

SunOpta[®]

Sustainability Report 2025





7

Introduction

- 2 CEO Letter
- 3 Company Overview
- 4 Our Approach to Sustainability

9

Products

- 11 Sustainability
- 12 Product Development
- 13 Upcycled Food
- 14 Food Safety and Quality Culture
- 17 Customer Satisfaction and Marketing

18

Planet

- 20 Environmental Goals
- 21 GHG Emissions
- 23 Water Management
- 24 Waste Management
- 26 Sustainable Packaging
- 28 Transportation and Warehouse Optimization
- 29 Responsible Sourcing

Table of Contents

32

People

- 33 Culture of Innovation
- 34 Employee Health and Safety
- 36 Labor and Human Rights
- 37 Belonging
- 40 Employee Engagement
- 41 Employee Development and Retention
- 42 Community Involvement

44

Governance

- 45 Sustainability Governance
- 45 Business Ethics
- 46 Data Privacy and Cybersecurity

47

Appendix

- 47 Sustainable Accounting Standards Board (SASB) Reference Table
- 48 United Nations Sustainable Development Goals Index
- 49 SunOpta Links

Introduction

Advancing our mission to deliver customized supply chain solutions that fuel and sustain our customers' success.





Empowering Sustainable Solutions Through Collaboration, Strategic Foresight and Continuous Improvement

I'm incredibly proud of the tenacity and passion of the SunOpta team. This report provides an opportunity to pause and reflect on what we've achieved, where we can do better and how we'll continue to improve.

One accomplishment I'm particularly proud of is the work we've done to reduce food loss and food waste. In 2025, we finalized standard operating procedures focused on prevention first and donation when prevention isn't possible. We began 2026 by training our plant teams to ensure clarity and consistency in how we execute. This progress is a direct result of thoughtful collaboration and follow-through across the organization and in partnership with our customers.

We were honored to receive a **Progressive Grocer Impact Award for Ethical Sourcing and Supply Chain Transparency**, recognizing the meaningful progress we've made. This recognition speaks to the strong work underway to strengthen supplier engagement and expand third-party assessments of ethical business practices. Our team identified responsible sourcing as a priority and moved it forward with focus and urgency. In 2026, we'll build on that momentum by implementing a continuous review process and a risk assessment framework to further strengthen supplier oversight.

We're equally transparent about where we fell short.

Our Modesto facility did not return to zero waste in 2025 due to construction delays at a planned recycling partner. We intend to re-engage once the recycling facility becomes operational and look forward to reporting progress next year.

What sets SunOpta apart is our people. Their commitment to doing the right thing for our customers, our communities and each other drives this work forward every day. We are committed to being a solutions provider for our customers and fueling their growth through better beverages, better snacks and better solutions, while keeping sustainability at the core of how we operate, from responsible sourcing and community support to waste reduction and energy efficiency. Our future is bright, and we're excited to keep delivering great products and solutions for our customers while building efficiency, responsible business practices and systems-thinking into how we operate.



Sincerely,

Brian Kocher, SunOpta CEO

Company Overview

SunOpta delivers customized supply chain solutions and innovation for top brands, retailers and food service providers across a broad portfolio of beverages, broths and better-for-you snacks. With over 50 years of expertise, SunOpta fuels customers' growth with high-quality, sustainability-forward solutions distributed through retail, club, food service and e-commerce channels across North America.



More than
20 years making
plant-based food
and beverages



FY25
revenues of
\$817.7 million*



Approximately
347 product
offerings



Approximately
1,300 employees



Headquarters
in Eden Prairie,
Minnesota



5 warehouse
locations owned
or operated by
SunOpta



7 manufacturing
locations in the
U.S. and Canada

*as of 2025 fiscal year end

Our Mission

To deliver customized supply chain solutions that fuel and sustain our customers' success.

Our Vision

To be North America's leading solutions provider of innovative, sustainable, better-for-you beverages, broths and snacks.

Our Most Valuable Behaviors

We can make our vision a reality through our employees who exemplify these behaviors:

- ✓ Speed – Cutting through the clutter to get stuff done
- ✓ Entrepreneurship – Acting like an owner (attacking costs and driving sales)
- ✓ Customer-Centricity – Understanding everyone has a customer (internal and external)
- ✓ Passion – Exhibiting enthusiasm, speaking up and driving positive change
- ✓ Dedication – Going the extra mile
- ✓ Problem Solver – Finding new solutions and better ways of doing things

Better Beverages, Better Snacks, Better Solutions.

Our Approach to Sustainability

SunOpta is committed to delivering customized supply chain solutions that fuel and sustain our customers' success. Our leaders and employees are excited to guide this company into a new era of awareness, engagement and responsibility by:

- Recognizing the ever-increasing global challenges we all face.
- Understanding the need for real, meaningful engagement and progress.
- Tackling the important environmental and social challenges that our communities, customers, end consumers, employees and the world face today by raising general sustainability awareness throughout our company, gathering data to measure our progress and adopting a mindset of continuous improvement.

The excitement about our sustainability efforts is palpable. Every employee has the power to make a difference and is encouraged to step up and lead sustainability projects — allowing them to grow and develop as leaders

as well as combine their competencies and passions with our organization's business and sustainability needs.*

OUR SUSTAINABILITY JOURNEY

Sustainability has always been part of our company culture and business processes. Our formal journey began in 2021 when we conducted our first Materiality Assessment. Since then, we've learned from — and been informed by — our stakeholders, including our suppliers, customers, investors, rating agencies, non-governmental organizations (NGOs), governmental agencies and employees. We've built a culture where efficiency and sustainability are part of every discussion, and our goal is to transcend beyond the discussion to becoming part of every decision-making process.

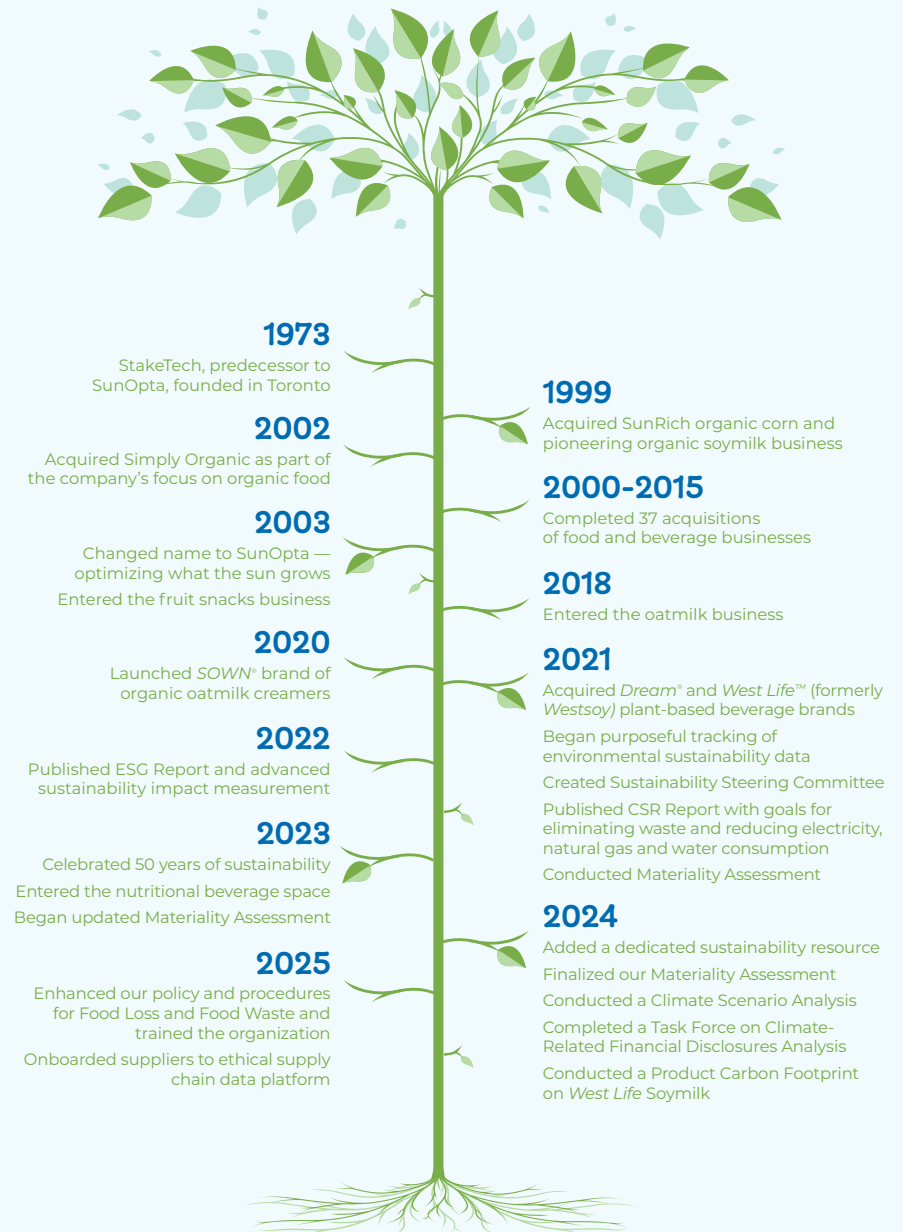
In 2025, informed by our recently completed Materiality Assessment, we updated our strategy and goals to focus on the three pillars of products, planet and people, while continuing to fine-tune and strengthen our governance.

Advancing Our Vision on the NASDAQ Stage

Senior leadership rang the NASDAQ opening bell on Jan. 8, 2026. CEO Brian Kocher emphasized the company's commitment to sustainability, innovation and investing with purpose to support customers, communities and long-term value creation.



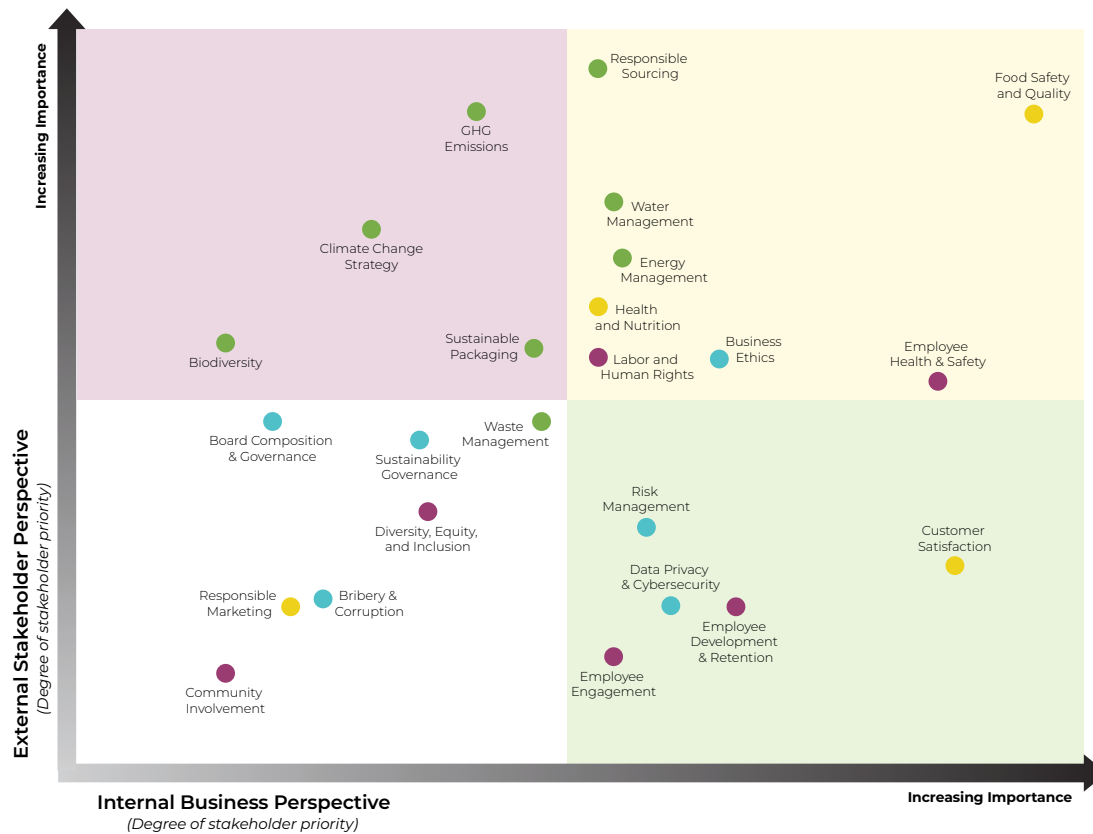
*Our approach of marrying competencies, passions and organizational needs is inspired by "The Extraordinary Leader" by John H. Zenger and Joseph R. Folkman.



Materiality Assessment*

Sustainability is rapidly evolving as we learn and grow from collaboration, innovation and a desire to continuously improve. We organized our sustainability program through input from our stakeholders. We've conducted two Materiality Assessments, one in 2021 and

another in 2024, and we intend to complete a Materiality Assessment every three years to ensure we are meeting our stakeholders' needs, evolving with the sustainability landscape and prioritizing projects as we strive to become better tomorrow than we are today.



