



Le TAG

Quarterly report / June 2024



Word from management

Hello everyone,

Already the 1st part of the year is coming to an end, and it's been busy as we like it. It's always hard to find the balance across the Quebec and Ontario territories, but

we always manage to pull it off brilliantly. So 2024 should be a good year overall in terms of steel volume.

The challenges remain manifold year after year. Whether in terms of manpower, technology, health and safety, supply or even inflation, there are always elements that take us out of our comfort zone. All this forces us to be vigilant and to question our ways of doing things in order to remain a leader in our field.

Without the efforts, commitment, professionalism and respect of all our employees, we wouldn't have been able to stay at the top of the list for so many years. We're proud and grateful!

As the summer vacations draw nearer, we urge you to be cautious in your activities and travels, which are often more numerous. Your health and that of your loved ones is important to us, because without you, nothing is possible.

Thank you to all our steel legends, whatever their role with us.

Marco Fortin,
General Manager

Upcoming Statutory Holidays:

Monday June 24th 2024:

(for Quebec only):

St-Jean-Baptiste Day

Monday July 1st 2024:

(for Quebec / Ontario)

Canada Day

Monday September 2nd 2024:

Labor Day



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ABF management wishes you a nice summer vacation!



New projects



La Bouée Pie XII, Quebec, 350 MT



Destimo II, Quebec, 300 MT

And also without forgetting...

- ✦ WE3 St-Rédempteur Street, Gatineau, 2 200 MT
- ✦ Apero 348 rental housing, Charlemagne, 1 800 MT
- ✦ Medway Complexe santé des ponts, St-Romuald, 1 400 MT
- ✦ Champlain Urban Village PH1B Tower 1, Gatineau, 1 400 MT
- ✦ Verdora buildings A and B, Vaudreuil-Dorion, 1 300 MT
- ✦ Le Lustra, Terrebonne, 800 MT
- ✦ Hymus Quartier One-West Ph.4, Pointe-Claire, 700 MT
- ✦ 1188 Cummings Avenue, Ottawa, 600 MT

ABF events

On May 9, the Mello's food truck paid a visit to our Victoriaville head office. Our Victoriaville office and plant employees were treated to a delicious chocolate skewer! 😊



Special mentions of the quarter

On March 14, the Concrete Construction Excellence Award gala was held, with 29 projects competing in several categories. And what do you know? ABF won 3 awards, including:

Infrastructures:

Réseau express métropolitain, Montreal

Association béton Québec mention:

MAA, Condominiums & Penthouses, Montreal

Overall winner:

Réseau express métropolitain, Montreal



THANK YOU to all our legends,
Those awards are thanks to you!
We have a lot to be proud of!

Your financial news

Mastering the art of vacation budgeting

Going on vacation is an exhilarating prospect, offering the promise of adventure, relaxation and memorable experiences. However, without careful planning and budgeting, the financial consequences of a vacation can spoil the joy.

Drawing up and sticking to a vacation budget is more than just crunching numbers: it requires an understanding of both financial principles and the subtleties of human behavior. By integrating these two aspects, travelers can make informed decisions that optimize both their enjoyment and their financial well-being.

The basics

Understanding traditional financial principles is essential to effective vacation budgeting. Here's an overview of the essential steps:

- ⇒ **Evaluate expenses:** start by identifying the various costs associated with your vacation, including transportation, lodging, meals, activities and miscellaneous expenses. Researching average costs and consulting travel guides can provide valuable insights.
- ⇒ **Set limits:** once you have a clear understanding of potential expenses, set a limit on the total budget. This acts as a financial roadmap to guide spending decisions and avoid excesses.
- ⇒ **Prioritize experiences:** not all vacation expenses are created equal. Prioritize experiences that match your interests and preferences, allocating more of your budget to the activities that give you the most pleasure.

Once you've done all this, you can set up a savings account with regular contributions to accumulate the sums in a separate account. Based on the fact that the **average travel budget for Quebecers in 2023** was \$2,000, and current average rates for some high-interest savings accounts (between 3.5% and 4%), saving as little as \$40 a week would be enough to get you there.

You can incorporate these savings into your regular budget to make it a habit every year. You can use the digital budgeting tools provided by your financial institutions or the Financial Consumer Agency of Canada. This tool also lets you establish a budget, but it compares you to the Canadian average.

