

ESG

POLICY

emo  batimo

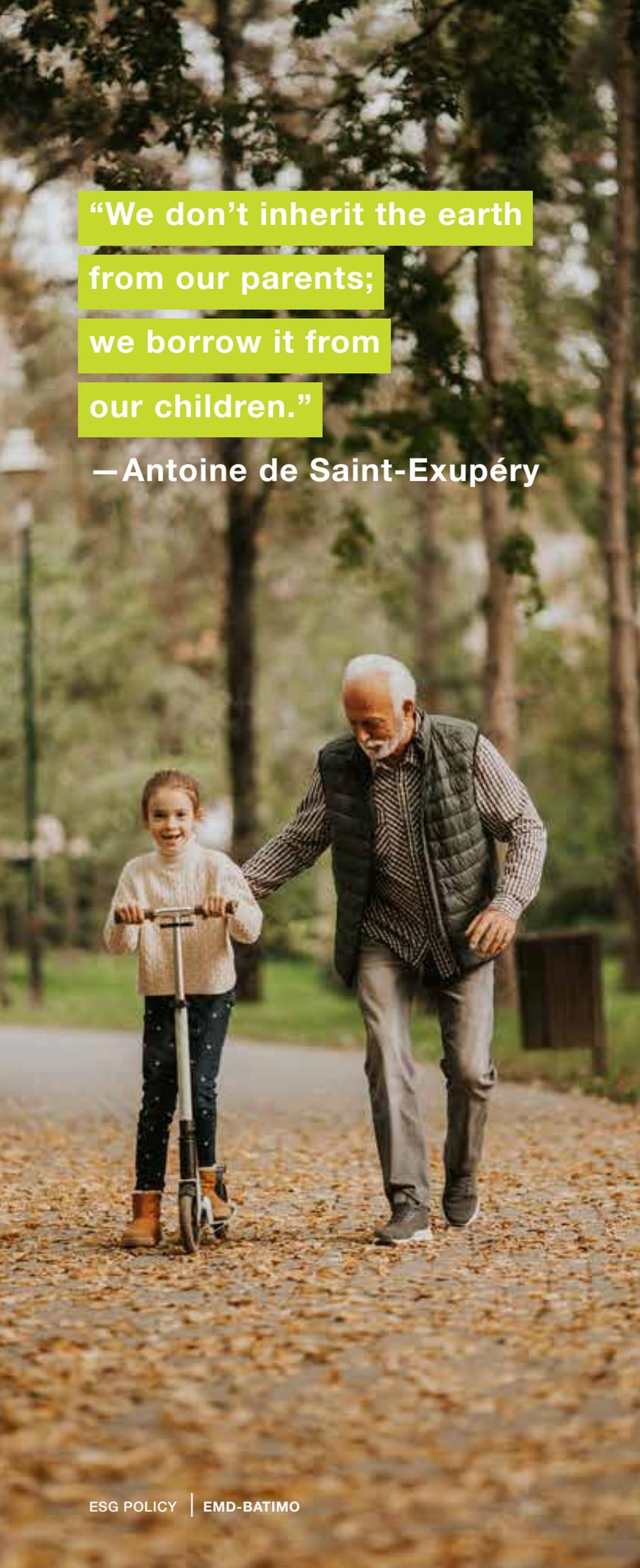
2024 Edition





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“We don’t inherit the earth
from our parents;
we borrow it from
our children.”

— Antoine de Saint-Exupéry

Introduction

At EMD-Batimo, our business vision extends well beyond the mere building of living environments. Since the very beginning, we have involved ourselves in every aspect of the company, with a firm determination to make a difference in people’s lives, whether it be our employees, our clients, our partners or the communities in which we develop real estate projects. We have prospered over time with the intention of creating long-term value.

Our vision evolves and is now focused on sustainability. Our commitment towards the “Environment, Social and Governance” (ESG) criteria is now an integral part of our long-term strategies. This approach is endorsed by the executive committees and our various partners. It allows us to become a company that is more engaged, inspiring and attractive for future employees, to strengthen our business relations, to foster innovation, to benefit from an easier access to capital and, more importantly, to play an active role in the creation of a better world for all.

Who is EMD-Batimo?

Since 1994, EMD-Batimo has been a leader in the construction and real estate sector in Quebec, specializing in multi-residential complexes (conventional and 55+), retirement residences, and social and affordable housing. Attentive to its clients, the group offers a unique, distinct product that meets their needs. With over 10 000 housing units built or in development, the company stands out for its vertical integration, AI integration, and commitment to responsible ESG practices.

