

# THE HISTORY & PRINCIPLES BEHIND THE COMPANY

Bourgault Tillage Tools Ltd. is located in the small industrious and agricultural community of St. Brieux in north central Saskatchewan (Western Canada).

Originally part of F.P. Bourgault Industries -- Cultivator Division Ltd., the development of ground engaging tools began in 1988. In the summer of 1991, the Cultivator Division sold the large equipment product line to the Air Seeder Division to focus exclusively on the tillage tools line establishing ourselves as an independent business with separate ownership and management from Bourgault Industries Ltd. The new company was called F.P. Bourgault Tillage Tools Ltd. As an autonomous company, Bourgault Tillage Tools (BTT) is entirely responsible for all of its business decisions and activities.

We became the main provider of tillage tools for Bourgault's cultivator line; however, also producing tillage tools for other equipment lines. Since its formation in 1991, F.P. Bourgault Tillage Tools Ltd. has greatly expanded its product line and market area, becoming a world leader in field opener technology.

We manufacture ground engaging tools, and not the equipment they go on. Our product line includes a wide range for tillage, seeding and fertilizing applications. Most products are available in bolt-on or in our patented *Speed-Loc™* quick change system. We understand the diversity of farming methods and we endeavor to build products to meet those needs.

We believe that by listening to our customers and understanding their needs, we will continue to develop products that help them compete in this ever challenging agricultural economy.

We respect and value the relationship we have with all whom we do business with including our Customers, Dealers, Distributors and Suppliers. We strive to provide products that are of excellent Value and high Quality. We endeavor to provide sales people that are helpful and knowledgeable, to provide prompt delivery on orders, and reliable service and support.

We believe that our employees are our most important asset. We encourage a work environment of mutual respect, regardless of one's job or title. We believe in compensation systems that pay fair and competitive wages, while also rewarding extra efforts. Our Productivity Bonus system in our production areas rewards steady and consistent effort, and in turn helps keep production costs down. Our Profit Share plan pays out a portion of the company profit each year to all employees. We encourage continued skills and personal development to help our people reach their goals, and in turn the company benefits from a higher skilled, better balanced work force.

Acting as a responsible corporate citizen is very important to us at Bourgault Tillage Tools. We believe that everyone has a responsibility to help build a world that is sustainable, and we endeavor to operate our business in that way. One example of this is our participation in the "green power" program offered by our electrical supplier. We are also moving to cleaner production processes within our plant, to ensure minimum pollution to the environment. In tune with our principles of sustainability, we support agricultural practices that will leave the land and the environment intact for future generations.

As our market expands globally, we continue to stay in touch with the needs of our domestic markets, and we are excited by the challenge to supply our tillage and seeding tools to agricultural markets around the world. In getting to know who we are, "the company behind the product and the principles behind the company", we hope that you will be comfortable in dealing with us now and into the future.

Sincerely,

*Board of Directors  
& All company Associates  
Bourgault Tillage Tools (BTT)*