

## Key Accomplishments

For 2024



#### Full assessment

of our residual materials (organic and inorganic) completed

Residual Materials Management

# 37.17 tons of organic matters

were sent for biomethanation

Organic Waste Recovery

# An agronomic research project

in progress on the use of filtering marshes to purify runoff water from fields

Water Conservation

## An in-house eco-design tool

(calculator) developed to guide decision-making for packaging

Eco-design



#### 56% of women

in senior management positions and **50**% in management positions

Balanced Representation of Women

### Better-for-you campaign

for the B2B line of ingredients which promote healthy eating

**Promotion of Healthy Products** 

#### Golden Rules

implemented as part of an initiative to prevent major risks

Workplace Safety



### Supplier code of conduct

for responsible sourcing deployed

Responsible Sourcing

#### 66% of our purchases

incurred **within a 100 km radius** of our headquarters in Villeroy

**Local Supply** 

### 100% of our employees

paid above the **minimum viable wage** for the city of Trois-Rivières

Dignified Salary For All Our Workers

\$348,820 donated

in money or products to charitable causes

Contribution in donations





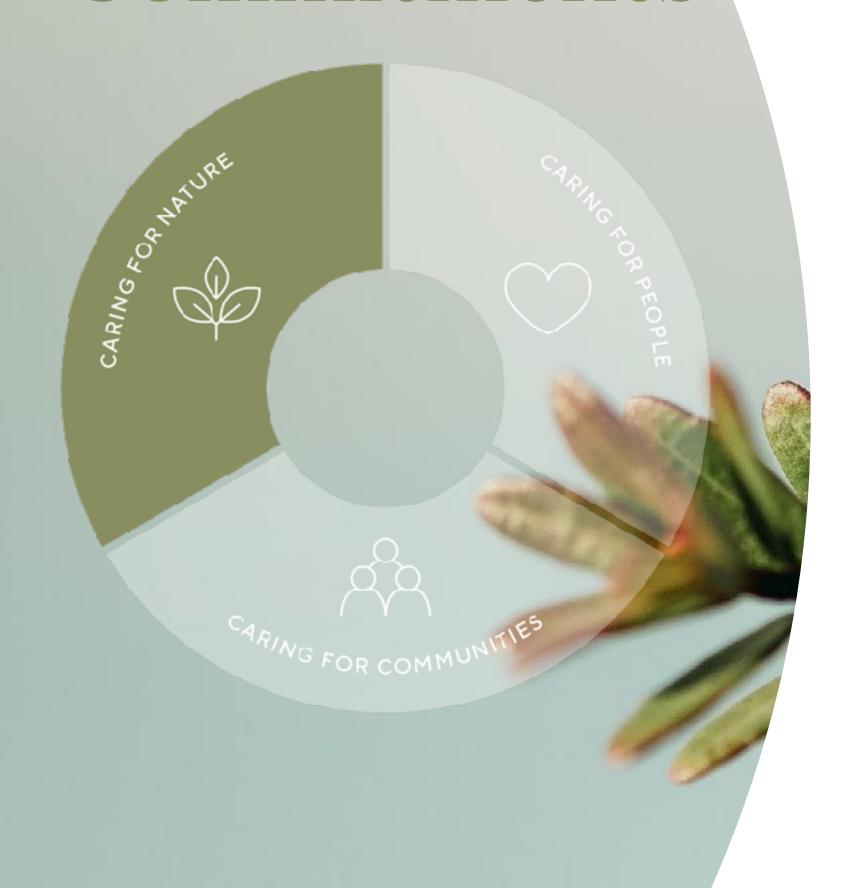






Progress on our

## Commitments



Priority	Commitments	FY 2023	FY 2024	Target	Target Year	Status
Preserve Biodiversity,	Achieve 95% of cranberries purchased with at least one environmental certification	94%	87%	95%	2026	
Ecosystems and Natural Resources	Maintain at more than 60% our purchasing share of the Quebec organic cranberry market	55%	60%	≥ 60%	2026	
	Carry out at least two projects for agronomic research aimed at preserving or restoring ecosystems	_	1	≥2	2026	
	Reduce by 12% potable water consumption in our plants compared to 2023 (in intensity)	1.688 liters / lb of fruit entering	-0.7%	-12%	2026	
	Reduce by more than 13% our plants wastewater compared to 2023 (in intensity)	1.708 liters / lb of fruit entering	-0.06%	-13%	2026	
Fight Climate Change	Reduce by 49% our GHG emissions (scope 1 and 2) compared to 2023 (in intensity)	0.0782 kg of CO <sub>2</sub> -eq / lb of fruit entering	-2%	-49%	2030	0
	Reduce by 21% our total GHG emissions (scope 1 and 2) by September 2030 compared to 2023 (absolute)	7,968 MT of CO <sub>2</sub> equivalent	-2.2%	-21%	2030	0
	Set reduction GHG emissions targets for our scope 3 by September 2025	-	-	Established targets	2025	0
	Review our reduction targets (scopes 1, 2 and 3) with the Science Based Targets Initiative	-	-	Revised targets	2026	
	Reduce by 24% the energy consumption in our manufacturing plants by September 2030 compared to 2023 (intensity)	0.0270 GJ / lb of fruit entering	0.74%	-24%	2030	0
	Increase by 15% the share of renewable energy in our energy supply by September 2030 compared to 2023	40.97%	0.9%	+15%	2030	0
Reduce Our Residual Materials	Carry out a comprehensive assessment of our residual materials (organic and inorganic) for each of our 2 sites by September 2024	_	Assessment conducted	Assessment conducted	2024	
	Fix targets for improving residual materials (organic and inorganic) management for our 2 sites by September 2024	-	-	Established targets	2024	
	Establish at least one new solution for organic waste recovery by September 2024	_	1	1	2024	
Make Our Packaging More Sustainable	Integrate an eco-design tool into packaging decision-making by September 2024	-	Partially integrated	Integrated tool	2024	0
	Identify innovative and eco-responsible packaging solutions that will minimize our environmental impact	_	0	≥1	2026	0
	Implement measures to promote the recycling of our packaging intended for our customers (businesses) as well as our consumers	_	0	≥1	2026	0





