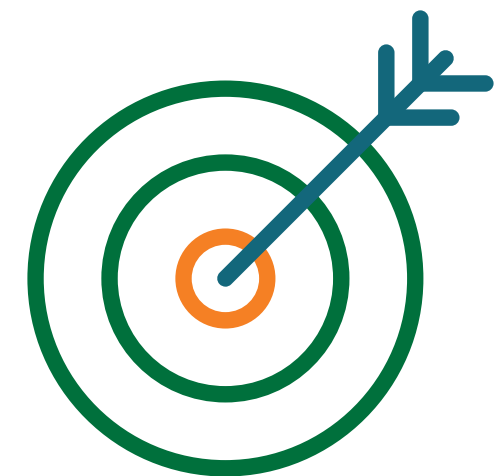


Frontline Flyby

stuartolson
a bird company

**Mar 2026
Edition**



OUR EXPERIENCE

18+

years of average
client partnership
duration

26+

industrial sites
maintained

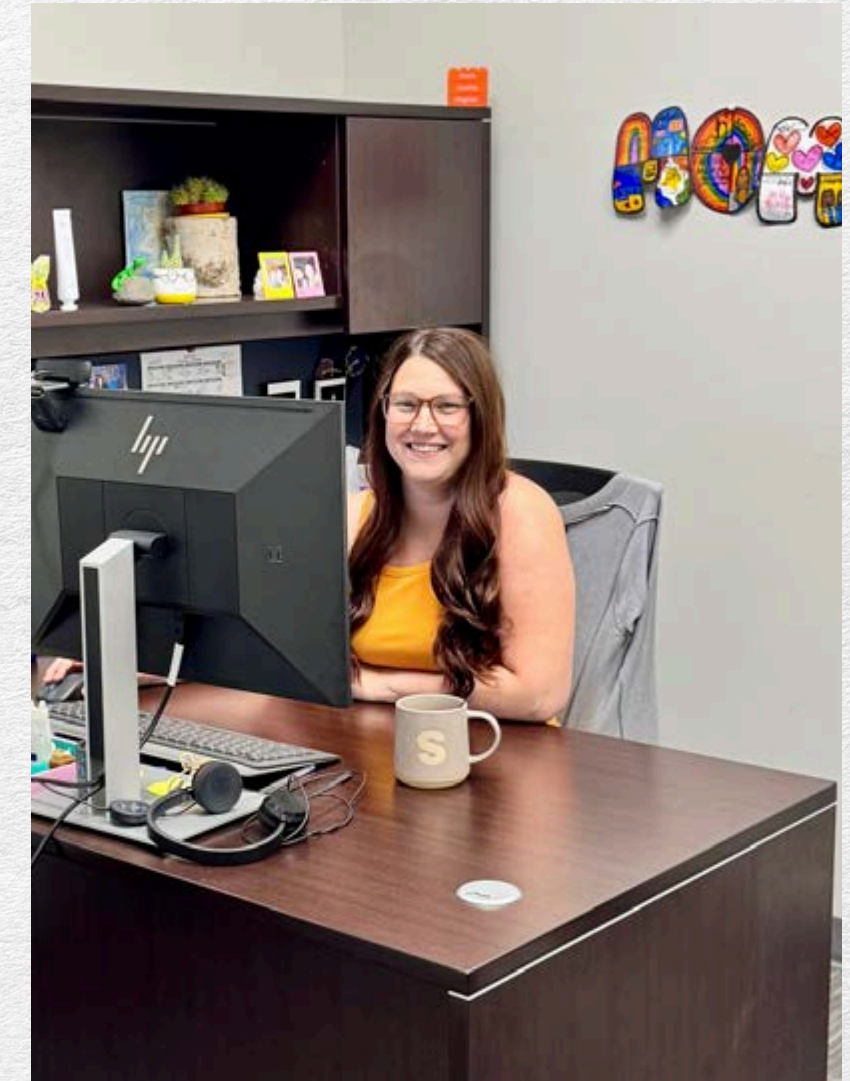
50+

years servicing
industrial plants,
production facilities,
and power stations.

98%

of services we deliver
are self-performed.

Help us highlight the great work and people across our sites!
Email: mromarketing@stuartolson.com





Frontline Flyby

REPRESENT **stuartolson** IN SOME AWESOME SWAG!
a **bird** company

Visit www.store.bird.ca to grab your gear today!





