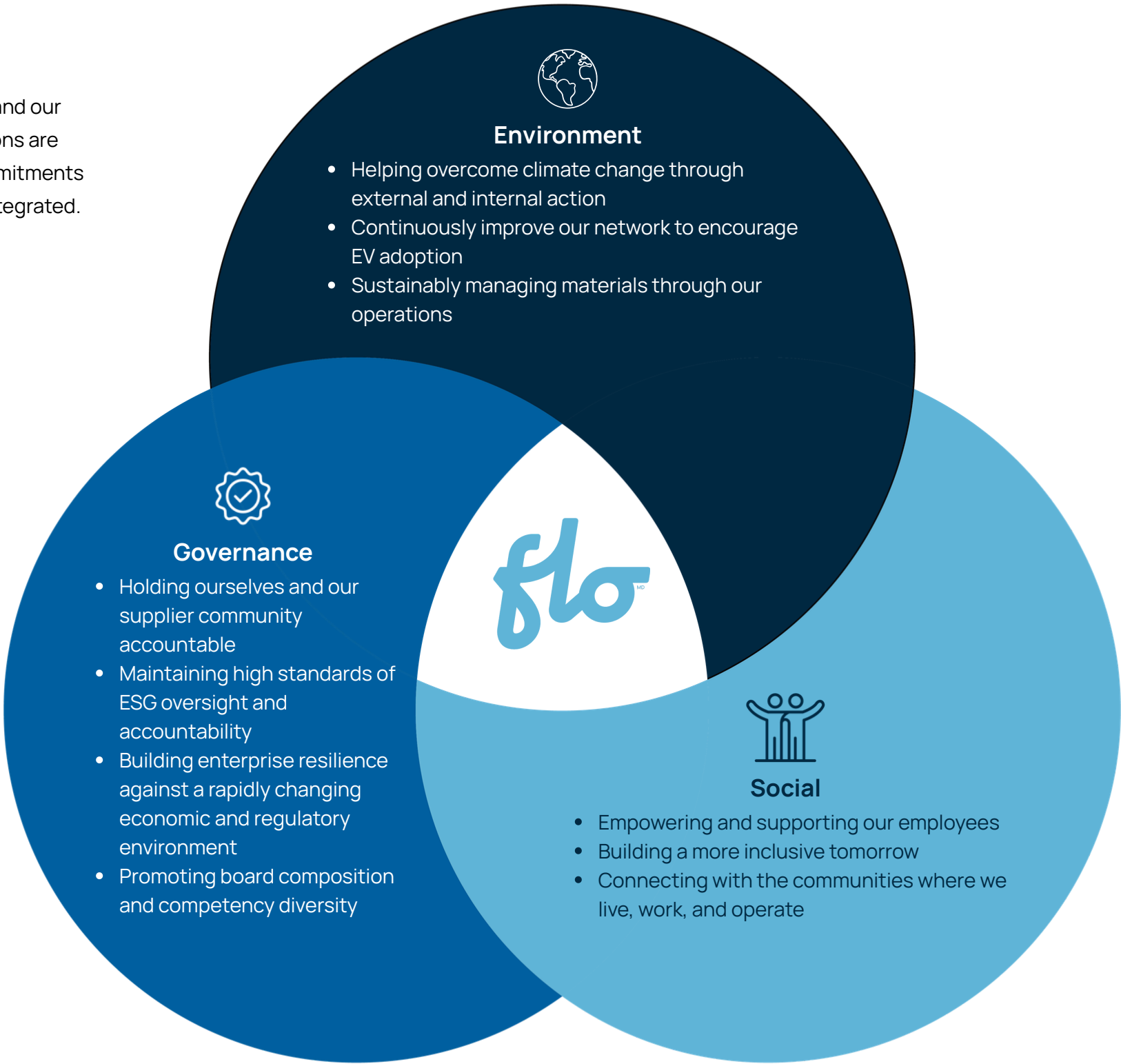
- Board composition and competencies – foster a diverse board with strong ESG competencies, consistent with JEDI principles.
- ESG oversight and accountability – set clear objectives and accountability for ESG across our corporate operations; regularly monitor ESG performance and progress towards ESG 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.

