

Welcome to Volaris Group

July 2024



By now, you've heard the News...

HUSK has been acquired by Volaris Group

**...why?
...who's Volaris Group?
...and what does this mean to
HUSK and me as an employee?**

The Volaris Integration Team



Rob Turner
Portfolio Leader



Craig Finch
Portfolio CFIO



Lisa Read
VP HR



Julia Tomczak
Integration Manager

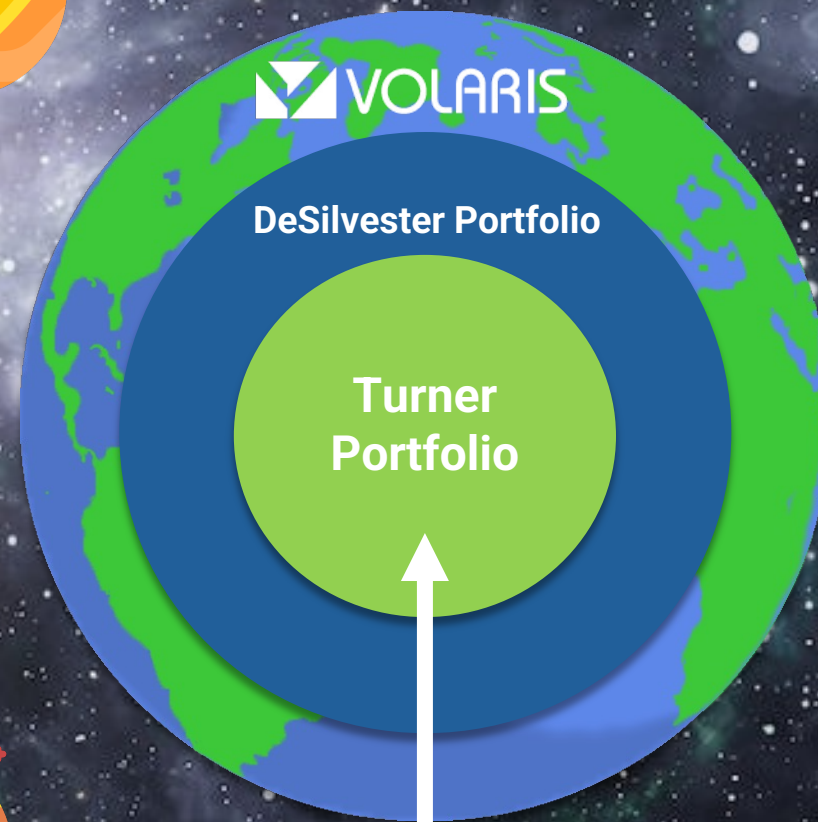
Less Boring Details ...



< To insert pics of others who will be onsite >

Constellation Software (CSI) is our parent company

- CSI is a publicly traded company on the Toronto Stock Exchange
- CSI is made up of **6 Operating Groups**
- Apart from Topicus.com, all the operating groups are HQ'd in Canada
- Our philosophy is to **Buy and Never Sell**

