

SNC-LAVALIN GROUP RETIREES' ASSOCIATION

Minutes of the 2020 Annual General Meeting

Date: Thursday, February 11, 2021, at 3:05 p.m.

Location: Digital Platform (Covid-19 pandemic requires)

Attachments in annex

Appendix 1 - Agenda

Appendix 2 - List of retirees who have passed away since the last annual meeting of October 10, 2019.

Appendix 3 - Treasury's report on the comparative financial statements for 2018/2019 and 2019/2020.

Appendix 4 - Members of the Board of Directors 2019/2020

Appendix 5 – List of members present at the Annual General Meeting of February 11, 2021.

1. Context and meeting called to order

For obvious pandemic reasons, the Annual General Meeting (AGM) could not take place in October 2020. In early December 2020, SNC-Lavalin sent, by mail, to active and non-active participants, a notice of meeting of the Participants Annual Meeting (PAM) of the pension plan for managers and employees of SNC-Lavalin Group inc. In this same correspondence, there was the invitation from Mario GERVASIS, president of the Retiree's Association, which included the agenda, in both languages, to attend the annual general meeting. An email reminder on January 17, 2021 was sent to members whose email address is known to the Association. Finally, Ms. Line Laperle of SNC-Lavalin HR sent to those who showed their presence at the PAM and the AGM, the documents relevant to the conduct of the two meetings.

The meeting is therefore taking place today, February 11, 2021 on a digital platform.

After some minor connection difficulties, the meeting begins at 3:10 p.m.

2. Appointment of the Chairman and Secretary of the meeting

The President announces that in accordance with the Association's customary practices, the current President, Mario GERVASIS, and the Secretary, Ramy K. LOUIS, would act as Chairman and Secretary of the meeting. A tacit agreement of the members followed.

3. Verification of the Quorum

The president is informed by the coordinator of the digital assembly that the members present, who attend the assembly exceed the number required for the conduct of the assembly. See the list of members present in Appendix 5 attached.

4. Approval of the agenda

The agenda that was distributed to those present by email was read by the chairman of the meeting. The adoption of the agenda is proposed by Yves LAVERDIÈRE and seconded by Monique AUBERTIN. See Appendix 1 attached.

5. Reading and approval of the minutes of the annual meeting of October 10, 2019

Given the context of the assembly by digital platform, and that all those present having in hand the minutes in question, the president referred them to the minutes they had received. The adoption of the minutes of the AGM of October 10, 2019 is proposed by Yves LAVERDIÈRE and seconded by Mario GERVAIS.

6. President's report

The complete version of the chairman's report was able to be followed by those present, who had received it by email before the meeting:

Below are the highlights:

- He specifies the fact that from meeting #4 in May 2020, all meetings of the Board of Directors were held virtually, each at home, using the ZOOM application, headed by our webmaster Ivan LAMOUREUX.
- He underlines the milestone and names the retirees who have reached the memorable age of 100 years.
- He underlines the status of the work accomplished by all his fellow directors on the current Board, each in his specific role. Following the resignation of René CHAMPOUX on December 3, 2020, he specifies the functions he has held since 2007, his spirit of collegiality and his deep sense of group spirit. On behalf of all retirees, he expresses his feelings of gratitude for his resilience and his contribution of excellence.
- He welcomes with pleasure, on behalf of the Board, the arrival of Francine LAVALLÉE who was appointed treasurer on December 3, 2020.

- As for the evolution of the retirement fund, he refers those present to the annual meeting of participants which took place just before this meeting.
- He underlined the excellent support received from the SNC-Lavalin Group Corporate Human Resources staff.
- He specifies that the members who cannot attend the annual meetings are well informed through the Bulletin of the Association.

7. Reading of names of members who passed away

Monique AUBERTIN reads the name of members who had passed away since the 2019 AGM and those who could not be announced at this AGM. The list was emailed to those present.

See Appendix 2 attached.

At the request of the Chairman of the meeting, a minute of silence was observed in memory of the late members after their names were read.

8. Reports from the various committees

The various reports below were also emailed to those present before the meeting was held.

8.1 Social events – Monique AUBERTIN

The last group meal was the holiday meal, which took place on December 5, 2019 at Restaurant Le Bordelais; 67 people were present, including 10 spouses.

Although Monique is worried about the May 2021 meal, she hopes that the 2021 holiday meal will be there.

Despite the pandemic, the golf day took place on August 10, 2020, at the Club de Golf Rive-Sud in St-Basile-Le-Grand. The 22 golfers present took advantage of the outdoor facilities to have a well-deserved beer, and took that opportunity to meet the three new members present. She would like to thank René CHAMPOUX for his usual help and Ivan LAMOUREUX for the assembly of the souvenir photos attached with "Your Bulletin".

8.2 Association's website - Ivan LAMOUREUX

Ivan LAMOUREUX explained the difficulties he had with the Association's website following the changes made by Google and he hopes to be able to update the site soon.

