



Lassonde

# **Report on Forced Labour and Child Labour Risks**

**Year ended December 31, 2024**

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## 1. Application

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The following is a joint report prepared pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) that pertains to Lassonde Industries Inc. and its wholly owned operating subsidiaries A. Lassonde Inc. and Lassonde Specialties Inc. (collectively, “Lassonde” or the “Corporation”), as well as its controlling entity, 3346625 Canada Inc. (together with Lassonde, the “Group”). 3346625 Canada Inc., as a holding corporation, substantially relies on the efforts of Lassonde, as the operating entity, with regards to monitoring and managing its activities and supply chains as well as ensuring compliance with applicable laws and regulations.

The above-mentioned entities hereby report to the Minister of Public Safety and Emergency Preparedness on the various measures taken during their previous financial year ended December 31, 2024 to prevent and reduce the risks that forced labour or child labour is used at any step of the production of their goods, in Canada or elsewhere, or of goods imported into Canada thereby. Lassonde Industries Inc. also owns, since November 14, 2023, a 50% interest in Diamond Estates Wines & Spirits Inc. that is separately preparing its own report pursuant to the Act.

Unless otherwise indicated, the information in this report is presented as at December 31, 2024, the last day of the Corporation’s most recently completed fiscal year. All references to “FY2024” are to the Corporation’s fiscal year ended December 31, 2024.

This report is not a revised version of a report already submitted for the Group’s financial year ended December 31, 2024. None of the entities included in this report are subject to reporting requirements under supply chain legislation in another jurisdiction. This report contains forward-looking information and should be read in conjunction with the cautionary statement on forward-looking statements in the Corporation’s annual management’s discussion and analysis for FY2024 available on SEDAR+ at [www.sedarplus.com](http://www.sedarplus.com) and on the Corporation’s website at [www.lassonde.com](http://www.lassonde.com).

## 2. Steps to Prevent and Reduce Risks of Forced Labour and Child Labour

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Throughout FY2024, Lassonde has taken the following steps to prevent and reduce the risk of forced labour and child labour occurring in its activities and supply chains:

- Continued to use the inherent risk assessment tool developed by an external provider, which is a leader in responsible sourcing that provides corporations with the insight and technology to implement responsible business practices and supply chains policies, to map the forced and child labour risks of its suppliers based on their country of origin and the sectors in which they operate;
- Required its current and new suppliers to review and sign the Supplier Code of Conduct communicated through the Corporation’s supplier management platform;
- Included a compliance provision in its supplier contract form, requiring suppliers to review the Corporation’s Supplier Code of Conduct and undertake to comply with its terms and all Canadian applicable laws and regulations regarding child labour and forced labour;
- Developed and implemented tailored mandatory training for the Corporation’s procurement team employees on forced labour and child labour;
- Required procurement team employees who interact directly with suppliers to complete mandatory training on human rights and the UN Guiding Principles on Business and Human Rights provided by the UN Global Compact Academy;
- Its Sustainable Supply Chain Working Group, a cross-departmental team comprising representatives from the Corporation’s Procurement, Supply Chain, Quality, Regulatory Affairs and Sustainability teams, added forced labour and child labour to the topics monitored during its periodic meetings;
- Its Internal Modern Slavery Working Group, composed of representatives from the Regulatory Affairs and Legal teams, held meetings to implement and monitor measures aimed at ensuring compliance with the legal requirements imposed by the Act;
- Participated in an external working group on the obligations set forth by the Act regarding modern slavery disclosure requirements, led by a global law firm in Canada, with approximately twenty other major Canadian corporations; and

- Developed and started implementing training and awareness materials on the Corporation's whistleblowing procedures for plant employees in Canada.

3346625 Canada Inc. supports all such measures taken to prevent and reduce risks of forced labour or child labour being used at any steps in the Group's operations and supply chains.

### 3. Structure, Activities and Supply Chains

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#### Structure

Lassonde Industries Inc. is incorporated under the *Canada Business Corporation Act*, headquartered in Rougemont, Québec and listed on the Toronto Stock Exchange ("TSX") (TSX: LAS.A). 3346625 Canada Inc. (described below), together with Mr. Pierre-Paul Lassonde, a director of the Corporation, owns 55.4%<sup>1</sup> of Lassonde's shares while the balance (44.6%) is held by institutional and retail shareholders, these shares being listed for trading on the TSX. Lassonde Industries Inc. owns 100% of the shares of A. Lassonde Inc. and Lassonde Specialties Inc.

