

Bulletin Dated April 5, 2021

An Important Message from our CEO, Paul Robinson

As the Northern Hemisphere moves into spring, we face new challenges from the corona virus. New, more aggressive variants of the virus are driving up new case counts in many countries, including most that we operate in. Governments are now stating that we are in the third wave of the pandemic. The vaccine roll out has suffered many hiccups causing supply shortages and growing nationalization of vaccine production. Confusing messaging on the risks and potential side effects of some vaccines (Astra Zeneca) has caused much uncertainty and confusion. Many countries are re-introducing lockdowns in an attempt to stop the growth of active cases and reduce the pressure on hospitals and ICU's. The one significant positive that can be taken from all the efforts to fight the virus is that the vaccine does have a significant positive impact on controlling the virus. The countries that have been able to vaccinate a significant portion of their population have substantially reduced daily new cases and deaths. Israel, the UK, and to a lesser but still significant amount the US have much better performance than other countries as they achieve relatively high levels of vaccination. No country has reached the level of herd immunity through vaccination at this point, but the results of vaccination programs speak for themselves.

We recognize that getting a vaccine is a personal decision, however, we strongly encourage everyone to give it serious thought and reach out to your doctor if you have any concerns. We support the governments' recommendation of obtaining the first vaccine that is made available to you. I and my spouse, both got the first jab of the Astra Zeneca vaccine when it was made available to people aged 60 to 64 in Ontario. We will take the second jab as soon as it is available to us.

I personally see taking the vaccine as an important step to getting out of this pandemic. It is clear the longer the virus is amongst us, it will continue to mutate and create new health crises for everyone. We are investigating with Magna and governments the potential of setting up clinics to offer vaccine to our employees and their families. Details are still to be worked out. A survey has been sent out to determine your interest and we would appreciate your response.

With many governments reinstituting lockdown measures to curb the third wave, we will continue our currently instituted policies of allowing all employees that can work from home to continue to do so. We will continue to operate on this basis until the earlier of i) all people in jurisdiction in which our business operates (Ontario for LAP) has been offered a vaccine or ii) the government removes restrictions allowing for a general opening up of the economy (In Toronto and surrounding area moving at least to the Orange colour code). It is impossible to predict when that would occur, however, I doubt it would be before July 1.

Our travel ban policy will also remain in effect for the same period. We will not be approving any personal vacations that involve travel outside of the country. Travel within Canada will only be approved if it is not by air or any other use of public transportation. Emergency travel will continue to be dealt with on a case by case basis. Any questions pertaining to travel should be directed to Human Resources.



We must all continue our efforts to minimize our personal exposure and the risk of transmission of the virus through wearing of masks, physical distancing and good hygiene. If we stay committed to the effort, I am confident that better days lay ahead.

Take care, stay safe and protect your health.

Paul