



# Sustainability Report and ESG Data

2025







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## ABOUT

This first sustainability and ESG data report covers the period from January 1 to December 31, 2024. In accordance with the GRI (*Global Reporting Initiative*) and SASB (*Sustainability Accounting Standard Business*) standards, which are global benchmarks for sustainability reporting and ESG data disclosure, our report provides a complete overview of the operations of our groups Vegpro International, Vegpro Salad Packaging, Vegpro Agriculture, Vegpro Vegetable Packaging and Vegpro Greenhouse entities at our three sites in Sherrington (Quebec), Coldstream (British Columbia) and Belle Glade (Florida).

The data collection process was rigorously designed based on our materiality matrix. This approach enabled us to identify the ESG themes of greatest priority for our company. In collaboration with our teams, we put in place a detailed plan to monitor the progress of our projects and ensure that we meet our sustainability objectives.

Each initiative was overseen by identified data owners, with quarterly meetings to assess progress on performance indicators, discuss new activities and adjust ongoing actions. The results of these meetings were communicated quarterly to our Executive Committee and Board of Directors, ensuring total transparency and rigorous monitoring.

Finally, this report has been reviewed and validated by our Executive Committee and Board of Directors, ensuring that it accurately reflects our commitment to sustainability and our ambition for continuous progress.





# Message from the CEO



**Antony Fantin**  
Chief Executive Officer (CEO),  
Vegpro

It is with great pride that I present Vegpro's very first Sustainability Report and ESG data. Although this report marks a first formal step, sustainable development has long been at the heart of our identity. Our actions have always reflected deep-rooted values: protecting the precious resources that surround us, respecting the earth that nourishes us, and making informed decisions, at the right time, to ensure the long-term future of our company.

This report is the concrete expression of our collective commitment to the environment, society and responsible governance. It highlights our achievements, underlines our progress and sets out a structured framework to guide our future actions. By adopting a more rigorous approach, we are strengthening our ability to measure our progress, innovate and act with impact.

The last few years have marked a turning point in our evolution. Thanks to major investments, notably in the development of our greenhouse and the integration of new technological systems, we have modernized our operations while remaining resilient in the face of the climatic and economic challenges that affect us. These successes would not have been possible without the dedication and perseverance of our teams. I would like to extend my warmest thanks to each one of our employees, whose ongoing commitment makes all the difference.

We know that the road to a sustainable future is still long. Our priorities are defined as follows: to carry out a complete inventory of our greenhouse gas emissions to define concrete reduction targets, to reduce food waste by increasing our donations to organizations helping people in need, and to minimize our environmental footprint in relation to our packaging. These initiatives will be underpinned by strengthened governance and the collective involvement of our employees, as we firmly believe that everyone's support is essential if we are to achieve our ambitions.

As we look to the future, we maintain our goal of becoming a Canadian leader in controlled agriculture with the opening of our first greenhouse in the coming months, while continuing to develop our presence in North America. Vegpro has always been a company deeply rooted in local production, which enables us to give priority to the freshness and quality of our products. This choice meets consumer expectations, while reducing our carbon footprint, supporting the local economy, preserving biodiversity and strengthening the resilience of the food chain. Together, with our employees, our partners and our customers, we are confident of building a company that is sustainable, solid and resolutely forward-looking.

**Thank you to everyone who, every day, contributes to making Vegpro a company we can be proud of.**





# Company Profile



## OUR VISION

To feed our world responsibly.

## OUR MISSION

At Vegpro, we grow to offer fresh, healthy and convenient products, nourishing our communities, preserving the earth and reducing the distance from farm to table.

## OUR VALUES



**Strive for excellence**

We aim higher.



**Value partnerships**

Together, we win.



**Be Bold**

Dare to think differently.



**Take responsibility**

We honor our commitments.



**Health first**

Well-being at the heart of everything we do.

## KEY FIGURES

1998

Vegpro founded

2022

Vegpro acquired by Vision Ridge Partners

3

production sites

Sherrington, Coldstream and Belle Glade + administrative office opened in Brossard

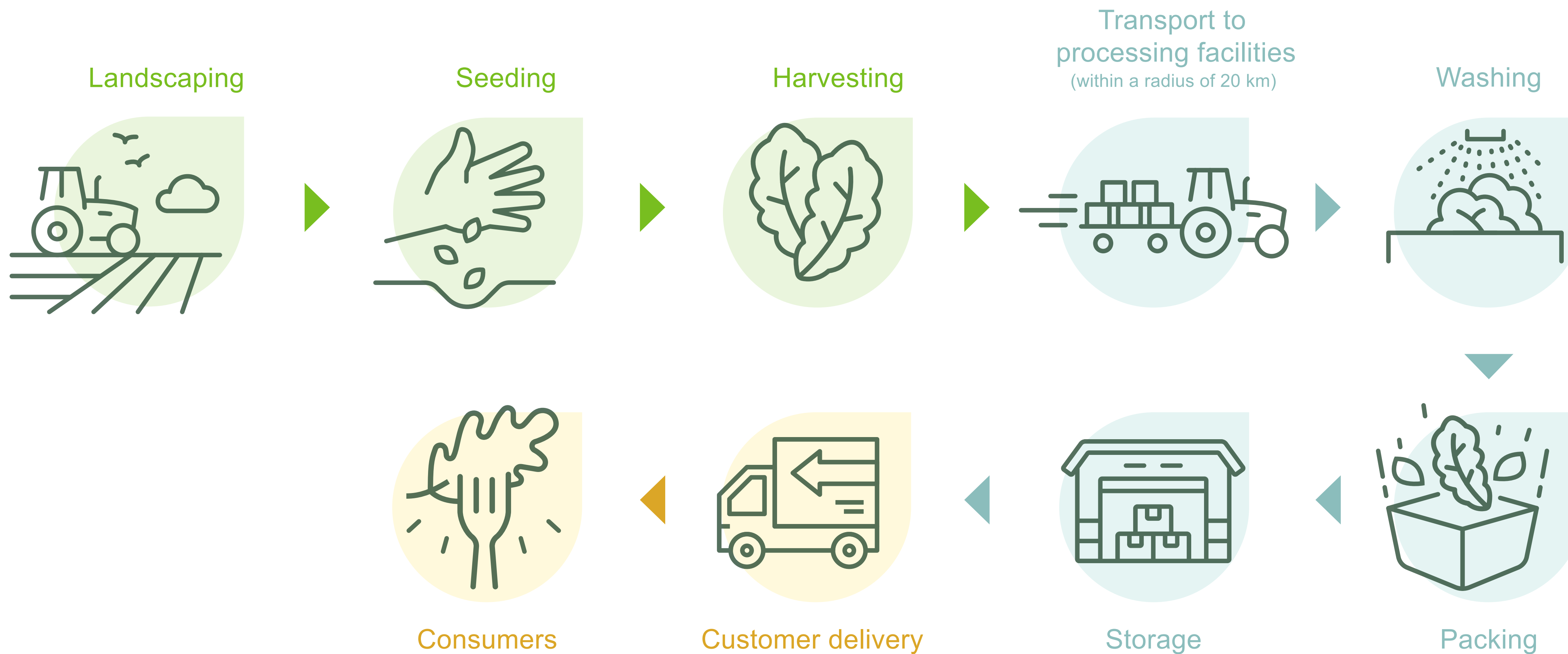
1,000+

employees





## SUPPLY CHAIN: FROM FIELD TO PLATE







# Key Events in 2024



**Building for climate change**

We have begun construction of our first greenhouse, an important milestone in our commitment to sustainability. Designed to minimize our ecological footprint, this infrastructure will incorporate state-of-the-art technologies to optimize resources and guarantee high quality standards. This strategic initiative will enable us to offer our customers in Eastern Canada fresh, tasty produce all year round, while consolidating our position as a leader in responsible agriculture.