Behaviour

While financial principles provide a solid framework, they often overlook the psychological factors that influence our spending behavior. Behavioral finance offers valuable insights into these dynamics, enabling travelers to make more thoughtful, disciplined decisions that are tailored to them.

(continued on next page)

Your financial news (continued)

Mastering the art of vacation budgeting (continued)

Here's how to integrate behavioral finance into your vacation budgeting strategy:

- ⇒ **Understand emotional triggers:** Recognize the influence of emotions on your spending decisions. Whether it's the lure of a luxurious hotel or the fear of missing out on a once-in-a-lifetime experience, emotions can cloud judgment and lead to impulsive spending.
- ⇒ **Set behavioral safeguards:** establish clear limits to mitigate the impact of emotional impulses. This may involve setting specific rules, such as limiting discretionary spending or imposing a waiting period before making major purchases.
- ⇒ **Leverage behavioral messages:** use behavioral incentives to reinforce positive spending behaviors. For example, visual cues such as a savings chart or vacation vision board can be used to remind you of your financial goals and encourage disciplined spending habits.

Practical strategies for success

Armed with financial knowledge and self-awareness, travelers can implement practical strategies to set a vacation budget and stick to it:

- ⇒ **Research and plan:** researching destinations and activities in advance allows you to estimate costs more accurately and identify potential savings. Take advantage of online resources, travel forums and budgeting applications to streamline the planning process.
- ⇒ **Optimize transportation costs:** explore cost-effective transportation options, for example by booking flights in advance, taking advantage of frequent flyer programs or considering alternative modes of transport such as train or bus.
- ⇒ **Enjoy frugal pleasures:** look for opportunities to treat yourself to luxury experiences without breaking the bank. This can mean opting for charming accommodation, eating in local restaurants or taking part in free or low-cost activities offered by your destination.
- ⇒ **Spend wisely:** before making a purchase, pause and ask yourself if it fits in with your values and priorities. Thinking about the long-term impact of each expense can help you make more informed decisions.
- ⇒ **Stay accountable:** share your budget goals with a travel or « accountability » partner. Regular checks can help you stay on track and resist the temptation to overspend.

By combining financial know-how with behavioral insight, travelers can navigate the intricacies of vacation budgeting with confidence and ease. Remember, the goal is not to deprive yourself of pleasure, but to ensure that your vacation experiences are in line with your financial goals and values. With careful planning and disciplined execution, you can create unforgettable memories without sacrificing your financial stability. ♦♦♦♦♦

Your HR news

RECOGNITION

Recognition is an important element in the success and sustainability of an organization. It involves appreciating and valuing employees' contributions and achievements, and can take the form of various forms of reward and recognition, both formal and informal. Although the manager is often the person who gives recognition informally, he or she is not the only person in the organization who may do so. Recognition can also come from:

- ◇ **Colleagues** : Members of the same team are potentially important sources of recognition, since they work alongside each other on a daily basis. They are therefore in a position to see and recognize the achievements, efforts and qualities of all the members of their team.



Don't hesitate to congratulate a colleague who does well or who stands out in a new project !

- ◇ **External players** : We can also feel recognized by external players: the customers who receive our services, the partners with whom the organization collaborates and even our suppliers.
- ◇ **From within the organization** : Recognition can also be distributed on an organizational basis. Think of activities organized by the company, gifts or annual celebrations.

For Armatures Bois-Francis, recognition is a way of expressing appreciation and gratitude to its employees. Loyalty is recognized within our company and not taken for granted.

Recognition of years of service at ABF takes many forms: a personalized e-mail, an e-mail sent to everyone, or a display in the cafeterias to mark 10 years or more every quarter of the year. Not to mention recognition gifts for years of service.



When you celebrate your 5, 10, 15, 20, 25 or more years of service with ABF, you'll receive an e-mail containing your access code for logging on to the website to choose your gift. The e-mail will be sent from noreply@pgroup.ca, with the subject line « Recognition Program Armatures Bois-Francis ». Make your gift selection as quickly as possible to ensure that you receive your gift on time!

On behalf of the Human Resources team, we would like to take this opportunity to express our gratitude. Thank you to each and every one of you for being part of our daily lives.

Human resources team

Occupational Health & Safety

When non-compliance can be costly

Every company is faced with this challenge - more or less often: lack of compliance with safety rules and standards. As a result, serious and even fatal workplace accidents continue to occur.

