

Fiscal year 2026, ended March 31, 2026

Growing with purpose

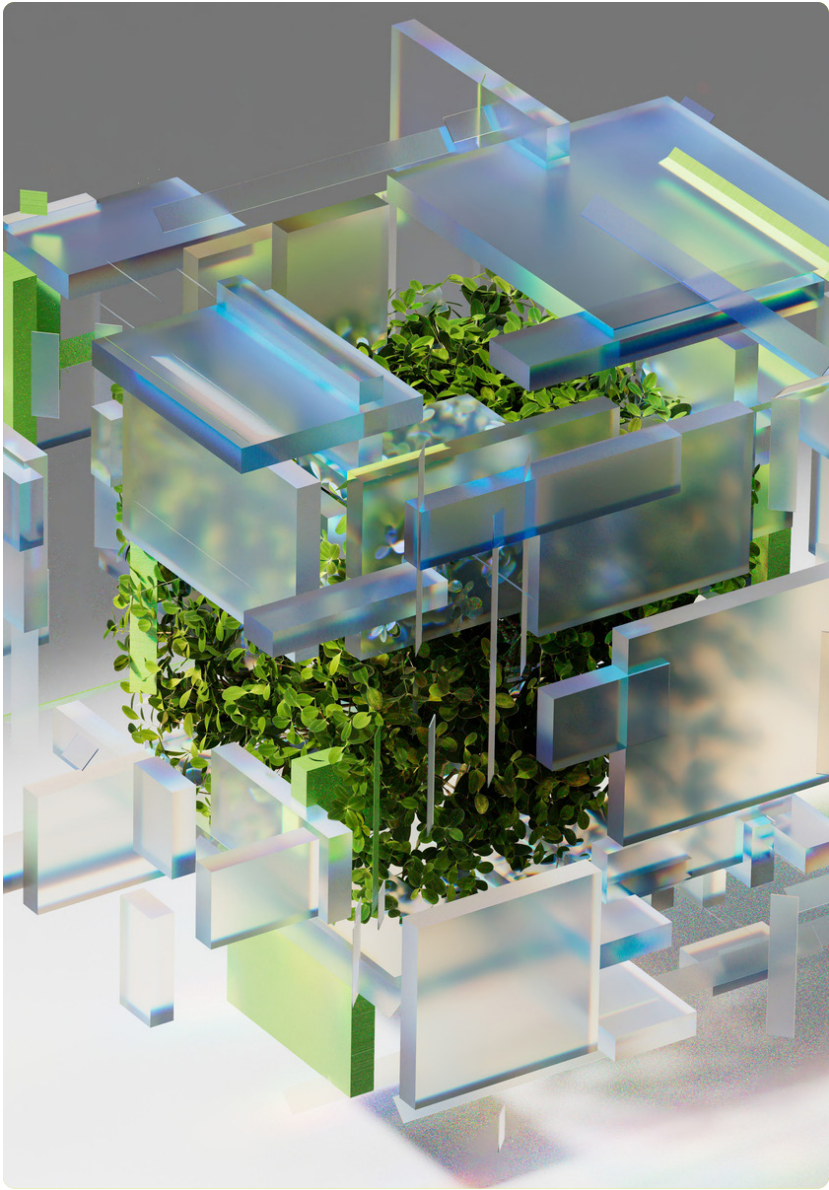
Progress in action

Alithya proudly continues its quest to do the right thing with the publication of its new Sustainability Report

Alithya

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This fiscal year 2026 report is Alithya's new Sustainability Report and addresses the environmental, social, and governance ("ESG") factors the Company has determined are most material to its stakeholders.

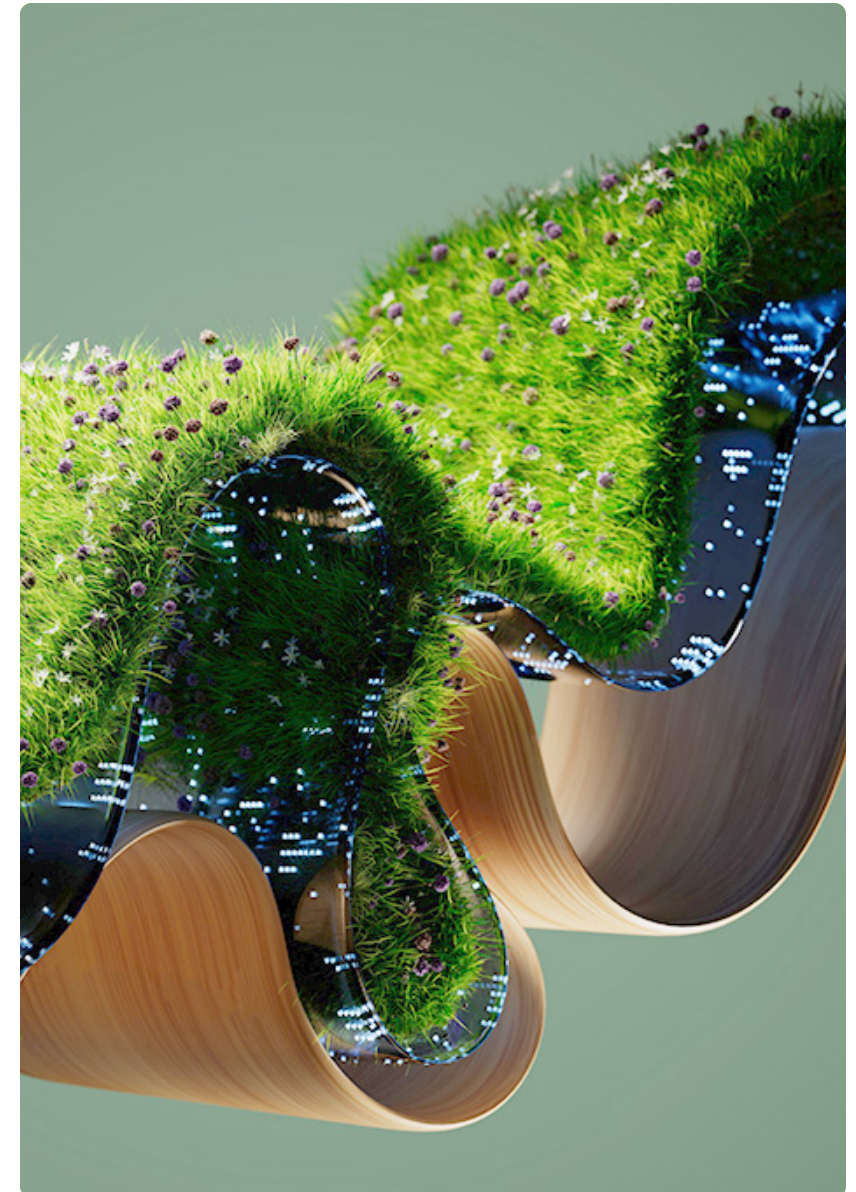
Data in this report is based on available information for the fiscal period of April 1, 2025 to March 31, 2026.

This report contains forward-looking statements that are based on certain assumptions and expectations and subject to certain risks, which could cause actual performance and results to differ materially. This report also refers to certain financial measures that are not defined by International Financial Reporting Standards ("IFRS"). For more information, please refer to the section "Forward-looking statements, non-IFRS and other financial measures" found at the end of this report.

The terms "Alithya", "we", "our", "us", "the Company", "the Organization" or similar terms refer to Alithya Group inc. and its consolidated subsidiaries, and references to the "Board" or "Board of Directors" refer to the Board of Directors of Alithya Group inc.

The term "SASB" refer to the Sustainability Accounting Standards Board. Overseen by the International Sustainability Standards Board (ISSB), a part of the IFRS Foundation, SASB standards provide guidance in terms of sustainability issues most relevant to global investors, providing companies like Alithya with quantitative metrics for measuring their performance. Applicable to industries of all sectors, the SASB standards guide our reporting by helping us focus on sustainability issues that are most material to our business. Being a technology firm, Alithya's sustainability metrics have mainly been gathered from the SASB Materiality Map for Professional and Commercial Services and Software and IT Services. In this report, Alithya discloses based on the suggested indicators.

Financial amounts are reported in Canadian dollars.



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President and CEO

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Alithya at a glance

We are trusted advisors who leverage AI and the latest technologies in our strategic consulting and digital transformation services. We help solve business challenges that enable our clients to unlock new opportunities, modernize processes and gain efficiencies. We leverage a world-class team of passionate industry experts, AI-based IP solutions, the latest digital technologies, a solid understanding of mission critical business applications and a partner ecosystem to accelerate results. We have built a foundation of success that includes a specialized global delivery network to provide end-to-end solutions.

We strive to make a difference.

We are Alithya.

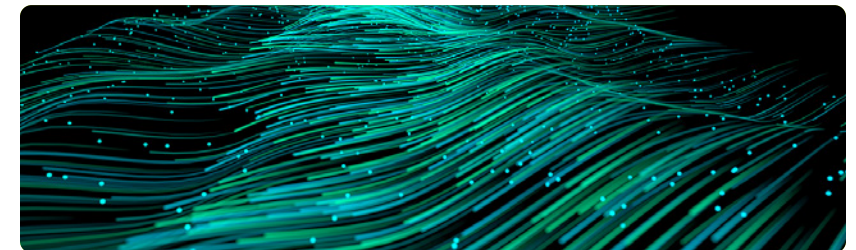
TSX: ALYA

Alithya's subordinate voting shares are traded on the Toronto stock exchange (TSX) under the symbol "ALYA".



Vision

Be recognized as a trusted advisor with solid expertise in strategy and digital technology.



Mission

Advise, guide, and support our clients in their pursuit of innovation, excellence, and the achievement of their business objectives through the optimal use of technologies.

- 1. Talents
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Fiscal year 2026 highlights

In fiscal year 2026, we continued to grow with purpose, translating our commitment to doing the right thing into tangible progress. Building on insights from previous ESG disclosures, we advanced targeted initiatives to strengthen our practices and drive meaningful impact.