**A new hub of innovation and talent in Brossard**

In 2024, we inaugurated a new office in Brossard, marking an important step in bringing our teams closer together and strengthening our collaboration. This modern, user-friendly space reflects our commitment to providing an inspiring working environment that fosters innovation and efficiency. Strategically located, it enables us not only to attract and retain the best talent, but also to reduce commuting distances for many of our employees.

**A step towards more sustainable packaging**

We have taken a significant step forward in our efforts to reduce the environmental impact of packaging by rethinking the thickness of our plastic bowls, including 5 oz formats as well as individual and family kits, reducing their weight by 8%. This initiative illustrates our commitment to adopting sustainable solutions while maintaining the quality and practicality of our products.

**A local partnership to combat food waste**

Vegpro has strengthened its commitment to sustainability by teaming up with Loop, another local Quebec company. This innovative partnership aims to reduce food waste by reusing surplus production to create tasty, eco-responsible products. Together, Vegpro and Loop are joining forces to turn environmental challenges into concrete solutions, contributing to a more sustainable future.



**Assessing for action: prioritizing ESG issues**

We have completed our first materiality assessment, a key step in our sustainable development approach. This exercise, based on the GRI and SASB standards, enabled us to identify and prioritize the ESG issues of greatest concern to our organization and our stakeholders. Grouped under the environment, social and governance pillars, these issues now guide our actions to maximize our positive impact.

**First GHG emissions inventory**

In 2024, Vegpro completed its first GHG emissions inventory, a crucial step in measuring and reducing our carbon footprint. Using a rigorous methodology, we calculated our Scope 1, 2 and 3 emissions. The analysis covered stationary and mobile combustion, fugitive emissions, electricity consumption and various categories of indirect emissions. This overall picture of our environmental impacts enables us to direct our efforts towards concrete, targeted actions for a more sustainable future.

**Data optimization to support growth and efficiency**

The completion of the Finance phase of our integrated management software improves centralized data management. This deployment of Microsoft Dynamics 365 optimizes efficiency, guarantees reliable data and supports our growth and competitiveness. It also enables us to unify our systems and processes, while putting employees at the heart of the process.





# Stakeholder Engagement

In 2023, we conducted an engagement process with our stakeholders, enabling us to better understand our needs, expectations and concerns. More than 100 stakeholders in North America took part in this process, nearly half of them customers or external partners. This approach has enabled us to consolidate our relationships, integrate stakeholder expectations into our orientations, while identifying new opportunities and anticipating risks.

In this way, we have been able to cultivate a climate of trust and loyalty by maintaining an open and transparent dialogue. Engaging with our stakeholders has proved to be not only ethically and socially beneficial, but also an essential lever for improving our performance and ensuring the sustainability of our operations.

At the heart of our inclusive and transparent approach to engagement is our sustainable development strategy, which enables us to integrate diverse viewpoints into our decision-making. This approach has helped us to better understand the expectations and perspectives of our stakeholders, both internal and external.

Stakeholders groups	Key topics of interest	How we are responding	Communication channels
Customers	<ul style="list-style-type: none"><li>• Transparency</li><li>• Quality of products and services</li><li>• Safety in product use</li><li>• Environmental footprint reduction</li></ul>	<ul style="list-style-type: none"><li>• Investing in R&amp;D</li><li>• Ongoing dialogue</li><li>• Reinforcing the quality and safety of our equipment and products</li><li>• Audits on-site</li></ul>	<ul style="list-style-type: none"><li>• Customer satisfaction surveys</li><li>• Fresh Attitude website</li><li>• In-person meetings</li></ul>
Suppliers and manufacturers	<ul style="list-style-type: none"><li>• Future forecast</li><li>• Investments in new technologies</li><li>• Business volume</li></ul>	<ul style="list-style-type: none"><li>• New technologies</li><li>• Audits on-site</li></ul>	<ul style="list-style-type: none"><li>• Surveys</li><li>• Weekly and monthly reviews</li><li>• Ongoing dialogue</li></ul>
Employees	<ul style="list-style-type: none"><li>• Company vision and culture</li><li>• Talent attraction and development</li><li>• Occupational health and safety</li><li>• Mental health, well-being and work-life balance</li><li>• Environmental awareness</li></ul>	<ul style="list-style-type: none"><li>• Training and support, Lunch&amp;Learn</li><li>• Career development program</li><li>• Benefits program</li><li>• Town hall meetings, extended management meetings</li></ul>	<ul style="list-style-type: none"><li>• Engagement surveys</li><li>• Intranet, emails</li><li>• Website</li><li>• Daily operational meetings</li></ul>
Finance community	<ul style="list-style-type: none"><li>• Climate change, circularity</li><li>• Economic performance</li><li>• Risk management</li><li>• Responsible communication</li></ul>	<ul style="list-style-type: none"><li>• Annual financial statements</li><li>• Disclosure of information on corporate governance</li></ul>	<ul style="list-style-type: none"><li>• Ongoing dialogue</li><li>• Lender’s meeting</li></ul>
Local communities	<ul style="list-style-type: none"><li>• Water management</li><li>• Local employment</li><li>• Greenhouse gas emissions</li><li>• Sustainable agriculture</li></ul>	<ul style="list-style-type: none"><li>• Preservation of water quality near of business sites</li></ul>	<ul style="list-style-type: none"><li>• Ongoing dialogue</li><li>• Local community councils</li><li>• Website</li></ul>
Non-Profit organization	<ul style="list-style-type: none"><li>• Working conditions</li><li>• Compliance with housing program</li><li>• Occupational health and safety</li></ul>	<ul style="list-style-type: none"><li>• Partnership</li><li>• Annual and random on-site audits</li></ul>	<ul style="list-style-type: none"><li>• Industry associations and meetings</li><li>• Social media</li><li>• Website</li></ul>





