



# LeTAG



Quarterly report / December 2025



## A word from Management

Hello, everyone!

Another year is coming to an end.

2025 has been a challenging year, but ABF has once again risen to the challenge of adapting to change, despite all the adversity we have faced, both on a human and operational level.

As you all know, we are living in rather uncertain and difficult economic times. Competition is fierce, and the number of players in our industry has never been higher. Fortunately, we have taken the necessary steps to secure a healthy workload despite all the obstacles.

ABF's ambition is clear: to remain the best in our industry. That is why various changes have been made to the organizational charts, and others will follow, based on planned retirements and ongoing operational analysis, for example.

We will leave no stone unturned in every department to ensure that we continuously improve our processes and productivity

When you are the best, you have to make sure you stay dynamic to maintain that leading position, because we are the model for others. So the status quo is not an option, because everyone wants our place and we have to constantly push our limits.

It is thanks to all of you, our greatest driving force, our human resources, that we will once again take on a new challenge to bring ABF to an even higher level of excellence.

On another note, ABF will celebrate its **50th** anniversary in 2026! WOW! We will take the time to celebrate with YOU and with our customers, suppliers, and partners this extraordinary milestone that many companies, in all fields, will never reach. We will keep you informed of upcoming events and hope that many of you will come and celebrate with us!

I would like to conclude by thanking you and wishing you all a happy holiday season and a happy new year in 2026, which will be a memorable year for ABF.

Éric Bernier,  
President

### Upcoming holidays

December 22, 2025 to  
January 2, 2026  
(Holiday break)



### In this issue:

P. 2—New projects

P. 3—ABF events

P.10—Your IT news

P.12—Your HR news

P.13—Health and safety on vacation

P.14—New employees

# New projects



Le Patriote / Québec, 600 MT



Le Hector / Laval, 1 000 MT



Quartier des promenades / St-Bruno  
600 MT

## And also...

- \* 2 Robinson Avenue, building A / Ottawa, 2 300 MT
- \* Kalio 331 units / Lévis, 1 900 MT
- \* HBML residential project / Ville St-Laurent, 1 800 MT
- \* Le St-Louis / Beauharnois, 1 200 MT
- \* Totem building BC / Québec, 1 200 MT
- \* Oktodev / Dorval, 1 000 MT

# ABF events

On Thursday, October 9, the wellness committee added a touch of sweetness to the day by serving coffee, hot chocolate, and donuts to their colleagues in the offices and factories.

A small gesture, but greatly appreciated by all!



# ABF events (continued)



## Halloween 2025 in the offices



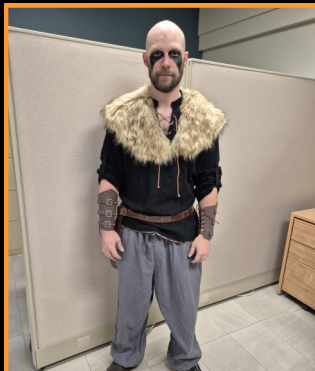
**Nancy Houle**



**Audrée Guillemette**



**Karolane Ayotte,  
Renelle Desjardins-Caron,**



**Cédrik Mayrand-Houle**



**Kelly De Serre**



**Danya Turcotte**



**Mélanie Boucher**



**William Pellerin**



**Philippe Houle**

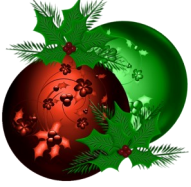


**Mélanie Bergeron**



**Carl Chatman**

# ABF events (continued)

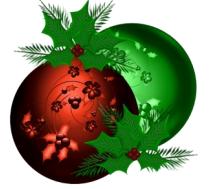


## ABF Christmas Party 2025



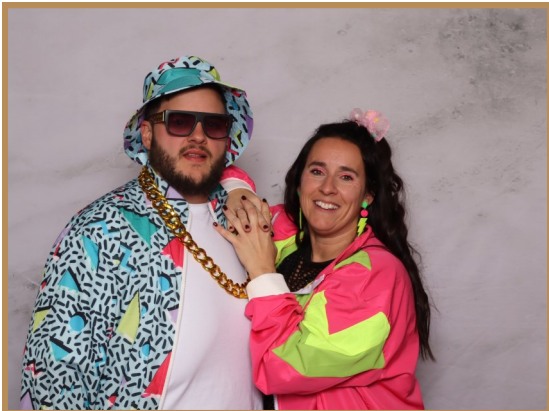
# ABF events (continued)

## ABF Christmas Party 2025 (continued)



# ABF events (continued)

## ABF Christmas Party 2025 (continued)



# ABF events (continued)

## ABF Christmas Party 2025 (continued)



# ABF events (continued)

The social club committee went all out to spoil its members!