1,583 SUBMISSIONS

61 PER MONTH

12 CLIENT
SUBS. PER QUARTER

33% TIED TO "WE ARE DRIVEN
TO DO GREAT WORK"

100% SITE
PARTICIPATION



Steve Jamieson



Zackary Bodnar



Bianca St-Laurent



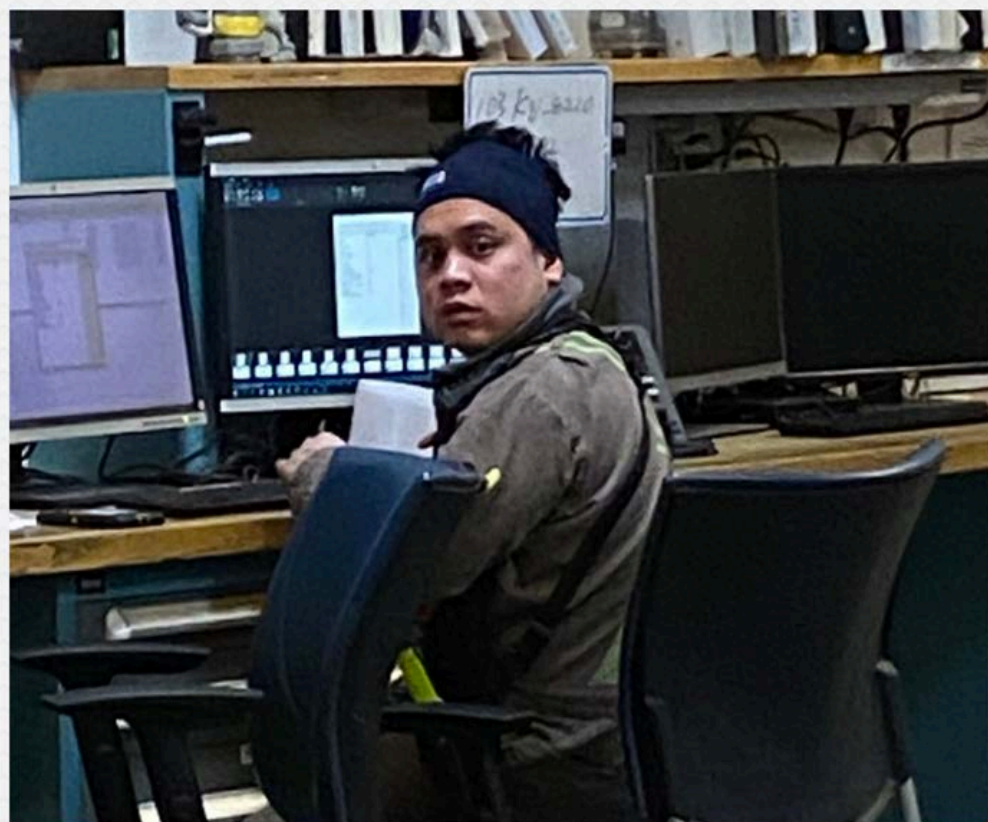
Joey Pottie



Chase Bailey



Robert Walker



Jeff Llarena



Todd King



Kelton Turner



Arkadiy Babkin

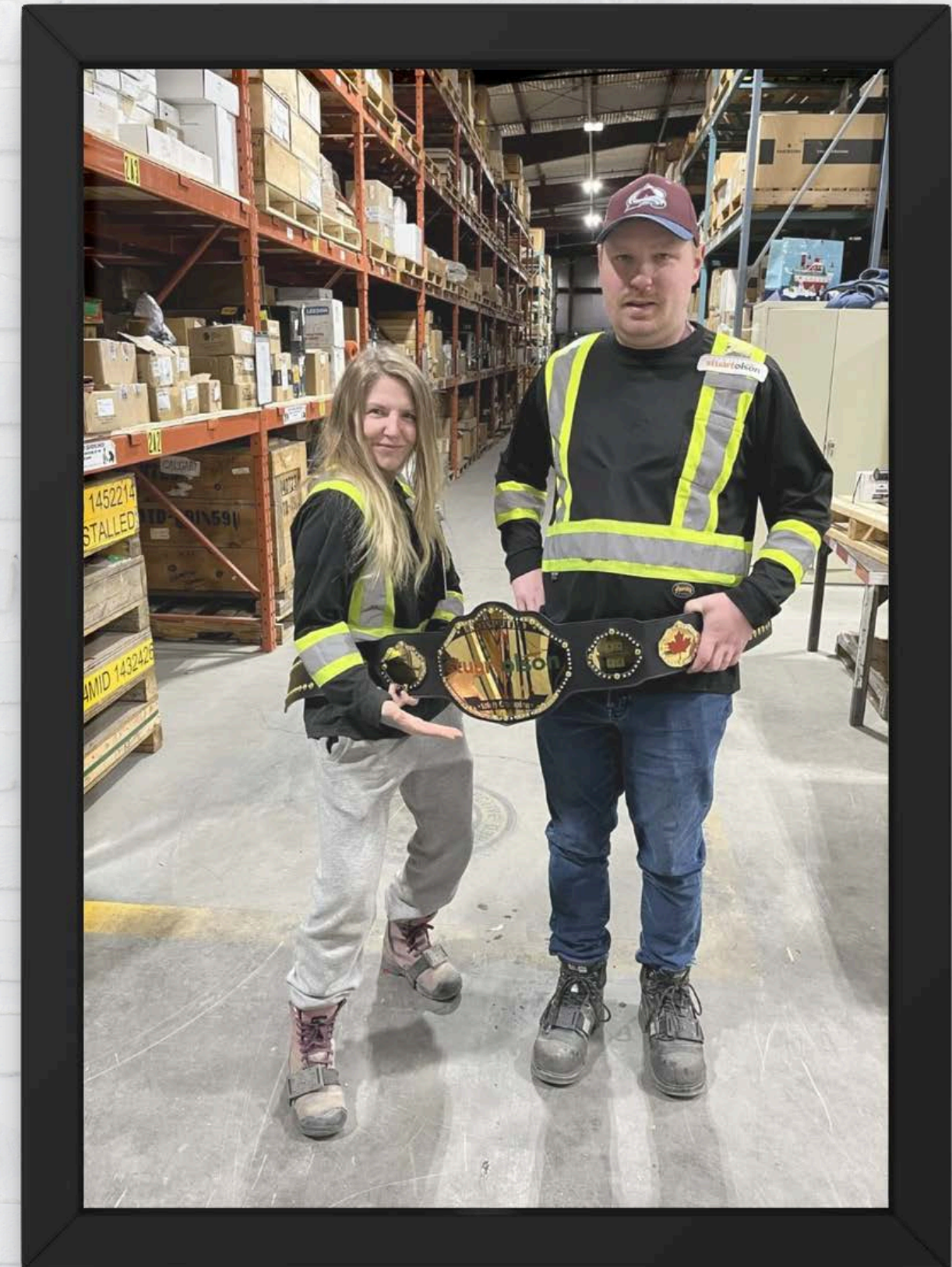
Ryan Vermette

Safety Champion - February 2026



Adina Nasholm & Lyle Brewster

Safety Champion - March 2026





Brett Hofforth
Daniel Bae
Lonnie Matson



Bin Xie
Guo Yong Zhang
James Ross
Mitchell Demers
Wenge Pan



Charly Tchamgoue-Nana

Deidra Karch

Edwin Estidola

Jin Yang Liu

Kayla Scott

Loic Bersihand

Michael Kreway

Rhonda Morton

Rory Fern

Sherry Gusse

Tracy Smith

Wai Kau Wan

Xia Ying Zhang

Zak Folks



Andrew Beaumont
April Reid
Ashley Liliedahl
Chris Goehring
Cody Detta
David Floyd Jr.
Hailuo Qin
Hassan Sabrie
Jason Boudreau

Jaycob Wells
Joanne Esau
Joel LeBlanc
Jose Espinosa
Peter Horn
Rakeshkumar Patel
Randall Cudmore
Robert Turner
Shakir Musa

Woodpecker Relocation at Client Site

Our team recently had the opportunity to support an important environmental initiative at our client site: safely relocating previously identified woodpecker nesting cavities from planned clearing areas to donor trees outside the mining area.





Woodpecker Relocation at Client Site

This initiative reflects our commitment to supporting our clients to protect wildlife and the natural environment while meeting the needs of complex industrial operations.

A big thank-you to everyone involved for their professionalism, adaptability, and teamwork!

Frontline Flyby



SPRING GOLF LAUNCH 2026

www.store.bird.ca





Annual Leadership Meeting 2026

Our Industrial Maintenance leaders gathered in March for focused discussions on our shifting landscape, client needs, and the execution required to hit our 2027 goals.

Gilles Royer, David Keep, Jason McNamara, and Brent Miller shared clear direction on the organizational changes.

Additionally, keynotes **Sean Bacon** and **Mark Gasparotto** set the stage for turning ideas into measurable action.



