

PAYEVO

Service Organization Control 3 Report

Type I System and Organization Controls Report (SOC 3)

Report on a Service Organization's Description of Its System and on the Suitability of the Design and Operating Effectiveness of Its Controls Relevant to Service Categories Throughout the Period January 1 to December 31, 2024.

**Management's Assertion Regarding the Effectiveness of Its Controls Over
the PaymentEvolution Payroll Platform System Based on the Trust Services
Principles and Criteria for Security, Availability, Processing Integrity, Privacy and
Confidentiality**

We, as management of, PaymentEvolution Corporation ("PayEvo") are responsible for designing, implementing and maintaining effective controls over the PaymentEvolution Payroll Platform System ("System") to provide reasonable assurance that the commitments and system requirements related to the operation of the System are achieved.

There are inherent limitations in any system of internal control, including the possibility of human error and the circumvention of controls. Because of the inherent limitations in the Security controls, an entity may achieve reasonable, but not absolute, assurance that all security events are prevented and, for those that are not prevented, detected on a timely basis. Examples of inherent limitations in an entity's Security controls include the following:

- Vulnerabilities in information technology components as a result of design by their manufacturer or developer
- Ineffective controls at a vendor or business partner
- Persistent attackers with the resources to use advanced technical means and sophisticated social engineering techniques specifically targeting the entity

We have performed an evaluation of the effectiveness of the controls over the system throughout the period January 1, 2024 to December 31, 2024 (the "Period"), to achieve the commitments and the system requirements related to the operation of the System using the criteria for the security, availability, processing integrity, privacy and confidentiality (Control Criteria) set forth in CPA Canada's guidance and AICPA's TSP Section 100A, Trust Services Principles and Criteria for Security, Availability, Processing Integrity, Confidentiality, and Privacy. Based on the evaluation, we assert that the controls were effective throughout the Period to provide reasonable assurance that:

- The System was protected against unauthorized access, use, or modification to achieve PayEvo's commitments and system requirements.
- The System was available for operation and use to achieve PayEvo's commitments and system requirements.
- The System processing is complete, valid, accurate, timely, and authorized to achieve PayEvo's commitments and system requirements.
- The System information is collected, used, disclosed, and retained to achieve PayEvo's commitments and system requirements

Based on the Control Criteria.

Our description of the boundaries of the PaymentEvolution Payroll Platform System identifies the aspects of the System covered by our assertion.

Yours Very Truly,



Sam Vassa
CEO, PaymentEvolution Corporation

Report on Independent Consultant

To the Executive Team
PaymentEvolution Corporation
Mississauga, Ontario

Approach:

We have examined management's assertion that PaymentEvolution Corporation ("PayEvo") maintained effective controls to provide reasonable assurance that:

- The PayEvo Payroll Platform System ("System") was protected against unauthorized access, use, or modification to achieve PayEvo's commitments and system requirements.
- The PayEvo System was available for operation and use to achieve PayEvo's commitments and system requirements.
- The PayEvo System processing is complete, valid, accurate, timely, and authorized to achieve PayEvo's commitments and system requirements.
- The PayEvo System information is collected, used, disclosed, and retained to achieve PayEvo's commitments and system requirements

during the period January 1, 2024, to December 31, 2024, based on the criteria for security, availability, processing integrity, privacy, and confidentiality. This assertion is the responsibility of PayEvo's management. Our responsibility is to express an opinion based on our examination.

We planned and performed our review to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects.

The nature, timing, and extent of the procedures selected depend on our judgement, including an assessment of the risk of material misstatement, whether due to fraud or error. We believe that the evidence obtained during our examination is sufficient and appropriate to provide a reasonable basis for our opinion.

Our examination was not conducted for the purpose of evaluating PayEvo's cybersecurity risk management program. Accordingly, we do not express an opinion or any other form of assurance on its cybersecurity risk management program.

Inherent limitations:

There are inherent limitations in the effectiveness of any system of internal control, including the possibility of human error and the circumvention of controls. Because of inherent limitations in its internal control, those controls may provide reasonable, but not absolute, assurance that their commitments and system requirements related to security, availability, processing integrity, privacy and confidentiality are achieved.

Examples of inherent limitations of internal controls related to security include (a) vulnerabilities in information technology components because of design by their manufacturer or developer; (b) breakdown of internal control at a vendor business partner; and (c) persistent attackers with the resources to use advanced technical means and sophisticated social engineering techniques specifically targeting the entity. Furthermore, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions or that the degree of compliance with the policies or procedures may deteriorate.

Opinion:

In our opinion, PaymentEvolution Corporation's assertion referred to above is fairly stated, in all material respects based on the criteria for security, availability, processing integrity, privacy and confidentiality.



Sacha Doma CPA, CMA, MBA

March 5, 2025
Toronto, Ontario