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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:



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Operations: facility energy use and greenhouse gas emissions (GHG)

Our approach

Energy is a critical input required to operate our business and assembly processes. Given our mission to help fight 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 operations to ensure an 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 2026, 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.

We emitted 363.46 tonnes of CO2 (tonnes of carbon dioxide equivalent) in FY 2026. The majority of our emissions are from electricity consumption at our facilities, and the remaining emissions are attributable to natural gas consumption in our facilities and from our service vehicle fleet. A majority of our operations in Canada are located in provinces with low-carbon energy, particularly in Quebec.

Figure 2.1. Energy Consumption – Total Use

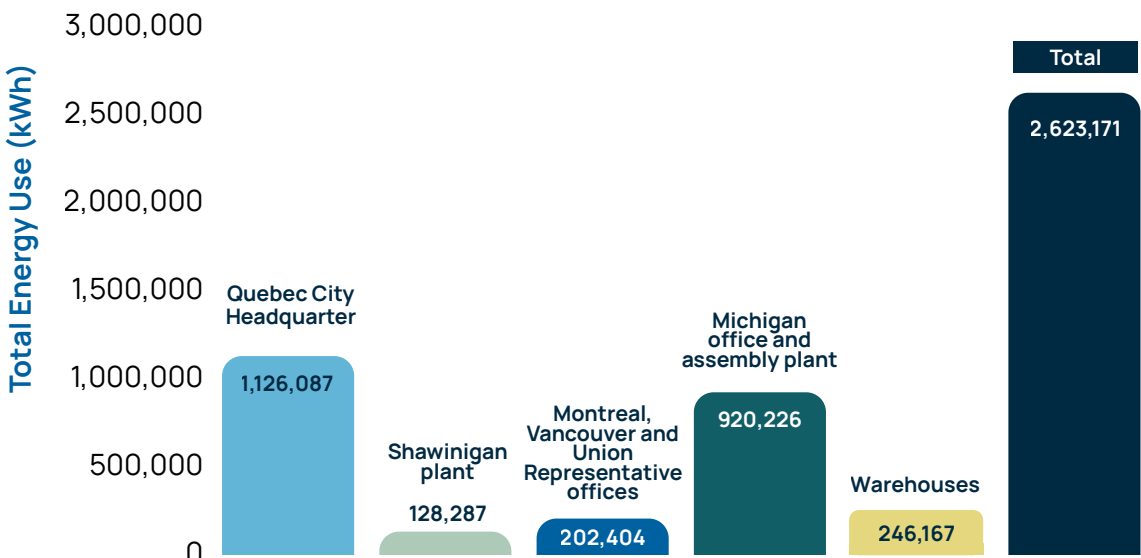
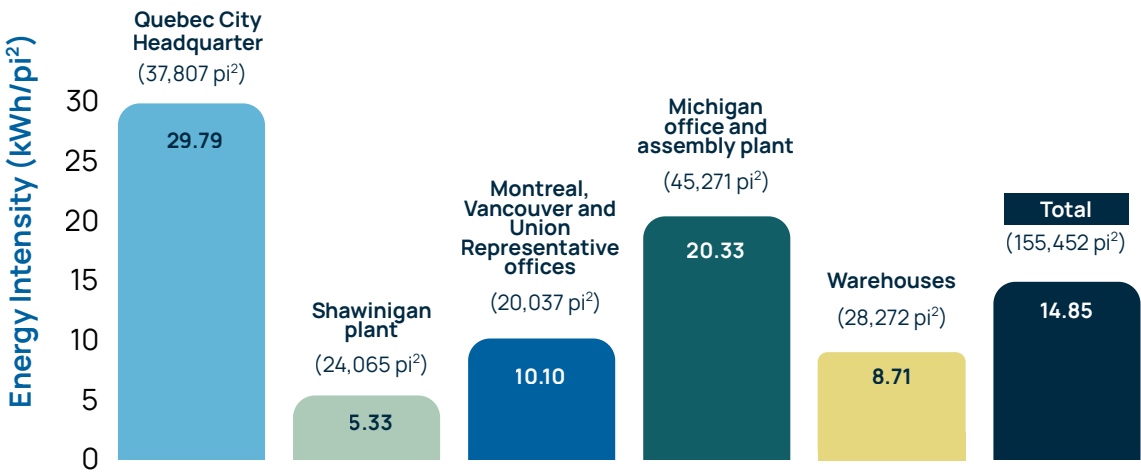