A. Lassonde Inc. is incorporated under the *Business Corporations Act* (Québec) and is headquartered in Rougemont, Québec. It operates plants located in Calgary (Alberta), Thornbury (Ontario), Toronto (Ontario), Kelowna (British Columbia), and Rougemont (Québec).

Lassonde Specialties Inc. is incorporated under the *Business Corporations Act* (Québec) and is headquartered in Saint-Damase, Québec. It operates plants located in Saint-Damase and Boisbriand (Québec).

3346625 Canada Inc. is incorporated under the *Canada Business Corporations Act* and is headquartered in Rougemont, Québec. It is a holding company, controlled by Mr. Pierre-Paul Lassonde, member of the Board of Directors of the Corporation and controlling shareholder of 3346625 Canada Inc.

#### Activities

The Corporation develops, manufactures and markets a wide range of national brand and private label products, including fruit juices and drinks, specialty food products and fruit-based snacks. Lassonde also manufactures and markets cranberry sauces as well as selected wines, ciders and other selected alcoholic beverages.

In FY2024, the Corporation's sales were in an amount of \$2.6 billion and were geographically broken down as follows: approximately 57% in the United States and 43% in Canada. The Corporation's go-to-market strategy consists of (i) retail sales to food retailers and wholesalers such as supermarket chains, independent grocers, superstores, warehouse clubs, convenience stores, and major pharmacy chains and (ii) food service sales to restaurants, hotels, hospitals, schools, and wholesalers serving these institutions. The retail market accounts for approximately 89% of the Corporation's sales while the food service market represents approximately 11% of sales.

Lassonde operates 17 plants located in Canada and the United States and produces its products through over 2,900 full-time equivalent employees, of which approximately 2,000 work from Canada. Canadian plants are located in Calgary (Alberta), Thornbury (Ontario), Toronto (Ontario), Kelowna (British Columbia) and include multiple facilities and the head office in Rougemont, Saint-Damase, and Boisbriand (Québec). U.S. plants are located in Boardman (Ohio), Seabrook (New Jersey), Hendersonville (North Carolina), Springdale (Arkansas), Ontario (California), Sparta (Michigan), Selah and Wapato (Washington).

Lassonde Industries Inc.'s subsidiaries operating from Canada are (i) A. Lassonde Inc., which develops and manufactures juices, ready-to-drink fruit and vegetable beverages, fruit-based snacks, apple ciders, cider-based products which are commercialized in Canada and imports selected wines from several countries of origin which are then bottled and commercialized in Canada, and (ii) Lassonde Specialties Inc., which develops and manufactures specialty food products such as pasta sauces, soups and fondue broths in Canada and markets them in the United States and in Canada.

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<sup>1</sup> As at the date hereof, Mr. Pierre-Paul Lassonde owns 16,000 Class A Subordinate Voting Shares and 3346625 Canada Inc. owns 13,500 Class A Subordinate Voting Shares and 3,752,620 Class B Multiple Voting Shares of Lassonde, representing in the aggregate 55.4% of the issued and outstanding Class A and Class B shares of the Corporation.

The Corporation owns a 50% equity interest in Diamond Estates Wines & Spirits Inc. (“Diamond Estates”), a company listed on the TSX Venture Exchange under the ticker symbol “DWS.V”, which operates two facilities in Canada. Diamond Estates is separately preparing its own report under the Act.

Lassonde’s subsidiaries operating from the United States develop and manufacture juices, beverages, cranberry sauce, frozen juice concentrates, pasta sauces, BBQ sauces, and dipping sauces and dressings and markets them in the United States.

### **The Corporation’s Mission, Vision, and ESG Roadmap**

Lassonde is committed to its mission of crafting quality food and beverages that consumers love, customers value, employees are proud of, and that demonstrate care for our planet. Lassonde is also dedicated to its vision of putting more of its great tasting products in more consumers’ hands, that serve more needs, across more occasions, every day.

One of the three pillars of the Corporation’s multiyear strategy developed and announced in early 2022 is focused on driving sustainable performance. Lassonde’s environmental, social and governance (“ESG”) roadmap is a key driver of its sustainability agenda and serves as a guide for important investments decisions for the future. The Corporation’s ESG roadmap is based on four main topics: promoting sound ESG governance, taking care of people, caring for the planet, and building sustainable supply chains.