Some notable highlights of Alithya’s new Sustainability Report include:



Obtained for the first time the Silver Parity Certification from Women in Governance in Canada, after 4 consecutive years in Bronze



Earned Bronze-level Gender Parity Certification from Women in Governance for the first time in the United States



PAIR BRONZE
PARTNERSHIP ACCREDITATION
IN INDIGENOUS RELATIONS

Alithya received bronze certification in Partnership Accreditation in Indigenous Relations



Launch of our Employee Value Proposition

38%

3 out of 8 Board members are women

8,395.14 tCO₂e

Alithya’s total greenhouse gas emissions

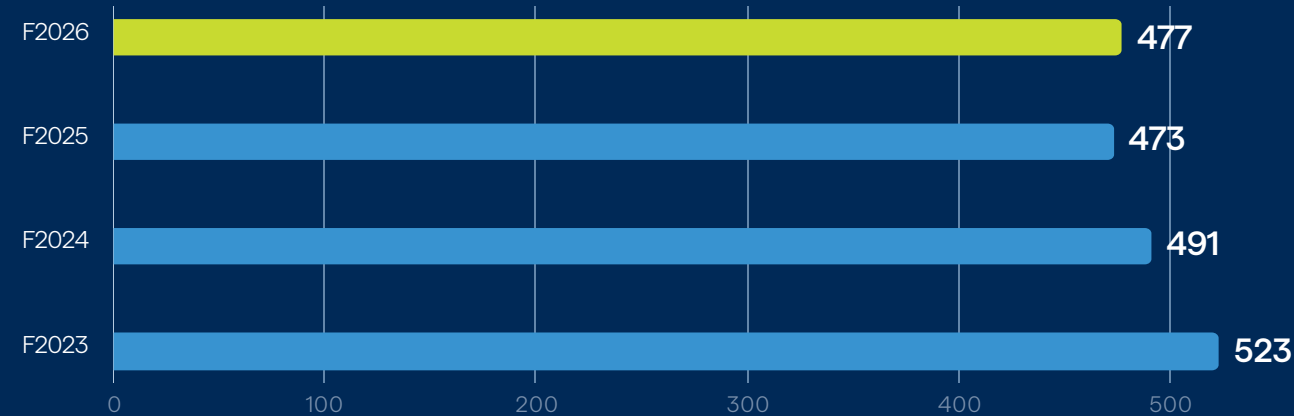
~21,000 hours

invested in Learning on Udemy, our third-party learning and skills development platform for all employees

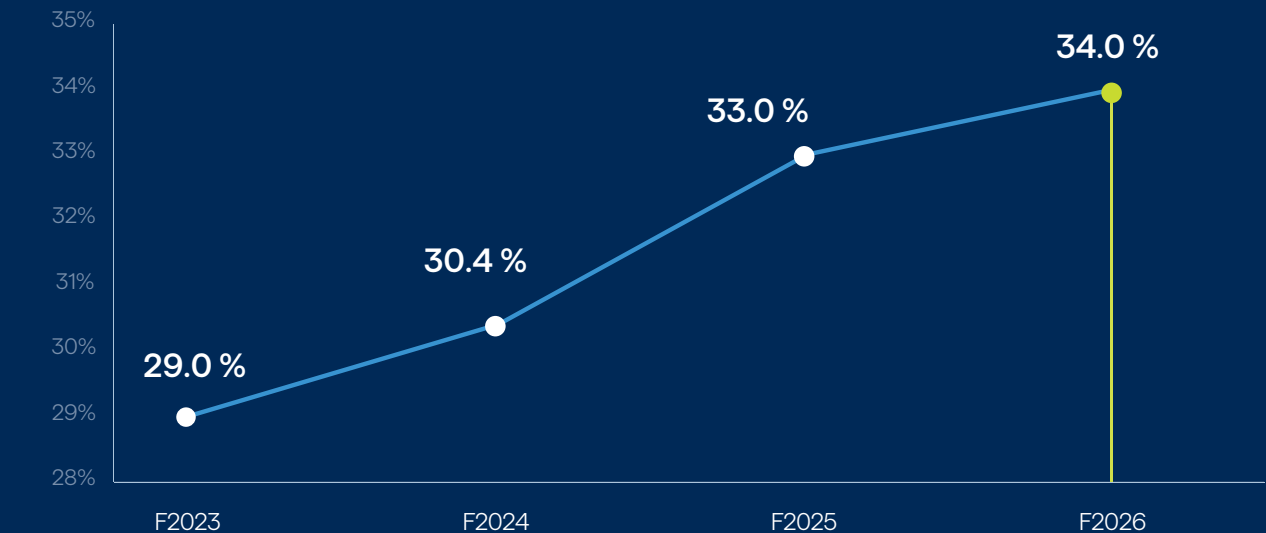
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Financial highlights

Revenue (in millions of \$)



Gross margin as a percentage of revenues¹



¹ These are other financial measures without a standardized definition under IFRS, which may not be comparable to similar measures used by other issuers. See the section titled "Forward-looking statements, non-IFRS and other financial measures" at the end of this report for more information.

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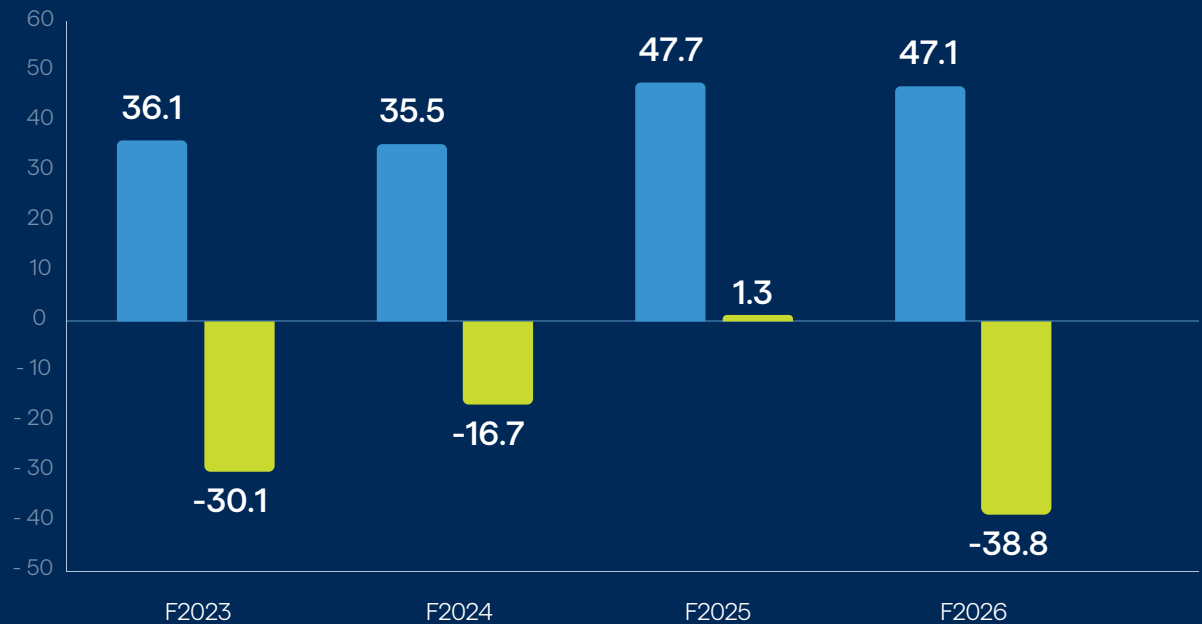
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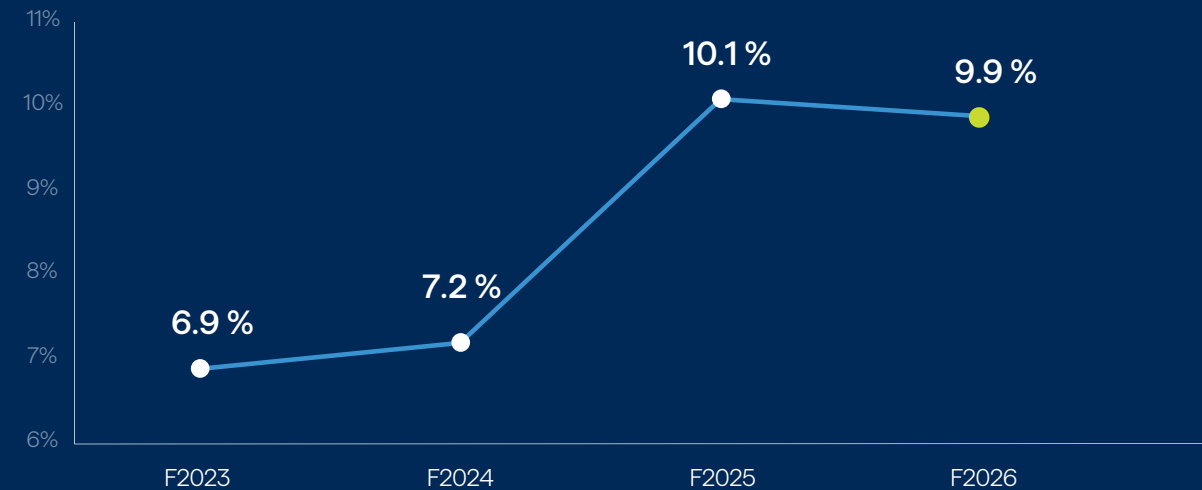
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Forward-looking statements

Adjusted EBITDA¹ and net loss (in millions of \$)



Adjusted EBITDA margin²



\$434.2 million

Fiscal year 2026 Bookings¹ reached 434.2 million of dollars, which translated into a Book-to-Bill Ratio¹ of 0.91.

1 These are other financial measures without a standardized definition under IFRS, which may not be comparable to similar measures used by other issuers. See the section titled "Forward-looking statements, non-IFRS and other financial measures" at the end of this report for more information.

