



2025
**Sustainability
Progress Report**

September 1st 2024 to August 31st 2025

FruitdOr

Key Accomplishments

For 2025

Caring for Nature



Annual reduction of 900,000 L of wastewater

through the installation of a clarifier and a settler

Water Conservation

490 tons of organic matters

valorized through anaerobic digestion

Organic Waste Recovery

An irrigation management tool

developed to support growers

Water Conservation

90% of cranberries

with at least one environmental certification

Biodiversity and Ecosystem Protection

Caring for People



2 new products

Promoting health: Blue d'Or™ Vitality, a new nutraceutical ingredient with functional benefits, and FruitCran™, new reduced-sugar snacks

Health Innovation

Wild Adds Wow campaign

in North America and Europe to promote the benefits of wild blueberries in the diet

Promotion of Healthy Products

100% of managers trained

on psychosocial risk (to comply with new regulations)

Workplace Well-Being

60% of women

in management position

Balanced Representation of Women

Caring for Communities



95% of our suppliers committed

to the Supplier Code of Conduct for responsible sourcing

Responsible Sourcing

More than half of our grower-partners

of cranberry have been assessed on their sustainable practices

Responsible Sourcing

68% of our purchases

incurred within a 100km radius of our headquarter

Local Supply

Progress on our Commitments



Priority	Commitments	FY 2023	FY 2024	FY 2025	Target	Target Year	Status
Preserve Biodiversity, Ecosystems and Natural Resources	Achieve 95% of cranberries purchased with at least one environmental certification ¹	94%	87%	90%	95%	2026	
	Maintain at more than 60% our purchasing share of the Quebec organic cranberry market	55%	60%	52%	≥ 60%	2026	
	Carry out at least two projects for agronomic research aimed at preserving or restoring ecosystems	-	1	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%	+10.6%	-12%	2026	
	Reduce by more than 13% our plants wastewater compared to 2023 (in intensity)	1.708 liters / lb of fruit entering	-0.06%	+13.75%	-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 ₂ -eq / lb of fruit entering	-2%	+2.81%	-49%	2030	
	Reduce by 21% our total GHG emissions (scope 1 and 2) by September 2030 compared to 2023 (absolute)	7,968 MT of CO ₂ equivalent	-2.2%	+7.5%	-21%	2030	
	Set reduction GHG emissions targets for our scope 3 by September 2025	-	-	-	Established targets	2025	
	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)	0.00270 GJ / lb of fruit entering	0.74%	+7.16%	-24%	2030	
	Increase by 15% the share of renewable energy in our energy supply by September 2030 compared to 2023	40.97%	0.9%	+4.59%	+ 15%	2030	
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	n/a	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	1	2024	
Make Our Packaging More Sustainable	Integrate an eco-design tool into packaging decision-making by September 2024	-	Partially integrated	Integrated tool	Integrated tool	2024	
	Identify innovative and eco-responsible packaging solutions that will minimize our environmental impact	-	0	0	≥ 1	2026	
	Implement measures to promote the recycling of our packaging intended for our customers (businesses) as well as our consumers	-	0	0	≥ 1	2026	

¹Volume from Canada

Progress on our Commitments



Priority	Commitments	FY 2023	FY 2024	FY 2025	Target	Target Year	Status
Promote the Consumption of Healthy Products	Launch 3 new ingredients with functional benefits for the <i>nutraceutical</i> business segment	-	0	1	3	2026	
	Promote healthy eating through the promotion of the "Better for you" line of products (aim for one promotional campaign per year)	-	1	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%	56%	65%	2026	
Promote an Equitable, Diverse and Inclusive Environment	Train 100% of our employees on unconscious biases related to equity, diversity, and inclusion (EDI)	-	0%	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: 33% Management: 60%	Senior management: ≥ 50% Management: ≥ 50%	2026	
Ensure a Healthy and Safe Workplace for All	Achieve a frequency rate and a severity index 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	Villeroy: Freq. 7.64 Sev. 99 Plessisville: Freq. 6.87 Sev. 48.64	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%	100%	2026	
Support Employee Development and Encourage Commitment to Our Purpose	Train 100% of managers on kindness at work	-	0%	0%	100%	2026	
	Achieve a Net Promotor Score (NPS) at a « Good » level (between 21 and 30) for each of our sites ¹	n/a	n/a	Villeroy: 49 Villeroy Factory: 24 Plessisville: 19 Saint-Hyacinthe: 13	NPS = Good (between 21 & 30)	2026	

¹ Commitment revised in 2025, previously: Measure employee engagement rate by October 2024

Progress on our Commitments



Priority	Commitments	FY 2023	FY 2024	FY 2025	Target	Target Year	Status
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 ¹	-	+6%	+11%	+2% than the average of the last 6 years ²	Per year	
	Maintain agricultural yields for growing organic cranberries above the 6-year average ¹	-	-28%	+1%	> than the average of the last 6 years ²	Per year	
	Support at least 3 growers whose average crop yield ² per acre is below the sector average ³ by developing an agricultural yield improvement plan ⁴ .	n.d.	n.d.	n.d.	≥3 agricultural yield improvement plans	Per year	
	Promote the electrification of cranberry farms by deploying a support guide for growers	-	-	-	Guide developed	2026	
Ensure a Responsible Supply Chain	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% of grower-partners 92% of suppliers	100%	2025	
	Engage 100% of all our suppliers likely to have poor ESG performance in a CSR assessment program	-	0%	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%	0,07%	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	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/a Nbr of projects: n/a	Nbr of hours: n/a Nbr of projects: n/a	Nbr of hours: n/a Nbr of projects: n/a	Nbr of hours: n/a Nbr of projects: n/a	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%	68%	≥ 50% Formalized commitment	2026	
	Maintain at 100% the proportion of employees paid above the minimum viable wage for the city of Trois-Rivières	100%	100%	100%	100%	Per year	

