



AIVRES

2025

Sustainability Report



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Message from Our CEO

At Aivres, our mission has always been clear: drive innovation that empowers the digital infrastructure of tomorrow. In 2025, that mission becomes inseparable from our duty as a corporate citizen to build a more sustainable, equitable, and resilient world.

In everything we do, we are governed by our values of integrity, respect, and pursuit of excellence. Those same principles apply to our attitudes towards every aspect of running a sustainable, responsible business. As a leading provider of data center servers and storage solutions, we recognize the profound impact our technologies and our business choices have on the global ecosystem.

This year, we made significant progress across all dimensions of ESG. We deepened our commitment to environmental stewardship by optimizing power efficiency across our hardware portfolio and implementing environmental mindfulness throughout all aspects of our manufacturing process. With data centers consuming a growing share of the world's energy, we recognize that our efforts to deliver performance-optimized solutions with sustainability in mind are more critical than ever.

Our people remain our greatest strength. Through expanded workforce development initiatives, we've invested in training programs to cultivate diverse technical talent, while continuing to foster an inclusive culture where collaboration drives innovation. Our unique Joint Design Manufacturing (JDM) model has also opened doors for customers and partners to co-create solutions that are not just cutting-edge, but also aligned with shared values.

Governance is the foundation that ensures our actions reflect our principles. This year, we kickstarted our internal ESG oversight, aligning our practices with evolving global standards and increasing transparency across our operations.

As AI and computing technology continues to reshape the world, Aivres plans to continue delivering the technology the future needs while honoring our responsibility to the planet and to each other. I am proud of our accomplishments this year and commit to continuing to push forward with our goals toward a more sustainable future.



About Aivres

Aivres is a data center servers and storage solutions provider committed to delivering innovative technologies that propel the world's leading industries to new frontiers.

We widely deliver and deploy cutting-edge hardware products and designs to major data centers across the US, supporting critical modern applications that include cloud, AI, big data, and mass storage.

Our unique JDM model enables open collaboration with partners and customers to develop purpose-built, performance-optimized solutions that tackle different workloads and overcome real-world challenges.

FOUNDED

2015

GLOBAL MANUFACTURING

AMERICAS



- United States

HEADQUARTERS

Milpitas

California, USA

ASIA



- Vietnam
- Taiwan
- Malaysia

TOTAL GLOBAL EMPLOYEES

1,000+



TOTAL ANNUAL CAPACITY

710,000

Servers



PRODUCTS & VERTICALS

- **Artificial Intelligence**
- **Enterprise Cloud**
- **Big Data**
- **Storage**
- **Hyperscale Data Center**



Sustainable Development Goals

We align our ESG direction and strategies with the United Nations Sustainable Development Goals (SDGs) in promoting initiatives that benefit society, humanity, and the planet.

As a technology leader, we believe that our work has the ability, and responsibility, to help achieve these goals and build a better, brighter future for all.

