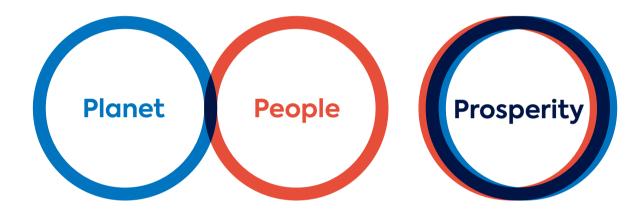
## Sustainability and beyond

# Connecting planet and people for prosperity

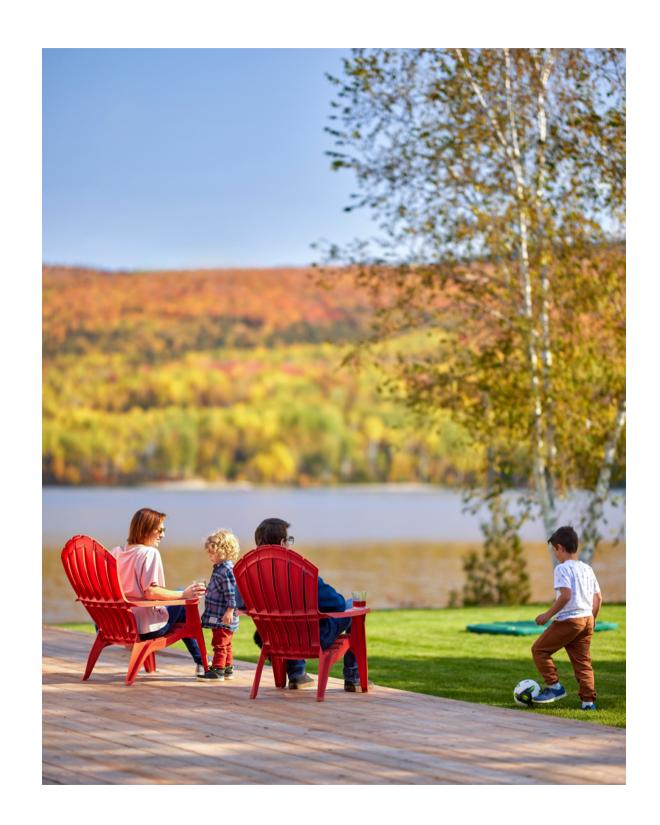


#### Toward greater positive impact

Over the past two years, Premier Tech has brought its approach to sustainability from intuitive to intentional and structured. As part of our strategic plan VISION 2027, we have outlined our intentions and refined our ambition through our commitment to sustainability and beyond. It allowed us to implement concrete actions in line with a clear strategy as well as targeted spheres and impact areas. Drawing from this strategic focus, our teams can now contribute actively to the sustainability objectives.

#### Horizontality and collaboration

Our sustainability horizontal work structure led to a proactive and engaged internal network fostering communication, collaboration and monitoring. By sharing ideas, experiences and various perspectives, we fuelled each other's reflections. Over the past year, we also created tools to better track and analyze the progress of our initiatives, thereby increasing their maturity level. The horizontal team is responsible for implementing these tools and overseeing their integration across the various groups. Their effort contributed to strengthening our internal alignment, enhancing our agility and accelerating the development of new strategies.



### **Planet**

Climate action is a collective challenge that extends to companies, individuals and communities alike. Premier Tech has therefore initiated the process of reducing its green house gas (GHG) emissions as part of the joint worldwide effort to limit global warming to 1.5°C.

#### **FY22 - FY23**

#### Laying a strong foundation

With the ambition to take part in climate action and set a reduction target, we must first get a precise and complete overview of our global GHG emissions. By conducting our first global inventory on scopes 1, 2 and 3, we identified the various emission sources and hotspots related to our activities. It gave us the required information to set a target and develop an action plan to reduce our GHG emissions.

#### **FY24**

#### Establishing our ambition

Over the past year, we have identified the various reduction scenarios for each of the business groups, then defined a consolidated objective. Following these efforts, Premier Tech sets its ambition to reduce its scope 1<sup>1</sup> and 2 emissions by 42% and scope 3 emissions by 25%, and to consume 90% of renewable electricity by 2030, compared with the baseline year of 2022. From this date, our emissions will be measured on a yearly basis.

