



# Le TAG

Quarterly report / June 2026



## A word from management

Hi,

On Thursday, May 28, and Saturday, May 30, we celebrated ABF's 50th anniversary. On these occasions, we were delighted to welcome more than 600 guests over the course of the two evenings.

We are very proud to have marked this milestone in the company of our clients, suppliers, partners, as well as our employees and their spouses. These celebrations gave us the opportunity to connect with many of you and to warmly thank everyone who, over the years, has

contributed to the company's success and longevity.

We sincerely hope that these two evenings lived up to the gratitude we feel toward each of you.

As a gift for its 50th anniversary, ABF has just secured two major contracts: the "New Royal VIC at McGill University" and the "FSF Bagotville Fighter Squadron Building."

With over 500 employees, Armatures Bois-Francis is now one of the largest industrial employers in the Bois-Francis region. Beyond its direct economic impact, the company also supports the operations of numerous partners and suppliers. ABF generates significant economic benefits for the region, whether for suppliers, transporters, or various professional services.

After nearly 40 years at Armatures Bois-Francis, I'm still driven by the same passion. When I turn the corner and see the employees arriving at work each morning, I still feel the same sense of pride. Seeing people come to work with passion, enthusiasm, and motivation is what makes me most proud of the company we've built over the past 50 years.

Thank you, everyone!

Éric Bernier,  
President

## Upcoming Statutory Holidays

**Wednesday, June 24, 2026**

(for Quebec only):

St-Jean-Baptiste Day

**Wednesday, July 1, 2026:**

(for Ontario only):

Canada Day

**Friday, July 3, 2026:**

(for Quebec only)

Canada Day

**Monday, September 7, 2026:**

Labour Day



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# New projects



McGill University HRV New VIC, Montreal, 2 700 MT



Quartier Molson, Montreal, 2 000 MT



Liveo Kirkland, 800 MT

## And without forgetting...

- ✦ Fighter Squadron Building, Bagotville, 3 700 MT
- ✦ Qscale PH5, Levis, 1 700 MT
- ✦ Coulée Grou La Lisière, Montreal, 1 400 MT
- ✦ Waterford Ottawa Seniors Apartment, Ottawa, 1 300 MT
- ✦ Bass 6, Montreal, 1 100 MT

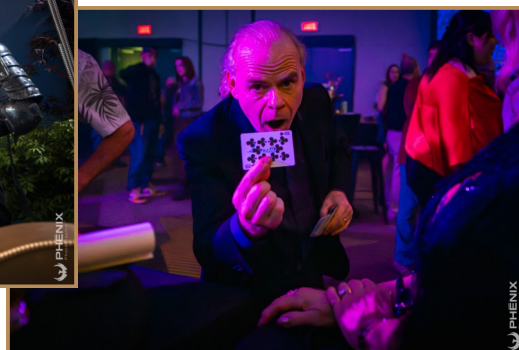
# ABF events

A look back at our 50<sup>th</sup> anniversary celebration, which took place on Thursday, May 28, alongside our valued customers, suppliers, and partners. It was an exceptional evening filled with wonderful moments!



# ABF events (continued)

What a night! A look back at our 50<sup>th</sup> anniversary celebration on Saturday, May 30, with our employees and their partners. Magical memories that will stay with us for a long time!



# ABF events (continued)



# Honorable Mentions of the Quarter



A huge congratulations to our two musicians, **Serge Gonthier** and **Édith Sévigny**, who participated in the Quebec Festival of Wind Ensembles and Symphony Orchestras in mid-May!

The Victoriaville Wind Ensemble, with Édith on French horn, took a superb 3<sup>rd</sup> place in its category, proudly marking its 30<sup>th</sup> anniversary. Meanwhile, the Harmonie des Bois-Francis, where Serge plays the trombone, brilliantly took first place in its second year of existence—and in its first competition!

Congratulations to both of you on these inspiring performances!

# Your IT news

## It's time to start fresh when it comes to privacy

When was the last time you really reviewed your privacy settings? If you're like most Canadians, the honest answer is probably "when I set up the account"—or maybe never. Many Canadians rarely review their social media privacy settings, let alone regularly check the permissions they've granted to apps on their phones.

Here's why it matters: every app you download, every social media platform you sign up for, and every smart device you connect creates a new gateway to your personal information. And as you go about your life, these gateways have quietly shared more than you may realize.

### Start with what matters: your social media privacy settings

Your social media accounts are often the most public part of your digital identity—and they frequently share too much information by default.

