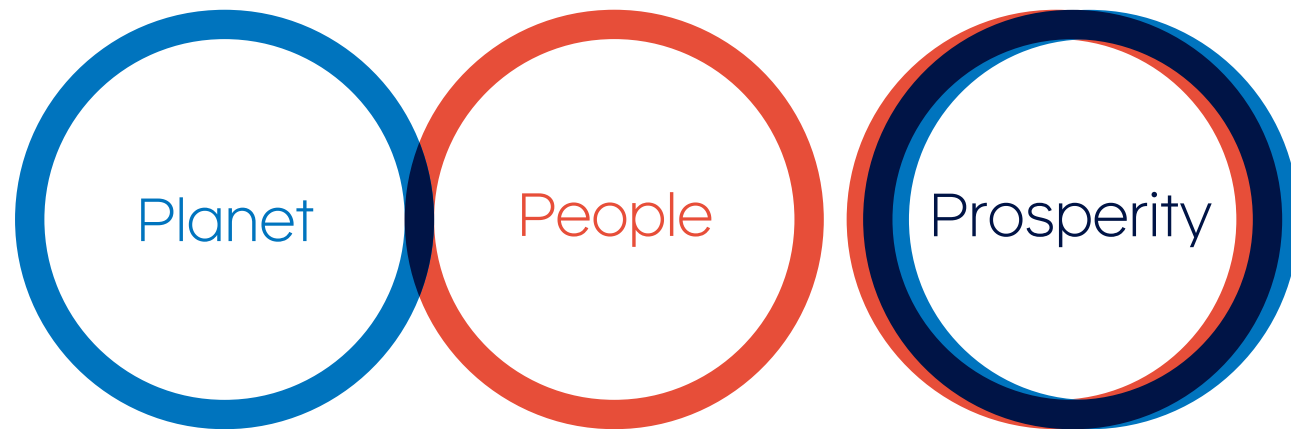


Sustainability and beyond

Connecting planet and people for prosperity



A collective commitment

At Premier Tech, we are committed to our position on sustainability, striving to bring it to life through our actions. Our intentional and structured approach, carried by concrete initiatives, aligns with a clear strategy as well as targeted spheres and impact areas. Our strategies maintain their dynamics and are now embedded in the priorities of each Premier Tech Business Group. Each team is driven to actively implement these new orientations, transforming our sustainability ambitions.

Over the past year, Premier Tech signed the United Nations Global Compact. This reflects our commitment to sustainability and our active support to global efforts toward a just, equitable and sustainable future. The Global Compact invites businesses to align their strategies with the Ten Principles of the United Nations, which include human rights, labour standards, environment protection, and anti-corruption efforts.

This engagement reinforces well-established practices at Premier Tech. By joining this initiative, we commit to aligning our strategic activities and decisions even more intentionally with the Sustainable Development Goals (SDGs), identifying the most relevant targets for our industries and defining clear, measurable indicators to track our progress. The icons representing the SDGs supported by the past year's initiatives are identified throughout this section.

Planet



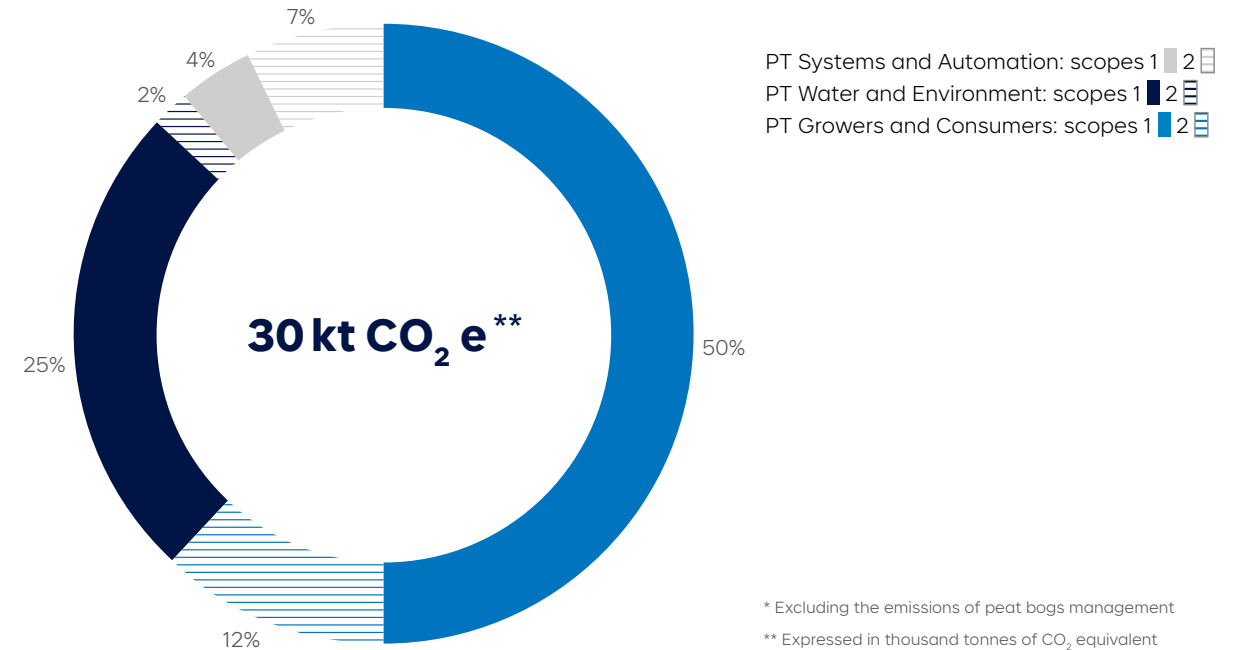
Climate action is a collective challenge that extends to companies, individuals and communities alike. This year, we continued our emission reduction efforts and broaden our targets to encompass all activities, including emissions associated with our peat bog operations. We conducted numerous analyses to explore practical solutions, aiming for their gradual implementation across the organization. We also continued integrating ecodesign and life cycle analysis (LCA) into our products and services to improve their footprint throughout their life cycle.