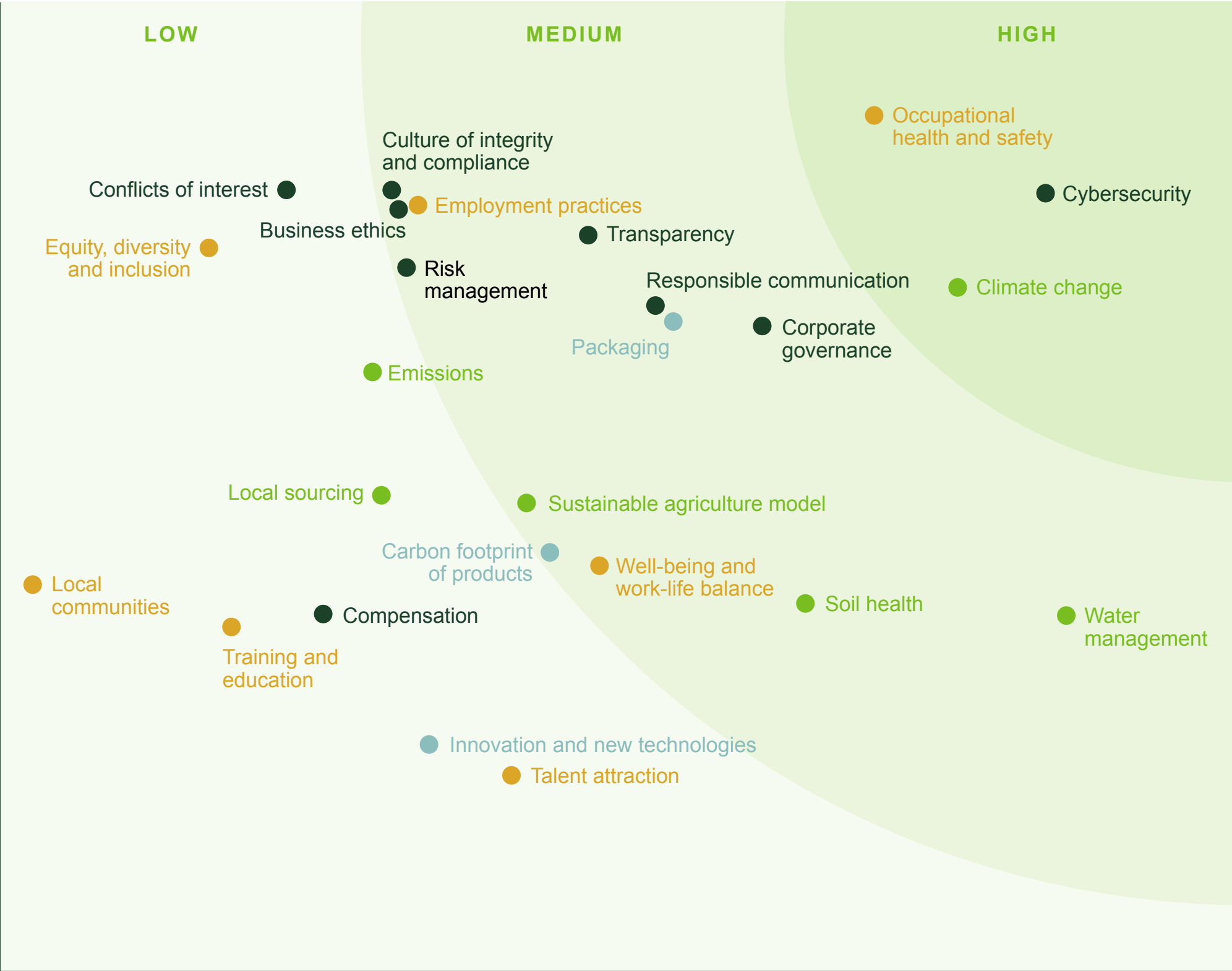
MATERIALITY MATRIX

This tool stems from our stakeholder engagement approach and aims to identify and prioritize the most significant ESG issues for our organization and our stakeholders. It enables us to focus our efforts on the areas with the greatest impact. The issues were determined according to GRI and SASB standards, as well as a literature review of the agri-food industry.

The materiality matrix is the result of the stakeholder engagement process conducted in 2023, which identified and prioritized material ESG issues. These issues, grouped into three pillars – environment, social and governance – served as the basis for refining our sustainability strategy. Thanks to this analysis, we have not only better identified our areas of impact but also strengthened our ability to anticipate and respond proactively to emerging issues.

Our stakeholders are paying increasing attention to governance, particularly regarding cybersecurity, transparency, responsible communication and corporate governance. However, a balance is maintained between governance, the environment and social issues, as priority issues cover all three pillars.

Importance for stakeholders



Impact on Vegpro

● Environment      ● Products      ● Social      ● Governance





# Sustainable Development Strategy

Responsibility is therefore at the heart of everything we do, guiding our every action for positive impact. We have chosen to focus our efforts on four key impact areas, one in each of the environmental, social, governance and product pillars, to ensure an essential balance between these dimensions: worker health and safety, climate change, responsible communication and circularity.

Worker safety is fundamental to ensuring a safe working environment, essential to the well-being of our employees and to maintaining

optimum productivity. Regarding climate change, we recognize the urgency of taking action to reduce our GHG emissions and are committed to adopting sustainable practices that minimize our environmental impact. For our part, responsible communication is crucial to establishing a relationship of trust with our stakeholders, ensuring that our messages are transparent, ethical and aligned with our values. Finally, although most of our containers are already made from recycled plastics, we are constantly looking for even more responsible solutions to reduce our environmental footprint.

## Environmental responsibility

As an agricultural company, we recognize the importance of respecting the natural ecosystems that provide the resources essential to the cultivation of our products: light, soil, nutrients, and above all water. Our aim is to minimize our environmental impact by preserving these resources and optimizing our farming practices to promote long-term sustainability.

## Priority commitments

Our sustainable development strategy, developed using our materiality matrix described on page 9, has enabled us to identify the areas where we wish to have the greatest impact.











# Objectives and Performance



We have set specific targets for two of our performance indicators because limited historical data for the others currently prevents us from setting meaningful targets. As we continue to collect data and refine our processes, we plan to set targets for the remaining indicators in the future.

	 OBJECTIVE	 PERFORMANCE INDICATORS	 TARGET	 PERFORMANCE IN 2024
Packaging	Promote a circular economy	Percentage of PCR in our packaging (%)	35% by 2028	25% for 5oz format  30% for 10/11oz, 16oz/1lb format and kits
Waste	Decrease the waste volume to landfill	Diversion rate (%)	80% by 2026	58%





# Environment



Our commitment to the environment is reflected in responsible and sustainable management. The principles of integrated pest management guide our actions. Water and land are limited resources that are the foundation of our business model. It is important for us to use them with care and respect.

**Gaël Dubé-Laberge**

Vice President, Agricultural Operations

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[Climate](#) >

[Residuals Materials](#) >







# Biodiversity



## WATER MANAGEMENT

At Vegpro, we make water management a priority. We recognize that it is a shared and crucial resource for our agricultural and industrial operations. We therefore implement initiatives to ensure its optimal and responsible use.

### In our fields

Our irrigation methods vary depending on the regions where we operate. In Quebec, we have 19 well water withdrawal sites, while in British Columbia and Florida, we use surface water sources. Several aspects of our production require water, including germination, plant growth, protection from natural elements (cold, heat, wind), soil erosion control, dust management, and fire prevention.

In 2024, we continued to modernize our irrigation systems to ensure optimal uniformity. In Quebec and Florida, we use Hortau probes to accurately measure water availability. These probes allow us to adjust irrigation according to specific crop needs, thus reducing water loss while minimizing plant stress and optimizing growth.

Since 2019, our farm in British Columbia has also been modernizing its irrigation system with an innovative, automated, and permanent solution. This system prevents leaks and allows for nighttime irrigation, thereby minimizing evaporation from the sun and maximizing irrigation efficiency. The modernization project was completed at the end of 2024.

### Contamination Risks

To ensure the quality of the water used in our operations, all sources are subject to frequent sampling and extremely strict regulations. For example, we use methods such as chlorination to bring the water to desired quality standards. We regularly conduct in-depth contamination risk assessments, taking into account water use per cultivated acre and annual precipitation.





