

2025 Sustainability Report





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Glossary



All of the terms in this glossary are identified with an initial capital letter in this Report.

2030 PGE: 2030 Plan for a Green Economy developed by the Government of Quebec.

CESIM: Conseil d'économie sociale de l'Île de Montréal.

CO₂: Carbon dioxide.

CO₂ eq.: Carbon dioxide equivalent.

Critical incident: Event whose real or potential severity is very high and assessed at level 4 or 5 in the company's risk matrix on at least one of the following criteria: Safety (serious injury, disease or death), Environment (spill, release, emission of a contaminant or significant degradation), Reliability (shutdown of a procedure or interruption of gas supply).

Decarbonization or Decarbonize: Reduction of CO₂ and other GHG emissions. The term "Decarbonization" is preferred to describe Énergir's commitments and initiatives.

DEI: Diversity, equity and inclusion.

EAFP: Employee and Family Assistance Program.

ECPAR: Espace québécois de concertation sur les pratiques d'approvisionnement responsable.

ÉDI: Énergir Development Inc. (ÉDI) and Énergir are affiliates under the common control of Noverco Inc.

EEO: Equal employment opportunity program.

Énergir: Énergir, L.P.

Énergir Board or Board: Board of Directors of Énergir Inc., in its capacity as General Partner of Énergir, L.P.

Énergir Management or Management: Management of Énergir Inc., in its capacity as General Partner of Énergir, L.P.

ESG: Environmental, social and governance factors.

GEEP: Énergir's Global Energy Efficiency Plan.

GHG: Greenhouse gas.

IT: Information technology.

LIH: Low-income household.

MCP: Montréal Climate Partnership.

Mm³: Millions of cubic metres.

NIST: National Institute of Standards and Technology.

OHS: Occupational health and safety.

OT: Operational technology.

PSMS: Process safety management system.

QDA: Énergir's natural gas distribution business in Quebec.

Report: This Report on Énergir's sustainability.

Resilience: Refers to the resilience of an energy system, i.e., a system where energy optimally supports a country's social, economic, and environmental development. Resilient systems can withstand and quickly recover from unexpected shocks; in planning and operating such systems, the potential impacts of climate change on energy resources are taken into consideration.

RMRCECA: Quebec's *Regulation respecting mandatory reporting of certain emissions of contaminants into the atmosphere.*

RNG: Renewable natural gas.

Scope 1: Direct GHG emissions from Énergir's fixed or mobile facilities.

Scope 2: Indirect GHG emissions resulting from the generation of electricity, heat, or steam that is imported for Énergir's operations.

Scope 3: Indirect GHG emissions other than the Scope 2 emissions produced by Énergir's operations. They are related to all or part of its value chain.

SSHP: Social Support Help Program.



Message from the Executive Vice President

Incorporating ESG factors into corporate activities has long been considered as a way to demonstrate responsibility and improve performance. Today, ESG matters are subject to new political and economic pressures as well as to a need for clearer, more precise communication about their real impacts.

Science has shown, however, that the adoption of ESG practices within organizations helps reduce financial risks, particularly in times of uncertainty. In this context, where ESG must again prove its value and clearly and accurately show its impact, we see an opportunity to reaffirm our commitments in this fourth Sustainability Report.

This Report encourages us to realize how far we have come, measure our progress, and confirm guiding principles: Move forward with conviction, rely on our values, and meet the needs of the communities we serve.

Over the years, our ESG initiative has grown stronger, more structured, and become central to our core business strategy. Today, it is much more than a series of initiatives: It is an integral part of our mission, governance, and organizational culture.

Sustainability: Our collective vision

Although Decarbonization remains our priority topic and is sufficiently important to justify an entire report (see the 2025 Climate Resiliency Report), other priorities guide Énergir's sustainability efforts. Together with our partners and stakeholders, we have identified six foundational goals that shape our collective vision, guiding us toward growth that will combine value creation and sustainability.

Achieving this essential balance between social, environmental, and economic aspects is cultivated every day by our teams, which innovate, collaborate, and ensure that our commitments are reflected in the tangible results presented in this Report.

Learn, adapt, progress

While our ESG approach is now mature, it continues to develop. In fact, it is serving as a catalyst for even more effective action. The year 2025 clearly demonstrated this. In recent months, we have strengthened our internal governance and continued to progress in terms of equity, diversity and inclusion. We have also achieved an important milestone by establishing a formal approach at Énergir for managing our relations with Indigenous communities, supported in particular by our collaboration with the Ashukan Institute.



We approach this ongoing work with humility and transparency, knowing that the progress will not be linear. But we are profoundly convinced that our teams will carry it through with ambition and determination.

Looking forward

Since 1957, we have been motivated by a desire to always better serve communities, act as an economic driver, and create value for society. Almost 70 years later, Énergir continues to advance while adapting its ambitions to today's reality.

I am sincerely grateful for the work accomplished by our teams and the trust that our partners and customers have placed in us. To stay on track and continue to align our actions with stakeholder expectations, in 2025 we renewed our consultation exercise so that, together, we can reflect on how our ESG initiative has progressed.

Our mission remains the same: To provide sustainable ways to meet the energy needs of our customers, offering them competitive, diversified, and innovative solutions. We fully accept this responsibility, because it is too important to be relegated to the background. And collectively, by uniting our strengths and our convictions, we will carry it forward.

With and for our 1,680 employees, partners, customers, and future generations, we will continue to build a business that is solidly rooted in its communities and resolutely turned toward the future.

I hope you enjoy reading this report!

Stéphanie Trudeau
Executive Vice President





About this Report

With more than \$11 billion in assets, Énergir is a diversified energy business whose mission is to meet, in an increasingly sustainable way, the energy needs of approximately 540,000 customers and the communities it and its subsidiaries serve in Quebec and Vermont. Énergir is the largest natural gas distribution company in Quebec where it also generates electricity from wind power (through joint ventures and affiliates). And through subsidiaries and other investments, Énergir is also present in the United States, where it generates electricity from hydraulic, wind, and solar sources; it is also the largest electricity distributor and the sole distributor of natural gas by pipeline in the State of Vermont. Énergir values energy efficiency and invests its resources and continues its efforts in innovative energy projects such as RNG as well as liquefied and compressed natural gas. Through its subsidiaries, it also offers a variety of energy services, including geothermal energy. Natural gas distribution activities in Quebec and Vermont are regulated activities, as are the electricity generation and distribution activities in Vermont.

Scope of this Report

This 2025 Sustainability Report only covers Énergir’s natural gas distribution activities in Quebec for the fiscal year ended September 30, 2025 (fiscal year 2025). It reports on the progress made on Énergir’s priority sustainable development topics set out in its ESG Policy².

Énergir periodically publishes sustainability reports; this is the fourth one since 2013. It also releases all of its sustainable development performance indicators annually on its sustainability performance tracking platform³.

All subsidiaries and other affiliates have been excluded from this Report, except for a few passages that explicitly specify that they relate to separate entities.

This Report has not been prepared or submitted under Canadian securities legislation by Énergir Inc., the General Partner of Énergir. The information contained herein should not be interpreted as being as significant as the information that must be disclosed under securities legislation, nor should it be considered as having been incorporated by reference in those documents.



2. https://energir.com/files/energir_common/Politique_ESG_EN.pdf.

3. <https://energir.metro.net/>.



Natural gas distribution in Quebec

Mission

Énergir's mission is to meet, in an increasingly sustainable way, the energy needs of its customers and the communities it serves. Énergir offers competitive, varied, and innovative solutions.

Vision

Be the partner of choice for those striving toward a better energy future.

Values

Collaboration

Because energy is at the very heart of our society, Énergir collaborates with stakeholders from all walks of life.

Proximity

Because communities understand their own needs best, Énergir fosters close ties.