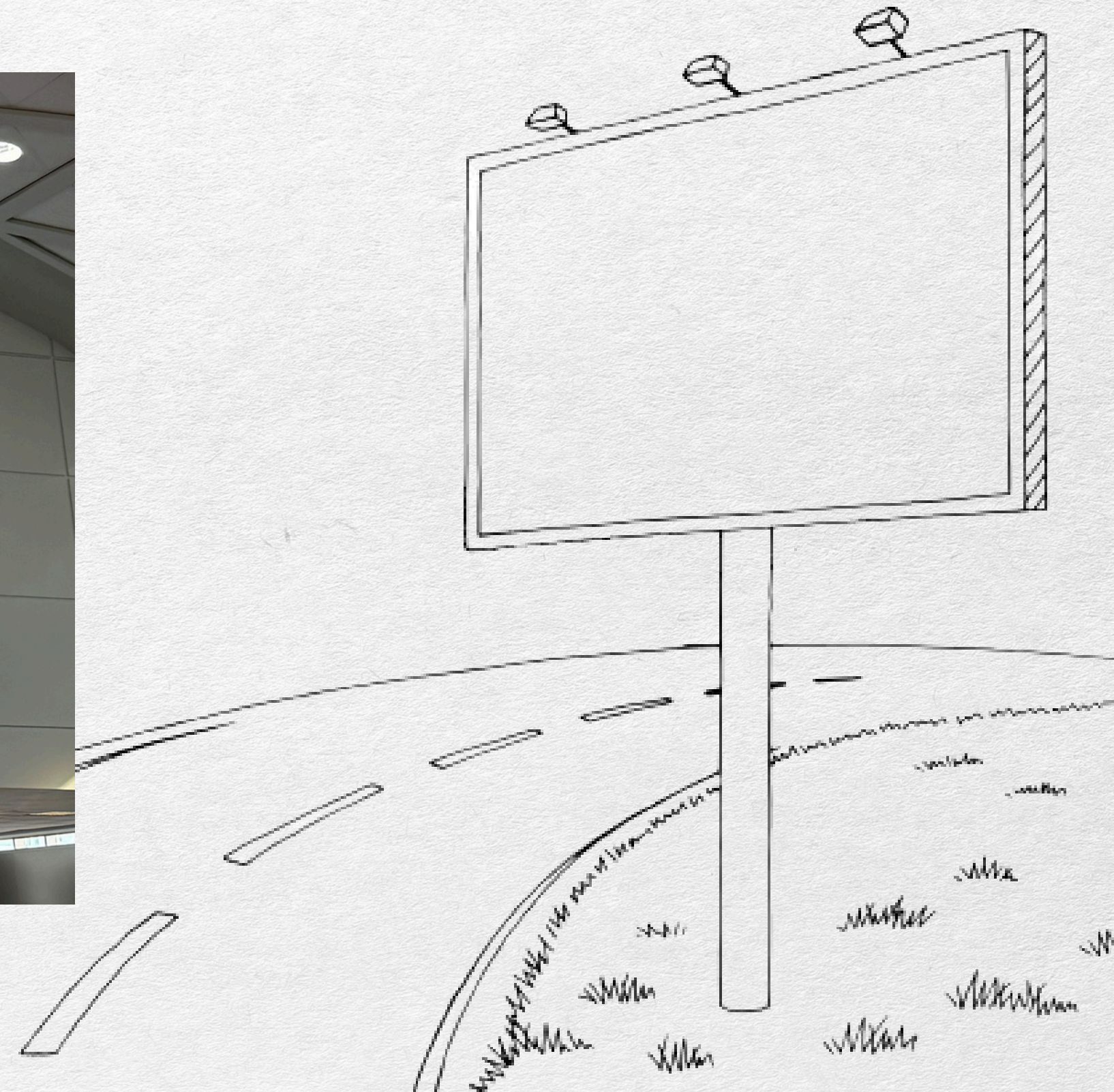
Annual Leadership Meeting 2026

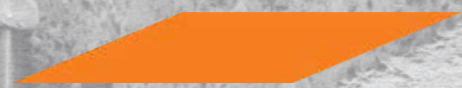
Arick Nelson also received our first Ideal Team Player award, recognized for his authentic leadership and consistent results!



Taking a different approach to turnaround hires...

Proud to see our name up in big letters!