### **FY25 - FY31**

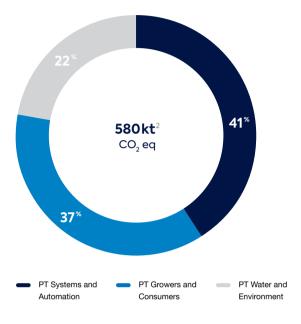
#### Accelerating

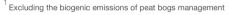
Fiscal year 2025 started with the implementation of software for conducting GHG inventories and following up on the results of our reduction plan. Some decarbonization initiatives are already underway and will be amplified gradually over the coming years. In order to accelerate their implementation, we have initiated a process to determine the percentage of our investments that will be allocated toward these decarbonization initiatives. At the same time, we have also identified the key technological advancements that must be integrated into our technological watch and innovation activities to meet our target.

#### Moving beyond

We also are fully committed to continue our GHG reduction efforts beyond 2030. We aim to develop sustainably, focusing on the development of impactful offers while limiting the footprint of our activities.

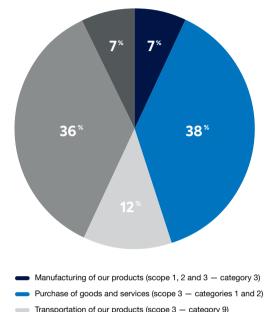
#### **Emissions by group**<sup>1</sup>





<sup>&</sup>lt;sup>2</sup> Expressed in thousand tonnes of CO<sub>2</sub> equivalent

#### Source of emissions by operations<sup>1</sup>



Customer use of our products (scope 3 — category 11)

Other activities (scope 3 — category 4, 5, 6, 7 and 12)

#### Change and innovation related to the carbon flux in lands

Even though scientifically recognized reduction targets - namely those of the Science Based Target Initiative (SBTi) — have been established for several years, they did not account for natural biogenic emissions. such as land-based emissions. The calculation and identification of reduction targets focused on fossil emissions, overlooking the specific emissions related to land use as well as the forestry and agriculture industries. The lack of a precise calculation methodology and tailored models for establishing reduction targets made it more challenging for companies in these industries to effectively participate in these reduction efforts. The Forest, Land and Agriculture (FLAG) methodology for establishing reduction targets has been developed in the past year to bridge the gap with the existing SBTi standards. The calculation methodology for these GHG flux has been clarified through the Greenhouse Gas Protocol framework, which should be adopted by the end of 2024.

Moreover, given the new results from academic scientific research, the Canadian Sphagnum Peat Moss Association (CSPMA) has undertaken a study to reassess the GHG flux exchanges in peat bogs. This study is expected to yield in a significant improvement in the relevance and precision of the calculation tool for peat bog emissions.

We take an active part in these developments and monitor them while ensuring that they are suited for our industry. We aim to set a target and develop action plans for our peat bog operations within the upcoming fiscal year. Meanwhile, we maintain our Innovation, Research and Development efforts and our collaboration with the industry to improve our harvesting and restoration methods. It also helps us identify and enhance complementary material to peat moss.

Planet - GHG and climate action

## Integrating life cycle thinking to prioritize our actions

Premier Tech has identified life cycle thinking and ecodesign as key to making sustainability intentional and integrated into our products and services portfolio. Thus, we have implemented initiatives to structure and deepen our understanding of the life cycle mindset, developed a maturity index to track and measure our progress, and collaborated with external consultants to launch multiple new life cycle analyses (LCAs). These initiatives will allow us to draw conclusions on many of our commercial offers and open avenues for strategic actions.

It has been decided to conduct simplified LCAs on products that account for a significant share of our portfolio. The simplified LCAs allow us to reach conclusions more efficiently, which can be applied to a large part of our sales and commercial offers. They provide a thorough understanding of our products' footprint and enable us to identify elements that otherwise would not have undergone such examination and proactive analysis. They also help our teams identify key improvement targets and partnership opportunities for the procurement of raw material.



#### **Ecodesign through our business groups**

Three members of the horizontal team share insights into the integration of ecodesign within their respective group over the past year.

#### A well-established ecodesign process

Premier Tech Water and Environment has been integrating ecodesign into its business model for many years. Innovative concepts have been core to the research and development work that led to the conception of the Ecoflo® biofilter in the late '80s. The members of the team responsible for this innovation were precursors, integrating life cycle thinking concepts such as life span, compactness, repairability and energy-less gravitational system. Recent LCAs confirmed the relevance of these elements, bringing the reflection on the Ecoflo® biofilter even further.