In Our Processing Facilities

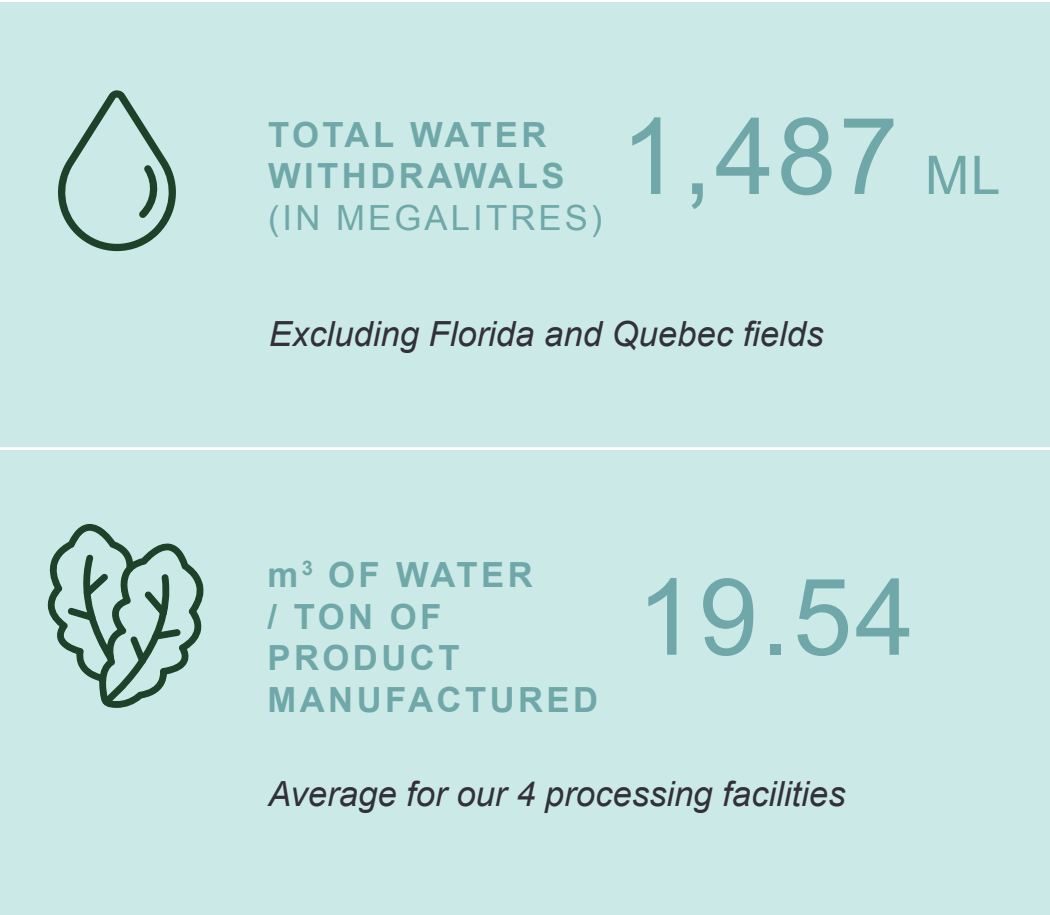
Our plant water sources also vary by region. In Quebec, we use two well water sampling sites. In British Columbia, we have one sampling site and use municipal water, which is also our primary source of supply in Florida.

We use *PI Vision Historian* software to monitor water withdrawal volumes in real time, allowing us to track trends and respond quickly to fluctuations. This system is connected to our processing facilities in Quebec and British Columbia, ensuring complete visibility into water management at our facilities.

We also conduct regular tests on the quality of water from our wells, both before and after treatment. In accordance with the requirements of our certifier *PrimusGFS*, we use potable water with a minimum chlorine concentration for our washing processes.

Reducing Water Withdrawals

At our Quebec plant, we have implemented measures to reduce water withdrawals. This includes reducing the frequency of partial emptying of wash basins and water recirculation, which help reduce our water withdrawals while maintaining high quality standards for our operations. A more targeted plan is being implemented at our Quebec plant and will subsequently be extended to our two processing facilities in Florida and British Columbia.







## SOIL HEALTH

### Soil Management and Sustainable Agriculture

Responsible soil management is central to our sustainable agricultural practices. Faced with several threats, including erosion and compaction, we have implemented a comprehensive management plan to ensure the long-term health of our soils and thus maintain the viability of our operations.

### Threats to Our Soils

Erosion is one of the major challenges we face. To address this, we have installed windbreaks to reduce soil degradation caused by winds. Managing our land irrigation also helps reduce this risk of erosion by ensuring efficient water use.

We follow rigorous input management practices to minimize environmental impacts. We favor products that reduce the impact on human health and the environment, precisely adjusting doses and applying precision techniques with modern equipment. We have a team of scouts and agronomists that allows us to make targeted and necessary applications.

The risks of subsidence and compaction, particularly on the black and mineral soils we farm, are mitigated by techniques such as the use of GPS to monitor agricultural equipment traffic and thus avoid excessive soil compaction. We strive to reduce tillage as much as possible.

### Pest Control Plan

Our cultivation practices, such as growing on raised beds, improve drainage and limit the growth of pathogens, thus reducing the need for pesticides. However, when their use is necessary, we favor low-impact molecules, with measured application regulated by *Health Canada* and *Environmental Protection Agency* standards.





Soil Management and Conservation Plan

In Quebec, we launched an innovative soil restoration project in partnership with RAMO and the Université Laval Research Chair. This project, focused on regenerative agriculture, involves planting willows on plots of degraded soil. By recovering willow biomass every three years, we can improve organic soils and compensate for the loss of organic matter through decomposition. This project spans several years, with a density of approximately 16,000 trees per hectare. The benefits include improved CO<sub>2</sub> capture, reduced biomass loss, and more efficient runoff filtration.

In British Columbia, we are implementing a similar strategy, using compost to enrich our soils, in addition to careful grading and slope management to reduce the risk of erosion.

