

Form 51 – 102F3
Material Change Report

1. Name and Address of Company

BMTC Group Inc.
8500 Place Marien Montreal East,
Québec H1B 5W8

2. Date of Material Change

December 11th, 2025.

3. News Release

BMTC Group Inc. ("**BMTC**") issued a press release with respect to the material change described below on December 11th, 2025 via CNW Telbec.

4. Summary of Material Change

M. Jacques Tanguay, Chief Operating Officer (COO) of BMTC Group Inc. announced his retirement as of December 31st, 2025.

5. Full Description of Material Change

5.1. Full Description of Material Change

Management would like to announce the retirement of Mr. Jacques Tanguay, Chief Operating Officer (COO) of BMTC Group Inc., effective December 31st, 2025.

His commitment and professionalism have been invaluable assets to our Company, particularly in his contributions to the successful deployment of the Tanguay division across Quebec in 2023. We are deeply grateful for his work, guidance, and unwavering support.

5.2. Disclosure for Restructuring Transactions

Not applicable

6. Reliance on subsection 7.1(2) of National Instrument 51-102

Not applicable.

7. Omitted Information

Not applicable.

8. Executive Officer

The senior officer who can answer questions regarding this report is Mrs. Marie-Berthe Des Groseillers, President and chief executive officer of BMTC Group Inc. Mrs. Des Groseillers can be reached at 1-800-826-4829

9. Date of Report

December 11th, 2025