2 These are other financial measures without a standardized definition under IFRS, which may not be comparable to similar measures used by other issuers. See the section titled "Forward-looking statements, non-IFRS and other financial measures" at the end of this report for more information. "Adjusted EBITDA Margin" refers to the percentage of total revenue that Adjusted EBITDA represents for a given period.

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Message from Chair of the Board Pierre Turcotte

As we continue to build on the foundations laid since our first sustainability disclosures, Alithya's Board of Directors remains committed to acting responsibly and with integrity, while advancing a long-term vision focused on sustainability and growing with purpose.

This commitment is deeply rooted in the Company's values and in the role we play as a global organization with employees across North America, Europe and beyond. Sustainability is embedded in how we create value, guide our decisions, and engage with our stakeholders. It reflects not only our environmental vision, but also our responsibility to foster an inclusive, ethical, and resilient organization. The priorities we have identified are closely aligned with our strategic direction and reflect the expectations of our clients, employees, investors, and communities. As part of the three-year strategic plan launched on April 1, 2024, we have taken a structured approach to ensure that sustainability considerations are integrated into our growth and transformation.

In fiscal year 2026, we continued to evolve our approach by listening closely to our stakeholders and refining our priorities in line with leading practices. This includes advancing our environmental approach, strengthening our governance frameworks, and further embedding responsible business practices across our operations. We remain committed to continuous improvement, supported by clear objectives and a disciplined approach to execution.

Each step we take reflects our determination to turn our commitments into tangible outcomes and demonstrates progress in action. By remaining focused on responsible growth and continuous improvement, we will continue to build a more sustainable future while delivering lasting value for all our stakeholders.



As we advance our sustainability priorities, we remain committed to responsible governance, continuous improvement, and delivering tangible progress for our employees, clients, investors, and communities.



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Message from President and Chief Executive Officer Paul Raymond

I am proud to present Alithya's Sustainability Report for fiscal year 2026, which highlights the progress we continue to make on the priorities that matter most to our stakeholders. As our Organization evolves, we remain focused on delivering a report that reflects not only where we stand today, but also where we are headed. Through ongoing dialogue with our clients, employees, and investors, and through the execution of our three-year strategic plan launched in April 2024, we are confident that our priorities remain aligned with the expectations of those we serve.

From the beginning, Alithya has been built around a strong human foundation. Our people are at the heart of everything we do, driving innovation, strengthening our culture, and shaping the impact we have in our communities. This commitment continues to guide how we grow. As we expand our global footprint and enhance our capabilities, we are equally focused on fostering connections, supporting our teams, and ensuring that our culture evolves with intention and purpose.

Progress in action is reflected in how we scale our business responsibly. As we pursue our ambition to expand beyond North America and leverage technology and artificial intelligence to improve efficiency, we remain committed to preserving what defines us. This includes nurturing our communities of practice, supporting our employee resource groups, and advancing initiatives that contribute positively to society and the environment.

As we move forward, we do so with a clear conviction that sustainable growth is built through consistent, meaningful action. Together, we will continue growing with purpose, strengthening our impact, and contributing to a future that reflects the values at the core of Alithya.



Guided by our values and a long-term vision, we are focused on turning our sustainability commitments into meaningful outcomes, while growing responsibly and creating lasting value.



Five key material topics

1. Talents

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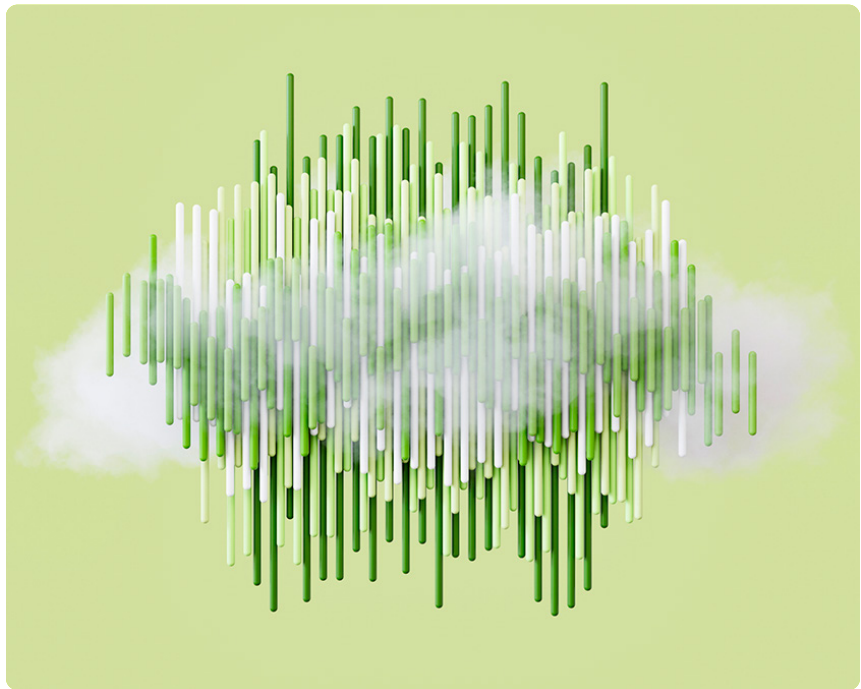
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Alithya's five key material topics

Since the publication of our first report in September 2022, we have continued to build on the foundation established through a materiality assessment supported by an independent advisor, which helped identify five key priorities guiding our approach.

As we move forward, these same priorities remain central to our operations, financial performance, and long-term value creation. This new Sustainability Report, covering fiscal year 2026, focuses on these same areas while highlighting the progress made through continued action and refinement of our approach.



Alithya's 5 key material topics

In alignment with the SASB standards, we continue to refine our approach to sustainability, strengthening our understanding of the issues most relevant to our Organization and stakeholders.

The following outlines the five topics that guide our focus and actions:



1. Talents



2. Organizational culture



3. Cybersecurity and data privacy



4. Transitioning to a lower-carbon economy



5. Governance



Alithya's
**5 key
material
topics**

1. Talents



Essential insights

Our strength lies in our people. They are at our core, and our culture of collaboration embraces employee well-being, flexibility, and professional growth as foundations of our pursuit to be recognized as a best-in-class employer.

Our people-driven approach:
Enabling talent to drive sustainable performance

Our comprehensive suite of employee resources and professional development programs continue to strengthen a culture of trust and collaboration. By investing in our people, we enhance our collective capabilities and intelligence, enabling the value proposition that we present to our clients.

Employee well-being

Alithya continues to promote its Unlimited Vacation Policy across North America, introduced on April 1, 2024, for all permanent employees. Designed to better align with evolving employee needs, the policy supports greater flexibility, strengthens our employee value proposition (EVP), and contributes to positioning Alithya as an employer of choice. It also supports our commitment to diversity by allowing employees to observe cultural and religious holidays beyond statutory requirements.

Since its implementation, this approach has contributed to a positive trend in employee sentiment, with Alithya’s Wellness score on Officevibe reaching 8.2 points. We continuously review and refine our benefit offerings globally to ensure they remain competitive and responsive to employee needs.

We also maintain access to dedicated wellness portals for Canadian and U.S. employees, offering a comprehensive range of services and tools, including secure access to personal health information.



Prevention of workplace harassment

Alithya is committed to maintaining a respectful and safe work environment. The Organization strictly prohibits all forms of workplace harassment, whether it involves employees or interactions with clients, suppliers, and other external parties. Our globally applied Prevention of Harassment in the Workplace Policy is enforced through a formal procedure. Alithya is committed to resolving all such complaints promptly.

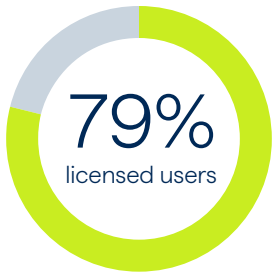
Learning and development

Alithya prioritizes continuous learning and skills development, and we consistently update our training and development programs to address evolving realities, focusing on relevant technical and leadership skills.

Udemy

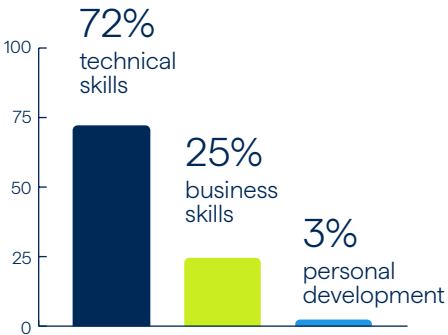
Udemy remains our primary learning platform following the renewal of our enterprise agreement. In fiscal year 2026:

- / Employees completed **more than 20,000 hours** of training across over **2,900 courses**



79% of employees are licensed users and 84% were active on the platform and enrolled in at least one course

- / Active users completed an **average of 16 hours of training**, an increase of 1 hour year over year



Learning activity focused on **technical skills (72%)**, **business skills (25%)**, and **personal development (3%)**

Leading@Alithya as a People Manager

Leadership development remains a strategic priority. Designed to equip managers with the skills to grow talent, strengthen team effectiveness, and lead with confidence and transparency, the Leading@Alithya as a People Manager program was rolled out and continued to expand in fiscal year 2026:

- / Second cohort launched with 47 participants across one French and one English class
- / Program delivered through six modules
- / Participant satisfaction rate of 95.7%
- / Total of 846 hours completed in leadership training

Advancing women in leadership

The A Effect

Alithya established a partnership with **The A Effect (L'effet A)**, an organization dedicated to advancing **women's professional engagement** and supporting companies in fostering workplace equity. Through this collaboration, we contribute to initiatives aimed at strengthening leadership capabilities and promoting gender diversity in the workplace.

The partnership began with a pilot cohort in **fiscal year 2025**. The A Effect delivers structured professional development programs that mobilize corporate networks, support women in advancing their careers, and provide practical tools tailored to the realities faced by professionals and managers. The program also highlights diverse leadership role models, helping to broaden perspectives on ambition and inclusive leadership.

In **2025**, Alithya supported **18 participants across two programs**, including **8 employees** in the **Leadership Challenge** (Fall 2025) and **10 employees** in the **Ambition Challenge** (Spring 2025).

