



Lassonde

2024  
Sustainability  
Report



# Table of contents

A word from our Chief Executive Officer	03	<b>Pillar 3: Caring for the planet</b>	<b>28</b>
<b>Who are we?</b>	<b>04</b>	1. Improve the sustainability of our packaging	29
<b>Our sustainability pillars</b>	<b>09</b>	2. Reduce our greenhouse gas emissions	34
<b>Summary of our 2024 achievements</b>	<b>11</b>	3. Preserve water	41
<b>Pillar 1: Promoting sound governance</b>	<b>12</b>	4. Reduce our waste	44
<b>Pillar 2: Taking care of people</b>	<b>16</b>	<b>Pillar 4: Building a sustainable supply chain</b>	<b>47</b>
1. Offer safe, quality products	17	SASB Index	50
2. Promote health and nutrition	20	Methodological appendix	55
3. Build a culture of health, safety and well-being	21	About this report	58
4. Promote a culture of inclusion	24	Forward-looking statements	59
5. Have a positive impact in our communities	26		

# A word from our Chief Executive Officer

I am pleased to present our 2024 Sustainability Report. The report highlights our actions and demonstrates our commitment to sustainability.

At Lassonde, sustainability is a fundamental component of our multi-year strategy that aims to deliver sustainable profitable growth while generating long-term value to each of our stakeholders. Our strategy is built around three strategic pillars: building a growth-oriented portfolio, driving sustainable performance, and improving our capacity to act. Our sustainability agenda is an integral part of this. It provides key elements essential for informed decision-making and supports our corporate vision of **becoming a stronger, more diversified and leading North American food and beverage player.**

Importantly, we rely on data and market trend analysis to inform, and to continuously adapt our sustainability strategy and thus continue to meet the expectations of our stakeholders. Our ambition is to maintain a rigorous approach by setting ambitious but achievable goals that are financially viable for the long-term. We will continue to make every effort required to uphold this commitment over time.

In recent years, world economies have been impacted by a range of challenges, including the COVID-19 pandemic, supply chain disruptions, and geopolitical conflicts. Businesses must demonstrate resilience and adaptability, while we must all remain committed to making the necessary efforts to address sustainability challenges.

I am proud to be able to count on a strong group of employees that are mobilized and committed to achieving our objectives. Every day, we take actions together that advance the organization and allow us to combine environmental, social, and economic sustainability, all with a continued focus on our sustainability vision: **To be an influential and committed organization that drives the transition to a more sustainable society.**



**Vincent R. Timpano**

Chief Executive Officer



Lassonde

**Who  
are we?**



# A leader in the food and beverage industry

Headquartered in Canada and with operations across North America, Lassonde Industries Inc. 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. We also manufacture and market cranberry sauces as well as selected wines, ciders and other selected alcoholic beverages. Altogether, we distribute over 3,500 unique products in approximately 200 formats across shelf-stable, chilled and frozen categories.

We operate 19 plants located in Canada and the United States through the expertise of over 2,900 full-time equivalent employees.<sup>1</sup>

To learn more, visit [lassonde.com](https://lassonde.com).

<sup>1</sup> This number includes our Boardman plant in Ohio, acquired in 2024.



# Our mission

To craft quality food and beverages that consumers love, customers value, employees are proud of, and that demonstrate care for the planet.

# Our vision

To become a stronger, more diversified and leading North American food and beverage player.

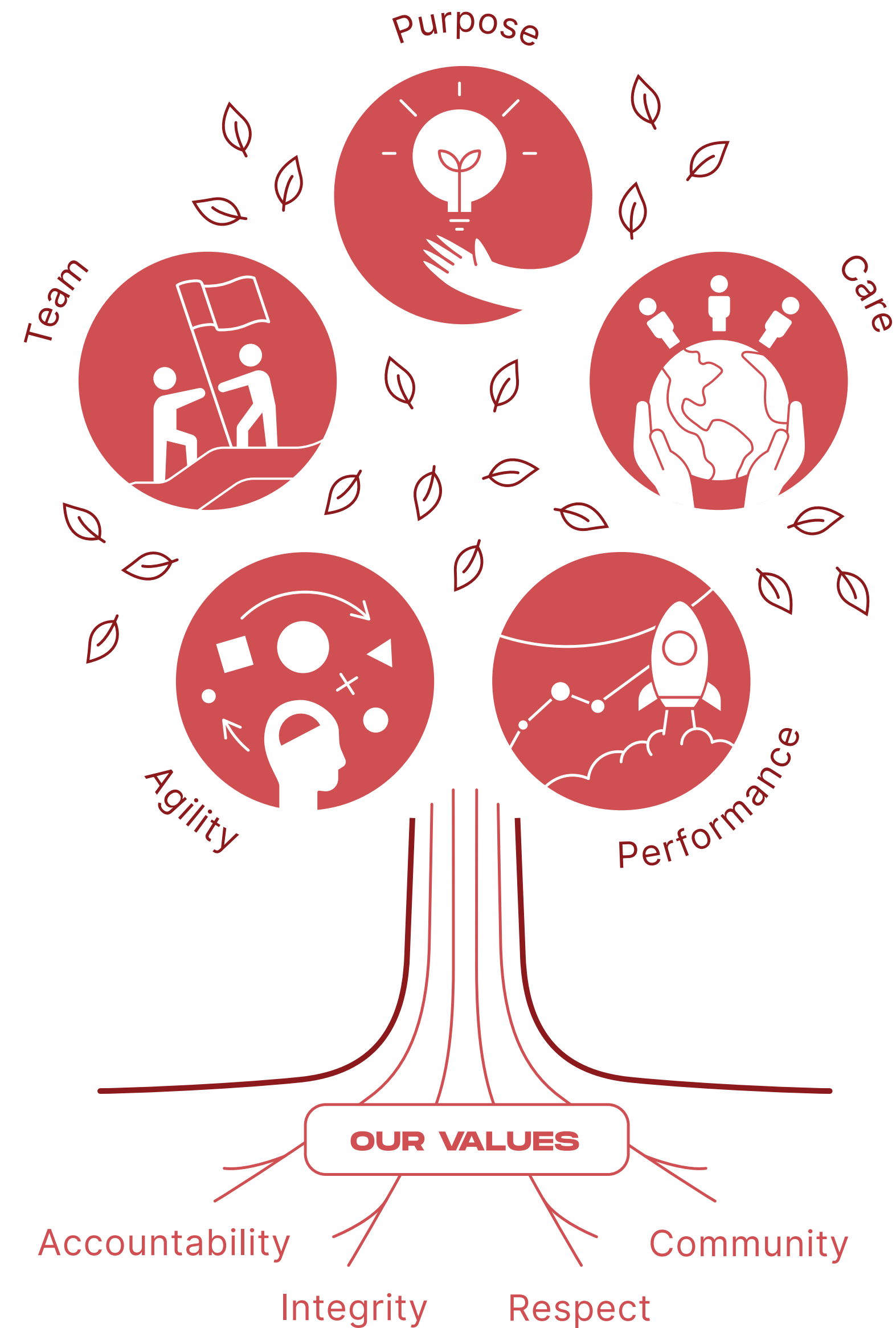
# Our values and behaviors

We are guided by a core set of values that reinforce our beliefs, and by a set of behaviors that inform our actions, every day. Both are at the heart of who we are and how we engage with our employees and our other stakeholders.

Together, they shape a Lassonde experience that is unique and focused on delivering and capturing value the right way.

Our values represent us. They are what makes us unique and set us apart from other organizations.

Our behaviors guide our actions in tandem with our values. They help us achieve our ambitions, objectives and strategic priorities and strengthen our corporate culture.



# Our brands

## Fruit beverages



## Sauces, soups and broths



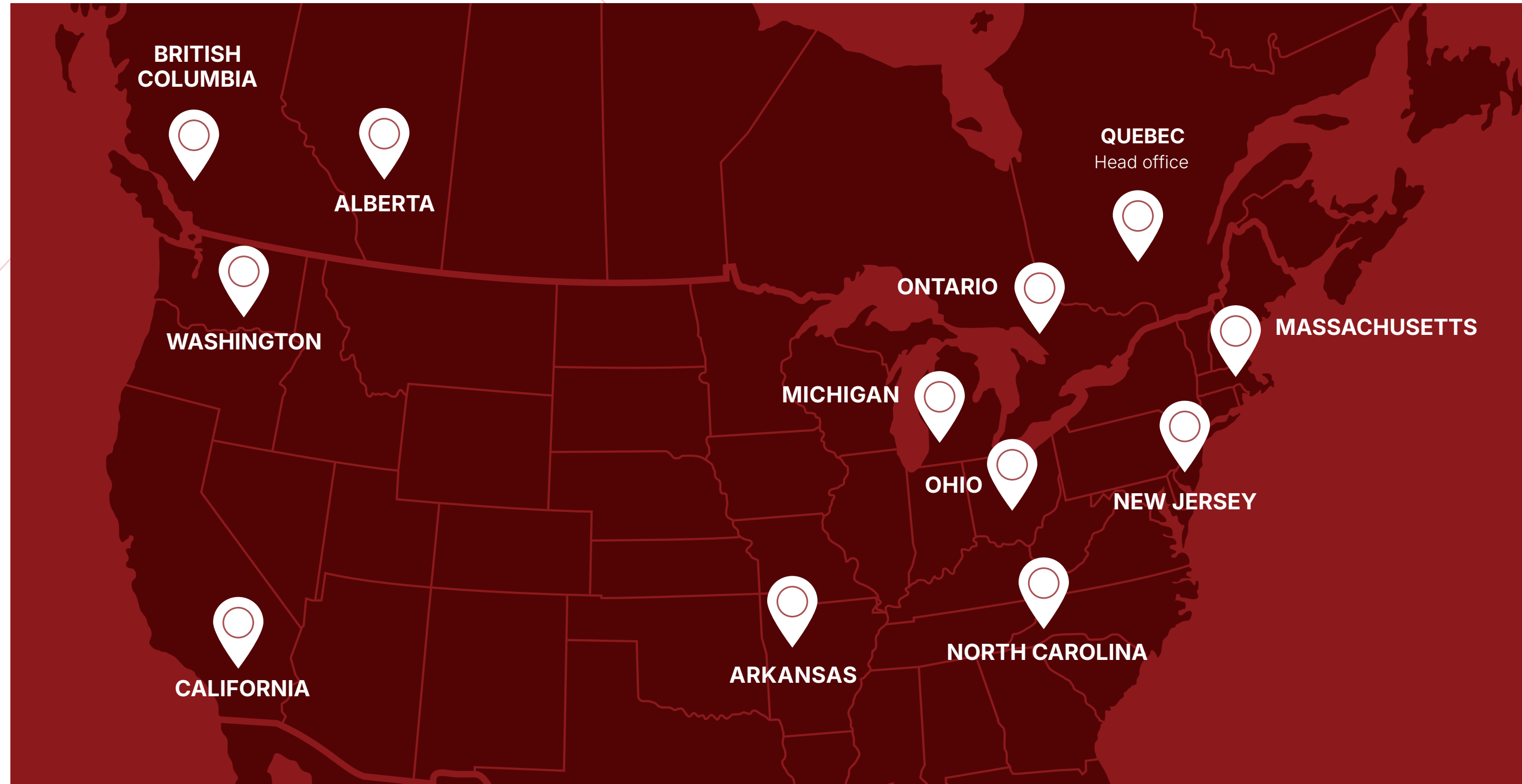
## Fruit snacks



## Alcoholic drinks



# Our presence in North America



**26**

plants, offices and warehouses<sup>2</sup>

**80,000**

tons of Scope 1 and 2 CO<sub>2</sub> equivalents<sup>4</sup>

**2,900**

full-time equivalent employees<sup>2</sup>

**1.7**

million gigajoules of energy used in total<sup>5</sup>

**1.3**

billion liters of beverages produced

**20%**

of energy from renewable sources<sup>6</sup>

**73**

million kilos of food produced

**3.2**

million cubic meters of water withdrawn<sup>7</sup>

**4**

OSHA frequency rate<sup>3</sup>

<sup>2</sup> This figure includes data from the Boardman plant in Ohio, which was acquired in 2024.

<sup>3</sup> Occupational Safety and Health Administration (OSHA) frequency rate = number of workplace injuries resulting in lost time, temporary reassignment or medical treatment x 200,000/number of hours worked.

<sup>4</sup> Includes Scope 1 and 2 greenhouse gas emissions from our main operating subsidiaries, in respect of facilities over which operational control is exercised. Scope 2 emissions were calculated using the location-based method. This figure includes data from the Boardman plant in Ohio, which was acquired in 2024.

<sup>5</sup> Total energy consumption includes energy from all sources used in our operations, including the fuel consumed by our fleet of vehicles. This figure includes data from the Boardman plant in Ohio, which was acquired in 2024.

<sup>6</sup> The renewable energy percentage takes into account energy from all sources used in our operations, including the energy sources from which the purchased grid electricity is generated. Renewable energy is defined as energy derived from natural processes that are replenished at the same rate or faster than they are depleted, such as wind, sunlight, biomass, geothermal heat, and flowing water (hydropower). This figure includes data from the Boardman plant in Ohio, which was acquired in 2024.

<sup>7</sup> Total water withdrawn in our operations includes water withdrawn from all sources, including water used as an ingredient in our products. This figure includes data from the Boardman plant in Ohio, which was acquired in 2024.

# Our sustainability pillars



# Our sustainability pillars

In 2022 Lassonde completed a materiality assessment to identify the sustainability topics that should be a priority and that have the potential to create value for the organization. We have built our sustainability strategy around these topics and are continually re-evaluating them to ensure they remain the most relevant to our organization and stakeholders.

Our strategy is based on four main pillars, with each pillar subdivided into various priorities. The report outlines why each priority is important to Lassonde, describes our approach for each one and presents the action plans and targets we have set, where applicable. We share data once it has gone through a validation process.



## Pillar 1: Promoting sound governance

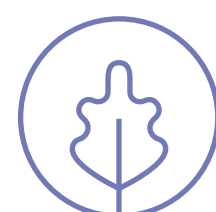
Sound governance is a priority for Lassonde. It keeps us managing our business in a transparent and responsible way, which strengthens the trust of our stakeholders and the long-term viability of our organization. It also forms the basis for effective, ethical decisions and minimizes risks.



## Pillar 2: Taking care of people

Lassonde is mindful of its impact on its internal and external stakeholders. Taking care of people is a priority for us and an integral part of our culture. We take the time to examine our behaviors and understand the reality and needs of those around us. Our commitment is based on five priorities that guide our actions:

1. Offer safe, quality products
2. Promote health and nutrition
3. Build a culture of health, safety and well-being
4. Promote a culture of inclusion
5. Have a positive impact in our communities



## Pillar 3: Caring for the planet

Our environmental strategy aims to address the challenges of climate change through actions based on sustainable and responsible practices. Our focus is on key initiatives designed to help reduce our environmental impact, preserve natural resources and promote a more sustainable future.

Our actions are structured around four priorities:

1. Improve the sustainability of our packaging
2. Reduce our greenhouse gas emissions
3. Preserve water
4. Reduce our waste



## Pillar 4: Building a sustainable supply chain

We ensure that our supply chain reflects our corporate culture and the values and behaviors we advocate. Our risk-based strategy aims to assess our suppliers to progressively improve their social, ethical, and environmental performance, thereby creating a lasting positive impact.

# Summary of our 2024 achievements



## Pillar 1: Promoting sound governance

Establish good governance practices that ensure our business is managed in a transparent and responsible way and build trust with our stakeholders.

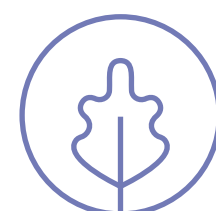
- We expanded the scope of disclosure in our CDP report to include our deforestation and water protection data, in addition to climate-related data.
- We strengthened our governance practices and controls to improve the quality and speed of our environmental data collection in line with external expert recommendations by:
  - Adding a data approval level.
  - Systematizing data collection to improve completeness and follow-up.