Figure 2.2. Energy Consumption – Energy Intensity

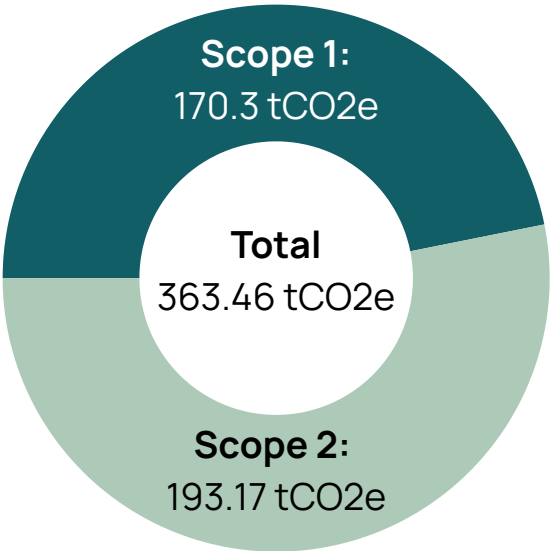


Note: The energy consumption above represents 100% of our FY 2026 operations.

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Operations: facility energy use and greenhouse gas emissions (GHG)

Figure 2.3 Total GHG emissions



Emissions variation

Lat year we emitted 382.74 tonnes of CO2 which represents a 5% reduction of our emissions¹. This reduction is mainly explained by the slow down of our production operations. However, the production of the FLO Ultra charger model generated significant heat which allowed us to reduce the consumption of natural gas used to heat the Michigan plant.

1. The previous report included a mathematical error related to the energy consumption of the Michigan plant. Scope 1 should have been 143.15 tonnes, not 34.84 tonnes of CO2, which brings the emission total for the 2025 financial year to 382.74 tonnes.



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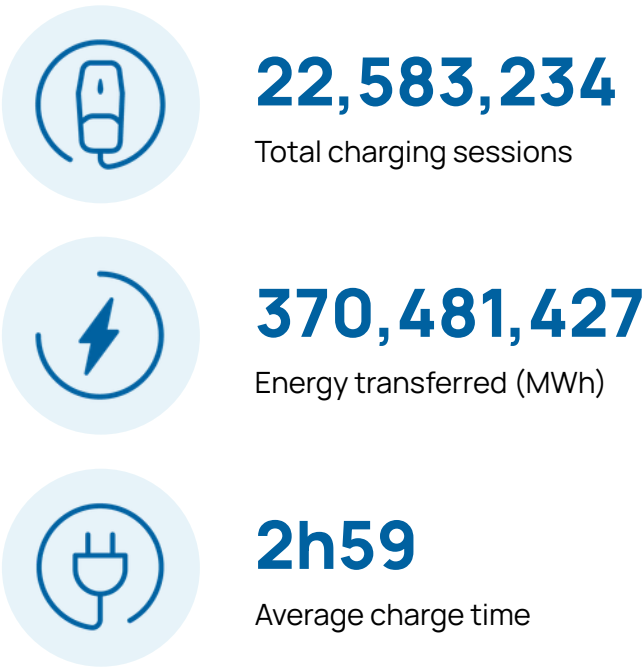
Operations: network GHG emissions

Our approach

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. We continue to calculate network GHG emissions associated with our chargers, leveraging the formula developed in FY 2024 in collaboration with our governance team.

Performance

In FY 2026, FLO provided nearly 22.5 million charging sessions through more than 160 000 reliable chargers found in public, private and residential locations.



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Products: energy use

Our approach

We take pride in the performance of our products and prioritize energy efficiency for all our EV charging solutions. This includes limiting energy losses through increased efficiency, which provides cost and energy savings to our users while reducing the GHG emissions associated with our chargers.

Actions

All our direct current fast chargers are ENERGY STAR certified. This certification is the internationally recognized and trusted mark. It is 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.

Our 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 demonstrates our commitment to providing an energy-efficient charging solution for our users.

FLO generates 100% of our revenue from energy-efficient products.