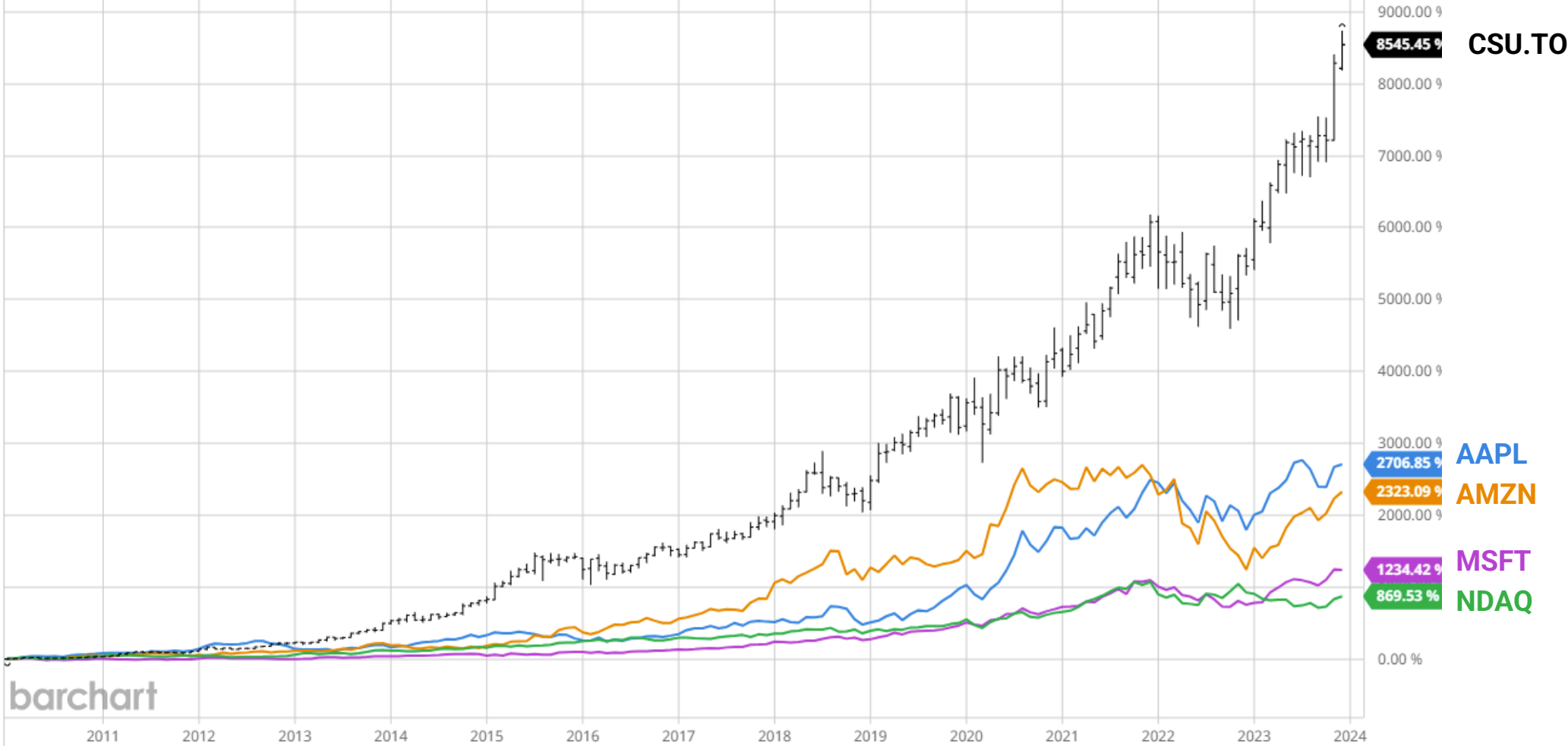


Constellation Software Inc.

Key Figures



Historical Performance (TSX: CSU)



Who is Volaris Group?