X-Axis: Importance to Internal Stakeholders:

- Employee survey responses

Y-Axis: Importance to External Stakeholders:

- Rating Agencies

- ◆ MSCI
- ◆ Sustainalytics
- ◆ ISS ESG
- ◆ CDP

- Frameworks

- ◆ SASB
- ◆ TCFD

- Investor interviews

- Customer survey responses

- Product Topic
- Planet Topic
- People Topic
- Governance Topic

- External Priority Topics
- Both External & SunOpta Priority Topics
- SunOpta Priority Topics

*The terms "material," "materiality" and similar expressions used in certain statements regarding our sustainability program refer to topics that reflect our sustainability impact or matters valued by our stakeholders. These topics are identified through stakeholder engagement, such as surveys, interviews and leading sustainability rating agencies and frameworks. We do not use these terms as defined by or interpreted under U.S. securities laws or any other legal framework, nor in the context of financial statements and financial reporting. This communication should not be interpreted as implying otherwise.

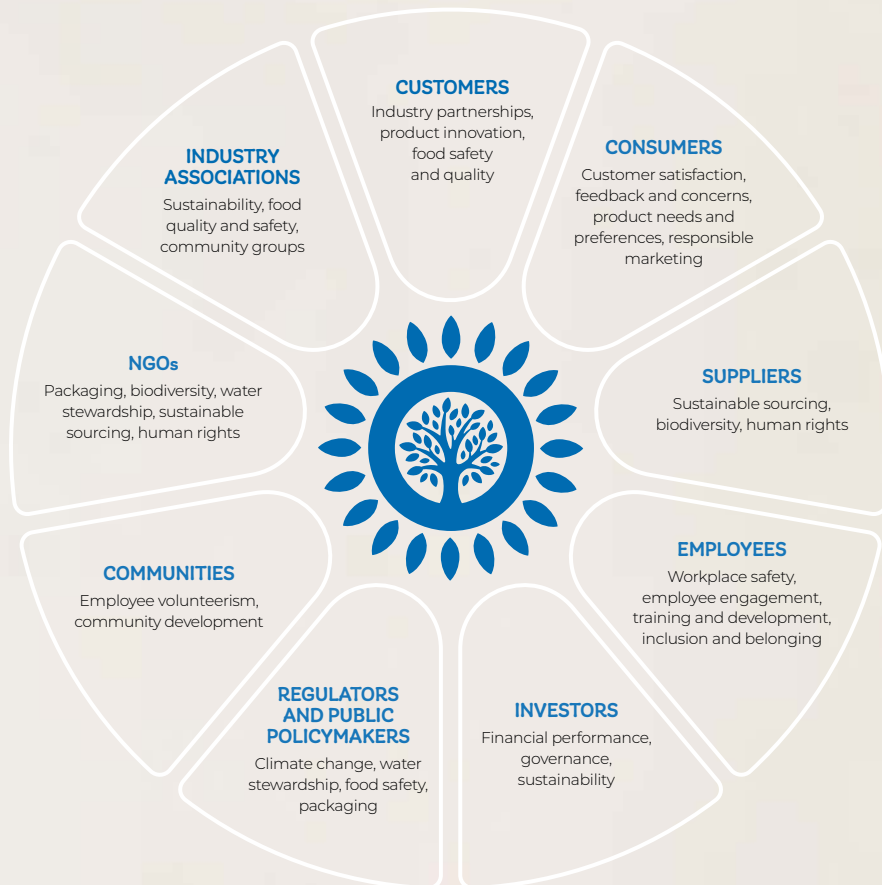
Stakeholder Engagement

We engage with a diverse range of stakeholders to learn about and drive progress on shared environmental and social challenges because we understand that collaboration is essential to a successful sustainability program. We aim to balance and connect business and social interests while identifying

innovative solutions. We collaborate closely with our customers to understand consumer trends and track and report on our sustainability progress, initiatives and strategy in a timely manner. This allows us to understand how our efforts meet the needs of our customers, complement their strategies,

identify opportunities to better align our initiatives for maximum impact, and learn about valuable resources and best practices. Additionally, we work closely with our suppliers to understand their sustainability progress, initiatives and strategies. Through a deep understanding of our suppliers'

sustainability journey, we learn what is important to them, we help support them and we leverage their initiatives to enhance our own supply chain goals — all while ensuring that our needs and our customers' needs are met.



Sustainability Strategy and Goals

Our sustainability strategy consists of strong governance guiding our work in these three pillars: Products, Planet and People. Our focus is on minimizing food waste and optimizing product life cycles; promoting employee belonging and upholding human rights; and reducing greenhouse gas (GHG) emissions, water usage and waste. This approach integrates environmental, social and operational goals across product development, workforce engagement and environmental impact to foster long-term, responsible growth.

Sustainability Pillar	Action Area	Goals	UN SDGs Alignment
Products We create sustainable food solutions for a better tomorrow.	Sustainability of Products	By end of 2030, complete a Life Cycle Assessment (LCA) for our own brands (oat, soy, rice, almond and coconut), leveraging the naturally lower carbon intensity of our plant-based milk alternatives to demonstrate and enhance our sustainability leadership.	  
	Food Loss and Food Waste Reduction	By end of 2030, engage all our manufacturing plants in repurposing food that does not meet our standards or those of our customers by redirecting it for alternative uses or donating surplus food to food banks, where possible, in alignment with our Food Loss and Food Waste policy and procedures established in 2023. Track and report the amount diverted each year.	
People We care about the well-being of our employees and people in our supply chains and communities.	Belonging	Foster an inclusive workplace culture that emphasizes mutual respect, collaboration and merit-based achievement, where employees feel valued and encouraged to contribute to SunOpta's success.	 
	Human Rights	By end of 2030, connect with 70% of Tier 1 suppliers on a human rights platform, ensure at least 90% of their Sustainability Assessment Questionnaires are completed, train 100% of SunOpta procurement professionals on the platform, perform supplier risk assessments annually and determine escalation parameters.	
Planet We strive to advance sustainable practices in our operations and supply chains.	Water	By end of 2030, assess the water stress levels at all SunOpta plant locations, identify those areas in high- or extremely high-water stress regions, learn about the watershed challenges in those areas, including wastewater, and develop a plan to improve water use in our communities.	  
	GHG Emissions	By end of 2030, achieve a 25% reduction in Scope 1 and Scope 2 GHG emission intensity from the 2023 baseline year.	
	Waste	Regain zero waste status at our Modesto, California facility by end of 2025, and our Midlothian, Texas facility by end of 2026.	

Sustainable Development Goals

SunOpta supports the United Nations (UN) Sustainable Development Goals (SDGs). We work to advance these goals in areas that align with our business, impact and material issues (SDGs 2, 6, 8, 12 and 13).



Reporting Period and Scope

This report describes our commitments, goals, programs and performance across a broad range of environmental, social and governance topics. The report covers SunOpta's global operations in the calendar year 2025, ending Dec. 31, 2025, unless otherwise noted.

Disclaimers

Unless otherwise noted, data in this report is not externally reviewed or verified. Data or goals may occasionally be restated due to company changes or continuous improvement in our sustainability program, including but not limited to, data collection methodology or availability.

Sustainability is a journey; as we evolve, our scope, goals and actionable priorities may adjust with each updated

Materiality Assessment as we become better tomorrow than we are today. Actual results may vary significantly from goals expressed or implied in the report; undue reliance should not be placed on forward-looking statements. This report references the Sustainability Accounting Standards Board (SASB) framework. (See details in the report appendix.)



Products

We begin with fruits, grains, seeds, nuts and other plants.

IN THIS SECTION

- ✓ Sustainability
- ✓ Product Development
- ✓ Upcycled Food
- ✓ Food Safety and Quality Culture
- ✓ Customer Satisfaction and Marketing



Sustainability is an integral part of our business and inherent in everything we do. Through our products and our processes, we focus on nurturing people and the planet.

Our Products

SunOpta delivers customized supply chain solutions and innovation for top brands, retailers and food service providers across a broad portfolio. Our products include plant-based beverages, liquids and dry ingredients (using oat, almond, soy, coconut and other bases) as well as broths, teas and nutritional beverages. We also manufacture better-for-you snacks.

Plant-based beverages and ingredients



Better-for-you fruit snacks



Broths and stocks



Teas



Nutritional beverages



How We Go-To-Market

SunOpta goes to market in multiple ways.

Co-manufacturing



Private label



Commercial



Our brands



Dream®, SOWN®, West Life®



Recognition

PROGRESSIVE GROCER SUSTAINABLE IMPACT AWARD

SunOpta has been honored with a 2025 Progressive Grocer Impact Award in the Ethical Sourcing and Supply Chain Transparency category, recognizing the company's leadership and progress in building a more responsible and transparent supply chain. This achievement reflects the dedication of teams across the organization who are advancing meaningful change in the food and beverage industry through elevated standards of accountability and sustainability.



TASTY AWARDS

In 2026, *Dream*® Barista Oatmilk and *SOWN*® Sweet & Creamy Organic Oat Creamer received 2026 TASTY Awards, which celebrate excellence in sustainable, alternative dairy, based on consumer preferences.



VEGGIE AWARDS

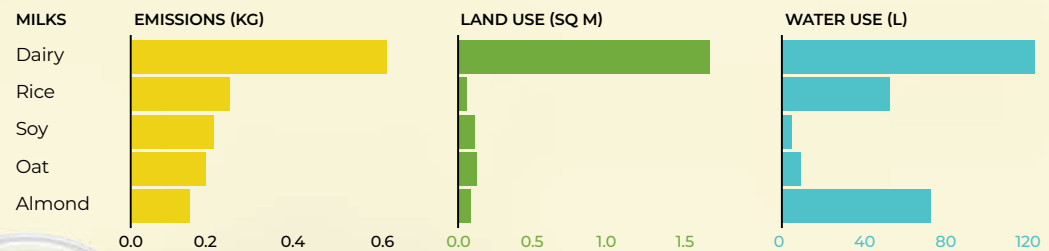
SOWN® Organic Oat Creamer Sweet Cream flavor was nominated for Best Vegan Creamer in the 2025 Veggie Awards!



Sustainability

Our plant-based beverages, ingredients and foods are inherently sustainable compared to dairy-based alternatives. The crops grown for plant-based foods require less land and water, and they produce fewer GHG emissions than animal-based proteins. (For details about the environmental impact of our operations, see the [Planet](#) section of this report.)

Environmental impact of one glass (200ml) of different milks



Source: Poore & Nemecek (2018), Science, Additional calculations, J. Poore BBC



Product Development

Our mission is to deliver sustainable food solutions that improve lives. We use the following multi-faceted approach to identify and guide ingredient selection and product development to ensure our products meet the increasing quality expectations and interests of our customers and consumers.

- ✓ Leverage consumer insights for branded goods to track, trend and share relevant knowledge with cross-functional experts from our quality, research and development (R&D), marketing, regulatory and legal teams.
- ✓ Identify opportunities and priorities, enabling our teams to determine the best approach to initiate ingredient and product changes that address consumers' expectations.
- ✓ Address consumer health concerns and proactively improve the

nutrition profile of our products. Examples of this include sugar reduction and protein benefits.

- ✓ Ensure compliance and safety by tracking and promptly implementing necessary local, federal and export labeling laws for our products.
- ✓ Partner with reputable certification organizations that uphold recognized standards for key product attributes — such as organic, non-GMO, kosher, gluten-free, and upcycled. These certifications highlight essential qualities that meet dietary needs and build consumer confidence.
- ✓ Participate in trade organizations and conferences that focus on pertinent topics important to improving our product portfolio, such as allergens, sustainability of ingredients and clean ingredient formulations.



Members of the SunOpta team at Expo West shared samples of our innovative product offerings, including *SOWN*® Organic Oat Creamers, *West Life*® Soymilk and *Dream*® Horchata.

Next Steps: By the end of 2030, complete a Life Cycle Assessment for our own brands (oat, soy, rice, almond and coconut), leveraging the naturally

lower carbon intensity of our plant-based milk alternatives to demonstrate and enhance our sustainability leadership.



2025 IMPACT

\$30.8 million

IN REVENUE FROM
PRODUCTS LABELED
AS NON-GMO

Zero

INCIDENTS OF NONCOMPLIANCE
WITH INDUSTRY OR REGULATORY
LABELING AND/OR MARKETING CODES

Upcycled Food*

Versatile, high in protein and a good source of fiber, our *OatGold™* oat protein powder was made with insoluble solids from our oatbase manufacturing process to create nutrient-rich oat protein powder that could be used as an ingredient in a variety of foods, including baked goods, savory snacks, dips and spreads. Our *OatGold* product was available in 2025, but we made the decision to exit the *OatGold* business later in the year. We will continue to look for innovative ways to use our byproduct in ways that include various benefits.

MODESTO: EXPANDING OATMILK PRODUCTION WITH SUSTAINABILITY AT THE CORE

SunOpta's Modesto, California facility plays a critical role in scaling sustainable oatmilk production, enabling the company to meet growing demand for plant-based beverages with a lower environmental footprint. One of the largest capital investments in SunOpta's history, the \$26 million expansion increased oatmilk production capacity by more than 60%, allowing significantly more oatmilk to be produced efficiently and at scale.