Fertilizer Use

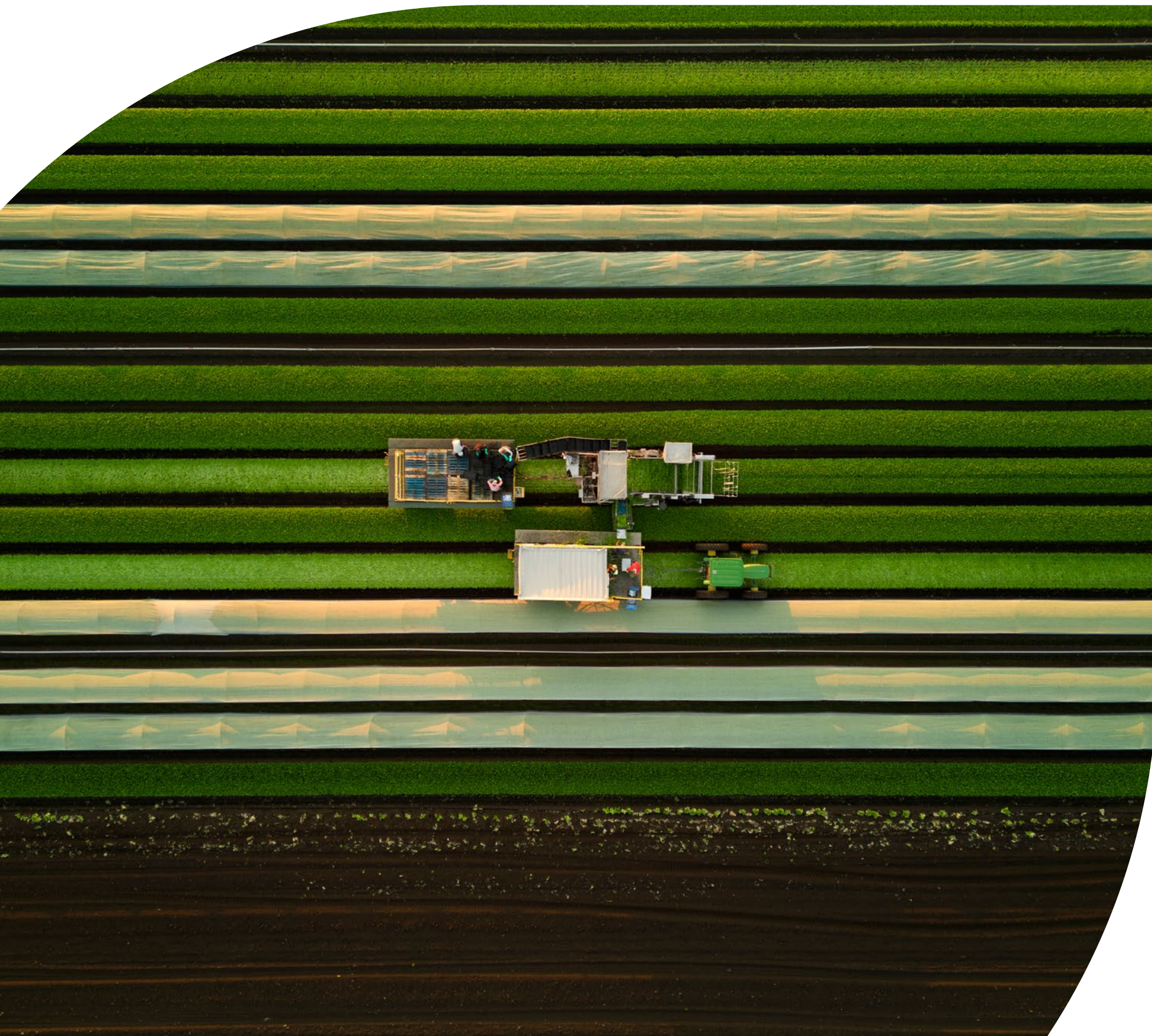
Fertilizer use is also optimized through precise soil analyses, allowing us to develop customized formulas adapted to the specific needs of each plot. This precision approach minimizes the use of fertilizers. Test plots are regularly established to adjust doses and identify the best fertilization approach. Furthermore, we annually produce an *Agro-Environmental Fertilization Plan* (PAEF) in Quebec and a *Nutrient Management Plan*, which is the equivalent in British Columbia, a fertilization management tool that allows us to strengthen this strategy and better integrate sustainable fertilization practices within the company.







# Climate



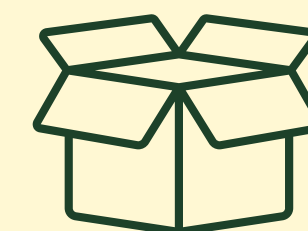
This year, we are publishing our greenhouse gas (GHG) emissions for the first time. These emissions are calculated annually according to an annual calendar, from January 1 to December 31. Our emissions inventory was conducted in accordance with the standards and guidelines of the *GHG Protocol*, a globally recognized standard for measuring and managing GHG emissions. We also considered the recommendations of the *World Resources Institute* (WRI) and the *World Business Council for Sustainable Development* (WBCSD).

Scope 1, 2, and 3 emissions represent crucial data for understanding the environmental impact of our operations and our relationships with stakeholders. Scope 1 emissions, which include direct emissions from our facilities and vehicles, highlight the importance of effective strategies for managing our carbon footprint. Scope 2 emissions, on the other hand, concern indirect emissions associated with the energy we use. Finally, Scope 3 emissions encompass all indirect emissions from our value chain.

Our Scope 3 emissions represent over 94% of our inventory, which includes emissions from our product lifecycle, the transportation of our raw materials, and delivery to our customers, as well as other indirect sources. It will therefore be essential to establish partnerships and engage in discussions with our suppliers and customers to reduce emissions in our supply chain.

Our three sites (Quebec, Florida, and British Columbia) each have fields and processing facilities, which allows us great flexibility. When our fields are insufficient to meet demand, we source unpackaged raw products, thus optimizing our transportation. Thanks to our processing facilities, we can load our trucks three times more with raw materials than with finished products, which reduces our logistics costs and reduces our carbon footprint by reducing the number of trips required.

While we finalize a proactive strategy to reduce our emissions, we continue to measure our environmental impact to gather all the information necessary to make informed decisions. This will allow us to minimize our environmental impact and strengthen our market position in the face of increasingly environmentally conscious consumers.



SCOPE 3 EMISSIONS

94%





Calculating our emissions

For Scope 1 emissions, we assessed stationary combustion by analyzing fuel consumption and operating hours of our equipment, while mobile combustion was assessed based on distances traveled and fuel consumed. Fugitive emissions were calculated based on the quantity of refrigerants purchased.