The Corporation aims to build sustainable supply chains that reflect Lassonde’s corporate culture and the values and behaviours that Lassonde promotes. The Corporation is guided by a core set of values that reinforce its beliefs, which include accountability, integrity, respect, and community. Lassonde is also guided by a set of behaviours that inform its actions. They include agility, team, purpose, care, and performance.

The Corporation believes that aiming at reducing the risks that forced labour or child labour is used in its activities or supply chains is in line with the values and behaviours it promotes as well as with Lassonde’s intention of building sustainable supply chains. 3346625 Canada Inc. is equally committed to reducing forced labour and child labour risks. This report details the governance, processes, and policies in place to reduce the risks that forced labour and child labour are used in the activities or supply chains of the entities that are subject to the Act.

### **Supply Chains**

The Corporation’s supply chains are mainly composed of suppliers of food and beverage ingredients, and of containers and packaging materials which it uses throughout its 17 facilities described above.

### **Food and Beverage Ingredients**

The raw materials used in the production of the beverages and foods marketed by the Corporation consist mainly of fruit juices and concentrates, fruits, flavours, sweeteners and vegetables, and are purchased directly or through brokers on the international and North American markets, depending on crops or availability. Most of Lassonde’s food and beverage ingredients come from the following countries: Argentina, Brazil, Canada, Chile, China, Columbia, Costa Rica, India, Italy, Mexico, Netherlands, Poland, South Africa, Spain, Turkey, Ukraine, and the United States.

### **Containers and Packaging Materials**

With respect to product packaging, the Corporation mainly uses containers made of multilayered cardboard, PET plastic and glass. Lassonde also produces containers within its facilities from PET plastic pellets. Most of Lassonde’s containers and packaging materials come from the following countries: Brazil, Canada, China, Finland, Mexico and the United States.

## **4. Policies and Due Diligence Processes**

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Lassonde is committed to sustainable performance and the protection of human rights and strives to create a safe and inclusive experience for all colleagues and workers throughout its operations and supply chains. The following are the policies and due diligence processes that Lassonde put in place aimed at preventing and mitigating the risks relating to the use of forced labour or child labour in its supply chains. They apply to the Corporation and to its subsidiaries unless otherwise indicated. 3346625 Canada Inc. is similarly committed to driving sustainable performance, holding high ethical and governance standards and to respect and enforce human rights.

## **Code of Ethics**

Initially adopted by the Corporation in 2006, the Code of Ethics outlines the ethical and legal standards that Lassonde expects all its employees, executives and directors to uphold in their personal conduct and business practices. The Code of Ethics covers key issues such as product safety, occupational health and safety, compliance with laws and regulations, bribery and conflicts of interests. It also provides for the absolute prohibition of any form of forced labour, child labour, human trafficking, harassment, or discrimination. The Code of Ethics specifies that Lassonde expects its business partners to adhere to ethical business conduct consistent with its own, and that the Corporation is committed to working with them to achieve this common goal.

The Code of Ethics is available to all employees on the Corporation's intranet. Upon joining Lassonde, employees are required to review a copy of the Code of Ethics. After this initial review, each employee is required to review the Code of Ethics on an annual basis. Failure to comply with the Code of Ethics or the Corporation's governance policies incorporated by reference therein may result in disciplinary measures, up to and including termination. The Corporation may also take any other action it deems appropriate to sanction any violation or questionable practice and prevent its recurrence.

Lassonde's Code of Ethics is available on the Corporation's website at [www.lassonde.com](http://www.lassonde.com) under the "Governance" section.

## **Supplier Code of Conduct**

Lassonde believes in being a good corporate citizen and is committed to conducting its business activities in a socially responsible and sustainable manner. The Corporation strives to do business with suppliers who share its values and commitments. In light of this and the introduction of the Act, the Corporation adopted its Supplier Code of Conduct (the "Supplier Code") in 2023. The Supplier Code outlines expectations for suppliers in areas such as business integrity, anti-corruption, labour practices, health and safety and environmental management.

