

LeTA



Quarterly report / December 2023



Word from Management

ABF is coming to the end of its 47th year, and my 28th year with the company. I don't want to be nostalgic, but over dinner recently with Éric and our wives, we recalled a number of good times and, above all, a number of highlights that were decisive for the future after our acquisition in 1997. We've worked long hours, taken risks, spent weekends and evenings in the office... but what stood out in our conversation was how well we've surrounded ourselves over the years. Employees with heart, hard-working, professional, switched-on, respectful, team players... LEGENDS! Over the years, many of you have reached the milestone of 5, 10, 20, 30 and even 40 years of service to the company, which means a lot to us!

Every day, you demonstrate an exceptional commitment to our mission, bringing your expertise, creativity and determination to every project. Your individual and collective contribution is invaluable, and we couldn't achieve our corporate objectives without your invaluable collaboration. Your flexibility, team spirit and willingness to go above and beyond expectations have been, and above all are, a source of inspiration for newcomers joining us. Your efforts have had a significant impact on our company, and we would like to thank you from the bottom of our hearts for your hard work and constant commitment.

At this time of year, when personal, professional and organizational assessments are the order of the day, we would like to assure you that your work is fully appreciated and valued. We are proud to have such an exceptional team, and look forward to continuing to grow together. Once again, **THANK YOU** for your unwavering commitment and dedication to ABF Inc. Your contribution is truly the key to our success.

A happy holiday season to all!

François Vallières,
Executive Vice President

Upcoming Statutory Holidays

December 25, 2023 to
January 5, 2024
(Holiday break)



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New projects



AERA Chambly, 700 MT



And also without forgetting...

- ⇒ Condos Viger 3 (Edison Appartements), Montreal, 800 MT
- ⇒ Université Laval, Institut Nordique du Quebec, Quebec, 850 MT
- ⇒ SHQ Blainville Construction of 100 units, Blainville, 600 MT
- ⇒ CHEO Parking Garage, Ottawa, 2 200 MT
- ⇒ Cité urbaine tower A, Laval, 1 400 MT
- ⇒ St-Joseph Apartments, Gatineau, 550 MT
- ⇒ Germain Group Alt Hotel, Ottawa, 500 MT

ABF events

Our Chateaugay facility is already 5 years old!

On September 28, a BBQ was held at our Chateaugay plant to celebrate 5 years of operation!

Our working legends enjoyed a meal cooked to perfection by our chef for a day, Dominic Mercier. Laughter and fun were the order of the day!



ABF events (continued)



Halloween 2023 in the offices



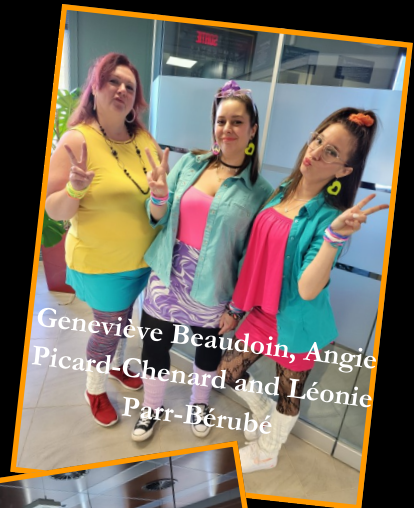
François Rousseau



Karolane Ayotte, Renelle Desjardins-Caron and Carole-Anne Bélanger



Nancy Houle



ABF events (continued)

Halloween 2023 in the offices (continued)



Cindy Champagne



Dave Fontaine



Maxime Brunet



Emmanuelle Fortin



Audrey Gosselin

Thank you all for your participation!

ABF events (continued)

ABF Christmas Party 2023



ABF events (continued)

ABF Christmas Party 2023



Special mentions of the quarter



Congratulations to **Alexandre Gagné, Alexandre Nadeau, Jean-Philippe Fafard, Stéphane Cayer** and **William Pellerin** for taking part in the « Au boulot sans auto », challenge organized by the City of Victoriaville.

Together, they covered **306 km!**
Congratulations!

