



2022 ESG Progress Report

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Premium Brands



DISCLAIMER

This report is not intended to form the basis of any investment decision and should not be considered as a recommendation by Premium Brands Holdings Corporation (the "Company", "Corporation", "Premium Brands", "we", "our", "us") or any other person in relation to the Company's business or the securities of the Company. This report is not, and nothing in it should be construed as, an offer, invitation or recommendation in respect of the securities of the Company, or an offer, invitation or recommendation to sell, or a solicitation of an offer to buy, any of the Company's securities in any jurisdiction. Neither this report nor anything in it shall form the basis of any contract or commitment. This report is not intended to be relied upon as advice to readers or potential investors and does not take into account the investment objectives, financial situation or needs of any reader or investor. All readers and investors should consider such factors in consultation with a professional advisor of their choosing when deciding if an investment is appropriate.

REPORT SCOPE & ASSUMPTIONS

The preparation of the Company's consolidated non-financial information requires management to make certain estimates and assumptions, which are based on the Company's experience and management's understanding of current facts and circumstances. These estimates affect the reported information included in the Company's 2022 ESG Progress Report and may differ materially from actual results.

The values reported in the Company's 2022 ESG Progress Report represent the best available data at the time of publication. Certain historical values provided herein have been adjusted to incorporate updated methodology, data collection and reporting processes, and improvements in the availability and accuracy of data. Any such adjustments to values initially provided in the Company's 2021 ESG Report dated August 5, 2021 are not material.

The consolidated non-financial information provided herein is comprised of information generated from the Company and its wholly-owned and majority-owned subsidiaries: (i) as of the date of the Company's 2020 ESG Report dated June 23, 2020, which are referred to as the baseline companies ("base"); and (ii) as of the date of the Company's 2021 ESG Report dated August 5, 2021, which are referred to as the baseline plus acquisition companies ("base + acquisitions"). Based on its majority ownership and control over the operations of these subsidiaries, the Company has consolidated 100% of their operations into its consolidated non-financial information.

The Company's 2022 ESG Progress Report is dated as of October 19, 2022 and, except as otherwise indicated, the consolidated non-financial information contained herein covers the calendar year January 1, 2021 to December 31, 2021. The Company's financial information and employee headcounts referenced throughout the Company's 2022 ESG Progress Report, except as otherwise indicated, covers the Company's 2020 fiscal year, defined as the fifty-two week period ending on December 26, 2020, and 2021 fiscal year, defined as the fifty-two week period ending on December 25, 2021.

FORWARD LOOKING STATEMENTS

This report contains forward looking statements with respect to the Company, including its business operations, strategy, goals, plans and objectives of or involving the Company. While management believes that the expectations reflected in such forward looking statements are reasonable and represent the Company's internal expectations and belief as of the date of the release of this report, there can be no assurance that such expectations will prove to be correct as such forward looking statements involve unknown risks and uncertainties beyond the Company's control which may cause its actual performance and results in future periods to differ materially from any estimates or projections of future performance or results expressed or implied by such forward looking statements. Forward looking statements generally can be identified by the use of the words "may", "could", "should", "will", "intend", "plan", "estimate", "anticipate", "believe" or "continue", or the negative thereof or similar variations. Forward looking statements in this report include statements with respect to the Company's expectations, goals, targets, strategies and initiatives relating to: (i) nutrition and product transparency; (ii) the Supplier Code of Conduct; (iii) a responsible marketing policy; (iv) food safety certifications; (v) workplace incidents and worker health and safety; (vi) diversity, equity and inclusion; (vii) greenhouse gas emissions; (viii) waste reduction; (ix) water usage; (x) energy reduction; (xi) responsible sourcing; and (xii) climate change.

Forward looking statements are based on a number of key expectations and assumptions made by the Company, including, without limitation the expectations and assumptions outlined in the Company's MD&A for the 13 and 26 weeks ended June 25, 2022, a copy of which is filed electronically through [SEDAR](#) and is available online at www.SEDAR.com. Although the forward looking statements contained in this report are based on what the Company's management believes to be reasonable assumptions, the Company cannot assure readers that actual results will be consistent with such forward looking statements.

Forward looking statements involve significant risks and uncertainties and should not be read as guarantees of future performance or results. Factors that could cause actual results to differ materially from the Company's expectations are outlined in the Company's MD&A for the 13 and 52 weeks ended December 25, 2021. Readers are cautioned that the foregoing risks and uncertainties are not exhaustive.

Forward looking statements reflect management's current beliefs and are based on information currently available to the Company. Unless otherwise indicated, the forward looking statements in this report are made as of the date of release of this report and, except as required by applicable law, will not be publicly updated or revised. This cautionary statement expressly qualifies the forward looking statements in this report.

By the issuance of this report, the Company is not making any representation or warranty, express or implied, as to the fairness, accuracy, correctness, completeness or reliability of the information, opinions or conclusions expressed herein.

FOR MORE INFORMATION

For any questions, comments or concerns relating to this report or ESG (Environmental, Social, Governance) at Premium Brands, please contact us at investor@premiumbrandsgroup.com.

About Premium Brands

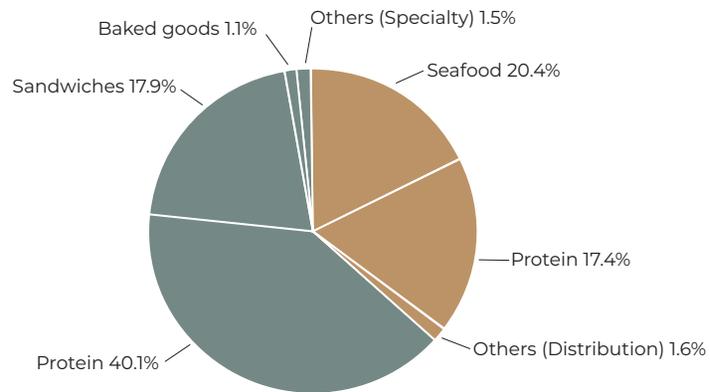
Since the founding of Premium Brands just over 20 years ago, our business plan has focused on acquiring and building specialty food businesses in partnership with talented entrepreneurial management teams that share our values and culture. Through shifting trends and an ever-changing landscape, this shared culture – rooted in entrepreneurship, social responsibility, innovation, sustainability and operational excellence – has enabled us to consistently grow and strengthen our business while making positive contributions to the communities we are a part of and to the world at large.



99 production facilities and distribution centers



PRODUCT BREAKDOWN:



Specialty Foods: 60.6 % Premium Foods Distribution: 39.4%

Two major reporting segments:
SPECIALTY FOODS and PREMIUM FOOD DISTRIBUTION

Platforms:
PROTEIN, SANDWICH, SEAFOOD, DISTRIBUTION, BAKERY, CULINARY

A Message from Our President & CEO

I am very pleased to present this year's ESG Progress Report. When we launched Premium Brands just over 20 years ago, we set out to re-invent food. At the core of our mission was, and still is, the objective of providing consumers with better, more nutritious food made with clean, simple, responsibly sourced and sustainable ingredients.

In many ways, the business case for following sound ESG principles is illustrated by the growth and overall success of our business since we began our journey. For example:

- By focusing on products that prioritize people's health and the principles of sustainability, we benefit from there being a growing number of consumers that demand premium products with these attributes;
- By prioritizing the welfare and fair treatment of our employees, we maintain a more stable workforce resulting in higher quality products and improved production efficiencies;
- By building a culture that values diversity, equity and inclusion (DEI), we not only improve the decision-making abilities of our organization but also create a more desirable working environment that further enhances our ability to attract talented people; and
- By continually investing in technology and improving the efficiency of our facilities, we enhance our margins while improving our carbon footprint.

During the past year, we made considerable progress towards achieving our formal ESG goals and targets. Specific accomplishments by our businesses include: increasing our purchasing ratio of sustainable seafood by 23% to 74%; developing a new DEI training program that was attended by over 250 senior executives from across all our businesses; reducing our fresh water usage by 5% despite our production/throughput volumes being up an estimated 10%; increasing the portion of our Specialty Foods segment's processing facilities with Global Food Safety Initiative (GFSI) food safety certifications from 89% to 97%; and our continuing support of over 190 charitable organizations.

On an overall basis, we are pleased with the advances made by both our individual businesses and our organization as a whole on ESG-related matters, however, we still have much more to accomplish and, as with all aspects of our business, continue to strive for improvement. Correspondingly, our ESG reporting is still very much a work-in-progress and will continue to evolve as we work toward our goal of leading the specialty foods industry in all matters including those relating to ESG. Furthermore, as you will see, we remain committed to the promise we made three years ago in our first ESG Report to be completely transparent in our reporting of our ESG-related successes and challenges.

As a final note I would like to thank the members of our corporate and business level ESG teams for all the hard work they put into preparing this report as well as their dedication to ensuring the core values of ESG remain embedded in the DNA of our culture.

George Paleologou
President & CEO, Premium Brands

Management Approach

Premium Brands is committed to strong ESG governance and our approach to sustainability is a cross-functional effort that is integrated into our corporate and individual business strategies.

ESG GOVERNANCE

Corporate ESG Committee

Our Corporate ESG committee is comprised of our CEO, CFO, executives from various disciplines and leaders from across our businesses who collaborate to drive ESG strategy and initiatives for Premium Brands.

Board Oversight

Our board-level Corporate Governance and Nominating Committee oversees all aspects of our formal ESG reporting processes and meets with the Corporate ESG committee on a quarterly basis.

ENTREPRENEURIAL CULTURE

Our decentralized management structure and entrepreneurial culture have always been key drivers of our success. Correspondingly, each of our businesses develops its own unique ESG programs that align with its individual business strategies. This autonomy is reconciled and integrated into our corporate objectives, including those relating to ESG, using a variety of governance tools with our businesses including:

- Monthly reporting of finance and ESG metrics
- Semi-annual ESG strategy meetings with Corporate ESG committee
- Quarterly financial review and business strategy sessions
- Quarterly group innovation calls and annual leadership conferences
- Regular internal audits and compliance certifications

OUR APPROACH

STANDARDS & FRAMEWORKS

United Nations Sustainable Development Goals (UN SDGs)

We recognize the importance of collective action for sustainable development and have aligned our sustainability strategy with the SDGs' agenda and targets.

Task Force on Climate-Related Financial Disclosures (TCFD)

For our TCFD report, please see [Appendix B](#).

Sustainability Accounting Standards Board (SASB) Standards

For our SASB disclosure, please see [Appendix D](#).

Global Reporting Initiative (GRI) Sustainability Standards

For our GRI disclosure, please see [Appendix E](#).

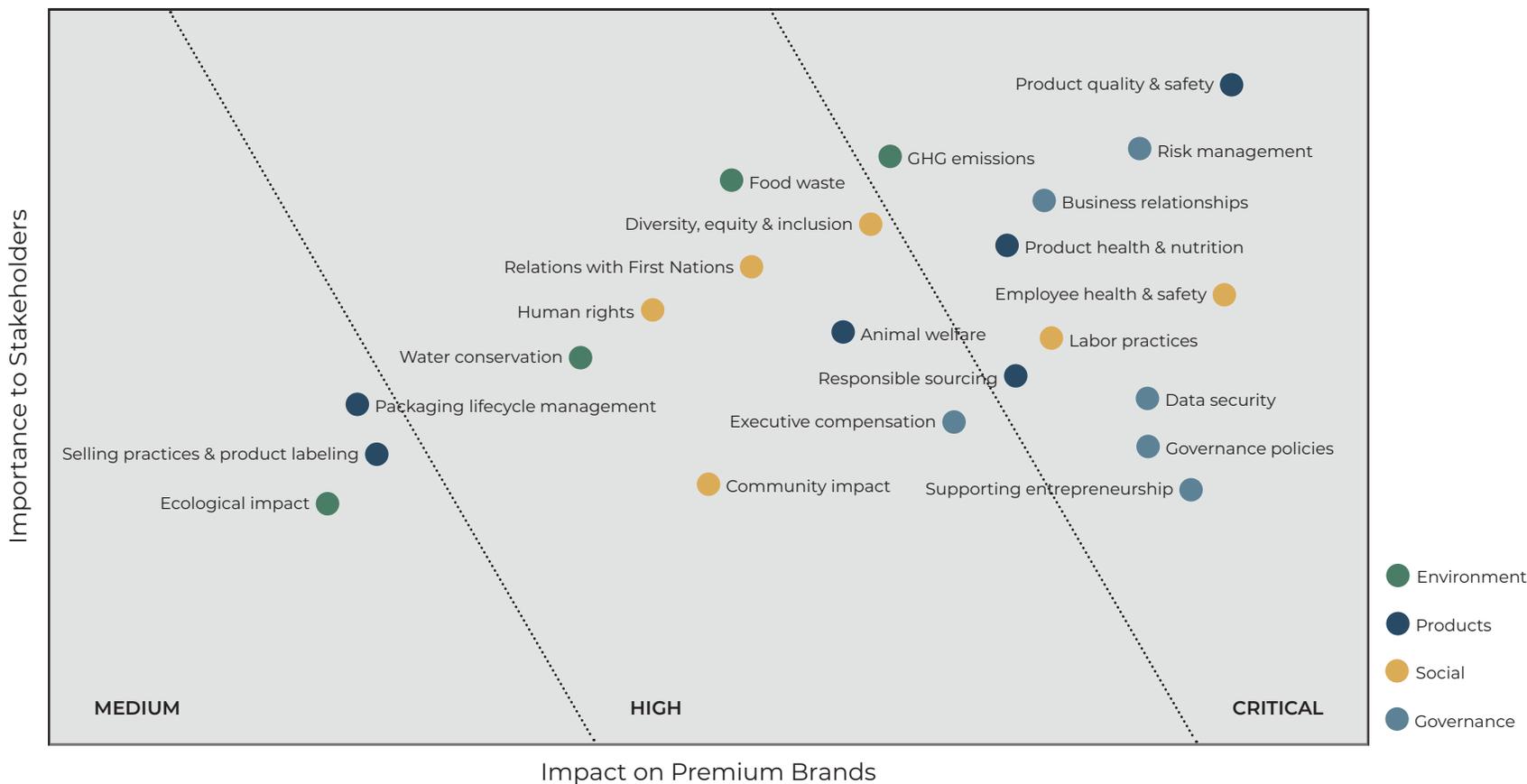
GOVERNANCE POLICIES

Our [corporate governance policies](#) follow best practices and provide a framework for ensuring we all act in the best interests of our company, our stakeholders and within the requirements of the law. These include our:

