

The background of the entire page is an aerial photograph of a vast agricultural field. The field is divided into numerous long, straight rows of young green plants. Several workers are visible, walking and tending to the plants. In the distance, there are rolling hills and mountains under a clear blue sky. The overall scene is bright and sunny, suggesting a clear day.

Sustainability Report and ESG Data

2025



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ABOUT

This sustainability and ESG data report covers the period from January 1st to December 31st, 2025. In accordance with GRI (Global Reporting Initiative) and SASB (Sustainability Accounting Standard Board) standards, which are global benchmarks for sustainability reporting and ESG data disclosure, our report provides a comprehensive overview of Vegpro International Inc.'s operations at our three operating sites: Sherrington, our head office (Quebec), Coldstream (British Columbia), and Belle Glade (Florida). Vegpro is a privately held company majority-owned by Vision Ridge Partners.

In this Vegpro sustainability report, we cover the activities carried out by Vegpro International Inc. and its business units at our three sites in Sherrington, British Columbia, and Florida: Vegpro, Vegpro Salad Packaging, Vegpro Vegetable Packaging, Vegpro Agriculture, and Vegpro Greenhouse.

The data collection process was rigorously developed based on our materiality matrix, created in 2023. This approach enabled us to identify the ESG issues that are most important to our company. In collaboration with our teams, we have implemented a detailed plan to monitor the progress of our projects so that we can achieve our sustainability goals.

As part of this monitoring system, each initiative was overseen by identified data owners, who participated in quarterly meetings to assess the progress of performance indicators, discuss new activities, and adjust ongoing actions. The results of these meetings were reported quarterly to our management committee and board of directors, ensuring complete transparency and rigorous monitoring.

Finally, this report has been reviewed and approved by our executive committee and board of directors, ensuring that it accurately reflects our commitment to sustainability and our ongoing desire to go further.

For any questions regarding the information provided in this report, please write to environnementsocialgouvernance@vegpro.com





Message from the CEO



Antony Fantin
President and CEO, Vegpro

This second sustainability report marks a turning point for Vegpro. Last year, we laid the foundations for an approach driven by strong conviction, without fully realizing its scope. Today, this approach has become clearer. It is better structured, better understood, and above all, fully integrated into our way of doing things.

The year 2025 unfolded in a challenging environment for the agri-food industry. Inflation and cost pressures remain very real. However, our priority has not changed: to keep our products accessible to consumers. To achieve this, we have focused on optimizing our processes, automation, and targeted technological investments, while remaining true to our environmental and social responsibilities.

Several concrete achievements bear witness to this evolution. The soil protection and regeneration program, notably through the integration of the willow program developed with Laval University, is a good example of this shift. We have always respected the land that feeds us, and now we are going further: we are actively working to regenerate it.

The acquisition of a laser weeding robot is another major step forward. This technology significantly reduces the use of chemicals while maintaining the performance of our operations. It reflects our commitment to pragmatic and responsible innovation.

The opening of our new greenhouse in Sherrington also represents an important strategic milestone. It enables year-round production and reduces our carbon footprint associated with transportation. This greenhouse strengthens our contribution to local food resilience and the supply of fresh, sustainable produce.

At the heart of all these advances are our teams, as our human capital is our greatest strength. The most advanced technologies are only valuable thanks to the teams that operate, improve, and develop them on a daily basis. Their commitment is essential to the success of our sustainable development strategy, and I thank them for it.

Looking ahead, our ambitions are clear: to continue our growth, begin construction of a second greenhouse in 2026, and continue to strengthen a business model that combines performance, accessibility, and responsibility. The publication of our very first sustainable development plan is a milestone in this regard. It allows us to move from a process of reflection to a clear roadmap, with priorities, targets, and concrete actions for the coming years.

This report reflects the progress we have made, but above all, our desire to continue moving forward, collectively, toward more sustainable and resilient agriculture.



Company Profile

Vegpro produces, packages, and distributes fresh vegetables, including lettuce, onions, and carrots, in Canada and on the East Coast of the United States under its brands: Fresh Attitude, Folia, and a few private labels. Vegpro maintains business relationships with agricultural partners, external farms (under contract to ensure supply), and distributors in the North American market.



OUR BRANDS



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

operating sites (Quebec, British Columbia and Florida)

1,000+

talents



SUPPLY CHAIN: FROM FIELD TO PLATE





Key Events in 2025



Opening of the greenhouse

The year was marked by the official opening of the greenhouse, enabling year-round local production in Quebec. This new facility directly contributes to feeding local communities while reducing dependence on imports.

Launch of the Folia brand and new products

The Folia brand was successfully launched, accompanied by the introduction of new products. This launch strengthened our positioning and expanded our offering to consumers.



Purchase of a weeding robot for the farm

A weed-removing robot has been purchased to eliminate weeds more efficiently and accurately. This innovation improves productivity on the farm while reducing the need for more intensive traditional methods.

Creation of the ESG committee

An ESG committee has been created to structure and oversee our environmental, social, and governance commitments. It plays a key role in monitoring and continuously improving our practices and brings together multidisciplinary teams around common goals.

Launch of the volunteer program

A volunteer program has taken off to encourage our teams to get involved in social causes. This initiative allows talents to actively contribute to causes that are important to them within their communities.



First day with friends/family

The first Friends and Family Day welcomed talents loved ones to visit our facilities, offering a firsthand look at where we work. This event fostered a strong sense of pride and deepened the feeling of connection across our community.

Florida = 0 accidents

The Florida processing facility completed the year without any workplace accidents. This result reflects the effectiveness of preventive measures and the teams' commitment to health and safety.

First consumer survey

An initial consumer survey was conducted to better understand consumer expectations and perceptions. The results will be used to guide our future decisions and the development of our products.



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



MATERIALITY MATRIX

This tool is derived 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, structured around four pillars – environment, social, products 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



2026-2028 Sustainability Plan

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.



Sustainability Plan
2026-2028





ENVIRONMENT

Sustainability Plan
2026-2028

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

Sustainability Plan
2026-2028

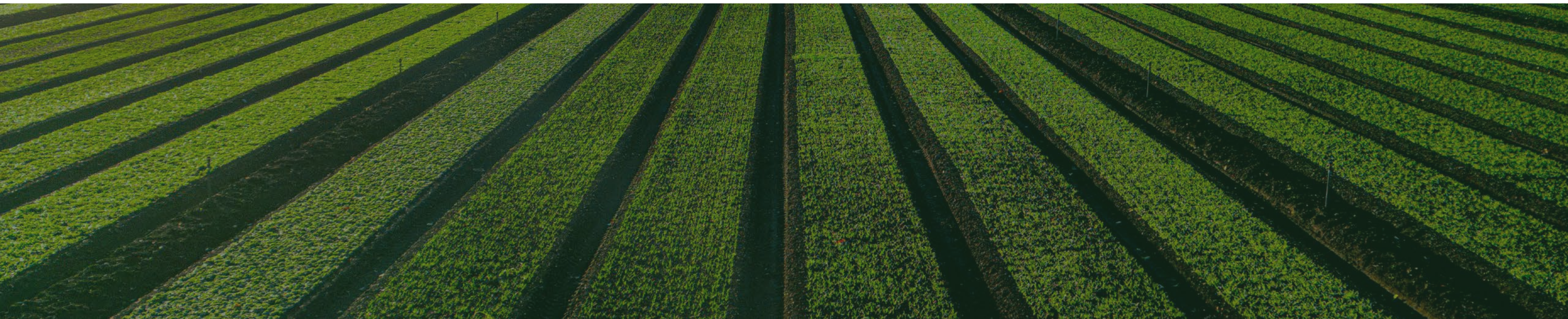
STRATEGIC AXIS	OBJECTIVE	SCOPE	KEY PERFORMANCE INDICATORS	BASELINE YEAR 2025	TARGET BY 2028
Occupational Health & Safety	Reduce the frequency of incidents	Processing facilities Greenhouse Farms	Total Recordable Incident Rate	3.77	0
Employee wellbeing	Strengthen employee engagement and satisfaction	All 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

Sustainability Plan 2026-2028

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





A New Innovative Greenhouse

The year 2025 saw the opening of Vegpro's new greenhouse in Sherrington, Quebec. Why a greenhouse? To respond to the challenges of climate change, food security, and growing demand for local produce.

