

Imagine tomorrow

RÉGIS

SUSTAINABILITY REPORT 2025

Our Commitment
Concrete Actions for a
Sustainable Future





**We imagine
tomorrow and
design what
lasts.**

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This report showcases our responsible practices, tangible initiatives, and commitment to embedding sustainability into our decision-making, helping build stronger and more resilient communities for the future.

01

Message from our Associates

People, ideas and
collaboration at the
heart of everything
we do.



Welcome to RÉGIS' inaugural Sustainability Report. It is an honor and a privilege to share our firm's first comprehensive effort to measure, manage, and communicate our environmental, social, and governance performance.

Since our founding, RÉGIS has approached design excellence and responsible stewardship as inseparable. As an architecture firm, responding to environmental and social challenges has long been integral to our work. At a time when the world faces unprecedented pressures, from climate extremes to social inequities, our Sustainability Report marks an important step in strengthening our engagement and pushing our efforts further.

For RÉGIS, sustainability is central to our mission of imagining tomorrow. By integrating forward-thinking design with principles of resilience, equity, and environmental stewardship, we craft solutions that anticipate emerging needs and adapt to our clients' evolving priorities, delivering lasting value for people, communities, and the planet. Internally, we implement environmental management initiatives to reduce our footprint and foster a culture of environmental responsibility. We plan to establish a dedicated Sustainability Committee to guide our efforts, set clear targets and prioritize high-impact initiatives, so our strategy remains actionable and impactful.

Over the past year, our teams have collaborated across disciplines, harnessing advanced digital tools and rigorous quality processes to bring this vision to life. Whether designing

hydropower plants, transforming organic waste into renewable energy, or shaping the next generation of low-carbon commercial buildings and EV-battery facilities, we aim to leave a legacy of positive impact.

None of our achievements would be possible without our people. Our team members are the heart of RÉGIS – their passion, rigor, ingenuity, and shared purpose drive our culture and our success. Through learning and professional development plans, wellness initiatives, and an inclusive leadership model that values every voice, we cultivate an environment where team members feel supported, inspired, and empowered. It is this spirit of collaboration, partnering across departments and disciplines, that fuels innovation and ensures that our work not only meets client needs but exceeds community expectations.

We are particularly proud of the strong relationships we have built with the communities where we live and work. From Indigenous-led consultations that shape culturally responsive designs to strategic partnerships with industry bodies and community organizations, RÉGIS is more committed than ever to drive meaningful, inclusive development and improve community quality of life.

Thank you for joining us on our sustainability journey. As we approach our 50th anniversary next year, we renew our commitment to the next 50 years – continuing to innovate, partner, and lead in creating resilient and equitable communities for generations to come.

**Caroline Guérard, Partner Architect,
Sustainability Leader.**



“ We design solutions that anticipate emerging needs and adapt to our clients’ evolving priorities, delivering lasting value for people, communities, and the planet. ”



Associates, from left to right

Back row: Tinh Nguyen, Jérôme Côté, Caroline Guérard, Marie-Claude Fournier, Jocelyn Boilard, Régis Côté

Front row: Magalie Michel, Félix Côté, Stéphanie Côté, Olivier Lalancette

02

About RÉGIS

Leading positive change
for a more sustainable
world.



RÉGIS at a Glance

Founded in 1976, RÉGIS is a Québec-based architecture and planning firm with around 118 professionals across offices in Québec City, Montréal, and Trois-Rivières. Over the past years, RÉGIS has built a reputation for delivering fully integrated services, from architecture, interior design, urban planning, master-planning, virtual 3D modeling, and building-science consulting.

Guided by a sustainability vision, we prioritize respect for people, the environment, budgets, and schedules in every assignment. Whether designing energy efficient commercial facilities, infrastructure, or community-focused public spaces, RÉGIS combines creative collaboration with technical rigor to generate lasting value for clients and communities.



3
OFFICES

Québec
Montréal
Trois-Rivières



PROJECTS

locations across
Québec and Labrador



AVERAGE WORKFORCE
OF **118** EMPLOYEES
DURING 2025

10
ASSOCIATES

7
EQUITY PARTNERS

3
STRATEGIC PARTNERS



Mission and Vision

People are the reason we design. Communities are the legacy we create.

Everything we do begins with people.

At RÉGIS, we believe that architecture, planning and design have the power to improve quality of life. Every project we undertake aims to create meaningful environments that strengthen communities, foster well-being, and prepare future generations for tomorrow's challenges.

Our mission and vision define where we are going. Our values define how we get there.

Vision

Future Ready:

RÉGIS is committed to anticipating market shifts, investing in technology, and staying ahead of industry changes.

Mission

Imagine Tomorrow:

RÉGIS develops future-ready solutions and embraces continuous innovation, ensuring every project thrives in a rapidly evolving world.

Our Core Values



Reliable

We honor our commitments.



Engagement

We believe great projects are built through collaboration, trust, and genuine partnership.



Agility

We adapt with precision and flexibility.



Boldness

We challenge convention to drive change.



Authenticity

We foster trust through transparency.

03

Sustainability Impact

A shared commitment
to innovation, well-being
and a better tomorrow.





As architects, designers, and planners, we hold a responsibility, and a critical opportunity, to shape how buildings and infrastructure are designed, built, and operated. Embracing this responsibility makes sustainability an imperative for RÉGIS. At the heart of our vision is the belief that truly sustainable architecture must not only balance environmental responsibility with social well-being and economic prosperity today, but also remain resilient and future-ready in the face of evolving challenges.

In practice, this means designing buildings and infrastructure that reduce energy and resource consumption, foster healthy indoor environments, use materials selected for low embodied carbon and durability, and thoughtfully integrate with surrounding communities. Our approach prioritizes lifecycle value, recognizing that early design decisions influence operational efficiency, support strong

performance over the full lifecycle of projects, and minimize the need for costly interventions over time. Future-ready projects must also anticipate changing climate conditions, shifting user needs, and emerging technologies, ensuring that structures can be retrofitted, repurposed, or expanded efficiently and with minimal waste.

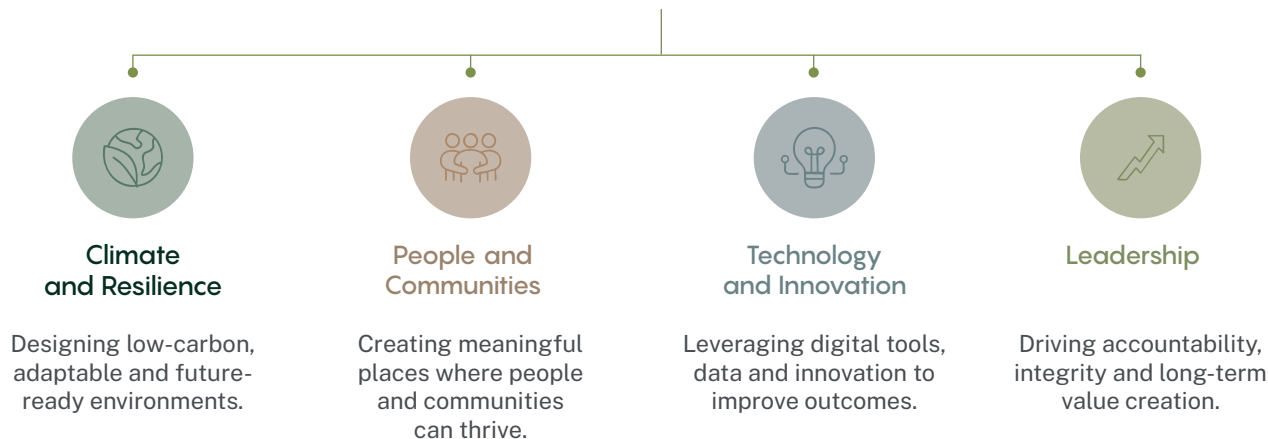
Beyond our project work, we strive to make a meaningful difference in the communities where we live and work. Internally, we implement environmental management initiatives to conserve energy, manage waste, and lower our operational footprint. Externally, we collaborate with industry organizations and public agencies to advance resilience and sustainability at a regional scale. We amplify our impact through strategic sponsorships and partnerships with local charities, modeling the stewardship and social responsibility we design into the built environment.