Supported by the International Reference Center for Life Cycle Assessment and Sustainable Transition (CIRAIG), the group conducted about fifteen LCAs on three products and many components in three distinct regions — namely Pennsylvania and Iowa, in the United States, and Québec, Canada. These LCAs will allow us to compare the different versions of these products and identify the design elements that could reduce their footprint.

We aim to fully integrate ecodesign into our daily workflow while enhancing the processes behind product development through ecodesign concepts," says **Colin Côté**, senior industrial designer for the group.



#### Express life cycle analyses

Premier Tech Growers and Consumers has undertaken its first ecodesign initiatives this year. The team has familiarized itself with life cycle analyses and built a unit to oversee the integration of these practices in their Innovation, Research and Development process.

The group has adopted two strategies to get an overview of its commercial offers. The first strategy was applied to the professional growing media offer and has been executed with the support of external experts. The goal was to conduct a simplified LCA on various components of the media, acting as a decision-making aid in developing the optimal composition. The second strategy resulted in the development and implementation of an internal express LCA tool, which provides a brief analysis outlining the most relevant environmental and social aspects to consider. This tool enables the group to better assess the impact of the wide range of its consumer products and integrate these takeaways into the product development roadmaps.

The life cycle analyses allowed us to identify the specific elements we aim to improve. As we are in an exploratory stage, there are still strategic decisions ahead, but it is part of our continuous improvement," says **Sophie Deschênes**, application director for the group.

#### Focusing efforts where it counts

For Premier Tech Systems and Automation, which manages highly complex and specialized technological platforms and equipment, the challenges with its first steps in ecodesign lie in the breadth of its offers and the specificity of its components. The first life cycle analysis, just like the group's GHG footprint, showed that the use on the client's premises has the highest footprint of the life cycle.

Contrary to what we expected, the use of steel in the equipment manufacturing has a very limited impact on the full life cycle of the product. Prior to conducting the LCA, our areas for improvement mostly aimed to reduce the use of steel," says Alexis Darisse, innovation manager for the group.

The results of this first LCA demonstrated the importance of focusing efforts where they yield the most value relative to the required effort. As an example, the energy consumed by the equipment over its 15 to 20 years of useful life has a greater impact than all the operations related to its manufacturing.

Planet — Life cycle thinking and ecodesign

## Overview of the initiatives implemented this year

As part of the continuous improvement of our business and production practices, we are committed to reducing our footprint, including our GHG emissions and the management of raw and residual materials. This commitment fostered collective engagement and raised awareness of ecoresponsibility, leading to the launch of many initiatives across our home bases throughout the year.

#### Ecoresponsible practices at events Premier Tech

The 100th anniversary celebrations on the Premier Tech Campus in Rivière-du-Loup were a great opportunity to take concrete actions aligned with our commitment to ecoresponsible practices. A particular attention was given to reducing waste at source and controlling the use of single-use plastic. We have selected reusable, recyclable or compostable food containers, installed recycling and composting stations across the site, and redistributed the extra food to local food security organizations. Supported by Desjardins, we have also offset transportation emissions through the purchase of educational Scol'ERE carbon credits, which aim to raise awareness of climate change among primary and secondary students in Québec.





#### A plastic circularity pilot project PT Growers and Consumers

A plastic recycling pilot project has been implemented in collaboration with Modix Plastique, a high-quality post-consumer resins recycling and manufacturing company, and PolyExpert, a polyethylene film manufacturer. This initiative has a three-step circular economy target: recycling bags from mega bales packaging used for inter-site transports, transforming these bags into post-consumer reprocessed resins, and integrating these resins into a plastic film used for the production of new growing media bags. This pilot project allowed the plant in Rivière-du-Loup to recycle over 45 tons of plastic this year.

#### **Energy savings**

PT Water and Environment

To enhance energy efficiency and reliability of compressed air generation equipment, our team in Châteauneuf-d'Ille-et-Vilaine, France, replaced three air compressors that had reached the end of their life cycle by two 15 kW variable speed drive (VSD) compressors and one 5.5 kW reciprocating compressor. It led to significant energy savings of 50% while also optimizing our production.

