



Global Reporting Initiative GRI Standards

Reporting on sustainability issues that matter most

Published on February 2026

GRI Content Index



GRI content index

Statement of use	Global Partner Solutions has reported in accordance with the GRI Standards for the period of January 1st 2025 to December 31st 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Other services and light manufacturing - Commercial services

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT OMITTED	REASON	EXPLANATION

General disclosures

GRI 2: General Disclosures 2021	DISCLOSURE	LOCATION	REQUIREMENT OMITTED	REASON	EXPLANATION
	2-1 Organizational details	p.8			
	2-2 Entities included in the organization's sustainability reporting	p.8			
	2-3 Reporting period, frequency and contact point	p.8			
	2-4 Restatements of information	p.8			
	2-5 External assurance	p.8			
	2-6 Activities, value chain and other business relationships	p.9			
	2-7 Employees	p.9-10			
	2-8 Workers who are not employees		Disclosure 2-8	Not applicable	
	2-9 Governance structure and composition	p.11			
	2-10 Nomination and selection of the highest governance body		Disclosure 2-10	Confidentiality constraints	GPSI chooses not to divulge this type of information.
	2-11 Chair of the highest governance body		Disclosure 2-11	Confidentiality constraints	GPSI chooses not to divulge this type of information.
	2-12 Role of the highest governance body in overseeing the management of impacts		Disclosure 2-12	Confidentiality constraints	GPSI chooses not to divulge this type of information.
	2-13 Delegation of responsibility for managing impacts		Disclosure 2-13	Confidentiality constraints	GPSI chooses not to divulge this type of information.
	2-14 Role of the highest governance body in sustainability reporting	p.11			
	2-15 Conflicts of interest		Disclosure 2-15	Confidentiality constraints	GPSI chooses not to divulge this type of information.
	2-16 Communication of critical concerns		Disclosure 2-16	Confidentiality constraints	GPSI chooses not to divulge this type of information.
	2-17 Collective knowledge of the highest governance body		Disclosure 2-17	Confidentiality constraints	GPSI chooses not to divulge this type of information.
	2-18 Evaluation of the performance of the highest governance body		Disclosure 2-18	Confidentiality constraints	GPSI chooses not to divulge this type of information.
	2-19 Remuneration policies		Disclosure 2-19	Confidentiality constraints	GPSI chooses not to divulge this type of information.
	2-20 Process to determine remuneration		Disclosure 2-20	Confidentiality constraints	GPSI chooses not to divulge this type of information.
	2-21 Annual total compensation ratio		Disclosure 2-21	Confidentiality constraints	GPSI chooses not to divulge this type of information.
	2-22 Statement on sustainable development strategy	p.12			
	2-23 Policy commitments		Disclosure 2-23	Confidentiality constraints	GPSI chooses not to divulge this type of information
	2-24 Embedding policy commitments		Disclosure 2-24	Confidentiality constraints	GPSI chooses not to divulge this type of information
	2-25 Processes to remediate negative impacts		Disclosure 2-25	Confidentiality constraints	GPSI chooses not to divulge this type of information.
	2-26 Mechanisms for seeking advice and raising concerns	p.12			
	2-27 Compliance with laws and regulations		Disclosure 2-27	Not applicable	
	2-28 Membership associations	p.12			
	2-29 Approach to stakeholder engagement	p.13-14			
	2-30 Collective bargaining agreements		Disclosure 2-30	Not applicable	GPSI does not have a workers union or collective bargaining process.

GRI content index

Material topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	p.16			
	3-2 List of material topics	p.16			

Energy Consumption & GHG Emissions

GRI 3: Material Topics 2021	3-3 Management of material topics	p.18-19			
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GRI 302: Energy 2016	302-1 Energy consumption within the organization	p.20-21			
	302-2 Energy consumption outside of the organization		302-2	Not applicable	Employees who work from home cannot account for their electricity consumption separately from their personal electricity.
	302-3 Energy intensity	p.22			
	302-4 Reduction of energy consumption	p.23			
	302-5 Reductions in energy requirements of products and services		302-5	Not applicable	It is not possible to associate energy consumption reduction with a particular service.

GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		305-1	Information unavailable/incomplete	GPS cannot account it's Scope 1, because the information is currently not available.
	305-2 Energy indirect (Scope 2) GHG emissions		305-2	Information unavailable/incomplete	GPS cannot account it's Scope 2, because the information is currently not available.
	305-3 Other indirect (Scope 3) GHG emissions	p.24			
	305-4 GHG emissions intensity		305-4	Information unavailable/incomplete	GPS cannot account it's GHG emissions intensity, because the Scope 1&2 isn't accessible.
	305-5 Reduction of GHG emissions		305-5	Information unavailable/incomplete	GPS cannot account it's GHG emissions intensity, because the Scope 1&2 isn't accessible.
	305-6 Emissions of ozone-depleting substances (ODS)		305-6	Not applicable	GPSI is a service company. It does not release any pollution into the air.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		305-7	Not applicable	GPSI is a service company. It does not release any pollution into the air.

Purchasing & Waste

GRI 3: Material Topics 2021	3-3 Management of material topics	p.26-27			
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GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		204-1	Information unavailable/incomplete	GPSI doesn't have this information yet.
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GRI 301: Materials 2016	301-1 Materials used by weight or volume		301-1	Information unavailable/incomplete	GPSI doesn't have this information yet.
	301-2 Recycled input materials used		301-2	Information unavailable/incomplete	GPSI doesn't have this information yet.
	301-3 Reclaimed products and their packaging materials		301-3	Information unavailable/incomplete	GPSI doesn't have this information yet.

GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		306-1	Information unavailable/incomplete	GPSI doesn't have this information yet.
	306-2 Management of significant waste-related impacts		306-2	Information unavailable/incomplete	GPSI doesn't have this information yet.
	306-3 Waste generated		306-3	Information unavailable/incomplete	GPSI doesn't have this information yet.
	306-4 Waste diverted from disposal		306-4	Information unavailable/incomplete	GPSI doesn't have this information yet.
	306-5 Waste directed to disposal		306-5	Information unavailable/incomplete	GPSI doesn't have this information yet.

GRI content index

Employee Well-Being					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.29-30			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		202-1	Information unavailable/incomplete	GPSI doesn't have this information yet.
	202-2 Proportion of senior management hired from the local community		202-2	Information unavailable/incomplete	GPSI doesn't have this information yet.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p.31			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p.32			
	401-3 Parental leave	p.33			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes		402-1	Information unavailable/incomplete	GPSI doesn't have this information yet.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p.34			
	403-2 Hazard identification, risk assessment, and incident investigation	p.35-36			
	403-3 Occupational health services	p.37			
	403-4 Worker participation, consultation, and communication on occupational health and safety	p.38			
	403-5 Worker training on occupational health and safety	p.39			
	403-6 Promotion of worker health	p.40			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p.41			
	403-8 Workers covered by an occupational health and safety management system		403-8	Not applicable	GPSI doesn't have workers who are not employed.
	403-9 Work-related injuries	p.42			
	403-10 Work-related ill health	p.43			
Skills Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.45			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p.46			
	404-2 Programs for upgrading employee skills and transition assistance programs	p.47			
	404-3 Percentage of employees receiving regular performance and career development reviews	p.48			
Diversity, Equity & Inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.50-51			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p.52			
	405-2 Ratio of basic salary and remuneration of women to men		405-2	Information unavailable/incomplete	GPSI doesn't have this information yet.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		406-1	Confidentiality constraints	GPSI chooses not to divulge this type of information.

