



**Canada's leading Indigenous privately run company recognized globally
ExxonMobil recognizes Bouchier for leadership, employment, safety and inclusion standards**

(Fort McMurray, AB – December 13, 2024) – Bouchier, Canada's leading Indigenous-owned business, has just been recognized globally. Bouchier, a rapidly growing civil contracting, facility services and logistics company, received the 2024 Diverse Supplier Award from ExxonMobil for its work at Imperial Oil Limited.

This award pays tribute to Bouchier's commitments to inclusion, skills development and Indigenous employment across Canada, and exceptional safety reputation, positioning them as a model for excellence. Since its founding in 1998, Bouchier has become a major player in Canada's resource sector, with 40% of its 1,200+ employees self-identifying as Indigenous and 14% of their workforce made up of women, many in trade and leadership roles.

"Supplier performance is fundamental to ExxonMobil's and Imperial's success. This prestigious award recognizes Bouchier's performance, competitiveness and high standards to meet ExxonMobil's business needs," said Rebecca Vest, Vice President, Procurement, Global Business Solutions, ExxonMobil.

"This award is a testament to the impact the Bouchier team makes every day," said Nicole Bourque-Bouchier, CEO and co-owner. "As an Indigenous woman leading the company, my goal has always been to grow the business while creating pathways for shared prosperity and meaningful change for future generations. To be recognized by ExxonMobil for our work is rewarding and reinforces the value of the services we provide"

Bouchier's CEO, Nicole Bourque-Bouchier, has been recognized multiple times for her financial and operational management of the company. This prestigious award affirms Bouchier's impact, not only locally but in the energy and industrial sectors around the world.

ExxonMobil has an international presence in exploration, production, refining, and distribution of oil and gas products, making it one of the largest and most influential energy companies in the world. For eight years, Bouchier has supplied services to Imperial, ExxonMobil's Canadian affiliate, supporting oil and industrial operations from road and grounds to dormitory maintenance in the Fort McMurray Wood Buffalo Region of Northern Alberta.

ExxonMobil's Diverse Supplier Award is a significant honour for a supplier in the oil and gas sector. Companies are evaluated on key criteria such as service quality, innovation, and alignment with ExxonMobil's and Imperial's values.

Bouchier received the award on December 12, 2024, at ExxonMobil's Houston campus—a proud moment for Indigenous-led companies and a powerful example that diversity and equity in Canada's industrial sector is possible.

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About Bouchier

Since 1998, Bouchier is the largest Indigenous-owned local contractor in the Athabasca Oil Sands Region, specializing in Facility Services, Civil Contracting and Logistics. Bouchier employs 1,200 people and prides itself on building its diverse workforce, with 40% of employees self-identifying as Indigenous. Bouchier is committed to lasting economic and social impact, from hiring Indigenous and local suppliers, to supporting culture and community, female empowerment, and youth and recreation. Bouchier has been recognized numerous times for its Leadership, Quality and Safety Excellence. For more information, visit: www.bouchier.ca.

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