## Pillar 2: Taking care of people

Place the health, safety and well-being of our employees, consumers and the communities where we operate at the heart of everything we do.

- We exceeded our 2025 target of having 95% of our ingredient suppliers hold certifications recognized by the Global Food Safety Initiative (GFSI).
- We improved our average rate of cases of minor non-compliance per plant during GFSI audits.
- We improved our OSHA and lost-time accident frequency rates.



## Pillar 3: Caring for the planet

Look to the future and focus on taking meaningful steps to reduce our environmental impact.

- We completed our first Scope 3 emissions inventory and prepared preliminary action plans and levers for decarbonation.
- We confirmed our reduction targets for Scope 1, 2 and 3 emissions
- Energy efficiency experts audited our two beverage plants and two food plants in Quebec.
- Reduction of the ratio of water withdrawn by our food plants in Quebec to 5.4 L/kg, 14% less than in 2023, meeting our 2026 target.



## Pillar 4: Building a sustainable supply chain

Make our supply chain more resilient by integrating social, ethical and environmental risks into our strategy.

- We added a new requirement for our suppliers, both current and new, to review and sign the Supplier Code of Conduct.
- We trained key functions in the organization on integrating human rights into procurement practices and legislative standards on modern slavery.



Pillar 1

# Promoting sound governance

Establish good governance practices to ensure our business is managed in a transparent and responsible way and build trust with our stakeholders.



### Why this is important to us

Promoting best practices in governance is a priority for our organization, not to mention essential to the successful deployment of our sustainability strategy. Good governance is key to driving transparency, integrity and accountability within the organization.

We believe it promotes informed, strategic decision-making, builds trust with our stakeholders, and minimizes financial, legal and reputational risks. In short, good corporate governance is fundamental to our organization's sustainability and success.

### Our approach

Our governance activities are driven by our belief in a culture of ethics and good governance, as well as proper risk management. We are focused on data integrity, accountability, and on improving our governance structure and processes.

At a time when climate-related issues are increasingly critical to corporate sustainability, we have embarked on a structured process to better assess and manage our climate risks and opportunities. This is part of our drive to establish an appropriate governance structure, increase our visibility of the physical and transition risks we are exposed to, and integrate them into our overall business strategy.

#### Board of Directors

The Board of Directors is responsible for reviewing the organization's reports and initiatives related to sustainability and climate change. It must also review the organization's policies and practices regarding social responsibility. Finally, the Board is responsible for adopting a sustainability practice framework and overseeing the alignment of the sustainability strategy with the organization's overall strategy. It has mandated the Governance Committee with recommending the adoption of a sustainability practice framework and overseeing its implementation and disclosure.

#### Sustainability Executive Committee

The Sustainability Executive Committee, and ultimately the Chief Executive Officer, are responsible for approving the sustainability strategic direction. The committee meets quarterly and is comprised of members of senior management, including the vice-presidents of manufacturing and supply chain, the Chief Commercial Officer of the North America Beverage Division, and the general managers of the beverage and food business units.

#### Sustainability Committee

The Sustainability Committee sets strategic directions and ensures that the right conditions are in place to achieve the organization's objectives. The committee reports on its progress to the Sustainability Executive Committee and the Board of Directors.

Together, the team members ensure that the priorities are managed properly and that the action plans are created and executed by the right people in the working groups. The Sustainability Committee reports to the Senior Vice-President, Innovation, Quality and Sustainability.

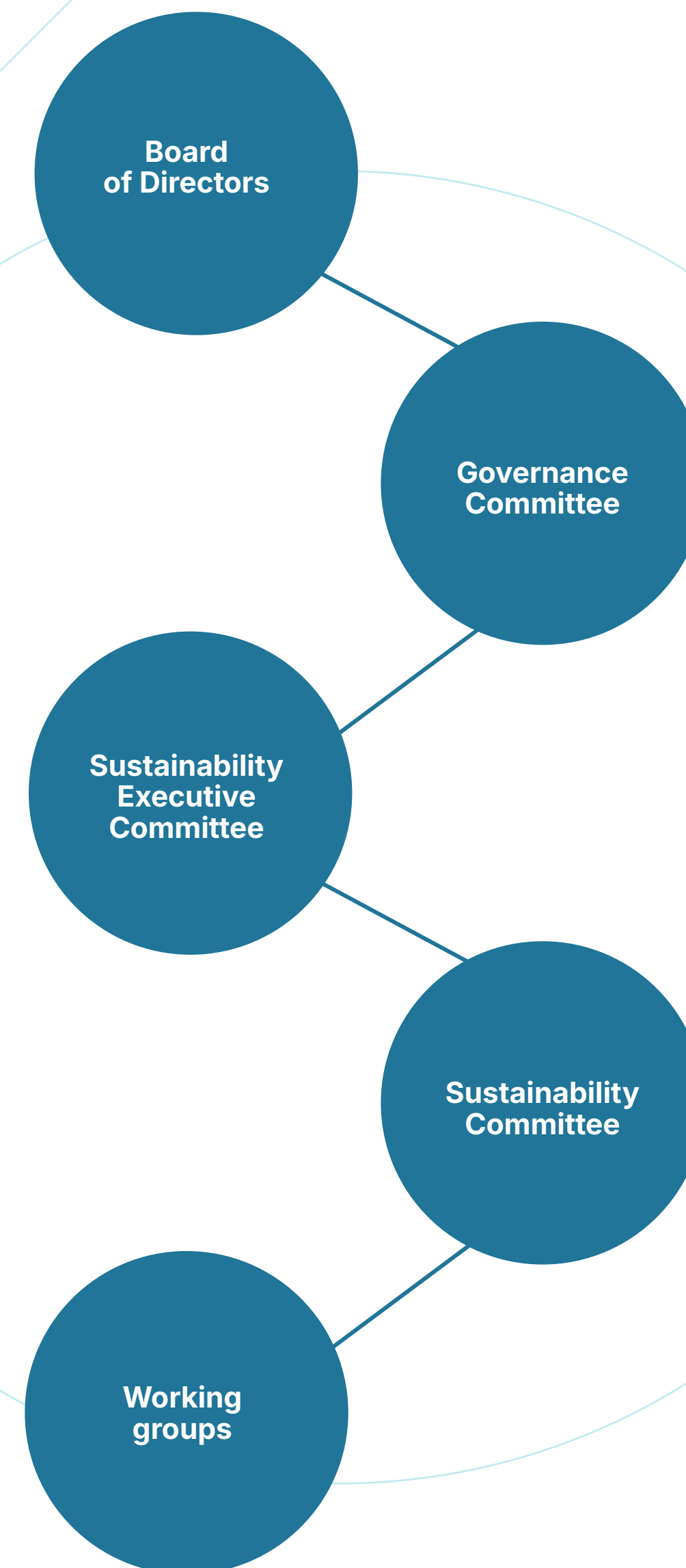
### Codes of ethics and whistleblowing procedures

Our code of ethics is publicly available, and every employee must read and agree to comply with it on hiring and on an annual basis.

Our supplier code of conduct sets out our expectations regarding business integrity and anti-corruption, labor practices, health and safety, and environmental management. It reflects our values and expectations of ourselves and our suppliers, agents, consultants and other third parties and business partners, as well as their respective employees, directors and managers.

We have whistleblowing mechanisms designed to foster integrity and prevent improper behavior. We are committed to promoting ethics and transparency within our organization.

Our code of ethics, supplier code of conduct and whistleblowing procedures are available in the [Governance section of our website](#).



# Sustainability Committee responsibilities

## Management

Set the organization's sustainability and sustainability ambitions, objectives, and priorities and prepare action plans to achieve them.

## Tools and technologies

Implement a data-driven strategy supported by the right tools and technologies to measure progress and make effective decisions.

## Expertise

Build and share knowledge and expertise and provide support to internal stakeholders.

## Reporting

Report on all sustainability commitments and results.

## Governance

Establish the governance structure and processes to support strategy deployment.

## Partnerships

Establish new strategic partnerships and strengthen existing partnerships.

Our working groups help create action plans and follow up on them on a regular basis:

<b>Governance &amp; Ethics</b>	Optimize governance practices.
<b>Packaging &amp; Ecodesign</b>	Make our packaging more sustainable.
<b>Water Management</b>	Reduce our water consumption.
<b>Waste &amp; Circularity</b>	Reduce the amount of waste sent to landfill.
<b>Energy &amp; Emissions</b>	Improve energy efficiency in our plants and reduce our greenhouse gas emissions.
<b>Employees &amp; Culture</b>	Performance tracking and discussion around issues and opportunities that impact strategy and disclosure.
<b>Communications</b>	Put in place effective communication tools and methods for informing our stakeholders about our achievements and objectives.
<b>Inclusion Council</b>	Improve our inclusion practices.
<b>Sustainable Supply Chain</b>	Make our supply chain more sustainable.
<b>Forced Labor and Child Labor</b>	Manage the risk of forced and child labor in our supply chain.
<b>Climate Risk</b>	Set up a climate risk governance framework.

## The Supply Chain Center of Excellence

The Supply Chain Center of Excellence's mission is to deliver a consistent and integrated solution through supply chain operational excellence, balancing risk, cost and sustainability and fostering a culture of continuous improvement and cooperation to meet and exceed our customers' expectations.


## The Innovation Center of Excellence

The mission of the Innovation Center of Excellence is to enhance the role of innovation in our long-term growth and sustainability strategies. The team is committed to innovating and transforming our portfolio to create a balanced, diverse and appealing range of products and packages that meet a wider range of consumer and customer needs.

## The Manufacturing Center of Excellence

The Manufacturing Center of Excellence brings together members from across Lassonde's manufacturing production teams and leverages its scale, synergy and best practices to process high-quality ingredients at the lowest possible cost, all in an environment that meets the highest health and safety standards. It is composed of a leadership team and specialists in key areas of operations.

# 2024 achievements

①	<b>Data quality</b>	<p>We strengthened our governance practices and controls to improve the quality and speed of our environmental data collection in line with external expert recommendations by:</p> <ul style="list-style-type: none"> <li>• Adding a data approval level.</li> <li>• Systematizing data collection to improve completeness and follow-up.</li> </ul>								
②	<b>Climate risk</b>	<p>We created a climate risk working group and a preliminary action plan to build a climate risk governance framework.</p>								
③	<p><b>Transparency</b></p> 	<p>We expanded the scope of disclosure in our CDP report to include our deforestation and water protection data, in addition to climate-related data.</p> <table border="0" data-bbox="1569 690 1979 827"> <tr> <td>2023</td> <td>2024</td> </tr> <tr> <td><b>Climate : C</b></td> <td><b>Climate : D</b></td> </tr> <tr> <td></td> <td><b>Forests : C-</b></td> </tr> <tr> <td></td> <td><b>Water : C</b></td> </tr> </table> <p>Despite significant improvements in governance and transparency surrounding our greenhouse gas emissions data, we saw a drop in our CDP climate score. This was due to a combination of factors, including higher expectations for climate disclosure. Upstream, we began deploying a specific action plan to improve our climate risk management and strengthen our transparency and environmental practices. The plan outlines meaningful climate governance actions, including actions already underway to reduce our greenhouse gas emissions.</p>	2023	2024	<b>Climate : C</b>	<b>Climate : D</b>		<b>Forests : C-</b>		<b>Water : C</b>
2023	2024									
<b>Climate : C</b>	<b>Climate : D</b>									
	<b>Forests : C-</b>									
	<b>Water : C</b>									

# 2025 priorities

①	②	③
<p>Implement priority action plans to build a governance framework for climate risk management. This includes identifying physical and transition risks that could have a material impact on our operations.</p>	<p>Continue to improve our sustainability reporting and internal controls in line with new requirements.</p>	<p>Continue to provide our stakeholders with useful and relevant information on our commitments and achievements through initiatives such as our annual sustainability report.</p>



Pillar 2

# Taking care of people

Place the health, safety and well-being of our employees, consumers and the communities where we operate at the heart of everything we do.



1

# Offer safe, quality products

## Why this is important to us

Our top priority is to maintain the trust of our consumers, customers and other key stakeholders by offering them safe, high-quality products.

As a food processing company, we have a risk management strategy that accounts for the risks inherent to the safety and integrity of our products. We focus all our efforts on producing safe, high-quality products.

## Our approach

We have implemented a centralized governance structure involving various teams across North America. Headed by the Senior Vice-President, Innovation, Quality and Sustainability, the North American Food Safety Committee deals with matters such as risks in our supply chain, regulatory changes and best practices.

All of our specialty food and beverage plants must maintain certifications recognized by the Global Food Safety Initiative ("GFSI-recognized certifications"). Every year, our facilities undergo third-party audits to renew their certifications. We conduct internal audits and participate in customer-led audits to ensure food safety throughout our production chain. These audits help us identify possible cases of non-compliance in our processes and take prompt corrective action.

We apply the same standards to the network of co-packers who package our products. We require these partners to hold GFSI-recognized certification. When they don't, we conduct additional checks and require a clear transition plan to obtain such certification.

We source ingredients from approximately 800 suppliers worldwide. They must undergo a comprehensive approval program that includes GFSI-recognized certification. Suppliers without a GFSI-recognized certification are further screened and are asked to provide additional documentation to ensure that we receive the highest quality ingredients.

All of our ingredient and primary packaging suppliers are required to provide documentation on the safety and quality of their inputs to ensure they meet our specifications and quality standards.

During the initial screening process, suppliers receive all the information on our specifications and



approval requirements, to which they have ongoing access. We are in communication with our brokers and raw material manufacturers to strengthen those business relationships, educate them on our quality requirements, and request corrective action when necessary.

Our plant employees are trained on our food safety and quality systems, policies and procedures upon hire and on an annual basis. We use a software program to keep track of their training and ensure employees complete it in a timely manner. Our training programs are reviewed during our annual GFSI audits. Office staff are trained in the systems they will be using

when they are hired and receive further training later on as needed. Recognized training or certification is mandatory for some key positions and strongly recommended for others.

We are also active in various industry associations, including the Juice Products Association (JPA), the International Association for Food Protection (IAFP), the Institute for Thermal Processing Specialists (IFTPS) and the Consumer Brands Association (CBA).

# In numbers

	2023	2024
Cases of major non-compliance during GFSI audits <sup>8</sup>	0	1
Average number of cases of minor non-compliance per plant during GFSI audits <sup>9</sup>	4	3.47
Corrective action rate for cases of minor non-compliance <sup>10</sup>	100%	100%
Corrective action rate for cases of major non-compliance <sup>10</sup>	Not applicable	100%
Notices of safety and quality standard breaches	0	0
Recalls	1 voluntary food recall <sup>11</sup> 2.9 metric tons of food affected by the recall	0

<sup>8</sup> The GFSI-recognized certification program defines what constitutes major non-compliance. Cases of major non-compliance are considered the most serious, and auditors are required to escalate them.

<sup>9</sup> The GFSI-recognized certification program defines what constitutes minor non-compliance. Cases of minor non-compliance do not necessarily indicate a systemic problem. The average number is calculated by dividing the number of cases of minor non-compliance by the number of plants audited.

<sup>10</sup> Corrective action is defined as a measure (usually specified in a corrective action plan) taken within the timeframe set by the GFSI-recognized certification program to eliminate the cause of non-compliance.

<sup>11</sup> Voluntary recall initiated by one of our customers because a product was mislabeled.

# 2024 achievements

# 2025 priorities

# Annual progress towards our targets

①	<b>Certified suppliers</b>	We exceeded our 2025 target of having 95% of our ingredient suppliers hold a GFSI-recognized certification.
②	<b>Commitment</b>	The International Association for Food Protection (IAFP) granted us active membership.
③	<b>Rate for cases of minor non-compliance</b>	We improved our average rate of cases of minor non-compliance per plant during GFSI audits.