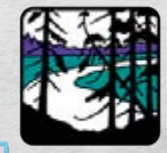


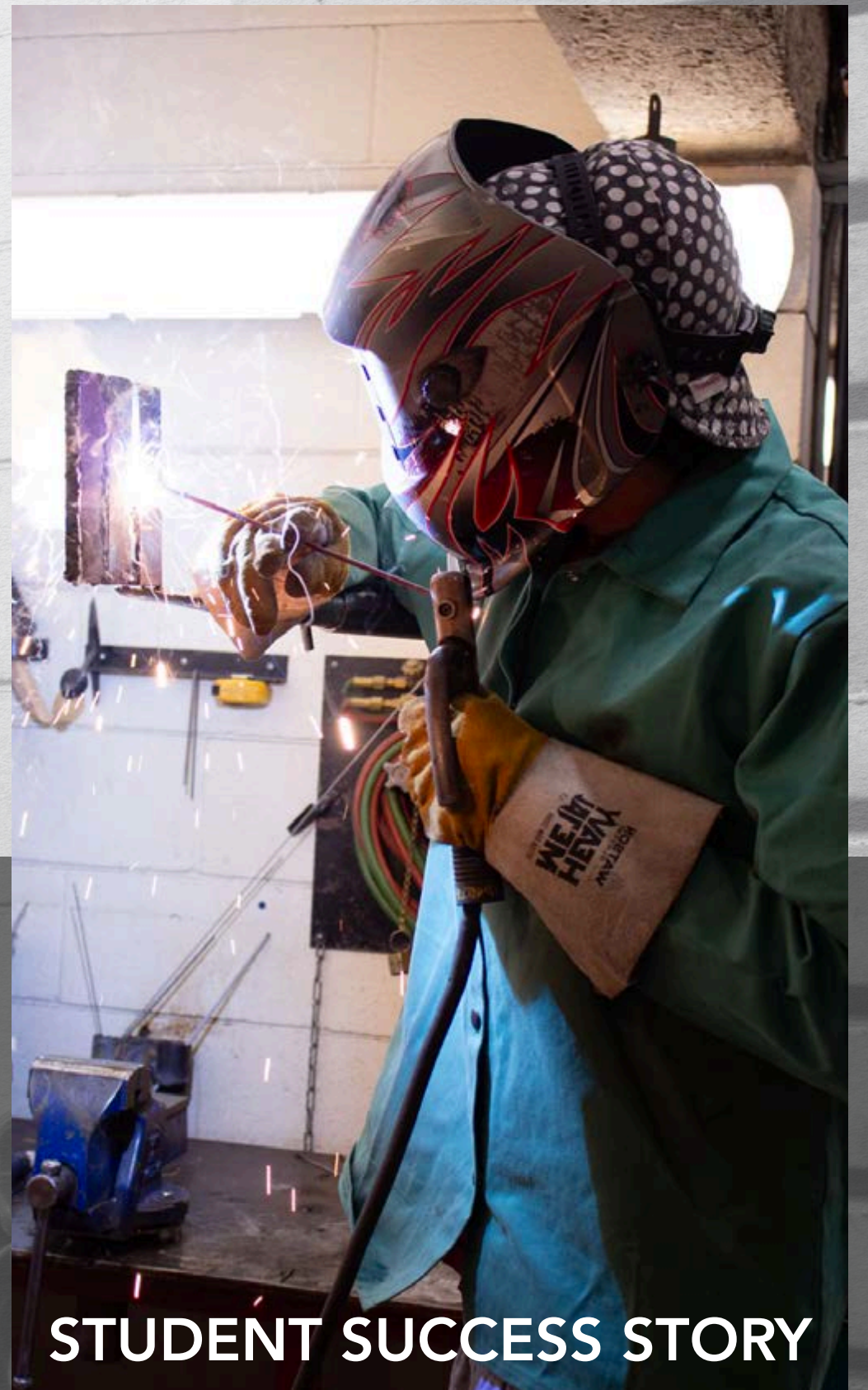


Tashawn LABOUCAN

"I greatly appreciate the help I received from Stuart Olson, Beth, and everyone from Portage College. The support and guidance I received gave me what I needed to succeed."

 **Trade
Pathways**
Alberta Construction Association

 **PORTAGE
COLLEGE**





Skilled Trades **Careers**

Our mission is to highlight the importance of trades, address the barriers that exist, and provide clear pathways for individuals to pursue meaningful work.

Skilled Trades Careers

- ▶ Access to Opportunity
Opening doors.
- ▶ Mentorship & Support
Don't navigate the trades alone.
- ▶ Industry Connections
Strong professional networks behind you.



- ▶ Hands-On Learning
Learn by doing.
- ▶ Community & Belonging
Find your people here.
- ▶ Career Growth & Retention
Long-term success.

one TEAM

Your trade Your impact Your tomorrow

Whether you're experienced in the industry or just starting out, this is your opportunity to join a team that values your craft and invests in **your future**.



Developing the Next Generation of Trades Professionals

PRE-TRADES INSULATION PROGRAM

Wood Buffalo Partners



stuartolson
infinity ∞



PRE-TRADES INSULATION PROGRAM

February & March 2026

THANK YOU: Rob Gray, Steve Jardine, Dean Fiveland, Tamera Madden, & Rebecca Blackburn



