

A top-down view of a cup of coffee with latte art, a bowl of oats, and oat stalks on a wooden surface. The coffee cup is dark blue with a white latte art design. The bowl is white and filled with golden-brown oats. Several oat stalks are scattered around the bowl and cup. The background is a light-colored wooden surface.

SunOptaTM

Sustainability Report 2024



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
- 27 Transportation and Warehouse Optimization
- 28 Responsible Sourcing

Table of Contents

31

People

- 32 Culture of Innovation
- 33 Employee Health and Safety
- 34 Labor and Human Rights
- 35 Belonging
- 38 Employee Engagement
- 39 Employee Development and Retention
- 40 Community Involvement

42

Governance

- 43 Sustainability Governance
- 43 Business Ethics
- 44 Data Privacy and Cybersecurity

45

Appendix

- 45 Sustainable Accounting Standards Board (SASB) Reference Table
- 46 United Nations Sustainable Development Goals Index
- 47 SunOpta Links
- 48 Assurance Letter

Introduction

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



Commitment to Sustainability: Building a Resilient Future through Innovation, Collaboration and Community Impact

At SunOpta, we are committed to being a solutions provider for our customers, fueling their growth with exceptional quality products and service. Our people take pride in their work, support one another, and care for the communities where we live and work. We continually seek better, more efficient, productive and sustainable ways to manufacture products — without compromising quality or integrity. Innovation and collaboration drive us, as does our commitment to sustainability.

Throughout this report, you will find examples of our team's dedication, innovation and commitment to building a more sustainable future for our business, customers, environment and communities. Driven by a spirit of continuous improvement, our people are using their expertise in the following ways to support the well-being of their co-workers, our customers and the planet.

Our 252,000-square-foot warehouse in Alexandria, Minnesota, completed in December 2023, is already delivering efficiency and sustainability benefits. In 2024, by consolidating to one Alexandria warehouse, we reduced our overall cost of operations and fuel consumption by 5,000 gallons, cutting 51 metric tons of carbon dioxide (CO₂) emissions from our warehouse's Scope 1 emissions footprint — reinforcing our commitment to sustainable operations.

In 2024, the solar installation on the roof of our corporate headquarters in Eden Prairie, Minnesota, generated nearly half of the facility's annual energy needs, helping to save costs and reduce 309 metric tons of CO₂ emissions over the year from this location.

In 2024, we completed a \$26 million expansion of a new oat extraction line in Modesto, California, which allows us to increase our oatmilk production by over 60% to meet rising demand for plant-based, sustainable beverages. Strategically located on the west coast, the expansion will also help to eliminate up to 800,000 freight miles annually, significantly reducing both costs and transportation emissions.

I am especially proud of our team's efforts to enable the donation of more than 80,000 pounds of *Dream* and *West Life* dairy alternatives and chicken stock to provide essential nutrition to those impacted by the California wildfires. As a producer of shelf-stable products, SunOpta is uniquely positioned to supply products that don't require refrigeration — an invaluable asset in disaster relief. And as a food and beverage company, we deeply understand the importance of nourishing people, especially in times of great need.

This report highlights our commitments and actions as we continue to work toward our sustainability goals and communicate transparently about our progress and challenges. We embrace the opportunities that lie ahead and remain resolute in our commitment to positively impact our communities and the planet.



Sincerely,



Brian Kocher, Chief Executive Officer

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



FY24
revenues of
\$724 million



Approximately
367 product
offerings



More than
1,200 employees



7 manufacturing
locations in the
U.S. and Canada



Headquartered
in Eden Prairie,
Minnesota



5 warehouse
locations owned
or operated by
SunOpta

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

By each of our employees living these behaviors, we can make our vision a reality:

- ✓ 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 leadership and employees are excited to guide this company into a new era of awareness, engagement and responsibility by:

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

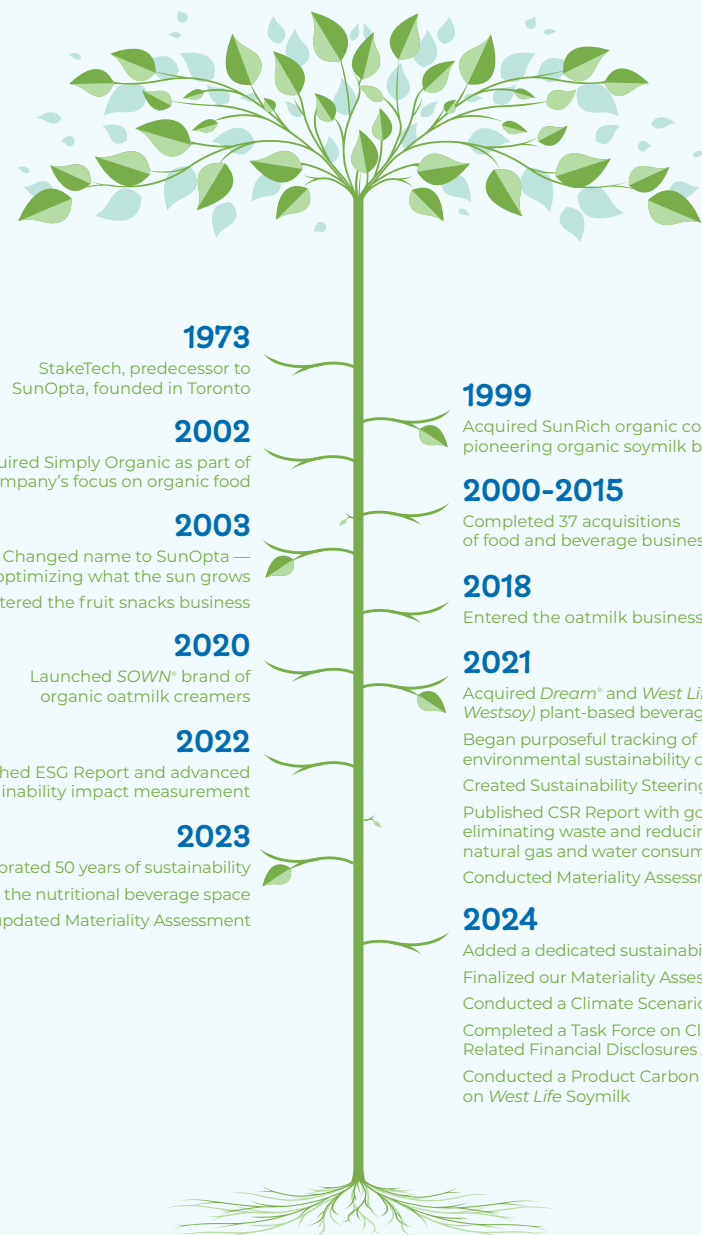
The excitement in our company about our sustainability efforts is palpable. Every employee has the power to make a difference and is encouraged to step up and lead sustainability projects. This allows our employees to grow and develop their skills as leaders as well as combine their competencies and passions with our organization's business and sustainability needs.*

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

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 suppliers, customers, investors, rating agencies, non-governmental organizations (NGOs), governmental agencies and our employees. We've built a culture where efficiency and sustainability are part of the discussion, and our goal is to transform from being part of the discussion to being part of the decision-making process.

