

Sustainability and Impact Report

2023

miOVISION



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OUR APPROACH TO SUSTAINABILITY

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OUR APPROACH

Intersection (noun):

A point at which two or more things cross at a common point.

1. Where two roads meet or cross. Often indicated by traffic lights, stop signs, and/or crosswalks.
2. An opportunity to make a decision.

At an intersection...

Everyone has a decision to make. An action to take. Go straight, turn, merge.

Everyone has a frame of reference. Red means stop, green means go. Pedestrian signals indicate when it's safe to cross.

At Miovision, we're at an intersection. Stay our current course, or start measuring and reporting on our sustainability and impact. We've made our decision.

Let's move.

Message from Our CEO

What should a private company focus on? There's a school of thought that a company's primary goal should be generating value for shareholders. Others believe companies serve several stakeholders and should therefore maximize value for all of them – including their shareholders, yes...but not just them.

At Miovision, our stakeholders are diverse. We serve public agencies focused on traffic management and emergency response, automotive OEMs, and traffic data collectors. We collaborate with our sales channel partners and support the communities where we operate. We care deeply about citizens impacted by urban traffic, the safety of road users, and the efficiency of emergency services. And, of course, our investors and employees are integral to our success.

One thing unites all these stakeholders: firsthand experience of the challenges we're tackling. It's not just the frustration of being stuck in traffic but the uncertainty of public transit delays, the fear of navigating unsafe roads as a pedestrian or cyclist, and the critical need for emergency vehicles to reach those in need without delay.

Let's face it: 80% of the U.S. population lives in urban areas. Urban residents have access to greater opportunities, resources, and quality of life. Yet, these centers were designed for a fraction of the population they host now. How do you effectively manage the movement of people when expanding infrastructure isn't always feasible? You enhance the flow with data-driven technology and strategies that support safe and efficient transit, walking, and cycling.

I started Miovision because I believe a talented and inspired team can help cities, towns, and agencies optimize their transportation networks to improve the quality of life for their citizens. We need to attract people who share our passion and mission to positively impact all stakeholders, from citizens to city planners, traffic engineers to emergency responders, shareholders to suppliers.



We solve big problems. We believe in the power of data to solve them.

That's why we're embarking on our first Sustainability and Impact report. Because you manage what you measure – and reporting provides a framework to measure our sustainability performance while making our business more effective and impactful.

Let's move.

Kurtis McBride
CEO & Co-founder, Miovision



Message from Our Board

**When you face massive challenges, you have to prioritize:
Find a way to balance competing needs, make strategic
investments, and work within existing constraints.**

Miovision is tackling these challenges head-on—and as a board member and an investor, I'm excited!

Managing transportation isn't simple. 85% of employed Americans [commute to work](#). Whether they drive, walk, bike, or take public transportation, millions of people are moving through transportation systems every day. As urban populations grow, the volume of traffic puts increasing pressure on infrastructure and budgets.

We can make it safer. While we're making travel safer for people in vehicles, there's still work to be done to protect cyclists and pedestrians. In fact, according to the [World Health Organization](#), more than half of all traffic fatalities occur among vulnerable road users.

We can also reduce transportation's negative environmental impact. According to the [EPA](#), transportation is the largest direct contributor to U.S. greenhouse gas emissions.

Of course, sitting in traffic has economic implications too. In 2019, [The Texas A&M Transportation Institute](#) estimated the cost of congestion in the U.S. amounted to \$166 billion USD, including direct costs like fuel and time, and indirect costs like lost productivity.

A massive challenge. And a massive opportunity.

Miovision is helping municipalities and agencies achieve their goals with solutions to improve road safety, make transit and emergency services more reliable, and reduce the social, economic, and environmental impacts of traffic congestion.

At the same time, the company is striving to manage its own environmental and social footprint.

Lao Tzu said, 'A journey of a thousand miles begins with a single step.' The Miovision team is working to align the way we measure and report environmental and social performance with globally recognized SASB Standards and TCFD Recommendations under the IFRS Foundation. As we've taken first steps to align to these frameworks, we recognize there's still work to do. The team will report annually and continue to refine targets as we develop a better understanding of where we're at—and what's possible.

I'm excited to continue working with Kurtis McBride, key staff members, and the rest of the Board to understand how Miovision can make a positive contribution to communities, customers, and employees.

Whitney Rockley
Board Member & Investor, McRock Capital



About this Report

This report is our first disclosure on our efforts to catalog and measure our environmental and social performance. We believe improvement starts with measurement, and tracking our performance in a standardized way is an important step towards improving.

This report covers 2022 as our baseline year and 2023 as our first reporting year. Our reporting year matches our fiscal year, which is January 1 – December 31.

All Miovision operations are in scope of this reporting. Our baseline GHG emissions have been adjusted according to the GHG Protocol guidelines, to incorporate historical emissions of acquisitions.

We commit to report each year on performance and progress, with the intention to improve our reporting year over year.

The terms 'Miovision', 'we', 'our' and 'us', represent Miovision Technologies Incorporated.

Acquisition activity – Note: Our baseline GHG emissions have been adjusted according to the GHG Protocol guidelines, to incorporate historical emissions

Miovision is working to align our reporting to the following ESG disclosure standards and sustainability frameworks, and improving alignment with each new report. As it relates to TCFD Recommendations, we have started with greenhouse gas (GHG) emissions disclosure.

[SASB Software & IT Services Sustainability Accounting Standard](#)

[SASB Hardware Sustainability Accounting Standard](#)

[Task Force on Climate-related Financial Disclosures](#)

[TCFD Recommendations](#)

[United Nations Sustainable Development Goals – specifically SDG 11.2 – Sustainable Transport](#)

We Are Miovision

We provide cities with modern tools to fix today's traffic problems.

Founded in
2005

361
employees
(Dec. 31, 2023)

2,918 m²
Manufacturing
facilities area

60%
Production from
owned facilities

Miovision Regional Headquarters:

[Miovision.com](https://www.miovision.com)

Canada Hq office: Kitchener, ON

US Hq office: Minneapolis, MN

EMEA Hq office: Cologne, Germany



Sustainable Value Creation Model

Miovision is a leader in traffic data and insights, empowering cities and transportation professionals worldwide with the tools to optimize urban mobility. Our advanced traffic management technology provides real-time data analytics that improve traffic flow, reduce congestion, and enhance safety. Cities use Miovision solutions to make smarter decisions, improve infrastructure efficiency, and create more livable communities.

Core Values



Customer first



Value individuals, empower teams



Passion for success



Complacency is not an option

UN Sustainable Development Goal 11.2



We believe our solutions can contribute to progress on the United Nations (UN) Sustainable Development Goals — the global framework to end poverty, address inequality and protect the planet by 2030. Specifically, our solutions align with SDG 11.2 – Sustainable Cities and Communities – Sustainable Transport:

By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.

The Miovision Advantage

Our mission: Revolutionize transportation.

Our transformational mobility solutions can help enhance transportation sustainability and efficiency for communities around the world – and we're always pushing the limits of what's possible in service of our mission.

What's the Miovision Advantage?

A leading Global Intelligent Transportation System (ITS) cloud-based smart intersection platform

providing access to over 25% of North American signalized intersections.

The most diverse portfolio with the only integrated set of critical infrastructure applications

for traffic consultants, public agencies, automotive original equipment manufacturers (OEMs) and fleet operators creating a unique market advantage at scale.

Full market access to all signalized intersections

with a fully digital architecture and compatible technology stack able to modernize any existing system.

