



Diversity, Inclusion and Equity Policy

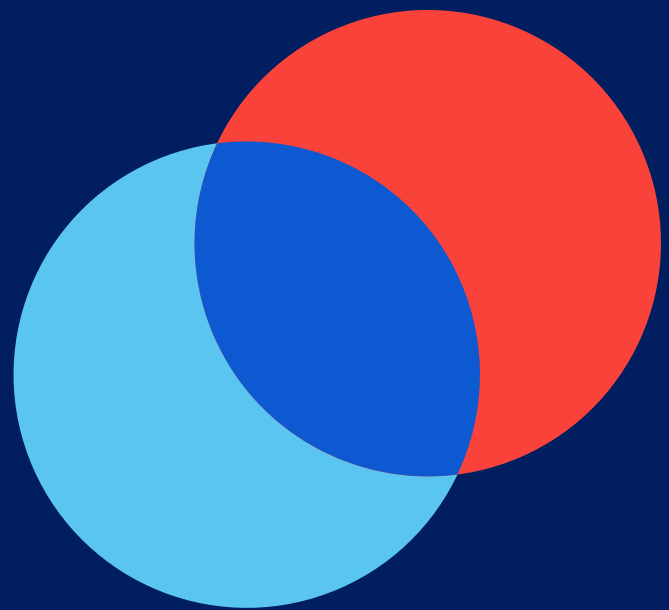




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1. About us

Our firm brings together attentive experts who demonstrate rigor and inventiveness every day. Over the years, we have developed extraordinary expertise in tailor-made digital solutions. Diversity serves as a catalyst for innovation and excellence in our activities. That's why we strive to create an inclusive and secure work environment that reflects the society in which we live and work, promotes individual and collective growth, and fosters a sense of belonging for all.

We believe it is important to celebrate the unique character of each individual. Therefore, we encourage diversity in all its forms. Diversity can be expressed in numerous ways, including national or ethnic origin, immigrant status, indigenous status, language, color, religion, age, gender identity, sexual orientation, marital status, civil status, education level, socio-economic status, diversity of abilities (physical and cognitive), experiences, thoughts, and beliefs.

Implementing this policy is a concrete first step in affirming our support for diversity, equity, and inclusion (DEI), and recognizing that diversity of backgrounds, strengths, and perspectives contributes to long-term value generation for our company, our clients, and other stakeholders.

2. Scope

Our objective is to create a healthy, secure, inclusive, and fulfilling work environment and corporate culture for candidates and employees seeking a career at nventive, while ensuring fair opportunities for all.

This policy applies to all nventive personnel. It does not apply to clients or partners, although nventive is committed to not accepting disrespectful or discriminatory behavior from them.

3. Definitions

For the purposes of this policy, the following definitions apply¹.

- **Diversity:** Diversity refers to the conditions, modes of expression and experiences of different groups defined by age, level of education, sexual orientation, parenting status or responsibilities, immigration status, aboriginal status, religion, disability status, language, race, place of origin, ethnic origin, culture, socio-economic status and other attributes.
- **Équity:** Equity is synonymous with justice, meaning that people, whatever their identity, are treated fairly. This means ensuring that resource allocation and decision-making mechanisms are fair to all, and do not discriminate on the basis of identity.
- **Inclusion:** Inclusion refers to creating an environment where all people are respected equally and have access to the same opportunities, an environment that welcomes, respects and values diversity so that all staff members feel they have a place, can contribute, and can earn recognition for that contribution.



4. Our commitments

To achieve this, nventive is committed to creating a corporate culture and work environment that is respectful and free from any form of discrimination. We aim to raise awareness and promote the principles of DEI (Diversity, Equity, and Inclusion) throughout the entire company and advance this commitment through the following measures:

4.1. Implementation of an evaluation and monitoring system

- Conduct a workplace and personnel assessment on DEI to identify areas for improvement.
- Develop an action plan based on feedback from staff members that contributes to achieving DEI goals.
- Monitor and evaluate the progress made in terms of DEI on an annual basis.
- Establish a DEI committee responsible for implementing this policy.
- Establish a process for managing DEI-related complaints.

4.2. Strengthening DEI initiatives

Integrate DEI principles into all programs, processes, policies and practices, including :

- Providing equal employment opportunities to all employees and candidates, regardless of their backgrounds, for executive positions, committee appointments, and staff recruitment.
- Ensuring equal opportunities for career development and advancement within nventive for all employees while mitigating potential unconscious biases in employment decisions and talent practices (performance, development and training, performance management).
- Promoting diversity from the recruitment and hiring process by encouraging diverse candidate pools, utilizing fair and inclusive selection criteria, and implementing measures to mitigate unconscious biases in the recruitment, compensation, and recognition processes.
- Providing a respectful work environment, availability of support services, and retention efforts.

4.3. Encouragement and support for DEI

- Provide necessary tools, resources, and reasonable accommodations for employees with disabilities, including physical, mental, cognitive, or psychological conditions, as well as learning opportunities for all employees to contribute to promoting and supporting a fair, diverse, and inclusive work environment.
- Include DEI training as part of the onboarding process for all new employees, including executive members.
- Raise awareness among all employees about unconscious biases.
- Regularly communicate the results of the DEI initiatives to strengthen nventive's commitment to DEI principles among all employees, including executive members.

4.4. DEI in our services

- Strive to incorporate DEI considerations in client recommendations.
- Support product design teams (Designers and Product Owners) in integrating accessibility and inclusion considerations into the developed products (through training, knowledge sharing, and specific documentation), with the assistance of the "Accessibility" committee.



5. Responsibilities

Management is responsible for the content, adoption, and implementation of this policy. It is also responsible for communicating the information required for its application to all our stakeholders (personnel, customers, etc.), and for reviewing the policy every three years to ensure its alignment with our values, legal obligations, and business strategy.

The Diversity, Equity, and Inclusion Committee is responsible for the following:

- Communicating about various actions for staff members and managers.
- Promoting DEI themes through communications and training to raise awareness among all staff members on these topics.

Each employee is responsible for the following:

- Respecting the dignity and diversity of all individuals.
- Contributing to the creation of an inclusive environment free from discrimination, harassment, and intimidation by collaborating, respecting, and listening to different opinions and perspectives.
- Enhancing their understanding of potential unconscious biases and how they can hinder our ability to be more inclusive and collaborate with each other.
- Focusing on conscious inclusion to be more intentional in actions that promote diversity, equity, and belonging.
- Immediately reporting any concerning behavior to a manager or a member of the People and Culture team to seek support.

Manager responsibilities within their teams:

- Adopt a conscious inclusive attitude and other behaviors that promote equity.
- Be aware of biases and mitigate any unconscious biases in employment decisions and talent practices (including performance and development, compensation, hiring).
- Create an inclusive and safe work environment that supports DEI (Diversity, Equity, and Inclusion) and behaviors that reinforce those values.
- Ensure a workplace free from discrimination, harassment, and intimidation (refer to pages 33-34 of the Employee Handbook).
- Consistently exhibit inclusive leadership behaviors by valuing all perspectives and listening to different viewpoints.
- Set an example of inclusive and respectful behavior in the work environment and in all work-related activities.

Failure to meet these expectations may result in disciplinary measures.