



Marcel Bourassa

EXECUTIVE CHAIRMAN OF THE BOARD, SAVARIA

CHAIRMAN

Mr. Marcel Bourassa became the Executive Chairman of the Board in January 2024 after serving as President, CEO and Chairman of the Board since 2002. In 1989, Mr. Bourassa purchased Savaria, a small lift manufacturer in Québec that had been founded ten years prior. He was looking for a business with a bright future ahead and he saw that in Savaria, a business providing products to an aging population who would need accessibility equipment in the future.

He grew the business adding new products over the years and expanding into the U.S. market. In 2002 he took Savaria public, and in 2005 the strategic acquisition of Concord Elevator, a leading manufacturer of residential elevators, gave the company new employees, products and added distribution. Marcel Bourassa has continued to lead Savaria with his passionate and driven style. In 2014, he created the Bourassa Savaria Foundation, a registered charity that supports Canadians with mobility challenges. In 2018, Mr. Bourassa was honoured by *Les Affaires* as CEO of the Year for a medium-sized Canadian enterprise.

Mr. Marcel Bourassa has a Bachelor of Business Administration from HEC Montréal. His three adult children all work within Savaria, and he currently resides in the Greater Toronto Area.



Sebastien Bourassa

PRESIDENT & CEO, SAVARIA

DIRECTOR

Mr. Sebastien Bourassa became President and Chief Executive Officer of Savaria in January 2024. He previously served as Chief Operating Officer (2023) as well as Vice President of Operations and Integration.

He began his career at Savaria as a teenager in a hands-on role installing stair lifts and later managing the Montréal sales office. In 2002 he became Production Director for the Corporation's stair lift department.

With his keen vision for the future, Mr. Bourassa suggested that Savaria establish a presence in China in order to gain competitive advantages for production and supplier relationships. He opened a division of Savaria in China in 2007, which enabled Savaria to improve its efficiencies by building sub-assemblies for its North American elevating and lift products while working closely with local suppliers to ensure quality standards were met. Mr. Bourassa lived in China from 2009 to 2015. In 2022, he spearheaded the opening of Savaria Mexico (Querétaro City), an assembly facility providing a strategic advantage to serve the growing U.S.-based dealer market.

Mr. Sebastien Bourassa has a Bachelor of Business Administration from HEC Montréal as well as an EMBA from Ivey Business School (Hong Kong). He resides in the Greater Toronto Area.



Jean-Marie Bourassa

**CONSULTING PARTNER,
BOURASSA BOYER INC.**

DIRECTOR

Mr. Jean-Marie Bourassa served as Chief Financial Officer of Savaria from January 2002 until May 2019. He co-founded Bourassa Boyer Inc., chartered accountants in 1980 and served as President until 2018 when he became a consulting partner for the firm. He sits on the board of directors for 5N Plus Inc., a public Canadian corporation listed on the TSX. He has been chairman of the audit and risk management committee for 5N since 2007.

Mr. Bourassa served in various roles at the Vaudreuil-Soulanges Palliative Care Residence Foundation from 2010 to 2016 including chairman, co-president and president. He is a chartered professional accountant with a Bachelor of Business Administration from HEC Montréal and holds a certificate of corporate governance from Laval University.



Peter Drutz

PRESIDENT, KANKARE HOME SERVICE INC.

LEAD DIRECTOR
Audit Committee

Mr. Drutz has an extensive range of senior corporate and entrepreneurial business experience. Since October 2004, Mr. Drutz has been president of KanKare Home Service Inc. (dba Comfort Keepers), a national provider of in-home care for seniors. Previously, he was Executive Vice President, Retail with Indigo Books and Music Inc. from 2003 to 2004 and was responsible for the retail operations of 275 Indigo, Chapters and Coles stores in Canada. Prior to joining Indigo, from 2002 to 2003, he was President of OutThink, Inc. a marketing and strategy firm specializing in fueling business growth. From 1982 to 2002, he was with Amex Canada, Inc. and held progressively responsible positions. In his later tenure, he was Vice President and General Manager of the Travel Services Network and a member of the Canadian executive team.

Mr. Drutz, who has been on the Board of Directors of Savaria since 2002, has served on the boards of Amex Bank of Canada, and in the not-for-profit sector on the boards of Temple Har Zion and the Bayview Golf and Country Club (the latter with the portfolio of Governance and Human Capital). Mr. Drutz has a Master of Business Administration from York University (now Schulich School of Business), an Honours BA from the University of Toronto and a Diploma in Human Resources and Labour Relations.



Jean-Louis Chapdelaine

PRESIDENT, SARAGUAY INVESTMENTS INC.

DIRECTOR

Mr. Chapdelaine has been a member of the Board of Directors since 2005.

Mr. Jean-Louis Chapdelaine founded Saraguay Investments in 1977 and serves as President. Through his company, he has applied his entrepreneurial, financial and operational management skills to a variety of endeavours including investments in real estate and retail markets.