GRI content index

Ethics

GRI 3: Material Topics 2021	3-3 Management of material topics	p.54-55			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		205-1	Information unavailable/incomplete	GPSI doesn't have this information yet.
	205-2 Communication and training about anti-corruption policies and procedures	p.56			
	205-3 Confirmed incidents of corruption and actions taken	p.57			
GRI 415: Public Policy 2016	415-1 Political contributions		415-1	Confidentiality constraints	GPSI chooses not to divulge this type of information.

Responsible Information Management

GRI 3: Material Topics 2021	3-3 Management of material topics	p.59-60			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p.61			

GRI 2 : General Disclosures



General Disclosures

GRI 2 : The organization and it's reporting Practices

Disclosure 2.1 - Organizational Details

Legal Name	Global Partner Solutions
Nature of ownership and legal form	Incorporated company
Location of headquarters	Dorval, Canada
Countries of operation	USA, Canada, UK and France

Disclosure 2.2 - Entities included in the organization's sustainability reporting

All entities included in the sustainability reporting	Dorval (Canada), Wichita (USA) & Birmingham (UK).
If the organization consists of multiple entities, explain the approach used for consolidating the information :	Data are consolidated by a designated responsible person at each site, while internal decision-making is centralized at headquarters. The approval of the various disclosures is consistent across all countries, as the nature of the activities is the same across all locations.

Disclosure 2.3 - Reporting period, frequency and contact point

Reporting period and frequency for sustainability reporting	January 1st 2025 to December 31st 2025. Annual reporting.
Reporting period and frequency for financial reporting	Yearly, January to December.
Publication date of the report	March 30th, 2026
Contact point	Shantala Hickey - shickey@gpsi-intl.com

Disclosure 2.4 - Restatements of information

Report restatement of information made from previous reporting periods	No restatement.
i.	n/a
ii.	n/a

Disclosure 2.5 - External Assurance

Describe the policy and practice for seeking external assurance :	n/a
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General Disclosures

GRI 2 : Activities and workers

Disclosure 2.6 - Activities, value chain and other business relationships

Sector(s) in which it is active	Aerospace, Energy, Automotive, Rail and eVTOL.
Describe the value chain.	Since 2006, GPSI has been a trusted partner to leading OEMs and suppliers worldwide, driving operational efficiency and sustainable success in their supply chain and manufacturing operations. We serve a diverse array of industries, including aerospace, defense, maritime, transportation, and automotive. We provide consulting services in manufacturing management and operations, supply chain management, recruitment, and sustainable development. As a service company, we have a limited supply chain, so our needs are evaluated on a case-by-case basis. We prioritize working with local suppliers whenever possible.
Report other business relationships :	n/a
Describe significant changes :	n/a

Disclosure 2.7 - Employees

	Women	Men
Total number of employees		
Canada	8	8
United States	5	2
United Kingdom	1	1
Total number of permanent employees		
Canada	16	
United States	7	
United Kingdom	2	
Total number of temporary employees		
Canada	0	
United States	0	
United Kingdom	0	
Total number of non-garanteed hours employees		
Canada	0	
United States	0	
United Kingdom	0	

General Disclosures

GRI 2 : Activities and workers

Disclosure 2.7 - Activities, value chain and other business relationships

Total number of full-time employees

Canada 15

United States 7

United Kingdom 2

Total number of part-time employees

Canada 1

United States 0

United Kingdom 0

Calculation methodologie Average number accross the reporting. Using head count.

Contextual information : Data is collected from ADP.

Describe significant fluctuation : n.a.

General Disclosures

GRI 2 : Governance

Disclosure 2.9 - Governance structure and composition

List the committees of the highest governance body that are responsible for decision-making.	The executive Team
Describe the composition of the highest governance body and its committees.	President Chief Finance Officer Sustainability & Impact Director Director of Operations Director of strategic initiatives and innovation Director of Talent Services Senior Partner, Supply Chain, Product Development and Manufacturing Consulting General Manager

Disclosure 2.14 - Role of the highest governance body in sustainability reporting

Report whether the highest governance body is responsible for reviewing and approving the reported information.	The highest governance body is responsible for reviewing and approving the sustainability-related information disclosed in this report, including the organization's material topics, through a centralized internal review process led by headquarters.
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General Disclosures

GRI 2 : Strategy, policies and practices

Disclosure 2.22 - Statement on sustainable development strategy

Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.

At GPSI, we are conscious of our obligations to our employees, the community and the environment. In our activities, we aim to "meet the needs of the present without compromising the ability of future generations to meet their own needs", as the definition of sustainable development stipulates. We are committed to reducing the impact of our activities on the environment and are therefore implementing proactive measures to reduce our ecological footprint.

Disclosure 2.26 - Mechanisms for seeking advice and raising concerns

Describe the mechanisms for individuals to seek advice on implementing the organization's policies and practices for responsible business.

HR ticket system for guidance. Written processes available to all employees.

Describe the mechanisms for individuals to raise concerns about the organization's business.

Whistleblower procedure.

Disclosure 2.28 - Membership associations

Report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.

Aero Montreal
AQTA
Women in Aerospace
American Staffing Association (ASA)
ASCESS
AIA
CCMM
Naval Quebec
CCOI
AIAC
STIQ
CADSI
Naval Quebec
Wichita Aero Club
Wichita Manufacturers Association

General Disclosures

GRI 2 : Strategy, policies and practices

Disclosure 2.29 - Approach to stakeholders engagement

Describe the categories of stakeholders it engages with, and how they are identified.

Employees, Contractors, Suppliers, Customers (including supply chain and sustainability customers), Financial Institutions, Advisory Board Members, Communities, Company directors and shareholders. Stakeholders are identified through: GPSI's materiality assessment process, which includes surveys distributed to internal and external groups to collect input on sustainability priorities. Stakeholder groups were assigned to specific GPSI's leaders for outreach, and stakeholders were contacted to complete the materiality survey. Also, GPSI's internal policies, which explicitly define impacted and relevant groups such as employees, contractors, suppliers, customers, and communities as key stakeholders for sustainability and responsible business practices.

Describe the purpose of the stakeholder engagement.

GPSI engages with stakeholders for several strategic purposes:

1. Identifying sustainability priorities : The materiality matrix is used to determine which environmental and social issues are most important to stakeholders and should guide the company's sustainability efforts.
2. Ensuring policies and commitments reflect stakeholder expectations : GPSI collects stakeholder input to align its environmental principles, human rights commitments, and sustainability initiatives with stakeholder concerns.
3. Maintaining open communication and transparency : Monthly presentations keep employees informed of progress on environmental and sustainability initiatives.
4. Strengthening business relationships : GPSI engages sustainability customers, supply chain customers, and advisory board members to maintain alignment, share best practices, and enhance collaboration.

General Disclosures

GRI 2 : Strategy, policies and practices

Disclosure 2.29 - Approach to stakeholders engagement

Describe how the organization seeks to ensure meaningful engagement with stakeholders.

GPSI uses several mechanisms to promote meaningful, inclusive, and structured stakeholder engagement:

1. Formalized materiality process
2. Stakeholders receive structured surveys to voice concerns and priorities. GPSI tracks responses and response rates to ensure adequate representation.
3. Dedicated responsibility for contacting stakeholder groups : Named employees (e.g., Jad, Robert H., Laura Avila, Mona Ashour, Patrick Gagne, Victoria Michaud-Febrile, Shantala Hickey, James Thompson) are assigned to engage different stakeholder groups, ensuring a personal and informed communication process.
4. Ongoing communication and updates : Monthly sustainability presentations keep workers informed and reinforce engagement.
5. Integration into organizational structures : Engagement is supported through committees including the Green Committee and Health & Safety Committee, which help maintain ongoing dialogue, education, and alignment on sustainability and operational policies.

