COFOMO

ESG Policy

Environmental, social and governance practices
2025

COFOMO.com

Table of content

COFOMO

1 Introduction

With its expertise in information technology and consulting services, COFOMO supports organizations at every stage of their digital transformation.

Driven by the values of commitment, integrity, diversity, passion, and creativity, COFOMO is strengthening its dedication to sustainable and responsible practices. Through this ESG policy, COFOMO deepens its commitment by working closely with its ecosystem — including talents, clients, and partners — to help build a more equitable and responsible future.

2 Objective of the ESG policy

The purpose of this policy is to formalize COFOMO's approach to integrating environmental, social, and governance (ESG) considerations into its activities, corporate culture, and business strategy, with the objective of supporting sustainable, long- term value creation.

3 Scope of the ESG policy

This ESG policy applies to COFOMO's activities and interactions with its talents and stakeholders. It encompasses employee practices and extends to relationships with clients, partners, suppliers, and the local communities in which we operate. The policy is intended to guide COFOMO in fostering a commitment to sustainable practices, social accountability, and ethical leadership as the company continues to grow and evolve.

4 ESG ambition and principles of action

COFOMO's ESG policy reflects the company's values, supports its mission, and embodies the following ESG ambition:

"*As trusted partners, we are committed to supporting our clients in their digital transformation by adopting practices that promote responsibility and engagement. We operate with a focus on sustainability and ethics, while creating growth opportunities for our teams and partners, and contributing to sustainable development that benefits our environment and local communities*".

COFOMO's ESG approach is shaped by the following guiding principles:

Integrity: COFOMO ensures rigor in its ESG governance by adhering to the highest ethical standards and its Code of Ethics and Values. This commitment fosters strong, transparent relationships with stakeholders and promotes active, sustainable engagement.

Commitment and responsibility: Shared and sustainable growth with all stakeholders is a priority for COFOMO. Managing ESG issues is a collective effort involving every member of the company.

Continuous progress: COFOMO is dedicated to enhancing its positive impact on society and the environment. This involves ongoing monitoring of ESG processes to maintain their effectiveness and relevance, while continually responding to stakeholder expectations and advancing toward a more sustainable future.

5 ESG commitments and priorities

Fighting climate change and reducing our environmental footprint

At COFOMO, we believe that growth should go hand in hand with respect for the environment and society. Aware of the pressing environmental challenges, we aim to actively reduce our ecological footprint and contribute meaningfully to the fight against climate change. To support this ambition, we are working toward adopting more sustainable practices and implementing measures designed to lessen our environmental impact. We also plan to put in place systems for tracking our progress to ensure continuous improvement over time.

In this regard, we have defined specific commitments to strengthen our environmental efforts:

- Reduce our carbon footprint and actively manage the risks and opportunities related to climate change.
- Recognize the importance of managing resources, such as energy and water, responsibly within the scope of our operations.
- Adopt responsible waste management practices by promoting reuse and recycling.

Fostering an inclusive work environment that encourages skill development and supports community engagement

We firmly believe that the performance of our company relies on the commitment and growth of our talents. That is why we continuously implement actions to promote an inclusive, healthy, and fair work environment, offering everyone the opportunity to progress in their careers.

At the same time, we strive to play an active role in the economic and social development of the local communities where we operate. Our goal is to support innovative initiatives, foster strong partnerships, and explore opportunities for solidarity-based actions that create lasting value for our stakeholders.

In this approach, we have made concrete commitments:

- Promote diversity, ensure equal opportunities, and actively fight against discrimination.
- Ensure the health, safety, and well-being of our talents at work.
- Guarantee working conditions that respect human rights.
- Actively support professional development and continuous skill improvement of our talents.
- Support local communities and encourage community engagement for sustainable and solidarity-driven development.

Ensuring ethical and responsible management of activities

COFOMO is committed to acting with integrity and being accountable to all its stakeholders by strictly adhering to applicable laws and regulations. We place particular emphasis on data protection by applying the strictest standards to ensure security and confidentiality. Furthermore, we expect our value chain to integrate environmental, social, and governance (ESG) issues to ensure a sustainable, consistent, and aligned approach at all stages of our activities.

In this context, we have defined the following commitments:

- Ensure proactive management of risks related to information technology (IT), protect data privacy and confidentiality and ensure the security of information.
- Implement rigorous systems to guarantee business integrity, actively combat corruption, and oppose anti-competitive practices.
- Involve our value chain in the integration of environmental, social, and governance considerations.

To achieve these various ESG ambitions, COFOMO is committed to setting clear objectives and targets for priority ESG commitments, developing tailored action plans, and defining criteria to measure their success.

6 ESG Governance

ESG governance at COFOMO is built on a structured framework involving several key bodies that collaborate to define, implement, and monitor the ESG strategy effectively and consistently.

The Board of Directors approves COFOMO's ESG strategy and ensures its effective implementation. It oversees progress made in ESG matters and ensures that the established objectives are aligned with the company's overall vision.

The Executive Committee holds ultimate responsibility for ESG governance within COFOMO. It approves the work and recommendations of the ESG Committee and ensures their proper execution. The Executive Committee also facilitates communication between the ESG Committee and the Board of Directors by reporting on results and progress in the implementation of the ESG strategy.

The ESG Committee and the Finance Department work closely together to manage COFOMO's ESG performance. The ESG Committee, composed of representatives from various functions as well as from COFOMO's three offices in Montreal, Ottawa, and Quebec City, develops the long-term ESG strategy in alignment with the company's priorities. In parallel, the Finance Department is responsible for the day-to-day management of ESG performance. It identifies key ESG issues, prepares action plans to address them, and ensures their effective implementation.

7 Effective date of the ESG Policy

This policy came into effect following its approval by COFOMO's Board of Directors on July 23, 2025.

8 Update of the ESG Policy

The ESG policy may be revised regularly or as necessary, and stakeholders will be informed of any major changes through an update on the website or by another appropriate means.