ESG

Objectives

The primary objective of this policy is to improve our operational performance across all levels of the organization to reduce our environmental impact and improve our social impact.

In order to achieve this, we initially developed an implementation plan that is aligned with the ESG factors and EMD-Batimo's financial criteria and vision with regards to sustainable development for the short, medium and long term. This policy is thus integrated into EMD-Batimo's overall business strategy and gives a clear indication of the path the company wants to follow. This is an exercise that enhances the existing decision-making processes.

The success of this policy rests on the engagement of each and every one. We are not content to simply review our internal practices; we strive to influence the entire supply chain, down to the level of the residents.

EMD-Batimo made a commitment to:

Act responsibly and demonstrate initiative with respect to sustainable development;

Define the sustainable development principles and practices that are relevant to its different areas of expertise: development, construction, operation and integration of ESG factors in its decision-making and management processes;

Implement actions to ultimately have a positive impact on the environment and society;

Collaborate with and influence all internal and external stakeholders to create synergy and foster the pooling of approaches and knowledge to achieve the objectives;

Establish a process for the continuous improvement of sustainable development practices to change its construction and operational methods based on the ESG factors;

Involve employees and all other stakeholders in the taking of concrete actions, the development of programs and the implementation of projects focused on the ESG factors to enable EMD-Batimo to deliver on its commitments;

Measure the results, assess the progress made and disseminate this information. This policy constitutes the framework for EMD-Batimo as it implements this commitment.

Scope

This policy applies to all persons working at EMD-Batimo and to all external consultants. It is incorporated at all stages of the company's operations. By adopting and disseminating this policy, we wish to influence the suppliers and subcontractors, so that they may contribute to the fulfillment of our sustainable development goals.

Guiding Principles

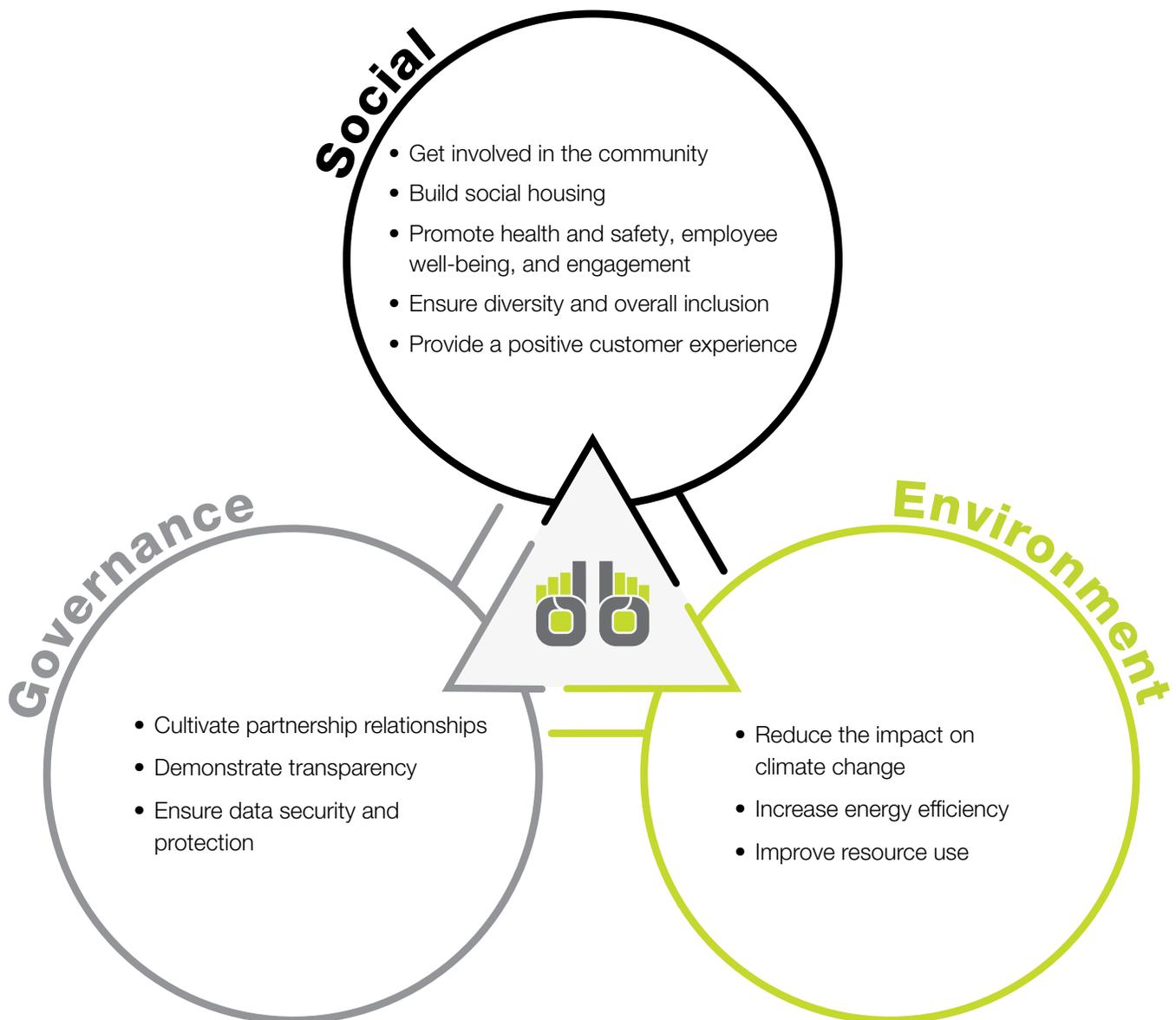
According to the UN, the Sustainable Development Goals are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate change, environmental degradation, peace and justice. The Goals interconnect and, in order to ensure a just transition that leaves no one behind, it is important that we achieve each Goal and target by 2030.

