



2025 Corporate Sustainability Report:

Resilience Driving Responsible Growth

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Statement From the CEO + Chief People & Performance Officer



At Assent, sustainable development is not adjacent to our strategy, it is foundational to it.

As regulatory complexity increases and expectations for supply chain transparency grow, sustainability is no longer just a reporting exercise, it's a driver of resilience, risk mitigation, and long-term competitiveness. Our mission to make the supply chains of complex manufacturers deeply and durably good reflects our belief that responsible business practices and strong performance go hand in hand.

As an AI-native platform for supply chain sustainability and compliance, Assent helps manufacturers reduce risk, strengthen data integrity, and make informed decisions that support both business growth and environmental and social responsibility. By combining advanced AI capabilities with regulatory expertise and a global supply chain data network, we enable customers to embed sustainability into product design, sourcing, and trade compliance.



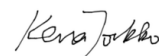
In 2025, our recertification as a Certified B Corporation reaffirmed our commitment to balancing purpose and performance, holding ourselves accountable to measurable standards of governance, transparency, and impact across our global operations.

This progress is driven by our people. Through our People, Culture & Community initiatives, leadership development, and strong governance, we are building a workplace grounded in inclusion, integrity, and accountability.

At Assent, we are focused on building the infrastructure, technological, operational, and cultural, needed to support responsible growth at scale. We believe faster intelligence and stronger supply chains are essential to advancing more sustainable global manufacturing systems.



Michael Southworth
Chief Executive Officer



Keira Torkko
Chief People & Performance Officer

Executive Summary

A snapshot of the progress we've made across environment, people, and business impact, from emissions reductions and community contributions to team growth, customer outcomes, and ethical standards.



Climate Emergency & Emissions

Reduced Scope 1 and 2 emissions by 39% through Renewable Energy Credits. We reduced Scope 3 emissions by 28%.



People, Culture & Community

Our teams supported 10 charities through donations and volunteer hours, impacting the communities where we work.



Team Growth

98% of leaders are Lead with Purpose certified.



Team Prosperity

We achieved a 7.8 global Assentee engagement score.



Customer Privacy & Data Security

Reduced our phish-prone rate by 6% since 2022.



Customer Well-Being

Completed an impact logic chain to help determine our Theory of Change.



Ethical Standards

We conducted a supplier engagement campaign with 60 software providers to sign off on our Supplier Code of Conduct.



Human Rights

Approximately 98% of Assentees reported that they take action in their individual roles to uphold human rights.

All data reflects 2025 performance and is based on internal reporting and verified sources unless otherwise noted.



From **85.3 to 102.3** Our B Corp Score Reflects Major Leap in Impact

Being a B Corp is about holding ourselves accountable to the highest standards when it comes to governance, workers' rights, community engagement, respect for the environment, and our commitment to our customers. Originally certified in 2022 with a score of 85.3, we sought recertification in 2025 and increased our score to 102.3—reflecting meaningful progress across these areas and how far we've come. Our recertification is not the finish line, it's a checkpoint on our journey. As we look ahead, we'll continue to embed sustainability, equity, and accountability into everything we do, raising the standard for ourselves and our industry.

