COLABOR GROUP INC.

NOTICE OF ANNUAL MEETING OF THE SHAREHOLDERS

TAKE NOTICE that the annual meeting of the shareholders (the "**Meeting**") of Colabor Group Inc. (the "**Corporation**") will be held in virtual form only at:

Website:	https://meetings.lumiconnect.com/400-644-177-923
Date:	May 8, 2025
Time:	2:00 p.m., eastern daylight time (EDT)

Registered shareholders and duly appointed proxyholders can participate in the Meeting, vote or submit questions, in real time, so long as they are connected to the internet and meet the conditions set out in the Corporation's information circular for the Meeting (the "**Circular**").

The Corporation has fixed March 26, 2025 as the record date for the purpose of determining shareholders entitled to receive this notice and to vote at the Meeting.

Non-registered shareholders who have not appointed themselves as proxyholders may attend the Meeting as guests, but guests will not be allowed to vote at the Meeting.

The purposes of the Meeting are to:	*For more details, please see:*
1. receive the consolidated financial statements of the Corporation for the fiscal year ended December 28, 2024 and the independent auditor's report thereon;	*Section 2.1 of the Circular*
2. appoint the auditor of the Corporation and authorize the directors of the Corporation to fix its remuneration;	*Section 2.2 of the Circular*
3. elect the directors of the Corporation;	*Section 2.3 of the Circular*
4. transact such other business as may be properly brought before the Meeting.	

Notice and Access

The Corporation has elected to use the notice and access procedure to deliver the notice of meeting, the Circular, the proxy form, the management's discussion and analysis and the consolidated financial statements for the year ended December 28, 2024 (collectively, the "**Meeting Materials**") to the Shareholders, as permitted by Canadian securities regulators. Instead of receiving a copy of the Meeting Materials by mail, Shareholders can access them online. The notification and access procedures enable the Corporation to reduce paper and energy consumption. This notice of Meeting contains information on how to access the Meeting Materials online and how to request a free printed copy.

You will find enclosed with this notice a form of proxy or a voting instruction form that you can use to vote your shares. **It is very important that you read the Circular carefully before voting your shares.**

You can access the Meeting Materials on our website at www.colabor.com and on SEDAR+ at www.sedarplus.ca.

Upon request, the Corporation will provide a paper copy of the Meeting Materials to any Shareholder, free of charge, for a period of one year from the date the meeting materials were filed on SEDAR+. Here is how you can request a paper copy:

- *Before the Meeting*:

  - *For holders with a 15-digit control number*: Request materials by calling the toll-free number 1-866-962-0498, if you are within North America, or (514) 982-8716, if you are calling from outside of North America, and entering your control number as indicated on your voting instruction form or proxy.

  - *For holders with a 16-digit control number:* Request materials by calling the toll-free number 1-877-907-7643, if you are within North America, or (303) 562-9305 (for English) or (303) 562-9306 (for French), if you are calling from outside of North America, and entering your control number as indicated on your voting instruction form.

  Please note that you will not receive another form of proxy or voting instruction form; please retain your current one to vote your shares.

- *After the Meeting*: By contacting the Corporate Secretary of the Corporation at its head office located at 1601, René-Descartes Street, Suite 103, Saint-Bruno-de-Montarville, Québec, J3V 0A6, phone 450-449-4911, ext. 1312, or by email at affaires.juridiques@colabor.com. The materials will be sent to you within ten calendar days of receiving your request.

For additional information on the notice and access process, please call 1-866-964-0492.

Voting

A registered Shareholder, or a non-registered Shareholder who has appointed themselves or a third-party proxyholder to represent them at the Meeting, will appear on a list of Shareholders prepared by Computershare. To have their shares voted at the Meeting, each registered Shareholder or proxyholder will be required to enter their control number or Username provided by Computershare at https://meetings.lumiconnect.com/400-644-177-923 prior to the start of the Meeting. In order to vote, non-registered Shareholders who appoint themselves as a proxyholder **MUST** register with Computershare at http://www.computershare.com/Colabor **after** submitting their voting instruction form in order to receive a Username.

A proxy can be submitted to Computershare either in person, or by mail or courier, to 100, University Avenue, 8th Floor, Toronto, Ontario, M5J 2Y1, or via the internet at www.investorvote.com. The proxy must be deposited with Computershare by no later than 5:00 p.m. (EDT) on May 6, 2025, or if the Meeting is adjourned or postponed, not less than 48 hours, excluding Saturdays, Sundays and statutory holidays, before the commencement of such adjourned or postponed meeting. If a shareholder who has submitted a proxy attends the Meeting via the webcast and has accepted the terms and conditions when entering the meeting online, any votes cast by such shareholder on a ballot will be counted and the submitted proxy will be disregarded.

Please refer to the Circular for additional information on the process to attend and vote at the Meeting.

SIGNED at Saint-Bruno-de-Montarville (Quebec)

March 28, 2025

By order of the Board of Directors of the Corporation, which has authorized the sending of this notice.

(s) Pascal Rodier

Pascal Rodier
General Counsel & Corporate Secretary