- Code of Business Conduct
- Audit Committee Charter
- Certificate of Arrangement
- Board Diversity Policy
- Majority Voting Policy
- Anti-Share Hedging Policy
- Bylaws
- Mandate for the Board of Directors
- Corporate Gov. & Nominating Committee Charter
- Compensation & HR Committee Charter
- Whistleblower Policy & Ethics Hotline
- Employment Equity & Diversity Policy
- Executive Recoupment Policy
- Terms of Reference for Chairman of the Board

Stakeholder Engagement and Materiality

Our stakeholders include shareholders, employees, suppliers, customers, trade unions, capital sources, industry associations, governments, NGOs and the local communities in which we operate. Determining what matters most to them through thoughtful and purposeful discussion plays an important part in our process for setting ESG objectives. Through these discussions, along with industry benchmarking, trend analysis and expert consultation, our Corporate ESG committee has identified and prioritized the following as material ESG-related issues for our business:



Diversity, Equity and Inclusion (DEI)

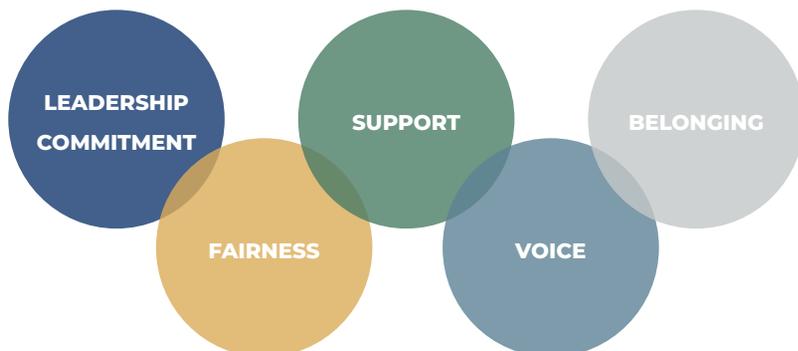
UN SDG Alignment:



There is strength in a diverse, equitable and inclusive workplace. With accountability, open communication, acceptance and empowerment, we continue on our journey of ensuring safe, creative and fulfilling work environments for all of our employees (see *Forward Looking Statements*). The following outlines our progress in 2021 on our DEI-related goals and targets:

Goal	Target
Implement a DEI training program for senior executives that teaches strategies to positively address bias and encourage collaboration in the workplace, and have all of our senior executives attend the program	Achieved

Fostering an environment of equity, acceptance and connection is what our leaders strive for. To further these efforts, over 250 senior executives from across all our businesses participated in a foundational DEI workshop that focused on: (i) building equitable and inclusive practices and behaviors in the workplace; and (ii) addressing bias and barriers to social equity. The session established a shared understanding of DEI concepts and ignited discussions on initiatives to empower our workforce and shape our vision for the future.



Goal	Target
Establish a corporate DEI committee consisting of representatives from across our businesses who will oversee continuous improvement with respect to DEI in the workplace	Achieved
Complete workplace culture and employee retention assessments at each of our businesses in order to help identify opportunities to improve our performance with respect to DEI	2022

The members of our corporate DEI committee all share two key characteristics: (i) they are key agents of change within their respective businesses with a history of driving positive organizational innovations; and (ii) they have experience in, and a passion for, building culture and cross-functional communication networks. The committee's initial objective is to complete a thorough review of organizational policies, workforce demographics and employee retention rates. Then based on its findings: (i) lead the development of a long-term DEI strategy for our organization as a whole; (ii) identify areas for growth and improvement within individual businesses; and (iii) create and implement across all our businesses a range of programs covering topics such as recruitment and retention, equity and inclusivity in the workplace, mentoring and training (see *Forward Looking Statements*).



Goal	Target	2020 Baseline	2021 Performance (base only)	2021 Performance (base + acquisitions)
Increase the participation rate for women within our senior executive teams across our organization	50% by 2035	31.5%	32.4%	31.5%
Establish a Women of PB program consisting of a network of executives from across our organization	Achieved	n/a	n/a	n/a

After completing a detailed audit of senior executive representation, our 2020 baseline value was updated from 27% in our 2021 ESG Report to 31.5%, which exceeded our short-term target of 30% participation by 2023. During the last year, we implemented a variety of programs to position us to achieve our 2035 target of 50% including: (i) launching of our Women of PB program, which endeavors to develop networking, mentorship and education initiatives for women across all our businesses; (ii) refining our recruiting processes to include a "first principles" assessment of the experience needed for supervisor and management level positions; and (iii) the DEI initiatives as outlined on [page 8](#) (see *Forward Looking Statements*).



Premium Brands recognized Canada's National Day for Truth and Reconciliation by closing its office for the day and having all staff complete an online learning session through the Indigenous Relations Academy.



Our FG Deli business surveyed their employees to determine cultural days of the year that are important to them and is using this to host five social cultural events per year as a way to celebrate their diverse workforce.



Our Oberto business holds a monthly diversity series which highlights one culture or demographic per month where employees can share their history, traditions and stories.



Our Maximum Seafood and Centennial Food Group businesses are introducing a diversity mentorship program where executives each identify a female and/or BIPOC candidate to mentor and train for upward promotion.



Worker Health & Safety

UN SDG Alignment:



The health and safety of our workers is our highest priority. Our businesses maintain and support their safety-first cultures through a variety of initiatives including: (i) robust training programs; (ii) joint health and safety committees; (iii) regular tracking of key safety metrics; (iv) prevention tools such as near-miss reporting; and (v) employee recognition for best practice behaviors. The following outlines our progress in 2021 on our worker health and safety-related goals and targets:

Goal	Target	2020 Baseline	2021 Performance (base only)	2021 Performance (base + acquisitions)
Implement near-miss accident reporting across all our businesses	89% by 2023	54%	57%	53%

At year-end 2021, 57% of our 2020 baseline companies had implemented a formal near-miss reporting system, with a further 28% on track to have a formal system in place by the end of 2022 (see *Forward Looking Statements*). An additional 4% of our 2020 baseline businesses are deferring implementation while they focus on other health and safety initiatives including new safety training and mental health programs. Our remaining 2020 baseline businesses are developing alternative programs in place of near-miss that are better suited to their operating environments. Based on this, our target has been revised from the previous target of 100% by 2022.

The implementation of a **near-miss program** played a significant part in improving worker safety at our Oberto business. After implementing the program, along with several other best practices replicated from our other businesses, Oberto reduced its total recordable incident rate (TRIR) by more than 40%, and achieved record highs in its "days without a recordable injury" metric.

Goal	Target	2020 Baseline	2021 Performance (base only)	2021 Performance (base + acquisitions)
Reduce OHS-related days absent while striving for zero-incident workplaces	Year over year reduction	3,713 OHS-related days absent	KPI to be updated	KPI to be updated

In our 2021 ESG Report, for our goal of reducing our occupational health and safety (OHS)-related days absent, we set a 2020 baseline of 3,713 OHS-related days absent based on the data available. Upon further investigation, we have determined that the measurement metrics being used to calculate the 2020 baseline were not consistent across all our businesses, making year-to-year comparisons difficult to interpret. On this basis, we implemented standard work safety metrics and definitions across all our businesses that will be used to set a new baseline in 2022 (see *Forward Looking Statements*).



Goal	Target	2020 Baseline	2021 Performance (base only)	2021 Performance (base + acquisitions)
Implement a "Safety Stars" employee recognition program that acknowledges employees' exemplary work in improving health and safety in the workplace across all our businesses	100% by 2024	9%	48%	43%

At year-end 2021, 48% of our 2020 baseline companies had implemented an employee recognition program with the remaining 52% deferring implementation to 2023 primarily due to resourcing constraints caused by widespread labor shortages (see *Forward Looking Statements*). Our target has been revised from the previous target of 100% by 2022 to reflect these deferments.

Our goal of implementing a **"Safety Stars" program** was inspired by the Safety Champions program at our Harvest Meats business, under which up to five employees are selected each month as "Safety Champions" based on demonstrating their commitment, enthusiasm and dedication to employee safety. Each Safety Champion receives a small gift and letter of achievement for their personnel files. This initiative has helped Harvest to reach 1,085 operating days without a time loss injury.

Goal	Target	2020 Baseline	2021 Performance (base only)	2021 Performance (base + acquisitions)
Implement Employee and Family Assistance Programs (EFAP) across all our businesses	100% by 2023	82%	98%	90%

At year-end 2021, 98% of 2020 baseline companies had implemented an EFAP with the remaining 2% on track to implement by 2023 (see *Forward Looking Statements*). Our target has been revised from the previous target of 100% by 2022 to reflect these deferments.

Our **EFAP programs** provide employees with 24/7 access to safe, confidential resources, including professional counseling services and online materials, to help manage stressful circumstances and other personal issues such as financial and retirement planning.



In a coordinated effort by seven of our Ontario-based businesses, five **COVID-19 vaccine clinics** were held that resulted in over 1,000 booster doses being administered. Many of our businesses also hold **free flu vaccine clinics** annually.



Most of our businesses provide **extended health** and dental coverage, retirement plans, life and disability insurance, paid parental leave and virtual healthcare services to employees.

Our Culinary group's leadership team took part in a six module **mental health training** course to further develop their skills to support and manage mental health challenges in the workplace.

In recognition of Diabetes Awareness Month, our C&C Packing business worked with Diabetes Quebec to offer a **free diabetes screening test** to all its employees. In addition, they organized an on-site information booth to educate employees about the disease.



Who is Waiting for Me?



Kamaljeet

I want to be safe at work for myself and my family. My family is my love, my life. I want to be safe for them.

Our Stuyver's Bakery business created their **"Who is waiting for me?" program**, where employees share photos of their families and loved ones in a hallway display as a reminder of their personal commitment to safe working practices.

Our Oberto business completed an **ErgoFactor assessment** which analyzed 25 front line positions to create better visibility into the physical capability requirements of each role and to help lower the risk of injury by ensuring proper employee/job fit.



Nutrition & Product Transparency

UN SDG Alignment:



Our businesses work diligently to create products with simplified, sustainable ingredients and enhanced nutritional profiles. Our core value of producing nutritious, high-quality food for our consumers drives our ambition to innovate and improve. The following outlines our progress in 2021 on our nutrition and product transparency-related goals and targets:

Over the past year, we have continued to expand our better-for-you offerings including increases in organic, zero-sugar and gluten-free SKUs. Several of our brands are also working towards minimizing the use of artificial preservatives and processed ingredients – see [page 14](#) for some examples.

Goal	Target
Simplify ingredient lists including minimizing the use of artificial preservatives, colors and flavors in our products	Continuous improvement
Increase the number of our branded products with science-based, health-focused attributes	To be determined

Tracking the many attributes of our products and ensuring that we are able to accurately monitor our progress towards our goals is proving to be a challenging task. To address this, our businesses are implementing processes to enable them to catalogue the comprehensive product details needed to set appropriate and measurable targets. We expect to complete this process later this year and will use our results for 2023 as a baseline from which to set targets (see *Forward Looking Statements*).

Goal	Target	2020 Baseline	2021 Performance (base only)	2021 Performance (base + acquisitions)
Compliance with all labeling requirements	Zero labeling-related recalls	1	1	1
Develop a responsible marketing policy with each of our brands	2022	n/a	n/a	n/a

In 2021, we had one labeling-related product recall, which was the result of an allergen not being declared on the product's label. There were no reported consumer incidents associated with the recall and we were able to appropriately re-label the majority of the impacted products resulting in minimal food waste. We continue to prioritize: (i) the accuracy and transparency of our product labels; (ii) reducing the inclusion of allergens in our products; and (iii) simplifying and innovating our ingredient decks to keep consumers informed and support their continued confidence in the quality of our products (see *Forward Looking Statements*).

The development of responsible marketing policies aligns with our commitment to being a socially responsible company with ethical and fair marketing practices. All our businesses with material branded product sales have developed, or are in the process of developing, responsible marketing policies and we expect to achieve our 2022 target for having these in place (see *Forward Looking Statements*).





All of our Yorkshire Valley Farms products are free of artificial preservatives, colors and flavors. Recently, Yorkshire introduced an organic turkey wiener that is nitrite-free and made from organic turkey raised without antibiotics on a non-GMO diet – the first of its kind in Canada.

Our Oberto business eliminated all wheat, mustard and MSG from most of its products. This change resulted in the reduction of twelve allergen groups to two.

Our Maximum Seafood business is developing new value-added, high protein seafood products that contain no artificial preservatives and are low in both sodium and sugar.

Our Island City Bakery business developed a line of 24 hour naturally fermented sourdough bread, with no added sugar or artificial ingredients. The 24 hour fermentation process creates bread that is good for your gut and easier to digest.



Lean Turkey Maigre de dinde Pepperoni

Ingredients: Turkey, Water, Mustard powder, Sea salt, Spices, Sugar, Canola oil, Cultured celery powder, Garlic powder, Vinegar powder, Smoke.

Ingrédients : Dinde, Eau, Moutarde en poudre, Sel de mer, Épices, Sucre, Huile de canola, Céleri de culture en poudre, Ail en poudre, Vinaigre en poudre, Fumée.

Cultured celery powder is a natural form of nitrite.
Le céleri de culture en poudre est une forme naturelle de nitrite.

Nutrition Facts Valeur nutritive

Per 1 stick (30 g)
pour 1 bâtonnet (30 g)

	% Daily Value*
Calories 50	% valeur quotidienne*
Fat / Lipides 3 g	4 %
Saturated / saturés 0.5 g	3 %
+ Trans / trans 0 g	
Carbohydrate / Glucides 1 g	
Fibre / Fibres 0 g	0 %
Sugars / Sucres 0 g	0 %
Protein / Protéines 6 g	
Cholesterol / Cholestérol 25 mg	
Sodium 290 mg	13 %
Potassium 125 mg	3 %
Calcium 10 mg	1 %
Iron / Fer 0.5 mg	3 %

* 5% or less is a little, 15% or more is a lot
* 5% ou moins c'est peu, 15% ou plus c'est beaucoup

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PREPARED FOR / PRÉPARÉ POUR : GRIMM'S FINE FOODS, LANGLEY, BC V2Y 0G9, GRIMMSFINEFOODS.COM, 1-866-663-4746

Our Grimm's product labels go over and above regulatory requirements to educate consumers on what exactly goes into their products, here explaining the use of cultured celery powder.