At the center of the project is an advanced oat extraction line that converts whole oats into liquid oatbase, a foundational ingredient used

across SunOpta's oatmilk portfolio. By improving raw material utilization and manufacturing efficiency, the new line allows SunOpta to produce more oatmilk using fewer resources, reinforcing the inherent sustainability advantages of oats as a plant-based ingredient.

The expansion also strengthened the Modesto facility's role as a strategic West Coast hub for oatmilk production. Producing closer to key customers reduced transportation distances and optimized distribution routes, eliminating nearly 800,000 freight miles in 2024.** These efficiencies lower transportation-related greenhouse gas emissions while supporting reliable, cost-effective delivery of oatmilk products.

In addition to environmental benefits, the investment supported local economic growth, created new jobs and brought total employment at the Modesto facility to over 200 employees. This growth reflects SunOpta's long-term commitment to the Central Valley and to building resilient, sustainable food systems through expanded plant-based production.

The project was supported through collaboration with Pacific Gas & Electric, Central Valley Ag and other



local partners to enhance energy efficiency and minimize environmental impact. Together, these efforts demonstrate how targeted capital investments in oatmilk production can deliver meaningful sustainability outcomes while supporting SunOpta's growth in plant-based beverages.



*Upcycling is a zero-waste philosophy dedicated to creatively using byproducts and their nutrients from agriculture and food manufacturing to unlock their highest value. Upcycled foods use ingredients that otherwise would not have gone to human consumption, are procured and produced using verifiable supply chains, and have a positive impact on the environment.

**With the new expansion, oat transfers from Minnesota to California ended in February 2025, delivering sustained financial and environmental benefits.

Food Safety and Quality Culture

As a provider of plant-based food and beverage products, we are proud of our advanced approach to ensure the safety and quality of our products for customers and consumers. We are committed to driving and improving our food safety and quality culture, and we enforce robust processes, systems and tools to monitor every step of the supply chain — from raw material to distribution. Our own U.S. facilities source 100% of their ingredients from Tier 1 suppliers with a food safety certification recognized by the Global Food Safety Initiative (GFSI).

MANAGEMENT COMMITMENT

SunOpta is dedicated to delivering safe, high-quality products in full compliance with all food safety regulations and GFSI/Safe Quality Food (SQF) standards. We maintain a strong Food Safety and Quality Management System that proactively manages risks, supports clean and efficient operations, and drives continuous improvement.

Our approach includes preserving product identity (e.g., organic, non-GMO, kosher, halal), ensuring full traceability, collaborating closely with suppliers and customers, and using key performance indicators to measure progress. We empower our associates through training and engagement to strengthen our Food Safety Culture and improve processes.

Through rigorous plans, consistent execution of standards and ongoing evaluation of customer feedback,

SunOpta continually enhances its food safety and quality performance.

AUDITING AND COMPLIANCE

SunOpta facilities receive annual, independent, third-party audits to ensure we meet strict food safety and quality requirements. We maintain certified food safety and quality systems as defined by GFSI and demonstrate the effectiveness of our SQF standard via annual external assessments conducted by Mérieux NutriSciences.

In 2020, we launched an internal audit program of all our facilities and continue to audit each facility annually. As a result of our employees' true dedication and the foundational strength of the program, SunOpta's SQF external audit performance improved, with our average score increasing from 95.7 in 2024 to 96.1 in 2025 across all SunOpta-operated manufacturing sites. All corrective actions have been completed, and we continue to maintain a 100% compliance rate.



Food safety and quality are our highest priorities. Our teams enjoyed celebrating World Food Safety Day with matching shirts.

In 2025, we also completed our first SQF corporate audit, which resulted in zero findings. Introducing a corporate-level audit strengthens alignment across all locations and ensures consistent application of our food safety standards.

We also continued quarterly cross-functional and executive communications with sourcing and plant operations last year in effort to review supplier nonconformance results and increase the rigor of our process compliance. We are pleased with our 2025 complaint per million units (CPM) sold* and we achieved a rating of 4.1 CPM.

CERTIFICATION

As we source ingredients and packaging materials for our finished products, we adhere to a variety of certifications tailored to our products' needs, such as organic, gluten-free certified, non-GMO project verified, kosher and halal. As of Dec. 31, 2025, SunOpta has 347 different products, 56 of which are our

2025 IMPACT

100%

OF OUR INGREDIENTS
ARE SOURCED FROM
GFSI-CERTIFIED SUPPLIERS



own branded products. More than 140 products are certified organic in total, with 50 of our own branded products being certified organic. Thirty of our own branded products are enrolled in the U.S. non-GMO Project.

SUPPLIERS

TraceGains: In 2025, SunOpta's Supplier Quality Assurance (SQA) team expanded its use of TraceGains by implementing the Supplier Compliance and Corrective and Preventive Actions (CAPA) modules in addition to the Supplier Management module, which was implemented in 2024. The new modules will strengthen Certificate of Analysis, enabling deeper data analytics that benefit functional partners such as R&D. The CAPA module also introduced a more intuitive, unified system that allows plant teams to submit supplier nonconformances quickly and consistently across all departments, not just Food Safety & Quality (FSQ). Together, these modules enhance transparency, improve response efficiency, and provide a clearer picture of supplier-related issues and overall risk.

Supplier Partner Code of Conduct: We require that new suppliers verify their adherence to the Supplier Partner Code of Conduct as a prerequisite for approval. We have maintained this practice by mandating that all new suppliers verify each aspect of the code, which enhances the clarity and consistency of our supplier data. We will continue this practice in the future and improve the code of conduct by identifying improvements such as including a Spanish-translated version that will accommodate the linguistic diversity of our suppliers and ensure their full understanding of our expectations. SunOpta's SQA team will continue to support our commitment to sustainable sourcing through code of conduct documentation in TraceGains. Suppliers are required to update this document every three years.

Sedex: We joined the Sedex community in 2022 and began training and implementing our suppliers into the Sedex platform in 2023. In 2024, we expanded that effort to include all Tier 1 suppliers, which was a strategic decision that aligns with our commitment to transparency, sustainability and ethical practices

within our supply chain. In 2025 we finalized the successful onboarding of 83% of our Tier 1 suppliers onto Sedex. By leveraging Sedex's comprehensive audits and self-questionnaires, we go beyond accessing detailed reports of our suppliers' operations to actively enhance the visibility and integrity of our supply chain. This action is critical in allowing us to proactively identify and mitigate risk, ensure compliance with international standards and improve work conditions across our network. Furthermore, our ongoing efforts to expand our Sedex connections underscore our dedication to elevate our ethical practice standards — not just maintain them. In 2026, we intend to establish and implement a standardized human rights risk evaluation and review process across the supply chain, leveraging Sedex data to identify, prioritize and address modern slavery and labor-related risks, while improving transparency, accountability and escalation pathways.

SUPPLIER PERFORMANCE ANALYSIS

In 2025, we strengthened our supplier risk assessment framework through

close collaboration across Procurement, Supplier Quality, Accounting and Enterprise Risk. These cross-functional improvements allow us to more accurately identify and classify supplier risks, ensuring alignment with our broader Sustainability framework and responsible-sourcing commitments.

Our biannual assessment evaluates multiple dimensions of supplier risk, such as food safety performance, country-of-origin considerations, financial health and availability of alternative sources. This enhanced process provides deeper visibility into potential vulnerabilities across our supply chain.

The results of each assessment guide our targeted risk-mitigation plans for medium- and high-risk suppliers. Depending on the level and type of risk, actions may include conducting onsite audits, increasing performance monitoring, accelerating the development of alternate suppliers and/or escalating unresolved concerns to drive accountability — measures that help ensure supply chain continuity, protect product integrity and support responsible sourcing practices.



2025 IMPACT

30

OF SUNOPTA'S OWN
BRANDED PRODUCTS
AND INGREDIENTS
ARE ENROLLED IN THE
U.S. NON-GMO PROJECT



4.1

COMPLAINTS PER MILLION
UNITS SOLD

FOOD SAFETY AND QUALITY CULTURE

Experts: We employ food safety and quality experts across the supply chain to ensure we meet SunOpta food safety and quality standards. These experts hold certifications in key food safety areas, such as Preventative Controls Qualified Individuals (PCQI), Better Process Control School, Food Defense Qualified individuals (FDQI) and Hazard Analysis and Critical Control Points (HACCP). We also strategically leverage outside food safety, technical and public health consulting partners to strengthen programs, reduce risk, provide analytical support and ensure regulatory compliance.

Actions: In 2025, SunOpta had no product recalls.

Awareness and Engagement: Engagement in all aspects of our operations is critical to providing safe products to consumers. SunOpta develops annual food safety awareness action plans, and through a food safety culture survey we measure employee food safety awareness.

In 2025, our survey engagement increased to 74% (from 68% in 2024) and resulted in an average rating of 3.5 (using a 4-point scale), which represents a 1.7% increase from 2024. This survey continues to involve employees across all functions, in reinforcing the importance of food

safety. Facility leadership, in partnership with the FSQ team, will use survey feedback to guide improvements at each site and continue to strengthen our food safety culture.

Based on previous year's results, several new programs were introduced in 2025: food safety champion recognition programs, monthly food safety articles published in the company newsletter covering important food safety topics like Good Manufacturing Practices (GMPs), and food safety talking points incorporated into shift-change updates or during facility town halls. To show our passion and dedication to the Food safety, "Every action I take protects the food we make" video was created to engage employees from day one of SunOpta standards. These initiatives were developed to enhance communication, employee engagement, and drive responsibility and ownership of food safety at all levels.

COLLABORATION

SunOpta is a member of the following industry groups, and we engage with them on evolving industry-wide food safety and quality matters: Institute for Thermal Processing Specialists, Food Allergen Resource and Research Program, Society of Consumer Service Professionals, American Society of Quality Professionals and International Association for Food Protection.



Our Food Safety & Quality Assurance and Sanitation teams gathered at our corporate headquarters in 2026 for learning, collaboration and development, and to strengthen connections.

2025 IMPACT

96.1

EXTERNAL FOOD SAFETY
AUDIT SCORE



Every Action I Take Protects the Food We Make.

Driven by Safety, Powered by People

In honor of World Food Safety Day, our Food Safety & Quality Assurance team hosted an event at SunOpta headquarters and shared it virtually to spotlight the vital role they play in keeping our food safe.

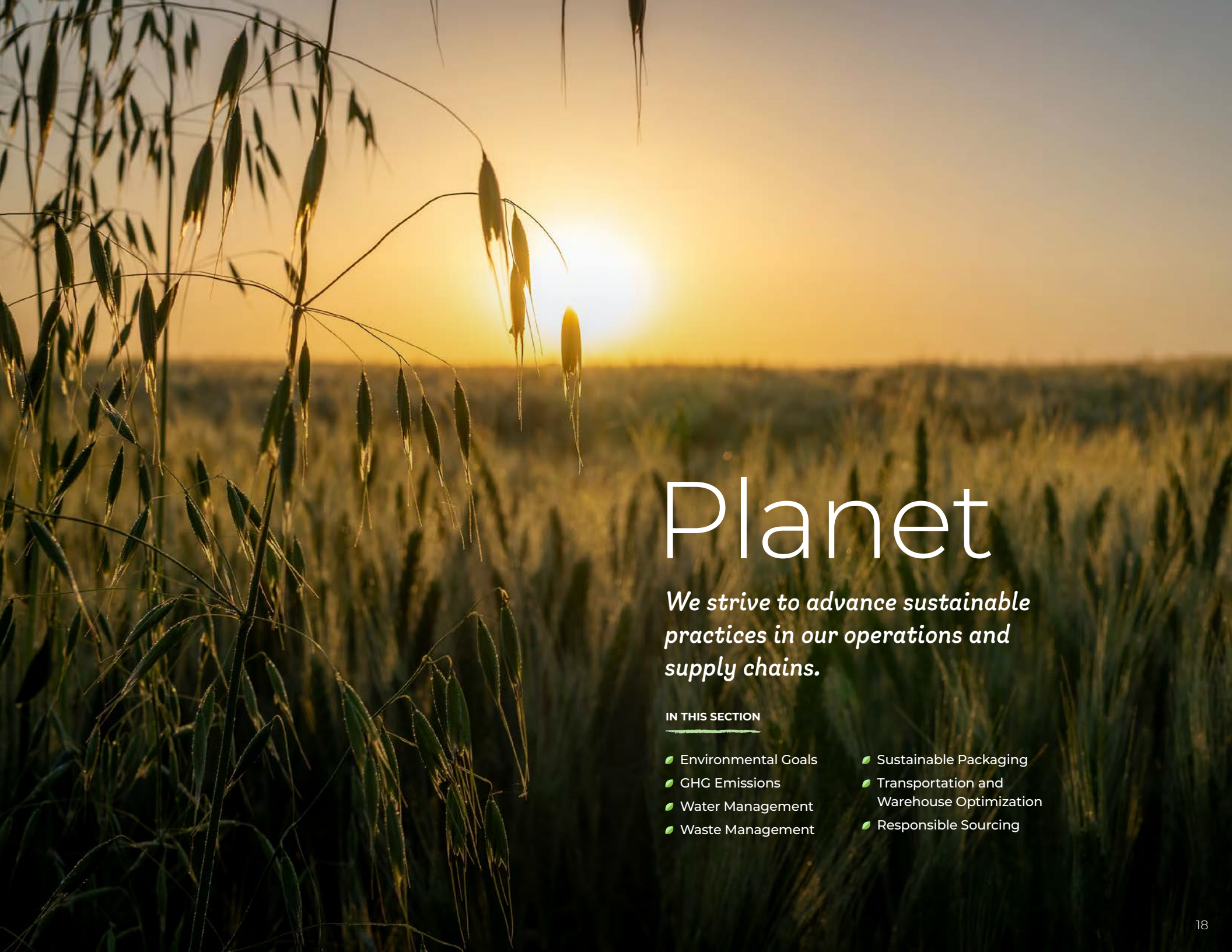
Customer Satisfaction and Marketing

We are passionate about exceeding our customers' expectations — both through our products and by providing customers with fast, reliable and accurate responses to any inquiries. Our customer service team is dedicated to making sure that customers have the very best experience when they contact us. In 2025, we elected to discontinue using the Net Promoter Score (NPS) as a voice of customer tool due to low customer response to surveys and lack of actionable data. Instead, we focused on deeper customer engagement in our day-to-day interactions.

