

Form 62-103F3

REQUIRED DISCLOSURE BY AN ELIGIBLE INSTITUTIONAL INVESTOR UNDER PART 4

State if the report is filed to amend information disclosed in an earlier report. Indicate the date of the report that is being amended.

Item 1 – Security and Reporting Issuer

- 1.1 State the designation of securities to which this report relates and the name and address of the head office of the issuer of the securities.

This report relates to the common shares ("**Shares**") of Tecsys Inc. (the "**Issuer**")

The head office of the Issuer is:

1 Place Alexis Nihon, Suite 800
Montreal, Quebec H3Z 3B8

- 1.2 State the name of the market in which the transaction or other occurrence that triggered the requirement to file this report took place.

Toronto Stock Exchange

Item 2 – Identity of the Eligible Institutional Investor

- 2.1 State the name and address of the eligible institutional investor.

Fiera Capital Corporation ("**Fiera**")
1981, Avenue McGill College, Suite 1500
Montreal, Quebec (H3A 0H5)

- 2.2 State the date of the transaction or other occurrence that triggered the requirement to file this report and briefly describe the transaction or other occurrence

The requirement to file this report was triggered on November 30, 2023, due to the acquisitions of the Shares of the Issuer by Fiera, on behalf of funds and accounts over which it manages, during the month of November 2023.

- 2.3 State the name of any joint actors.

Not applicable

- 2.4 State that the eligible institutional investor is eligible to file reports under Part 4 in respect of the reporting issuer.

Fiera is entitled to file reports under Part 4 of National Instrument 62-103 *The Early Warning System and Related Take-Over Bid and Insider Reporting Issues* in respect of the Issuer.

Item 3 – Interest in Securities of the Reporting Issuer

3.1 State the designation and the net increase or decrease in the number or principal amount of securities, and in the eligible institutional investor's securityholding percentage in the class of securities, since the last report filed by the eligible institutional investor under Part 4 or the early warning requirements.

This is a sequential filing. An initial filing was done on April 30, 2021, where Fiera held 1,530,844 Shares of the Issuer, which represented approximately 10.55% of the Issuer's Total Shares Outstanding. As of January 31, 2022, Fiera increased its holdings to 1,843,978, or 12.66% of the issuer Total Shares Outstanding. This represents a 313,134 increase in Shares or a 2.11% increase in holdings of the Issuer's Total Shares Outstanding from the initial filing. As of May 31, 2023, Fiera decreased its holdings to 1,735,466, or 11.90% of the issuer Total Shares Outstanding. This represents a 108,512 decrease in Shares or a 0.76% decrease in holdings of the Issuer's Total Shares Outstanding from the last filing. As of November 30, 2023, Fiera increased its holdings to 1,886,349, or 12.82% of the issuer Total Shares Outstanding.

3.2 State the designation and number or principal amount of securities and the eligible institutional investor's securityholding percentage in the class of securities at the end of the month for which the report is made.

As at November 30, 2023, Fiera held, on behalf of funds and accounts it manages, 1,886,349 Shares of the Issuer, representing approximately 12.82% of the Issuer's total Shares Outstanding.

3.3 If the transaction involved a securities lending arrangement, state that fact.

Not applicable

3.4 State the designation and number or principal amount of securities and the percentage of outstanding securities of the class of securities to which this report relates and over which

(a) the eligible institutional investor, either alone or together with any joint actors, has ownership and control,

As at November 30, 2023, Fiera held, on behalf of funds and accounts it manages, 1,886,349 Shares of the Issuer, representing approximately 12.82% of the Issuer's total Shares Outstanding.

(b) the eligible institutional investor, either alone or together with any joint actors, has ownership but control is held by persons or companies other than the eligible institutional investor or any joint actor, and

Not applicable

(c) the eligible institutional investor, either alone or together with any joint actors, has exclusive or shared control but does not have ownership.

Not applicable

3.5 If the eligible institutional investor or any of its joint actors has an interest in, or right or obligation associated with, a related financial instrument involving a security of the class of securities in respect of which disclosure is required under this item, describe the material terms of the related financial instrument and its impact on the eligible institutional investor's securityholdings.