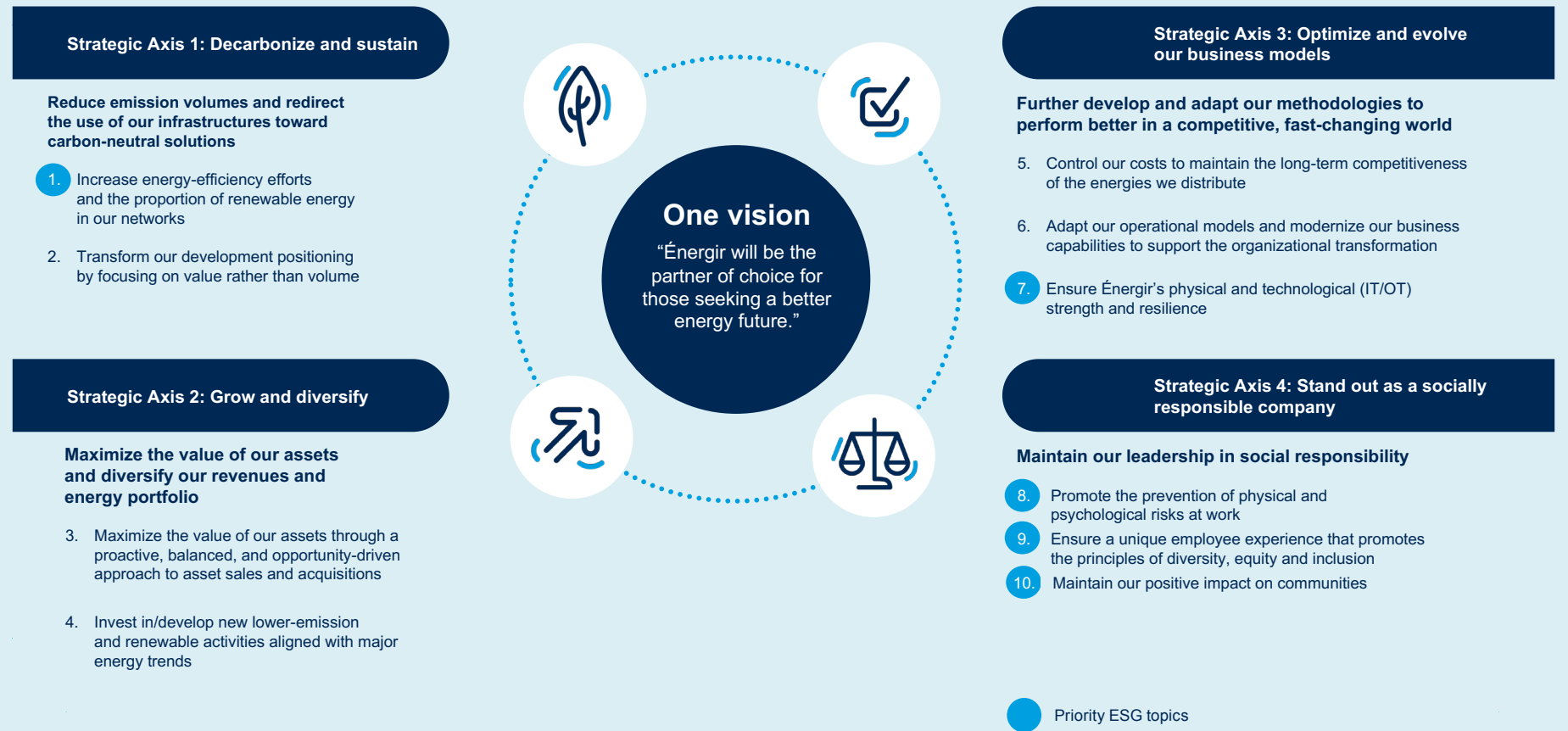
Innovation

Because customers' needs change in relation to their challenges, Énergir innovates in all that it does.



Énergir strategic plan

Énergir’s approach to managing ESG factors is built directly into its strategic plan.





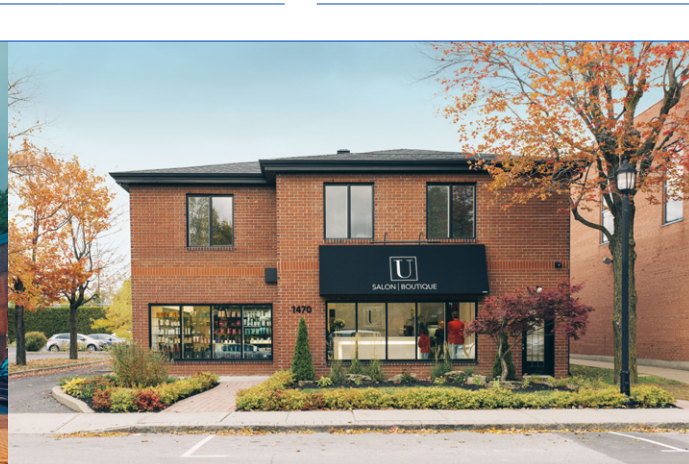
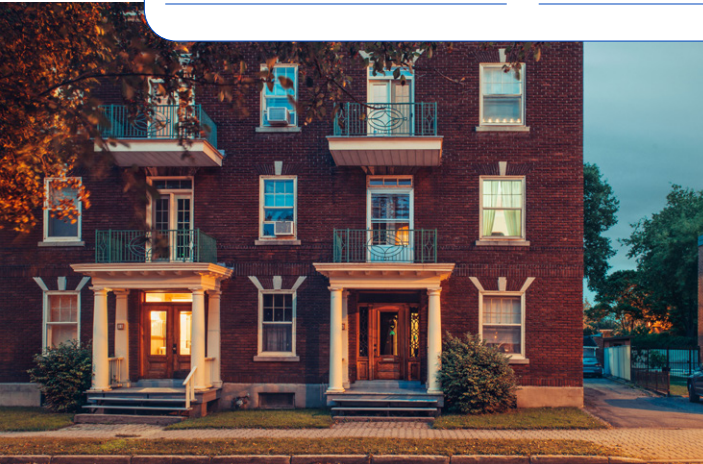
Énergir's activities

Through its approximately 11,000 km network, Énergir distributes around 97% of the natural gas consumed in Quebec to over 211,000 customers in more than 330 municipalities. Énergir also has the storage capacity needed to manage fluctuations in customer consumption. Énergir provides natural gas service to residential, commercial, and industrial markets.

The following table provides a breakdown of Énergir's distributed natural gas volume and its total revenue for fiscal year 2025.

Énergir serves more than
211,000 customers
in Quebec

	Residential		Commercial		Industrial	
	Data	Percentage	Data	Percentage	Data	Percentage
Customers	144,605	68.2%	58,489	27.7%	8,678	4.1%
Volumes	597.6 Mm ³	9.7%	1,655.5 Mm ³	26.9%	3,898.1 Mm ³	63.4%
QDA revenues	\$342.7M	19.9%	\$745.4M	43.4%	\$631.0M	36.7%





ESG governance

Énergir’s ESG strategies are overseen by the Board of Directors and the Management of Énergir Inc., in its capacity as General Partner of Énergir, L.P.

Oversight by the Board of Énergir

The Board oversees the management of Énergir’s operations, primarily to ensure the company’s financial health and resilience in the short, medium, and long terms. Specifically, it ensures that Management adopts a strategic planning process and periodically approves a strategic plan that addresses business opportunities and risks, among other matters. In collaboration with its permanent committees⁴, namely, the Audit Committee; the Human Resources and Corporate Social Responsibility Committee; and the Corporate Governance, Ethics and Environment Committee, the Board also ensures that ESG factors (as defined in Énergir’s ESG Policy) are incorporated into Énergir’s long-term strategic objectives. Lastly, the Board oversees ESG initiatives and the integration, throughout Énergir, of all priority ESG topics (presented in the “ESG Approach” section).



Management of Énergir

Énergir’s Management is responsible for developing Énergir’s strategic plan, managing operations, and reporting to the Board of Directors. It is supported in these tasks by a Management Committee comprised of other Énergir Inc. executive officers as well as certain executive directors. The Management Committee is ultimately responsible for the strategic planning that guides Énergir’s development.