Sustainability Framework

At RÉGIS, sustainability is not a standalone initiative. It is embedded in the way we lead, innovate, collaborate, and design. Our framework is built around four interconnected pillars that guide our decisions, measure our progress, and shape the long-term impact of our projects, our people, and our communities.

IMAGINE TOMORROW

Our sustainability framework guides how we design projects, develop our people, and create long-term value.



Each pillar is supported by specific, measurable key performance indicators. We acknowledge that a diverse range of clients and stakeholders is involved in the architecture and engineering industry, each with unique priorities, resources, and regulatory pressures.

To ensure our framework remains relevant and stakeholder-aligned, we will conduct annual internal reviews to reassess the significance of each pillar, incorporate emerging client concerns, and refine our performance indicators accordingly.



2025

Performance Key Numbers

Progress measured across the four pillars of our sustainability framework.

FOUR PILLARS. ONE SHARED AMBITION.

Our sustainability framework connects environmental performance, human impact, innovation and responsible leadership to build a better future together.

Estimated total emissions: 414.56 tCO₂e

Estimated emissions per employee: 3.51 tCO₂e/FTE
(Full-Time Equivalent)



Climate and Resilience

Offices powered by nearly
100% renewable electricity

2025 Scope 1 and 2 emissions:

1.56 tCO₂e

30% of full time employees (FTEs) commuted to our offices using low-carbon transportation modes in 2025

Over 30 years of experience partnering with Hydro-Québec to modernize existing facilities and develop new hydropower projects totaling
\$20 billion



People and Communities

Formal Health and Safety program in place

Total Recordable Incident Rate (TRIR): **0**

Lost Time Injury Rate (LTIR): **0**

Dedicated socio-cultural managers organizing annual employee engagement events and celebrations

950 hours in training completed, averaging 8,1 hours per employee

Close to **25%** of our employees received professional licensure and development support

Support for **38** community organizations and non-profits



Technology and Innovation

Dedicated Design Technology Group

ISO 9001:2015 certified Quality Management System

4 active innovation initiatives aimed at enhancing operational efficiency

Tech-enabled quality control supported by knowledge base and design standards databases

100% of employees completed cybersecurity training

Achieved an advanced **BitSight** Security Rating in 2025 above the industry average



Leadership

Dedicated Management and Associate committees

Dedicated Associate Sustainability Lead, with a Sustainability Steering Committee planned for 2026

Cecobois:

- Bronze Partner
- Member of the Low-Carbon Wood Construction Initiative (CBCB)

Member of Quebec Capitale Climat Buildings Theme Group

04

RÉGIS' Sustainability Framework

Growing responsibly,
with people at the heart
of what we do.





Climate and Resilience

A changing climate demands both immediate action and forward-thinking design. By proactively managing our own environmental footprint and embedding sustainable design strategies into every project, we strengthen RÉGIS' operational resilience and our ability to deliver safe, durable, and future-proof projects.





Energy Consumption

Performance Highlights



Nearly 100% renewable
electricity used to power our offices.



Gas fuel is used only for emergency generator purposes.

Our three offices are in Québec, benefitting from the region's nearly 100% renewable, hydropower-driven grid. However, we recognize that energy efficiency remains essential, both to reduce our environmental impact but also to ease demand on the electric grid during peak periods. To that end, we evaluate efficiency measures to optimize energy consumption across our offices.

Most recently, we upgraded the heating, ventilation, and air conditioning (HVAC) systems in our Montreal office to reduce annual heating and cooling energy use. Other initiatives we are evaluating include upgrading older lighting systems to energy-efficient LED technology, smart lighting controls that adjust to occupancy and daylight levels, and power management settings on workstations and servers to reduce standby energy waste.



Carbon Emissions

Carbon emissions from our operations and supply chain activities represent the largest share of our environmental footprint. Reducing these emissions is crucial for mitigating the impacts of climate change and enhancing our overall resilience. At RÉGIS, our energy and environmental management initiatives help us reduce emissions across all three GHG scopes, direct (Scope 1), indirect from purchased electricity (Scope 2), and value-chain activities (Scope 3).

**2025 Estimated
total emissions
414.56 tCO₂e**

SCOPE 1 & 2 EMISSIONS

Performance Highlights: Scope 1 and 2 emissions: 1.56 tCO₂e

As a design and consulting firm, RÉGIS does not operate a large vehicle fleet and heavy machinery or maintain large, energy-intensive equipment on-site, so our Scope 1 emissions are inherently modest. We do not use gas or other fuels for heating or cooling. We do maintain backup generators at our offices for emergency power, but these are used only during outages. We have installed an on-site EV charger at our Montreal office, which helps us utilize hybrid and electric vehicles. When a specific project assignment requires

us to lease vehicles, we prioritize hybrids, full electric, or the most fuel-efficient conventional options available. On Scope 2 emissions, all three of our offices source electricity from Québec's nearly 100 percent renewable grid, result in very low scope 2 emissions. To calculate our emissions footprint, we follow the GHG Protocol methodology and apply emission factors published by Hydro-Québec in its annual sustainability disclosures.

SCOPE 3 EMISSIONS

Performance Highlights: 30% of FTEs commuted to our offices using low-carbon transportation modes. 3.5 tCO₂e/FTE (Full-Time Equivalent)

Scope 3 emissions generated across our supply chain beyond direct operations represent the largest portion of our carbon footprint. We are initially focusing our efforts on three key Scope 3 categories: employee commuting, business travel, and procurement of goods and services.

While we have not yet established formal commuting incentives, we encourage the use of public transit and carpooling when feasible. Low-carbon commuting modes were used by 30% of our employees. Additionally, at our Montréal office, our on-site EV charger encourages electric-vehicle use. Regarding business travel, we are currently evaluating how to best plan

and manage travel in a way that reduces emissions while maintaining operational efficiency and supporting business development activities.

In procurement, RÉGIS primarily purchases software licenses, general office supplies, IT equipment, and furniture. Currently, we strive to prioritize Energy Star-certified computer equipment. While we source most other materials and equipment from trusted vendors, we see a clear opportunity to integrate environmental criteria, such as recognized eco-labels, into our purchasing decisions, ensuring that the products we procure align with our sustainability goals.



Environmental Stewardship

RÉGIS has several active and planned environmental management initiatives to minimize our environmental footprint beyond energy consumption and carbon emissions.



Environmental initiatives



Recycling



Paper reduction



E-waste management



Culture of responsibility

Across our offices, we have formalize and encourage recycling by clearly indicating what materials belong in which bins, so that we can divert as much waste as possible from landfills. Currently, our obsolete electronics, computers, printers, and other IT equipment, are collected centrally and sent to certified e-waste recyclers, guaranteeing safe handling of hazardous components and the recovery of valuable materials.

To further reduce our resource consumption, we have invested in digital tools that minimize paper usage, including tablets for on-screen plan reviews, cloud-based mark-up systems, and centralized document management platforms. These measures have driven a measurable decline in printed materials. In addition, we manage our materials library responsibly by limiting physical samples and ordering materials only when they are directly relevant to project needs, reducing waste associated with unnecessary sampling.