Semi-enclosed and covering a total area of 5.2 hectares, this facility marks a major step toward sustainable and resilient agriculture, producing until 3.5 million kg of lettuce per year (approximately 62 million servings), creating more than 75 direct jobs in the region, and reducing the carbon footprint through efficient energy and water management.

It thus contributes to food resilience by ensuring the availability of fresh, local produce throughout the year.



Case Study
An Innovative Greenhouse

TECHNOLOGY AND INNOVATION

The greenhouse utilizes cutting-edge technologies to optimize production and reduce its environmental footprint:

- **Full automation:** the intelligent IIVO system ensures precise temperature control, humidity and light to create optimal growing conditions while limiting unnecessary consumption.
- **LED lighting and thermal screens:** this equipment reduces energy consumption and light pollution while maintaining a stable climate suitable for crops.
- **High-efficiency heat pumps and boilers:** when combined, these systems ensure effective temperature control in the greenhouse. Heat pumps harness renewable energy sources to cover a significant portion of heating needs, while boilers provide additional support during periods of high demand.
- **Cogeneration and CO₂ recovery:** the energy produced is used to heat the greenhouse, and the CO₂ generated is recovered to stimulate photosynthesis, thereby contributing to improved energy efficiency and reduced overall emissions.

WATER TREATMENT

As water is an essential resource, the greenhouse employs an integrated management system that provides plants with exactly what they need, while minimizing waste. Water is primarily sourced from rainwater and snowmelt collection basins and, in exceptional cases, from wells. After treatment, it is discharged into the channels leading to the local river, in accordance with current standards.

To ensure optimal quality, several processes are used:

- **Reverse osmosis:** removal of salts and impurities.
- **Ultrafiltration:** removal of particles and microorganisms.
- **Ozone disinfection:** a natural treatment that guarantees clean water without chemical residues.

All these practices help reduce drinking water consumption, protect crops, and support healthy and sustainable production, while ensuring responsible management of the various uses of water within the facilities, including for sanitary needs, which are handled by the appropriate municipal networks.





Environment



Innovating to cultivate better: by combining smart technologies, regenerative practices, and clear objectives, we transform every drop of water and every plot of land into levers for sustainable development.

Gaël Dubé-Laberge
Vice President, Agricultural Operations

IN THIS SECTION:

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Climate >

Residuals Materials >





Biodiversity

WATER MANAGEMENT

Responsible water management remains a cornerstone of our operations. In 2025, several advances were made to improve the consistency, performance, and transparency of our water management across our various regions.

Water Management Committee

Firstly, our water management committee, created in 2023, is now part of the ESG committee. Its role is to harmonize practices between sites, monitor withdrawals on a quarterly basis, and develop reduction targets that consider regional realities and areas subject to water stress.

This centralized governance marks a turning point in our approach and strengthens the consistency of our efforts across the company.

WATER WITHDRAWALS OBJECTIVES

As part of our responsible water management strategy, we have set clear objectives for our various sites and activities.

- For our **processing facilities**, the target consumption is 17 cubic meters of water per ton of manufactured products in Quebec and British Columbia, and 8.5 m³ per ton for the Florida plant.
- For **fields**, our goal by 2028 is to **reduce the volume of water lost during irrigation cycles** by optimizing irrigation practices and farming methods. This performance is monitored using two complementary but distinct indicators:
 - 1 The **volume of water lost**, which directly measures the effectiveness of the actions implemented and has a target of 3,000 m³ by 2028
 - 2 The rate of deployment of initiatives to reduce water losses, with a target of **100% deployment of planned initiatives** by 2028, to ensure full implementation of the water action plan.

OBJECTIVES 2028

PROCESSING FACILITIES
Water withdrawal per ton of manufactured products



17 m³ > QUEBEC & BRITISH COLUMBIA

8.5 m³ > FLORIDA

FIELDS
Volume of water lost



TARGET BY 2028 3,000 m³

DEPLOYMENT OF INITIATIVES BY 2028 100%





In our fields

Improved understanding of water requirements

Although most of the water consumed on farms comes from natural precipitation in Quebec and Florida, tensiometers, probes that measure the water content of soil, allow us to precisely adjust the moisture levels required for crops. Conversely, in British Columbia, where rainfall is three times lower, this requires a more delicate balance between surplus management and active irrigation.

Consolidation of smart technologies

In 2025, we consolidated the irrigation technologies already deployed.

- Tensiometers, probes that measure soil moisture content, are now fully integrated into farming routines, enabling irrigation to be adjusted according to the specific needs of each crop, thereby reducing water loss while minimizing processing facility stress and optimizing growth.
- In British Columbia, the company began implementing a permanent automated leak detection system in 2020, cutting water loss due to leaks and evaporation. Today, the entire farm is fully equipped with this technology.

New agricultural water management systems

The year also saw continuous improvement in our practices for dealing with heavy rainfall. Optimizing field topography, creating or improving ditches, channels, and buffer zones, and adjusting dikes and pumping systems have strengthened our ability to manage excess volumes. Increased use of cover crops has also helped limit erosion and preserve nutrients. These interventions are particularly important in British Columbia, where rainfall variations are more pronounced.

Risks of contamination

Our risk management practices have been maintained and strengthened. Frequent analyses are conducted before and after treatment, chlorination is applied as needed, and compliance with PrimusGFS standards is continuously ensured. Risk assessments have also been updated to account for volumes, precipitation, and the specific characteristics of each region.

In our processing facilities

Water remains essential for our three major industrial uses: washing lettuce, daily equipment sanitation, and domestic and sanitary services.

In 2025, two key developments improved the accuracy of our tracking:

- The installation of individual flow meters on each of the washing lines in our packaging processing facility in Quebec,
- The expanded use of this data to target future reductions.

These additions enhance the visibility already provided by the main flow meter and PI Vision Historian software, which are used in plants in Quebec and British Columbia.

Water optimization and reduction

Our Quebec processing facility continued its efforts to reduce the frequency of partial drainages. It also targeted actions likely to reduce our water withdrawals for 2025-2026, which will then be adapted to Florida and British Columbia.

In our greenhouse

Full commissioning of the recovery system

The greenhouse now operates in a closed loop, allowing it to take full advantage of water recovery and reuse. Drainage water is collected, filtered, stored in a 27 m³ silo, treated by ultrafiltration, and then reused for a new irrigation cycle. This closed loop reduces external requirements and ensures a more consistent water supply.





SOIL

Preserving land productivity through an integrated and scalable approach

Soil preservation remains a key driver of Vegpro’s agricultural activities. In 2025, our organization continued to roll out an integrated approach to soil conservation, combining proven farming practices, technological innovations, and rigorous scientific monitoring. This approach aims to preserve soil structure, fertility, and biodiversity, while strengthening its resilience to climate change and agronomic pressures.

Integrated pest management for soil health

Pest management is based on an integrated plan that prioritizes prevention and reduces the use of chemicals. This plan combines the selection of resistant cultivars, raised bed cultivation to improve drainage and limit soil pathogens, and crop rotation between different botanical families to reduce disease pressure and preserve biodiversity. The use of green manure and perennial plants, particularly willows, also helps improve soil structure and ecological balance.

