ESG POLICY

IT INTELLIGENCE.
HUMAN INTELLIGENCE.

ITI

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HISTORY OF REVISIONS AND APPROVAL

Date	Revision	Goal of the revision
2026	1	Creation

Revised by:	**Approved by:**
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Signature: 	Signature: 

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Our ESG Vision

ITI recognizes the importance of environmental, social and governance (ESG) factors in conducting its business responsibly and sustainably.

Over the years, ITI has implemented various practices and initiatives that contribute to the environmental, social and governance dimensions of its activities. Since 2024, the organization has undertaken efforts to further structure these initiatives under an ESG approach aligned with its business realities, strategic direction and stakeholder expectations.

This approach is part of a continuous improvement process and aims to gradually evolve our practices based on the issues that are most relevant to ITI and the maturity of our organization.

Our ESG Commitments

Environmental
ITI recognizes the importance of reducing the environmental impacts associated with its activities and using resources responsibly.

Our environmental approach is supported in particular by the practices implemented as part of our RECYC-QUÉBEC certification. ITI has also begun implementing an environmental management system aligned with the ISO 14001 standard to further structure its environmental practices and support their continuous improvement.

We seek to evolve our practices by considering the environmental impacts relevant to our activities, particularly with respect to resource use, waste management and the life cycle of technology equipment.

Social
Our Employees
ITI considers its employees to be central to its success and incorporates their well-being, development, and work environment into its organizational decisions and practices.

ITI recognizes the importance of fair and equitable compensation as a contributing factor to an adequate standard of living. ITI is committed to complying with applicable laws and standards relating to compensation and pay equity for its employees. Within its supply chain, ITI seeks to foster relationships with suppliers and partners that comply with applicable labour and compensation laws, as well as fundamental human rights. This commitment is reflected in the measures implemented by ITI to identify, prevent, and mitigate risks related to forced labour and child labour within its supply chain and is consistent with the principles set out in Article 25 of the Universal Declaration of Human Rights.

With respect to equity, diversity, inclusion, and accessibility, ITI has a plan aimed at evolving its practices and fostering a workplace where everyone can contribute fully. This plan focuses in particular on promoting equal employment opportunities, adopting inclusive practices, and reducing barriers that may limit access to employment and participation in the workplace, particularly for persons with disabilities.

Our Community Involvement
Our social commitment also extends to the communities in which we operate. Through the ITI Foundation, the organization contributes to initiatives aimed at improving access to technology for young people from disadvantaged backgrounds.

ITI aims to make a positive contribution to its community while fostering a respectful, inclusive work environment that supports the development of its employees.

Governance
ITI places particular importance on integrity, sound business practices, risk management and the protection of information entrusted to the organization.

Our governance approach is supported in particular by structured management systems and continuous improvement mechanisms, including our ISO 9001 certification for quality management and ISO 27001 certification for information security management.

These frameworks help structure our processes, responsibilities, control mechanisms and management practices, thereby contributing to the organization's sound governance.

Our Approach

ITI adopts an approach suited to the nature of its activities and its level of ESG maturity.

The organization seeks to identify the ESG issues that are most relevant to its activities and to evolve its practices accordingly. Consultation and dialogue with our employees, clients, suppliers, partners and other stakeholders help inform this process.

Our ESG priorities are reviewed annually to ensure they remain aligned with our activities, strategic direction, stakeholder expectations and the evolving legislative, regulatory and business environment.

As our approach evolves, ITI intends to continue structuring its practices and, where appropriate, develop mechanisms to monitor progress.

Our Business Relationships

ITI operates within an ecosystem in which environmental, social and governance considerations are playing an increasingly important role.

We are progressively integrating relevant ESG considerations into our relationships with clients, suppliers and partners, taking into account the nature of our activities and the evolution of our approach.

We foster business relationships based on integrity, accountability, compliance with applicable requirements and the continuous improvement of our practices.

Governance and Policy Evolution

ITI's management is responsible for overseeing the evolution of the ESG approach and ensuring that it remains aligned with the organization's strategic direction and activities.

This policy and ITI's ESG priorities are reviewed periodically, and at least annually, to reflect changes in our practices, activities and stakeholder expectations.

Beginning in 2027, ITI will publish an annual report on the progress of its ESG initiatives alongside its annual financial statements.