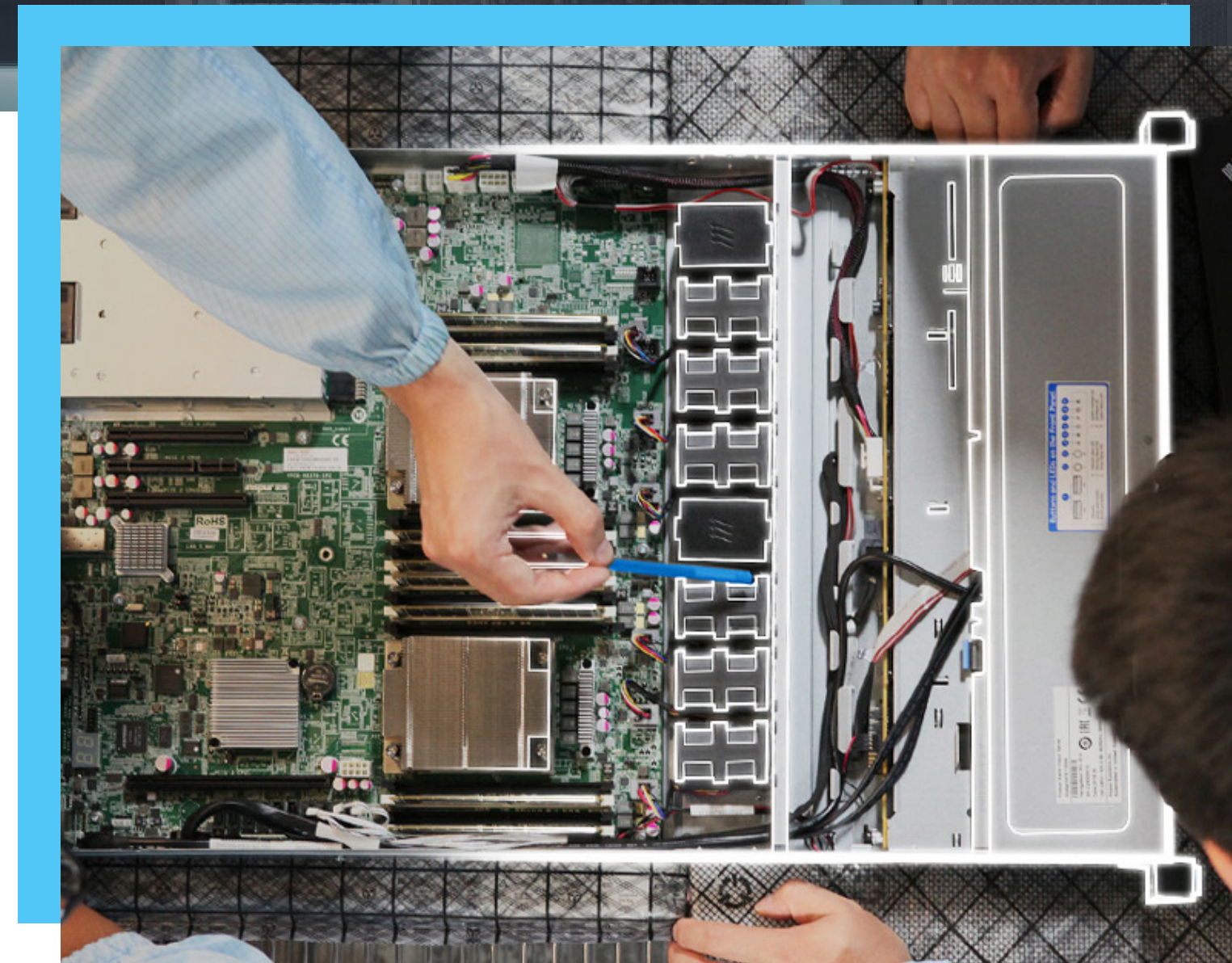
| SDG item and description | Section referenced |
|---|---|
|  <p>3 GOOD HEALTH AND WELL-BEING Ensure healthy lives and promote well-being for all at all ages</p> | <ul style="list-style-type: none"> • Health and Safety |
|  <p>4 QUALITY EDUCATION Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p> | <ul style="list-style-type: none"> • Community Contribution |
|  <p>5 GENDER EQUALITY Achieve gender equality and empower all women and girls</p> | <ul style="list-style-type: none"> • Talent Management • Community Contribution |
|  <p>8 DECENT WORK AND ECONOMIC GROWTH Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> | <ul style="list-style-type: none"> • Talent Management • Community Contribution |
|  <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p> | <ul style="list-style-type: none"> • Product Efficiency • Liquid Cooling |
|  <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION Ensure sustainable consumption and production patterns</p> | <ul style="list-style-type: none"> • Product Efficiency • Manufacturing and Packaging |
|  <p>13 CLIMATE ACTION Take urgent action to combat climate change and its impacts</p> | <ul style="list-style-type: none"> • Product Efficiency • Liquid Cooling |