Beyond these initiatives, we strive to foster a culture of environmental responsibility through our training and professional development initiatives and community engagement efforts. Environmental responsibility is a core focus of our community and industry engagement efforts, ensuring that sustainability is a key theme in the partnerships and events where we share best practices and aim to drive broader change.



Sustainable and Resilient Design

RÉGIS brings a multidisciplinary approach to every engagement, guiding projects from initial feasibility studies and master planning through detailed design, construction administration, and post-occupancy optimization. We never compromise on safety, quality, or our clients' objectives, with each decision driven first by rigorous risk management, technical excellence, and the specific goals of the stakeholder. While we pursue formal certifications when required, our teams strive to integrate sustainability and resilience strategies, such as energy modeling, material selection, and circular economy principles, into every project, even when a certification or the use of a specific rating system is not mandated.

Our team has strong experience in the design and construction of sustainability-certified buildings and industrial infrastructure. By leveraging advanced digital tools for coordinated design and performance analysis, we balance environmental, social, and operational priorities to deliver efficient, durable, and future-ready solutions that generate lasting value for clients and communities.



McGill University Library Collections Storage Facility

PERFORMANCE HIGHLIGHTS

2

projects currently pursuing BCZ certification

- Housing 'Le 401'
- Laforest-Québec

4

projects with a LEED certification

- St. Laurent District Composting Plant
- Montreal-Est biomethanization plant
- McGill University Library Collections Storage Facility
- École primaire de l'Étoile du Nord

1

project incorporating a private circular economy initiative

- Housing 'Le 401'

7

educational facilities achieving on average more than 30% higher energy performance than applicable standards, while creating stimulating, flexible, and inclusive spaces for students

- Étoile du Nord Elementary School
- Des 2 Rivières Elementary School
- Cardinal-Roy School (Expansion)
- MacLean Memorial School (Expansion)
- St-Sylvestre School
- Ste-Famille School
- Notre-Dame-de-L'Assomption School

2

collaboration with Indigenous communities on several projects



Market

Hydropower Facilities and Distribution

Hydropower has powered Québec's economy, and much of eastern North America, for over a century, delivering reliable, carbon-free electricity to millions of homes and businesses. RÉGIS has contributed to this legacy for more than 30 years, partnering with Hydro-Québec to modernize existing facilities and develop new sites totaling \$20 billion. Our work encompasses everything from preliminary site assessments, to detailed engineering for dam rehabilitations, powerhouse expansions, spillway upgrades, and substation integration.





Market

EV Battery Manufacturing

As electric vehicle adoption accelerates, RÉGIS supports the upstream battery manufacturing sector by providing turnkey design and engineering services for cathode active material (CAM) facilities and cell assembly plants. From site selection and process layout to utility infrastructure design and environmental permitting, our multidisciplinary teams ensure these complex facilities meet stringent safety, quality, and sustainability standards.

(Ultium Cam, EcoPro, Mirae)

Ultium Cam Office building



Market

Circular economy

In response to Québec's waste diversion and climate objectives, RÉGIS works with regional stakeholders to design facilities that convert organic matter into energy and soil-enriching byproducts. Notable examples include the Montréal-East Biomethanization Plant, which processes up to 60,000 tons of plant and food waste annually to produce biomethane, and a composting facility processing 50,000 tons per year.

RÉGIS also applies circular economy principles at the building scale. For example, at 401 St-Paul in Old Québec, a private initiative to recover and reuse structural steel and historic brickwork significantly reduces embodied carbon while preserving the site's architectural character. Together, these projects demonstrate how circular economy models can deliver environmental benefits, operational resilience, and community value across both infrastructure and buildings.





Client: Statera
2022 – Ongoing

Case study 01 **Laforest – Québec**

Laforest-Québec is a 13-storey mixed-use complex in Québec City featuring 358 residential units over ground-floor retail and public spaces. The project combines a forward-looking approach to environmental performance and innovation with a strong focus on community life and positive neighborhood impact.



Climate and Energy

Aims to be the first mixed-use building in Québec City to obtain a Zero Carbon Building (ZCB – Design V3) certification,

40% better energy performance than the 2017 National Energy Code for Buildings

Estimated annual emissions avoidance of approximately 340 tCO₂e



Circular Economy and Materials

Use of wood to reduce embodied carbon impacts

Recognized by the Québec government's wood construction innovation program for advancing new construction practices

Responsible construction practices, with environmental management aligned with ISO 14001 principles and a target to divert 85% of construction waste from landfill



Renewable Energy and Innovation

On-site solar panels (35 units) supplying electricity to common areas

Research partnership with Concordia University to test building-integrated solar technology

Participation in Hydro-Québec's Innovative Project Program



Community

New public and green spaces, increasing landscaped area from 6% to 24% of the site

Surface water bioretention measures through the installation of 4 rain gardens creating a storage capacity of 47.80m³

Universal accessibility, with 32 universally designed units and accessibility standards applied across all residences



Case study 02

Housing 'Le 401'

Le 401 St-Paul in Old Québec, once home to the Hôtel Château Champlain and later to Lauberivière, is a major redevelopment project transforming the site in a mixed-use complex with 142 residential units, ground-floor commercial space, and underground parking.

Climate and Energy

Targeting Zero Carbon Building (ZCB – Design V4) certification

40% lower energy use than the National Energy Code for Buildings

Low energy demand, targeting a maximum of 118.9 kWh/m²/year

Circular Economy and Materials

Adaptive reuse of the existing structure, preserving 30% of the original building

Reused historic brickwork, cleaned and reintegrated, avoiding approximately 36 tCO₂e

Use of salvaged steel, reducing structural carbon impacts by 50%

Community

Preservation of historic character, with original masonry documented, dismantled, and reintegrated into a modern façade

Low parking ratio (0.46 spaces per dwelling) and car-sharing program

Central location that supports walking, cycling, and public transit

Shared rooftop terraces, accessible courtyards, and community spaces that enhance resident well-being

Client: C76 Investissements
2020 – Ongoing





Case study 03

Shaputuan Residences

To address the growing demand for quality multifamily housing in Chisasibi, the principal community of the Cree Nation of Eeyou Istchee, RÉGIS designed an 80-unit residential complex rooted in Cree tradition, environmental stewardship, and community life.



Climate and Energy

Design adapted to northern climate conditions, balancing durability, comfort, and energy performance

Construction strategy responsive to limited local resources and logistics, improving project feasibility and long-term resilience



Circular Economy and Materials

Modular prefabricated construction, adapted to northern conditions to reduce on-site work

Reduced construction time and site disturbance, minimizing impact on the surrounding community

Biophilic design features, including: interior vegetation wall, winter garden, and integrated plant-based furnishings



Community

Design inspired by the traditional Shaputuan gathering structure, reinforcing Cree cultural identity

Central sheltered courtyard that supports community life, with spaces for gatherings, meals, and cultural activities

Emphasis on local art, including a work created in collaboration with the Cree community



Client: Cree Board of Health and Social Services of James Bay (CBHSSJB)
2020 – Ongoing



Case study 04

Puvirnituk PUK2

Thermal Generating Station

Hydro-Québec's PUK2 project replaces the existing off-grid thermal power plant in the Northern Village of Puvirnituk with a new facility, scheduled to begin operation in 2026.