Prioritized investments in new product initiatives

with over 160 dedicated resources in engineering and product development to accelerate execution of our solutions.

Over 150 patents

supporting critical transportation technologies with a complementary mix of devices, software, and service offerings.



37% CAGR*
5-year organic
revenue growth



64 countries
implementing
Miovision solutions



350+ employees
5 offices



5x TAM**
to \$17 billion through
strategic acquisitions



30+ billion vehicles counted***
1.5+ billion pedestrians counted***
200,000+ connected vehicles and intersections







* Compound Annual Growth Rate, ** Total Addressable Market, *** Since founding in 2005



Miovision Solutions

As diverse as our customers

We currently work with 3,500+ customers across businesses, government agencies and municipalities.

| End Market | Engineers & Planners   | Traffic Agencies  | First Responders  | Transit Agencies  | Auto OEMs & Fleet Operators  |
|------------|---|---|---|---|---|
| Focus Area | <ul style="list-style-type: none"> Traffic studies Road safety studies Data collection systems | <ul style="list-style-type: none"> Detection & actuation Smart signaling Traffic management Insights & analysis | <ul style="list-style-type: none"> Emergency vehicle preemption & priority | <ul style="list-style-type: none"> Transit signal priority Transit performance insights & analysis | <ul style="list-style-type: none"> V2X connected vehicle live data Situational awareness for vehicle & operator |
| Solutions | <ul style="list-style-type: none"> Multi-modal traffic studies (cloud & edge) Accurate & verifiable data for traffic simulations Rugged portable AI based video device | <ul style="list-style-type: none"> AI single-point video detection Adaptive signal control Remote traffic monitoring Traffic signal analytics | <ul style="list-style-type: none"> Proprietary IR-based emergency preemption Cloud-based GPS integration Computer-aided dispatch integration | <ul style="list-style-type: none"> Proprietary IR-based transit signal priority Cloud-based GPS and modem integration | <ul style="list-style-type: none"> Green / red light countdown Green light optimal speed (GLOSA) Virtual detection |

• B2B: Business to business

• B2G: Business to government

• V2X: Vehicle to everything

• IR: Infrared



2023 ESG Highlights

Sustainable Waterloo Region Membership Level 3: Reporting

In early 2022, Miovision joined [Sustainable Waterloo Region \(SWR\)](#) and committed to reducing our environmental footprint. In 2022, we assessed our operational performance, established a Miovision green team, and mapped out our action plan and created a baseline.

In 2023, we committed to reporting on our environmental impact – and our 2023 Sustainability and Impact Report will also set us up for ongoing reporting and action in pursuit of our goals.

McRock Climate Action Award Winner

Miovision was named [Climate Action Tech Company of the Year](#) at the 2023 McRock Capital Digital Industrial Symposium, selected by a panel of independent judges.

In their announcement, [McRock recognized](#):

"The [Miovision] management team...shares a common vision for using technology and big data to address the challenges of climate change... Optimizing signal timing is a simple but highly effective strategy for reducing GHG emissions that is helping urban planners around the world yield tangible results in reaching their climate targets."

Strategic acquisitions made streets safer and improved emergency response and traffic reliability

February 2023: Miovision acquired [MicroTraffic](#), a leading provider of road safety video analytics. Their kinetic energy approach accounts for speeds, temporal separation, conflict angle, and road user vulnerability to quantify the frequency and severity of near-misses and predict more than 60 crash scenarios. Road safety engineers can use this information to recommend intersection safety plans with the potential to reduce risk by up to 80%. MicroTraffic's solution became the foundation for Miovision Safety Studies.

April 2023: Miovision acquired [Global Traffic Technologies \(GTT\)](#) and its Opticom product line. Opticom provides green light priority for emergency responders and public transit. For emergency vehicles, Opticom implementation reduces response times by up to 25% and emergency vehicle crashes at intersections by up to 70%. It also helps public transit provide more reliable service for riders. Opticom technology is utilized in over 90,000 intersections in North America, with 200,000 connected vehicles and intersections around the world.

Together, these solutions make streets safer and keep public transportation moving, improving reliability and reducing idling.



2023 ESG Highlights

Operational improvements

Using 2022 data, we have established our baseline GHG emissions, which includes Scope 1, 2 and select Scope 3 emissions measures for all Miovision locations. We will continue to track and report on an annual basis.

- We started significant leasehold improvements at our headquarters, which will be completed in Q3 2024. Our HQ represents our biggest opportunity to reduce location emissions. Improvements include subleasing 65% of our existing footprint and utilities, installing a receiving bay air curtain, environmentally sensed blinds and an energy efficient Lutron lighting system, as well as installing recirculating pumps for all water-based hardware testing.
- We began implementing manufacturing operation waste reduction and responsible recycling programs.
- We offset 100% of emissions generated by business travel.
- We began engaging employees on sustainable practices at work and at home.
- We began to vet our key suppliers in the areas of climate resiliency, labor rights and evolving reporting obligations.



Our Commitments to Sustainability

Commitment to Transparent Reporting

Given the nature of our business, we believe that the positive environmental impact created by use of our products far exceeds our direct footprint. But we are still grappling with how to calculate and represent our holistic impact because we have limited access to relevant data both up and downstream.

We're committed to developing a formal emissions target as our understanding of and access to impact reporting improves. As we define our target, we commit to developing a transparent and credible action plan to achieve it.



Miovision Sustainability: Impact Agenda



Mitigate emissions in the transportation sector

Employ data-driven tools to optimize traffic signal timing to reduce greenhouse gas emissions per intersection, and to encourage transit ridership.

Improve safety for all road users

Employ data-driven analysis to reduce the instance of intersection near-miss injuries, and to improve emergency responder vehicle response time.

Drive greenhouse gas reduction in our operations

Implement operational efficiencies, right-size facilities, improve leaseholds, vet and engage suppliers, invest in carbon sequestration projects.



Our Sustainability Journey

Miovision is in the process of formalizing our sustainability journey and setting strategy.

Phase 1 – 2005

From the Beginning

- Designing products with intention to reduce emissions
- Enhanced safety in product suite with Opticom and MicroTraffic acquisitions
- Created our Diversity & Inclusion statement: Maximize performance through diversity of thought, background, and experience and ensure a culture of inclusion where employees feel accepted, respected and empowered to be themselves.

Phase 2

2022

Assess Current State

- Established greenhouse gas baseline
- Joined Sustainable Waterloo Region

2024

Action

- Release inaugural 2023 Sustainability & Impact Report
- Operationalize efficiencies in Facilities, Policies & Supply Chain
- Implement a Corporate Sustainability Policy
- Invest in carbon sequestration projects
- **Commitment to Canada's NetZero Challenge



Phase 3

2025+

Commit + Accelerate

ESG Priorities for 2025+ are listed below

- Manage supplier commitments to GHG emissions reporting & reduction initiatives
- Circular Product Lifecycle
- Board & Executive education on climate-related issues
- Enhance ESG disclosure & GHG emissions reporting

