



2021 SUSTAINABILITY APPROACH

Dear team members,

It's no secret that 2020 has been a year of seismic disruptions to our ways of living, working, and interacting with each other. The global COVID-19 health crisis and its ramifications will have a long-lasting impact on world economies and trade. More significantly, it has also led us, as individuals, to re-examine what it truly means to be healthy.

Today, we must consider not only our own state of health and that of our loved ones, but also that of the planet which supports and enables human life. The consequences of climate change have become increasingly apparent, and each one of us is being called upon to take immediate, decisive action as individuals, communities, and nations.

The time has come for us to unite as one team, as 1Force, and elevate our commitment to global health and wellness to a new level. This is why today, we're pleased to introduce our Sustainability Approach.

ABOUT OUR GLOBAL SUSTAINABILITY APPROACH

These carefully crafted strategic guidelines, which will impact every area of our business moving forward, highlight the importance of doing our part to re-establish balance and good health to our planet while also continuing to drive Englobe's 2023 Strategic Plan.

Every aspect of our Sustainability Approach will focus on three main pillars. They are:



We will contribute to a healthy living environment



We will reduce our company's overall environmental footprint



We will work to ensure Englobe's continuing economic vitality



From these pillars, we have identified six fundamental strategic initiatives, which will guide us as we will craft our Sustainability Policy. They are:

- Establishing a comprehensive **sustainable development governance** structure at Englobe
- Conducting a **thorough assessment** of our current situation
- Maintaining our commitment to **health and safety**
- Creating a company-wide **Advisory Committee on Cultural Diversity**
- Implementing a **waste management** strategy
- Implementing a **responsible procurement policy**

Building our Sustainability Policy is a work in progress. While many of its initiatives are intended to change our internal processes and ways of working, they will also be strategically important in the ways we design and deliver our projects and interact with our business partners and host communities.

This work has already begun. In fact, several of these sustainability concepts have been fundamental to Englobe's daily operations for many years; they include Englobe's commitment to our employees' health and safety, as well as several Human Resource programs and actions.

DOING OUR PART

It's clear that each of us will have a critical role to play in the success of our new Sustainability Policy. We can all contribute to identifying ways to transform the Policy's guidelines into measurable and concrete actions. Your suggestions, contributions and input will be key to crafting a document which will be aspirational, yet will also provide us with clear directions and tangible actions to take in every circumstance.

We must all work together to ensure these goals can be stringently met and respected in every area of our business. Together, let's make a commitment to create meaningful outcomes and build a sustainable future. The health of our planet depends on initiatives like this.

Sincerely,

Mike Cormier

Alain Robichaud

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Englobe is focused on the long-term growth of our business for our team, clients, suppliers, investors and communities. Our people, our communities and our environmental footprint are at the center of everything we do. This means we are creating meaningful outcomes to build a sustainable future.

6 FUNDAMENTAL STRATEGIC INITIATIVES

1 Establishing a comprehensive sustainable development governance structure at Englobe

2 Maintaining our commitment to health and safety

3 Implementing a waste management strategy

4 Conducting a thorough assessment of our current situation

5 Creating a company-wide Advisory Committee on Cultural Diversity

6 Implementing a responsible procurement policy