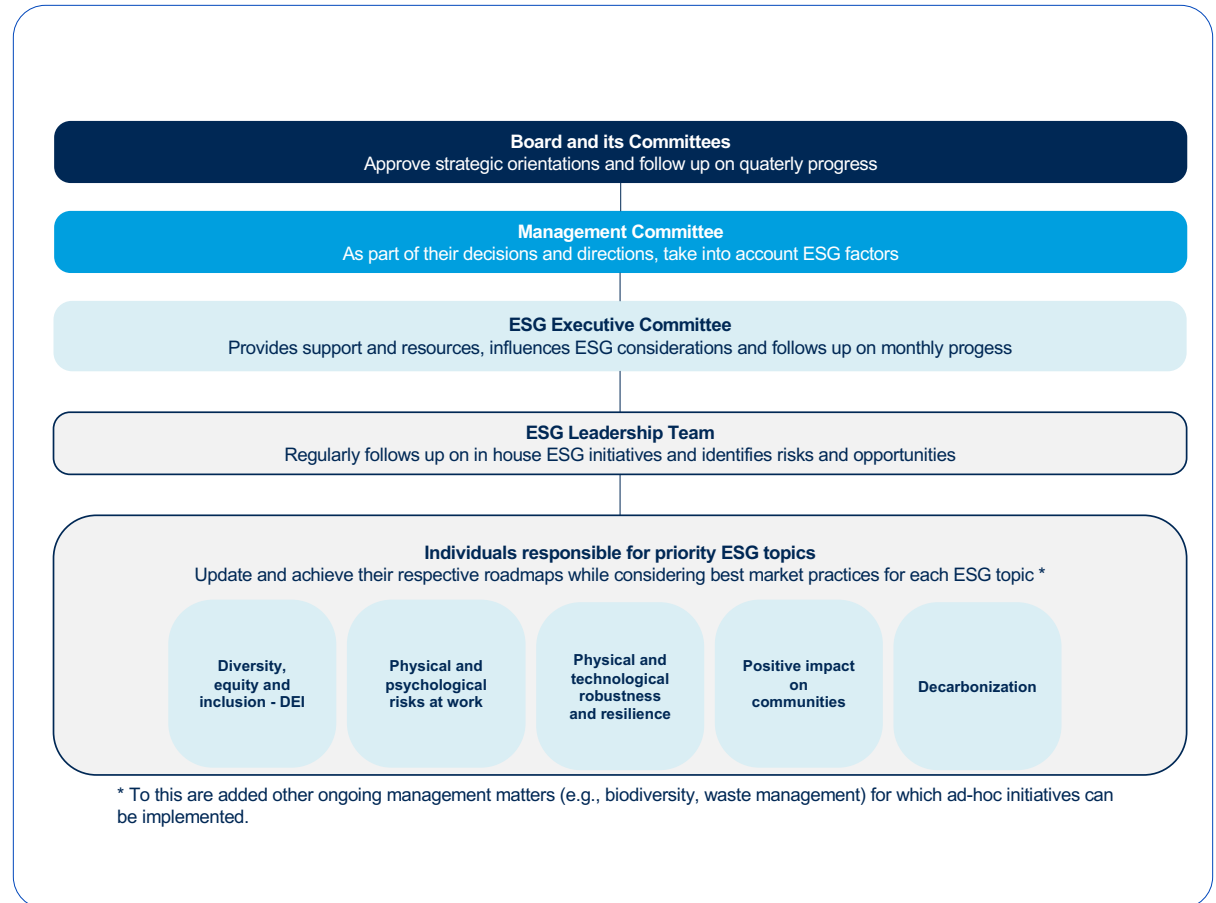
The commitments set out in the strategic plan, including those related to ESG factors, are regularly reviewed to reflect emerging trends and to ensure that the commitments remain relevant.

4. The mandates of the Board committees are available online: <https://energir.com/en/about/the-company/governance/ethics-and-corporate-policies>.



ESG governance

Since fiscal year 2021, Énergir has worked actively to incorporate ESG factors into its culture and business model in accordance with the ESG Policy approved by Énergir’s Board in 2022 and updated in 2024. Several teams share responsibility for managing the ESG-related risks, impacts and disclosures, specifically the teams focused on the following areas: Sustainable development and climate change, workplace health and safety, strategy, corporate secretariat, environmental management and corporate finance. In addition, the ESG Leadership team, a multidisciplinary team that acts as a centre of excellence, monitors and coordinates the progress made on priority ESG topics by the various teams. An ESG Executive Committee ensures quarterly follow-up with Management and the Board.





ESG approach

During fiscal year 2025, Énergir worked actively to incorporate ESG factors into its culture and business model, in accordance with its ESG Policy. As part of this process, Énergir made commitments to:

1. Become a North American leader in ESG factor integration;
2. Accelerate a fair energy transition to fight against climate change while actively helping improve the quality of life in the communities in which it operates.

Fulfilling these commitments is in line with Énergir’s mission, vision, values, and strategic plan.

Énergir’s ESG approach has been shaped based on its discussions with stakeholders. In fiscal year 2021, Énergir consulted with internal and external stakeholders on which ESG matters to prioritize.

As a result of this consultation, seven priority ESG topics were selected to form the basis of Énergir’s ESG approach. These topics are considered to have a significant impact on Énergir as well as on

its operations and the communities it serves, and have therefore been incorporated into its strategic planning. In addition, ambitious goals, targets, and action plans have been established for each priority ESG topic to help Énergir become a leader in its industry in North America.

As part of its strategic planning, Énergir defined its ESG ambitions and seven priority ESG topics:

Environment	Social	Governance
<p>Ambition: Be a proactive leader in the fight against climate change.</p>	<p>Ambition: Provide a safe and inclusive working environment to all employees, partners, and communities.</p>	<p>Ambition: Manage risks efficiently, effectively, and in a manner that promotes resilience and adaptation to change.</p>
<p>1 Decarbonization : Intensify energy efficiency efforts and increase the proportion of renewable energy in its supply.</p>	<p>2 Psychological and physical risks: Promote the prevention of physical and psychological risks at work.</p> <p>3</p>	<p>6 Physical and technological resilience: Ensure the organization’s physical and technological (IT/OT) strength and resilience.</p> <p>7</p>
	<p>4 Diversity, equity and inclusion: Ensure a unique “employee experience” that is based on the principles of diversity, equity and inclusion.</p>	
	<p>5 Positive impact on communities: Generate positive benefits for communities.</p>	



In addition to these priority topics, Énergir’s ESG approach addresses ongoing management matters to improve corporate performance:

- Internal energy consumption
- Corporate culture and management style
- Business ethics
- Water and soil management
- Talent management
- Public policy leadership
- Circular economy, waste management, and spills
- Economic performance and benefits
- Purchasing practices for non-energy goods and services
- Biodiversity protection
- Customer satisfaction and trust

This Report focuses solely on the progress made on the priority topics. However, Énergir’s progress on the above-mentioned ongoing management matters is also tracked. Furthermore, annual disclosures of related performance indicators are provided on [Énergir’s sustainability performance tracking platform](#).

During fiscal year 2025, to eventually comply with the disclosure requirements of the Canadian Sustainability Standards Board, Énergir launched a comprehensive review of its sustainability-related risks and opportunities and consulted with internal and external stakeholders. The goal was to update the results of its last stakeholder consultation, which took place in 2021.

2025 ESG Plan

Since 2021, Énergir’s ESG governance has implemented and tracks an annual action plan that has two components, one focused on **foundational corporate actions** and another on **priority ESG topics** as well as ongoing management matters.

An ESG Leadership team is responsible for planning and implementing foundational corporate actions that combine promising cross-functional actions to ensure that Énergir acts wisely to advance its ESG approach. These actions include the following:

- Manage strategic initiatives to prepare Énergir to meet its disclosure obligations and to respond to stakeholder expectations;
- Conduct monthly monitoring of ESG and sustainability trends;
- Revise the ESG Policy, submit it to the Board for approval, and ensure that it is being followed;
- Make sure that internal education and awareness activities on ESG topics are organized;
- Support the individuals responsible for priority ESG topics; and
- Raise awareness of Énergir’s ESG initiatives.





Priority ESG topics

1

Decarbonization

An expected decline in demand for fossil natural gas is a significant transition risk facing natural gas distribution activities, as governments have set objectives for a Decarbonization of the economy to be achieved through measures such as carbon pricing and regulations on emissions or products and services. Given this context, Énergir adopted its Strategic Vision of Decarbonization for 2030-2050 and publishes a climate resiliency report that presents, in detail, the risks and opportunities related to climate change for Énergir and its main subsidiaries⁵.

