

Introduction:

At Hypertec, we believe in the transformative power of diversity, equity, and inclusion (DEI) to shape cohesive, creative, and high-performance teams.

As Chief People and Brand Officer, I'm proud to present our commitment to fostering a work environment where every individual feels valued, empowered, and inspired to give their best.

Statement:

Our commitment to DEI goes beyond words; it is rooted in our corporate culture. We recognize and value the unique backgrounds and perspectives of our team members by ensuring equal opportunity, fair treatment, and access to resources. In our efforts to build a diverse workforce, we focus on initiatives that attract and hire individuals with varied experiences, skills, and talents.

In this regard, Hypertec commits to:

- Recognize the diversity of our team, valuing everyone's unique experiences and perspectives.
- Ensure equal opportunities, fair treatment, and access to resources for all our employees.
- Attract and hire a diverse workforce through talent acquisition initiatives centered on individual skills.
- Focus on employee engagement and recognition initiatives to develop a workplace where everyone feels valued, empowered, and inspired.

Our commitment to Diversity, Equity, and Inclusion (DEI) is an integral part of our corporate governance, aligned with our vision and values. We are dedicated to upholding the principles of diversity, equity, and inclusion within our work environment.

At Hypertec, we understand the importance of moving beyond mere awareness and actively working to create a culture of genuine inclusion and belonging.

Signed in Montreal, January 2024

Mira Mikhail

Chief People and Brand Officer