OUR PRODUCTS

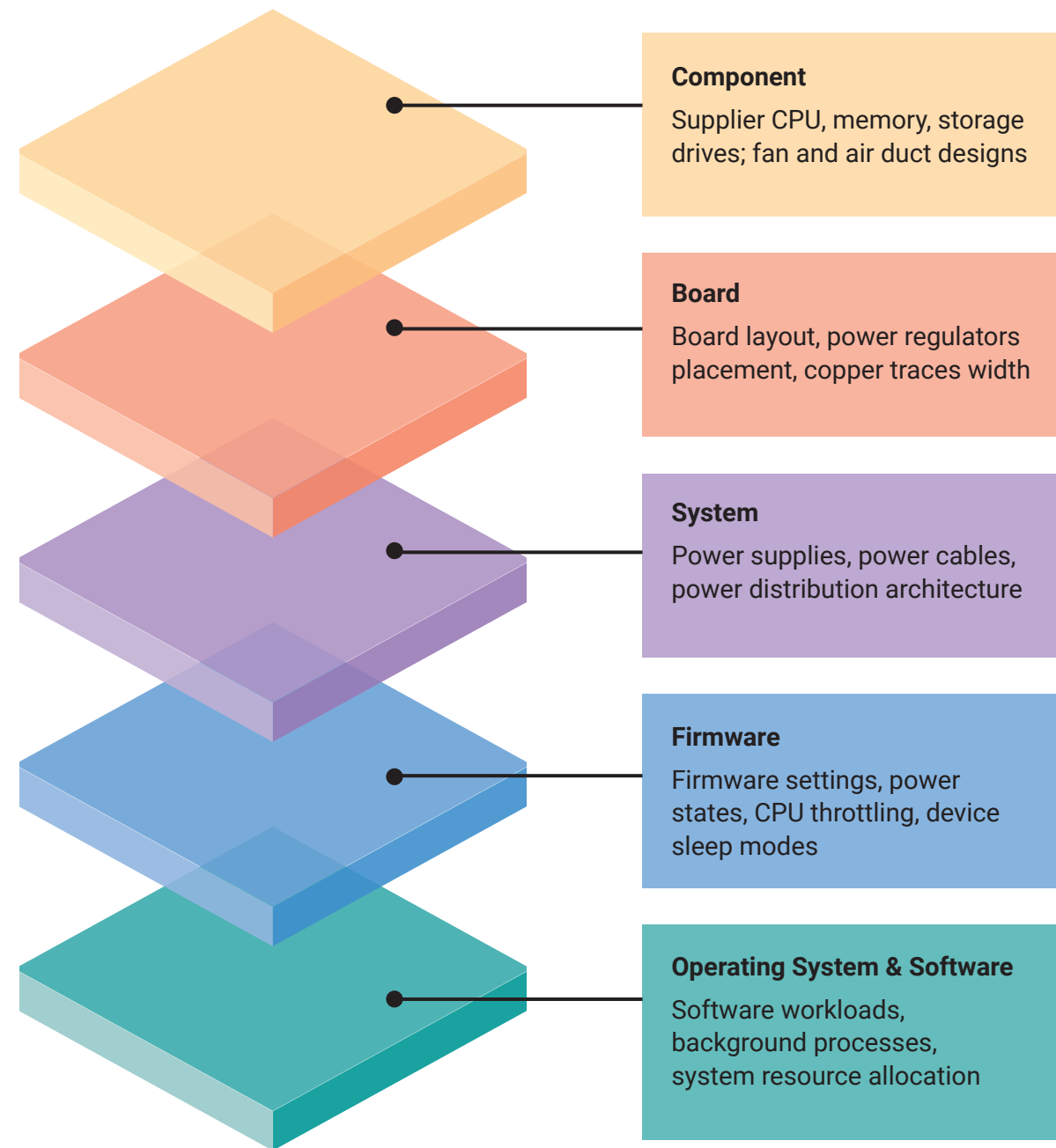
Product Efficiency

At Aivres, sustainability and performance are not competing priorities—they are co-engineered into every product we build.

As the rapid expansion of AI, big data, and hyperscale cloud services, data centers are consuming significantly more energy than ever before. AI servers, in particular, are driving an exponential increase in power density and thermal output. AI servers are consuming even more power than traditional enterprise servers with electricity demand from AI-optimised data centers projected to more than quadruple by 2030 ([The Times](#)). This shift must redefine how we think about energy efficiency in modern data infrastructure. The only way forward is to design smarter systems that deliver higher output while reducing environmental impact, ensuring that innovation remains scalable and sustainable.



Our product design process considers efficiency improvement opportunities across multiple levels:



Hardware Component Design

Optimized fan design

Better front and rear intakes can enhance airflow by up to 15%

Optimized air duct design

Horizontal ducts and honeycomb waveguides can reduce internal turbulence and improve heat dissipation by over 30%

Best-in-class PSUs

Aivres servers use Titanium-rated PSUs which have the highest power efficiency rating of 90–96%

System Design

High-density compute nodes

Multi-node servers with up to 4 nodes in 2U help to maximize performance within existing power and space envelopes, reducing the overall footprint and energy costs per workload

Server cooling design

Use of mixed air-liquid or full liquid cooling designs to lower power usage especially for high-density and AI servers

Cold plate liquid cooling system for high-power components like processors and memory which account for over 80% of a data center’s energy use

System Firmware & Software

Power management

Hard disk power management with thermal strategies includes turning disks on and off as needed, limiting throughput to certain disks and putting others into sleep mode

Thermal management

Intelligent decentralized control and speed adjustment paired with real-time temperature monitoring across the server allows for reducing fan speeds and cooling equipment power use based on workload requirement

Application Optimization

Improved utilization

Increased GPU/CPU utilization enables higher performance over fewer servers. Compute resource pooling and fine-tuning resource allocation strategies can potentially improve cluster utilization by over 70%

Asynchronous polling

Minimizes active cycles on battery-powered devices during data transfers and communication time to lower overall power consumption



ENERGY STAR Certified Aivres Products

Products that earn the ENERGY STAR certification meet strict energy-efficiency specifications set by the U.S. EPA.



| | |
|---|----------------------------------|
| Enterprise Single Socket Servers | KR1180V2 KR2180V3 KR2180V2 |
|---|----------------------------------|

| | |
|-------------------------------------|--|
| Flagship Dual Socket Servers | KR1280V3 KR1280V2 KR2280V3 KR2280V2 |
|-------------------------------------|--|

| | |
|--|----------------------------------|
| High-Density Multi-Node Servers | K22V3 K22V2 K24V3 K24V2 |
|--|----------------------------------|

| | |
|--------------------------------|----------------------|
| Multi-Processor Servers | KR2460V2 KR4480V2 |
|--------------------------------|----------------------|

Liquid Cooling

With the proliferation of AICG and large models across all major industries, AI data centers are increasing in size, complexity, and density.

To address compounding challenges like rising energy consumption and cost, increasing data center density, and ever-more-advanced hardware, Aivres has developed end-to-end liquid cooling solutions, from server to rack to the whole data center, that deliver the efficiency needed to sustain the growth of AI.