Commitment and strategy

In line with its Strategic Vision of Decarbonization for 2030-2050, Énergir is currently transforming its business model. This transformation should help Énergir to contribute to achieving the Government of Quebec’s Decarbonization targets, while reinforcing its relevance as an energy provider in a lower-carbon future. Énergir is focusing more on the added value of the gas infrastructure to meet energy needs in Quebec at certain critical times rather than on the volume of natural gas it distributes.

More specifically, Énergir is taking action to Decarbonize its activities, i.e., by reducing its Scope 1 and 2 emissions as well as the Scope 3 emissions resulting from its customers’ use of its products. By 2050, Énergir expects gas distribution volumes to decline significantly, in line with what is anticipated in the main climate scenarios. However, in the short term, the regulatory framework and the economic context do not point to a significant decrease in distributed volumes. Énergir's GHG emissions are mainly concentrated in Scope 3, subcategory 11, i.e., emissions related to the consumption of products (in this case, natural gas) by customers.



5. See <https://energir.com/en/about/sustainable-development/report/report>.



Targets and progress

Indicator	2025 Performance	Progress against targets	Énergir's 2030 targets
Tracking the performance of the Strategic Vision of Decarbonization for 2030-2050 – Scope 3 emissions downstream			
<p>Energy efficiency</p> <p>The GEEP programs provide customers with financial assistance. The avoided emissions resulting from energy efficiency projects are assessed against a baseline scenario that excludes energy efficiency measures. These avoided emissions are considered only once the project is completed and the financial assistance has been paid by Énergir. The baseline scenario does not always reflect the customer's situation immediately prior to completion of the project (e.g., in the case of expansion projects).</p>	<ul style="list-style-type: none"> • 101,454 tonnes of CO₂ eq. avoided in fiscal 2025. • Since GEEP began: 4,070 energy efficiency projects undertaken by customers. • \$49.2M in financial assistance paid to customers. • 52.8 Mm³ of natural gas not consumed. 	<ul style="list-style-type: none"> • 49% of target achieved. • 0.49M tonnes of CO₂ eq. avoided since fiscal 2020. 	<ul style="list-style-type: none"> • 1M tonnes of CO₂ eq. avoided between fiscal 2020 and fiscal 2030 compared to a baseline scenario that excludes energy efficiency measures.
<p>Complementarity dual energy of electricity – natural gas</p> <p>This target has been revised downward since the publication of the 2024 Climate Resiliency Report, in which it had been set at 0.4M t CO₂ eq. (see explanation in Section 3.2.2.2 of the Climate Resiliency Report).</p>	<ul style="list-style-type: none"> • Reduction of 11,114 tonnes of CO₂ eq. in fiscal 2025 compared to the exclusive use of fossil natural gas, i.e., 6,319 customers that have converted since the Régie de l'énergie approved the initiative. 	<ul style="list-style-type: none"> • 3.7% of target achieved. • Reduction of 20,839 tonnes of CO₂ eq. on an annual basis. 	<ul style="list-style-type: none"> • Reduction of 0.3M tonnes of CO₂ eq. between fiscal 2020 and fiscal 2031.
<p>RNG</p> <p>According to a regulatory obligation⁶, Énergir must sell a specific quantity of RNG to customers based on the average total volumes distributed during the three fiscal years preceding the current fiscal year.</p>	<ul style="list-style-type: none"> • 2% of RNG compared to the total volumes of gas delivered during the reference period, i.e. • 124 Mm³ of RNG, representing a fossil GHG emissions reduction of 0.24M tonnes of CO₂ eq. 	<ul style="list-style-type: none"> • 100% of 2025 target achieved. • Approximately 75% of the 2030 target volumes have been contracted. 	<ul style="list-style-type: none"> • 10% RNG purchased by Énergir's customers, i.e., approximately 578 Mm³. • This target represents a reduction in fossil GHG emissions of 1M tonnes of CO₂ eq. by the end of fiscal 2031.
<p>Buildings sector</p> <p>Total reduction of GHG emissions in the buildings sector</p> <p>In keeping with the Government of Quebec's targets, Énergir has set a global target for the buildings sector. The main actions being taken to achieve this target include the GEEP, dual energy, and RNG purchase initiatives. This metric specifically presents the results of this sector.</p>	<ul style="list-style-type: none"> • 126,280 tonnes of CO₂ eq. avoided for fiscal 2025 among customers in the buildings sector, which corresponds to: <ul style="list-style-type: none"> – 29,019 tonnes of CO₂ eq. from energy efficiency measures; – 11,114 tonnes of CO₂ eq. related to dual energy; and – 86,147 tonnes of fossil CO₂ eq. related to RNG. 	<ul style="list-style-type: none"> • 1.1% reduction in GHG emissions attributable to the use of natural gas since fiscal 2020 by Énergir's customers for space and water heating. • For fiscal 2025, GHG emissions generated by the buildings sector reached 4.244M tonnes of CO₂ eq. compared to 4.292M tonnes of CO₂ eq. for fiscal 2020. 	<ul style="list-style-type: none"> • 30% reduction in GHG emissions among Énergir's customers attributable to the use of natural gas in the buildings sector compared to 2020 levels by the end of fiscal 2031 for space and water heating⁷.

6. Regulation respecting gas from renewable sources, Chapter R-6.01, r. 3.01.

7. The target year, which formerly referred to the 2030 calendar year, has been defined to correspond to the pricing year, which corresponds to fiscal 2031.



Targets and progress

Indicator	2025 Performance	Progress against targets	Énergir's 2030 targets
Scope 1 and 2 emissions			
<p>Reduction of direct emissions from Énergir's activities and indirect emissions generated by electricity consumption</p> <p>Several GHG emissions reduction projects have been identified for these categories of emissions by the responsible teams under the coordination of the GHG Strategy Committee. These projects include, for example, asset enhancement projects (such as the replacement or recommissioning of equipment), projects to improve certain work methods aimed at reducing travel, the progressive electrification of the fleet and an ecofriendly driving program. By applying the approach it proposes to customers, i.e., prioritizing reductions through energy efficiency projects, Énergir purchases RNG in quantities equivalent to the consumption of delivery stations (compressor operation) once they have been optimized. Énergir also purchases a quantity of RNG that is equivalent to the consumption for its buildings.</p> <p>These emissions are tracked on a calendar-year basis, in line with the RMRCECA requirements.</p>	<ul style="list-style-type: none"> • 36.1% reduction in GHG emissions in 2024 compared to the 1990 levels. 	<ul style="list-style-type: none"> • 96% of target achieved. • Maintaining this performance level and achieving the 37.5% target will require sustained efforts, given that some emissions are linked to third-party line hits, a source of emissions over which Énergir has no direct control, even though these emissions fall within Scope 1. 	<ul style="list-style-type: none"> • 37.5% reduction in GHG emissions by calendar year 2030 compared to calendar year 1990.
Other target			
<p>Initiative for the measurement, monitoring, and reporting of fossil gas supply</p> <p>This measure aims to enhance the traceability of network gas supply⁸ by selecting producers who can demonstrate adherence to ESG practices. The EO100™ certification was selected to meet this need. Ultimately, this initiative should help us better understand the GHG emissions associated with production, in particular methane production.</p>	<ul style="list-style-type: none"> • 85% of system gas has been EO100™ certified. 	<ul style="list-style-type: none"> • 85% of target achieved 	<ul style="list-style-type: none"> • Purchase of 100% of fossil system gas by Énergir as part of this initiative by 2030.

8. System gas volumes account for approximately 41.2% of the gas volumes delivered by Énergir to its customers, while approximately 57.9% of volumes distributed are direct purchases. In this case, customers, essentially industries, purchase natural gas themselves from a supplier of their choice.



Priority ESG topics

2

Prevention of psychological risks in the workplace

Commitment and strategy

Énergir considers psychological health to be a strategic driver of its ESG approach, aligning with the objectives of its strategic plan. The company has made a commitment to creating a healthy, caring, and inclusive work environment where every employee feels valued, respected, and supported. This commitment is demonstrated by embedding psychological health into the strategic plan and ESG performance indicators, creating specialized committees and support networks, and developing an organizational culture rooted in empathy, recognition, and prevention.