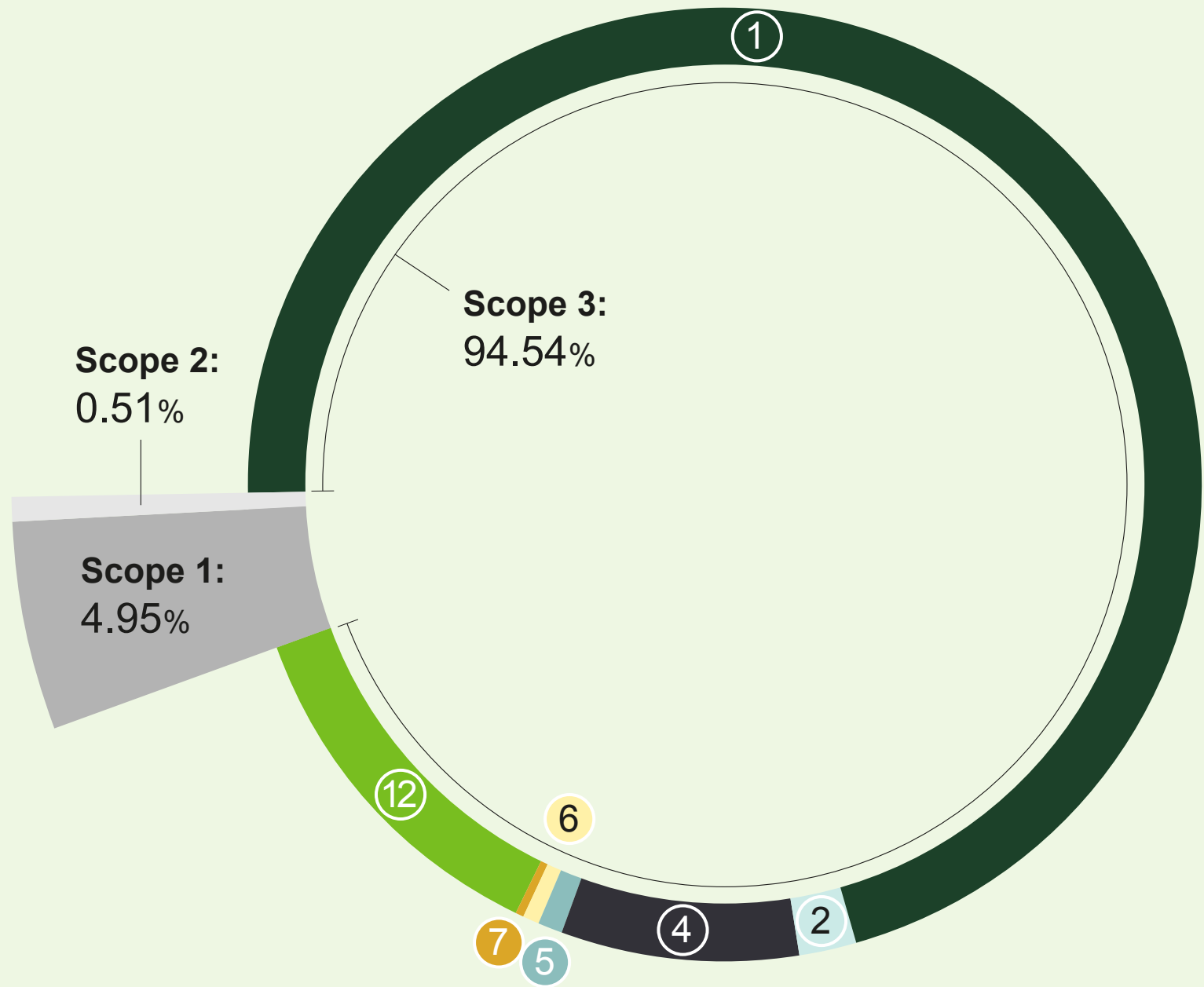
For Scope 2 emissions, we focused on site-related emissions by evaluating the electricity consumed at the facilities.

For our Scope 3 emissions, we applied different methodologies depending on the category:

- Category 1: an average-data method
- Category 2: a spend-based method
- Categories 5 and 12: a waste type-based method
- Categories 4 and 6: a distance-based method
- Category 7: a combination of distance-based and average-data methods.

This multifaceted methodology provides a comprehensive representation of our overall environmental impact, enabling us to identify key areas for improvement in our sustainability efforts.

REPRESENTATION OF SCOPE 1, 2 AND 3 EMISSIONS



Scope 3 Categories

1	Purchased Goods and Services	75.15%
2	Capital Goods	2.30%
4	Upstream Transportation and Distribution	8.26%
5	Waste	0.88%
6	Business Travel	0.26%
7	Employee Commuting	0.03%
12	End of Life Treatment of Sold Products	13.12%





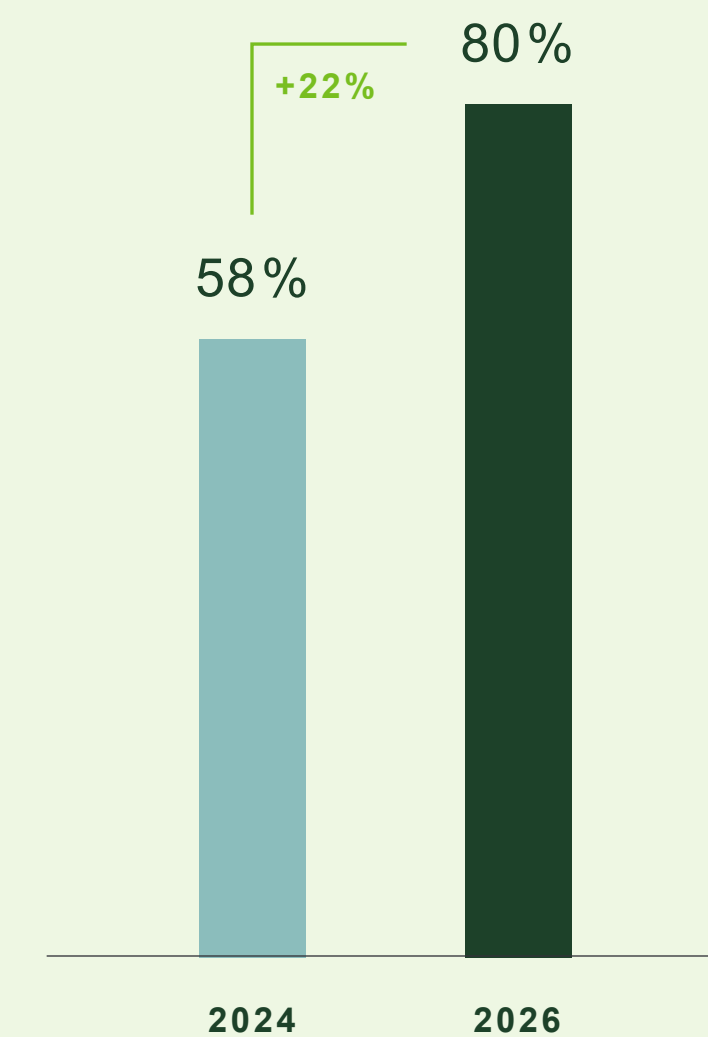
# Residual Materials



Residual materials management is part of our efforts to reduce our environmental impact. Currently, our Quebec plant achieves a 58% diversion rate, which indicates the proportion of materials that are recycled, reused, or composted rather than ending up in landfills.

As part of our sustainable development objectives, we aim to achieve a diversion rate of 80% by 2026. This goal includes not only our Quebec plant, but also our two other sites. We will continue to implement actions to improve waste sorting and optimize recycling, while exploring new solutions to reduce our residual materials.

## OUR DIVERSION RATE OBJECTIVE







# Products

“In our sustainable development approach, food safety and reducing our environmental impact are paramount: each product we offer comes with packaging designed to minimize our environmental footprint while ensuring its quality and safety.

**Patrick Ravary**  
Chief Operating Officer

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# Circularity



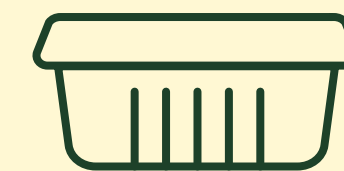
We are fully committed to a circular approach for our packaging to reduce our environmental impact while maintaining high quality standards to guarantee the freshness of our products.

In November 2023, we redesigned our plastic packaging, including the 5 oz. formats, as well as the individual and family kits, and their inserts. Thanks to our collaboration with a research and development firm, we reduced the thickness of this packaging, reducing its weight by approximately 8%.

Our recyclability initiatives continue: all our clamshells, bowls, and kit inserts are made from 100% recyclable materials. By 2024, all our bowls, lids, and inserts will now be made from materials containing between 25% and 30% PCR (post-consumer recycled plastic). The remaining portion is composed primarily of PIR (post-industrial recycled plastic).

Finally, to facilitate sorting, we have added a symbol directly to the bottom of our packaging.