¹ Volume from Quebec
² Six-year Olympic average

³ Six-year Olympic average, by crop type, among grower-partners
⁴ Commitment revised in 2025 to allow a more personalized plan for growers with below-average yields. Previously: Develop an access program to new varieties of cuttings for cranberry growers whose yields per acre are less than 25% of the average.

Committed

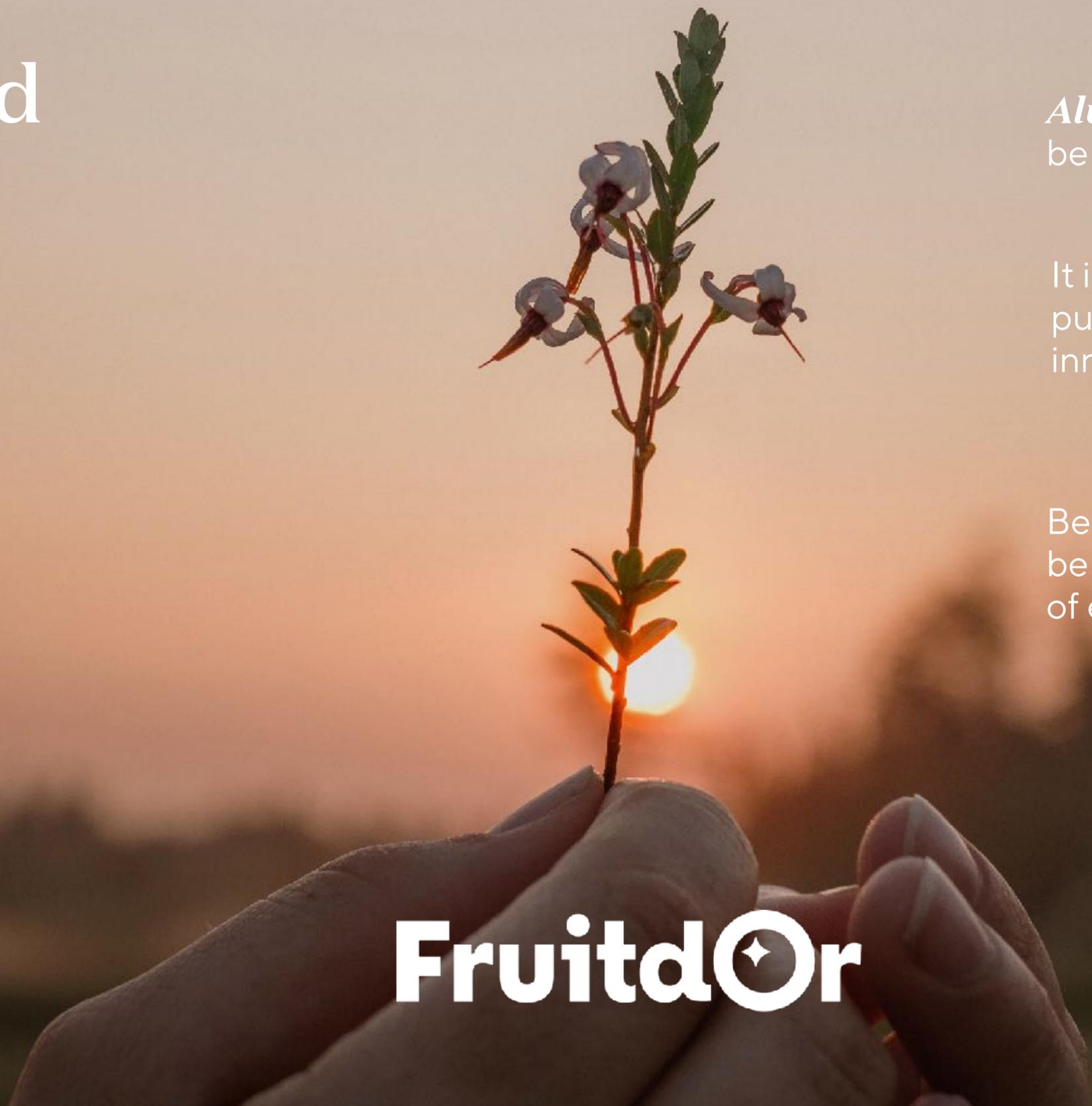
to the future

Always

be better for the environment.

It is our commitment to continually push the boundaries of sustainable innovation in agri-food.

Because together we can *always* be better for the well-being of everyone.

A hand holding a small plant with white flowers against a sunset background. The plant has a thin stem with several small, white, bell-shaped flowers. The background is a soft, warm sunset with a bright sun low on the horizon, creating a golden glow. The hand is positioned at the bottom, holding the stem of the plant.

FruitdOr