

Corporate Sustainability

Report | 2025



Everforth™

Adapt and Thrive™

Our Company

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Our report is available at everforth.com/sustainability

We believe transparency builds trust and leads to progress.





Our Company

Fellow Everforth Stakeholders

This year marks a meaningful milestone for our Company. For the first time, we are issuing our Corporate Sustainability Report under the Everforth name, reflecting not only a new identity, but a renewed sense of purpose and shared commitment.



Theodore S. Hanson
Chief Executive Officer

Everforth represents the culture we are building: rooted in continuity and focused on progress. We deliver stronger outcomes when we operate as one team, and that principle guides our approach to sustainability, driving greater coordination, consistency, and accountability across our enterprise.

This report highlights the issues most important to our stakeholders, including cybersecurity and data privacy, responsible technology and innovation, employee engagement, and corporate governance.

Cybersecurity remains central to how we build trust and deliver value. In 2025, we achieved key security certifications and recertifications that independently validate the maturity of our cybersecurity program and reinforce our commitment to protecting stakeholder data. As artificial intelligence (AI) reshapes the cybersecurity landscape, we have adopted AI-driven tools to strengthen detection, improve response, and proactively manage risk in an ever-evolving threat environment.

Our people are critical to our continued success, and sustained investment in skills and career development is essential to remaining competitive in a rapidly evolving market.

In 2025, we invested over 170,000 hours in employee training, with a focus on cybersecurity and role-specific skills, including AI resources and education geared toward specific solutions areas. We also enhanced our Company-wide Mentor Program through a new enterprise-grade platform, expanding access to career mobility, knowledge sharing, and professional growth across Everforth. Coming together under the Everforth brand has enabled us to deliver training and mentoring programs with greater reach and consistency, ensuring that every employee benefits from the collective strength of our enterprise.

Beyond our organization, we remain committed to supporting the communities where we live and work, including through our partnership with the Children's Hospital of Richmond at VCU, near our headquarters. In 2025, we expanded participation in our employee giving platform, driving stronger engagement and more consistent impact across the enterprise, contributing to a 19 percent increase in philanthropic donations year-over-year.

We also made measurable progress in our environmental efforts, maintaining alignment with the Science Based Targets initiative and improving the quality and transparency of our emissions data as we work toward our reduction targets. While our direct footprint remains relatively modest, we are committed to disciplined measurement and continuous improvement.

Beyond our operations, we support our customers' sustainability goals through the digital solutions we deliver, helping them operate more efficiently and sustainably. This year's Corporate Sustainability Report includes several customer case studies that illustrate how we help commercial enterprises and government agencies translate sustainability priorities into measurable and more efficient operational outcomes.

The achievements reflected in this report are a testament to what is possible when our people come together with a shared purpose. Just as was our mission under our prior company name ASGN, as Everforth, we carry a promise to our employees, our customers, our investors, and the communities where we live and work, that we will remain committed to moving forward, growing stronger, and continuing to Adapt and Thrive™.

Thank you for being part of that journey and for your continued support.

Go Everforth!

Regards,



Theodore S. Hanson
CHIEF EXECUTIVE OFFICER | EVERFORTH, INC.

Sustainability Accomplishments

Cybersecurity and Responsible Business

- Maintained strong enterprise risk oversight and governance through robust ERM Program
- Achieved Recertification of ISO 27001 & ISO 27017, reinforcing security-first culture
- Embedded responsible AI practices to strengthen cyber resilience

Our Workforce and Social Responsibility

- Enhanced Mentor Program with the deployment of new enterprise-grade platform
- Invested over 170,000 hours in employee training with specific focus on AI, cybersecurity and role-specific upskilling, including AI resources and education geared toward specific solutions areas
- Expanded employee-led philanthropy, resulting in year-over-year growth in total charitable giving

Environmental Responsibility

- Measurable progress toward SBTi emissions reduction targets
- Maintained ISO 14001 certification at Corporate Headquarters
- Developed emissions reporting processes to support state regulatory requirements

Guiding Principles

Our approach to Corporate Sustainability is built around five guiding principles that reflect the topics most relevant to our business and stakeholders.

These principles demonstrate our commitment to maintaining robust corporate governance practices, investing in our employees and communities, upholding the highest levels of transparency, and being steadfast stewards of the environment.



I. CYBERSECURITY

Monitor, identify, and address enterprise security risks. Foster a culture of innovation and alignment with leading technology partners.



II. RESPONSIBLE BUSINESS

Maintain robust governance and oversight. Provide and uphold a culture of ethics and integrity to preserve and enhance long-term stakeholder value.



III. OUR WORKFORCE

Support employee development and retention by offering access to training, career mobility, and professional growth. Maintain a positive workplace and people-first culture.



IV. SOCIAL RESPONSIBILITY

Create meaningful impact through charitable contributions and volunteerism. Uplift communities in which employees live and work.



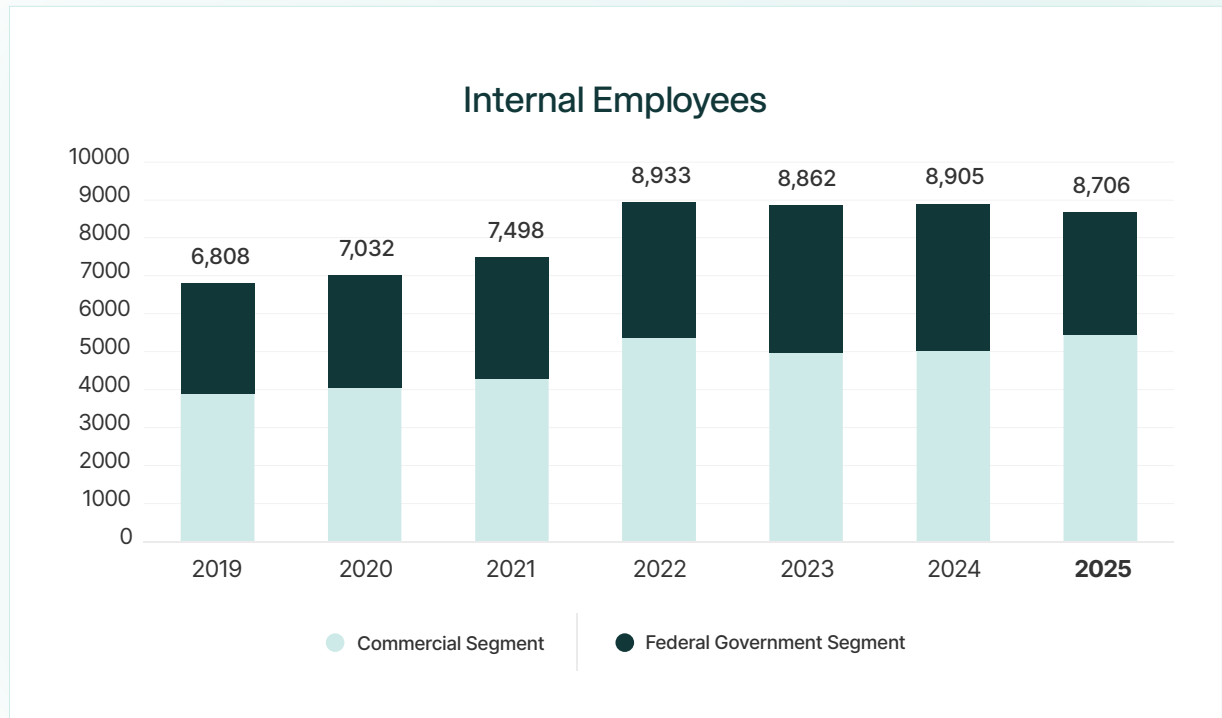
V. ENVIRONMENTAL RESPONSIBILITY

Reduce our environmental footprint by conserving resource usage. Strive to lower greenhouse gas emissions.

Business Overview

Everforth, Inc. (NYSE: EFOR) is a leading technology and digital engineering company that helps organizations adapt, innovate, and thrive in a world of constant change.

Our six solution areas — cloud and infrastructure, AI and data, application modernization and digital engineering, experience, cybersecurity, and enterprise platforms — accelerate time to value for our customers.



Everforth Company Segments

Everforth provides information technology and digital engineering services through two segments: Commercial and Federal Government, which together span six industries. Along with its brands, Everforth had approximately 8,700 internal employees as of December 31, 2025.

Everforth has grown through a combination of organic growth and strategic acquisitions. Over the past five years, the Company completed six acquisitions aligned with our strategy to offer higher-end, higher-value IT consulting solutions and digital engineering capabilities.

Our Commercial Segment (70 percent of 2025 consolidated revenues), provides IT solutions to Fortune 1000 and large mid-market customers across six harmonized solutions areas: (i) Cloud and Infrastructure, (ii) Data and AI, (iii) Application Modernization and Digital Engineering, (iv) Experience, (v) Cybersecurity, and (vi) Enterprise Platforms; and five industries: (i) Consumer and Industrial, (ii) Technology, Media, and Telecom (“TMT”), (iii) Financial Services, (iv) Healthcare, and (v) Business and Government Services. Our Commercial Segment maintains a robust talent pool of contingent labor built over decades. Supplementing this onshore team, we employ full-time nearshore and offshore professionals out of our Mexico and India delivery centers to support solution-specific consultative engagements.

Our Federal Government Segment delivers advanced solutions in data and AI, cybersecurity, software and engineering, and enterprise platforms to some of the world’s leading agencies in the public and private sectors across four customer types including Defense and Intelligence, National Security, Civilian agencies, and other customers. These solutions capabilities are geared towards IT modernization of the federal government as well as promoting efficiency and security for our federal customer base.



Everforth Family of Brands

 **Everforth**
Apex Systems.

 **Everforth**
ECS Federal.

 **Everforth**
Creative Circle.

 **Everforth**
GlideFast.

 **Everforth**
CyberCoders.

 **Everforth**
TopBloc.



Our Sustainability Approach

We view our Corporate Sustainability efforts as an ongoing, iterative process that is informed by our key stakeholders. We benchmark our processes and metrics against industry best practices and our peers.

At a high level, our Corporate Sustainability Report addresses cybersecurity, responsible business, our workforce, social responsibility, and environmental responsibility. Our management approach for each of these topics is rooted in our Guiding Principles.

While we maintain these principles to ensure consistency and auditability of our data, changing industry and market dynamics may require us to evolve our policies over time.

Please refer to the section labeled **Our Approach** under each report category to learn more about how we manage specific sustainability topics. Each section includes details on our related policies and achievements.



CYBERSECURITY



**RESPONSIBLE
BUSINESS**



**OUR
WORKFORCE**



**SOCIAL
RESPONSIBILITY**



**ENVIRONMENTAL
RESPONSIBILITY**

Engaging Our Stakeholders

Our stakeholders include employees, consultants, customers, investors, and the communities in which we live and work.

We engage our employees through ongoing training and skill-building opportunities, corporate giving programs, and support for Employee Groups. We engage our customers through customer experience surveys, such as ClearlyRated, as well as through sustainability-specific surveys such as those related to our supply chain, to understand their experiences and expectations. We actively review and analyze feedback to identify opportunities for improvement to strengthen customer relationships.

We engage with our investors through our website, which hosts our annual Corporate Sustainability Report, as well as through quarterly and annual SEC filings, press releases, investor days, and other conferences and roadshows.

Investors and customers also rely on our disclosures aligned with key sustainability reporting frameworks. We align our efforts with leading standards, including:

- **The Carbon Disclosure Project (“CDP”)**
- **The Global Reporting Initiative (“GRI”)**
- **The Sustainability Accounting Standards Board (“SASB”)**
- **The Task Force on Climate-Related Financial Disclosures (“TCFD”)**

These ratings help us identify areas for review and improvement.

Identifying What Matters Most

Everforth's Corporate Sustainability priorities are informed by ongoing engagement with key stakeholders, including employees, customers, and investors.

Through regular dialogue, internal review, peer benchmarking, and alignment with leading sustainability frameworks, we identify and refine the topics most relevant to our business and long-term value creation. In addition, approximately every three years, Everforth conducts a Materiality Assessment in which we ask our key stakeholders to prioritize the most important sustainability topics our Company should address over the next one to three years. Our most recent assessment was conducted in 2024. The insights we gather from our Materiality Assessments, along with customer dialogue and peer reviews, help guide our sustainability strategy and disclosures, ensuring that we remain focused on areas that matter most to our stakeholders while maintaining flexibility as industry, regulatory, and market dynamics evolve.

› How We Address Sustainability Across Our Business

Everforth's approach to Corporate Sustainability is informed by ongoing stakeholder engagement, internal review, and evolving business and market dynamics. Rather than relying on a static set of material topics, we integrate sustainability considerations into our governance, operations, workforce practices, and client solutions as applicable. This approach allows us to remain responsive as priorities shift and new risks and opportunities emerge.

The examples below illustrate how Everforth addresses key sustainability-related topics across the organization.

› Trust, Security, and Responsible Technology

As a leading technology and digital engineering company, maintaining stakeholder trust is foundational to our business. In our 2024 Materiality Assessment, cybersecurity and data privacy were ranked amongst the most material topics by our stakeholders, along with the topics of business ethics and responsible technology and innovation.

Everforth takes a security-first approach to protecting data, systems, and client relationships, supported by robust governance, enterprise risk management, and ongoing employee awareness and training. Our responsible technology practices emphasize strong controls, ethical use of emerging technologies, and continuous alignment with industry standards to safeguard information and support long-term resilience.

› Our People and Workforce Engagement

Our people are central to Everforth's ability to deliver innovative technology solutions and long-term value. We focus on fostering a people-first culture that supports development, engagement, and retention through training, mentorship, and career growth opportunities across the organization. Regular feedback mechanisms, including ongoing performance management, help inform how we strengthen our workplace and support positive employee experiences. Employee engagement was the most material topic identified in our 2024 Materiality Assessment.

› Social Impact and Community Engagement

Everforth is committed to making a meaningful impact on the communities where our employees live and work. Through charitable contributions, volunteerism, and employee-led initiatives, we support local communities and encourage active participation across our company. These efforts reflect our belief that social responsibility is an important extension of our culture and values.

› Supply Chain Responsibility and Transparency

We integrate sustainable considerations into our supply chain through clear expectations, ethical standards, and ongoing engagement with suppliers. Our Supplier Code of Conduct and responsible procurement practices help promote alignment with our values and support responsible business conduct. Insights gained through ongoing supplier engagement and annual supplier surveys help us refine expectations, identify opportunities for improvement, and encourage greater transparency.

As part of our ongoing supplier engagement and oversight, we regularly review supplier practices. In 2025, this review highlighted the following focus areas:

- Approximately 85 percent of suppliers have emissions reduction targets validated by SBTi, with 75 percent also having a net-zero goal

- More than 90 percent participate in corporate philanthropy
- Over 85 percent have a code of ethics in place
- Over 80 percent have efforts related to waste reduction and water conservation in place

These insights enhance our understanding of supplier sustainability practices, reconfirm that we have a responsible, sustainable supply chain, and help us refine our own procurement processes.

› Transparency and Environmental Responsibility

Transparency underpins Everforth's sustainability approach. We disclose our progress through recognized reporting frameworks as previously noted and continue to enhance our internal processes to support data quality, comparability, and accountability across the Company.

› Enabling the Energy Transition Through Digital Solutions

As a professional services firm, Everforth's direct environmental footprint is relatively modest. That said, we recognize that one of our greatest opportunities for environmental impact lies in the solutions we deliver to our customers that are actively navigating the global energy transition. As digital infrastructure and AI-driven workloads continue to expand, energy systems are under growing pressure to simultaneously scale capacity, improve resilience, and reduce carbon intensity.

The rapid growth of AI, cloud computing, and data-intensive operations is driving unprecedented demand for reliable power. At the same time, energy providers must integrate higher levels of renewable and distributed energy resources while maintaining grid stability, affordability, and regulatory compliance. Addressing this dual challenge requires advanced digital solutions that improve system visibility, optimize performance, and enable smarter more resilient energy networks.

› From Sustainability Ambition to Execution

Across these engagements, Everforth helps customers translate sustainability ambition into execution. By integrating digital platforms, data, and AI with real-world energy challenges, we enable outcomes that support emissions reduction, grid resilience, and long-term system reliability.

This customer-focused approach reinforces Everforth's broader commitment to responsible environmental stewardship and long-term value creation, demonstrating how digital solutions can help meet growing global energy demand while accelerating the transition to a more resilient, lower-carbon energy future.

Supporting Grid Resilience and System Modernization in the Utilities and Energy Transition

For more than two decades, Everforth has partnered with leading energy, utility, and industrial customers at the center of this transition. Our teams design and implement secure digital platforms, data architectures, and analytics solutions that support emissions monitoring, asset optimization, renewable energy integration, and grid modernization.

By combining deep industry expertise with scalable digital capabilities, we help customers decarbonize operations without compromising reliability or growth.