We **buy** Vertical Market Software Businesses and **hold them forever**



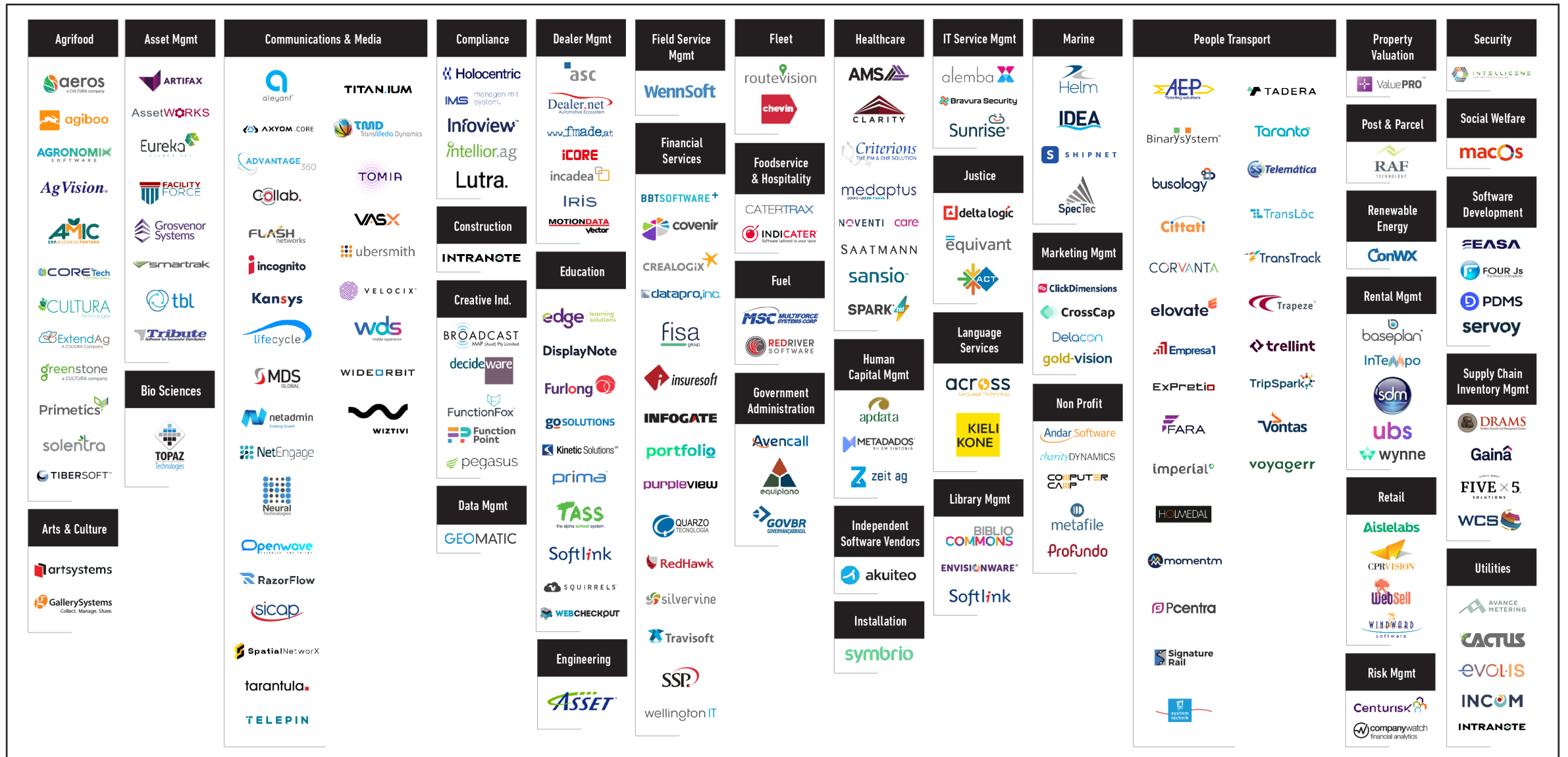
We **measure** the businesses we buy as consistently as possible



