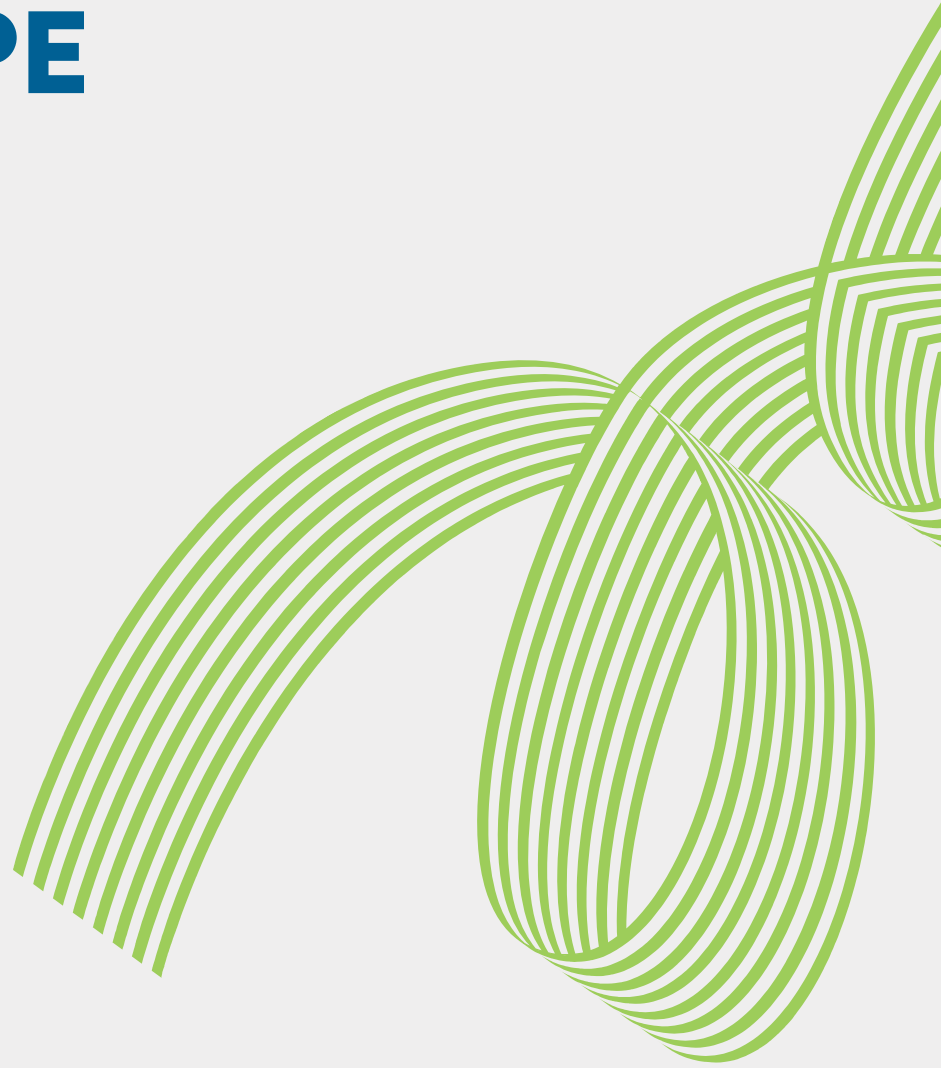


NORBEC™

BEYOND THE ENVELOPE



Norbec's Sustainability Charter



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As Vice-President of Innovation and Sustainable Development, I am proud to present Norbec's commitments to embedding sustainable development at the core of our operations.

Since the 1980s, Norbec has acted as a responsible manufacturer, delivering thermally efficient products while proactively meeting evolving environmental and energy standards with rigor and integrity.

As our industry transforms, so too must we—driven by the responsibility to build a future that is both ethical and environmentally conscious. This commitment aligns with our mission: **contribute to a sustainable world by manufacturing high-performance insulated solutions.**

With sustainable development now fully integrated as a strategic pillar of Norbec, this charter marks a key milestone in our journey. It signals a deliberate shift—expanding our mission beyond product performance and the building envelope to fully incorporate sustainability principles across every facet of our organization.

This charter is the product of a collaborative effort from passionate and dedicated teams. It serves as a foundation from which we will build, evolve, and grow. Our approach will be deliberate and agile—anchored in continuous analysis and improvement. You will discover how our strategy is structured around making coherent, thoughtful decisions, minimizing our environmental footprint, and developing even more responsible products.

We still have much to learn. But we are choosing to take action today—with conviction, transparency, and humility—to create a tangible impact tomorrow. For you. For our customers. For our partners. And, above all, for future generations.

Alexandre Belisle

Vice-President, Innovation and
Sustainability Development

Our Expertise

Our mission is to help create a sustainable world by manufacturing high-performance insulation solutions.

We are a North American leader committed to achieving sustainable growth by being a trusted partner and offering innovative solutions focused on our customers' needs. Driven by the CIRCO committee, these goals will be realized through motivated employees and an unwavering desire to continually improve everything we do.

Norbec's historical relationship with sustainability

From the outset, Norbec has been committed to offering solutions that combine quality, performance and durability. Our Insulated Metal Panels (IMP) are distinguished by their high thermal efficiency, contributing to a significant reduction in building energy costs. Thanks to their prefabricated design, they can be installed quickly and efficiently, while guaranteeing durability, weather resistance and long-term performance.