Certified



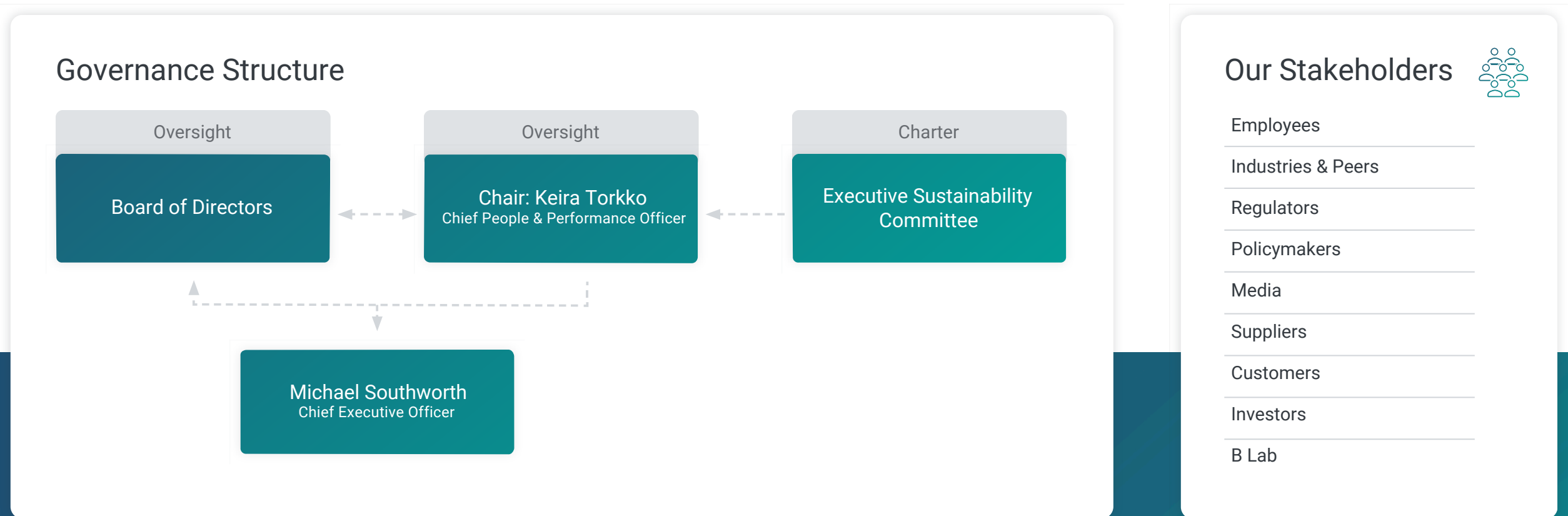
This company meets high standards of social and environmental impact.

Corporation



The Executive Sustainability Committee

The Executive Sustainability Committee (ESC) is key to driving our commitment to social and environmental impact. The committee oversees the implementation of our sustainability strategies, ensuring legal compliance and the integration of sustainable principles across the organization. Through its focused efforts, it embeds sustainability at the heart of Assent, guiding us toward a more responsible future.