①	Maintain all GFSI-recognized certifications for our plants and co-packers.	②	Continue to work to reduce the average number of cases of non-compliance per plant and increase the number of ingredient suppliers with GFSI-recognized certifications.
---	--	---	---

	2022	2023	2024		2025 targets
Percentage of our food and beverage plants that hold a GFSI-recognized certification	100%	100%	100%	>	100%
Percentage of our co-packers that hold a GFSI-recognized certification	92%	100%	100%	>	100%
Percentage of our ingredient suppliers that hold a GFSI-recognized certification	92%	95%	95.5%	>	95%

2

# Promote health and nutrition



## From ideation to in-store displays

The development cycle typically ranges from three to 24 months, depending on the complexity of the product, technologies and processes involved. There is always a steady stream of new products in the pipeline, from early development all the way to commercialization.

## Why this is important to us

We recognize the importance of a healthy diet and its long-term effects on health. Like industry regulators, health researchers and our customers and consumers, we care about the nutritional properties of our products and ingredients. We recognize that we must continually adapt our product portfolio to mitigate the risks that could arise from failing to meet our stakeholders' expectations.

Considering healthier, more nutritious offerings is an integral part of our multi-year corporate strategy to build a growth-oriented portfolio. That strategy is driven by consumer needs and is designed to ensure that our portfolio remains true to our mission, that we maintain our competitive position in the marketplace and that our corporate reputation remains strong.

## Our approach

Our approach is based on the importance of aligning our product offering with the health and nutritional expectations of our stakeholders without compromising on taste or quality.

Our product development and innovation teams pay particular attention to changing health and nutritional expectations and concerns, which include a preference for higher nutritional value and natural ingredients. It is part of what guides us in developing product formulations that are lower in salt and sugar and contain alternatives to artificial sweeteners and colors.

To do this, we work closely with our ingredient suppliers and partner with research institutes, universities and other organizations committed to innovation for healthier eating.

We also monitor emerging trends in the global food industry. We are always on the lookout for new ingredients with scientifically proven health benefits. Our Innovation Center of Excellence and R&D teams work together to create new products and adopt new manufacturing processes and technologies.

In addition, we promote best marketing practices, by providing accurate, science-based information about health and nutritional benefits.

We are committed to ensuring that our advertising does not downplay the importance of a healthy lifestyle or encourage or condone excessive food and beverage consumption. We also apply a strict framework for advertising to children. [Our responsible marketing policy is available on our website.](#)

3

# Build a culture of health, safety and well-being



To improve our health, safety and well-being practices, we established a strategic plan for 2022–2025 that focuses on three key steps:

- Strengthen governance and practices for health and safety management in all our plants and deploy training and programs as part of that effort.
- Have third parties conduct external audits to assess the company's health and safety performance.
- Conduct rigorous internal audits to assess the effectiveness and implementation of health, safety and well-being initiatives.

## Why this is important to us

We are committed to protecting the well-being of our employees and recognize that a safe and healthy workplace is both a fundamental human right and a business imperative. We strive to operate responsibly and manage health, safety and well-being risks to minimize accidents, injuries and exposure to health hazards and their negative impact on the organization and our people.

## Our approach

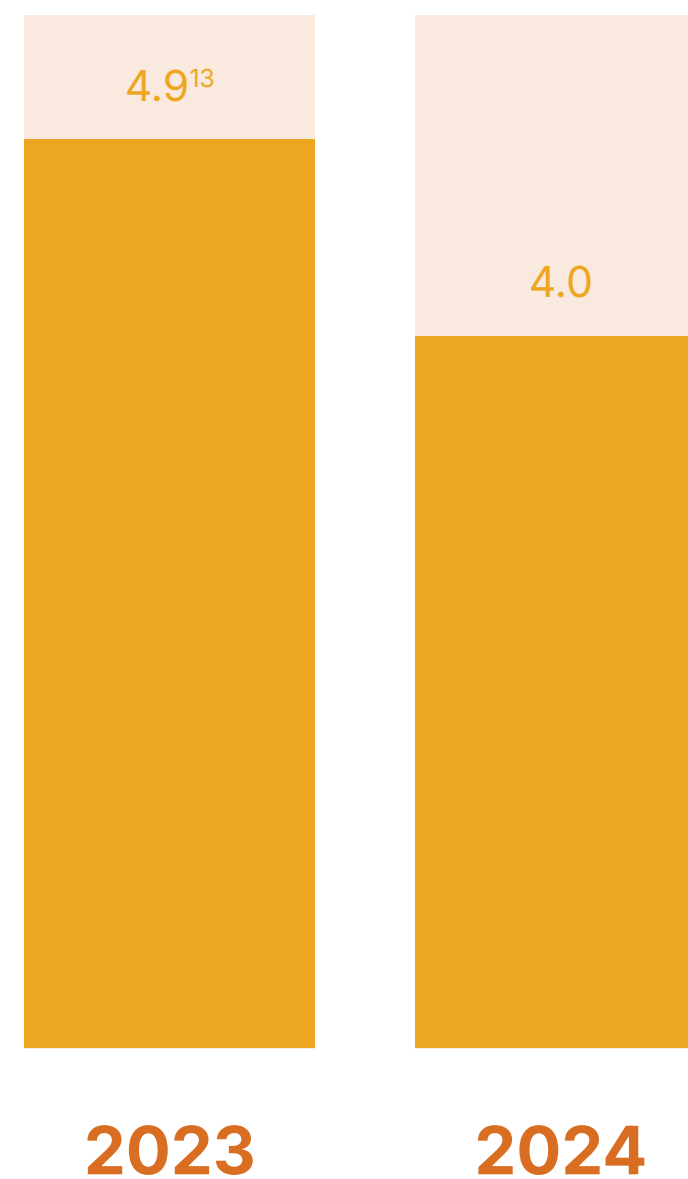
We believe that it's important to promote a culture of prevention that encourages interdependence and employee accountability. To manage the risks we face and create a culture that prioritizes health, safety and well-being, we must establish a strong governance structure and focus on employee engagement, education and training. Our approach aims to create an injury-free workplace and a culture that has a positive impact on the health, safety and well-being of our employees.

Led by the Chief Human Resources Officer and the Senior Vice-President, Manufacturing, North America, our North American health and safety committee meets on a regular basis to review the results from previous years, set priorities for the coming year, and share this information with all plant managers. The committee ensures the daily implementation of necessary actions to achieve its long-term goals, while adjusting its priorities as needed.

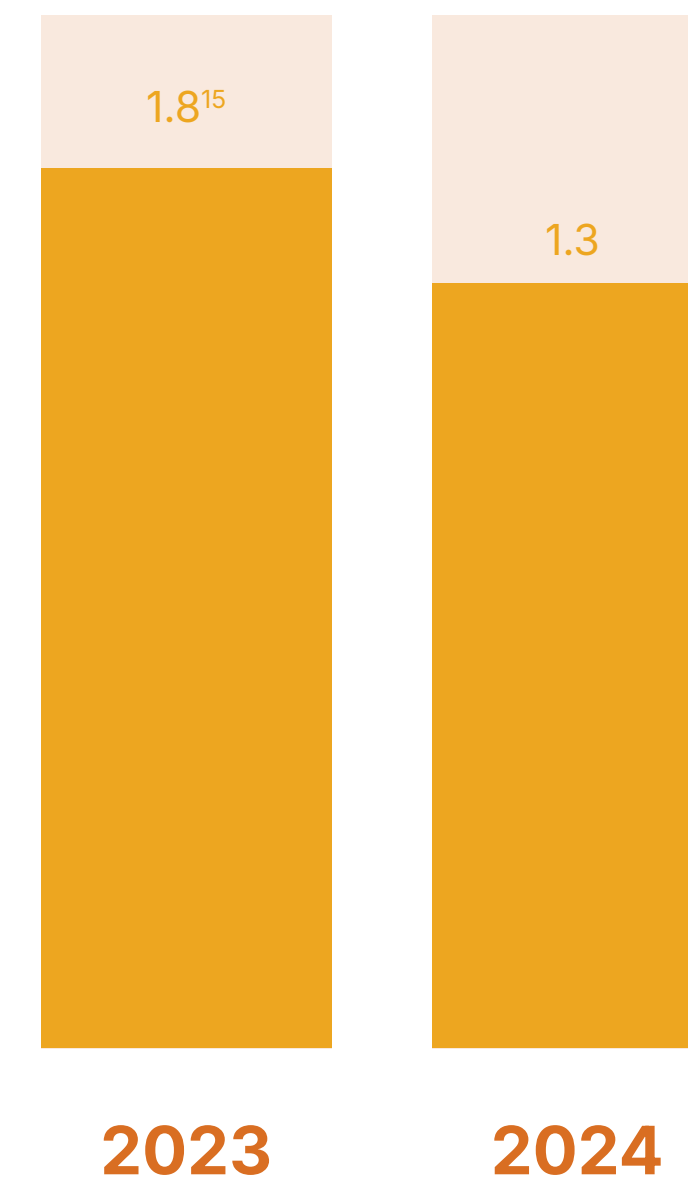
Furthermore, our Employee and Culture working group ensures performance tracking and discusses issues and opportunities that impact strategy and disclosure. The working group, which consists of the Sustainability Committee and the Chief Human Resources Officer, meets monthly.

# In numbers

OSHA frequency rate<sup>12</sup>



Lost-time accident frequency rates<sup>14</sup>



“ I'm very pleased with our team's efforts to improve our accident frequency rates. This progress highlights our ongoing commitment to the health, safety and well-being of our employees. By adopting rigorous practices and investing in effective training, we have fostered a safer and healthier working environment for all. ”

**Stéphane Dubé**  
Senior Vice-President, Manufacturing, North America

<sup>12</sup> OSHA frequency rate = number of workplace injuries resulting in lost time, temporary reassignment or medical treatment x 200,000/number of hours worked.

<sup>13</sup> Figure corrected retroactively to reflect changes in the classification of some accidents (figure reported in the 2023 report: 4.7).

<sup>14</sup> Lost-time accident frequency rate = number of workplace injuries resulting in lost time x 200,000/number of hours worked.

<sup>15</sup> Figure corrected retroactively to reflect changes in the classification of some accidents (figure reported in the 2023 report: 1.9).

# 2024 achievements

①	<b>Audits</b>	Third parties conducted health and safety audits at all our plants in the United States. <sup>16</sup>
②	<b>Action plans</b>	We deployed the priority action plans from the audit reports for our plants.
③	<b>Performance</b>	We improved our OSHA and lost-time accident frequency rates.
④	<b>Leadership and culture</b>	We optimized our structure to strengthen our health and safety leadership by holding steering committee meetings more frequently, training employees, and sending safety awareness bulletins.
⑤	<b>Programs</b>	We reviewed and updated all of our health and safety programs, including those for lockout, confined space entry and management, and electrical safety.

# 2025 priorities

- ① Complete the second phase of our third-party audits for all Canadian plants and the Boardman plant in Ohio, acquired in 2024.
- ② Deploy the action plans from the audits on an ongoing basis.
- ③ Integrate our health and safety best practices at our Boardman plant in Ohio, acquired in 2024.
- ④ Continue to analyze health and safety risks at our plants.
- ⑤ Strengthen our health and safety culture by training employees and involving them in risk identification and problem solving.
- ⑥ Maintain our health and safety programs at all plants.

**2025 target** → **Improve our health, safety and well-being practices.**

<sup>16</sup> With the exception of the Boardman plant in Ohio, which we acquired in 2024.

4

# Promote a culture of inclusion



The Workplace Violence and Harassment Policy is one of the tools we have put in place to ensure a safe working environment.

## Why this is important to us

We believe in fostering an inclusive culture that respects and values differences. We want to create a fair workplace that is representative of the talent within our communities. We recognize everyone's right to work in an environment free from harassment and discrimination and want to create an environment where everyone feels valued. This is essential for our organization and for achieving our corporate vision, as it boosts innovation and creativity and fosters employee engagement.

## Our approach

We created the Inclusion Council to accelerate the development and implementation of a structured strategy. The Council is comprised of committed leaders from multidisciplinary teams who bring diverse and complementary perspectives to the table.

The role of the Council is to formulate the company's inclusion strategy, including the vision, objectives and areas of focus. Our teams draw up and roll out action plans under the guidance of our HR ambassadors, who are also members of the Council. The Council

monitors the action plans and ensures that the progress of initiatives is regularly reported to the Executive Committee and the Board of Directors.

We worked with the Council to map out a strategy based on three main pillars:

- Pillar 1:** Raise awareness by sharing knowledge.
- Pillar 2:** Attract competent and high-performing talent by improving our processes for recruitment, career development and succession planning.
- Pillar 3:** Foster employee engagement by promoting fair practices and a safe working environment.

# 2024 achievements

①

## Training

76% of our office employees have completed unconscious bias training.

We added informational videos about unconscious bias for plant employees.

# 2025 priorities

①

Continue efforts to ensure that 90% of office employees complete unconscious bias training.

②

Keep devising and deploying our communication and ongoing training plan for employees.

③

Continue to analyze our processes for recruitment, career development and succession planning.

**2025 target**

**Improve our culture of inclusion.**

5

# Have a positive impact in our communities



Our team in Sparta, Michigan, was recognized by the city's Chamber of commerce for its community involvement and product donations.

## Why this is important to us

Ever since this company was founded, the well-being of everyone in the greater Lassonde community has been at the heart of everything we do. That includes our employees and their families, the people who live near our plants, and our consumers. Now more than ever, we believe it's important to uphold that spirit of mutual aid and have a positive impact on the welfare of our wider community.

## Our approach

Through our donations and sponsorship program, we support initiatives that improve food security and uplift the communities where we operate. From donating products for events to providing financial support for causes, every action we take reflects our corporate values.

	2023	2024
Product donations and sponsorships	\$3.1 million <sup>17</sup>	\$3.5 million <sup>17</sup>
Cash donations and sponsorships	\$525,000 <sup>18</sup>	\$409,000 <sup>18</sup>

<sup>17</sup> Estimated total market value of products donated, in Canadian dollars.

<sup>18</sup> In Canadian dollars.

# 2024 achievements

1

## Donations and sponsorships

We continued to fulfill our commitments to food banks and non-profit organizations and responded to numerous requests for donations and sponsorships. Our brands also supported a number of events, causes and initiatives that had a positive impact across North America.

### 2025 target

To have a measurable positive impact through a donation and sponsorship program that supports initiatives that improve food security and the well-being of the local communities where we operate.



Employees at our Cherry Hill office donated more than 125 pounds of food to Philabundance, an organization that distributes food to people in need in the New Jersey area. Some team members also lent a hand in the community kitchen.



We gave to Moisson Montréal's La faim des vacances campaign, which distributed 570,016 snacks to 4,178 children aged 6 to 17 who lost the support normally provided by the school system during the summer break.



Pillar 3

# Caring for the planet

Look to the future and focus on taking meaningful steps to reduce our environmental impact.



1

# Improve the sustainability of our packaging

## Why this is important to us

Our commitment to the environment is a fundamental pillar of our long-term strategy. As a leader in North America’s food and beverage industry, we produce a significant amount of packaging each year, mainly polyethylene terephthalate (PET), multilayer cardboard, glass and aluminum packaging. Making our packaging more sustainable is a strategic imperative to meet the challenges of sustainable development and remain competitive. We want to take meaningful steps to mitigate the environmental risks associated with packaging use and respond effectively to growing consumer and regulatory concerns.



“ Making our packaging more sustainable isn’t just a response to today’s challenges. It’s also a path we have chosen to engage our employees and partners in building a future where innovation and environmental awareness combine for a more sustainable world. ”

Vincent R. Timpano  
Chief Executive Officer

## Our approach

We set clear targets for recyclability and recycled content and leverage our engagement with key industry players as well as the collaboration of the teams responsible for deploying our action plans. Our teams produce packaging that preserves the quality and safety of our products while working to find solutions that will allow us to meet our commitment to responsible packaging use.