Complementing these efforts, in September 2025, the second cohort of the **Leading@Alithya as a People Manager program** included **39% women**.



Kate Rosa
Sr. Principal Consultant



Diane Olson
Director, Professional Services



Kim MacDermott
Director, Technology



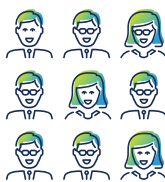
Ashleigh Smith
Director, HCM Delivery



Trisha Luce
Team Lead, Project Manager



Annick Sénéchal
Sr. Director, Change Management



As of **March 31, 2026**, women represented **32.6%** of Alithya's global workforce, reflecting our ongoing commitment to gender diversity and inclusion.

Language development

To support our growing global footprint, Alithya offers Prolang language training for employees who express an interest in learning English or French and is aligned to business needs. In fiscal year 2026, **150 employees** participated in language training programs.

Employee Resource Groups

By 2026, Employee Resource Groups (ERGs) have become key contributors to our inclusive culture. Alithya has 4 ERGs:



Their initiatives are supported through dedicated time, budget, and internal communications visibility, helping amplify their activities and messages across the Organization. These efforts have enabled them to expand their reach across regions and strengthen employee engagement.

Through awareness initiatives, training sessions, and networking activities, our four ERGs encourage open dialogue, promote learning, and contribute to a more inclusive and engaged employee experience.



Volunteering to plant 140 trees on Montréal's Mount Royal in partnership with Les Amis de la Montagne.

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Indigenous relations

Since 2019, Alithya has been a proud member of the Canadian Council for Indigenous Business (CCIB) and participates in its Partnership Accreditation in the Indigenous Relations (PAIR) certification program, which aims to strengthen relationships and economic partnerships between Indigenous and non-Indigenous communities and businesses in Canada.



In April 2025, the Indigenous Relations Committee submitted Alithya’s application for PAIR Bronze Certification. Following a successful verification meeting and jury review, Alithya obtained PAIR Bronze Certification.

Building on this achievement, we are progressing towards a PAIR Silver Certification. The Indigenous Relations Committee will continue to coordinate cultural awareness initiatives, strengthen engagement with Indigenous communities, advance Indigenous procurement, and promote Indigenous employment opportunities.



Curve Lake Pow Wow arbour. Photo provided by Curve Lake First Nation.

Women in Governance

Alithya’s commitment to advancing gender equity has also been recognized through **Women in Governance Parity Certifications** in 2026 in both Canada and the United States. This certification assesses organizations across strategy, actions, and results, while applying an intersectional lens to evaluate how effectively they create conditions for women to advance at all levels of the Organization.

Building on its earlier recognition in North America, Alithya was promoted to **Silver certification in Canada** and received **Bronze certification in the United States**, on its inaugural submission, reflecting continued progress in strengthening inclusive practices, supporting women’s career advancement, and embedding parity considerations into the employee experience. These certifications reinforce our broader diversity, equity, and inclusion efforts and provide an external benchmark to help guide continuous improvement over time.



Governance

Leadership in Human Capital management

Alithya’s Chief Human Capital Officer, in collaboration with leaders from various departments, bears the responsibility for overseeing professional development, succession planning, compensation, benefits, and other workplace initiatives. These programs are designed to nurture our employees’ skills and to create a thriving environment where equity, inclusion, and diversity are fundamental to every aspect of our organizational culture.

Board-level oversight

The Human Capital and compensation committee bears responsibility for overseeing human resource programs including succession planning, professional development, and diversity and inclusion initiatives. This oversight ensures that these critical aspects of our organizational strategy align with our core values and objectives.

Alithya's
5 key
material
topics

2. Organizational culture



Essential insights

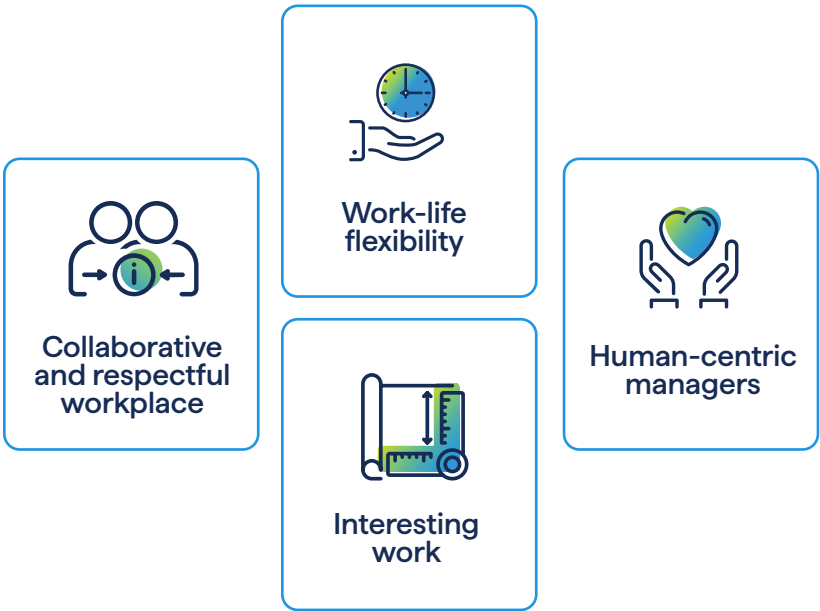
Alithya’s sustained growth, driven by both organic expansion and strategic acquisitions, continues to shape a diverse and globally distributed workforce. This evolution brings together professionals with varied backgrounds, expertise, perspectives, and lived experiences, further enriching our organizational culture.

This growth trajectory not only enhances our technical capabilities but also deepens the diversity of our talent pool. At the same time, it reinforces the importance of cultivating a cohesive and engaging employee experience. Our efforts remain focused on fostering an inclusive and collaborative culture through the continuous evolution of our practices, including enhanced benefits, flexible work approaches, and expanded professional development opportunities.

An Employee Value Proposition grounded in core values

Our culture is anchored in a set of core values, trust, respect, integrity, creativity, well-being, and passion, that guide our actions and interactions across the Organization. These values are embedded in our daily operations and reflected in the way we collaborate, make decisions, and support one another.

In fiscal year 2026, we further brought these values to life through the launch of our Employee Value Proposition, which defines the experience we strive to offer our people and reinforces how our values translate into meaningful, everyday actions. It serves as a clear articulation of what employees can expect from Alithya, and what we collectively commit to embody.



We continue to strengthen this foundation by evolving our people practices. For example, in North America, Alithya continues to promote its Unlimited Vacation Policy introduced in 2024.



Diversity, equity and inclusion

Alithya is committed to fostering a diverse, equitable, and inclusive workplace. Beyond complying with mandatory reporting requirements, we collect diversity data on a voluntary basis to better understand our workforce and inform the continuous improvement of our practices.

In fiscal year 2026, we launched a voluntary self-identification campaign across Canada, achieving a participation rate of 41%. This marks an important step in establishing a baseline to track progress and guide future initiatives. In the United States, where diversity data collection is embedded in long-standing practices, approximately 92% of employees have provided this information, enabling a more comprehensive view of our North American workforce.

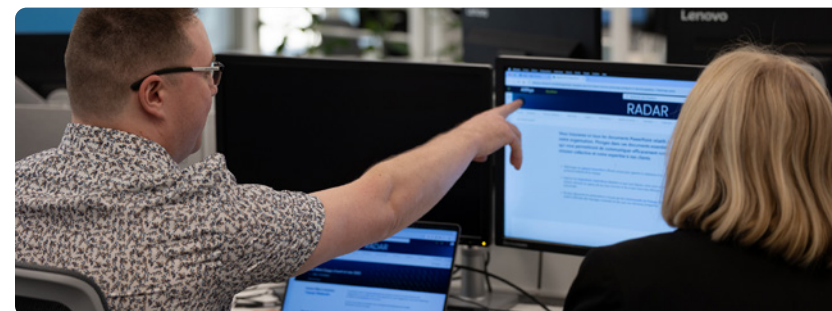
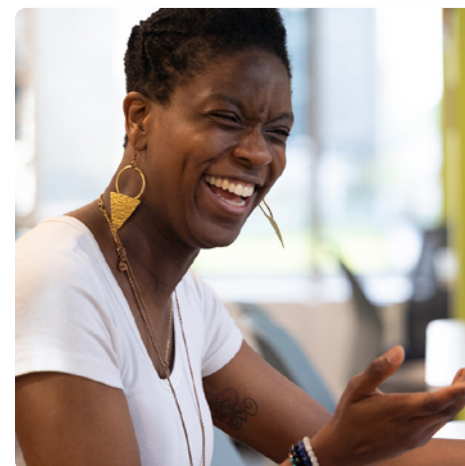
Across Canada and the United States:

- / **15% (247 employees)** identify as members of visible minorities, including **2 at the senior leadership level**
- / **1% (8 employees)** identify as persons with disabilities (Canada only)
- / **1% (2 employees)** identify as Indigenous (Canada only)
- / **33% (528 employees)** identify as women
- / **1 employee** identifies as non-binary

Increasing participation in voluntary self-identification initiatives remains a priority. A comprehensive and intersectional understanding of our workforce is essential to strengthening inclusive practices, supporting equity-driven decision-making, and ensuring that our initiatives reflect the realities of our people.

This commitment is also reflected in employee perceptions:

- / **91%** feel respected for who they are
- / **82%** believe Alithya attracts diverse talent
- / **81%** express favorable views regarding ethics and social responsibility, including our commitment to valuing individual uniqueness



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Employee engagement and workplace flexibility

Employee feedback remains at the heart of our continuous improvement efforts. Through regular pulse surveys, we monitor engagement and adapt our practices to better align with employee expectations.

In fiscal year 2026, Alithya achieved an **engagement score of 8.2**, the highest since the introduction of Officevibe pulse surveys, reflecting strong employee connection and satisfaction. This is further supported by an **Employee Net Promoter Score (eNPS) of 43**, which increased by 5 points over the year, demonstrating growing employee advocacy.