Benefits of Liquid Cooling

Heat Dissipation

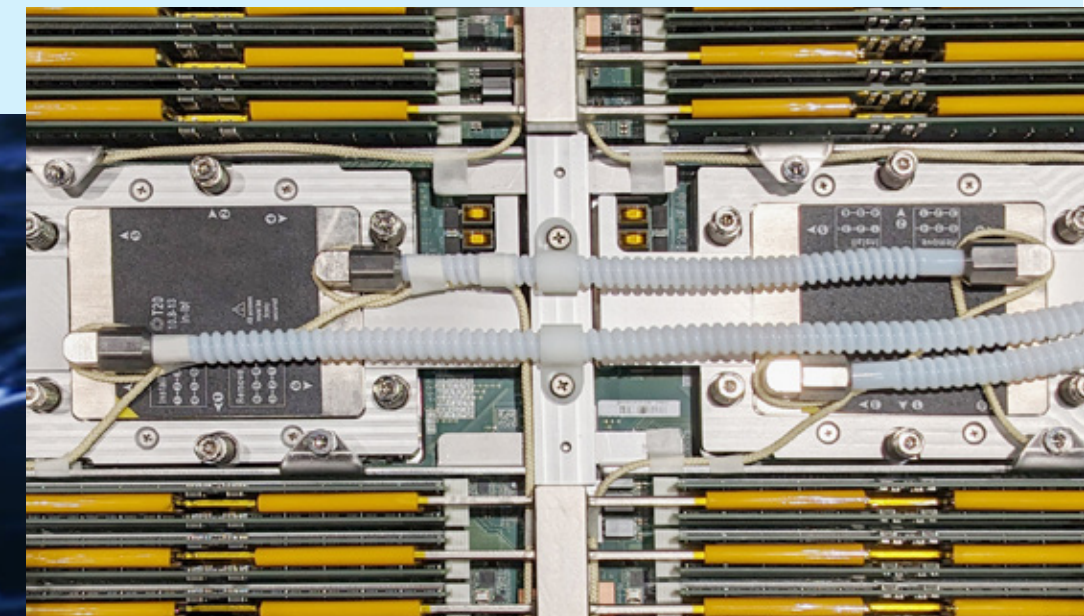
The swifter heat dissipation offered by liquid cooling technology ensures optimal operating temperatures for servers and components, enhancing performance and prolonging hardware lifespan.

Space Efficiency

Liquid cooling can save up to 5-10 times the space compared to traditional air cooling methods, allowing for more efficient space utilization and higher server density within data center environments.

Sustainability

In a world increasingly conscious of environmental impact, liquid cooling is an optimal sustainability solution that significantly reduces data center power consumption and carbon footprint.



Server-Level Liquid Cooling

Energy-efficient liquid-cooling design at the component-level is offered across Aivres flagship mainstream products, leading edge AI systems, and high-density multi-node platforms.

