GROUP AVERAGING ARRANGEMENT

This Group Averaging Arrangement ("Arrangement") is established by **Independent Rebuild Specialists, LLC** ("Employer") and applies to eligible Canada-based employees as outlined below.

1. Eligibility

This Arrangement applies to all Canada-based employees, excluding administrative personnel ("Employees"), and is effective January 1, 2026.

2. New Employees

Newly hired Employees who are subject to this Arrangement will be provided with a copy of this Arrangement as soon as reasonably practicable following the commencement of employment.

3. Averaging Period and Pay Structure

Employee hours of work will be averaged over a twenty-eight (28) day period consisting of fourteen (14) consecutive days worked followed by fourteen (14) consecutive days off.

Employees are scheduled to work a total of one hundred sixty-eight (168) hours during each fourteen (14) day on-site work rotation.

To provide Employees with a consistent paycheck throughout the year, Employees will be paid based on forty-two (42) hours per week. Over each twenty-eight (28) day averaging period, Employees will receive pay for all one hundred sixty-eight (168) hours worked.

This policy excludes any items/costs/time/stipends covered under the food and inconvenience travel program

4. Work Week Definition

For the purposes of this Arrangement, the work week runs from 12:00 a.m. Saturday to 12:00 a.m. the following Saturday, in accordance with applicable employment standards legislation.

5. Work Schedule

The Employee work schedule forms part of this Arrangement and is attached as Appendix A.

6. Overtime

Employees covered by this Arrangement are not entitled to daily overtime except where otherwise required by applicable employment standards legislation. Overtime, where applicable, will be calculated and paid in accordance with the applicable Employment Standards Code and Regulations.

7. Schedule Changes

The Employer may make temporary changes to an Employee's work schedule by providing at least twenty-four (24) hours' written notice.

Notice is not required where:

- an accident has occurred;
- urgent work is necessary; or
- other unforeseen or unavoidable circumstances exist.

8. Distribution and Posting

The Employer will provide a copy of this Arrangement to each a affected Employee before the Arrangement takes effect. New Employees covered by this Arrangement will receive a copy as soon as reasonably practicable after becoming subject to it.

The Employer will also post a copy of this Arrangement in a conspicuous location at the workplace and on the Employer's website, if applicable.

9. Cancellation or Amendment

The Employer may cancel, replace, or amend this Arrangement by providing at least two (2) weeks' written notice to affected Employees, except where notice is not required due to an accident, urgent work, or other unforeseen or unavoidable circumstances as permitted by law.

APPENDIX A

Standard Work Schedule

Employees work a rotational schedule consisting of:

- Fourteen (14) consecutive days worked
- Fourteen (14) consecutive days off
- Twelve (12) hours per day
- Total scheduled hours per rotation: one hundred sixty-eight (168) hours

Notes

1. The averaging period is twenty-eight (28) days.
2. Overtime, where applicable under provincial employment standards legislation, will be calculated and paid in accordance with the applicable Employment Standards Code and Regulations.
3. Shift start and end times will be communicated separately in accordance with scheduling requirements and applicable employment standards legislation.
4. Averaging Arrangement excludes any items/costs/time/stipends covered under the food and inconvenience travel program