Beyond manufacturing energy-efficient products, we ensure we lead with integrity by aligning with - and exceeding - the most stringent regulatory standards. Our initiatives include proactive adherence to NRCan, DPH, LEED, CFC/HFC bans and EPD certification, ensuring controlled environmental impact and increased transparency.

At Norbec, we are determined to fully integrate the values of sustainable development into our practices. Our commitment continues to evolve, and we continue to take concrete steps to build a more sustainable future.



Our initiatives include proactive adherence to NRCan, DPH, LEED, CFC/HFC bans and EPD certification



CUSTOMER EXPERIENCE



RESPECT



COMMITMENT



COLLABORATION



INNOVATION

Our Journey

2009

Creation of LEED data sheets and recycled content certificate

2010

First LEED project built with Norbec Panels

2022

Creation of the CIRCO Committee and ESG Evaluation with BNQ21000

2023

First annual GHG assessment including waste management

2024

Development of key principles and committee training*.

2025

Launch of sustainable development commitments

CIRCO Committee

The CIRCO (Circularity, Innovation, Responsibility, Coherence and Optimization) committee is made up of one representative per department. The committee is responsible for

- Guiding sustainability initiatives at Norbec
- Ensuring a 360° vision through multi-departmental participation
- Representing the realities of different work environments
- Aligning our actions with our values and environmental objectives
- Encouraging collaboration and continuous improvement

Circularity

Innovation

Responsability

Coherence

Optimization

*Training on the basic principles of sustainable development



Our Commitment

Since 2021, several initiatives have been launched to address environmental, social and operational issues. This experimentation phase revealed the need for a structured framework, leading to the creation of the CIRCO action framework, based on three axes: Coherence, Efficiency and Circularity.

COHERENCE

We direct our actions to ensure long-term strategic and ethical consistency.

- Rigorous alignment with regulatory frameworks, with the ambition of surpassing them.
- Adoption of responsible policies.
- Thoughtful integration of emerging technologies in a responsible and sustainable manner.
- Deployment of tactical actions that reinforce our credibility and environmental integrity.

EFFICIENCY

We are committed to maximizing the environmental performance of our operations and fighting climate change.

- Optimizing the energy consumption of our buildings.
- Systematically integrate eco-design into our projects, products and corporate decisions.
- Improve GHG data collection methodology (scope 1-2-3) to accurately represent our activities.

CIRCULARITY

We structure our practices around a recycling model aimed at circularity, extending the life of materials and avoiding landfill.

- Continuous reduction of waste from the production and end-of-life of our products.
- Encourage the reintegration of materials into the value chain through reuse, recycling or revalorization strategies.
- Long-term vision aimed at reducing our permanent footprint on the environment.

Some Actions in Recent Years

- Introduction of free electric charging stations in the parking lots of the Boucherville and Saint-Hyacinthe plants
- Introduction of an annual employee well-being survey
- First GHG and residual materials balance sheet
- New employee performance review method for fair evaluation.
- Implementation of a supplier code of ethics and conduct
- Membership of ECPAC
- Implementation of policy S-211 against forced and child labor
- Addition of the sustainable development dimension as a strategic arena for the company
- More than \$50,000 in cold storage donated to community organizations annually
- Replacement of the black roof with a white one at the Boucherville plant

Measuring our Environmental Footprint

In 2023, an initial assessment of our corporate environmental footprint was carried out, based on data from the year 2022. With the help of a specialized external firm, this analysis enabled us to establish a baseline year in terms of energy consumption, GHG emissions (Scopes 1, 2 and 3), residual materials management and resource use.

These results provide a strategic anchor to guide our future actions. They reinforce the need for a structured framework and feed directly into our short-, medium- and long-term priorities. Greenhouse gas accounting is based on three categories of emissions, known as scopes:



UPSTREAM ACTIVITIES

NORBEC ACTIVITIES

DOWNSTREAM ACTIVITIES

Results of the First GHG Assessment¹

Year	Systèmes Norbec inc.	Norbec Architectural inc.
2022	52 577	59 078
2024	40 059	65 886

¹Calculating our carbon footprint allows us to track our greenhouse gas emissions. Year after year, our calculation methodology and data collection processes are improving, which explains the variations currently observed.

Our contribution to the Sustainable Development Goals (SDGs)

Through our three axes - Coherence, Efficiency and Circularity - we are aligning ourselves with the United Nations' Sustainable Development Goals (SDGs). By integrating environmental, social and economic actions, we aim to generate a tangible and measurable positive impact, both within our operations and with our stakeholders.

The SDGs most closely linked to our actions:



Talent & Culture

Our values come to life through the people who bring them to life every day. That's why Norbec is committed to cultivating healthy, inclusive and engaging work environments, while actively supporting the communities around us.

WORKING ENVIRONMENT

- Create a fair, diverse and inclusive work environment, free from discrimination.
- Select and promote talent according to business needs and required skills.
- Recognize individual contributions to foster mobilization and motivation.
- Focus on succession development and structured management to support sustainable growth.
- Maintain a safe working environment, with health and safety at the heart of our priorities.

- Encourage the involvement of the company and its employees in local initiatives: sporting events, community causes, learning groups.
- Invest in projects with a positive social or environmental impact, in line with our corporate values.
- Offer in-kind donations - such as cold rooms - to support community organizations or initiatives.
- Participate actively in charitable campaigns and collective events (e.g. Défi Pierre Lavoie, Relais du Lac).

COMMUNITY





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To find out more about our sustainable development approach, visit our [website](#)

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