#### Impactful IR&D actions

PT Water and Environment

To support the group's partners in wastewater treatment maintenance services and address the challenges they face — the significant growth of activities and the labour shortage in the North American market —, the Innovation, Research and Development (IR&D) team focused its efforts on finding solutions. The team conducted a service offer analysis for standard industrial equipment - the vacuum truck -, which highlighted energy waste. So, an innovative solution was found through the integration of a new aspiration method using an air compressor. This compact, efficient and easy-to-transport solution represents a significant cost saving for our service partners and optimizes their operations. It also cuts diesel consumption by approximately 32%, thus mitigating the environmental footprint of service operations.



#### Introduction of recycled plastic material

PT Water and Environment

Among its ecoresponsible production practices, the business group has introduced recycled plastic material (RPM) into its products. This commitment to reducing the utilization of virgin resins and offering more ecoresponsible products takes two forms: the introduction of recycled polyethylene in the rotomolded products and the purchase of recycled plastic parts. For example, all the PVC tubes used in our solutions are now made from recycled PVC. In 2023, our business unit in France received the MORE label — MObilised for REcycling — from Polyvia, the Federation of Plastics Processing and Composites. This label recognizes the integration of post-consumer waste and post-industrial RPM, demonstrating the best practices that have been implemented in this regard.



### Integration of new ecoresponsible practices PT Systems and Automation

This year, the business group has integrated a new aspect to its well-established active management process, which aims to cover various subjects such as health and safety, productivity improvement or any other improvement opportunities identified by manufacturing teams. Environmental initiatives are now fully part of these weekly meetings, allowing everyone to suggest environmental improvements.

### **People**

At Premier Tech, we value human potential. It has been at the heart of our Values, along with teamwork, since day one. It is with that in mind and following the implementation of our strategic plan VISION 2017 that we have created, in 2015, our own training centre, the University of Premier Tech (UPT) which features a team focused on the development and training of team members. As part of VISION 2027, we wanted to strengthen the scope and alignment of our commitment to team members' development. We have therefore developed a three-year strategy considering both Premier Tech and team members' ambitions.

We gathered the key elements of VISION 2027 and initiated conversations with our teams, which gave us various perspectives. We analyzed the conversations from the collaborative platform used in the strategic planning process. We also collected responses to a development and training survey from some 900 team members. Moreover, the annual survey allowed team members across the world to share their experience on various aspects, including workplace wellness," says **Sylvie Massé**, vice-president organizational development.

These conversations have deepened our reflection and our strategy toward 2025. We have built our strategy on this solid foundation, focusing on four key areas.

The visibility on our talents is essential as it gives us an overview of the potential and talent diversity of our team members. It also ensures that our strategic orientations align with the knowledge and skills required to meet those goals.

Knowledge management is important within a company with roles as diverse and specialized as ours. We have implemented initiatives to better identify fundamental knowledge related to our industries and, most importantly, to transfer it to the next generation of team members, securing it for the long term.

Career opportunities must be visible. By supporting our team members in better identifying and understanding their interests, as well as their professional goals, and offering them visibility into career and development opportunities at Premier Tech, we will help them to better align with their aspirations.

Team member empowerment is fundamental at Premier Tech. Every team member is accountable for their own professional development. Premier Tech is committed to providing everyone with an overview of the learning ecosystem, as well as the tools and resources available, empowering team members in that process. Each team member is then responsible for seizing opportunities that align with both their professional ambitions and the strategic objectives of the company.

#### **Development and beyond**



These key areas have all been identified as promising, supported by action plans either already implemented this year or planned for the year ahead. We are confident that this strategy will support the growth and ambitions of the company, while contributing to the professional fulfillment of the members of the Premier Tech Team."

Sylvie Massé

#### Launch of sustainability training courses

This year, Premier Tech expanded the digital offer of UPT with two new sustainability training courses, namely "Sustainability" and "Planet". Two other trainings, "People" and "Prosperity", will be launched in the near future. The sustainability training path offers insights into our three sustainability spheres and our main impact areas. The Planet training focuses on specific environmental aspects such as green house gas, ecodesign and residual material management. These interactive trainings are designed to strengthen understanding, foster engagement and provide team members with a shared vocabulary on sustainability.