In 2024 we continued to identify and deploy initiatives in collaboration with our North American Working Group. This working group is comprised primarily of operations vice-presidents and members from the sales, marketing, engineering, procurement, quality assurance, and research and innovation teams. The group’s quarterly meetings provide a forum for discussing best practices in sustainability and circularity, such as reducing the weight of packaging, adding recycling instructions to packaging and optimizing certain components to increase their recyclability within existing systems.

Our efforts have provided us with greater insight into the challenges associated with integrating recycled content, including the complexity of sourcing sufficient quantities of high-quality recycled raw materials, price variability, operational issues, and technical barriers to guaranteeing product quality and safety.

As a manufacturer producing our own brands and private labels, we also need to align our strategy with that of our customers. In general, differing priorities can be a significant barrier to establishing sustainable initiatives, for both financial and operational reasons. To reach sustainable packaging targets, key stakeholders in the value chain must share a common vision and align their objectives. That’s why we are increasingly making sustainability obstacles and opportunities part of our conversations with those stakeholders.

In light of all of those factors, we have decided to modify our recycled content targets to reflect the context in which we operate.

Regarding our goal of replacing straws in our packaging, our priority is to identify innovative, sustainable alternatives to straw that respect the environment and meet consumer needs. We are carefully testing alternatives to ensure they meet all our criteria for functionality, sustainability and cost.

Our priority for 2025 will be to set our sustainability targets, looking beyond 2025. We will aim to define a roadmap of targets that are still specific and measurable, yet achievable given the constraints identified and those we expect to face in the future. We will also review our operating environment to ensure that the next iteration of our targets is aligned with our environmental and business priorities, all while continuing to meet the expectations of our key stakeholders.

# In numbers<sup>19</sup>

	2023	2024
Total weight of primary and secondary packaging	101,333 metric tons <sup>20</sup>	111,540 metric tons
Average recycled content in our primary glass packaging	18.4% <sup>20</sup>	19%
Average recycled content in our primary aluminum packaging	62.8%	66.7%
Average recycled content and certifications for our cardboard packaging	<p>0% recycled content in our multilayer cardboard primary packaging</p> <p>62.5% recycled content in our secondary cardboard packaging</p> <p>91% of our primary and secondary cardboard and paper packaging are certified (FSC, SFI, PEFC)</p>	<p>0% recycled content in our multilayer cardboard primary packaging</p> <p>66% recycled content in our secondary cardboard packaging</p> <p>98.3% of our primary and secondary cardboard and paper packaging are certified (FSC, SFI, PEFC)</p>

MEMBER OF

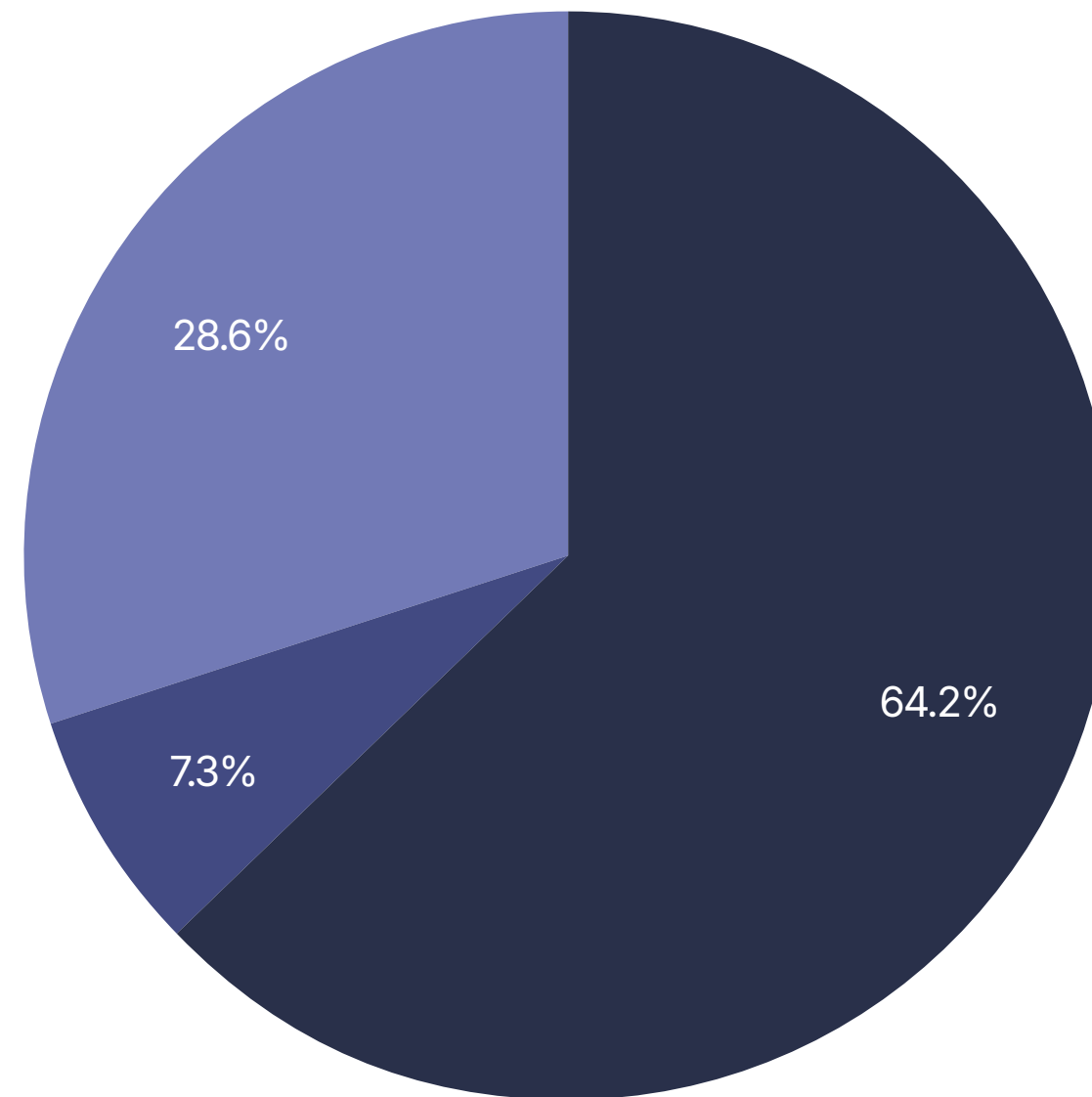


Lassonde established a data collection and validation process that was reviewed by external experts. The figures may be adjusted in the future as our processes change and the quality of available data improves.

<sup>19</sup> Based on purchase volumes in fiscal year 2024 for all our branded and private brand products. Percentages are calculated based on packaging weight.

<sup>20</sup> Adjusted retroactively as part of the data validation process.

# Packaging by category and material type (by weight)



## ● Priority primary packaging

PET plastic	25.3%
Glass	25%
Aseptic multilayer carton	12.3%
Refrigerated multilayer carton (gable top)	1.3%
Aluminum cans	0.4%

## ● Other primary packaging

Plastic caps, straws, labels and sleeves (HDPE, <sup>21</sup> PP, <sup>22</sup> PET)	4.1%
Metal caps and cans (steel and aluminum)	2.1%
Paper straws and labels	0.8%
Non-recyclable pouches and containers	0.4%

## ● Secondary packaging

Cardboard	26.2%
Low-density polyethylene (LDPE) films	2.3%

<sup>21</sup>High-density polyethylene

<sup>22</sup>Polypropylene

# 2024 achievements

# 2025 priorities

①	<b>Source reduction</b>	<p>We reduced the size of many polypropylene labels in the United States, resulting in a weight reduction of around 56 000 kg.</p> <p>Installation of new 200 ml juice production lines that use 44% less polyethylene film.<sup>23</sup></p> <p>For our SunRype brand, we reduced the weight of our 96 oz. and 64 oz. PET bottles by 12% and 3%, respectively. We also eliminated the plastic wrap on our fruit bar boxes and replaced it with a tamper-evident device.</p>
②	<b>Recycled content</b>	<p>We increased the percentage of recycled content in our PET packaging.<sup>24</sup></p>
③	<b>Recyclability</b>	<p>We increased the recyclability of our primary and secondary packaging in line with the best practices of the Golden Design Rules and Association of Plastic Recyclers (APR):</p> <ul style="list-style-type: none"> <li>• In Canada we replaced hot-melt adhesive on some of our packaging with an alkali-soluble adhesive, making it easier to separate labels during the recycling process.</li> <li>• In the United States we eliminated the majority black bottle caps and replaced some box sleeves with an option that complies with APR guidelines.</li> </ul>

①		②		③		④
Build the second phase of our sustainable packaging strategy and targets.		Continue to introduce recycled content in our primary PET packaging to reach 20% recycled content on average on our production lines by the end of 2025.		Continue the conversation with our packaging suppliers and participate in innovative projects to accelerate the introduction of recycled resins and fibers in our primary packaging.		Continue to seek alternatives to straws and to packaging that are difficult or impossible to recycle.

<sup>23</sup> The process of the new lines has been optimized, reducing the width and thickness of the film used to wrap the 8 and 10 packs of 200 ml beverages.

<sup>24</sup> Based on purchase volumes in fiscal year 2024 for all our branded and private brand products.

# Annual progress towards our targets<sup>25</sup>

	2022	2023	2024		2025 targets <sup>26</sup>
Percentage of the primary and secondary packaging components <sup>27</sup> that are recyclable <sup>28</sup>	99.3% <sup>29</sup>	99.6%	99.6%	>	100% in production
Percentage of the recycled content on average in the priority primary packaging <sup>30</sup>	8.7% <sup>31</sup>	9% <sup>31</sup>	10.9%	>	15% <sup>32</sup> in production
Percentage of the recycled content on average in the PET packaging	3%	4.9%	7.9%	>	20% <sup>33</sup> in production
Percentage of the paper straws on our branded products	17%	29%	45%	>	100% in addition to finding straw alternatives

<sup>25</sup> Historical recycled content data based on purchase volumes for that fiscal year. Recyclability and recycled content percentages are calculated based on packaging weight. We use our suppliers' annual averages for recycled content and our annual purchase volumes of recycled and virgin PET granules. Paper straw percentages are based on our branded product sold in Canada and the US during the year in question.

<sup>26</sup> Our recyclability and recycled content targets are based on production volumes at December 2025 (rather than on annual purchase volumes) to better reflect our situation at the end of 2025. We report the average percentage of recycled content each year based on annual purchase volumes in order to allow comparison with previous years.

<sup>27</sup> Primary packaging is in direct contact with the product and is usually intended for the end consumer. Secondary packaging contains several primary packages to provide additional protection and facilitate transportation.

<sup>28</sup> Packaging is defined as recyclable if it can be diverted from the waste stream through available processes and programs and collected, processed and reused as raw materials.

<sup>29</sup> Adjusted retroactively as part of the data validation process.

<sup>30</sup> Our priority primary packaging materials are PET, multilayer cardboard, glass and aluminum.

<sup>31</sup> Adjusted retroactively as part of the data validation process.

<sup>32</sup> This target was reduced from 20% to 15% to better reflect the context in which we operate.

<sup>33</sup> This target was reduced from 50% to 20% to better reflect the context in which we operate.

2

# Reduce our greenhouse gas emissions

## Why this is important to us

We recognize the seriousness of climate change and the urgent need for collective action. Reducing our carbon footprint is a priority for our organization. Climate change is affecting and will continue to affect all aspects of our operations, from raw material sourcing to product manufacturing and distribution. We support the stakeholders who are calling for greater transparency and more meaningful action to reduce greenhouse gas emissions (GHG).

## Our approach

Reliable and accurate data is the cornerstone of our GHG emissions reduction strategy. We rely on external experts to help us continuously improve the way we collect and validate data. We embrace accountability and transparency for our stakeholders. Our priority is to establish and maintain a credible reduction strategy.

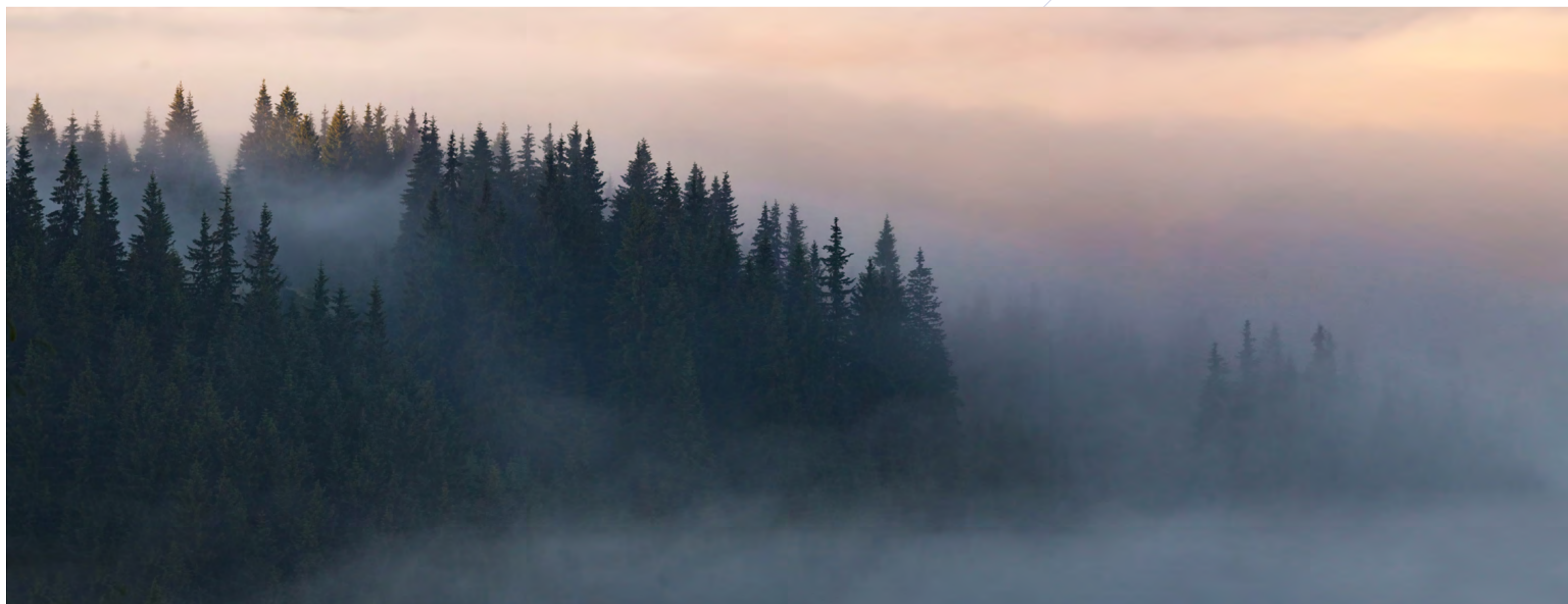
We work with a **Scope 1 and 2** GHG emissions management working group and are committed to developing and deploying practical action plans. As part of that process, we are working with our operations teams to improve our energy efficiency, reduce our use of natural gas, and develop plans to increase our use of renewable energy.

For our **Scope 3** emissions, we are working with a number of internal stakeholders, particularly our procurement, transport logistics and executive teams.

In 2023 we confirmed our commitment to submit science-based targets to the Science Based Target initiative (SBTi) for approval by no later than 2025. Over the past two years we have improved our understanding of the most significant sources of emissions in our value chain and the levers of action with the greatest potential to reduce emissions. The reduction target required by the SBTi for the forestry, land management, and agriculture (FLAG) sectors represents our main challenge. Given that the main activity sectors of our supply chain are considered low-carbon compared to other sectors, there are few identified and sufficiently significant reduction levers to achieve the reductions required by the SBTi. Additionally, we find that our suppliers' commitments are often publicly unavailable, non-existent, or insufficient in terms of ambition compared to the SBTi requirements. Since achieving the

reduction targets depends largely on the actions of companies upstream in our value chain, we aim to better understand the best practices to engage our various stakeholders. Therefore, we decided not to submit our targets to the SBTi for approval.