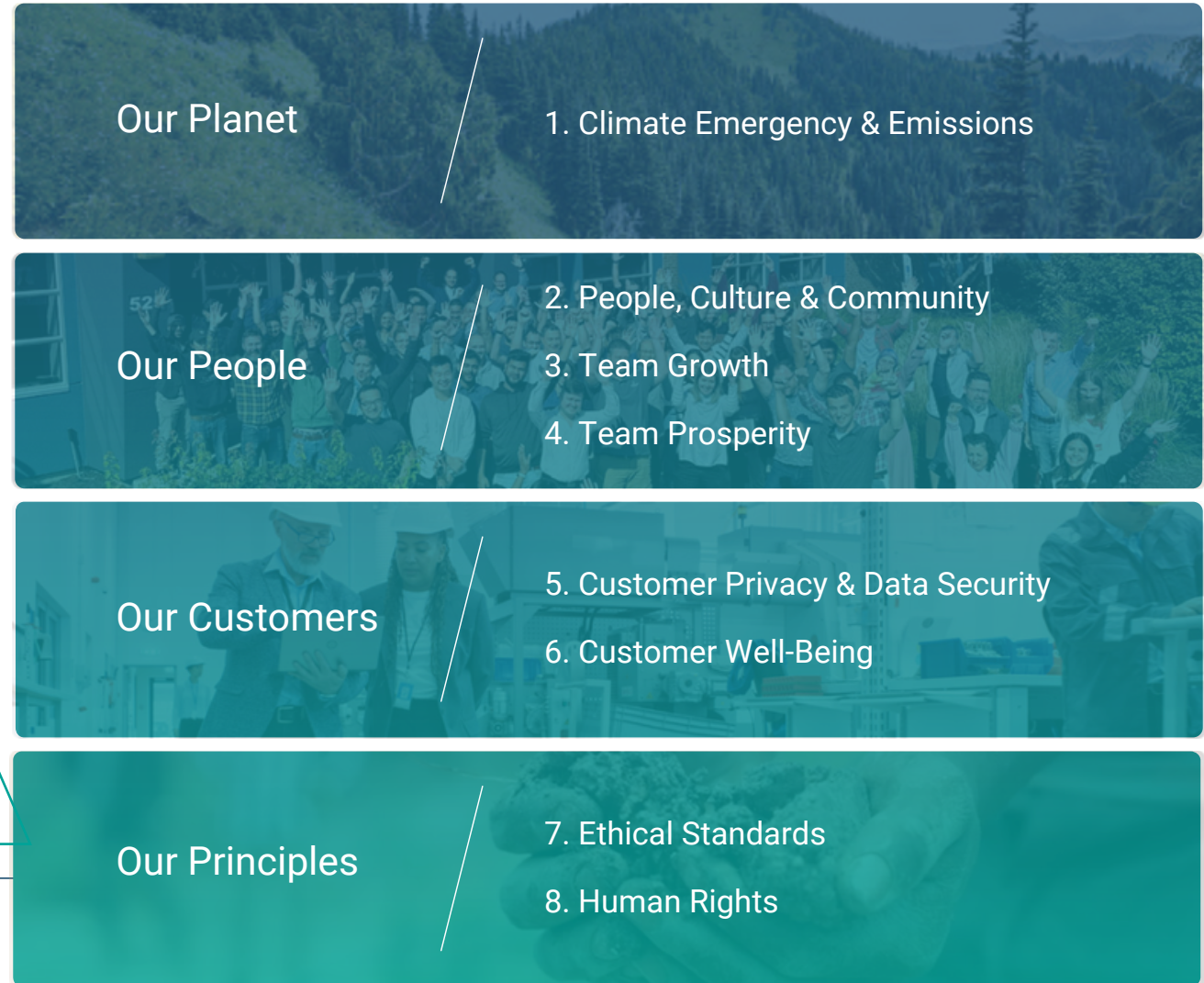


Our Sustainability Priorities

Materiality Assessment

In 2022, we completed a formal materiality assessment to identify the sustainability issues most relevant to Assent and our stakeholders. This process included stakeholder engagement and data collection, supported by a cross-departmental project team and executive sponsorship. We partnered with a third-party data provider to capture perspectives from a broad range of stakeholders, ensuring a comprehensive and balanced view. The sustainability priorities outlined in this report are the result of that assessment.

In 2025, we conducted a second materiality assessment to reassess and validate these priorities. The insights from this updated assessment will inform the strategy outlined in our 2026 report, ensuring our approach continues to reflect evolving stakeholder expectations and business priorities.



Our Planet: Climate Emergency & Emissions

Topic Description: The management of climate-related risks and opportunities arising from actual or potential physical impacts and transitional impacts. It also includes the direct and indirect emissions of greenhouse gases (GHGs) and emissions reduction targets to limit individual company contributions to global warming.

Executive Sustainability Committee Owner: Andrew Holyome, Chief Information Officer

Impact Area: Our Planet	Goal	KPI	Target	Year	2022 Baseline	2025	Actions Taken
Strategic Objective: Act for a zero-carbon future.   	Reduce absolute Scope 1 and 2 emissions in line with a science-based, 1.5°C-compliant target	Percent reduction in Scope 1 and 2 emissions from a 2022 base year	50%	2030	0%	39%	We engaged a decarbonization consultant to identify emissions reduction opportunities across our operations and value chain, helping define a more targeted path forward. In parallel, we purchased renewable energy credits (RECs) through Bullfrog Power to match electricity use across our operations in Canada, India, and Kenya. These RECs are Canadian-sourced.
	Reduce intensity of Scope 3 emissions in line with a science-based, 1.5°C-compliant target	Scope 3 emissions intensity unit (tCO ₂ e/employee) from a 2022 base year	1.6	2030	3.53	2.46	We introduced a new travel policy with sustainability considerations, supported by a new travel booking system to improve visibility and decision-making. We also implemented emissions management software to strengthen how we track and manage our footprint, and engaged suppliers through a targeted campaign to encourage action on emissions across our value chain.
	Engage suppliers to reduce their emissions in line with a science-based 1.5°C-compliant target.	Percentage of suppliers covering purchased goods and services that have their own science-based target	50%	2026	Does not exist	4%	We strengthened responsible sourcing by implementing a Supplier Code of Conduct, embedding sustainability into procurement (RFPs and supplier questions) and incorporating sustainability screening into our Procurement GPT.