RESPONSIBLE MARKETING

We comply with all applicable federal and state labeling laws and are committed to truthful advertising with claims on products we sell through our own brands: *Sown*®, *Dream*® and *West Life*®. Our marketing communications are not designed to appeal to children under age 13. We align our marketing approach with the International Chamber of Commerce (ICC) Marketing and Advertising Code and the ICC's framework for responsible food and beverage marketing and communications.





Planet

We strive to advance sustainable practices in our operations and supply chains.

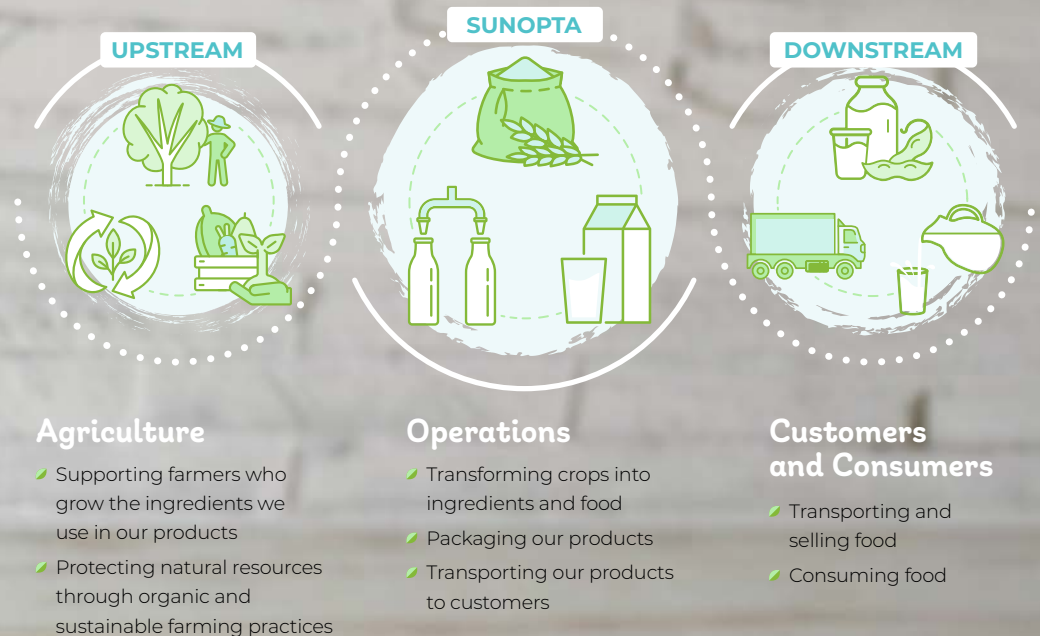
IN THIS SECTION

- Environmental Goals
- GHG Emissions
- Water Management
- Waste Management
- Sustainable Packaging
- Transportation and Warehouse Optimization
- Responsible Sourcing

SunOpta is grounded in strong environmental stewardship. We strive to reduce our environmental footprint by tracking and finding solutions for more efficient uses of electricity, gas and water; we look for ways to maintain and improve waste management in our manufacturing facilities; we explore innovative packaging solutions; we use effective modes of transportation; and we responsibly source our ingredients. We also encourage sustainable agricultural practices upstream in our value chain on the farms where we grow our ingredients.



Our Value Chain



Environmental Goals

In 2024, we focused on understanding what matters most to our stakeholders, particularly our customers, so we could align our efforts with their priorities. To guide this process, we conducted a comprehensive Materiality Assessment;

engaged with customers, suppliers, investors and experts; and carried out a climate scenario analysis as part of our Task Force on Climate-Related Financial Disclosures (TCFD) work. These extensive efforts helped shape the goals adopted in

2025, which are outlined at the beginning of this report, detailing the sustainability pillar, action area, goal and corresponding United Nations Sustainable Development Goals (UN SDG) that each goal supports.



Texas Facility: Built for Sustainability

Our state-of-the-art plant-based beverage manufacturing facility in Midlothian, Texas is designed for sustainability, including lower carbon emissions, efficient power usage, water conservation and use of recycled materials. The facility is equipped with:

- ✔ Energy-efficient heating, ventilation and air-conditioning (HVAC) that reduces energy consumption by 45%.
- ✔ LED lights and water heaters that reduce power usage by 95%.
- ✔ Water reuse equipment that can save up to 20 million gallons of water per year.
- ✔ Offices and labs constructed with at least 40% recyclable materials.

See Page 28 for details about how its location helps reduce our transportation fuel usage.



We use state-of-the-art technology at our Texas plant.

GHG Emissions

At SunOpta, we acknowledge the need for companies to do their part and consider the environmental impact of every decision. Our initial Materiality Assessment identified GHG emissions as a priority, and our updated Materiality Assessment continued to reinforce the importance of reducing GHG emissions. In our sustainability journey, we have focused on gathering accurate and complete data through a repeatable and reliable process, and we continue to focus on streamlining data-gathering processes. In 2025, we calculated our Scope 3 emissions and set a GHG emission reduction goal of 25% by 2030 — a combined Scope 1 and Scope 2 intensity-based calculation with a baseline year of 2023.

Data Collection: In 2021, we embarked on the process of measuring our Scope 1 and Scope 2 GHG emissions and began

gathering data. Since then, we improved our identification of sources and data collection to provide a more robust picture of our Scope 1 and Scope 2 GHG emissions. We utilize the operational control approach to set the boundary for measuring our GHG emissions.

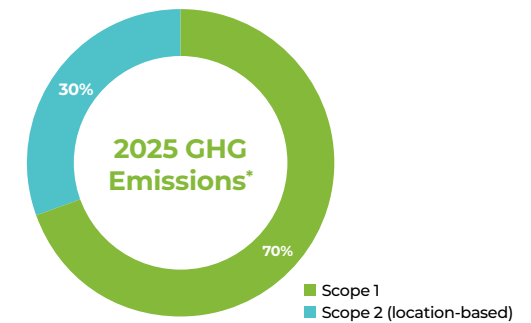
Assurance: In 2025, we continued to focus on the accuracy, completeness and repeatability of our GHG emissions data process, and we engaged a third-party assurance provider to review our GHG emissions and provide a limited assurance as to its veracity. As a result, the GHG data disclosed in our results has been reviewed and assured by Sensiba. (The letter of assurance is included in the Appendix of this report.)

Goal Setting: In 2025, we continued to gather our Scope 3 GHG emissions data to better understand our total GHG emissions. In addition, we engaged the

consultant to provide a gap analysis of our Scope 3 data to help us improve our data gathering and accurate processes to produce a more actionable picture of our Scope 3 GHG emissions.

Results: In 2025, our absolute Scope 1 and Scope 2 emissions increased slightly as compared to 2024: our Scope 1 GHG emissions were 52,054 tCO₂e and our Scope 2 GHG emissions were 21,855 tCO₂e. However, our total Scope 1 and Scope 2 GHG emissions intensity decreased by over 5% from 2024 to 2025, as measured per 1,000 pounds of production, which means we decreased our Scope 1 and Scope 2 GHG emissions per product thanks to our plants focus on efficiencies in 2025. We continue to focus on improvements to our data accuracy and completeness (in a repeatable manner) as part of our sustainability journey.

Renewable Energy: In 2025, 100% of electricity in our manufacturing facilities was purchased from the grid (251,053 GJ). This percentage does not consider the composition of the energy source that makes up the grid power from each electric supplier.



*2025 (January 1 - December 31) GHG emissions data: Scope 1 (tCO₂e): 52,054; Scope 2 (location-based) (tCO₂e): 21,855. As we mature, data collection completeness and accuracy may be improved and result in changes in the data year over year.

Rooftop Solar Cuts Energy Usage

In 2025, the solar panels on the roof of SunOpta's U.S. corporate headquarters in Minnesota generated over one quarter (25%) of the facility's annual energy needs. The 765 solar panels, spanning 36,000 square feet, produced 275,503 kilowatt-hours (kWh) of renewable energy, helping to reduce 116 tons of carbon dioxide

equivalent (tCO₂e) emissions over the year.* As part of SunOpta's commitment to sustainability, energy management remained a key focus, and this renewable energy investment aligned with the company's strategy to reduce electricity and natural gas consumption across its facilities.

*This reduction of 115.77tCO₂e is not reflected in our GHG inventory, as we used a location-based approach.



Plant Sustainability Ambassadors:

To help drive energy, water and waste management improvements, we identify passionate and dedicated people in each facility to serve as ambassadors to lead sustainability efforts. The ambassadors meet monthly to build awareness and educate others about environmental challenges, including what sustainability is, why it is important and how we can all make a positive impact.

Throughout the year, the Plant Sustainability Ambassadors discuss opportunities in their facilities and

work together to find solutions. Each ambassador captures and tracks the progress of every sustainability-related project at the facility. They also take inventory of diagnostic equipment so they can participate in the equipment lending library from the U.S. Department of Energy (DOE). SunOpta then compiles the data, develops key performance indicators (KPIs) and reviews the KPIs with the ambassadors and company leadership. The KPI data helps identify areas of focus for each facility to meet or exceed our overall reduction goals. Ambassadors

have embraced the program since its launch in 2021, and through their leadership, have helped foster a culture of sustainability in our facilities — and throughout the organization. In 2025, they completed several projects identified in their sustainability trackers. (See examples in the plant sustainability highlights graphic below.) Also in 2025, we strengthened the governance of the Plant Sustainability Ambassador program by creating a role description and establishing a team charter. The term “Plant Sustainability Ambassadors” has since changed to “Sustainability

Ambassadors” because of the program’s expanded scope.

Next Steps: Each plant continues to build out their sustainability trackers, identifying opportunities and setting attainable milestone goals. This is a critical step on our path to meeting our long-term goals.



Plant Sustainability Ambassadors

Plant Sustainability 2025 Highlights

MODESTO, CALIFORNIA

- Partnered with a vendor to upcycle our oatbase production byproduct (wetcake) into nutrient-rich bird food, which diverts from less favorable disposal options, supports sustainable practices and generates profit.



ALEXANDRIA, MINNESOTA (3RD AVENUE FACILITY)

- In 2025, we made the decision to discontinue drying our Okara byproduct, which was part of the OatGold upcycled product line. This decision was made because of the high preventative maintenance and utility costs relative to the profitability of this product line. As a result, our 3rd Avenue facility saw significant utility savings and reduced demand across all systems, contributing to overall cost efficiency. Additionally, the cessation of these operations positively impacted our environmental footprint by decreasing emissions — both from equipment utilities and particulate dust. In addition to gained efficiencies, this decision may have simplified regulatory reporting requirements.



OMAK, WASHINGTON

- Reduced water consumption by approximately 5% through streamlining the washdown and cleanout process of our production lines using steam to remove the majority of residual products before rinsing.
- Reduced food waste 50% by creating Standard Operating Procedures (SOPs) for apple blending to create a more consistent product and increased diligence.



ALEXANDRIA, MINNESOTA (MINNESOTA STREET FACILITY)

- Installed a new slip sheet applicator for the robotic palletizer, which allows for a third production line to be robotically palletized when running in a 6-pack case configuration. This upgrade eliminated the need for a dedicated employee to hand palletize the third production line.
- Upgraded to a Servo toolbox on our A3/Flex Direct Injection Molding Concept (DIMC) closure unit, which eliminated the need for compressed air for cylinders movement, saving approximately 500NI/min. Before the upgrade, pneumatic cylinders needed to be replaced every 3,000 hours. This enhancement has resulted in an increase of “mean time before fail,” and the toolbox features an updated tool holder with improved lubrication to reduce wear.



Water Management

We recognize that water is precious, and only 1% of the world's water is accessible for human consumption. As a pioneer of sustainable food and beverages for more than 20 years, we're proud to manufacture products that fuel the future of food.

Progress: Sustainability is a journey, which involves collecting reliable data, questioning and identifying gaps in data and then resolving those gaps. Our continued focus in 2025 was on gathering data and determining a consistent and repeatable process for collecting, reporting and analyzing that data. Through these efforts, our Sustainability Ambassadors have identified projects and implemented sustainability initiatives to effectively manage water. Though water usage has increased, we're actively engaging in the continuous improvement of water management.