As energy systems become more complex, the interdependence between computing infrastructure and power generation has become increasingly clear. Everforth operates at this intersection. We help customers modernize grid infrastructure, securely connect offshore and distributed assets, and apply advanced analytics to balance rising

electricity demand with lower-carbon supply. For example, Everforth has supported utility customers expanding offshore wind by designing and implementing secure, resilient network infrastructure that connects offshore turbines to onshore systems. These solutions enable reliable monitoring, control, and power delivery while maintaining cybersecurity and operational resilience in challenging environments.

Similarly, we guide utilities through organizational, technical, and operational change as they adopt new digital platforms to manage distributed energy resources at scale.

By combining systems integration, application development, and change management, Everforth helps customers deploy solutions that are not only technically sound, but operationally sustainable.

2025 Featured Workplace Awards



Everforth and its family of brands continue to be recognized across the industry, as evident by the numerous Company Culture, Service Provider and Supplier, and Industry Talent and Customer Satisfaction Awards listed over the coming pages.

Company Culture Awards

- **Great Place to Work® Award:** Mexico for Everforth Apex
- **Great Place to Work® Award:** Best Workplaces in Tech: United Kingdom for Everforth Apex
- **Military Friendly Award:** Military Friendly Employer; Top Ten Employer for Everforth Apex
- **The Washington Post:** Top Workplaces 2025 for Everforth ECS
- **Comparably Best Company for:** Women; Culture, Leadership and Career Growth; Compensation; Work-Life Balance; Sales Team for Everforth CyberCoders
- **USA Today:** Top Workplaces for Innovation, Work-Life Flexibility, Employee Well-being, Professional Development, Compensation and Benefits, Leadership, Purpose & Values for Everforth CyberCoders

2025 Featured Workplace Awards



Talent and Client Satisfaction Awards

- **Best of IT Services** for Everforth Apex
- **Top AI Execs to Watch** for Everforth ECS
- **WashingtonExec:** Artificial Intelligence Executive of the Year for Everforth ECS
- **Top National Security Execs to Watch** for Everforth ECS
- **Cybersecurity Executive of the Year** for Everforth ECS
- **Top CIOs to Watch** for Everforth ECS
- **Healthcare Execs to Watch** for Everforth ECS
- **Top DoD Execs to Watch** for Everforth ECS
- **Top Cybersecurity Execs to Watch** for Everforth ECS

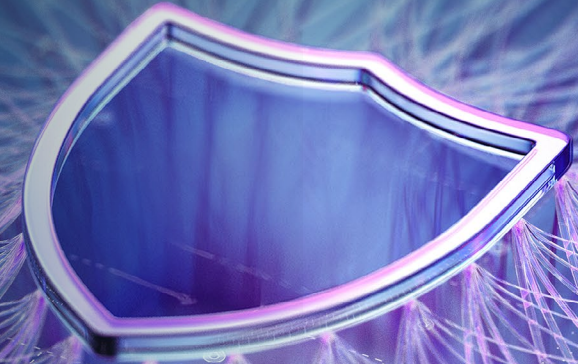


Cybersecurity

GUIDING PRINCIPLE:

Identify, address, and protect digital trust by embedding cybersecurity into continuous operations to ensure resilience, continuity, and sustainable growth while responsibly managing enterprise security risk.

Safeguarding Today, Securing Tomorrow.



We are committed to driving transformative growth while upholding the highest safety and risk mitigation standards.

At Everforth, we take a security-first approach that enables us to adapt quickly and thrive in a constantly evolving marketplace. By leveraging modern technologies and proactive risk management, we turn cybersecurity into a strength that supports innovation and sustains growth. We uphold this responsibility through continued investment in a dedicated security team, a robust Security Operations Center (“SOC”), ongoing employee training, and rigorous audits to ensure compliance.



Highlights

CMMC v2.0 L2

Initial Certification

ISO 27001:2022 & ISO 27017: 2015 CONTROLS

Recertification

SOC 1 & SOC 2

Type II Reports 2025

HITRUST CSF v11.3.2

r2 Validated Assessment 2025

PCI DSS v4.0

Recertification

Key Cybersecurity Initiatives

› Enhanced Cybersecurity Protections

We strengthen our cybersecurity protections by using Artificial Intelligence (“AI”) and Machine Learning (“ML”) technologies. These tools help us improve our defenses against cyber threats, detect unusual activities more accurately, and respond to incidents faster. This proactive approach enables us to stay ahead of new threats while also keeping our digital assets safe in today’s fast-evolving technological landscape.

› Unified Cybersecurity Collaboration

Our Enterprise Security Council brings together cybersecurity leaders Company-wide to work as one team. It provides a shared space to exchange knowledge, align best practices, and improve how we protect the organization. By combining insights from across the company, we strengthen our defenses, use resources more effectively, and respond to security challenges together.

The Council is led by Everforth’s Chief Information Officer and includes CIOs, as well as Certified Information Security Professionals, engineers, and security administrators from both the Commercial and Federal Government Segments. Together, this group brings hands-on experience in security operations, software development, business

systems, and global network management. Their main responsibility is to set clear cybersecurity and data protection policies, monitor and respond to new threats, reduce risk before issues arise, and protect Everforth’s most important assets.

› Empowering Risk-Based Governance

Everforth takes an enterprise-wide approach to data protection and cybersecurity. We continuously strengthen our process, technologies, and governance to remain secure, compliant, and resilient as threats evolve.

We regularly validate our security posture through internal and independent audits, tabletop exercises, and real-world testing to identify gaps and drive continuous improvement. These efforts include third-party assessments, internal risk and compliance audits, incident response evaluations, and cross-functional exercises that ensure our teams are prepared to act decisively during security events.

In addition, Everforth actively collaborates with industry partners, law enforcement, and government organizations to share intelligence, apply best practices, and stay ahead of emerging security threats.

Our Approach

Our enterprise-wide approach to data protection and cybersecurity ensures our policies, controls, and technologies work together to keep information secure and maintain the privacy and trust of everyone we serve.

Through an unwavering commitment to excellence, we chart a course towards fortified defenses, ensuring compliance and resilience in the face of evolving threats, thereby safeguarding the fabric of digital trust and integrity.

"Building resilience to emerging threats and protecting the organization through innovation and disciplined execution enables us to thrive in today's environment. By aligning our people, controls, and technology, we continue to adapt and strengthen trust across all our stakeholders."



Steve Hittle
Chief Information
Security Officer

Cybersecurity Strategy and Readiness

› Threat Actor Risk Assessment

Our Federal Government Segment, Everforth ECS, serves as the Company-wide cybersecurity provider. Through its Advanced Research Center (“ARC”), Everforth ECS continuously monitors and assesses cyber threats targeting our Company and similar industries, including advanced threat groups, cybercriminals, and hackers.

Everforth ECS shares this threat intelligence across the organization to ensure awareness and action at every level, providing security teams with regular updates during weekly and as-needed security meetings. Executive leadership is briefed through quarterly Enterprise Security Council meetings, and the most critical threats are reported directly to the Board of Directors.

› Unified Baseline Cybersecurity Framework

Everforth follows a disciplined, enterprise-wide approach to data protection and cybersecurity, guided by proven frameworks that help us stay ahead as threats evolve. These frameworks provide structure, accountability, and consistency across our organization, setting us apart and reinforcing our position as a trusted cybersecurity leader.

At the core of our program is alignment with the Department of Defense Cybersecurity Maturity Model Certification (“CMMC”) 2.0 framework. Guided by CMMC and grounded in the [National Institute of Standards and Technology](#), or NIST, SP 800-171, our security

Everforth Security Standards and Best Practices

- **ISO 27001:2022**
- **ISO 27017:2015**
- **ISO 20243:2018**
- **ISO 9001:2015**
- **ISO 20000-1:2018**
- **CMMI DEVELOPMENT ML3**
- **CMMI SERVICES ML 3**
- **SOC 2 Type II**
- **SOC 1 Type II**
- **ITIL**
- **HITRUST CSF v11.3.2**
- **PCI DSS v4.0**
- **CMMC v2.0 L2**
- **NIST SP 800-171**

program is built on well-defined, industry-recognized controls that drive disciplined execution and measurable outcomes. In 2025, Everforth achieved CMMC v2.0 Level 2, the new set of rules from the Department of Defense for companies that handle Controlled Unclassified Information, validating the strength, maturity, and consistency of our approach. More information on these standards is provided in the upcoming sections of this report.

The cybersecurity landscape is rapidly evolving with the rise of artificial intelligence, bringing both new opportunities and new challenges. Everforth has embraced AI-driven tools to enhance threat detection, streamline risk management, and improve incident response.

By integrating AI while remaining anchored to CMMC, NIST, and other industry standards, we are not only keeping pace with change; thriving, adapting quickly, strengthening our defenses, and ensuring the resilience of our systems and data.

› National Institute of Standards and Technology Guidance - NIST SP 800-171

Under the CMMC program, all members of the Defense Industrial Base (“DIB”) are required to implement defined cybersecurity controls and, in some cases, obtain third-party certification to qualify for Department of Defense (“DoD”) contracts. This requirement applies specifically to contracts involving:

- ITAR or other export-controlled data
- Controlled Unclassified Information (“CUI”)
- Controlled Technical Information (“CTI”)

CMMC Maturity Level 2 Requirements Include 110 Controls Grouped Under 14 Domains, Including:

- Access Control
- Audit and Accountability
- Awareness and Training
- Configuration Management
- Identification and Authentication
- Incident Response
- Maintenance
- Media Protection
- Personnel Security
- Physical Protection
- Risk Assessment
- Security Assessment
- System and Communications Protection
- System and Information Integrity

› Vulnerabilities and Exploits

Everforth takes a proactive approach to cybersecurity, focusing on minimizing vulnerabilities and reducing the risk of exploits. Through a multi-layered strategy that includes advanced threat detection, continuous monitoring, and proactive security protocols, we work to identify and address potential weaknesses before they are exploited. Regular assessments and audits help ensure our systems and networks remain resilient, allowing us to stay ahead of emerging threats with confidence.

› Penetration Testing

Everforth conducts rigorous, ongoing penetration testing to uncover and eliminate security weaknesses across both cloud-based and on-premises environments. Our testing goes beyond standard checks, using realistic attack simulations that target infrastructure, network endpoints, physical hardware, and mission-critical platforms such as Oracle, SQL databases, and web services.

This capability has matured to the point that customers now rely on Everforth to deliver penetration testing as a service, leveraging the same methods we use to protect our own environment. Led by our SOC, these efforts include developing customized analytics and testing approaches that continuously strengthen security posture and resilience, both for Everforth and for our customers.

› Advanced Technological Infrastructure and Toolsets

Everforth ECS leads our 24/7 SOC, supporting both customers and internal operations with monitoring, detection, and rapid response to cybersecurity threats. Using advanced AI and machine learning tools, the SOC analyzes system logs to quickly identify global threats and respond effectively.

The team has reached significant milestones on the ServiceNow platform, including the creation of a Cyber Fusion Center and the deployment of SecOps Dashboards, which enable streamlined monitoring, incident response, and strong governance over our

security processes. Quality and oversight are built into every aspect of our operations, ensuring that our protections are reliable, consistent, and measurable.

At Everforth, we continuously invest in AI, ML, and governance frameworks to strengthen our defenses, detect anomalies with precision, respond to incidents quickly, and stay ahead of emerging threats. This focus on quality, accountability, and continuous improvement ensures both our organization and our customers remain secure, resilient, and confident in our capabilities.

› Third-Party Vendor Risk Management

Everforth maintains a rigorous vendor risk-management program to assess and control risks across our third-party ecosystem. Every potential vendor undergoes a thorough vetting process to ensure they meet our high standards for security, reliability, and compliance before being approved to work with us.

Our standardized protocols give teams full visibility and control over third-party risks, enabling proactive monitoring and management throughout the vendor lifecycle. By combining strong governance, quality oversight, and continuous risk assessment, Everforth protects operations, reinforces stakeholder trust, and solidifies our leadership in cybersecurity and risk management within the IT services industry.

› Resiliency and Recovery

Everforth's information security program is designed to strengthen resilience, adapt to evolving threats, and help the organization thrive in a dynamic business environment. Built on industry-standard best practices, controls, and regulatory requirements, our holistic framework covers cybersecurity, physical security, and operational resilience. Robust business continuity and disaster recovery plans are closely monitored and tested annually, enabling rapid response and recovery that reinforce organizational resilience.

Privacy is integrated throughout our strategy to protect the confidentiality and integrity of sensitive data. By combining proactive security measures, industry-aligned controls, and vigilant oversight, Everforth minimizes disruption, builds stakeholder trust, and ensures long-term operational strength and success.

› CIO Vulnerability Status Roundtables

Everforth holds a monthly roundtable that brings together CIOs and security leaders Company-wide to review and address open vulnerabilities across the enterprise. These sessions provide a collaborative forum where teams align priorities, share insights, and work together to resolve obstacles, ensuring vulnerabilities are addressed quickly and effectively. By fostering collaboration and unified oversight, these roundtables not only strengthen our security posture but also demonstrate Everforth's commitment to resilience, operational excellence, and the protection of our stakeholders' trust.

› Enhanced Cybersecurity Risk Governance and Oversight

As a publicly traded company, Everforth is subject to oversight by the U.S. Securities and Exchange Commission ("SEC"), including compliance with the SEC's Cybersecurity Disclosure Rule issued in July 2023. This regulation requires public companies to disclose material cybersecurity incidents and provide investors with regular insight into cybersecurity risk management and governance practices.

Everforth maintains a mature governance framework that emphasizes continuous research, active engagement with industry peers, and ongoing monitoring of emerging trends. Our leadership and security teams regularly evaluate evolving risks, regulatory developments, and business objectives to ensure our controls remain aligned, effective, and forward-looking. By consistently refining our governance structure and security program, we strengthen oversight, enhance accountability, and adapt our defenses to meet the demands of a rapidly changing threat landscape.



Advancing Cyber Resilience Through Continuous Testing

Everforth plays a critical role in helping organizations operate responsibly and maintain the trust of their stakeholders. A representative example is our long-standing engagement with a leading hospitality and vacation brand that relies on Everforth to safeguard the privacy and security of millions of guests each year. Since 2023, Everforth's cybersecurity professionals have supported the protection of sensitive payment data, guest information, and mission-critical digital services for this client.

Through a disciplined program that includes quarterly security testing, financial control reviews, and in-depth checks of the systems that support online transactions and applications, Everforth helps reinforce regulatory compliance performance and sustain the high levels of trust placed in the organization by its millions of guests. Advanced testing initiatives such as AI-enabled security assessments,

running collaborative security exercises, and practicing responses to potential incidents, further strengthen the organization's readiness for emerging threats and enhance operational resilience.

By pairing these activities with continuous cybersecurity scans and validation, our efforts provide sustained visibility into evolving risks and enable long-term improvements in our client's security posture.

This engagement illustrates the effectiveness of Everforth's Penetration Testing as a Service model, in strengthening governance, advancing responsible business practices, and driving measurable improvements in cyber maturity for the organizations we serve.

Information Security and Privacy



Everforth maintains robust security and privacy policies aligned with global laws, regulations, and industry standards. These policies form the foundation of our cybersecurity program, guiding how we protect sensitive data and ensure consistent, reliable protection across the organization.

Our cybersecurity incident response plan is a core component of our security program and is regularly reviewed, tested, and updated to reflect evolving threats and lessons learned. It provides a clear, disciplined approach to detecting, responding to, and recovering security incidents, enabling us to act quickly and minimize disruption to our operations.

Our Acceptable Use Policy reinforces our commitment to strong governance and responsible use of information. Aligned with global security and privacy laws, industry standards, and contractual obligations, the policy is continuously evaluated to ensure it effectively addresses unauthorized access, protects confidential data, and preserves the integrity and reputation of our organization.

Looking ahead to 2026, Everforth is using AI to enable more proactive, efficient, and effective cybersecurity efforts for both our own teams and our customers. In simple terms, AI helps us spot warning signs faster, quickly and effectively sort through vast amounts of data, and focus our attention on the threats that matter most. Instead of manually responding to alerts, our cybersecurity teams use AI and predictive analytics to prioritize vulnerabilities and prevent problems well before they have a chance to become serious security incidents.

This strengthens our overall security posture while also helping customers do more with limited time and resources. This approach is part of our broader “connected intelligence” strategy, where AI supports faster detection, quicker response, and smarter risk decisions.

Our approach is already visible in customer work. On the Army’s Endpoint Security Solution program, our cybersecurity team uses AI-powered capabilities to help protect hundreds of thousands of endpoints, giving the customer near real-time visibility into threats and helping automate key security actions across the network. For the Department of Commerce, we have used automation, analytics, and monitoring to improve visibility into risks and help resolve vulnerabilities quicker,

contributing to a stronger and more resilient cyber environment. Additionally, we use Pathfinder™, our proprietary, AI-powered platform, to help organizations predict which vulnerabilities are most likely to be exploited, so we can fix urgent issues first.