Continued commitment to helping build safe & sustainable cities



Environment, Social & Governance Policies

| Policy | Purpose | Date of Approval/ Last Update |
|---|--|----------------------------------|
| Remote Work | Ensure employees are supported in a hybrid work environment, accommodating both business requirements and employee needs. | January 2024 |
| Acceptable Use of Assets | Outline acceptable use of Miovision information assets, including IT systems, software, services, and equipment, to protect both employees and Miovision. Misuse or inappropriate use of information assets exposes Miovision to risks that can have legal, regulatory, cybersecurity, or other consequences. | October 2023 |
| Health & Safety Commitment | Ensure the health and safety of Miovision employees while engaged in work-related activities. | May 2023 |
| Accessibility for Ontarians with Disabilities (AODA) | Outline the responsibilities of employees and other Miovision representatives who deal with the public or other third parties in providing goods and services to people with disabilities in compliance with AODA. | October 2020 |
| Corporate Code of Conduct | Set standards for the actions and behaviors of Miovision stakeholders, including employees, managers, leaders and partners. It reflects our core values and the mission to uphold social responsibility in our business dealings, provides a guide to using good judgment and a high standard of ethical behavior. | October 2020 |
| Flex & Hourly Vacation | Create the conditions to support healthy work-life balance. | October 2020 |
| Workplace Violence, Harassment & Discrimination | Provide a work environment free from harassment, discrimination, improper interpersonal conduct, and violence. | October 2020 |
| Disconnecting from Work | Protect appropriate time to disconnect from work, regardless of the nature of an employee's working arrangement. | May 2020 |
| Leave: Maternal, Parental, Sabbatical, Short-Term Disability | Support employees through major life events. | November 2019 |



Risk Management

At Miovision, our security team is responsible for risk identification and management at the operational level. We take a proactive approach to risk, recognizing that climate-related events can interrupt critical business functions, technology requirements and our value chain. At time of publishing, ESG and climate materiality assessment are still a work in progress.

In 2023, we undertook a comprehensive Business Impact Analysis (BIA) to identify and define our key operational functions. As a result, we were able to establish business continuity strategies and set clear disaster recovery objectives. Our approach prepares us for a clear and swift response to a wide range of climate-related and other risks, with a plan enabling us to continue operations at minimum service levels, while prioritizing the recovery of business functions based on their importance and impact on overall operations.

Our Business Continuity framework and procedures address climate-related risks to our business operations, which lay out a prioritized response to the loss of critical business functions including:

- Office disruption during work hours
- Office disruption outside of work hours
- Loss of remote workers
- Prolonged loss of core systems
- Loss of a key supplier

BIAs are reviewed at least every two years, or upon a significant change to the organization. Functional area heads must ensure that critical business functions have been identified and that action plans are in place to ensure the continuation of those functions.

Miovision complies with Canada's [Fighting Against Forced Labour & Child Labour in Supply Chains Act](#).



PRODUCT

Traffic flow (noun):

The movement of vehicles and their interactions on a transportation network.

When you optimize traffic flow with all road users in mind...

Everyone's safer.

- Vehicles suffer less wear and tear.
- Vehicles can safely share the road with vulnerable road users like pedestrians and cyclists.
- People get where they need to go when they need to.
- Less fuel is consumed – and less greenhouse gasses are released.

Miovision solutions are dynamic and responsive. From counting vehicles, bikes and pedestrians at intersections to adjusting signals in response to traffic trends, our products and services keep people moving. Safely.

Our Approach

Greenhouse gas (GHG) emissions have climbed rapidly over the last several decades, the result of industrialization, urbanization and population growth. Road transportation accounts for **roughly 12%** of global GHG emissions (**almost 30% in the U.S.**). Transportation-related pollution not only contribute to global warming and climate instability but also have detrimental effects on public health, air quality, and overall environmental well-being.

While solutions like electric vehicles make a difference, it's unrealistic to expect full adoption in the immediate future. We need to move gas vehicles more efficiently, and make more sustainable forms of transportation more appealing. Our suite of products improve fuel economy, reduce idling and accelerations, encourage transit ridership, and make biking and pedestrian activity safer – encouraging sustainable modes of transportation.



Miovision Products help Reduce Emissions

Fuel Economy

Improving the fuel economy of vehicles reduces emissions because vehicles can travel farther on the same amount of fuel, resulting in a lower fuel consumption rate and emissions per unit of distance.

- **Responsive traffic management:**

Traffic signal timing is adjusted in response to changing traffic conditions, minimizing stops and accelerations, which leads to smoother traffic flow and improved fuel economy for vehicles.

- **Access to insights:**

With access to traffic network performance insights, traffic operations teams can focus their resources where it matters most, fixing maintenance issues quickly and addressing key performance issues proactively, resulting in improved traffic flow and fuel efficiency.

- **Multimodal Video Detection:**

In addition to managing changing traffic conditions, video-based detection systems enable responsive traffic lights as vehicles approach intersections, minimizing unnecessary stops and idling.

Biking and Pedestrian Activity:

People who are cycling or walking aren't using motorized vehicles. These modes of transportation directly impact tailpipe emissions and traffic congestion.

- **Counts [Both Studies & Mobility Reports]:**

Counts of both cyclists and pedestrians can inform transportation planning and infrastructure development, facilitating the creation of safer, more accommodating environments and therefore promoting biking and pedestrian activity as sustainable modes of transportation.

- **Multimodal Video Detection:**

Video traffic monitoring and management enables accurate detection of cyclists and pedestrians at intersections, improving vulnerable road user safety and promoting active transportation by ensuring timely signal changes and safe crossing opportunities.

- **Traffic Safety Studies:**

Short-term traffic safety studies help identify and address safety concerns in specific locations, leading to targeted interventions such as improved crosswalks, bike lanes, signage, signal retiming and traffic calming measures, encouraging active transportation and enhancing overall safety.

- **Continuous Safety Monitoring:**

Long-term traffic safety monitoring allows for the ongoing management and implementation of safety improvements, enhancing the safety of vulnerable road users such as pedestrian and cyclists.

Transit Ridership

When people take public transit, there are less cars on the road and less overall transportation-related emissions.

- **Transit Signal Priority (TSP)**

By prioritizing transit vehicles at signalized intersections, TSP reduces delays for buses and improves their reliability, encouraging more people to choose public transit over private vehicles, ultimately increasing transit ridership and reducing emissions.



Our Performance

Active Transportation:

Becoming the Best Cycling City in America

Determined to address citizen concerns, The City of Chicago Department of Transportation engaged Fish Transportation Group (FTG) to collect accurate multimodal traffic data to inform decisions about cycling infrastructure improvements.

Between March 2012 and October 2014, using a fleet of Miovision Scouts (portable data collection units), FTG collected multimodal traffic data at more than 500 locations across Chicago, including 100 locations within the busy downtown core. The resulting insights and data-driven decisions transformed Chicago's cycling identity – in 2014, they climbed from [fifth place to second](#) in Bicycling Magazine's best cities in the United States for cycling. And by 2016, they claimed [top honors](#), eclipsing San Francisco, Portland, New York City and Seattle.

Read more: miovision.com/case-studies/chicago/

Public Transit:

When a system supports 769,000 people, it better work

The Capital District Transportation Authority (CDTA) is committed to providing efficient bus-based public transportation for nearly 769,000 residents in Albany, New York. With over half of the population residing within a quarter mile of CDTA's 2,640 bus stops, schedule adherence is crucial to enhance user experiences and boost ridership.

CDTA was ready for a solution to inefficiencies, from challenges monitoring Transit Signal Priority (TSP) system performance to collaborating across teams with disparate systems. Leveraging Miovision Opticom Transit Signal Priority, CDTA embarked on a pilot project with three objectives: minimizing schedule delays, validating the efficacy of TSP through data, and enhancing operational efficiency through cross-agency collaboration.