We **enable** our business leaders and their teams to run their businesses autonomously



We **develop** our people by facilitating networking and the sharing of best practices



217 Business Units



40+ Verticals

Our Global Reach

Argentina

Australia

Brazil

Canada

China

Cyprus

Denmark

Ecuador

Finland

France

Germany

Hong Kong

India

Ireland

Israel

Italy

Netherlands

New Zealand

Norway

Philippines

Poland

Portugal

Singapore

South Africa

Sweden

Switzerland

Taiwan

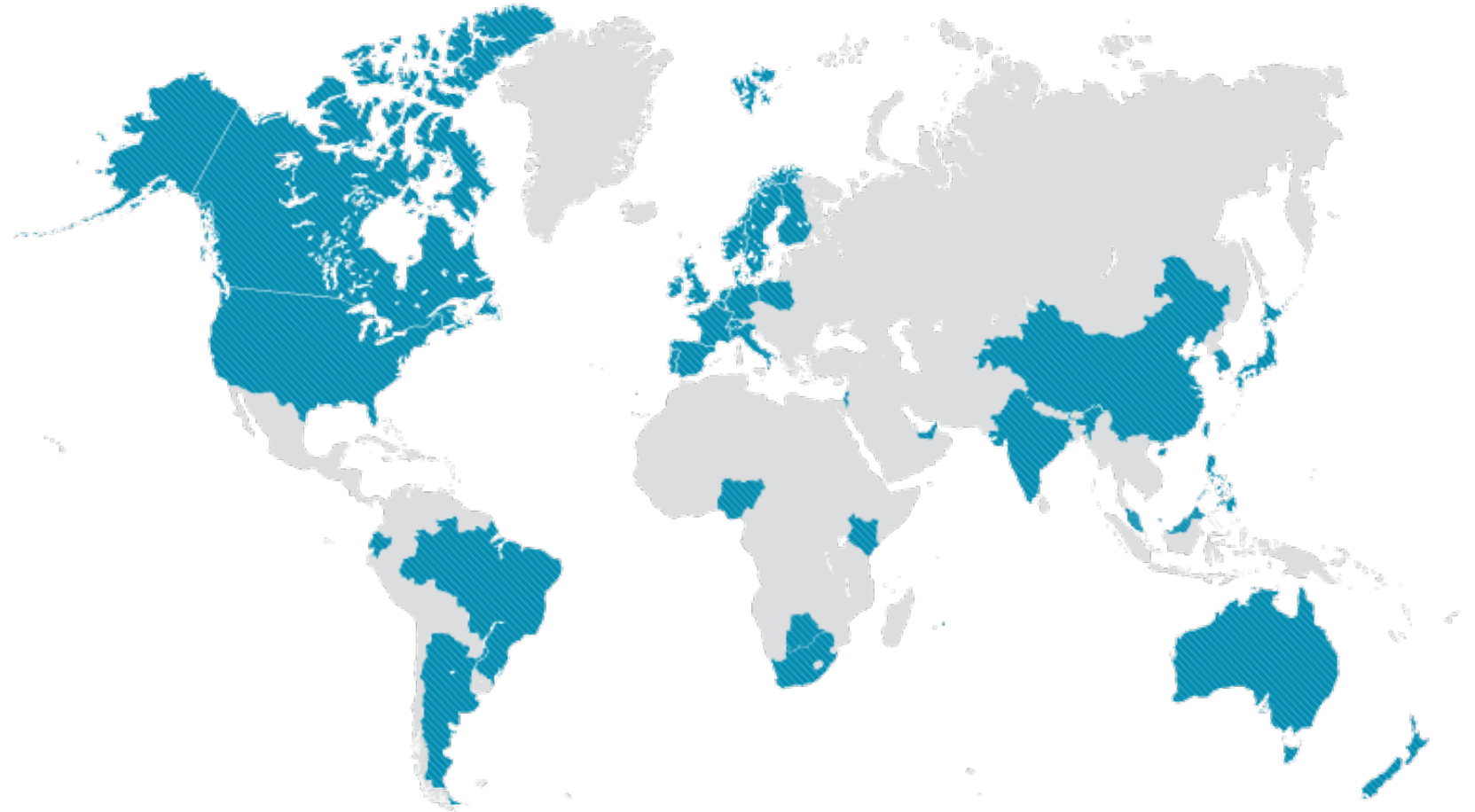
United Arab

Emirates

United Kingdom

United States

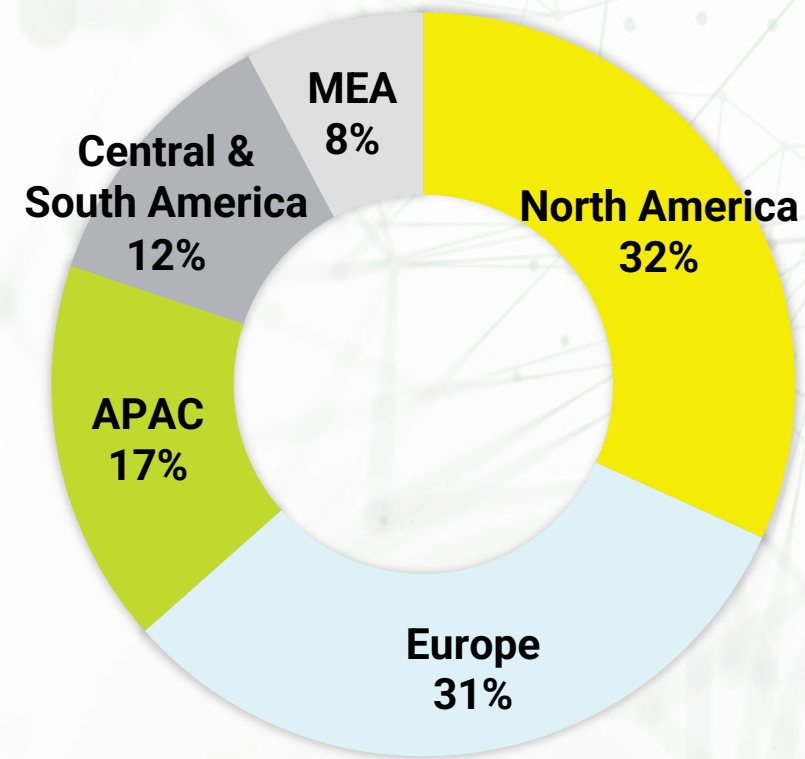
And more...



Volaris headcount is getting more global overtime

14,700+ employees, 50+ countries

HEADCOUNT BY REGION



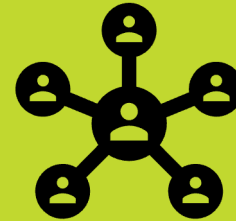
Why did we acquire HUSK?



**Aligned Goals,
Vision, and Values**



**Accelerate
Growth**



Share Expertise



**The Timing
was Right**

What Now?

In most ways it's business as usual ...



Maintain market focus



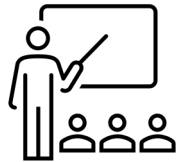
Support customers, providing them the same great solutions and services from the people they know & trust



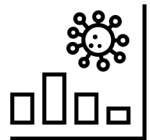
Tony & Erin continue to lead HUSK and business decision making remains local

What's Next ?

