



CIMA+ ASSEMBLY OF PARTNERS

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François Plourde, P.Eng.

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Michel LaPalme, B.A.Sc.

Réjean Massé, P.Eng.

Josée Morin†, P.Eng., MBA

Richard Régimbald, P.Eng., MBA

ETHICS COMMITTEE *

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President of the GEC

Migo Kelada, P.Eng., LEED AP, Partner, Edmonton

Olivier Gauthier, P.Eng., PMP, Partner, Rimouski

Philippe Lapalme, P.Eng., M.Eng., Associate Partner, Laval

François Dubois, Associate Partner, Gatineau

Michel Séguin, Ph.D., CHRP, Ethics Consultant

Josée Morin†, P.Eng., MBA

AUDIT COMMITTEE

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Réjean Massé, P.Eng.

Réal Plourde†, P.Eng.

HUMAN RESOURCES AND COMPENSATION COMMITTEE

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Réjean Massé, P.Eng.

Gérard Geoffrion†, MBA, ICD.D

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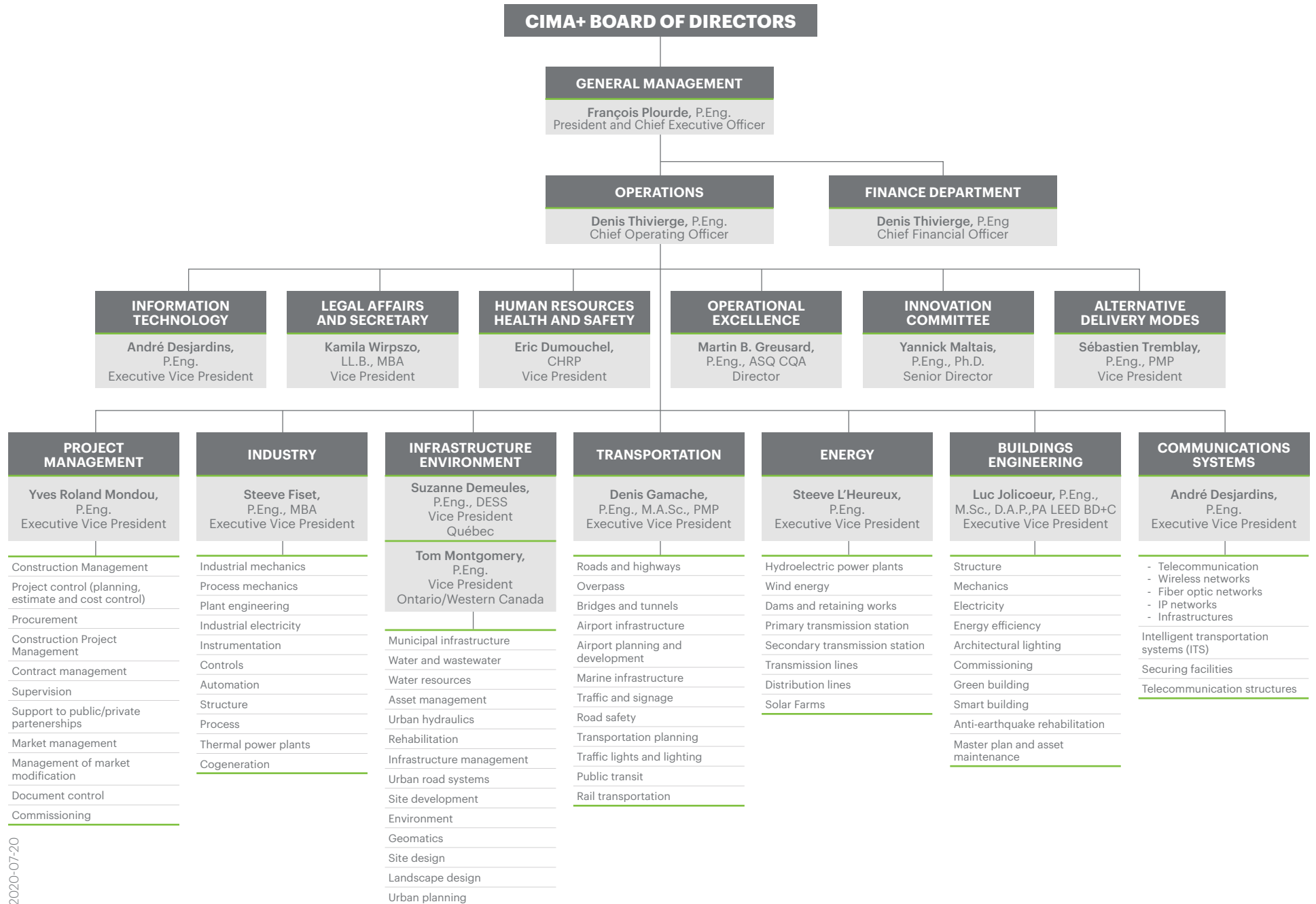
Kamila Wirpszo, LL.B., MBA
Vice President

* Members of the Ethics Committee are chosen among partners and associate partners, and the selection is subsequently approved by the Board of Directors.

† Josée Morin, Gerard Geoffrion and Réal Plourde are independent members



Functional organizational chart





Business lines and market development