Their efforts resulted in:

- A 43% reduction in average signal delays, leading to smoother traffic flow and improved overall transit efficiency.
- A 22% reduction in travel time limiting transit schedule disruption, which translated to a more seamless travel experience for passengers and improved schedule adherence.
- Informed decisions empowered by accurate data and insights through TSP analytics. This led to better configuration of TSP parameters, schedule adjustments, and other operational improvements.
- A significantly improved rider experience.

Read more: miovision.com/case-studies/cdta/



Road Safety:

Insights from 50 Traffic Safety Studies

Miovision solutions have been successfully implemented in multiple cities across North America, Europe and Japan, resulting in significant risk reductions and increased safety for vulnerable road users such as pedestrians and cyclists.

Bike Safety – Quick Diagnostics and Quick Wins in Vancouver

Vancouver used safety analysis to diagnose bike lane safety problems, made low-cost improvements, and measured the results at 10 locations.

The results: a 54.8% risk reduction and a 68% increase in cycling overall. One intersection, specifically, saw a 98.8% risk reduction. If we can help cities make biking safer, more people will bike, simultaneously reducing collisions & GHG emissions.

Pedestrian Safety Enhancements

With the goal of measuring the risk from turning vehicles to pedestrians in intersections, one of our clients used our near-miss video analytics. The data informed precision-targeted interventions to improve pedestrian safety, including enhanced crosswalk markings, pedestrian head start signals, signage, and prohibiting right turns on red. These measures achieved risk reductions of over 80%.

Left-Turn Traffic Calming

Another city we worked with used video analytics to measure left-turn related risks and decided to implement left-turn traffic calming. They achieved a substantial reduction in conflicts and left-turning speeds.

Read more: miovision.com/case-studies/the-road-to-zero-insights-from-50-traffic-safety-studies/

Community Safety:

Enhancing Emergency Response and Traffic Safety in San Rafael

San Rafael uses Miovision cores at the intersection and Opticom Emergency Vehicle Preemption (EVP) to enable safer and faster emergency response. Cloud-connected integrated applications relay emergency vehicle data to traffic signals, granting them a clear path by turning lights green in advance of the emergency vehicle.

The result? Police and fire vehicles had faster response times and safer routes across 53 signalized intersections. The extensibility of the Miovision Opticom Cloud Application also enabled multiple public agencies to benefit from the solution through mutual aid.

Read more: miovision.com/case-studies/san-rafael/



Looking Forward

As Miovision looks to 2024 and beyond, our focus is on significantly expanding the deployment of our solutions to maximize their impact.

By leveraging our technology at scale, we aim to help cities and towns reduce commuting times, enhance safety for vulnerable road users, improve emergency response, and support critical policy goals – such as promoting active transportation – which will aid in reducing greenhouse gas emissions.

The benefits of our solutions are most effectively realized when they are deployed at network scale, enabling comprehensive insights and interventions across entire traffic networks. This holistic approach allows communities to identify and address safety concerns broadly, enhance emergency response capabilities, and optimize transit services to create more reliable and efficient systems. In short, the more extensive the deployment, the greater the impact.

As we work to expand the reach and positive impact of our solutions, we are equally committed to managing the environmental footprint of our own operations. As Miovision grows, we aim to ensure that our environmental impact does not grow at the same pace.

We will continue to evaluate our facilities, supply chain, and overall business practices to identify and implement strategies to minimize our environmental footprint.

Ultimately, Miovision is focused on scaling the impact of our solutions while maintaining a responsible approach to our own environmental footprint.



OPERATIONS

Speed Limit (noun):

The maximum legal speeds at which vehicles are allowed to travel on a particular road.

Implemented to ensure the safety of all road users by helping prevent accidents and reduce the severity of accidents that do occur.

ESG standards and targets are like speed limits. They set expectations for how companies should manage and report on sustainability issues.

At Miovision, we use the [Greenhouse Gas Protocol](#) and other established standards as our reference points to keep us on the straight and narrow.



GHG Emissions in Our Operations

Why This Matters

Our suite of products positions us to drive net-positive outcomes by helping cities and communities optimize transportation networks, ultimately reducing emissions at scale. However, understanding and addressing our own GHG emissions is crucial. Establishing a comprehensive baseline of our emissions enables us to identify and act on key opportunities for reduction across our entire value chain. This proactive approach sets the foundation for Miovision to play its part in the global effort to mitigate climate change, ensuring our growth remains aligned with sustainability goals.

Our Approach

At Miovision, we take a holistic and transparent approach to measuring our GHG emissions footprint. Using the [Greenhouse Gas Protocol – Corporate Accounting and Reporting Standard \(revised edition\)](#), we analyze everything from facilities operations to suppliers and service provider emissions, business travel and product shipping.

Our Performance

In 2023, our emissions increased 52% over our 2022 baseline, as a result of:

- An increase in purchased goods and services as a direct result of business growth
- An increase in business travel as a direct result of business growth
- Acquisition activity (Note: Our baseline GHG emissions have been adjusted according to the GHG Protocol guidelines, to incorporate historical emissions)

| GHG Protocol Scope/Reporting Category | 2022 GHG emissions (tCO2e) | 2023 GHG emissions (tCO2e) |
|--|----------------------------|----------------------------|
| Scope 1 | 150.49 | 124.69 |
| Stationary combustion: Natural gas | 150.35 | 124.55 |
| Mobile combustion: Fleet vehicles | 0.14 | 0.14 |
| Scope 2 | 130.23 | 131.23 |
| Grid electricity purchases | 130.23 | 131.23 |
| Scope 3 | 5,448.53 | 8,483.10 |
| Purchased goods & services: Data server providers | 7.91 | 25.73 |
| Purchased goods & services: Tier-1 product & service providers | 4,858.69 | 7,372.29 |
| Purchased goods & services: Tech & workstations | 52.82 | 73.27 |
| Waste generated in operations | 31.64 | 33.14 |
| Business travel: Air & ground | 271.2 | 471.7 |
| Downstream distribution | 204.14 | 482.3 |
| End-of-Life treatment of sold products | n/a | 4.95 |
| Downstream leased assets | 22.12 | 19.72 |
| Total Scope 1, 2 & select Scope 3 | 5,729.25 | 8,739.02 |

tCO2e: Metric tonnes of CO2 equivalent

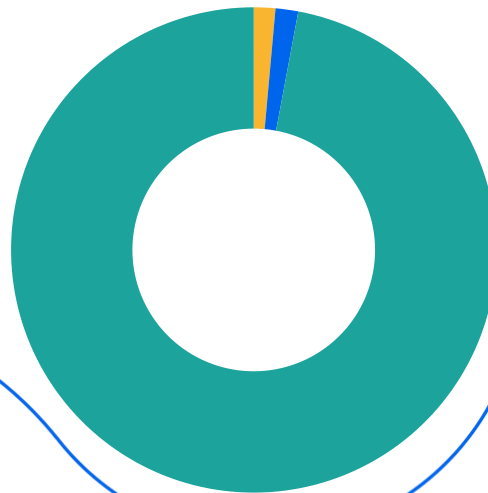
* Activity-based methodology employed with the exception of Scope 3, Tier-1 Suppliers, which employs spend-based methodology as a result of poor supplier data.



