



CONSTRUCTION

SHARE OWNERSHIP GUIDE

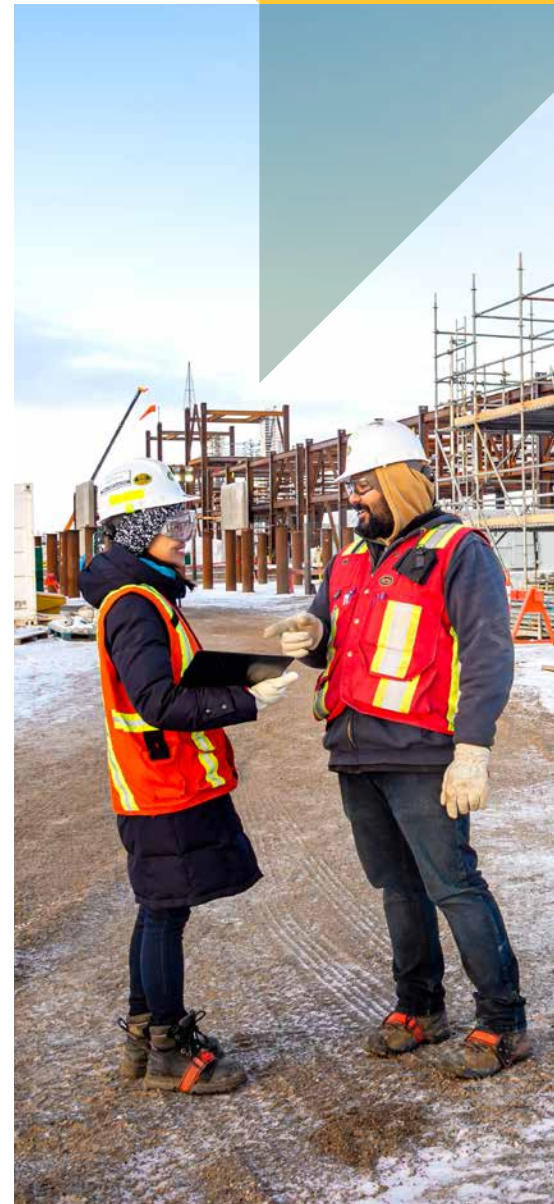
BUILD YOUR FUTURE. BECOME A PCL EMPLOYEE OWNER.

Sharing is Good for Business

PCL's story is more than a century in the making. At the heart of that story is our commitment to our employees and the environment we build for them within a culture of ownership based on honesty, integrity, respect, dynamic culture and passion.

Through your employment with one of the PCL family of companies (PCL), you may have the opportunity to be an owner of PCL through participation in PCL's Share Program. While the opportunity to purchase shares is a privilege and not a right or guarantee, one hundred percent of our shares are held by our employees. When you work with us, you may have an opportunity to share in the company's success.

- More than 90% of salaried employees are owners.
- All salaried employees may have the opportunity to participate in the Share Program regardless of role or experience level.
- Profits are shared with employees through dividends on owned shares.
- Employee ownership drives a mindset that inspires accountability and commitment to achieving common goals and a collective vision to build mutual success for our clients, partners, and communities.



PCL SHARE PROGRAM



The Share Program has two types of Share Offerings:

- ▶ **Regular Shares** may be offered annually and are available for purchase outright or via financed loans through various lenders with whom PCL has established relationships. The bank relationships make the finance process easier and allows PCLers to receive highly competitive lending rates.
- ▶ **Universal Shares** are presented in increments of 100 annually, up to a maximum of 400, to help support salaried employees in their journey to become owners, easing entry into the program and allowing for clear understanding of the share ownership process. This offering provides employees the opportunity to purchase a set number of shares annually, through an interest-free loan from PCL, with repayment dispersed over three years via equal payroll deductions.

PCL's Share Program is viewed as a long-term investment and can help create long-term wealth over time, as profits are shared with employees through dividends and potential share value increases over time. PCL has a strong history of profitability and as a shareholder you reap the rewards of the collective success we build together. However, putting money in a construction company can be a high-risk investment, and you should not invest unless prepared to accept the possibility of losses or gains on the money invested.

PCL is proud to be able to give employees the opportunity to think like an owner, act like an owner, and BE an owner. Share ownership at PCL means more than sharing in the profits. It means sharing a responsibility to bring our best self every single day. That's why we strive to employ the best in the business...YOU! When PCL became an employee-owned organization, we never imagined it would become the program that it is today. In addition to the financial opportunities that PCL's success has provided our employee owners, we believe that the culture of accountability, relationships, community and legacy are what make us great together. At PCL, we are employees and owners, but most importantly, we are a team.

Together we build success.