Toward achieving our GHG reduction targets

Since 2021, we have been engaged in measuring and reducing our greenhouse gas (GHG) emissions, in line with the global standards of the Greenhouse Gas Protocol. We have since set an ambition and been committed to reducing our scope 1* and 2 emissions by 42% and our scope 3 emissions by 25%**; and to using 90% renewable electricity by 2030.

We conduct a global inventory of our scope 1 and 2 emissions annually and update our scope 3 emissions every other year. Leveraging a new dedicated software, we ensure that our GHG inventories are carried out with both precision and efficiency. These efforts reflect our commitment to our emissions reduction plan and to achieving our GHG reduction targets.

Scope 1* and 2 emissions by Groups for FY25



Several pilot projects

Over the past year, we implemented multiple pilot projects, whose strategic reach could help us achieve our targets. These pilot projects enable us to test and validate the feasibility, performance and relevance of specific solutions before scaling them across the organization. For example, they allow us to look into using solar electricity to power remote off-grid sites,

integrating biofuels into our processes, gradually electrifying of our vehicles, improving operational efficiency and revalorizing residual materials. Thanks to such pilot projects, we will continue to identify meaningful reduction initiatives that can be gradually implemented, strengthening our ability to turn our commitment into tangible results.

* Excluding the emissions of peat bogs management

** Compared to base year FY22

Caring for the organic resource



Biodiversity in one of our peat bogs

Over the past year, our goal was to define a reduction target for our biogenic emissions related to peat bog management and operations. Setting this target required thorough analyses and alignment on multiple levels.

To inform our reflection and guide our actions, we closely monitored the evolution of global standards for calculating biogenic emissions, proactively assessing their development. We also conducted analyses related to these aspects, collected the necessary scientific data and assessed the footprint and performance of this organic resource using life cycle analysis (LCA) frameworks. This allows us to reaffirm not only the value of sphagnum peat moss, but also the need to ensure its responsible management for future generations, as we have been doing for many decades. It is by reflecting on our past achievements with the long term in mind that we have clearly outlined our intentions moving forward.

A unique organic material

Peat moss is core to the performance of growing media, which in turn contributes to addressing social challenges such as food safety and human well-being. Its unique properties — including water and nutrient retention, soil aeration, compatibility with biostimulants and biocontrols, and phytosanitary functions — set sphagnum peat moss apart from other materials.

We use this natural resource responsibly, guided by a long-term vision and a commitment to making a positive impact within the environments in which we operate. Three pillars guide our actions and decisions: responsibility, longevity and contribution.

Responsibility reflects our commitment to rigorous resource management, to the continuous improvement of harvesting as well as restoration methods through investments and innovation, and to open communication with local communities.

Longevity is about acting today with the future in mind, ensuring the longevity of the resource for future generations.

Contribution includes participating in the evolution of the industry by collaborating with the scientific community and its stakeholders. It also means investing in the innovation and development of future technologies and materials, as well as offering a portfolio of impactful products that help feed a growing global population and beautify the world.

A constantly evolving global context

As the global context constantly evolves, the requirements for reducing greenhouse gas (GHG) emissions, protecting biodiversity and restoring ecosystems are being strengthened. This now plays an increasingly important role in international commitments and public policies — such as the Paris Agreement, the Kunming-Montreal Global Biodiversity Framework, and Canada's 2030 Nature Strategy.

In this constantly evolving context, we are invited to rethink our commitment while redefining and strengthening our actions to tackle current and future environmental challenges.

Given our long-standing commitment to responsible peat bog management and a leadership position within the horticultural peat industry, these are topics to which we intend to add our voice.



Ambitious and specific targets

Driven by our ambition for continuous progress, we closely monitor developments in science and issues related to biogenic emissions. We therefore ensure that we remain actively engaged and aligned with the various frameworks for biodiversity protection and the maintenance of ecosystem services.

Building on our leadership position within the industry and the efforts undertaken since the 1990s, we have set three targets this year for our peat bog operations.

Our ambition is to commit even more to peat bog restoration by increasing the proportion of restored sites and shortening timeframes between closure and restoration, thereby significantly reducing GHG emissions from our sites after harvesting.

A long-standing commitment to ecological restoration

Several restoration approaches can be considered when harvesting operations on a peat bog are completed. However, they are not all equal from an environmental standpoint. Some methods aim to reestablish a plant cover without restoring the original properties of the peat bog – which allows managing GHG emissions but has limited impact on biodiversity.

Other methods aim to create the necessary conditions to restore the key ecosystem functions of a peat bog. Among these, ecological restoration by moss layer transfer technique (MLTT) stands out as it involves the active reintegration of peat bog

plant species and hydrologic management. This method helps reduce GHG emissions, while enabling the gradual return of biodiversity. This includes enhancing water retention and carbon sequestration, and enabling the return of mosses – typical wetland species –, insects, birds and numerous other species that inhabit peat bogs.

Despite the complexity of the MLTT, we have been using it since the early '90s, as it draws on scientific knowledge and years of research, observation, testing and field implementation. We also closely monitor vegetation recovery, moisture content, wildlife dynamics and carbon stability over several years.

These restoration and GHG reduction targets rely on robust action plans designed to fulfill our ambitions. It is with determination, confidence, and commitment that we take on this new stage.

Target 1

Increase the area of peat bogs under ecological restoration from 1 700 hectares to 2 700 hectares, representing 70% of post-production areas – by 2030.

Target 2

Ensure that 100% of closed sites are in restoration within three years of their closure – as of 2030.

Target 3

Reduce GHG emissions from our post-production sites by 50% – by 2045.

Premier Tech Digital and ecodesign

The redesign of the Plains of Abraham website was initiated by the National Battlefields Commission in 2024, with a focus on integrating digital ecodesign principles into the process. This focus even played a decisive role in selecting the website development agency.

Several digital ecodesign concepts are already well established as best practices within the Premier Tech Digital – Mirego team. So when the request came in, it was only natural for them to incorporate these principles into the design, development and operation of this new website.