Together, these examples show how our cybersecurity teams are applying AI as a practical tool to help customers strengthen defenses, respond faster, and improve cybersecurity outcomes.

› Enhanced Cybersecurity Governance and Oversight

Data protection and cybersecurity are foundational to how Everforth operates and delivers value to our customers. These principles are deeply embedded in our business strategy and are essential to maintaining operational strength, trust, and long-term performance.

Oversight of technology and cybersecurity is provided at the highest levels of the organization through the Board of Directors’ Strategy and Technology Committee. This Committee actively reviews cybersecurity, data protection, and privacy matters across Everforth, ensuring consistent governance, accountability, and alignment with business objectives. To further strengthen our capabilities, we strategically partner with trusted third-party providers, enhancing our internal defenses and increasing our resilience to emerging and evolving threats.

In parallel, our Legal Department and Enterprise Security Council closely monitor developments from regulatory bodies, including the SEC and other federal authorities. Together, they ensure our technology, data protection, and cybersecurity policies remain current, compliant, and aligned with regulatory expectations, supporting responsible growth and reinforcing investor confidence.

› Linking Cybersecurity to Enterprise Risk Management

Cybersecurity is recognized as a key risk area within Everforth's enterprise risk management ("ERM") framework, with risks identified, assessed, and managed through established governance processes. We address a rapidly evolving threat landscape including cyberattacks, data breaches, and regulatory non-compliance while safeguarding the confidentiality, integrity, and availability of our data.

Our cybersecurity program is built on a foundation of industry-aligned compliance standards that follow a risk-based framework. This ensures that every control, process, and policy we implement is prioritized according to its potential impact on the organization, strengthening our ability to protect digital assets and infrastructure while supporting resilience, operational continuity, and informed decision-making across the enterprise.

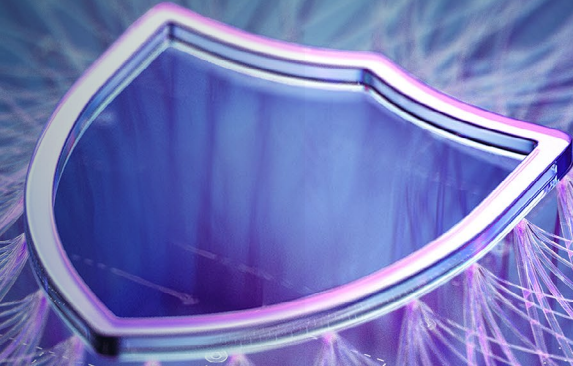
› Cybersecurity Training and Awareness Program

Everforth has built a robust, enterprise-wide cybersecurity training and awareness program designed to foster a culture of security throughout the organization. In addition to annual training sessions, we run quarterly awareness campaigns to reinforce key concepts, provide practical guidance, and ensure all employees understand their role in protecting the confidentiality, integrity, availability, and privacy of Everforth's information and systems.

Our curriculum aligns with the organization's risk and compliance priorities, taking a holistic approach that covers a wide range of topics, from the secure handling of sensitive and confidential information to the responsible use of public and private data. By combining structured training, regular awareness campaigns, and clear guidance, we eliminate confusion, empower employees to act confidently, and cultivate a workforce that is knowledgeable, vigilant, and fully engaged in maintaining cybersecurity across Everforth.



Audits, Compliance, and Certifications



Everforth places its security program under extensive, independent third-party audits conducted by highly qualified and recognized assessors.

These reviews examine hundreds of security controls across our systems, infrastructure, and processes. While demanding, this level of scrutiny is intentional; it reflects our commitment to protecting our customers, employees, and the communities we serve. Each assessment provides meaningful insight that helps us strengthen controls, improve performance, and continuously raise our security standards.

› Internal Audits

Our internal audit function provides ongoing oversight of internal controls, including controls over financial reporting and cybersecurity policies, procedures, and safeguards. This integrated approach ensures consistency across the organization, reinforces accountability, and confirms that our security program operates effectively and in alignment with regulatory and business expectations.



› Compliance Audits

Everforth complies with a broad range of international, U.S., federal, and state regulations, including the General Data Protection Regulation (GDPR), the Health Insurance Portability and Accountability Act (HIPAA), the Health Information Technology for Economic and Clinical Health Act (HITECH), the Defense Federal Acquisition Regulation Supplement (DFARS), and other pertinent data privacy laws. We actively monitor regulatory changes and proactively adapt our policies and controls to meet evolving requirements. This continuous compliance effort, supported by rigorous audits, ensures the confidentiality, integrity, and protection of sensitive information entrusted to us.

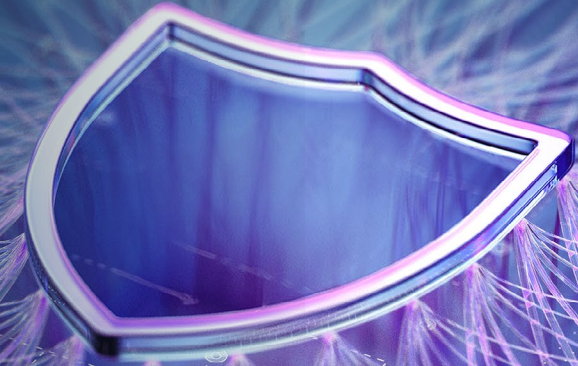
› Incident Response Audits

Everforth's incident response plan is designed to ensure swift, decisive, and effective handling of security incidents, minimizing disruptions and protecting critical operations. Through regular testing, simulations, and audits, we continuously validate and refine the plan, ensuring our teams are prepared to respond confidently to any threat.

Beyond our internal capabilities, Everforth actively collaborates with industry peers, law enforcement, and government agencies. These partnerships enable the timely exchange of intelligence, the sharing of best practices, and the development of proactive strategies to address emerging threats.

By combining rigorous internal preparedness with a strong external collaborative network, we strengthen our resilience, reinforce operational continuity, and maintain a leadership position in cybersecurity across a rapidly evolving landscape.

Collection, Use, and Control of Information



As a leading technology and digital engineering company, Everforth receives personal data from employees, and may receive such information from its customers, all of which is entrusted to us with confidence.

Respecting this information is central to our operations, and our privacy policies clearly define how we handle, protect, and govern personal data. We hold ourselves to the highest standards of data quality and control, ensuring that every piece of information is accurate, complete, and used only for its intended purpose. Through rigorous oversight, well-defined processes, and continuous monitoring, we safeguard the integrity of the data entrusted to us, reinforcing stakeholder trust and maintaining the reliability of our operations.



› Data Privacy Policy

Everforth's Privacy Policy advises individuals regarding their rights and choices concerning personal information and explains how customers can reach us with privacy-related questions.

› Customer Privacy

Everforth undergoes independent external audits of our information security policies and systems at least twice per year. Multiple third-party auditors ensure our adherence and alignment to governance, risk, and compliance certifications throughout the year. We continue to strengthen our security posture through ongoing enhancements to access controls, monitoring, and governance.

› Designated Persons and Department Responsible for Privacy Policy

Our Everforth Chief Innovation and Transformation Officer, Chief Human Resources Officer, and Chief Legal Officer are all responsible for our privacy policy. Our Enterprise Security Council monitors our data loss and cybersecurity controls to protect sensitive information, IT systems, and other security subjects. In addition, the CIO for each of our business segments serves as Chief Privacy Officer.

How to Raise Concerns About Data Privacy

All data subjects can request information or raise concerns by contacting our privacy team at myprivacy@everforth.com or [800-536-1390](tel:800-536-1390). This is a managed process where we collect requests and communicate with those who contact us regarding their concerns.

For reference, here is a link to our [Company Privacy Policy](#).



Responsible Business

GUIDING PRINCIPLE:

Maintain robust governance and oversight. Provide and uphold a culture of ethics and integrity to preserve and enhance long-term stakeholder value.

Together, we are building a brighter, more ethical, and responsible future.

At Everforth, we uphold the highest standards of honesty, trustworthiness, and transparency in all aspects of our business, ensuring that we are creating long-term value for our employees, customers, and investors.

We are pleased to share our progress and commitment to responsible business practices. In 2025, we advanced our corporate governance efforts, including performing an annual refresh on our ERM Program. We also made progress towards our near-term and net-zero emission reduction targets and maintained our alignment with the Science Based Targets initiative (“SBTi”).

To enhance transparency and align with industry best practices, we report to several sustainability frameworks, standards, and disclosures, including the Carbon Disclosure Project (CDP), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), and United Nations Global Compact Communication on Progress (COP).

We also monitor third-party sustainability assessments as one of several inputs that help inform our responsible business priorities. Ongoing engagement with our stakeholders and active listening support this process and help strengthen our business practices. In 2024, we updated our Materiality Assessment to reflect the priorities of our key stakeholders, which continued to guide our responsible business focus in 2025.

“Acting with integrity and accountability is central to our culture and our commitment to sustainability. Through transparent governance and thoughtful decision-making, we aim to balance long-term growth with our responsibilities to employees, customers, investors, and communities. These principles guide how we manage risk, seize opportunity, and build trust over time.”



Jennifer Painter
SVP, Chief Legal Officer
and Secretary

Highlights

ERM Program

Continued integration, monitoring, and enhancement of Company-wide ERM Program.

Responsible Supply Chain

Expanded supplier engagement to strengthen sustainability performance across our value chain.

Regulatory Readiness

Enhanced emissions data, controls, and governance in preparation for compliance with current and emerging GHG regulations.

Frameworks, Standards and Disclosures

Business transparency strengthens business accountability. We report to or align with the following ESG frameworks, standards, and disclosures.

› [CDP](#)

› [EcoVadis](#)

› [GRI](#)

› [TCFD](#)

› [SASB](#)

› [UN SDGs](#)



› Risk Management

Managing our Corporate Sustainability risks and opportunities is an important factor in shaping public perceptions of our brand and overall corporate reputation. Failure or perceived failure to achieve or accurately report on our efforts could adversely affect our client relationships, as well as our ability to recruit and retain talent. Corporate Sustainability risks and opportunities relevant to professional services companies, such as Everforth include, among others, keeping pace with technological change, exposure to cybersecurity and data breaches, recruiting and retaining highly skilled professionals, ensuring workplace health and safety, and maintaining compliance with applicable employment laws and regulations. For a full list of Company risk factors, please refer to our [2025 Annual Report](#).

To strengthen our risk management practices and support the achievement of the Company's performance objectives, Everforth maintains a comprehensive ERM Program. The program includes an enterprise risk profile and corresponding mitigation plans that are reviewed and updated on an ongoing basis.

Everforth's Audit Committee works closely with management to oversee the Company's ERM framework and related risk policies. As part of this oversight, the Committee annually reviews the Company's Risk Profile and recommends updates, as appropriate. Our ERM Program is designed to proactively identify and manage risks that

could materially impact the business, including risks related to system and data security, financial fraud or loss, macroeconomic conditions, regulatory developments, and operational risks, supporting strong governance, accountability, and long-term value creation.

For additional details on Everforth's current risk assessment and management strategies, see our [2025 TCFD Report](#).

› Corporate Governance Guidelines

Robust corporate governance practices are essential to creating long-term value for our stakeholders. Policies and practices grounded in strong ethical standards and compliance with applicable laws and regulations support our ability to win and retain client engagements, attract and engage our workforce, and contribute positively to the communities we serve. Our Board has adopted [Corporate Governance Guidelines](#) designed to preserve and strengthen the Board's structure and processes. Together with the individual Board [Committee Charters](#) and the [Company's Code of Business Conduct and Ethics](#) for directors, executive officers, and financial officers, these Guidelines provide a clear and transparent framework for corporate governance. The Board's [Nominating and Corporate Governance \("NCG"\) Committee](#) reviews the Guidelines annually, or more frequently if deemed necessary.

› Board Oversight, Governing Bodies, and Charters

Everforth's Board is supported by standing committees that oversee specific aspects of the Company's risks.

The Board's NCG Committee assists in all matters pertaining to corporate governance, including advising on committee structure and overseeing Board evaluations. The NCG Committee also oversees the Company's sustainability efforts, including the annual Corporate Sustainability Report. Everforth's Corporate Sustainability Committee meets quarterly to discuss key matters and prepare updates for the NCG Committee. The Corporate Sustainability Committee is led by the Vice President of Investor Relations and includes Everforth's Chief Legal Officer, Chief Financial Officer, Chief Human Resources Officer, Chief Accounting Officer, and executives from the Company's two business segments. The NCG Committee receives at least bi-annual updates on Company-wide Corporate Sustainability efforts, while the full Board receives an annual update.

The Strategy and Technology Committee assists the Board in the annual review of Everforth's strategic plan, including oversight of progress against strategic objectives and consideration of recommended updates based on market developments and other relevant factors. The Committee also oversees the maintenance of the Company's cybersecurity plan and the management of cybersecurity incidents, and provides oversight of Everforth's technology roadmap to ensure alignment with current and emerging technologies that support the Company's long-term vision and goals.

The Compensation Committee oversees the fair compensation of directors and executive officers and the administration of Everforth's incentive and equity-based compensation plans. The Committee is responsible for overseeing executive qualifications, performance, and succession planning, and preparing the executive compensation report included in the proxy statement for the Company's Annual Meeting of Stockholders. The Compensation Committee also sets executive performance targets based on selected financial metrics, ensuring alignment with long-term stakeholder value.

The Audit Committee oversees the independence and qualifications of the Company's independent auditors, as well as the performance of the internal and external audit functions. The Committee also provides oversight of Everforth's accounting and financial reporting practices, the quality and integrity of the Company's financial statements and financial management processes, compliance with applicable legal and regulatory requirements, and adherence to the ethics programs established by management and the Board, as well as oversight of the Company's enterprise risk management ("ERM") framework.

Ethics and Compliance

We are committed to operating as a fair and ethical employer that upholds universal human rights, and maintains a safe, respectful, and inclusive workplace.

Our commitment to ethics and compliance is reinforced through a comprehensive set of Company policies and standards, which promote accountability, integrity, and professionalism across our organization.

Key Components of Everforth's Code of Business Conduct and Ethics

- Confidential Information
- Conflicts of Interest
- Lobbying and Political Activity
- Anti-Kickback Act
- Procurement Integrity
- Contract Negotiation and Pricing
- Anti-Trust and Bid-Rigging Issues
- Public Disclosure
- Equal-Employment Opportunity and Harassment
- Reporting and Anti-Retaliation Policy

Our [Code of Business Conduct and Ethics](#) is reviewed annually and updated as needed. The Code reflects the Company's commitment to conducting business in accordance with the highest ethical standards and in compliance with applicable laws, rules, and regulations. Everforth maintains a zero tolerance approach to bribery and corruption and is committed to acting professionally, fairly, and with integrity in all business activities.

Everforth's [Anti-Corruption Reporting and Whistleblower Policy](#) provides employees, officers, and directors with guidance on applicable U.S. and international anti-bribery and anti-corruption laws. All employees, including officers and directors, receive annual anti-corruption training and are required to comply with this Policy.

Our [Anti-Harassment and Discrimination Policy](#) is designed to ensure that all employees are treated with dignity and respect and that Everforth maintains a workplace free from harassment and discrimination. Any form of harassment or discrimination is prohibited by law and will not be tolerated by the Company.

Everforth's [Human Rights Policy](#) affirms our commitment to respecting and supporting internationally recognized human rights principles and providing a work environment free from harassment, discrimination, or abuse. We also encourage our suppliers, business partners, and customers to adopt similar standards within their own operations.

Our [Workplace Health and Safety Policy](#) underscores Everforth's commitment to providing a safe and healthy work environment for all

employees and reinforces our focus on employee well-being across the organization.

Our [Whistleblower Procedures](#) enable employees and external parties of Everforth to report concerns anonymously regarding the Company's accounting or auditing matters. In addition, we maintain anonymous reporting channels, including hotlines and intranet suggestion boxes, across our organization to ensure employees can safely raise concerns related to workplace issues or potential policy violations without fear of retaliation.

Everforth's [Supplier Code of Conduct](#) establishes expectations for ethical and lawful conduct for any supplier that contracts with the Company or its brands. Failure to comply with the Supplier Code of Conduct may result in termination of the supplier relationship. Everforth employees, officers, and members of the Board of Directors are likewise expected to conduct business in a legal and ethical manner, and we hold our suppliers and business partners to the same standards.

Our [Sustainable Procurement Policy](#) furthers the objectives of the Supplier Code of Conduct by outlining specific environmental, social, and ethical expectations for our supply chain partners.

Our [Supplier Sourcing Policy](#) defines a structured bidding process and sourcing procedures designed to promote a broad and inclusive supplier network, encompassing businesses of all sizes, including those recognized under applicable state and local regulations.



Our Workforce

GUIDING PRINCIPLE:

Support employee development and retention by offering access to training, mobility, and growth pathways. Maintain a positive workplace and people-first environment.

Our workforce is the driving force behind our success.