We are managing progress toward our water reduction goals using the same approach as described for energy management, where Sustainability Ambassadors and their teams assess and manage electricity, natural gas and water usage at each facility. In 2025, the total water withdrawn in our manufacturing facilities was 2,891,017 cubic meters, with 28% being withdrawn from high- or extremely high-water stress regions. Total water consumed in

our products was 655,211 cubic meters, with 29% consumed from high- or extremely high-water stress regions.

Next Steps: By the end of 2030, assess the water stress levels at all SunOpta plant facilities, identify areas in high- or extremely high-water stress regions; learn about the watershed challenges in those areas, including wastewater; and develop a plan to improve water use in our communities.

ECO-FRIENDLY UPDATES FROM OUR MODESTO, CALIFORNIA, FACILITY

By upgrading our boiler with a new condensing heat exchanger at our Modesto facility, we can now pre-heat water more efficiently for steam production in our plant-based milk operations. This has made a big impact: we've cut our natural gas use by nearly 650,000 therms annually — enough to heat 600 to 1,000 homes for one year! Our sustainability efforts also earned us a \$180,492 incentive from Pacific Gas & Electric Company.



Modesto team receives incentive check.

Water Savings Impact

We've long known that producing plant-based beverages from oat, soy, rice, coconut and almond milk consumes far less water than producing an equivalent amount of dairy milk. In 2025, we **saved 48.4 billion gallons of water** by producing plant-based milk compared to dairy milk.*

*Estimated global average water savings of plant-based milk when compared to the equivalent production of dairy milk based on SunOpta's annual plant-based milk production volume consisting of almond, oat, soy, rice and coconut milks, which represent more than 99% of SunOpta plant-based milk production when using data from Poore and Nemecek (2018) with additional calculations by Poore as published by BBC and Roos et al. (2018). The water savings estimations are not directly associated with water use from SunOpta plant-based milk manufacturing but instead refer to global averages of water consumption from plant-based milk production in the Poore and Nemecek research. This water usage excludes water used in our product as an ingredient and at our Midlothian facility.



Waste Management

We are committed to zero waste and strive to divert 100% of our waste from the landfill. However, to allow for flexibility in situations where the benefits of the waste solution outweigh the risks or loss elsewhere (e.g., increasing our carbon footprint by shipping waste long distances), we have adopted a definition of zero waste as a 90% diversion of waste from landfill.

WASTE MANAGEMENT GOAL



ZERO-WASTE-TO-LANDFILL

Progress: As of Dec. 31, 2025, all but two SunOpta plant facilities operate as “zero-waste-to-landfill” sites. Our Modesto location, which achieved this status in 2022, faced challenges in late 2024 due to local waste processing facility closures. The team actively worked on solutions to regain zero waste status in 2025, including utilizing a new carton recycling facility in Lodi, California. Unfortunately, the project timeline was delayed, and the opening of the new facility is now planned for 2026. We plan to use the Lodi facility once it is operational. Our Sustainability

Ambassadors (see Page 22) played a key role in reaching the zero-waste milestones, and we’re especially proud of the five facilities’ zero-waste status.

Our original goal was to achieve zero waste at all our plant facilities by the end of 2022 — an ambitious target that didn’t fully account for new construction and facility expansions. Still, we successfully reached zero-waste status at all existing facilities at the time the goal was set. The recent closure of the waste-to-energy facility in California highlights the complexity of this work and the need for ongoing evaluation and innovation.

The Midlothian facility is focused on operational excellence with production startup and will turn its attention to achieving zero waste next, with a goal of achieving it by the end of 2026.

2025 IMPACT

6 locations

5 FACILITIES PLUS HEADQUARTERS OPERATE AS ZERO-WASTE-TO-LANDFILL SITES

Our Niagara, Ontario manufacturing facility maintains its zero-waste-to-landfill achievement. As part of their commitment to sustainability, any waste that cannot be reused, recycled or upcycled at the plant is turned into energy to power the local recycled paper manufacturer and provide electricity to the Ontario grid.



ACHIEVED ZERO WASTE AT HEADQUARTERS

In summer 2025, work led by a sustainability cross-functional team helped identify opportunities to further reduce waste and improve efficiencies. As a result, our headquarters reduced waste pickups from two to one per week, reflecting lower overall waste generation.

This work also indicated that the site was close to achieving zero waste. To validate that progress, a formal zero-waste audit was initiated in January 2026. The audit confirmed that the site has achieved zero-waste status, marking an important milestone in our ongoing efforts to reduce landfill waste and strengthen our waste-management practices.

Teams within our corporate headquarters proactively seek alternatives for sustainable waste diversion. In 2025, our R&D team:

- ✔ Recycled 35 pounds of lab material, including hairnets, gloves and earplugs, via TerraCycle.
- ✔ Diverted 150 pounds of plastic from landfill by replacing disposable options with reusable ones.
- ✔ Saved 26,000+ plastic-weigh boats and tasting cups from landfill or incineration by replacing them with reusable options.
- ✔ Recycled 30 pounds of batteries.
- ✔ Diverted 505 pounds of plastic film from landfill.
- ✔ Donated over 1 ton of leftover product to employees and local food banks.



2025 IMPACT

375,000
pounds

WE DONATED OVER 375,000 POUNDS OF FOOD TO FEEDING AMERICA, WHICH IS EQUIVALENT TO NEARLY 313,880 MEALS

Next Steps: In 2023, we assessed the waste streams of our Midlothian facility through a waste audit. Through our findings, our goal now is to identify appropriate waste outlets for the Midlothian facility consistent with our zero-waste goals. We also aim to resolve the waste challenge in Modesto because of the waste-to-energy facility closure. We will continue to support our facilities in maintaining practices and looking for ways to decrease waste while increasing the percentage of waste being reused, recycled and composted. Our long-term goal is to identify methods for continuing to improve our processes and waste streams so that in each case we can move toward the most favored option on the waste hierarchy.

REDUCING FOOD WASTE

At SunOpta, we always aim to minimize waste, but things don't always go as planned. Therefore, we take steps to repurpose food ingredients that do not meet our standards or those of our customers (but are still safe to eat) by redirecting the ingredients for another use, when possible, or sending the surplus to food banks.

In 2023, we published our Food Loss and Food Waste Reduction policy and developed an SOP for food donations. In 2025, through our strengthened partnership with Feeding America, we donated 376,657 pounds of food — equivalent to 313,880 meals — to the

Feeding America food bank network. In 2025, we updated our Food Loss and Food Waste Reduction policy and enhanced the SOP. And in 2026, we trained our plant employees in how to implement the procedures.

Next Steps: By the end of 2030, we will engage all our plant facilities in repurposing food that does not meet our standards — or those of our customers — to redirect it for alternative uses or donate surplus food to food banks, where possible, in alignment with the current Food Loss and Food Waste policy and procedures. We will continue to track and report the amount of food diverted each year.

Sustainable Packaging

Packaging plays a critical role in delivering safe, nutritious, and high-quality food. At the same time, we recognize the environmental impact associated with packaging materials and we are committed to reducing our footprint across the packaging lifecycle. Our R&D packaging engineers work closely with suppliers and customers to innovate and advance packaging technologies that uphold food safety and product quality while reducing environmental impact. Our efforts focus on increasing the use of recyclable packaging formats and evaluating plant-based materials as alternatives to fossil-fuel-derived materials, supporting a transition toward more sustainable packaging solutions.

In parallel, we are finding opportunities to reuse non-food-contact packaging materials within our manufacturing operations to reduce waste. The team continues to optimize packaging design and reduce material weight without compromising food safety or quality.

Through these efforts, we aim to minimize the environmental footprint of our packaging while maintaining performance, safety, and reliability across our supply chain.

Packaging Goal: SunOpta's packaging engineers maintained our sustainability goal in 2025 by ensuring 99%+ (by weight) of our owned, branded consumer packaging is recyclable.

This performance places SunOpta among leading food and beverage companies that have moved beyond aspirational targets to measurable outcomes. To further advance our sustainable packaging commitment, SunOpta is an active member of the Sustainable Packaging Coalition and collaborates closely with industry peers, suppliers and customers.

Contributing to Food Security: As a manufacturer of products using aseptic packaging, we are a proud contributor in the value chain to maintain high quality and nutrient-full foods, while being shelf-stable. Our aseptic packaging helps combat food

2025 IMPACT

99%

BY WEIGHT OF ALL PACKAGING SOURCED BY SUNOPTA IS RECYCLABLE

60%

BY WEIGHT OF ALL PACKAGING MATERIAL SOURCED BY SUNOPTA IS FOREST STEWARDSHIP COUNCIL® (FSC) OR SUSTAINABLE FORESTRY INITIATIVE (SFI) MATERIAL, AND 21% IS FROM RECYCLED MATERIAL

PACKAGING IMPACT: SunOpta purchases the following types of packaging material.

Packaging Type			2025 Impact					
	2024	2025	% Content Recycled Material	Total Pounds from Recycled Material	% Content FSC or SFI Material	Total Pounds from Renewable Material	Recyclable* (Y/N)	Compostable (Y/N)
Aseptic Laminate	45,652,964	44,821,901	0%	0	70%	31,375,331	Y	N
Corrugated Cases	27,781,307	32,034,852	45%	14,415,683	54%	17,298,820	Y	N
Folding Cartons	2,633,500	2,841,972	99.8%	2,836,288	0%	0	Y	N
Flexible Films - Snacks	763,229	1,052,055	0%	0	0%	0	N	N
Total	76,831,000	80,750,780						

*Recyclability is based on local municipality capabilities.



insecurity due to its long shelf life, ability to be stored at room temperature until opened, and durability to be transported long distances to remote locations. Also, the aseptic product does not have to be transported in a refrigerated truck or warehoused at a cold storage location, thus reducing GHG emissions. Our supplier of aseptic packaging, Tetra Pak®, has helped enable recycling of aseptic packages in many locations through its efforts on the Carton Council.

Innovation: SunOpta's corporate headquarters includes an integrated packaging laboratory within its R&D facility, connected to a pilot plant. This enables close collaboration with packaging partners, including Tetra Pak, to efficiently evaluate packaging innovations. We're exploring plant-based packaging materials with Tetra Pak and continuously assessing opportunities to reduce material use, while maintaining food safety, quality, and performance.

Feasibility study for the tethered cap

We actively engage with customers to understand evolving sustainability expectations. When a customer inquired about the potential use of tethered caps for our SOWN® product, we conducted a feasibility assessment to evaluate the request. This process included cross-functional collaboration with internal teams and our packaging supplier to better understand the technical, operational, and environmental considerations.

Based on the evaluation, we determined that introducing a tethered cap is not warranted at this time, as SOWN products are primarily used in kitchen environments where appropriate disposal options are readily available. We appreciated the opportunity to explore this request and value the dialogue with customers as we continue to assess packaging innovations that support responsible material management.



Transportation and Warehouse Optimization

To reduce GHG emissions, SunOpta looks for opportunities to transport our products more efficiently from where they are produced to where they are sold and consumed.

Load Mode Optimization: Our logistics team continually examines our transportation lanes for optimization and determines if there are potential carbon savings. As a result of our mode shift efforts from truckload to intermodal transportation in 2025, our realized CO₂ reductions were 733 metric tons. This is a total year-over-year CO₂ savings of 49%.* We will continue to look for ways to optimize our lanes and product distribution.

Warehouse Locations: To increase manufacturing capacity needed to support our goal of doubling the plant-based business by 2025, we built a sustainably designed plant in Midlothian, Texas (learn more on Page 20). The facility is the fourth point in a diamond shape of SunOpta plant-based facilities around the U.S. The strategic location of these facilities allows us to be closer to our customers across North America, and as a result, potentially eliminate an estimated 15 million

freight miles, equating to 59 million pounds of carbon emissions annually. Our 252,000-square-foot warehouse in Alexandria, Minnesota, which was completed in December 2023, is already delivering sustainability benefits by helping reduce diesel consumption by 5,000 gallons, cutting carbon emissions by more than 112,000 pounds and reducing 51 metric tons of carbon annually — reinforcing our commitment to sustainable operations.



Our new warehouse in Alexandria, Minnesota, significantly enhances storage and distribution capabilities for our plant-based products. It allows us to consolidate three sites into one for storing finished goods, raw materials and ingredients — all under one roof. We commemorated growth, innovation, collaboration and commitment to sustainability with a tree-planting ceremony at the new site.



*This calculation was determined by looking at total mileage traveled, shipment weight, and emissions factors, based on the type of truck used and geographic location where the shipment moved.

2025 ESTIMATED IMPACT

733 metric tons

OF CARBON EMISSION SAVINGS
ANNUALLY FROM LOAD
MODE OPTIMIZATION

51 metric tons

OF ANNUAL CARBON SAVINGS
MAINTAINED — ALEXANDRIA
CONSOLIDATION



Responsible Sourcing

We are committed to sourcing sustainable ingredients and packaging materials, and we expect our suppliers to comply with our Supplier Partner Code of Conduct. We intend to work only with suppliers that share our values and demonstrate sustainability, human rights and good corporate citizenship. Our [Supplier Code of Conduct](#) seeks to instill these values by requiring suppliers to meet our expectations for ethical and legal compliance, labor and workplace safety, and procedural and administrative obligations. Our participation in the

Sedex community — and use of the Sedex data platform for supply chain assessment to store, analyze, share and report on sustainability practices — aligns with our commitment to transparency, sustainability and ethical practices within our supply chain. (Learn more in the Products section of this report on Page 12.)