The Supplier Code reflects Lassonde's values and expectations, both of itself and of its suppliers, agents, consultants and other third parties and business partners and their respective employees, directors and officers, all of whom are subject to the Supplier Code. In FY2024, the Corporation incorporated the Supplier Code into its supplier management platform and has since required both current and new suppliers to review and sign a copy. This platform includes periodical reminders to any supplier who has not complied with this mandatory requirement.

Drawing on the International Labour Organization's (ILO) Core Labour Standards and Declaration on Fundamental Principles & Rights at Work, the Supplier Code requires suppliers to comply with its standards and requirements in a manner that is appropriate and proportionate to the nature and scale of their activities, the goods they supply and the services they provide.

Specifically, the Supplier Code strictly prohibits the use of forced or child labour by suppliers and requires them to conduct reasonable due diligence on their own supply chains and operations to ensure that there is no use of forced labour or child labour. This includes a prohibition on engaging in or benefiting from any form of human trafficking, such as the recruitment, transportation, transfer, harbouring or receipt of persons, by means of threat or use of force or other forms of coercion, abduction, fraud, deception, abuse of power or of a position of vulnerability. Giving or receiving payments or benefits to obtain the consent of a person having control over another person for the purpose of exploitation is also prohibited under the Supplier Code.

With respect to child labour, the Supplier Code provides that suppliers shall only employ workers, employees and contractors who are permitted to work in the jurisdictions in which the suppliers require them to work, provided that no person under the age of 18 shall be employed if the work would (or could reasonably be expected to): (i) be mentally, physically, socially or morally dangerous to a child; (ii) deprive a child of the opportunity to attend school; (iii) oblige a child to leave school prematurely; (iv) require a child to attempt to combine school attendance with excessively long and heavy work; or (v) otherwise interfere with a child's schooling.

Suppliers are required to immediately notify the Corporation if they become aware of or suspect the use of forced labour or child labour in their business operations or supply chains, including the scope and impact of such forced labour or child labour occurrence on their business relationship and contract(s) with the Corporation. Additionally, suppliers are required to notify Lassonde if they become the subject of any investigation or proceedings regarding any offence or alleged offence by them of modern slavery related laws or regulations.

Suppliers are also required to provide immediate notice to Lassonde if they fail to comply with any aspect of the Supplier Code and implement corrective actions immediately to address any contraventions. Where possible, Lassonde will consider how to work with suppliers to address violations of the Supplier Code. However, the Corporation may consider terminating its business relationship with such suppliers.

The Supplier Code is available on the Corporation's website at [www.lassonde.com](http://www.lassonde.com) under the "Governance" section.

### **Modern Slavery Act Compliance Policy**

To further its commitment to fight forced labour and child labour in supply chains and act as a good corporate citizen, Lassonde adopted a Modern Slavery Act Compliance Policy in FY2024, which addresses its various obligations and responsibilities to comply with the requirements of the Act. This policy essentially deals with the due diligence process of supply chains and the training provided to employees to identify and mitigate risks related to forced labour and child labour.

In particular, this policy commits Lassonde to take mitigating action if its due diligence processes reveal a high risk of forced labour or child labour in its supply chains. This includes, but is not limited to, the implementation of an accountability system and/or regular verification of compliance. In the event that a possible violation of the Act is identified, the policy provides that, in addition to immediate notification to the Corporation's Chief Legal Officer, further investigation may be undertaken, including possible site visits and audits, as appropriate. In addition, corrective actions and timely monitoring may be undertaken to ensure compliance.

The Modern Slavery Act Compliance Policy is available on the Corporation's website at [www.lassonde.com](http://www.lassonde.com) under the "Governance" section.

### **Whistleblowing Reporting Procedures**

Lassonde encourages its employees and third parties who have a relationship with the Corporation to report, confidentially and anonymously if they wish, any behaviour that concerns them.

Lassonde has established a whistleblowing procedure for anyone who believes that a supplier has engaged in illegal, unethical, or otherwise wrongful conduct, or any other activity in violation of the Supplier Code. The Corporation has also put in place a whistleblowing procedure for anyone wishing to make a disclosure or denunciation under the Code of Ethics.

Further details of Lassonde's whistleblowing reporting procedures, including contact information, are available on the Corporation's website at [www.lassonde.com](http://www.lassonde.com) under the "Governance" section.