Time and again, employees fail to comply with safety regulations. For example, they remove protective devices from their equipment, go without PPE, or fail to comply with industry zero tolerances. The result is negative habits that jeopardize workplace safety.

But even if nothing usually happens, the day will come when an accident does: when you're cutting with a saw without safety glasses, a shard of metal hits your eye and you lose some of your sight. Shortly before the end of the day, you briefly climb a wall without fastening your seat belt and fall.



Errors due to emotional states

We may find ourselves tired, rushed, frustrated and/or over-confident. As a result, we become distracted and lose focus on our real activities. Such a physical or mental state of mind is at the start of the error chain, which unfortunately continues to lead to serious accidents.

Overconfidence plays a particularly important role in these conditions, as it is very difficult for the person concerned to recognize. Professional experience makes us more competent and confident in our areas of responsibility - but we often become overconfident and overestimate ourselves. Especially with increasing professional experience, the number of accidents and injuries in the workplace rises. Then "I know what I'm doing" turns into "I know too well what I'm doing" - and overconfident behavior ensues.

Mistakes due to bad decisions

In most cases, the decision to break the rules is based on an overestimation of our own abilities: we're convinced that we're so experienced and knowledgeable that we can do without protective devices or safety equipment - because we never stumble anyway, and so on. However, even these critical decisions are usually made under the influence of one or more of the states mentioned above - haste, frustration, fatigue and overconfidence.

Managing compliance is a hot topic in the corporate world. Compliance with safety rules must be ingrained in people's consciousness every day, all the time.

A company's safety culture has a vital influence on safety management and compliance with safety standards. On a cultural level, managers and leaders play a central role: only if they serve as role models and set a good example will safety management and culture be taken seriously, so everyone has a role to play in integrating prevention at every level of the operational chain. ♦♦♦♦♦

Questions? Contact your H&S team!

New ABF's employees

Name	Department	Name	Department
Adam Veilleux	Worksites	Ghyslain Peltier	Worksites
Alex Gauthier	Worksites	Iannik Magnan-Maltais	Worksites
Alexandre Mongenais	Worksites	Jason Brennan	Worksites
Angelica Ménard	Worksites	Jason Cyrenne	Worksites
Anthoni Lachance	Worksites	Jean-Daniel Hébert	Worksites
Anthony Goyette-Thibault	Factories	Jean-François Duchesne	Worksites
Anthony Larivée	Worksites	Jessy Periard	Worksites
Bastien Pigeon Paradis	Worksites	Joël Girard	Worksites
Benoit Angers	Worksites	Joël Wingert	Worksites
Benoit Lacasse-Vilnis	Worksites	Karl-Olivier Bolduc	Worksites
Charles Héroux	Worksites	Kevin Breton	Worksites
Danick Romero	Worksites	Kevin Daoust	Worksites
Daniel Jobidon	Worksites	Kevin Lagacé-Marley	Worksites
David Veillette	Worksites	Loïc Lebeau	Worksites
Emeric Brunelle	Worksites	Louis Grégoire	Delivery
Francis Rhéaume	Worksites	Marc Lalonde	Worksites
Francis St-Pierre	Worksites	Marc-Donald Vixamar	Worksites
Frédéric Lampron	Worksites	Marco Lessard	Worksites
Gasner Felizor	Worksites	Mathieu Desrochers-Lalancette	Worksites

Welcome to all new employees
to the ABF family! 😊

New ABF's employees (continued)

Name	Department
Maxime Larivée	Worksites
Maxime Noël-Boisvert	Worksites
Normand Gélinas	Worksites
Patrick Thibeault	Worksites
Pedro Janie Pineiro Aguilar	Worksites
Philippe Benoit	Worksites
Phoneprasis Toh Boutta	Worksites
Raphaël Morin-Demers	Worksites
René Beaulieu	Worksites

Name	Department
Ricky Boucher	Factories
Roberto Gagnon	Worksites
Rooben Suplice	Worksites
Saint-Martin Jeffson	Worksites
Samuel Robitaille	Worksites
Shawn Cyrenne	Worksites
Simon Roy	Worksites
Stéphanie Duchesne	Worksites
Steve Dos Santos	Worksites

Welcome to all new employees
to the ABF family! 😊

Contact me!

Contact me to obtain or submit additional information:

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