



Lassonde

Report on Forced Labour and Child Labour Risks

Year ended December 31, 2025



TABLE OF CONTENTS

1.	APPLICATION	1
2.	STEPS TO PREVENT AND REDUCE RISKS OF FORCED LABOUR AND CHILD LABOUR.....	1
3.	STRUCTURE, ACTIVITIES AND SUPPLY CHAINS	2
4.	POLICIES AND DUE DILIGENCE PROCESSES	4
5.	FORCED LABOUR AND CHILD LABOUR RISKS	7
6.	REMIEDIATION MEASURES	9
7.	REMIEDIATION OF LOSS OF INCOME	10
8.	TRAINING.....	10
9.	ASSESSING EFFECTIVENESS.....	10
10.	APPROVAL AND ATTESTATION.....	11

1. APPLICATION

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

The above-mentioned entities hereby report to the Minister of Public Safety and Emergency Preparedness on the various measures taken during their previous financial year ended December 31, 2025 to prevent and reduce the risks that forced labour or child labour is used at any step of the production of their goods, in Canada or elsewhere, or of goods imported into Canada thereby. Lassonde Industries Inc. also owns a 48.4% interest in Diamond Estates Wines & Spirits Inc. that is separately preparing its own report pursuant to the Act.

Unless otherwise indicated, the information in this report is presented as at December 31, 2025, the last day of the Corporation’s most recently completed fiscal year. All references to “Fiscal 2025” are to the Corporation’s fiscal year ended December 31, 2025; and to “Fiscal 2026” are to the Corporation’s fiscal year ending December 31, 2026.

This report is not a revised version of a report already submitted for the Group’s financial year ended December 31, 2025. None of the entities included in this report are subject to reporting requirements under supply chain legislation in another jurisdiction. This report contains forward-looking information and should be read in conjunction with the cautionary statement on forward-looking statements in the Corporation’s annual management’s discussion and analysis for Fiscal 2025 available on SEDAR+ at www.sedarplus.com and on the Corporation’s website at www.lassonde.com.

2. STEPS TO PREVENT AND REDUCE RISKS OF FORCED LABOUR AND CHILD LABOUR

In Fiscal 2025, some of our initiatives and activities to prevent and reduce the risk of forced labour and child labour in our operations and supply chains included:

- We prepared a Child Labour Remediation Policy, which was adopted in early Fiscal 2026. The policy strictly prohibits child labour across our operations and supply chains, sets clear expectations for suppliers, and outlines an approach to remediation that is intended to prioritize the safety and best interests of children should child labour ever be identified in the supply chains.
- We completed an overhaul of our Code of Ethics in 2025, which was launched in early 2026. Structured around five core ethical commitments, the Code simplifies and clarifies our expectations for employees, members of our Board of Directors, and consultants, advisors, and other agents, and expressly includes compliance with standards prohibiting forced labour and child labour. This new version of the Code supports ethical conduct through guiding principles, practical examples, additional resources, and a clear, step-by-step decision-making tool.
- We continued to use an inherent risk assessment tool, developed by a leading external provider in responsible sourcing, which supports entities worldwide with the insight and technology to implement responsible business practices and supply chains policies, to map forced and child labour risks among suppliers based on their country of origin and the sectors in which they operate;

- We continued to require current and new suppliers to review and sign the Supplier Code of Conduct, which is communicated through Lassonde's online supplier management platform;
- We continued to include a compliance provision in our standard supplier contract form, requiring suppliers to review and comply with Lassonde's Supplier Code of Conduct and with all applicable Canadian laws and regulations, including with respect to child labour and forced labour;
- We continued to monitor forced labour and child labour risks through periodic meetings of our cross-functional Sustainable Supply Chain Working Group, which brings together representatives from our Procurement, Supply Chain, Quality, Regulatory Affairs and Sustainability teams, as well as through meetings of our Internal Modern Slavery Working Group, composed of representatives from the Regulatory Affairs and Legal Affairs teams.
- We remained engaged in an external working group led by a global law firm in Canada, alongside other major Canadian corporations, to discuss, among other matters, obligations under the Act relating to modern slavery disclosure requirements and related regulatory developments; and
- We completed training on Lassonde's whistleblowing procedures for plant employees across our Canadian plants.

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

Further details on the above initiatives are set out in this report.

3. STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

Structure

Lassonde Industries Inc. is incorporated under the *Canada Business Corporations Act*, headquartered in Rougemont, Québec, and listed on the Toronto Stock Exchange ("TSX") (TSX: LAS.A). 3346625 Canada Inc. (described below), together with Mr. Pierre-Paul Lassonde, a director of the Corporation, beneficially holds, in the aggregate, 55.4%¹ of the issued and outstanding Class A Subordinate Voting Shares and Class B Multiple Voting Shares of the Corporation, while the remaining 44.6% is held by institutional and retail shareholders. Lassonde Industries Inc. owns 100% of the shares of A. Lassonde Inc. and Lassonde Specialties Inc.