Responsible Sourcing

UN SDG Alignment:



Our approach to responsible and ethical sourcing considers the social and environmental impacts of our supply chain networks and relationships. Our established supplier relationships are grounded in shared values and industry best practices, while new suppliers are subject to an extensive approval process that includes: (i) ensuring they have in place appropriate operating processes and procedures for quality control and food safety; (ii) verifying that the certifications we require such as regulatory compliance certifications (e.g. CFIA, USDA, USDC), and third-party certifications (e.g. GFSI, Organic, MSC, Ocean Wise) are in place and current; and going forward (iii) alignment with our Supplier Code of Conduct (see *Forward Looking Statements*). The following outlines our progress in 2021 on our responsible sourcing-related goals and targets:

Goal	Target
Formalize a Premium Brands' Supplier Code of Conduct	Achieved
To have all of our businesses implement the Premium Brands' Supplier Code of Conduct (or within 12 months of being acquired)	2022

As part of our efforts to promote responsible sourcing, we developed a standardized Supplier Code of Conduct that has been adopted by all our businesses. The Code, which sets standards for our people and suppliers on matters such as ethical behavior, environmental impacts, raw material sourcing and human rights, was introduced to our businesses earlier this year, and their respective procurement teams are in the process of implementing it with their supply chain partners. Once fully implemented, it will enable us to fortify our approach to responsible sourcing practices and develop more specific supply chain performance measurements (see *Forward Looking Statements*).

Goal	Target	2020 Baseline	2021 Performance (base only)	2021 Performance (base + acquisitions)
Grow our purchases of third-party sustainably certified seafood products	Increase by 15% by 2030	60%	74%	65%

In 2021, our 2020 baseline companies increased their sustainable seafood purchases to 74% of total seafood purchases as compared to approximately 60% in 2020 primarily due to their commitment to/partnership with a variety of sustainable seafood organizations including MSC and Ocean Wise. Looking forward, we expect to increase our 2030 targeted percentage based on the progress made this past year, however, before doing so we need to complete the process of setting formalized targets with our newly acquired businesses (see *Forward Looking Statements*).



Goal	Target	2020 Baseline	2021 Performance (base only)	2021 Performance (base + acquisitions)
Transition to sourcing cage-free eggs	100% by 2025	70%	85%	85%

In 2021, our purchases of cage-free eggs increased to 85% of total egg purchases as compared to approximately 70% in 2020 primarily due to improved access to supply and higher customer demand. Looking forward, we remain committed to our 2025 target of 100% (see *Forward Looking Statements*).

Our Ready Seafood business recently hosted the first "Ready Seafood Summit" with over 100 Maine-based lobster harvester partners. The goals of the Summit were to increase collaboration on responsible lobster fishing practices and address industry challenges and opportunities.

The Summit was led by Ready Seafood's on-site marine biologist who oversees its lobster sustainability initiatives, which include working with the University of Maine to improve the industry's understanding of Maine's lobster resource.



As part of its responsible sourcing initiatives, over the last year, our Centennial Foodservice business:

- Conducted sustainable seafood training for its entire sales team in partnership with Ocean Wise;
- Transitioned their Sterling Silver beef burgers to the Canadian Roundtable for Sustainable Beef (CRSB) Mass Balance certification program; and
- Implemented a new supplier questionnaire for new seafood suppliers to gather further information on ESG-related performance metrics.



Food Safety

UN SDG Alignment:



Achieving excellence in food safety is a top priority for all our businesses. Our food safety and quality assurance (QA) teams maintain rigorous food safety systems at our production and distribution facilities using global food standards such as Hazard Analysis Critical Control Points (HACCP) and certified programs from the Global Food Standards Initiative (GFSI) such as SQF, BRCGS and FSSC 22000. To preserve the integrity of these standards and maintain compliance, our facilities are routinely examined for food quality and safety via third-party inspections. The following outlines our progress in 2021 on our food safety-related goals and targets:

Goal	Target	2020 Baseline	2021 Performance (base only)	2021 Performance (base + acquisitions)
To have our Specialty Foods segment's processing facilities certified under a GFSI certification	100% by 2030	89%	97%	97%

In 2021, 97% of our 2020 baseline Specialty Foods' businesses achieved GFSI certification with the remaining 3% working towards accreditation in 2023. With the demonstrated success of these programs, we look forward to the consideration of additional food safety-related KPIs in subsequent reports (see *Forward Looking Statements*).

Goal	Target
HACCP plans in place at 100% of our food processing operations	Achieved

The HACCP system for food safety management, which provides a valuable framework for identifying and mitigating potential food safety hazards, is the food industry's equivalent to ISO 9000.

- Our Creekside Custom Foods, Gourmet Chef, and Island City Frozen Dough businesses all achieved SQF certification in 2021.
- Our Harvest Meats business introduced a Food Safety Superstar program to highlight employee efforts on food safety. The program is modeled on their very successful Safety Champions program – see [page 11](#).
- Our Concord Premium Meats business implemented new database systems to support and improve the management of their HACCP plan.



Climate Change

The impact of climate change is becoming increasingly evident and the need to take action to address it must be of the utmost importance to all of humanity. In last year's ESG Report, we put in place goals and targets to track our progress in helping to address climate change. To further develop our climate-related reporting, we are: (i) updating it to be in line with TCFD recommendations – see [page 24](#); and (ii) rolling out TCFD reporting across all our businesses as a valuable tool to be used to assess and plan for climate change-related risks and opportunities. The following outlines our progress in 2021 on our climate change-related goals and targets:

UN SDG Alignment:



Task Force on Climate-related Financial Disclosures (TCFD)

The TCFD has developed recommendations for more effective climate-related disclosures in order to promote more informed investment, credit, and insurance underwriting decisions. The recommendations are fast becoming the global standard for climate-related disclosures and are structured around four core elements of an organization's operations: governance, strategy, risk management and metrics and targets.

Goal	Target	2020 Baseline	2021 Performance (base only)	2021 Performance (base + acquisitions)
Reduce gross GHG emissions (scope 1 and 2) Net zero by 2030 (scope 1 and 2)	25% by 2030	82,384 metric tons CO ₂ e	90,779 metric tons CO ₂ e	95,308 metric tons CO ₂ e

In 2021, our GHG emissions for our 2020 baseline businesses increased by 10% to 90,779 metric tons of CO₂e primarily due to: (i) an estimated 10% increase in our production/throughput volumes; and (ii) the impact of employees returning to work post-pandemic restrictions; partially offset by the implementation of a variety of energy saving initiatives, examples of which can be found on [page 21](#). Looking forward, we remain confident that we will achieve our 2030 goals based on prioritizing: (i) the ongoing development of GHG emission reduction activities with proven business cases; and (ii) investments in emerging low GHG emission technologies and high efficiency equipment within our operations. For our unavoidable GHG emissions, we will support high quality GHG emission offset projects to achieve our 2030 net zero goal (see *Forward Looking Statements*).

Goal	Target
Achieve SBTi approval of our GHG emissions target	Submit in 2024

SBTi (Science Based Targets initiative) drives climate action by enabling companies to set reduction targets that prevent the worst effects of climate change and align with the latest climate science. SBTi is a partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI), and the World Wide Fund for Nature (WWF). Adding science-based targets will provide confidence that our climate actions are tackling global warming and climate change risks. In 2021, we initiated our planning process for our submission to SBTi, which will include measuring and setting targets for our scope 3 emissions. We will continue to report on our progress as we recognize many organizations have identified challenges in measuring their scope 3 emissions (see *Forward Looking Statements*).



Waste Reduction

UN SDG Alignment:



Minimizing production process waste and effective waste management benefits the environment in many ways including to help reduce GHG emissions. The following outlines our progress in 2021 on our waste reduction-related goals and targets:

Goal	Target	2021 Performance
Convert perishable product packaging to recyclable materials as access to commercially acceptable alternatives becomes more widely available	To be determined	Currently working with several suppliers on potential solutions

Transitioning food packaging away from single-use virgin plastics is a key focus for us, but due to food safety and product quality-related challenges, this is currently not possible for many of our products. We are, however, working with several suppliers and have made some progress on potential solutions. A final date for achieving our goal is still not in sight, but in the meantime, our businesses are reducing their use of plastic through a variety of initiatives – see [page 21](#) for some examples.

Goal	Target	2020 Baseline	2021 Performance (base only)	2021 Performance (base + acquisitions)
Improve our landfill diversion rate	80% by 2025	54%	57%	56%

Our landfill diversion rate for 2021 improved by 3 percentage points to 57% primarily due to increased efforts to: (i) find alternative uses for food waste and by-products such as repurposing it as animal feed; (ii) implement recycling improvements; and (iii) work with organizations that specialize in perishable food recovery as part of their strategies to address food insecurity and climate change.

Looking forward, we are confident that we are on the right path to minimizing waste in our operations and achieving our targeted 80% diversion rate based on a variety of initiatives being pursued including: (i) exploring new technologies; (ii) investing in infrastructure improvements; (iii) sourcing innovative waste management suppliers; and (iv) expanding our research and development into alternative uses of our by-products (see *Forward Looking Statements*).



Water Conservation

UN SDG Alignment:



The availability of safe fresh water is becoming less predictable as the effects of climate change are observed globally. Correspondingly, regardless of where you are, water conservation needs to be a priority. This is why all our businesses are focused on this issue despite only five of our total 56 manufacturing facilities being located in high or extremely high risk water stress areas (our Priority Facilities as defined on [page 30](#)). The following outlines our progress in 2021 on our water conservation-related goals and targets:

Goal	Target	2020 Baseline	2021 Performance (base only)	2021 Performance (base + acquisitions)
Reduce annual fresh water usage at our Priority Facilities	15% by 2025	166.7 megaliters	168.5 megaliters	168.5 megaliters
Develop detailed risk mitigation plans for all Priority Facilities	2022	n/a	n/a	n/a

Subject to the exception noted below, in 2021, the fresh water usage of our 2020 Priority Facilities increased by 1% to 168.5 megaliters primarily due to a combined 23% increase in production volumes across two Priority Facilities; partially offset by the implementation of a variety of water conservation initiatives – see [page 21](#) for some examples. Our scope did not include one of our Priority Facilities due to issues in accessing accurate usage information, which we are targeting to have in place by 2024 (see *Forward Looking Statements*).

In addition to targeting water usage reductions, for each of our Priority Facilities we are also implementing risk mitigation plans, which include: (i) assessing current fresh water distribution systems and inventory levels; (ii) identifying the potential for production disruptions in the short, medium and long-term; (iii) developing monitoring and corrective action procedures in the event of a fresh water supply disruption; and (iv) developing more resilient longer-term solutions.

Goal	Target	2020 Baseline	2021 Performance (base only)	2021 Performance (base + acquisitions)
Reduce total annual fresh water usage	Year over year reduction	1,640 megaliters	1,553 megaliters	1,715 megaliters

In 2021, the fresh water usage of our 2020 baseline businesses decreased by 5% to 1,553 megaliters despite an estimated 10% increase in our production/throughput volumes. The decrease in fresh water usage was primarily due to: (i) a variety of water conservation initiatives – see [page 21](#) for some examples; (ii) water infrastructure improvements; and (iii) improved water metering and data tracking.



CLIMATE

- Our Concord Premium Meats business engaged a third-party environmental consulting firm to identify conservation opportunities across their multiple facilities. This initiative has already resulted in over \$177,000 in annual energy savings and identified another \$164,000 in potential energy savings (see Forward Looking Statements). Furthermore, several of our other businesses are leveraging Concord's learnings, as well as engaging Concord's consultant, to identify energy saving opportunities.
- Our 2020 baseline of companies reduced their GHG emissions intensity in 2021 by 2.4% as a result of a variety of initiatives including LED lighting upgrades, enhanced refrigeration systems and plant process improvements.
- A freight emissions reduction project coordinated by our Leadbetter Foods business successfully optimized truckloads by consolidating its shipments with those of our C&C Packing, Expresco, Yorkshire Valley Farms, Centennial Food Group and Allseas Fisheries businesses resulting in a reduction of 76,700 liters of diesel fuel consumption in 2021, with our 2022 performance on track for an even higher reduction (see *Forward Looking Statements*).

WASTE

- Our Yorkshire Valley Farms business converted the packaging for their retail fresh whole organic chicken program, which represents 18% of their total 2021 sales, to a recyclable bag. They also increased the portion of their fresh organic tray pack chicken program that is packed in a PET plastic recyclable tray by 70%.
- Our Piller's Fine Foods business converted to using a new innovative plastic wrap that enabled them to reduce their plastic shrink wrap usage by 40% or 6,760 pounds annually.

WATER

- Our Leadbetter Foods business installed an air defrost system that safely and efficiently defrosts raw materials conserving 7.5 liters of water per kilogram produced; resulting in the conservation of over 4.6 million liters of water in 2021. Furthermore, based on the success of this project, several of our other businesses are investigating the installation of similar systems.
- Our FG Deli Group business completed infrastructure upgrades within their facility that resulted in fresh water consumption savings of 300,000 liters annually.
- Our SK Food Group business invested in automated production lines that improved operational efficiencies without increasing water usage. As a result, it was able to increase its production volumes by 17%, while water consumption increased by only 10.6%, improving its water intensity metric by 5.4%.



Communities

UN SDG Alignment:



Our businesses are deeply ingrained in the communities in which they operate. As responsible corporate citizens, our intention is to support each unique community in fulfilling their needs as well as actively engage with local organizations to achieve common goals. The following includes a selection of our many accomplishments from across our ecosystem over the past year:

We support over 190 charitable organizations, including the following food-security related charities:

- Joy in Childhood Foundation*
- President's Choice Children's Charity*
- Saco Food Pantry*
- Skookum Kids*
- Sodexo-Stop Hunger Foundation*
- Calgary Foodbank*
- Le Grain d'Sel*
- La Bouchée Généreuse*
- Kelowna Food Bank*
- Princeton Food Bank*
- St. Luke Food Pantry*
- Faith Food Pantry*
- Aberdeen Loaves & Fishes Food Pantry*
- Bonney Lake Food Bank*
- Auburn Food Banks*
- Saskatoon Food Bank*
- La Tablee des Chefs*
- Langley Christmas Bureau*
- HEART Ministries*
- Orangeville Foodbank*
- Minto Foodbank*
- Knights Table*
- Food4Kids Ontario*
- The Food Bank of Waterloo Region*
- Food Banks Canada*
- The Grocery Foundation*
- The Langley School District Foundation*
- Mid-Ohio Food Bank*
- Northern Nevada Food Bank*
- Second Harvest*
- St. Mary's Food Bank*
- Stop Hunger Foundation*
- The Writers' Exchange*

In 2021, our Piller's Fine Foods business participated in Waterloo's Youth Week where local students were invited to its head office to attend mock interviews and take part in career discussions with management. As an added bonus, they also took home "back to school" packages.



In 2021, through their partnership with Second Harvest, our Direct Plus Food Group business donated the equivalent of 4,919 meals to local charities.