Review your Facebook privacy settings by accessing the Privacy Checkup. Tap the three horizontal lines in the bottom-right corner of the app, then go to *Settings & Privacy > Settings > Privacy Checkup* (if using the website, click your profile in the top-right corner, then *Settings & Privacy > Privacy Checkups*). This guided tool will help you review who can see your posts (Friends Only is recommended), who can search for you using your email address or phone number (consider limiting this), and whether your profile appears in search engines. Many Canadians are surprised to discover that their profiles are completely public.

On Instagram, tap your profile in the bottom-right corner, then tap the three horizontal lines in the top-right corner of your profile to access *Settings*. Navigate to *Privacy* and review *Account Privacy* (consider switching to private) and how others interact with you to adjust settings for sharing stories and who can tag you in photos.

For LinkedIn, tap your profile in the mobile app and go to *Settings* (on the website, click your profile in the top right corner, then *Settings & Privacy*). Review *Visibility* to check who can see your connections, whether you appear in search engine results, and how your profile is presented to others. Also review *Data Privacy* to limit how LinkedIn uses your data for advertising. Since LinkedIn is professional, you might want broader visibility—but it's worth understanding what you're sharing.

The key principle: if a setting offers options like "Everyone," "Friends," or "Only Me," ask yourself who actually needs to see that information. When in doubt, choose the most restrictive option that still allows you to use the platform effectively.

### Check your app permissions (you'll be surprised)

Your smartphone knows more about you than almost anyone in your life. That's because every app you've installed has requested permissions—and most of us tap "Allow" without reading what we're agreeing to.

On an iPhone, go to *Settings > Privacy & Security* and review each category (Location Services, Contacts, Photos, Microphone, Camera). For each permission, ask yourself: Does this app really need this access to work? A flashlight app doesn't need your location. A recipe app doesn't need access to your contacts.

On Android, open *Settings > Privacy > Permission Manager* and review the same categories. Pay special attention to apps with "Always Allow" location access—very few apps actually need to track your location when you're not using them.

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# Our IT news (continued)

## It's time to start fresh when it comes to privacy (continued)

Here's a practical tip: if you haven't used an app in the last three months, consider deleting it entirely. Every app you install poses a potential privacy risk, especially if it no longer receives security updates.

### Your Google account knows everything (and we mean everything)

If you use Gmail, Google Search, YouTube, or an Android phone, Google has quietly built a complete profile of your life. We're talking about every search you've made, every place you've visited, every video you've watched, and every email you've received—it's all stored and used to personalize ads and services.


Start by visiting [myaccount.google.com](https://myaccount.google.com) and click on "Data & Privacy" in the left sidebar. Under "History settings," you'll see what Google is tracking. Click on "Web & App Activity" to view (and pause) tracking of your searches, websites visited, and app usage. Click on "Location History" to see all the places your phone has been—you can pause this or delete your history entirely.

Next, review your ad personalization settings. In the same "Data & Privacy" section, click on "Ad Settings" to see what Google thinks your interests are based on your activity. You might be surprised by how detailed this profile is. You can turn ad personalization off completely, though you'll still see ads—they just won't be based on your behavior.

For YouTube specifically, visit [youtube.com/feed/history](https://youtube.com/feed/history) and consider pausing your watch and search history. Google uses this to recommend videos, but it also means that every video you've watched is stored and analyzed.

### Your privacy is worth protecting

We remind you that privacy isn't something that happens automatically—it's a choice we make through our daily digital habits. You don't need to delete all your accounts or throw away your smartphone to protect your privacy. You simply need to be mindful of what you share, with whom you share it, and how that information is used.

By conducting this privacy audit, you're taking meaningful steps to reduce your digital footprint and limit the personal information available to data brokers, marketers, and potential malicious actors. Remember to stay vigilant, informed, and cautious! 

# Your HR news

## The Art of Unwinding... For Real 🌿

Vacation is coming up... and with it, a promise we often make to ourselves: *"This time, I'm really going to unwind."*

Whether we work in an office, a factory, or on a construction site, one thing is certain: after months of hard work, this break is more than deserved. But completely unplugging isn't always as easy as we'd like. And yet, it's essential.

### 🔌 Unplugging isn't a luxury—it's a necessity

In our daily lives, we all give a lot: meeting deadlines, maintaining production, ensuring quality, delivering projects, working as a team...

Vacations allow you to :

- Rest your body and mind
- Recharge your energy
- Take a step back

Whether your work is physical or mental, the need is the same : **take a real break to get back on track.**

### 📵 Give yourself permission to disconnect

Unwinding means, first and foremost, granting yourself the right to step out of work mode for a while.