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

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

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

Activities

Lassonde is a leader in the food and beverage industry in North America. The Corporation develops, manufactures and markets a wide range of national brand and private label products. Lassonde's products include fruit juices and drinks, pasta sauces, cranberry sauces, condiments, soups, broths, fruit-based snacks,

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

as well as alcoholic beverages such as ciders and wines. Altogether, Lassonde distributes over 3,500 unique products in approximately 200 formats across shelf-stable, chilled, and frozen categories.

In Fiscal 2025, Lassonde's sales amounted to approximately \$2.9 billion and were geographically distributed as follows: approximately 57% in the United States and 43% in Canada.

The Corporation's go-to-market strategy consists of (i) sales to food retailers and wholesalers such as supermarket chains, independent grocers, superstores, warehouse clubs, convenience stores, and major pharmacy chains and (ii) food service sales to restaurants, hotels, hospitals, schools, and wholesalers serving these institutions. In Fiscal 2025, the retail market accounted for approximately 88% of Lassonde's sales, while the food service market represented approximately 12%.

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

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

The Corporation owns a 48.4% equity interest in Diamond Estates Wines & Spirits Inc. ("Diamond Estates"), a company listed on the TSX Venture Exchange under the ticker symbol "DWS.V", which operates two facilities in Ontario, Canada. Diamond Estates is separately preparing its own report under the Act.

Lassonde's subsidiaries operating from the United States, including Summer Garden Food Manufacturing, develop and manufacture juices, beverages, cranberry sauce, frozen juice concentrates, pasta sauces, BBQ sauces, and dipping sauces and dressings, and market these products in the United States.

Lassonde's Mission, Vision, and Sustainability Roadmap

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

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

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

We believe that efforts to reduce the risks of forced labour and child labour in our activities and supply chains are aligned with the values and behaviours we promote and support our intention of building sustainable supply chains. 3346625 Canada Inc. is equally committed to reducing forced labour and child labour risks.

Supply Chains

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


Food and Beverage Ingredients

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

Containers and Packaging Materials

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

4. POLICIES AND DUE DILIGENCE PROCESSES



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

Code of Ethics

Lassonde initially adopted its Code of Ethics in 2006 and has since updated it on several occasions. In November 2025, Lassonde's Board of Directors approved an overhauled version of the Code, which serves as a central reference framework for ethical conduct across our organization. The Code clearly sets out the ethical and legal standards that Lassonde expects all its employees, including managers and executives, members of the Board of Directors, and Lassonde's consultants, advisors and other agents to uphold in their personal conduct and business practices.

Structured around five core ethical commitments, the Code addresses a broad range of key issues, including product safety and quality, the health and safety of our coworkers, compliance with applicable laws and regulations, and the prevention of corruption and conflicts of interest. Within this framework, the Code expressly provides that ethical conduct includes compliance with standards prohibiting forced labour and child labour. It further states that Lassonde expects its suppliers and business partners to share these ethical commitments by complying with Lassonde's norms and standards, as set out in its Supplier Code of Conduct, thereby reinforcing ethical expectations throughout its supply chains.

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

Supplier Code of Conduct

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

The Supplier Code reflects Lassonde’s values and expectations, both of itself and of its suppliers, agents, consultants and other third parties and business partners and their respective employees, directors and officers, all of whom are subject to the Supplier Code. In 2024, the Corporation incorporated the Supplier Code into its supplier management platform and has since continued, through Fiscal 2025, to require both existing and new suppliers to review and sign a copy. This platform includes periodical reminders to any supplier who has not complied with this mandatory requirement.

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

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

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

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

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

The Supplier Code is available on the Corporation’s website at www.lassonde.com under the “Governance” section.

Modern Slavery Act Compliance Policy

To further its commitment to fight forced labour and child labour in supply chains and act as a good corporate citizen, Lassonde adopted a Modern Slavery Act Compliance Policy in 2024, which addresses its various obligations and responsibilities to comply with the requirements of the Act. This policy essentially deals with the due diligence process of supply chains and the training provided to employees to identify and mitigate risks related to forced labour and child labour.

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

The Modern Slavery Act Compliance Policy is available on the Corporation's website at www.lassonde.com under the "Governance" section.

Child Labour Remediation Policy

During Fiscal 2025, Lassonde prepared a Child Labour Remediation Policy, which was adopted in early Fiscal 2026. The policy is intended to complement Lassonde's existing policies and procedures, including the Supplier Code of Conduct and the Modern Slavery Act Compliance Policy, by setting out principles and considerations applicable in the event that a situation involving child labour is ever identified within its operations or supply chains.