Our Country Prime Meats business, located in Lac La Hache, BC, donated \$10,000 worth of their specialty pepperoni sticks to support local emergency service workers fighting the Canim Lake Fire.

Our Oberto business' program of matching employee donations to the Seattle Children's Hospital reached US\$300,000 in total donations to date.



Appendix A - Key Metrics

Metric	2021	2020
Financial²		
Revenues (in millions of Canadian dollars)	4,931.7	4,068.9
Earnings (in millions of Canadian dollars)	132.7	83.7
Total assets (in millions of Canadian dollars)	4,408.9	3,540.3
Production and distribution facilities	99	78
Food Safety³		
Hazard Analysis and Critical Control Points (HACCP) programs (% of processing facilities)	100%	100%
Global Food Safety Initiative (GFSI) certifications (% of Specialty Food facilities)	97%	89%
Product recalls	5	2
Supplier recalls	3	3
Occupational Health and Safety³		
Fatalities	0	0
Incidents requiring 6+ month recovery	6	3
Businesses with near-miss tracking (%)	57%	54%
Workforce⁴		
Number of permanent employees (Canada)	6,205	5,388
Number of permanent employees (United States)	3,682	3,336
Male employees (%)	58%	57%
Female employees (%)	42%	43%
Environment³		
Scope 1 GHG emissions (metric tons CO ₂ e)	53,369	46,748
Scope 2 GHG emissions (metric tons CO ₂ e)	37,410	35,637
Total energy consumed (gigajoules)	1,706,605	1,569,950
High or extremely-high water stress area withdrawal (% of total withdrawal)	8.3%	8.0%
Landfill diversion rate (%)	57%	54%
Food Security³		
Meals donated (in-kind donations only)	582,733	839,614

2 - As reported in the Company's 2020 and 2021 Consolidated Financial Statements.

3 - Base scope as defined on page 2 of the Company's 2022 ESG Progress Report.

4 - As reported in the Company's 2020 and 2021 Annual Information Form.

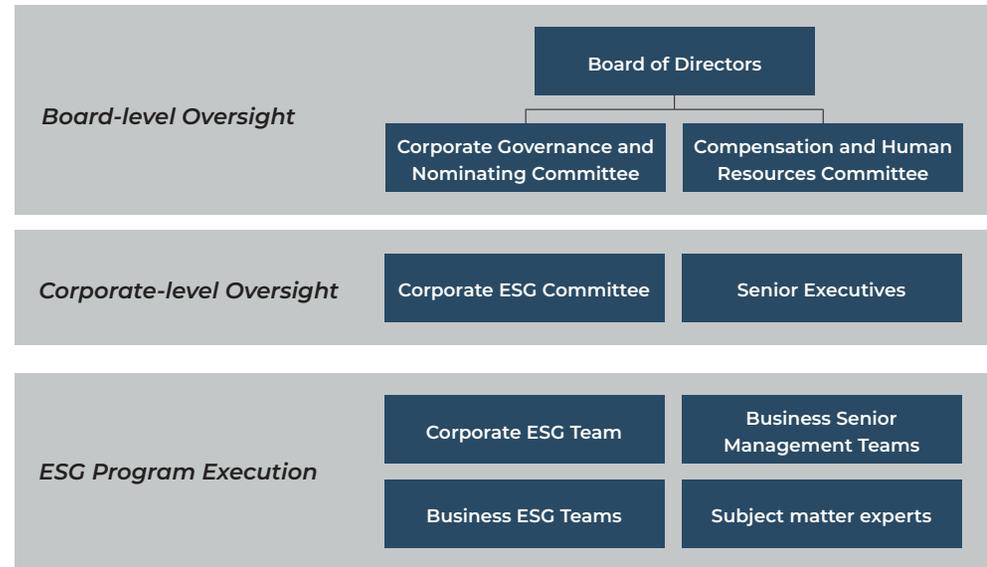
Appendix B - TCFD Report

TCFD Recommendation	Response/Overview
Governance: Disclose the organization's governance around climate-related risks and opportunities.	
Describe the board's oversight of climate-related risks and opportunities.	The Board oversees all elements of the Company's business strategy, including the assessment of any material risks and/or opportunities associated with climate change. The Company's Corporate Governance and Nominating Committee, which reports to the Board, has as a specific mandate to oversee ESG-related risks, opportunities and initiatives, including those relating to climate change, and to advise the Board on such matters accordingly.
Describe management's role in assessing and managing climate-related risks and opportunities.	The primary structure used by management to oversee the assessment and management of climate-related risks, strategies and opportunities is its Corporate ESG Committee, which includes C-suite executives (the CEO and CFO) and senior executives from: (i) some of its operating businesses; and (ii) its finance, legal, corporate relations and ESG teams. As part of the Corporate ESG Committee's mandate, it meets and discusses climate change-related matters with all the Company's businesses at least twice a year. Consistent with the Company's decentralized structure and entrepreneurial culture, each of its businesses is also responsible for assessing and managing climate-related risks and opportunities specific to their business.
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	See Climate Change Strategy discussion on pages 27 to 28 .
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Climate-related risks and opportunities are incorporated into the Company's: (i) annual budget and planning processes; (ii) investment criteria for business acquisitions and major capital projects; (iii) new product development considerations; and (iv) raw material procurement initiatives.
Describe the resilience of the organization's strategy, considering different climate-related scenarios, including a 2°C or lower scenario.	See Climate Change Strategy discussion on pages 27 to 28 .

TCFD Recommendation	Response/Overview
Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks.	
Describe the organization's processes for identifying and assessing climate-related risks.	The identification of climate-related risks is incorporated into the Company's standard risk management practices. Various sources are used to assess climate-related risks, including: (i) business-level performance reviews and forward-looking planning cycles; (ii) stakeholder engagement; (iii) industry-specific and geographic studies; and (iv) external advisors.
Describe the organization's processes for managing climate-related risks.	See Climate Change Strategy and Risk Management discussions on pages 27 to 29 .
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	In addition to the Company's governance practices, see Climate Change Strategy and Risk Management discussions on pages 27 to 29 .
Metrics & Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	See Metrics and Targets on page 29 .
Disclose scope 1, scope 2, and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and the related risks.	See sections: Climate Change on page 18 , Climate Change Strategy and Risk Management on pages 27 to 29 , Appendix D - SASB Index beginning on page 31 , and Appendix E - GRI Content Index beginning on page 34 .
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See section Climate Change on page 18 and Metrics and Targets on page 29 .

Governance

The Company's **Board of Directors** (the Board) oversees the overall management of its business and is responsible for ensuring that the Company's policies, systems and initiatives are all designed and implemented with the best interests of the Company in mind. As part of these responsibilities, the Board reviews and approves on an ongoing basis: (i) the strategic plans of the Company, which take into account, among other things, the opportunities and risks associated with its business; and (ii) the implementation of systems to manage and mitigate risk exposures. The **Corporate Governance and Nominating Committee**, members of which are appointed by the Board, is tasked with overseeing the Company's progress in identifying risks and opportunities, and implementing sustainability initiatives with respect to ESG-related matters. The **Compensation and Human Resources Committee**, members of which are also appointed by the Board, ensures that effective human resources and compensation policies are in place for the Company and is responsible for reviewing and following up on any HR matters raised through the Company's whistleblower process or ethics hotline.



The **Corporate ESG Committee** is responsible for: (i) the identification of ESG-related risks and opportunities; (ii) the development of ESG-related policies and objectives; (iii) overseeing the execution of ESG-related initiatives, including the Company's sustainability strategy; and (iv) public disclosure on ESG-related matters. Its members consist of Premium Brands' CEO, CFO, and executives from various disciplines, as well as leaders from some of the Company's businesses.

The **Corporate ESG Team** is responsible for: (i) managing the execution of the corporate ESG program; (ii) supporting the Corporate ESG Committee and the Company's individual businesses with their ESG responsibilities; (iii) compiling ESG-related data from all the Company's businesses; (iv) on-boarding new business acquisitions to the Company's ESG programs; and (v) supporting the Company's ESG reporting processes including ensuring that the Corporate ESG Committee is kept abreast of any new or anticipated ESG disclosure requirements. **Senior Management Teams** at each of the Company's businesses are responsible for the performance of all aspects of their respective business, including those relating to ESG matters. They: (i) drive business-level ESG programs; (ii) submit monthly reports to the Corporate ESG Team tracking ESG-related metrics; (iii) meet with the Corporate ESG Committee twice a year to review their progress, successes and challenges relating to ESG matters; and (iv) update the Company's senior executive team on ESG-related initiatives five times a year. **Business ESG Teams** assist the Senior Management Teams within their respective businesses with the carrying out of their ESG-related responsibilities and initiatives, and indirectly report to the Corporate ESG Committee. These teams are generally led by the business' CFO and are comprised of a cross-functional group of employees from various levels within the organization. **Subject matter experts** are utilized across operations, finance, human resources, supply chain, product quality assurance and occupational health and safety teams when specialized knowledge is required.

Climate Change Strategy

The following three core pillars of the Company's corporate business strategy also form the foundation of its strategies for managing the impacts of climate change: (i) a decentralized structure that pushes operational decision-making out to its individual businesses enabling them to respond rapidly to both challenges and opportunities; (ii) an entrepreneurial culture which supports change responsiveness, intelligent risk-taking and shared ownership; and (iii) the diversification of its risk exposure across different businesses, product segments, customers, sales channels, supply sources, manufacturing facilities and geographic regions. These pillars: (i) position the Company to be able to rapidly identify and respond to risks and opportunities associated with climate change; and (ii) diversify its exposure to climate change-related risks (see *Forward Looking Statements*).

This year, in line with TCFD recommendations, the Company began incorporating scenario analysis into its climate-related risk and opportunity assessments and planning processes. This analysis helps the Company to understand the potential implications of climate change and improves its preparedness to deal with a range of potential climate-related scenarios. The initial scenario analysis was a qualitative assessment based on the following two extremes: (i) **Scenario A**, global net zero GHG emissions are achieved by 2050 and the rise in average global temperatures is limited to 1.5°C above pre-industrial levels; and (ii) **Scenario B**, a lack of climate action results in average global temperatures rising to 4.3°C above pre-industrial levels. The table on [page 28](#) summarizes some of the key short and medium-term climate-related risks for the Company under the two scenarios. In the longer term, its assessment of Scenario B differs significantly as the cumulative effects of climate change begin to materialize and measures are taken by governments and organizations to adapt to the realized effects of climate change. As the Company continues to develop its ESG processes and enhance its TCFD reporting, it will monitor additional scenarios to potentially incorporate into its analysis (see *Forward Looking Statements*).

		<i>Risk</i>	<i>Potential impact (short-medium term)</i>		
		Type	Description	Scenario A (1.5°C) Net zero 2050	Scenario B (4.3°C) No mitigation
TRANSITION RISKS	Policy and Legal New climate disclosure requirements, regulations and taxes	Increased raw material, transport, energy, tax and compliance costs	Medium	Low (higher in the long-term)	
	Technology Requirements to transition to low GHG emission technology, equipment, buildings and vehicles	Increased investment requirements; accelerated impairment of assets	High	Low (higher in the long-term)	
	Market Consumers favoring lower GHG emission and sustainably certified products	Reduced product demand; increasing demand for reduced plastic use; planning challenges	Medium	Low (higher in the long-term)	
	Reputation Stigmatization of industry and/or negative perception of organization's impact on the environment	Reduced product demand; shareholder divestment; ability to attract/retain employees	Low	Low	
PHYSICAL RISKS	Acute More frequent and extreme weather events	Supply chain and distribution disruptions; increased raw material costs; reduced useful life of assets	Medium	Medium (higher in long-term)	
	Chronic Increase in temperatures	Increased energy costs; additional worker health and safety issues	Low	Medium (higher in long-term)	
	Chronic Rising sea levels and warmer, more acidic oceans	Supply chain disruptions; increased raw material costs; impairment of assets; damaged assets; additional food safety controls and regulation; reduced consumer confidence in wild seafood; reduced product quality of certain products	Low	Medium (higher in long-term)	

As demonstrated through various initiatives implemented by the Company's businesses in the past, reducing GHG emissions can also result in cost-savings and improved efficiencies. Most of these benefits so far have come from reduced costs associated with improved resource utilization, for example: (i) transitioning to LED lighting; (ii) reducing manufacturing waste; and (iii) improving building infrastructure. Looking forward, the Company's businesses are also exploring opportunities for low GHG emission energy alternatives for their scope 2 GHG emissions in locations with high dependency on fossil fuels and their scope 1 GHG emissions in areas where their scope 2 GHG emissions are already low due to the electricity grid mix. Further out, the Company will also be exploring green financing opportunities available to organizations transitioning to low GHG emission operations (see *Forward Looking Statements*).

Risk Management

See Climate Change Strategy on [pages 27 to 28](#) for a discussion of the general strategies the Company is using to deal with the risks associated with climate change.

The potential impacts of climate change are extensive for all organizations, but specific industries will be more affected than others, with agriculture being of particular note. Many of the Company's businesses have supply chains that are in part reliant on the agriculture industry, and correspondingly, there is a higher degree of risk of climate change materially impacting these businesses. Correspondingly, this exposure is a key focus of its risk management processes.

To further improve the resiliency of the Company to the impacts of climate change, an analysis of climate change-related risks is incorporated into the due diligence process it uses for assessing potential business acquisitions and large capital projects.

Metrics and Targets

The Company has adopted a variety of quantitative metrics for assessing climate-related risks and opportunities, including GHG emissions, water usage rates and proportion of production capacity located in high-water stress locations – see section Climate Change on [page 18](#).

The Company currently measures its scope 1 and scope 2 GHG emissions in accordance with the GHG Protocol methodology and discloses these emissions, along with its associated targets, in its annual ESG Report, as well as Appendix D - SASB Index beginning on [page 31](#), and Appendix E - GRI Content Index beginning on [page 34](#). The Company does not currently measure indirect scope 3 GHG emissions, however, the measuring and reporting of these is part of its road-map for future ESG disclosure as it works towards setting science-based targets with SBTi, which it is targeting to submit in 2024 (see *Forward Looking Statements*).