1 Mentorship Program

As a cornerstone of Everforth's approach to talent development, our mentorship program, aptly named Engage & Empower, connects employees to guidance, learning, and growth opportunities across the organization. The program continues to strengthen our investment in the skills and capabilities of our people, ensuring we are well positioned to meet evolving business demands. In 2025, the program's transition to a more robust online platform helped stabilize participation and drive participant satisfaction to 98 percent, reinforcing the strength and scalability of the program.

2 Performance Management

Everforth is a people-driven business, and our employees are our greatest asset. Supporting career growth through a strong, consistent performance management framework remains a core priority across our organization. In 2025, 100 percent of eligible employees participated in performance reviews, reinforcing our commitment to transparency, development, and continuous improvement. These efforts help strengthen performance, and support long-term retention.

Our People's Commitment And Adaptability Empower Us To Succeed In An Ever-Changing World

We are committed to professional development and career advancement while supporting the health and well-being of our employees and consultants.

Aligned with the United Nations Sustainable Development Goals (“SDGs”), we are dedicated to Good Health and Well-being (“SDG 3”) and Decent Work and Economic Growth (“SDG 8”). We remain focused on delivering measurable improvements, ensuring our employees feel protected, engaged, and valued. We pride ourselves on providing fair wages, benefits, and social protections for our employees so that they can continue to thrive.

“As our business continues to evolve, our people remain focused on execution, adapting to change, supporting one another, and delivering for customers and teams across the organization. That resilience reflects a workforce capable of sustaining performance while the business moves forward.”



Michele McCauley
Chief Human
Resources Officer

Global Culture

We are committed to fostering a workplace culture where every voice is respected, valued, and empowered to contribute. Through a focus on awareness, action, and accountability, we ensure employees feel a sense of belonging and are supported in reaching their full potential.

By welcoming professionals across backgrounds and experiences, we strengthen creativity, innovation, and productivity. Through continuous improvements to our policies and comprehensive hiring practices, we strive to create an environment that empowers our teams and delivers meaningful value to customers and stakeholders. Together, we are building a culture that thrives on collaboration, respect, and shared success.



Company-Wide Culture Initiatives

- **Everforth Engage & Empower Mentorship Program:** A mentee-led program with expanding impact across the enterprise. In 2025, the program transitioned to an enterprise-grade platform built to scale with the organization, with 78 percent of participants completing their six-month mentoring journey.
- **Enhanced Supplier Sourcing:** Focused efforts on supplier sourcing to cultivate a dynamic professional pipeline, ensuring access to a wide range of skills, perspectives, and expertise.
- **Flexible Training Cycles:** Our training programs are delivered on periodic and ongoing schedules, depending on the type and role, ensuring employees receive the right support at the right time.

› A Partnership Built on Purpose

With more than 15 years of collaboration, Everforth's relationship with the American Cancer Society ("ACS") is one of the most enduring nonprofit partnerships in our enterprise. What began as a formal

commitment as a designated Partner Against Cancer has grown into something far more personal, driven year-after-year by the genuine investment of our people.

In 2025, that investment was visible across the country. The Gamers vs. Cancer Tournament Series, for example, continued to unite employees, consultants, customers, and communities in support of ACS programs. In Richmond, Virginia, our Company's headquarters, employees served as Pace Setters at the Making Strides Against Breast Cancer Walk and were welcomed into the ACS Executive Ambassadors Program for the Southeast Region, a recognition of the depth of our local engagement as the walk approaches its 25th anniversary.

Cancer touches nearly every community we serve, and our people show up for it every year.

Enhanced Supplier Sourcing

- › Everforth remains dedicated to maintaining a dynamic and robust supplier network through our enhanced supplier sourcing initiatives. These efforts align with our organizational goals by strategically expanding our supplier base, facilitating a broad skill pipeline, and cultivating partnerships with businesses that bring a wide range of expertise and innovative approaches to the table. By integrating best practices into our procurement processes, we enable our supplier relationships to reflect our commitment to forward-thinking solutions, collaborative partnerships, and sustainable growth.

Employee Groups

Employee Groups remain central to how we foster a positive and connected workplace experience across Everforth. These voluntary groups are open to all employees and organized around common interests, backgrounds, and experiences, offering networking, professional development, and a genuine sense of belonging.

Our Employee Groups are evolving into a platform for improving our client engagement. The perspective these groups cultivate feeds directly into our innovation pipeline, informing how we think, how we operate, and how we grow our customer relationships, making them a business asset as well as a cultural one.



Training and Development

Everforth is proud to be a leader in technology and digital engineering solutions, known for delivering excellence and innovation across all aspects of our business.

We are deeply committed to the growth and career advancement of our employees and consultants, offering a wide range of targeted training programs designed to keep our teams at the forefront of industry advancements and equipped to deliver exceptional results for our customers.

Through continuing education, customized training initiatives, and development opportunities, we empower our workforce to build skills, adapt to evolving challenges, and achieve their full potential. These efforts reflect our dedication to fostering a culture of learning, growth, and excellence across the organization.

At Everforth, we are committed to ensuring every new hire feels welcomed, supported, and prepared to succeed from day one. Our onboarding process is designed to provide a seamless transition into the organization, combining comprehensive training with personalized touches to foster connection and engagement.

› Training Within Our Commercial Segment

Within our Commercial Segment, new employees receive tailored welcome packages and are encouraged to connect with tenured team members, creating a sense of belonging and community. Structured training programs help new hires familiarize themselves with their roles, the company culture, history, and values, along with the resources available to support their growth. To further enhance the onboarding experience, we incorporate interactive elements such as virtual engagement tools, peer-to-peer sessions, and one-on-one mentorship opportunities. By prioritizing a thoughtful onboarding process, we set the foundation for long-term success and engagement.

› Training Within Our Federal Government Segment

Within our Federal Government Segment, new employees participate in a weekly live virtual orientation designed to create an engaging and impactful experience. This comprehensive one-hour session introduces new hires to our business capabilities, organizational structure, benefits, professional development resources, and IT support. Additionally, our Federal Government Segment implemented a streamlined new hire training path within its HR technology platform, enabling employees to quickly access essential tools, navigate next steps, and feel connected from day one. These enhancements help reduce early-stage friction, support engagement, and accelerate time to productivity.

IN 2025, EVERFORTH PROVIDED

170,000+

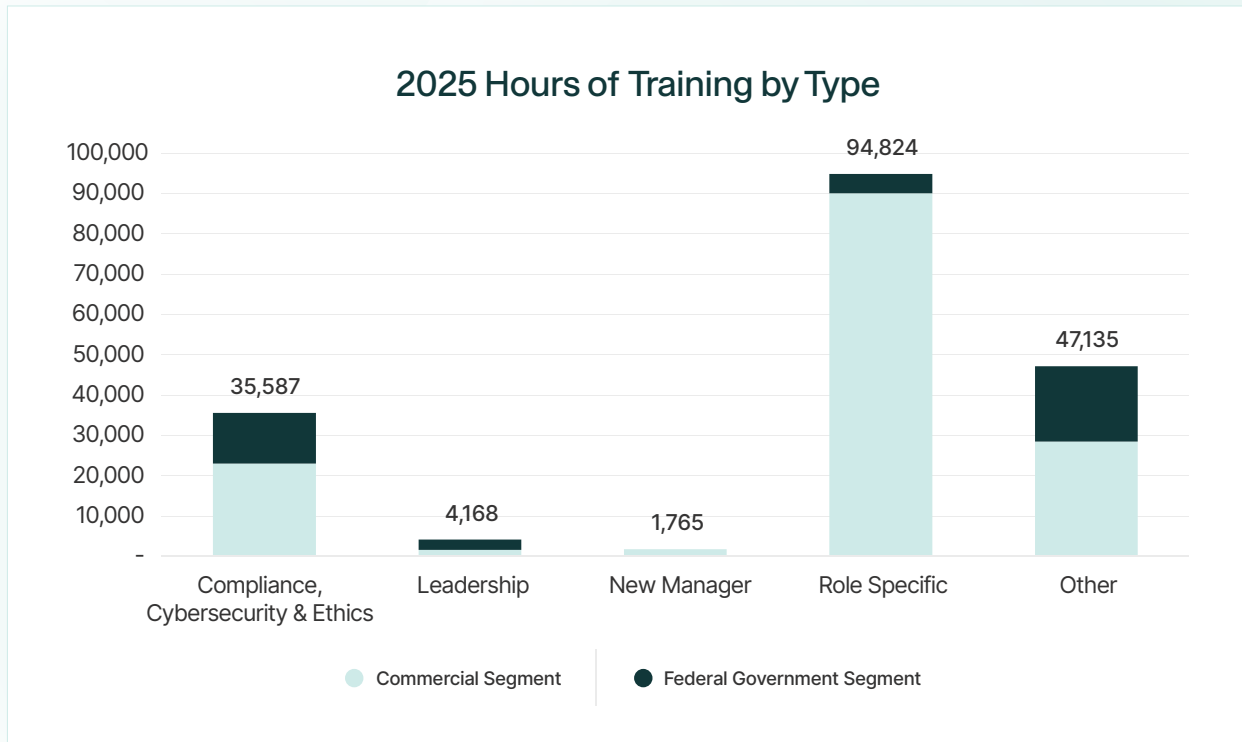
HOURS OF COMPANY-WIDE TRAINING

9,000

INTERNAL EMPLOYEES TRAINED

~20

HOURS OF TRAINING INVESTED PER EMPLOYEE



Training provided to our professionals includes role-specific, leadership, and compliance training. Role specific training includes new-hire onboarding, advanced development for experienced recruiters and account managers such as virtual selling, relationship building, and consulting services, as well as technical skills training aligned with the specialties in which we place professionals, including AI resources and education pertinent to specific job functions. Trainings are conducted to equip new AI users on fundamentals and tips for continued success, while more experienced users are provided with education on how to best leverage AI within their specific roles. We also provide a broad selection of optional self-development courses through our online learning platforms, with topics spanning management, leadership, communication skills, and various technical subjects.

› Cybersecurity, Ethics, and Compliance Training

Everforth maintains a comprehensive, enterprise-wide risk management program focused on proactively identifying and mitigating risk across the organization. Our Board of Directors provides oversight of the Company's technology and cybersecurity strategy via the Strategy and Technology Committee, which ensures that policies related to data protection, cybersecurity, and risk management are regularly reviewed and aligned with evolving regulatory requirements and client expectations. Everforth's approach emphasizes continuous improvement, forward-looking defenses, and strong governances to support resilience in an increasingly complex digital environment.

This framework is reinforced by an enterprise-wide information security training and awareness program that equips employees with the knowledge and accountability necessary to protect sensitive information and support the confidentiality, integrity, and availability of Company systems. Together, these practices strengthen Everforth's risk posture and support sustainable, responsible operations.

› Other Trainings

Everforth has training programs in place that enable our employees to increase their skills, progress to senior positions, and obtain professional certifications. Our initiatives for talent development and training include programs that enable non-managers to acquire the skills needed both for their current positions and to be able to progress to more senior positions. Our employees can also supplement these trainings with self-paced training through a third-party vendor that provides programs to prepare for a variety of business and technical certifications. An extensive library of online training is available for employee development.



Building Sustainable Employee AI Skillsets at Scale

As organizations accelerate AI adoption, long-term success depends on building durable human capability. Everforth approaches AI enablement with a people-first, sustainability-focused mindset, and this customer example demonstrates how that approach is applied in practice.

A global consumer brand sought to expand the use of AI across its engineering organization but faced uneven skill levels and inconsistent development approaches. While teams had access to modern generative AI tools, leadership recognized that long-term success would depend on building deeper internal capabilities. Everforth partnered with the organization to design and deliver a hands-on AI upskilling and coaching program focused on developing production-ready skills that could scale across teams.

The program focused on building practical, role-aligned capabilities within existing workflows. Learning was delivered

through sprint-based, in-workflow enablement combining live instruction, hands-on labs, real-time coaching, and peer collaboration. Responsible AI considerations, including model evaluation, performance, and safety, were embedded directly into day-to-day engineering workflows.

As a result, the organization strengthened internal AI capabilities and established more consistent, scalable approaches to AI delivery across teams.

Engineers were able to move beyond isolated experimentation toward repeatable, production-ready outcomes, while embedding responsible AI practices into everyday work. Our customer also established a scalable, cohort-based enablement model that could be reused across teams and regions.

› Commercial Segment

Our Commercial Segment offers a wide range of training and leadership development programs designed to support employees at every stage of their career. Across our brands, employees have access to structured pathways that help them build foundational skills, prepare for future leadership roles, and continue advancing within the organization.

Everforth Apex, the largest of our commercial brands, provides leadership development opportunities for employees beginning as early as six months into their role, providing individuals the opportunity to explore and grow the capabilities needed for future leadership positions. Our Emerging Leaders program supports employees with at least two years of experience who have demonstrated strong performance and are ready to advance into roles such as branch management, national account leadership, or business function oversight. These programs have continued to evolve in response to shifting market needs and client expectations, ensuring employees receive relevant, high-impact training.

Everforth Creative Circle, our commercial brand focused on creative digital marketing and experience solutions, complements these efforts with its quarterly Emerging Leaders Program, which is open to employees through manager nomination. In addition, Everforth Creative Circle employees benefit from bi-monthly webinars, learning podcasts, and a robust catalog of leadership and role-specific coursework delivered through third-party partners. Employees also have access to career advancement training tailored for non-managers, along with instruction on proprietary tools and processes.

Together, these development offerings reflect our commitment to building a strong and agile workforce, equipped with the skills, knowledge, and leadership capabilities needed to excel in a dynamic client environment.

› Federal Government Segment

Our Federal Government Segment offers robust training and leadership development programs that strengthen technical expertise and support long-term career growth. Employees have access to a premier online learning platform with more than 7,000 courses covering technology, cloud, cybersecurity, data science, IT operations, leadership, and soft skills development. These employees frequently engage with top learning areas such as Generative AI, Agile Project Management, and Cybersecurity. Leveraging skill assessments, employees can evaluate their current capabilities, identify skill gaps, and follow personalized learning paths to close gaps in knowledge.

Our Federal Government Segment also provides its professionals with annual training and tuition reimbursement. In addition, team members can expand their capabilities through our Technology and Program Management Centers of Excellence.

Employee Engagement

› Team Building Across Our Organization

Team building is a well-ingrained aspect of our culture. Team-building events take place virtually and in-person and include social activities, such as jointly learning a new language, visiting a museum, sharing a meal, or volunteering, as well as professional development opportunities such as facilitated training, workshops, and mentorship activities.

Our Federal Government Segment also hosts an annual Pitch Day during which employees are encouraged to present proposals for a solution, service, or product that could have a significant impact on our customers and their missions. By providing a platform for real-time feedback and coaching, we empower our employees to uncover great ideas and develop professionally. The Federal Government Segment also maintains six Centers of Excellence for employee growth.



› Investing in Employee Health and Well-Being

Everforth provides a comprehensive selection of health benefits for our U.S. internal employees and their families, including: medical and behavioral health care; dental and vision coverage; short-and long-term disability; life and accident insurance; health savings accounts and flexible spending accounts; accrued paid time off, floating holidays, paid family leave, and parental bonding leave; tuition reimbursement; 401(k) with a Company match; an employee stock purchase plan; and commuter benefits in certain locations. Most employees continue with flexible work schedules unless on-site work is required by the client. To further support the mental health of our employees, Everforth provides a variety of resources, including stress management courses and Employee Assistance Programs.

Our non-U.S. employees are provided with benefit plans commensurate with peer companies in their respective countries. Everforth and its brands also offer qualified U.S. deployed consultants and their dependents access to various benefit options, including medical, dental, and vision plans, life insurance, and accident coverage. All brands allow remote/hybrid and/or flexible workdays depending on the nature of the position.

See [Everforth's Company-wide Employee Wellness Policy](#) and [Workplace Health and Safety Policy](#) for more details.

› We Support Working Parents

All of our brands encourage parents to use the flexibility offered with remote or hybrid work schedules to take care of their family needs. We further support our employees with small children at home by offering Dependent Care accounts for our U.S. internal employees. In addition, we support our family-focused Employee Groups to provide a safe space for caregivers to share the challenges of working and balancing responsibilities.



Performance Management

At Everforth, performance management is centered on helping employees grow in their careers through clear expectations, open communication, and regular feedback.

Our process emphasizes clear goal setting, and timely check-ins, supported by online tools that enable employees and managers to track progress throughout the year. Employees across our organization receive annual performance reviews, complemented by ongoing constructive conversations designed to reinforce development and retention.

We encourage employees to communicate their career interests, reflect on accomplishments, and identify growth opportunities as part of this dialogue.



› Turnover Rate

In 2025, the Company-wide weighted average for involuntary turnover increased 11.8 percent from 7.8 percent in 2024, while voluntary turnover declined to 7.4 percent from 13.5 percent in 2024.