These practices are complemented by increasingly precise physical and technological methods. Exclusion nets, trap plants, and advanced detection tools—including drones, GPS-guided sprayers, and spore sensors—make it possible to intervene only when necessary and in targeted areas. In 2025,

the integration of a laser weeding robot marked a significant advance, enabling weed control without the use of herbicides and further reducing the impact on soil.

When the use of phytosanitary products remains necessary, they are selected with particular attention to their low impact on the environment and worker health, in accordance with the recommendations of certified agronomists and the regulations in force from Health Canada and the Environmental Protection Agency (EPA). Applications are limited to areas identified as risky using precision tools, and containers are systematically recycled by specialized partners. At the same time, Vegpro continues its efforts to gradually replace the riskiest products with biopesticides and biological solutions.

In addition, we implement an annual Agri-Environmental Fertilization Plan (PAEF) in Quebec and a Nutrient Management Plan, which is the equivalent in British Columbia. These fertilization management tools enable us to strengthen this strategy and better integrate sustainable fertilization practices within the company.



Quebec: Protecting black soil through innovation and learning

In Quebec, black soil conservation relies on a close combination of farming practices and technical innovations. Precise leveling of plots allows excess water to be drained without causing erosion, while the introduction of cover crops and windbreaks help stabilize the soil and limit wind erosion. During periods of high winds, irrigation is used in a targeted manner to reduce the movement of fine particles. Crop rotation complements these practices by maintaining soil fertility and reducing disease pressure.

Since 2024, Vegpro has engaged in a structured program to processing facility willow trees on marginal land with a view to regenerative agriculture, in partnership with RAMO and the Laval University Research Chair. In 2025, a key milestone was reached with the first biomass harvest on a plot planted in 2021, producing nearly 350 m³ of organic matter for soil amendment. However, the plantations established in the fall of 2024 suffered a significant mortality rate due to exceptionally dry conditions followed by a harsh winter. These events highlighted the importance of thorough soil preparation prior to planting, including decompaction, amendment, and the use of green manure.

In response, a replanting program was implemented in 2025, with a density of 18,500 trees per hectare to compensate for initial losses and better control weed competition. Closer monitoring of weeds is planned for 2026, as well as new willow planting in the spring. In addition, Vegpro has begun recovering substrate from its greenhouses for use as a source of biomass and organic amendment, thereby helping to preserve soil structure and fertility.

Florida: slowing soil oxidation in a challenging climate

In Florida, black soils are particularly susceptible to oxidation and loss of organic matter due to hot and humid conditions. To limit these phenomena, Vegpro implements appropriate practices, including summer flooding of plots and growing rice as green manure. These approaches slow down soil oxidation, reduce erosion, and preserve soil organic matter.

As in other regions, precise leveling and targeted irrigation during periods of high winds help stabilize the soil surface, while crop rotation and cover crops support fertility and reduce pest pressure. These practices combined help maintain the productivity of black soils despite challenging climatic conditions.

British Columbia: enriching mineral soils and strengthening their resilience

In British Columbia, where soils are predominantly mineral, conservation efforts focus primarily on increasing organic matter content and water retention capacity. Residues from processing plants are recycled into compost and then spread on land to improve soil fertility and structure. This circular approach is complemented by crop rotations, the use of green manure and the establishment of cover crops, which help preserve soil biodiversity and limit erosion.

Precise leveling of plots also allows for effective drainage management without causing erosion, thus ensuring better long-term soil stability and reducing the risk of erosion.



Case Study
Laser Weeding Robot

OBJECTIVES 2028

Percentage of land protected by cover crops

100% OF ESTABLISHED PROGRAM

Quantity of organic matter input on land

8,000 m³





An approach based on science and training

All these initiatives are based on solid scientific foundations. As mentioned, Vegpro actively collaborates with Laval University's Research Chair on Soil Conservation, enabling the integration of best practices for the protection of black soil and mineral soils. Rigorous monitoring of soil height changes is conducted across all sites to identify the most vulnerable areas and adjust management strategies accordingly.

Worker training is a key part of this approach. All staff get mandatory training on integrated pest management, pest recognition, and action thresholds. Those responsible for applying pesticides undergo specialized training on the safe handling of products, the use of personal protective equipment, and chemical risk management. Annual updates also allow for the integration of new regulatory requirements, technological advances such as drones and laser weeding robots, and best farming practices.



Climate

This year, for the second consecutive year, we are reporting our greenhouse gas (GHG) emissions. These emissions are calculated annually on a calendar-year basis, from January 1 to December 31. Our emissions inventory was prepared in accordance with the standards and guidelines of the GHG Protocol, a globally recognized standard for measuring and managing GHG emissions. We have also considered the recommendations of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

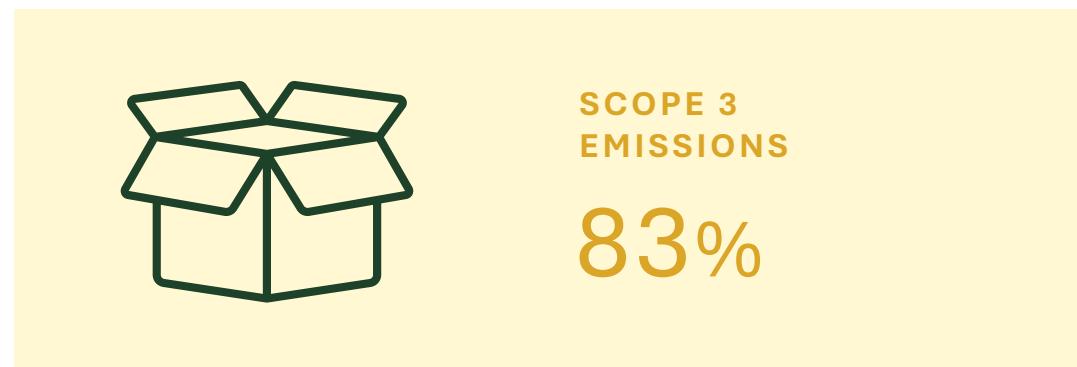
Our three sites (Quebec, Florida, and British Columbia) each have their own fields and processing facilities, which allows us great flexibility. When our fields cannot meet demand, we source unpackaged raw products, thereby optimizing our transportation. By having our own processing facilities, we can purchase raw products directly from our suppliers, allowing us to load our trucks three times more efficiently than with finished products. This reduces our logistics costs and limits our carbon footprint by reducing the number of trips required.

Scope 1, 2, and 3 emissions provide crucial data for understanding the environmental impact of our operations and our relationships with stakeholders.

- 1 Scope 1 emissions, which include direct emissions from our facilities and vehicles, underscore the importance of effective strategies for managing our carbon footprint. Compared to last year, there has been an increase in Scope 1 emissions driven by a significant rise in natural gas consumption at the Vegpro Greenhouse.
- 2 Scope 2 emissions, on the other hand, refer to indirect emissions associated with the energy we use.
- 3 Finally, Scope 3 emissions encompass all indirect emissions from our value chain. It accounts for over 80% of our inventory, which includes the upstream emissions associated with products, the transportation and distribution of materials to and from our facilities, 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. Vegpro identified possible errors in its 2024 Scope 3 emissions inventory resulting in a ~60% decrease in Scope 3 emissions when compared to 2025 metrics. Vegpro continues to refine the data available and used for its emissions inventory calculation and the observed decline in emissions is attributed to improved data accuracy.