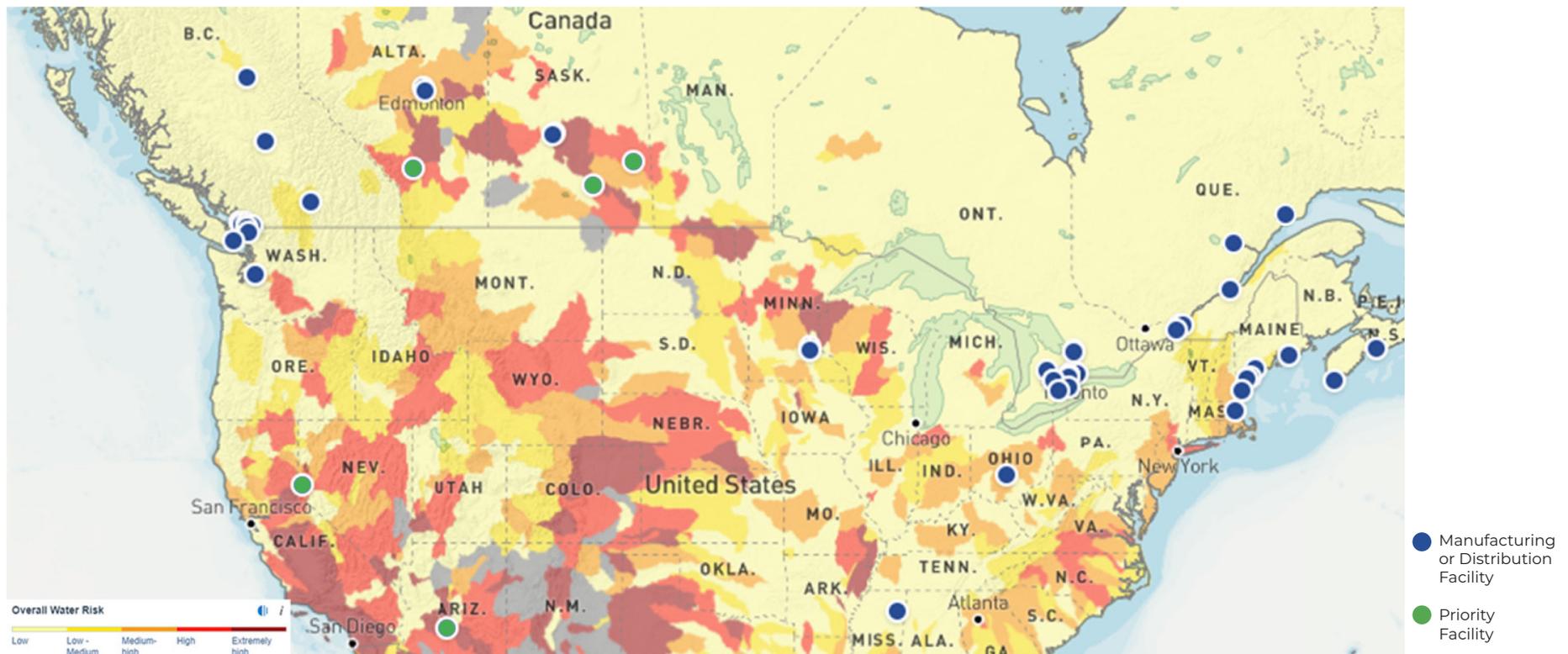
In its annual ESG Report, the Company also outlines its targets for, and performance in, reducing waste and fresh water usage, and transitioning to sustainable food packaging – see sections Waste Reduction and Water Conservation on [pages 19 and 20](#) (see *Forward Looking Statements*).

Each of the Company's businesses sets individual climate-related targets and KPIs, which are reviewed and discussed with its Corporate ESG Committee at least twice per year.

Appendix C - Water Risk Analysis

Similar to how we are dealing with climate change risk, the assessment of water-related risks and the formulation of strategies and initiatives to deal with these risks are also incorporated into our standard risk management practices and form an integral part of our Corporate ESG committee's mandate. To measure the exposure of our businesses to water risk, we evaluate water stress risk levels in all the regions where we operate using the World Resources Institute's Aqueduct Water Risk Atlas. As illustrated in the map below, most of our facilities are in low or medium-risk areas with only five manufacturing facilities in high-risk areas (Priority Facilities). For each Priority Facility, we have committed to having in place a detailed risk mitigation plan in 2022, as well as reducing fresh water usage by 15% by 2025.

Longer-term, we recognize that the level of water risk faced by our facilities located in lower-risk areas may change as a result of various factors including climate change. Accordingly, we continuously monitor water stress levels in the regions in which we operate and will adjust our strategies as needed. Furthermore, we continue to challenge all our businesses on the issue of water conservation and, to this end, have committed to continually generate year over year improvements in our total water usage (see *Forward Looking Statements*).



Appendix D - SASB Index

The reporting scope for the SASB Index is the Corporation's baseline plus acquisition companies as defined in *Report Scope & Assumptions* on [page 2](#) of the Corporation's 2022 ESG Progress Report.

SASB - Food and Beverage Industry			
Topic	Accounting Metric	Response	Code
Energy Management	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	(1) 1,895,076 GJ (2) 100% (3) Renewable energy consumption is not material at this time. See <i>Manufacturing and Distribution Facilities</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i> for a summary of the Corporation's production and distribution facilities.	FB-PF-130a.1 FB-FR-130a.1 FB-MP-130a.1
Fleet Fuel Management	Fleet fuel consumed, percentage renewable	227,772 GJ (Diesel, Gasoline, Propane)	FB-FR-110a.1
Greenhouse Gas Emissions	Gross global scope 1 emissions	56,895 metric tons CO ₂ e	FB-MP-110a.1
	Discussion of long-term and short-term strategy or plan to manage scope 1 emissions, emissions reduction targets and, an analysis of performance against those targets	See <i>Climate Change</i> and <i>Appendix B – TCFD Report</i> in the Corporation's 2022 ESG Progress Report.	FB-MP-110a.2
Water Management	(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with high or extremely high baseline water stress	(1) 2,195 megaliters (78% fresh water 22% seawater) (2) Percentage of total water withdrawn from regions with high or extremely high baseline water stress: 7.7% See <i>Appendix C – Water Risk Analysis</i> in the Corporation's 2022 ESG Progress Report.	FB-PF-140a.1 FB-MP-140a.1
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	During 2021, there were no incidents associated with non-compliance.	FB-PF-140a.2 FB-MP-140a.3
	Description of water management risks and discussion of strategies and practices to mitigate those risks	See <i>Water Conservation</i> and <i>Appendix C – Water Risk Analysis</i> in the Corporation's 2022 ESG Progress Report.	FB-PF-140a.3 FB-MP-140a.2
Food Waste Management	Amount of food waste generated; percentage diverted from the waste stream	Total food waste generated: approximately 21,447 metric tons Food waste diverted (compost and animal feed): approximately 13,858 metric tons, or 65%	FB-FR-150a.1

SASB - Food and Beverage Industry			
Topic	Accounting Metric	Response	Code
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	<p>The below provides a breakdown of audit scores for all SQF, BRCGS and FSSC 22000 facilities, recognized by GFSI.</p> <p>SQF-certified facilities:</p> <ul style="list-style-type: none"> • 100% scored 85% or higher • 94% scored 90% or higher • 81% scored 95% or higher <p>BRCGS-certified facilities:</p> <ul style="list-style-type: none"> • 100% scored B rating or higher • 62% scored A rating or higher • 38% scored AA rating <p>FSSC 22000-certified facilities:</p> <ul style="list-style-type: none"> • 100% pass rate <p>See <i>Food Safety</i> in the Corporation's 2022 ESG Progress Report.</p>	FB-PF-250a.1 FB-MP-250a.1
	(1) Number of recalls issued and (2) total amount of food product recalled	<p>During 2021, the Corporation's businesses initiated five product recalls:</p> <ul style="list-style-type: none"> • One recall due to an undeclared allergen • Three recalls due to foreign material • One recall due to undercooking <p>The incidents were immediately addressed, the recalls were handled promptly and there were no reported reactions or illnesses associated with the consumption of the products. The total value of the products recalled was approximately \$2,396,327.</p> <p>During 2021, suppliers of the Corporation and its businesses initiated three product recalls due to possible microbial activity.</p>	FB-PF-250a.4 FB-PF-270a.3 FB-FR-250a.2 FB-FR-270a.1 FB-MP-250a.3
	Percentage of supplier facilities certified to a Global Food Safety Initiative (GFSI) food safety certification program	Under current reporting mechanisms, approximately 77% of the Corporation's food-related supplier facilities are certified to a GFSI food safety program.	FB-MP-250a.2
Health & Nutrition	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	See <i>Nutrition & Product Transparency</i> in the Corporation's 2022 ESG Progress Report.	FB-PF-260a.2 FB-FR-260a.2
Product Labeling & Marketing	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	During 2021, there were no legal proceedings associated with labeling and/or marketing practices.	FB-PF-270a.4 FB-FR-270a.2

SASB - Food and Beverage Industry			
Topic	Accounting Metric	Response	Code
Packaging Lifecycle Management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	See <i>Waste Reduction</i> in the Corporation's 2022 <i>ESG Progress Report</i> .	FB-PF-410a.2
Management of Environmental & Social Impact in the Supply Chain	Revenue from products third-party certified to environmental or social sustainability sourcing standard.	The complete data is not available at this time. See <i>Responsible Sourcing</i> in the Corporation's 2022 <i>ESG Progress Report</i> .	FB-FR-430a.1
	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	See <i>Responsible Sourcing</i> in the Corporation's 2022 <i>ESG Progress Report</i> .	FB-FR-430a.3
	Discussion of strategies to reduce the environmental impact of packaging	See <i>Waste Reduction</i> in the Corporation's 2022 <i>ESG Progress Report</i> .	FB-FR-430a.4
Ingredient Sourcing	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	See <i>Direct Materials</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i> and <i>Responsible Sourcing</i> in the Corporation's 2022 <i>ESG Progress Report</i> .	FB-PF-440a.2
Data Security	Description of approach to identifying and addressing data security risks	The Corporation is committed to data security and follows industry best practices, including but not limited to frequent vulnerability assessments, regular phish testing and formal security awareness training, usage of multifactor authentication, modern malware and anti-virus protection systems, and log analysis systems. All businesses processing credit card payments adhere to the applicable PCI standards and security requirements. The Corporation also employs a dedicated internal security team, reporting directly to the CIO to ensure appropriate security oversight and compliance.	FB-FR-230a.2
Labor Practices	Percentage of active workforce covered under collective bargaining agreements	As at December 25, 2021, the Corporation employed a total of 9,887 employees, of which 960 were covered under collective bargaining agreements (9.7%).	FB-FR-310a.2
Activity Metric	Number of Production Facilities	See <i>Manufacturing and Distribution Facilities</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i> .	FB-PF-000.B

Appendix E - GRI Content Index

The reporting scope for the GRI Content Index is the Corporation's baseline plus acquisition companies as defined in *Report Scope & Assumptions* on [page 2](#) of the Corporation's 2022 *ESG Progress Report*.

GRI 102: General Disclosures		
Number	Disclosure Title	Response
102-1	Name of the organization	Premium Brands Holdings Corporation (the Corporation).
102-2	Activities, brands, products, and services	See <i>Description of the Business</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR).
102-3	Location of headquarters	100 – 10991 Shellbridge Way, Richmond, British Columbia, Canada V6X 3C6.
102-4	Location of operations	See <i>Geographical Markets and Manufacturing and Distribution Facilities</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR).
102-5	Ownership and legal form	The Corporation is incorporated under the <i>Canada Business Corporations Act</i> and is listed on the Toronto Stock Exchange.
102-6	Markets served	See <i>Description of the Business</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR).
102-7	Scale of the organization	Employees: See <i>Human Resources</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR). Operations: See <i>Manufacturing and Distribution Facilities</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR). Revenue: See <i>Results of Operations</i> in the Corporation's most recent <i>Annual Management's Discussion and Analysis</i> (SEDAR). Quantity of Products: See <i>Products</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR). Principal Shareholders (owning more than 10% of the Corporation's issued and outstanding common shares): See <i>Frequently Asked Questions About the Meeting</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).
102-8	Information on employees and other workers	The Corporation's employees perform the majority of its organizational activities. As at December 25, 2021, the Corporation employed 9,887 permanent employees across Canada (6,205) and the United States (3,682), which comprised of approximately 58% male and 42% female employees. Temporary workers account for approximately 18.2% of the Corporation's workforce.
102-9	Supply chain	See <i>Direct Materials</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR) and <i>Responsible Sourcing</i> in the Corporation's 2022 <i>ESG Progress Report</i> .
102-10	Significant changes to the organization and its supply chain	Operations: See <i>Results of Operations – Plant Start-up and Restructuring Costs, Liquidity and Capital Resources – Capital Expenditures and Liquidity and Capital Resources – Corporate Investments</i> in the Corporation's most recent <i>Annual Management's Discussion and Analysis</i> (SEDAR) and <i>General Development of the Business and Manufacturing and Distribution Facilities</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR). Supply Chain: See <i>Results of Operations – Gross Profit</i> in the Corporation's most recent <i>Annual Management's Discussion and Analysis</i> (SEDAR) and <i>Direct Materials</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR).
102-11	Precautionary Principle or approach	The Corporation supports the objective of the United Nations Precautionary Principle or Approach through its risk management and risk mitigation practices. These include the Corporation assessing environmental risks on an ongoing basis and discussing any material developments with the Board of Directors of the Corporation (the Board) on a quarterly basis or more frequently, if warranted. If any threats of serious damage exist, appropriate mechanisms are applied to reduce negative impacts.

GRI 102: General Disclosures		
Number	Disclosure Title	Response
102-12	External initiatives	<p>Binding: See <i>Regulatory Environment and Food Safety</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i>.</p> <p>Non-Binding: The Corporation subscribes to or endorses a wide variety of voluntary initiatives, including the Five Freedoms of Animal Welfare, the Ocean Wise Seafood conservation program, the Marine Stewardship Council, Regeneration Canada and the UN Universal Declaration of Human Rights.</p>
102-13	Membership of associations	<p>The Corporation, its businesses, and team members are actively involved in various industry associations and membership organizations. These include:</p> <ul style="list-style-type: none"> • Agricultural Adaptation Council • Aquaculture Stewardship Council • Association des gens d'affaires et professionnels du Québec • Association of Ontario Chicken Processors • Atlantic Grocery Foundation • BC Food & Beverage • Canada Beef • Canada Organic Trade Association • Canadian Association of Regulated Importers • Canadian Federation of Independent Business • Canadian Meat Council • Canadian Mental Health Association • Canadian Poultry & Egg Processors Council • Canadian Round Table for Sustainable Beef • Excellence in Manufacturing Consortium • Farm & Food Care Ontario • Food and Beverage Ontario • Food Processors of Canada • Further Poultry Processors Association of Canada • Global Cold Chain Alliance • International Association of Refrigerated Warehouses • International Foodservice Distributors Association • International Institute of Ammonia Refrigeration • Maine International Trade Center • Maine Lobster Dealers' Association • Maine Lobster Marketing Collaborative • Maine Lobstermen's Association • Marine Stewardship Council • Meat & Poultry Ontario • National Association of Convenience Stores • National Chicken Council • North American Meat Institute • Ocean Wise Seafood • Organic Council of Ontario • Organic Trade Association • Regeneration Canada • Restaurants Canada • Retail Council of Canada • Richmond Chamber of Commerce • Specialty Food Association • Turkey Farmers of Canada • World Food Logistics Organization
102-14	Statement from senior decision-maker	See <i>A Message from Our President & CEO</i> in the Corporation's 2022 <i>ESG Progress Report</i> .