A more energy-efficient, lighter and faster website

Ecodesign principles were applied in four different ways during the website development for the National Battlefields Commission:

An optimized source code

The source code can be optimized through minification and compression, reducing the amount of data browsers need to download by up to 75%.

A content delivery network

Hosting a website on content delivery networks (CDNs) closer to users accelerates web page load times and enhances energy efficiency.

A smart caching strategy

The browser can download and temporarily store images in its cache. During subsequent visits to the website, images are thus loaded directly from the cache, speeding up load times and reducing bandwidth usage.

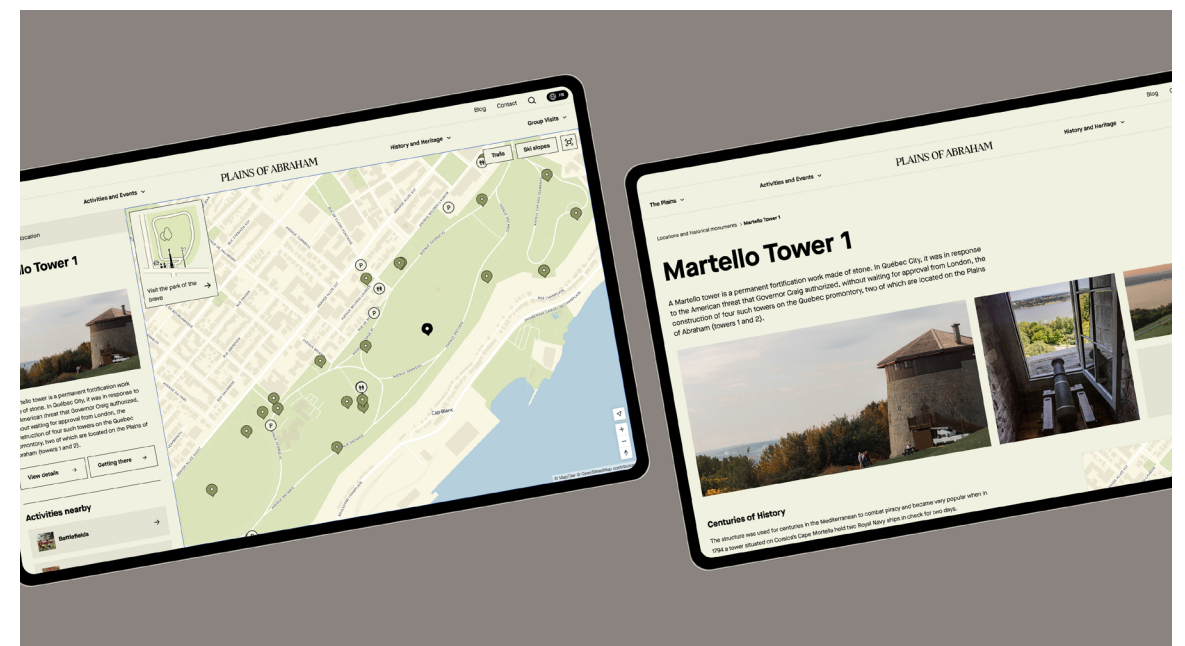
Optimized loading techniques

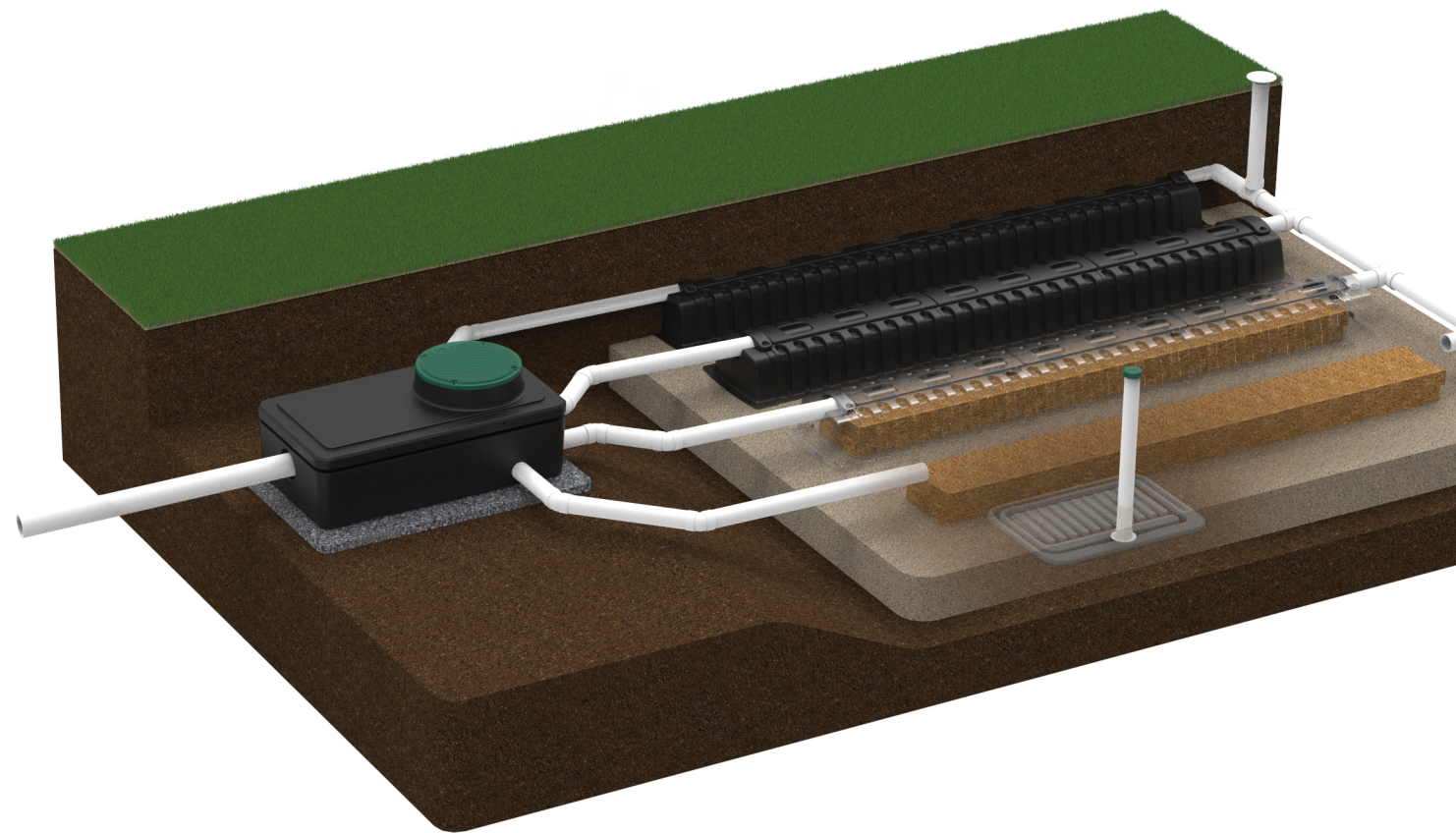
Loading images, text or scripts progressively during browsing helps reduce bandwidth consumption by aligning it with the user's actual usage.