Next Steps: By the end of 2030, connect with 70% of Tier 1 suppliers on a human rights platform, ensure at least 90% Sustainability Assessment Questionnaires (SAQs) completion, train 100% of SunOpta procurement

professionals on the platform, perform annual supplier risk assessments and determine escalation parameters.

PALM OIL

When sourcing ingredients and packaging materials to make our finished products, there are several certifications we require, including organic, Rain Forest Alliance, gluten-free and non-GMO. We do not use palm oil in our products. Most of the palm oil derivatives sourced by our customers are Roundtable on Sustainable Palm Oil (RSPO)-certified.

We actively work with customers to support their RSPO initiatives and provide guidance toward, and access to, RSPO-certified supply chains.



The Value of In-Person Supplier Visits

SunOpta conducts in-person visits with suppliers to verify that they meet our food safety, quality, and ethical sourcing expectations. These assessments go beyond ingredient quality to include evaluation of facility and personal hygiene practices, execution of documented food safety programs, and the strength of their overall food safety management systems. We also review the broader economic and social conditions in the regions where ingredients are sourced to ensure responsible and sustainable supply chains.

GROWING CONDITIONS

Every year presents different variables in a growing region. We seek to understand the environmental, social and political conditions during any given season. Many factors can impact a crop: weather, cost, farming practices, labor availability, pest pressure, etc. Supplier visits allow us to understand challenges that growers may face and inform our expectations for crop performance.



FACILITIES

We visit our supplier's facilities regularly to ensure safe and satisfactory practices. While we use third-party audits and certifications, we always learn and discover by physically walking through a facility and watching a supplier's programs and processes in action.



CULTURE

When we visit sourcing locations, we are mindful of the local culture and political environment. This ensures we are sourcing ethically harvested products and helps us understand the dynamics of a region, which can factor into a risk assessment that might support proactive management.



SUSTAINABILITY, TRACEABILITY AND BIODIVERSITY

We are developing an environmental policy featuring a biodiversity section, and we are actively seeking suppliers who can provide us with sustainable, traceable materials. We work with our suppliers to learn about their programs and collaborate with them to make a larger sustainability impact by leveraging relationships and efforts in the overall value chain. Listed here are a few examples, including vanilla, almonds, soybeans and oats.

Vanilla: SunOpta takes supplier selection seriously and partners with like-minded organizations that share our values of ethical and sustainable sourcing. One such vanilla supplier is positively impacting farming communities in Madagascar through a “closest to the source” sustainable development program.



Soybeans: Our soy suppliers partner with farmers to encourage adoption of climate-smart practices that reduce GHG emissions while improving economic opportunities.



Supplier Sustainability Spotlights*

SUSTAINABLE ALMOND SOURCING

SunOpta partners with California almond orchards that prioritize sustainability in ways that demonstrate carbon sequestration to resource conservation. These orchards help capture 30 million metric tons of carbon annually, while whole-orchard recycling practiced by many suppliers enhances soil health and water retention. Water-efficient practices, such as micro irrigation and cover cropping, improve soil biodiversity; and pollinator-friendly certifications protect ecosystems. Environmentally friendly pest management continues to expand, reducing chemical impact. Local sourcing cuts transportation emissions, and renewable energy powers key processing operations. A strong recycling program minimizes waste across the supply chain.

ADVANCING OAT SUSTAINABILITY

Our oat suppliers are committed to sustainable agriculture by implementing a range of practices to enhance environmental stewardship. Several partners use regenerative farming techniques, such as cover cropping and reduced tillage, to improve soil health and carbon sequestration. Precision agriculture technologies help optimize inputs like water and fertilizers, reducing environmental impact while maintaining high yields. Many suppliers also emphasize biodiversity by integrating crop rotations and natural habitat preservation. Efficient water management is another key area of focus, with measures like moisture monitoring and conservation tillage to reduce water usage. Additionally, some suppliers participate in carbon reduction programs, tracking emissions and adopting renewable energy in their operations. Collaborations with research institutions further drive continuous sustainability improvement.

*This information was provided by our suppliers.



Supplier Sustainability Spotlight: Tetra Pak®

SunOpta seeks to work with suppliers that share our commitment to sustainability. Tetra Pak is a leading global food packaging and processing solutions provider. It pioneered aseptic technology more than seven decades ago and is committed to making food safe and available everywhere, while promising to protect what's good — for food, people and the planet. SunOpta offers several Tetra Pak packaging designs to meet our mission of delivering customized supply chain solutions that fuel and sustain our customers' success.

Tetra Pak aseptic (i.e., shelf-stable) cartons protect the product inside from bacteria, light and oxygen, allowing products to stay good on the shelf for 12 months or more without additives, preservatives or refrigeration before opening. This

helps minimize food waste — a source of GHG emissions. All paperboard used in Tetra Pak cartons is from FSC-certified forests and other controlled sources. Tetra Pak cartons are recyclable and can be turned into paper products as well as green building materials. (Learn more about carton [recycling](#).) Tetra Pak is investing in innovation to create the world's most sustainable food and beverage package. We believe that Tetra Pak cartons are the most environmentally sound aseptic packaging available today, and we are proud to partner with a company that continues to innovate through sustainable practices while keeping the planet top-of-mind.



West Life® Soy milk is just one of our product lines sold in Tetra Pak packaging.

SUPPLY CHAIN MANAGEMENT

Since 2021, supply chain management has been a key area of focus at SunOpta. The importance of adapting to a changing environment in an effort to mitigate disruption in our supply chain and maintain a competitive advantage is evident. Knowing how important it is to strengthen the resilience of our supply chain, we are working diligently to diversify key suppliers and integrate sustainability into our supply chain operations.



People

We care about the well-being of our employees, and the people in our supply chains and communities.

IN THIS SECTION

- ✓ Culture of Innovation
- ✓ Employee Health and Safety
- ✓ Labor and Human Rights
- ✓ Belonging
- ✓ Employee Engagement
- ✓ Employee Development and Retention
- ✓ Community Involvement



At SunOpta, we celebrate the passion and entrepreneurial spirit of our people. We strive to create a safe, healthy, inclusive and engaging work environment that fosters innovation and continuous improvement. Our focus on people extends beyond our employees to include our supply chains, our communities and our consumers.

Culture of Innovation

Innovation, sustainability and community are paramount to who we are and how we continue to grow as a company. Our corporate headquarters — the Eden Prairie Innovation Center — blends our past, present and future into a space that fosters collaboration and new ideas.

Collaboration: To encourage community, our corporate headquarters offers ample

collaboration space, including a video conference room with stadium seating and additional technology-enabled rooms to allow for easy connections with remote clients and colleagues. The facility's R&D space enables us to continue innovating, testing and developing new products (learn more on Page 12 in the Products section, under Product Development).

Well-being: Our corporate headquarters offers resources to help employees stay physically fit and support their health and well-being.



Corporate Headquarters' Sustainability Features

- ✦ Solar panels
- ✦ Renewable bamboo flooring
- ✦ Interior and exterior green spaces
- ✦ Composting and recycling
- ✦ Non-disposable dishes and silverware
- ✦ Large windows for natural light and heat
- ✦ LED fixtures
- ✦ Living plant wall
- ✦ EV charging stations
- ✦ Exercise room and showers
- ✦ Garden boxes

Employee harvesting from the corporate headquarters garden.

Building Better Food Systems Through Innovation

We proudly helped lead innovation across protein and food value chains at this year's Bridge2Food North America Summit. Co-hosted by the MBOLD Coalition, Bridge2Food is a global platform that connects industry professionals to drive innovation in plant-based foods, alternative proteins and sustainability. Bryan Clark, SVP R&D and FSQ, joined a fireside chat on the topic of "Leading with Purpose – Accelerating Innovation in the Evolving Food Landscape," and explored how purposeful leadership and collaboration are shaping the future of food. Heidi Teoh, VP of R&D, also joined MBOLD Coalition leaders to share how we're advancing scalable solutions for plant-based proteins through pre-competitive collaboration. SunOpta employees truly enjoyed hosting an inspiring afternoon of onsite workshops at our headquarters as part of the event.



Employee Health and Safety

HEALTH AND WELLNESS PROGRAMS

SunOpta offers employees a comprehensive total rewards program that incorporates our four well-being pillars: physical, emotional, social and financial. Our benefits program offers options that are applicable to our employees at any life stage.

Physical well-being: We offer a competitive, comprehensive compensation and benefits package with the flexibility to choose options that best fit employees' needs. Our benefits include a variety of health insurance plans and preventive health incentives. Employees are encouraged to participate in health and lifestyle challenges that promote overall well-being. Our partnership with Omada Health provides nutrition and exercise education for employees at risk for or managing diabetes and heart disease. We also host annual flu shot clinics at several locations.

Emotional well-being: Our benefits package includes paid time off, paid family and maternity leave programs, and flexible schedules. We encourage work-life balance and We provide helpful information for maintaining emotional well-being through monthly communications. Our employees receive wellness email reminders to

take time for themselves, including ways to find time to disconnect and recharge. SunOpta also has an enhanced employee assistance program through a third-party provider to assist with quick access to qualified mental health providers and on-demand wellness training.

Social well-being: Communication is central to our culture. We hold regular meetings to keep employees informed, engaged and aligned with our company's strategies and priorities. These meetings reinforce our core values and Most Valued Behaviors (MVBs): speed, entrepreneurship, customer-centricity, passion, dedication and problem-solving (see Page 3). To celebrate and encourage these behaviors, we offer a peer recognition program that empowers employees to acknowledge colleagues who exemplify our MVBs. Our leaders also recognize employees' outstanding contributions through quarterly awards.

We strive to ensure employees feel connected to SunOpta as a whole, rather than just their individual department or location. We also encourage employees to celebrate wins at the individual, team and location levels. Our Employee Resource Groups (ERGs) provide valuable opportunities to connect with and engage with colleagues across the company.

Financial well-being: Our benefits package includes a 401(k) program, employee stock purchase plan, tuition reimbursement program, and company-paid life, accident and disability insurance. As part of our matching 401(k) program, financial advisors are available for

consultation about employees' personal finances. Through our employee stock purchase plan, employees can purchase SunOpta stock at a discounted price. In addition, we offer a program where employees may subscribe to third-party legal advice and identity-theft protection.



To honor Mental Health Awareness Month, puppies from a local-area rescue shelter were invited to corporate headquarters for a stress-relief break.

WORKPLACE SAFETY

Employee health and safety is paramount to SunOpta's success, and we are committed to providing a safe workplace. In addition to safety training and initiatives at our manufacturing

People Powering 365 Days Incident Free

As of Dec. 31, 2025, our Minnesota 3rd Avenue facility achieved a full year of zero recordable incidents. We are extremely proud of these employees and want to formally recognize and thank them for their diligence in maintaining a safe work environment.

facilities, we track our Total Recordable Incident Rate (TRIR) annually. In 2025, our TRIR was 2.08 vs. a goal of 1.31. We are proud to report zero employee fatalities at our facilities.

We care deeply about our employees and will continue to focus on workplace safety training and education. While we did not meet our 2025 TRIR goal, we did improve from last year and have elevated the importance of workplace safety internally. In 2025, we did an in-depth review across all our facilities to identify positive workplace practices, and we delivered recommendations to improve workplace practices. In 2026, we will address the identified action areas for standardization and continuous improvement.

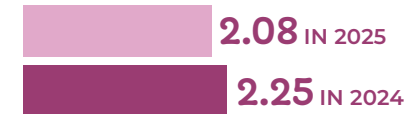


Our two plants in Alexandria conducted various hands-on safety trainings.



Allentown team members celebrated 100 days accident-free.

Total Recordable Incident Rate



Leadership in workplace safety

Employees from our Alexandria locations attended the 2025 Minnesota Safety and Health Conference and accepted the Governor's Gold Achievement Award for Excellence in Occupational Injury Prevention.



Labor and Human Rights

CODES OF CONDUCT

SunOpta is committed to acting responsibly and requires the same responsible actions on behalf of our suppliers. We are committed to conducting business in an ethical manner that upholds best practices, protects human rights, complies with regulations, demonstrates integrity, provides equal opportunity and supports fair labor practices. Our comprehensive Code of Conduct promotes ethical behavior in all aspects of our work. In 2025, we continued annual employee Code of Conduct training for our entire population of employees with a SunOpta email address.

Our Supplier Partner Code of Conduct explains how integrity, ethics, compliance, human rights, health and safety, and commitment to high quality are necessary to achieving our SunOpta mission and improving lives — now and in the future. We review this code annually with suppliers and publish English and Spanish versions of the code on our website. We also trained our supplier Quality and Procurement employees on the code — with an emphasis on recognizing slavery and human trafficking and what to do if they suspect violation of our Supplier Partner Code of Conduct.