EMD-Batimo drew inspiration from these 8 principles to develop its sustainable development policy, which incorporates the 3 ESG factors.



ESG Guidelines

The **ESG criteria** are the three principles that encompass the company's operations and that have an impact on society and the environment. Within these criteria, we have outlined our various priorities.



Environment

We aim to implement measures to reduce the impact of our activities on climate change and improve the energy efficiency of our buildings while planning future constructions with this vision. Construction and operational methods should focus on optimizing resource use and, more broadly, minimizing their adverse effects on society and the environment.



Governance

For as long as we can remember, our company values include integrity, transparency, honesty, and trust, and we develop partnership relationships based on these principles. Through our coordinated actions and collaboration with our various stakeholders, we can sustainably contribute to the needs related to the organization's growth. Furthermore, we continuously adjust the protection of personal information for our residents and employees according to best practices to ensure data security and protection.





Social

We wish to continue our involvement in the community every time we develop a new project. Additionally, the company always aims to build connections with various stakeholders during this crucial stage. This way, we can immerse ourselves in the reality and needs of the future residents to design the best project. This involvement never really stops, as the company is committed to supporting local organizations and developing or participating in events.

We strive to provide our employees/residents with a healthy work/living environment to preserve their physical, social, and mental health, thereby contributing, in our own way, to improving their quality of life. Promoting well-being and engagement through various programs is at the heart of the actions developed by EMD-Batimo. Furthermore, we ensure to offer an environment that fosters social inclusion.



Customer experience is now a key element in the success of any business. Partnering with a company specialized in customer experience, EMD-Batimo has implemented a program to measure and understand residents' perceptions and emotions regarding the quality of its product and service offerings, as well as the quality of the customer relationship.

Implementation

The implementation plan contributing to the three **ESG criteria** aims to promote the coherence of actions taken by a wide range of stakeholders. These actions have been selected based on the significant impact they can have to help EMD-Batimo achieve its objectives. They are listed in the detailed plan, which includes indicators, targets, and timelines to measure the success of the policy's implementation and establish a continuous improvement dynamic.



Responsibility

Application of the ESG Policy resides with the Vice-president Sales, Marketing & Operations.

For the purpose of this Policy, EMD-Batimo has established a committee on sustainable development, whose mandate is to:

- Develop an action plan and performance indicators to ensure the achievement of objectives, for consideration and approval by the executive committee;
- Coordinate the implementation of the action plan;
- Build awareness among employees, suppliers and partners of the importance of achieving the objectives;
- Ensure a strategic watch on innovative approaches with regards to sustainable development;
- Implement a strategy for the continuous improvement of this policy, and submit, if need be, any desirable amendments to the executive committee;
- Report on progress achieved towards the fulfilment of the objectives to the executive committee on a quarterly basis;
- Produce and disseminate the annual report.

Revision and dissemination

The Policy may be revised, if need be. It will, however, be reviewed on a three-year basis from the date of its adoption.

The Policy will be made available on the company's website to inform partners, financial institutions, investors, associations or other groups of the company's commitments.

Conclusion

Sustainable development and ESG criteria are indispensable when it comes to economic development and investments, no matter the industry. Success no longer rests solely on financial results, information dissemination, climate change or diversity, but rather on the integration of all these principles at the core of our business strategy.