### **Internal Working Groups**

Lassonde's Sustainable Supply Chain Working Group, a cross-departmental team that includes representatives from the Corporation's Procurement, Supply Chain, Quality, Regulatory Affairs and Sustainability teams, is tasked with improving supply chain practices and tracking the implementation and results of the various measures taken to mitigate the risks in the Corporation's operations and supply chains. During FY2024, the Sustainable Supply Chain Working Group held periodic meetings to monitor, among other elements, suppliers with a high risk of forced or child labour and identify opportunities to enhance the Corporation's current framework for managing such risks.

In addition, Lassonde established an Internal Modern Slavery Working Group in 2023, composed of representatives from the Corporation's Regulatory Affairs and Legal teams. This working group has been holding periodical meetings since its inception to ensure that the Corporation's activities, including supply chain activities, and disclosure practices comply with the legal requirements imposed by the Act.

## **Contractual Provision**

In FY2024, Lassonde added a contractual provision to its supplier contract form that (i) requires suppliers to review the Supplier Code of Conduct and undertake to comply with the terms described therein as well as with laws and regulations relating to modern slavery, and (ii) allows the Corporation to terminate the contract in the event of a violation of the Supplier Code of Conduct by the supplier.

## **5. Forced Labour and Child Labour Risks**

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### **Manufacturing Operations**

The Corporation's manufacturing operations are located in Canada and the United States, where Lassonde believes the risks of forced labour and child labour to be low.

All of the Corporation's employees in Canada and the United States are hired in accordance with, at a minimum, applicable laws and regulations, and Lassonde conducts checks to ensure that individuals have the right to work and choose to work of their own free will. Furthermore, all employees are free to join a trade union or other similar association. Lassonde is committed to providing a working environment that respects human rights and promotes fair and equal treatment of all individuals. As part of this commitment, Lassonde complies with all applicable wage and working hour laws, including those relating to minimum wage, overtime and maximum working hours.

### **Supply Chains**

Lassonde's supply chains rely on numerous national and international suppliers and food brokers from around the world, presenting challenges of transparency and complexity faced by many other manufacturers. The Corporation started mapping the potential forced and child labour risks in its evolving and complex supply chains in FY2024.

The Corporation is completing the mapping of risks of forced labour and child labour in its supply chains through the resources and information provided by an online risk assessment tool (the "Tool") dedicated, among other things, to labour and human rights risks. This Tool was developed by an external provider which is a leader in responsible sourcing that provides corporations with insights and technology to implement practices and policies to operate responsible businesses and supply chains. This provider has expertise in various sectors, including food, beverage and manufacturing.

The Tool allows Lassonde to carry out an inherent risk mapping of its supply chains based on (i) the countries and sites where the Corporation's suppliers operate and (ii) their sectors of activity. Using the Tool, the Corporation aims to identify key and relative forced labour and child labour risks across its supply chains. The Tool collects public information on labour and human rights risks in various industries and uses data provided from supplier sites, including suppliers in the sectors of agriculture, food processing and manufacturing, within the Tool provider's platform. The Tool analyzes this data and helps Lassonde identify high-risk environments and pinpoint specific suppliers' sites where forced labour or child labour might be occurring, allowing the Corporation to conduct further diligence, when needed, and to mitigate risks in its supply chains. Having this set of data at its disposal also allows Lassonde to, if appropriate, either (i) better understand, engage and support suppliers who present forced labour or child labour risks and, enable the Corporation to create action plans with these suppliers and work towards improvements, or (ii) terminate any commercial relation with suppliers who engage in forced labour or child labour, while taking measures to remediate the loss of income to the most vulnerable families that results from such a measure.

Specifically, the Tool uses a range of indicators to provide a picture of the risks of forced labour or child labour within a country or sector of activities, and whether a specific site is exposed to such risks. Forced labour and child labour indicators include various operational indicators at different points in the employment cycle, including potential deceptive or coercive recruitment, employment under threat of penalty and debt or wage entrapment and termination prevention. The forced labour indicators used by the Tool provider build upon the eleven indicators of forced labour developed by the International Labour Organization (ILO) which are: abuse of vulnerability, deception, restriction of movement, isolation, physical and sexual violence, intimidation and threats, retention of identity documents, withholding of wages, debt bondage, abusive working and living conditions and excessive overtime. These indicators are presented alongside scores and guides like the Forced Labour Index used by the Tool to evaluate country specific risks. The Forced Labour Index is commonly used to assess forced labour risks across four broad economic sectors including agriculture, food processing, manufacturing, and logistics, for each country within the Tool. The Index is particularly useful as it considers specific sectoral in-country combinations. In fact, in addition to the assessment of a country's risk level, focused desk research is used to calculate a sector specific score among these four economic sectors. A sector specific score is dependent on an organization's size, workforce skill level, labour intensity, type of work and risks