Several initiatives have been deployed to foster an environment that promotes psychological health, with a particular focus on managing employee workloads. An “effective leader” initiative provides tools and training sessions designed to equip managers with strategies to better balance their responsibilities, prevent employee burnout, and help their teams manage priorities. At the same time, Énergir is making a sustained effort to further enhance a culture of recognition within the organization.





This strategy is supported by flagship initiatives such as the Forum Agir Ensemble (an event dedicated to psychological health in the workplace), participation in interorganizational communities (e.g., Global-Watch), and collaboration with research chairs. The company is also adapting its processes to new legislative requirements addressing harassment, violence, and incivility at work, thereby enhancing organizational compliance and resilience.

Performance regarding psychological health and wellness

Performance in the area of psychological health is tracked quarterly using indicators. The resulting data is used to make real-time adjustments to safety nets, including rehabilitation programs, the EAFP, support networks, and prevention initiatives. These indicators include:

- The rate of connections to the EAFP platform, which encourages employees and their families to use the resources made available to them;
- Faster transitions from short-term to long-term disability, supported by rigorous monitoring of rehabilitation and assistance programs;
- Continuous adaptation of action plans; and
- Ongoing assessments of psychosocial risks to improve health and safety, wellness, and organizational development initiatives. Organizational surveys measure the overall health index and the rate of engagement in programs. The company is constantly raising the visibility of its initiatives, offering inspiring conferences, and encouraging preventive behaviours (e.g., lifestyle habits, physical activity, stress management).

Investing in psychological health strengthens organizational resilience, supports social responsibility leadership, attracts and retains talent, and maintains a safe and healthy work environment. Énergir’s approach is always evolving and based on continuous improvement, innovation, and intersegment collaboration.

Targets and progress

Indicator	2023 Results	2024 Results	2025 Results	2026 Objectives	Description
Incidence rate of psychological health	5.50	5.52	4.88	Continue reducing the incidence rate.	(Number of leaves for which a psychological health diagnosis is confirmed / Number of employees) x 100



Priority ESG topics

3

Prevention of physical risks in the workplace

Commitment and strategy

Énergir remains committed to providing a workplace that is both safe and healthy by strictly adhering to regulatory requirements and industry best practices. The company's occupational health and safety strategy is built on a proactive, integrated approach centered around five key concepts:

- Management of physical and contractor risks;
- Partnership and leadership;
- Feedback and training;
- Measurement and continuous improvement; and
- Fostering a healthy work environment.

Open communication, awareness, and team involvement are key aspects of Énergir's approach to strengthening its safety culture and ensuring that its operations are resilient.

Énergir consistently identifies and prioritizes the management of critical risks based on its golden rules of safety, implementing targeted actions to control and reduce key risks.

It also pays attention to emerging risks so that it can adapt its practices and ensure everyone's safety.





The company has a transparent reporting process for accidents, conducts in-depth analyses of their causes based on criticality, applies corrective and preventive actions, and ensures that warnings and feedback are disseminated to improve safety and avoid repeat incidents.

The commitment and overall strategy are supported by several joint committees that promote partnership and active collaboration between Management and employees.

Management and health and safety leaders are visible in the workplace and play an essential role in consultation and shared decision-making, helping to combine and address the viewpoints and concerns of various stakeholders. As a result, consensus building and dialogue help to develop adapted solutions and strengthen the collective commitment to occupational health and safety.

Performance regarding occupational health and safety

During fiscal year 2025, the frequency of accidents resulting in lost time fell sharply from the previous year, dropping from 0.61 to 0.30, illustrating a clear improvement in the effectiveness of prevention activities.

At the same time, the severity rate dropped from 19.10 to 2.51 compared to last year, demonstrating the effectiveness of preventive measures, the speed of intervention after each incident, and the diligent management of accident files. Each event undergoes in-depth administrative and operational follow-up and analysis to ensure that all actions are traceable and to optimize the prevention of recurrences.

This substantial progress reflects Énergir's ongoing commitment to continuously improving occupational health and safety by ensuring transparent, diligent, and proactive management of key industry indicators.

The results for fiscal year 2025 confirm the downward trend in serious accidents and highlight the importance of the actions that Énergir's teams have taken and how its initiatives are prioritized.

Each indicator is tracked quarterly to ensure safety, well-being, and compliance with industry best practices. The results are compared with statistics from the U.S. Bureau of Labor (the 2023 statistics are the most recent ones available).



Targets and progress

Indicator	2023 Results	2024 Results	2025 Results	Most recent results available from U.S. Bureau of Labor Statistics (2023)	2026 Objectives	Description
Rate of workplace accidents resulting in lost time	0.94	0.61	0.30	0.90	Maintain a rate below the North American gas distribution industry rate, while promoting a reporting culture.	Measure the number of accidents resulting in absence from work over the number of hours worked by 100 full-time people during a year. Rate of lost-time workplace accidents = (number of accidents with absence × 200,000) ÷ Total number of hours worked.
Severity rate	22.68	19.10	2.51	N/A	Énergir continues to improve its average from the last three years.	Measure the number of calendar days of absence following an accident over the number of hours worked by 100 full-time people during a year. Severity rate = (total number of days lost × 200,000) ÷ Total number of hours worked.
Rate of work-related deaths	0	0	0	3 deaths in the <i>Natural Gas Distribution industry, NAICS 2212, BLS</i>	Keep this number at zero in 2026.	No loss of human life is recorded. The objective is to keep this rate at zero for 2026.

Énergir is actively working to reduce its workplace accident rate and the severity rate. It is also focused on improving the timely application of corrective actions order to maximize the effectiveness of the measures taken. In addition, critical risk controls are strengthened through management system audits and consistent application of golden rules.

Furthermore, Énergir continues to strengthen its employee consultation and communication mechanisms concerning health and safety matters, thereby promoting a shared culture of prevention throughout the organization. This approach is supported by strong leadership on joint committees, where active collaboration between Management and employees heightens the collective commitment to safety.

More than 200 people serve on these committees, illustrating a high level of engagement and a commitment to embed safety into every aspect of Énergir’s operations.

Priority ESG topics

4

Diversity, equity and inclusion (DEI)

DEI commitment and strategy

Énergir has committed to reflecting the community in which it operates and in which its customers live and work. This commitment is reflected in its efforts to create an inclusive, safe, and healthy workplace, where everyone feels good and free to be themselves.

The strengthening of the corporate commitment to DEI is based on a three-year roadmap (2022–2025), supported by strong governance and concrete actions that mobilize all teams. These initiatives are measured and tracked by the Board.

At the same time, Énergir’s employee experience strategy focuses on designing and implementing initiatives that boost engagement, well-being, and feelings of belonging by creating healthy, inclusive, and rewarding experiences throughout the employee journey.

These two priorities, which are fully integrated into the company’s strategic planning, help shape the organizational culture and improve collective performance.





Performance regarding employment experience and DEI

To strengthen its commitment to DEI and provide a unique employee experience, Énergir has put several foundational initiatives in place. Through these initiatives, the company plans to sustainably transform its practices and mobilize its teams to achieve its objectives.

Foundational initiatives

- An employee committee that supports the deployment of DEI initiatives and plays an advisory role on employee experience initiatives.
- Deployment of an equal employment opportunity program that ensures fair and flexible human resource management practices.
- Recognition of inclusive behaviours through the “Coup de cœur SST” program (OHS Spotlight Award).
- Mobilizing teams around concrete, measurable, meaningful actions through activities aligned with the DEI calendar.
- Committed leadership, including DEI ambassadors among senior management.
- Creation of a supported employment program for eight young people with intellectual disabilities or autism spectrum disorder, in partnership with the Petits Rois Foundation.
- Alignment with the health and well-being strategic plan and consideration of DEI concepts across the strategic committee dedicated to psychological health and prevention.
- Implementation of an inclusive employee value proposition.
- Creation of a mentorship program and continued participation in the A Effect to accelerate leadership development in under-represented groups.
- Ongoing communication about internal activities through the Diversity and Inclusion page on Énergir’s intranet and on the Fil bleu discussion channel with active employee participation.
- Support for organizations working for social justice and DEI, such as GRIS-Montréal and Émergence, through sponsorship and participation initiatives.
- Gradual incorporation of DEI in all business practices, e.g., inclusive writing, etc.
- Promotion of internal mobility and development for everyone and systematic posting of available jobs.
- Deployment of a monthly anchor day that promotes quality of life at work and fosters commitment, collaboration, and feelings of belonging.