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





Calculation of our emissions

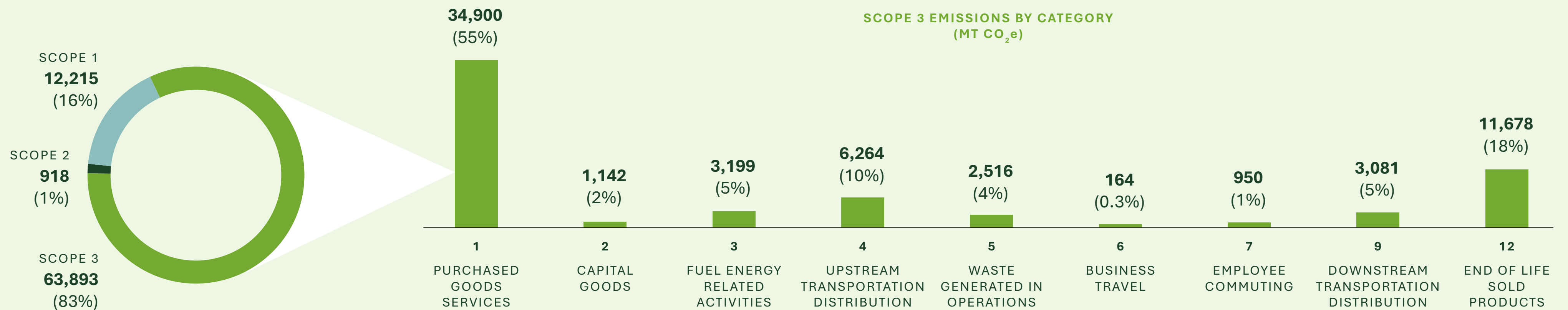
For Scope 1 emissions, we assessed stationary combustion and farm equipment mobile combustion by analyzing fuel consumption and operating hours of our equipment, while onroad vehicle mobile combustion was assessed based on distances traveled and fuel consumed. Fugitive emissions were calculated based on the quantity of refrigerants purchased. For Scope 2 emissions, we focused on site-related emissions by assessing the electricity consumed at our facilities. For our Scope 3 emissions, we applied different methodologies depending on the categories:

- **Categories 1 and 2:** Spend-based method using spend by category
- **Category 3:** Average data method using Scope 1 and 2 emissions calculations
- **Categories 5 and 12:** Average product method using quantity of waste by waste-type
- **Categories 4 and 9:** Distance based method using distance and tonnage per trip
- **Categories 6 and 7:** Average data method using employee count or travel distance

This multifaceted methodology provides a comprehensive picture 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 (MT CO₂e)





Residual Materials

In 2025, Vegpro strengthened its waste management practices to improve its environmental performance and harmonize practices across its three sites.

Dedicated committee and centralized monitoring

To achieve this, we have created a waste management committee, linked to the ESG committee, composed of talents from our three sites. Its mission: standardize practices while considering the specific operational realities of each site. A centralized data collection and monitoring process has been put in place, providing a clear overview of material flows and enabling better-informed decisions.

The committee has set a diversion rate target of 80% by 2028 for our three plants, a key step towards more responsible and efficient waste management.

Material flows and circularity

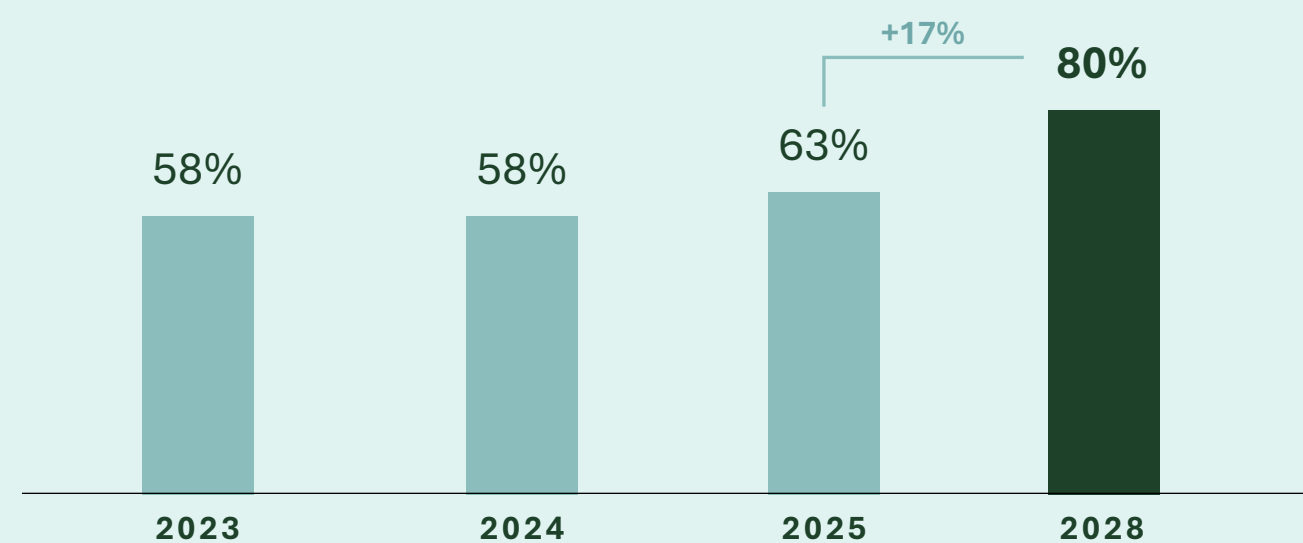
Our activities mainly generate non-hazardous waste (cardboard, plastics, organic matter, metals, electronic waste) and some hazardous waste from our laboratory (chemical containers and microbiological residues).

As part of our circular economy approach, we prioritize reducing waste at source. In addition, we work with several specialized partners to promote the reuse, recycling, and recovery of residual materials. These collaborations enable us to integrate concrete circular economy practices into our daily operations by limiting the use of single-use products, extending the life of equipment and materials, and ensuring responsible management of organic materials.



OBJECTIVES 2028

Our diversion rate objective





With a view to promoting the circular economy and recovering residual materials, we have implemented the following initiatives:

- Used cardboard boxes are resold for reuse.
- PET #1 bowls and inserts are sent to sorting centers.
- Electronic equipment is sent to Uni-Recycle for refurbishment.
- Used batteries are recovered and recycled through specialized channels.
- We use reusable pallets in partnership with CHEP Canada.
- We participate in can collection at our three operating sites and comply with extended producer responsibility.
- A composting site has been set up for organic matter.
- Lettuce that does not meet aesthetic marketing criteria is resold to LOOP Mission to promote the recovery of unsold food.
- Food waste is recovered by delivering it to a local farm to feed animals.