Some changes & benefits of the acquisition



Intro to Volaris: Get familiar with us through 'Volaris 101' training



Benchmarks: We're a data-driven company; Benchmarks are used to uncover opportunity areas



Networking & Knowledge Events: Build your network virtually and through in-person events like Portfolio & Functional Summits



What's Next ?

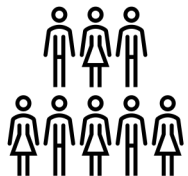
Some changes & benefits of the acquisition



Talent Management Processes: Huge focus on employee development & career progression

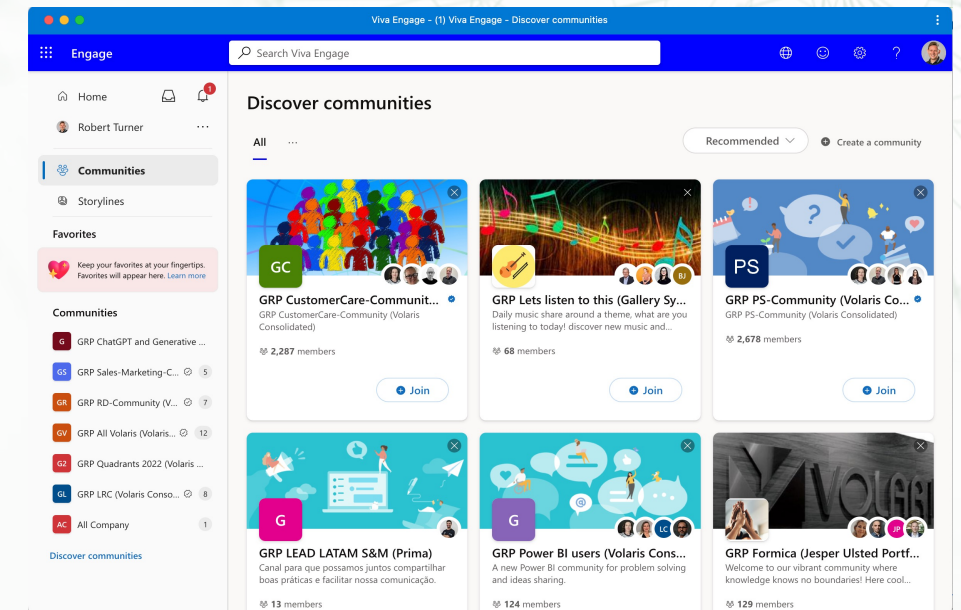
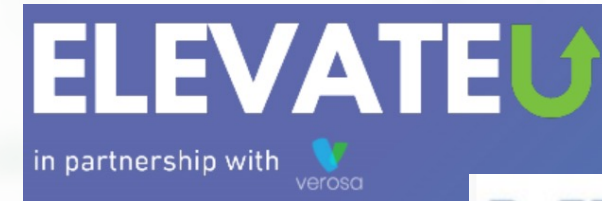


Resources Available: Such as facilitated strategy planning sessions and access to new tools & systems like ourVolaris (best practice hub)



Payroll & Benefits: As of **August 1 2024**,

- Volaris will process your payroll
- You will move onto Volaris benefits package



Payroll & Benefits – Next Steps

Payroll

- Husk will process your pay through to the end of July 2024, the Volaris payroll processing will begin August 1, 2024.
 - As a result, you will receive a W2 from Husk, and a W2 from Volaris for 2024 tax purposes.
 - This change will be automatic (no action required by you).

Benefits

- You will continue your current HUSK benefit plans (including 401k) through the end of July and will be eligible for Volaris/CSI benefits on August 1st. **There will be no period where you will be without coverage.**
- **Next steps:** We will have an active online benefits enrollment process which requires you to go online to enroll or decline coverage.
 - You will receive an email over the next few weeks which will include online facilitated sessions that will walk through all the benefit options available to you. It is strongly recommended to join at least 1 of these sessions prior to the open enrollment process.
 - The enrollment period is anticipated to take place this month (July 2024).

Payroll & Benefits – Next Steps

Other

- You will continue your current vacation or PTO plan. You will not lose time off or start with a new balance due to the acquisition.
- WorkDay is our HR System of record
 - **Next steps:** You will receive an email with instructions on how to login & access the system in the next few weeks. There will be training for employees and managers offered over the course of the next 30 days.

We look forward to getting to know the
entire HUSK team.

Welcome to Volaris Group!