Our approach remains sound and rooted in recognized reduction practices: We used strict calculation methodologies, made direct-impact actions a priority in setting our targets, and set a target for our Scope 3 emissions, where our impact is greatest. We will continue to make tangible efforts to broaden the scope of our actions and align them as closely as possible with science-based requirements.



# Scope 1 and 2 emissions

Scope 1 and 2 emissions are the direct and indirect emissions associated with our production processes. Scope 1 emissions are mainly direct emissions from the combustion of natural gas at our production sites, particularly to produce heat and steam and for our heating systems and other industrial equipment. Scope 2 emissions are mainly indirect emissions associated with the use of electricity to power our facilities. We are focusing our efforts on those two types of emissions to reduce our carbon footprint and make our operations more sustainable.

In 2024 we began a preliminary review of our operations and processes, accompanied by energy audits at certain plants, to identify levers of action that could help reduce our emissions.

We used that review to set a reduction target that is realistic and supported by specific levers of action:

**By 2030, reduce our absolute Scope 1 and 2 emissions by 20% against our 2022 baseline.**

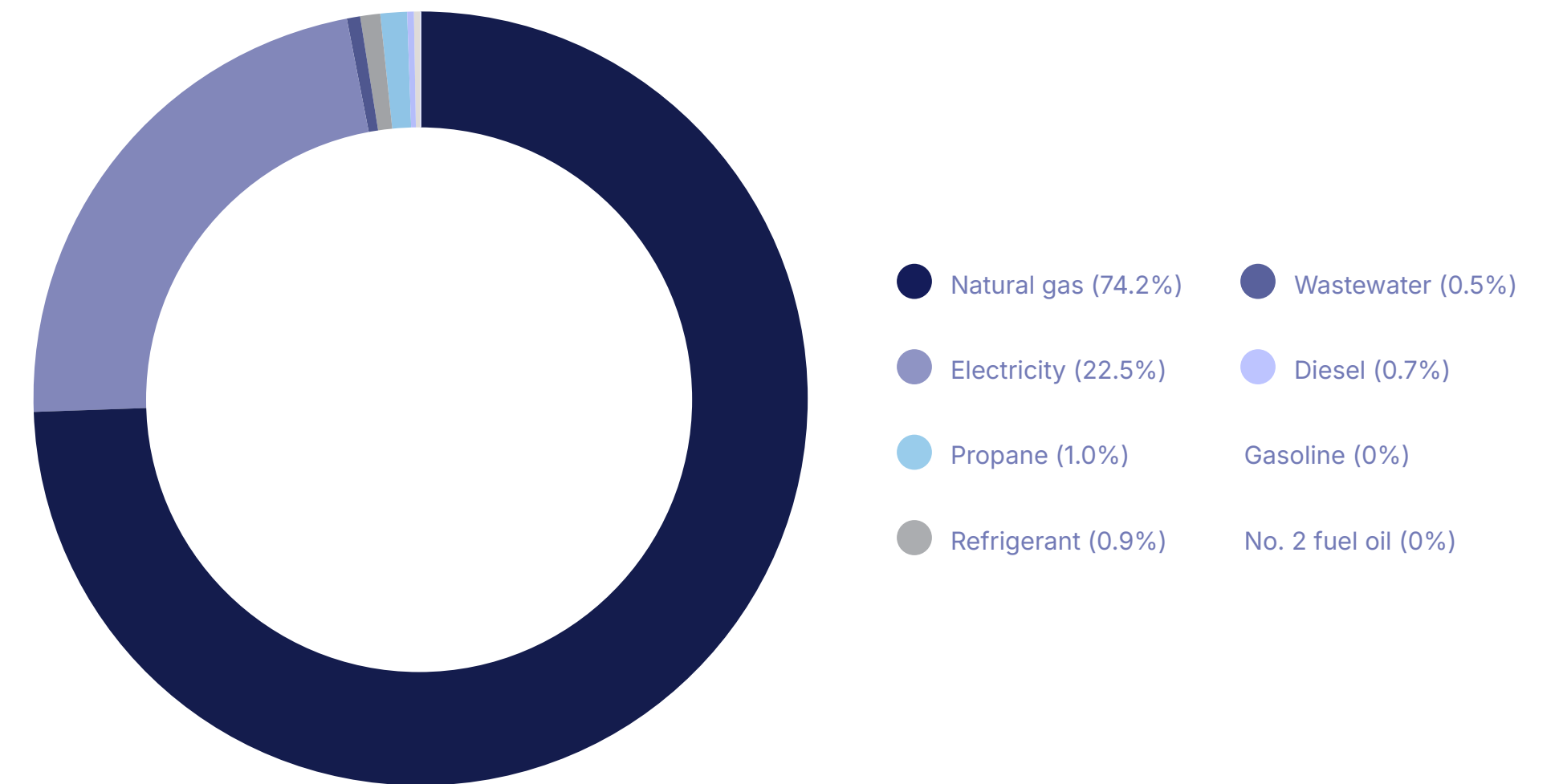
Our Scope 1 and 2 emissions reduction plan focuses on energy efficiency initiatives, the reduction of natural gas consumption, and the use of renewables. In addition to reducing GHG emissions, these improvements have the potential to make us more financially efficient by bringing down our power consumption costs.

Based on the energy audits conducted in 2024, we identified actionable initiatives such as optimizing our processes and our thermal and climate management systems to improve heat recovery and reduce losses.

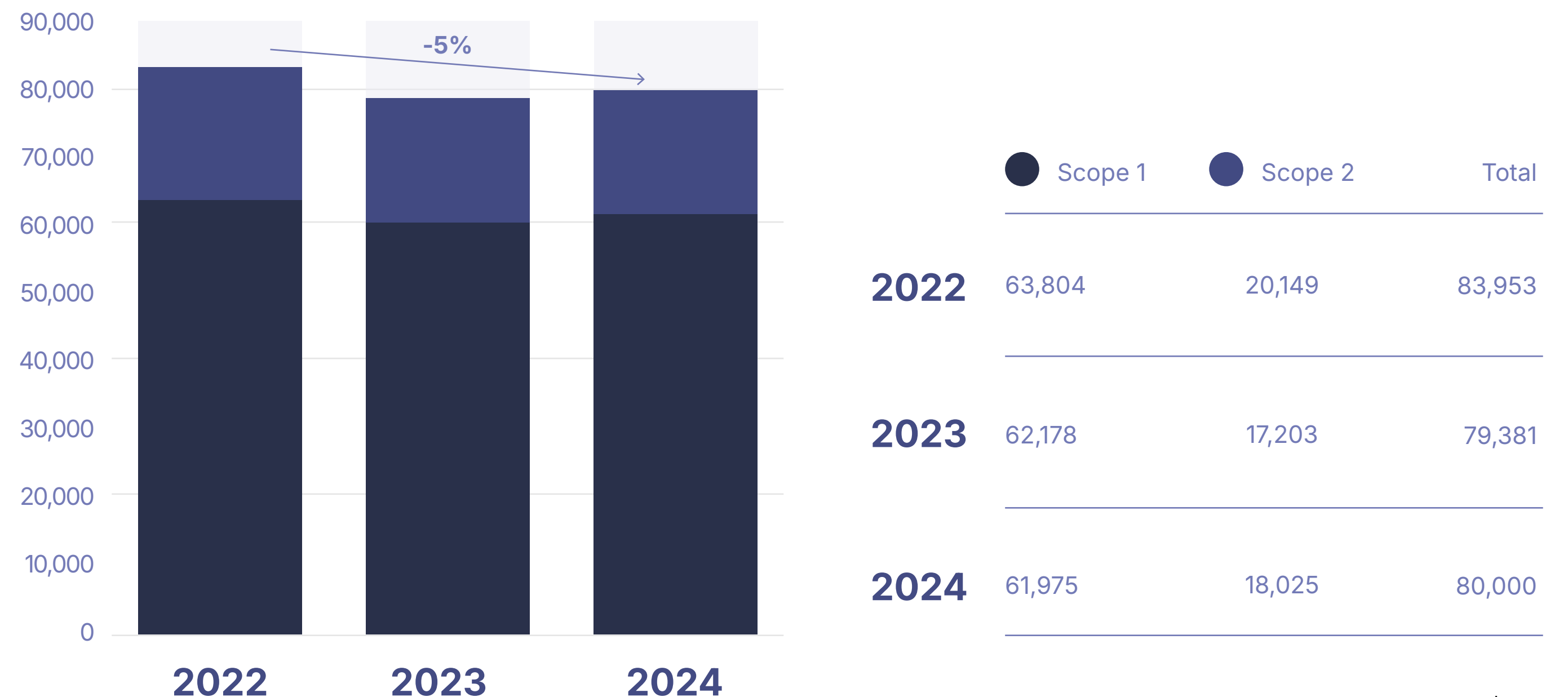
<sup>34</sup> The chart shows the Scope 1 and 2 greenhouse gas emissions of our main operating subsidiaries for facilities where operational control is exercised. Scope 2 emissions have been calculated using the location-based method.

<sup>35</sup> Figures for 2022 and 2023 have been adjusted as part of the normal validation process and to retroactively include data from the Boardman plant in Ohio, which was acquired in 2024. Figures for 2024 include data from our Boardman plant.

Scope 1 and 2 emissions by source in 2024<sup>34</sup>



Scope 1 and 2 emissions in metric tons of CO<sub>2</sub> eq.<sup>35</sup>



# In numbers<sup>36</sup>

	2023	2024
Total energy consumption <sup>37</sup>	1.7 million gigajoules <sup>38</sup>	1.7 million gigajoules
Energy from the electricity grid <sup>39</sup>	30% <sup>38</sup>	31%
Energy from renewable sources <sup>40</sup>	21% <sup>38</sup>	20%

Lassonde established a data collection and validation process that was reviewed by external experts. The figures may be adjusted in the future as our processes change and the quality of available data improves.

<sup>36</sup> These figures include data from the Boardman plant in Ohio, which was acquired in 2024.

<sup>37</sup> Total energy consumption includes energy from all sources used in our operations, including the fuel consumed by our fleet of vehicles.

<sup>38</sup> Adjusted retroactively to include data from the Boardman plant in Ohio, which was acquired in 2024.

<sup>39</sup> To calculate the percentage of energy consumed that comes from the electricity grid, we divided the amount of electricity consumed and purchased from the grid by the total amount of energy consumed.

<sup>40</sup> The renewable energy percentage takes into account energy from all sources used in our operations, including renewable energy that is part of the electricity grid mix. Renewable energy is defined as energy derived from natural processes that are replenished at the same rate or faster than they are depleted, such as wind, sunlight, biomass, geothermal heat, and flowing water (hydropower).

# Scope 3 emissions

In 2024 we completed our first Scope 3 emissions inventory to gain a more practical understanding of our impact beyond our own operations<sup>41</sup>. For this exercise, we followed the recognized guidelines of the GHG Protocol<sup>42</sup>.

Scope 3 emissions include all indirect emissions upstream and downstream of our operations. For that initial analysis, we reviewed all emission categories to identify the most material among the 15 categories defined by the GHG Protocol for our industry.

We used the best available data and recognize that the accuracy of our results depends on the quality of the data we collect. That is why we are committed to increasing the reliability of our data by continuously improving our data collection processes and working more closely with our stakeholders.

We calculated the emissions from our supply chain, including those from Forest, Land and Agriculture (FLAG), meaning the forestry, land use and conversion, and farming activities that occur upstream of our operations, such as to grow the oranges and apples used in our beverages.

**For more information about how we calculate Scope 3 emissions, please see the appendix on methodology in this report.**

## Highlights

Our carbon footprint assessment shows that Scope 3 emissions account for over 90% of our total GHG emissions, specifically:

- **Purchased goods and services (Category 1)** account for more than 60% of our Scope 3 emissions, reflecting the impact of our raw material and ingredient sourcing, in particular our purchases of fruit, fruit concentrate, sugar and packaging.
- **The transportation** of our raw materials to our plants and our products to our customers and consumers (**Categories 4 and 9**) accounts for 25% of our Scope 3 emissions, reflecting the impact of our inventory logistics.

We also analyzed other, less material categories (such as business travel and employee commuting) to gain a comprehensive view of our footprint and identify levers of action.

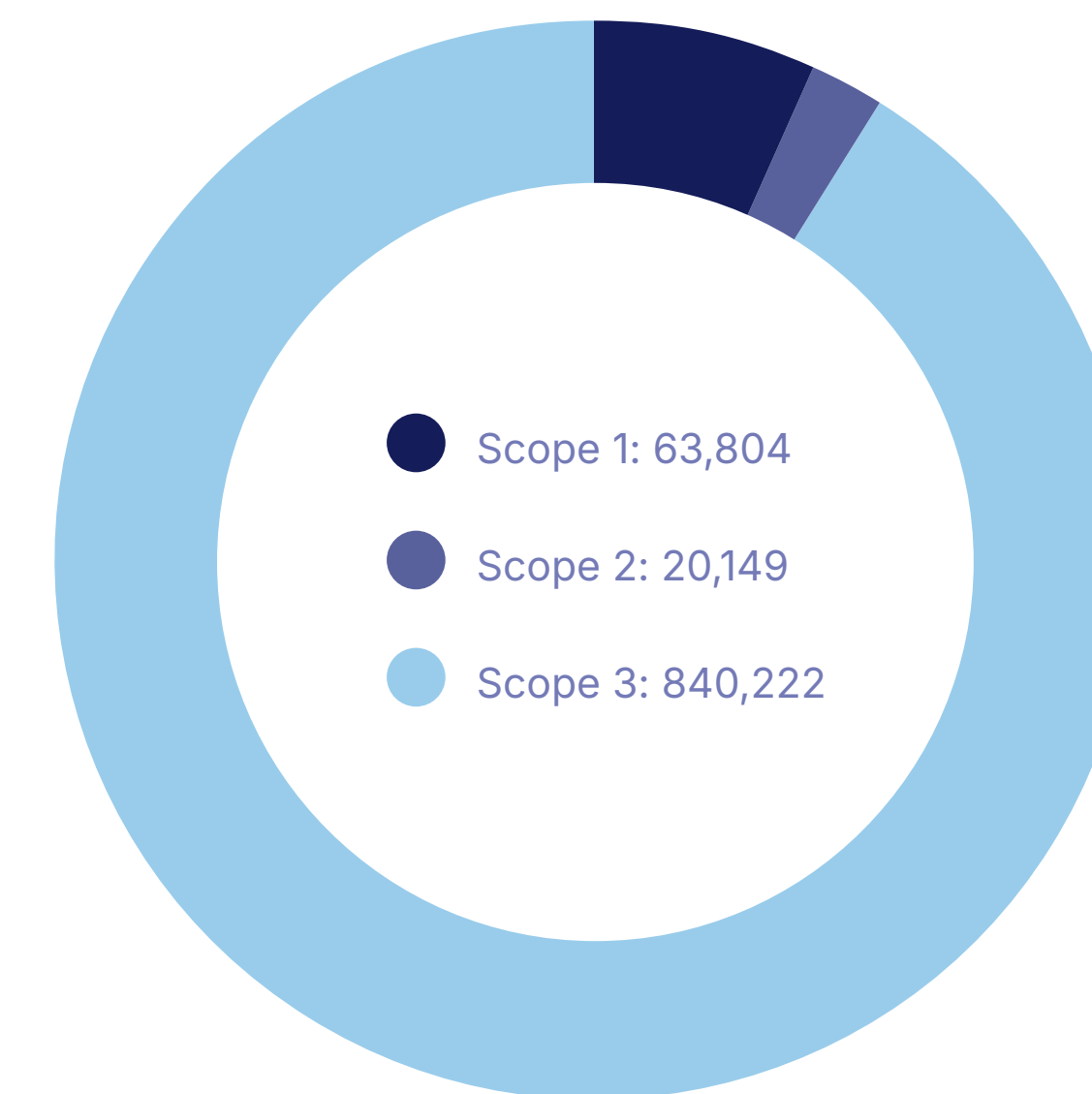
We then used the information from that inventory to identify our priority areas of action and guide our preliminary decarbonation strategy:

- **Optimize our sourcing:** We are currently exploring ways to reduce the impact of our fruit, concentrate, sugar and packaging purchases (see this report's "Improve the sustainability of our packaging" section for more information about our packaging goals).
- **Improve transportation and logistics:** In addition to our optimization efforts, we plan to explore more sustainable transportation alternatives and encourage our partners to adopt low-carbon solutions.
- **Engage and collaborate with suppliers:** Engaging and collaborating with our suppliers is critical to achieving our goals. We will initiate discussions to understand their climate-related approaches, with the aim of obtaining more accurate data for use in our inventory.