The Child Labour Remediation Policy applies to Lassonde employees and suppliers and, drawing on internationally recognized principles, including the United Nations Convention on the Rights of the Child, as well as the International Labour Organization's Minimum Age Convention (No. 138) and Worst Forms of Child Labour Convention (No. 182), is designed to address potential child labour situations through an approach focused on the safety and well-being of children.

The policy provides that, if a situation involving child labour were to be identified, Lassonde would seek to act in the best interests of the child and aim to protect them from exploitation. In such circumstances, Lassonde would seek to collaborate with the relevant supplier or, as applicable, with appropriate internal stakeholders to develop a responsible corrective action and remediation plan that prioritizes the well-being of the child. Where appropriate, such collaboration may also involve engagement with relevant external organizations.

Any corrective action or remediation measures contemplated under the policy are intended to be assessed on a case-by-case basis, taking into account the specific circumstances of the situation, and may include, as appropriate, measures such as promptly ensuring that the child ceases work, undertaking a review of relevant personnel records, assessing how the child came to be employed in contravention of applicable requirements, and identifying actions aimed at preventing recurrence.

The Child Labour Remediation Policy also includes, as an appendix, a Child Labour Notification Form intended to facilitate the reporting by suppliers of any suspected or identified child labour situation. The form is designed to support the timely and effective handling of such situations by enabling the collection of relevant information necessary to assess the circumstances and support appropriate follow-up and remediation efforts.

Lassonde's Child Labour Remediation Policy is available on its website at www.lassonde.com under the "Governance" section.

Whistleblowing Reporting Procedures

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

Lassonde has established whistleblowing procedures for anyone who believes that a supplier has engaged in illegal, unethical, or otherwise wrongful conduct, or any other activity in violation of the Supplier Code, as well as for anyone wishing to report a situation they believe violates the Code of Ethics or Lassonde's policies.

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

Internal Working Groups

Lassonde's Sustainable Supply Chain Working Group, a cross-departmental team that includes representatives from the Corporation's Procurement, Supply Chain, Quality, Regulatory Affairs and Sustainability teams, is tasked with improving supply chain practices and tracking the implementation and results of the various measures taken to mitigate the risks in the Corporation's operations and supply chains. During Fiscal 2025, the Sustainable Supply Chain Working Group held periodic meetings to monitor, among other elements, suppliers with a high risk of forced or child labour and identify opportunities to enhance the Corporation's current framework for managing such risks.

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

Contractual Provision

In 2024, Lassonde introduced a contractual provision into its supplier contract form that (i) requires suppliers to review the Supplier Code of Conduct and undertake to comply with the terms described therein as well as with laws and regulations relating to forced labour and child labour, and (ii) allows the Corporation to terminate the contract in the event of a violation of the Supplier Code of Conduct by the supplier.

5. FORCED LABOUR AND CHILD LABOUR RISKS

Manufacturing Operations

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

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

Supply Chains

Lassonde's supply chains rely on various national and international suppliers and food brokers from around the world, presenting challenges of transparency and complexity faced by many other manufacturers. The Corporation started mapping the potential forced and child labour risks in its evolving and complex supply chains in 2024.

Lassonde is completing the mapping of forced labour and child labour risks within its supply chains using the resources and insights provided by an online risk assessment tool (the “Tool”) dedicated, among other things, to labour and human rights risks. The Tool was developed by an external provider specializing in responsible sourcing and supporting corporations globally in the implementation of practices and policies aimed at responsible business and supply chain operations. This provider has expertise in various sectors, including in the food, beverage and manufacturing sectors.

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

Specifically, the Tool uses a range of indicators to provide a picture of forced labour or child labour risks within a country or sector of activity, and to assess whether a specific site is exposed to such risks. Forced labour and child labour indicators include various operational indicators at different points in the employment cycle, including potential deceptive or coercive recruitment, employment under threat of penalty, debt or wage entrapment, and termination prevention. The forced labour indicators used by the Tool provider build upon the eleven indicators of forced labour developed by the International Labour Organization (ILO), namely: abuse of vulnerability, deception, restriction of movement, isolation, physical and sexual violence, intimidation and threats, retention of identity documents, withholding of wages, debt bondage, abusive working and living conditions, and excessive overtime. These indicators are presented alongside scores and tools such as the Forced Labour Index used by the Tool to evaluate country-specific risks. The Forced Labour Index is commonly used to assess forced labour risks across four broad economic sectors, including agriculture, food processing, manufacturing, and logistics, for each country covered by the Tool. The Index is particularly useful as it considers specific sectoral in-country combinations. In addition to the assessment of a country’s risk level, focused desk research is used to calculate a sector-specific score among these four economic sectors. This sector-specific score depends on factors such as an organization’s size, workforce skill level, labour intensity, type of work and observed risks. A site characteristics score is also calculated based on factors such as working hours, health and safety, gender, worker representation, number and type of workers, labour intensity and recruitment practices. In addition, a management controls score is established with the aim of recognizing efforts to manage and mitigate forced labour and child labour risks. All of these scores are combined by the Tool to form part of a site’s comprehensive audit indicator score. This combined score serves as an indicator that helps draw attention to actual or potential forced labour or child labour risks within the Corporation’s supply chains and activities.