Employees consistently highlight the following as key strengths:

- / A people-first culture
- / Supportive leadership and managers
- / Collaboration and team spirit
- / Flexibility and remote work options
- / Opportunities for learning and growth
- / Pride in client impact

Our **ambassadorship score of 8.2** further reinforces employees' willingness to promote Alithya as a great place to work.



Performance

Group-led endeavors:

Altruism continues to be a defining characteristic of our culture. We are committed to maximizing the impact of our community engagement by empowering employees to contribute meaningfully to causes they care about.

In fiscal year 2026, employees collectively contributed **827.5 volunteer hours**, supporting a wide range of initiatives across our regions. These efforts include:

- / Supporting **101 children through Opération Père Noël** in Montréal
- / Raising over **\$46,000 for Centraide** in Québec
- / Participating in events such as the **Terry Fox Run**, raising over \$5,000 and ranking in the top 10% nationwide, and **24h Tremblant**, supporting children's health
- / Organizing food drives, toy collections, and community activities in Canada, the United States, and France
- / Supporting the hopes and dreams of sick children and raising **\$55,000** during **Make-A-Wish** Canada 48-Hour Ride
- / Volunteering with organizations addressing food insecurity and supporting vulnerable populations, including **Hand Up Toronto** and the **Red Cross**
- / Planting of **140 trees on Montréal's Mount Royal** in partnership with **Les Amis de la Montagne** and donating **\$5,000** to help protect and sustain the mountain's ecosystem

Through both corporate initiatives and employee-led efforts, we continue to strengthen our positive impact in the communities where we live and work.

Governance

Alithya's people-centric culture is reinforced by strong leadership and governance practices that prioritize transparency, accountability, and employee well-being. Our leadership team plays a key role in fostering an environment aligned with our core values, ensuring consistency across regions and functions.

Employee engagement, diversity, and workplace practices are regularly monitored and reviewed, with outcomes reported to the Board of Directors and its committees on a quarterly basis. This governance structure ensures that our commitments are not only upheld but continuously strengthened as we evolve.

F26 Officevibe scores



Community involvement

In fiscal year 2026, employees collectively volunteered **827.5 hours**

Alithya's
**5 key
material
topics**

3. Cybersecurity and data privacy

Our commitment

As a service provider, trust and integrity remain critical elements of our reputational capital. Our commitment to cybersecurity and data privacy starts internally, with a business model grounded in the effective protection of our systems and data, in compliance with applicable laws and standards. Strong cybersecurity practices not only safeguard Alithya but also reinforce our ability to protect our clients and employees in an increasingly complex threat landscape.



Our strategy and practices

As cyber threats continue to evolve globally, we remain vigilant and proactive in protecting our information assets. Our Information Security Management System (ISMS), a robust framework aligned with ISO 27001 standards, provides a structured framework for managing security risks and supporting the confidentiality, integrity, availability, and compliance requirements associated with our operations.

Building on this foundation, we continue to enhance our security capabilities and strengthen enterprise-wide resilience. Our efforts focus on improving threat monitoring, incident detection and response, and the

consistent implementation of security and privacy practices across the Organization, while supporting alignment with international recognized frameworks.

Recognizing the growing importance of third-party risk management, Alithya has further enhanced its third-party security assurance processes. We continue to refine these practices to adapt to evolving risks and to better integrate them within our broader security framework, ensuring that partners and suppliers meet our security expectations.

In parallel, we are committed to continuously improving our cybersecurity training programs to reflect emerging risks and diverse employee needs. We have introduced specialized training tailored to specific roles, such as a new course for software developers, and are currently developing additional content focused on artificial intelligence security. These initiatives reinforce our role as a trusted advisor to clients, while strengthening our internal capabilities.

Building on our commitment to responsible innovation, Alithya continues to advance measures that address the security implications of emerging technologies, including artificial intelligence. Through a combination of governance, training, and enhanced controls, we aim to ensure that innovation is pursued in a secure, ethical, and responsible manner.

Moreover, protecting personal information is fundamental to maintaining the trust of our clients, employees, partners, suppliers, and other stakeholders. Through our Personal Information Management System (PIMS), Alithya is committed to ensuring that personal information under our stewardship is managed responsibly, securely, and in accordance with applicable legal and regulatory requirements.

Our Privacy Officer oversees the governance framework that guides our privacy practices across the Organization. This framework includes policies, standards, and procedures designed to support the secure collection, use, disclosure, retention, and disposal of personal information throughout its lifecycle. Alithya's privacy program is aligned with applicable privacy and data protection laws in the jurisdictions where we operate.

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As privacy risks continue to evolve alongside technological advancements and changing stakeholder expectations, we regularly review and enhance our privacy governance, processes, and controls to maintain compliance and strengthen our resilience. This includes monitoring legislative developments, assessing emerging risks, and implementing appropriate measures to address new regulatory requirements and industry best practices.

Privacy awareness remains an important component of our corporate culture. Through ongoing training and awareness initiatives, employees are reminded of their responsibilities in safeguarding personal information.

Governance

Responsibility for cybersecurity and data privacy at Alithya lies with Alithya’s Board, which receives semi-annual security reports from the Chief Information Security Officer through the Audit and risk management committee, and as the case may be, reports from Alithya’s Privacy Officer through the Corporate governance and nominating committee.

Alithya also has a Privacy and security management committee in place that meets monthly to review Alithya’s enterprise privacy and security management, its policies, and its procedures, and to define the Company’s responses to existing and newly identified operational and legal risks. The PSMC comprises the Company’s President and Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, Chief Legal Officer and Corporate Secretary, Chief Human Capital Officer, Chief Information Officer, Privacy Officer, and Chief Information Security Officer.

On a day-to-day basis, our IT department manages cybersecurity threats with the guidance and support of the Chief Information Security Officer, implementing enterprise-wide IT operations controls, monitoring cloud-based solution security controls, and much more. We have now formalized our third-party security assurance process, and we continue to work on the further integration of additional Alithya processes.



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Why it matters

In the current environment, businesses are increasingly expected to understand, manage and disclose the greenhouse gas (GHG) emissions associated with their activities, not only to meet stakeholders' expectations, but also to support informed decision-making and long-term resilience.

As a provider of digital transformation and technology services, Alithya's environmental footprint is influenced not only by its direct operations, but also and mainly by activities occurring throughout its broader value chain, including purchased goods and services, business travel, employee activities, and the technologies used to deliver services to clients. Developing a comprehensive understanding of these impacts enables the Organization to identify its most significant sources of emissions, improve the quality of its data, and better assess opportunities to enhance operational efficiency and environmental performance.

Maintaining an inventory of its GHG emissions also helps Alithya monitor trends over time and strengthen the transparency of its environmental disclosures. As our methodologies and data sources continue to evolve, this inventory provides an increasingly complete picture of the emissions associated with our business activities and supports our long-term commitment to responsible and sustainable business practices.

Our approach

Alithya maintains a GHG emissions inventory in accordance with the Greenhouse Gas Protocol requirements. To support an understanding of its carbon footprint, the inventory is prepared by an independent third-party service provider verified by UL Solutions, using data collected across Alithya's operations and value chain, includes emissions across Scope 1, Scope 2 and relevant Scope 3 categories.

Data included in the inventory

Alithya's fiscal year 2026 inventory includes direct emissions, indirect energy emissions, and relevant value chain emissions. The inventory covers Scope 1 and Scope 2 emissions, as well as Scope 3 categories deemed material to Alithya, including purchased goods and services, fuel and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, and employee commuting.

For fiscal year 2026, Scope 3 emissions represented the vast majority of Alithya's reported emissions, amounting to 8,021.83 tCO₂e out of total reported emissions of 8,395.14 tCO₂e. Scope 1 emissions amounted to 63.90 tCO₂e, and Scope 2 emissions amounted to 309.41 tCO₂e.

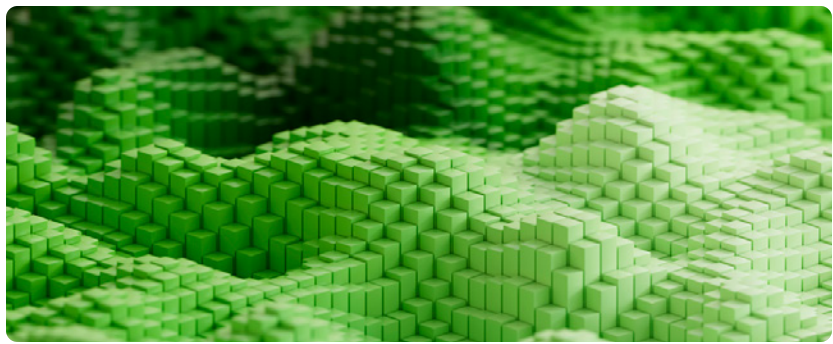
Fiscal year 2026 emissions

From April 1, 2025 to March 31, 2026, Alithya's total GHG emissions amounted to **8,395.14 tCO₂e**, compared to **8,319.25 tCO₂e** for fiscal year 2025, representing a slight increase of **75.89 tCO₂e**, or **0.9%**.

The increase was primarily reflected in Scope 3 emissions, which increased from 7,379.74 tCO₂e in fiscal year 2025 to 8,021.83 tCO₂e in fiscal year 2026. Scope 1 emissions decreased from 96.43 tCO₂e to 63.90 tCO₂e, while Scope 2 emissions increased from 283.09 tCO₂e to 309.41 tCO₂e.

Globally, the highest-emitting activities in fiscal year 2026 were work from home, business services, software services, transportation, and software products, which respectively amounted to 1,682.20 tCO₂e, 1,408.57 tCO₂e, 985.95 tCO₂e, 805.11 tCO₂e, and 789.79 tCO₂e.

By Scope 3 category, the largest contributor in fiscal year 2026 was Category 1 (purchased goods and services), at 3,593.07 tCO₂e, followed by Category 7 (employee commuting), at 2,487.31 tCO₂e, Category 6 (business travel), at 964.72 tCO₂e, and Category 11 (use of sold products), at 807.74 tCO₂e.