GRI 3 : Material Topics



General Disclosures

GRI 3 : Material Topics

Disclosure 3.1 - Process to determine material topics

Describe the process to identify actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships.

Our approach combines stakeholder analysis, internal ESG performance assessment, and regulatory review to identify material issues. We assess sector-specific challenges and stakeholder expectations, evaluate our practices and impacts through key indicators, and ensure alignment with legal requirements. In parallel, GPS has relied on the EcoVadis assessment for the past three years to evaluate its sustainability maturity based on our industry, size, and location. Together, these elements allow us to identify the most relevant material topics for our organization.

Describe the process to prioritize the impacts for reporting based on their significance.

Finally, we prioritize these risks and opportunities according to their potential impact, likelihood and the expectations of our stakeholders.

Specify the stakeholders & experts who informed the process of determining its material topics.

Employees, Contractors, President, Clients, Suppliers, Advisory Board, EcoVadis Platform.

Disclosure 3.2 - List of material topics

List of material topics :

Energy Consumption & GHG Emissions
Purchasing & Waste
Employee Well-Being
Skills Development
Diversity, Equity & Inclusion
Ethics
Responsible Information Management

Report changes to the list of material topics compared to the previous reporting period :

Employment and Occupational Health & Safety have been consolidated under employee well-being, as they address closely related objectives. Skills Development, Ethics, and Responsible Information Management have been added, as the 2025 materiality assessment highlighted their significant importance.

Energy Consumption & GHG Emissions



General Disclosures

GRI 3 : Material Topics

Disclosure 3.3 - Management of relevant theme

Energy Consumption & GHG Emissions

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.

Environment: Our energy consumption, purchasing and business flights have negative impacts on the environment due to GHG emissions that contribute to climate change and global warming.

However, these impacts are relative, since our energy source comes from a renewable source, hydroelectricity, which reduces its negative effects.

Economy: The costs associated with energy and the impacts of climate change could potentially have negative impacts on the company's profitability.

People and human rights: The potential negative impacts of climate change on people, linked to our energy consumption and GHG emissions, include potential exposure to heat waves, floods, and other climate hazards that can affect health and well-being. In addition, our use of hydroelectricity affects communities, as it prevents other individuals or companies from using this affordable form of energy.

Describe its policies or commitments regarding the material topic.

Our organization has implemented an environmental policy, covering this topic.

Describe actions taken to manage the topic and related impacts.

Our actions influence both potential and actual impact.

- Programming a central thermostat to lower the room temperature in winter and increase it in summer.
- Raising employee awareness of energy consumption.
- Establishing rules governing air travel in order to reduce its carbon footprint.
- All company cars are electric in order to reduce fossil fuel consumption.

Processes used to track the effectiveness of the actions.

We monitor our energy consumption and GHG emissions.

Goals, targets, and indicators used to evaluate progress.

Reduce the energy consumption of GPSI Montreal's offices by 5% compared with 2023, by 2027.

Reduce GHG emissions from aircraft flights by 30% compared with 2023, by 2028.

See GRI Content Index for indicators.

General Disclosures

GRI 3 : Material Topics

Disclosure 3.3 - Management of relevant theme

The effectiveness of the actions, including progress toward the goals and targets.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures :

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective :

See GRI Content Index for indicators.

Employees forget to turn down their individual thermostats when they leave their offices. They are therefore regularly informed and made aware of this issue, so that they can develop good temperature management habits.

Feedback from stakeholders enabled us to identify whether this issue should be prioritized and to adjust our initiatives to better meet employee needs. The effectiveness of our measures was assessed using a combination of internal indicators (see GRI Content Index) and qualitative feedback from stakeholders. Thus, the ongoing engagement of stakeholders is a key driver in improving our practices and validating the real impact of our initiatives.

Environnement

GRI 302 : Energy

GRI 302-1 Energy Consumption within the organization

GRI Description	Energy Consumption within the organization
Calculation Protocole :	GRI Standard. GRI 302 : Energy
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes site of GPSI in Canada, United States and UK

		Units	FY22	FY23	FY24	FY25
Total energy consumption within the organization		GJ	153,6	139,0	113,4	117,0
Fuel consumption from non-renewable energy		GJ	0,0	0,0	0,0	0,0
Total fuel consumption from renewable energy		GJ	153,6	139,0	113,4	117,0
	Canada					
Total of	Electricity consumption	GJ	153,6	139,0	113,4	117,0
	Heating Consumption	GJ	n/a	n/a	n/a	n/a
	Cooling consumption	GJ	n/a	n/a	n/a	n/a
	Steam Consumption	GJ	n/a	n/a	n/a	n/a
Total of fuel consumption sold		GJ	n/a	n/a	n/a	n/a
	United States					
Total of	Electricity consumption	GJ	n/c	n/c	n/c	n/c
	Heating Consumption	GJ	n/c	n/c	n/c	n/c
	Cooling consumption	GJ	n/c	n/c	n/c	n/c
	Steam Consumption	GJ	n/c	n/c	n/c	n/c
Total of fuel consumption sold		GJ	n/a	n/a	n/a	n/a
	UK					
Total of	Electricity consumption	GJ	n/c	n/c	n/c	n/c
	Heating Consumption	GJ	n/c	n/c	n/c	n/c
	Cooling consumption	GJ	n/c	n/c	n/c	n/c
	Steam Consumption	GJ	n/c	n/c	n/c	n/c
Total of fuel consumption sold		GJ	n/a	n/a	n/a	n/a

Environnement

GRI 302 : Energy

GRI 302-1 Energy Consumption within the organization

The standards, methodologies, assumptions and/or calculation tools used.

The energy consumption of GPSI's Montreal offices is accounted for by an energy meter dedicated to the GPSI Montreal office only.

Regarding the Wichita office, the information is not available, as it's a building consumption charged as a stable monthly fees.

For the UK, we don't have dedicated office, only shared space.

The source of the conversion factors used.

The conversion factors come from the Canada Energy Regulator. <https://apps.cer-rec.gc.ca/Conversion/conversion-tables.aspx?GoCTemplateCulture=fr-CA>

Environnement

GRI 302 : Energy

GRI 302-3 Energy Intensity

GRI Description	Energy Intensity
Calculation Protocole :	GRI Standard. GRI 302 : Energy GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes site of GPSI in Canada

	Units	FY22	FY23	FY24	FY25
The organization's energy intensity ratio	GJ/FTE	3,75	2,96	3,91	4,68
Denominator used to calculate the ratio : Number of employees	FTE	41	47	29	25

The types of energy included in the intensity ratio include GRI 302-1 : Total energy consumption from renewable energy in Canada.

Whether the ratio includes energy consumption within the organization, outside, or both. Within the organization.

Environnement

GRI 302 : Energy

GRI 302-4 Reduction of the energy consumption

GRI Description	Reduction of the energy consumption
Calculation Protocole :	GRI Standard. GRI 302 : Energy GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes site of GPSI in Canada, United States and UK

	Units	FY22	FY23	FY24	FY25
The amount of energy consumption reduction achieved	GJ	Baseline	14,58	40,18	36,61
Canada	GJ	Baseline	14,58	40,18	36,61
United States	GJ	n/c	n/c	n/c	n/c
UK	GJ	n/c	n/c	n/c	n/c

Based year	2022
Reference Value	153,6 GJ
Criteria for choosing the based year :	2022 was chosen because it is the first year for which we began recording energy consumption. The information was estimated based on the electricity bill provided by the supplier.
Methodologies used :	Subtraction from the base year.