Everforth optimized its workforce to align our talent footprint with strategic priorities across the business, including a focus on core capabilities, and strengthening our long-term performance. Following these optimization efforts, our business segments experienced greater workforce stability. We focused on strengthening our retention efforts through more targeted internal mobility and engagement programs. Together, these trends reflect the distinct talent needs and operational structures of each segment, while also illustrating our commitment to ensuring the right balance of skills, capacity, and long-term resilience across the organization.

› Executive Pay

Oversight of executive pay is maintained by the Board's Compensation Committee, an independent body responsible for establishing, reviewing, and approving compensation for Everforth's executive officers. Everforth executives do not serve on the Compensation Committee, ensuring objective decision-making and alignment with shareholder interests. The current members of Everforth's Compensation Committee are listed in our [Committee Composition Chart](#).

Each year, Everforth provides a full description and analysis of executive and director compensation, including CEO pay in our [Proxy Statement](#).

Our compensation program is designed to attract, retain, and motivate high-caliber leaders and to motivate performance aligned with our corporate objectives and stockholder interests.



Social Responsibility

GUIDING PRINCIPLE:

Create meaningful impact through charitable contributions and volunteerism.
Uplift communities in which employees live and work.

Purpose in Action: Building a Legacy of Shared Success

Everforth's approach to social responsibility is rooted in the belief that empowered employees create enduring community impact. In 2025, we deepened our enterprise-wide culture of giving through cross-divisional collaboration, a sharpened focus on causes that matter most to our people, and the continued evolution of the frameworks and tools that make participation accessible.

Our teams made thoughtful decisions about which causes to prioritize and which organizations to support, holding quality of impact above all else. With that foundation in mind, the following section highlights our progress over the past year, beginning with key advancements to the overall structure of our philanthropic efforts.



› Key 2025 Advancements:

- **A Framework for Consistent Impact:** The Social Responsibility Council completed its first full year as Everforth's cross-divisional collaboration engine, bringing our segments together each quarter to share accomplishments, align on best practices, and strengthen giving efforts enterprise-wide. Complementing that work, we developed a messaging framework by which our teams can best communicate social initiatives publicly with clarity, consistency, and appropriate risk awareness.
- **Employee-Led Action at Every Level:** Across the enterprise, 2025 was defined by employees empowered to identify needs in their communities and mobilize in meaningful, locally relevant ways. From a coordinated mental health awareness campaign to rapid disaster relief efforts following the Texas floods and locally-led donation drives, the breadth and responsiveness of these actions reflect a giving culture woven into how our people operate.
- **Technology in Service of Giving:** Everforth's Commercial Segment expanded its use of our unified giving platform to streamline donation tracking and employee-led giving campaigns. By reducing the administrative friction, the platform helped sustain engagement throughout the year and enabled our teams to translate existing momentum into meaningful impact.

› 2025 Progress Snapshot

Measuring social responsibility at Everforth goes beyond what we give. It's also about who we bring along in the process. Each quarter, our segments collaborate to share philanthropic accomplishments and best practices, building on one another's successes and raising the bar across the enterprise. We track three core metrics annually: total financial contributions, total volunteer hours, and total nonprofits supported.

Everforth collectively raised over **\$415,000** for nonprofit organizations nationwide, a 19 percent increase over the prior year. Our professionals volunteered **2,279 hours** in service of the communities where they live and work, and together supported **212 nonprofit** organizations, representing causes ranging from mental health and veterans' support to STEM education and disaster relief.

› Evolving Our Approach to Social Impact

Everforth's social impact efforts are driven by the communities where our employees live and work and by their ability to translate personal connection into purposeful action. In 2025, teams across the enterprise rallied around causes that mattered most to them, pairing focused fundraising with hands-on engagement to create impact that extended beyond dollars alone.

When employees in our Federal Government Segment identified mental health as a priority, they launched a coordinated campaign supporting the Bouldercrest Foundation and the National Alliance on Mental Illness (“NAMI”), raising funds and participating in the Alexandria NAMI Walk. Financial contributions and walk participation were complemented by Employee Group-led programming, pairing awareness with action and reflecting the intention and follow-through our people bring to the causes they champion.

That same locally-rooted, people-first approach shaped employee-led initiatives closer to home. With a strong connection to the Richmond, Virginia region where our Corporate Headquarters is located, local teams partnered with the Children’s Hospital of Richmond at VCU to support families navigating cancer treatment. Employees sponsored two “Spring into Giving” drives assembling activity kits for patients and goody bags for families, as well as hosted LemonAid stands sponsored to honor local families while championing a brighter future for children throughout the region.

Together, these efforts demonstrate how Everforth’s social responsibility strategy comes to life, through employees who identify real needs, mobilize with purpose, and deliver meaningful impact at both the national and community level.

“Everforth’s social responsibility efforts consistently reflect the commitment of our people—teams that collaborate across boundaries, act with intention, and support their communities with the same dedication they bring to their work every day.”



Tai Dotson
Director of Global Culture

› Grassroots Partnerships

Some of our most impactful moments happen at the ground level, with employees identifying a need in their community and acting without waiting for a formal program to drive it. That spirit showed up consistently across the enterprise in 2025, from neighborhood cleanups and donation drives to deeply personal gestures of care for students, veterans, and families in need.

- **Acts of Kindness:** Employees organized jacket drives, food drives, and park cleanups in their local communities, proof that meaningful impact doesn't require a large budget, just motivation and a shared sense of purpose.
- **Spring into Giving:** Employees collected books and art supplies for a local children's hospital, channeling everyday generosity into something tangible for kids most in need.
- **Blessings in a Backpack:** Five hundred food bags, each with a personal card, were packed by Everforth employees for students facing food insecurity, turning a structured program into a genuinely human moment of connection.
- **Wreaths Across America:** Employees honored fallen veterans through local participation in one of the country's most enduring grassroots memorial traditions, reflecting our longstanding commitment to those who served.

› Volunteer Innovation

Deploying Our Expertise for Good

Giving back has never been a one-size-fits-all endeavor at Everforth. Our employees brought the same ingenuity they apply to client solutions to the communities they serve in 2025, designing volunteer experiences that are skills-driven, high-impact, and reflective of who we are as an organization.

- **STEM Mentorship Fair:** Everforth employee volunteers connected directly with over 130 STEM students, deploying their professional expertise in service of the next generation of talent. For a technology and digital engineering company, this kind of giving reflects exactly who we are.
- **Earth Month Activation:** Environmental stewardship became a community giving moment when employees collected 133 bags of trash and converted that effort directly into more than \$1,000 of charitable donations, a scalable, replicable model that ties employee action to tangible impact.

› SDG-Aligned Impact

Everforth's 2025 philanthropic efforts directly advance the UN Sustainable Development Goals (SDGs), including:

- **SDG 3 (Good Health and Well-Being):** Fundraising campaigns supporting NAMI and Bouldercrest Foundation; blood drives; Special Olympics volunteerism; and disaster relief mobilization.
- **SDG 8 (Decent Work and Economic Growth):** Launch of the Engage & Empower Mentorship Program connecting employees across divisions; STEM Mentorship Fair connecting employee volunteers with students to support early-career pathways in technology and professional services.
- **SDG 9 (Industry, Infrastructure, and Innovation):** Tech for Troops drive providing veterans with refurbished hardware; Gamers vs. Cancer continuing a five-year tradition of technology-driven fundraising; skills-based volunteer programming that leverages Everforth's core expertise in service of community impact.
- **SDG 12 (Responsible Consumption and Production):** Earth Month activations; e-waste recycling efforts; employee clothing, food, books, and school supply drives for communities in need.

› Volunteer Hours

Resilience in Action

Volunteer activity in 2025 reflected the full character of our people: skills-driven, deeply personal, and sustained across the calendar year. From blood drives and disaster relief fundraisers to hands-on

campaigns collecting food, clothing, and school supplies for families in need, Everforth employees found consistent and meaningful ways to give back. Employee Group collaboration across the enterprise made it easier than ever to participate, reducing organizational lift and keeping momentum strong throughout the year.

2025 Top Volunteer Events

- **Gamers vs. Cancer Tournament**, raising much needed funds in support of cancer research
- **Special Olympics Plane Pull at Dulles Airport**, where our team members raised funds to support athletes with intellectual disabilities
- **Mental Health Awareness Campaign**, NAMI walk and nonprofit fundraising
- **Tech for Troops Drive**, refurbished hardware donated to veterans
- **Love Letters Literacy**, virtual volunteer project connecting employees with students

› **Everforth Commercial Segment:**

Scale and a Growing Ecosystem

The Commercial Segment delivered Everforth’s broadest philanthropic footprint in 2025, with \$313,046 in contributions, 179 nonprofits supported, and over 2,100 volunteer hours across causes spanning health, education, environmental stewardship, and community support. Employees engaged through in-person service, skills-based volunteerism, digital fundraising, and seasonal campaigns, giving in ways that reflect the range and creativity of our people. Notably, 2025 marked the first year of philanthropic participation from a newly integrated Everforth brand, Everforth TopBloc, a strong early signal of cultural alignment across our growing enterprise.

› **Everforth Federal Government Segment:**

Depth and Durability

Everforth’s Federal Government Segment contributed \$102,602 to 33 nonprofit organizations in 2025, maintaining a consistent track record of directing resources toward causes with high community impact including mental health, veterans’ support, food insecurity, disaster relief, and disability inclusion. When flooding struck Texas mid-year, employees mobilized quickly to raise and match \$4,200 for relief efforts. That same spirit carried through blood drives, food packing events, and on-the-ground participation in events like the Special Olympics Plane Pull.

› **Philanthropic Donations: \$415,000**

TOTAL CONTRIBUTIONS

COMMERCIAL SEGMENT

\$313,046

IN CHARITABLE CONTRIBUTIONS

2,100+

VOLUNTEER HOURS

179

NONPROFITS SUPPORTED

FEDERAL GOVERNMENT SEGMENT

\$102,602

IN CHARITABLE CONTRIBUTIONS

147

VOLUNTEER HOURS

33

NONPROFITS SUPPORTED



Environmental Responsibility

GUIDING PRINCIPLE:

Reduce our environmental footprint by conserving resource usage. Strive to lower greenhouse gas emissions.

Our Approach

We are making measurable progress toward our greenhouse gas emission reduction goals, advancing key initiatives across energy efficiency, renewable energy adoption, low-carbon mobility, waste reduction, and a more sustainable supply chain.

Aligned with the Science Based Targets initiative, our net-zero ambition defines a clear science-based pathway for decarbonization.

We are committed to reducing absolute Scope 1 and 2 greenhouse gas (“GHG”) emissions by 54.6 percent by 2033 from a 2023 base year. We also commit to reducing Scope 3 GHG emissions from purchased goods and services, fuel and energy related activities, business travel, employee commuting, and upstream leased assets by 61.1 per full-time employee from a 2023 base year.

Integral to our GHG emission reduction efforts, we achieved ISO 14001 certification at Everforth’s headquarters in Virginia. Following our initial certification audit in 2024, we successfully completed our second audit in May 2025, reinforcing the strength and consistency of our environmental management system.

Building on this foundation, we are making measurable progress toward our SBTi-aligned emission reduction targets. A key component of our GHG reduction strategy is engaging our supply chain through our annual Sustainable Supplier Program, which raises awareness of our sustainability expectations and integrates sustainability considerations into vendor selection and evaluation to address high-impact Scope 3 categories.

At the same time, we prioritize energy efficiency across our real estate footprint by securing leases in Class A and LEED-certified buildings, including those with renewable energy procurement capabilities, when cost comparable. We are also exploring additional energy efficiency measures to advance waste reduction efforts across our organization.

ENVIRONMENTAL RESPONSIBILITY

To track our progress, we conduct an annual inventory of our GHG emissions and obtain third-party assurance. We also report to multiple sustainability frameworks, enabling stakeholders and industry benchmarks to evaluate our emissions reduction progress. Over the past year, continued improvements in our data collection processes have enhanced the accuracy, completeness, and auditability of our GHG inventory. These enhancements, combined with targeted operational initiatives, have contributed to measurable results. In 2025, total Company emissions decreased by **~11 percent** compared to our 2023 base year. Total GHG emissions also declined by **~ 8 percent** year-over-year.

We also refined our approach to estimating building square footage, resulting in more precise calculations of rentable space relative to building size. This is one of several enhancements that have strengthened our emissions data over time, and we remain focused on further improving data quality to support transparent tracking against our reduction targets.

Our comprehensive approach to achieving our emissions reduction targets includes fostering a strong and growing culture of environmental stewardship among our employees.

The continued growth of our sustainability-focused Employee Groups reflects the strong commitment and engagement of our people in advancing waste and carbon reduction initiatives across our organization. Their collective efforts help to accelerate Company-wide progress toward a more sustainable future.

In addition to our employee-driven initiatives, we actively engage our Board of Directors on key sustainability matters, including climate-related risks and opportunities. Since launching our Company-wide Enterprise Risk Management Program in 2023, we have maintained a disciplined approach to regularly assessing enterprise risks, including those related to climate change, recognizing that these risks evolve over time. For additional details on our approach to climate related risks, please refer to the [TCFD Report](#) in the Transparency section of this report.

2025 Highlights

SBTi Progress

Delivered an 11 percent reduction in total GHG emissions from our 2023 base year demonstrating continued progress toward our SBTi-aligned targets across all scopes.

ISO 14001 Re-Certification

Maintained our ISO 14001 Certification at our headquarters, with successful completion of our second audit in May 2025.

Maturing Emissions Reduction Strategy

Strengthened supplier engagement to drive long-term emissions reductions.

Our Emissions

Everforth tracks and reports on the Company's GHG emissions annually. In addition, we engage a third-party vendor to prepare our GHG inventory and obtain assurance of our emissions data.

We have made improvements in the quality of available data for our inventory process, and measurable progress towards our SBTi emission reduction targets. In 2025, we delivered an 11 percent reduction in total GHG emissions compared to our 2023 base year. We saw a four percent reduction in Scope 1 & 2 emissions and an approximate four percent decrease in Scope 3 intensity per full-time employee.

A complete GHG inventory methodology is available upon request.



› Emissions Summary

As part of our ongoing sustainability initiatives, we engage a third-party provider to complete our GHG inventory. While our direct carbon footprint remains relatively modest, it is still important that we measure, track, and reduce our Company-wide emissions to meet client expectations and regulatory requirements. In 2025, our Scope 1 and 2 emissions were limited to two leased facilities where we maintain operational control but occupy a small share of rentable space. These facilities include our fully electric corporate headquarters in Glenn Allen, Virginia, and our corporate office in Calabasas, California.

Total emissions for 2025 were 23,113 metric tonnes of CO₂e, with 99 percent driven by Scope 3 activities. We achieved an 11 percent reduction in total emissions from our 2023 base year and an 8 percent year-over-year reduction, demonstrating continued progress toward our SBTi-aligned targets.

Scope 1 and 2 emissions decreased by approximately four percent compared to our 2023 base year. Scope 2 data for 2023 and 2024 is currently undergoing validation related to updated electricity metering at our Glen Allen facility; this will be incorporated into a forthcoming base year restatement and is expected to result in a greater reported reduction than currently stated.