Supporting High Heat Scenarios

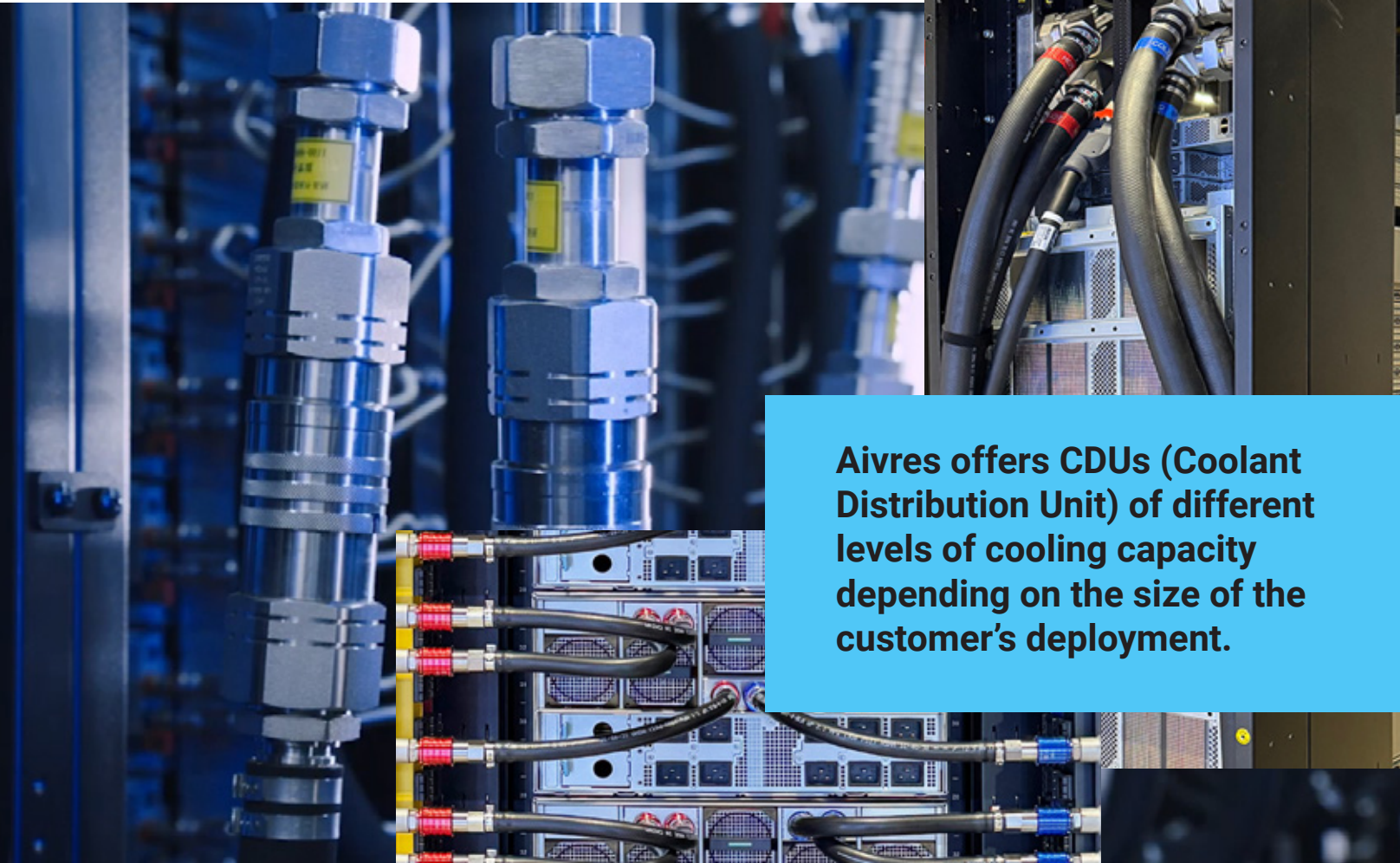
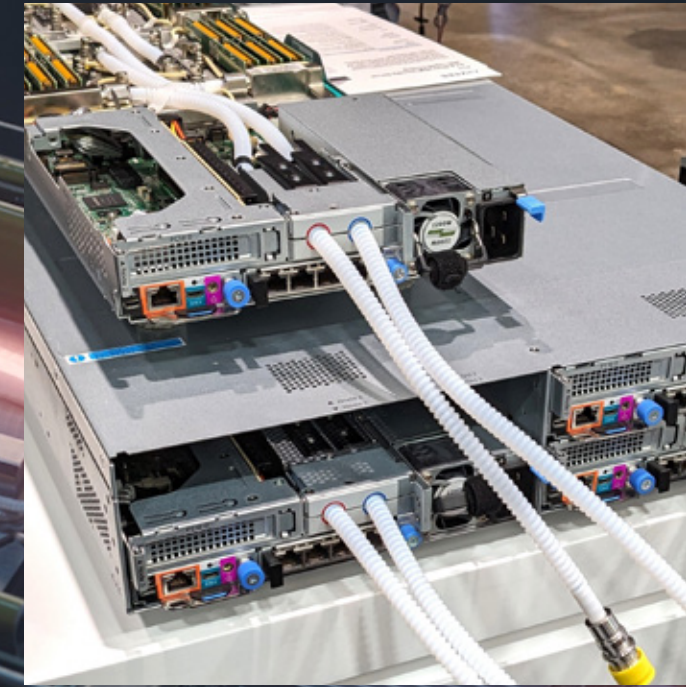
Liquid cooling supports high temperatures up to 50°C with over 80% cooling efficiency

Direct Heat Transfer Efficiency

Cold plate liquid cooling reduces CPU operating temperature by over 10°C

>80% Liquid Cooling Coverage

Comprehensive server cold plate cooling supporting CPU, memory, GPU, NVSwitch



Rack-Scale Liquid Cooling

At the cabinet-level, Aivres supports fully liquid and hybrid air-and-liquid cooling solutions that achieve over 40% reduction in data center energy consumption and a PUE of 1.1.

Aivres offers CDUs (Coolant Distribution Unit) of different levels of cooling capacity depending on the size of the customer's deployment.

In-Rack CDU

100 to 240 kilowatt capacity



In-Row CDU

Up to 1.3 megawatt capacity with ~100 efficiency ratio



Manufacturing and Packaging

Our strategy to reduce waste in manufacturing and shipping includes switching to sustainable alternatives in packaging, digitization and elimination of physical materials where possible, and streamlining processes to improve resource efficiency as well as productivity.

Optimization Strategies & Milestones

Our ongoing goal is to continue ramping up adoption of recycled and recyclable materials throughout our manufacturing process and packaging.

Reduce packaging volume and environmental impact by transitioning from traditional foam pillow cushions to air pillow cushions for shipment of parts across multiple product lines. This change maintains product safety while significantly cutting down on non-recyclable material usage and packaging bulk.

Combined chassis and node into 1 box for shipment to assembly (previously shipped separately), decreasing shipping materials for relevant product lines by 50%.

Improved logistics efficiency by combining chassis and node components into a single box for shipment to our assembly facilities. This reduces shipping material used by 50% for affected product lines, cutting packaging waste and carbon emissions associated with component transportation during our manufacturing process.

Reduce shipping transit by ensuring the shortest delivery route possible for the maximum number of recipients.

Fully eliminated the printing of new QID labels within our product manufacturing workflow. We are now able to reuse existing supplier-provided labels across all product lines, reducing unnecessary material use and streamlining operations.

Transitioned our entire product quality control (QC) process to a fully paperless system. Going digital has not only improved traceability and data accuracy but also significantly reduced paper waste that was previously produced annually from our production facilities.