People — Team members' development

## A global implementation of our health and wellness initiatives

At the heart of Premier Tech's social initiatives is the commitment to caring for team members' health and wellness, supported by dynamic resources and tools that meet the needs of all team members.

#### The value of listening

Given the vast ecosystem of Premier Tech, it was instrumental to create an efficient tool to hear as many voices as possible and stay connected with the teams. So, every year, team members have the opportunity to give their perspectives on various subjects through the Team Member Experience Survey. This generates a great feedback loop from which arise the comments and impressions of team members on professional development, recognition, work-life balance, collaboration, and engagement. Premier Tech guides its actions on the analysis of the information and feedback collected from this survey, ensuring that the team members' needs and the specific local contexts are considered.

In 2023, the survey, available in 10 languages, has been conducted across 25 countries and 60 home bases. Nearly 3 500 team members completed it, for a participation rate of 85%. One of the main goals of the survey is to enable managers to talk with their teams about improvement opportunities and implement concrete actions that directly impact their daily work life.

#### At the heart of the Team Member Experience

For nearly 30 years, Premier Tech has provided team members at the World Headquarters with on-site access to a doctor on the Campus in Rivière-du-Loup for quick and individualized healthcare services. Over the years, the offer expanded — from basic medical examinations to yearly vaccination campaigns. In the last few years, Premier Tech brought these services to team members worldwide, providing them and their families with free 24/7 access to telemedicine. This enables them to consult with a multidisciplinary medical team via video or phone, ensuring prompt care for various health needs, along with personalized follow-up after each consultation.

To complement this offer, Premier Tech has also implemented a Team Member and Family Assistance Program (TMFAP) covering various wellness aspects, such as mental health, work, financial and legal well-being.



People — Team members' health, safety and wellness

## The SAFE model, a measuring tool for OHS management

Organizational health and safety (OHS) is key at Premier Tech. This year, we have taken further steps to empower our teams, fostering their autonomy and leadership regarding health and safety. Drawing on the industry's best practices, inspiring one another and identifying our best internal practices, we came up with SAFE, an organizational health and safety model suited to our various workplace realities. This model can be adapted to the specific context of each team, supporting the implementation of targeted action plans and tailored key performance indicators for each home base.

#### **Mobilization workshops**

To foster engagement and root our health and safety action plans in our daily activities, we have conducted many sessions called mobilization workshops. These workshops are offered in two formats — one designed for the leadership teams of groups or business units, and one intended for the management teams of each home base as well as their teams. Their shared objective is to gather participants for meaningful conversations aimed at having a positive impact on health and safety within our work environment and identifying each person's role. Each workshop results in the development of an action plan, followed by the identification of priorities that will be integrated into the OHS global action plan. These workshops will be renewed every other year to track progress and ensure the continuous improvement of OHS performance at Premier Tech.

- The mobilization workshops gave me a better understanding of where the team is at health-and-safety-wise. They also allow us to deepen our knowledge on the matter and quickly turn these conversations into tangible actions. For us, this led to the planification of specific trainings for our daily tasks."
  - Simon Dubé-Morin, industrial electrician,
    Operations and Maintenance, Rivière-du-Loup
- The mobilization workshop brought team members from various teams together whether from leadership, management or production teams, or from the joint committee. We had open and meaningful conversations that fostered a common understanding, ensuring that we were all on the same page at the end of the workshop. We now have everything we need to quickly carry out targeted actions for tangible results on the identified opportunities."
  - Steve Pelletier, production director integration, Premier Tech Systems and Automation, Rivière-du-Loup



People — Team members' health, safety and wellness

### **Connecting with our communities**

For Premier Tech, being committed to the communities in which we operate means identifying opportunities and genuine ways of amplifying our support and impact. This is why we are dedicated to contributing to keeping our communities dynamic and vibrant through initiatives in health, sport and education — all areas that fully align with who we are and what we stand for. To expand the reach of its impact, Premier Tech also implements initiatives to foster team members engagement and the importance of giving back. By promoting a caring culture and actively participating in causes team members value, we collectively contribute to the social and economic continuity of communities.

This is how Premier Tech partnered with Nooé, a Québec non-profit organization dedicated to increasing the average donation in the province by encouraging companies and their people to support causes meaningful to them. Donations are collected through a free and user-friendly mobile platform, created by Premier Tech Digital — Mirego, featuring over 3 000 registered Québec organizations. For Nooé, companies should act as community keystones.