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

6. REMEDIATION MEASURES

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

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

As part of Lassonde’s ongoing efforts to improve its knowledge of the underlying risks in its evolving supply chains, and based on the results of its ongoing inherent risk assessment of its suppliers, the Corporation’s Sustainable Supply Chain Working Group is currently working to develop and implement additional measures to enhance the Corporation’s due diligence process.

In addition, as further described in the “Policies and Due Diligence Processes – Child Labour Remediation Policy” section of the report, Lassonde has set out in its Child Labour Remediation Policy an approach to remediation applicable in the event that a situation involving child labour is ever identified in its operations or supply chain. In such circumstances, Lassonde would seek to collaborate with the relevant supplier and with appropriate internal stakeholders to develop a responsible corrective action and remediation plan intended to prioritize the safety and best interests of the child.

Any corrective action or remediation measures would be assessed on a case-by-case basis, taking into account the specific circumstances of the situation. Consistent with the Child Labour Remediation Policy, such a corrective action and remediation plan may include, where appropriate, measures such as:

- ensure the child ceases work immediately, receives a clear explanation of immediate next steps, and is supported throughout the process by an appropriate human resources representative (from Lassonde or the supplier, as applicable);
- if a young worker is found engaged in hazardous work, immediately remove them from the task where the hazard is present and reassign them to a safe, low-risk position, ensuring there is no reduction in pay or benefits;
- undertake a full review of all relevant site personnel records, including compiling a list of potential child labourers and young workers;
- ensure that each child has access to safe and adequate housing, is provided with meals, and is adequately protected from harm until reunification with their family;
- assess the child’s needs and preferences and explore available options for re-starting education;
- develop appropriate remediation measures, which may include:
 - provide the child with the opportunity to return to education while safeguarding economic well-being, ideally in consultation with a relevant external stakeholder such as a local non-governmental organization;
 - ensure the child receives compensation for work already performed and continues to receive monthly payments until they reach working age or until an alternative long-term solution has been agreed upon with the child and their family (e.g., employing an unemployed adult family member in place of the child). Wages should meet or exceed the applicable national or local legal minimum;
 - ensure that the child has safe and acceptable accommodations and living conditions;
 - document all actions taken to support remediation;
- thoroughly investigate how the child was employed in violation of the applicable legal requirements and implement robust processes to prevent future recurrence.

During the remediation process, the Child Labour Remediation Policy further provides that suppliers must not remove or dismiss suspected or confirmed child labourers without prior notification to Lassonde, attempt to conceal or hide such cases, threaten the child or their family, interfere with the assessment or remediation process, or conceal or falsify documentation.

7. REMEDIATION OF LOSS OF INCOME

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

8. TRAINING

During the reporting period, we completed the roll out of whistleblowing hotline training for employees at our Canadian plants, which was initially developed and launched in the year ended December 31, 2024. In early Fiscal 2026, following the launch of our overhauled Code of Ethics, all Lassonde employees were asked to review the Code and acknowledge that they had read it.

9. ASSESSING EFFECTIVENESS

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

- Number of suppliers formally linked with the Corporation via its supplier risk assessment platform;
- Number of suppliers whose risks (including forced labour and child labour) have been assessed;
- Number of high-risk suppliers identified;
- Number of employees trained on forced labour and child labour risks over defined periods; and
- Number of suppliers who have reviewed and executed the Supplier Code.

10. APPROVAL AND ATTESTATION

This report was approved pursuant to subparagraph 11(4)(b)(ii) of the Act by the Boards of Directors of Lassonde Industries Inc., and 3346625 Canada Inc., as being a joint report of Industries Lassonde Inc., A. Lassonde Inc., Lassonde Specialties Inc. and 3346625 Canada Inc. for the financial year ended December 31, 2025.

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

I have the authority to bind Lassonde Industries Inc.

I have the authority to bind 3346625 Canada Inc.

(signed) Nathalie Lassonde

(signed) Pierre-Paul Lassonde

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

Pierre-Paul Lassonde
President and Director,
3346625 Canada Inc.

March 26, 2026

March 26, 2026