In order to successfully implement our sustainable development policy, we will have to rely on:

- Commitment from upper management
- Employee and stakeholder engagement to find and adopt new ways of doing things
- Clear and efficiently communicated objectives
- Well articulated implementation that will take into account the corporate realities to ensure the successful implementation of the policy
- Monitoring of the objectives to attain the desired results

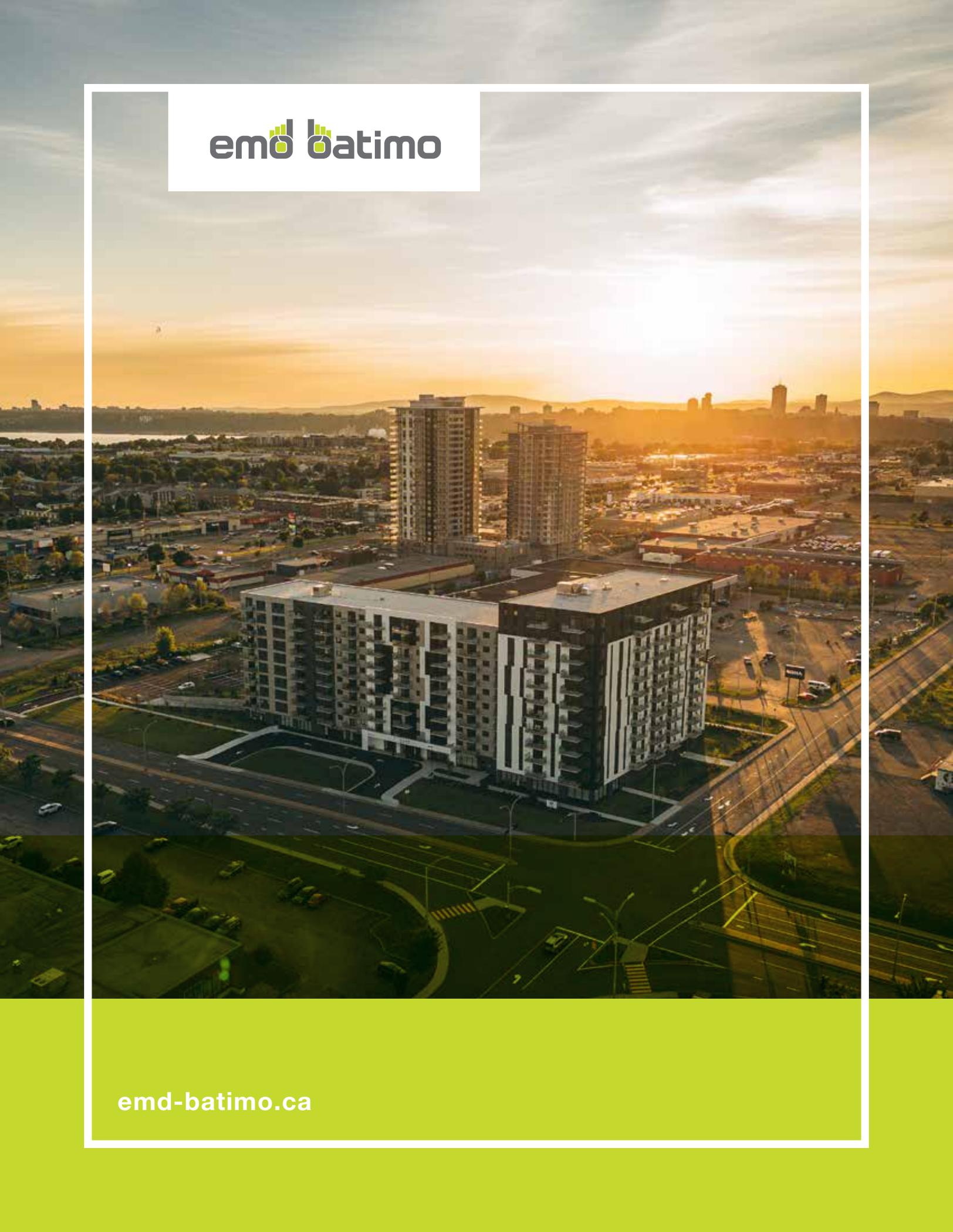
By building on our strengths, our vertical integration, our understanding of the needs of our clients and our professionals, we can start building the real estate projects of tomorrow that incorporate the ESG criteria.





“Our company has continued to grow in a changing industry and we have faced the many ups and downs of the market. It’s in this spirit that we wish to continue our development in a sustainable manner. We are making our commitment towards this policy for all of us today, but especially for the future and for the generations to come.”

—Francis Charron and Marc Dubuc, Presidents



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