Client: Hydro-Québec
2021 – Ongoing



Climate and Energy

Replaces the existing off-grid thermal plant with a more efficient power facility

New generators designed to reduce fuel use and carbon emissions compared to the current plant

Phased integration of renewable energy to reduce long-term reliance on diesel, targeting >50% renewable electricity supply



Reliability and Resilience

Improved power reliability for an isolated northern grid

Hybrid system combining efficient generators, solar power, and future wind and battery storage



Air Quality and Noise

Significant reduction in noise and local air pollution within the community

Improved living conditions and overall environmental quality for residents



Community

Ongoing consultation with client (local community relations), regional authorities, and residents

Integration of artwork by a local Inuit artist on the building façade, developed in consultation with the client and reflecting local culture and identity



Case study 05

École des 2 Rivières

Located in Saint-Lucien, Québec, this new elementary school provides a modern and sustainable learning environment for 192 students. Designed in line with Ministry of Education of Quebec guidelines, the project includes eight classrooms, shared learning spaces, and integrated outdoor areas.



Client: Des Chênes School Service Centre
2019 – 2023



Climate and Energy

Fully heated and cooled using electricity only, with no on-site fossil fuel use

High-efficiency heat pump system with exhaust air heat recovery to optimize energy performance

Estimated annual avoidance of approximately 34 tCO₂e compared to a typical elementary school



Circular Economy and Materials

Wood-based structure combined with steel to reduce carbon impacts

Use of wood throughout the building, including exposed beams, to lower embodied carbon and create a warm interior environment

Biophilic architectural approach and interior use of natural materials, including a monumental wooden staircase and tiered seating



Learning Environment and Well-Being

Classrooms and shared spaces designed for abundant natural light

Warm, natural materials and playful spaces that support student comfort and focus

Flexible learning spaces, including a central learning hub and areas for group work



Community

Double gymnasium supporting community use beyond school hours

Landscaped school park and outdoor play areas integrated into the site

Direct connections between indoor spaces, the schoolyard, and the neighboring community park



Case study 06

École MacLean Memorial

École MacLean Memorial, originally built in 1956, serves students from pre-kindergarten through Secondary V in Chibougamau and the nearby Cree communities of Mistissini and Oujé-Bougoumou. A major four-year retrofit and expansion added six new classrooms and a gymnasium, while preserving the school's forested setting and its role as a multicultural gathering place.



Climate and Energy

Major expansion and modernization to meet growing community needs and modern performance standards



Circular Economy and Materials

Expansion completed using a 100% wood structural system, featuring local laminated and cross-laminated timber

New school spaces were added by replacing an older annex, while protecting the trees and natural areas around the site



Learning Environment and Well-Being

Expanded facilities added six new classrooms and a gymnasium, enhancing space for teaching and physical activity

Includes service areas and a reconfigured schoolyard as part of the modernization

Interior wood elements contribute to a warm and welcoming school environment



Community

School serves students from Chibougamau and nearby Cree communities of Mistissini and Oujé-Bougoumou

An important regional educational hub accommodating a multicultural student population



Client: Capital School
Service Centre (CSSC)
2018–2021

Case study 07

École primaire de l'Étoile du Nord

Located in the Saint-Émile neighborhood north of Québec City, Étoile du Nord is a two-story elementary school serving about 320 students from preschool to 6th grade. Designed alongside the development of the surrounding neighborhood, the school includes 16 classrooms, a gymnasium, and a school park integrated safely into its setting.



Climate and Energy

Certified LEED v4 BD+C: Schools

Energy performance
approximately 37% better than a
typical school

High-performance envelope,
including triple-glazed windows
and enhanced roof insulation, to
reduce energy demand



Circular Economy and Materials

Combination of wood and steel
construction to reduce
environmental impacts

Durable materials selected for
long-term performance and low
maintenance



Learning Environment and Well-Being

Designed using LAB-École
principles focused on student
well-being and interaction

Tiered interior spaces that follow
the natural slope of the site,
creating engaging learning areas



Community

School planned and built in
parallel with the development of
the surrounding neighborhood

Design minimizes excavation
by working with existing
topography

Safe integration into the local
street network and public realm



Case study 08

St. Laurent District Composting Plant

Commissioned by the City of Montréal, the Saint-Laurent Composting Plant processes up to 50,000 tons of organic waste each year. Serving the West Island and five boroughs, the facility converts food and yard waste into BNQ-certified compost for local use.



Climate and Energy

LEED Gold certified

Designed to reduce energy use, achieving approximately 33% energy savings compared to typical industrial facilities



Circular Economy and Materials

Processes up to 50,000 tons of organic waste each year from Montréal's West Island and five boroughs

Diverts food and yard waste from landfill, reducing methane emissions

Produces certified, high-quality compost for local reuse



Operations and Environmental Control

Healthier indoor working conditions for staff

Fully enclosed processing areas to contain odors and airborne particles

Multi-stage ventilation system that captures and treats gases before release

Efficient layout separating reception, sorting, and composting to support clean and reliable operations



Community and Urban Integration

Compact facility designed for a dense urban setting

Green roof and reflective white roofing



Case study 09

BEST

Organic Waste Treatment Centre Using Biomethanization

The Montréal-Est Biomethanization Plant processes up to 60,000 tons of organic waste each year. The facility converts food and green waste into renewable natural gas supplied to the local grid, enough to power around 3,600 households.



Client: EBC, on behalf of Suez Canada and the City of Montréal
2019–2025



Climate and Energy

Converts organic waste into renewable natural gas supplied to the local energy network, producing enough energy to serve approximately 3,600 households

Reduces carbon emissions by avoiding landfill disposal and long-distance waste transport
LEED Gold certification currently in progress



Circular Economy and Materials

Processes up to 60,000 tons of organic waste per year, diverting food waste from landfill

Captures and reuses waste heat from on-site equipment to reduce overall energy demand

Designed to accommodate future combined heat and power systems



Operations and Environmental Control

Fully enclosed and controlled processing areas designed to contain odors and protect nearby communities

Clear separation of pre-treatment, digestion, and gas purification stages to support safe and efficient operations



Community and Urban Integration

Green roof and reflective surfaces reduce heat buildup and help manage rainwater

Thoughtful site planning balances industrial operations with environmental performance



People and Communities

Our employees are at the heart of our success. We support their development and well-being in an inclusive environment.

We are also committed to our communities, delivering projects rooted in local needs that generate positive and lasting impacts.

“ **The greatest joy I have today and have always had is the quality of people. The office would be nothing without each of them.** ”

Régis, founding architect





RÉGIS' Health and Safety Program

2025 Lost Time Injury: 0



RÉGIS maintains a formal Health and Safety Prevention Program with clear protocols and responsibilities across offices, client sites, and fieldwork. A designated Prevention Officer oversees incident tracking, corrective and preventive measures, and annual performance reviews. All employees are encouraged to identify and report unsafe conditions.



In our offices, we comply with applicable CNESST requirements (Commission des normes, de l'équité, de la santé et de la sécurité du travail – CNESST). During onboarding, new employees are introduced to RÉGIS' health and safety expectations and are required to review the company's Occupational Health and Safety Program, available on the company portal. Employees are also informed of the different work environments at RÉGIS, office, site surveys, and construction sites, and the associated safety expectations.



For site surveys and construction sites, employees must be accompanied by a senior or experienced team member with the appropriate training for the activities involved. Junior or less experienced employees are never sent alone to site visits. On construction sites, required personal protective equipment (PPE) must be always worn, including hard hat, safety glasses, high-visibility vest, safety boots.



When traveling or visiting client sites, team members follow host safety rules or, if none exist, our safety protocols, prohibiting construction tasks, material handling, or equipment operation in occupied workspaces. Employees can stop work activities if they identify unsafe conditions, ensuring that safety always remains our top priority.



Continuous Safety Improvement

Our goal is to eliminate all safety incidents, but we recognize that achieving this requires continuous learning and improvement.

Protocols are in place to ensure that any incident or near-miss, should one occur, is reviewed to identify the underlying factors that led to the incident, including procedural gaps, equipment failures, or human factors.