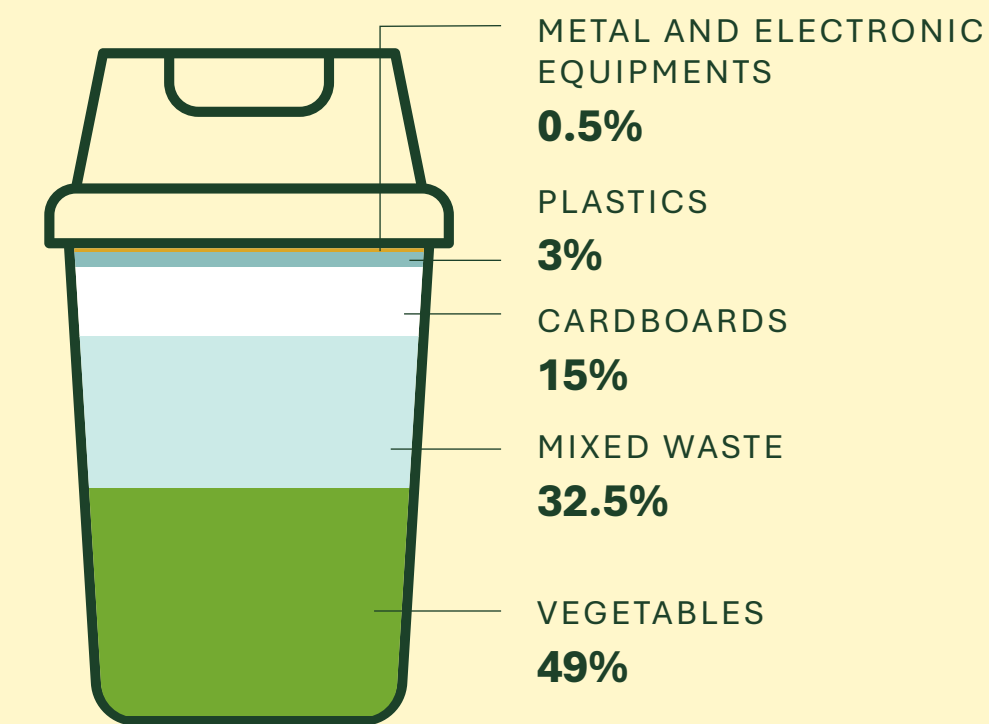
Hazardous waste management

Biorisk waste from the laboratory is collected and managed by an external company. It is decontaminated by autoclaving and then buried, in accordance with contractual and regulatory requirements. Quality assurance and food safety programs are reviewed annually to reduce the number of analyses required whenever possible.

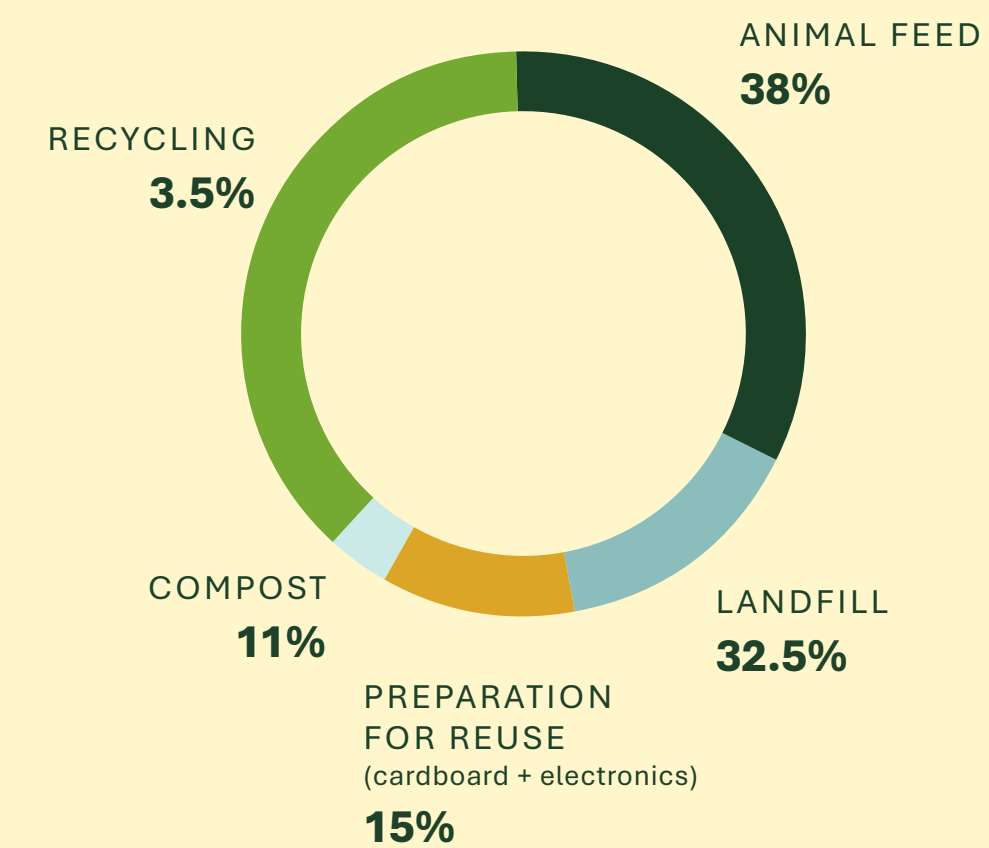
Monitoring and transparency

Waste volumes are documented using transport slips and reports from sorting centers and landfill sites. All data is centralized in a shared database, ensuring rigorous tracking of waste generated in Canada and the United States.

Residual Materials Composition



Disposal of Residual Materials



Production and disposal processes for biohazardous waste in our processing facilities

- 1 Receipt of:
 - food and environmental samples
 - consumables and reagents for analysis
 - biohazard waste containers
- 2 Laboratory analysis using samples, consumables, and reagents.
- 3 End of analysis – Production of biohazard waste in containers.
- 4 Collection of biohazard waste containers by an external company.
- 5 Decontamination of biohazard waste by autoclaving.
- 6 Landfill disposal of decontaminated waste.



Products



The launch of Folia marks a key milestone for our company. We are demonstrating that product innovation can go hand in hand with sustainable development. The controlled environment of the greenhouse allows us to optimize growing conditions, particularly by reducing water use.

Sophie Ruel
Vice President, Business Strategy and Sales

IN THIS SECTION:

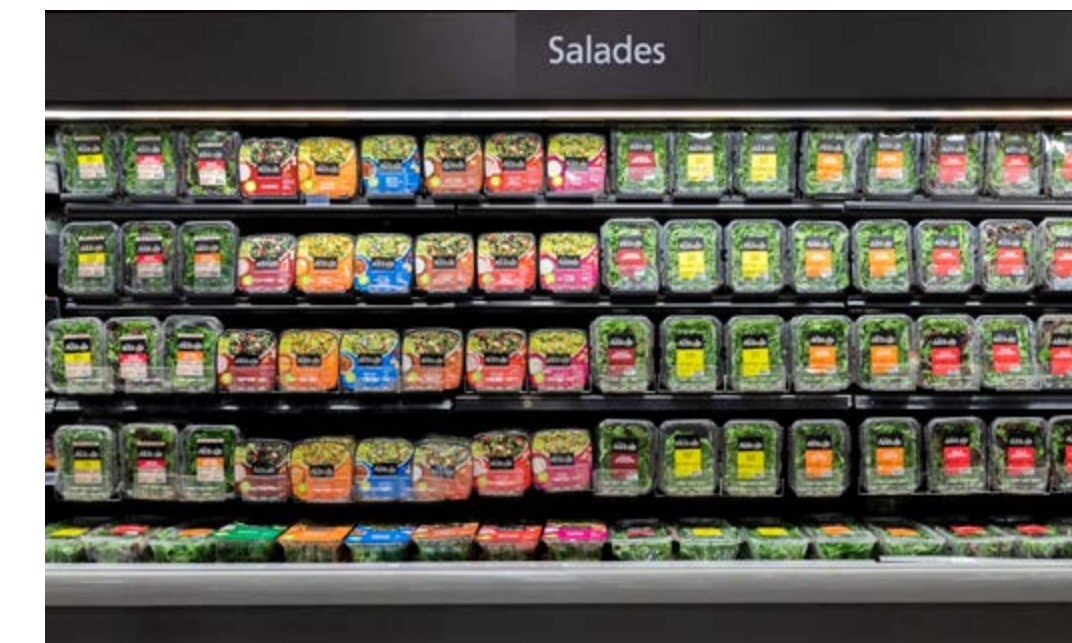
- [Recipes >](#)
- [Circularity >](#)
- [Food Quality and Safety >](#)





Recipes

Our ready-to-eat blends are designed to offer simplicity, freshness, and quality. Prepared without artificial colors, with natural flavours, and, for the most part, without preservatives, they generally contain significant levels of vitamins A and C. We also offer an organic line to meet consumer demand. Our products are available from retailers and distributors across Canada, as well as in the northeastern and southeastern United States.