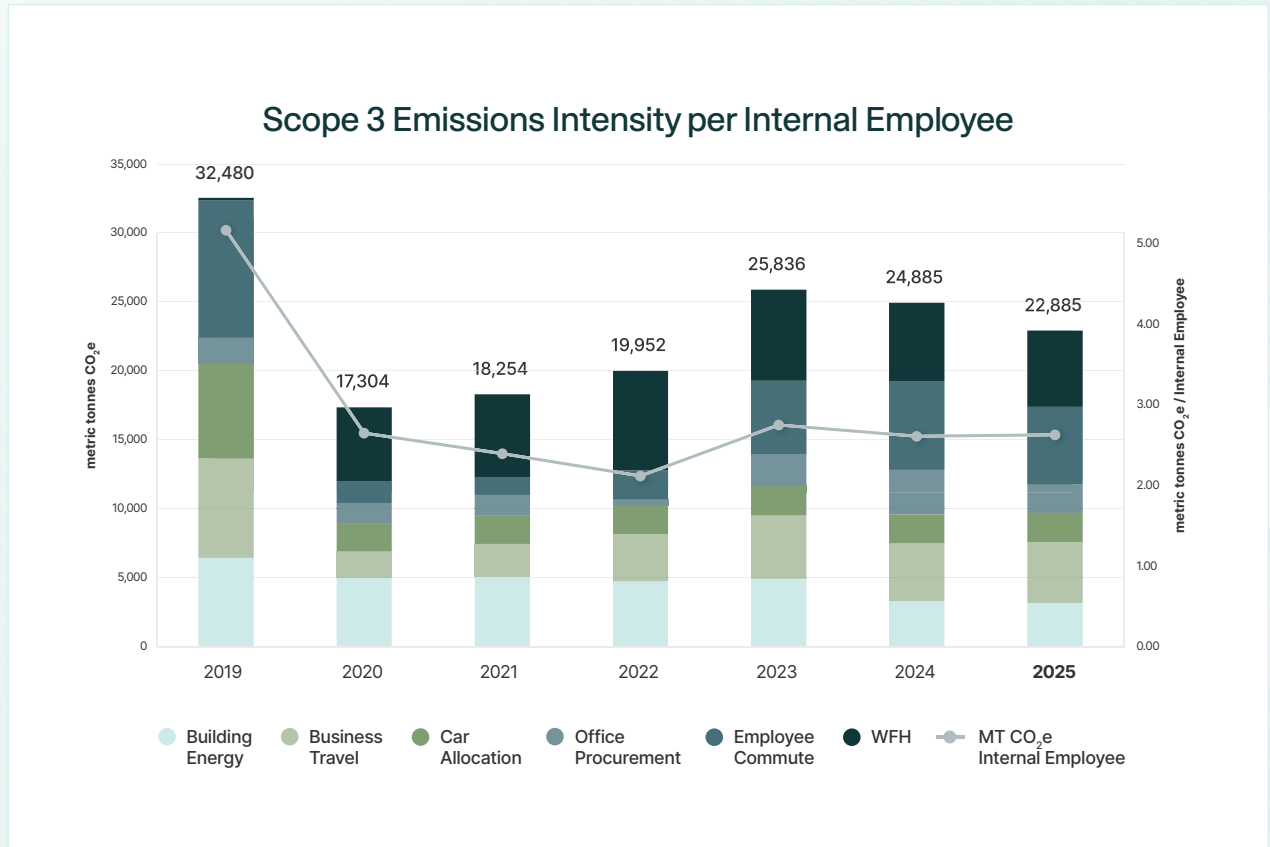
Scope 3 emissions continue to represent nearly all of our footprint. Emissions intensity decreased by approximately four percent per full-time employee compared to our 2023 base year, reflecting improvements across key categories including business travel, procurement, and building energy. As in prior years, employee commuting remained the largest emissions source, accounting for just over 24 percent of total emissions, while declining approximately 12 percent year-over-year. Work-from-home emissions comprised approximately 23 percent and decreased by three percent, consistent with increased in-office attendance. Business travel and car allowances together accounted for 28 percent of emissions, followed by leased facilities (13 percent) and Office Procurement (8.9 percent)

While overall emissions remained relatively stable, we achieved meaningful reductions across several categories. Office procurement emissions declined 36 percent driven by lower furniture and IT hardware spending compared to prior years, while building energy emissions decreased by four percent, reflecting a shift toward more efficient office spaces.

› Emission Intensities and Targets

Our 2033 emissions intensity target is 2.41 metric tons of CO₂e per internal employee. In 2025, our emissions intensity was 2.63 metric tons of CO₂e per internal employee, which reflects a 4.3 percent reduction from our 2023 baseline.

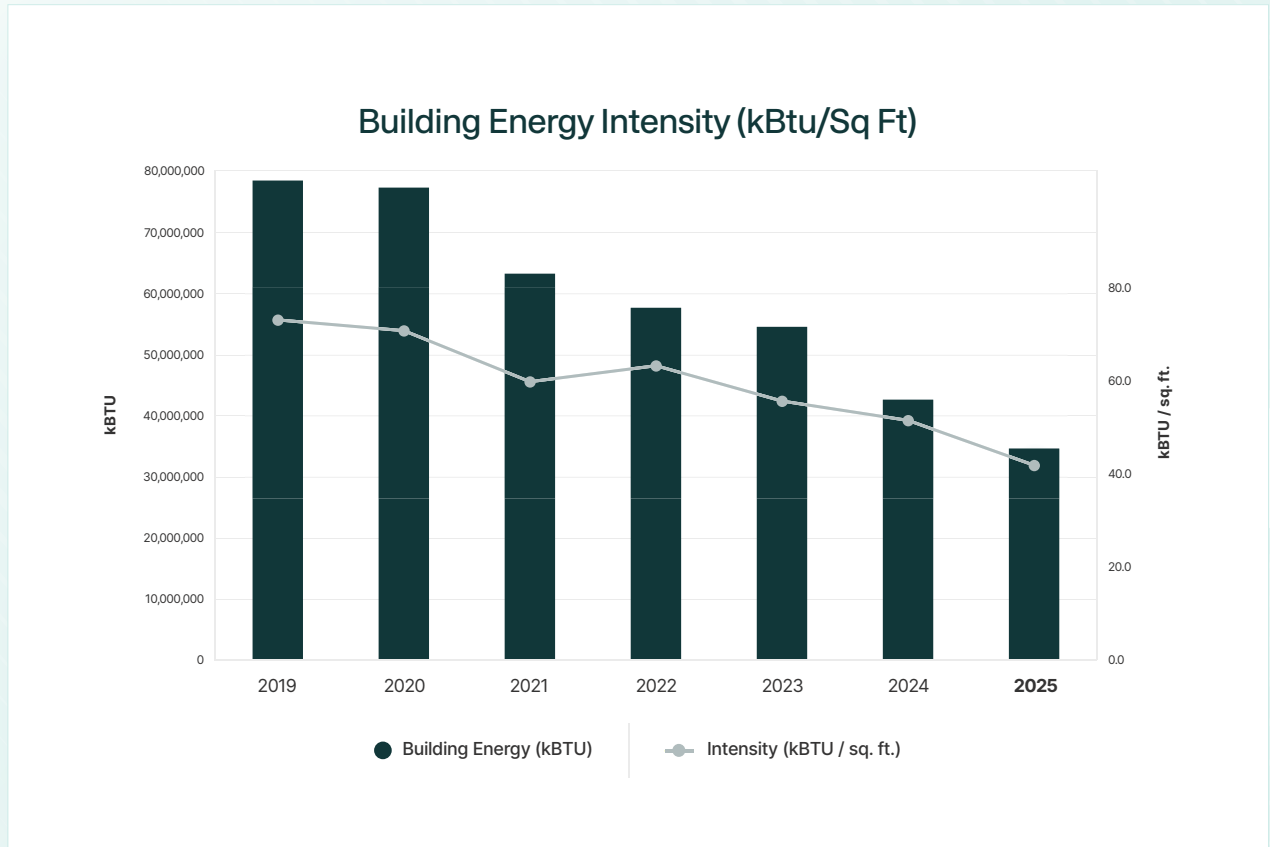
When first establishing our GHG reduction targets and prior to our SBTi alignment, we had a 2019 baseline year. Our 2025 emission intensity represents a 49 percent reduction from our 2019 baseline.



› Building Energy Intensity (kBtu/Sq Ft)

Our building energy use decreased by approximately 23 percent compared to 2024, driven by increased efficiency across our offices, a smaller overall footprint, and a progressively cleaner grid.

Consistent with this trend, our building energy intensity per leased square foot was also 23 percent lower year-over-year, reflecting continued office consolidation and a shift toward more efficient leased spaces.



› Building-Related and Work-from-Home Emissions

While energy consumption declined significantly, building-related emissions decreased by four percent in 2025 compared to 2024. This more modest reduction reflects the influence of external factors such as energy mix and grid carbon intensity. Building energy accounted for approximately 13.6 percent of Everforth's total emissions during the year.

We continue to optimize our real estate footprint in line with hybrid work arrangements, reducing leased office space where possible. While these efforts have lowered building energy emissions, a portion of the savings is offset by work-from-home emissions.

To further reduce our footprint, we prioritize leasing space in buildings that offer on-site renewable energy or procure renewable electricity when cost-effective. We also promote awareness of renewable energy adoption and energy efficiency through regular employee communications and our annual Employee Commute Survey, which tracks sustainability behaviors across the organization.

As leases are renewed, our facilities teams work to secure direct access to utility data and incorporate green lease clauses where possible. These provisions enable closer collaboration with landlords to implement energy efficiency measures such as occupancy sensors, smart thermostats, temperature setbacks, and optimized HVAC and ventilation schedules.

› Data Centers

We partner with data center providers that demonstrate strong leadership in sustainability, including commitments to low-carbon operations, water reuse, and energy efficiency. Our data center partners have set targets to reach 100 percent carbon neutrality by 2030, supporting our broader decarbonization goals.

› Procurement

Procurement-related emissions decreased by 36 percent compared to 2024, primarily due to normalization following office consolidations completed in the prior year. In 2024, investments in new office equipment, furniture, and suppliers to support smaller and reconfigured workspaces elevated procurement emissions. In contrast, 2025 reflected a steady-state environment, with minimal large-scale furnishing or capital purchases.



Employee Commute Survey Highlights

- Approximately 3,305 employees participated in the survey
- Consistent with 2024 results, ~55 percent of employees were fully remote, while about 10 percent worked exclusively on-site.
- Among employees commuting to the office, 27 percent reported commuting three times per week, an increase from 20 percent in 2024, reflecting an increase in return-to-office work patterns.
- 82 percent of those commuting traveled by car or motorcycle, while nine percent used public transportation.
- Of those commuting by car, 87 percent drove standard vehicles, six percent drove hybrids, and four percent drove electric vehicles (“EVs”).
- Among employees working from home, approximately eight percent reported having on-site solar at their residence.

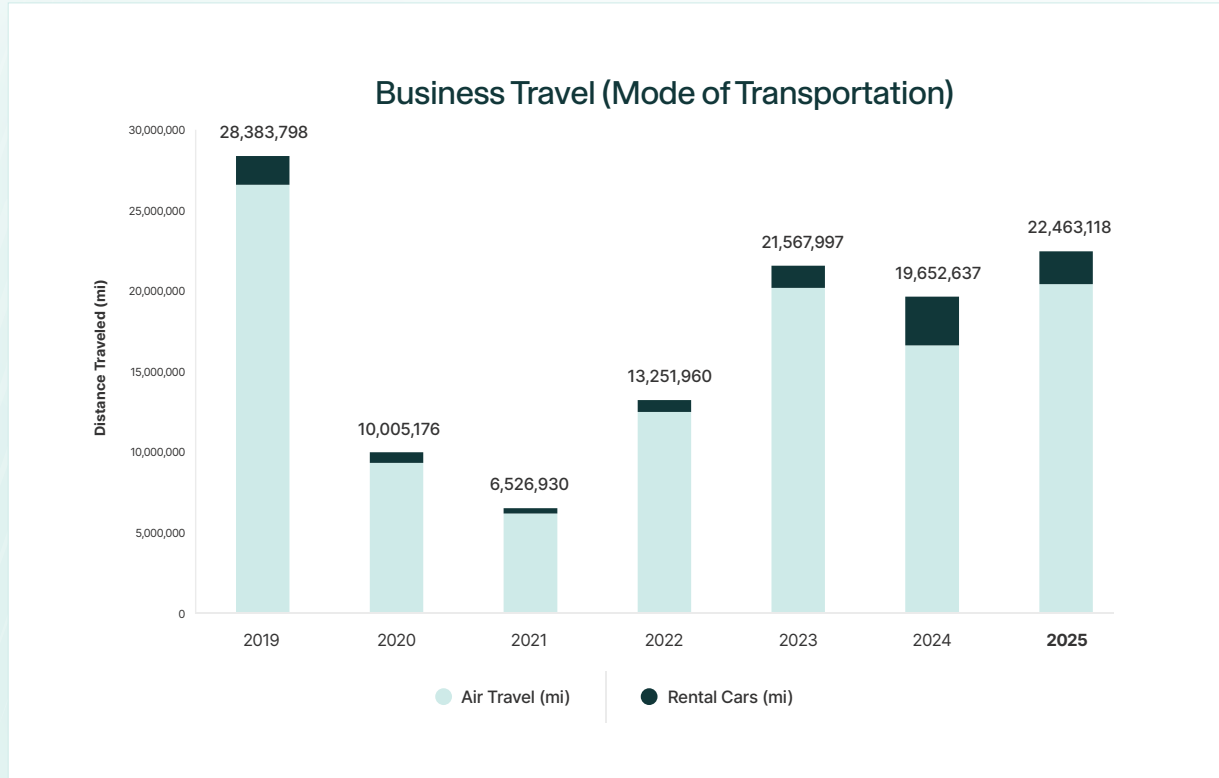
› Employee Commute

In 2025, we conducted our fourth annual Employee Commute Survey, collecting data on employee commuting frequency, transportation choices, remote work patterns, and adoption of renewable energy for home office use.

› Business Travel

Business travel emissions increased approximately 5.6 percent from 2024 to 2025, primarily driven by increased in-person engagement across the organization.

Given the nature of our business, we recognize that reducing emissions in this category remains challenging, particularly as low-carbon travel alternatives are still developing. In the interim, we continue to emphasize our [Sustainable Business Travel Guidelines](#) to help mitigate emissions where possible.



These guidelines encourage employees to prioritize virtual meetings when feasible, select EV rental vehicles if available, opt for lower-emissions flight options (including biofuel where available), and stay in green-certified hotels. We are also enhancing our business travel data tracking to improve consistency, transparency, and decision-making.

Reducing Our Environmental Impact

› Additional Focus Areas in Our Emission Reduction Strategy

In the prior sections of this report, we outline key elements of our emissions reduction strategy, including our alignment with the Science Based Targets initiative (SBTi), our approach to sustainable business travel, and Company-wide policies that promote more energy efficiency and waste reduction.

The following section highlights additional initiatives underway across our organization to further reduce our environmental impact and advance progress towards our emissions reduction targets.

› Waste Reduction and Water Conservation

Waste reduction and water conservation are central to our commitment to environmentally responsible operations. We continue to reduce waste by advancing paperless processes, increasing recycling of

mixed and hazardous materials (including electronics, toner cartridges, and batteries), and promoting the reuse and upcycling of office supplies. We also prioritize transitioning from single-use items such as water bottles, cups, plates, and utensils to reusable alternatives wherever practical.

› Employee Education and Sustainability Engagement

Education is a critical component of our efforts to reduce emissions. As noted previously, we regularly engage our supply chain to better understand how our partners are managing their environmental impact. We also actively support our employees by providing opportunities to expand their knowledge and engagement in sustainability on a quarterly basis. Employee interest in environmental stewardship continues to grow, as reflected in the expansion of our environmentally focused Employee Groups and cross-company collaborations.

We are strengthening awareness of our collective environmental impact while equipping employees with practical ways to contribute. Company-wide communications cover topics such as energy efficiency, waste reduction, and access to utility rebates, helping employees implement sustainable practices, and renewable energy solutions in their home offices.

In addition, we host a quarterly environmental webinar series to further drive engagement. These sessions address a range of topics, from everyday sustainable practices to critical issues such as emergency management and natural disaster preparedness, ensuring employees have access to relevant resources and information.

For Corporate employees and others who work out of our Company Headquarters in Virginia, we provide targeted training on our environmental management system (“EMS”) and sustainability best practices. This education supports a strong understanding of Everforth’s environmental commitments and performance and plays an important role in maintaining our ISO 14001 certification at our Corporate Headquarters.

› Sustainable Procurement

We integrate sustainability considerations into our procurement practices by prioritizing Energy Star-and EPEAT-certified electronics, as well as recycled-content paper products for kitchen and restroom use. Additionally, we source third-party certified, non-toxic cleaning products to support healthier and more environmentally responsible workplaces.

› Sustainable Supply Chain

We conducted our annual Sustainable Supply Chain Survey to raise awareness among our current and prospective suppliers regarding our sustainability expectations and policies. As part of our standard vendor selection process, Everforth evaluates suppliers using surveys and publicly available data to assess supply chain sustainability and mitigate our environmental, legal, and financial risks.

In 2025, we surveyed our top 25 suppliers to gain deeper insights into their sustainability practices and performance.

Some key highlights from the survey results include:

- **53 percent** of our suppliers track their near-term emissions, compared to 20 percent in the prior-year survey
- **73 percent** engage in waste reduction and water conservation, compared to 50 percent in our prior-year survey
- **67 percent** power their own facilities with renewable energy, consistent with the prior year

By establishing clear sustainability expectations for our suppliers, we strengthen our overall impact, enhance transparency, and mitigate risks for both our Company and our customers. We expect our suppliers to align with the principles and values reflected in our sustainability standards. Our [Sustainable Procurement Policy](#) further reinforces these expectations, guiding supply chain partners to operate in accordance with our internal policies and programs.



Transparency

ABOUT THIS REPORT

Our goal is to provide accurate data and clear insight into Everforth's annual Corporate Sustainability initiatives and to engage our internal and external stakeholders in a continuous dialogue about our sustainability performance.

Transparency enhances accountability and builds trust.



This report reflects Everforth, Inc.'s (“Everforth’s”) 2025 Corporate Sustainability performance, with comparative data from 2023, the baseline year used for GHG emission reporting.

The data in this report includes Everforth brands, Apex, Creative Circle, CyberCoders, GlideFast, and TopBloc which together comprise our Commercial Segment, as well as ECS, our Federal Government Segment. This is the fifth year we conducted a Company-wide greenhouse gas (GHG) inventory (via a third-party vendor), and the fourth year our GHG inventory was third-party assured. See our [Limited Assurance and GHG Inventory Statements](#).