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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 reducing the waste we produce and to improve our performance in recycling and reuse of material. We strive to responsibly manage and reduce the waste we produce through all our 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 2026, we made the following progress:

-  Recycled shredded documents from our engineering department
-  Recycled 30.822 tonnes of material
-  Continued to support our sustainability efforts with the collection and recycling of copper wire and PCB material

Social



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Customers

Accessibility and equity

Our approach

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

We are deploying physically accessible chargers, including to people with disabilities or accessibility differences. We prioritise chargers that comply with the Americans with Disabilities Act (ADA) Standards for Accessible Design.

Below are our current products designed using the ADA Standards:

- SmartDC™
- CoRe+™
- CoRe+ MAX™
- SmartTWO™ wall mount
- SmartTWO BSR™
- FLO Ultra™
- BTC-AiO™
- BTC-SplitSystem™

Safety

Our approach

The safety of our clients is a priority and we 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

1

Safety recall

2,932 X-series charging stations were recalled due to an issue with the charging cable, and 92% of the cases have been resolved.

0

Fines for non-compliance with safety regulations

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

- 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.

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Supplier responsibility

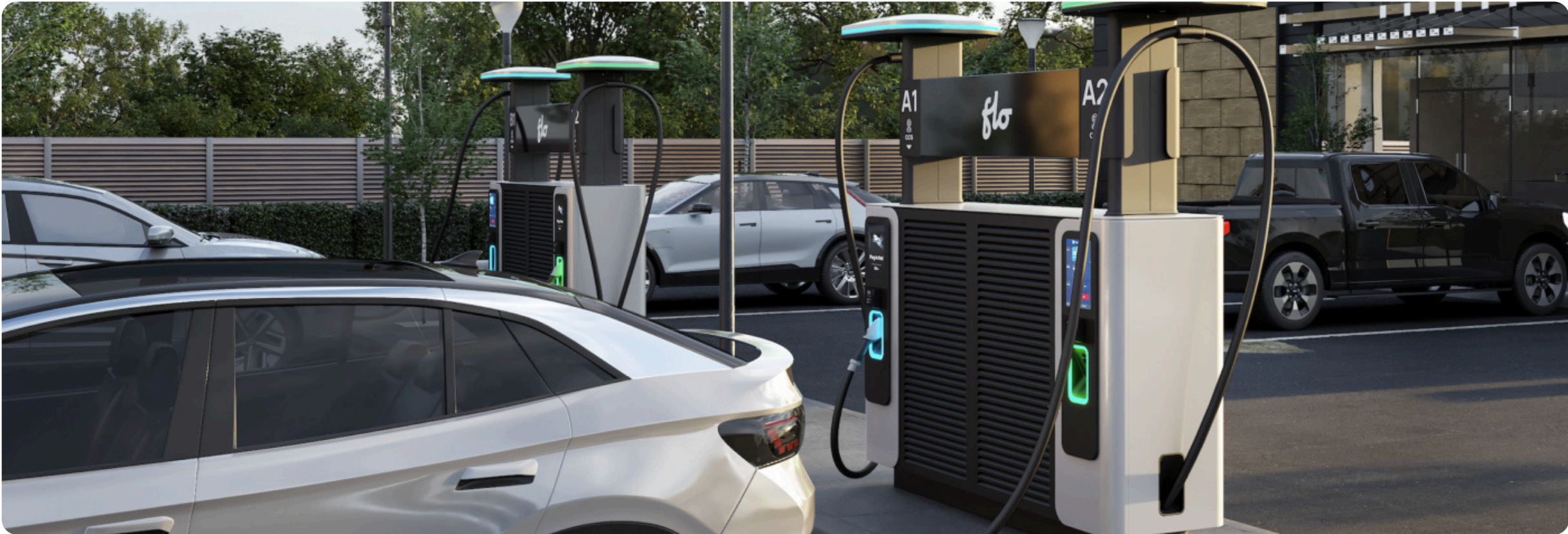
Our approach

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 2026, we made the following progress on supplier responsibility initiatives:

- Evaluation of risks for suppliers and key partners to identify those that should be prioritized to sign our Supplier Code of Conduct.
- Production of a report on the efforts deployed to prevent forced labour and child labour that identified no use reliance on this type of labour in our supply chain.
- Surveillance visits to partners' production facilities (ex: Foxconn in Vietnam).
- Continued to build strong relationships with international, domestic and regional suppliers.