In 2024, we updated our Materiality Assessment, conducted meetings with suppliers and customers to understand their sustainability journey, and listened to our employees' vision of sustainability within SunOpta. We focused on five key priority areas: Greenhouse Gas (GHG) Emissions, Human Rights, Responsible Sourcing, Program Development and Goal Assessment, as they intertwine with business goals to service growing categories, expand margins through efficiencies and invest wisely across our portfolio. We will share our strong progress in each key area and more within this report.



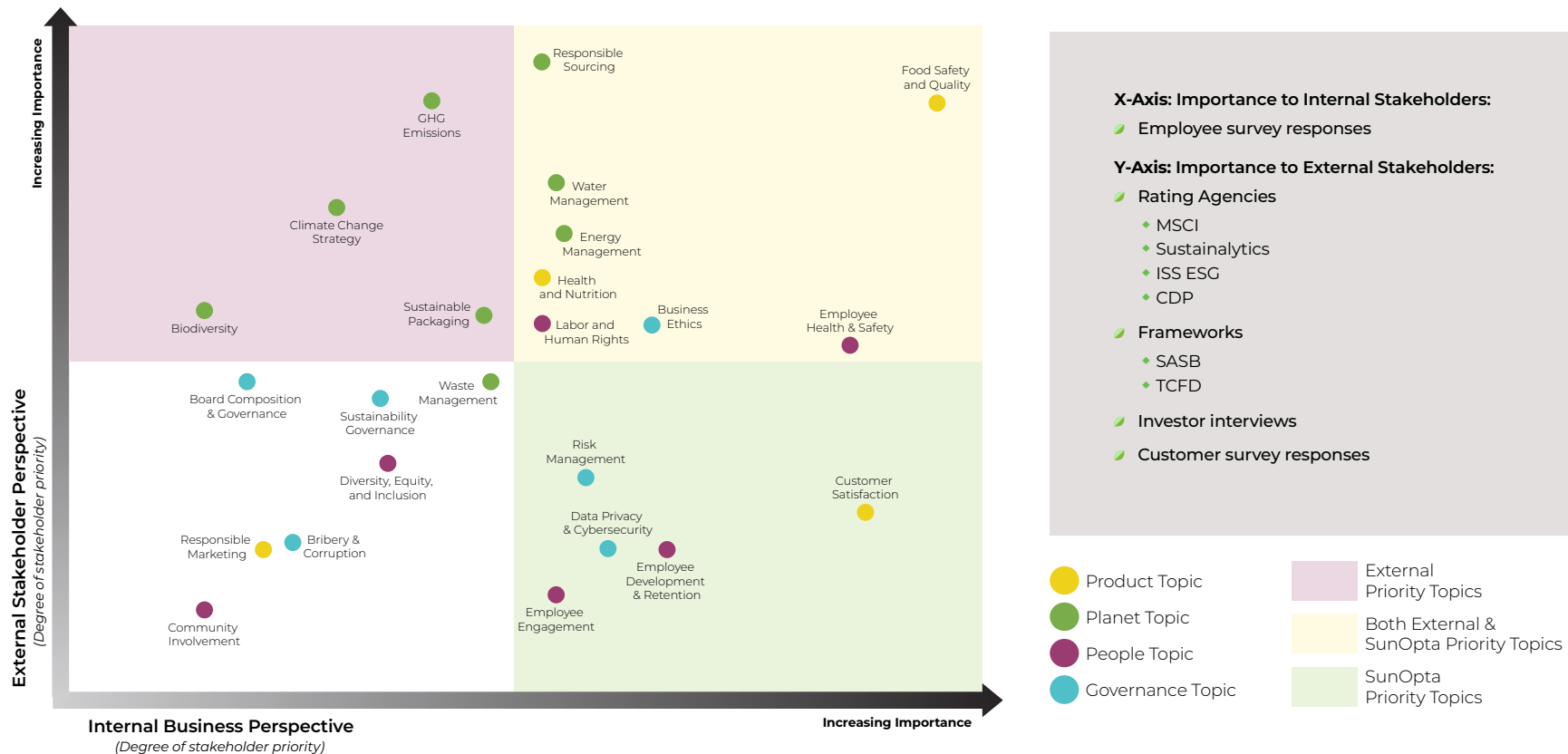
Materiality Assessment*

Sustainability is a rapidly evolving area as we all learn and grow from collaboration, innovation and a desire to continuously improve. We set up our sustainability program by listening and learning from our stakeholders in our 2021 Materiality Assessment. In an ever-expanding

area with multiple priorities bubbling to the top as we all strive to be better tomorrow than today, we engaged our Sustainability Advisory Service partner to refresh our assessment of material issues so we can better meet the needs of our stakeholders.

In 2024, we learned the results of the refreshed Materiality Assessment, which provided the opportunity to reflect on where we've been and chart a path for where we are going. We extend a sincere thank you to all who participated and helped guide us on

our sustainability journey. With this updated Materiality Assessment, we identified initiatives and developed our sustainability strategy to align with the priority interests of our stakeholders and our business strategy.



*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. No part of this communication should be interpreted as implying otherwise.

