

LETTER OF UNDERSTANDING #10

BETWEEN: GARDA SECURITY SCREENING INC.
Calgary International Airport
(herein referred to as the Employer)

AND: Unifor Local 2002,
(herein referred to as the Union)

RE: Group Benefit Plan

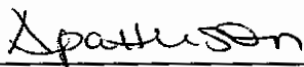
The parties hereto agree to the following:

1. The Company and the Union are of the understanding that the new Group Benefit Plan from Industrial Alliance is intended to provide the same benefit coverage to the employees of the Calgary International Airport (currently represented by Unifor Local 2002), that they had in place with the CLAC union under the current collective agreement.
2. It is understood that, should an individual(s) incur costs due to variances in the coverage provided between the two plans; that the company will immediately investigate the claim and if verified, will make whole any/all impacted individuals.
3. It is understood that should it be determined that the Group Benefit Plan does not provide a specific coverage that was available under the previous plan, the company will work with Industrial Alliance to provide said coverage.

SIGNED THIS 5th DAY OF November, 2023

ON BEHALF OF THE EMPLOYER:

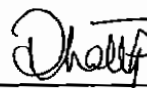
Garda Security Screening Inc.
Calgary International Airport



Ashley Patterson
Regional Manager, Labor Relations

ON BEHALF OF THE UNION:

Unifor Local 2002



Parvinder Dhatt
District Chair