Our Performance

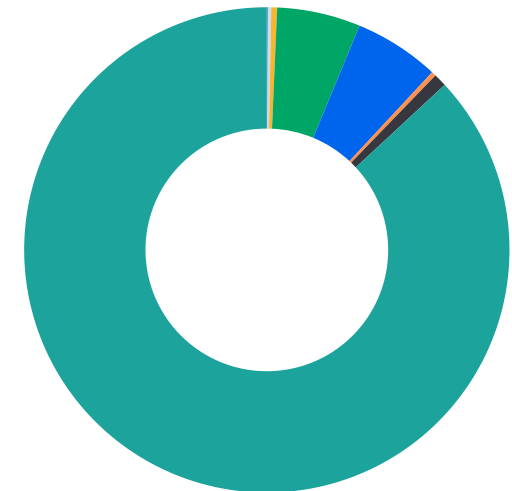
2023 GHG Emissions by Scope

- Scope 1
- Scope 2
- Scope 3



2023 Scope 3 Emissions: Purchased Goods & Services*

2023 Scope 3 Emissions by Category



- End-of-Life Treatment of Sold Products
- Downstream Leased Assets
- Waste Generated in Operations
- Business Travel: Air & Ground
- Downstream Distribution
- Purchased Goods & Services: Data Server Providers
- Purchased Goods & Services: Tech & Workstations
- Purchased Goods & Services: Tier-1 Products & Service Providers

For the completion of the GHG Inventory, the quantification methodology outlined by the Greenhouse Gas Protocol – Corporate Accounting and Reporting Standard (revised edition) has been used.

* A comprehensive approach was adopted to calculate our Scope 3 emissions, involving the calculation of emissions to incorporate Scope 1, 2, and relevant upstream Scope 3 emissions for Miovision suppliers in alignment with the Scope 3 Value Chain Standard. As a result of limited supplier data, Scope 3 Tier-1 Products and Service Providers was calculated using emission factors and spend, to ensure consistency with the methodology and across reporting periods. Refinement of relevant Scope 1 & 2 data collection will be a focus for future reporting periods.

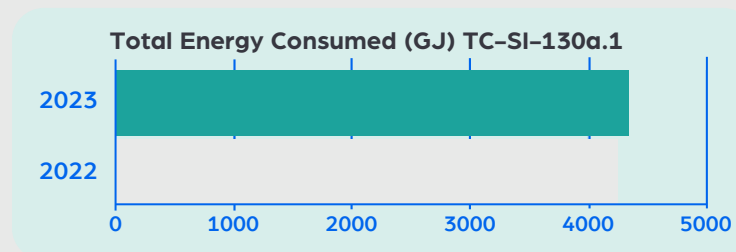


Our Performance

| Scope 1 Performance over Baseline | Scope 2 Performance | Scope 1 & 2 Tier-1 Supplier & Service Provider Response Rate | Waste Diverted from Landfill | Emissions from Business Travel Offset (tCO2e) |
|-----------------------------------|---------------------|--|------------------------------|---|
| ↓17% | ↑0.77% | 23% | ↑20% | 471.7 (100%) |

| Total Energy Consumed (GJ) | Grid Electricity (5) | Renewable Energy |
|----------------------------|----------------------|------------------|
| 4396.59 | 100% | 0% |

(TC-SI-130a.1)



| Total Water Withdrawn (m3) | Percentage in Regions with High or Extremely High Baseline Water Stress |
|----------------------------|---|
| 798.5 | 0% |

(TC-SI-130a.2)

Baseline year is 2022.



Our Operations

2023 Performance Highlights

Footprint Reduction:

After COVID, the shift to hybrid office work meant the Miovision HQ was much bigger than necessary. We have subleased 15% of the HQ footprint. In October 2024, we're on track to release 65% of its total footprint, resulting in the efficient and decreased use of utilities.

Specialized Waste Program:

MioHq (Kitchener) introduced an e-waste and metals recycling program, diverting 7,220lbs of Aluminum, Irony Aluminum, Tin, Copper, and C Material from the landfill in 2023.

Leasehold Improvements:

Installation of an air curtain in the MioHq Production space, reducing heat loss and the consumption of natural gas

Carbon Offsetting

Miovision currently offsets the carbon impact of business travel through the purchase of offsets from verified projects that are both additive and permanent. In response to the climate change emergency, we believe in investing in carbon offset innovation projects that take action today.

We use Gold Standard verified offsets that prevent source GHG emissions for 100% of our business travel. In 2023, we offset 471.7 tCO₂e in air and ground transportation.

- 2022: 129.00 tCO₂e (271.2 restated)
- 2023: 471.7 tCO₂e

471.7 tCO₂e offset **Gold Standard**
representing 100% of 2023 air & ground travel



veritree

In 2024, we have also made a commitment to restore critical global landscapes through [Veritree](#) on our employees' behalf. We are excited to begin supporting verifiable reforestation and agroforestry carbon sequestration sites around the planet. More to come!



Supply Chain Management & Materials Sourcing

Our Approach

Identification of Critical Materials

Our Engineering and Supply Chain teams participate in frequent discussions to assess and identify critical materials under consideration for new product introduction (NPI) or currently used in our products. Critical materials are essential to our product functionality, are at risk of limited availability, or are sourced from regions with ESG risks. At Miovision, materials in our electronic components would be our primary critical materials.

Risk Assessment Process

We monitor for potential risks in the following areas:

- **Supply chain:**
Potential disruptions due to geopolitical/economical issues, regulatory changes, or natural disasters.
- **Market Volatility:**
Price fluctuations and availability of critical materials in the global market. This also includes reacting to and creating a plan for all product end-of-life/product change notifications using our defined internal processes.
- **Supplier reliability:**
The financial stability and reliability of our suppliers.
- **Environmental and social impact:**
The environmental and social implications of sourcing critical materials, including potential human rights issues, and method/frequency of overseas shipments.

Why This Matters

Sustainable procurement is a decision-making process that considers risks and benefits to both Miovision and society. By implementing a strategy to mitigate GHG emissions across cradle-to-gate suppliers, we can enhance the overall positive climate contribution of our products. Sustainable procurement also strengthens supply chain resilience and mitigates social supply chain risks, an increasing regulatory focus globally.

Mitigation Strategies

To mitigate the risks associated with the use of critical materials, we have implemented several key strategies:

- **Diversification of supply sources:**
We are actively working to diversify our supplier base to reduce dependency on any single source or region. This includes developing relationships with suppliers in different geographic locations and investigating alternative materials where feasible in the NPI process.
- **Recycling and reuse programs:**
We recently established a relationship with a service provider in Europe to become Waste Electrical and Electronic Equipment Recycling (WEEE) compliant. We also offer refurbished products to customers for advanced replacements as a way to reuse repaired equipment.
- **Research and development:**
Our Engineering department is focused on integrating alternative materials to either replace or reduce critical materials. We seek substitutes that offer comparable performance without the associated risks.
- **Supplier collaboration:**
We collaborate closely with our suppliers to ensure transparency and promote best practices in material sourcing. This includes quarterly business reviews, and will eventually include an annual ESG survey to promote a joint effort to improve supply chain sustainability.
- **Compliance with the reporting requirements of Canada's Fighting Against Forced Labour & Child Labour in Supply Chains Act, effective January 1, 2024.**



Data Security & Privacy

Why This Matters Cyber incidents have the potential to impact Miovision operations and product performance.

Our Approach

As a digital service provider, data security is paramount. We prioritize this through:

Vulnerability management:

Our vulnerability management program actively scans for security threats using commercially available tools, internal and external security reviews, penetration testing, and active monitoring of threat feeds and security advisories. Vulnerabilities are investigated, and those requiring remediation are prioritized according to severity, assigned an owner, and tracked through our remediation process.

Malware prevention:

Miovision implements several methods to prevent the introduction and propagation of malware. We implement strong email filtering rules to reduce the risk of malicious attachments and download links. We also use an anti-malware solution that detects and prevents the execution of unknown or suspicious applications. Our network architecture further reduces the risk of spreading malware by managing connections between deployed systems.

