

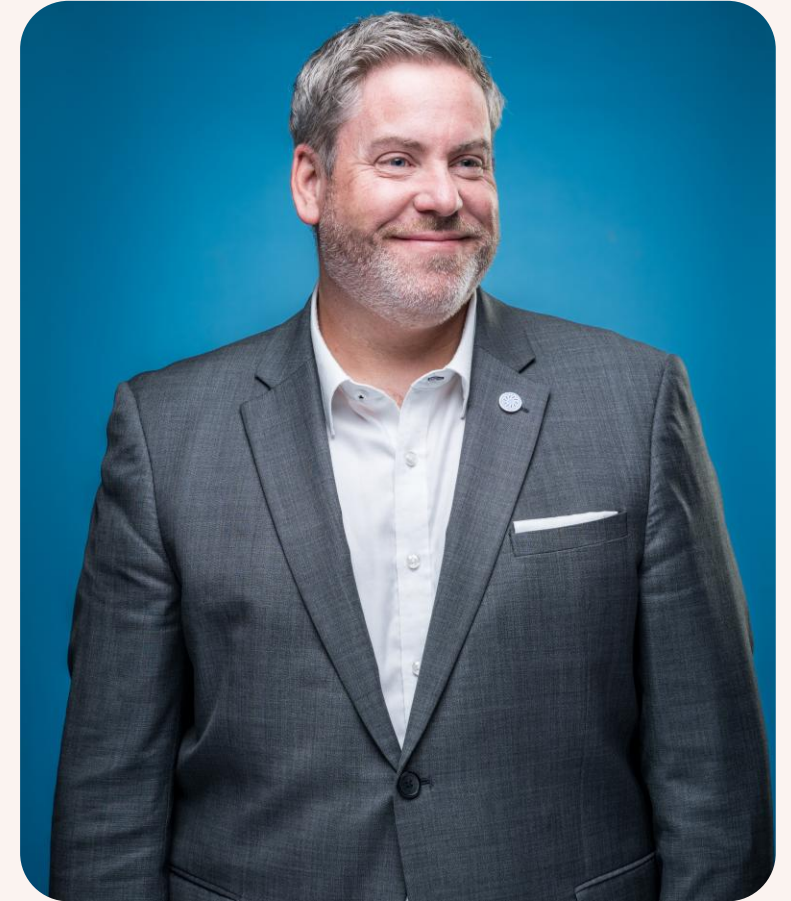
Mr. Richer is an administrator with nearly 10 years of experience on various boards of private organizations (notably in engineering and surveying) and nonprofit organizations.

He also works as Senior Director of Governance & Risk at ACQ Residential, an organization focused on public protection in the construction industry (including through warranty plans that have protected over 150,000 buyers of new homes). A senior executive for nearly 10 years, he oversees strategy, risk management, and governance for the organization. He has also taken on responsibilities related to new product development, business relationship management, accounting, budgeting, and continuous process improvement. He participates in ethical issue committees in collaboration with the Institute for Trust in Organizations, an NGO aimed at increasing public trust in various organizations.

An honest and rigorous administrator, accustomed to very complex environments, he has experience in completely redesigning board governance and addressing equity / diversity / inclusion and environmental/social/governance issues. He has worked in contexts of startup, decline, recovery, and market dominance. A natural communicator, he succeeds in gaining the support of board members through participatory leadership, trust, courage, and teamwork.

He holds an MBA in management and a Bachelor's degree in Business Administration with a specialization in finance from HEC Montreal. He is a member of the Ordre des CPA du Québec, where he has been involved for over 10 years, notably on the Compensation Fund Committee and the board of the Foundation of Quebec CPAs. He has also served on the board of the Montreal section of the Order.

Mr. Richer is a Certified Corporate Director (ASC), having completed the university certification program in corporate governance at the College of Corporate Directors at Université Laval



Alexandre Richer
Board member