observed. A site characteristics score is also calculated based on factors such as working hours, health and safety, gender, worker representation, number and type of workers, labour intensity and recruitment practices. In addition, a management controls score is established with the aim of rewarding businesses that strive to manage and mitigate their forced labour and child labour risks. All the previously mentioned scores are combined by the Tool to form part of a site's comprehensive audit indicator score. This combined score is an indicator that helps draw attention to actual or potential forced labour or child labour instances in the Corporation's supply chains and activities.

The Tool provider also offers general guidance regarding next steps when forced labour risks are identified and suggests corrective actions to be undertaken with suppliers to resolve forced labour and child labour issues.

## **6. Remediation Measures**

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To date, there have been no identified or reported instances of forced labour or child labour in our manufacturing activities and supply chains.

As discussed in the "Policies and Due Diligence Processes – Supplier Code of Conduct" section of this report, suppliers are required to (i) notify Lassonde immediately if they become aware of or suspect the use of forced labour or child labour in their operations or supply chains and (ii) take appropriate correction action. In the event that one of Lassonde's suppliers violates the terms and conditions of the Supplier Code, the Corporation may reconsider its business relationship with such supplier.

As part of Lassonde's ongoing efforts to improve its knowledge of the underlying risks in its evolving supply chains, and based on the results of its ongoing inherent risk assessment of its suppliers, the Corporation's Sustainable Supply Chain Working Group is currently working to develop and implement additional measures to enhance the Corporation's due diligence process, including the possibility to require audits of higher risk suppliers and/or the completion of self-assessment questionnaires to better understand their business and operations.

## **7. Remediation of Loss of Income**

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To date, there have been no identified or reported instances of loss of income to vulnerable families that resulted from measures taken to eliminate the use of forced labour or child labour in the Corporation's activities and supply chains.

## **8. Training**

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During the reporting period, Lassonde developed and provided training on forced labour and child labour to its procurement team. The training was developed internally and covered, among other topics, the Act's reporting requirements and an introduction to forced labour and child labour.

In addition, selected employees of the Corporation's procurement team who have direct contact with suppliers have received training from the UN Global Compact Academy on human rights and how to align business activities with the UN Guiding Principles on Business and Human Rights (the "UNGPs"). This mandatory training included an introduction to the UNGPs and to human rights due diligence and action guidelines.

In an effort to increase awareness of Lassonde's whistleblowing procedures, the Corporation developed and began rolling out training on its whistleblowing hotline to employees at its Canadian plants in FY2024. The Corporation intends to continue to roll out this training and other awareness initiatives and materials over the course of the fiscal year ending December 31, 2025.

## **9. Assessing Effectiveness**

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The Corporation assesses the effectiveness of its approach primarily through a number of metrics used to measure the breadth of its forced labour and child labour risk program, including:

- Number of suppliers formally linked with the Corporation via its supplier risk assessment platform;
- Number of suppliers whose risks (including forced labour and child labour) have been assessed;
- Number of high-risk suppliers identified;

- Number of employees trained on forced labour and child labour risks over defined periods; and
- Number of suppliers who have reviewed and executed the Supplier Code.

## 10. Approval and Attestation

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This report was approved pursuant to subparagraph 11(4)(b)(ii) of the Act by the Boards of Directors of Lassonde Industries Inc., and 3346625 Canada Inc., as being a joint report of Industries Lassonde Inc., A. Lassonde Inc., Lassonde Specialties Inc. and 3346625 Canada Inc. for the financial year ended December 31, 2024.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects, for the purposes of the Act, for the reporting year listed above.

I have the authority to bind Lassonde Industries Inc.

I have the authority to bind 3346625 Canada Inc.

(signed) Nathalie Lassonde

(signed) Pierre-Paul Lassonde

Nathalie Lassonde

Pierre-Paul Lassonde

Executive Chair of the Board of Directors,  
Lassonde Industries Inc.

President and Director, 3346625 Canada Inc.

March 27, 2025

March 27, 2025