Targets and progress

The creation of an equal employment opportunity (EEO) program has been an integral part of Énergir’s DEI strategic priorities. Given its strong track record of high retention and low turnover across all employee groups, Énergir expects to meet the long-term goals set by the Commission des droits de la personne et des droits de la jeunesse du Québec over the next ten years.

The diversification of Énergir’s workforce is gradually enriching its teams. Hirings, characterized by equitable recruitment processes that are sensitive to representativeness, combined with strong employee interest for internal mobility opportunities, are contributing to diversifying professional career paths and weaving diverse perspectives into the workforce. This dynamic stimulates innovation and meaningful discussions within teams and promotes the inclusion of people from historically under-represented groups, such as visible minorities, people with disabilities, and Indigenous communities.

As part of the EEO program, a gap analysis revealed that female representation exceeds the pool of available labour in most of Énergir’s occupational categories. Moreover, the presence of women workers in over a quarter of traditionally male occupations has exceeded the commitments made in the first EEO program created in 2011.

At Énergir, progress is a collective effort, where every employee helps to create an inspiring environment where caring and performance coexist. The company uses an active listening strategy, including organizational surveys, to monitor changes in the employee experience. Again this year, Énergir is pleased with the progress of its inclusion index, which reflects feelings of belonging, perceived equal employment opportunities, and constructive freedom of expression. This progress, experienced during a period of organizational transformation, was accompanied by an increase in team engagement.

To develop a truly inclusive culture, employees and managers receive tailored training programs that provide practical techniques that can be applied to their professional and personal lives. This training is complemented by activities that sensitize workers to unconscious bias and that teach inclusive leadership and awareness activities (co-development workshops, presentations, and thematic events). Such initiatives encourage strong participation, and employees consider them to be useful and relevant.

Portrait of diversity (Énergir 2025 vs 2022)

	2023 Results	2024 Results	2025 Results	EEO program target for 2027 ⁹
Women	38%	38%	38%	38%
Ethnic minorities	8%	9%	10%	11%
LGBTQ2S+	3%	3%	3%	N/A
People with disabilities	1.9%	1.9%	2%	2.1%
Indigenous people	0.4%	0.4%	0.4%	0.4%

Progress of organizational indices (Énergir 2025 vs 2022)

	2023 Results	2024 Results	2025 Results
Engagement index¹⁰	83%	80%	76%
Inclusion index¹¹	77%	74%	73%

9. Target to be achieved in 2027 according to implementation phase 01 of the equal employment opportunity (EEO) program.
 10. The engagement of Énergir’s employees was measured using two organizational surveys covering complementary topics. The overall index assesses leadership, commitment, overall health, and ease of work.
 11. The inclusion index is assessed using an annual organizational survey that combines quantitative indicators to evaluate the inclusiveness of the work environment based on employees’ feelings of belonging and their perception of equal opportunities.

Priority ESG topics

5

Positive impact on communities

For Énergir, supporting the communities it serves is much more than a commitment: It is a way of doing business that has defined Énergir for decades. In addition to playing an active role in the energy transition, the company's responsibility to society is also expressed through initiatives that promote collective well-being and the creation of shared value. Énergir's positive impact on communities is reflected in three main areas: Its community engagement program, its relations with Indigenous communities, and its efforts to address energy poverty.






Community engagement

Community engagement has always been at the heart of Énergir’s corporate culture, and it still is today.

For over 20 years, its donations have been guided by a community engagement policy, ensuring diligent and structured management of its program. This policy has been periodically reviewed to better reflect the impact that Énergir aims to have on the communities it serves.

In 2025, it was updated to align with community needs and maximize the value that Énergir wishes to create in society.

In its updated policy, Énergir prioritizes three areas of action, demonstrating its commitment to addressing urgent needs today while investing in a better tomorrow:

- **Helping communities in precarious situations;**
- **Supporting vulnerable youth**, particularly regarding school retention; and
- **Supporting climate change adaptation.**

In 2025, Énergir invested \$2.16 million, representing 1.55% of its income before income taxes, to support more than 219 community organizations across Quebec. This contribution, which includes financial donations, in-kind contributions, and time offered by employees, places **Énergir above the industry average**, which is estimated at 1%.¹²

Some key initiatives in 2025

Centraide and Énergir: Steadfast solidarity

Every year for more than 20 years, Énergir has united its employees and Management around a powerful corporate cause, i.e., Centraide, and amplifies its collective contribution through a matching-gift program. In 2025, this longstanding commitment was recognized by a **Prix Solidaire** in the Corporate Commitment category, which is awarded to companies that have led outstanding campaign at all levels with strong senior management involvement. **The 2025 Centraide campaign** raised more than \$430,000, a contribution made in equal shares by Énergir and its employees.

Donations – Community investment (Total donations in \$)	2023	2024	2025
Income before income taxes, excluding earnings from U.S. subsidiaries	110,621,000	119,471,000	139,098,000
Actual amount donated according to the criteria of the Imagine standard	1,792,880	1,899,666	2,161,945
Percentage of income before income taxes, invested in donations	1.62%	1.59%	1.55%

12. Episode: Étude sur les tendances en philanthropie au Québec, 2024.



**The Petits Rois Foundation:
A transversal partnership**

Spearheaded by Éric Lachance, President and Chief Executive Officer of Énergir, member of the Foundation’s board of directors and honorary co-chair of its annual benefit evening, **the partnership with the Petits Rois Foundation illustrates Énergir’s desire to make contributions that go beyond financial donations.** Since January 2025, Énergir has welcomed eight young people with intellectual disabilities, with or without autism spectrum disorder, in internships supported by the Foundation and supervised by the CIUSSS du Centre-Ouest-de-l’Île-de-Montréal.

Recognizing the gift of time

At Énergir, volunteering is an integral part of the corporate culture and is actively encouraged, especially through **Atout Cœur, an internal program that gives employees the resources and time they need to commit to the causes they hold dear.** This commitment is also reflected at the leadership level, with the Management Committee setting an example through its own philanthropic involvement.

Since May 2025, a **specific payroll code** has made it possible to record and value **the gift of time donated during working hours.** This recognition includes initiatives such as the fleet team’s commitment to the **Dans la rue organization**, ensuring the mechanical maintenance of its trademark van and giving it access to Énergir’s head office filling station for compressed natural gas. From May to September 2025, **800 hours of volunteering** were reported, representing an **estimated value of \$77,213.**

Other highlights

- **The Holiday Baskets tradition continued:** From basket preparation to delivery, the committee and employees came together to donate **300 grocery baskets** to families and individuals in need, in collaboration with organizations located close to the head office.
- Since January 2025, a **new partnership with Partage & Solidarité** has enabled the recovery of surplus food from **Bistro É**, which is redistributed to the community free of charge. In 2025, **913 portions** were provided, representing an estimated value of **\$8,217.**

- Through in-kind donations, an initiative organized with **Électrobac and TELUS** made it possible to contribute **250 refurbished iPhones to the Ukrainian Canadian Congress – Quebec Provincial Council**, thereby contributing to the settlement and connectivity of new arrivals to Quebec.

At Énergir, human energy has always been viewed a force for social transformation. That is why the company will continue to invest, and get involved, with heart, consistency, and ambition to make a concrete difference in community life.



Relations with Indigenous communities

True to its mission of meeting the energy needs of all its customers, Énergir recognizes the importance of First Nations among those it serves and aims to collaborate with those who are affected by its activities while respecting their rights, cultural and economic realities, and modes of governance. Knowing that meaningful collaboration requires a tailored approach, Énergir partnered with the Ashukan Institute in fiscal year 2024 to develop a framework outlining its vision for relations with First Nations and the integration of Indigenous employees, as well as corporate principles and guidelines.

Given this approach, Énergir has made a commitment to:

- Become a partner of choice to the communities affected by its activities;
- Provide all the necessary tools and support so that all employees, including members of Indigenous communities, can grow and reach their full potential;

- Have a positive influence on its partners and stakeholders and support the development of long-term, respectful relations with First Nations;
- Acknowledge the concerns of Indigenous communities and incorporate measures to address them into the corporate culture; and
- Act transparently and sincerely in achieving the goals of this approach.