EQUAL OPPORTUNITY

SunOpta is an Equal Opportunity Employer. We prohibit discrimination and harassment and provide consideration of employment to all individuals without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

HUMAN RIGHTS

SunOpta is committed to respecting the rights of all workers and communities across our value chain. We expect all our suppliers to adhere to our Supplier Partner Code of Conduct, which outlines our expectations regarding labor and illustrates our [Human Rights Policy Statement](#). We also train all employees who may be subject to supplier visits on our Supplier Partner Code of Conduct.

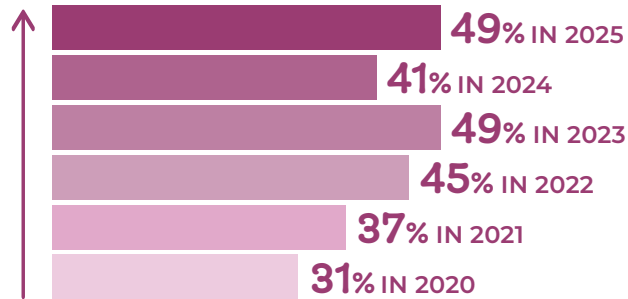


We are committed to respecting the rights of workers in our supply chains.

Belonging

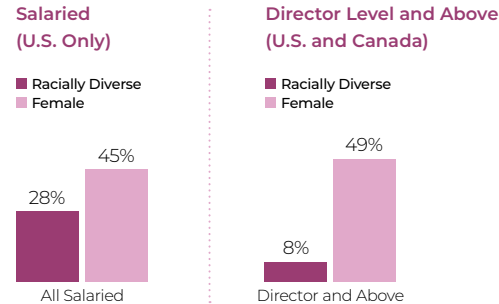
At SunOpta, we believe in the power of learning from others with diverse backgrounds. To advance inclusion and belonging in 2025, we trained employees and provided allyship materials, and we hosted ERG and inclusion and belonging learning events.

Percentage of Female Leaders at Director Level and Above (As of December 31, 2025)*



*Includes all U.S. and Canadian employees.

Employee Demographics (as of December 31, 2025)



2025 IMPACT

25%
OF SUNOPTA'S BOARD
OF DIRECTORS MEMBERS
ARE FEMALE*

*As of Dec. 31, 2025, the board includes two females and six males.



SunOpta Women's Network

Our Women's Network includes employees in various roles across the company — from remote to manufacturing facilities to professionals at corporate headquarters — and sponsors professional development workshops for females and allies focused on inclusion and leadership.

The network also provides ways for women to foster skills and relationships with a small group of trusted peers through Connection Circles. In 2025, participants gathered through to practice public speaking and active listening, and to learn from one another's workplace experiences.

DIVERSITY POLICY

SunOpta's Diversity Policy explains our approach to promoting and achieving diversity and inclusion in the workplace. We value diversity in our workforce, in our executive officers and on our board of directors, and we believe that enhancing diversity is an essential part of maintaining our competitive advantage. We recognize that diversity is an important element of good corporate governance and provides a range of backgrounds, experiences and expertise that help the company embrace various and differing perspectives.

INCLUSION INITIATIVES

In 2025, we offered inclusion training to employees, equipping them with the tools to collaborate effectively while embracing differences. We foster an inclusive workplace by recognizing and celebrating initiatives that reflect the diversity of our workforce, such as cultural heritage months and programming through the SunOpta Women's Network, including a self-defense class.

In honor of Black History Month, Chris Majors, retired General Mills Food Safety & Quality Director at General

Mills, shared about his experiences growing up in a biracial home and his experience facing racial discrimination. His talk focused on "The Importance of Facing Adversity and Raising a Voice." Allyship materials and other resources were provided, and employees at our corporate headquarters enjoyed lunch catered by a Black-owned business.



2025 IMPACT

5 IN-PERSON EVENTS

- ✓ TWO EVENTS FOCUSED ON WOMEN'S EMPOWERMENT
- ✓ ONE EVENT FOCUSED ON BLACK HISTORY MONTH
- ✓ TWO EVENTS FOCUSED ON HISPANIC HERITAGE

7 PROGRAMMING EVENTS OR EDUCATIONAL OPPORTUNITIES

- ✓ AAPI, BLACK HISTORY MONTH, IWD, HHM, NAHM, PRIDE AND VETERANS DAY



We prioritize celebrating our diverse employee base and driving a culture where all employees feel a sense

of belonging at SunOpta. In our efforts to raise awareness about Asian American, Native Hawaiian and Pacific Islander (AANHPI) Heritage Month, Ishwinder Kaur, the Quality Control Technician II at our Niagara, Ontario location shared about her heritage and experience growing up in Punjab, India, via employee communications.



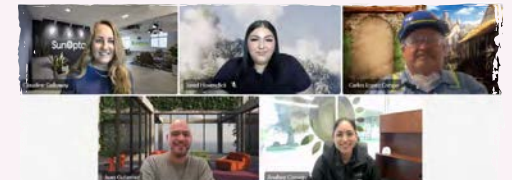
As part of the SunOpta Organization of Latinos (SOL) group, SunOpta board-of-director

member Diego Reynoso participated in a Q&A discussion led by CEO Brian Kocher. Diego shared insights from his professional journey and highlighted how his Latino values have shaped his leadership approach and contributed to driving strong business results.



In recognition of Native American Heritage Month, SunOpta hosted an event featuring Suzanne Randall, Accenture's U.S.

marketing and communications leader. Suzanne shared the story she delivered on the TEDx Cherry Creek stage, reflecting on her grandmother's experience in an American Indian boarding school.



To celebrate Hispanic Heritage Month, SunOpta hosted a virtual panel featuring employees from across the company who shared personal stories and reflections of their Hispanic heritage. Panelists included Anabey Cornejo, plant director in Modesto; Armando Bravo, fabrication technician at Alexandria's 3rd Avenue facility; Juan Gutierrez, HR manager in Omak; and Sonia Juarez Chavez, filler operator at Alexandria, MN Street, and moderator Claudine Galloway, director of communications. Their conversation highlighted themes of family, identity and lived experience, offering employees meaningful insight into the diverse perspectives that shape and strengthen our SunOpta community.





Excellence in women's corporate leadership

SunOpta was named to the Minnesota Census of Women in Corporate Leadership honor role, which is awarded to just 23 Minnesota companies that demonstrate above-average gender diversity in executive leadership and on their board of directors.

Photo credit: St. Catherine's MN Census of Women in Corporate Leadership 2023

Next Steps: We will continue to foster an inclusive workplace culture that emphasizes mutual respect, collaboration and merit-based achievements, where employees feel valued and encouraged to contribute to the company's success through their diverse perspectives.



Recognizing Our Veterans

In honor of Veterans Day in the U.S. and Remembrance Day in Canada, we celebrated the bravery, sacrifice and dedication of veterans across our company.



Luis Morgan, a production maintenance technician III at our Midlothian facility, and his wife, Arica Morgan. Luis and Arica both served in the U.S. Navy, where they met and then married in Wales 31 years ago. Starting as Ocean Systems Technician (Automatic) Seamen (OTSANs), they transitioned to sonar technicians and made history as the first STG couple in naval history.



Alfred Facchini is a maintenance supervisor at our Modesto facility. He served in the U.S. Navy (Seabees) as a second-class petty officer and squad leader with three deployments to Iraq, totaling 24 months. He also completed eight-month tours in Japan and Spain, gaining experience as a combat engineer, and visiting five countries in all.



Dan Nieuwendorp is a production maintenance technician I at our Alexandria, Minnesota Street facility. He served in the U.S. Army as a medic in the 2/506th infantry and 101st airborne division from 2001 to 2006. During his deployment, he led a medic squad and acted as the sole lead medic for two infantry squads.



Harlo Thompson is a facility maintenance technician II at our Alex 3rd Avenue facility. He served in the U.S. Navy from May 1978 to May 1982 on board the USS ST. LOUIS LKA 116 in the Pacific and Indian Oceans as a machinist mate second-class petty officer [E5] in the engine room.



James Grider is a production supervisor at our Allentown facility. He served in the U.S. Air Force from 1997 to 2001. While stationed at Dyess Air Force Base, he worked in avionics on the B1-B Lancer, contributing to the maintenance and operational readiness of one of the Air Force's premier strategic bombers.



Tyler Millerup is a production maintenance technician II at our Omak facility.

Employee Engagement

At SunOpta, we value dedicated and passionate employees who act with speed and an entrepreneurial spirit to get things done for our customers. Our culture is grounded in collaboration and accessibility — with the company's senior leaders (including the CEO) working from open-seating workstations at our corporate headquarters alongside the rest of the team to facilitate the exchange of ideas. We are an interconnected team working together to achieve our company vision and support one another.

ORGANIZATIONAL HEALTH SURVEY

SunOpta conducts an annual organizational health survey to check the pulse of our workforce and look for areas of improvement through the lens

of all our employees. The survey is sent via email from the CEO to all employees with a request to participate and a commitment to personally read every employee's comment and to share the quantitative results with the leadership team. There are 31 questions related to mission and vision, innovation, trust, customer service and sales, manager/employee relationships, cross-functional performance, and how individual roles tie to organizational goals. We measure our scores and identify three areas: (1) high performance, (2) in need of improvement and (3) greatest change. The results are also shared across the company. The average employee engagement score increased by 0.3 in 2025 compared to engagement in the 2024 survey.

LEARNING OPPORTUNITIES

Our teams demonstrated their commitment to continuous learning through a series of high impact education and training initiatives. Corporate employees led an onsite visit to a waste to energy facility and a sustainability-focused lunch and learn featuring two supply chain partners who shared their sustainability goals and practices. Our sales team delivered seminars that deepened organizational understanding of our customers, while additional training — including Foundational Manager development, Conflict Resolution workshops, and new leader assimilations — reinforced our focus on ongoing professional growth across the organization.

2025 IMPACT

SUSTAINABILITY LUNCH AND LEARN SESSION



Nancy Ngo from Hennepin County presented a composting and recycling during a lunch-and-learn session.

Recognition



SunOpta was recognized as one of Computerworld's "2025 Best Places to Work in IT." Each year, *Computerworld* highlights organizations with IT departments that offer employees great benefits and compensation as well as a stimulating work environment.



Advancing community access to technology

Our IT team found a new home for 167 laptops, desktop computers, monitors and docking stations by donating them to PCs for People, an organization dedicated to providing refurbished computers at an affordable cost to ensure everyone has equal access to digital technology and the opportunity to reach their full potential.

Employee Development and Retention

As of Dec. 31, 2025, we have 1,331 full-time employees.

EMPLOYEE DEVELOPMENT AND TRAINING

Talent management and developmental opportunities are instrumental in building a sustainable workforce. We provide various opportunities to learn and grow within SunOpta through individual development plans, on-the-job training, special projects, monthly safety training and other learning opportunities throughout the year.

In 2025, we continued our commitment to employees through investments in developing our people leaders. For directors and above, we launched two additional cohorts of the Leadership Impact Program based on our highly customized leadership competency

model that included an experiential learning component to allow employees to immediately apply their learnings to drive business results. The Foundational Supervisor/Manager Program reached nearly all plants and corporate employees in 2025, and focused on new tools and techniques to improve communication, problem solving, employee engagement and retention. Both programs are designed to teach new leadership competencies and skills to accelerate personal growth as leaders and ultimately create more impactful leaders that will drive future company growth.

INTERSHIP PROGRAM

We give back to the community and recruit new employees through our annual internship program. Interns from local schools and universities join us for the summer and work on meaningful

projects in a variety of departments, such as R&D, Sales, Internal Audit, Procurement, Legal, Sustainability, and Food Safety & Quality. These internships provide valuable experience to students and create a talent pool upon which SunOpta relies for future employees.

RETENTION

An average SunOpta employee has over five years of service. In 2025, our annual voluntary turnover of

employees at the director level or above was 9%, consistent with 2024, while our companywide voluntary turnover rate declined to 13.5% as compared to 16.3% in 2024. Culture, retention and engagement of our employees is at the forefront of our initiatives.

2025 IMPACT

9

PAID INTERNS SUPPORTING FOOD SAFETY & QUALITY, INTERNAL AUDIT, LEGAL, PROCUREMENT, R&D AND SUSTAINABILITY



Alexandria team members packed 40,000 rice pilaf meals for Harvest Pack to support people in the Philippines and in Douglas County.



Participants in SunOpta's 2025 summer internship program

Community Involvement

EMPLOYEE VOLUNTEERISM

At SunOpta, we believe it is important to give back to the communities in which we live and work. This commitment comes to life through SunOpta Cares, our community service and volunteerism program, where employees receive — and are encouraged to use — 24 hours of paid time off annually to volunteer with community programs that align with their values.

Also throughout the year, SunOpta employees have several opportunities to give back by donating their time, talent and gifts to local charitable organizations. Our corporate team members actively support Dress for Success, a charity that supports women entering the workforce; a local school supplies drive in Eden Prairie, Minnesota; and a coat and blanket donation drive for 3,000 Acts

of Kindness, an initiative sponsored by the “Coated in Love” organization.

In 2025, SunOpta employees made a meaningful impact by helping fight food insecurity through volunteering at Every Meal, Second Harvest and Feed My Starving Children. We also created tie blankets for The Linus Project, raised funds for breast cancer awareness and participated in an Earth Day clean-up event.

SCHOLARSHIP PROGRAM

Since 2007, SunOpta has provided \$20,000 in scholarships annually to employees’ children. Scholarships are awarded based on students’ contributions to their communities and involvement with social and environmental initiatives.