He reminds the members present of the address of the Association's WEB site, namely: www.arsncl.com

As well as the email address of the Association, namely: arsncl@gmail.com

He reiterates the invitation to participate in the animation of the WEB site by sending comments, questions regarding the plan, etc., and invites members to communicate any changes to their email address.

9. Report from the representative of non-active members on the Pension committee

Mario GERVAIS and Krikor DER-GHAZARIAN represented the non-active members of the pension committee of the pension plan for managers and employees of SNC-Lavalin Group inc. As for the evolution of the pension fund, as already mentioned in point 6, Mario GERVAIS refers those present to the PGA which preceded this meeting. This report was also emailed to attendees prior to the meeting.

10. Report from the treasurer and the secretary

The two reports could also have been sent to those present by email before the meeting.

10.1 Treasurer's report – Francine LAVALLÉE

The treasurer submits her report for the financial year from October 1, 2019 to September 30, 2020. A copy of the treasury report on the comparative financial statements 2018/2019 and 2019/2020 can be found in appendix 3 attached.

Actual disbursements as of September 30, 2020 amount to \$2,943.12, and revenues are \$4,065.25 of which \$3,000 comes from SNC-Lavalin and \$1,065.25 is carried forward from the fiscal previous year. For comparison purposes, the figures for the previous year with the relevant details are shown in the cash flow report, vis-à-vis those for the 2019-2020 financial year.

10.2 Secretary's report – Ramy K. LOUIS

The secretary informs the members present of the number of meetings of the Board of Directors that have taken place since October 10, 2019, the date of the last annual general meeting to date, i.e., 8 meetings. He specified that since May 2020 the meetings have been taking place using the ZOOM application and thanked Ivan LAMOUREUX for his support in organizing these meetings.

He announces the transmission in French and English version of the agenda of this meeting as well as the minutes of the 2019 AGM to the members whose email address is known by the Association. He took the opportunity to thank René CHAMPOUX for all these years at the service of the Association and welcomed Francine LAVALLÉE for her role as treasurer within the Association. He takes this opportunity to thank the SNC-Lavalin Corporate Human Resources team for their usual cooperation and Ivan LAMOUREUX for his dedication to monitoring the website.

11. Appointment of the Elections President, Secretary and two (2) Scrutineers; election of the members of the Board of Directors for 2020-2021.

The table showing the composition of the members of the Board of Directors for 2019/2020 was sent to those present by email. It is attached as Appendix 4.

Except for Mario GERVAIS who is not renewing his mandate, the table indicates that the seven other members of the Board agree to stand again. It is unanimously resolved that the seven directors are elected as directors of the Association until the next annual general meeting of the members of the Association or until replaced, subject to the regulations of the Association. The Board of Directors of the Association will henceforth be composed of seven (7) directors, in particular:

Monique AUBERTIN
Pierre DE COURVAL
Ivan LAMOUREUX
Francine LAVALLÉE
Yves LAVERDIÈRE
Ramy K. LOUIS
Louise PELLETIER

This resolution is presented by Francine LAVALLÉE and seconded by Pierre DE COURVAL.

12. Miscellaneous

Given that Mario GERVAIS is not renewing his mandate as president and director and that it is his last Annual General Meeting, on behalf of all the members, Yves warmly thanks him for the extraordinary and committed work he has accomplished for the Association over the past seventeen years. Bravo Mario and a big THANK YOU!

In addition, Ivan Lamoureux presented his thanks to all the members who attended this virtual annual meeting.

13. Question Period and New Business

Nothing to report.

14. Adjournment of the meeting

The meeting closed at 4:00 p.m. on the proposal of Monique AUBERTIN, seconded by Louise PELLETIER.

Ramy K. LOUIS, Secretary

Yves LAVERDIÈRE, President

Appendix 1
SNC-LAVALIN GROUP RETIREES' ASSOCIATION

ANNUAL GENERAL MEETING (AGM)
AGENDA

Date: Thursday, February 11, 2021 immediately after the annual pension plan meeting (around 3:05 p.m.). There will be a five-minute break between the two meetings.

Location: Webinar platform (COVID-19 pandemic requires)

- 1- Meeting called to order.
- 2- Appointment of Chairman and Secretary of the AGM.
- 3- Verification of the Quorum.
- 4 - Approval of the agenda.
- 5- Reading and approval of the meeting minutes of AGM of October 10, 2019.
- 6 - President's report.
- 7- Reading of names of members who passed away.
- 8- Reports from the various committees.
- 9- Report from the representative of non-active members on the Pension Committee.
- 10- Report from the Secretary and Treasurer.
- 11- Appointment of the Elections President, Secretary and two (2) Scrutineers; election of the members of the Board of Directors for 2021–2022.
- 12- Miscellaneous.