WE'RE HIRING

Where Greatness Grows

Apply today at
jobs.stuartolson.com

Power Systems – Supervisor

📍 Fort McMurray, AB 🕒 30th March

Quality Inspector

📍 Red Deer, AB 🕒 25th March

Turnaround Site Admin

📍 St John, NB 🕒 24th March

Dual Ticketed E&I Technician

📍 Fort McMurray, AB 🕒 20th March

Journeyman Pipefitter

📍 Cold Lake, AB 🕒 11th March

Operator – Maintenance

📍 Fort McMurray, AB 🕒 4th March

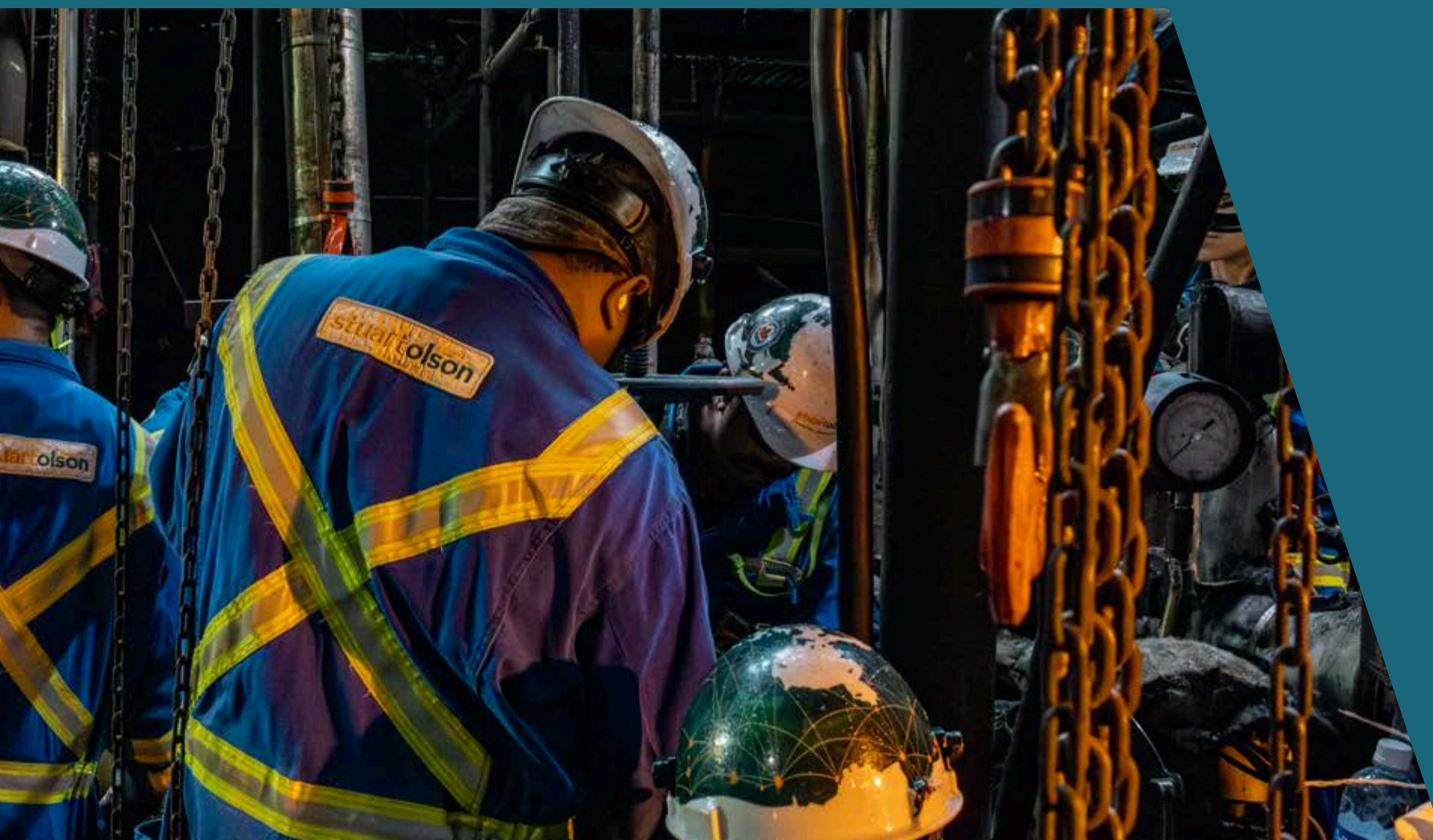


Our Partnership with Infinity Métis Corporation

Stuart Olson is proud to partner with Infinity Métis Corporation (IMC). Post-acquisition of Norcan Electric's assets in Q1 of 2024, we have transitioned the partnership with IMC to **stuartolson**.
infinity ∞

WHAT WE DO

We are uniquely positioned as a **full-service, self-perform** General Contractor.