We have a great social safety net in Québec and we want to support it, while giving people the opportunity to experience the pride of giving as a team. Nooé can bridge the gap between a company and organizations, making donations more accessible. By mobilizing their teams, companies can have a real impact on Québec organizations, and mostly on those who benefit from them and, consequently, on our entire community."

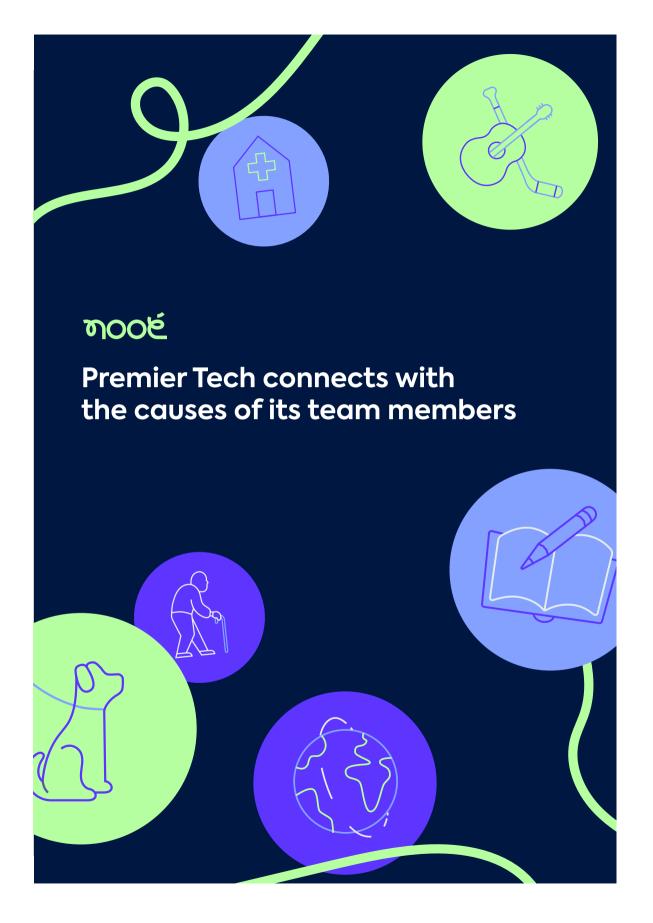
Florence Petit-Gagnon,
 co-founder of Nooé

#### **Engaging donation campaigns**

This partnership with Nooé came naturally as soon as the project was thought of by its founders. Supporting forward-looking initiatives that bring people together and whose mission aligns with its promise of making a difference is important for Premier Tech. Team members had the opportunity to use Nooé for the 2023 end-of-year fundraiser, a tradition that has been growing since its beginnings in 1997. Last December, team members across our home bases in Québec were invited to support families and people experiencing food insecurity. The Nooé platform facilitated generosity and enabled team members to see the amounts donated to selected organizations grow in real time. In total, nearly \$30 000 was raised to help those in need.

Last May, Premier Tech launched a generosity movement to encourage team members to give to causes of their choice, empowering them to make a positive impact on their communities. As part of this movement, Premier Tech invited team members across Québec to donate to organizations registered on the Nooé platform. Premier Tech then matched the donations of team members to support them.

During this first annual donation campaign, the generosity of team members, supported by Premier Tech, extended to nearly 55 organizations — distributed across 10 regions of Québec — active in more than 15 fields of action including health; children youth and family; mental health and addictions; international development and environment.



People — Community engagement

## **Prosperity**

Premier Tech operates in industries in which there is a tangible potential to generate a positive impact and contribute to solving social and environmental challenges related to feeding, protecting and improving our world.

As a stepping stone to creating more of those offers and communicating in an open and factual manner about those already in our portfolio, we have determined what an impactful offer truly means to us and identified specific qualification criteria. These criteria allow us to measure the positive impact of our products, services or business models more adequately as well as to better define and assess those we aim to develop.

We will present our three criteria and how they apply to one of our impactful offers — the natural active ingredients from the  $AGTIV^{\otimes}$  product line.



#### The offer addresses a social or environmental challenge in a precise and tangible manner

Criteric

We assess the purpose of a product to determine if it addresses a recognized and documented environmental or social challenge. To do so, we refer to the established international framework for documenting these challenges: the Sustainable Development Goals (SDGs) of the United Nations. As for our key performance indicators, we base them on the IRIS+ system, a positive impact measuring tool designed for businesses.