GRI 102: General Disclosures		
Number	Disclosure Title	Response
102-15	Key impacts, risks, and opportunities	See <i>Risks and Uncertainties, Outlook and Sales and Adjusted EBITDA Outlook</i> in the Corporation's most recent <i>Annual Management's Discussion and Analysis (SEDAR)</i> , the Corporation's most recent <i>Investor Presentation</i> available on the Corporation's website , and <i>Stakeholder Engagement & Materiality, Appendix B – TCFD Report, and Appendix C – Water Risk Analysis</i> in the Corporation's 2022 <i>ESG Progress Report</i> .
102-16	Values, principles, standards, and norms of behavior	See the Corporation's <i>Code of Business Conduct</i> and the Corporation's most recent <i>CEO Message to Shareholders</i> available on the Corporation's website and <i>Management Approach</i> in the Corporation's 2022 <i>ESG Progress Report</i> .
102-17	Mechanisms for advice and concerns about ethics	See the Corporation's <i>Code of Business Conduct</i> available on the Corporation's website and <i>A Message from Our President & CEO and Management Approach</i> in the Corporation's 2022 <i>ESG Progress Report</i> .
102-18	Governance structure	See <i>Board Committees, Statement of Corporate Governance Practices, Appendix A – Statement of Governance Practices, Appendix C – Mandate of the Board of Directors</i> in the Corporation's most recent <i>Information Circular (SEDAR)</i> and <i>Management Approach</i> in the Corporation's 2022 <i>ESG Progress Report</i> .
102-19	Delegating authority	See <i>Board Committees</i> and <i>Appendix C – Mandate of the Board of Directors</i> in the Corporation's most recent <i>Information Circular (SEDAR)</i> , the Corporation's most recent <i>CEO Message to Shareholders</i> available on the Corporation's website , and <i>Management Approach</i> in the Corporation's 2022 <i>ESG Progress Report</i> .
102-20	Executive-level responsibility for economic, environmental, and social topics	See <i>Management Approach</i> in the Corporation's 2022 <i>ESG Progress Report</i> and <i>Statement of Corporate Governance Practices – ESG and Board Committees – Corporate Governance and Nominating Committee</i> in the Corporation's most recent <i>Information Circular (SEDAR)</i> .
102-21	Consulting stakeholders on economic, environmental, and social topics	<p>Consultations between the Board and external stakeholders include quarterly investor conference calls, annual shareholder meetings, direct follow-up on questions and/or concerns received by the Corporation's investor email address (investor@premiumbrandsgroup.com) and the Corporation's confidential inquiries email address (concerns@premiumbrandsgroup.com), attendance at various industry and investor conferences and regular contact with industry associations and government bodies.</p> <p>The Corporation also conducts semi-annual ESG reviews with each of its businesses, the results of which are reported to the Corporation's Corporate Governance and Nominating Committee. The Corporation's Corporate Governance and Nominating Committee reports any material developments to the Board at its regular meetings.</p> <p>See also <i>Statement of Corporate Governance Practices – Communications and Stakeholder Engagement, Compensation Discussion & Analysis – Opportunity for Shareholder Feedback</i> in the Corporation's most recent <i>Information Circular (SEDAR)</i> and <i>Stakeholder Engagement & Materiality</i> in the Corporations 2022 <i>ESG Progress Report</i>.</p>
102-22	Composition of the highest governance body and its committees	See <i>Board Committees, Statement of Corporate Governance Practices, Appendix A – Statement of Governance Practices and Appendix C – Mandate of the Board of Directors</i> in the Corporation's most recent <i>Information Circular (SEDAR)</i> .
102-23	Chair of the highest governance body	See <i>Appendix A – Statement of Governance Practices</i> in the Corporation's most recent <i>Information Circular (SEDAR)</i> .

GRI 102: General Disclosures		
Number	Disclosure Title	Response
102-24	Nominating and selecting the highest governance body	See <i>Board Committees, Statement of Corporate Governance Practices, Appendix A – Statement of Governance Practices</i> and <i>Appendix C – Mandate of the Board of Directors</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).
102-25	Conflicts of interest	See the Corporation's <i>Code of Business Conduct</i> available on the Corporation's website and <i>Compensation Discussion & Analysis</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).
102-26	Role of highest governance body in setting purpose, values, and strategy	See the Corporation's <i>Mandate of the Board of Directors</i> and the Corporation's <i>Terms of Reference for the Chairman of the Board</i> available on the Corporation's website .
102-27	Collective knowledge of highest governance body	See <i>Nominees for Election to the Board of Directors – Directors Skills Matrix</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).
102-28	Evaluating the highest governance body's performance	See <i>Nominees for Election to the Board of Directors – Directors Skills Matrix, Nominees for Election to the Board of Directors – Director Profiles</i> and <i>Nominees for Election to the Board of Directors – Additional Information About the Directors</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).
102-29	Identifying and managing economic, environmental, and social impacts	See the Corporation's <i>2022 ESG Progress Report</i> and <i>Statement of Corporate Governance Practices – ESG and Board Committees – Corporate Governance and Nominating Committee</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).
102-30	Effectiveness of risk management processes	See the Corporation's <i>2022 ESG Progress Report</i> and <i>Board Committees, Statement of Corporate Governance Practices – Risk Management, Statement of Corporate Governance Practices – ESG</i> and <i>Appendix C – Mandate of the Board of Directors</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).
102-31	Review of economic, environmental, and social topics	The Corporation conducts quarterly financial and business reviews and semi-annual ESG reviews with each of its businesses, the results of which are then reported to the Corporation's Audit Committee and Corporate Governance and Nominating Committee on a quarterly and semi-annual basis, respectively. In addition, the Corporation's Internal Audit Team audits the Corporation's businesses and provides quarterly reports to the Corporation's Audit Committee. The Corporation's Audit Committee and Corporate Governance and Nominating Committee report any material developments to the Board at its regular meetings.
102-32	Highest governance body's role in ESG Reporting	See <i>Statement of Corporate Governance Practices – ESG</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).

GRI 102: General Disclosures		
Number	Disclosure Title	Response
102-33	Communicating critical concerns	<p>See the Corporation's <i>Code of Business Conduct</i> and the Corporation's <i>Whistleblower Policy and Ethics Hotline</i> available on the Corporation's website. Stakeholders are also able to communicate concerns and comments to the Corporation through the Corporation's investor email address (investor@premiumbrandsgroup.com) and the Corporation's confidential inquiries email address (concerns@premiumbrandsgroup.com). In addition, the mandate of the Corporation's Internal Audit Team is to conduct a robust internal audit process to identify and address risks to the Corporation and its businesses and to communicate such information to the Board on a quarterly basis.</p> <p>Every quarter, the Senior Management of each of the Corporation's businesses completes a sub-certification survey that requires the reporting of any significant incidents involving employees, including any violations of the Corporation's <i>Code of Business Conduct</i>. The Corporation's Internal Audit Team investigates and documents all incidents and any corrective actions taken and on a quarterly basis presents a report to the Corporation's Audit Committee outlining all such incidents. The Corporation's Compensation and Human Resources Committee is also provided with a summary report at its regular meetings of the incidents and the status of such incidents. The Corporation's Audit Committee and Compensation and Human Resources Committee report any material developments to the Board at its regular meetings.</p>
102-34	Nature and total number of critical concerns	During the Corporation's 2021 fiscal year, a total of 36 incidents were reported, of which 28 were reported by the relevant employee's manager(s) and/or direct report(s), and 8 were reported through the Corporation's whistleblower process. Each incident was investigated by the Corporation's Senior Management, Legal Department and Internal Audit Team and appropriate action was taken. All incidents were reported to the Board and have been resolved and/or are in the process of being resolved/settled.
102-35	Remuneration policies	See <i>Compensation Discussion & Analysis</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).
102-36	Process for determining remuneration	See <i>Compensation Discussion & Analysis</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).
102-37	Stakeholders' involvement in remuneration	<p>The Corporation's shareholders have the opportunity to annually vote on a non-binding advisory resolution to approve the Corporation's approach to executive compensation. At the annual meeting of shareholders of the Corporation held on May 5, 2022, 96.43% of the votes cast by shareholders were in favor of the resolution accepting/approving the Corporation's approach to executive compensation.</p> <p>See also <i>Statement of Corporate Governance Practices – Communications and Stakeholder Engagement and Compensation Discussion & Analysis – Opportunity for Shareholder Feedback</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).</p>
102-38	Annual total compensation ratio	<p>The annual compensation ratio of the highest-paid individual in Canada and in the U.S. to the average base pay for full-time employees in each respective country is as follows:</p> <p>Canada: 20.5:1 U.S.: 14.4:1</p>
102-40	List of stakeholder groups	The Corporation engages the following stakeholder groups: shareholders, employees, suppliers, customers, trade unions, capital sources, industry associations, government, NGOs and our local communities.
102-41	Collective bargaining agreements	See <i>Human Resources</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR).
102-42	Identifying and selecting stakeholders	The Corporation identifies and engages its stakeholders based on individuals and groups that are impacted directly or indirectly by its businesses.

GRI 102: General Disclosures		
Number	Disclosure Title	Response
102-43	Approach to stakeholder engagement	<p>The Corporation encourages regular and open communication with each of its stakeholders and recognizes the need to understand the priorities of different stakeholder groups and to engage with all interested parties. The frequency of engagement with different stakeholder groups is based on the level of interest from the group and the impact of the Corporation's decisions on those stakeholders.</p> <p>As part of the Corporation's approach to stakeholder engagement, the Corporation actively:</p> <ul style="list-style-type: none"> (A) works and collaborates with its customers, employees and suppliers; (B) participates in industry associations; (C) takes part in community engagement through its sponsorship of community events; (D) engages institutional investors to help them better understand the Corporation's business, policies and processes; and (E) encourages and welcomes discussion and questions from its shareholders, including on the Corporation's quarterly earnings calls, at the Corporation's annual shareholder meetings and through the Corporation's investor email (investor@premiumbrandsgroup.com) and confidential inquiries email (concerns@premiumbrandsgroup.com). <p>The Corporation consulted with various internal and external stakeholders as part of the process of preparing the Corporation's 2022 <i>ESG Progress Report</i>, including shareholders, the investment community and industry groups.</p>
102-44	Key topics and concerns raised	See <i>Stakeholder Engagement & Materiality</i> in the Corporation's 2022 <i>ESG Progress Report</i> , the Corporation's most recent <i>Investor Presentation</i> and the Corporation's most recent <i>CEO Message to Shareholders</i> available on the Corporation's website , and the Corporation's most recent <i>Annual Management's Discussion and Analysis</i> (SEDAR).
102-45	Entities included in the consolidated financial statements	See <i>Corporate Structure</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR).
102-46	Defining report content and topic boundaries	See <i>Report Scope & Assumptions</i> in the Corporation's 2022 <i>ESG Progress Report</i> .
102-47	List of material topics	See <i>Stakeholder Engagement & Materiality</i> in the Corporation's 2022 <i>ESG Progress Report</i> .
102-48	Restatements of information	No material restatements.
102-49	Changes in reporting	Not applicable
102-50	Reporting period	The reporting period of the Corporation's 2022 <i>ESG Progress Report</i> is the 2021 calendar year, unless otherwise specified. The fiscal year of the Corporation is the fifty-two week or fifty-three week period ending the Saturday on or before December 31. See <i>Report Scope & Assumptions</i> in the Corporation's 2022 <i>ESG Progress Report</i> .
102-51	Date of most recent report	October 19, 2022
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	The Corporation's Chief Financial Officer.

GRI 102: General Disclosures

Number	Disclosure Title	Response
102-54	Claims of reporting in accordance with the GRI Standards	The Corporation's 2022 <i>ESG Progress Report</i> is prepared and published in accordance with GRI's Core Option.
102-55	GRI content index	Pages 34 to 55 of the Corporation's 2022 <i>ESG Progress Report</i> .
102-56	External assurance	The Corporation did not seek external assurance of the Corporation's 2022 <i>ESG Progress Report</i> .

GRI 103: Management Approach

Number	Disclosure Title	Response
103-1	Explanation of the material topic and its Boundary	See <i>Stakeholder Engagement & Materiality</i> in the Corporation's 2022 <i>ESG Progress Report</i> .
103-2	The management approach and its components	See <i>Management Approach</i> in the Corporation's 2022 <i>ESG Progress Report</i> .
103-3	Evaluation of the management approach	See <i>Management Approach</i> in the Corporation's 2022 <i>ESG Progress Report</i> .

GRI 201: Economic Performance

Number	Disclosure Title	Response
201-1	Direct economic value generated and distributed	See the Corporation's most recent <i>Consolidated Financial Statements</i> (SEDAR) and <i>Liquidity and Capital Resources – Dividends</i> in the Corporation's most recent <i>Annual Management's Discussion and Analysis</i> (SEDAR).
201-2	Financial implications and other risks and opportunities due to climate change	See <i>Risks and Uncertainties</i> in the Corporation's most recent <i>Annual Management's Discussion and Analysis</i> (SEDAR). Additional information with respect to actions taken to manage the risks and opportunities are provided in <i>Appendix B – TCFD Report</i> and <i>Appendix C – Water Risk Analysis</i> of the Corporation's 2022 <i>ESG Progress Report</i> .
201-3	Defined benefit plan obligations and other retirement plans	See <i>Compensation Discussion & Analysis – Other Compensation & Employment Benefits</i> and <i>Performance Graph – Pension Plan Benefits</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).