NEW FOR 2025

In 2025, Vegpro expanded its portfolio with two major launches: the Green Goddess ready-to-eat mix and the new Folia lettuce line. These products are part of our commitment to offering convenient, tasty options that meet consumer expectations while maintaining our high standards of quality.

QUALITY OF INGREDIENTS

We prioritize premium ingredients sourced from local producers whenever possible. Our diced apples and cranberries come from local suppliers, our cheeses are 100% Canadian, and our croutons, bruschettas, pita bites, and mixture of chickpea flour noodles and lentils are produced in Canada. All our ingredients undergo rigorous microbiological, organoleptic, and shelf-life testing and come from GFSI-certified facilities, ensuring a high standard of food safety.

PROGRAMS AND PARTNERSHIPS

Vegpro promotes the origin and quality of its products through several partnerships and certifications that enhance transparency and support local agri-food chains. We are part of the Fresh From Florida Program, which allows us to display the FFF logo and highlight the origin of our products. For our Coldstream lettuces, we participate in the Buy BC program, which promotes products grown in British Columbia. We also hold *Aliments du Québec* certification for our lettuces as well as for the Fresh Attitude and Folia kits.

In 2025, we also collaborated with several influencers and chefs (Loounie Cuisine, Dom-Cooks, and about 20 others), as well as schools and community partners to promote healthy eating habits.

INNOVATION AND ADAPTATION

Our recipes evolve to align with food trends and meet consumer needs and preferences. We offer a variety of formats, from individual kits to food service formats, and a wide range of flavours. We work closely with farmers and seed producers to ensure the quality and availability of our products and remain attentive to international best practices to enrich and improve our offerings.



Circularity



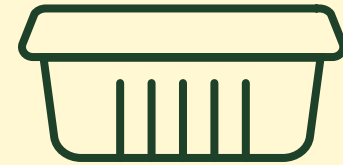
We are continuing our commitment to a circular model for our packaging to reduce our dependence on virgin materials while maintaining the freshness and quality of our products.

In 2025, 5 oz. bowls were fully implemented with 30% PCR (post-consumer recycled plastic). For individual and family kit sizes, 25% PCR was introduced in the second quarter. The changes made to the 5 oz. and kit formats were extended to the 11 oz. and 16 oz. formats, with a new design reducing the amount of plastic. In the new lid design, the polypropylene zip has been replaced by a detachable PET strip identical to that used on the bowls. To facilitate sorting, the material identification symbols remain on our packaging.

We are continuing our efforts to incorporate more recycled materials into our packaging, while ensuring that the quality and freshness of our products are not compromised. With this in mind, we favour local and sustainable solutions to limit the carbon footprint associated with sourcing.

In 2025, we established a multidisciplinary working group dedicated to exploring new packaging solutions. Bringing together a variety of expertise, this team evaluates innovative materials and approaches that reduce our environmental footprint while maintaining the high standards of quality, freshness, and food safety that our customers expect. This collaborative effort will enable us to evolve our practices in a responsible and sustainable manner, while meeting the demands of our industry.

OUR CIRCULAR APPROACH



BOWLS AND INSERTS
100%
RECYCLABLE

PACKAGING MADE OF
25-30%
PCR



Food Quality and 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 US entities. This system is based on Good Manufacturing Practices (GMP), Good Agricultural Practices (GAP), the HACCP plan, a food safety protection program, food fraud management, Global Food Safety Initiative (GFSI) standards, as well as regulations 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 relies on 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 the required standards, quality, and regulations.

Regulatory license

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

Processing facility and farm certifications

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



At Vegpro, every talent has a role to play in advancing our commitments and investing in our community to build a more sustainable and responsible organization.

Julie Fontaine
Vice-President Human Resources

IN THIS SECTION:

[Human Capital >](#)

[Health and Safety at Work >](#)

[Communities >](#)





Human Capital

The health, safety, development, and engagement of our talent remain strategic priorities for the organization. In 2025, we continued our efforts to provide an even more equitable, safe, and stimulating work environment, while strengthening practices that promote work-life balance.

Health and wellness

Health, whether physical, mental, or financial, is one of Vegpro’s core values. In 2025, several initiatives were consolidated or improved to provide tangible support for our talented talents.

For our talents in Quebec and British Columbia, we are maintaining our Employee Assistance Program (EAP) and telemedicine services and have strengthened our mental health support with an annual reimbursement of \$1,000, now available in all group insurance plans.

We regularly review our retirement savings programs to better support our eligible talents in planning their financial future. In 2025, we offered information sessions at all our sites to raise awareness among talents on the importance of saving and improve their understanding of the group plan offered.

Our remote work policy continues to promote flexibility and balance, offering talents arrangements that are better suited to their personal and professional circumstances.

Equity, Diversity, and Inclusion (EDI)

This year, we established an EDI committee, reporting directly to the ESG committee. This committee’s mandate is to identify systemic

or organizational barriers that may hinder the full participation of our talent, work closely with senior management to prioritize structural actions, and recommend initiatives to strengthen an inclusive and equitable culture throughout the company.

In 2025, we also took an important step forward by launching our first anonymous and voluntary self-identification survey to better understand the true diversity of our organization and identify potential

barriers to inclusion. This first edition recorded a participation rate of 19%, providing a valuable starting point. This initiative is a key milestone in guiding our future EDI actions in a targeted manner, and we plan to strengthen communication and awareness-raising activities to improve participation rates in future editions.





Our workforce reflects the cultural diversity found at Vegpro. To support everyone’s authentic expression, we provide spaces for rejuvenation and adapt certain practices, such as taking periods of fasting into account.

Also in 2025, we launched our EDI training program, designed for the EDI committee, HR teams, managers, and senior management. Our ambition is that by 2028, **100% of managers will have completed this training** to fully support our commitments for inclusion.

Talent engagement

The Pulso survey is conducted annually at our sites in Quebec, British Columbia, and Florida.

In 2025, the response rate reached **89%** (an increase of more than 12% compared to the previous year), demonstrating strong engagement. The results are used to build annual action plans, reflecting our culture of active listening.

The engagement rate reached **8.1/10**, a stable result compared to 2024 (8.2) and significantly higher than that observed in 2023 (7.6). Two dimensions stand out this year.

First, meaning at work, which scores 8.4/10, reflecting the fact that most of our talent feel useful, clearly understand the organization’s priorities, and believe that their strengths are fully utilized in their daily tasks.

Then, the relationship with managers is another strong point, with a score of 8.2/10. Talents highlight the presence and availability of their managers, the quality of the team’s environment, and the trust placed in them to determine the best way to do their work. Taken together, these results demonstrate a work culture where talents feel both valued and well supported, which directly contributes to their commitment and job satisfaction.

OBJECTIVES 2028

EDI training program



PARTICIPATION RATE

100%

Engagement Survey



RESPONSE RATE

90%

ENGAGEMENT RATE

8.5 /10





Recognition

In 2025, we continued to roll out our recognition program introduced the previous year, consolidating practices that promote the recognition of our talent’s efforts and achievements. One of the key developments of the year was the addition of an online recognition platform, which now allows talents celebrating a milestone in their years of service to choose their own gift, making the experience more personalized and meaningful.

The key behaviour nomination program remains a central part of our approach. Talents who have distinguished themselves are recognized, and a draw among the nominees’ awards trophies at our annual year end party, reinforcing the sense of belonging and organizational pride.



Training and development

Continuing education is an essential pillar of our performance and our ability to innovate. In 2025, we consolidated this vision by revising and publishing our Training and Skills Development Policy, as well as developing new competency profiles to more effectively guide learning paths and support the structured development of our talent.