The natural active ingredients of our AGTIV® product line help contribute to some of the specific targets of Sustainable Development Goal 2,

which aims for sustainable agricultural practices. Specifically, these practices aim to ensure the viability of food production systems and the implementation of resilient agricultural practices that increase productivity, strengthen adaptive capacity to climate change, and gradually improve land and soil quality.



Some of our active ingredients enable the optimization of fertilizer use, reducing the GHG emissions associated with their production

and the impact of their use. Improving yields also promotes optimization of all resources used for agricultural production.

The natural active ingredients — mycorrhizae, rhizobium, Bacillus and Serendipita — of our AGTIV® product line address certain environmental challenges in a specific and tangible way by increasing crop productivity, enhancing their resistance to drought and improving soil health as well as stability.



2

#### The offer is integrated and designed for a long-term impact

We assess whether a product or service is embedded and established as part of the commercial offer of our business groups. We aim to qualify offers and models that have a significant impact in terms of scale and lasting positive impact.

or offer

Premier Tech has been developing innovative solutions leveraging the potential of microorganisms for over 40 years. Research and development started as early as 1983, drawing from the idea of developing a new generation of growing media. This commitment to biotechnological innovation with natural active ingredients is still relevant today as we are determined to bring back life into soils. Premier Tech has invested more than \$75 million to diversify its natural active ingredients and build autonomy in its production, making it the only company able to produce mycorrhizae on such scale.

3

#### The offer is verifiable and quantifiable

We ensure that the positive impact of our offer is quantifiable and verifiable. We aim to demonstrate, with appropriate context and supporting evidence, how our products and services have a positive impact on the environment or address a social challenge. Committed to transparency, we seek to provide reliable and detailed evidence to all our stakeholders.

roffer

Many studies have shown the positive impact of our active ingredients. We have conducted tests experimentations with partners, measuring and demonstrating productivity gains. We have also worked directly with producers, in their fields, to understand their situation and enable them to measure their yields. In the coming year, we aim to carry on with new studies to assess other benefits such as additional carbon sequestration or reduction in fertilizer use. We work on these initiatives with agricultural stakeholders — governments, scientists, agronomists, agri-retailers and certification bodies — to confirm the accuracy of our data.

### Feed, protect and improve our world

We always seek new ways to create value for our clients while having a positive impact on the planet and people, relying on the strong synergy of our knowledge, skills and resources.

#### **Protecting water resources**

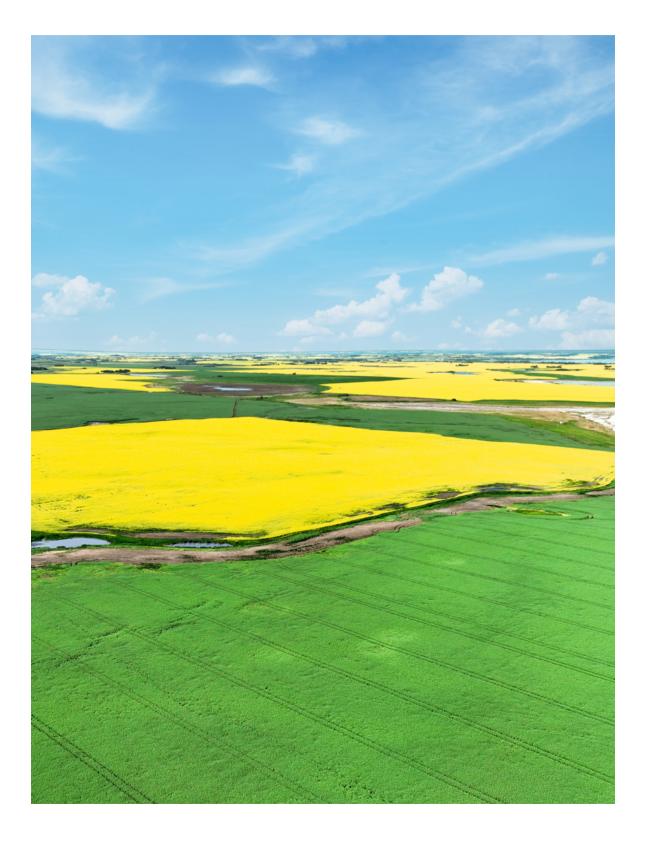
This year, we have put significant efforts in identifying the best qualification criteria and applying them to our various existing impactful offers. The AGTIV® product line is a great example of such impactful offers, but we have also updated and documented our commercial offers marketed under the Ecoflo® brand — onsite wastewater treatment systems whose filtering performance exceeds market requirements —, as well as our Rewatec® rainwater harvesting offer, which helps protect water resources and optimize their use.