For some, this means:

- Stopping checking emails
- Putting the work phone aside
- Not « replaying » tasks or projects in your head

For others, it's simply accepting not to think about the next shift or the next job site. Whatever the reality, the important thing is the same: **allowing yourself to unplug without guilt.**

### 🐢 Change your pace... for real

Unplugging also means accepting to slow down. Waking up without an alarm, enjoying the outdoors, spending time with loved ones, or simply doing nothing—these are precious moments. No need to fill every day: **vacations aren't meant for performance, but for rest.**

### ⚡ Coming back with renewed energy

A real break makes a difference. You often come back:

- More rested
- More focused
- With a better attitude

And that benefits everyone: yourself, your team, and the entire workplace.

### 😊 En conclusion

Taking a break isn't about running away from your responsibilities—it's about taking care of yourself so you can come back stronger. Whether you're in an office, a factory, or on a construction site, you deserve this time off. So this summer, why not try something simple: **put work aside... and really enjoy yourself.**

Happy Holidays to everyone 🌟

The Human Resources Team

# Occupational Health and Safety

## You don't have to be a doctor to provide first aid!

“First aid” refers to any assistance provided to a person in the moments immediately following an accident, right at the scene of the incident. This assistance is essential, as it often enables the victim to survive or, at the very least, to recover with minimal long-term effects.

### Is there a doctor in the house?

In principle, any qualified person (first-aider, etc.) present at the scene of an accident has a duty to intervene. However, whether qualified or not, anyone who witnesses an accident must help the victims to the best of their ability without putting their own life at risk. Witnesses also play a key role in the moments immediately following an accident: whether they are direct witnesses to the event or the first to arrive on the scene afterward, they are the ones who assess the severity of the situation and take the first steps to provide assistance. In general, witnesses should:

1. **Assess the situation:** potential dangers, condition of the victims, risk of the situation worsening, etc.
2. **Take action:** secure the scene, call for help, assist and comfort the victim, etc.

### A Good Samaritan... and a human being!

People sometimes hesitate to provide aid or intervene during an accident. The reasons often cited are:

- The severity of the accident (extent of the damage);
- Fear of being injured;
- Fear of infection;
- Reluctance caused by the appearance of the injuries (blood, open wounds, etc.);
- Fear of making a mistake.

In fact, no one is required to risk their life to help someone in distress. The important thing is to do something. Simply bringing a blanket to the victim, or staying on the scene to comfort them and inform first responders upon their arrival, is already a great help!

### Follow the guide

In most institutions, emergency plans and procedures have been developed to ensure an appropriate, rapid, and safe response depending on the situation. Being familiar with these procedures allows you to act effectively and rationally in an emergency. Some organizations also offer guides on how to respond to emergencies outside of work.

### The Good Faith Principle

Under the so-called “Good Samaritan” law, a person who acts in good faith and takes reasonable steps to help a victim cannot be held liable for any worsening of the victim’s condition resulting from their intervention. Only gross negligence resulting from reckless acts can be challenged.

In an emergency, every minute counts, and first aid often makes the difference between life and death, or between full recovery and permanent disability. So, don't hesitate to offer your help!

**Questions? Contact your OHS team!**

# New ABF's employees

Name	Department
Adja Maimouna Diop	Factories
Alejandro Avalos Gerardo	Factories
Alexis Gabriel Rodriguez	Factories
Billy Savard	Construction sites
Carlos Eduardo Gomez Barbosa	Factories
Christian Demian Ruiz Romo	Factories
Dave Plante	Construction sites
Dave St-Amant	Construction sites
David Eduardo Montoya	Factories
Dylan Chevarie	Construction sites
Emile McInnis	Construction sites
Fayçal Benabdelhafid	Offices
Francis Côté-Dalard	Construction sites
Francis Belisle	Construction sites
Francisco Javier Santos	Factories
Jason Faucher	Construction sites

Name	Department
Jean-Simon Lemay	Construction sites
John Ramirez Ramirez	Factories
Jonathan Lafèche	Factories
Juan Manuel Ortiz Murayari	Factories
Julian Andres Velasquez Sanchez	Factories
Kevin Cyr	Construction sites
Luis Octavio Gomez Carrillo	Factories
Marc-André Grenier	Construction sites
Marco Antonio Espinosa Guillen	Factories
Maxime Martel	Factories
Michaël Jacques-Lortie	Construction sites
Ralph Cebert Ngongang	Construction sites
Sergio Benitez Tapia	Factories
Thierry Linsifort	Construction sites
Yasmany Mendiola Yera	Factories
Yvan Bossé	Construction sites

Welcome to all new employees to the ABF family! 😊

Contact me to obtain or submit additional information:

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