GRI 202: Market Presence																																																															
Number	Disclosure Title	Response																																																													
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<p>The entry level wages for the Corporation's employees are the same for all genders.</p> <p>Below are the ratios of the Corporation's minimum entry level wage as compared to local minimum wage in each of the Corporation's significant locations of operations.</p> <table border="1"> <thead> <tr> <th>Prov/State</th> <th>Country</th> <th>Ratio</th> <th>Prov/State</th> <th>Country</th> <th>Ratio</th> <th>Prov/State</th> <th>Country</th> <th>Ratio</th> </tr> </thead> <tbody> <tr> <td>AB</td> <td>Canada</td> <td>1.00:1.00</td> <td>SK</td> <td>Canada</td> <td>1.06:1.00</td> <td>MS</td> <td>U.S.</td> <td>1.59:1.00</td> </tr> <tr> <td>BC</td> <td>Canada</td> <td>1.00:1.00</td> <td>AZ</td> <td>U.S.</td> <td>1.23:1.00</td> <td>NV</td> <td>U.S.</td> <td>1.54:1.00</td> </tr> <tr> <td>NS</td> <td>Canada</td> <td>1.54:1.00</td> <td>MA</td> <td>U.S.</td> <td>1.26:1.00</td> <td>OH</td> <td>U.S.</td> <td>1.70:1.00</td> </tr> <tr> <td>ON</td> <td>Canada</td> <td>1.00:1.00</td> <td>ME</td> <td>U.S.</td> <td>1.32:1.00</td> <td>WA</td> <td>U.S.</td> <td>1.07:1.00</td> </tr> <tr> <td>QC</td> <td>Canada</td> <td>1.00:1.00</td> <td>MN</td> <td>U.S.</td> <td>1.49:1.00</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>								Prov/State	Country	Ratio	Prov/State	Country	Ratio	Prov/State	Country	Ratio	AB	Canada	1.00:1.00	SK	Canada	1.06:1.00	MS	U.S.	1.59:1.00	BC	Canada	1.00:1.00	AZ	U.S.	1.23:1.00	NV	U.S.	1.54:1.00	NS	Canada	1.54:1.00	MA	U.S.	1.26:1.00	OH	U.S.	1.70:1.00	ON	Canada	1.00:1.00	ME	U.S.	1.32:1.00	WA	U.S.	1.07:1.00	QC	Canada	1.00:1.00	MN	U.S.	1.49:1.00			
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202-2	Proportion of senior management hired from the local community	The Corporation's businesses are responsible for all hiring decisions made at the local level.																																																													

GRI 203: Indirect Economic Impacts		
Number	Disclosure Title	Response
203-1	Infrastructure investments and services supported	See <i>Liquidity and Capital Resources – Capital Expenditures</i> in the Corporation's most recent <i>Annual Management's Discussion and Analysis</i> (SEDAR).
203-2	Significant indirect economic impacts	The Corporation strives to have a positive impact on the communities in which it operates and their economies. As the Corporation's business grows, it can identify significant direct and indirect economic impacts associated with its business activities, relationships, and local community initiatives. In many cases, the Corporation's manufacturing facilities operate in remote areas across Canada and the United States, including the Corporation's Harvest Meats (Yorkton, Saskatchewan), Raybern Foods (Shannon, Mississippi), Leadbetters (Orillia, Ontario) and Country Prime Meats (Lac La Hache, British Columbia) facilities, and the local economy in such areas is heavily reliant on the Corporation's operations.

GRI 205: Anti-Corruption		
Number	Disclosure Title	Response
205-1	Operations assessed for risks related to corruption	<p>All of the Corporation's operations are governed by the Corporation's <i>Code of Business Conduct</i> available on the Corporation's website. Every quarter, the Senior Management of each of the Corporation's businesses completes a sub-certification survey that requires the reporting of any significant incidents, including any violations of the Corporation's <i>Code of Business Conduct</i>. The Corporation's Senior Management, Legal Department and Internal Audit Team investigate and document all incidents and appropriate action taken.</p> <p>During the Corporation's 2021 fiscal year, there were no significant risks or incidents relating to corruption identified.</p>
205-2	Communication and training about anti-corruption policies and procedures	See the Corporation's <i>Code of Business Conduct</i> available on the Corporation's website . Senior Management across the Corporation's businesses are provided with the Corporation's <i>Code of Business Conduct</i> and must complete a sub-certification survey that requires the reporting of any significant incidents, including any violations of the Corporation's <i>Code of Business Conduct</i> . The Corporation's Internal Audit Team also provides communications, education and tips to applicable employees of the Corporation and its businesses with respect to anti-corruption and other financial risks.
205-3	Confirmed incidents of corruption and actions taken	During the Corporation's 2021 fiscal year, there were no significant risks or incidents relating to corruption identified.

GRI 206: Anti-Competitive Behavior		
Number	Disclosure Title	Response
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Neither the Corporation nor any of its businesses have been subject to any legal actions regarding anti-competitive behavior or violations of anti-trust and monopoly legislation.

GRI 207: Tax		
Number	Disclosure Title	Response
207-1	Approach to tax	<p>The Corporation recognizes the important role of tax systems in the provision of public programs and services. Correspondingly, its approach to taxation is guided by the following general principles:</p> <ul style="list-style-type: none"> • Comply fully with applicable tax laws and regulations; • Manage tax risks for the benefit of the Corporation and its stakeholders; and • Maintain a high level of integrity and ethical standards as outlined in its <i>Code of Business Conduct</i> available on the Corporation's website.

GRI 207: Tax		
Number	Disclosure Title	Response
207-2	Tax governance, control, and risk management	<p>Description of the tax governance and control framework: The Board has ultimate oversight responsibility for the Corporation's tax strategy and compliance. The Corporation's Audit Committee has oversight with respect to the integrity of the Corporation's financial statements and financial reporting process, the Corporation's internal accounting controls and procedures, and compliance with related legal and regulatory requirements, including taxation, tax risks and significant tax positions. Day-to-day management and implementation of the Corporation's tax strategy is delegated to the CFO and to the Director of Tax and Compliance, who is a member of the Corporation's Senior Management. The Corporation's Internal Audit Team also conducts routine reviews of the tax-related internal controls and processes.</p> <p>The Director of Tax and Compliance, together with a team of experienced and qualified in-house tax professionals, assist the Corporation's businesses with tax filings and remittances, in engaging tax authorities, and with other tax-related matters. The Corporation's tax team is supported by external tax advisors as well as legal counsel, as required.</p> <p>The Corporation closely monitors the applicable tax laws and regulations of each of the jurisdictions in which the Corporation and its businesses operate. See <i>Risks & Uncertainties – Tax Risk</i> in the Corporation's most recent <i>Annual Management's Discussion and Analysis</i> (SEDAR).</p> <p>Assurance process: The Corporation's disclosures with respect to income taxes as included in the Corporation's 2021 <i>Consolidated Financial Statements</i> (SEDAR) are reviewed by independent external auditors.</p> <p>Reporting mechanisms: Stakeholders are able to communicate concerns and comments about unethical or unlawful behavior in relation to tax to the Corporation through the Corporation's investor email address (investor@premiumbrandsgroup.com) and the Corporation's confidential inquiries email address (concerns@premiumbrandsgroup.com).</p>
207-3	Stakeholder engagement and management of concerns related to tax	<p>The Corporation is committed to maintaining a transparent, cooperative, and professional relationship with the tax authorities in all jurisdictions in which it operates. The Corporation is committed to providing accurate and timely disclosures on material tax matters and correspondence with tax authorities.</p> <p>The Corporation collects and encourages stakeholders to provide feedback.</p>

GRI 207: Tax		
Number	Disclosure Title	Response
207-4	Country-by-country reporting	<p>For tax purposes, the Corporation's businesses are all resident in Canada and/or the United States. The below information is provided for the year ended December 25, 2021:</p> <p>(i) Names of the resident entities: See <i>Corporate Structure</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i> for the names of its material subsidiaries.</p> <p>(ii) Primary activities: See <i>Description of the Business</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i>.</p> <p>(iii) Number of employees: Total: 9,887 Canada: 6,205 U.S.: 3,682</p> <p>(iv) Revenues from third-party sales: Total: \$4,931,735,716 Canada: \$3,042,733,531 U.S.: \$1,889,002,185</p> <p>(v) Revenues from intra-group transactions with other tax jurisdictions: Canada to U.S.: \$69,670,525 U.S. to Canada: \$9,378,211</p> <p>(vi) Profit/loss before tax: Total: \$184,145,910 Canada: \$135,575,012 U.S.: \$48,570,898</p> <p>(vii) Tangible assets other than cash and cash equivalents: Total: \$1,726,949,447 Canada: \$1,143,274,148 U.S.: \$583,675,299</p> <p>(viii) Corporate income tax paid on a cash basis: Total: \$51,775,157 Canada: \$46,205,868 U.S.: \$5,569,290</p> <p>(ix) Corporate income tax accrued on profit/loss: Total: \$66,272,210 Canada: \$58,956,866 U.S.: \$7,315,344</p> <p>(x) Tax Rate Reconciliation: Please see note 22 of the Company's 2021 <i>Consolidated Financial Statements (SEDAR)</i>.</p>

GRI 301: Materials		
Number	Disclosure Title	Response
301-1	Materials used by weight or volume	The Corporation tracks direct materials in terms of the total cost of purchases. See <i>Direct Materials</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i> .
301-2	Recycled input materials used	See <i>Waste Reduction</i> in the Corporation's 2022 <i>ESG Progress Report</i> .
301-3	Reclaimed products and their packaging materials	See <i>Waste Reduction</i> in the Corporation's 2022 <i>ESG Progress Report</i> .

GRI 302: Energy												
Number	Disclosure Title	Response										
302-1	Energy consumption within the organization	<p>Reported in GJ (gigajoules)</p> <table border="1"> <tr> <td>Total energy consumption</td> <td>1,895,076</td> </tr> <tr> <td>Fuel (diesel, gasoline, propane)</td> <td>227,772</td> </tr> <tr> <td>Natural gas</td> <td>813,405</td> </tr> <tr> <td>Electricity</td> <td>836,976</td> </tr> <tr> <td>Other (fuel oil, wood)</td> <td>16,923</td> </tr> </table> <p>Renewable energy consumption is not material at this time. See <i>Manufacturing and Distribution Facilities</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i> for a summary of the Corporation's production and distribution facilities.</p>	Total energy consumption	1,895,076	Fuel (diesel, gasoline, propane)	227,772	Natural gas	813,405	Electricity	836,976	Other (fuel oil, wood)	16,923
Total energy consumption	1,895,076											
Fuel (diesel, gasoline, propane)	227,772											
Natural gas	813,405											
Electricity	836,976											
Other (fuel oil, wood)	16,923											
302-2	Energy consumption outside of the organization	The Corporation is not currently measuring energy consumption outside of the organization.										
302-3	Energy intensity	0.390 GJ per \$1,000 CAD Revenue.										
302-4	Reduction of energy consumption	Increased by 21%. Acquisitions accounted for 58% of this increase. See <i>Environment</i> in the Corporation's 2022 <i>ESG Progress Report</i> for examples of initiatives to reduce energy consumption and GHG emissions.										

GRI 303: Water and Effluents		
Number	Disclosure Title	Response
303-1	Interactions with water as a shared resource	See <i>Water Conservation</i> in the Corporation's 2022 <i>ESG Progress Report</i> .
303-2	Management of water discharge-related impacts	See <i>Water Conservation</i> in the Corporation's 2022 <i>ESG Progress Report</i> .

GRI 303: Water and Effluents		
Number	Disclosure Title	Response
303-3	Water withdrawal	(A) (B) (C) Reported in megaliters
		(A)
		Total water withdrawal 2,195.2
		Municipal supply 1,674.6
		Well water 40.0
		Seawater 480.6
		(B) Withdrawal from areas with high water stress: 168.6
Third-party water 168.6		
Extremely high 54.8		
High 113.8		
303-4	Water discharge	(C) Withdrawal from:
		Fresh water 1,714.6
303-5	Water consumption	Other water 480.6
		Contextual information: See <i>Water Conservation</i> in the Corporation's 2022 ESG Progress Report.
303-4	Water discharge	This data is not available at this time.
303-5	Water consumption	This data is not available at this time.

GRI 304: Biodiversity		
Number	Disclosure Title	Response
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	All of the Corporation's businesses operate in areas zoned for industrial or commercial activities. For more information, see <i>Marine Conservation, Regenerative Agriculture and Land Conservation</i> in the Corporation's 2021 ESG Report available on the Corporation's website .
304-2	Significant impacts of activities, products, and services on biodiversity	The Corporation is committed to ensuring that the operations of its businesses have a minimal impact on biodiversity and works closely with governing bodies in all applicable situations, including the construction and ongoing activities of its manufacturing facilities, to minimize its impact on local ecological systems. For more information, see <i>Marine Conservation</i> in the Corporation's 2021 ESG Report available on the Corporation's website .

GRI 304: Biodiversity		
Number	Disclosure Title	Response
304-3	Habitats protected or restored	Throughout its business operations, the Corporation works with governmental bodies and local organizations to ensure habitats are protected or restored, as applicable and as needed. For more information, see <i>Land Conservation</i> in the Corporation's 2021 <i>ESG Report</i> available on the Corporation's website .
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	The Corporation's businesses do not actively pose a threat to endangered plant and animal species. Ecological and biodiversity impacts are evaluated when assessing locales for new operations or expansion of existing operations.

GRI 305: Emissions		
Number	Disclosure Title	Response
305-1	Direct (scope 1) GHG emissions	56,895 metric tons CO ₂ e
305-2	Energy indirect (scope 2) GHG emissions	38,413 metric tons CO ₂ e
305-3	Other indirect (scope 3) GHG emissions	The Corporation is not currently measuring indirect (scope 3) GHG emissions.
305-4	GHG emissions intensity	0.020 metric tons CO ₂ e per \$1,000 CAD Revenue.
305-5	Reduction of GHG emissions	For more information about the Corporation's reduction initiatives, see <i>Climate Change</i> in the Corporation's 2022 <i>ESG Progress Report</i> .
305-6	Emissions of ozone-depleting substances (ODS)	The Corporation does not produce or export ozone-depleting substances. The Corporation complies with all ODS regulations.
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	The Corporation complies with all applicable air emissions reporting requirements.

GRI 306: Waste		
Number	Disclosure Title	Response
306-1	Waste generation and significant waste-related impacts	See <i>Waste Reduction</i> in the Corporation's 2022 <i>ESG Progress Report</i> .
306-2	Management of significant waste-related impact	See <i>Waste Reduction</i> in the Corporation's 2022 <i>ESG Progress Report</i> .