to be maintained Achieved









Priority	Commitments	FY 2023	FY 2024	Target	Target Year	Status
Promote the Consumption of Healthy Products	Launch 3 new ingredients with functional benefits for the nutraceutical business segment	-	0	3	2026	0
	Promote healthy eating through the promotion of the "Better for you" line of products (aim for one promotional campaign per year)	-	1	1 per year	Per year	
	Achieve 65% of products in the retail brand portfolio that are sugar-free or reduced in sugar	44%	47%	65%	2026	0
Promote an Equitable, Diverse and Inclusive Environment	Train 100% of our employees on unconscious biases related to equity, diversity, and inclusion (EDI)	-	0%	100%	2026	
	Maintain a balanced representation of women in management positions:  - Senior management positions: 50%  - Management positions: 50%	Senior management: 50% Management: 52%	Senior management: 56% Management: 50%	Senior management: ≥ 50% Management: ≥ 50%	2026	
Ensure a Healthy and Safe Workplace for All	Achieve a frequency rate and a severity rate of work injuries lower than the provincial average	Villeroy: Freq. 0   Sev. 0 Plessisville: Freq. 13.4   Sev. 21.53	Villeroy: Freq. 6.5   Sev. 48 Plessisville: Freq. 18   Sev. 28.9	Prov. Frequency 5.4 Prov. Severity 21	2026	
	Train 100% of managers on psychosocial risks, to ensure the well-being and emotional health of our teams	-	0%	100%	2026	
Support Employee Development and Encourage Commitment to Our Purpose	Train 100% of managers on kindness at work	-	0%	100%	2026	
	Measure employee engagement rate by October 2024	_	-	Known rate	2024	













Commitments



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Strengthening the Resilience of Agricultural Growers	Maintain an increased rate of 2% in agricultural yields for the cultivation of conventional cranberries compared to the 6-year average	-	+6%	+2% than the average of the last 6 years*	Per year	
	Maintain agricultural yields for growing organic cranberries above the 6-year average	-	-28%	> than the average of the last 6 years*	Per year	
	Develop an access program to new varieties of cuttings for cranberry growers whose yields per acre are less than 25% of the average	-	-	Program developed	2026	
	Promote the electrification of cranberry farms by deploying a support guide for growers	-	-	Guide developed	2026	
Ensure a Responsible Supply Chaîne	Require all of our suppliers and grower-partners to adhere to our supplier code of conduct by September 2025	-	100% of grower-partners 0% of suppliers	100%	2025	0
	Engage 100% of all our suppliers likely to have poor ESG performance in a CSR assessment program	-	0%	100%	2026	
	Systematically integrate sustainable development criteria into the selection of all suppliers		-	Responsible sourcing policy developed	2026	
Increase Our Involvement and Investments in Our Communities	Define a philanthropic strategy based on an analysis of the social, environmental and cultural needs of the communities where we work by September 2024	-	-	Strategy developed	2024	
	Gradually increase our contributions to charitable causes aiming for an increasing percentage of our revenue, up to 0.1% of our revenue for the year 2026	n.d.	0,16%	0,1%	2026	
	Encourage community involvement among our employees by offering scholarships to the most involved employees, so that they can give back to their community by September 2025	-	0 scholarship	≥ 1 scholarships	Per year, from 2025	
	Continually get involved in improving the context and social and environmental performance of our industry	Nbr of hours: n.d. Nbr of projects: n.d.	Nbr of hours: n.d. Nbr of projects: n.d.	Nbr of hours: n.d. Nbr of projects: n.d.	Per year, from 2025	
Support and Contribute to Local Economic Vitality	Formally commit to purchasing more than 50% of our core products within a 100 km radius of our head office	67%	66%	≥ 50% Formalized commitment	2026	0
	Maintain at 100% the proportion of employees paid above the minimum viable wage for the city of Trois-Rivières	100%	100%	100%	Per year	