Not applicable

- 3.6 If the eligible institutional investor or any of its joint actors is a party to a securities lending arrangement involving a security of the class of securities in respect of which disclosure is required under this item, describe the material terms of the arrangement including the duration of the arrangement, the number or principal amount of securities involved and any right to recall the securities or identical securities that have been transferred or lent under the arrangement.

State if the securities lending arrangement is subject to the exception provided in section 5.7 of NI 62-104.

Not applicable

- 3.7 If the eligible institutional investor or any of its joint actors is a party to an agreement, arrangement or understanding that has the effect of altering, directly or indirectly, the eligible institutional investor's economic exposure to the security of the class of securities to which this report relates, describe the material terms of the agreement, arrangement or understanding.

Not applicable

Item 4 – Purpose of the Transaction

State the purpose or purposes of the eligible institutional investor and any joint actors for the acquisition or disposition of securities of the reporting issuer. Describe any plans or future intentions which the eligible institutional investor and any joint actors may have which relate to or would result in any of the following:

- (a) the acquisition of additional securities of the reporting issuer, or the disposition of securities of the issuer;

The securities described herein were acquired in the ordinary course of business for investment purposes only and not with the purpose of exercising control or direction over the Issuer. Fiera may from time to time, on behalf of funds and accounts it manages, acquire additional Shares, dispose of some or all of the Shares it holds, or continue to hold the Shares.

- (b) a sale or transfer of a material amount of the assets of the reporting issuer or any of its subsidiaries;

Not applicable

- (c) a change in the board of directors or management of the reporting issuer, including any plans or intentions to change the number or term of directors or to fill any existing vacancy on the board;

Not applicable

- (d) a material change in the present capitalization or dividend policy of the reporting issuer;

Not applicable

- (e) a material change in the reporting issuer's business or corporate structure;

- Not applicable
- (f) a change in the reporting issuer's charter, bylaws or similar instruments or another action which might impede the acquisition of control of the reporting issuer by any person;
- Not applicable
- (g) a class of securities of the reporting issuer being delisted from, or ceasing to be authorized to be quoted on, a marketplace;
- Not applicable
- (h) the issuer ceasing to be a reporting issuer in any jurisdiction of Canada;
- Not applicable
- (i) a solicitation of proxies from securityholders;
- Not applicable
- (j) an action similar to any of those enumerated above.
- Not applicable

Item 5 – Agreements, Arrangements, Commitments or Understandings With Respect to Securities of the Reporting Issuer

Describe the material terms of any agreements, arrangements, commitments or understandings between the eligible institutional investor and a joint actor and among those persons and any person with respect to securities of the class of securities to which this report relates, including but not limited to the transfer or the voting of any of the securities, finder's fees, joint ventures, loan or option arrangements, puts or calls, guarantees of profits, division of profits or loss, or the giving or withholding of proxies. Include such information for any of the securities that are pledged or otherwise subject to a contingency, the occurrence of which would give another person voting power or investment power over such securities except that disclosure of standard default and similar provisions contained in loan agreements need not be included.

Not applicable

Item 6 – Change in Material Fact

If applicable, describe any change in a material fact set out in a previous report filed by the eligible institutional investor under the early warning requirements or Part 4 in respect of the reporting issuer's securities.

Not applicable

Item 7 – Certification

The eligible institutional investor must certify that the information is true and complete in every respect. In the case of an agent, the certification is based on the agent's best knowledge, information and belief but the

eligible institutional investor is still responsible for ensuring that the information filed by the agent is true and complete.

This report must be signed by each person on whose behalf the report is filed or his authorized representative.

It is an offence to submit information that, in a material respect and at the time and in the light of the circumstances in which it is submitted, is misleading or untrue.

Certificate

The certificate must state the following:

I, as the eligible institutional investor, certify, or I, as the agent filing the report on behalf of the eligible institutional investor, certify to the best of my knowledge, information and belief, that the statements made in this report are true and complete in every respect.

December 06, 2023

Date

Thomas Di Stefano

Signature

Head of Compliance - Canada

Name/Title