GRI 306: Waste		
Number	Disclosure Title	Response
306-3	Waste generated	Reported in metric tons
		Total waste generated 45,866
		Recycled waste 11,620
		Animal feed 10,347
		Compost 3,511
		Landfill or incineration 20,388
306-4	Waste diverted from disposal	Reported in metric tons
		Total waste diverted 25,478
		Recycled waste 11,620
		Animal feed 10,347
		Compost 3,511
		Diversion rate: 56%
306-5	Waste directed to disposal	Landfill or incineration: 20,388 metric tons

GRI 307: Environmental Compliance		
Number	Disclosure Title	Response
307-1	Non-compliance with environmental laws and regulations	The Corporation has not been subject to any material fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations.

GRI 308: Supplier Environmental Compliance		
Number	Disclosure Title	Response
308-1	New suppliers that were screened using environmental criteria	The Corporation's businesses consider environmental impacts in their evaluation processes for new and existing suppliers. See <i>Responsible Sourcing</i> in the Corporation's 2022 ESG Progress Report.
308-2	Negative environmental impacts in the supply chain and actions taken	The Corporation and its businesses work with suppliers to mitigate any negative environmental impacts and to ensure compliance with all local and federal laws and regulations. See <i>Responsible Sourcing</i> in the Corporation's 2022 ESG Progress Report.

GRI 401: Employment		
Number	Disclosure Title	Response
401-1	New employee hires and employee turnover	Consolidated data regarding employee hires and turnover is not available at this time.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full-time employees are eligible for various benefit plans that are specific to each operating company, including extended health care (medical, vision, dental), retirement plans, parental leave, travel and life insurance, disability insurance, employee and family assistance programs (including mental health support).
401-3	Parental leave	(A) Employees entitled to parental leave: 100% (B) Number of employees that took parental leave: Male: 80 Female: 106 (C) Number of employees that did not return to work after parental leave ended: 12

GRI 402: Labor/Management Relations		
Number	Disclosure Title	Response
402-1	Minimum notice periods regarding operational changes	The Corporation and its businesses complied with all applicable laws and collective agreements (where applicable) with respect to minimum notice period requirements for the reporting period.

GRI 403: Occupational Health and Safety		
Number	Disclosure Title	Response
403-1	Occupational health and safety management system	See <i>Worker Health & Safety</i> in the Corporation's 2022 ESG Progress Report. The Corporation's businesses each have an occupational health and safety committee, a joint health and safety committee, or a dedicated resource/individual(s) that manages work-related health and safety processes, risks, and incidents. The Corporation and its businesses complied with all applicable occupational health and safety laws in the reporting period, and the Corporation's businesses are required to report any incidents, infractions or violations to the Corporation's Senior Management in the quarterly financial and business reviews. All employees of the Corporation and its businesses, as well as on-site personnel, contractors and visitors, are required to adhere to the safety policies and procedures in place at each facility.
403-2	Hazard identification, risk assessment, and incident investigation	See <i>Worker Health & Safety</i> in the Corporation's 2022 ESG Progress Report.
403-3	Occupational health services	The Corporation and its businesses provide employees with occupational health services, including safety and first aid training, and resources to help ensure worker safety, including PPE, first aid supplies and mental health assistance, as and when required. The Corporation and its businesses ensure all rights and privacy of employees are protected.

GRI 403: Occupational Health and Safety								
Number	Disclosure Title	Response						
403-4	Worker participation, consultation, and communication on occupational health and safety	See <i>Worker Health & Safety</i> in the Corporation's 2022 ESG Progress Report.						
403-5	Worker training on occupational health and safety	See <i>Worker Health & Safety</i> in the Corporation's 2022 ESG Progress Report.						
403-6	Promotion of worker health	The Corporation and its businesses promote healthy lives and well-being by providing a range of benefit programs for the physical and mental health of employees and their families. The Corporation and its businesses ensure all rights and privacy of employees and their families that participate in these programs are protected. For more information, see <i>Worker Health & Safety</i> in the Corporation's 2022 ESG Progress Report.						
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See 403-1						
403-8	Workers covered by an occupational health and safety management system	All employees of the Corporation and its businesses, as well as on-site personnel, contractors and visitors, are required to adhere to the safety policies and procedures in place for each facility.						
403-9	Work-related injuries	<table border="0"> <tr> <td>Fatalities</td> <td>0</td> </tr> <tr> <td>Incidents requiring 6+ month recovery</td> <td>8</td> </tr> <tr> <td>Incidents resulting in a claim (WCB/OSHA)</td> <td>473</td> </tr> </table> <p>Main types of injuries: back injuries, cuts, sprains, strains and ergonomics due to repetitive stressors</p> <p>For more information, see <i>Worker Health & Safety</i> in the Corporation's 2022 ESG Progress Report.</p>	Fatalities	0	Incidents requiring 6+ month recovery	8	Incidents resulting in a claim (WCB/OSHA)	473
Fatalities	0							
Incidents requiring 6+ month recovery	8							
Incidents resulting in a claim (WCB/OSHA)	473							
403-10	Work-related ill health	<p>Fatalities as a result of work-related ill health: 0</p> <p>Cases of recordable work-related ill health: 0</p> <p>For more information, see <i>Worker Health & Safety</i> in the Corporation's 2022 ESG Progress Report.</p>						

GRI 404: Training and Education		
Number	Disclosure Title	Response
404-1	Average hours of training per year per employee	49,353 hours logged for health and safety-specific training. Consolidated data regarding additional training is not available at this time.
404-2	Programs for upgrading employee skills and transition assistance programs	See <i>Worker Health & Safety</i> in the Corporation's 2022 ESG Progress Report. The Corporation and its businesses provide various internal and external programs for upgrading employee skills including: information systems training; role specific technical training; management and leadership development; ESL/other languages; diversity, equity and inclusion training; vendor training; continuing professional development for CPAs; health and safety training; first aid training; mental health first aid training; and HACCP/food safety training.
404-3	Percentage of employees receiving regular performance and career development reviews	The Corporation and its businesses support all employees with their career development and provide performance feedback on a regular basis. All salaried staff receive annual performance and career development reviews.

GRI 405: Diversity and Equal Opportunity																						
Number	Disclosure Title	Response																				
405-1	Diversity of governance bodies and employees	(A) Governance bodies: See <i>Directors and Officers</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR) (B) <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Employee category</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>58%</td> </tr> <tr> <td>Female</td> <td>42%</td> </tr> <tr> <td>Under 30</td> <td>17%</td> </tr> <tr> <td>30-50</td> <td>48%</td> </tr> <tr> <td>Over 50</td> <td>35%</td> </tr> </tbody> </table>	Employee category	%	Male	58%	Female	42%	Under 30	17%	30-50	48%	Over 50	35%								
Employee category	%																					
Male	58%																					
Female	42%																					
Under 30	17%																					
30-50	48%																					
Over 50	35%																					
405-2	Ratio of basic salary and remuneration of women to men	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2">Canada</th> <th colspan="2">U.S.</th> </tr> </thead> <tbody> <tr> <td>Senior Executives*</td> <td>0.64:1.00</td> <td>Senior Executives*</td> <td>0.68:1.00</td> </tr> <tr> <td>Management</td> <td>0.80:1.00</td> <td>Management</td> <td>0.79:1.00</td> </tr> <tr> <td>Team Lead/Supervisor</td> <td>0.90:1.00</td> <td>Team Lead/Supervisor</td> <td>0.90:1.00</td> </tr> <tr> <td>Remaining Staff</td> <td>0.87:1.00</td> <td>Remaining Staff</td> <td>0.94:1.00</td> </tr> </tbody> </table> <p>*excluding CEO/President group</p>	Canada		U.S.		Senior Executives*	0.64:1.00	Senior Executives*	0.68:1.00	Management	0.80:1.00	Management	0.79:1.00	Team Lead/Supervisor	0.90:1.00	Team Lead/Supervisor	0.90:1.00	Remaining Staff	0.87:1.00	Remaining Staff	0.94:1.00
Canada		U.S.																				
Senior Executives*	0.64:1.00	Senior Executives*	0.68:1.00																			
Management	0.80:1.00	Management	0.79:1.00																			
Team Lead/Supervisor	0.90:1.00	Team Lead/Supervisor	0.90:1.00																			
Remaining Staff	0.87:1.00	Remaining Staff	0.94:1.00																			

GRI 406: Non-Discrimination

Number	Disclosure Title	Response
406-1	Incidents of discrimination and corrective actions taken	During the Corporation's 2021 fiscal year, a total of 4 incidents were reported. Upon investigation, all 4 incidents were determined to be unfounded and were reported to the Board.

GRI 407: Freedom of Association and Collective Bargaining

Number	Disclosure Title	Response
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>The Corporation respects the rights of workers to exercise freedom of association and collective bargaining and the Corporation is in compliance with all applicable laws and regulations. Additionally, the Corporation's businesses thoroughly investigate their suppliers before entering into a business relationship.</p> <p>See <i>Human Resources</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i> and <i>Responsible Sourcing</i> in the Corporation's 2022 <i>ESG Progress Report</i>.</p>

GRI 408: Child Labor

Number	Disclosure Title	Response
408-1	Operations and suppliers at significant risk for incidents of child labor	The Corporation and its businesses are located in Canada and the United States and adhere to all applicable labor laws, including child labor laws. Additionally, the Corporation's businesses thoroughly investigate their suppliers before entering into a business relationship.

GRI 409: Forced or Compulsory Labor

Number	Disclosure Title	Response
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	The Corporation and its businesses are located in Canada and the United States and adhere to all applicable labor laws, including forced or compulsory labor laws. Additionally, the Corporation's businesses thoroughly investigate their suppliers before entering into a business relationship.

GRI 411: Rights of Indigenous Peoples

Number	Disclosure Title	Response
411-1	Incidents of violations involving rights of Indigenous peoples	The Corporation is not aware of any incidents of violations involving rights of Indigenous peoples by the Corporation or its businesses.

GRI 412: Human Rights Assessment		
Number	Disclosure Title	Response
412-1	Operations that have been subject to human rights reviews or impact assessments	<p>The Corporation's businesses operate in a variety of markets primarily across Canada and the United States and adhere to all applicable human rights laws and regulations.</p> <p>The Corporation stands by the notion that fundamental rights should be universally protected and support the <i>UN Universal Declaration of Human Rights</i>.</p> <p>None of the Corporation's operations have been subject to human rights reviews or human rights impact assessments.</p> <p>For more information, see the Corporation's <i>Code of Business Conduct</i> and <i>Employment Equity and Diversity Policy</i> available on the Corporation's website.</p>
412-2	Employee training on human rights policies or procedures	<p>Employees are required to adhere to the Corporation's <i>Code of Business Conduct</i> available on the Corporation's website. Training is provided at the commencement of employment and on an annual basis. Additional training is provided on an as-needed basis.</p> <p>For more information, see <i>Diversity, Equity & Inclusion</i> of the Corporation's 2022 <i>ESG Progress Report</i>.</p>
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	None that are material to the Corporation.

GRI 413: Local Communities		
Number	Disclosure Title	Response
413-1	Operations with local community engagement, impact assessments, and development programs	See <i>Communities</i> in the Corporation's 2022 <i>ESG Progress Report</i> .
413-2	Operations with significant actual and potential negative impacts on local communities	The Corporation and its businesses identify and mitigate any potential negative impacts on their respective local communities by working closely with local organizations and policymakers.

GRI 414: Supplier Social Assessment		
Number	Disclosure Title	Response
414-1	New suppliers that were screened using social criteria	<p>See <i>Responsible Sourcing</i> in the Corporation's 2022 ESG Progress Report.</p> <p>The Corporation and its businesses are committed to responsible and ethical sourcing, and to that end, all suppliers are screened and must be approved before the Corporation or its businesses will enter into a business relationship with them. Among other things, the Corporation and its businesses assess (i) quality of product, (ii) sustainability, and (iii) relevant certifications, including Ocean Wise, MSC, ASC, HACCP, GFSI, and overall food safety practices. The suppliers of the Corporation and its businesses may also be required to adopt certain health & safety, labor, animal welfare, and ethical principles. The Corporation and its businesses strive to work with suppliers that demonstrate a commitment to sustainability and share the Corporation's vision for long-term success.</p>
414-2	Negative social impacts in the supply chain and actions taken	<p>See <i>Responsible Sourcing</i> of the Corporation's 2022 ESG Progress Report.</p> <p>The Corporation's businesses consider social impacts in their screening processes throughout their supply chain. The Corporation's businesses continue to work with suppliers to mitigate any negative social impacts and ensure compliance with all local and federal laws and regulations.</p>

GRI 415: Public Policy		
Number	Disclosure Title	Response
415-1	Political contributions	The Corporation and its businesses have collectively contributed \$20,400 during the Corporation's 2021 fiscal year. For more information regarding political contributions, see the Corporation's <i>Code of Business Conduct</i> available on the Corporation's website .

GRI 416: Customer Health and Safety		
Number	Disclosure Title	Response
416-1	Assessment of the health and safety impacts of product and service categories	See <i>Regulatory Environment and Food Safety</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i> and <i>Food Safety and Nutrition & Product Transparency</i> in the Corporation's 2022 ESG Progress Report.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<p>During 2021, the Corporation's businesses initiated five product recalls:</p> <ul style="list-style-type: none"> • One recall due to an undeclared allergen • Three recalls due to foreign material • One recall due to undercooking <p>The incidents were immediately addressed, the recalls were handled promptly and there were no reported reactions or illnesses associated with the consumption of the products. The total value of the products recalled was approximately \$2,396,327.</p> <p>During 2021, suppliers of the Corporation and its businesses initiated three product recalls due to possible microbial activity.</p>

GRI 417: Marketing and Labeling

Number	Disclosure Title	Response
417-1	Requirements for product and service information and labeling	The Corporation's businesses complied with all applicable Federal, Provincial and State laws and regulations governing the labeling of food products in the reporting period, including the <i>Food and Drugs Act</i> and the <i>Safe Food for Canadians Act</i> in Canada, and the <i>Federal Food, Drugs and Cosmetics Act</i> and the <i>Fair Packaging and Labeling Act</i> in the United States.
417-2	Incidents of non-compliance concerning product and service information and labeling	During 2021, the Corporation's businesses had one recall due to an undeclared allergen. The incident was immediately addressed, there were no reported reactions associated with the consumption of the products, and no regulatory penalties were issued
417-3	Incidents of non-compliance concerning marketing communications	The Corporation has no material incidents to report.

GRI 418: Customer Privacy

Number	Disclosure Title	Response
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	The Corporation is not aware of any substantiated complaints relating to a breach of customer privacy or a loss of customer data.

GRI 419: Socioeconomic Compliance

Number	Disclosure Title	Response
419-1	Non-compliance with laws and regulations in the social and economic area	The Corporation has not been subject to any significant fines or non-monetary sanctions for non-compliance with laws and regulations in the social and economic area.