These design practices improve the website global performance as well as the user experience, making it more seamless and responsive. They are therefore part of business strategic decisions while contributing to increasing energy efficiency.

Digital ecodesign is evolving, and our team is moving forward with it, supporting our clients throughout the journey of their digital products – from development to launch.

Web ecodesign aims to optimize website design to improve performance, enhance user experience and reduce the environmental footprint – mainly from server hosting and cooling, data transfer, and the energy consumption of users' devices.





Ecoflo® linear biofilter

Ecodesign core to Premier Tech Water and Environment

Last year, Premier Tech Water and Environment launched the Ecoflo® linear biofilter, an innovative solution that combines wastewater treatment and dispersal.

Developed through an ecodesign approach, this technology is the result of in-depth analysis, strengthened by close collaboration with key stakeholders in the field. This collaboration helped identify the limitations of existing systems, guiding the design and development of this new commercial offer. The goal was to design a system that meets market needs while supporting sustainability initiatives, by considering environmental, financial and social aspects throughout the life cycle of the Ecoflo® linear biofilter.

Nearly 5 000 wastewater systems were installed during the first year on the market. The system also received the National Sanitation Foundation (NSF) certification, unlocking new development opportunities in the American market. This milestone marks just the beginning of a broader journey, as our innovation process continues to evolve. This initial phase of ecodesign and commercialization allowed us to validate technical aspects and strategic decisions — paving the way for the next stage of development.

The product development team thus initiated a second design phase aimed at further reducing the environmental footprint of the system while maintaining, or even enhancing, its competitiveness and technical performance.

Rethinking product design and production in two phases

During the initial phase, we focused on accelerating development and conducting field tests. We therefore incorporated thermoforming into the design of the first product version — a strategic decision that enabled the use of lower-cost moulds and faster time-to-market. Though temporary, the solution allowed us to validate system performance and gather valuable feedback from the field.

In the second phase, our development team focused on rethinking the system's design and production to reduce costs, shorten installation time and improve its environmental footprint. Adopting an injection moulding process represented a key opportunity for this type of application.

The life cycle analysis conducted on the first version of the Ecoflo® linear biofilter also revealed additional improvement opportunities, which we incorporated into the second version:

A reduced number of components — from six distinct parts in the first version to three in the second —, reducing assembly operations, hardware requirements and the risk of installation errors.

User-friendly assembly with screwless interlocking parts — which facilitates and improves the experience of users and installers, who no longer need tools.

Optimized protective chambers stacking through a redesigned layout, allowing more units per load and reducing the environmental footprint associated with logistics and transportation.

Monomaterial and modular approach, making the product easier to repair and recycle at the end of its life cycle.

The comparative analysis of the two versions of the Ecoflo® linear biofilter highlighted the positive impacts of these changes, both by mitigating the environmental footprint — with a 20% reduction in carbon emissions — and by expanding into new markets. This also confirmed the relevance of the ecodesign process in developing high-performance, competitive and sustainable products.

People



People are what drive Premier Tech. Over the past year, we focused our efforts on strengthening well-established initiatives and implementing new ones designed to offer team members a unique experience while supporting their development, fulfillment and success. We expanded initiatives that support their well-being, with particular attention to health, safety and wellness. We also took part in promising community initiatives, guided by our commitment to making a lasting and meaningful impact in the regions where we operate.

Rethinking field visits

People are what drive Premier Tech, inspiring us to continually improve our practices and innovate in how we care for team members. Building on this commitment, we continue to develop and transform our approach to health and safety, which has been essential to our collective success and deeply embedded in our daily work life. Drawing from the new foundations provided by our SAFE Model — a tailored model developed by our teams for a caring and proactive health and safety management —, teams undertook mobilization workshops. Targeted action plans with focused improvements areas were then implemented over the past year.

Delving into each team's reality

The mobilization workshops conducted over the past year led to several on-site initiatives, including one that emerged during a workshop with the leadership team of Premier Tech Systems and Automation. It highlighted the need to create more opportunities to connect and engage directly with production teams to better understand their challenges and inform our actions accordingly. A structured program has then been implemented, resulting in the Groups' leadership teams visiting the sites and plants of our various home bases and engaging in conversations focused on health and safety.

Creating space for open conversations

These visits go beyond merely assessing the situation with regard to safety. They serve, first and foremost, as an opportunity to go further — to establish genuine dialogue with teams, to ask and answer questions, and to foster caring and relevant conversations that focus on everyday work challenges.

The home bases where these visits took place have already noticed significant improvements. On one hand, team members participating in these workshops gain a better understanding of plant realities: they can better understand challenges and build a relationship with team members working in risk management and mitigation contexts. On the other hand, production teams feel heard and notice that things are progressing more quickly thanks to their contribution.

A **mobilization workshop** is a participative session for leadership or management teams where they engage in meaningful conversations aimed at having a positive impact on health and safety within our work environment and identifying each person's role. Each workshop results in the development of an action plan, followed by the identification of priorities that will be integrated into the health and safety global action plan.