## OUR CIRCULAR APPROACH



WEIGHT  
REDUCTION  
**-8%**

BOWLS AND INSERTS  
**100%**  
RECYCLABLE

PACKAGING MADE OF  
**25-30%**  
PCR





# Quality and Food Safety

We are committed to providing healthy and safe products through rigorous quality and food safety standards, supported by programs ranging from supplier approval to deliver to our customers.

## Quality Assurance System

Vegpro has implemented a quality assurance system covering all its Canadian and American entities. This system is based on Good Manufacturing Practices (GMP), Good Agricultural Practices (GAP), HACCP, a food safety protection program, food fraud management, Global Food Safety Initiative (GFSI) standards, as well as regulatory and customer requirements.

## Food Fraud Prevention Program

We have adopted measures to reduce the risks associated with food fraud, including a supplier risk analysis system and control measures to maintain the integrity of finished products.

## Biosecurity

Vegpro has implemented a robust biosecurity program to prevent intentional contamination, protect the safety of its food products, and ensure food safety throughout the production chain. This program is supported by strict internal and external security measures, controlling access to buildings to limit the risk of malicious, criminal, or terrorist acts.

## Supplier Approval Program

We evaluate raw material suppliers using a risk-based system, ensuring that all inputs meet required quality standards and applicable regulations.

## Regulatory Licensing

All Vegpro entities hold a valid regulatory license from the *Food and Drug Administration*. Regarding the CFIA, only our Canadian entities hold this license.

### FACTORY AND FARM CERTIFICATION

#### GFSI

All our processing facilities and farms are certified to the *Global Food Safety Initiative* standards, guaranteeing annual external audits to maintain the highest standards and drive continuous improvement.



#### ISO 17025

Our Vegpro Salad Packaging laboratory has obtained its ISO 17025 certification. We are currently in the process of obtaining certification for the laboratories located at our sites in British Columbia and Florida.



#### Organic Certification

Our three processing facilities are certified organic by EcoCert, and certain plots of our farm in British Columbia are certified organic by Pro-Cert.







# Social

“By strategically shaping company culture, building a socially responsible workforce, and promoting ethical governance, HR can ensure a company’s ESG initiatives are not just words on paper, but a lived reality.

**Julie Fontaine**

Vice President, Human Resources

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# Human Capital



At Vegpro, we place the well-being, safety, and development of our employees at the heart of our sustainable development strategy. We are making every effort to provide an even more equitable, safe, and stimulating work environment, while promoting work-life balance.

## Health and Well-being

The health and well-being of our employees are our top priorities, so much so that we have made health one of our core values. This is why we have implemented several programs to support the physical, mental, and financial health of our employees.

For physical health, we recently introduced a new group insurance plan, offering comprehensive coverage for medical and paramedical care. Regarding mental health, we offer an Employee Assistance Program (EAP) and a telemedicine service to provide support in the event of psychological difficulties.

Finally, for financial health, we have revised our retirement savings programs to best support our employees in managing their financial future.

We also value work-life balance through our telework policy, which offers flexible schedules, allowing our employees to better balance their professional and personal responsibilities. These initiatives illustrate our commitment to preserving health in all its forms within our company.

## Equity, Diversity, and Inclusion

We are committed to promoting non-discrimination and equal opportunity. Our workforce is comprised of employees from 52 different countries. We provide places of renewal for everyone, while adopting policies that respect cultural practices, such as fasting.



OUR EMPLOYEES  
COME FROM

52 countries





## Commitment

The *Pulso* engagement survey received a 77% response rate. It will allow us to implement action plans to offer an even more dynamic and stimulating workplace. To ensure our employees enjoy a competitive salary, we conduct an annual salary review based on the market.

## Recognition

For the first time in 2024, we implemented a recognition program to provide our managers with a valuable tool to recognize employees who have particularly distinguished themselves. Managers were able to nominate employees who had exceptionally demonstrated five key behaviors that we wanted to highlight: Agility, Change Agent, Bearer of our values, Health and Safety and Team Player, whether in their daily work or during special projects. Next year, new key behaviors will be identified to enrich and diversify our approach.

Furthermore, we created cards that employees and managers can distribute, allowing all employees to recognize each other and celebrate each other's work and commitment together. In addition, we recognized our employees' years of service at various milestones and offered recognition boxes to mark these important moments.

Throughout the year, we also organized various events to strengthen team cohesion and recognition, such as barbecues, recognition dinners, and holiday parties. This program reflected our commitment to strengthening the culture of recognition and honoring exceptional contributions within the company.







# Occupational Health and Safety



Occupational Health and Safety (OHS) is a key priority for Vegpro. In 2024, we strengthened our efforts through our Health and Safety Council, which works closely with our teams to implement our OHS policy, identify risks, and ensure the safety of all our employees.

Internal communication plays a key role in this regard. To ensure the effective and regular dissemination of health and safety information, four screens have been installed in the locker rooms and cafeterias. These screens provide daily updates on OHS news and measures, thus helping to strengthen the safety culture within the company.

## Working Groups

We organize weekly lockout workshops with the various operational departments of the plant and have established a working group dedicated to drafting reports. Subgroups were also formed to address specific issues, such as the “Fall Prevention Command” and the Pedestrian/Forklift Committee (PFC).

We began raising awareness among our pedestrians about the risks associated with forklift collisions, the most common hazard in our operations. The Pedestrian/PFC Committee identified high-risk areas and conducted analyses to propose corrective actions, leading to improvements in four areas.

## Training

Several training sessions were provided in 2024, including WHMIS, Bill C-21, the use of personal protective equipment (PPE), and lockout. We also maintain a training program for workplace first aiders.

## OHS Governance

Recognizing the critical importance of worker health and safety to both our internal and external stakeholders, the Executive Committee has decided to create a steering committee specifically dedicated to these issues. This initiative aims to integrate health and safety into our corporate strategy, reflecting our commitment to a safe and healthy work environment.

This committee was formed during the last quarter of 2024 and will be primarily responsible for standardizing health and safety practices, implementing best practices in this area, and managing priorities within the processing facilities. Internal audits will also be conducted to identify strengths and areas for improvement, ensuring we meet industry best practices and protect employee well-being.





# Communities



## Food Donations

As part of our commitment to the community, our company regularly supports local initiatives and causes that are close to our hearts.

We donate our products to food banks, charities, and various local initiatives—social, sporting, and cultural—to support projects and events that benefit the community.

## Monetary Donations

Beyond product distribution, we also provide financial support to associations working for social and environmental causes. This year, we made several donations to contribute to initiatives that promote well-being, health, and the protection of biodiversity. By doing so, we hope to have a positive and lasting impact on our community.

## Participation in Charity Activities and Volunteering

This year, our team actively participated in the 48-Hour Ride, a sporting and community-based initiative that raised funds to provide moments of happiness and escape to sick children. This type of involvement is part of our commitment to making a positive contribution to society by promoting mutual aid and supporting projects that have a real impact on people's lives.

To encourage its employees to become even more involved in the community, Vegpro is working on a volunteer program to be rolled out in 2025. This program will allow all eligible employees to take advantage of one paid day per year to volunteer. Vegpro will offer several activities throughout the year to facilitate the organization of these volunteer days.