› **Our report provides a comprehensive overview of our sustainability disclosures, organized by reporting frameworks and the following key categories:**



CYBERSECURITY



**RESPONSIBLE
BUSINESS**



**OUR
WORKFORCE**



**SOCIAL
RESPONSIBILITY**



**ENVIRONMENTAL
RESPONSIBILITY**



TRANSPARENCY

Everforth's Corporate Sustainability disclosures align with key reporting frameworks, including the Carbon Disclosure Project (CDP), EcoVadis, the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-Related Financial Disclosures (TCFD). As a corporate participant in the United Nations Global Compact (UNGC), we demonstrate our commitment to the UN's Sustainable Development Goals (SDGs) and the 10 Principles of the UNGC annually by reporting through the UNGC Communication on Progress (COP).

As such, our Transparency section includes disclosures for GRI, SASB, TCFD, UNGC, and the UN SDGs. For other disclosures, we report directly to each respective agency. Everforth's UNGC COP report is available on our [UNGC webpage](#), while submissions for the [CDP](#) and [EcoVadis](#) can be accessed through their respective reporting portals.

› Forward-Looking Statements

Certain statements made in Everforth's 2025 Corporate Sustainability Report are considered "forward-looking statements" under Section 21E of the Securities Exchange Act of 1934, as amended. These statements involve a high degree of risk and uncertainty and may include projections related to our anticipated financial and operational performance, as well as our sustainability targets, goals, commitments, and programs. Any statement in this report that does not pertain strictly to historical facts is considered forward-looking.

Forward-looking statements do not guarantee future performance, and actual results may differ materially. Everforth makes no assurances regarding the achievement of its sustainability targets, goals, or commitments. Risks and uncertainties affecting these statements are detailed in our most recent Annual Report on Form 10-K for the year ended December 31, 2025, filed with the SEC on February 25, 2026, as well as in our Current Reports on Form 8-K. These forward-looking statements are made as of the date of this report, and Everforth expressly disclaims any obligation to update them to reflect future events or developments.

› Rounding Adjustments

Numerical figures in this report have been subject to rounding adjustments. As a result, totals presented in various tables may not be precise arithmetic sums of the preceding figures. Additionally, certain percentages are rounded to the nearest whole number, meaning figures expressed as percentages in the text may not total exactly 100 percent or, when aggregated, may not align perfectly with previous calculations. Unless otherwise noted, all figures are as of December 31, 2025.



Responsible Use of Artificial Intelligence

Everforth has adopted a formal Artificial Intelligence Policy (the “AI Policy”) that governs the use of AI technologies, applications, and tools across the Company and all of our operating brands and subsidiaries.

The AI Policy applies to all employees and contractors and is reviewed on an annual basis to reflect the rapidly evolving legal and regulatory landscape.

› Governance and Oversight

Board-level oversight of AI-related risks and opportunities is maintained through the Strategy and Technology Committee, which receives regular updates from management on the Company’s AI programs, risk exposures, and compliance posture. Day-to-day governance and standard-setting are led by the Everforth Data and AI Office, which is responsible for reviewing and approving AI tools prior to deployment, maintaining usage standards, and serving as the primary point of escalation for AI-related concerns across the enterprise.

› Core Principles

Everforth's AI Policy is grounded in six core principles that guide the Company's approach to AI:

- **Approved Tools and Security** — Only AI tools that have been reviewed and approved by the Data and AI Office may be used for Company business. All tools must meet applicable cybersecurity and data protection standards.
- **Privacy and Confidentiality** — Employees are prohibited from inputting sensitive company or client data into unapproved tools. The Company's AI use is governed by its Data Sensitivity Classification Standard and applicable contractual and legal obligations.
- **Intellectual Property** — Employees are required to review, edit, and document all AI-generated work products to ensure originality and compliance with applicable copyright and proprietary rights standards.
- **Human Review** — AI output is not used to make decisions without human review. The Company prohibits reliance on AI output that is erroneous, discriminatory, or otherwise inconsistent with the Company's equity and ethics standards.
- **Transparency** — The Company is committed to transparent use of AI, including clear identification of AI-generated content in outward-facing materials.
- **Legal and Ethical Compliance** — All AI use must be consistent with applicable laws, regulations, and the Company's Code of Business Conduct and Ethics, including those related to privacy, anti-discrimination, and data protection.



› Employee Requirements

Employees are required to acknowledge the AI Policy upon adoption and upon material updates. Violations may result in disciplinary action up to and including termination.

2025 GRI Index



The Global Reporting Initiative (GRI) is the most widely used framework for sustainability reporting. It sets international disclosure standards that enable businesses, governments, and organizations to communicate their impacts on critical issues, such as climate change, human rights, and corruption.

General Disclosures

GRI STANDARD DISCLOSURE NUMBER (AS OF 2021)	DISCLOSURE TOPIC	EVERFORTH RESPONSE / ANSWER LOCATION
Disclosure 2-1	General Organizational Profile	Everforth, Inc. Headquarters: 4400 Cox Road, Suite 110. Glen Allen, VA. 23060 Countries: U.S., Canada, Mexico, India, Ireland, France, Spain, Netherlands, UK
Disclosure 2-2	Entities included in the organization's sustainability reporting	Everforth and its subsidiaries, Everforth Apex, Everforth Creative Circle, Everforth CyberCoders, Everforth GlideFast, Everforth TopBloc and Everforth ECS, Countries: U.S., Canada, Mexico, India, France, Spain, Netherlands, UK
Disclosure 2-2	Organization entity structure and approach for sustainability reporting	Business Overview Everforth, Inc. 2026 Proxy Statement
Disclosure 2-3	Reporting period, frequency and contact point	January 1, 2025 - December 31, 2025; annual; sustainability@everforth.com

Disclosure 2-4	Restatements of Information	This is Everforth, Inc.'s fifth GRI Report. No significant restatements reported.
Disclosure 2-5	External assurance	Everforth's 2019, 2022, 2023, 2024, and 2025 GHG emission inventories were third-party verified with limited assurance in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (revised) for Assurance Engagements other than Audits or Reviews of Historical Financial information and ISAE 3410 for Assurance Engagements on Greenhouse Gas Statement.
Disclosure 2-6	Activities, value chain, and other business relationships	<u>Business Overview</u>

Activities and Workers

GRI STANDARD DISCLOSURE NUMBER (AS OF 2021)	DISCLOSURE TOPIC	EVERFORTH RESPONSE / ANSWER LOCATION
Disclosure 2-7	Total number of employees	<u>Our Company</u>
Disclosure 2-7	Percentage of voluntary turnover	<u>Our Company</u>
Disclosure 2-7	Percentage of Executives level and above	<u>Our Company</u>

Activities and Workers

GRI STANDARD DISCLOSURE NUMBER (AS OF 2021)	DISCLOSURE TOPIC	EVERFORTH RESPONSE / ANSWER LOCATION
Disclosure 2-9	Governance structure and composition, including committees and stakeholder representation	<u>Investor Relations: Corporate Governance</u>
Disclosure 2-10	Nomination and selection of the highest governance body	<u>Everforth, Inc. 2026 Proxy Statement</u>
Disclosure 2-11	Chair of the Highest Governance Body	Our Nominating and Corporate Governance Committee is responsible for overseeing Everforth sustainability impact
Disclosure 2-15	Conflicts of interest	<u>Everforth, Inc. 2026 Proxy Statement</u>
Disclosure 2-16	Communication of critical concerns	<u>Everforth, Inc. 2026 Proxy Statement</u>
Disclosure 2-17	Collective knowledge of the highest governance body	<u>Corporate Governance Guidelines/Nominating Corporate Governance Committee</u>
Disclosure 2-18	Evaluation of the performance of the highest governance body	This is an internal assessment process of the Board of Directors and committees. There is an annual review of all board committees including internal peer reviews and self-assessments. Reviews are compiled and summarized into an internal annual board report. In addition, shareholders can vote by proxy based on their assessment of the board.

Disclosure 2-19	Remuneration policies	<u>Everforth, Inc. 2026 Proxy Statement</u>
Disclosure 2-20	Process to determine remuneration	<u>Everforth, Inc. 2026 Proxy Statement</u>
Disclosure 2-21	Annual Total Compensation Ratio	<u>Everforth, Inc. 2026 Proxy Statement</u>
Disclosure 2-22	Statement on Sustainable Development Strategy	<u>A Letter from the CEO</u>
Disclosure 2-23	Policy Commitments	<u>Anti-Corruption Policy</u> <u>Anti-Harassment & Discrimination Policy</u> <u>Code of Business Conduct & Ethics Policy</u> <u>Environmental Management Policy</u> <u>Human Rights Policy</u> <u>Supplier Code of Conduct Policy</u>
Disclosure 2-25	Process to remediate negative impacts	<u>Whistleblower Procedures</u>
Disclosure 2-26	Mechanisms for seeking advice and raising concerns	<u>Whistleblower Procedures</u>
Disclosure 2-27	Compliance with laws and regulations	There were no significant instances of non-compliance in 2025.
Disclosure 2-28	Membership Associations	Everforth is a member/corporate participant in the following industry associations: U.S. Chamber of Commerce, United Nations Global Compact
Disclosure 2-30	Collective bargaining agreements	Everforth, Inc. does not have any collective bargaining agreements.

Economic Performance

GRI STANDARD DISCLOSURE NUMBER (AS OF 2021)	DISCLOSURE TOPIC	EVERFORTH RESPONSE / ANSWER LOCATION
Disclosure 201-1	Management of Economic Performance	<u>Everforth, Inc.'s 2025 Annual Report</u>
Disclosure 201-1	Compile a direct economic value generated and distributed (EVG&D) statement from data in the organization's audited financial or profit and loss (P&L) statement, or its internally audited management accounts	<u>Everforth, Inc.'s 2025 Annual Report</u>
Disclosure 201-2	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure	<u>Everforth, Inc.'s 2025 Annual Report</u>
Disclosure 201-3	Organization's plans, liabilities, and general resources	<u>Everforth, Inc.'s 2025 Annual Report</u>
Disclosure 201-4	Total monetary value of financial assistance received by the organization from any government by country	Not applicable. None were received.
Disclosure 205-1	Percentage of operations assessed for risks related to corruption	Internal Audit facilitates an annual fraud risk assessment (FRA) with all Everforth brands, that includes, among other things, risks related to corruption. This assessment is performed by key financial personnel who evaluate risks and identify processes and controls that mitigate those risks. This analysis is aggregated and reviewed by Internal Audit and management, and the results are shared with the Audit Committee.

Disclosure 205-2	Total number of employees that the organization's anti-corruptions policies and procedures have been communicated to, broken down by employee category	All internal employees, including the CEO, receive annual Code of Business Conduct and Ethics compliance training. Everforth's Board of Directors signs off on the policy annually. In addition, employees in Canada are trained on the Foreign Corrupt Practices Act.
Disclosure 205-2	Anti-corruption policies and procedures communicated to any other persons or organizations	<u>Anti-Corruption Policy</u>
Disclosure 205-3	Number of confirmed incidents of corruption and actions taken	Confirmed zero incidents
Disclosure 206-1	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	Confirmed zero incidents

Economic Performance

GRI STANDARD DISCLOSURE NUMBER (AS OF 2021)	DISCLOSURE TOPIC	EVERFORTH RESPONSE / ANSWER LOCATION
Disclosure 3-1	Describe the process to determine material topics	<u>Our Approach to Sustainability Engaging Our Stakeholders</u>
Disclosure 3-2	List material topics and changes to them since the last reporting period	<u>Our Approach to Sustainability Engaging Our Stakeholders</u>

<p>Disclosure 3-3</p>	<p>For each material topic, describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; describe its policies or commitments regarding the material topic; describe the actions taken to manage the topic and related impacts.</p>	<p><u>Our Approach to Sustainability</u> <u>Engaging Our Stakeholders</u></p>
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Economic Performance

GRI STANDARD DISCLOSURE NUMBER (AS OF 2021)	DISCLOSURE TOPIC	EVERFORTH RESPONSE / ANSWER LOCATION
<p>Disclosure 301</p>	<p>How does the organization manage materials?</p>	<p><u>Environmental Responsibility</u> <u>Environmental Management Policy</u></p>
<p>Disclosure 302</p>	<p>How does the organization manage energy?</p>	<p><u>Environmental Responsibility</u> <u>Environmental Management Policy</u></p>
<p>Disclosure 303</p>	<p>How does the organization manage water and effluents?</p>	<p><u>Environmental Responsibility</u></p>

Disclosure 305	How does the organization manage emissions, including explanations of whether offsets were used to meet the targets, including the type, amount, criteria, or scheme of which the offsets are part.	<u>Environmental Responsibility</u> <u>Our Emissions</u>
Disclosure 305-1	Total gross direct (Scope 1) GHG emissions	<u>Environmental Responsibility</u> <u>Our Emissions</u>
Disclosure 305-2	Total gross energy indirect (Scope 2) GHG emissions	<u>Environmental Responsibility</u> <u>Our Emissions</u>
Disclosure 305-3	Total gross other indirect (Scope 3) GHG emissions	<u>Environmental Responsibility</u> <u>Our Emissions</u>
Disclosure 305-3	Standards, methodologies, assumptions, and/or calculation tools used for Scope 3 GHG emission calculations	<u>Environmental Responsibility</u> <u>Our Emissions</u>
Disclosure 305-4	GHG emissions intensity ratio for (Scope 3) GHG emissions	<u>Environmental Responsibility</u> <u>Our Emissions</u>
Disclosure 305-5	GHG emissions reductions for (Scope 3) GHG emissions	<u>Environmental Responsibility</u> <u>Our Emissions</u>
Disclosure 306	Report how the organization manages waste	<u>Environmental Responsibility</u> <u>Environmental Management Policy</u>

Disclosure 307	Environmental Compliance Management Approach	<u>Environmental Responsibility / Our Approach</u> <u>Environmental Management Policy</u>
Disclosure 308	Management of suppliers' environmental assessment	<u>Supplier Code of Conduct Policy</u>
Disclosure 308-1	Percentage of new suppliers that were screened using environmental criteria	Sustainable Supplier Survey
Disclosure 308-1	Number of suppliers that were screened using environmental criteria	Sustainable Supplier Survey
Disclosure 308-1	Number of suppliers	Sustainable Supplier Survey

Management Approach

GRI STANDARD DISCLOSURE NUMBER (AS OF 2021)	DISCLOSURE TOPIC	EVERFORTH RESPONSE / ANSWER LOCATION
Disclosure 401	Employment Management Approach	<u>Our Workforce / Our Approach</u>
Disclosure 401-1	Total number of employee turnover	<u>Our Workforce / Performance Management</u>
Disclosure 402-1	Benefits which are standard for full-time employees, but are not provided to temporary or part-time employees by location	<u>Our Workforce / Benefits</u>

Disclosure 403-1	Scope of workers, activities, and workplaces covered by the occupational health and safety management system	Everforth, Inc. and its employees are covered by a health and safety program. Each brand incorporates health and safety into their Employee Handbook, with additional safety initiatives based on state-specific compliance requirements (i.e., CA).
Disclosure 403-8	Types of workers that have been excluded from disclosure GRI 403-8, if any	No internal employees are excluded
Disclosure 403-8	Any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies, and assumptions used	Injury and Illness data is collected by Risk Management for compliance and reporting purposes, claims management activity, and financial forecasting
Disclosure 403-9	Number of non-employee fatalities as a result of work-related injury	Zero
Disclosure 403-9	Number of employee high-consequence work-related inquiry	Zero
Disclosure 403-9	Number of non-employee recordable work-related injury	Zero
Disclosure 403-9	Number of employee recordable work-related injury	Zero
Disclosure 404-1	Total number of training hours undertaken by employees by employee category	<u>Our Workforce Training & Development</u>
Disclosure 404-2	Type and scope programs implemented, and assistance provided to upgrade employee skills	<u>Our Workforce Training & Development</u>

Disclosure 404-3	Percent of employees who received regular performance reviews by employee category	<u>Our Workforce Performance Management</u>
Disclosure 406-1	Total number of incidents of discrimination	We had no instances
Disclosure 414-1	Percentage of new suppliers that were screened using social criteria	Sustainable Supplier Survey
Disclosure 414-1	Number of suppliers assessed for social impacts	Sustainable Supplier Survey
Disclosure 415-1	Total monetary value of financial and in-kind political contribution made directly and indirectly by country	None
Disclosure 418-1	If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient	No substantiated complaints were made in 2025
Disclosure 418-1	Total number of identified leaks, thefts, or losses of customer data	Zero

2025 SASB Index



The Sustainability Accounting Standards Board (SASB) standards focus on sector-specific reporting to address financial materiality. Designed to serve the needs of investors and financial capital providers, SASB standards help organizations disclose sustainability-related information that is most relevant to financial performance.

