

December 9, 2025



Coveo Announces Chief Financial Officer Transition, Affirms Q3 and Fiscal Year 2026 Guidance

MONTREAL, Dec. 9, 2025 /CNW/ - Coveo (TSX: CVO), the leader in AI-Relevance, today announced Brandon Nussey, Chief Financial Officer, has advised the company of his intention to step down from his role for a career opportunity outside the public markets. The transition of Mr. Nussey begins today, and will end on February 2, 2026, shortly after Q3 earnings. In accordance with the company's succession plan, Karine Hamel, currently Senior Vice President, Finance, will be appointed Interim Chief Financial Officer. Ms. Hamel has led the finance department of Coveo since 2018.



"We are deeply grateful for Brandon's exceptional leadership and contributions to Coveo since he joined in 2023. Brandon's financial stewardship and strategic insight have been instrumental to fuel our growth and success and will leave Coveo on solid footing. We wish him continued success in his future endeavours" said Laurent Simoneau, Chief Executive Officer of Coveo. "We are equally pleased to have Karine step into the interim CFO role. With almost a decade at Coveo, Karine's deep understanding of our business, paired with her financial expertise, will ensure a seamless transition, as we continue to execute on our growth strategy."

"I am proud of the progress we have made at Coveo, driving profitable growth in a very dynamic market. I am confident in Laurent's vision, and the team's ability to continue to drive our momentum," said Brandon Nussey. "Further, having worked closely with Karine for nearly 3 years, I know the finance and G&A leadership is in very capable hands. As a shareholder, I look forward to cheering on Coveo's continued success."

Coveo intends to undertake a formal search to permanently fill the CFO role, with both internal and external candidates being carefully evaluated.

Q3 and Fiscal Year 2026 Guidance Affirmed

The company is encouraged by the customer demand for its AI-powered solutions and

corresponding new business bookings momentum. Consequently, Coveo affirms the Q3 and Fiscal Year 2026 guidance set forth in its October 30, 2025 earnings results press release. Coveo currently plans to release its full financial results for the third quarter of fiscal year 2026 after close of markets on January 29, 2026.

The above statements are forward-looking and actual results may differ materially. Coveo's outlook constitutes "financial outlook" within the meaning of applicable securities laws and is provided for the purpose of, among other things, assisting investors and others in understanding certain key elements of our expected financial results, as well as our objectives, strategic priorities and business outlook, and in obtaining a better understanding of our anticipated operating environment. Investors and others are cautioned that it may not be appropriate for other purposes. Please refer to the "Forward-Looking Information" section below for additional information on the factors that could cause our actual results to differ materially from these forward-looking statements and a description of the assumptions underlying same.

About Coveo

Coveo brings superior AI-Relevance to every point-of-experience, transforming how enterprises connect with their customers and employees to maximize business outcomes.

Relevance is about moving from persona to person, the degree to which the enterprise-wide content, products, recommendations, and advice presented to a person online aligns easily with their context, needs, preferences, behavior and intent, setting the competitive experience gold standard. Every person's journey is unique, and only AI can solve the complexity of tailoring experiences across massive, diverse audiences and large volumes and variety of content and products.

Stay up to date on the latest Coveo news and content by subscribing to the [Coveo blog](#), and following Coveo on [LinkedIn](#) and [YouTube](#).

Forward-Looking Information

This press release contains "forward-looking information" and "forward-looking statements" within the meaning of applicable securities laws, including, without limitation, with respect to Coveo affirming its Q3 and fiscal year 2026 "financial outlook", the search process to permanently fill the CFO role, the timing and release of the company's Q3 results and the company's positioning for future growth and success (collectively, "forward-looking information"). This forward-looking information is identified by the use of terms and phrases such as "may", "would", "should", "could", "might", "will", "achieve", "occur", "expect", "intend", "estimate", "anticipate", "plan", "foresee", "believe", "continue", "target", "opportunity", "strategy", "scheduled", "outlook", "forecast", "projection", or "prospect", the negative of these terms and similar terminology, including references to assumptions, although not all forward-looking information contains these terms and phrases. In addition, any statements that refer to expectations, intentions, projections, or other characterizations of future events or circumstances contain forward-looking information. Statements containing forward-looking information are not historical facts but instead represent management's expectations, estimates, and projections regarding future events or circumstances.

Forward-looking information is necessarily based on a number of opinions, estimates, and

assumptions (including those discussed under "Financial Outlook Assumptions" in the October 30, 2025 press release and those discussed immediately hereunder) that we considered appropriate and reasonable as of the date such statements are made. Although the forward-looking information contained herein is based upon what we believe are reasonable assumptions, actual results may vary from the forward-looking information contained herein. Certain assumptions made in preparing the forward-looking information contained in herein include, without limitation (and in addition to those discussed under "Financial Outlook Assumptions" set forth in the October 30, 2025 press release): our ability to capitalize on growth opportunities and implement our growth strategy; our ability to attract new customers, both domestically and internationally; our ability to expand our relationships with existing customers, and have existing customers renew their subscriptions; the success of our efforts to expand our product portfolio and market reach; our ability to maintain successful strategic relationships with partners and other third parties; market awareness and acceptance of enterprise AI solutions in general and our products in particular; the market penetration of our generative AI and other new solutions, both with new and existing customers, and our ability to continue to capture the AI opportunities; assumptions regarding our future capital requirements, and availability of capital generally; the accuracy of our estimates of market opportunity, growth forecasts, and expectations around operating cash flows; our success in identifying and evaluating, as well as financing and integrating, any acquisitions, partnerships, or joint ventures; the significant influence of our principal shareholders; our ability to generate pipeline, and to convert pipeline into bookings, and the timeframe thereof; and our ability to execute on our expansion and growth plans more generally. Moreover, forward-looking information is subject to known and unknown risks, uncertainties, and other factors, many of which are beyond our control, that may cause the actual results, level of activity, performance, or achievements to be materially different from those expressed or implied by such forward-looking information, including but not limited to macro-economic uncertainties and the risk factors described under "Risk Factors" in the company's most recently filed Annual Information Form and under "Key Factors Affecting our Performance" in the company's most recently filed MD&A, both available under our profile on SEDAR+ at www.sedarplus.ca. There can be no assurance that such forward-looking information will prove to be accurate, as actual results and future events could differ materially from those anticipated in such information. Accordingly, prospective investors should not place undue reliance on forward-looking information, which speaks only as of the date made. Although we have attempted to identify important risk factors that could cause actual results to differ materially from those contained in forward-looking information, there may be other risk factors not presently known to us or that we presently believe are not material that could also cause actual results or future events to differ materially from those expressed in such forward-looking information.

You should not rely on this forward-looking information, as actual outcomes and results may differ materially from those contemplated by this forward-looking information as a result of such risks and uncertainties. Additional information will also be set forth in other public filings that we make available under our profile on SEDAR+ at www.sedarplus.ca from time to time. The forward-looking information provided in this press release relates only to events or information as of the date hereof, and is expressly qualified in their entirety by this cautionary statement. Except as required by law, we do not assume any obligation to update or revise any forward-looking information, whether as a result of new information, future events, or otherwise, after the date on which the statements are made or to reflect the occurrence of unanticipated events.

Our financial outlook under the "Q3 and Fiscal Year 2026 Guidance Affirmed" section above and elsewhere in this press release is based on several assumptions, including those set forth in the October 30, 2025 earnings results press release of Coveo, publicly available on SEDAR+ at www.sedarplus.ca.

SOURCE Coveo Solutions Inc.