Where relevant, corrective or preventive actions are defined, such as targeted training or procedural adjustments, so that similar events are avoided in the future.

Our HR Committee and Associates monitor health and safety indicators (e.g., near-miss incidents, training completion rates, recordable incident rates).

These metrics are compiled into safety reports and presented to our Associates.

Each year, our Associate overseeing our Quality Management System leads a comprehensive safety review, analyzing incident trends, evaluating the effectiveness of modifications and interventions, and updating our Health and Safety Prevention Program. This annual review ensures that our safety protocols evolve in line with emerging risks, regulatory changes, and industry good practices.





Well-being

Dedicated socio-cultural managers organize annual employee engagement events and celebrations.

Multiples annual company events and celebrations.

True project excellence begins with a thriving team. RÉGIS provides comprehensive benefits and well-being initiatives that support the health and safety of our employees, creating an environment where everyone can bring their best self to work.

Connection drives engagement

Recognizing that connection drives engagement, we foster a vibrant workplace culture through dedicated socio-cultural leadership and several signature events.

In 2025, we organized multiples celebrations :

- Christmas Party
- RÉGIS en fête summer festival
- Octoberfest
- Sugar Shack outing
- Gingerbread House Competition
- Sweet Bites tasting at Québec
- Hosted a firm-wide soccer tournament in March
- “Team dinners” to honor individual birthdays and milestone anniversaries



Whether through large-scale gatherings or smaller, team-level dinners, our initiatives reinforce a shared sense of purpose, celebrate our collective successes, and strengthen the bonds that make RÉGIS a place where people thrive.



While these activities bring people together, RÉGIS also supports employees through key career and life transitions by offering flexible arrangements, including part-time or phased return-to-work options.



In addition, we encourage growth through mentorship and knowledge-sharing, providing internal training opportunities and covering the costs of professional accreditations to support skill development and career progression.





Training and Professional Development

Learning and Development at RÉGIS



All new hires begin their journey at RÉGIS with a structured onboarding program designed to accelerate integration and build confidence. Using a standardized checklist, we introduce new hires to our technical systems, BIM platforms, and proprietary software tools. New employees are also paired with senior employees (mentors) who provide hands-on guidance and answer day-to-day questions.

Each year, every team member engages in a one-on-one development meeting to discuss career alignment, skill gaps, and preferred learning paths. These discussions inform personalized development plans that balance individual aspirations with RÉGIS' operational needs. Progress against these plans is reviewed during the annual performance evaluation, where completed courses are documented and future learning goals are set.

Training and Certifications



Employees have access to training and skills development initiatives based on their role, project experience, and forthcoming assignments. Annual training needs are specified in the annual development meeting, but employees have the flexibility to propose additional training that aligns with their role.

In 2025, our employees completed a total of 950 training hours, averaging approximately 8.1 hours per employee. RÉGIS fully funds and accommodates external training during work hours, placing special emphasis on sustainability education and industry credentials, such as LEED. Participation in sustainability-focused training does not reduce the time employees are expected to dedicate to project work, allowing them to build expertise that directly supports project delivery.



Continuous learning and skills development is a core priority. By investing in targeted training, we empower our team to stay ahead of industry trends, enhance project outcomes, and advance their careers.

- In 2025, our employees completed **950 hours** of training.
- Each employee averaging approximately **8.1 hours** of training per employee on average.



2 team members
LEED BD+C professional



1 team member
CNU professional



Diversity and Inclusion

Percentage of women in

50%

Associates

42%

All employees

Percentage of minorities in

25%

Associates

25%

All employees

40% of employees have more than
10 years of experience at RÉGIS.

As of December 31, 2025

At RÉGIS, we believe that an equitable and inclusive workplace is fundamental to innovation, collaboration, and long-term success. By welcoming different perspectives, backgrounds, and experiences, we enrich our design processes, foster creativity, and strengthen our connection to the communities in which we work. We strive to integrate equity and inclusion principles across our core processes, from governance and recruitment to community engagement, by promoting fair decision-making, inclusive engagement practices, and a safe and respectful working environment.

We maintain a **zero-tolerance** policy for harassment, discrimination, and retaliation of any kind. All team members, regardless of role, seniority, or background, are entitled to a safe and respectful workplace. Our Ethics Policy clearly defines unacceptable behaviors and establishes reporting channels for those who raise concerns.

We provide workplace accommodations for colleagues with disabilities and flexible work arrangements that enable everyone to balance professional and personal responsibilities. Additionally, we integrate equity and inclusion into our projects by engaging stakeholders and considering community input throughout the design process.





Diversity and Inclusion

30+ Years of Indigenous Collaboration

For more than 30 years, RÉGIS has worked with Indigenous communities across northern Québec, particularly Cree and Inuit nations in the James Bay and Nunavik regions, to design infrastructure that:

- Responds to local needs;
- Uplifts community identity;
- Supports sustainable development.

These relationships are built through continuous engagement, respect for traditional governance, and collaborative decision-making throughout project development.

Community-Led Design

Our work with Indigenous communities spans a range of community projects, including: Healthcare facilities · School expansions · Ice rinks · Swimming pools · Multi-purpose community centers

Projects are shaped through integrated consultation processes that may include community workshops and discussions with local leaders and elders, helping inform:

- Site selection;
- Spatial organization;
- Program priorities.

By co-creating design criteria, such as incorporating gathering circles, ceremonial spaces, and orientation toward places of cultural or spiritual significance, we ensure that our projects reflect cultural values and support social cohesion.



Aupaluk CLSC

Sustainability & Land Stewardship

Sustainability and land stewardship are central to our approach.

Inspired by Indigenous principles that emphasize respect for and responsibility to the natural environment, projects emphasize:

- Locally sourced materials;
- Renewable materials;
- Low-impact construction methods;
- Minimizing site disturbance.



Community Engagement

RÉGIS is committed to being an active, positive force in the communities where we live and work, dedicating resources, expertise, and volunteer time to support local initiatives and foster meaningful connections.

RÉGIS supported

38

community organizations and non-profits



and more...



Cyclo-Défi
Fundraising for the IUCPQ
Foundation



Strategic Partnerships and Engagement

RÉGIS advances community resilience through strategic partnerships focused on three pillars: healthcare, support for vulnerable populations, and the development of future talent. Through financial contributions, employee volunteerism, and pro bono design expertise, we build lasting relationships that deliver measurable impact and strengthen regional well-being.



Healthcare Partnerships

RÉGIS has established long-term partnerships with Québec's leading medical foundations. Through our annual support of the Fondation du CHU de Québec's Cocktail La Cellule and sponsorship of the IUCPQ Cyclo-Défi endurance event, we contribute funds toward critical research into heart and lung disease, patient-care programs, and facility upgrades. Our support of the Fondation de l'Hôpital Jean-Talon's Grand Bal gala also contributes to mental health services and urgent care improvements in Montréal's community hospitals.



Social Service Support

Our social service support focuses on youth and vulnerable populations. RÉGIS supports Fondation La Dauphine, which provides mentorship and emergency housing to at-risk young people, and Fondation Jeunes en Tête, which delivers mental health education in schools. We also support United Way/Centraide's community grants, contributing to local initiatives addressing food insecurity, housing stability, and family support services.



Education and Future Talent

Recognizing the importance of cultivating future talent, RÉGIS partners with educational institutions through the Cégep du Vieux Montréal Foundation, and similar programs, funding scholarships, laboratory upgrades, and guest lecture series that prepare the next generation of architects, engineers, and sustainability leaders. We also maintain a strong relationship with Université Laval, and regularly participate in academic forums, research collaborations, and student mentorship initiatives.