Understanding changes in reported emissions

Alithya’s reported emissions have increased when compared with the emissions disclosed in earlier reports. This increase should be understood in the context of the continued evolution of Alithya’s GHG inventory methodology, the expansion of categories included in the inventory, and the use of more comprehensive and accurate data sources.

With the support of RyeStrategy as an independent third-party service provider, Alithya strengthened the precision and robustness of its GHG inventory. Compared to prior reporting, we significantly enhanced our approach to Scope 3, Category 1 (purchased goods and services), expanding both the scope and quality of data used to better represent upstream value chain emissions. We complemented this with continued efforts to capture the most accurate available data for Scope 1 and 2 emissions. As a result, data completeness has improved, methodological consistency has strengthened, and we have a more robust foundation for identifying and prioritizing future reduction opportunities.

For fiscal year 2023 and fiscal year 2024, Alithya’s inventory covered Scope 1, Scope 2, and selected Scope 3 categories, including purchased goods and services, fuel and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, and employee commuting. For fiscal year 2025 and fiscal year 2026, the same categories continued to be calculated, and Category 11,

use of sold products, was added as an additional calculated category.

One of the main drivers of the increase is the expanded treatment of Scope 3, Category 1 (purchased goods and services). In fiscal year 2023 and fiscal year 2024, this category only covered IT equipment purchases and cloud data storage. In fiscal year 2025 and fiscal year 2026, Alithya used a broader spend-based method leveraging data from the Organization’s consolidated statements of operations and comprehensive income, including categories such as software services, financial services, business services, and office supplies. As a result, Category 1 became the largest single category, even though the underlying activities themselves did not necessarily grow; rather, the measurement now covers a broader portion of such activity.

Another important methodological change relates to employee commuting. In fiscal year 2023 and fiscal year 2024, this category did not include work-from-home energy use and only captured travel to and from the office. In fiscal year 2025 and fiscal year 2026, work-from-home energy use was included, based on an assumption-driven estimate rather than metered home energy data. This change contributed materially to the increase in reported employee commuting emissions.

Business travel was also calculated using broader coverage. In fiscal year 2023 and fiscal year 2024, business travel was estimated from fuel combustion only. In fiscal year 2025 and fiscal year 2026, the calculation itemized flights, ground transportation, and hotel stays separately, resulting in fuller coverage of the same general travel activity.

In fiscal year 2026, Category 11 (use of sold products), was also added to the inventory and amounted to 807.74 tCO₂e. Prior to fiscal year 2025, this category had not been included due to data limitations and methodological considerations.

Accordingly, the increase in Alithya’s reported emissions should not be read solely as an indication of increased operational emissions. It also reflects broader category coverage, improved data granularity, and a more comprehensive view of Alithya’s value chain emissions.

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Fiscal year 2026 comparison with fiscal year 2025

In fiscal year 2026, Alithya’s total reported emissions slightly increased by 0.9% compared to fiscal year 2025, from 8,319.25 tCO₂e to 8,395.14 tCO₂e.

The main year-over-year movements were as follows:

- / Scope 1 decreased from 96.43 tCO₂e to 63.90 tCO₂e
- / Scope 2 increased from 283.09 tCO₂e to 309.41 tCO₂e
- / Scope 3 increased from 7,939.74 tCO₂e to 8,021.83 tCO₂e
- / Purchased goods and services (Scope 3, Category 1) increased from 3,401.67 tCO₂e to 3,593.07 tCO₂e
- / Business travel (Scope 3, Category 6) increased from 854.90 tCO₂e to 964.72 tCO₂e
- / Employee commuting (Scope 3, Category 7) decreased from 2,719.01 tCO₂e to 2,487.31 tCO₂e
- / Use of sold products (Scope 3, Category 11) increased from 792.94 tCO₂e to 807.74 tCO₂e

These changes demonstrate the importance of reviewing Alithya’s emissions performance not only through the lens of total emissions, but also by considering the categories included in the inventory, the methods used, and the quality and completeness of the underlying data.

Governance

The Chief Information Officer’s team is responsible for collecting information on Alithya’s environmental footprint and for providing that information to a third-party service provider for the calculation of Alithya’s total GHG emissions. That third-party service provider is verified by UL Solutions and performs its calculations in accordance with the Greenhouse Gas Protocol requirements.





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Our commitment

As we continue to position ourselves as a trusted advisor delivering digital solutions tailored to our clients, our strong commitment to trust and governance remains a key differentiator in a highly competitive technology services market. This starts with fostering confidence among all our stakeholders: clients, employees, and investors, in the robustness and integrity of our governance practices.

Our strategy and practices

Corporate Governance Guidelines

The Corporate governance and nominating committee is responsible for recommending director nominees to the Board and evaluates candidates based on merit, considering a balanced mix of skills, experience, knowledge, background, and personal attributes. In line with our commitment to growing with purpose, the Committee also establishes measurable diversity objectives and submits them to the Board for adoption.

The Committee set a target to be achieved by the end of fiscal year 2024 of having at least 30% of Board members self-identify as women, and at least one director self-identifies as a member of a visible minority, as Indigenous, or as a person with a disability. This target was achieved as of March 31, 2024, and continues to be met, with three of the eight directors self-identifying as women, representing 37.5% of the Board, and one director self-identifying as a member of a visible minority.

Code of Business Conduct

Reflecting the continued importance of our six core values, trust, respect, integrity, creativity, well-being, and passion, Alithya undertook a comprehensive review of its Code of Business Conduct that establishes a clear and consistent framework to govern the conduct of all directors, officers, employees, and subcontractors across the Organization. The Code of Business Conduct serves as a key reference for making



informed, ethical decisions in the day-to-day activities, outlining expected behaviours and providing practical guidance for a variety of situations, both internally and in interactions with clients and partners. In fiscal year 2026, a mandatory training program was introduced to reinforce awareness, understanding and application of the Code through real-life scenarios, supporting our commitment to high standards of ethical behaviours, integrity, and responsible business practices. By the end of fiscal year 2026, 99% of our employees completed the training program with success.

The Corporate governance and nominating committee continues to oversee the Code of Business Conduct and related policies, reviewing them at least annually and making recommendations to the Board to ensure alignment with evolving industry standards, regulatory requirements, and best practices. The Corporate governance and nominating committee also monitors disclosures related to the Code and oversees management's reporting on compliance. Any exception or waiver for directors or executive officers may only be granted by the Board upon recommendation from the Corporate governance and nominating committee, while any waiver for employees or subcontractors may only be granted by the Chief Legal Officer and Corporate Secretary.

Supplier Code of Business Conduct

Alithya maintains a Supplier Code of Business Conduct that reinforces our commitment to high standards of ethics and responsible business practices across our value chain. This Code applies to all suppliers providing goods and services to Alithya and reflects our core values of trust, respect, integrity, and well-being.

Whistleblower Policy

Alithya maintains a Whistleblower Policy that provides a confidential and secure channel for reporting actual or suspected misconduct. This includes, but is not limited to, unethical behavior, financial misrepresentation, violations of applicable laws or regulations, breaches of the Company’s Code of Business Conduct or any internal policies, non-compliance with client standards, and situations that may pose a risk to the health, safety, or well-being of our professionals or the public. The Policy outlines clear procedures for raising concerns, including direct access to the Chair of the Audit and risk management committee, who is responsible for overseeing its application and ensuring appropriate follow-up.

Additional information

The Company’s Code of Business Conduct and associated principal policies are available on our website at alithya.com/en/investors/governance. Additional details on Alithya’s approach to governance can be found in our fiscal year 2026 Management Information Circular, which is available on our website at alithya.com/en/alithya/investors, as well as on the www.sedarplus.ca website.

Board and Management oversight of Sustainability

Strong corporate governance remains the foundation of Alithya’s sustainability strategy, supported by well-established policies, clear oversight structures, and a continued commitment to best practices.

The Board of Directors, through the Corporate governance and nominating committee, the Audit and risk management committee, and the Human Capital and compensation committee, continues to provide structured oversight of sustainability priorities. Each committee plays a distinct role in reinforcing accountability and advancing our commitments.

The Corporate governance and nominating committee maintains primary oversight of sustainability matters, including public disclosures and evolving governance practices. Working closely with the Board and the Executive Team, it monitors progress against key priorities and ensures alignment with stakeholder expectations.

To support ongoing progress, the Corporate governance and nominating committee meets at least annually with the Chairs of the Audit and risk management committee and Human Capital and compensation committee to review developments, assess performance, and provide recommendations to the Board on strategic sustainability priorities.

Alithya’s Executive Team continues to lead the execution of sustainability initiatives, ensuring alignment with corporate strategy and driving progress across priority areas, with coordination led by the Chief Legal Officer and Corporate Secretary.