“The field visits allowed me to gain a deeper understanding of health and safety in daily operations and strengthen conversation with team members. These visits foster direct communication and close collaboration, enabling us to quickly transform concerns into tangible actions. Working together enhances our team spirit as well as our sense of belonging and helps us better manage risks. These visits also gave me the opportunity to become more involved in improving safety and certain practices within our plants.”
— **Marlène Deschênes**, vice-president administration and finance at PT Systems and Automation



“These conversations are truly valuable. They provide a fresh perspective on our practices and working environment with a focus on what truly matters. For example, we spoke with Marlène about the newly installed welding benches. It was a great opportunity for her to see what works well, what we appreciate, and what could be improved.”
— **Michaël Rousseau**, fitter-welder at PT Systems and Automation

People at the heart of the Team Member Experience

At Premier Tech, it all starts with our people – their passion, commitment, know-how and expertise shape who we are. It is our people, and what they achieve together, that make Premier Tech stand out and bring our promise of making a difference to life. That is why we are committed to creating an experience that is unique, immersive and contagious throughout our team members' journey and in all interactions.

The Team Member Experience is about delivering on our promise to make a difference and driving meaningful impact. It is fully aligned with our Culture and Values and it involves all team members, regardless of their area of expertise – whether they have been with us for years or are just starting their journey at Premier Tech. This allows every team member to embrace this experience in an authentic and tangible way, right from the beginning.

Caring for people

A key part of the Team Member Experience is creating a work environment where team members feel valued and reach their full potential. This is why we implement concrete initiatives to simplify their day-to-day, offering services and benefits aligned with their real-life needs. By creating an environment in which team members feel supported and engaged in sharing their passion to create a positive impact, whether it is for their colleagues, our clients, our partners, or the communities in which we operate. Because at Premier Tech, we are empowered to create a positive impact for everyone we meet, and that is reflected in everything we do.

Building strong connections for lasting teams

By offering more flexibility, we support team members not just professionally, but personally, so that they feel motivated, fulfilled, and genuinely inspired to collaborate. We seek to create an environment

where team members are driven to engage in open conversations, build relationships based on trust, learn from each other and achieve more together, aiming to deliver value to our clients. By creating opportunities to connect and share ideas, perspectives, experiences and differences, we fuel our creativity and collective intelligence.

Recognizing collective success

By fostering an environment with open conversations and synergies between team members, we can better understand our differences and connect around common goals, strengthening the sense of belonging and the spirit of being a collective. The Team Member Experience is also about empowering every member of our team to reach their full potential, actively contributing to the strength of our multiple united and diverse teams. Team members are encouraged to share their ambitions and explore opportunities within the organization. By recognizing individual strengths, we foster an environment where collective successes thrive, and where individual achievements become shared accomplishments to be celebrated. This is how we contribute – together – to the success of our clients and colleagues, and to the growth and longevity of Premier Tech.

“ The Team Member Experience comes in many forms, and this depth gives it true meaning. Each team member can make it their own, shaping it through their journey and aspirations – all while serving as ambassadors for our Culture. The Team Member Experience is about more than the benefits it provides. It is continuously passed on, shared, and deepened through our connections with one another. Together, we give it meaning and impact.”

– **Josée Dionne**, vice-president organizational development

All aspects of the Team Member Experience have been implemented for many years. Here are some examples of how it has been brought to life.

The Premier Tech Experience Tour

We want our team members to find meaning in what they do every day by connecting their actions to our purpose of making a difference – and embracing that purpose as their own. This is why we have extended the Premier Tech Experience Tour, allowing team members, regardless of their role within the organization, to connect with all our industries, brands, technologies, products and services. Our goal is to develop horizontal synergies between our Groups and teams in different industries and to share

the passion that motivates us every day – passion for who we are, what we create, the products and services we develop, our clients and the markets where we operate. Through this shared passion, team members can better understand what drives us as the Premier Tech Team, beyond each team member's role, and how we deliver value to our clients.



PT-SHIRT Day, a 30-year tradition

Celebrating is core to the Premier Tech Culture. We create moments for conversation and connection to highlight the pride of belonging to one team, no matter our country, home base or Business Group. This commitment to strengthening the bonds that unite us led to the introduction of the PT-SHIRT Day, 30 years ago. This annual event takes place in May and June in all our home bases around the world. This celebration has grown into a strong tradition over the decades, team members are invited to take part in the event together and collect their PT-SHIRT as a team – a symbol that unites us globally and serves as a reminder of our shared journey.

This year, the PT-SHIRT Day held at the Premier Tech Campus in Rivière-du-Loup embraced a philanthropic spirit – as did other home bases over the years –, using this gathering as an opportunity to give back together. Team members were invited to participate in our annual donation campaign, launched through the Nooé online platform. It was a genuine opportunity to give back to a cause they care about, with every contribution matched by Premier Tech to amplify our collective impact. The Nooé team was also on hand to connect with team members and share their mission, which is to empower companies and their people to create a lasting social impact through meaningful engagement.



Left photos, from top to bottom: PT-SHIRT Day in 2017 in Eersel, Netherlands, and in 2022 in Parma, Italy
Right photo: in 2024 in Delhi, India

TRIMA®, a development and collaboration tool

For 25 years, the TRIMA® model has been a core element of how we care for our team members and our teams across the organization. This psychometric tool, now implemented worldwide in six languages, fosters empowerment, communication and collaboration.

The TRIMA® model is fully integrated into the team member's journey – from the hiring process to their ongoing development. It allows team members to better identify their preferences, strengths and potential, thereby guiding their training needs. By understanding what drives them, team members become fully engaged in their roles and envision themselves within the organization in the long term. This tool also helps managers interact effectively with their team members and support their development. It also enables them to better understand their team's dynamics and strengthen its complementarity.

Over the past year, to amplify the reach of the TRIMA® model in our daily work lives, training sessions and workshops developed by the University of Premier Tech (UPT) have been deployed worldwide. By allowing team members to better understand their impact on others and strengthen their interactions with their colleagues, these training sessions and workshops foster communication and collaboration within teams. To go even further, UPT also offers team workshops which enable team members to identify not only their own strengths, but also those of their colleagues. By doing so, they can better leverage them and improve the way they work together, ultimately enhancing collective success.



