



LASSONDE POLICY

Sustainability

TITLE	Sustainability Policy
DATE OF REVISION	May 8, 2025
FREQUENCY OF REVISION	Annual
PREPARED BY	Senior Director, Sustainability and Regulatory Affairs
APPROVED BY	Ethics and Governance Committee
CODE	RI-00100-2024-07

1. POLICY OBJECTIVE

The purpose of this policy is to outline the Corporation's commitments towards the sustainability topics that are considered to be a priority and that have the potential to create value for the organization as well as the applicable governance framework.

2. SCOPE

This policy applies to Lassonde Industries inc. and all of its subsidiaries and divisions (collectively, the « Corporation »).

3. RESPONSIBILITIES

Board of Directors

The Board of Directors is responsible for adopting a sustainability practice framework and overseeing the alignment of the sustainability strategy with the organization's overall strategy. It has tasked the Governance Committee with recommending the adoption of a sustainability practice framework and overseeing the implementation and its disclosure.

Sustainability Executive Committee

The Sustainability Executive Committee, and ultimately the Chief Executive Officer ("CEO"), are responsible for approving the sustainability strategic priorities. The Sustainability Executive Committee, which meets quarterly, is comprised of members of senior management, the Senior Vice President Manufacturing, North America, the Senior Vice President Supply Chain, divisions presidents, and the CEO. The Committee is co-chaired by members of the Sustainability Committee and includes the following members:



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President	Senior vice president, Innovation, Quality and Sustainability, Lassonde Industries Inc.
Co-President	Senior Director, Sustainability and Regulatory Affairs, Lassonde Industries Inc.
Member	Chief Executive Officer, Lassonde Industries Inc.
Member	President and Chief Operating Officer, Lassonde Industries Inc.
Member	Chief Financial Officer, Lassonde Industries Inc.
Member	Chief Legal Officer & Secretary, Lassonde Industries Inc.
Member	Chief Human Resources Officer, Lassonde Industries Inc.
Member	Vice-president, Communications, Lassonde Industries Inc.
Member	Senior vice president, Supply Chain, Lassonde Industries Inc.
Member	Senior vice president, Operations, Lassonde Industries Inc.
Member	President, A. Lassonde inc.
Member	President, Private labels, Lassonde Pappas and Company Inc.
Member	President, US Brands Division, Lassonde Pappas and Company Inc.
Member	President, Snacks Division
Member	President, Lassonde Specialties Inc.

Sustainability Committee

The Sustainability Committee develops strategic directions and ensures that the right conditions are in place to achieve the Corporation's objectives. The committee reports its progress to the Sustainability Executive Committee and the Board of Directors. Together, the Committee members ensure that the priorities are appropriately managed and that the action plans are developed and handled by the appropriate people in the working groups. The Committee reports to the Senior Vice President, Innovation, Quality and Sustainability.

4. POLICY STATEMENT

In addition to its commitment to complying with the applicable laws and regulations, the Corporation intends to deploy the necessary means to ensure that it continuously improves its approach to sustainability.

Our Sustainability vision: To be an influential and committed environmentally aware business that drive the transition to a more sustainable society.

Our sustainability strategy is based on four main pillars, with each pillar subdivided into various priorities.

Pillar 1: Promoting sound sustainability governance

Sound governance is a priority for the Corporation, as it supports our sustainability strategy. We introduced an organizational structure that reflects our ambition and accelerates our efforts towards achieving our objectives. At the heart of this structure are the various working groups that coordinate the implementation of our action plans, in collaboration with the Sustainability Executive Committee and with the support of the Board of Directors and its Governance Committee.



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Pillar 2: Taking care of people

The Corporation 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 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 on our communities

Pillar 3: Caring for the planet

Environmental issues and climate change are serious matters that need to be carefully addressed so that future generations can benefit from the planet's resources as much as previous generations. Accounting for our environmental footprint is an integral part of our growth strategy. 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

Our organization is committed to respecting human rights and the environment through our products. That is why we consider the upstream impact of our operations. Our sustainability strategy also aims to build a strong risk management foundation to make our supply chain more resilient.