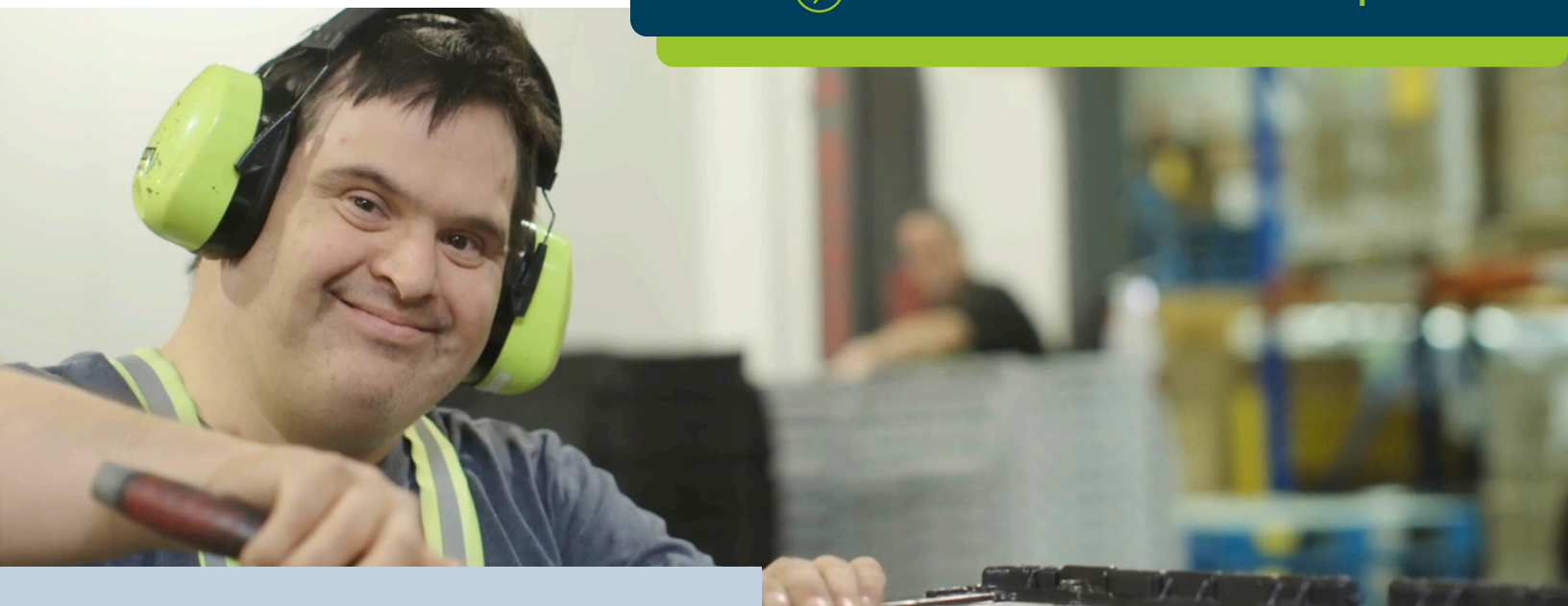




# INVESTING WITH HEART TO CHANGE PEOPLE'S LIVES!

Community Bonds Campaign

➔ **SERIES 2 - Businesses & Entrepreneurs**



## ➔ About Groupe TAQ

Groupe TAQ is a social economy enterprise that provides stable and quality employment to people with disabilities and contributes to the economic growth of Quebec businesses.

- **Status:** Non-profit organization
- **Founded:** 1979
- **Locations:** Quebec City and Amqui
- **Business Sectors:**
  - Manual and semi-automated subcontracting in the industrial, food and pharmaceutical sectors, 3PL-type package preparation, and binding;
  - Design, manufacturing, and distribution of Faber snowshoes.
- **Employees:** 450 (73% living with functional limitations)
- **Key Partners:** Biscuits Leclerc, Costco, Décathlon, Cogeco, Hitachi, Maison Orphée, Familiprix, Transcontinental, Beneva, Fondation Mirella et Lino Saputo, Peter Simons, Chocolats Favis, Ville de Québec, Services Québec.

Groupe TAQ launches the largest community bond issuance campaign in Quebec, valued at \$5 million, to amplify the impact of its mission! From March 10 to October 31, 2025.

**Series 2**  
**LIONHEART**  
Businesses & Entrepreneurs

**4.0% interest**  
**3-year term**  
**\$5,000 minimum**  
**Compound interest**

Deadline: June 30, 2025



An investment that aligns with the values and requirements of companies committed to their social impact.

