

Message from our environmental, social and governance (ESG) program executive sponsors

We are proud to present EXFO's first-ever ESG report, which provides an overview of our commitment to and strategies for ESG practices.

From the very beginning, EXFO's ambition has been to provide innovative solutions to meet the needs of the telecommunications market and to become the global reference in fiber optic test and measurement. For nearly 40 years, our open-minded approach to the world and our tenacity to solve the most complex problems with innovative solutions has been an integral part of EXFO's DNA. We believe these are the same qualities needed to help the social and environmental challenges we face.

Through our global operations, we have the opportunity to make a significant, positive and lasting impact on the environment, our employees and the communities where we live and work. Diversity is one of the values that has made EXFO strong since its inception because it enriches us. By fostering an inclusive culture, we enable everyone to feel like they are part of the company and contribute fully to our collective success.

To better quantify and monitor our environmental and social impacts, we conducted an ESG maturity analysis in 2023 with a specialized consulting firm. This process enabled us to set our ESG vision for the next two years: connecting ambition with action. This report, the first of its kind, details the nine priorities that will enable us to achieve our vision by mobilizing our 1,900 employees, partners and suppliers. In addition, our ESG priorities are now an integral part of our three-year corporate strategic plan, an important first step toward a sustainable strategy.

Finally, we would like to thank our employees—the true champions of this action plan—and our customers, suppliers and partners for their trust and commitment to our ESG approach. As a private company, this journey is voluntary and rooted in our deeply held beliefs. We believe it is our responsibility to respond proactively and transparently to the changing needs of society, as we have always done. Driven by our ESG action plan, we are ready to work together for a better future.



Germain Lamonde
Founder and Executive Chairman



Philippe Morin
Chief Executive Officer