OUR FOCUS

- ✓ Maintenance
- ✓ Turnarounds
- ✓ Sustaining Capital Services

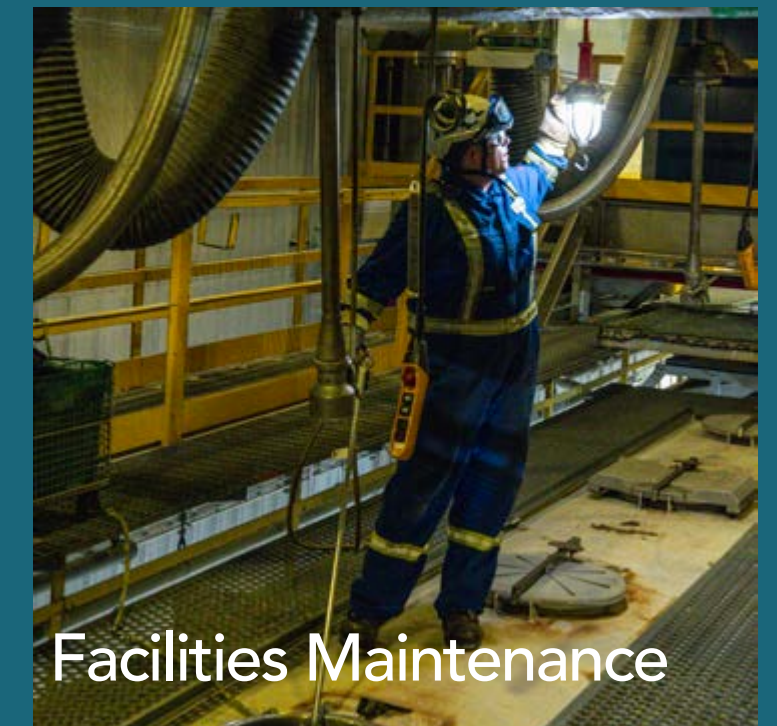
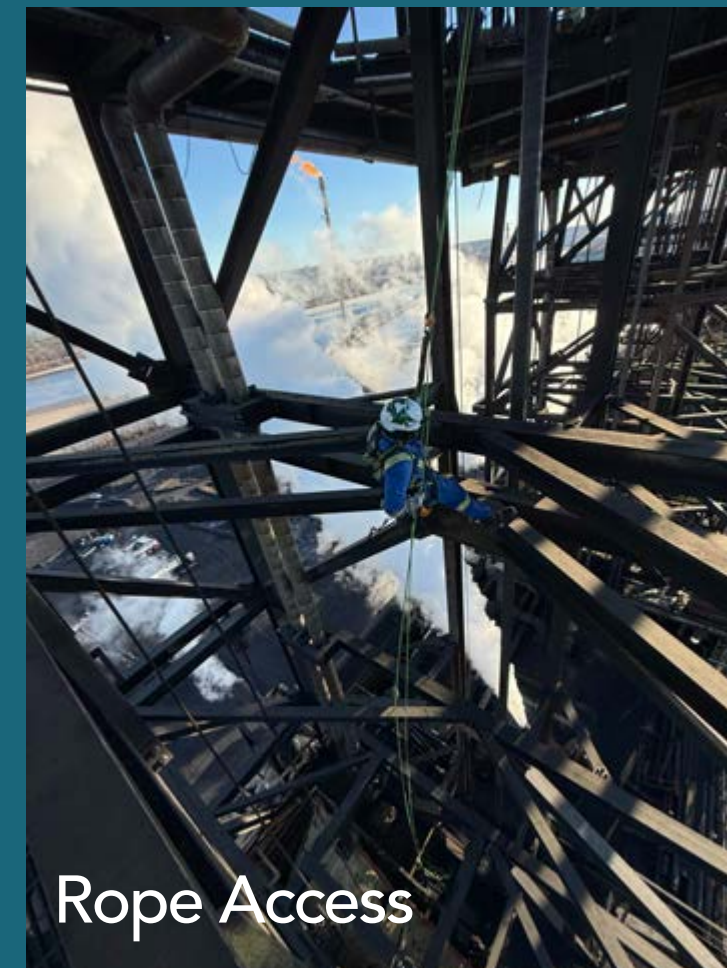
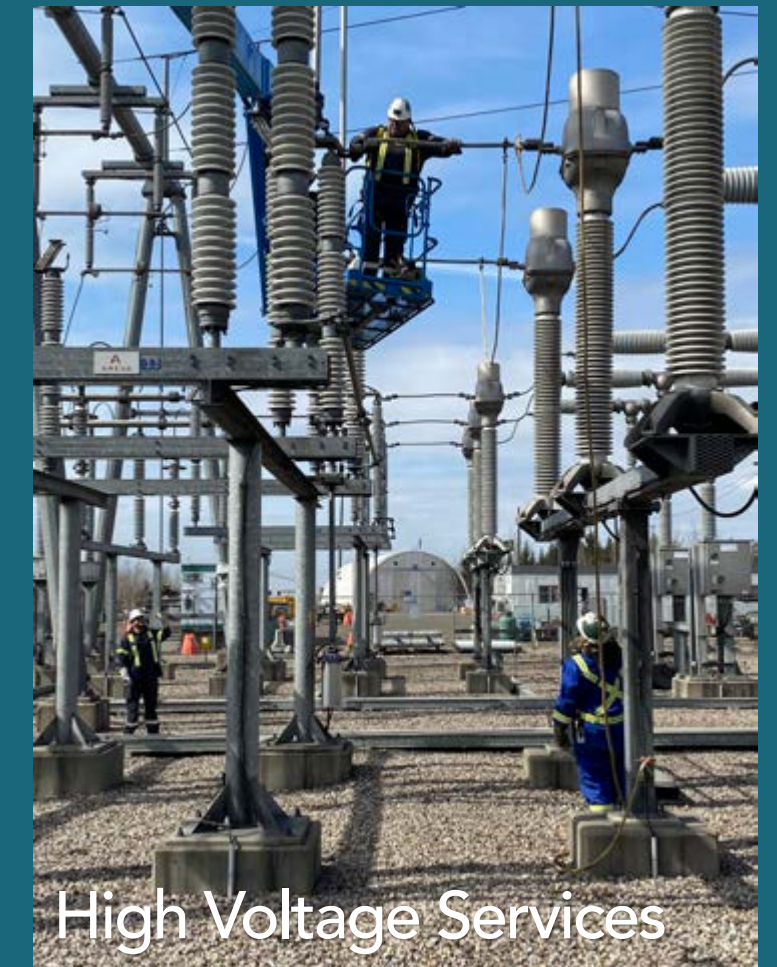
We are a full service self-perform contractor.

What does this mean for **our clients**?



- ✓ 1 supervision structure
- ✓ 1 safety & quality system
- ✓ 1 reporting & turnover model
- ✓ 1 planning & scheduling approach
- ✓ Fewer subcontractors & less handoffs
- ✓ Predictable performance across all phases

SELF-PERFORM SERVICES





How Consolidated Self-Perform Drives Production

More control, more momentum, and more predictable outcomes for our clients.

stuarttolson
a **bird** company



Fewer Handoffs

Less idle time on critical-path equipment



Internal NDE

Immediate releases and quicker return-to-service



In-house Electrical, HV, & Powerline

Faster troubleshooting and energization



Rope Access > Scaffold

Quicker access, reduced congestion, faster mechanical closeout



One Indirect Team & Project System

Tighter coordination where it matters most



Integrated Planning

Combined scopes, shorter schedules, and more efficient resource deployment

We reduce friction by aligning planning, trades, access, and special services under one GC to keep work moving with consistency and control. Self-perform delivers more certainty.