Security monitoring:

Miovision implements a security monitoring program that collects and analyzes information from internal network traffic and system behaviors for suspicious or abnormal activity. The program monitors system behavior and communication, and we engage an industry-leading managed detection and response vendor with 24/7 operational security experts.

Incident management:

We implement an incident management process for security events that may impact systems or data. Our process is based on guidance provided in NIST Special Publication 800-61, Computer Security Incident Handling Guide, and includes procedures to provide notifications directly to customers and external parties that may be affected.

Security Culture

Everyone at Miovision has a role to play in maintaining security, and this is demonstrated through our training and business goals.

Security Strategy

Our security strategy encompasses our entire company, touching everything we do, and is guided by the following tenets:

- **Security is a business enabler**
- **Keep customer trust**
- **Secure and resilient by design**
- **Manage risks**



Our Approach

Dedicated Security Team

Miovision has a team of security professionals dedicated to managing and continually improving our security programs, protections, and processes. Our team actively:

- Establishes and maintains our security policies, processes, and controls
- Scans for security risks and monitors for suspicious activity in our corporate and service environments
- Consults and provides guidance to our product and engineering teams on security best practices
- Engages external security experts to perform or augment security reviews and assessments
- Monitors threat intelligence for new security risks

Identifying and addressing data security risks

The Miovision enterprise risk management (ERM) program covers the full scope of Miovision's business, including cybersecurity risks. Our ERM program and its procedures satisfy the cybersecurity risk management requirements of ISO 27001 and are included in the internal and external audit activities that support our ISO 27001 certification. Our ERM program is leveraged to support the continual improvement of our cybersecurity program.

Security is integrated into our product design and development practices through the use of security tools and techniques at multiple steps in our product development lifecycle.

(TC-SI-230a.2)

Employee Identity and Access Management

To maintain secure product design and development, we manage employee access to design and implementation. Job function dictates each employee's access to elements including source code, operational software, and supporting infrastructure, and is managed through strict multi-factor employee authentication.

Secure Software Development Lifecycle

Our Secure Software Development Lifecycle (SSDL) is designed to identify and mitigate security risks during the development of Miovision software products. It incorporates industry best practices and guidelines from organizations such as SANS Institute and Open Web Application Security Project (OWASP) and is regularly reviewed for continual improvement.

Our SSDL integrates security testing, reviews and monitoring throughout the key stages in software development:

- **Design** | Product managers, technical architects and developers begin the high-level architecture and planning of new software capabilities and the supporting operational infrastructure satisfying product requirements.
- **Develop** | Developers create or modify operational software and its operational infrastructure to meet the design requirements.
- **Deploy** | Operational software and its infrastructure are deployed to test and staging environments, tested for quality assurance, and then deployed to our production environment for availability to customers.
- **Maintain** | Operational software and infrastructure in our production environment are subject to ongoing maintenance and monitoring for performance and security.

Our Performance

| | |
|---|-----|
| Number of users whose information is used for secondary purposes | 0 |
| Monetary losses as a result of legal proceedings associated with user privacy | \$0 |
| Number of law enforcement requests for user information | 0 |

(TC-SI-220a.2, TC-SI-220a.3, TC-SI-220a.4)

Miovision Privacy Policy



SOCIAL

People (noun):

Citizens of the world, navigating the communities where they live, work and play.

At the end of the day, everything we do is centered around people.

Keeping people safe.
Keeping people moving.
Keeping the best (we're biased) people at Miovision.

Without people, none of this happens.
Without people, none of this matters.



Human Capital Management

Why This Matters

Companies like Miovision are built on a foundation of talent. Our success relies on attracting and retaining people with the range of skills, talent and perspectives needed to see challenges in new ways and create compelling solutions that make a difference.

We've codified our culture into four key values defining how we support our people to succeed; how we create an environment for creative collaboration; and how we ultimately measure success:

Core Values



**Customer
first**



**Passion for
success**



**Value individuals,
empower teams**



**Complacency is
not an option**

By recruiting and retaining a range of talented people, creating a culture of constructive collaboration, and focusing our efforts on our customers, we've assembled a high-performing team dedicated to making a positive contribution to urban transportation.

Human Capital Management

Our Approach

Everybody says it; we mean it: people are our most valuable asset. Our Board maintains oversight on human capital management to preserve the integrity and magic of our team. For details about our governance and policies, [see page 15](#). Our programs, initiatives and strategies help us attract and retain the people who make Miovision, well...Miovision.

Flexible Work Options

Hybrid Program & Work from Home

We commit to hybrid work for employees, with the exception of those whose jobs require an onsite presence (e.g., manufacturing). Our commitment to hybrid work is reiterated in our employment agreements as well as a [Remote Work Policy](#).



Annual Engagement Survey 2023

Statement: "My working location/environment contributes positively to my ability to do my job"

Result: 8.9/10

Statement: "I feel like I can be myself at work."

Result: 8.2/10

Statement: "My direct manager demonstrates a commitment to diversity, equity and inclusion."

Result: 8.7/10

Diversity & Inclusion Statement

Our D&I purpose is to cultivate a company enriched by diverse experiences, skills, and perspectives. We aim to create an inclusive environment where individuals feel welcomed, thrive in their careers, and freely express their viewpoints. This initiative is crucial for attracting and retaining a diverse workforce and nurturing a workplace culture that encourages long-term commitment.

Flexible Options

Eligible Miovision employees receive:

- Unlimited vacation
- Mio-Days program, extending all statutory holiday weekends by an extra day
- Flexible start/finish times: Regardless of location, Miovision employees can take advantage of flexible start/finish times outside of core business hours (10 am–4 pm), provided business demands are met
- Eligible employees have the opportunity for Temporary Part-Time Working Arrangements during major life events

Remote Office Set-up/Support

Eligible Miovision employees receive:

- A home office subsidy of \$500 CAD available upon hire
- A monthly internet stipend of \$50 CAD, for every employee not required onsite
- Access to ergonomic tools and an assessment program
- Corporate Mobile Program



Encouraging Sustainable Transportation

- MioHq (located in Kitchener, Canada) is centrally located, close to public transportation and trails. Our Hq office features indoor/outdoor bicycle racks and free electric vehicle charging stations.
- Miovision participates in the TravelWise program through the Region of Waterloo, offering Hq employees discounted transit passes, access to regional ride-sharing, and emergency ride home reimbursement for employees who opted for a sustainable mode of transportation to the office.