Received ISO 14001:2015 Certification for Environmental Management System.





OUR PEOPLE

Talent Management

Our employees are the foundation of our company's success. We make it a priority to attract and retain highly qualified, motivated individuals to seek a fulfilling career at Aivres.

Equal Opportunity Employer

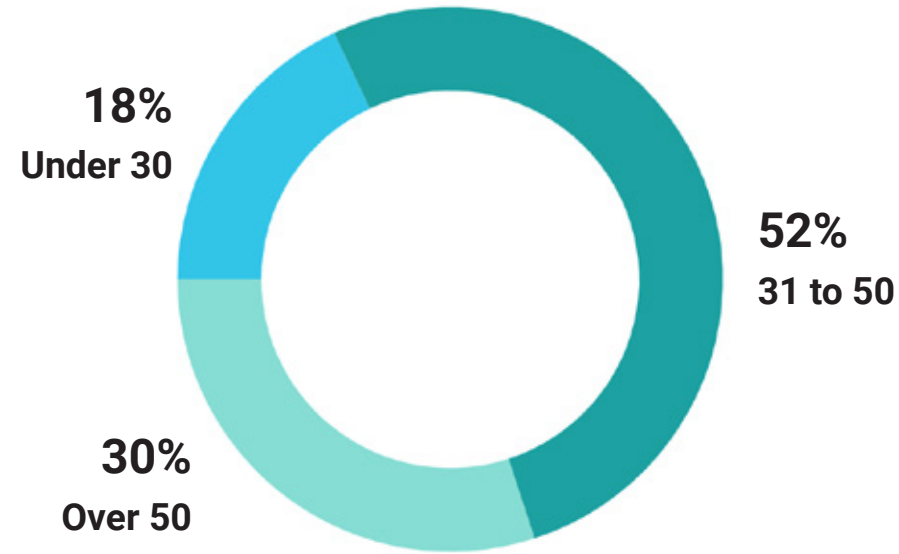
Aivres is an Equal Opportunity Employer and embraces diversity in our workforce. We provide equal opportunity to all qualified applicants and employees without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veteran status or special disabled veteran, marital status, pregnancy, genetic information, or any other legally protected status.

ADA Compliance

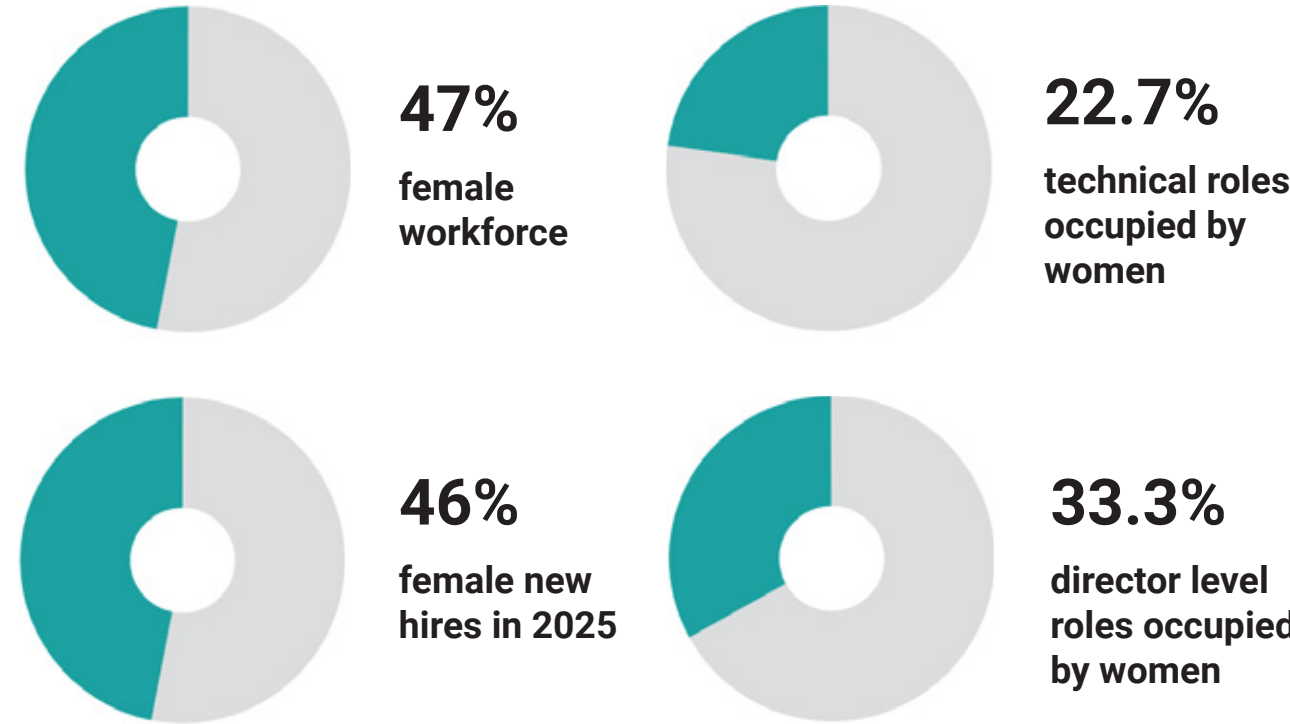
It is our policy to comply with all federal and state laws concerning the employment of persons with disabilities. Furthermore, discrimination is prohibited against qualified individuals with disabilities concerning application procedures, hiring, advancement, discharge, compensation, training, or other terms, conditions and privileges of employment. We will reasonably accommodate qualified individuals with a disability so that they can perform the essential functions of a job unless doing so causes a direct threat to these individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation.