Based on that preliminary review, we set a reduction target that is realistic and supported by specific levers of action:

**By 2030, reduce our Scope 3 emissions by 20% in intensity against our 2022 baseline.**

## Breakdown of our emissions by scope in tons of CO<sub>2</sub> eq. (2022)



<sup>41</sup> We started this first inventory in 2023 using 2022 data (our base period is January 1 to December 31, 2022).

<sup>42</sup> GHG Protocol - Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

# Scope 3 emissions by category<sup>43</sup>

(base year 2022)



## Emissions subcategories for Category 1 - Purchased goods and services (base year 2022)



<sup>43</sup> Categories 11 (Use of sold products), 13 (Downstream leased assets) and 14 (Franchises) are excluded since they don't apply to our situation.

# 2024 achievements

①	<b>Inventory</b>	We completed our first Scope 3 emissions inventory and prepared preliminary action plans and levers for decarbonation.
②	<b>Targets</b>	We confirmed our reduction targets for Scope 1, 2 and 3 emissions.
③	<b>Data quality</b>	We upgraded our GHG calculation tool and improved the quality and completeness of our data.
④	<b>Audits</b>	Energy efficiency experts audited our two beverage plants and our two food plants in Quebec. As a result of the audits, we installed energy metering systems and identified a number of initiatives that have the potential to significantly reduce our natural gas consumption.
⑤	<b>Equipment upgrades</b>	<p>We announced the construction of a new plant in New Jersey and inaugurated a new aseptic juice production line in North Carolina, investments that will help modernize our processes and make us more energy efficient.</p> <p>We replaced the boilers at our concentrate plant in Wapato, Washington, helping reduce the plant's GHG intensity by an average of 18%.</p> <p>We installed a new purging system for the autoclave's heat exchanger and a new condensate line at our Boisbriand plant in Quebec, helping reduce the plant's GHG intensity by an average of 16%.</p>

# 2025 priorities

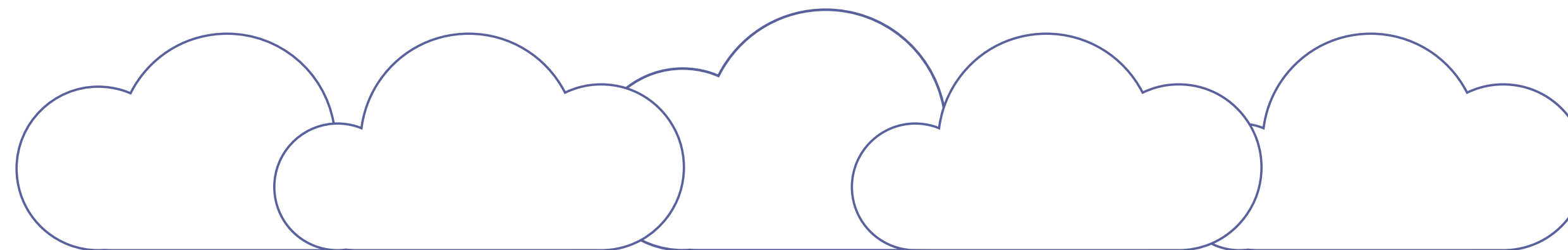
①	Continue to improve our data collection processes and calculation methodology based on recommendations from external experts.	②	Establish a decarbonation plan.	③	<b>For our Scope 1 and 2 emissions:</b> <ul style="list-style-type: none"> <li>• Continue to conduct energy efficiency audits.</li> <li>• Start energy efficiency initiatives.</li> <li>• Identifying initiatives to increase the proportion of energy from renewable sources in our operations by exploring opportunities provided by existing market mechanisms.</li> </ul>	④	<b>For our Scope 3 emissions:</b> <ul style="list-style-type: none"> <li>• Continuously identify initiatives that can help reduce our emissions.</li> <li>• Monitor our Scope 3 emissions closely and publish our progress.</li> <li>• Establish a structured framework for working with our suppliers to collect more detailed data.</li> </ul>
---	---	---	---------------------------------	---	---	---	--

**2030 target**

By 2030, reduce our absolute Scope 1 and 2 emissions by 20% against our 2022 baseline.

**2030 target**

By 2030, reduce our Scope 3 emissions by 20% in intensity against our 2022 baseline.



**SCOPE 1**  
Direct

Emissions from our activities.



**SCOPE 2**  
Indirect

Emissions generated by electricity consumption.



**SCOPE 3**  
Indirect

Emissions from our value chain.



3

# Preserve water



As climate change events such as droughts, floods and storms become more frequent and intense, we recognize how important it is for our growth strategy to include a concrete plan to manage risks related to water quality and availability.

## Why this is important to us

The quality and availability of drinking water is a global issue that ties in with several parts of our value chain, from how our raw materials are grown to how they are processed. Water is essential both as an ingredient in our products and for sanitizing equipment and production surfaces, ensuring we meet strict hygiene standards and prevent cross-contamination. We also use water-generated steam to sterilize food products, preserving their nutritional and organoleptic quality and extending their shelf life.

## Our approach

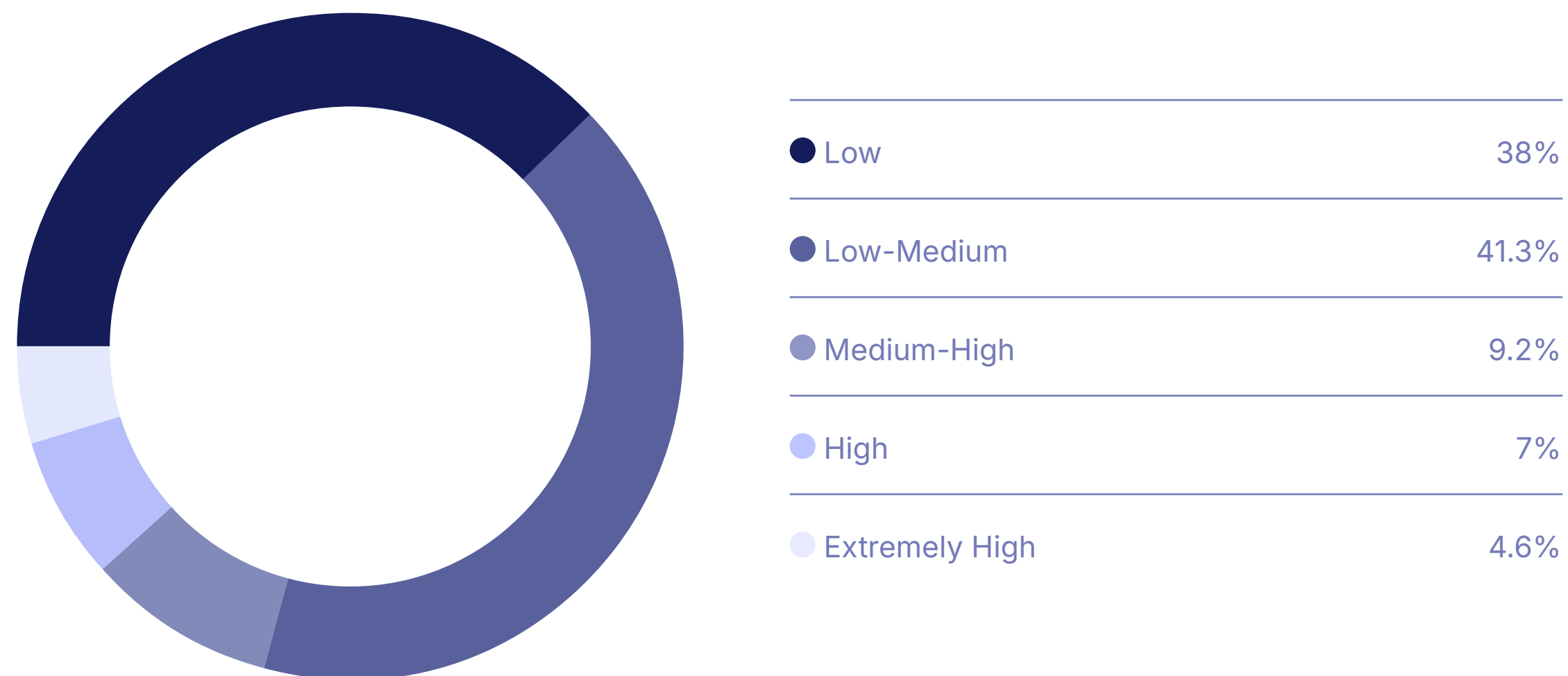
The first step in our plan is to reduce the amount of water used in our direct operations as much as possible. To achieve this, the Water Management Working Group works with the operations and engineering teams at our plants to monitor our data and the deployment of our action plans.

Our focus is particularly on plants located in areas exposed to high or extremely high water stress, and on plants with greater reduction potential. We focus our efforts on finding sustainable solutions, raising awareness and training our employees.

# In numbers

	2023	2024
Water withdrawn <sup>44</sup>	3.3 million cubic meters	3.2 million cubic meters
Water withdrawn in areas with high water stress <sup>45</sup>	7%	7%
Water withdrawn in areas with extremely high water stress <sup>45</sup>	4.2%	4.6%

## Percentage of water withdrawn by our plants based on their regional water stress level<sup>45</sup>



Lassonde established a data collection and validation process that was reviewed by external experts. The figures may be adjusted in the future as our processes change and the quality of available data improves.

<sup>44</sup> Total water withdrawn in our operations includes water from all sources used in our operations, including water used as an ingredient in our products. This figure includes data from the Boardman plant in Ohio, which was acquired in 2024.

<sup>45</sup> Source: World Resources Institute (WRI) Water Risk Atlas tool, Aqueduct. This figure includes data from the Boardman plant in Ohio, which was acquired in 2024.

# Annual progress towards our targets

## 2024 achievements

## 2025 priorities

	2022	2023	2024		2026 targets
Average water withdrawn by our beverage plants	2.2 L/L	2.3 L/L <sup>46</sup>	2.15 L/L	>	2 L/L
Average water withdrawn by our food plants <sup>47</sup>	7 L/kg	6.4 L/kg	5.4 L/kg	>	6 L/kg

①	<b>Reducing the ratio of water withdrawn</b>	The ratio of water withdrawn from our Quebec food plants dropped to 5.4 L/kg, 14% less than in 2023, meeting our 2026 target. This reduction was made possible thanks to a new water-cooling system and a condensate recovery and reuse project.
②	<b>Equipment upgrades</b>	At our Kelowna plant in British Columbia, we upgraded the pasteurizers and reduced the amount of water withdrawn by the plant by 20%.
③	<b>New production line</b>	At our Hendersonville plant in North Carolina, we installed a new single-serve aseptic juice production line, a technology that uses less water during production than a hot fill line.

①	Continue to deploy our priority action plans and measure their impact on the amount of water withdrawn.	②	Continue to assess water-related risks in our direct operations and supply chain.
---	---	---	---

<sup>46</sup> Adjusted retroactively following the correction of a calculation error at one of our plants (figure reported in the 2023 report: 2.2).

<sup>47</sup> For the purpose of this target, "food plants" excludes the Boardman plant in Ohio, which was acquired in 2024.

4

## Reduce our waste



### Why this is important to us

Waste management is a major concern in the food processing industry. Lassonde generates organic waste such as fruit pulp and inorganic waste such as the tertiary packaging used to transport our raw materials. By effectively managing our waste, we not only reduce our environmental impact, but also the associated waste disposal costs.

### Our approach

Our strategy is guided by the importance of creating a zero-waste culture that promotes reduction at the source, reuse and recycling. We are focused on engaging our employees, building partnerships with local recyclers and implementing innovative projects. Our efforts are supported by the Waste & Circularity Working Group, which is in charge of analyzing waste, identifying priority issues and creating targeted action plans.

With the help of the working group, which includes a representative from each of our North American plants, we have continued to compare the challenges at each plant and identify possible solutions to reduce the waste we send to landfill. We are focusing our efforts on finding solutions for problematic materials common to multiple plants, including multilayer aseptic bags used to transport raw materials, glass and multilayer cardboard packaging rejected during production, mixed and flexible plastics that are difficult to recycle, and personal protective equipment.

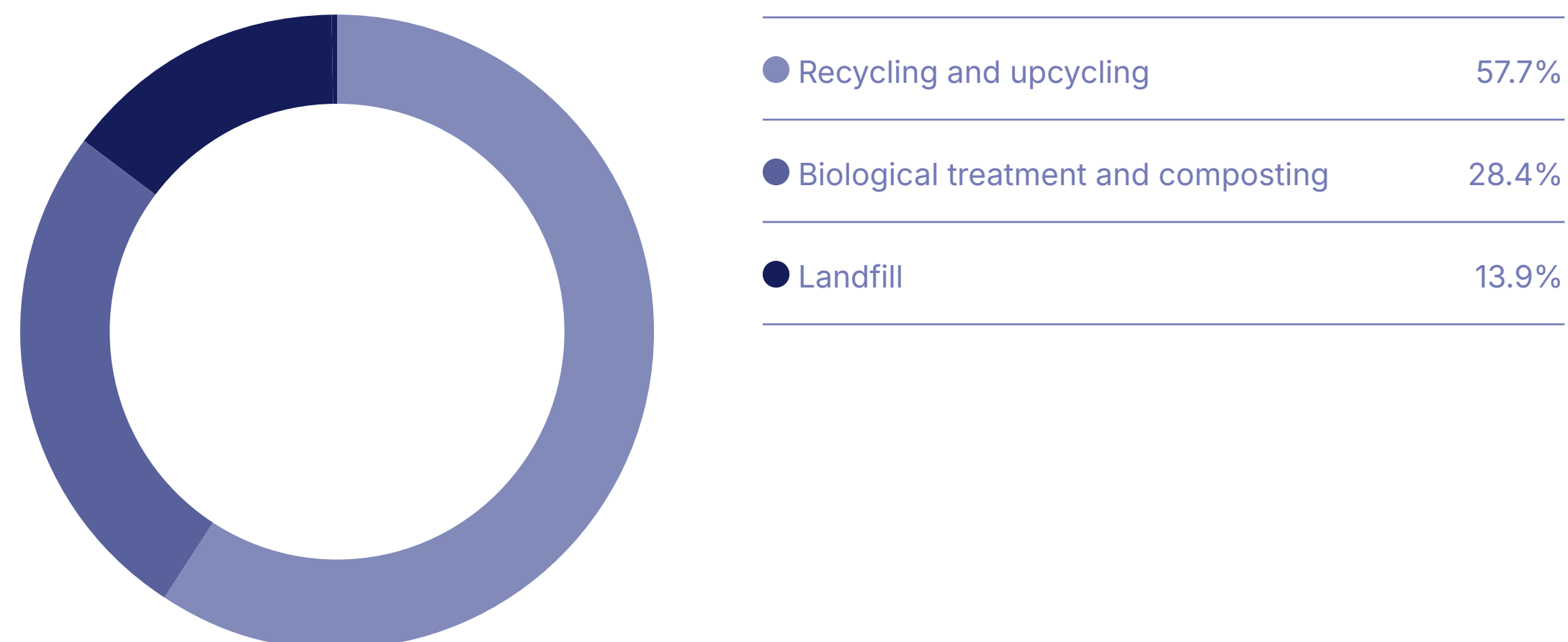
# In numbers<sup>48</sup>

	2023	2024
Waste generated in total	39,828 metric tons	41,881 metric tons
Waste sent to landfill	5,536 metric tons	5,815 metric tons
Waste diverted from landfill	86.1%	86.1%

## Highlight

**100%** of our organic waste from fruit processing is diverted from landfill. This represents approximately **28,832 metric tons**, or **69%** of all the waste we generate.