## FOOD DONATION

68,155 kg

=

\$223,745

=

162,274  
meals





# Governance

“Responsible governance is at the heart of our strategic values, as we believe that managing with ethical practices and in a transparent manner is essential to building a lasting relationship of trust with our partners and stakeholders.

**Daniel Nizri**  
Chief Financial Officer

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# Ethics and Supply Chain



## Suppliers Code of Conduct

We are committed to ensuring that our supply chain is ethical and responsible. In 2024, we took a crucial step by rolling out our Supplier Code of Conduct. This essential document informs our partners of the standards we apply regarding employee working conditions in our supply chain, ethical practices, and the fair and respectful treatment of all. In addition, we emphasize the importance of environmentally friendly practices, reflecting our commitment to sustainability.

This Code of Conduct clearly defines the expectations of our suppliers, helping to protect our brand image and align our partners with our core values. The *Supplier Code of Conduct* officially came into effect on September 30, 2024.

## Law on Fight Against Forced Labour and Child Labour

In 2024, Vegpro also complied with the Law on *Fight Against Forced Labour and Child Labour*. To this end, we published our first online report, accessible on our website, as well as our [2025 report](#). Alongside this report, we implemented a policy on forced labour and child labour. We conducted a thorough risk analysis of our suppliers, based on various criteria. The results were positive, largely because the majority of our suppliers are based in North America, a region where laws strictly prohibit forced labour and child labour.





# Responsible Communication



Responsible communication is at the heart of our stakeholder engagement approach, a priority of our ESG strategy. To strengthen this commitment, we have implemented several key initiatives that support transparency, listening, and foster dialogue.

Our Lunch&Learn sessions, held four times a year, are an important pillar of this approach. Led by employees from various divisions, these meetings aim to inform and raise awareness among our teams about ESG issues and responsible practices. This space for sharing expertise and experiences fosters an environment where ideas flow freely, and diverse perspectives are valued.

The publication of our first Sustainability Report marks a crucial milestone in our commitment to transparent communication. This report is an essential tool that demonstrates our transparency regarding our environmental, social, and governance practices. It allows us to fully assume our responsibilities and encourage dialogue with our stakeholders, while informing our employees, clients, partners, and shareholders of the progress made.

To further support this culture of responsible communication, we have also established regular employee meetings, as well as meetings with the executive team and the extended management team. These strategic exchanges clarify the company's objectives and align the priorities of the various divisions, thus fostering a climate of trust and collective responsibility, and promoting a culture of openness and accountability within Vegpro.

## ACTIVITIES IN 2024

3

extended  
management  
team meetings

3

executive team  
meetings

2

townhalls

4

lunch & learn





# Sustainability Governance



## BOARD OF DIRECTORS

- Approves ESG objectives and vision, as proposed by the Executive Committee
- Reviews Vegpro's sustainability performance on a quarterly basis

## EXECUTIVE COMMITTEE

- Determines the sustainability strategy, priorities and associated targets.
- Integrates ESG issues into all corporate activities
- Reports to the Board of Directors on the progress of the sustainability strategy, on a quarterly basis

CHIEF  
OPERATIONS  
OFFICER

## HEALTH AND SAFETY STEERING COMMITTEE

- Standardizes health and safety practices
- Manages the company's health and safety priorities
- Meets on a quarterly basis

## ESG MANAGER

- Ensures implementation of the sustainability strategy
- Draws up policies, principles and guidelines for sustainability
- Implements training and awareness-raising initiatives for sustainability
- Identifies performance indicators linked to ESG issues
- Reports to the executive committee on the progress of the sustainability strategy, on a quarterly basis.

## WATER WORKING GROUP

- Ensures compliance with the various water laws and regulations
- Finds new technologies and solutions to reduce water withdrawals
- Reports to the Operations Manager on the progress of projects relating to water management
- Meets on a quarterly basis





# ESG Data Table

Performance indicator	Unit of measurement	2024	2023
ENVIRONMENT			
Water			
Intensity of water use <sup>1</sup>	m³ / ton of product manufactured	19.54	19.93
Total volume of water withdrawn <sup>2</sup>	Megalitre	1,488	–
Soil Health			
Share of arable land covered by cover crops	Percentage	61	–
Quebec	Percentage	68	–
British Columbia	Percentage	91	–
Florida	Percentage	23 <sup>3</sup>	–
Nutrient input balances on agricultural land			
Quebec	Kilogram of nitrogen and phosphorus / ha	N = 73   P = 51	–
British Columbia	Kilogram of nitrogen and phosphorus / ha	N = 82   P = 34	–
Florida	Kilogram of nitrogen and phosphorus / ha	N = 46   P = 74	–
Pesticide use per unit of cultivated land			
Quebec	Kilogram of active ingredient / ha	6.8	–
British Columbia	Kilogram of active ingredient / ha	1.3	–
Florida	Kilogram of active ingredient / ha	4	–
Emissions			
Scope 1 <sup>4</sup>	MT CO <sub>2</sub> e	8,344	–
Scope 2 location-based	MT CO <sub>2</sub> e	868	–
Scope 3 <sup>5</sup>	MT CO <sub>2</sub> e	159,475	–
Category 1: Purchases of products and services	MT CO <sub>2</sub> e	119,849	–
Category 2: Capital goods	MT CO <sub>2</sub> e	3,657	–
Category 4: Upstream transportation and distribution	MT CO <sub>2</sub> e	13,167	–
Category 5: Waste	MT CO <sub>2</sub> e	1,409	–
Category 6: Business travel	MT CO <sub>2</sub> e	425	–
Category 7: Employee commuting <sup>6</sup>	MT CO <sub>2</sub> e	44	–
Category 12: End of life of sold products	MT CO <sub>2</sub> e	20,924	–
Total GHG emissions	MT CO <sub>2</sub> e	168,687	–
Emissions intensity	MT CO <sub>2</sub> e / ton of manufactured product	8.51	–
Waste			
Diversion rate	Percentage	59	58





Performance indicator	Unit of measurement	2024	2023
PRODUCTS			
Packaging			
Average recyclability of our packaging	Percentage	94	–
Average recycled plastic content in our primary packaging	Percentage	25	–
SOCIAL			
Occupational Health and Safety <sup>7</sup>			
Recordable work accidents	Rate	2.65	4.81
Hours worked	Number	447,183	453,982
Work-related accidents of high consequence (excluding fatalities)	Rate	0	0
Death resulting from a workplace accident	Number	0	0
Recordable cases of occupational illness	Number	5	7
Deaths due to work-related health problems	Number	0	0
Communities			
Food donations	Kilogram	68,155	–
Value of food donations	CAD	223,745	–
Donation equivalent in number of meals	Number	162,274	–

1 Represent our 3 processing facilities.  
2 Includes all processing facilities and the field in British Columbia.  
3 During winter, Florida's arable land is naturally flooded, replacing the cover crops generally used to prevent erosion and improve soil fertility.  
4 Scope 1 emissions include stationary and mobile emissions, as well as fugitive emissions. Based on estimated fuel consumption from operating hours.  
5 The other sources in scope 3, such as categories 3, 9, 10, 11, 13, 14 and 15, are immaterial for Vegro's activities and are therefore not calculated.  
6 Scope 3 – Category 7: only concerns our Quebec site.  
7 Based on average results for processing facilities in Quebec, British Columbia and Florida. Does not include our carrot and onion plant in Quebec.





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