



Diversity, Equity and Inclusion Statement

At EXFO, we believe that fostering a culture of Diversity, Equity, and Inclusion (DEI) is essential to building a strong and sustainable relationship with our employees, customers, and stakeholders, which will in turn strengthen our business. DEI initiatives at EXFO stem from our commitment to building a better future for our company, our employees, and our stakeholders.

EXFO Inc. and its affiliates (together "EXFO") are committed to offering a welcoming work environment and embracing all differences and will not discriminate on grounds of age, sex, gender identity, expression or reassignment, race, national or ethnic origin, language, religious beliefs, political beliefs, pregnancy and maternity, sexual orientation, marriage and civil partnerships, neurodivergence or physical ability, or any other differentiating characteristic, in respect of applicable local legislation.

We know that our most valuable resource is the diversity of our people, our ideas, and our ways of working. By embracing a diverse range of perspectives and experiences, we can better understand our customers, identify new opportunities, and develop innovative solutions to meet their needs. We also need our employees to feel comfortable being their authentic selves so that we can succeed.

Our corporate values

This is how we want to do business at EXFO: we seek to ensure every voice is heard, every idea is encouraged, and everybody is supported to perform at their best.

Our corporate values fully embody our commitment to fostering a culture of DEI:

- **Empowerment:** Our people are given the autonomy to solve complex challenges by combining their unique experience and knowledge.
- **Innovation:** We believe true creativity and breakthrough can be achieved only when everyone feels comfortable bringing their genuine selves to the table.
- **Market driven & Customer focus:** We strive to adapt and respond more effectively to our diverse clients.
- **People & Community:** Our mission to connect people can only be achieved if we commit to bettering our people and the communities we serve.

- Teamwork: Optimize resources and manage risk by working collaboratively and eliminating structural and cultural barriers

Our commitment

We commit to providing a work environment where people feel welcomed, respected, valued and feel safe to speak up, have equal access to opportunities and resources, and can contribute fully to the organization's success. We all play a role in supporting DEI and taking personal accountability for our behavior and contribution. Without inclusive practices, a diverse environment cannot be achieved.

As such, we commit to the following:

- Hire, promote and engage a diverse workforce.
- Offer a workplace which is free from discrimination, harassment, bullying, victimization, and vilification.
- Treat employees fairly and with respect.
- Embrace and invite different perspectives, valuing diversity as a strength.
- Ensure that our people can achieve their full potential and they have equal opportunity to grow, progress and succeed.
- Create awareness of the rights and responsibilities of each individual with regards to fairness, equity, and respect for all aspects of diversity.
- Provide an environment where people feel safe to speak up when things are not right, or others are excluded.
- Offer flexible work practices and policies to support employees and their changing needs.
- Develop strong and sustainable relationships with diverse stakeholders, including organizations in our communities, customers and suppliers.

Consequences

Breaches to the principles established by this statement can be subject to a variety of measures, sanctions, or disciplinary action up to and including dismissal. Each case will be examined thoroughly under the leadership of the appropriate EXFO department, depending on the alleged perpetrator. Any decision regarding disciplinary measures considers the seriousness and consequences of the actions and the previous record of the perpetrator.



Employees who believe they have been subjected to any kind of discrimination should consult the *Workplace Psychological and Sexual Harassment Policy* for more information.

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