The University of Premier Tech celebrates its 10th anniversary

The relevance of Premier Tech in its markets and with its clients is built on the depth of knowledge, expertise, and experience gained over more than a century. Not only does our relevance rest on these foundations, but so does the potential grounded in the incredible pool of talent within our teams – continuously strengthened by new generations of team members. It is this collective intelligence that fuels our growth. Driven by an ongoing commitment to building a comprehensive learning ecosystem, we give ourselves the means to achieve our ambitions by focusing on lasting initiatives that create the conditions for success – such as creating our own training and development centre for team members.

Since 2015, the University of Premier Tech (UPT) has been expanding its scope and development offers so team members can grow and broaden their skills in a rewarding and inspiring environment.

It was in the early 2010s, as part of the strategic planning of VISION 2017, that we began discussing the idea of creating our very own training and development centre. Yet this intention extended far beyond technical training – and rightly so. The goal was even more ambitious: to develop training offers that embody Premier Tech's identity by highlighting the company's best-established practices, in alignment with the Premier Tech Culture and Values. Our goal was to provide team members with

specialized training that would allow them to develop a wide range of skills, both technical and strategic, while also bringing the Premier Tech Culture to life through training content designed by and for team members.

“ At Premier Tech, innovation goes beyond our products, services, and commercial offers. It is an ongoing process that is part of everything we do. The University of Premier Tech is a clear expression of that mindset.”
– **Sylvie Massé**, vice-president organizational development

In 2025, UPT consists of 13 team members dedicated to training, collaborating with both internal and external teams to support team members in their development. To meet the company's current and future needs, UPT continuously drives innovation. It has thus developed a unique and diverse offer including collaborative live training sessions allowing team members to gather on specific topics, on-demand online courses – available on a platform designed for this purpose – on various topics, and training programs for managers and experts. In addition, UPT offers flexible learning journeys to help team members better understand their role within the organization. It has also developed various tools to encourage knowledge sharing and the growth of collective intelligence within Premier Tech.



People – Team members development



live

More than **89 000 hours** of live training offered since 2015

learning

More than **250 online trainings** available

program

More than **300 managers** graduated from Premier Tech's Management Program

journey

A **learning pathway** that helps each team member better understand their role

create

This addition to UPT's offer enables team members to **share their knowledge and expertise** to their colleagues

Actions at the core of team member development

From a broader perspective, UPT's offer aligns with our team member development strategy, which covers a series of actions that complement UPT trainings and supports Premier Tech's goals and team members' aspirations. It focuses on four main areas: visibility on talents, knowledge management, career opportunities and team member empowerment. Each of these areas is supported by internal action plans. Here are two concrete examples that were developed as a result.

Ucreate: facilitating knowledge management

Knowledge management is a strategic tool for a diverse and specialized business such as Premier Tech. To better identify and transfer this knowledge — particularly the more implicit insights that stem from team members' experience — we introduced **Ucreate**. Through this addition to UPT's offer, team members who must share their knowledge and expertise can create online training courses themselves. Using clear and structured guidelines and a simple and intuitive collaborative tool, they can design **Ulearning** courses step by step, including interactive features and various multimedia elements. The courses are then accessible to the target audience on the UPT platform, at any time and from anywhere. With **Ucreate**, our goal is not only to empower team members to share their expertise, but also to ensure that knowledge flows freely and bridges language barriers across the organization, ensuring the long-term relevance of Premier Tech.

Fostering collaboration and innovation for the long term, aligned with the Premier Tech Culture

To deepen our understanding of the potential and diversity within our teams, we set out to explore how best to align our strategic plans with the knowledge and skills needed to implement them. This is why we partnered with SuccessFinder — a company specializing in psychometric tools — to develop our own tool. Customized to the needs of Premier Tech, it helps us identify the presence of natural behaviours that align with our Culture, our Values and our practices while matching the expectations associated with manager, expert, and leader roles. Although it currently focuses on these three key roles, it will gradually be extended. It also enables us to empower team members who want to move into these roles, by supporting them in the development of certain essential skills.

A new brand signature for the 10th anniversary of UPT

Modern and dynamic, it reaffirms our commitment to continuous learning.

A partnership that gets kids moving

Wide-eyed wonder, buzzing energy, and a meaningful challenge: teaching third- to sixth-graders to ride bikes safely and with confidence. That is the mission of the Embarquez program, led by the Québec Federation of Cycling Sports (Fédération québécoise des sports cyclistes).

This program offers workshops across eight regions in Québec, including the Bas-Saint-Laurent region. Supported by Premier Tech, Embarquez helps kids learn, progress and enjoy time outdoors, building their skills and fostering autonomy. Each session is an inspiring opportunity that empowers kids of all levels to gain confidence and ride even farther.



“ Now I actually know how to use my brakes. I can ride my bike the right way at home.”
— **Naomie**, student at the Vents-et-Marées School in Cacouna, Québec

“ I'm learning stuff I didn't even know! Riding my bike at home is going to be way more fun now. I'll be so much better at it!”
— **Jacob**, student at the Vents-et-Marées School in Cacouna, Québec

With a fleet of around thirty bikes, Embarquez provides kids with a unique opportunity to take up cycling or build on their skills, guided by experienced instructors and a motivating environment. Some discover balance, movement and the independence of cycling — moving past their doubts, building confidence and experiencing the joy of pedalling for the first time. Others take their skills further — learning better control, trying advanced techniques and even testing out stunts. This program also includes bike mechanic workshops to teach kids how to fix common issues with their equipment.

Embarquez also extends the cycling season with fatbike workshops, introducing kids to the features of these oversized-wheeled bikes designed for snow and rough grounds.

By riding on wintry trails, they build ease and confidence while discovering a new way to stay active, have fun and explore their environment — no matter the season. It is a wonderful way to enjoy cycling all year long.