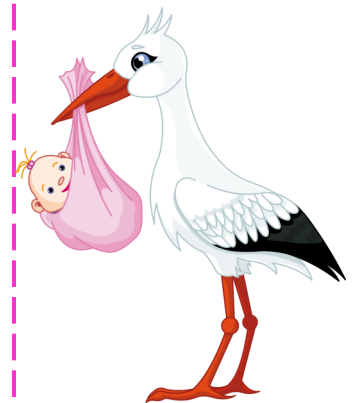


ABF baby

ABF management would like to congratulate **Érika Lynn Johnson** and her boyfriend on the birth of their little Olivia on October 15. She weighed 8.3 pounds and measured 20 inches.

Mom and baby are doing great!

Welcome, future ABF legend!



Your financial news

Money and happiness... getting rich with the rule of 752

There are some concepts about money that can be awkwardly explained dozens of times, but then you discover that there's a simpler, smarter way of talking about them, and it all becomes clear.

Such is the case with the Rule of 752, and I'll explain why.

Enlightened people like me like to tell people to invest their money rather than spend it on purchases that aren't essential to their happiness on earth. A \$5 coffee drunk quickly while answering e-mails. Uber Eats at \$68 for two ordered on a night when the fridge is empty. A \$125-a-month cell phone plan to own the latest iPhone.

In short, all kinds of expenses that are often forgotten the next minute. Or quickly integrated into a "normal" level of life satisfaction once the excitement of the novelty wears off, often after a month or two.

It's always hard to explain why these expenses are important, because the amounts involved are not impressive. This is where the 752 rule comes in. What does this rule do? It acts like a pair of glasses that lets us see the true cost of things.

To find out how much we really pay for an object or service, we simply take what it costs us per week, and multiply it by 752. The result is the amount we'd have in our investment account at the end of a decade if this sum had instead been invested in financial assets, and had achieved annual growth of 7%, i.e. a return lower than that of a balanced portfolio of 60% stock, 40% bond index funds (8.5% per year on average for 50 years). For monthly expenses, multiply by 173.

Let's look at an example. Josephine is an engineer, she works hard and earns a good living. She doesn't usually pack a lunch. She spends about \$20 a day on a packed lunch, and \$5 on a coffee near work, for a total of \$125 a week.

Josephine knows she could drive a small used car, or sometimes take a bike or public transport. But she opted for a new SUV "so as not to break down" and because she's "there in life". Including interest and taxes, she puts \$390 back into the bank every two weeks for the privilege, which works out at \$195 a week.

Her wardrobe is getting old, so she spends an average of \$150 a month (\$35 a week) on a few new clothes. Owning the latest iPhone and a data-rich package at \$125 a month (\$29 a week) are expenses she's "ready to assume".

Normal lifestyle? For a mid-career professional, there's nothing scandalous here.

(continued on next page)

Your financial news (continued)

Money and happiness... getting rich with the rule of 752 (continued)

The four expenses I've just described cost \$384 a week. But the real cost is quite different: multiplied by 752, it adds up to nearly \$290,000 per decade. If maintained from age 30 to age 65, this lifestyle, which is completely commonplace for tens of thousands of Quebecers, will actually have cost \$3 million.

What could Josephine do with \$290,000 after 10 years? She could pay cash for a vehicle (or offer one to a financially strapped loved one). Take a sabbatical. Travel. Live through a recession or job loss stress-free while everyone at the office panics. Or choose to pay off her mortgage and never owe another dollar to anyone because she's "there in life".

Same person. Same job. Two different career paths.

Most people think you have to be a medical specialist or own a construction company to get rich. Or that you have to have a big year-end bonus, or no children.

Few people realize that things like small packages of Aritzia or Amazon, a new SUV, a cell phone plan, and not-so-good paninis bought near the office have costs that exceed a million dollars pretty quickly in a career.

And you don't have to have a high lifestyle to use the 752 rule. Buying 5 coffees a week costs \$25. Making coffee at home costs less than \$5. At the end of 10 years, the difference (\$20 a week, multiplied by 752) will really have cost \$15,040.

I'm not saying don't buy coffee. What would make you happier? Drinking coffees out of a cup, or discovering \$15,000 in your coat pocket every decade?

To be 100% clear, the purchases I've just mentioned aren't the causes of our inability to get rich.

But they are often the symptoms.