Environnement

GRI 305 : Emissions

GRI 305-3 Other indirect (Scope 3) GHG emissions

GRI Description	Other indirect (Scope 3) GHG emissions
Calculation Protocole :	GRI Standard. GRI 305 : Emissions GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes site of GPSI in Canada and Wichita

	Units	FY22	FY23	FY24	FY25
Other indirect (scope 3) GHG emissions	tCO2e	n/c	290,24	304,44	n/c
Upstream Scope 3 GHG emissions					
Category 1 - Purchased goods and services	tCO2e	n/c	n/c	254,45	n/c
Category 2 - Capital goods	tCO2e	n/a	n/a	n/a	n/a
Category 3 - Fuel- and energy-related activities	tCO2e	n/a	n/a	n/a	n/a
Category 4 - Upstream transportation and distribution	tCO2e	n/c	n/c	n/c	n/c
Category 5 - Waste generated in operations	tCO2e	n/c	n/c	n/c	n/c
Category 6 - Business Travel	tCO2e	n/c	n/c	10,76	n/c
Category 7 - Employee commuting	tCO2e	n/c	n/c	13,66	n/c
Category 8 - Upstream leased assets	tCO2e	n/c	n/c	25,57	n/c
Downstream Scope 3 GHG emissions					
		n/c	n/c	n/c	n/c

Gases included in the calculation. n/a

Base year for calculation. 2023 was chosen because it was the first year that GHG emissions accounting was carried out for GPSI. 290,24 tCO2e. This base year for calculations may change over the next 2 years, as calculations are refined.

Source of the emission factors. n/a

Consolidation approach for emissions. Primary data were obtained from finance.

Methodologies : We used the Carbon Estimator provided by the platform EcoVadis. They based their calculation following the GHG Protocol: Corporate Accounting and Reporting Standard ('Protocol' hereafter). Total GHG emissions are reported in metric tons of CO2 equivalent, independent of any GHG trades.

Purchasing & Waste



General Disclosures

GRI 3 : Material Topics

Disclosure 3.3 - Management of relevant theme

Purchasing & Waste

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.

Economy: Responsible purchasing practices generate real positive impacts such as supporting local suppliers and encouraging sustainable innovation. Conversely, they create real negative impacts through the cost of waste management.

Environment: Purchasing and waste management have a real negative impact on the use of natural resources and waste production.

People and human rights: Purchasing from suppliers that do not respect human rights or ethical standards can lead to potential negative impacts in terms of fundamental rights violations, such as forced labor or unfair working conditions. The potential negative impact of waste management, meanwhile, affects the health of communities near landfill sites, biodiversity, etc.

Describe its policies or commitments regarding the material topic.

Our organization has implemented an environmental policy, covering waste management and a sustainable procurement policy covering purchasing.

Describe actions taken to prevent or mitigate potential negative impacts :

- Lunch & Learn on waste reduction, sustainable purchasing, etc. ;
- Provision of waste sorting bins ;
- Management of dangerous waste; electronics devices and batteries;
- Purchasing of bulk product
- Purchasing of eco certified product
- Prioritization of local products

Processes used to track the effectiveness of the actions.

We maintain an up-to-date file on equipment purchases for the company. When an item such as a computer reaches the end of its useful life, we track its disposal method in the system.

Goals, targets, and indicators used to evaluate progress.

Provide all employees with a 1-hour annual training session on waste management by 2027.
Recycling 100% of electronic waste at the end of life, by 2027.
See GRI Content Index for indicators.

General Disclosures

GRI 3 : Material Topics

Disclosure 3.3 - Management of relevant theme

The effectiveness of the actions, including progress toward the goals and targets.

See GRI Content Index for indicators.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures.

It was not possible to account for the waste generated, as waste management is carried out for the entire building and we only rent a space. Therefore, we have established a process for accounting for electronic waste, as this waste is managed manually by our team. This means that we can now monitor a part of our waste.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective.

Feedback from stakeholders enabled us to identify whether this issue should be prioritized and to adjust our initiatives to better meet employee needs. The effectiveness of our measures was assessed using a combination of internal indicators (see GRI Content Index) and qualitative feedback from stakeholders. Thus, the ongoing engagement of stakeholders is a key driver in improving our practices and validating the real impact of our initiatives.

Employee Well-Being



General Disclosures

GRI 3 : Material Topics

Disclosure 3.3 - Management of relevant theme

Employee Well-Being

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.

People and human rights: Employee well-being, including health, safety, and working conditions, has a real positive impact on staff quality of life, motivation, and productivity. Inadequate working conditions or a lack of health and safety measures can have potential negative physical and psychological impacts, potentially violating fundamental human rights such as the right to health, safety, and dignity at work.

Economy: Healthy and engaged employees have a potentially positive impact on the performance and economic stability of the company by improving staff retention, reducing absenteeism, and boosting productivity. Conversely, poor health and safety management can generate potential negative impacts, resulting in significant costs related to accidents, sick leave, and staff turnover, while damaging the company's reputation.

Environment: Although the environmental impact is indirect, ensuring the well-being of stakeholders has potential positive impacts in terms of motivation and can encourage behaviors that reduce energy consumption, improve indoor air quality, and promote more sustainable work practices.

Describe its policies or commitments regarding the material topic.

Our organization has implemented multiples policies, covering this topic. Employee Handbook, Health & Wellness Policy, etc.

Describe actions taken to prevent or mitigate potential negative impacts.

- Group insurance ;
- Life insurance ;
- Flexible working hours to balance personal and professional life ;
- Option to work from home up to 3 days per week ;
- Options available for ergonomic work equipment ;
- Reimbursement of health and wellness expenses ;
- Friday afternoons off during the summer months ;
- Additional week of vacation for all employees during the holiday season.

General Disclosures

GRI 3 : Material Topics

Disclosure 3.3 - Management of relevant theme

Processes used to track the effectiveness of the actions.

We survey our employees twice a year to get an idea of how they feel about the company. Based on their responses, actions are taken to improve areas of concern. In addition, we track several indicators such as the Net Promoter Score (NPS), employee retention rates, benefit utilization rates, etc.

Goals, targets, and indicators used to evaluate progress.

Our goal is to reach an eNPS (Employee net promoter score) of 30 and more each year, by 2030. Our goal is to reach a minimum of 10 000CAD spent by our employees per year for the Health & Wellness Reimbursement program by 2030. See GRI Content Index for indicators.

The effectiveness of the actions, including progress toward the goals and targets.

See GRI Content Index for indicators.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures.

n/a

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective.

Feedback from stakeholders enabled us to identify whether this issue should be prioritized and to adjust our initiatives to better meet employee needs. The effectiveness of our measures was assessed using a combination of internal indicators (see GRI Content Index) and qualitative feedback from stakeholders. Thus, the ongoing engagement of stakeholders is a key driver in improving our practices and validating the real impact of our initiatives.