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Employees: health and safety

Our approach

The health and safety of our employees is a fundamental social responsibility and a constant priority for FLO. We commit to guarantee the health and safety of all our employees and our goal is to maintain our incident rate as low as possible, as well as to prevent all death. Our efforts were rewarded as we have not had any workplace incident nor have we observed a loss of working hours because of injuries.

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 2026, we carried out the following initiatives:

- Improved space management in a health and safety perspective when reorganizing the Shawinigan (Olymbec) warehouse;
- Creation of a storage area for technicians in order to improve workplace safety;
- The Health and Safety Committee met regularly and made meeting reports accessible for employees to reference.



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.
- 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.

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Employees: engagement and volunteering

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 2026, we carried out the following initiatives:

- Held meetings of the managers co-development group aimed at boosting managerial skills through knowledge sharing and leadership experiences.
- Collectively received more than 1,275 hours of training in a variety of areas
- Hosted several voluntary social events, including an office BBQ, a Valentine’s Day celebration, an ugly holiday sweater day, etc.

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. On this day, they can help a non-profit organization of their choice by participating in a volunteer activity without having to use one of their vacation days.

Governance



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Board composition, competencies and business ethics

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 and finance. 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, 2026:

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

44% of Directors are independent* (4/9)

*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 | FLO <https://www.flo.com/en-ca/leadership/>

Our members



Robert Courteau
Chair

Cassie Bowe

Tom Werner

Stéphanie Renauld

Renée Bergeron

Erik Brien Wright

Richard Cherney

Louis Tremblay

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 our staff who pledge to follow all our ethical norms the company's values. Every employee is responsible for reporting any infraction to management.

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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 policy is thoroughly explained and available to the public and all customers.](#)

In FY 2026, we made the following progress:

- Obtained a 100 % rate of completion of cybersecurity training, with 87 % of participants succeeding on their first attempt;
- Performed phishing tests using advanced artificial intelligence (AI) to help improve our prevention of hacking attacks;
- [Renewal of the 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.

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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 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. Throughout FY 2026, we have multiplied meetings with Canadian government officials and members of the opposition to emphasize the importance of deploying a resilient and flexible network for EV across the country. These discussions have allowed us to highlight existing programs and what is needed to continue the deployment of a charging network as well as the measures that can support this forward-looking industry and further the energy transition.



Forward-looking plans



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Forward-looking plans

Throughout next year, we will keep integrating environmental, social and governance considerations in our activities, our products and our decision-making processes. As FLO evolves and the electric mobility sector keeps transforming itself, we strive to reinforce our understanding of our impacts, to improve the quality of the data we rely on for our decision-making and to identify occasions to create lasting value for our business.

Our efforts will focus on the reinforcement of our tracking and analysis mechanisms in order to better target the initiatives that have the potential to improve our environmental performance, the efficiency of our operations and the resilience of our organization. We will continue to monitor the innovation opportunities for our network, our services and our business practices in order to meet the changing expectations of our clients, partners, employees and communities.

We plan on maintaining our outreach to elected officials and government partners to encourage the adoption of policies favorable to green energy and the electrification of transportation. We want to stay a partner of choice for federal, provincial and municipal authorities in order to contribute to efforts to reach decarbonization targets.

We will keep track of the evolution of norms, rules and best practices that shape our industry. This monitoring will guide our decisions and will allow us to adapt our priorities when new occasions or new issues will appear, whether they are environmental, accessibility, health and safety, cybersecurity, supply chain management issues.

Moreover, we will continue to focus our energy on engaging our teams and on collaborating with our partners to support a responsible and sustainable growth. With this in mind, we will regularly evaluate our ESG priorities to ensure that they are aligned with our business strategy, the needs of our stakeholders and the evolution of the market.

This approach will allow us to concentrate our efforts where they can generate the most impact while maintaining the flexibility needed to seize the opportunities that will contribute to furthering our mission and our long-term objectives.



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Appendix 1- 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, (c) 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

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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	Not disclosed

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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

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Appendix 2- 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	Not disclosed

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