The support of Premier Tech also enables the Embarquez program to continue offering workshops in Indigenous communities, where around 30 bicycles are donated during each activity to ensure sustainable access to cycling as a means of transportation. Since 2023, four Indigenous communities have benefited from these workshops. The most recent activity took place in the Innu community of Uashat Mak Mani-Utenam, near Sept-Îles, in 2024. A fifth activity is planned for 2025 in the Innu community of Pessamit, located in the Côte-Nord region.

The mission of Embarquez goes beyond introducing kids to cycling. It is about creating an inclusive environment where they can learn at their pace and explore all that cycling has to offer.

The Embarquez program in numbers

Nearly

1 200 kids

attended one of the 11 workshops offered in the Bas-Saint-Laurent region

4 Indigenous communities

hosted workshops

More than

18 000 kids

in Québec took part in an activity



Joining forces to strengthen our impact

The Embarquez program fully aligns with the ambition of Premier Tech to make a difference in the communities where it operates and strengthen its positive impact through partnerships and meaningful initiatives.

This partnership is unique since many Premier Tech team members can take part in it. As part of a major computer equipment modernization initiative, second-hand devices are sold at affordable prices to interested team members. By revalorizing these devices and donating all funds collected to Embarquez, this circularity initiative reflects our commitment to sustainability. Team members

thus play a key role in funding the program and directly supporting kids — a tangible way to amplify their contribution, while helping reduce technological waste.

Committed to making a difference in the communities where it operates, Premier Tech supports Embarquez to help the program extend its reach across the Bas-Saint-Laurent region while allowing kids to grow and gain autonomy. This program goes beyond individual benefits — it creates a meaningful collective impact by fostering active mobility, healthy lifestyle habits, and respect for the environment.



Prosperity



We have the potential to develop impactful business offers and partnerships that contribute to solving actual social and environmental challenges while creating value for our clients, partners and communities. We keep seizing opportunities — from supporting the long-term sustainability of natural resources to strengthening manufacturing skills and competitiveness, and delivering sustainable solutions for resource management.

Impactful partnerships

Growing tomorrow

The project Anagathaya Wawamu, or Grow your future, is designed and funded by the Premier Tech Water and Environment team in Sri Lanka, in partnership with several Sri Lankan environmental organizations and government agencies. The project began in 2018, when our team started seeking practical ways to safeguard the sustainability of coconut trees in the country.

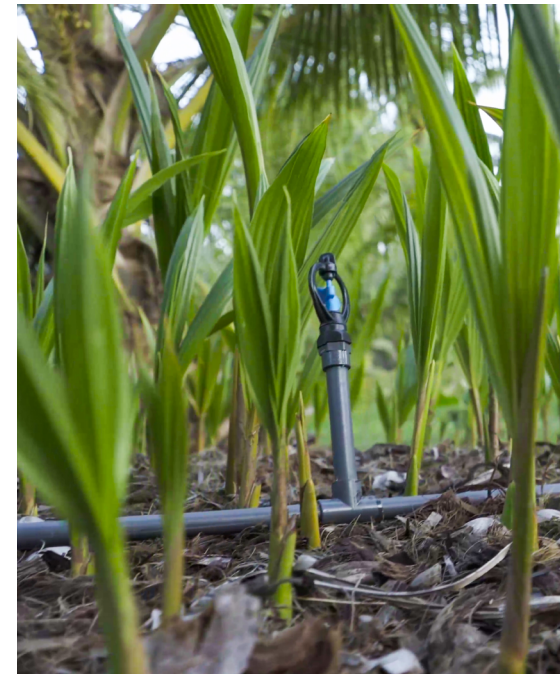
This resource is a cultural and economic pillar in Sri Lanka, given that planting coconut trees has a direct positive impact on local communities by raising revenues and significantly improving living conditions. Coconut trees provide food, serve as raw material for the coir industry, and play a key role in various ceremonies. This resource also holds particular importance for Premier Tech, given that coconut fibre is used as the filtering medium of the Ecoflo® biofilter and is included in some of our growing media.

The project was carried out in two stages. Each team member was first given five coconut tree saplings to plant on their own land. The project quickly took off, inspiring partners such as the Coconut Development Authority (CDA) and the Coconut Research Institute of Sri Lanka (CRISL) to join forces by supplying seeds and technical support.

Coconut trees are now planted almost everywhere — on our team members' lands, as well as on the lands of communities near our installations, schools, temples and commercial growers. Other agencies also take part in this project by planting coconut trees on lands owned by the Sri Lankan government.

The project aims to protect this resource over the long term. As of today, 200 000 trees have been planted, with a target of 500 000 by 2028 — expecting to add approximately 50 million nuts per year by 2033, given that each tree yields around 100 nuts annually.

We can already witness positive impacts, leading many stakeholders to take part in Grow your Future. It also inspired many other organizations in the industry to launch similar projects. This collective effort will help address the current raw material shortage while producing sustainable outcomes within local communities.



Joining expertise to enhance the competitiveness of manufacturing businesses

In an ever-evolving industrial context where automation and technological innovation are transforming manufacturing processes, continuous training of the workforce in that regard is essential to ensuring the competitiveness of Québec businesses.

With these challenges in mind, the Innovation and Advanced Training Halls (Halles d'innovation et de formation avancée – HIFA) received support from the Labour Market Partners Commission through a program supporting skills development. This program enabled HIFA to develop innovative training initiatives designed to strengthen the technical expertise of manufacturing businesses. Premier Tech, a founding partner of HIFA, naturally participated in the pilot.

HIFA is a non-profit organization dedicated to supporting Québec manufacturing businesses in improving their efficiency and productivity through the automation and robotization of their operations. It also aims to accelerate their digital transformation by guiding them throughout the process, which requires innovation and training for both production and office workforce.

The organization stands out by offering an immersive, experiential and customizable approach to training. By recreating realistic manufacturing environments in its technical platforms and laboratories, HIFA tailors each training journey to the specific needs of businesses and their actual working conditions. Whether through process development, virtual reproduction of operation settings, or integration of physical equipment into its technical training spaces, everything is designed to deliver a hands-on learning experience. This approach ensures that training programs are not only more efficient and engaging but also directly applicable in the workplace.