Social

GRI 401 : Employment

GRI 401-1 New employee hires and employee turnover

GRI Description	New employee hires and employee turnover
Calculation Protocole :	GRI Standard. GRI 401 : Employment GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes site of GPSI in Canada, United States and UK

	Units	FY22	FY23	FY24	FY25
Total number and rate of new employee hires	Count	3	7	9	4
	%	11%	27%	27%	16%
Canada	Count	2	5	6	2
	%	7%	19%	18%	12%
United States	Count	1	2	2	1
	%	3%	8%	6%	14%
UK	Count	n/a	n/a	1	1
	%	n/a	n/a	3%	50%
Total number and rate of employee turnover	Count	5	5	10	2
	%	17%	20%	29%	9%
Canada	Count	3	4	6	1
	%	10%	16%	18%	6,25%
United States	Count	2	1	4	1
	%	7%	4%	12%	14%
UK	Count	n/a	n/a	0	0
	%	n/a	n/a	0%	0%

GRI 401 : Employment

GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

GRI Description	Benefits provided to full-time employees that are not provided to temporary or part-time employees
Calculation Protocole :	GRI Standard. GRI 401 : Employment
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes site of GPSI in Canada, United States and UK

		Units	FY22	FY23	FY24	FY25
Benefits for full-time employees						
Canada	Life insurance	%	94%	90%	94%	95%
	Health care	%	58%	55%	68%	68%
	coverage	%	94%	90%	94%	95%
	Parental leave	%	n/a	n/a	n/a	n/a
	Retirement provision	%	n/a	n/a	n/a	n/a
	Stock ownership	%	n/a	n/a	n/a	n/a
	Others	%	n/a	n/a	n/a	n/a
United States	Life insurance	%	100%	100%	100%	100%
	Health care	%	18%	25%	40%	63%
	coverage	%	n/a	n/a	n/a	n/a
	Parental leave	%	n/a	n/a	10%	n/a
	Retirement provision	%	100%	25%	0%	45%
	Stock ownership	%	n/a	n/a	20%	n/a
	Others	%	n/a	n/a	n/a	n/a
UK	Life insurance	%	n/a	n/a	100%	100%
	Health care	%	n/a	n/a	100%	100%
	coverage	%	n/a	n/a	100%	100%
	Parental leave	%	n/a	n/a	n/a	n/a
	Retirement provision	%	n/a	n/a	n/a	n/a
	Stock ownership	%	n/a	n/a	n/a	n/a
	Pension	%	n/a	n/a	100%	100%

Social

GRI 401 : Employment

GRI 401-3 Parental leave

GRI Description	Parental leave
Calculation Protocole :	GRI Standard. GRI 401 : Employment GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes site of GPSI in Canada, United States and UK

		Units	FY22		FY23		FY24		FY25	
			Men	Women	Men	Women	Men	Women	Men	Women
Canada										
	Number of employees entitled to parental leave	Count	0	0	0	0	1	1	1	0
	Number of employees that took parental leave	Count	0	0	0	0	1	1	1	0
	Employees returning after parental leave during the reporting period	Count	0	0	0	0	1	1	1	0
	Retention rates of employees that took parental leave	%	n/a	n/a	n/a	n/a	100%	100%	100%	n/a
United States										
	Number of employees entitled to parental leave	Count	0	0	0	0	0	1	0	0
	Number of employees that took parental leave	Count	0	0	0	0	0	1	0	0
	Employees returning after parental leave during the reporting period	Count	0	0	0	0	0	0	0	0
	Retention rates of employees that took parental leave	%	n/a	n/a	n/a	n/a	n/a	0%	n/a	n/a
UK										
	Number of employees entitled to parental leave	Count	n/a	n/a	n/a	n/a	0	n/a	0	0
	Number of employees that took parental leave	Count	n/a	n/a	n/a	n/a	0	n/a	0	0
	Employees returning after parental leave during the reporting period	Count	n/a	n/a	n/a	n/a	0	n/a	0	0
	Retention rates of employees that took parental leave	%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Social

GRI 403 : Occupational Health and Safety

GRI 403-1 Occupational health and safety management system

GRI Description	Occupational health and safety management system
Calculation Protocole :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes site of GPSI in Canada, United States and UK

A statement of whether an occupation health & safety management system has been implemented.

In Canada, we comply with occupational health and safety legislation. The body responsible for enforcing this legislation, to which we report, is the CNESST: Commission des normes, de l'équité, de la santé et la sécurité au travail (Commission for Standards, Equity, Health and Safety at Work).
In the United States, we are accountable to the federal agency OSHA: Occupational Safety & Health Administration.
In the United Kingdom, we comply with the independent national authority Health & Safety Executive, which is responsible for regulating and enforcing occupational health and safety.

Description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system.

All employees in Canada, the United States and United Kingdom are subject to the management systems described above.

Social

GRI 403 : Occupational Health and Safety

GRI 403-2 Hazard identification, risk assessment, and incident investigation

GRI Description	Hazard identification, risk assessment, and incident investigation
Calculation Protocole :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes site of GPSI in Canada, United States and UK

Processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks.

The Health & Safety Committee is responsible for implementing actions that will ensure the safety is maintain continually.

CPR Courses: Every three years, CPR courses are conducted for a minimum of 10 employees to ensure they are prepared to handle emergencies. This helps maintain a high level of readiness and competency among staff.

First Aid Supplies: Annually, first aid supplies are checked and balanced to ensure they are fully stocked and up-to-date. This ensures that necessary medical supplies are always available in case of an emergency.

Quarterly Safety Letters: Every quarter, a new letter is distributed, focusing on a specific theme related to safety and health. This helps keep safety and health topics fresh in employees' minds and promotes ongoing awareness.

Monthly Townhall Meetings: On the third Thursday of every month, townhall meetings are held with a theme centered on safety and health. This regular engagement fosters a culture of safety and provides a platform for discussing important safety topics.

Scheduled Events: A calendar is maintained to ensure that all safety and health-related activities, such as the monthly townhall meetings, are planned and communicated in advance. This helps in organizing and prioritizing safety initiatives throughout the year.

Processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.

We have an anonymous whistleblower policy, where you can share your concerns while protecting your identity.

Social

GRI 403 : Occupational Health and Safety

GRI 403-2 Hazard identification, risk assessment, and incident investigation

A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health.

The employee handbook have been updated to integrate the whistleblower policy and make sure this policy is accessible to all.

A description of the processes used to investigate work-related incidents.

Being a small service company, with very few incidents, every incident requires the opening of a ticket. Following this, each situation is analyzed on a case-by-case basis by governance. If a situation requires the intervention of a neutral person, a third-party company can be hired to assess the situation.

Social

GRI 403 : Occupational Health and Safety

GRI 403-3 Occupational health services

GRI Description	Occupational health services
Calculation Protocole :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes site of GPSI in Canada, United States and UK

Give a description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks.	The Health and Safety Committee, in collaboration with the Human Resources department, is responsible for identifying and eliminating occupational health and safety hazards. They also oversee the implementation of actions to ensure that workplace health and safety is continuously maintained and improved.
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Social

GRI 403 : Occupational Health and Safety

GRI 403-4 Worker participation, consultation, and communication on occupational health & safety

GRI Description	Worker participation, consultation, and communication on occupational health & safety
Calculation Protocole :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes site of GPSI in Canada, United States and UK

Processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.

Lunch and Learns: GPSI organizes regular lunch and learn sessions with themes focused on safety and health. These sessions provide an opportunity for employees to learn about new safety policies and practices, and to share their insights and suggestions.

Newsletters: Distribute newsletters that include updates on safety policies, tips, and success stories. This ensures that all employees are informed about the latest safety initiatives and can provide feedback.

Townhall Exercise Groups: Monthly townhall meetings include exercise groups and discussions on safety and health themes. These meetings encourage active participation and engagement from all employees in implementing safety measures.

Ping Pong Tournament : Every year, the annual Ping Pong Tournament is organized to encourage employees to move during the day and throughout the year.

Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

Hazard Identification: The committee identifies and assesses workplace hazards and recommends control measures.

Policy Development: Participates in the development and review of health and safety policies & procedures.

Incident Investigation: Assists in the investigation of workplace incidents and recommends corrective actions.

Meeting Frequency: The committee meets quarterly to review safety performance, discuss ongoing issues, and plan future initiatives.

Decision-Making Authority: The committee has the authority to make recommendations to management on safety improvements and policy changes.

Worker Representation: All workers are represented by the committee, ensuring that everyone has a voice in safety matters. If any workers are not represented, it is typically due to specific job roles that do not involve significant safety risks. However, efforts are made to include input from all employees and safety topics are covered in local or global formal agreements with trade unions.

Social

GRI 403 : Occupational Health and Safety

GRI 403-5 Worker training on occupational health and safety

GRI Description	Worker training on occupational health and safety
Calculation Protocole :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes site of GPSI in Canada, United States and UK

A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.

All new employees receive the company's safety policy during their onboarding process and are required to sign an acknowledgment form to confirm they have received, read, and understood the policy. GPSI also promotes co-driving during special events to encourage safe and sustainable transportation practices among employees. Regular lunch and learn sessions are held with themes focused on safety and health, providing ongoing education and engagement on various safety topics. Furthermore, the GPSI Wellness Program offers comprehensive wellness initiatives, including fitness programs, mental health support.

Social

GRI 403 : Occupational Health and Safety

GRI 403-6 Promotion of worker health

GRI Description	Promotion of worker health
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes site of GPSI in Canada, United States and UK

Give an explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided and a description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	<p>Wellness Programs: It includes outdoor activities, and full-time employees are offered an annual allowance to reimburse sport-related expenses incurred outside of working hours.</p> <p>Ping pong table: The office is also equipped with a ping-pong table, and tournaments are organized for employees of all skill levels, providing an engaging way to encourage physical activity.</p> <p>Health Insurance: The organization offers health insurance to all full-time employees, covering health-related expenses and telemedicine appointments.</p> <p>Lunch and Learns: Regular lunch-and-learn sessions are also held on topics such as healthy eating, recommended dining options, ergonomic practices, and the importance of taking practical breaks, supporting the adoption of healthier habits.</p>
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Social

GRI 403 : Occupational Health and Safety

GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

GRI Description	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
Calculation Protocole :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes site of GPSI in Canada, United States and UK

A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards and risks.

To prevent and reduce the negative impact of health & safety issues, GPSI regularly organizes lunch&learns to raise employee awareness. Adapted equipment has been installed, including adapting the workspace to make it ergonomic. GPS provides adjustable desks, ergonomic mice, mouse pads, keyboards, footrests, etc. In addition, to reduce the risks associated with a sedentary lifestyle, GPS has implemented its Health & Wellness program, which reimburses a portion of employees' sports-related expenses. The aim of this measure is to encourage its employees to be more active. In order to reduce the risks associated with mental illness, GPS offers all its employees an extra week of vacation during the holiday season, remains flexible on working hours, and allows employees to work from home up to three days a week.

Social

GRI 403 : Occupational Health and Safety

GRI 403-9 Work-related injuries

GRI Description: Work-related injuries
 Calculation Protocole available in : GRI Standard. GRI 403 : Occupational Health and Safety
 GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
 Boundaries: Includes site of GPSI in Canada, United States and UK

	Units	FY22	FY23	FY24	FY25
Fatalities as a result of work-related injury	Number	0	0	0	0
	Rate	0	0	0	0
High-consequence work related injuries (excluding fatalities)	Number	0	0	0	0
	Rate	0	0	0	0
Recordable work-related injuries	Number	0	0	0	0
	Rate	0	0	0	0
The main type of work-related injury		n/a	n/a	n/a	n/a
Number of hours worked	Hours	56160	62400	47840	56 160

The work-related hazards that pose a risk of high-consequence injury.

We are an employment office, and the risk of serious injury is very low, since employees primarily perform seated work.

Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.

Refer to GRI 403-7.

Social

GRI 403 : Occupational Health and Safety

GRI 403-1 Work-related ill health

GRI Description: Work-related ill health
 Calculation Protocole available in : GRI Standard. GRI 403 : Occupational Health and Safety
 GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
 Boundaries: Includes site of GPSI in Canada, United States and UK

	Units	FY22	FY23	FY24	FY25
Fatalities as a result of work-related ill health	Number	0	0	0	0
	Rate	0	0	0	0
Recordable work-related ill health	Number	0	0	0	0
	Rate	0	0	0	0
The main type of work-related ill health		n/a	n/a	n/a	n/a

The work-related hazards that pose a risk of high-consequence ill health. The risks associated with occupational diseases are linked to mental illnesses, particularly burnout.

Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls. Refer to GRI 403-7.

Skills Development



General Disclosures

GRI 3 : Material Topics

Disclosure 3.3 - Management of relevant theme

Skills Development

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.

People and human rights: Skills development has a real positive impact on employees, promoting their employability, professional fulfillment, and sense of value.

Economy: Investing in skills has a real and potential positive impact on overall business performance, innovation, and productivity.

Describe its policies or commitments regarding the material topic.

Our organization has implemented a policy regarding job performance, training and career development in the Employee Handbook.

Describe actions taken to manage actual and potential positive impacts.

- Implementation of an annual skills development plan
- Reimbursement of training and tuition fees, when undertaken in a context that also benefits the company
- All employees are encouraged to continue developing their skills on an online platform. One hour per person per week is required.
- Participation in leadership workshops

Processes used to track the effectiveness of the actions.

We keep track of the number of hours of training and workshop followed by our employees every year. Skills development plan follow their progress with this tool.

Goals, targets, and indicators used to evaluate progress.

Our goal is to reach an average of 52 hours of training per employee and per year, by 2030. See GRI Content Index for indicators.

The effectiveness of the actions.

See GRI Content Index for indicators.

Lessons learned.

n.a.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective.

Feedback from stakeholders enabled us to identify whether this issue should be prioritized and to adjust our initiatives to better meet employee needs. The effectiveness of our measures was assessed using a combination of internal indicators (see GRI Content Index) and qualitative feedback from stakeholders. The ongoing engagement of stakeholders is a key in improving our practices & validating the impact of our initiatives.

Social

GRI 404 : Training and Education

GRI 404-1 Average hours of training per year per employee

GRI Description: Average hours of training per year per employee
 Calculation Protocole : GRI Standard. GRI 404 : Training and Education
 GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
 Boundaries: Includes site of GPSI in Canada, United States and UK

	Units	FY22		FY23		FY24		FY25	
		Women	Men	Women	Men	Women	Men	Women	Men
Average hours of training per employee	Count	14		6		11	9	15	2
Specialists	Count	n/c	n/c	n/c	n/c	13		19	4
Managers	Count	n/c	n/c	n/c	n/c	6		20	0
Directors	Count	n/c	n/c	n/c	n/c	3		8	3

Express employee numbers as : Head-count.

Social

GRI 404 : Training and Education

GRI 404-2 Programs for upgrading employee skills and transition assistance programs

GRI Description	Programs for upgrading employee skills and transition assistance programs
Calculation Protocole :	GRI Standard. GRI 404 : Training and Education GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes site of GPSI in Canada, United States and UK

Type and scope of programs implemented and assistance provided to upgrade employee skills. The assistance offered to employees to improve their skills is tailored to each individual's needs. As such, there is no specific program in place, given that we are a small company.

