STELLA JONES

Press Release

Stella-Jones Announces Changes to its Executive Team

Montreal, Quebec – November 18, 2026 - Stella-Jones Inc. (TSX: SJ) ("Stella-Jones" or the "Company") today announced the departure of Wesley Bourland, Senior Vice-President and Chief Operating Officer, from the Company as it aligns its leadership structure with the execution of its previously announced Performance Optimization Program. To drive disciplined execution and accelerate operational initiatives across its network, oversight of the program has transitioned to a dedicated Performance Optimization Office, comprising members of the existing senior leadership team and reporting directly to President and Chief Executive Officer Eric Vachon, who will continue to oversee the execution of the program and its key initiatives.

"On behalf of the entire organization, I thank Mr. Bourland for his contributions and dedication to Stella-Jones and wish him well in his future endeavours," said Eric Vachon, President and Chief Executive Officer of Stella-Jones. "With this dedicated program leadership in place, we ensure direct accountability, executive oversight, and the agility required to successfully execute our Performance Optimization Program and deliver long-term value across our business," he concluded.

About Stella-Jones

Stella-Jones Inc. (TSX: SJ) is a leading North American manufacturer of products focused on supporting infrastructure essential to the electrical distribution and transmission network, and the operation and maintenance of railway transportation systems. It supplies the continent's major electrical utility companies with treated wood poles and crossarms, steel lattice towers and steel transmission poles, as well as North America's Class 1, short line and commercial railroad operators with treated wood railway ties. It also supports infrastructure with industrial products, namely timbers for railway bridges, crossings and construction, marine and foundation pilings, and coal tar-based products. Additionally, the Company manufactures and distributes premium treated residential lumber and accessories to Canadian and American retailers for outdoor applications, with a significant portion of the business devoted to servicing Canadian customers through its national manufacturing and distribution network.

Contact

Stella-Jones – Head Office
3100 de la Côte-Vertu Blvd., # 300
Saint-Laurent, Québec H4R 2J8
Tel.: (514) 934-8666

Investor Relations
David Galison
Vice-President, Investor Relations
Tel.: (647) 618-2709
dgalison@stella-jones.com

Media
Stephanie Corrente
Director, Corporate Communications
Tel.: (514) 934-8666
communications@stella-jones.com

Caution Regarding Forward-Looking Information

This press release contains forward-looking information within the meaning of applicable securities laws ("forward-looking statements"). The words "may", "could", "should", "would", "assumptions", "plan", "strategy", "believe", "anticipate", "estimate", "expect", "intend", "objective", the use of the future and conditional tenses, and words and expressions of similar nature are intended to identify forward-looking statements. Forward-looking statements include, among others, statements about our current and future plans, expectations and intentions, results, levels of activity, performance, goals or achievements or any other future events or developments, including the statements relating to the Company's performance optimization program. Such statements are based upon a number of estimates and assumptions, and are made by the Company in light of the experience of management and their perception of historical trends, current conditions and expected future developments, as well as other factors believed to be appropriate and reasonable in the circumstances. However, there can be no assurance that such estimates and assumptions will prove to be correct. By their nature, forward-looking statements involve risks and uncertainties because they relate to events and depend on circumstances that may or may not occur in the future. Such risks and uncertainties may relate to, among other things, the Company's dependence on major customers, the availability and cost of raw materials, operational disruption, climate change, reliance on key personnel, information technology, cybersecurity and data protection incidents, global economic conditions, geopolitical uncertainty, the Company's acquisition strategy, the Company's future plant expansion, the Company's ability to raise capital, environmental compliance and litigation, and factors and assumptions referenced herein and in the Company's continuous disclosure filings. These and other risks and uncertainties related to the business of the Company are described in greater detail in the section entitled "Risks and Uncertainties" of the Company's management discussion and analysis (MD&A) for the year ended December 31, 2025. Many of these risks are beyond the Company's ability to control or predict. Because of these risks, uncertainties and assumptions, readers should not place undue reliance on these forward-looking statements. Furthermore, forward-looking statements speak only as of the date they are made. This press release reflects information available to the Company as of the date of this press release. Unless required to do so under applicable securities legislation, the Company's management does not assume any obligation to update or revise forward-looking statements to reflect new information, future events or other changes after the date hereof.