Our People: People, Culture & Community

Topic Description: The processes and mechanisms a company has in place to grow and maintain diversity in the workforce and ensure equal opportunities and treatment for all employees.

Executive Sustainability Committee Owner: Keira Torkko, Chief People & Performance Officer

Impact Area:	Goal	KPI	Target	Year	2022 Baseline	2025	Actions Taken
Our People Strategic Objective: <i>Foster a diverse, equitable, and inclusive workplace</i>	Continue to build inclusion through ERGs, leadership engagement, and ESG-driven communication, enhancing sustainability learning and awareness	Percentage of Assentees who identify as women or non-binary	50%	2026	47%	47%	We marked Women’s Month with events focused on heart and bone health, alongside sharing global employee stories through “Caring at Every Level – From Self to Community.” During Pride Month, we hosted a session on understanding diverse gender identities and non-binary experiences, offering practical guidance on allyship and creating more inclusive spaces.
		Percentage of people leaders who identify as women or non-binary	50%	2026	42%	45%	We maintained strong representation with over 52% global women in leadership as of March, reflecting continued progress toward gender equity. We also launched a learning management software for our people leaders, enabling self-directed learning across key competencies such as inspiring others, execution, and building a culture of trust.
	Enhance engagement with all identities to deepen equity and cultural connections	Pay equity ratio of men to women and non-binary	1:1	2026	1:0.94	1:0.91	We enhanced employee experience and global equity by implementing medical benefits in India and the UK, improving HR systems and data access, introducing a new 401(k) provider, and completing our 2025 year-end compensation review.
		Percentage of Assentees that feel included at work	82%	2026	79%	75%	We fostered global connection and engagement through initiatives such as St. Patrick’s Day, International Day of Happiness, and Pet Day, featuring interactive activities and shared moments across teams. More than 120 employees participated in our annual step challenge, strengthening collaboration and well-being through friendly competition.



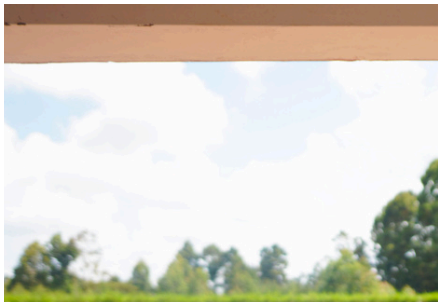
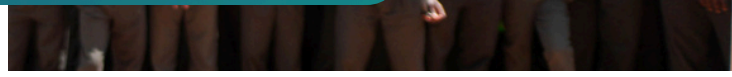
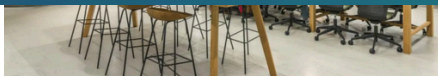
Our People: People, Culture & Community Continued