Transition assistance programs provided to facilitate continued employability and the management of career ending resulting from retirement or termination of employment. However, in 2025, several employees took part in external skills development programs. These include :

- An online training program affiliated with Cornell University to develop sustainable development skills,
- The A Effect, a training group for female leadership development,
- GRI professional certification to deepen knowledge of reporting standards,
- Mentorship with a C-suite executive for leadership development.

Social

GRI 404 : Training and Education

GRI 404-3 Percentage of employees receiving regular performance and career development reviews

GRI Description	Percentage of employees receiving regular performance and career development reviews
Calculation Protocole :	GRI Standard. GRI 404 : Training and Education GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of GPSI in Canada, United States and UK

	Units	FY21		FY22		FY23		FY24		FY25	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Percentage of total employees who received a regular performance and career development review during the reporting period	%	90%	100%	78%	100%	73%	90%	62%	100%	97%	
Specialists	%	n/c	100%	100%	100%	100%	100%	100%	100%	n/c	
Managers	%	n/c	100%	100%	100%	100%	100%	100%	100%	n/c	
Directors	%	n/c	0%	0%	0%	0%	0%	0%	100%	n/c	

Diversity, Equity & Inclusion



General Disclosures

GRI 3 : Material Topics

Disclosure 3.3 - Management of relevant theme

Diversity, Equity & Inclusion

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.

People and human rights: Diversity, equity, and inclusion have a direct impact on employee well-being, motivation, and sense of belonging. By promoting an inclusive, equitable, and discrimination-free work environment, the organization contributes to the respect of fundamental human rights, including the right to equal treatment and dignity at work. Conversely, a lack of diversity or the presence of systemic biases can lead to marginalization, limit professional opportunities, and negatively affect internal cohesion.

Economy: An inclusive culture stimulates creativity, innovation, and organizational performance. Diverse teams improve decision-making and the ability to respond to the varied needs of customers and partners, potentially having a positive impact on economic performance and long-term sustainability. Conversely, exclusion or inequality can lead to a loss of talent and a decline in productivity, with potential negative impacts on recruitment and operating costs.

Environment: Although the environmental impacts are indirect, an inclusive culture has the potential positive impact of promoting the consideration of diverse perspectives and strengthening the organization's ability to adopt equitable approaches.

Describe its policies or commitments regarding the material topic.

Our organization has implemented a policy regarding Diversity, Equity & Inclusion in the Employee Handbook.

Describe actions taken to prevent or mitigate potential negative impacts.

- Establishment of a reporting procedure for cases of discrimination, harassment, or other situations that violate human rights.
- Effet A ; Training DEI Manager ;
- Employees are recognized through email shout-outs when they achieve notable accomplishments ;
- Participation in sharing personal information, such as birthdays, is voluntary and based on employee consent ;
- We conducts surveys to understand minority representation & perspectives;
- In addition, employees are entitled to two paid days per year dedicated to volunteer activities, supporting community involvement and social engagement.

General Disclosures

GRI 3 : Material Topics

Disclosure 3.3 - Management of relevant theme

Processes used to track the effectiveness of the actions.

Goals, targets, and indicators used to evaluate progress.

The effectiveness of the actions, including progress toward the goals and targets.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective.

DEI is monitored through regular employee well-being surveys. Any concerns or complaints raised are followed up through the organization's whistleblowing and grievance reporting mechanism, ensuring that issues are addressed in a structured and confidential manner.

Train 100% of our employees every two years on DEI, by 2030.

Train 100% of new employees on harassment each year, by 2030.

See GRI Content Index for indicators.

See GRI Content Index for indicators.

The employee survey highlighted opportunities to improve communication between managers and employees, as well as communication across departments. The organization also recognizes diversity as a strength, as it enables a diversity of perspectives and allows ideas to be considered from multiple angles. Following a whistleblowing investigation related to discrimination, the organization acknowledged that the situation was not addressed promptly, resulting in the issue lasting several months and negatively affecting the workplace atmosphere. As this was the first occurrence of such a situation, additional time was required to respond appropriately. Going forward, similar situations will be addressed more proactively to prevent prolonged impacts on the work environment.

Feedback from stakeholders enabled us to identify whether this issue should be prioritized and to adjust our initiatives to better meet employee needs. The effectiveness of our measures was assessed using a combination of internal indicators (see GRI Content Index) and qualitative feedback from stakeholders. Thus, the ongoing engagement of stakeholders is a key driver in improving our practices and validating the real impact of our initiatives.

Social

GRI 405 : Diversity and Equal Opportunity

GRI 405-1 Diversity of governance bodies and employees

GRI Description	Diversity of governance bodies and employees
Calculation Protocole :	GRI Standard. GRI 405 : Diversity and Equal Opportunity GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of GPSI in Canada, United States and UK

	Units	FY22		FY23		FY24		FY25	
		Women	Men	Women	Men	Women	Men	Women	Men
Percentage of individual within the organization's governance bodies	%	38%	63%	52%	48%	30%	70%	52%	48%
Under 30 years old	%	1%	0%	0%	0%	0%	0%	7%	7%
30-50 years old	%	36%	36%	45%	27%	30%	20%	38%	26%
Over 50 years old	%	0%	27%	0%	27%	0%	50%	7%	15%
Percentage of employee per employee category in each diversity category	%	52%	48%	39%	61%	60%	40%	51%	49%
Specialists	%	12%	8%	32%	28%	35%	16%	37%	19%
Managers	%	35%	27%	17%	10%	9%	12%	3%	7%
Directors	%	4%	15%	3%	10%	12%	16%	11%	23%
Percentage of employee from a minority or vulnerable group in the whole organization									
Canada	%	25%	19%	12%	29%	12%	12%	14%	0%
United States	%	25%	13%	18%	11%	14%	14%	40%	20%
Uk	%	n/a	n/a	n/a	n/a	n/a	0%	0%	0%

Ethics



General Disclosures

GRI 3 : Material Topics

Disclosure 3.3 - Management of relevant theme

Ethics

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.

People and human rights: An ethical culture has a real positive impact on the well-being, trust, and sense of security of employees and contractors. By promoting a work environment that is honest, transparent, and respectful of human rights, the organization contributes to the respect of fundamental rights, including the right to dignity, fairness, and protection from harassment or corruption. Conversely, a lack of ethics or non-compliant practices can generate potential negative impacts such as conflict, stress, or injustice, negatively affecting morale, motivation, and internal cohesion.

Economy: An ethical culture has a real positive impact on the organization as it strengthens the trust of customers, partners, and investors, thereby supporting the sustainability of the business. It promotes sustainable business relationships, transparency, and legal compliance. A lack of ethics could lead to potential negative financial impacts related to fraud, corruption, or litigation, thereby damaging reputation, customer loyalty, and affecting the long-term viability of the organization.

Environment: Although the environmental impacts are indirect, an ethical culture has a potentially positive impact by ensuring that decisions and recommendations related to sustainability and the supply chain are honest, rigorous, and based on reliable data. This helps reduce the potential negative risks associated with greenwashing.

Describe its policies or commitments regarding the material topic.

Our organization has implemented several policies regarding Ethics; particularly in relation to the management of sensitive transactions and our code of ethics.

Describe actions taken to prevent or mitigate potential negative impacts.

The organization has policies in place to prevent fraud, including a clear segregation of duties involving multiple individuals across the organization. An annual Code of Ethics must be reviewed and signed by all employees. In addition, a whistleblower policy is in place to allow individuals to report concerns or suspicions of ethical misconduct.