Three tailored pilots

Through this collaboration with HIFA, three Premier Tech Business Groups undertook pilots tailored to their context to support skill development, knowledge sharing and training in industrial environments.

Training journey and augmented reality

Over the years, experienced operators involved in peat moss harvesting at Premier Tech Growers and Consumers gain in-depth knowledge of the heavy equipment they operate. Documenting this expertise in a didactic format facilitates access to their colleagues across the organization and ensures efficient transmission of critical knowledge to the next generation. This pilot was therefore implemented to capture, formalize and transfer field expertise by leveraging innovation.

As a result, we were able to structure the knowledge related to the peat moss harvesting process through an online training journey and procedures explained with augmented reality. Production team members can now inspect harvesting equipment using a digital twin or directly in the field, encouraging best practices and securing knowledge for the long term.



Skills evaluation tool

Field service technicians at Premier Tech Water and Environment handle complex tasks on a seasonal basis that often demand advanced technical skills. It became essential for the Business Group to evaluate the level of knowledge and skills not only at the time of hiring, but also to monitor and adapt the continuous training of field service team members.

As part of this pilot, the Business Group developed a skill evaluation tool to assess and personalize learning experiences, both during the team members' onboarding process and throughout their professional journey.

This tool helps better guide training efforts, accelerates the learning process and enhances customer satisfaction.

Virtual reality and plant safety

In an industrial context where safety is essential, Premier Tech Systems and Automation sought to expand the learning methods available to team members for risk prevention. HIFA therefore supported the implementation of a pilot using virtual reality, offering team members the opportunity to experience immersive risk analysis scenarios in a simulated, yet realistic and safe environment.

This innovative approach, which combines gamification and immersion, will contribute to integrating safety reflexes over time, reducing risks of accidents and enhancing operational efficiency.

A transformative collaboration for the future

After just one year, we can observe positive outcomes from this collaboration between HIFA and Premier Tech. By delivering actionable, innovative solutions tailored to the needs of businesses, they both structure, rethink and accelerate the development of technical skills.

This impactful partnership stands out for its innovative approach and the long-term vision it embodies. It strengthens the competitiveness of the manufacturing industry in Québec and Canada while empowering the next generation.



The Ecoflo® biofilter: contributing to the quality of water resources

Premier Tech operates in industries with the potential to develop products and services that generate a positive impact and help address current environmental and social challenges.

By establishing our sustainability position, we reaffirmed our commitment to innovation and the development of impactful products and services. We have also outlined specific criteria to define what qualifies as such:

- The offer addresses a social or an environmental challenge in a precise or tangible manner
- The offer is integrated and designed for a long-term impact
- The offer is verifiable and quantifiable

These criteria enable us not only to measure the positive impact of our commercial offers, but also to better identify and evaluate those we aim to develop. It ensures transparent communication regarding the benefits of our impactful commercial offers and business models.

Thirty years ago, we developed a product that remains a flagship brand at Premier Tech: the Ecoflo® biofilter. Here is how it concretely aligns with our three criteria for an impactful offer.

1

The offer addresses a social or an environmental challenge in a precise or tangible manner

Our criterion

We evaluate the purpose of a product to determine if it addresses a recognized and documented environmental or social challenge. To do so, we refer to the established international framework: the Sustainable Development Goals (SDGs) of the United Nations. We also base our key performance indicators on the IRIS+ system, a positive impact measuring tool designed for businesses.



From its design to its commercialization, the Ecoflo® biofilter reflects our long-standing commitment to protecting health and enhancing the quality of our water resources. Its design and filtering medium, made from peat moss and coco husk fibre, enable the Ecoflo® biofilter to treat and release wastewater in an environmentally safe manner, thus ensuring the protection of sensitive ecosystems. Moreover, unlike most comparable products on the market, its filtering medium consists of natural fibres that do not require chemical additives, making it compostable at the end of its life cycle.

Focused on environmental performance and greater autonomy in the manufacturing of its components, the Ecoflo® biofilter represents a sustainable solution for current water resources management challenges. It also actively contributes to achieving SDG 6, which calls for sustainable water management and treatment.

2

The offer is integrated and designed for a long-term impact

Our criterion

We evaluate whether a product or service is embedded and established as part of the commercial offer of our Business Groups. We aim to identify offers and models that create a positive and lasting impact.

Our offer

For over 30 years, the Ecoflo® biofilter has been a cornerstone of Premier Tech Water and Environment, providing sustainable wastewater treatment solutions to homeowners and communities. From the beginning, it secured a strong foothold in the market through sustained investments in Innovation, Research and Development, positioning itself as a benchmark in wastewater treatment.

Over the years, the biofilter has continuously evolved, driven by a clear ambition: to provide a compact, high-performance, eco-responsible and lasting solution to protect water resources. From the continuous improvement of components and optimization of performance to the integration of new renewable filtering materials, each advancement reflects our unwavering commitment to quality, innovation and sustainability.

3

The offer is verifiable and quantifiable

Our criterion

We ensure that the positive impact of our offer is quantifiable and verifiable. We aim to demonstrate, with appropriate context and supporting evidence, how our products and services create a positive impact on the environment or address a social challenge. Committed to transparency, we seek to provide reliable and detailed evidence to all our stakeholders.

Our offer

In every country where it is sold, the Ecoflo® biofilter must undergo rigorous certification processes to verify filtering performance. These certifications are more than mere formalities, they confirm that our offer protects the environment and meets the highest standards, even in sensitive environments. Its quality and reliability are further demonstrated by studies validating its effectiveness in treating or reducing contaminants. Life cycle analyses also enabled us to measure its environmental footprint, positioning the Ecoflo® biofilter as one of the systems with the lowest carbon footprint in the industry.

This constant commitment to transparency and quality ensures that the positive environmental impact of our offer is both verifiable and quantifiable. With more than 200 000 units installed in various countries, the Ecoflo® biofilter is a symbol of eco-performance, quality and sustainability.