## Breakdown of our residual materials by destination



Lassonde established a data collection and validation process that was reviewed by external experts. The figures may be adjusted in the future as our processes change and the quality of available data improves.

<sup>48</sup> Weights were obtained from invoices and reports from our waste management suppliers. Where weights were not available, we used the best primary data available to extrapolate, estimate and convert values. Hazardous waste and sludge from wastewater treatment are excluded from those data.

# 2024 achievement

①

## Working group

We established a new, expanded working group that includes a representative from each of our North American plants.

# 2025 priorities

①

Improve our roadmap by continuing to identify solutions to reduce waste at the source and recover waste sent to landfill.

②

Optimize our governance practices and data collection processes to better track our progress.

## 2030 target

Eliminate all of the waste from our plants that is currently sent to landfill.



Pillar 4

# Building a sustainable supply chain

Make our supply chain more resilient by integrating social, ethical and environmental risks into our strategy.



## Why this is important to us

We recognize that it's important for our supply chain to reflect our corporate culture and the values and behaviors we advocate. As our inputs come from a network of suppliers located around the world, we are aware that a significant portion of our footprint and risk lies upstream of our direct operations. The sustainability of our supply chain is a cornerstone of our approach to risk management.

## Our approach

We are focused on executing a comprehensive strategy that includes risk management and a strict methodology for assessing social, ethical and environmental components.

Our strategy is to identify risks, conduct additional audits or reviews of our highest-risk suppliers, and work with them to continuously improve their social, ethical and environmental performance. We do this work with the support of a governance structure that includes the Sustainable Supply Chain Working Group and the Forced Labor and Child Labor Working Group.

In 2024 we focused our efforts on the risks in our supply chain. We used market-recognized data based on suppliers' countries of origin and industries to assess social (working conditions and health and safety standards), ethical and environmental inherent risks. We then used supplier-specific data, where available, to complete our analysis. This exercise helped us progressively improve our understanding of the risks associated with our ingredient and packaging suppliers and define our priority actions.

In 2025 we will step up our efforts to add more suppliers to our assessment platform and continue to collect and analyze specific data on our suppliers' practices for each risk factor.



# 2024 achievements

①	<b>Data</b>	<p>We continued to collect data from our ingredient and packaging suppliers.</p> <p>We have started adding our suppliers to our assessment platform.</p>
②	<b>Code of conduct</b>	<p>We added a new requirement for our suppliers, both current and new, to review and sign the Supplier Code of Conduct, which includes specific provisions on forced labor and child labor.</p>
③	<b>Training</b>	<p>We trained key functions in the organization on integrating human rights into procurement practices and legislative standards on modern slavery.</p>

# 2025 priorities

①	Continue to add our suppliers to our assessment platform, focusing on suppliers with high inherent risk and those that are strategically important for our business.	②	Continue to review the documentation provided by our suppliers on the platform, including any audit reports.	③	Continue to roll out our approach for high-risk suppliers by requiring audits on a regular basis.	④	Continue to build our medium- and long-term strategy, particularly in terms of identifying risk mitigation measures and the preferred approach for suppliers in medium-risk regions.
---	--	---	--	---	---	---	--

# SASB Index



This index is published by Lassonde Industries Inc. (hereafter referred to as "Lassonde") according to the standards of the Sustainability Accounting Standards Board (SASB). We have chosen the two sector-specific SASB standards that best reflect our activities: Processed Foods (FB-PF) and Non-Alcoholic Beverages (FB-NB). To enhance transparency, we use these two standards to disclose the results of our sustainability metrics. When certain information is not disclosed as prescribed by the selected standards, we indicate using the definitions below:

- **Reported:** Information is disclosed as prescribed by the reference standard.
- **Alternate disclosure:** The metric disclosed is partially aligned with the guidelines prescribed by the reference standard, or qualitative information on the same subject is disclosed.
- **Undisclosed:** No metric or information on the subject is disclosed.

CATEGORY	METRIC	REFERENCE STANDARD	REPORTING STATUS	TYPE OF DISCLOSURE	UNIT OF MESURE	RESPONSE	REFERENCE IN THE SUSTAINABILITY REPORT																																												
Fleet Fuel Management	Fleet fuel consumed	FB-NB-110a.1	Alternate disclosure	Quantitative	Gigajoules (GJ)	Included in energy management (FB-NB-130a.1), as fuel consumed by the fleet of vehicles operated by Lassonde is included in its operational energy consumed.	Section <i>Reduce our greenhouse gas emissions</i>																																												
	Percentage renewable fleet fuel		Alternate disclosure	Quantitative	Percentage (%)			Energy Management	Operational energy consumed	FB-NB-130a.1 FB-PF-130a.1	Alternate disclosure	Quantitative	Gigajoules (GJ)	We consumed <b>1.7 million GJ</b> in 2024, including the energy consumed by the fleet under our operational control.	Section <i>Reduce our greenhouse gas emissions</i>	Percentage grid electricity	Reported	Quantitative	Percentage (%)	Around <b>31%</b> of the energy consumed in 2024 comes from grid electricity.	Percentage renewable energy	Alternate disclosure	Quantitative	<b>SASB:</b> Percentage (%), excluding grid electricity <b>Reported:</b> Percentage (%), including grid electricity	Around <b>20%</b> of the energy consumed in 2024 comes from renewable sources, including the energy from which the electricity consumed from the grid is generated.	Water Management	Total water withdrawn	FB-NB-140a.1 FB-PF-140a.1	Reported	Quantitative	Cubic meters (m <sup>3</sup> )	We withdrew approximately <b>3.235</b> cubic meters (m <sup>3</sup> ).	Section <i>Preserve water</i>	Total water consumed	Undisclosed	Quantitative	Cubic meters (m <sup>3</sup> )		Percentage of water withdrawn and consumed in each region with High or Extremely High Baseline Water Stress	Alternate disclosure	Quantitative	<b>SASB:</b> Percentage (%) of water withdrawn and consumed <b>Reported:</b> Percentage (%) of water withdrawn	In 2024, <b>7%</b> of the water withdrawn by all of our production plants is in regions with high water stress, and <b>4,6%</b> in regions with extremely high water stress.	Number of incidents of non-compliance associated with water quality and/or quality permits, standards and regulations	FB-PF-140a.2	Undisclosed	Quantitative	Number		Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-NB-140a.2 FB-PF-140a.3
Energy Management	Operational energy consumed	FB-NB-130a.1 FB-PF-130a.1	Alternate disclosure	Quantitative	Gigajoules (GJ)	We consumed <b>1.7 million GJ</b> in 2024, including the energy consumed by the fleet under our operational control.	Section <i>Reduce our greenhouse gas emissions</i>																																												
	Percentage grid electricity		Reported	Quantitative	Percentage (%)	Around <b>31%</b> of the energy consumed in 2024 comes from grid electricity.																																													
	Percentage renewable energy		Alternate disclosure	Quantitative	<b>SASB:</b> Percentage (%), excluding grid electricity <b>Reported:</b> Percentage (%), including grid electricity	Around <b>20%</b> of the energy consumed in 2024 comes from renewable sources, including the energy from which the electricity consumed from the grid is generated.																																													
Water Management	Total water withdrawn	FB-NB-140a.1 FB-PF-140a.1	Reported	Quantitative	Cubic meters (m <sup>3</sup> )	We withdrew approximately <b>3.235</b> cubic meters (m <sup>3</sup> ).	Section <i>Preserve water</i>																																												
	Total water consumed		Undisclosed	Quantitative	Cubic meters (m <sup>3</sup> )																																														
	Percentage of water withdrawn and consumed in each region with High or Extremely High Baseline Water Stress		Alternate disclosure	Quantitative	<b>SASB:</b> Percentage (%) of water withdrawn and consumed <b>Reported:</b> Percentage (%) of water withdrawn	In 2024, <b>7%</b> of the water withdrawn by all of our production plants is in regions with high water stress, and <b>4,6%</b> in regions with extremely high water stress.																																													
	Number of incidents of non-compliance associated with water quality and/or quality permits, standards and regulations	FB-PF-140a.2	Undisclosed	Quantitative	Number																																														
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-NB-140a.2 FB-PF-140a.3	Reported	Qualitative	Discussion and analysis	Our plan is to ensure that the amount of water withdrawn from our operations is reduced as much as possible. To achieve this, the Water Management working group collaborates with the operations and engineering teams at our plants. Together, they monitor the evolution of our data and the deployment of our action plans. Our focus is particularly on plants located in regions exposed to high or extremely high water stress, and on plants with greater reduction potential.																																													

CATEGORY	METRIC	REFERENCE STANDARD	REPORTING STATUS	TYPE OF DISCLOSURE	UNIT OF MESURE	RESPONSE	REFERENCE IN THE SUSTAINABILITY REPORT
Health and Nutrition	Revenue from zero- and low-calorie beverages	FB-NB-260a.1	Undisclosed	Quantitative	Reporting currency		Section <i>Promote health and nutrition</i>
	Revenue from no-added-sugar beverages		Undisclosed	Quantitative	Reporting currency		
	Revenue from artificially sweetened beverages		Undisclosed	Quantitative	Reporting currency		
	Revenue from products labeled and/or marketed to promote health and nutrition attributes	FB-PF-260a.1	Undisclosed	Quantitative	Reporting currency		
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-NB-260a.2 FB-PF-260a.2	Reported	Qualitative	Discussion and analysis	Our product development and innovation teams pay particular attention to changing health and nutritional expectations and concerns, which include a preference for higher nutritional value and natural ingredients. It's part of what guides us in developing product formulations that are lower in salt and sugar and contain alternatives to artificial sweeteners and colors. To do this, we work closely with our ingredient suppliers and partner with research institutes, universities and other organizations committed to innovation for healthier eating.	
Food Safety	Global Food Safety Initiative (GFSI) audit non-conformance rate	FB-PF-250a.1	Reported	Quantitative	Rate	In 2024, <b>one major nonconformity</b> was raised and an average of <b>3,47 minor nonconformities</b> per plant were raised during GFSI audits.	Section <i>Offer safe, quality products</i>
	Global Food Safety Initiative (GFSI) audit associated corrective action rate for (a) major and (b) minor non-conformances		Reported	Quantitative	Percentage (%)	<b>100%</b> of minor nonconformities raised in 2024 have been corrected.	
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a GFSI recognized food safety certification program	FB-PF-250a.2	Alternate disclosure	Quantitative	<b>SASB:</b> Percentage (%) of total cost  <b>Reported</b> Percentage (%) of ingredient suppliers	In 2024, <b>95,5%</b> of our ingredient suppliers hold a GFSI recognized certification.	
	Total number of notices of food safety violations received	FB-PF-250a.3	Reported	Quantitative	Number	In 2024, none of Lassonde's plants received a notice of violation regarding food safety.	
	Percentage of violations corrected		Reported	Quantitative	Percentage (%)		
	Number of recalls issued	FB-PF-250a.4	Reported	Quantitative	Number	In 2024, no recall was issued.	
	Total amount of product recalled		Reported	Quantitative	Metric tons (t)		

CATEGORY	METRIC	REFERENCE STANDARD	REPORTING STATUS	TYPE OF DISCLOSURE	UNIT OF MESURE	RESPONSE	REFERENCE IN THE SUSTAINABILITY REPORT
Product Marketing & Labeling	Percentage of advertising impressions made on children	FB-NB-270a.1 FB-PF-270a.1	Alternate disclosure	<b>SASB:</b> Quantitative	<b>SASB:</b> Percentage (%)	We promote best practices in marketing, by providing accurate, science-based information about health and nutritional benefits to. And we are committed to ensuring that our advertising does not downplay the importance of a healthy lifestyle or encourage or condone excessive food and beverage consumption. We also apply a strict framework for advertising to children. Our responsible marketing policy is available on our website.	Section <i>Promote health and nutrition</i>
	Percentage of advertising impressions made on children promoting products that meet dietary guidelines			<b>Reported:</b> Qualitative	<b>Reported:</b> Discussion and analysis		
	Revenue from products labeled as containing genetically modified organisms (GMOs)	FB-NB-270a.2 FB-PF-270a.2	Undisclosed	Quantitative	Reporting currency		
	Revenue from products labeled as non-GMO		Undisclosed	Quantitative	Reporting currency		
	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	FB-NB-270a.3 FB-PF-270a.3	Undisclosed	Quantitative	Number		
Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	FB-NB-270a.4 FB-PF-270a.4	Undisclosed	Quantitative	Reporting currency			
Packaging Lifecycle Management	Total weight of packaging	FB-NB-410a.1 FB-PF-410a.1	Reported	Quantitative	Metric tons (t) of primary and secondary packaging	In 2024, the total weight of our priority primary packaging is <b>111,540 metric tons</b> .	Section <i>Improve the sustainability of our packaging</i>
	Percentage of packaging made from recycled and/or renewable materials		Alternate disclosure	Quantitative	<b>SASB:</b> Percentage (%) of primary and secondary packaging <b>Reported:</b> Percentage (%) of priority primary packaging	In 2024, our priority primary packaging (PET, multilayer cardboard, glass and aluminum) had an average of <b>10.9% recycled content</b> .	
	Percentage of packaging that is recyclable, reusable, and/or compostable	Reported	Quantitative	Percentage (%)	In 2024, <b>99.6%</b> of our primary and secondary packaging is recyclable.		
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-NB-410a.2 FB-PF-410a.2	Reported	Qualitative	Discussion and analysis	We set clear targets for recyclability and recycled content and leverage our engagement with key industry players as well as the collaboration of the teams responsible for deploying our action plans. Our teams produce packaging that preserves the quality and safety of our products while working to find solutions that will allow us to meet our commitment to responsible packaging use.	