Technology and Innovation

**Dedicated Design
Technology Group**

**ISO 9001: 2015 Quality
Management System
certification**

Digital Foundations and Advanced Workflows

RÉGIS has built a strong digital foundation to improve quality, coordination, and efficiency across our projects. Building on our early adoption of BIM and Revit, we have more recently strengthened this foundation through a dedicated Design Technology Group focused on continuously improving how digital tools and processes are used in design and project delivery. This team develops and maintains proprietary add-ins for our tools and database integrations that help automate routine but critical tasks and reduce the risk of manual errors.





Technology and innovation



VISION ON DATA
At RÉGIS, we turn everyday activities into data



VISION ON MODELING
At RÉGIS, we liaise to achieve better coordination



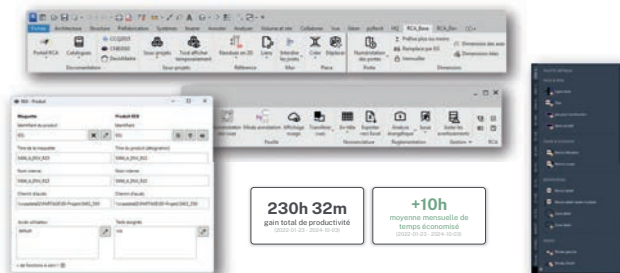
VISION ON QUALITY
At RÉGIS, we leverage technology to optimize quality

In the pre-project planning phase, we increasingly use technology to validate existing site conditions before project work begins. By combining publicly available GIS data with 3D laser scans and drone imagery, we can create precise reference models that inform feasibility studies and enhance project planning efficiency.

Throughout design development and construction, our teams work collaboratively on the Autodesk Construction Cloud platform, which brings together design models, site information, reviews, and cost tracking. This helps keep project information consistent and accessible to all members, while supporting coordination and timely decision-making. Built-in quality checks help teams verify key requirements, such as fire safety and accessibility, against project standards and identify potential issues earlier in the process.

These digital checks extend into construction administration. Field teams use mobile tools to document site conditions and verify construction accuracy against the design model. Standardized reporting, improves consistency and quality control and helps reduce rework.

Together, our digital foundations contribute to more predictable project delivery by improving data management and information flow, strengthening quality control, and enabling timely decision-making across teams and project phases.





Data-Driven Insights and Artificial Intelligence

In an increasingly data-rich industry, RÉGIS has developed a clear vision for how better use the project information we already generate. By viewing design decisions, field observations, and client interactions as data points, we aim to identify patterns, anticipate risks, and improve how projects are planned and delivered over time. This data-informed approach guides our AI initiatives, which focus on enhancing project delivery through better coordination, improving quality, and more efficient use of time and resources.



Current AI Initiatives

01 Specification Compliance Checker

Our Specification Compliance Checker supports quality control by helping teams identify inconsistencies between drawings and project standards early in the design process. It highlights items such as mismatched material notes or incorrect door ratings before formal reviews, helping teams identify and resolve issues earlier.

02 Reference Finder

Our Reference Finder helps teams quickly locate relevant past project information, including specifications, drawing notes, and post-project reports. By making this information easier to access and offering targeted recommendations, the tool helps avoid repeating past issues and streamlines the early stages of new projects.

03 Project-Plan Archiving

Our Project-Plan Archiving initiative provides a structured approach to automatically archiving project schedules, design annotations, and key deliverables. The goal is to develop a centralized repository that improves visibility into past projects and helps identify common challenges, such as resource constraints and issues that can lead to delays. Over time, this information would help us implement more effective planning and resource management practices.

04 Meeting-Minutes Generator

We are exploring the use of AI tools to support meeting documentation, including automated transcription and the extraction of key discussion points into meeting reports with action items, decisions, and deadlines. This initiative aims to reduce manual note-taking and help our teams focus more effectively on discussion and coordination.



RÉGIS' Quality Management System

Management System, ISO-certified since 1996 and most recently accredited to ISO 9001:2015 by the Bureau de Normalisation du Québec (BNQ), provides a risk-based framework for documenting procedures, controlling change, and driving continuous improvement across architecture, engineering, and construction administration. By defining clear roles, responsibilities, and performance metrics at every stage, our Quality Management System drives consistency, accountability, and excellence in all our deliverables.



ISO 9001:2015 Certified
Quality Management System

Quality Policy and Objectives

Our Quality Policy commits to deliver value-added, innovative solutions that fully satisfy client requirements. We pursue four overarching objectives:

01 Anticipate and address all client needs

02 Deliver every project on budget and on schedule

03 Maintain profitability through efficient, repeatable processes

04 Drive service enhancements via data-driven insights

These objectives form the basis of our annual quality goals, which are reviewed and updated by our Associates to align with evolving client expectations and industry standards.

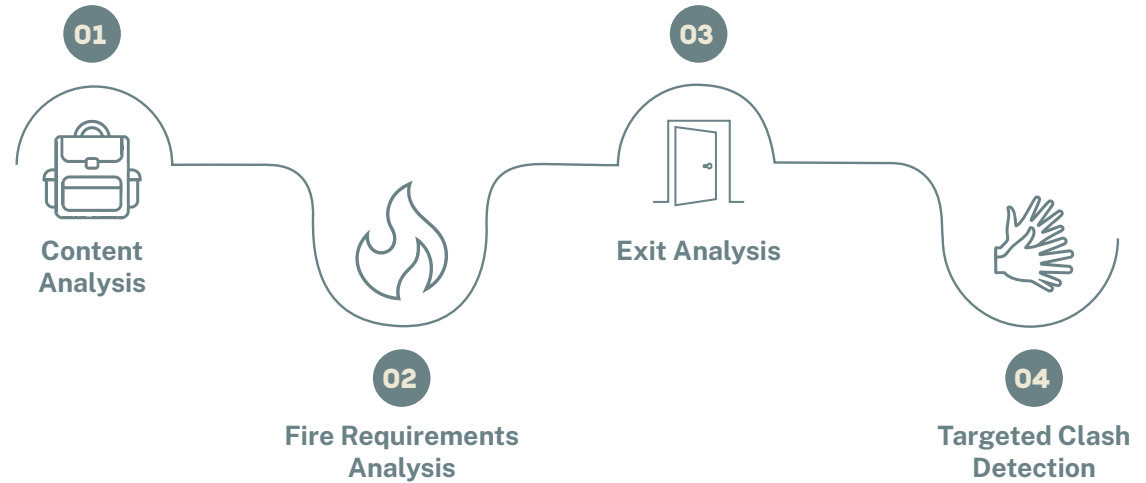




Technology

Enabled Quality Control

Technological differentiators



Technology is integral to our quality control processes. During design development, automated checks and model-verification rules in our BIM platform help identify coordination issues before designs are finalized. Models are periodically reviewed using our Automatic Quality Assurance and Review Console (AQARC), which applies a series of logical tests to both the model's structure and its content for alignment with regulatory requirements and our internal standards.

In parallel, we apply a test-based approach to quality review. Before creating any Revit family (standardized digital building components such as doors or windows), our Design Technology Group develops validation scripts to verify key parameters, such as door widths, fire-rating clearances, and accessibility dimensions, against defined requirements. The results are summarized in performance dashboards that highlight active projects with identified issues and notify project teams for corrective action.

To support consistent quality across projects, we maintain a centralized KnowledgeBase, a secure, cloud-hosted portal that serves as our overarching company source for protocols, procedures, and quality standards. Project teams use the Knowledge Base to access clear workflows, practical tools, and up-to-date design and modeling guidelines, with resources organized by topic, such as Modeling and Design, Quality Management, Data and Tools, and more, to ensure a common approach throughout our work.