MAINTENANCE

GC services with multi-discipline composite crews

TURNAROUNDS

Proven ability to ramp up and scale 600+ TA Crews

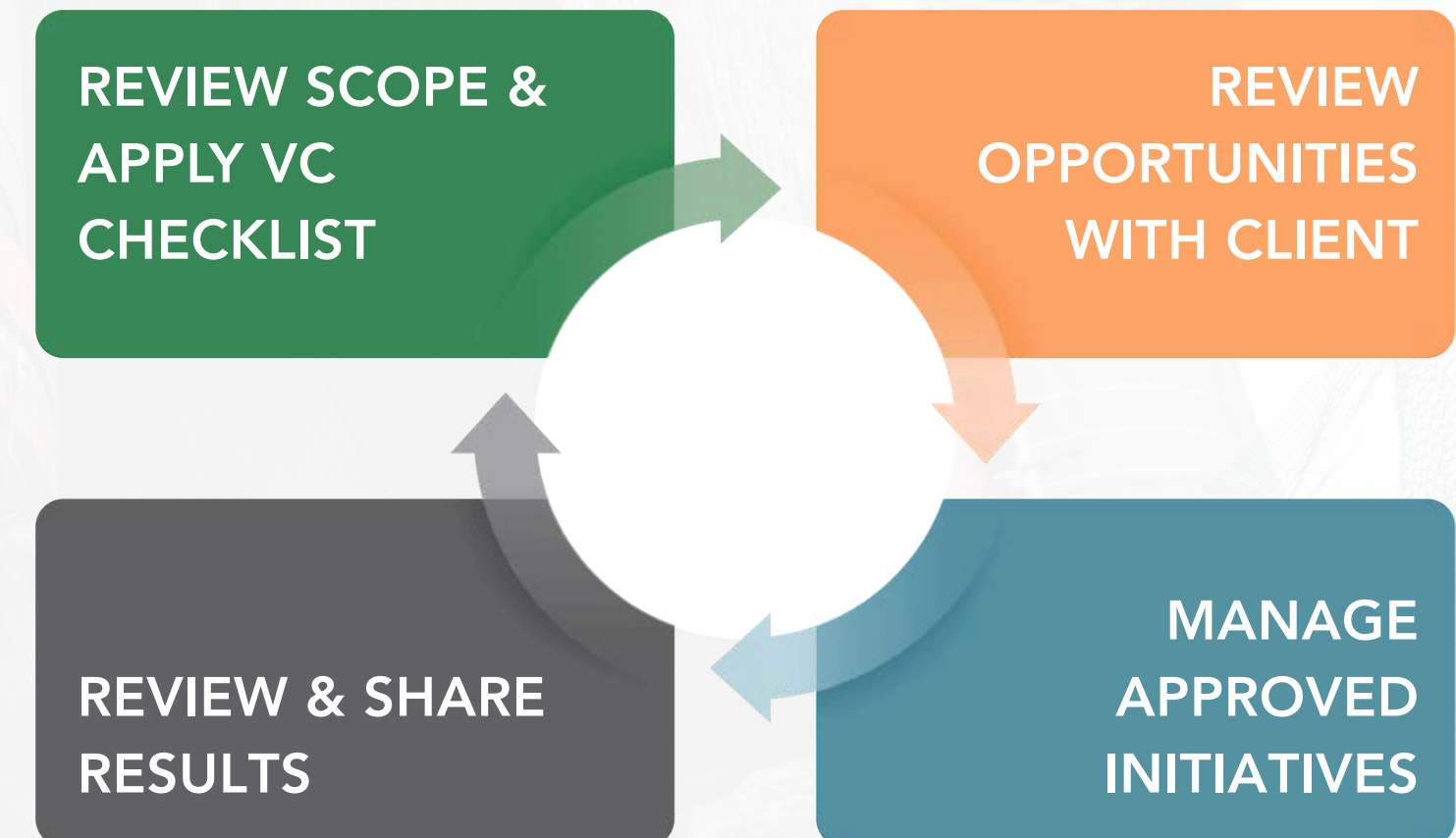
SUSTAINING CAPITAL

Small-to-mid cap turnkey delivery in brownfield and greenfield



Our **Value Creation Program** is a structured, digital system targeting 10% annual efficiency gains through stronger planning, tighter execution, and measurable performance tracking.

EXECUTION MODEL



Since 2021, MRO has achieved 23% value creation vs. 10% target*

**target is set as % of annual client spend*



Growing our footprint
and expanding our
capabilities to create
more opportunities for
our clients across
Canada.



The text "OUR" is in white uppercase letters. It is followed by the "one" logo (white text in a green parallelogram), then the word "bird" in green lowercase letters with an orange swoosh above the "i", and finally the word "VALUE" in white uppercase letters.

We provide complete solutions, addressing client needs with expertise and efficiency. Partnering with Bird for fabrication, construction, and civil services, we offer a seamless one-stop-shop from start to finish.