

Code of Ethics and Professional Conduct

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VALUES

Article 1

The fundamental values to which the Board of Directors of (Installation Monette Inc.), hereinafter referred to as "the Company," adheres are as follows:

- **Competence:** Directors, officers, and employees perform their duties professionally. They contribute their knowledge, skills, and experience to achieving the intended results. They are responsible for their decisions and actions, as well as for the judicious use of the resources and information made available to them;
- **Impartiality:** Directors, officers, and employees demonstrate neutrality and objectivity. They make their decisions in accordance with applicable rules and by treating all those with whom they interact fairly. They fulfill their duties without partisan considerations;
- **Integrity:** Directors, officers, and employees conduct themselves in a fair and honest manner. They avoid placing themselves in a situation where they would be beholden to anyone who could unduly influence them in the performance of their duties;
- **Loyalty:** Directors, managers, and employees are aware that they are representatives of the company. They fulfill their duties in accordance with the guidelines and decisions made by their governing bodies;
- **Respect:** Directors, managers, and employees show consideration for all individuals with whom they interact in the performance of their duties. They demonstrate courtesy, attentiveness, and discretion toward those they interact with in the performance of their duties. They also act diligently and avoid all forms of discrimination.
- **Loyalty:** Directors, managers, and employees are aware that they are representatives of the company. They fulfill their duties in accordance with the guidelines and decisions made by their governing bodies.

PURPOSE AND SCOPE

Article 2

The purpose of this Code is to preserve and strengthen confidence in the integrity and impartiality of the company, to promote transparency within the company, and to hold its directors, officers, and employees accountable.

Article 3

This Code sets out the ethical standards and rules of conduct intended to guide the behavior of the company's directors, officers, and employees.

DUTIES AND OBLIGATIONS

Article 4

Directors, officers, and employees are required, in the performance of their duties, to respect the ethical principles and rules of conduct set forth in this Code, both while they remain directors, officers, and employees, and even after they have left their positions, if applicable. They must also act with good faith, competence, prudence, diligence, efficiency, diligence, fairness, impartiality, honesty, integrity, and loyalty in the performance of their duties.

Article 5

Directors, managers, and employees must, in case of doubt, act in accordance with the spirit of these principles and rules. Furthermore, they must manage their personal affairs in such a way that they do not interfere with the performance of their duties.

Article 6

Directors, managers, and employees are bound by confidentiality regarding information they acquire in the course of or in connection with the performance of their duties and are required, at all times, to respect the confidentiality of such information.

Article 7

Directors, managers, and employees must respect the confidentiality of discussions and exchanges among their colleagues and within the company, as well as the company's decisions, insofar as these are not yet public.

Article 8

Directors, managers, and employees must, in the performance of their duties, make their decisions independently of any partisan political considerations.

Article 9

Any director, other than the president, the officer, or any employee who is called upon or invited to officially represent the company externally, must first obtain the express authorization of the president and may not otherwise bind the company. Any such commitment or representation must be consistent with the company's objectives, directions, and policies.

Article 10

In their dealings with individuals and legal entities doing business with the company, as well as with its staff, directors, officers, and employees shall adopt an attitude of courtesy, respect, and openness in order to ensure productive exchanges and fruitful collaboration, to act fairly, and to avoid any abuse.

Article 11

A conflict of interest is defined as any real, apparent, or potential situation that is likely to compromise the independence and impartiality necessary for the performance of a function and the pursuit of the company's objectives, or in which a director, officer, or employee uses or seeks to use the attributes of their position to obtain an undue advantage or to procure an undue advantage for a third party.

Article 12

The following situations constitute, but are not limited to, a conflict of interest:

- the use, for one's own purposes or for the benefit of a third party, of confidential or privileged information to which a member of the board of directors, an officer, or an employee has access in the course of their duties, as well as the company's assets, equipment, and services;
- The use by a director, officer, or employee of their prerogatives or functions to seek gain or profit, or to obtain a personal advantage or an advantage for the benefit of a third party;

- Participation in a company deliberation or decision, knowing that a real or potential conflict exists, in order to influence it and obtain a personal advantage or an advantage for the benefit of a third party;
- The solicitation of a favor, employment, or contract by a director, officer, or employee for themselves, a relative, or a partner.

Article 13

Insofar as transparency helps to safeguard the climate of trust necessary for the company's reputation for impartiality, independence, and integrity, the existence of an apparent conflict of interest does not in itself prevent the director, officer, or employee concerned from acting, provided that they comply with the provisions regarding the disclosure of conflicts of interest.

Article 14

The director, officer, and employee must submit to the chairman or any other person designated by the company, under penalty of removal, within thirty days of their appointment and annually thereafter within thirty days of the start of a new fiscal year, a written declaration disclosing any interest that may conflict with their position as director, officer, or employee, as well as any rights they may assert against the company, indicating, where applicable, the nature and value of those rights.

The director, officer, and employee must also file an updated version of this declaration in writing with the president or the person designated by the company as soon as any change occurs.

The declarations and their updates are kept by the company secretary in a register that may only be consulted by members of the board of directors.

APPLICATION

Article 15

The president of the company must ensure that the directors, officers, and employees comply with this Code.

Article 16

Any allegation of a conflict of interest or of an act that deviates from this Code must be brought to the attention of the president. The director, officer, or employee who is the subject of an allegation of a conflict of interest or of an act that deviates from this Code must be informed in writing by the president of the company of the allegation concerning them. They have the right to be heard by the president or to submit written statements to provide any relevant information. The Chair may, if necessary, consult an ethics committee established for this purpose.

Article 17

After reviewing the file and hearing from the director, officer, or employee, receiving their written statement, if applicable, or consulting an ethics committee if deemed necessary, the Chair must inform the director in writing of their decision and, if applicable, the sanction imposed, stating the reasons for the sanction.

Article 18

Any allegation of a conflict of interest or of misconduct in violation of this Code concerning the Chair shall be handled by the Vice-Chair, who shall then have the same powers as the Chair with respect to that allegation. Every director, officer, or employee must be familiar with the Code of Ethics and Professional Conduct governing the directors, officers, and employees of Installation Monette Inc.

They must also commit to respecting the confidentiality of information received in the course of their duties and to declaring any interest that could conflict with their responsibilities as a director.

I declare that I have no interests that could conflict with my responsibilities as a director, officer, or employee.

OR

I declare that the following interests could conflict with my responsibilities as a director, officer, or employee:

I declare that I have read the Code of Ethics and Professional Conduct for Directors, Officers, and Employees of (Company Name). I acknowledge that I understand its meaning and scope and I adhere to the principles and values mentioned therein. I commit to fulfilling all the duties, obligations, and rules listed in this Code.

Philip Holsgrove

Signature

15th of September 2025

Date

Philip Holsgrove

Print Name

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