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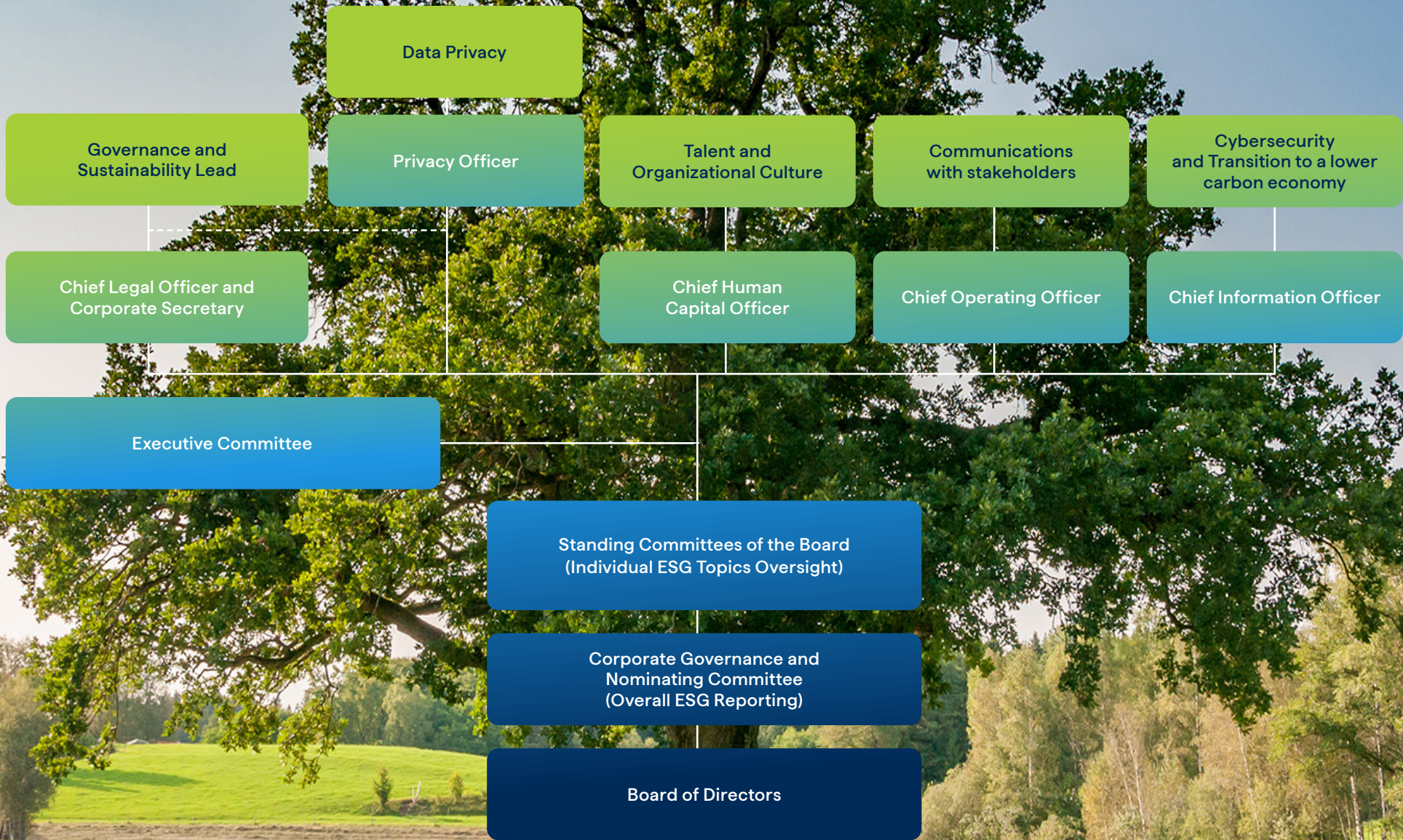
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Alithya’s sustainability governance structure



Governance

The Board is committed to adhering to the highest standards of corporate governance. The role, specific mandate, and functioning rules of the Board and its committees are set forth in our Corporate Governance Guidelines, as well as in the Mandate of the Board of Directors and each committee's charter¹.

The **Corporate governance and nominating committee** oversees Alithya's governance practices, recommends to the Board improvements aligned with best practices, and addresses governance-related risks. It is also responsible for identifying and recommending qualified director candidates, as well as overseeing the Company's sustainability strategy and initiatives, and the Company's personal information management system.

The **Human Capital and compensation committee's** primary mandate is to approve and recommend to the Board executive compensation programs, and processes, along with amendments to existing incentive and equity compensation plans. These efforts are designed to attract and retain senior management with the skills and expertise the Company needs to achieve its goals, while ensuring compensation remains fair and competitive. It also oversees Alithya's succession planning and key Human Capital priorities, including employee engagement, well-being, equity, and diversity and inclusion.

The **Audit and risk management committee** reviews the Company's financial statements and public financial disclosures, oversees the work and review the independence and performance of Alithya's

external auditor, and monitors internal controls over financial reporting. It is also responsible for overseeing the Company's risk management, including risks related to IT systems, infrastructure, security, and cybersecurity.

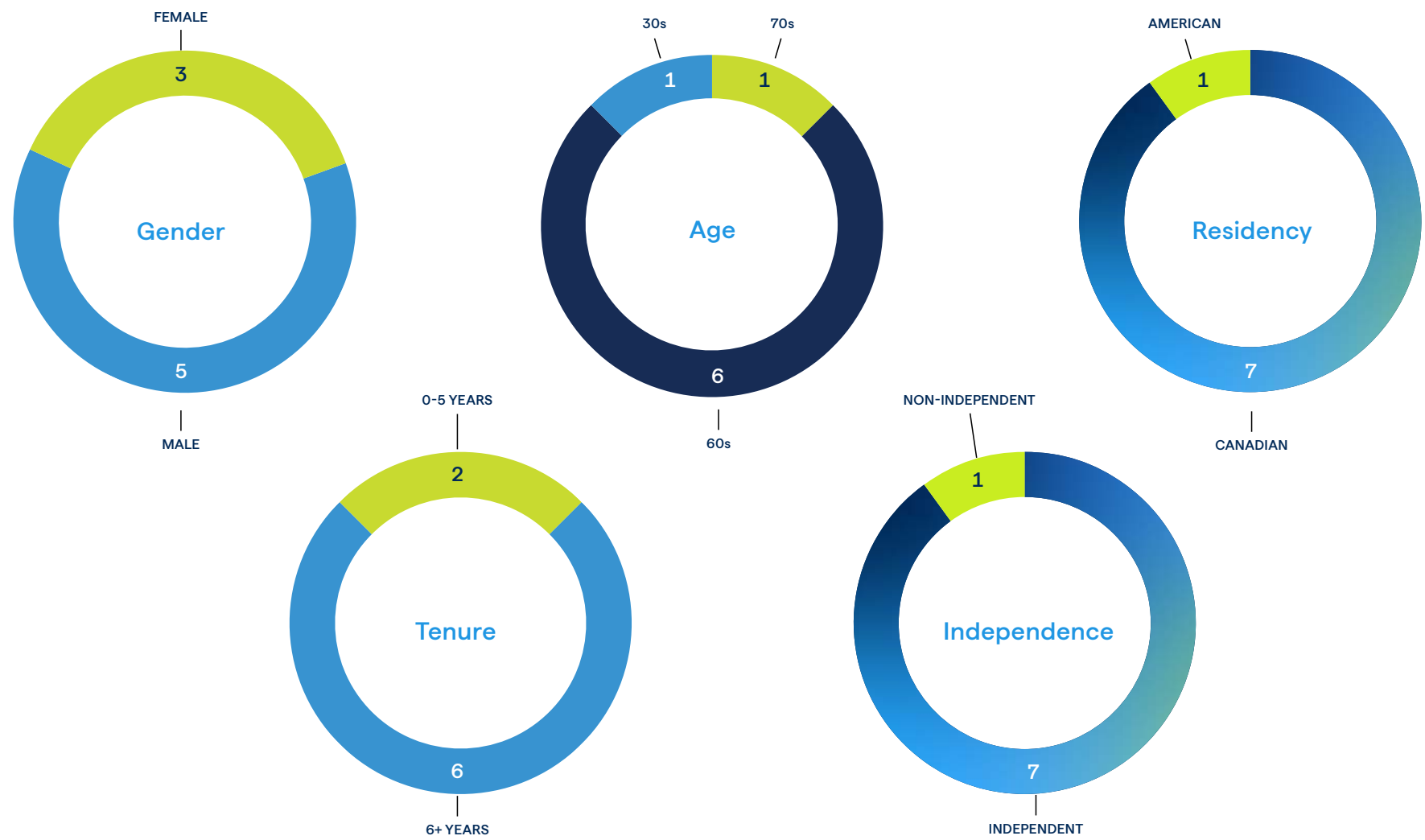
The **President and CEO** leads Alithya's growth and performance by developing and overseeing strategic plans that support sustainable, profitable growth and long-term value creation, with oversight from the Board.

¹ Our Corporate Governance Guidelines, Board Mandate and each committee's charter can be found on our website at alithya.com/en/investors/governance



Performance

The following is a snapshot of key characteristics of our directors as of March 31, 2026:



SASB Index for Professional and Commercial Services and Software and IT Services

Talents

Metric	SASB Code	Disclosure
Percentage of employees that require a work visa	TC-SI-330a.1	In respect to Alithya’s international operations, Alithya has 6.5% of Canadian workers on work permits and 8.1% of US workers on work permits. This data is not available for the other regions where the organization conducts its operations.
Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	TC-SI-330a.3	Following our F2026 voluntary self-identification campaign, we were able to take a closer look at representation across role levels. Employees in the USA and Canada who identify as being part of a visible minority are present at different stages of the Organization. Of those employees, 184 are at the manager level, 16 are part of senior leadership, and 92 are in other professional roles. This view by level adds context to our overall diversity data and supports a better understanding of representation across the Organization, while recognizing that participation levels and data maturity continue to evolve. As of March 31, 2026, Alithya did not compile information about the ethnic origins of its managers globally, however employees are able to voluntarily self-identify in North America. Based on the voluntary information, which does not represent our entire population, 20.4% of managers self-identified as a visible minority and 13.9% of technical/professional employees identified as a visible minority in North America. 23.3% of other employees self-identified as a visible minority. Gender globally includes: 32.6% of managers are women, 31.7% of professional/technical employees are women and 75% of "other" employees are women. As of March 31, 2026, three of the eight directors of the Board self-identified as women, representing 38% of the Board, and one director self-identified as a member of a visible minority.
(1) Voluntary and (2) involuntary turnover rate for employees	SV-PS-330a.2	Alithya considers this data to be confidential and, as such, does not disclose it.
Employee engagement as a percentage	TC-SI-330a.2	Our employee engagement score reached 8.2/10, a record high since we started measuring engagement via Officevibe pulse surveys.