It's perfectly possible to get rich by making these purchases. But then you have to earn a very, very high salary, and set aside a significant portion of it. For most of us, better planning our spending is the most direct way to increase our savings and independence - regardless of our income level. ♦♦♦♦

Source: Nicolas Bérubé, La Presse

Your HR news



More than just an annual break, the Christmas vacations are of particular importance in the lives of employees. It's a magical time when the warmth of the holidays and the prospect of a new year offer much more than gifts under the tree. These vacations play a crucial role in the well-being of workers, offering a well-deserved respite and a special time to recharge one's batteries.

Whether you choose to travel or stay at home, taking time off allows you to reduce stress and revitalize your mind and body. By temporarily removing yourself from work-related stressors, you can return with renewed energy and focus.

The Christmas vacations are the perfect time to share quality time with loved ones, create family traditions and enjoy the warmth of home. These moments contribute to a healthy work-life balance, enhancing everyone's well-being.

Using vacation days shows that you value your well-being and work-life balance. When employers foster a culture that encourages and supports taking time off, it boosts employee satisfaction and loyalty.

The transition to a new year is a time for reflection. The Christmas vacations offer an opportunity to take stock of the past year, appreciate successes and learn from challenges. It's also a time to set new goals, create inspiring resolutions and approach the New Year with optimism and determination.

Thank you for your dedication, creativity and hard work. Together, let's continue to write the story of our success.

This holiday season, may the spirit of Christmas brighten your days, and may the New Year bring you countless moments of happiness. To all of you, happy holidays and a new year bursting with success and achievement!

The Human Resources team

Occupational Health & Safety

Back pain prevention

In Quebec, MSDs affect more than 45,000 workers in all sectors of activity every year, and the wonderful world of construction is no exception, with **2,056 workers**.

Back injuries are generally caused by overuse or overstraining of soft tissues, when the demands of a job exceed the tissue's capacity to adapt.

How can I prevent back pain?



ÉVALUATE THE LOAD
(Weight – Size – Shape – Grip)

OBSERVE THE SITE
(Path – Ground surface – Clearance)

THINK AND ACT
(Posture – Assistance from a colleague – Mechanical assistance
Caution)

TIPS TO AVOID BACK PAIN

Moving loads manually

- ⇒ Use two people
- ⇒ Mechanical assistance available (lifting equipment)
- ⇒ Stabilize/secure load
- ⇒ Reduce distance to be covered
- ⇒ Clear the way (surface, clearance, access, slope)
- ⇒ Adopt good posture (avoid twisting-shifting and turning feet)

Working position - Adopt a good posture

- ⇒ Proximity to load (not at arm's length)
- ⇒ Stand up straight and avoid bending (don't arch your back)
- ⇒ Keep elbows and arms close to the body
- ⇒ Feet apart
- ⇒ Make sure you're stable
- ⇒ Change working position



Questions? Contact your H&S team!

New ABF's employees

Name	Department
Alexandre Lacelle	Worksites
Angelica Ménard	Worksites
Anthony Gagnon	Worksites
Audrey Gosselin	Offices
Carl Galvin-Boisvert	Worksites
Chad Gingras-Tardif	Worksites
Charles Francoeur	Factories
Cole Richard	Worksites
Connor Ryan	Worksites
Darren Lapointe	Worksites
Dave Laurin	Worksites
Derek Munro	Worksites
Diego Diaz	Worksites
Domenico Misurka	Worksites
Dustin Désormeaux	Worksites
Éric Charbonneau	Worksites
Éric Meunier	Factories
Hugo Trépanier	Worksites
Jesuart Sébastien Trudel	Worksites

Name	Department
John Edisson Gomez Ladino	Offices
Justin Demers	Worksites
Kyle James Parker	Worksites
Marie-Lise Laforest	Delivery
Mathis Nolan	Worksites
Maxime Caron Chevalier	Worksites
Maxime Alain Domingue	Worksites
Mikael Gibeault	Worksites
Mylce Alie Bernard	Worksites
Patrick Landry	Worksites
Raegan Goldberg	Worksites
Raphaël Laviolette	Worksites
Sabrina Connolly	Offices
Samantha McKay	Worksites
Samuel Ciza	Worksites
Sébastien Deniger	Factories
Stéphanie Leclerc	Offices
Tommy Rajotte	Worksites

Welcome to all new employees to the ABF family! 😊

Contact me!

Contact me to obtain or submit additional information:

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