Impact Area:	Goal	KPI	Target	Year	2022 Baseline	2025	Actions Taken
Our People Strategic Objective: <i>Foster a diverse, equitable, and inclusive workplace.</i>   	Increase global engagement in community activities, volunteering, donations, and ESG efforts	Volunteer days used, focusing on global community partnerships and acts of kindness <i>(new 2025 KPI)</i>	1,350 days	2026	1,250 days	789 days	We supported environmental stewardship and community impact through global and local initiatives. Teams participated in an annual litter clean-up in Ottawa and tree planting efforts in Kenya, alongside projects with local schools supporting women, girls, and active play, including the donation of chairs. Near our Ottawa headquarters, employees volunteered with a community center partner to advance sustainability and food security. During the holiday season, teams around the world contributed food, clothing, and monetary donations to support their local communities.
		Percentage of Assentees who participate in diversity, equity, and inclusion and ERG initiatives	25%	2026 <i>(new)</i>	12%	30%	We fostered an inclusive, values-driven culture through global engagement and awareness initiatives. Teams marked Pride Month with an interactive learning experience exploring 2SLGBTQIA+ history, and observed Black History Month through employee-led education and personal reflections. In Pune, employees and partners came together to celebrate Diwali, strengthening cultural connection and team cohesion. We also reduced in-office plastic use by introducing refillable snack options, a Bevi water station, and B Corp-certified products.



Giving Back to Our Communities

This year, we continued to invest in the communities where we live and work, with a focus on meaningful, locally relevant impact. From supporting schools and planting trees in Kenya to volunteering our time and expertise, our efforts were rooted in creating lasting change. We also partnered with global organizations such as UNICEF, WaterAid, Rainbow Railroad, the World Wildlife Fund, and the Canadian Red Cross to support access to education, clean water, humanitarian aid, and climate resilience. Together, these initiatives reflect our commitment to strengthening communities and contributing to a more equitable and sustainable future.



Our People: Team Growth

Topic Description: The process of ensuring the workforce is functioning at its most productive levels and can effectively handle organizational changes. It captures employee recruitment, retention, and development practices.

Executive Sustainability Committee Owner: Keira Torkko, Chief People & Performance Officer

Impact Area:	Goal	KPI	Target	Year	2022 Baseline	2025	Actions Taken
Our People Strategic Objective: Empower Assentees to unlock their full potential.	Upgrade people leader skills and measure impact through our leadership development certification program, Lead With Purpose	Average increase in 11 behavior outcome factors measuring effective leadership across Assent's people leaders	10%	2023	0%	KPI <i>completed</i> in 2023	We completed this program in 2023.
		Percentage of people leaders who are Lead With Purpose certified	95%	2025	0%	98%	98% of identified people leaders were certified as of December, with the figure continuing to evolve as roles change. The Lead with Purpose (LwP) program runs bi-annually, with new leaders joining after three months in their role. Certification includes a 1:1 coaching conversation to assess application of key concepts. Cohorts participate in a Volunteer Day capstone to strengthen engagement, and receive coaching resources such as The Coaching Habit.
	Provide Assentees with a meaningful career path within Assent	Percentage of Assentees who have been awarded internal promotions and job transitions	25%	2025	29%	5.6%	We continue to invest in our team by creating opportunities to grow within Assent, whether through learning programs, new responsibilities, or role changes.
	Create a culture of shared purpose and commitment within Assent	Percentage of Assentees who report feeling aligned with Assent's vision and mission	85%	2025	70%	77%	In 2025, we expanded our footprint with the launch of our Global Capabilities Centre in India in April. We also transitioned to a new CEO in May, which brought shifts in how this area operates and how Assent is scaling overall. Given the significance of these changes, we anticipated some movement in alignment scores as Assentees adjusted to the new direction. There were also notable changes across C-level leadership throughout the year. Despite this, we are still seeing progress from our baseline.



Our People: Team Prosperity

Topic Description: Employment practices related to internal and external workforces throughout the value chain, and compliance with regulatory requirements, regimes, and internationally accepted labor standards in the workplace. It captures minimum labor rights, employee benefits, fair compensation, and worker-related sustainability initiatives.

