



Corporate Social Responsibility Policy

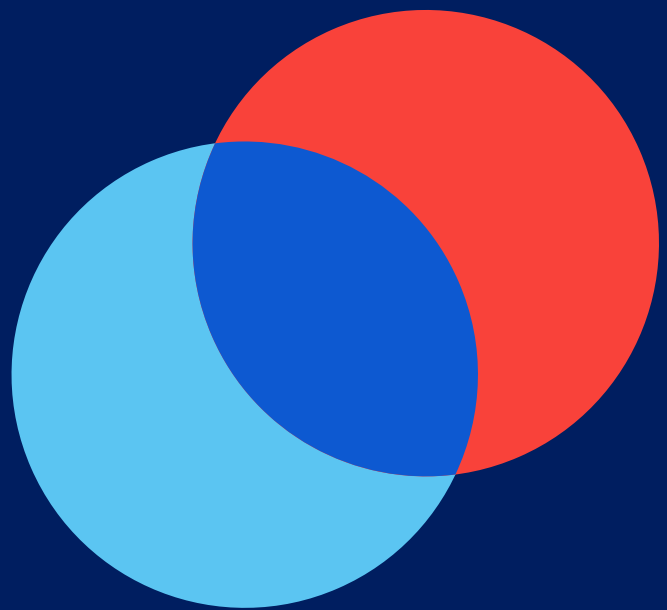




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1. About us

Our firm brings together attentive, rigorous, and innovative experts. Since 2008, our teams have developed over 1000 web and mobile applications for leading organizations in Canada and the United States, who have greatly benefited from our digital engineering.

Over the years, we have developed exceptional expertise. We master all areas of competence in our industry, which allows us to bridge the gap between strategy and technology and provide engaging digital experiences that enhance or facilitate users' lives. Complexity doesn't intimidate us; on the contrary, we embrace it.

We enjoy solving challenging or delicate technological problems. Driven by the same passion, we deliver custom, innovative digital products that perfectly align with our clients' data and user needs.

At nventive, we are aware of the opportunities and challenges that technology and innovation present for environmental issues and our communities. For this reason, we are committed to using our expertise to engage in a path that will allow us to have a positive environmental and social impact, generating long-term value for our company, clients, and other stakeholders

2. Scope

nventive aims to be both a responsible corporate citizen and a driver of change in its community and industry. We strive to extend the application of this policy to all of our operations and to our staff and administrators (both employees and contractors), our management committee, our suppliers, and shareholders.

3. Our commitments to sustainable development

To achieve this, nventive commits to:

- Implementing a revised ESG (Environmental, Social, and Governance) action plan every two years.
- Building trust in our ESG approach by:
 - Publishing quarterly internal updates on the progress of the action plan and an annual report on the actions taken.
 - Ensuring the implementation of this policy by the CSR committee and allocating the necessary material, financial, and human resources for the plan's implementation.
 - Complying with all laws and regulations applicable to our field.



- Raising awareness among all our stakeholders about the following issues:
 - Privacy and data security.
 - Responsible product development.
 - Diversity, equity, and inclusion.
 - Energy and greenhouse gas management.
 - Waste management within a circular economy perspective.
- Promoting the adoption of environmentally responsible behaviors among our staff, clients, and suppliers, while ensuring the economic viability of the relationship by:
 - Balancing the security and innovation of our solutions with environmental and social considerations.
 - Promoting the hiring of new resources and ensuring employee satisfaction through our welcoming and inclusive culture, documentation, evaluation, and monitoring.
 - Establishing a responsible purchasing program. • Additionally, we aim to manage the impacts on the natural environment by:
 - Creating high-performance and sustainable solutions and promoting the implementation of green programming principles to ensure maximum energy efficiency.
 - Reducing the amount of waste generated. • Bringing together our staff and community through environmentally and socially beneficial actions by:
- Implementing a community outreach program that encourages staff involvement in volunteer activities.

4. Responsibilities

The management of nventive is responsible for the content, adoption, and implementation of this Policy. They are also responsible for conveying the necessary information for its application to all stakeholders (staff, clients, etc.).