

January 24, 2022

RE: Additional Shareholders

Hello All:

The Gisborne Group, an internationally Safety Award winning Industrial Construction and Fire Protection Company, is excited to announce that Carey Smood (COO), Gavin Bruce (Corporate Fire Protection Manager) and Ryan MacDonald (Corporate Director of Finance) have joined Ron Spironello (President & CEO) and Les Maivs (CFO) as shareholders. All five shareholders are active in the day-to-day operation of the Company and are key to our ongoing success, continuous improvement and growth. The addition of Carey, Gavin and Ryan to our shareholder group ensures our long-term viability and strengthens the Company.



Carey Smood, PMP - Chief Operating Officer

Carey started his career in construction right out of high school and has over 30 years of industrial and fire protection construction experience. He joined Gisborne in 1995 as a welder and progressively took on more responsibility and training. Carey's career path with Gisborne started with him working on the tools, then being promoted to Supervisor, followed by becoming our Manager of Corporate Safety and Quality. His next step was becoming our main Project Manager, with a subsequent promotion to Operations Manager, and is now the COO of Gisborne and a newly appointed Shareholder.

Carey's belief in continuous improvement and lifelong learning is exemplified by his career path. Throughout his career he has continuously improved his skills and is a Certified Red Seal Millwright, a Certified Red Seal "A" Welder, Certified in Industrial Fire Fighting Level I and II, a 4th Class Power Engineer, and is also Project Manager Professional (PMP) accredited.

Carey's education, training and career path provides him with an excellent and unique understanding of Civil, Structural, Mechanical, Piping installations as well as Fire Protection Construction, coupled with professional Project Management experience.

Under Carey's leadership Gisborne has installed some of the largest Crushers, Sag Mills, and Ball Mills in the world and have implemented numerous process improvements and strategic initiatives.

Carey was born and raised on Vancouver Island. He is married and has 5 Grandchildren and a Great Grandchild on the way this Fall.



Gavin Bruce GSC– Corporate Fire Protection Manager

Gavin has over 15 years of Fire Protection Experience. He began his career as an apprentice Sprinkler Fitter with Gisborne and has worked his way from an apprentice to a journeyman to our Service Manager, BC Fire Protection Manager and is now the Corporate Fire Protection Manager and Shareholder.

Gavin oversees and provides leadership to all our Fire Protection work whether in Canada, the United States or Overseas. This includes management and leadership of our Engineering and Design Division, Service Work, Retrofit, and New Construction in the Residential, Commercial, Institutional and Industrial Fire Protection Sectors.

Since Gavin has taken a leadership position with Gisborne he has successfully overseen hundreds of projects including some of the tallest buildings and most complex Fire Protection projects in Canada. Under Gavin's leadership Gisborne has continued to improve and grow to become one of the Safest, and one of the Largest Contractors in the Fire Protection Sector in Canada.

Gavin was born and raised in the Lower Mainland, BC and is a Member of 'Namgis First Nations (Alert Bay). He is married and has three children aged 2, 4 and 21.



Ryan MacDonald, BBA, CPA, CGA – Corporate Director of Finance

Ryan joined Gisborne in 2019 as our Controller. In a few short years with Gisborne, he has moved to the role of Corporate Director of Finance. During his tenure, Ryan has identified and made numerous improvements and has proven to be invaluable to our Team. He has over 15 years of accounting experience, with expertise in areas of financial planning and analysis, financial reporting and audit management, corporate finance and treasury, and business planning and strategy.

Ryan is very driven and is excellent at finding solutions to complex problems throughout Gisborne as demonstrated by his key involvement in our ongoing Technology Improvement Project and through managing numerous transitions within the accounting team at Gisborne. His experience and dedication are critical to our commitment to continuous improvement.

Ryan was born, raised and educated in the Lower Mainland, BC and is a key addition to our Shareholder group.

Join me in congratulating Carey, Gavin, and Ryan on becoming Shareholders and thanking them for taking on the added responsibilities.

Gisborne was founded in 1953. We strive to deliver the highest level of Safe Construction Services for our clients; under budget, on schedule, and to the specified Quality requirements. Alongside this, we seek to maintain the highest level of professionalism, integrity, respect, continuous improvement in our relationships with our customers, associates, vendors and subcontractors, with a focus on our customers' needs. Our Effort and Perseverance will ensure our success

Our Vision is to bring value to our customers wherever they may be, by continuously improving our operations to maximize the Value we provide to them and their projects.

Regards,

Ron Spironello, P. Eng, MBA
President & Chief Executive Officer (CEO)