

Sustainability Plan

2026 – 2028



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This year, for the first time, we are drawing up a three-year sustainability plan covering the period 2026-2028. This strategic tool defines our priorities, sets our guidelines, and clarifies the path we wish to follow in the medium term.

This plan represents an opportunity to strengthen our commitments, set goals, and improve our transparency with our employees, customers, and consumers. It also allows us to structure our actions and measure our progress more rigorously. Our approach is based on three main pillars.

The **environmental pillar** focuses on water management and soil health. Although we have not yet set numerical targets for greenhouse gas emissions, we are actively working on developing a structured reduction plan.

The **social pillar** covers occupational health and safety, employee well-being, equity, diversity, and inclusion, as well as our commitment to the community.

Finally, the **governance pillar** pays particular attention to risk management and the development of a responsible supply chain.

Thanks to the increasing maturity of our data management and the depth of our historical data, we are now able to set ambitious targets and track our progress over the years, adjusting our actions to feed our world responsibly and sustainably.

ENVIRONMENTAL

STRATEGIC AXIS	OBJECTIVE	SCOPE	KEY PERFORMANCE INDICATORS	BASELINE YEAR 2025	TARGET BY 2028
Water Management	Use water efficiently	Salad processing facilities	m ³ / ton of manufactured products	Quebec = 22.67 British Columbia = 23.15 Florida = 9.61	Quebec = 17 British Columbia = 17 Florida = 8.5
		Irrigated fields in Quebec	Volume of water saved	0 m ³	3,000 m ³
		Irrigated fields in Quebec	Deployment rate of water loss reduction initiatives (%)	0%	100% of targeted initiatives
Soil Health	Minimize soil loss	All cultivated crops by the Vegpro program	Percentage of land protected by cover crops	85%	100% of established program
	Improve soil conservation	Fields in Quebec	Quantity of organic matter input on land (m ³)	0 m ³	8,000 m ³
Residual Materials	Divert the residual materials from landfill	Processing facilities Greenhouse	Diversion rate	58%	80%

SOCIAL

STRATEGIC AXIS	OBJECTIVE	SCOPE	KEY PERFORMANCE INDICATORS	BASELINE YEAR 2025	TARGET BY 2028
Occupational Health & Safety	Reduce the frequency of incidents	Processing facilities Greenhouse Farms	Total Recordable Incident Rate	3.77	0
Employee wellbeing	Strengthen employee engagement and satisfaction	All teams	Employee engagement score	8.1	8.5
			Work-life balance satisfaction rate	7.7	8.1
			Engagement survey response rate	89%	90%
			Percentage of employees who recommend the company	53%	66%
Equity Diversity and Inclusion	Increase the representation of women in management positions	Directors, Managers and Supervisors	Participation rate at the EDI training	38%	100%
			Percentage of women for (a) directors and (b) managers and supervisors	Directors = 29% Managers and supervisors = 17%	Directors = 40% Managers and supervisors = 30%
Community	Increase employee participation in volunteer initiatives	All teams	Average number of volunteer hours per employee per year	Not calculated	8h / employee

GOVERNANCE

STRATEGIC AXIS	OBJECTIVE	SCOPE	KEY PERFORMANCE INDICATORS	BASELINE YEAR 2025	TARGET BY 2028
Responsible Sourcing	Develop a responsible supply chain	Primary packaging of our products	Percentage by weight of packaging placed on the market that is 100% recyclable	96%	100%
		Direct purchases	Percentage of suppliers complying with 100% recyclable transport packaging requirements	0% of evaluated suppliers	100% of identified and pre-selected suppliers comply with requirements for 100% recyclable transport packaging
Risk Management	Strengthen the organization's resilience	All teams	Frequency of risk register updates	Risk register updates are performed on an ad hoc basis, without a formal frequency or established review schedule	Formal updates to the risk register are performed on a quarterly basis (four times a year), according to an established schedule