Each person received a wonderful Christmas gift to create unforgettable moments with their family :

- ❄ A magnificent wooden board game by **Niconico-jeux de bois**
- ❄ A delicious box of pastries, created by **Par ici pâtisserie**

Our legends will have everything they need to share laughter and enjoy sweet treats during the holiday season!



On November 3, members of the OHS Construction and Manufacturing team gathered to participate in the 5th OHS Quebec Conference.

This event provided an opportunity to learn more about several current health and safety issues, with field-based conferences, real-life case studies, and honest discussions among OHS professionals.

This type of event allows our specialists to stay up to date with rapidly changing laws and regulations.



# Your IT news

## Snowflakes aren't the only ones falling into the trap this season

As winter sets in and we return to our winter routines, another phenomenon resurfaces alongside students continuing their classes and workers bustling about despite the cold: a new wave of sophisticated phishing scams designed to catch us off guard during this period of transition and intense activity.

Although you've probably developed skills to spot obvious phishing attempts—those poorly written emails claiming you've won a lottery you never entered—today's cybercriminals have significantly upped their game. They exploit artificial intelligence, take advantage of our seasonal activities, and use our festive mindset against us in ways that would make even security experts hesitate. The transition from the warm cocoon of the holidays to the hectic pace of the beginning of the year creates the perfect opportunity for scammers to trap us, when we are distracted and overwhelmed by our obligations.

### The scammer's toolbox: three new baits

This winter brings a new generation of phishing tactics that are harder to spot and more convincing than ever. Understanding these evolving threats is your best defense against becoming another statistic.

#### Cloud storage alerts

As more and more Canadians rely on cloud services, scammers are exploiting our fear of losing our precious photos, documents, and memories. These sophisticated phishing campaigns send urgent emails and text messages claiming that your cloud storage with services such as Apple iCloud, Google Drive, or Microsoft OneDrive is full or at risk.

The messages create panic with subject lines like "Your iCloud account may be at risk" and include official-looking logos and branding. They offer limited-time upgrade offers or demand immediate action to "prevent data loss," directing you to links that lead to fake login pages designed to steal your credentials or download malware onto your device.

#### **Warning signs to watch out for:**

- \* Urgent deadlines claiming that your data will be lost if you don't act immediately.
- \* Emails from addresses that look almost correct, but with subtle differences (such as applesecurit.com instead of apple.com).
- \* Requests to click on links instead of directing you to verify your storage via official apps or websites.

**Protection strategy:** Always check your actual storage levels by logging directly into your accounts via official apps or websites, never through links in emails or text messages.

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# Your IT news (continued)

## Snowflakes aren't the only ones falling into the trap this season (continued)

### "Wrong number" scams

What starts as an innocent "wrong number" text message can quickly evolve into a sophisticated long-term scam. These seemingly harmless messages such as "Hello! I hope you've had a good day" or simply "Hello" are designed to confirm that your phone number is active and test your willingness to engage with strangers.

Once you respond, scammers begin building a relationship over days or months, often of a romantic nature, exploiting loneliness and the desire for connection. Using AI to tailor convincing personas and gather information from social media profiles, they eventually steer conversations toward investment opportunities or requests for money.

#### **Warning signs to watch for:**

- \* Random texts from unknown numbers with generic greetings or questions.
- \* Conversations that quickly become personal or romantic despite never having met.
- \* Gradual introduction of investment opportunities or financial advice.
- \* Reluctance to meet in person or talk on the phone, with excuses of being abroad or busy.

**Protection strategy:** Never reply to text messages from unknown numbers, even to say it's a wrong number. Mark these messages as spam and block the sender immediately to avoid being targeted again. You can also forward spam messages to 7726 to help wireless companies identify and block scams.

### Trap unsubscribe campaigns

That innocent "unsubscribe" link at the bottom of unwanted emails may not be as harmless as it seems. Cybercriminals use these commonly trusted links as weapons to confirm that your email address is active, redirect you to phishing websites, or trick you into entering your login credentials to "complete the unsubscribe process."

Some malicious unsubscribe links may even install malware on your device or lead you to fake pages that harvest personal information under the guise of updating your email preferences. Research shows that one in 644 clicks on email unsubscribe links can take you to a malicious website.

#### **Warning signs to watch out for:**

- \* Unsubscribe processes that ask for passwords or personal information beyond your email address.
- \* Links that redirect you to suspicious websites that do not match the sender's official domain.
- \* Multi-step unsubscribe processes that seem unnecessarily complicated.

**Protection strategy:** Use the built-in unsubscribe features of your email program whenever possible, or simply mark suspicious emails as spam and block the sender instead of clicking on unsubscribe links. ◆◆◆

# Your HR news

## MENTAL HEALTH: BREAKING TABOOS IN THE WORKPLACE



Mental health is a topic that concerns us all, but one that is still too often shrouded in silence. Yet it plays a vital role in our well-being and performance at work. Ignoring the signs or hesitating to talk about it can lead to exhaustion, demotivation, and a negative impact on quality of life.

