



VISION. PASSION. INNOVATION.

### **Yannick Maltais + Lead of the Building Excellence Centre**

First, I am very proud to announce that CIMA+ is officially launching its Building Excellence Centre today. I am especially pleased to make this announcement for the people of our firm.

The Building Excellence Centre itself can be considered an example of innovation, as we all know now that innovation is not limited to technology. It is, at least the way we approach it at CIMA+, as a part of our business processes too.

The way we organize activities and work within a sector or between sectors is a true innovation. That's why the Building Excellence Centre is a wonderful innovation for CIMA+. We believe it is very promising for the future.

The Building Excellence Centre is divided into four distinct hubs. The first one focuses on CIMA+'s outreach and business strategies, the second one on innovative technology, the third one on the development of our service offer, and the last one on operations, in other words, mechanical, electrical and civil structural engineering, given our focus on buildings.

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### **Denis Thivierge + Member of the Steering Committee for the Building Excellence Centre**

We recognize that the engineering market has gone through significant changes in the past few years. Not only in terms of project scope, but as we now have to work with different people from multiple offices or work sites. This contrasts with the past, when we worked a lot more in silos, and therefore from a single office or work site.

Today, the scope of projects and work methods means that we have to share our workforce between several offices and work sites. The engineering market is a lot more competitive than it once was.

I also think it will help us improve the quality of our deliverables. We will be able to remain at the forefront. Today, the new Y generation has high expectations. They want to work in collaborative spaces, using new tools. I think this is a great opportunity because it will help boost employee engagement.

And not only to be competitive from a financial efficiency standpoint, but also from one of technical efficiency.

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Each focus area aims at harmonizing and better integrating our work methods.

What we really want is for our people to be able to easily fit into our operational and business environments. We expect to hire many new people over the next few years, and we want everyone who enters the Buildings sector to seamlessly find their place and embrace our culture. That's true for individual employees, but also in the framework of any mergers or acquisitions we do in the future.

We want the Building Excellence Centre to serve as a tool to integrate CIMA+'s culture in all that we do.