Data privacy

Metric	SASB Code	Disclosure
Description of policies and practices relating to targeted advertising and user privacy	TC-SI-220a.1	Alithya has published several key documents on user privacy, including: (i) The Employee Privacy Policy covers how Alithya collects personal information from employees, how it is stored, how long we keep it for, and how it is shared with third parties, and how they can exercise their rights regarding their information; (ii) The Privacy Policy, available on Alithya’s website, describes our practices when collecting and processing external users’ personal data. It includes information about how we protect their privacy and explains their rights regarding their personal data. Additionally, Alithya adheres to the interest-based advertising principles of the Digital Advertising Alliance and Digital Advertising Alliance of Canada by providing external users with enhanced notice, transparency, and control of our digital marketing practices; and (iii) The Cookie Policy, available on Alithya’s website, explains how we use cookies and provides guidance on how users can deactivate or delete them.
Number of users whose information is used for secondary purposes	TC-SI-220a.2	The Company does not specifically disclose TC-SI-220a.2.
Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	There were no monetary losses incurred from legal proceedings associated with user privacy in F2026.
(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) % resulting in disclosure	TC-SI-220a.4	(1) No law enforcement requests for user information, (2) no request, and (3) no requests resulting in disclosure.
List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	The Company is not subject to any government-required monitoring, blocking, filtering, or censoring.

Cybersecurity

Metric	SASB Code	Disclosure
(1) Number of data breaches, (2) percentage that are personal data breache, (3) number of users affected	TC-SI-230a.1	Alithya considers this information to be confidential and, as such, does not disclose it.
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Alithya’s Information Security Management System provides a foundation for a risk-based approach to the development, review, and ongoing improvement of policies, processes, standards, and controls related to information security, data privacy, physical security, and business continuity. Additionally, Alithya maintains ISO 27001 and ISO 27701 certifications for several of its services and monitors the progression of other services towards certification. Alithya also promotes internal awareness initiatives to foster a culture of security and responsibility within our workforce. For more information, see Management’s Discussion and Analysis of the Company’s Financial Condition and Results of Operations for the year ended March 31, 2026.
(1) Number of licences or subscriptions, (2) percentage cloud-based	TC-SI-000.A	Alithya centrally holds information on the number of licenses and subscriptions but prefers not to make those numbers available. Alithya has continued its move to migrate remaining on-premise data centers to the cloud.
(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	Alithya does not hold centralized information on data processing capacity, nor on the percentage that is outsourced.

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(1) amount of data storage, (2) percentage outsourced	TC-SI-000.C	Alithya’s on-premise and cloud-based servers were used to calculate our GHG emissions and to determine their sources. For security purposes, Alithya does not disclose the amount of data storage and the percentage that is cloud-based.
Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Alithya has not recorded performance issues or service disruption that could have resulted in customer downtimes. Please note that Alithya provides several hosting options to its clients: on-premise software, hybrid cloud solutions, cloud computing services, and web services. Since Alithya integrates all IT management activities at either client facilities or in the cloud, we might not centrally account for all performance issues, service disruptions, or client downtimes.

Transitioning to a lower-carbon economy

Metric	SASB Code	Disclosure
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	(1) 4,725.79 Gigajoules (GJ); (2) 100% (3) Not currently available.
(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	Alithya does not have data pertaining to water consumption in its facilities, however we believe the number to be relatively insignificant given that most of Alithya’s operations are conducted remotely.
Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Alithya understands the importance of clearly establishing the impact of the entirety of its operations, including the associated effects of cloud-hosting hardware. With technology at the core of its business model, Alithya will continue to monitor how its cloud partners are creating efficiency gains by investing in next-generation computing, storage, and heat removal technologies, which will be required to avoid steep energy use growth. For related quantitative information, refer to Alithya’s disclosures under TC-SI-130a.1 and TC-SI-130a.2.

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Metric	SASB Code	Disclosure
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1	No losses were reported in fiscal year 2026 regarding legal proceedings associated with anti-competitive behavior regulations. Should material monetary losses occur in the future, they would be disclosed in Alithya’s quarterly Management Discussion and Analysis.
Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Alithya’s Business Continuity Management program was developed to ensure human safety, and to provide effective resilience, recovery, and contingency capabilities for ensuring the continued delivery of Alithya services. Forming part of the Alithya Information Security Management System, the Program is designed to respond to identifiable risks including unavailability of facilities, IT systems, and the Alithya workforce. Our Alithya Business Continuity Policy has been approved by the Privacy and security management committee.
Description of whistleblower policies and procedures	FN-AC-510a.2	Alithya’s Whistleblower Policy and Code of Business Conduct are both available in the Governance section of our website. Please refer to the Whistleblower Policy sub section. Alithya’s Supplier Code of Conduct is also available on our website.
Description of the management system for prevention of corruption and bribery throughout the value chain	RT-AE-510a.3	Alithya is subject to the anti-corruption and anti-bribery laws of Canada, the United States, and other jurisdictions in which it operates. We believe in fair, free, and open markets and have zero-tolerance for corruption. Our anti-corruption and anti-bribery approach, as well as mechanisms for reporting such behaviors, are addressed in our Code of Business Conduct, available in the Governance section of our website as well as in our Supplier Code of Conduct available on our website.

Forward-looking statements, non-IFRS and other financial measures

This Sustainability Report contains certain information and statements that may constitute "forward-looking information" within the meaning of applicable Canadian securities laws and "forward-looking statements" within the meaning of the U.S. Private Securities Litigation Reform Act of 1995 and other applicable U.S. safe harbours (collectively "forward-looking statements"). Forward-looking statements include all information and statements that do not exclusively relate to historical facts, as well as statements relating to management's intentions, plans and expectations regarding the future growth, results of operations, performance and business prospects of Alithya, and other information related to Alithya's business strategy and future plans, or which refer to the characterizations of future events or circumstances. Such statements often contain the words "anticipates," "expects," "intends," "plans," "predicts," "believes," "seeks," "estimates," "could," "would," "will," "may," "can," "continue," "maintains," "potential," "should," "project," "target," and similar expressions and variations thereof, although not all forward-looking statements contain these identifying words.

Forward-looking statements in this report include, among other things, information or statements about: (i) Alithya's ability to generate sufficient earnings to support its operations; (ii) Alithya's ability to take advantage of business opportunities and meet the goals set its three-year strategic plan and its ability to achieve them; (iii) Alithya's ability to maintain and develop its business, including by broadening the scope of its service

offerings, by leveraging AI, its geographic presence and its smart shore capabilities, its expertise, and its integration offerings, and by entering into new contracts and penetrating new markets; (iv) Alithya's growth strategy, future operations, and prospects, including expectations regarding future revenue resulting from bookings and backlog and providing stakeholders with return on investment; (v) the Company's estimates relating to its financial performance, including revenues, profitability, costs and expenses, gross margins, liquidity, capital resources, and capital expenditures; (vi) Alithya's ability to retain and attract qualified employees, maintain employee engagement and enhance employee experience; (vii) the Company's ability to identify suitable acquisition targets and to successfully complete and integrate such acquisitions, including the realization of expected synergies or cost savings relating thereto, and (viii) the Company's ability to balance, meet and exceed the needs of its stakeholders.

Forward-looking statements are presented for the sole purpose of assisting investors and others in understanding Alithya's objectives, strategies and business outlook as well as its anticipated operating environment and may not be appropriate for other purposes. Although management believes the expectations reflected in Alithya's forward-looking statements were reasonable as at the date they were made, forward-looking statements are based on the opinions, assumptions and estimates of management and, as such, are subject to a variety of risks, uncertainties and other factors, both general and specific, many of which are beyond Alithya's control, and which could cause actual events or results to differ materially from those estimated, projected, expressed in or implied by such statements. Such risks and uncertainties include but are not limited to those discussed in the section titled "Risks and Uncertainties" of Alithya's Management's Discussion and Analysis for the year ended March 31, 2026, as well as other risks and uncertainties identified or incorporated in Alithya's other materials made public, including documents filed with Canadian and U.S. securities regulatory authorities from time to time and which are available on SEDAR+ at www.sedarplus.com and EDGAR at www.sec.gov. Additional risks, uncertainties and factors not currently

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known to Alithya or that Alithya currently deems to be immaterial could also have a material adverse effect on its financial position, financial performance, cash flows, business or reputation.

Forward-looking statements contained in this Report are qualified by these cautionary statements and are made only as of the date of this Report. Alithya expressly disclaims any obligation to update or alter any forward-looking statements, or the factors or assumptions underlying them, whether as a result of new information, future events or otherwise, except as required by applicable law. Readers are cautioned not to place undue reliance on forward-looking statements since actual results may vary materially from them.

Non-IFRS and other financial measures

Alithya reports its financial results in accordance with International Financial Reporting Standards. Alithya uses a number of financial measures when assessing its results and measuring overall performance. Some of these financial measures are not calculated in accordance with IFRS. Regulation 52-112 respecting Non-GAAP and Other Financial Measures Disclosure prescribes disclosure requirements that apply to the following types of measures used by Alithya: (i) non-IFRS financial measures and (ii) other financial measures.

In this Report, the following non-IFRS and other financial measures may be used; Gross margin as a percentage of revenues, Adjusted EBITDA, Adjusted EBITDA Margin, Book-to-Bill Ratio and Bookings.

Additional details on these non-IFRS and other financial measures can be found in section 5 titled "Non-IFRS and Other Financial Measures" of Alithya's Management's Discussion and Analysis for the year ended March 31, 2026 filed on SEDAR+ at www.sedarplus.ca and EDGAR at www.sec.gov, which includes explanations of the composition and usefulness of these non-IFRS and other financial measures and which is hereby incorporated by reference. Reconciliations of non-IFRS measures to the most directly comparable IFRS measures are also provided in the MD&As.

These measures are provided as additional information to complement IFRS measures by providing further understanding of our results of operations from our perspective. They do not have any standardized meaning

prescribed by IFRS and are therefore unlikely to be comparable to similar measures presented by other companies. They should be considered as supplemental in nature and not as a substitute for the related financial information prepared in accordance with IFRS. They are used to provide investors with additional insight of our operating performance and thus highlight trends in Alithya's business that may not otherwise be apparent when relying solely on IFRS measures.