The Knowledge Base specifies clear rules for how design information is organized and documented, such as how elements are named and how key dimensions are defined. These rules are integrated into our digital design models and supported by built-in checks that help teams review their work, identify potential issues early, and maintain consistency throughout the design process.



Leadership

At RÉGIS, we follow a dynamic, associate-driven leadership model where every team member is encouraged to step up and take initiative. While our president sets the vision and guides our strategic direction, true impact comes from the diverse insights and passions of our Associates and project teams. By distributing leadership responsibilities, we foster a culture of shared ownership, encouraging everyone to identify opportunities and drive projects forward with confidence and creativity.





Leadership and Management Structure

Our leadership and management structure is designed to balance clear accountability with the ability to respond to strategic opportunities quickly and effectively. We maintain a streamlined hierarchy in which associates, project leads, and practice area directors hold well-defined responsibilities, ensuring that decision rights and reporting relationships

are clear and transparent. At the same time, we form cross-functional teams around strategic opportunities or complex projects, enabling us to engage the right expertise quickly and respond efficiently to client needs. This structure is supported by an updated governance and risk-oversight framework.

Partners Committee

Meeting once per quarter, the Associate Committee reviews key business performance indicators and receives updates from each accountable leader. This helps us stay focused on our priorities and adjust direction and resources as needed. The Associate Committee meets quarterly to assess risks and priorities, ranging from safety and quality to financial, legal, and sustainability considerations.

Management Committee

The Management Committee meets monthly to address short-term operational priorities and immediate decision-making. While topics often overlap with the quarterly reviews, the emphasis here is on rapid response: profitability, efficiency gains, and corrective measures. Monthly strategy reviews through our Management Committee, comprised of our Associates and chaired by the CEO, align our strategic objectives with emerging market trends and regulatory shifts.

Go/No-Go Committee

Acting as our business development steering body, the Go/No-Go Committee meets weekly to evaluate new project opportunities against our strategic priorities. Meetings address aspects such as upcoming tenders, potential delays, or emerging sectors, while key decisions are documented into our operational platform to support follow-up.

“Les Centrales”: Continuous Improvement and Team Support

Centrale Gestion

Business Operations & Team Performance
Focuses on management practices, operational efficiency, resource coordination, and the continuous improvement of internal processes.

Centrale BIM

Digital Tools & Design Technology
Leads the evolution of BIM standards, digital workflows, automation tools, and technology-driven project delivery methods.

Centrale Production

Project Delivery & Technical Excellence
Supports technical consistency, project execution, quality practices, and the sharing of lessons learned across disciplines and offices.

RÉGIS has established three operational hubs, known internally as “Les Centrales”, that support our teams through continuous improvement, knowledge sharing, and operational coordination. Bringing together team representatives and members of leadership, these collaborative forums provide structured support for technical challenges, business processes, digital tools, and project delivery practices. They serve as catalysts for innovation and help transform day-to-day experience into tangible organizational improvements. Together, the Centrales promote alignment across offices, accelerate problem-solving, and ensure that continuous improvement remains embedded in our daily operations.



Accountability and Integrity

For RÉGIS, upholding ethical standards is not just a matter of compliance, it is about respecting our core values in every decision. We are committed to conducting our work with the highest integrity, honesty, and transparency. This means speaking up when we see potential conflicts, safeguarding confidential information, and treating colleagues, clients, and partners with respect.

Ethical Conduct

Our Ethics Policy outlines the responsibilities of team members and the policies that guide professional conduct, including expectations related to conflicts of interest, anti-bribery and corruption, data privacy, and workplace conduct. It provides guidance on addressing ethical issues, reporting concerns, and maintaining accountability.

Conflicts of Interest

RÉGIS maintains a robust conflicts of interest framework to protect the integrity of our decision-making. We require full disclosure of any personal, financial, or professional interests that could influence, or appear to influence, our judgment. Any potential conflicts must be reported to our Associates and project managers immediately, and those involved step aside from related decisions until the issue is resolved.

Anti-Bribery and Corruption

RÉGIS enforces a zero-tolerance policy on bribery, kickbacks, facilitation payments, and any form of improper inducement. We plan to introduce a new policy to comply with the Criminal Code of Canada and the Corruption of Foreign Public Officials Act (FPOA), as well as applicable anti-corruption laws worldwide. Suspected violations are reported through dedicated channels and promptly investigated by internal or external counsel. Our Employee Handbook underscores the significance of these standards, ensuring every team member understands their role in safeguarding RÉGIS' reputation.





Industry Engagement and Leadership

In an era of rapid urbanization and escalating challenges, taking a leadership role within our profession is essential to drive meaningful progress across the broader industry. By proactively sharing expertise and building collaborative networks, RÉGIS aims to strengthen our own practice and contribute to the architecture and engineering community.

Encouraging Industry Engagement

Active participation in industry associations and leadership roles is vital to advancing best practices and enhancing RÉGIS' expertise. To foster a culture of industry engagement, we offer dedicated time, funding, and mentorship for team members to join professional associations, speak at conferences, and serve on technical committees. Employees may apply for paid leave and travel stipends to attend industry events, while our Performance Review process recognizes and rewards contributions to standards development, working groups, and thought leadership.





Sustainability Leadership

RÉGIS aims to play an active role in shaping sustainability best practices. Our team members regularly present white papers and case studies at industry conferences, highlighting innovative materials, low-carbonnet-zero design strategies, and integrated renewable energy systems, and serve on advisory panels where we advocate for the next generation of sustainability performance standards.

Performance Highlight: Cecobois

RÉGIS is proud to serve as a Bronze Partner with the Center of Expertise for Commercial Wood Construction (Cecobois), a leading Québec non-profit organization dedicated to promoting and advancing wood-frame construction in commercial, institutional, industrial, and multiresidential projects. Through this commitment, REGIS actively takes part in sharing knowledge and advancing sustainable building practices. As a signatory of the Low-Carbon Construction with Wood initiative, the company has also adopted an action plan aimed at measurably reducing the embodied carbon in buildings, particularly by increasing the use of wood in projects where relevant. This approach helps support local economies while meeting the construction sector's decarbonization goals.



Performance Highlight: Quebec Capitale Climat

Quebec Capitale Climat is a multi-sectoral initiative launched in 2023 by the Government of Québec, the City of Québec, major philanthropic foundations, and leading institutions to catalyze the Capital's transition to a low-carbon, resilient economy. Through targeted working groups, spanning buildings, mobility, energy systems, and community engagement, it activates public-private partnerships and channels over CAD 50 million in combined funding toward decarbonization projects and research.

Since December 2024, our people have been honored to contribute to the Buildings Theme Working Group, where they have led technical reviews of retrofit guidelines, drafted proposals for net-zero zoning incentives, and coordinated stakeholder workshops with municipal planners and non-profits. Their work culminated at the Québec Capitale Climat Summit on June 2, 2025, at Château Laurier, where they presented a comprehensive roadmap of building-sector decarbonization strategies.





Responsible Supply Chain

Our commitment extends
beyond our projects—
to the people, partners,
and communities
we impact together.



Supplier and Subcontractor Engagement

RÉGIS recognizes that our impact extends beyond the projects we design to the equipment and materials we procure for our offices and the partners and suppliers we engage. A responsible supply chain plays a key role in how our projects are planned and delivered, helping reduce environmental impacts, respect human rights, and support resilience across every phase of a project. That's why we hold our suppliers and subcontractors to the same rigorous standards we set for ourselves.

To formalize our expectations, we plan to develop a comprehensive Supplier Code of Conduct. This code will specify our priorities on environmental stewardship, human rights, health and safety, anti-corruption, data privacy, and social equity, ensuring our suppliers and subcontractors align with our internal standards.