Throughout the year, we offered a variety of activities aimed at strengthening talent skills and supporting their professional growth. A leadership development program was implemented for key managers, and language courses facilitated communication among talent from many cultural communities. We also offered specialized and certification training to keep our experts at the forefront of their field, in addition to continuing our tuition reimbursement initiatives and offering personalized coaching to our managers.

The topics covered reflect the company’s operational priorities: agricultural technologies, equity, diversity and inclusion, leadership and coaching, continuous improvement, health and safety, information technology, communication, food quality and safety, as well as transport of dangerous materials.

For its part, the Tremplin program remains a key element of our talent development strategy. Its objective is to prepare talents for higher-level positions by allowing them to gradually take on the associated responsibilities during replacements or transitions. More than 50 talents are now qualified under this program, which promotes the acquisition of practical experience, builds participants’ confidence, and supports internal succession planning in a context of growth and constant change.





Health and Safety at Work

A structured and integrated approach

Occupational health and safety (OHS) remains central to Vegpro’s operations. In 2025, the organization continued to strengthen its OHS management system to further structure prevention efforts, ensure greater consistency in practices, and reinforce a shared culture of safety shared by all teams. This approach aims to integrate OHS into daily activities, in direct line with the company’s principles of operational excellence.

Hazard identification and risk prevention

Risk prevention is based on rigorous identification of hazards and structured assessment of workplace risks. Vegpro has developed a risk inventory, which is rated using a matrix to assess severity. Risks classified as being high or very high are subject to prevention audits to ensure that mitigation measures remain in place. In the event of non-compliance, exemptions are issued to the relevant managers, prompting corrective measures and continuous improvement of practices.

Training and skills development

Training is an essential pillar of prevention. In 2025, several OHS training courses were provided, including on WHMIS, Bill C-21, the use of personal protective equipment, and lockout/tagout. A workplace first aiders training program is also maintained. The organization offered more than 20 health and safety training courses, and a training matrix has been established to create tailored pathways for each job role family.

Training courses are offered in a variety of formats. Some are provided by specialized external partners, while others specific to internal processes are developed and offered in-house in the form of tutorials. Work is currently underway to make all OHS training courses trilingual, to ensure that all workers can understand them. All mandatory training courses are offered free of charge and are paid.

Occupational health services and confidentiality

Occupational health services contribute to prevention and improvement practices. Each situation is analyzed individually to identify opportunities for improvement. Medical documents associated with occupational health records are forwarded to the human resources department, ensuring the confidentiality of personal information and processing in accordance with applicable requirements.

Worker participation

Worker participation is a key element of the health and safety system. Vegpro relies on a joint OHS committee, composed of one representative from each sector of activity. Talents are encouraged to share their OHS concerns with their representative, promoting ongoing dialogue and greater consideration of issues in the field. The joint committee meets regularly to discuss issues, monitor ongoing actions, and support continuous improvement.





Health promotion and operational excellence

In addition to preventive measures, Vegpro supports the overall health of its talents through wellness promotion initiatives. Eligible talents have access to an assistance program when needed, as well as agreements with partners, offering vision and hearing protection services.

Finally, occupational health and safety are fully integrated into Vegpro's principle of operational excellence, which is based on three interdependent pillars: health and safety, food safety, and productivity. Maintaining this balance is essential to the smooth operation our facilities, as a failure in any one of these pillars can compromise overall operational performance.





Communities

Food donations

Vegpro has maintained its commitment to food security by regularly donating fresh produce to food banks and community organizations. In 2025, our contributions were mainly directed toward three key partners, which remain at the heart of our solidarity efforts: *Mission Bon Accueil*, *Moisson Rive-Sud*, *Moisson Montréal* and Lumby Food Bank. In total, we donated **61,924 kg of products**, which represents the equivalent of approximately **147,439 meals** provided to vulnerable families and individuals. The total value of all our donated food items amounts to **\$848,384**, an increase from the previous year, primarily due to the launch of our Folia brand, which alone accounted for \$500,000 in startup costs. These donations directly support local communities while helping to combat food waste.

Cash donations

In addition to our food donations, Vegpro made several financial contributions in 2025 to organizations working on improving education, well-being, and community development. Among the initiatives supported this year, we donated \$10,000 to Laval University’s Germain-Brisson Teaching and Research Fund, contributing to continuous education in greenhouse horticulture. We also supported the Women’s YMCA and the *Fondation du Cégep de Saint-Jean-sur-Richelieu* by them offering a scholarship.

In addition, we supported local events through sponsorships, reinforcing our commitment to the cultural and sporting vitality of surrounding communities.



FOOD DONATION



61,924

KG OF PRODUCTS



848,384

DOLLARS



147,439

MEALS



Community involvement and volunteering

En 2025, l'implication de nos talents dans des initiatives caritatives s'est accentuée avec le lancement de notre programme de bénévolat :

- Cleanup of the banks of the St. Lawrence River, led by *Vigile Verte*, in which Vegpro and other organizations participated, resulting in the collection of 536 kg of waste, 72% of which was sorted and sent to a recycling center.
- Preparing hygiene kits for the homeless, in partnership with *Dans La Rue* and Kits for a Cause.
- Participating in the Montreal 21K charity sporting event to support the Cancer Research Society.
- Sorting and boxing food items, in collaboration with *Moisson Rive-Sud*.
- Participating in a fundraiser for *Moisson Rive-Sud* during the holidays, where our talents wrapped gifts to support the food bank.
- Participating in Make-A-Wish's 48-Hour Ride, a sporting and charitable challenge designed to raise funds to fulfill the wishes of children with serious illnesses, providing them moments of hope and joy.
- Contributing to the mission of the Palm Beach County Farmworker Coordinating Council, designed to promote self-sufficiency and improve the quality of life of migrants and seasonal farmworkers and their families.

- Participating in Motion Ball to support and raise funds for Canada's Special Olympics, while raising awareness and promoting inclusion in the community for people with disabilities.

In 2025, 8% of our talents took part in at least one volunteering activity, demonstrating our teams' growing commitment to their communities. We have set ourselves the ambitious goal of **30% participation by 2028**, to further strengthen this culture of solidarity within the organization.

These activities reflect our talents' desire to contribute directly to the well-being of people in their communities and illustrate the importance of volunteering in our organizational culture.



New: Friends and Family Day

In August 2025, Vegpro held the first edition of its Friends and Family Day in Sherrington, Quebec. Building on the success of this first edition, the event will be repeated in 2026 and gradually extended to our other sites. This day offered our talents and their loved ones the opportunity to discover our facilities through guided tours of the farm and plant.

It also offered various family activities, including inflatable games, face painting for children, and a tractor display. A barbecue, hosted by the 48-Hour Ride team, brought this festive and unifying event to a close, reinforcing our teams' sense of belonging and pride.





Governance



Governance is certainly essential for building trust, but when applied wisely, it also helps to sustain our achievements and best practices. When sound governance becomes an integral part of the culture, it becomes a lever for performance.

Patrick Ravary
Chief Operating Officer

IN THIS SECTION:

- Ethics and Supply Chain >
- Responsible Communication >
- Sustainability Governance >





Ethics and Supply Chain

Supplier Code of Conduct

Our Supplier Code of Conduct, drafted in 2024, was a crucial step in formalizing the standards we expect from our partners in terms of working conditions, ethical practices, and fair and respectful treatment of all. In 2025, we continued its implementation by distributing it to our suppliers selected according to specific criteria, thus ensuring the continuity of our approach, reinforcing our standards throughout our supply chain, while protecting our brand image and aligning our partners with our core values.

Law on Combating Forced Labor and Child Labour

In 2024, Vegpro also complied with the Forced and Child Labour Prevention Act. To this end, we published our first report online, available on our website, as well as that of 2025. In addition to this report, we have implemented a policy on forced labour and child labour. We conducted a risk analysis of our suppliers based on various criteria. The results were positive, largely since most of our suppliers are based in North America, a region where laws strictly prohibit forced labour and child labour.



