

AT A GLANCE

TC Transcontinental has made the difficult decision to close the TC Owen Sound facility at the end of January. We recognize the significant impact on you, your family and the community. We are committed to sharing information regularly, treating everyone with care and respect, sharing confirmed information as it becomes available and supporting you throughout this transition. Over the next 24 to 48 hours, you will be invited to a small group meeting where we will provide further details, answer questions and explain the next steps.

WHY THIS DECISION WAS MADE

This decision follows ongoing productivity improvements across our printing network, changes in the product mix and expected future volumes. Together, these factors allow production to be consolidated at other facilities.

HOW THE SHUTDOWN WILL OCCUR

- The shutdown will occur gradually as production and some equipment are transferred to other facilities.
- Some employees may finish work before the end of January, including through voluntary departures if offered. Employees affected by an earlier end date will be informed at least two (2) weeks in advance.
- A small number of employees may be asked to remain beyond January to support final closure activities. Those employees will be contacted directly.
- Safety remains the top priority throughout the transition.

SUPPORT AVAILABLE

- Career transition support through LHH, including job-search resources and connections to local employment and training services.
- Access to Dialogue, including the Employee and Family Assistance Program (EFAP) and virtual health care services.
- A dedicated, confidential support line with a professional counselor — **see reverse side**.
- In the first week of December, individual information and guidance about severance, benefits and retirement options.
- Confidential HR support for employees with specific or exceptional circumstances.

KEY DATES

October 15–16	Small group meetings with your local management team will take place within 24 to 48 hours of the announcement. These meetings will provide an opportunity to ask questions, share concerns, review working notice and high-level severance guidelines, and understand what will happen next.
Week of October 19	Introduction of the career transition provider (LHH) and start of the needs assessment
November	Career transition, workshops and 1:1 support begin
Late November	Information sessions on benefits and pension plan
Early December	Individual severance package meetings
Ongoing until closure	Production and staffing assessment
End of January	Plant closure

INFORMATION SPECIFIC TO YOU

In the first week of December, you will receive an individual severance letter. You will also be offered a one-on-one meeting with Human Resources to review your specific situation, including the timing of your last day of work, your separation package, benefits and any other applicable programs.

QUESTIONS AND UPDATES

We know you will have questions and that some details may not be available today. Please bring your questions to the small group meetings taking place over the next 24 to 48 hours or speak with your manager or local HR team. We will gather questions, confirm the answers and provide regular updates through official communications. To avoid confusion, please rely on these official updates rather than informal information.

HR & MANAGERS

Your manager and local HR team are your first point of contact.

HR email: rbwhr@tc.tc

CAREER TRANSITION — LHH

Career transition services, workshops and job-search support.

More information will be provided during live sessions starting October 29, 2026.

DIALOGUE

Employee and Family Assistance Program (EFAP) and virtual health care services.

Website: app.dialogue.co

EFAP line: 1-833-352-9799

Confidential support line: see reverse

Confidential Support Line

Support is available when you need it

This announcement may bring a range of reactions and emotions. Whatever you are experiencing, confidential support is available. A dedicated, confidential support line is available through Dialogue's Critical Incident Service to help you during this transition.

DEDICATED LINE

1-866-666-1135

AVAILABILITY

October 14: 5:30 p.m. to 9:30 p.m. EDT
 October 15: 3:00 p.m. to 6:00 p.m. EDT
 October 16: 3:00 p.m. to 6:00 p.m. EDT
 October 19: 7:00 a.m. to 10:00 a.m. EDT
 October 21: 3:00 p.m. to 6:00 p.m. EDT
 October 23: 7:00 a.m. to 10:00 a.m. EDT

A CONFIDENTIAL SPACE TO TALK

The dedicated line connects you directly with a professional counselor who is familiar with the situation. You do not need to complete an intake process, go through triage or provide detailed personal information before receiving support.

- Talk about how this announcement is affecting you
- Explore ways to cope with stress, uncertainty or change
- Receive guidance on helpful tools and resources
- Simply take a moment to speak with someone who will listen

Even if you are unsure what kind of support you need, you are encouraged to call.

Your privacy matters

All conversations are confidential. TC Transcontinental will not receive information about who used the service or what was discussed.

If the line is busy

Leave your name and phone number in the voicemail. A professional counselor will return your call as soon as possible. A callback is only possible if a message is left.

Please note that this dedicated support line complements the services already available through Dialogue, including the Employee and Family Assistance Program (EFAP) and virtual health care services.

You do not have to navigate this situation on your own.

Support is available, and reaching out is a positive step toward taking care of yourself.