### WHY TALK ABOUT IT?

Breaking taboos means recognizing that mental health is just as important as physical health. In the workplace, this means creating an environment where everyone feels comfortable asking for help without being judged. Open conversations help prevent difficult situations and strengthen solidarity among colleagues.

### WHAT CAN WE DO?

- ◆ **Listen without judging** : a simple gesture of listening can make a big difference.
- ◆ **Using the available resources** : employee assistance programs, stress management training, etc.
- ◆ **Taking care of yourself** : regular breaks, work-life balance, and activities that promote well-being.

### A COLLECTIVE COMMITMENT

Together, we can build a culture where mental health is a priority. It starts with simple actions: talking, listening, and supporting.

### IN CONCLUSION

As we turn the page on 2025, we want to thank you for your commitment and outstanding work. Take advantage of the holidays to rest, take care of yourself and your loved ones. The entire HR team wishes you a 2026 filled with health, serenity, and success!

The Human Resources Team

# Health and safety on vacation

## Don't be afraid of winter sports

Winter sports require an awareness of the risks and best practices that allow you to have fun safely.

### Lots of fun... and a few risks

Three levels of risk must be taken into account:

#### Risks related to winter conditions

The first is obviously the cold! You must take into account the temperature when you start the activity and how it changes throughout the day. Add to that the wind chill factor and the changes that occur depending on whether you are in bright sunlight or in the forest. You also need to think about ultraviolet rays and remember that the sun's reflection on snow or ice means that they are much more present in winter than in summer.

Safety tips: Dress in layers. Wear several layers of clothing that you can take off or put back on as needed, depending on the temperature. Don't forget to apply sunscreen frequently and generously.

#### Risks associated with sports in general

Start with a gradual warm-up period before pushing yourself too hard. This applies even to motor sports, which do not initially involve too much physical effort.

Safety tips: Don't improvise your warm-up exercises, as you could unintentionally do yourself more harm than good! Take a few minutes to do some research on the Internet.

#### Risks specific to each sport

Every sport has its own set of risks: whether it's cross-country skiing or snowshoeing, which can take you a long way from your starting point, a motorized sport, where speed must be carefully controlled, or an activity that requires equipment in good condition, such as downhill skiing or snowboarding.

Safety tips: Check that your bindings are secure, that safety mechanisms are working properly, and that your clothing, helmet, gloves, etc. are in good condition. Also, be prepared for breakdowns. If your equipment or motor breaks down, you could find yourself alone, far from your starting point. Bring a phone and let a friend or family member know your itinerary.

#### **Fuel up**

Eat a nutritious breakfast that ideally includes grains, dairy products, fruit, or fruit juice. Lunch should be rich in starchy foods to help replenish your energy reserves. Opt for pasta or rice and try to avoid French fries!

**Questions? Contact your OHS team!**

# New employees

Name	Department
Alex Michaud	Construction sites
Alexandre Dompierre-Bélanger	Construction sites
Alexis Kender	Construction sites
Austin Kenny	Construction sites
Billy Desrosiers	Construction sites
Brendon D'Aoust	Construction sites
Carl Desbiens	Construction sites
Carol Roussel	Construction sites
Cheikh Ahmed Tidiane Diop	Construction sites
David Paradis-Girard	Construction sites
Dean Borrello	Construction sites
Donovan Bricault	Construction sites
Dustin Désormeaux	Construction sites
Dylan Belaire	Construction sites
Eduardo Luis Regalado Gonzalez	Factories
Fernando Aaron Alejos Vargas	Factories
Guillaume Salvail-Bastien	Construction sites
Jonathan Lebrun	Construction sites
Jorge Alfredo Betancourt Landero	Factories
Juste-Flavius Ewinsou	Offices
Kevin Jafeth Amador Martinez	Factories
Louka Dallaire	Construction sites

Name	Department
Luis Ulises Lozano Delgado	Factories
Luka Dumont	Factories
Marc Généreux	Offices
Marilou Bigras Desjardins	Construction sites
Martin Gauthier	Construction sites
Mathew Morin-Gagné	Construction sites
Mathieu Delarosbil	Construction sites
Michaël Dillon	Construction sites
Michaël Smith	Construction sites
Mitraj Rhatan	Construction sites
Nathalie Croteau	Offices
Olivier Mougeot-Faubert	Construction sites
Olivier Perreault	Construction sites
Pablo Uriel Euan Cocon	Factories
Raphaël Laviolette	Construction sites
Rebecca Elias	Offices
Ryan Gibbons	Construction sites
Shawn Cyrenne	Construction sites
Simon Hébert	Factories
Simon Mercier	Construction sites
Tommy Boyer	Factories
Xavier Milot-Turmel	Construction sites

Welcome to all new employees  
in the ABF family! 😊

**Contact me!**

Contact me for additional information or to submit information:

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