

ESSEX UPDATE



Reflecting on the Year

As we close out 2025, I want to take a moment to reflect on another great year and thank each of our employees for the dedication and pride they bring to work every day. Together, we wrapped up another season safely, efficiently, and with a strong focus on quality.

Beyond the work itself, I'm proud of how we continue to show up in the communities we serve. Whether it was hosting our summer BBQ's, supporting community events, or donating to local charities, our team remains dedicated to serving the communities we operate in – this is how we build a sustainable future, *together*.

We wish everyone a safe, restful winter season and an even stronger 2026 ahead. Happy Holidays!

-Maurice Guimont, General Manager – Aggregates, Niagara & Essex

Celebrating our Employees

Maurice Guimont, General Manager of Aggregates in Niagara & Essex, has been appointed a member of the board for the Ontario Stone, Sand & Gravel Association (OSSGA). Maurice's experience and strategic vision will help guide the association into its next phase of growth and innovation.



Matthew Cvasin recently joined Walker as Operations Manager at McGregor Quarry, bringing with him nearly a decade of experience in the aggregates industry. Matthew's background includes a mix of operational and commercial roles, as well as earlier experience in both surface and underground mining. In his

new role, he is looking forward to supporting safe work practices and working closely with the team to ensure smooth day-to-day operations.

Join us in welcoming Sarah Renda, our new Production Supervisor. Sarah brings an array of transferable skills with 11.5 years of experience in automotive manufacturing, and 16 years of labour and concrete experience. She is excited to start this new career path with Walker and assist with the planning and execution of quality aggregate products while maintaining a safe work environment.



This past summer we welcomed Stephen Crothers as our new mobile fleet supervisor. Stephen comes to Walker with extensive heavy equipment experience from the underground mining sector.

We congratulate Jeff Reh on his retirement earlier this year. His career, spanning decades, has been a pillar for the McGregor Quarry and we thank Jeff for being an integral part of the organization.

The Team Behind the Berm

Aggregate and Construction employees are diverse, innovative, and passionate about responsible resource management. Operators, mechanics, supervisors, administrative and support staff contribute to the safe and efficient operations of our aggregates and construction sites that help build the communities we live in.

Have you ever wondered who it takes to run the sites in your community? It could be your friends, family, and neighbours who also call your community their home.

Skilled Trades



Heavy Equipment Operator

Safely operate machinery for aggregates and construction



Heavy Duty Mechanic

Repair and maintain trucks and heavy machinery



Plant Operator

Operate machinery to ensure the plant runs safely and efficiently



Foreman

Supervise crew and help keep projects running smoothly



Driller

Operate drill rigs and adhere to safety and environmental procedures



Labourer

Prepare sites, handle materials, and support with other tasks

Supporting Careers



Compliance

Ensure safety, quality, and environmental regulations are met



Health & Safety

Protect workers by identifying and mitigating workplace hazards



Human Resources

Key responsibilities include recruitment, training, and compensation



Administrative

Support operations including scheduling and document preparation

& many more, like accounting, quality, sales, communications, etc.

Why These Roles Matter

- **They are essential for building communities**
From roads and bridges to parks and schools, aggregate and construction professionals help build the places where people live, work, play and gather.
- **They strengthen local economies**
These roles provide stable jobs and support a network of local suppliers, fostering communities to grow and prosper together.
- **They build with the future in mind**
These industries play a critical role in shaping our future. This includes using resources responsibly, reducing energy consumption, creating lasting infrastructure, and rehabilitating land for generations to come.

"Walker has given me the opportunity for a career I wasn't sure was possible. I get to be part of a supportive team, and company that gives back to the community, and I couldn't be happier with Walker as an employer."

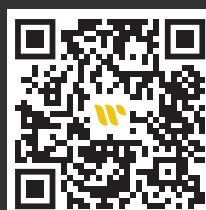
- Brandon Berger, Inside Sales Representative



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SCAN ME

If you want to stay in the loop but prefer to go paperless, visit our website or scan the QR code to sign up for our digital newsletter.



Walker is always looking for skilled employees to be a part of our growing team!

Apply online:

walkeraggregates.com/careers

Or contact:

students@walkerind.com

for co-op placement and apprenticeships



Walker at Work

Walker supplied over 21K tonnes of stone for a reconstruction project that helps improve Amherstburg's infrastructure. This project aids in reducing flooding, increases the capacity to treat wastewater, and improves the longevity of a necessary system.

Walker stone is being used for the King's Navy Yard Park expansion and will help improve access to the waterfront and amenities, while providing a space for residents and tourists to enjoy. This project is ongoing until Fall 2026.



King's Navy Yard Park work in progress



Members of Walker and the University of Windsor gathering aggregates for research

Thanks for Joining us at our Annual BBQ!



Each summer Walker hosts community BBQ's for near neighbours to show our appreciation for their support of the quarry and its operations.

This year, we welcomed just over 350 guests to our McGregor Quarry! A huge thank you to everyone who came out, and to the team involved in organizing these events for the community.



The "guess the rock weight" challenge was a huge hit, with the closest guess being 9621! The rock weighed 9430 lbs.

Showing up in the Community

Supporting the community is incredibly important to Walker. These partnerships are essential to our mission to build a sustainable future, together.

Notable contributions from our site in Essex include sponsoring the Windsor Family Homes Coalition Holiday Movie Night, Autism Services Inc's Bruce Awad Summer Program, Ontario Chamber of Commerce AGM Night in Windsor, The Amherstburg Chamber of Commerce Believe Amherstburg Award, two \$750 bursaries at Amherstburg North Star High School, the Amherstburg Uncommon Festival as well as the Amherstburg 5K Super Santa Ran, Amherstburg River Lights Warming House, Amherstburg Santa Claus Parade, and sponsoring the Amherstburg Admirals Junior C hockey team.

Aggregates for Research

Walker recently welcomed graduate research students from the University of Windsor's Department of Civil and Environmental Engineering to our McGregor Quarry in Essex. Our team donated Reclaimed Asphalt Pavement (RAP) and Recycled Concrete Aggregates (RCA) to be used to support their research on circular economy practices in pavement engineering.

Work Safe at Walker

The team remained focused on responsible and safe operations throughout the year and completed training modules that included the elevated work platform, front-end loader, skid steer, hydraulic excavator and hauling trucks - keep up the great work!

Walker proudly donates to local food banks in our operating areas. Food banks that received Walker support in 2025 include:

- Amherstburg Food & Fellowship Misson
- Downtown Mission in Windsor



Photo credit: River Town Times
We are honoured to be recognized by the The Essex County Steam & Gas Engine Museum with a bench at the site



Walker employees after completing the elevated work platform training

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Building a sustainable future, **together.**

www.walkeraggregates.com

