

## THE SUSTAINABLE DEVELOPMENT CHARTER

Aware of the current environmental and social challenges, our cooperative is committed to integrating eco-responsible practices into all its operations and actively promoting these values among its members.

This charter reflects our determination to act for a more RESPONSIBLE and fairer future for all.

### OUR COMMITMENTS

- 1. Integrating Sustainable Development Principles :** The cooperative embeds sustainable development at the heart of its values and organizational practices, promoting and fostering collaboration to co-create sustainable solutions.
- 2. Promoting Sustainable Practices :** Groupepex encourages eco-responsible behaviors by supporting its members in adopting better practices and communicating sustainable progress and innovations.
- 3. Reducing Environmental Impact :** The cooperative is committed to minimizing its environmental and social footprint by prioritizing circular economy principles and good environmental practices.
- 4. Responsible Sourcing :** The cooperative ensures the sustainability of its supply chains by evaluating supplier practices and promoting durable products.
- 5. Valuing Human Capital :** In collaboration with its members, the cooperative develops initiatives to attract and retain talent, while fostering a respectful and supportive work environment that encourages professional growth for its employees.



These commitments reflect Groupepex Cooperative's determination to play an active and responsible role in promoting sustainable development across all its areas of activity.

**ROOTED  
IN THE FUTURE**

### ADOPTED ON

MAY 20, 2024

This is the second version of the charter, originally adopted on February 6, 2020.

*Pierre Dagenais*

**Pierre Dagenais,**  
President

*Sébastien Cordeau*

**Sébastien Cordeau,**  
CEO