Guiding principles

Énergir’s approach to collaboration and relations with Indigenous communities as well as to supporting employees from those communities is guided by five principles:

- Steadfast and collaborative action
- Humility and integrity in our actions
- Reliable, enduring communication channels
- Support and involvement
- Flexibility and open-mindedness



Initial achievements

In 2025, the company introduced several initiatives to strengthen its relations with Indigenous communities:

- The creation of an Indigenous internal governance body mandated to organize all company actions involving community relations;
- Training members of the Management Committee and the Board of Directors as well as employees on the realities of Indigenous communities and conscious and unconscious biases between nations;
- A review of internal processes for including and consulting Indigenous communities in relevant projects; and
- Contact with several Indigenous communities and associations affected by Énergir's infrastructures or activities.






Energy Poverty

Énergir believes that energy should be accessible to everyone—reliably and fairly—and that it should be used responsibly to support a resilient future. For several years, the company has paid particular attention to the realities experienced by its customers who are in fragile and/or vulnerable situations.

A holistic approach to maximize the positive impact

Given the current economic climate, Énergir has made a commitment to do more by adopting a holistic approach to its support for low-income households and customers experiencing financial difficulties.

As part of this commitment, Énergir will take a proactive role in the fight against energy poverty in Quebec by strengthening its efforts with vulnerable customers and adopting a collaborative approach.

Énergir’s commitments to addressing energy poverty are as follows:

- Listening to vulnerable customers so it can act proactively to prevent or intervene in situations of energy poverty or vulnerability;
- Identifying needs and ensuring that actions are taken consistently and across all areas of the organization; and
- Collaborating with key community players to co-construct sustainable solutions and enhance Énergir’s collective impact.

Low-income households (LIH) support program

Launched in 2013, the LIH support program helps underprivileged customers adopt energy efficiency measures. This additional assistance is also available to private building owners that have one or more units occupied by low-income households. The financial assistance is shared between the building owner and the low-income tenants who live in the building where energy efficiency measures are undertaken.



The additional financial assistance generally doubles the standard support provided through Énergir’s energy efficiency programs, in addition to helping eligible customers to reduce their energy bills.

During fiscal year 2025, a total of 1,068 low-income households received financial assistance from the program. This marks a substantial decline in participation, despite an increase in the number of individual projects carried out under the program.

This decline was due to a sharp drop in the average number of cooperatives and non-profit housing organizations that took part, which was down 55% from the previous year.

Participation in fiscal year 2025 was therefore below the 3,005 participants expected for the program. Énergir remains committed to increasing participation in the program over the coming years.

Service accessibility in 2025 – Social Support Help Program (SSHP)

The Social Support Help Program aims to improve the financial assistance offered to low-income households that are having difficulty making payments.

In 2025, 171 customers expressed interest in the program, up from 141 the previous year.

The data for fiscal year 2025 was presented in the annual report submitted to the Régie de l’énergie du Québec in December 2025.

Low-income households (LIH) support program

Indicator	2023 Results	2024 Results	2025 Results	Description
Low-income households that have received financial assistance through the program	5,557	2,279	1,068	Decrease in the number of households supported, despite an increase in the number of individual projects carried out under the program (from 38 in 2024 to 47 in 2025).

Priority ESG topics



Physical resilience

For Énergir, physical resilience is a pillar of ESG performance. With its PSMS, Énergir aims to strengthen the robustness, reliability and durability of its critical infrastructure, while meeting the growing expectations among stakeholders for transparency, governance, and risk management.

Commitment and strategy

Énergir’s strategy for ensuring physical resilience is based on strong governance, supported by a PSMS Governance Committee. Aligned with recognized standards and applicable laws and regulations, it incorporates best practices in operational security. Énergir promotes an organizational culture built around vigilance, individual responsibility, and continuous improvement. The implementation of the PSMS program is structured around maturity indicators and clear objectives to strengthen the robustness and physical resilience of Énergir’s assets. To do this, the PSMS applies security benchmarks such as protection of the environment, assets, and people. This systematic approach is essential to preventing critical incidents and raising stakeholder trust.





Performance regarding management of infrastructure integrity

Énergir's infrastructure is protected by asset integrity programs and management systems that emphasize incident prevention, proactive maintenance, rapid response to emergencies, and continuous risk management. Maturity self-assessments, internal and external audits, and performance indicators ensure that actions and decisions are traceable and compliant. Safety culture initiatives place safety at the core of Énergir's practices. By considering human, organizational, and technological factors, Énergir ensures that the highest priority is placed on creating an environment where people, the environment, and assets are protected. It also applies a structured approach to change management, which helps it anticipate the impacts of PSMS on stakeholders, taking into account operational constraints, workload, team accountability, and training needs.

Highlights

The PSMS currently being implemented has already led to significant improvements in operational performance and safety, thanks to its structured and integrated approach. It promotes better document management; optimized project management; enhanced risk management; more effective prioritization of critical risks; standardized analysis practices that reflect human factors; better support of technical changes; and modernized incident management, with several critical incident analyses conducted in fiscal year 2025. These improvements yield greater rigour, a more efficient methodology, improved communication, and more motivated teams.

2026 objectives

The ESG objectives for physical resilience in 2026 include:

- Raising the maturity level of the safety culture and key system components while continuing to implement the action plan; and
- Correcting the gaps identified during the various audits conducted as part of the continuous improvement of operational security, with a goal of achieving zero critical incidents affecting people, the environment, and assets.

The targets are tracked using performance indicators defined in the PSMS and the safety culture management plan.

Priority ESG topics

7

Technological resilience

Commitment and strategy

Amid an ongoing digital transformation and ever-evolving cyberthreats, Énergir remains committed to ensuring the robustness and technological resilience of its IT and OT environments. Cybersecurity and the protection of personal information are central to Énergir's risk governance strategy.

This strategy is built on an integrated approach that is aligned with best market practices, including the cybersecurity framework of the NIST. It is supported by clear governance, formal policies, and an organizational culture centered around security and confidentiality.





Performance regarding cybersecurity and the protection of personal information

In 2025, Énergir actively advanced its cybersecurity program, which included:

- **An annual cybersecurity awareness program**, enhanced by targeted campaigns about emerging threats such as smishing (SMS phishing), vishing (voice phishing), and deepfakes;
- **The implementation of a personal information protection program**, to comply with Quebec’s *Act respecting the protection of personal information in the private sector*; and
- **Concrete actions:**
 - Strengthening access management and security controls; and
 - Implementing data leak prevention measures.

Independent external assessments conducted in 2025 and sponsored by Énergir confirmed that the company ranks above the industry average in cybersecurity and personal information governance.

These results are testament to Énergir’s commitment to proactive, resilient, and ethical cybersecurity practices for the benefit of its customers, partners, and employees.

Operational technology (OT) security program

In its efforts to strengthen the resilience of its critical infrastructure, Énergir has also implemented a dedicated OT security program. This program is designed to ensure the availability, integrity, and reliability of the gas network, while meeting increasing industrial cybersecurity requirements.

This program is part of Énergir’s integrated cybersecurity approach and is aligned with the NIST CSF 2.0 framework and best practices in the energy industry. It contributes directly to the protection of gas infrastructures, business continuity, and stakeholder trust.



Sustainability initiatives and partnerships

Énergir participates in various working groups focused on the energy transition and sustainable development.

Plan for a Green Economy

Énergir's Strategic Vision of Decarbonization for 2030-2050 was developed to help achieve the Decarbonization targets set out by the Government of Quebec in its Plan for a Green Economy (2030 PGE), particularly the target of reducing GHG emissions from building heating by 50% (compared to 1990 levels) by 2030. For more information, refer to Énergir's Climate Resiliency Report¹³ for fiscal year 2025.

Montréal Climate Partnership

Énergir continues to work with stakeholders in the Montreal community as part of the Montréal Climate Partnership (MCP) initiative to implement commitments to reduce GHG emissions and introduce adaptation strategies that align with the objectives of Montreal's Climate Plan. In May 2025, Énergir participated in the fourth Montreal Climate Summit organized by the MCP, and it continues to work closely with the City of Montreal and other members of the MCP to create winning conditions for this transition.