Aivres Workforce at a Glance

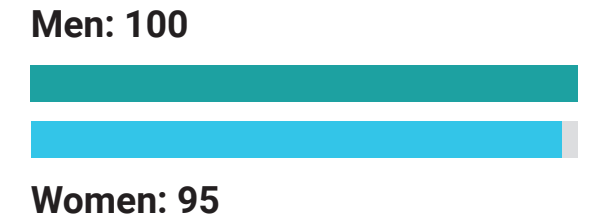
AGE DISTRIBUTION



GENDER DISTRIBUTION & EQUITY



Pay Ratio



100%
completion of company-wide sexual harassment training



Improving New-Hire Experience

In 2025, we implemented a new-hire feedback process to improve our onboarding and new-hire experience. We expanded the scope of our 30-day new hire check-in to gather valuable insight into our existing systems. We are also continuing to expand our interviewing standards and training for hiring managers.

Benefits and Compensation

Through Aivres' comprehensive suite of benefits, we take care of and invest in our talented individuals so they can thrive and reach their highest potential.



Health Benefits

Aivres offers a number of options for health insurance coverage for employees and their dependents. Dental, vision, and life insurance are also provided.



Retirement Plan

Employees receive the option to participate in the company's 401(k) plan upon completing three months of full-time work at Aivres.



Paid Leave

All full-time employees are eligible for 12 days vacation, on an accrual basis, and 5 paid sick days per year.

Full-time employees also receive 5 business days paid time off for jury duty summons or court appearance pursuant to a witness subpoena.

11 Annual Company Holidays

New Year's Day
 Martin Luther King Jr. Day
 President's Day
 Memorial Day
 Juneteenth
 Independence Day
 Labor Day
 Thanksgiving Day
 Day After Thanksgiving
 Christmas Eve
 Christmas Day

Employee Engagement

We believe that employees perform best when their needs are met, their voices are heard, and their contributions are valued. At Aivres, we strive to build a culture of inclusion and unity to foster productivity, collaboration, and productivity across all teams.



Employee Events

A dozen or more company events and activities are held throughout the year to celebrate company milestones and popular cultural holidays, as well as to encourage cross-functional team interaction and exchange.

Employee Awards

Annual employee awards are presented to recognize individuals for outstanding contributions and accomplishments in various categories, including major work anniversaries and most volunteer hours logged.

Health and Safety

Aivres strives to provide a safe and welcoming work environment in which all employees are treated with respect and dignity, and are protected against injury and harm.



Harassment-Free Workplace

It is our policy that all employees have the right to work in an environment free from any type of unlawful discrimination or harassment and we are committed to taking all reasonable steps to prevent it and address it should it arise. Discrimination or harassment in any form, whether arising out of the work environment, in the workplace, or at work assignments off-site, is unacceptable and is not tolerated. This policy is outlined in detail in the Aivres employee handbook that all employees receive and acknowledge during onboarding.

In 2025, 100% of Aivres employees have successfully completed anti-harassment training in compliance with California regulations.

Safety & Security Protocols

We follow stringent safety standards and regulations so as to best protect our employees and prevent occupational illnesses and injuries.

In our local factory, we ensure anyone operating electronic pallet jacks and forklifts to have required and relevant certificates or driver's license.

We have achieved and are maintaining 100% daily compliance electrostatic discharge (ESD) testing in our manufacturing settings.

Aivres is committed to continuing to ensure 0% use of PB metal and lead in our product materials and throughout the entire manufacturing process.

Community Contribution

At Aivres, we believe technology should not only serve progress—it should serve people. That’s why each year, we invest time, energy, and resources into the communities where we live and work.

Through employee-led initiatives, nonprofit partnerships, and youth education efforts, we are proud to play an active role in building a more inclusive and resilient future.



Providing Access to Food

In Santa Clara county where 7% of the population faces food insecurity, Aivres teams came together to support and nourish our community. Employees volunteered at a community food pantry, helping to sort, pack, and distribute food to hundreds of local families in need.



Inspiring the Next Generation of Innovators

As part of our STEM outreach efforts, Aivres partnered with Silicon Valley Education Foundation to open the doors of our office and factory sites to local underprivileged students. These guided tours gave students hands-on exposure to servers, hardware assembly, and real-world careers in the data center industry to spark curiosity and broaden their vision for the future.



Empowering Women’s Success

Aivres is a proud supporter of Dress for Success San Jose, an organization dedicated to empowering women to achieve economic independence. Aivres supported the program through both donations and volunteer time, helping provide professional attire, career tools, and mentorship opportunities to those entering or re-entering the workforce.



