

SUSTAINABILITY COMMITTEE CHARTER

Mission Statement

At Lightspeed, our mission is to bring cities and communities to life by powering small and medium-sized businesses (“SMBs”) with the tools needed to succeed. People come together on our main streets and high streets because of the vibrancy of local SMBs, and we believe cities and communities are built on their presence and success. Sustainability is inherent in Lightspeed’s values. The pillars of Lightspeed’s values are: empowering entrepreneurs, emboldening employees, enlivening communities, protecting the environment and championing integrity.

Empower Entrepreneurs

Our communities prosper when our entrepreneurs flourish. Lightspeed is a customer centric organisation, animated by a fundamental drive to empower SMBs to grow their businesses and bring greater vibrancy to our communities.

Lightspeed aims to provide intuitive and powerful retail and restaurant products and functionalities to help SMBs to grow their businesses. Our restaurant and omnichannel retail products help SMBs manage their back-end and inventory intuitively, making use of data analytics to optimise efficiencies and communications. Lightspeed also provides meaningful resources to SMBs in respect of best practices, key metrics, innovative tools and workflows.

Embolden Employees

Lightspeed believes people are its greatest assets. Lightspeeders are encouraged to bring their authentic selves to work and to do the best work of their lives. We’re committed to diversity and inclusivity, encouraging self-expression and creativity. We recognize that we are essential parts of something bigger. We invest in the professional development of Lightspeeders, compensate competitively, and aim to bring out the best in each other.

Enliven Communities

Lightspeed believes a community’s identity can be discovered through its SMBs. Our products level the playing field by democratizing historically expensive and bulky POS systems, making these accessible to any entrepreneur and enabling them to compete with industry goliaths. Lightspeed is proud to power a diversity of businesses and entrepreneurs, as we believe that diversity enriches our communities. We advocate for diversity in ideas, backgrounds, experiences, perspectives, gender, ethnicity, religion and sexuality helping to grow our horizons, our field of thoughts, and our economies. When our entrepreneurs flourish, our communities are vibrant.

Protecting the Environment

Lightspeed aims to lead by example in protecting the environment. We are implementing an Environmental Management System (EMS) to assess and reduce our environmental impact towards carbon neutrality.

Lightspeed's focus is to protect the environment by reducing its environmental footprint and by helping our customers do the same. We carry this commitment to the environment into the operation of our own business. Our EMS will help us systematically assess and mitigate our environmental impact. We are committed to continual improvement as we work towards a greener future.

Champion Integrity

Lightspeed's culture is one of excellence, respect, accountability & transparency. We strive to act as a responsible employer, consumer, supplier and corporate citizen. Our Code of Conduct and Ethics mandates that we conduct our business with integrity and with the highest ethical standards. As a publicly traded company (TSX: LSPD), Lightspeed is committed to accuracy, transparency and accountability.