General Disclosures

GRI 3 : Material Topics

Disclosure 3.3 - Management of relevant theme

Processes used to track the effectiveness of the actions.

The effectiveness of actions is monitored through the organization's whistleblowing and reporting procedure, which enables concerns to be raised, tracked, and addressed in a structured manner.

Goals, targets, and indicators used to evaluate progress.

See GRI Content Index for indicators.

The effectiveness of the actions, including progress toward the goals and targets.

See GRI Content Index for indicators.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures.

No event occurred.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

Feedback from stakeholders enabled us to identify whether this issue should be prioritized and to adjust our initiatives to better meet employee needs. The effectiveness of our measures was assessed using a combination of internal indicators (see GRI Content Index) and qualitative feedback from stakeholders. Thus, the ongoing engagement of stakeholders is a key driver in improving our practices and validating the real impact of our initiatives.

Corruption

GRI 205 : Anti-Corruption

GRI 205-2 Communication and training about anti-corruption policies and procedures

GRI Description	Communication and training about anti-corruption policies and procedures
Calculation Protocole :	GRI Standard. GRI 205 : Operations assessed for riks related to corruption GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes site of GPSI in Canada, United States and UK

	Units	FY22	FY23	FY24	FY25
Governance body members that the organization's anti-corruption policies and procedures have been communicated to	%	100%	100%	100%	100%
Canada	%	100%	100%	100%	100%
United States	%	100%	100%	100%	100%
UK	%	100%	100%	100%	100%
Employees that the organization's anti-corruption policies and procedures have been communicated to	%	100%	100%	100%	100%
Canada	%	100%	100%	100%	100%
United States	%	100%	100%	100%	100%
UK	%	100%	100%	100%	100%
Business Partner that the organization's anti-corruption policies and procedures have been communicated to	%	n/c	n/c	n/c	n/c
Governance body members that have received training on anti-corruption					
Canada	%	n/c	71%	0%	0%
United States	%	n/c	100%	0%	0%
UK	%	n/a	n/a	0%	0%
Employees that have received training on anti-corruption	%				
Canada	%	n/c	100%	0%	0%
United States	%	n/c	100%	0%	0%
UK	%	n/a	n/a	100%	50%

Responsible Information Management



General Disclosures

GRI 3 : Material Topics

Disclosure 3.3 - Management of relevant theme

Responsible Information Management

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.

Economy: Responsible information management has a positive economic impact by strengthening the confidence of customers, partners, and investors in the company's services and systems. By ensuring the confidentiality, integrity, and availability of data, we reduce the risk of financial losses related to cyberattacks, fraud, processing errors, or information leaks. Reliable and secure information also promotes operational efficiency, informed decision-making, and market competitiveness. Potential negative economic impacts could result in costs related to fines, contractual losses, and damage to reputation.

People and human rights: The real positive impacts of privacy and personal data protection contribute to the safety of employees, customers, and contractors, and strengthen trust in the organization. Transparency in data processing and regulatory compliance also support respect for fundamental rights related to privacy and dignity. Conversely, the potential negative impacts relate to the risks of data breaches, unauthorized disclosure, or misuse of personal information, which could lead to human rights violations, discrimination, or financial or emotional harm to the individuals concerned. These risks are accentuated when there are relationships with international contractors or partners who do not adhere to the same data protection standards.

Environment: The actual positive impacts are related to the efficient and secure use of digital systems, which limits the waste of resources associated with physical media and optimizes digital workflows. A responsible approach also encourages the adoption of sustainable IT solutions, such as low-energy servers or environmentally friendly cloud tools. The real negative impacts are linked to the energy consumption of digital infrastructure, particularly servers and data centers, or poor management of electronic equipment, leading to the production of electronic waste and an increased carbon footprint.

Describe its policies or commitments regarding the material topic.

Our organization has implemented a Privacy Policy.

General Disclosures

GRI 3 : Material Topics

Disclosure 3.3 - Management of relevant theme

Describe actions taken to prevent or mitigate potential negative impacts.

We protect sensitive data by applying sensitivity labels that classify information and enforce encryption and access controls for data at rest and in transit. Data Loss Prevention (DLP) policies continuously monitor and restrict the sharing of sensitive information across email, collaboration, and cloud services to prevent unauthorized disclosure. Together, these controls ensure that sensitive data is handled according to defined policies throughout its lifecycle, supporting regulatory compliance and risk reduction.

Goals, targets, and indicators used to evaluate progress.

We aim to maintain our data privacy breaches to zero every year, by 2027.
See GRI Content Index for indicators.

The effectiveness of the actions, including progress toward the goals and targets.

See GRI Content Index for indicators.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures.

n/a

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective.

Feedback from stakeholders enabled us to identify whether this issue should be prioritized and to adjust our initiatives to better meet employee needs. The effectiveness of our measures was assessed using a combination of internal indicators (see GRI Content Index) and qualitative feedback from stakeholders. Thus, the ongoing engagement of stakeholders is a key driver in improving our practices and validating the real impact of our initiatives.

Responsible Information Management

GRI 418 : Customer Privacy

GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

GRI Description	Substantiated complaints concerning breaches of customer privacy and losses of customer data
Calculation Protocole :	GRI Standard. GRI 418 : Customer Privacy
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of GPSI in Canada, United States and UK

		Units	FY22	FY23	FY24	FY25
Number of substantiated complaints received concerning breaches of customer privacy	Total	Count	n/c	1	0	1
	From outside parties	Count	n/c	0	0	0
	From regulatory bodies	Count	n/c	0	0	0
Total number of identified leaks, thefts, or losses of customer data		Count	n/c	0	0	0

Additional Key Performance Indicators



Additional Key Performance Indicators

Environment

	Unit	FY22	FY23	FY24	FY25
Percentage of energy from renewable sources					
Montreal	%	100%	100%	100%	100%
Wichita	%	n/c	n/c	n/c	n/c

Social

	Unit	FY22	FY23	FY24	FY25
Number of Office Inspection per year					
Montreal	Count	1	1	1	1
Wichita	Count	0	1	1	1

	Unit	FY22	FY23	FY24	FY25
Number of employee	Count	26	25	23	26
Canada	Count	17	16	16	17
United States	Count	9	9	6	7
UK	Count	n/a	n/a	1	2

	Unit	FY22	FY23	FY24	FY25
Retention rate	%	90%	81%	64%	91%
eNPS score	-100 to +100	n/c	n/c	18	40
Employee Satisfaction Rate (Engagement Survey)	%	90%	90%	80%	90%
Health & Wellness Reimbursement	\$ CAD	2 842	7 591,60	6 852	6 061,36

	Unit	FY22	FY23	FY24	FY25
Percentage of new hire who completed the harassment training	%	n/c	100%	100%	100%
Percentage of employees who completed DEI training	%	n/c	100%	73%	11%

Ethics

	Unit	FY22	FY23	FY24	FY25
Percentage of employee who received information security training	%	n/c	n/c	n/c	89%
Quantity of IT ticket opened	Count	n/a	n/a	282	194
Percentage of IT ticket resolved	%	n/c	n/c	100%	100%
Quantity of ticket resolved within the target of 4 hours	Count	n/c	n/c	205	n/c
Percentage of ticket resolved within the target of 4 hours	%	n/c	n/c	73%	n/c
Average time to resolve a ticket	h	n/c	n/c	n/c	7,18
	Unit	FY22	FY23	FY24	FY25
Number of complaints by the complaints procedure	Count	1	1	0	0
Percentage of employees who signed the Code of Ethics	%	n/c	100%	100%	96%