Beyond standard procurement, RÉGIS aims to proactively engage with and expand opportunities for small, disadvantaged and/or local businesses. Over the next years, we plan to enhance our procurement processes to broaden our supplier base, strengthen supply chain resilience, and introduce fresh perspectives that can improve project outcomes.



Human Rights and Fair Labor Standards

Respect for human dignity is non-negotiable, both within our own operations and across the projects we work on. While we specialize in design and consulting services, rather than self-performing construction, we recognize that human rights risks can emerge indirectly through the materials and components we specify, as well as services provided by other firms we partner with. To address this, we plan to formalize supplier expectations that prohibit child labor, forced labor, and any form of human trafficking, and that require compliance with applicable Canadian federal and provincial labor laws, including fair wages, reasonable working hours, and safe working conditions.

In addition to our standards and policies, RÉGIS strives to integrate community-conscious design into projects, recognizing that the built environment can either support or weaken social cohesion. Through stakeholder engagement, assessment of local values and priorities, and application of universal-design standards, we create spaces that respect human rights, honor local traditions, and reflect the communities they serve.





Cybersecurity

100% of employees are required to complete mandatory cybersecurity training

Advanced BitSight Security Rating above the industry average score

With our operations increasingly driven by digital tools, BIM models, and cloud-based collaboration platforms, cybersecurity and data-privacy safeguards are essential. A breach not only risks confidential client designs and personal data but can also disrupt project schedules and damage our reputation. RÉGIS, therefore, treats cybersecurity risk management and privacy protection as foundational to our commitment to quality and client trust.

Cybersecurity Risk Management Approach

RÉGIS maintains comprehensive security systems and protocols that embed cybersecurity and privacy into our operations. Our IT Director leads the development and execution of our cybersecurity strategy, supported by formal IT Systems and Remote Work Policies. These policies specify secure device configurations, approved collaboration platforms, and stringent data-handling protocols, ensuring that confidential project information and personal data are protected whether colleagues are in the office or working remotely. Mandatory annual cybersecurity training reinforces these standards and empowers every employee to recognize and respond to threats.

Our cybersecurity risk management approach aligns with the Personal Information Protection and Electronic Documents Act (PIPEDA) and all applicable provincial privacy laws, assigning clear roles and responsibilities for oversight and incident response.

The IT team performs regular threat assessments and third-party vendor security reviews, evaluating emerging vulnerabilities in software, networks, and cloud services. Controls are prioritized based on both potential impact and likelihood, informing our long-term security roadmap.





Cybersecurity

Performance Highlight: Bit Sight Security Rating

RÉGIS' takes a data-driven approach to managing cyber risk, leveraging the BitSight Security Ratings platform for real-time visibility into our extended attack surface, covering on-premises infrastructure, cloud environments, user identities, and third- and fourth-party ecosystems. BitSight combines over a decade of asset and vulnerability data with AI analytics and expert research to deliver continuous performance monitoring and actionable insights.

In our most recent assessment, RÉGIS earned the "Advanced" rating, the highest tier reserved for organizations demonstrating mature, proactive security practices. This score places us well above the Architecture and Planning industry average, positioning RÉGIS among the global low-risk cohort, with our ransomware and incident-risk metrics matching those of top-performing firms.

Over the past 12 months, our rating has steadily improved, reflecting our sustained investment in threat assessments, vendor-security reviews, and control enhancements. Most notably, the report confirms zero publicly disclosed security incidents in the last 18 months, underscoring the robustness of our cybersecurity risk management protocols.

BITSIGHT

Cybersecurity Training

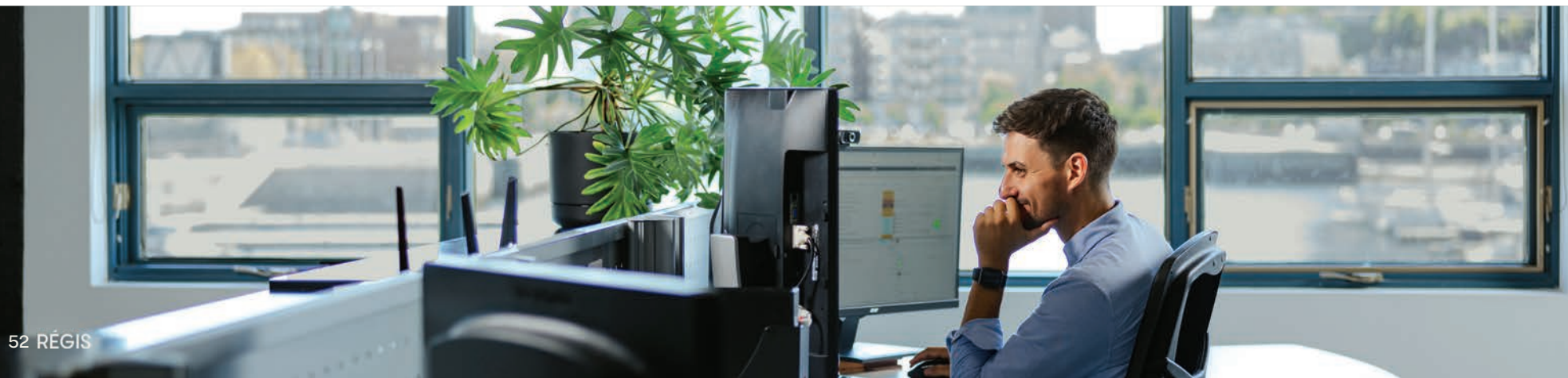
Human error remains a leading cause of breaches. To address this, every employee completes annual, role-based cybersecurity training that covers phishing awareness, secure password and data-handling best practices, and incident-reporting procedures. We plan to organize regular phishing simulations to reinforce learning and ensure continuous improvement.

Technical Controls and Monitoring

We deploy industry-standard defense, including next-generation firewalls, endpoint detection and response tools, and multi-factor authentication for all remote access to protect our networks and design repositories. Automated log-analysis and intrusion-detection systems monitor for suspicious activity 24/7, while routine vulnerability scans and penetration tests validate our defense protocols.

Data Privacy and Client Confidentiality

Beyond technical security, we enforce strict data-privacy processes: data-classification policies guide access permissions; privacy-by-design principles shape our application development; and data-retention schedules ensure records are securely archived or purged in line with legal and contractual requirements. Overall, client project data and personal information are treated as highly sensitive assets, with access granted solely on a need-to-know basis.



Looking Ahead

Empowering positive impact for generations to come.

As we conclude our first sustainability report, we take immense pride in the progress we have made, from our innovative designs and the contributions of our people to the tangible benefits we see in the communities where we live and work. Our achievements demonstrate RÉGIS' willingness to tackle our industry's toughest challenges head-on and reflect the dedication of our team, the rigor of our quality processes, and the strength of our partnerships with clients, suppliers, and community stakeholders.

Building on this foundation, we remain committed to continuous improvement and lasting impact. Over the coming years, we will deepen our data-driven sustainability framework, expand our digital innovation initiatives, and further develop our sustainability and resilience services. We will establish a dedicated Sustainability Steering Committee to support our efforts, ensuring that each of our four pillars, Climate and Resilience, People and Communities, Technology and Innovation, and Leadership, evolves in step with industry's good practices and stakeholder expectations.

Looking ahead, RÉGIS is excited by the opportunities to come. We stand ready to collaborate with our partners, clients, and communities on the next generation of low-carbon buildings, resilient infrastructure, and tech-enabled design solutions. By working together, we can create a more resilient and thriving future, one partnership and project at a time.



Building the future, together.

RÉGIS

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