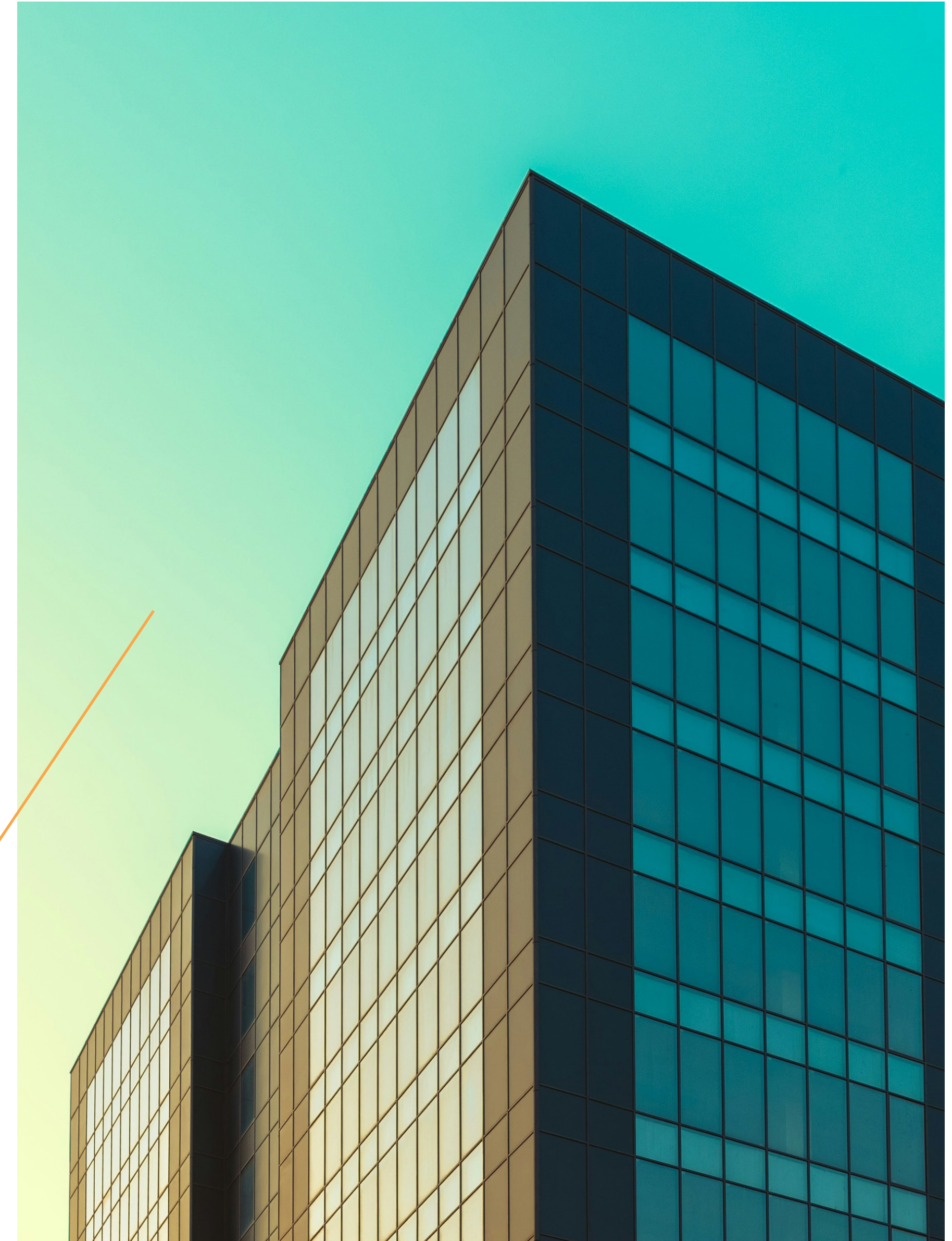


2024 ESG STRATEGY AND ACTION PLAN





Environment

2024 Action Plan

⇒ Achieve carbon neutrality by 2030 (scopes 1 and 2)

Reduce business travel emissions (scope 1)

- Reduce travel to worksites by increasing remote management
- Acquire fuel-efficient or electric vehicles (3 new electric vehicles, including 1 truck)
- Add charging stations

Minimize our facilities' fossil fuel consumption (scopes 1 and 2)

- Assess facilities' decarbonization feasibility through the addition of off-peak electric unit heaters

Carry out a carbon audit

- Continuous greenhouse gas emissions accountability

⇒ Help our clients reduce their greenhouse gas emissions

Increase energy efficiency projects and greenhouse gas emissions reductions

- Account for our clients' energy and greenhouse gas reductions

Integrate best practices for advanced process control

- Systematically include monitoring-based commissioning (MBCx) in our tenders

- Present more energy efficiency projects and work in partnership with stakeholders in building management and controls
- Include energy assessments in maintenance contracts
- Identify possibilities for improvement during maintenance checks
- Encourage remote management





Social

2024 Action Plan

⇒ Develop full employee potential and create a safe workplace

Offer all employees training through ACCS Academy

- Structure training needs

Raise awareness of best practices for risk management and prevention

- Extend OHS discussions beyond the OHS committee
- Offer continuous training
- Develop performance indicators and implement self-assessment

Integrate and embody equity, diversity, and inclusion (EDI) principles across company culture

- Survey the entire team on their experience at ACCS and their level of knowledge of EDI principles
- Offer EDI training to management and team leaders
- Improve job offers by soliciting diverse applicants

⇒ Move buildings' technological transition forward

Develop clients' knowledge and skills

- Continue conducting surveys and trends analyses
- Offer group training for operators

Equip managers and operators to make better decisions

- Maintain and improve building performance and energy management tools
- Maintain the technology development committee

Get involved in the buildings community

- Promote the building controls sector within the industry and develop relationships with energy partners

⇒ Strengthen cybersecurity for us and for our clients

Make all employees aware of the importance of a safe online workplace

- Maintain four online training courses on personal data protection and information management





Governance

2024 Action Plan

⇒ Maintain an independent management structure

Maintain an independent board of directors

Maintain 100% Québec share capital ownership

Create a consultative committee to define the company's strategic orientations

⇒ Ensure operational management transparency

Disclose critical figures to all employees

- Present the company's main performance indicators to teams at weekly and monthly meetings

Disclose ESG strategies and current actions

- Announce our ESG strategy and action plan internally and externally

Create an ESG advisory committee

- Maintain feedback meetings on ESG activities and achievements

Create a business continuity plan

Minimize negative operational impacts and ensure rapid, effective recovery in the event of a disruption (major incident or disaster)

- Define objectives and implement a recovery strategy to ensure critical operational continuity