#### Biotechnology and active natural ingredients

Over the coming year, we plan to extend our research on our natural active ingredients offer for biostimulation and biocontrol. Given that scientific research mainly focuses on agriculture, we will collaborate with external research partners to measure and document the positive impact of these ingredients on horticulture. Our goal is to provide more precise information about how our products can have a positive impact on horticulture.

#### Bettering health and well-being

There is a huge potential to develop and implement impactful commercial offers within Premier Tech Life Sciences. Our teams actively work on the development of such offers for human and animal nutrition based on innovative products to better their health and well-being.



Prosperity — Impactful offers and business models

## Creating synergies and leveraging expertise for greater impact

Tackling complex societal challenges often requires collective action. We believe that our positive impact is significantly strengthened when we join forces to address sustainability challenges specific to our industries.

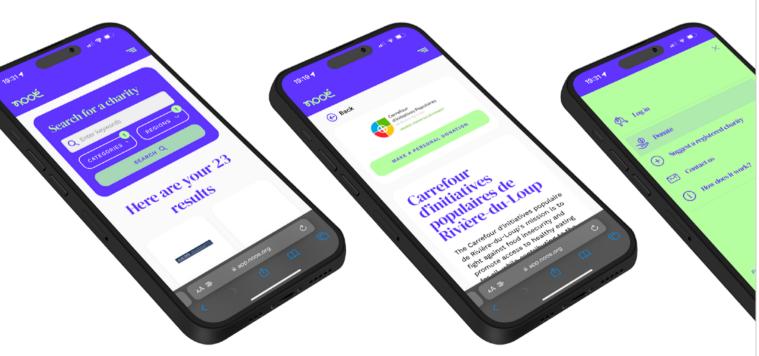
#### Nooé, a partnership to foster a culture of giving back

Premier Tech and Mirego, which is part of our Digital business group, have formed an impactful partnership with the foundation Nooé. Mirego has leveraged its digital application development expertise for a major social movement: bringing people closer to giving as well as building bridges between a company and its teams, enabling both to contribute to causes dear to the hearts of individuals.

The Québec non-profit organization Nooé has the ambition to develop an entirely free digital application to encourage donation and help showcase over 3 000 organizations across the province. The main mission of Nooé is to increase the average annual donation in Québec while enhancing how we value philanthropy in the province.

It is by joining forces that we aim to create a true movement of generosity and have a lasting social impact.







#### HIFA, a strong partnership for innovation and training

Premier Tech was among the ideators of the Innovation and Advanced Training Halls (Halles d'innovation et de formation avancée — HIFA) with the Université du Québec à Chicoutimi Entrepreneurship and Spin-Off Centre (CEE-UQAC), and is one of the founding members — alongside the Fonds de solidarité FTQ, Desjardins Capital and Cascades.

HIFA is a non-profit organization whose goal is to support Québec manufacturers in improving their efficiency and productivity through the automatization and robotization of their operations, as well as the acceleration of their digital transformation. HIFA supports them throughout the process, which requires innovation and training of office and production staff.

Premier Tech leveraged its expertise in automation and smart manufacturing for this innovation centre, aiming to offer Québec manufacturers support beyond its own network of subcontractors and suppliers. It was therefore natural for Premier Tech to help HIFA in its effort to offer training to personnel and support individuals in improving operational efficiency of manufacturers.

As June 2024 marks the opening of HIFA, it has already been granted a project by the Labour Market Partners Board (Commission des partenaires du marché du travail — CPMT). This project aims to develop a training model designed for the specific realities of a manufacturing environment and is centred on the needs of people working in plants. This training model seeks to support Québec manufacturers, as well as their personnel, in the acceleration of their automatization and digital transformation.



Halles d'innovation et de formation avancée

Prosperity — Impactful paternships