Executive Sustainability Committee Owner: Keira Torkko, Chief People & Performance Officer

Impact Area:	Goal	KPI	Target	Year	2022 Baseline	2025	Actions Taken
Our People Strategic Objective: <i>Put our people and their well-being at the core of everything we do.</i> 	Ensure that Assentees continue to feel satisfied and fulfilled by their work	Assentee engagement score	> 8.0	2025	8.1	7.8	In 2025, we moved our engagement surveys from email to Slack to increase visibility and participation. Early results showed lower engagement, so in January 2026 we shifted from a biweekly to a monthly cadence to reduce fatigue and improve participation.
		Assentee net promoter score	38	2025	34	16	Our eNPS in Officevibe decreased from 32 to 16, reflecting broader organizational changes in 2025, including the expansion of our Global Capabilities Center and leadership shifts. We remain focused on strengthening alignment, clarity, and connection as we evolve.

Our Customers: Data Security

Topic Description: The aspect of information technology that deals with protecting private corporate information, critical information systems, and networks from security breaches.

Executive Sustainability Committee Owner: Andrew Holyome, Chief Information Officer

Impact Area:	Goal	KPI	Target	Year	2022 Baseline	2025	Actions Taken
Our Customers Strategic Objective: <i>Partner with our customers to protect their privacy and secure their data.</i>   	Empower Assentees to safeguard customer privacy and data	Percentage of Assentees who complete the annual security awareness training	100%	2024	100%	100%	There have been no material changes of note in 2025. Annual security awareness participation continues to be a part of our annual SOC2 controls.
		Percent reduction in our phish-prone rate from our 2022 baseline	>3%	2025	Undisclosed	6%	There have been no material changes of note in 2025 regarding to our phishing campaign program. Throughout the program, we adjust campaigns based off real world emerging threats to ensure the program remains effective.

Our Customers: Customer Privacy & Security

Topic Description: The aspect of information technology that deals with protecting private corporate information, critical information systems, and networks from security breaches.

Executive Sustainability Committee Owner: Julia Johnson, Senior Director, Legal & Privacy

Impact Area: Our Customers	Goal	KPI	Target	Year	2022 Baseline	2025	Actions Taken
Strategic Objective: Partner with our customers to protect their privacy and secure their data.	Create and uphold a global framework for data privacy and security-compliant business operations	ISO 27701 certification status	Certified	2025	Not certified	Not certified	Decided not to pursue this year due to resource capacity.
		Favorable SOC 2 Type II audit outcomes	Unqualified (pass)	2024	Unqualified (pass)	Unqualified (pass)	Unqualified (pass) report issued for the period November 1, 2024 to October 31, 2025.
		ISO 27001 certification status	Certified	2024	Not certified	Certified	Certified. Certificate valid from December 19, 2024 to December 19, 2027.



Our Customers: Customer Well-Being

Topic Description: The dynamics of customer expectations that affect satisfaction, loyalty, and brand reputation, and the mechanisms to ensure customers are treated fairly and honestly during commercial transactions.

Executive Sustainability Committee Owner: Keira Torkko, Chief People & Performance Officer



Impact Area: Our Customers	Goal	KPI	Target	Year	2022 Baseline	2025	Actions Taken
Strategic Objective: Enable our customers to bring responsible products to the world.	Generate measurable social, environmental, and economic value for our customers through our market-leading sustainability solutions	Percentage of priority impact areas included in our Social Return on Investment Score (SROI)	100%	2026	Does not exist	In progress	We completed an impact logic chain to help us determine our Theory of Change.
	Create an excellent customer experience	Customer Satisfaction Score (CSAT)	80%	2025	Does not exist	8.2*	We strengthened our risk assessment and management processes, enabling faster de-escalation of customer concerns and more effective issue resolution. An updated escalation pathway was introduced within leadership to ensure customer voices are heard at all levels of the organization. In parallel, we proactively prepared customers for upcoming surveys by confirming appropriate contacts and clearly setting expectations, reinforcing that this approach provides an open channel for sharing concerns, successes, and feedback.
		Increase in Net Promoter Score (NPS)	5	2025	0	3	

*Customer satisfaction is now measured on a 10-point scale; prior years used a percentage-based CSAT methodology.