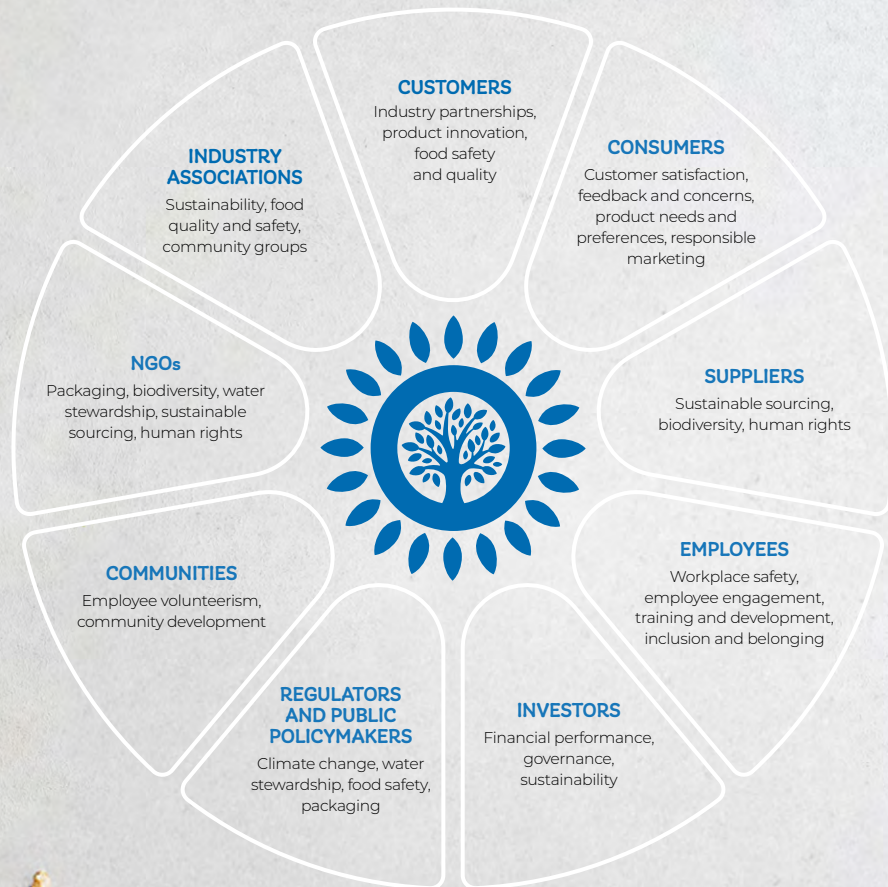
Stakeholder Engagement

Understanding that collaboration is essential to a successful sustainability program, we engage with a diverse range of stakeholders to learn about and drive progress on shared environmental and social challenges, such as climate change, biodiversity, health and nutrition, recyclable packaging solutions and

end users' accessibility to recycling and composting. We aim to balance and link both business and societal 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. 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. By connecting with our suppliers, we can learn about what is important to them, support them, leverage their initiatives to enhance our supply chain and communicate our goals — ensuring that SunOpta's needs and our customers' needs are met.



Sustainability Strategy and Goals

The sustainability strategy consists of strong governance guiding our work in three pillars of Product, Planet and People, focusing on minimizing food waste and optimizing product life cycles; promoting employee belonging and upholding human rights; and reducing 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
Product Creating 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 2 GHG emission intensity from the 2023 baseline year.	
	Waste	Regain zero waste status at our Modesto, California facility by end of 2025, and Midlothian, Texas, by end of 2026.	

Sustainable Development Goals

SunOpta supports the United Nations (UN) Sustainable Development Goals (SDGs). We work to advance those goals in the areas that align with our business, areas of 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 issues. The report covers SunOpta's global operations in the calendar year 2024, ending December 31, 2024.

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 in this journey 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



With a significant portion of our products focused on plant-based foods and beverages, 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 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.

Our Products

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.

Plant-based beverages and ingredients



Better-for-you fruit snacks



Broth and stock



Tea



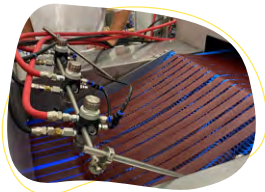
Nutritional beverages



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 AWARDS

SunOpta was honored with a 2024 Progressive Grocer Impact Award in the Sustainability/Resource Conservation category. This recognition highlights our commitment to driving meaningful change in the food and consumables industry through sustainable practices.



SUSTAINABILITY EXCELLENCE IN MANUFACTURING AWARDS

SunOpta was a finalist in the 2024 ProFood World Sustainability Excellence in Manufacturing Awards for our Zero Waste to Landfill efforts in Modesto, California. [Learn more.](#)



VEGGIE AWARDS

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



NIAGARA BUSINESS ACHIEVEMENT AWARDS

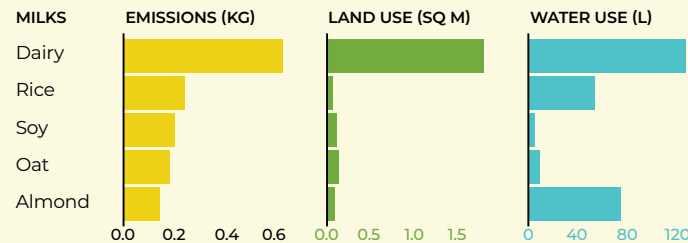
SunOpta's Niagara location (in Ontario, Canada) was a finalist for two awards at the 2024 Niagara Business Achievement Awards: the Excellence in Agribusiness award and the Technology & Innovation Award. The awards were presented by Farming & Rural Achievement.



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 produce fewer greenhouse gas (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

At SunOpta, 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 expectations and interests of our customers and consumers.

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

profile of our products. Some examples of this include sugar reduction and protein benefits.

- ✓ Track and promptly implement all necessary local, federal and export labeling laws for our products to ensure compliance and safety.
- ✓ Partner with trusted certification organizations with established standards for product features that are important to consumers, including organic, non-GMO (genetically modified organisms), kosher, gluten-free, upcycled and keto. These certifications share key product attributes that satisfy dietary needs and address consumer concerns.
- ✓ Participate in trade organizations that focus on pertinent topics important to improving our product portfolio, such as allergens,



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.

sustainability of ingredients and clean ingredient formulations.

- ✓ We commissioned a Product Carbon Footprint (PCF) for our West Life Soymilk 32-ounce product in 2024 (based off of a 2023 assessment period). Results determined that the carbon footprint of the product had an impact of 0.54 kgCO₂e per package.

Next Steps: By end of 2030, complete a PCF 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.

2024 IMPACT

\$33.7 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 is made by using insoluble solids from our oatbase manufacturing process to create nutrient-rich oat protein powder that can be used as an ingredient in a variety of foods, including baked goods, savory snacks, dips and spreads. *OatGold* is Upcycled Certified in accordance with the rigorous standards from the Upcycled Food Association, a nonprofit organization focused on preventing food waste by accelerating the upcycled economy. The certification allows *OatGold* to be used in other innovative finished goods that also pursue Upcycled Certification, providing benefits to our customers, consumers

and the planet — an example of SunOpta's ability to combine the power of innovation and sustainability. In 2024, we increased the amount of *OatGold* sold by 29% compared to 2023, growing from approximately 335,000 pounds to 430,000 pounds of *OatGold*.