Health Benefits

- Comprehensive benefits package with flexibility to allocate funds between a Health Care spending account and Wellness spending account.
- Family friendly policies including: Maternity Leave, Parental Leave top-up, Family Responsibility Leave, Bereavement Leave, Jury Duty Leave, Sabbatical Program
- Paid Personal Days, Sick Days & Short-Term Disability
- Free access to virtual health care services provided by Dialogue
- Free access to Fitness Programming including:
 - MioHq onsite gym + equipment, and access to a virtual fitness platform
 - Free access to Calm Premium – a mindfulness and meditation app



Safety At Work

- Each occupied physical location has a Joint Health and Safety Committee and robust safety training program
- All employees have access to Report-It, an anonymous internal reporting tool
- Scenario-based business continuity plan (BCP)
- Total Reportable Case Rate in 2023: 0%



Strengthening the Future

- At Miovision HQ, in Kitchener, Canada, we employ around 65 co-op students from local universities and colleges through our Campus Program each year. They're integrated into our team and get hands-on experience with cutting-edge technology, seeing their efforts result in improved traffic efficiency and public safety. We're proud that many students opt to return or extend their terms, crediting our positive, inclusive and supportive environment and the feeling they get when treated like full-time employees.
- CICE Program Highlight: In 2023, Miovision was the recipient of the Conestoga College Host Organization of Distinction Award, in appreciation of outstanding leadership and support of Community Integration through Co-operative Education
- 2023 New Graduate Conversion:
 - 14% Return/Extension Students
 - 3 Students Hired on part-time contract
 - 71% match with the top-ranked candidate



Continuous Development

- All Miovision employees have access to LinkedIn Learning
- Miovision invests \$250 CAD on training & development for each full-time employee
- Each employee has a \$50 CAD quarterly Learn Something New allowance
- Professional Designation / Membership Fees are covered for roles requiring ongoing certification and education
- Internal Mentorship Program



Community Relations

Miovision’s unlimited vacation policy allows employees dedicated to philanthropic initiatives the flexibility to volunteer. In 2023, our top community initiatives included:

CTV Kitchener Toy Mountain (Salvation Army)
Every holiday season, Miovision employees gather and celebrate. Employees are invited to donate an unwrapped, unopened toy to Toy Mountain in Kitchener Waterloo, providing toys to families in need. In 2023, Miovision donated more than 500 new toys to Toy Mountain. Watch our news segment: [Spreading Joy: Miovision x Toy Mountain](#).

Toasty Toes Sock Drive
In advance of the winter season, Miovision contributed \$5,000 CAD to locally-run [Toasty Toes sock drive](#), to help the homeless in our community stay warm and dry. Our employees also donated brand new socks to the cause.

Earth Day 2023
Miovision employees in all locations participated in a Community Clean-up day.

Cycle 4 St. Joe’s
Miovision employees and partners raised money by riding for [St. Joseph’s Hospital in Toronto](#). The team raised a total of \$5,050 CAD, contributing to the total of \$450,000+ CAD raised through this event.

Our Performance

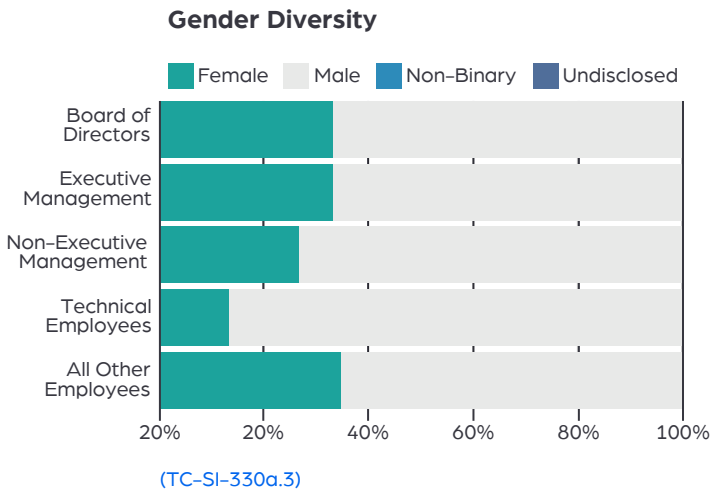
We manage what we measure. We commit to measuring and setting standards for the following metrics.

| Work Related Injuries | Board Members who are Female | Members of the Management Group that are Female | Employee Engagement Response Rate |
|-----------------------|------------------------------|---|-----------------------------------|
| 0 | 33% | 33% | 89% |

ESG-Related Employee Engagement Results (June 2023)

| "How likely is it that you would recommend Miovision as a place to work?" (out of 10) | "My working location/environment contributes positively to my ability to do my job." (out of 10) | "My direct manager demonstrates a commitment to diversity, equity and inclusion." (out of 10) |
|---|--|---|
| 8.0 | 8.9 | 8.7 |

(TC-SI-330a.2)



DISCLOSURE STANDARDS

Standards (noun):

Established norms, guidelines or specifications that define acceptable levels of quality, performance, safety or other characteristics for products, services, processes or systems.

At the end of the day, we're as strong as the standards we maintain.



SASB Index

The International Sustainability Standards Board (ISSB) publishes industry-specific SASB Standards intended to help companies disclose financially material and decision-useful ESG information to investors. Two SASB Standards are considered relevant for Miovision: Software & IT Services (TC-SI), and Hardware (TC-HW).

SASB Table: 2023 Data

This table uses the SASB Sustainability Disclosure Topics & Accounting metrics for the Software & IT Services Industry.

| Topic | Metric | Category | Unit of Measure | Code | 2023 Results | Discussion |
|--|--|-----------------------|--|--------------|--|--|
| Environmental Footprint of Hardware Infrastructure | Total energy consumed | Quantitative | Gigajoules (GJ) | TC-SI-130a.1 | 7,655.45 | Miovision does not own its facilities and does not currently use renewable energy sources. We are exploring carbon-neutral options for grid electricity sourced power. |
| | Percentage grid electricity | | Percentage | | 100% | |
| | Percentage renewable | | Percentage | | 0% | |
| | Total water withdrawn; percentage in regions with High or Extremely High Baseline Water Stress | Quantitative | Thousand cubic meters (m3); percentage | TC-SI-130a.2 | 798.5 m3, 0% | Calculated on primary facilities, metered data. Miovision does not operate in regions with High or Extremely High Baseline Water Stress. |
| | Total water consumed; percentage in regions with High or Extremely High Baseline Water Stress | | Thousand cubic meters (m3); percentage | | Data not tracked, 0% | All environmental product water and humidity testing uses a recirculating pump, significantly decreasing the amount of water withdrawn. |
| | Discussion of the integration of environmental consideration into strategic planning for data centre needs | Discussion & Analysis | n/a | TC-SI-130a.3 | n/a | Commentary for the indicator is not available. Miovision plans to address this information in future reporting. |
| Data Privacy & Freedom of Expression | Description of policies and practices relating to targeted advertising and user privacy | Discussion & Analysis | n/a | TC-SI-220a.1 | Miovision Privacy Policy | |
| | Number of users whose information is used for secondary purposes | Quantitative | Number | TC-SI-220a.2 | 0 | |
| | Total amount of monetary losses as a result of legal proceedings associated with user privacy | Quantitative | CAD | TC-SI-220a.3 | \$0 | |
| | Number of law enforcement requests for user information | Quantitative | Number | TC-SI-220a.4 | 0 | |
| | Number of of users whose information was requested | | Number | TC-SI-220a.4 | 0 | |
| | Percentage resulting in disclosure | | Percentage | TC-SI-220a.4 | n/a | |



SASB Table: 2023 Data

This table uses the SASB Sustainability Disclosure Topics & Accounting metrics for the Software & IT Services Industry.

