

Policy

Sustainability

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1 Scope and Application

Founded in 2015, CDPQ Infra specializes in executing major public infrastructure projects. The CDPQ Infra model integrates financial capacity with technical expertise to successfully execute major infrastructure projects.

Its teams consist of multidisciplinary specialists in planning, engineering, operations assessment, environment, communications, and relations with communities and public authorities.



Scope

This policy (" **Policy** ") sets out CDPQ Infra's commitment to apply best innovative sustainable practices in the development of major infrastructure projects, with the goal of maximizing the benefits for communities for each project developed.

The organization will deploy this Policy at all stages of a project, including planning and engineering, financing, delivery and operation.

Any reference to CDPQ Infra in the Policy is a reference to CDPQ Infra Inc. and its subsidiaries.



Application

The Policy applies to all:

- officers and employees of CDPQ Infra ("**Employees**")
- directors of CDPQ Infra ("**Directors**")
- **Agents** third parties acting on behalf of CDPQ Infra during its activities ("**Agents**")

2 Guiding principles and strategic pillars

CDPQ Infra relies on an integrated approach to ensure sustainable development (SD) and address key ESG (environmental, social, governance) material issues throughout every stage of an infrastructure project.

These material topics have been grouped under four (4) strategic pillars, all presented below. The first two pillars target CDPQ Infra's corporate activities, while the other two target projects carried out by the organization, including the REM.

PILLARS	CDPQ Infra		REM			
	GOVERNANCE	GENERATOR (social)	BUILDER (environment)		CATALYST (social & economic)	
Main themes	Integrity, ethics and accountability	Management of human capital	Emissions, energy and climate change	Resource use and waste management	Socioeconomic impact	Customer satisfaction, accessibility and reliability
Priority material topics	<ul style="list-style-type: none"> → Responsible investment → Regulatory compliance → Business ethics → Responsible purchasing and supplier commitment → Human rights 	<ul style="list-style-type: none"> → Health and safety → Diversity, equity and inclusion → Talent attraction and retention → Training and career development → Employees engagement and satisfaction 	<ul style="list-style-type: none"> → GHG management and transit decarbonization → Energy efficiency and renewable energy → Climate change adaptation and resilience 	<ul style="list-style-type: none"> → Preservation of biodiversity and ecosystems → Water consumption and management → Waste and residual materials management → Ecodesign and use of sustainable materials 	<ul style="list-style-type: none"> → Stakeholder engagement, Indigenous consultation and social acceptability → Community commitments → Socioeconomic benefits of projects → Heritage and art 	<ul style="list-style-type: none"> → Reliability and security → Satisfaction and safety → Universal accessibility

This policy contributes to 8 United Nations Sustainable Development Goals.



The pillars and the actions that form part of them are briefly described below.

GOVERNANCE

CDPQ Infra has an ethical governance mechanism with a sensitivity to today's societal issues.

The actions under this pillar are as follows:

- Develop a governance structure that enables reliable reporting based on best practices;
- Measure and monitor sustainable performance, identifying key indicators;
- Develop sustainability training to raise awareness among new Employees and conduct annual internal and external sustainability communication.
- Strengthen the responsible procurement strategy and inform our suppliers.

GENERATOR

CDPQ Infra positions itself as a generator of talent and innovation by engaging its Employees to inclusive and innovative projects that foster the development of future skills.

The actions under this pillar are as follows:

- Develop a centre of expertise for large-scale infrastructure projects in Quebec;
- Continue training and career development of Employees by including sustainability principles;
- Promote a healthy, inclusive and diverse workplace.

BUILDER

CDPQ Infra defines itself as a builder of sustainable, eco-designed and economically efficient infrastructure projects aimed at accelerating the decarbonization of cities.

The actions under this pillar are as follows:

- Define a climate change adaptation plan;
- Adopt a strategy to significantly reduce GHGs;
- Identify best practices for a responsible waste management;
- Promote eco-design principles and the use of sustainable materials, emphasizing biodiversity protection.

CATALYST

CDPQ Infra serves as a catalyst for socio-economic development by investing in sustainable and modern infrastructure that benefits communities and revitalize cities.

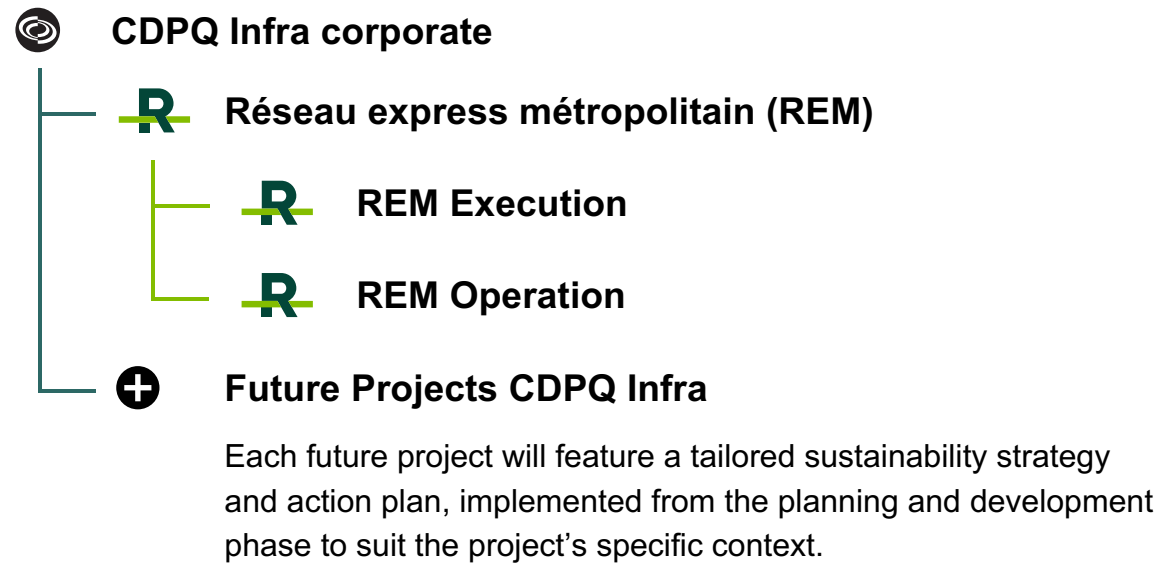
The actions under this pillar are as follows:

- Ensure stakeholder commitment all key stages to enhance the social acceptability of projects;
- Maximize socio-economic benefits to revitalize cities;
- Promote sustainable mobility and universal accessibility.

Business Units

CDPQ Infra will deploy its sustainability strategy by adapting it for each of its business units.

These business units are as follows:



Accountability

CDPQ Infra, through the Executive Committee, is committed to measuring the performance of the actions presented above and the indicators associated with them.

Starting in 2024 or at such time as the Board of Directors of CDPQ Infra deems appropriate, an annual sustainability report will be submitted to the Executive Committee for review and approval.

3 Governance

CDPQ Infra's Board of Directors, on the recommendation of the Human Resources and Governance Committee, approves the Policy.

The Executive Team recommends any revision of the Policy to the Human Resources and Governance Committee.

4 Revision

This Policy is reviewed at least every three years unless it is necessary to review it before.