[Report on the Fight Against Forced Labour and Child Labour – 2025](#)





Responsible Communication

Responsible communication lies at the heart of our stakeholder engagement approach, a priority area of our sustainability strategy. To reinforce this commitment, we have implemented several structural initiatives that foster transparency, encourage active listening and promote open and informed dialogue.

Responsible Communication Code

With this in mind, we have developed a responsible communication code, which governs information dissemination practices within the organization. This code aims to prevent any form of greenwashing by encouraging rigorous, factual communications that are aligned with industry best practices. To ensure its implementation, internal representatives have been appointed in certain departments. Their role is to validate the accuracy of information before it is disseminated, either internally or externally, drawing on the expertise of specialists in the relevant fields. This systematic verification process helps to embed a culture of caution, authenticity, and credibility in our messages, while encouraging our talent to have their statements validated.

Lunch and learn sessions

Our lunch and learn sessions, held four times a year, are an important pillar of our ESG approach. Led by talents from our various business units, these meetings aim to inform and raise awareness among our teams about ESG issues and responsible practices. We ensure to systematically address the different pillars of our sustainability strategy, so that each one is given equal importance. Topics covered include:

- 1 **ERP:** optimizing the management of our resources and internal processes.
- 2 **Use of plastic:** reducing our environmental impact and promoting sustainable alternatives.
- 3 **Climate change:** better understanding its effects on our activities and defining the actions to be taken.
- 4 **Equity, Diversity, and Inclusion:** strengthening a respectful and inclusive organizational culture.

This space for sharing expertise and experiences fosters an environment where ideas flow freely and diverse perspectives are valued.

- 4 EXTENDED MANAGEMENT TEAM MEETINGS
- 4 EXECUTIVE TEAM MEETINGS
- 1 TOWNHALLS
- 4 LUNCH & LEARN

Townhall meetings

To further support this culture of responsible communication, we have also instituted regular talent meetings, as well as frequent management team meetings as well as the extended management team. These strategic discussions clarify the company’s objectives, align the priorities of the various business units, and reinforce a climate of trust, consistency, and collective responsibility. Together, these initiatives help promote a culture of openness, transparency, and accountability within Vegpro.





Sustainability Governance



BOARD OF DIRECTORS

- Approves the goals and objectives for the ESG vision, as proposed by the Executive Committee.
- Reviews Vegpro’s sustainability performance on a quarterly basis.
- Approves sustainability policies, as well as principles and guidelines.

EXECUTIVE COMMITTEE

- Determines the ESG strategy, priorities, and objectives.
- Proposes ESG policies, principles, and guidelines for approval by the Board of Directors.
- Integrates ESG considerations into all company activities.
- Reports to the Board of Directors on the progress of the ESG strategy on a quarterly basis.



ESG DIRECTOR

- Ensures the implementation of the company’s strategy regarding material ESG issues.
- Oversees the development of the ESG strategy.
- Develops ESG policies, principles, and guidelines.
- Organizes training and awareness-raising activities on sustainability.
- Reports quarterly to the executive committee on the progress of the ESG strategy.

ESG COMMITTEE

- Oversees ESG initiatives and sets annual priorities.
- Identifies risks and opportunities related to ESG issues.
- Provides guidance to specialized committees to ensure consistency and alignment.
- Monitors ESG indicators and identifies necessary actions.

Water Management Committee

Equity, Diversity and Inclusion Committee

Waste Management Committee

Community Engagement Committee



ESG Data Table

Performance Indicator	Business Unit	Unit of measurement	2025	2024	2023
ENVIRONMENT					
Water					
Intensity of water use	Salad processing facilities	m ³ / tonne of manufactured product	18.48	19.59 ¹	20.80 ¹
Volume of water withdrawn	Salad processing facilities	Megaliter	368	428	392 ²
Volume of water saved	Irrigated fields in Quebec	m ³	0	–	–
Deployment rate of water loss reduction initiatives	Irrigated fields in Quebec	Percentage	0	–	–
Soils					
Percentage of land protected by cover crops	Farms	Percentage	86	61	–
Quantity of organic matter input on land	Farms	m ³	0	–	–
Pesticide use	Farms	Kg of active ingredient / ha	3.73	4.03	–
Emissions					
Scope 1	Global	MT CO ₂ e	12,200	8,344	–
Scope 2 (Location-based)	Global	MT CO ₂ e	918	868	–
Scope 3	Global	MT CO ₂ e	63,900	159,475	–
Category 1 : Purchases of products and services	Global	MT CO ₂ e	34,900	119,849	–
Category 2 : Capital goods	Global	MT CO ₂ e	1,142	3,657	–
Category 3 : Fuel and energy related activities	Global	MT CO ₂ e	3,199	–	–
Category 4 : Upstream transportation and distribution	Global	MT CO ₂ e	6,264	13,167	–
Category 5 : Waste generated in operations	Global	MT CO ₂ e	2,516	1,409	–
Category 6 : Business travel	Global	MT CO ₂ e	164	425	–
Category 7 : Employee commuting	Global	MT CO ₂ e	950	44	–
Category 9 : Downstream transportation and distribution	Global	MT CO ₂ e	3,081	–	–
Category 12 : End of life of sold products	Global	MT CO ₂ e	11,678	20,924	–
Total GHG emissions	Global	MT CO ₂ e	77,018	168,687	–
Residual Materials					
Diversion rate	Processing facilities Greenhouse	Percentage	50	55 ³	41 ³



Performance Indicator	Business Unit	Unit of measurement	2025	2024	2023
PRODUCTS					
Packaging					
Average recyclability of our primary packaging	Global	Percentage	96	94	–
Average recycled plastic (PCR) content in our primary packaging	Global	Percentage	26	25	–
SOCIAL					
Employees Wellbeing					
Employee engagement index	Global	Number	8.1/10	8.2/10	7.6/10 ⁴
Work–life balance satisfaction index	Global	Number	7.7/10	8.0/10	7.3/10
Response rate to the engagement survey	Global	Percentage	89	77	82
Percentage of employees who recommend the company	Global	Percentage	53	62	36
Equity, Diversity and Inclusion (EDI)					
Response rate to the self–identification survey	Global	Percentage	16	–	–
Middle–management participation rate to the EDI training	Global	Percentage	38	–	–
Percentage of women in middle–management positions	Global	Percentage	23	–	–
Directors	Global	Percentage	29	–	–
Managers and Supervisors	Global	Percentage	17	–	–
Occupational Health and Safety					
Total recordable incident rate	Global	Rate	3.77	5.04 ⁵	4.82 ⁶
Hours worked	Global	Number	2,001,688	1,538,011	453,982
Work–related accidents of high–consequence (excluding fatalities)	Global	Rate	37	32	22
Death resulting from a workplace accident	Global	Number	0	0	0
Deaths due to work–related health problems	Global	Number	0	0	0
Communities					
Volunteer hours	Global	Number	1,579	–	–
Food donations	Global	Kg	61,924	67,946	74,923
Value of food donations	Global	CAD	848,384	254,306	–
Donation equivalent in number of meals	Global	Number	147,439	162,274	160,390
GOVERNANCE					
Percentage of suppliers complying with 100% recyclable transport packaging requirements	Global	Percentage	0	–	–

1 The data has been recalculated to correct an error identified in the previous report.

2 Applies only to Vegpro Salad Packaging in Quebec and Florida.

3 Applies only to Vegpro Salad Packaging Quebec.

4 Applies only to employees in Quebec.

5 Applies only to Vegpro Salad Packaging and Vegpro Florida Agriculture.

6 Applies only to Vegpro Salad Packaging.



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