



April 28, 2026

From: Dan Webster – President – National Fire Equipment Ltd.
Subject: Leadership Transition at National Fire Equipment Ltd.

To Our Valued Partners:

I wanted to personally share an important update regarding National Fire Equipment Ltd.

I will be retiring, with my last working day being July 20, 2026. While this is not an easy decision, it is the right time for me to look ahead to the next chapter.

I'm pleased to share that our leadership transition will remain internal within National Fire. Effective May 1, 2026:

- Sean Pearce - General Manager. Sean will be responsible for the strategic direction, execution, and financial performance of NFE across Canada, with focus on growing overall sales, market share, and capabilities in the fire and fabrication space.
- Taylor Ellis - Regional Manager, National Fire Canada. Taylor will have national oversight of branch P&L's, day-to-day operations, and strategic execution, and will report to Sean Pearce.

Together, they are well positioned to lead the business forward and build on the values, service, and reliability you expect from us.

As I reflect on my time with National Fire, I'm proud of how far we've come. From a small family business founded by my parents in 1959 to a leading supplier in the fire protection industry across Canada. Our success has always been driven by the dedication of our team and the strong relationships we've built with customers, suppliers, and industry partners over the years.

In the coming months, I will work closely with the team to ensure a smooth transition. While stepping away from day-to-day operations, I hope to stay connected through industry events and look forward to seeing many of you along the way.

On a personal note, I want to thank everyone I have had the opportunity to work with over the past 40 years. The relationships we've built with customers, vendors, and industry partners have meant a great deal to me and have played a big part in our shared success. It has been an honour to work alongside you, and I appreciate the collaboration and opportunities we have built over the years.

Please be assured it will be business as usual. Our commitment to delivering exceptional service, solutions, and innovation remains unchanged.

Thank you for your continued partnership.

Sincerely,

Dan Webster