OatGold, our nutrient-rich upcycled oat protein powder and byproduct of oatmilk production, is used by a local manufacturer as the main ingredient in its oat protein cereal.

What are upcycled foods?

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.



SUNOPTA'S OATGOLD™ IS UPCYCLED CERTIFIED



New Modesto, California, expansion is the second largest capital project in the company's history.

We completed a \$26 million expansion at our facility in Modesto, California, increasing oatmilk production by over 60% to meet rising demand. This investment strengthens our commitment to plant-based beverage production while creating 17 new jobs, bringing total local employment to 208.

The expansion features an advanced oat extraction line that transforms whole oats into a liquid oatbase, a key ingredient for oatmilk, plant-based yogurt and ice cream. Additionally, the Modesto

facility's strategic location contributes to SunOpta's sustainability efforts, and will also help to eliminate up to 800,000 freight miles annually, reducing costs and transportation emissions.

SunOpta collaborates with Pacific Gas & Electric, Central Valley Ag and local organizations to enhance energy efficiency and minimize environmental impact. With the plant-based milk market projected growth, SunOpta's investment reinforces its leadership in sustainable food production.

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 utilize 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 committed to operating in compliance with all local, state and federal food safety laws and regulations. We strive to meet these commitments through development and maintenance of comprehensive food safety and quality plans and policies, standard operating procedures, review of customer complaints, incident investigation, corrective action, and root cause analysis to continually drive improvements to the effectiveness and performance of our food safety and quality management system. We measure the success of these practices through key performance indicators (KPIs).

AUDITING AND COMPLIANCE*

Our facilities receive annual, independent, third-party audits to ensure we are meeting strict food safety and quality requirements. SunOpta

facilities maintain certified food safety and quality systems as defined by GFSI and demonstrate the effectiveness of our Safe Quality Food standard via annual external assessments conducted by Mérieux NutriSciences.

We launched an internal audit program of all our facilities in 2020, and we audit our internal facilities on an annual basis. As a result of the efforts of our employees, and the attention to detail and guidance of our internal audit program, the SunOpta Safe Quality Food average external audit score remains categorized as "Excellent" and changed from 96.4 in 2023 to 95.7 in 2024 across all our SunOpta-owned manufacturing sites. All corrective actions have been addressed, and we have a 100% compliance rate for corrective actions.

In 2024, we continued quarterly cross-functional and executive communications with sourcing and

plant operations to review supplier nonconformance results and increase the rigor of our process compliance. In addition, we are pleased with our 2024 complaint per million units (CPM) sold.* We achieved a rating of 3.7 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, Non-GMO Project Verified, Upcycled, Kosher, Halal and Paleo Foundation for Keto certification. As of December 31, 2024, SunOpta has 367 different products, 56 of which are our own branded products. More than 160 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.



As a maker of food and beverages, food safety and quality are our highest priorities. Our teams enjoyed celebrating World Food Safety Day at our locations with matching shirts.

*For purposes of this section, these figures include our frozen fruit facilities, which we sold in 2023.

2024 IMPACT

100%

OF OUR INGREDIENTS
ARE SOURCED FROM
GFSI-CERTIFIED SUPPLIERS



SUPPLIERS

FSMA Food Traceability Rule: The Food Safety Modernization Act (FSMA), enacted in 2011, includes Section 204, also known as the Food Traceability Proposed Rule, or FSMA 204. This section mandates the FDA to create a list of high-risk foods, termed the Food Traceability List (FTL), and to enforce record-keeping for entities involved in manufacturing, processing, packing or holding foods on the FTL. This rule aims to enhance food chain traceability, enabling the FDA to quickly identify and remove contaminated foods, thereby reducing consumer exposure. On November 15, 2022, the FDA announced the final Food Traceability Rule, setting a compliance deadline of January 20, 2026. In 2024, SunOpta assessed how this rule pertains to us, reviewing our system capabilities, record-keeping practices and the types of materials and products we handle to ensure early compliance and readiness.

Code of Conduct: We require that suppliers verify their adherence to the Supplier Partner Code of Conduct as a prerequisite for new supplier approval. We have maintained this practice by mandating that all new suppliers verify each aspect of the Supplier Partner Code of Conduct, which will enhance the clarity and consistency of our supplier data. We will continue with this practice in the future, including translating the Supplier Partner Code of Conduct to Spanish to accommodate the linguistic diversity of our suppliers and ensure their full understanding of our expectations.

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 — a strategic decision that aligns with our commitment to transparency, sustainability and ethical practices within our supply chain. By leveraging Sedex's comprehensive audits and self-questionnaires, we are going beyond accessing detailed reports on our suppliers' operations to actively enhancing the visibility and integrity of our supply chain. This action is critical as it allows us to proactively identify and mitigate risks, ensuring compliance with international standards and improving working conditions across our network. Furthermore, our ongoing efforts to expand our Sedex connections underscore our dedication to not just maintaining but elevating our standards of ethical practice.

Next Steps

By the end of 2030, our goal is to:

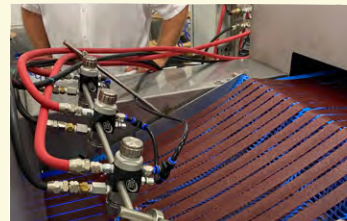
- ✓ Connect with 70% of our Tier 1 suppliers on the Sedex platform.
- ✓ Ensure at least 90% of the Self-Assessment Questionnaire has been completed for each connected supplier.
- ✓ Train 100% of SunOpta's procurement professionals on the Sedex platform to perform supplier risk assessments.

Over the next five years, we will determine escalation parameters and a resolution process. This positions us as a leader in responsible business conduct, indicates our commitment to excellence in supply chain management, and signals our potential for sustained growth and success in an increasingly conscientious market.

Commitment to Quality and Innovation

SunOpta expanded our facility in Omak, Washington, which includes a new fruit snack production line and state-of-the-art packing equipment. The new line represents a substantial capacity increase, further allowing SunOpta to produce more of our existing better-for-you fruit snack products, including fruit bars and strips. This investment underscores SunOpta's commitment to innovation and quality, ensuring our fruit snacks continue to meet the highest standards of taste and nutrition. With this expansion,

the output of the Omak facility is set to nearly double, demonstrating our commitment to meeting the growing demands of our customers and enhancing our production capabilities. [Learn more in this video.](#)



2024 IMPACT

50

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



3.7

COMPLAINTS PER MILLION
UNITS SOLD

Supplier Performance Analysis:

Through cross-functional team collaboration in 2024, we expanded our supplier risk assessment process to include risk factors such as financial risk, food safety and quality systems. This bi-annual supplier risk assessment is supported by our Enterprise Resource Planning (ERP) system and quality management software. The results guide our risk mitigation actions for medium and high-risk suppliers. Examples of actions taken are onsite audits, intensified monitoring, alternate supplier development and escalation of open items.