Making the Holiday Season Extra Special

For the fourth year in a row, Aivres led an annual Holiday Wish Drive in partnership with local non-profit, Family Giving Tree, uniting employees to fulfill gift wishes for children and families in need during the holiday season. This tradition continues to be a meaningful way for our team to give back during a time of year that matters most.

GOVERNANCE

Business Policies and Standards

Aivres is committed to conducting business with integrity and fairness, delivering quality goods and services to our customers, and operating in a manner that upholds the company's values.

Policies

[Aivres Code of Conduct →](#)

[Responsible Business Alliance \(RBA\) Code of Conduct →](#)

[Integrity and Reporting Policy →](#)

[Diversity, Equality, and Inclusion Policy →](#)

[Data Privacy Policy →](#)

Management Standards

[ISO 9001:2015 Certified
Quality Management System →](#)

[ISO 14001:2015 Certified
Environmental Management System →](#)

ESG Oversight

At Aivres, strong ESG performance begins with strong governance. Our approach to environmental, social, and governance initiatives is structured, transparent, and embedded across our operations, from leadership to the factory floor, to ensure ESG is an integrated part of our long-term business strategy.

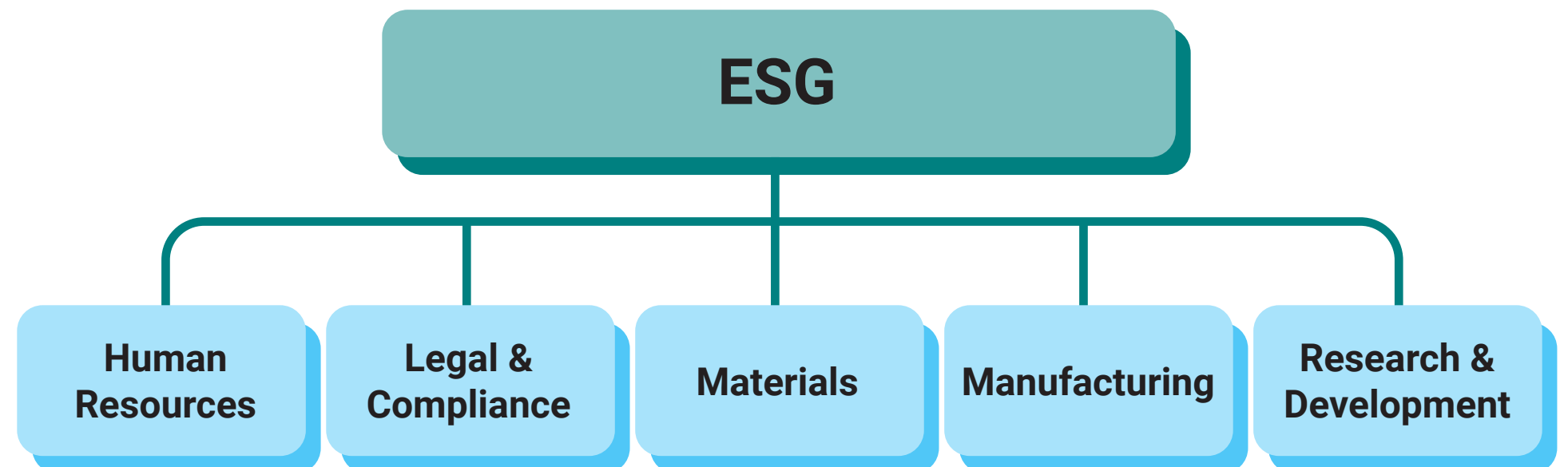
We established an internal ESG Task Force made up of representatives from HR, Legal & Compliance, Operations, Manufacturing, and R&D. This group collaborates on priority initiatives, tracks progress against key goals, and ensures ESG considerations are embedded across product design, packaging, operations, and manufacturing.

Our ESG strategy is overseen by our Executive Leadership Team, with direct involvement from the CEO. ESG performance is reviewed on a quarterly basis to ensure alignment with Aivres' broader strategic objectives.

As our ESG program matures, we are committed to strengthening internal governance, improving disclosure, and further integrating ESG into our strategic decision-making. Our goal is to ensure that environmental and social responsibility continue to be at the core of how Aivres innovates and grows.



ESG Oversight Framework



Ethics and Compliance

In 2025, export control regulations are ever evolving, particularly in relation to advanced computing technologies, semiconductors, and AI-enabling hardware. As a global provider of high-performance server and storage systems with a large portion of our business in AI, compliance is critical to both our business operations and our reputation.



Export Control Compliance

This year, in response to the rapidly and dynamically shifting regulatory landscape, we conducted additional export control trainings and updated our internal guidelines.



Responsible Business Alliance

Advancing Sustainability Globally

Responsible Business Alliance (RBA) Membership

Aivres is a member of the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to responsible global supply chains. As a member, we are committed to upholding the [RBA's Code of Conduct](#), which sets standards to ensure that working conditions are safe, workers are treated with respect and dignity, and manufacturing processes are environmentally and ethically responsible.