| Topic | Metric | Category | Unit of Measure | Code | 2023 Results | Discussion |
|--|--|-----------------------|--------------------|--------------|---|--|
| Data Privacy & Freedom of Expression | List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring | Discussion & Analysis | n/a | TC-SI-220a.5 | None | None, to our knowledge. |
| Data Security | Number of data breaches | Quantitative | Number, Percentage | TC-SI-230a.1 | | The indicator is not disclosed, as it is commercially sensitive for Miovision. |
| | Percentage that are personal data breaches | | | | | |
| | Number of users affected | | | | | |
| | Description of approach to identifying and addressing data security risks, including use of third-party cyber-security standards | Discussion & Analysis | n/a | TC-SI-230a.2 | Vulnerability management, malware prevention, security monitoring, Incident management | |
| Recruiting & Managing a Global, Diverse & Skilled Workforce | Percentage of employees who require a work visa | Quantitative | Percentage | TC-SI-330a.1 | 2.27% | As of May 8/24 |
| | Employee engagement as a percentage | Quantitative | Percentage | TC-SI-330a.2 | Employee Engagement Survey: June 2023 Completed Rate: 89% Recommended NPS: 29 Confidence NPS: 21 | Every year, employees participate in an extensive survey consisting of 16 Likert and 2 NPS measured questions. Employees also participate in Quarterly Pulse Check-ins measuring the same NPS questions asked in the annual survey. Miovision uses an in-house survey tool to assess employee sentiments using NPS (-100 to 100) and Likert (1-10) methodology. Ratings of 9-10 (Promoters) are more likely to be actively engaged and remain with the company, while low ratings of 0-6 (Detractors) may be disengaged and at risk of leaving. Ratings of 7-8 (Passives) do not directly affect the NPS calculation, but represent an important segment with potential to become promoters or detractors. |



SASB Table: 2023 Data

This table uses the SASB Sustainability Disclosure Topics & Accounting metrics for the Software & IT Services Industry.

| Topic | Metric | Category | Unit of Measure | Code | 2023 Results | Discussion |
|---|--|-----------------------|-----------------------|--------------|------------------------------|--|
| Recruiting & Managing a Global, Diverse & Skilled Workforce | Percentage of gender (organization-wide) | Quantitative | Percentage | TC_SI-330a.3 | Female 33.33% Male 66.67% | As of December 31, 2023 |
| | Percentage of gender representation for (a) executive management | | | | Female 24.10% Male 75.90% | |
| | Percentage of gender representation for (b) non-executive management | | | | Female 13.95% Male 86.05% | |
| | Percentage of gender representation for (c) technical employees | | | | Female 34.51% Male 65.49% | |
| | Percentage of diversity group representation for (d) all other employees | | | | — | Employee identification by diversity group is shared at the discretion of individual employees. Miovision plans to implement a new HRIS system which requests diversity group as an optional input during onboarding and will have a dataset to share in subsequent reporting years. |
| Intellectual Property Protection & Competitive Behavior | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations | Quantitative | Presentation currency | TC-SI-520a.1 | n/a | The indicator is not disclosed. It is commercially sensitive information. |
| Managing Systemic Risks from Technology Disruptions | Number of performance issues | Quantitative | Number | TC-SI-550a.1 | — | Data for the indicator is not available. Miovision plans to address this information in future reporting. |
| | Number of service disruptions | | | | — | |
| | Total customer downtime | | Days | | — | |
| | Description of business continuity risks related to disruptions of operations | Discussion & Analysis | n/a | TC-SI-550a.2 | — | Miovision's Business Continuity framework and procedures address risks to our business operations, which lay out a prioritized response to the loss of critical business functions including: office disruption during work hours, office disruption outside of work hours, loss of remote workers, prolonged loss of core systems & loss of a key supplier. |



SASB Table: 2023 Data

This table uses the SASB Sustainability Disclosure Topics & Accounting metrics for the Software & IT Services Industry.

| Topic | Metric | Category | Unit of Measure | Code | 2023 Results | Discussion |
|------------------|-------------------------------------|--------------|-----------------|-------------|--------------|---|
| Activity Metrics | Number of licences or subscriptions | Quantitative | Number | TC-SI-000.A | --- | Data is not currently tracked, however the vast majority of our licencing is cloud subscription based. We intend to track and share this information in subsequent reports. |
| | Percentage cloud-based | | Percentage | | --- | |
| | Data processing capacity | Quantitative | Number | TC-SI-000.B | --- | Data is not currently tracked, however the vast majority of our data processing is outsourced. We intend to track and share this information in subsequent reports. |
| | Percentage outsources | | Percentage | | --- | |
| | Amount of data storage | Quantitative | Petabytes | TC-SI-000.C | --- | Data is not currently tracked, however the vast majority of our data storage is outsourced. We intend to track and share this information in subsequent reports. |
| | Percentage outsourced | | Percentage | | --- | |

SASB Table: 2023 Data

This table uses the SASB Sustainability Disclosure Topics & Accounting metrics for the Hardware Industry.

| Topic | Metric | Category | Unit of Measure | Code | 2023 Results | Discussion |
|--------------------------------|---|-----------------------|-----------------|--------------|------------------------------|--|
| Product Security | Description of approach to identifying and addressing data security risks in products | Discussion & Analysis | n/a | TC-HW-230.1 | --- | The indicator is not disclosed. It is commercially sensitive information. |
| Employee Diversity & Inclusion | Percentage of gender representation (organization-wide) | Quantitative | Percentage | TC-HW-330a.3 | Female 33.33% Male 66.67% | As of December 31/23 Employee identification by diversity group is shared at the discretion of individual employees. Miovision plans to implement a new HRIS system which requests diversity group as an optional input during onboarding and will have a data set to share in subsequent reporting years. |
| | Percentage of gender representation for (a) executive management | | | | Female 24.10% Male 75.90% | |
| | Percentage of gender representation for (b) non-executive management | | | | Female 13.95% Male 86.05% | |
| | Percentage of gender representation for (c) technical employees | | | | Female 34.51% Male 65.49% | |
| | Percentage of gender representation for (d) all other employees | | | | --- | |



SASB Table: 2023 Data

This table uses the SASB Sustainability Disclosure Topics & Accounting metrics for the Hardware Industry.

| Topic | Metric | Category | Unit of Measure | Code | 2023 Results | Discussion |
|------------------------------|---|-----------------------|-------------------|--------------|--------------|---|
| Product Lifecycle Management | Percentage of products by revenue that contain IEC 62474 declarable substances | Quantitative | Percentage | TC-HW-410a.1 | n/a | |
| | Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent | Quantitative | Percentage | TC-HW-410a.2 | — | Data is not currently tracked. We plan to understand this extent of EPEAT registration requirements to support disclosure in subsequent reporting years. |
| | Percentage of eligible products, by revenue, certified to an energy efficiency certification | Quantitative | Percentage | TC-HW-410a.3 | n/a | |
| | Weight of end-of-life products and e-waste recovered | Quantitative | Metric tonnes (t) | TC-HW-410a.4 | — | Data is not currently tracked. See Hardware Specification Sheets for overall product data. |
| | Percentage of end-of-life products and e-waste recovered | | Percentage | TC-HW-410a.4 | 0% | There is currently no end-of-life product recovery program in place. Product end-of-life is an area of opportunity to increase waste diversion and reduce landfill emissions. A product end-of-life program will be evaluated for implementation in 2025. |
| Supply Chain Management | Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities | Quantitative | Percentage | TC-HW-430a.1 | 0% | Supplier facilities are not audited against the RBA Validated Audit Process (VAP) and at scale, participation in a VAP is not justified at this time. |
| | Tier 1 suppliers' non-conformance rate with the RBA Validated Audit Process or equivalent | Quantitative | Percentage | TC-HW-430a.2 | 0% | Supplier facilities are not audited against the RBA Validated Audit Process (VAP) and at scale, participation in a VAP is not justified at this time. |
| | Tier 1 suppliers' associated corrected action rate for (a) priority non-conformance and (b) other non-conformances | | | | 0% | |
| Materials Sourcing | Management of risks associated with the use of critical materials | Discussion & Analysis | n/a | TC-HW-440a.1 | — | Data for the indicator is not available. Miovision plans to address this information in future reporting. |





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