In 2024, the supplier audit program was expanded to include a new audit checklist and more onsite audits conducted by a team of SunOpta auditors. During these visits, they examined various aspects of suppliers' food safety and quality management systems, including but not limited to, food safety plans, record management, allergen control,

in-line processing controls, preventive maintenance, pest control, traceability and sanitation protocols. As a result of these audits, we implemented corrective actions to further enhance SunOpta's supply chain and ensure the highest standards of food safety and quality.

FOOD SAFETY AND QUALITY CULTURE

Experts: We employ food safety and quality experts to train and support teams across the supply chain to ensure we meet SunOpta 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).

Actions: In 2024, 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 measures food safety awareness using a food safety culture survey. The survey measures improvement in five key areas:

- ✓ Expectations
- ✓ Training and Education
- ✓ Communication
- ✓ Goals and Measures
- ✓ Consequences

This survey engages our employees across the company, including production staff, in the importance of

food safety, and our quality team utilizes the feedback to help strengthen and improve our food safety culture. The average participation in our 2024 survey was 68% of total company employees with an average score of 3.44 (utilizing a 4-point scale). Our quality team uses the annual survey and employees' responses to strengthen our food safety culture. Additionally, this year we enhanced the program through companywide implementation of TraceGains for Supplier Quality Management and DevEx for Specification Management.

COLLABORATION

SunOpta is a member of the following industry groups, engaging 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.

2024 IMPACT

95.7

EXTERNAL FOOD SAFETY
AUDIT SCORE (WITHIN THE
EXCELLENT RANGE)

We promote a culture of food safety and quality at SunOpta and across the industry.



Our Food Safety and Quality Assurance team gathered at our corporate headquarters in 2025 for training and development.

Customer Satisfaction and Marketing

SunOpta is passionate about exceeding our customers' expectations — 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. SunOpta periodically conducts external customer service surveys. The results of these surveys reflect the fact that we have an excellent Net Promoter Score®, and our customers are happy with our service.

RESPONSIBLE MARKETING

At SunOpta, we comply with all 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 strive to approach our marketing consistent with the International Chamber of Commerce (ICC) Marketing and Advertising Code and the ICC's Framework for Responsible Food and Beverage Marketing Communication.





Planet

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

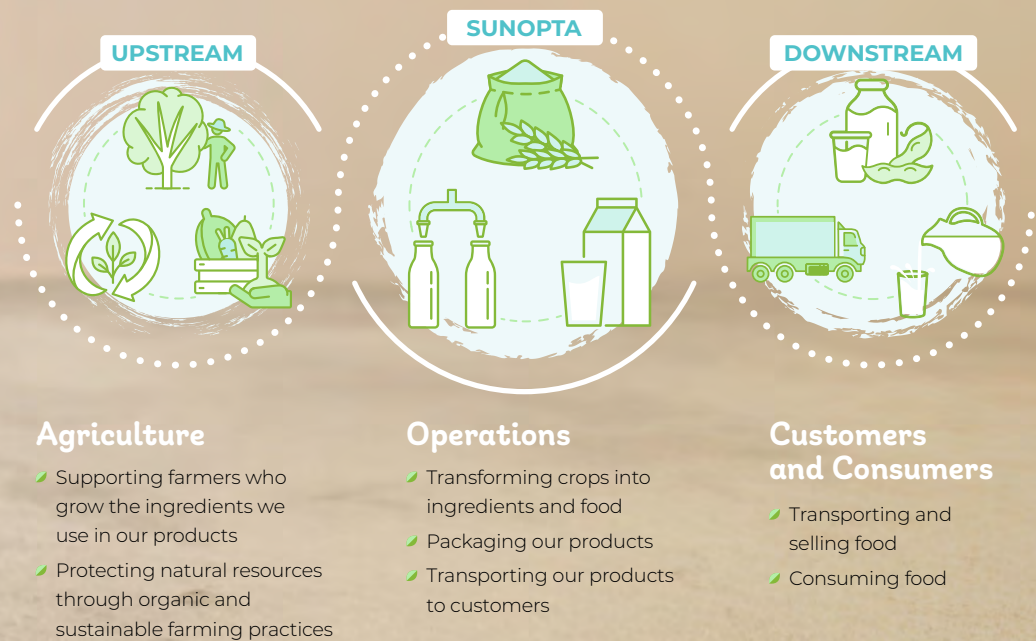
IN THIS SECTION

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

SunOpta is grounded in strong environmental stewardship. We are working to reduce our environmental footprint by tracking and finding solutions for more efficient use of electricity, gas and water; achieving zero waste in our manufacturing facilities; exploring innovative packaging solutions; using effective modes of transportation; and responsibly sourcing our ingredients. We also encourage sustainable agricultural practices upstream in our value chain on the farms where our ingredients are grown.



Our Value Chain



Environmental Goals

Since 2020, SunOpta has divested several business units, including the recent sale of our frozen fruit business at the end of 2023. As a result, many of the assumptions underpinning our previous environmental goals are no longer relevant, reflecting the

significant changes in our business since those goals were set.

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 our new goals,

which are outlined at the beginning of this report, detailing the sustainability pillar, action area, goal and corresponding 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) system 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 27 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 are aware of 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. In 2023, we continued to focus on data-gathering, including the addition of refrigerants and mobile emissions in our Scope 1 data. In 2024, 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 (we did not measure GHG emissions in 2020). Since then, we

improved our identification of sources and collection of data 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 2024, 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 emissions data disclosed in our results has been reviewed and assured by GSI Environmental Inc. The letter of assurance is included in the Appendix of this report.

Goal Setting: In 2024, we worked with a consultant to gather our Scope 3 GHG emissions data to better understand our total GHG emissions. In 2025, we will be working to improve our data gathering and accurate processes to

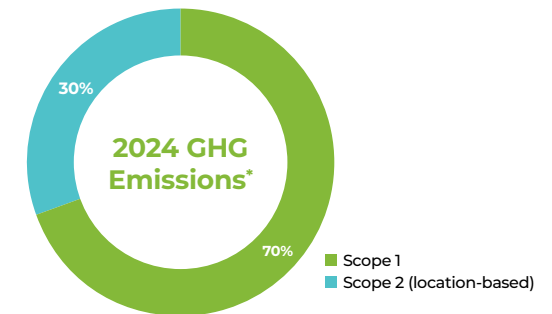
produce a more actionable picture of our Scope 3 GHG emissions.