Énergir's commitments at the MCP in 2025:

At the 2025 Montreal Climate Summit last May, Concordia University, ÉDI and Hydro-Québec announced that they had entered into a strategic collaboration agreement to explore and implement sustainable energy solutions at Concordia University's Loyola Campus. This agreement is part of a shared commitment to accelerate the energy transition in Quebec by combining innovation, research, and smart infrastructure.

In addition to waste heat recovery initiatives, the partners will examine ways to integrate various renewable energy sources into the existing campus energy network, which may ultimately connect some 30 buildings. By bringing together researchers, students and energy sector stakeholders, the Loyola Campus could eventually serve as a living laboratory for learning the skills needed to develop resilient renewable energy networks. The project would both contribute to the Decarbonization of the campus and support training and research focused on the energy transition.

Other Énergir commitments made at the MCP in 2022:

- Launch an initiative to evaluate the sustainable mobility needs of employees.
 - **Result for 2025:** Development of a mobility plan adapted to the realities facing Énergir's employees with support from the firm Movia in 2025. Actions will be taken in the upcoming fiscal years.
- Electrify the entire commercial fleet, when technological solutions exist, while optimizing the utilization rate of each vehicle.
 - **Result for 2025:** Electrification of 20% of the vehicle fleet (more than 100 electric vehicles on the road).
- Start eliminating fossil fuels from all its existing buildings in Montreal and opt for lower-carbon energy sources, reserving natural gas for the management of peak demand periods.
 - **Result for 2025:** Completed. Since 2022, Énergir has purchased the RNG required to cover 100% of the energy consumption of its Montreal buildings. Note that Énergir is continuing its energy efficiency efforts to reduce its consumption at the same time.

13. <https://energir.com/en/about/sustainable-development/report/report>.



- Fund greening and soil demineralization projects through the Alliance forêt urbaine de Montréal each year for the next three years.
 - **Result for 2025:** Project completed in fiscal year 2024, but Énergir’s commitment to the Société de verdissement du Montréal métropolitain (Soverdi), which created the Alliance forêt urbaine de Montréal, continues. Beyond the financial contribution, about 20 Énergir employees have participated in Soverdi’s tree planting activity every year since 2022.

Québec Capitale Climat

At the first Sommet Climat Québec (Quebec climate summit) in June 2025, the Fondation Québec Philanthrope, in collaboration with Énergir, unveiled the creation of a climate and community fund named “Fonds Climat et communauté.” This fund will support community organizations that are engaged in—or want to deploy—concrete foundational initiatives to promote a fair, sustainable, and inclusive socioecological transition, in accordance with the priorities identified at Québec Capitale Climat’s worksites.

SWITCH Alliance

Énergir is a partner of SWITCH, the Alliance for a Green Economy in Quebec. SWITCH aims to implement innovative solutions to accelerate the transition to a Quebec economy that creates wealth and respects the environment.

Responsible procurement

Énergir is one of the founding members of ECPAR, whose goal is to embed sustainable development into supply chains and shape best practices in this area.

Furthermore, Énergir is committed to increasing its procurement of goods and services from the social economy as part of L’Économie sociale, j’achète!, an initiative launched by CESIM.

Énergir follows the sustainable procurement guidelines set out in ISO 20400 by incorporating purchasing practices that align with its values and reflect efficient, responsible procurement methods focused on needs planning, effective cost management, and appropriate risk coverage.



Caution regarding forward-looking statements

Certain statements in this Sustainability Report may be forward-looking within the meaning of Canadian securities laws, in particular statements that describe objectives, activities, events, or developments that Énergir Inc. or Énergir, L.P. expect or anticipate will or may occur in the future as well as other statements that are not historical facts. Such forward-looking information reflects the intentions, plans, expectations, and opinions of the Management of Énergir Inc. regarding sustainability-related issues and questions and ESG factors. Forward-looking statements are often identified by words and expressions such as “plans,” “expects,” “expected,” “budgeted,” “scheduled,” “estimated,” “seeks,” “aims,” “forecasts,” “intends,” “anticipates,” “believes,” “objective,” “ambitions,” or by statements that certain actions, events or results “may,” “could,” “would,” “might,” or “will” be taken, occur, or be achieved and other variants and similar expressions as well as the negative or conjugated forms, as they relate to Énergir Inc. or Énergir, L.P. or their subsidiaries or affiliates. The forward-looking statements in this Sustainability Report include, in particular, statements on (i) Énergir, L.P.’s strategic plan; (ii) Énergir, L.P.’s commitments, ambitions, targets and objectives related to its ESG initiative and priority topics; (iii) Énergir, L.P.’s sustainability initiatives and partnerships, including the Strategic Vision of Decarbonization for 2030-2050; and (iv) changes in volumes of natural gas distributed. Such forward-looking statements reflect the current opinions of Management and are based on information currently available to Management.

Forward-looking statements involve known and unknown risks and uncertainties and other factors outside the control of Management. A number of factors could cause the actual results of Énergir Inc. or Énergir, L.P. and their subsidiaries and affiliates to differ significantly from historical results or current expectations, as described in the forward-looking statements, including but not limiting the general nature of the aforementioned, terms of decisions rendered by regulatory agencies; uncertainty that approvals will be obtained by Énergir, L.P. and its regulated subsidiaries from regulatory agencies and interested parties to carry out all of their activities and the socioeconomic risks associated with such activities; the competitiveness of natural gas in relation to other energy sources; environmental and social risks (including physical and transition risks related to climate change) and their impacts on Énergir, L.P.’s business activities; risks related to information systems and cybersecurity; uncertainty related to the transition to a low-carbon economy as well as government implementations of ESG-related and climate-related measures, plans, laws or regulations that are evolving constantly; Énergir L.P.’s ability to meet its GHG emission reduction targets; the reliability or costs of natural gas supply; the integrity of the natural gas transportation and distribution systems; the execution, evolution and profitability of development projects and sustainability initiatives; the ability to secure future financing; the availability and cost of labour as well as Énergir, L.P.’s ability to recruit and retain key resources; and other factors described in Énergir Inc.’s annual MD&A for the year ended September 30, 2025 dated November 25, 2025 (available on the SEDAR+ website at www.sedarplus.ca) and Énergir Inc.’s subsequent quarterly MD&As that might address changes to these risks.

Although the forward-looking statements contained in this Sustainability Report are based on what Management believes to be reasonable assumptions, Management cannot assure readers that actual results will be consistent with these forward-looking statements. Assumptions underlying the forward-looking statements contained in this Sustainability Report include, among others, assumptions that no unforeseen changes in the legislative and regulatory framework or operating context of energy markets in Quebec will occur, including in relation to environment and climate change; that the applications filed with various regulatory agencies will be approved as submitted; that natural gas prices will remain competitive; that the supply of natural gas will be maintained or will be available at competitive costs; that no significant event will occur outside the ordinary course of business, such as a disaster, including those caused by the effects of climate change, a major service interruption or cyberattack; that liquidity needs for Énergir, L.P.’s development projects and initiatives will be obtained through a combination of operating cash flows, borrowings on credit facilities, capital injections from the Partners of Énergir, L.P., and issuances of debt securities; and that the subsidiaries and affiliates will obtain the required authorizations and funds needed to finance their development projects and initiatives; in addition to the other assumptions described in this Sustainability Report. These forward-looking statements are made as of the date of this Sustainability Report, and Management assumes no obligation to update or revise them to reflect new events or circumstances, except as required under applicable Canadian securities laws. These statements do not reflect the potential impact of any unusual item or any business combination or other transaction that may be announced or that may occur after the date hereof. All forward-looking statements in this Sustainability Report are qualified by these cautionary statements, and readers are cautioned to not place undue reliance on these forward-looking statements.



Special thanks

Énergir would like to thank the external stakeholders who have contributed to this sustainability reporting initiative for generously sharing their ideas and suggestions to help us improve our practices.

Énergir would also like to thank the internal collaborators involved in our sustainability efforts, the ESG Leadership Committee, and the disclosure committee for their dedication and contributions to this project. Their collective efforts have been essential to the success of this initiative.



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energy
differently