Our Principles: Ethical Standards

Topic Description: The moral code of conduct and guiding principles that are key to the strategic and operational management of a business. This topic captures the management of risks and opportunities associated with ethical considerations, lawful behavior, and compliance practices.

Executive Sustainability Committee Owner: Keira Torkko, Chief People & Performance Officer

Impact Area:	Goal	KPI	Target	Year	2022 Baseline	2025	Actions Taken
Our Principles Strategic Objective: <i>Act with integrity in everything we do.</i>  	Establish an ongoing process to identify and prioritize Assent’s ethical risks for prevention and mitigation	Percentage of priority ethical risks identified	100%	2024	0%	90%	We commenced the process to survey rightsholders on the risks identified internally. This step will be completed in 2026.
	Build and sustain a culture of ethics and integrate risk reduction and mitigation efforts into key business processes	Percentage of Assentees that report a good understanding of how ethics apply to Assent and their individual roles	80%	2024	Does not exist	79.5%	We strengthened our ethical culture through onboarding training and an internal Slack campaign to reinforce expectations and awareness.
		Percentage of Assentees that report feeling empowered and supported to raise concerns	80%	2025	Does not exist	91.8%	We strengthened our ethical culture through onboarding training and an internal Slack campaign to reinforce expectations and awareness.
		Percentage of high-risk business processes and relationships with ethics controls	100%	2025	Unknown	11.1%	We strengthened responsible sourcing with a Supplier Code of Conduct and embedded sustainability into procurement. To date, 11% of software suppliers have confirmed adherence, supported by Procurement GPT screening.



Our Principles: Human Rights

Topic Description: The fundamental rights and freedoms that ensure all human beings are able to live with dignity, freedom, equality, justice, and peace.

This topic also includes the measures needed to uphold these rights and the protection of the rights of the child related to anticipating, preventing, or responding to any form of violence, exploitation, abuse, or practices that might be harmful to a child's physical and mental development and integrity.

Executive Sustainability Committee Owner: Lisa Ellis, Solutions Consultant

Impact Area: Our Principles	Goal	KPI	Target	Year	2022 Baseline	2025	Actions Taken
Strategic Objective: <i>Respect and promote all internationally recognized human rights.</i>	Establish an ongoing process to identify Assent's priority human rights risks, impacts, and opportunities for prevention and mitigation	Percentage of priority human rights risks, impacts, and opportunities identified	100%	2024	0%	90%	We commenced the process to survey rightsholders on the risks identified internally. This step will be completed in 2026.
	Integrate human rights into key business processes and Assentee training programs by adopting risk mitigation strategies that address Assent's salient human rights	Percentage of Assentees reporting a good understanding of how human rights apply to Assent and their individual roles	80%	2024	Does not exist	79%	We strengthened awareness of human rights across the organization by introducing onboarding training content and launching an internal campaign on Slack to reinforce understanding and engagement among employees.
		Percentage of Assentees reporting that they take action in their individual roles to uphold human rights	60%	2025	Does not exist	97.6%	We strengthened awareness of human rights across the organization by introducing onboarding training content and launching an internal campaign on Slack to reinforce understanding and engagement among employees.
		Percentage of high-risk business relationships with human rights controls	100%	2025	Unknown	11%	We strengthened responsible sourcing by embedding sustainability into procurement and supplier screening, with 11% of software suppliers aligned to date.



Access Our Comprehensive Sustainability Disclosures

We're proud of the strides we've made this year. From our continued transition to renewable energy to elevating our people through purposeful leadership and initiatives, each milestone represents another step toward a more sustainable, equitable future.

We are committed to providing stakeholders with clear, accessible sustainability metrics. By sharing both our progress and areas for improvement, we aim to foster collaboration and encourage open dialogue on how to drive meaningful change.

Our detailed disclosures align with the International Financial Reporting Standards (IFRS) and the Global Reporting Initiative (GRI). Follow the link below to view them.

[Access Our Disclosures](#)

We encourage open dialogue, so please do not hesitate to reach out to us at corporatesustainability@assent.com.





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