Collaboration and Education: We have been members of the Climate Collaborative since 2021 and identified key focus areas of reduction of food waste and sustainable packaging solutions. In addition, we recognized the need to educate our employees about the importance of GHG emissions and why it should be factored into every decision they make. We collaborated internally to include sustainability education in the onboarding of all new employees.

Results: In 2024, our Scope 1 and 2 emissions increased as compared to 2023: Our Scope 1 GHG emissions were 49,969 tCO₂e and our Scope 2 (location-based) GHG emissions were 21,444 tCO₂e. Our total Scope 1 and 2 GHG emissions intensity increased by just 0.7% from 2023 to 2024, as measured per 1000 pounds of production. We continue to improve

our data accuracy and completeness (in a repeatable manner) as part of our sustainability journey.

Renewable Energy: In 2024, 100% of electricity in our manufacturing facilities was purchased from the grid (236,916 GJ). This percentage does not take into account the composition of the source of energy that makes up the grid power from each electric supplier.



*2024 (January 1 - December 31) GHG emissions data: Scope 1 (tCO₂e): 49,969; Scope 2 (location-based) (tCO₂e): 21,444. 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 2024, the solar installation on the roof of SunOpta's U.S. corporate headquarters in Minnesota generated nearly half (47%) of the facility's annual energy needs. The 765 solar panels, spanning 36,000 square feet, produced 359,170 kilowatt-hours (kWh) of renewable energy, helping to reduce

309 metric tons of carbon dioxide (CO₂) 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 309 metric tons of carbon dioxide (CO₂) is not reflected in our GHG inventory, as we used a location-based approach.



Plant Sustainability Ambassadors:

To help drive improvements to our energy, water and waste management, we identify passionate and dedicated people in each plant facility to serve as Plant Sustainability Ambassadors and lead their facility's sustainability efforts. The Plant Sustainability Ambassadors meet monthly.

Our multi-step approach begins with building awareness and education about environmental challenges, including what sustainability is, why sustainability is important and how we can make an impact. Then each Plant

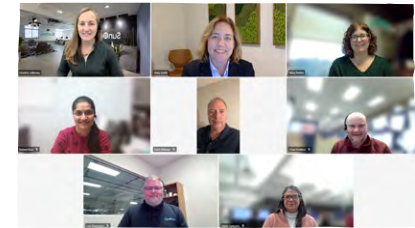
Sustainability Ambassador completes a sustainability tracker identifying all the projects they are working on in their facility related to sustainability. They also each take an inventory of diagnostic equipment in their facility so they can participate in the equipment lending library from the U.S. Department of Energy (DOE).

SunOpta compiles data, develops key performance indicators (KPIs) and reviews them with the Plant Sustainability Ambassadors and company leadership. We use the KPI data to help identify focus areas for each

plant facility to make the most impact on our reduction goals. Throughout the year, the Plant Sustainability Ambassadors discuss challenges and opportunities in their facilities and work with each other to find solutions.

Plant Sustainability Ambassadors have embraced the program since its launch in 2021 and help to foster a culture of sustainability in our facilities. In 2024, they completed a number of the projects identified in their sustainability trackers. See examples in the plant sustainability highlights graphic below.

Next Steps: Each plant is continuing 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 2024 Highlights

ALEXANDRIA, MINNESOTA (3RD AVENUE FACILITY)

- ✓ Eliminated a 40-horsepower motor in oat processing, reducing annual electricity consumption by 185,952 kWh.
- ✓ Optimized oat byproduct management by eliminating dump truck use and reducing block heater energy consumption, saving 22,450 kWh of energy annually.
- ✓ Removed a vacuum pump in oat processing, cutting electricity use by 46,488 kWh annually.



ALEXANDRIA, MINNESOTA (MINNESOTA STREET FACILITY)

- ✓ Reduced chemical usage by optimizing Clean-in-Place (CIP) processes with 3DT and our chemical supplier, with ongoing improvements through 2025.
- ✓ Upgraded Processor 1 Heat Exchanger for faster, more efficient heat transfer, reducing sterilization times and saving energy and water.



MODESTO, CALIFORNIA

- ✓ Partnered with California Bird Food Company to upcycle our Oatbase production byproduct (wetcake) into nutrient-rich bird food — eliminating landfill use, generating profit for SunOpta, and supporting sustainable practices.



NIAGARA, ONTARIO, CANADA

- ✓ Upgraded facility lighting to LED, achieving 16% cost savings with a projected payback of 1 year and 8 months.
- ✓ Installed catch trays/bins to recover usable product, reducing waste and saving \$31,945.



OMAK, WASHINGTON

- ✓ Reduced water consumption by approximately 5% by streamlining the washdown and cleanout process on our production lines using steam to remove the majority of residual product before beginning the rinsing cycle.



Water Management

At SunOpta, 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: We are managing progress toward our water reduction goals using the same approach as described for energy management, where Plant Sustainability Ambassadors and their teams are assessing and managing electricity, natural gas and water use at each facility.

In 2024, the total water withdrawn in our manufacturing facilities was 2,757,194 cubic meters, with 28% being withdrawn from high or extremely high water stress regions. Total water consumed in our products was 649,525 cubic meters, with 28% consumed from high or extremely high water stress regions.

Sustainability is a journey, and part of that journey is collecting reliable data, questioning and identifying gaps in data, and resolving those gaps. Our continued focus in 2024 was on gathering data and determining a consistent and repeatable process for collecting, reporting and analyzing the data. Our Plant Sustainability Ambassadors have been identifying projects and implementing sustainability initiatives to effectively manage

water. Though the percentage of water usage has increased, we are actively engaging in projects aimed at continuously improving water management.

Next Steps: By the 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, and develop a plan to improve our 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 now pre-heat water more efficiently for steam production in our plant-based milk operations. These changes are making 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 a year! Plus, our sustainability efforts earned us a \$180,492 incentive from Pacific Gas & Electric Company.



Modesto team receives incentive check.

*This water usage excludes water used in our product as an ingredient and at our Midlothian facility.

Water Savings Impact of Producing Plant-Based Beverages

We've long known that producing plant-based beverages from oat, soy, rice, coconut and almond milks consumes far less water than producing an equivalent amount of dairy milk. In 2024, we **saved 44.2 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.