CATEGORY	METRIC	REFERENCE STANDARD	REPORTING STATUS	TYPE OF DISCLOSURE	UNIT OF MESURE	RESPONSE	REFERENCE IN THE SUSTAINABILITY REPORT
Environmental & Social Impacts of Ingredient Supply Chain	Suppliers' social and environmental responsibility audit non-conformance rate	FB-NB-430a.1 FB-PF-430a.2	Alternate disclosure	<b>SASB:</b> Quantitative <b>Reported:</b> Qualitative	<b>SASB:</b> Rate <b>Reported:</b> Discussion and analysis	<p>In 2024 we focused our efforts on the risks in our supply chain. We used market-recognized data based on suppliers' countries of origin and industries to assess social (working conditions and health and safety standards), ethical and environmental inherent risks. We then used supplier-specific data, where available, to complete our analysis. This exercise helped us progressively improve our understanding of the risks associated with our ingredient and packaging suppliers and define our priority actions.</p> <p>In 2025 we will step up our efforts to add more suppliers to our assessment platform and continue to collect and analyze specific data on our suppliers' practices for each risk factor.</p>	Section Pillar 4: Building a sustainable supply chain
	Suppliers' social and environmental responsibility associated corrective action rate for (a) major and (b) minor non-conformances		Alternate disclosure	<b>SASB:</b> Quantitative <b>Reported:</b> Qualitative	<b>SASB:</b> Rate <b>Reported:</b> Discussion and analysis		
	Percentage of food ingredients sourced that are certified to third-party environmental or social standards, and percentages by standard	FB-PF-430a.1	Alternate disclosure	<b>SASB:</b> Quantitative <b>Reported:</b> Qualitative	<b>SASB:</b> Percentage (%) by cost <b>Reported:</b> Discussion and analysis		
Ingredient Sourcing	Percentage of beverage/food ingredients sourced from regions with High or Extremely High Baseline Water Stress	FB-NB-440a.1 FB-PF-440a.1	Alternate disclosure	<b>SASB:</b> Quantitative <b>Reported:</b> Qualitative	<b>SASB:</b> Percentage (%) by cost <b>Reported:</b> Discussion and analysis		
	List of priority beverage/food ingredients and discussion of sourcing risks related to environmental and social considerations	FB-NB-440a.2	Alternate disclosure	Quantitative	Discussion and analysis		
Activity Metric	Volume of products sold	FB-NB-000.A	Alternate disclosure	Quantitative	<b>SASB:</b> Volume of product sold (Millions of hectoliters) <b>Reported:</b> Volume of beverages produced (L)	In 2024, Lassonde produced <b>1.3 billion</b> liters of beverages and <b>73 million</b> kilograms of food.	Section Our presence in North America
	Weight of products sold	FB-PF-000.A	Alternate disclosure	Quantitative	<b>SASB:</b> Weight of product sold (metric tons) <b>Reported:</b> Weight of food produced (kg)		
	Number of production facilities	FB-NB-000.B FB-PF-000.B	Reported	Quantitative	Number	At the end of 2024, there were <b>19 plants</b> operated by Lassonde.	
	Total fleet road miles traveled	FB-NB-000.C	Undisclosed	Quantitative	Miles		

# Methodological appendix

## Scope 3 calculation methodology and emission factors

SCOPE 3 CATEGORIES	ACTIVITIES CONSIDERED	DATA AND ASSUMPTIONS	EMISSION FACTORS	METHODOLOGY USED
1. Purchased goods and services	<ul style="list-style-type: none"> <li>Juices, concentrates, sugar and packaging purchased</li> <li>Fruits purchased</li> <li>Services have been evaluated but excluded due to non-materiality assessed after a preliminary estimation (about 0.10% of total scope 3 emissions)</li> <li>Co-packers – total production volumes</li> </ul>	<p>Data:</p> <ul style="list-style-type: none"> <li>Weight of purchased commodities (80%)</li> <li>Spending on services</li> <li>Production volume of co-packers</li> </ul> <p>Assumptions:</p> <ul style="list-style-type: none"> <li>Extrapolation made to account for 100% of total juices and packaging expenses</li> <li>Lassonde's emission intensity used as a proxy for our co-packers' emissions</li> </ul>	<ul style="list-style-type: none"> <li>Upstream lifecycle emission factors from ecoinvent 3.9 database, World Food LCA Database (WFLDB) v. 3.5 and Agri-footprint database</li> </ul>	<p>Average-data method (commodities)</p> <p>Spend-based method (services)</p>
2. Capital goods	<ul style="list-style-type: none"> <li>Extraction, production, and transportation of capital goods acquired in the reporting year, including machinery and building related expenses</li> </ul>	<p>Data: Capital spendings</p>	<ul style="list-style-type: none"> <li>Environmentally extended input output data (EEIO) from US EPA Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities</li> </ul>	<p>Average spend-based method</p>
3. Fuel- and energy-related activities	<ul style="list-style-type: none"> <li>Extraction, production, and transportation of resources for fuel and energy production consumed in sites covered in our scope 1-2</li> <li>Electricity transmission and distribution losses</li> </ul>	<p>Data: Quantities of fuel, gas and electricity consumed</p>	<ul style="list-style-type: none"> <li>Environment and Climate Change Canada (2023). National Inventory Report 1990-2021: Greenhouse Gas Sources and Sinks in Canada. Part 3</li> <li>US EPA (2023). eGRID Summary Tables 2021</li> <li>ecoinvent 3.9</li> </ul>	<p>Average-data method</p>
4. Upstream transportation and distribution	<ul style="list-style-type: none"> <li>Inbound transportation and distribution (i.e. storage) of purchased products by ship and truck between tier 1 (direct) suppliers and Lassonde</li> <li>Outbound transportation of sold products to customers by truck</li> <li>Transport and distribution between Lassonde's facilities</li> </ul>	<p>Data:</p> <ul style="list-style-type: none"> <li>Weights transported</li> <li>Country of origin and destination</li> <li>Means of transportation from Lassonde's Transportation Management System (TMS)</li> </ul>	<ul style="list-style-type: none"> <li>ecoinvent 3.9 (transportation mode processes)</li> </ul>	<p>Distance-based method and average-data method</p>
5. Waste generated in operations	<ul style="list-style-type: none"> <li>Disposal and treatment of waste and wastewater generated in Lassonde's operations, occurring in facilities not owned or controlled by Lassonde</li> </ul>	<p>Data:</p> <ul style="list-style-type: none"> <li>Weight of solid waste sent to landfill or diverted by type</li> <li>Volumes of water consumed</li> </ul>	<ul style="list-style-type: none"> <li>ecoinvent 3.9 database (waste treatment processes)</li> </ul>	<p>Waste-type-specific method</p>
6. Business travel	<ul style="list-style-type: none"> <li>Transportation of employees for business-related activities, in vehicles not owned or operated by Lassonde</li> </ul>	<p>Data:</p> <ul style="list-style-type: none"> <li>Distances traveled by air, car and train</li> <li>Spending of car rental</li> </ul> <p>Assumption: Average-size passenger car</p>	<ul style="list-style-type: none"> <li>US EPA (2023), tank-to-wheel. Emission Factors for Greenhouse Gas Inventories</li> <li>Environmentally extended input output data (EEIO) from US EPA Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities</li> </ul>	<p>Distance-based and spend-based method</p>
7. Employee commuting	<ul style="list-style-type: none"> <li>Transportation of employees between their home and Lassonde's worksites by car or public transit</li> </ul>	<p>Data:</p> <ul style="list-style-type: none"> <li>Employees numbers for each site</li> </ul> <p>Assumption:</p> <ul style="list-style-type: none"> <li>Share of teleworking</li> <li>Mode of transportation (Statistics Canada)</li> <li>Full-time employment</li> <li>Distances traveled</li> </ul>	<ul style="list-style-type: none"> <li>US EPA (2023), tank-to-wheel. Emission Factors for Greenhouse Gas Inventories.</li> </ul>	<p>Average-data method</p>
8. Upstream leased assets	<ul style="list-style-type: none"> <li>Leased office space not included in scope 1</li> </ul>	<p>Data: Energy consumption</p> <p>Assumption: Average energy use intensity when data was not available</p>	<ul style="list-style-type: none"> <li>Environment and Climate Change Canada (2023). National Inventory Report 1990-2021: Greenhouse Gas Sources and Sinks in Canada. Part 3</li> <li>US EPA (2023). eGRID Summary Tables 2021</li> <li>ecoinvent 3.9</li> </ul>	<p>Asset-specific method</p>

SCOPE 3 CATEGORIES	ACTIVITIES CONSIDERED	DATA AND ASSUMPTIONS	EMISSION FACTORS	METHODOLOGY USED
9. Downstream transportation and distribution	<ul style="list-style-type: none"> <li>Transportation and distribution (i.e. storage) from Lassonde's clients (distributors) to retailers</li> </ul>	Data: Production volumes Assumptions: Mode of transportation and average distance used	<ul style="list-style-type: none"> <li>ecoinvent 3.9</li> </ul>	Distance-based method and average-data method
10. Processing of sold products	<ul style="list-style-type: none"> <li>Processing of intermediate products (i.e. concentrate) sold by Lassonde downstream companies</li> </ul>	Data: Production volumes of concentrate by type and business unit Assumption: Concentrate density (Greenwood Associates)	<ul style="list-style-type: none"> <li>Agribalyse (juice reconstituted from concentrate)</li> </ul>	Average-data method
11. Use of sold products	<ul style="list-style-type: none"> <li>Excluded: Lassonde's products do not directly consume energy. Emissions associated to indirect energy use for products which require refrigeration are optional for this category and not expected to be significant</li> </ul>	N/A	N/A	N/A
12. End-of-life treatment of sold products	<ul style="list-style-type: none"> <li>Disposal and treatment of products (packaging) sold</li> </ul>	Data: Weight of packaging purchased by type Assumptions: Waste treatment methods based on statistics (Recyc-Québec and US EPA)	<ul style="list-style-type: none"> <li>ecoinvent 3.9</li> </ul>	Waste-type-specific method
13. Downstream leased assets	<ul style="list-style-type: none"> <li>Excluded: Lassonde's assets which are leased are a few refrigerators and mixers. Their emissions from energy use are deemed negligible after preliminary estimation since the electricity consumption represents about 0.7% of total scope 3 impacts</li> </ul>	N/A	N/A	Asset-specific method
14. Franchises	<ul style="list-style-type: none"> <li>Excluded: Lassonde does not offer franchises</li> </ul>	N/A	N/A	N/A
15. Investments	<ul style="list-style-type: none"> <li>Operation of investments (including equity, debt investments and project finance). Lassonde has only one equity investment</li> </ul>	Data: Equity share and sales volume of the equity	<ul style="list-style-type: none"> <li>Environmentally extended input output data (EEIO) from US EPA Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities</li> </ul>	Average-data method

# About this report

## Period covered

This report covers the 12-month period from January 1 to December 31, 2024 (“fiscal year 2024”), unless otherwise noted.

## Entities concerned

This report covers Lassonde Industries Inc. and its subsidiaries (collectively referred to as “the Corporation,” “the organization” or “Lassonde”). The organization’s main subsidiaries are A. Lassonde Inc., Lassonde Pappas and Company Inc., Lassonde Specialties Inc., Apple & Eve LLC, Old Orchard Brand LLC and Zidian Manufacturing, LLC.

Some of the statements contained in this document, including information on various programs and initiatives, may not apply in the same way to all divisions/subsidiaries. Where possible, we have indicated when initiatives apply only to a specific subsidiary.

Data for our Boardman plant in Ohio, acquired in August 2024, is not included unless otherwise indicated.

## Data validation

Lassonde made every effort to ensure that the information in this report is as accurate as possible. We strive to continuously improve our processes in collaboration with external experts.

**If you have any comments, questions or ideas, please contact us via our website at [lassonde.com/en/contact](https://lassonde.com/en/contact).**

# Forward-looking statements

This report contains “forward-looking information” and Lassonde Industries Inc.’s (hereinafter the “Corporation”) oral and written public communications that do not constitute historical fact may be deemed to be “forward-looking information” within the meaning of applicable Canadian securities law. These forward-looking statements include, but are not limited to, statements on the Corporation’s objectives and goals and are based on current expectations, projections, beliefs, judgments, and assumptions based on information available at the time the applicable forward-looking statement was made and considering the Corporation’s experience combined with its perception of historical trends.

Forward-looking statements are typically identified by words such as “anticipate”, “continue”, “estimate”, “expect”, “may”, “will”, “project”, “should”, “could”, “would”, “believe”, “plan”, “intend”, “design”, “target”, “objective”, “strategy”, “likely”, “potential”, “outlook”, “aim”, “goal”, and similar expressions suggesting future events or future performance in addition to the negative forms of these terms or any variations thereof. All statements other than statements of historical fact included in this report may constitute a forward-looking statement.

In this report, forward-looking statements include, but are not limited to sustainability priorities and targets and the assumptions used in determining the forward-looking statements. Some of the forward-looking statements in this report, such as the achievement of sustainability targets, may be considered to be future courses of action for the purposes of applicable Canadian securities regulations. Readers should not assume that these future courses of action will materialize.

Various factors or assumptions are applied by the Corporation in elaborating the forward-looking statements. These factors and assumptions are based on information currently available to the Corporation, including information obtained by the Corporation from third-party sources. **Readers are cautioned that the assumptions considered by the Corporation to support these forward-looking statements may prove to be incorrect in whole or in part.**

The significant factors that could cause actual results to differ materially from the conclusions, forecasts or projections reflected in the forward-looking statements contained herein include, among other things, risks associated with the following: deterioration of general macroeconomic conditions, including international conflicts, such as trade conflicts (including tariffs, duties and other trade restrictions), which can lead to negative impacts on the Corporation’s suppliers, customers and operating costs; the availability of raw materials and packaging and related price variations (including the prices of orange juice and orange concentrates, key commodities for the Corporation, which have continued to trade above historical highs for the past several months); disruptions in or failures of the Corporation’s information technology systems, as well as the development and performance of technology; cyber threats and other information-technology-related risks leading to business disruptions, confidentiality, data integrity, and business email compromise-related fraud; the successful deployment of the Corporation’s multi-year strategy, including the successful execution of its key capital projects along with the materialization of the underlying expected benefits, and the Corporation’s ability to effectively integrate any acquisitions; climate change and disasters causing higher operating costs and capital expenditures and reduced production output, or impacting the availability, quality or price volatility of key commodities sourced by the Corporation; loss of key suppliers or supplier concentration; changes made to laws and rules that affect the Corporation’s activities, particularly in matters of tax, as well as the interpretation thereof, and new positions adopted by relevant authorities; the Corporation’s ability to maintain strong sourcing and manufacturing platforms and efficient distribution channels; fluctuations in the prices of inbound and outbound freight, the impact of oil prices (and derivatives thereof) on the Corporation’s direct and indirect costs along with the Corporation’s ability to transfer those increases through higher prices or other means, if any, to its customers in competitive market conditions and considering demand elasticity; the scarcity of labor and the related impact on the hiring, training, developing, retaining and reliance of personnel together with their productivity, employment matters, compliance with employment laws across multiple jurisdictions, and the potential for work stoppages due to the non-renewal of collective bargaining agreements or other reasons; the successful deployment of the Corporation’s health and safety programs in compliance with applicable laws and regulations; serious injuries or fatalities, which could have a material impact on the Corporation’s business continuity and reputation and lead to compliance-related costs; disputes with significant suppliers; the increasing concentration of customers in the food industry, providing them with significant bargaining power, particularly on the Corporation’s selling prices; the implementation, cost, and impact of environmental sustainability initiatives, as well as the cost of remediating environmental liabilities; the ability to adapt to changes and developments affecting the Corporation’s industry, including customer preferences, tastes, and buying patterns, market conditions and the activities of competitors and customers; failure to maintain the quality and safety of the Corporation’s products, which could result in product recalls and product liability claims for misbranded, adulterated, contaminated, or spoiled food products, along with reputational damage; risks related to fluctuations in interest rates, currency exchange rates, liquidity and credit, stock price and pension obligations; the incurrence of restructuring, disposal, or other related charges together with the recognition of impairment charges on goodwill or long-lived assets; the sufficiency of insurance coverage; and the implications and outcome of potential legal actions, litigation or regulatory proceedings to which the Corporation may be a party. The Corporation cautions readers that the foregoing list of factors is not exhaustive.

The Corporation’s ability to achieve its sustainability targets and goals is further subject to, among other factors, its ability to access and implement all technology necessary to achieve them as well as the development, deployment and performance of technology, and environmental regulation. The Corporation’s ability to achieve its environmental, social and governance risk commitments is further subject to, among other factors, its ability to leverage its supplier relationships.

The assumptions, expectations, and estimates involved in preparing forward-looking statements and risks and uncertainties that could cause actual results to differ materially from forward-looking statements are discussed in the Corporation’s materials filed with the Canadian securities regulatory authorities from time to time, including information about risk factors discussed in further details in the “Uncertainties and Principal Risk Factors” section of the Corporation’s management discussion and analysis for the year ended December 31, 2024, and in subsequent quarterly management discussion and analysis for any changes to these risk factors, as applicable. These documents are 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).

**All forward-looking statements included herein speak only as of the date hereof. Unless required by law, the Corporation does not undertake any obligation to publicly update or revise forward-looking statements, whether as a result of new information, future events or otherwise. All forward-looking statements contained herein are wholly and expressly qualified by this cautionary statement.**