Mr. Chapdelaine graduated from the Institute of Graphic Arts in Montréal.



Sylvain Dumoulin

CONSULTANT

DIRECTOR
Audit Committee Chair

Sylvain Dumoulin has been a member of the Board of Directors and Chair of Savaria's Audit Committee since September 2010. He is also a member of the Corporate Governance and Human Capital Committee.

He gained experience in public companies at Grilli Property Group Inc., holding various positions from 1989 to 2002, the last four years as Vice President Finance and a member of the Board of Directors. In 1992, he was involved in the issuance of shares on the stock market, and from 1996 for several years, on the financial restructuring of the company. Building on this expertise, he is now a consultant for companies in the real estate and construction fields.

Mr. Dumoulin began his career at Raymond, Chabot, Martin, Paré (now Raymond Chabot Grant Thornton) as an auditor from 1986 to 1989 after obtaining a Bachelor of Business Administration from HEC Montréal. He is also a Chartered Professional Accountant.



Alain Tremblay

**REAL ESTATE AND
FINANCIAL CONSULTANT**

DIRECTOR

Audit Committee

Corporate Governance and Human Capital Committee Chair

Mr. Alain Tremblay has extensive experience in management, particularly in finance and operations for the real estate and construction sectors. Building on this expertise, he is now a real estate and financial consultant. In 2021, he acted as the Chief Financial Officer-CFO for Brigil, mainly involved with the management and detention of medium to high-rise multi-residential portfolio. From 2013 to 2021, he held the position of Senior Vice President Finance and Operations for Gestion Benoit Dumoulin, with a focus on real estate development and residential construction. From 2002 to 2013, he acted as Vice-President Finance for various organizations. From 1996 to 2000, he worked as a financial analyst and then as Finance Director of Internal Audit for Provigo/Loblaw Companies. Subsequently, he served as Controller for Gildan Activewear and was strongly involved in the international implementation of various information systems. Mr. Tremblay holds a bachelor degree in Accounting from the Université du Québec à Montréal and a university certification in Corporate Governance from Université Laval. He is a Chartered Professional Accountant (CPA, CA) of the Order of Chartered Professional Accountants of Québec, Certified Corporate Director (ASC) of the College of Corporate Directors of Université Laval, and Chartered Director (C. Dir.) from The Directors College.



Caroline Bérubé

MANAGING PARTNER, HJM ASIA LAW

DIRECTOR

Corporate Governance and Human Capital Committee

Caroline Bérubé was appointed to the Board of Directors of Savaria in September 2017. She is also a member of the Corporate Governance and Human Capital Committee.

Ms. Caroline Bérubé is the Managing Partner of HJM Asia Law (with offices in China and Singapore). She was admitted to practice in New York and Singapore and holds a BCL (civil law) and an LL.B. (common law) from McGill University (Montréal, Québec, Canada). She studied at the National University of Singapore with a focus on Chinese laws in 1998/1999. She worked in Singapore, Bangkok and China for a British and Chinese firms before setting up her own firm in 2007. Caroline has represented international corporate clients and family-owned companies in M&A cross-border manufacturing and technology transactions and IP in the Asia Pacific region for 20 years. Caroline was elected Secretary General of the Inter-Pacific Bar Association in April 2017. She is also the Co-Chair of the China Working Group of the International Bar Association (“IBA”) and is an officer of the Intellectual Property Committee of the IBA. In 2015, Caroline was selected as the Young Global Leader under 40 by the World Economic Forum given her entrepreneurship mindset and various businesses she started and built over the last two decades in Asia. She teaches at Sorbonne Assas (Singapore campus) and Bocconi University (Milan) IP, Technology Law and M&A courses. Caroline is also the author of the book “Doing Business in China” published by Lexis Nexis.



Anne Le Breton

EVP PEOPLE & CULTURE, BRP

DIRECTOR

Corporate Governance and Human Capital Committee

Anne Le Breton has been Executive Vice-President, People & Culture for BRP since 2016. Originally from Moncton, New Brunswick, Anne has studied and worked in both the US and Europe during many years. The wealth of experience acquired during her assignment in Switzerland, when BRP entrusted her with the global human resources management for its international division, helped form her global worldview and her willingness to work with diverse teams.

From her beginnings in human resources up to her current role as Executive Vice-President, Anne has been motivated by bringing people and diverse visions together. Her strong knowledge and expertise in management and interdisciplinary collaboration has been key in the success of several growth and transformation projects where she has contributed over the past few years. Member of the Management Committee and of one of the sub-committees of the BRP Board of Directors, Anne is responsible for all aspects of human resources for over 20,000 employees worldwide. Anne was on the Board of Directors of Barrette Outdoor Living, North American leader in the outdoor product industry.

Before joining BRP, Anne worked for Bombardier Aerospace, as human resources manager in Canada and the United States. She holds a bachelor's degree in industrial relations from the University of Montreal.