Waste Management

At SunOpta, we are committed to zero waste and are striving to divert 100% of our waste from the landfill. However, to allow for flexibility in situations where the benefits of the waste solution are outweighed by 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



Progress: As of December 31, 2024, 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 is actively working on solutions to regain zero waste status in 2025, including plans to utilize a new carton recycling facility opening in Lodi, California.

Our Plant Sustainability Ambassadors (see page 22) played a key role in reaching this milestone, and we're especially proud of the five facilities that currently operate as zero waste sites. Midlothian completed a waste audit in 2023 and is addressing a few remaining waste streams. We also conducted a waste audit in Allentown, Pennsylvania, to ensure continued zero waste performance.

Our original goal was to achieve zero waste at all 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.



2024 IMPACT

5 facilities

5 OF OUR FACILITIES
OPERATE AS ZERO WASTE
TO LANDFILL SITES



Our Niagara, Ontario, manufacturing facility achieved Zero Waste to Landfill. As part of their commitment, 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.



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

Our waste-reduction mindset also extends to our corporate headquarters. In 2024, for example, our R&D team:

- ✓ Recycled 21 pounds of lab material, including hairnets, gloves and earplugs, via TerraCycle
- ✓ Diverted 150 pounds of plastic from landfill by replacing disposable options with reusable options
- ✓ Saved 25,000+ plastic weigh boats and tasting cups from landfill or incineration by replacing them with reusable options
- ✓ Recycled 30 pounds of batteries
- ✓ Implemented a recycling program to divert 480 cubic feet of plastic film from landfill
- ✓ Donated 1,011 pounds of leftover product to employees

Next Steps: In 2023, we assessed the waste streams of our Midlothian facility through a waste audit. Our goal to find appropriate waste outlets for the Midlothian facility consistent with our zero waste goals will continue into 2025. In addition, we will resolve the waste challenge in Modesto presented

through 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 are able to move toward the most favored option on the waste hierarchy.

REDUCING FOOD WASTE

At SunOpta, we take steps to repurpose food that does not meet our standards or those of our customers (such as ingredients that are still safe to eat) by redirecting it for another use, when possible, or sending surplus food to food banks. In 2023, we published our Food Loss and Food Waste Reduction Policy and developed a Standard Operating Procedure (SOP) for Food Donations. In 2024, through our strengthened partnership with Feeding America, SunOpta donated 1,157,117 pounds of food — equivalent to 948,457 meals — to the Feeding America food bank network.

Upcycled Foods: To learn about SunOpta's Upcycled Certified oatbase ingredient, *OatGold™*, see the Products section of this report.

Next Steps: By the end of 2030, we will 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. We will continue to track and report the amount diverted each year.

2024 IMPACT

1.2 million pounds

WE DONATED NEARLY 1.2 MILLION POUNDS OF FOOD TO FEEDING AMERICA, EQUIVALENT TO NEARLY 950,000 MEALS



Sustainable Packaging

We recognize the critical role that packaging plays in offering safe, nutritional and quality food that tastes good. We also share in the global concern about the negative impact of packaging on the environment. Our packaging engineers are working with our suppliers and customers to innovate and develop new packaging technologies for our products that will maintain high standards of food safety and quality while reducing the resulting impact on the environment.

The team is working closely with packaging suppliers focused on recyclable options as well as plant-based resins for our packaging materials. This effort will allow SunOpta to move away from fossil fuel-based resins and toward a more sustainable future. We are exploring options to reuse nonfood contact packaging materials in our plants to reduce waste.

The team is putting efforts into optimizing and reducing our packaging weight without compromising food safety and quality. We are committed to making the smallest footprint with the largest reach within our packaging supply.

Packaging Goal: SunOpta's packaging engineers have achieved their goal of making 99% (by weight) of our own branded consumer packaging recyclable in 2024. In support of our sustainable packaging commitment, SunOpta is a member of the Sustainable Packaging Coalition. We intend to lead through external collaboration with 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, all while

being shelf-stable. Our aseptic packages help combat food insecurity due to their long shelf life, ability to be stored at room temperature until opened and durability to be transported long distances to more remote locations. In addition, 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 state-of-the-art corporate headquarters includes a packaging lab within the R&D space and is connected to a pilot plant so that our production lines do not have to pause for trials and our R&D group can innovate without delay or hurdles.

2024 IMPACT

99%

BY WEIGHT OF ALL PACKAGING SOURCED BY SUNOPTA IS RECYCLABLE

61%

BY WEIGHT OF ALL PACKAGING MATERIAL SOURCED BY SUNOPTA IS FSC OR SFI MATERIAL AND 20% IS FROM RECYCLED MATERIAL

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

Packaging Type			2024 Impact					
	2023	2024	% 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	39,298,222	45,652,964	0%	0	70%	31,957,075	Y	N
Corrugated Cases	22,716,147	27,781,307	45%	12,573,495	54%	15,052,894	Y	N
Folding Cartons	1,917,368	2,633,500	99.8%	2,628,233	0.20%	5,267	Y	N
Flexible Films - Snacks	546,371	763,229	0%	0	0%	0	N	N
Total	64,478,108	76,831,000						

*Recyclability is based on local municipality capabilities.

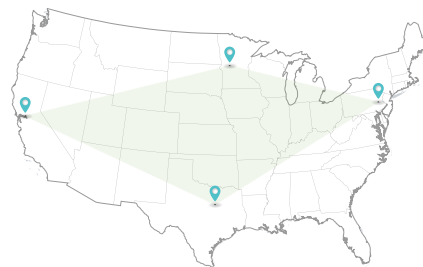


Transportation and Warehouse Optimization

We look for opportunities to transport our products more efficiently from where they are produced to where they are sold and consumed in order to reduce GHG emissions.

Load Mode Optimization: Our logistics team continually examines our transportation lanes for optimization and to determine if there are carbon savings that could be captured. As a result of our mode shift efforts from truckload to intermodal transportation in 2024, our realized CO₂ reductions were 2,015 metric tons. This total CO₂ savings is down 24% from 2023 as a result of lane changes, vendor changes and other network adjustments reducing overall opportunity use of intermodal transportation. This amount was calculated by looking at total mileage traveled, the weight of the shipment and emissions factors based on the type of truck used, and geographic location of where the shipment moved. We will continue to look for ways to optimize our lanes and distribution of product.

Warehouse Locations: To increase manufacturing capacity needed to support our previously stated goal of doubling the plant-based business by 2025, we built a sustainably-designed plant located 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, there is a potential to eliminate an estimated 15 million freight miles, equating up to 59 million pounds of carbon emissions annually. Our 252,000-square-foot warehouse in



Alexandria, Minnesota, completed in December 2023, is already delivering sustainability benefits. In 2024, it helped reduce diesel consumption by 5,000 gallons, cutting carbon emissions by more than 112,000 pounds and reducing 51 metric tons of carbon, reinforcing our commitment to more sustainable operations.