13- Question period and new business.

14- Adjournment of the meeting.

APPENDIX 2
SNC-LAVALIN GROUP RETIREES' ASSOCIATION

**LIST OF RETIREES WHO PASSED AWAY SINCE
THE LAST OCTOBER 10, 2019 AGM**

Haig Adjami	May 6, 2019	80 years
André Gilbert	Novembre 10, 2019	91 years
Alois Planko	Novembre 20, 2019	81 years
Mary Hall	Novembre 24, 2019	91 years
Jean-Guy Dionne	Décembre 15, 2019	91 years
Robert A. Carter	Décembre 17, 2019	93 years
Peter Spencer	Décembre 22, 2019	89 years
Laurence Moriarty	January 28, 2020	78 years
Pierre Demers	February 26, 2020	91 years
Fernand Bouchard	March 13, 2020	91 years
Anwar Thomas	March 16, 2020	95 years
Prem Kalia	March 27, 2020	84 years
Rock M. Poulin	April 29, 2020	90 years
Michel Darbet	May 18, 2020	86 years
Marie-Gisèle Paquette	May 21, 2020	89
years		
Léo Rancourt	June 25, 2020	91
years		
Gilles Meilleur	July 10, 2020	79 years
Jack Hahn	August 1, 2020	100 years
Walter Chomenko	August 13, 2020	92 years
Pierrette Gendron	August 16, 2020	90 years
Bertrand Bergeron	September 5, 2020	90 years
Pablo Majdaniw	September 8, 2020	79 years
André St-Jean	September 19, 2020	74 years
Wojciech Iglinski	September 23, 2020	84 years
Lucien Lamoureux	Novembre 3, 2020	95 years
Guy Bélanger	Novembre 12, 2020	89 years

Rita Lucis-Dellière	Novembre 22, 2020	96 years
Arnold Longworth	Novembre 25, 2020	93 years
Alfred R. Hull	Décembre 4, 2020	94 years
Arif Husain	Décembre 28, 2020	88 years

APPENDIX 3

**Treasury's report on the comparative financial statements
for 2018/2019 and 2019/2020.**

ANNEXE 3

**ASSOCIATION DES RETRAITÉS DU GROUPE SNC-Lavalin
SNC-Lavalin GROUP RETIREE'S ASSOCIATION**
RAPPORT DE TRÉSORERIE SUR LES ÉTATS FINANCIERS COMPARATIFS 2018/2019 ET 2019/2020

	2018-2019			2019-2020		
	REVENUS	DÉBOURS DU 01/10/2018 AU 30/09/2019		REVENUS	DÉBOURS DU 01/10/2019 AU 30/09/2020	
		Budget	Réels		Budget	Réels
Solde reporté de l'exercice précédent	3 097,89 \$			1 065,25 \$		
Revenus - Avance sur budget provenant de SNC-Lavalin	4 000,00 \$			3 000,00 \$		
Participation financière de l'Association aux activités sociales (repas des fêtes, journée de golf, repas de mai)		4 400,00 \$	4 258,00 \$		5 200,00 \$	2 189,05 \$
Frais d'opération et d'administration (frais bancaires, réunions, déplacements, secrétariat, traduction, communications, matériel informatique, bulletin aux membres & photos, et divers et imprévus)		2 700,00 \$	1 774,64 \$		2 545,00 \$	754,07 \$
TOTAL	7 097,89 \$	7 100,00 \$	6 032,64 \$	4 065,25 \$	7 745,00 \$	2 943,12 \$
Solde par rapport au budget						4 801,88 \$
Solde à reporter à l'exercice suivant	1 065,25 \$			1 122,13 \$		

E:\ARS\SNCL - Trésorerie\2019-2020 ARS\SNCL - Rapport de trésorerie sur les états financiers comparatifs 2018-2019 et 2019-2020
Préparé par Francine Lavoie le 2021-02-04

Appendix 4
Member of the board of directors 2019/2020



Appendix 5
SNC-LAVALIN GROUP RETIREES' ASSOCIATION

**LIST OF MEMBERS PRESENT AT
THE AGM OF FEBRUARY 11, 2021
WEBCAST IN FRENCH, IN ENGLISH AND TEAMS**

1. Pierre LEBRUN
2. Alain WAGNER
3. René CHAMPOUX
4. Maxime DEHOUX
5. David GAWISH
6. Bertrand MASSÉ
7. Roland BOULOS
8. James VICTOR
9. John METZGER
10. Krikor DER-GHAZARIAN
11. Thi Quy QUACH
12. Piers EBSWORTH
13. Colleen SEXTON
14. Monique AUBERTIN
15. Pierre DE COURVAL
16. Mario GERVAIS
17. Ivan LAMOUREUX
18. Francine LAVALLÉE
19. Yves LAVERDIÈRE
20. Ramy K. LOUIS
21. Louise PELLETIER