Data Security & Innovation

CODE	DISCLOSURE TOPIC	LOCATION / DISCUSSION
SV-PS-230a.1	Description of approach to identifying and addressing Cybersecurity risks	<u>Cybersecurity</u> <u>Cybersecurity Strategy and Readiness</u> <u>Information Security & Privacy</u>
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	<u>Collection, Use and Control of Information</u>
SV-PS-230a.3	<ol style="list-style-type: none"> 1) Number of data breaches 2) Percentage involving customers' confidential business information (CBI) or personally identifiable information (PII). 3) Number of customers affected 	In August 2025, Everforth identified and contained a cybersecurity incident affecting certain systems within a portion of our Commercial Segment. The incident was fully remediated and did not result in material disruption, prolonged operational impact, or customer-facing effects.

Workforce Diversity & Engagement

CODE	DISCLOSURE TOPIC	LOCATION / DISCUSSION
SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	<u>Performance Management</u>
SV-PS-330a.3	Employee engagement as a percentage	The 2025 Company-wide annual engagement survey had 52 questions that spanned key subject areas from workplace satisfaction to communications, teamwork, training, and development. Everforth's overall participation rate in the 2025 was 59 percent.

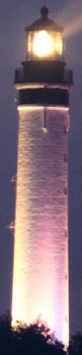
Professional Integrity

CODE	DISCLOSURE TOPIC	LOCATION / DISCUSSION
SV-PS-510a.1	Description of approach to ensuring professional integrity	<u>Ethics and Compliance</u> ; Our employees are required to complete an annual training course in our Code of Business Ethics & Conduct. Our Code expresses our expectation that all our business partners, including subcontractors, suppliers, vendors, and business intermediaries, operate in a manner that is consistent with our commitment to professional integrity.
SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Everforth has not incurred monetary losses during the reporting period because of material legal proceedings associated with professional integrity.

Activity Metric

CODE	DISCLOSURE TOPIC	LOCATION / DISCUSSION
SV-PS-000.A	Number of employees by <ol style="list-style-type: none"> 1. Full-time and part-time 2. Temporary 3. Contract 	<u>Business Overview</u>
SV-PS-000.B	Employee hours worked; percentage billable	We do not report total number of employee hours worked or percentage billable as that is Everforth confidential information.

2025 TCFD Index



The Task Force on Climate-related Financial Disclosures (TCFD) provides a framework for corporate reporting on climate-related risks and opportunities. Everforth’s response to the TCFD recommendations is structured into four key sections aligned with the framework: (1) Governance, (2) Strategy, (3) Risk Management, and (4) Metrics and Targets. We are committed to expanding our understanding of the potential impacts of climate-related risks and opportunities so that we can continue to enhance our resilience and leverage new opportunities that support sustainable growth. The International Financial Reporting Standards, or IFRS Foundation, monitors progress on climate-related disclosures; however, companies may use TCFD recommendations to report climate disclosures.

Governance

RECOMMENDED DISCLOSURE	LOCATION / DISCUSSION
<p>Describe the board’s oversight of climate-related risks and opportunities.</p>	<p>The full Board oversees the Company’s risk management. The Nominating and Corporate Governance (“NCG”) Committee is responsible for the oversight of the Company’s climate-related risks and opportunities. The NCG Committee evaluates and prioritizes climate-related risks by taking many factors into account, including the potential impact of risk events should they occur, the likelihood of occurrence, and the effectiveness of existing risk mitigation strategies. The NCG Committee is also responsible for overseeing the Company’s overall Corporate Sustainability performance, disclosure, strategies, goals, objectives, and evolving risks and opportunities. The Board is updated on the Company’s sustainability efforts, bi-annually, while the NCG Committee is updated quarterly.</p>
<p>Describe the management’s role in assessing and managing climate-related risks and opportunities.</p>	<p>The CEO shares the responsibility for overseeing the assessment and management of climate-related risks and opportunities with the Board, NCG Committee, and the Audit Committee. Sustainability efforts are managed by the Investor Relations Team which reports into and receives input on climate risks from the Corporate Sustainability Committee which includes, among others, the Chief Financial Officer (“CFO”), Chief Legal Officer (“CLO”), Chief Accounting Officer (“CAO”), and Chief Human Resources Officer (“CHRO”).</p>

Strategy

RECOMMENDED DISCLOSURE	LOCATION / DISCUSSION
<p>Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term.</p>	<p>Everforth defines the short-term as three to five years, the medium-term as four to nine years, and the long-term as 10 years or more. In 2023, we initiated our first comprehensive enterprise risk assessment.</p> <p>Everforth’s management completed its enterprise risk profile and developed mitigation plans for each prioritized risk. Risks were identified through a bottoms-up assessment. Executive management met to consolidate, prioritize, and calibrate these risks, ultimately focusing on what was determined to be the top key risks enterprise wide. Risks deemed low or unlikely were either de-escalated or merged with other risks. Climate-related risks were ranked as low enterprise risks, with low exposure and a moderate level of control.</p> <p>Reputational Risks: Our brand and reputation are associated with our public commitments to various sustainability initiatives, including our goals relating to sustainability and culture and inclusion. Our disclosures on these matters and any failure or perceived failure to achieve or accurately report on our commitments, could harm our reputation, and adversely affect our client relationships or our recruitment and retention efforts, as well as expose us to potential legal liability. For more information, refer to Item: 1A – Risk Factors in our 2025 Annual Report on Form 10-K. We also respond to numerous sustainability supplier questionnaires from our customers every year on our emission reduction targets and supply chain emission reduction initiatives, and report on our progress through annual reporting frameworks including the CDP, the GRI and Ecovadis.</p> <p>Compliance/Regulatory Risks: Our sustainability commitments and disclosures may expose us to reputational risks and legal liability. Our brand and reputation are associated with our public commitment to various sustainability initiatives. Our disclosures on these matters and any failure or perceived failure to achieve or accurately report on our commitments, could harm our reputation, and adversely affect our client relationships or our recruitment and retention efforts, as well as expose us to potential legal liability. For more information, refer to Item: 1A – Risk Factors in our 2025 Annual Report on Form 10-K.</p>

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term.

Operational and Financial Risks: The physical impacts of climate change, which include an increase in the frequency and intensity of extreme heat days, drought, wildfires, landslides, storms, and sea level rise, can negatively affect business activities and lead to sudden and significant changes in regional and global economic conditions and cycles. For more information, refer to Item: 1A – Risk Factors in our 2025 Annual Report on Form 10-K.

Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.

In 2023, we launched our first comprehensive enterprise risk assessment and launched a Company-wide Enterprise Risk Management (ERM) Program. Everforth prioritizes leasing offices in buildings with on-site renewables or that procure renewable energy, encouraging low-carbon business travel, and promoting sustainable commuting options. Furthermore, sustainability is embedded into Everforth's business strategy. Our operations are guided by our Environmental Management Policy, which includes integrating sustainability measures and processes into our business operations. With respect to our supply chain, the magnitude of impact related to climate change risks and opportunities is considered low for the short-term. Nevertheless, we have adopted a Sustainable Procurement Policy, and run a Sustainable Supply Chain Program, which includes surveying our key suppliers on their own emission reduction targets and strategies.

Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including 2 Degrees Celsius or lower scenario.

Climate-related risks were ranked as low enterprise risks, with low exposure and a moderate level of control. Considering our industry and company characteristics, the Company believes that its preparedness gap for climate risks is moderate.

Describe the organization's processes for identifying and assessing climate-related risks.

We engaged a third-party subject expert to collaborate with key leaders across the Company in identifying climate-related risks and opportunities, assessing their potential impact on our business strategy, and exploring ways to enhance Everforth's resilience. This engagement highlighted the critical need for a comprehensive ERM Program.

Everforth's ERM Program is designed to safeguard the Company's reputation by proactively addressing key risks identified during the assessment process. These include employee health and safety, business operations and financial stability, office and data center security, compliance with legal and regulatory requirements, and the protection of intellectual property and other sensitive information pertaining to the company, its customers, and suppliers.

Everforth's process for identifying and assessing climate-related risks incorporates both qualitative and quantitative approaches. Risks are evaluated within an enterprise risk framework, considering their probability of occurrence and potential severity. Financial impact assessments account for lost productivity as well as potential revenue opportunities arising from climate-related factors.

The monitoring of risks and opportunities is an ongoing process, with reports provided to the CEO and the Nominating and Corporate Governance (NCG) Committee on a biannual basis—or more frequently if deemed necessary.

Everforth employs a multi-layered approach to prioritize and manage climate-related risks and opportunities. Guided by universal risk management principles, we aim to: (1) avoid risks when possible, (2) mitigate risks through proactive measures, and (3) control risks to the extent feasible. We also consider the risks faced by our customers, investors, and suppliers, assessing their potential impact on our overall risk response. Everforth remains informed through international guidelines, industry standards, and climate-related developments to help prioritize risks and opportunities and refine our management strategies accordingly. Identified and assessed risks are prioritized based on their potential impact on the Company. While we strive to minimize disruptions, we recognize that we cannot shield our stakeholders from all climate-related events. In the case of catastrophic occurrences affecting large numbers of our people, our business continuity and disaster recovery plans may be limited in effectiveness.

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.

In 2023, Everforth initiated its first comprehensive enterprise risk assessment and began developing a Company-wide ERM Program. After an initial bottom-up identification of risks, executive management worked to consolidate, prioritize, and calibrate them, focusing on key risks. Risks considered low or unlikely were either de-escalated or merged with other categories.

Climate-related risks were ranked as low enterprise risks, characterized by minimal exposure and a moderate level of control. Given Everforth’s industry and company profile, we assess our preparedness gap for climate-related risks as moderate.

Metrics and Targets

CODE	LOCATION / DISCUSSION
<p>Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p>Everforth’s Climate-Related Risk Assessment and Management Performance Metrics:</p> <ul style="list-style-type: none"> • Annual reporting of third-party verified GHG inventory; • Annual reporting of GHG reduction progress; • Policies, procedures, and practices developed, reviewed, and updated on an ongoing basis.
<p>Disclose Scope 1, Scope 2, and if appropriate Scope 3 greenhouse gas (“GHG”) emissions, and the related risks.</p>	<p><u>Our Emissions, Reducing Our Environmental Impact</u></p> <p>Also see our CDP submission.</p>

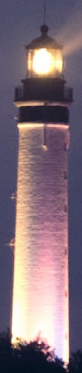
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

Everforth commits to reduce absolute Scope 1 & 2 greenhouse gas (GHG) emissions 54.6 percent by 2033 from a 2023 base year. Everforth also commits to reduce Scope 3 GHG emissions from purchased goods and services, fuel and energy related activities, business travel, employee commuting, and upstream leased assets 61.1 percent per full time employee by 2033 from a 2023 base year. Everforth also committed to reach net-zero by 2050, as approved by the Science Based Target initiative (SBTi). We are making progress towards these targets.

At Everforth, we are focusing our strategic emission reduction efforts on the following four categories: building energy, business travel, employee commuting, and procurement. Our Emission Reduction Plan and Environmental Management Policy include prioritizing leasing office space in LEED-certified buildings, buildings with on-site solar power, or buildings that purchase renewables through local energy providers when cost comparable; increasing our energy efficiencies by engaging in energy conservation when possible; reducing our office waste; and encouraging low-carbon employee commuting and business travel practices.

We measure our performance through an annual third-party assured GHG emissions inventory and employee surveys. These surveys assess commuting practices—including modes of transportation—as well as energy procurement for home offices.

Alignment with the Ten Principles of the UNGC



Everforth has integrated the Ten Principles of the United Nations Global Compact (UNGC) into our policies, procedures, and strategies. This commitment reinforces our fundamental responsibility to our community and planet while laying the foundation for long-term success. For more details, see Everforth's [UNGC Communication on Progress](#).

Human Rights

UNGC 10 PRINCIPLES	RELATED EVERFORTH INITIATIVES
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.</p>	<p>Ethics and Compliance Human Rights Policy Anti-Harassment & Discrimination Policy</p>
<p>Principle 2: Businesses should make sure that they are not complicit in human rights abuses.</p>	<p>Ethics and Compliance Human Rights Policy Anti-Harassment & Discrimination Policy</p>

Labor

UNGC 10 PRINCIPLES	RELATED EVERFORTH INITIATIVES
<p>Principle 3: Businesses should uphold the freedom of association and the effective.</p>	<p><u>Human Rights Policy</u></p>
<p>Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.</p>	<p><u>Human Rights Policy</u></p>
<p>Principle 5: Businesses should uphold the effective abolition of child labor.</p>	<p><u>Code of Business Conduct & Ethics Policy</u> <u>Human Rights Policy</u></p>
<p>Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>	<p><u>Code of Business Conduct & Ethics Policy</u> <u>Anti-Harassment & Discrimination Policy</u></p>

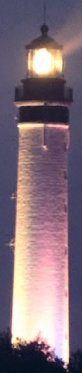
Environment

UNGC 10 PRINCIPLES	RELATED EVERFORTH INITIATIVES
<p>Principle 7: Business should support a precautionary approach to environmental challenges.</p>	<p><u>Environmental Management Policy</u></p>
<p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.</p>	<p><u>Environmental Responsibility</u> <u>Environmental Management Policy</u></p>
<p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p><u>Environmental Responsibility</u> <u>Environmental Management Policy</u></p>

Anti-Corruption

UNGC 10 PRINCIPLES	RELATED EVERFORTH INITIATIVES
<p>Principle 10: Businesses should Anti-Corruption Policy work against corruption in all its forms, including extortion and bribery.</p>	<p><u>Anti-Corruption Policy</u></p>

Alignment with the United Nations SDG's



› **Everforth is a corporate participant in the United Nations Global Compact (UNGC).**

We are dedicated to advancing the following goals which are relevant to our business sector and sphere of influence.

SDG 3 – Good Health and Well-Being



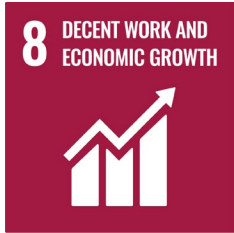
We are dedicated to ensuring our employees feel protected, engaged, and valued. To support their well-being, our Company provides comprehensive benefits that address physical and mental health needs, as well as offers wellness and professional development opportunities. We remain committed to giving back to the communities where we work and live through Corporate Giving efforts, including providing employees with a designated day for community service.

For more details, see our [Employee Wellness Policy](#) and [Workplace Health and Safety Policy](#).

OUR IMPACT:

- ✓ [Employee Engagement](#)
- ✓ [Social Responsibility](#)
- ✓ [Corporate Giving](#)

SDG 8 – Decent Work and Economic Growth



We are committed to promoting decent work for all and fostering sustainable economic growth. We take pride in providing fair wages, comprehensive benefits, and social protections that help our workforce and their families continue to thrive. A happy and well-supported workforce drives productivity and retention, which in turn helps to strengthen our economic growth and long-term success.

OUR IMPACT:

- ✓ [Our Company](#)
- ✓ [Responsible Business](#)
- ✓ [Our Workforce](#)
- ✓ [Employee Engagement](#)

SDG 9 – Industry, Innovation and Infrastructure



We are committed to advancing innovation through secure and responsible technology. As AI reshapes industries, Everforth focuses on building the capabilities and governance essential to AI's effective adoption.

Across our organization, we are strengthening our internal expertise through hands-on AI upskilling and practical application. At the same time, robust cybersecurity and secure development practices remain foundational to how we deploy technology. For our customers, we are also enabling AI-driven solutions that leverage the latest in governance best practices.

The Strategy and Technology Committee provides Board-level oversight of technology and cybersecurity, while our Enterprise Cybersecurity Council aligns expertise across the Company to manage risk and strengthen resilience.

OUR IMPACT:

- ✓ [Our Company](#)
- ✓ [Cybersecurity](#)

SDG 7 – Affordable and Clean Energy



We are committed to supporting the transition to a low-carbon economy by promoting responsible energy use and improving the efficiency of our operations. While our direct environmental footprint is relatively modest, we are focused on reducing energy consumption across our offices and leveraging data-driven insights to enhance transparency and performance.

Through ongoing alignment with the Science Based Targets initiative, we continue to strengthen our approach to emissions measurement and management. We also support our customers' energy and sustainability objectives through the IT solutions we deliver, helping them operate more efficiently and reduce their environmental impact.

As we advance our environmental strategy, we remain focused on continuous improvement, operational efficiency, and enabling broader access to sustainable, technology-driven solutions.

OUR IMPACT:

- ✓ [Our Company](#)
- ✓ [Environmental Responsibility](#)

SDG 12 – Responsible Consumption and Production



We promote responsible consumption and production through disciplined supply chain practices. Our Supplier Code of Conduct and Sustainable Procurement Policy establish clear expectations for vendors, including adherence to sustainability standards. We also conduct regular assessments, including a sustainability survey of key suppliers, to evaluate performance and identify opportunities for improvement.

OUR IMPACT:

- ✓ [Our Company](#)



Technology. Engineering. Expertise.

Go Forward With Us.

Everforth is a global technology and digital engineering company helping commercial enterprises and government agencies Adapt and Thrive™. We combine trusted expertise, AI-enabled solutions, and adaptive delivery to drive measurable outcomes at scale.