This team worked with Every Meal to place shelf-stable food into students’ backpacks each week while they’re away from the classroom, ensuring kids facing food insecurity have nutritious meals for the weekend.



Teams from our Alexandria plants joined the Strike Out Illiteracy fundraiser to raise funds for the Newspapers in Education program, which brings newspapers and educational resources to community classrooms.



Members of our Allentown team volunteered at the Breast Cancer 5K organized by Emmaus High School! They helped manage the sales tent and raise funds for breast cancer awareness.



Our teams from Alexandria, Minnesota Street & 3rd Avenue, along with employees from corporate headquarters, bravely took the Polar Plunge to support Special Olympics in Minnesota.



Our Niagara team members collected toys to donate to Birchway, Niagara, in support of women and children experiencing abuse.



Employees from corporate headquarters packed more than 29,000 meals at Feed My Starving Children.



Employees cleaned up trash in Allentown, Pennsylvania and Alexandria, Minnesota.



Our Midlothian team members rolled up their sleeves to donate blood to members donated blood at the Carter Center in Midlothian, Texas.



Members of our headquarters team volunteered at Second Harvest by sorting produce for our neighbors facing food security.



Alexandria team members packed 40,000 rice pilaf meals for Harvest Pack to support people in the Philippines and in Douglas County.

2025 IMPACT

The SunOpta Cares program offers paid time off for employees to volunteer with community programs. In 2025:

231

EMPLOYEES
TOOK TIME OFF
TO VOLUNTEER

1,052

TOTAL VOLUNTEER
HOURS WERE
RECORDED

HELPING THOSE IN OUR COMMUNITY

In the wake of the devastating California wildfires, SunOpta stepped up to support those affected by this tragedy by donating:

- 26,000 pounds of *Dream*® and *West Life*® dairy alternatives — rice, coconut and soymilk — through Feeding America to provide essential nutrition to those in need.
- 56,331 pounds of chicken stock, in partnership with a retailer, to further extend our impact to those in need.

And as Texas communities recovered from flash flooding, SunOpta donated 12,450 pounds (876 cases) of *Dream*® Horchata to the Central Texas Food Bank through Feeding America.

As a producer of shelf-stable products, SunOpta is uniquely positioned to offer essential nutrition that doesn't require refrigeration — an invaluable asset for those affected by disasters. And as a food and beverage company, we deeply understand the

importance of nourishing people, especially in times of great need.

OPPORTUNITY FOR CHILDREN OF EMPLOYEES

SunOpta's fourth Annual Bring Your Child to Work Day at our corporate headquarters was a huge success! Our young guests explored the world of innovation and crafting, sampled plant-based beverages, worked on a packaging project and embraced sustainability through hands-on activities.



As Texas communities recovered from flash flooding, SunOpta donated 12,450 pounds (876 cases) of *Dream*® Horchata to the Central Texas Food Bank through Feeding America.



Our team enabled product donations to help those impacted by California wildfires.



Employees' children enjoyed testing packaging for an egg drop science project at our headquarters.



Governance

We are grounded in good governance and strong business ethics.

IN THIS SECTION

- 🌱 Sustainability Governance
- 🌱 Business Ethics
- 🌱 Data Privacy and Cybersecurity



Sustainability Governance

Board and Management Sustainability Oversight:

The SunOpta Corporate Governance Committee oversees and advises on sustainability policies, goals and initiatives. The Board is apprised of the company's quarterly sustainability initiatives and related progress.

Sustainability Steering Committee:

As part of our vision to incorporate sustainability into our organization, we created a Sustainability Steering Committee in 2021, which provides guidance on the management of risks and opportunities within the organization on a quarterly basis. The senior sustainability lead is a

member of the Steering Committee and reports directly to the Corporate Governance Committee.

Enterprise Risk Management:

SunOpta's Enterprise Risk Management (ERM) program has applied a sustainability lens to the following processes to build alignment and focus on key topics:

- Risk Identification:** With input from our sustainability leaders, we've built a dynamic risk universe that includes sustainability topics, which are monitored and reviewed regularly—and will continue to be reviewed quarterly.

- Risk assessment:** We prioritize top risks that are relevant to SunOpta's strategic and operational objectives, which includes sustainability topics.

- Risk controls and actions:** Through our Enterprise Risk Steering Committee, senior leaders review operational effectiveness of risk controls around top risks, track risk mitigation action plans, and monitor the risk landscape for new and emerging risks, including sustainability.

Task Force on Climate-related Financial Disclosures (TCFD):

In 2025, the organization engaged in a TCFD analysis, which included a kick-off meeting, subject matter expert interviews, two workshops, and the creation of a TCFD Report to inform the ERM and to be prepared for potential regulatory requirements for publication of the TCFD.

Business Ethics

SunOpta is committed to conducting business in a responsible and ethical manner that upholds best practices; protects human rights; complies with regulations; demonstrates integrity; provides equal opportunities; supports fair labor practices; protects food safety and workplace safety; and promotes responsible marketing, business

conduct standards, anticorruption and ethical sourcing. (Refer to our Code of Conduct and our Supplier Partner Code of Conduct on Page 49.) We have also updated and published our policies on insider trading, harassment and discrimination, and ethics reporting (refer to related links on Page 49).



Data Privacy and Cybersecurity

Cybersecurity remains a significant risk across our industry with growing threats amplified by advancements in Artificial Intelligence (AI) in 2025. Our robust cyber security program leverages advanced technologies and strategies to ensure the highest level of protection for employees and our customers.

CYBERSECURITY GOVERNANCE

SunOpta's Enterprise Risk Management Team regularly reviews the status of our cybersecurity program and monitors

key cybersecurity metrics. We employ a Defense in Depth (DiD) security strategy, applying multiple layers of protection against cyber threats.

CYBERSECURITY ASSESSMENTS

As part of our commitment to mitigating cyber risks, SunOpta conducts regular assessments based on national cybersecurity standards. These assessments are conducted by internal employees and external third parties to ensure valid and accurate results.

BUSINESS ALIGNMENT

As a publicly traded company, we align planning and implementation efforts with our internal audit team to support Sarbanes-Oxley (SOX) compliance, verify requirements and standardize controls across the enterprise. Regular steering committee meetings are held to ensure that any new or upcoming projects requiring IT services meet security standards. Our Security Team regularly reviews and assesses roadmaps, emerging technologies,

cyberthreats, KPIs and other security metrics to ensure SunOpta achieves the highest security posture without impacting business productivity. Our Audit Committee also provides cybersecurity board oversight.



Sustainable Accounting Standards Board (SASB) Reference Table

SUSTAINABLE DISCLOSURE TOPICS AND ACCOUNTING METRICS – PROCESSED FOODS*

TOPIC	ACCOUNTING METRIC	SASB Indicator Code	Location in the report
Energy Management	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	FB-PF-130a.1	Page 21
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	FB-PF-140a.1	Page 23
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-PF-140a.3	Page 23
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	FB-PF-250a.1	Page 14
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a GFSI recognized food safety certification program	FB-PF-250a.2	Page 15
	(1) Number of recalls issued and (2) total amount of food product recalled	FB-PF-250a.4	Page 16
Health and Nutrition	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-PF-260a.2	Page 12
Product Labeling and Marketing	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	FB-PF-270a.1	Page 17
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	FB-PF-270a.2	Page 12
	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	FB-PF-270a.3	Page 12
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	FB-PF-410a.1	Page 26
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF-410a.2	Page 26
Environmental and Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard	FB-PF-430a.1	Pages 12, 14, and 15

* Not all metrics from this standard are reported on. As we develop our sustainability program we will continue to add further metrics to our disclosure if they are deemed relevant and don't contain proprietary business information.

United Nations Sustainable Development Goals Index

SUSTAINABLE DEVELOPMENT GOAL	TARGET ALIGNMENT	HOW SUNOPTA CONTRIBUTES
 SDG 2: Zero Hunger	2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round 2.4 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality	✓ Upcycled Food – Page 13 ✓ Reducing Food Waste – Page 26 ✓ Responsible Sourcing – Pages 29, 30 ✓ Supplier Sustainability Spotlight: Tetra Pak – Page 31 ✓ Volunteerism – Page 41 ✓ Helping Those In our Communities – Page 42
 SDG 6: Clean Water and Sanitation	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and reduce the number of people suffering from water scarcity. 6.5 Implement integrated water resources management at all levels, including through transboundary cooperation, as appropriate.	✓ Plant Sustainability Ambassadors – Page 22 ✓ Water Management – Page 23 ✓ Supplier Sustainability Spotlights – Page 30
 SDG 8: Decent Work and Economic Growth	8.5 Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	✓ Employee Health and Safety – Page 34 ✓ Labor and Human Rights – Page 36 ✓ Belonging – Page 37 ✓ Employee Development and Retention – Page 41

Continued on next page.

United Nations Sustainable Development Goals Index (cont.)

SUSTAINABLE DEVELOPMENT GOAL	TARGET ALIGNMENT	HOW SUNOPTA CONTRIBUTES
 SDG 12: Responsible Consumption and Production	12.2 By 2030, achieve the sustainable management and efficient use of natural resources 12.3 By 2030, halve per capita global food waste at the retail and consumer levels, and reduce food losses along production and supply chains, including post-harvest losses 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities	✓ Plant Sustainability Ambassadors – Page 22 ✓ Waste Management – Page 24, 25 ✓ Sustainable Packaging – Page 26 ✓ Learning Opportunities – Page 40
 SDG 13: Climate Action	13.2 Integrate climate change measures into policies, strategies and planning 13.3 Improve education, awareness-raising, and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning	✓ Product Development – Page 12 ✓ New Texas facility – Page 20 ✓ GHG emissions – Page 21 ✓ Plant Sustainability Ambassadors – Page 22 ✓ Waste Management – Pages 24, 25 ✓ Transportation and Warehousing Optimization – Page 28 ✓ Sustainability Governance – Page 44

SunOpta Links

- ✓ [Anti-Bribery and Anti-Corruption Policy](#)
- ✓ [California Transparency in Supply Chain Act Disclosure](#)
- ✓ [Diversity Policy](#)
- ✓ [Ethics Reporting Policy](#)
- ✓ [Harassment and Discrimination Policy](#)
- ✓ [Human Rights Policy Statement](#)
- ✓ [Insider Trading Policy](#)
- ✓ [SunOpta Palm Oil Policy](#)
- ✓ [SunOpta Code of Conduct](#)
- ✓ [Supplier Partner Code of Conduct](#)



April 17, 2026

Verification Opinion – Limited Assurance

Sensiba has conducted a limited assurance verification of the Greenhouse Gas (GHG) Statement (Scopes 1 and 2) of SunOpta, Inc. for the reporting period January 1, 2025 through December 31, 2025. The verification activities applied in a limited level of assurance verification are less extensive in nature, timing, and extent than in a reasonable level of assurance verification.

The verified GHG Statement relates to SunOpta Inc.'s organizational greenhouse gas emissions (Scopes 1 and 2) for the 2025 calendar year, prepared using the operational control approach. Scope 3 emissions were excluded from the scope of this verification.

SunOpta, Inc. is responsible for the preparation and fair presentation of the GHG Statement in accordance with The Greenhouse Gas Protocol's guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals, including the design, implementation, and maintenance of internal controls relevant to GHG quantification and reporting.

Summary of the GHG Statement

The verified GHG statement relates to SunOpta, Inc.'s organizational greenhouse gas emissions (Scopes 1 and 2) for the 2025 calendar year, prepared using the operational control approach. Scope 3 emissions were excluded from the scope of this verification.

The scope of the verified GHG statement includes:

Scope & Category	CO ₂ e (MT)
Scope 1: Stationary Combustion, Mobile Combustion, and Fugitive Emissions	52,054
Scope 2: Location-Based Electricity	21,855
Scope 2: Market-Based Electricity	23,206
Total Emissions: Location-Based	73,909
Total Emissions: Market-Based	75,260

[Sensiba.com](https://sensiba.com)



Additional scope and methodological elements include:

- ◆ Greenhouse gases included: Carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O)
- ◆ Global Warming Potentials: IPCC Fifth Assessment Report (AR5)
- ◆ Organizational boundary: Operational control

Verification Criteria, Scope and Unmodified Opinion

This Limited Assurance verification was conducted in accordance with the requirements and guidance of **ISO 14064-3:2019: Specification with guidance for the verification and validation of greenhouse gas statements**. We are required to be independent of SunOpta, Inc. and to meet our other ethical and professional standards requirements related to our verification.

The verification procedures were planned and performed to obtain limited assurance which are less extensive in nature, timing and extent than in a reasonable assurance verification. Accordingly, the procedures performed do not provide the same level of assurance as would be obtained in a reasonable assurance engagement.

Based on the limited scope of processes and procedures performed, **no evidence has come to our attention that causes us to believe that SunOpta, Inc.'s GHG statement is not prepared, in all material respects, in accordance with the GHG Protocol's guidance for quantification and reporting.**

Scott Anderson

Partner, Sensiba LLP

This verification statement, including the opinion expressed herein, is provided to SunOpta, Inc. and is solely for the benefit of SunOpta, Inc. in accordance with the terms of our agreement