## About Community Bonds

Community bonds are debt instruments with a set term and interest rate, issued by non-profit enterprises governed by Part III of the Companies Act.



## Groupe TAQ: tangible ECONOMIC impacts

Groupe TAQ helps reduce the number of people on social assistance and serves as a key solution to the labor shortage. Here are the financial statistics for 2023-2024.

**\$21.2M**

In total revenue

**\$19.1M**

In local impacts

**\$9.3M**

In subcontracts for  
our clients in the  
province

## Groupe TAQ: tangible SOCIAL impacts

- **A physical environment and processes totally adapted to our workers**, according to their functional limitations: psychological, intellectual and physical;
- **Personalized daily support** from our integration agents and our team of dedicated foremen;
- **A living environment adapted to the needs of our workers**, such as the creation of a rest room reserved for our colleagues living with ASD;
- **A collective cafeteria** with complete, nutritious meals at low cost: 43,000 meals served in 2023, a contribution of \$215,000 from Groupe TAQ for the well-being of our workers;
- **Weekly social integration training sessions** for greater autonomy offered by teachers from the Centre de services scolaires de la Capitale (Quebec City) and Monts-et-Marées (Amqui);
- **A social club, a gym and sports challenges** promoting social interaction and healthy lifestyle habits.

**+** 45 years in business  
**+** 4 acquisitions in 10 years  
**+** \$25M in real estate assets  
**+** Annual surplus since 2013  
**+** High-profile customers



**People at the heart of Groupe TAQ** (video, EN, 01:45)  
[https://youtu.be/\\_ghoCr2XzX8](https://youtu.be/_ghoCr2XzX8)



**What touched me when I started working at TAQ was how I was welcomed by my supervisors and employees. They were really super nice to me.**

**I started in handling, then on the operation line for Biscuits Leclerc. Over the years, I added several strings to my bow! It allowed me to discover and develop many skills.**



**Raphaël Hivon-Michaud**

Employee for 5 years  
Ambassador - Community Bond Campaign



## A \$5 million Community Bond Campaign - Why?

Groupe TAQ aims to create 50 new permanent jobs over the next 3 years. To be agile and develop business opportunities that will support the mission, the company needs greater financial flexibility.

- 1 Create a Development & Acquisition fund.** Examples:
  - Faber Division: develop a new snowshoe for the North American market by 2026;
  - Deploy a new place of business in the Portneuf MRC to create 25 jobs for people with disabilities (investment in building and equipment required);
  - Acquire companies with the potential to create jobs for people with disabilities.
- 2 Consolidate achievements.**
  - The business environment is changing rapidly. To face the challenges of the future and pursue its mission, Groupe TAQ wishes to rebalance its short- and long-term indebtedness in harmony with its assets. By continuing its annual investments in equipment (\$750 K over the next three years) and accelerating the repayment of certain high-interest loans, this rebalancing will help preserve jobs, remain competitive in the subcontracting market and consolidate working capital in the short term.

## A solid investment with lasting impact

Four sets of obligations<sup>1</sup> to unite institutions, businesses and the general public towards a single goal: **a lasting contribution to the creation of dignified employment for people living with disabilities of Groupe TAQ.**

1) The full terms and conditions of the bonds issue are published in the Investor Kit dated March 10, 2025 and available at [www.groupetaq.com](http://www.groupetaq.com). No securities regulatory authority has assessed the quality of these securities or this document. Under the Act, Groupe TAQ cannot offer investment advice and no one may receive compensation from the sale of these bonds.

### Series 1 - Institutions **STRAIGHT FROM THE HEART** Goal: \$2.5M

5.0% interest (annual)  
5-year term\*  
\$25,000 minimum

Deadline: June 30, 2025

### Series 2 - Businesses & Entrepreneurs **LIONHEART** Goal: \$1M

4.0% interest (compound)  
3-year term\*  
\$5,000 minimum

Deadline: June 30, 2025

### Series 3 - General Public **OPEN-HEARTED** Goal: \$500K

3.5% interest (compound)  
5-year term\*  
\$500 minimum  
\$50,000 maximum

Deadline: October 31, 2025

### Series 4 - All **HEART & SOUL** Goal: \$1M

➔ **0% INTEREST**  
3-year term\*  
\$100 minimum

Deadline: October 31, 2025

\*The series have fixed maturity dates. Series 1: July 1, 2030, Series 2: July 1, 2028, Series 3: November 1, 2030, Series 4: November 1, 2028.



**At maturity, the principal and interest may be converted into a donation with the issuance of a tax receipt.**

## The campaign is supported by



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