Our new warehouse in Alexandria, Minnesota, significantly enhances storage and distribution capabilities for our plant-based products. The new warehouse allows us to consolidate three sites into one to store finished goods, raw materials and ingredients all under one roof. Per SunOpta tradition, we commemorated the growth, innovation, collaboration and commitment to sustainability that this new warehouse represents with a tree-planting ceremony.

ESTIMATED IMPACT

136 metric tons

OF CARBON EMISSION SAVINGS
ANNUALLY FROM LOAD
MODE OPTIMIZATION

51 metric tons

OF CARBON EMISSIONS SAVED
ANNUALLY WITH NEW
ALEXANDRIA WAREHOUSE



Responsible Sourcing

SunOpta is committed to sourcing sustainable ingredients and packaging materials, and we expect suppliers to comply with our [Supplier Code of Conduct](#). We intend to work only with suppliers that share our values: sustainability, human rights and being a good corporate citizen. Our updated Supplier Partner Code of Conduct seeks to instill these values by requiring suppliers meet our expectations for ethical and legal compliance, labor and workplace safety, and procedural and administrative requirements.

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.

Next Steps: By the end of 2030, connect with 70% of Tier 1 suppliers on a human rights platform, ensure at least 90% of their SAQs are completed, train 100% of SunOpta procurement professionals on the platform, perform

supplier risk assessments annually, and determine escalation parameters.

PALM OIL

When sourcing ingredients and packaging materials to make our finished products, there are many certifications we require depending on the product, including Organic, Rain Forest Alliance, Gluten Free Certification Organization and Non-GMO Project certified. We do not use palm oil in our products. Most of the palm oil derivatives sourced by our customers are RSPO certified. We

actively work with customers to support their Roundtable on Sustainable Palm Oil (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 as part of our process of ensuring they meet our expectations. Not only are we reviewing ingredient quality, we also are looking at plant and personnel hygiene practices, how our suppliers execute documented programs, and the broader economic and social environments in the areas from which we source our ingredients.

GROWING CONDITIONS

Every year is different in a growing region. We seek to understand what might be happening in a particular season, including environmental, social and political conditions. Many factors can impact a crop: weather, availability cost of inputs, farming practices, labor availability, pest pressure, etc. Supplier visits allow us to better understand challenges that the growers face and inform our expectations for crop performance.



FACILITIES

We strive to get our feet inside the facilities regularly with our suppliers to confirm that practices in person are satisfactory and safe. We utilize third-party audits and certifications, but there is always something to 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 that can be factored into a risk assessment for proactive management.



SUSTAINABILITY, TRACEABILITY AND BIODIVERSITY

We are developing an Environmental Policy with a Biodiversity section and 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 supplier is positively impacting farming communities in Madagascar through a “closest to the source” vanilla farmer sustainable development program.



Soybeans: Our soy provider(s) 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, from carbon sequestration to resource conservation. These orchards help to support the capture of 30 million metric tons of carbon annually, while whole orchard recycling utilized by many suppliers enhances soil health and water retention.

Water-efficient practices, including microirrigation 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, implementing a range of practices to enhance environmental stewardship. Several partners utilize 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 focus, with measures like moisture monitoring and conservation tillage reducing 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 improvement in sustainability.

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 a number of Tetra Pak packaging formats to meet our mission of delivering customized supply chain solutions that fuel and sustain our customers' success.

Tetra Pak aseptic, or 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 Forest Stewardship Council® (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 align with a company that continues to innovate with the planet in mind.



SOWN® Cold Foaming Cream is just one of our product lines sold in Tetra Pak packaging.

SUPPLY CHAIN MANAGEMENT

Since 2021, supply chain management has been a heightened focal point for SunOpta. The importance of agility in adapting to a changing world to mitigate disruption in our supply chain and maintain a competitive advantage became evident. With this reminder of 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, 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

At SunOpta, innovation, sustainability and community are central to who we are and how we will 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 conference rooms to allow for easy connections with remote clients and colleagues. The facility's R&D

space enables us to continue creating, testing and developing new products (learn more on page 12 in the Products section, under Product Development).

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



Employees harvesting from the corporate headquarters garden.

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
- ✦ Five garden boxes



Employee Health and Safety

HEALTH AND WELLNESS PROGRAMS

We offer a comprehensive total rewards program that incorporates our four well-being pillars. Our benefits program offers options that are applicable to our employees at any stage of life.

Physical well-being: SunOpta offers a competitive compensation and benefits package, giving employees the flexibility to choose options that best fit their needs. Our comprehensive 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. Additionally, our partnership with Omada Health provides nutrition and exercise education for employees at risk for or managing diabetes and heart disease. To further support employee health, we also host annual flu shot clinics at multiple locations.

Emotional well-being:

Our comprehensive benefits package includes paid time off, paid family and maternity leave programs, and flexible schedules. We leverage our monthly communication tools to provide helpful information for maintaining emotional well-being. SunOpta encourages work-life balance; our employees receive wellness reminders via email to take time for themselves, including strategies for how to find time to disconnect

and recharge. SunOpta also has an enhanced employee assistance program through a third-party provider to assist employees with access to qualified mental health providers quickly as well as offer on-demand training.

Social well-being: Communication is central to SunOpta's culture. We hold monthly all-company huddles and quarterly town hall 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-solver (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 our quarterly awards program.

Through our communications, 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. Additionally, our Employee Resource Groups provide valuable opportunities for employees to connect and engage with colleagues across the company.

Financial well-being: SunOpta's comprehensive 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 to our employees

for consultation on their 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 a third party that provides legal advice and identity-theft protection.

In honor of Mental Health Awareness Month, puppies from an area rescue were invited to corporate headquarters for a stress relief break.

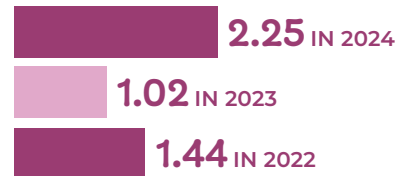


WORKPLACE SAFETY

Employee health and safety is paramount to our success. SunOpta is committed to providing employees with a safe workplace. In addition to our safety training and initiatives at our manufacturing facilities, we track our Total Recordable Incident Rate (TRIR) annually. In 2024, our TRIR was 2.25 versus a goal of 1.15. We care deeply about our employees and

will continue to focus on workplace safety training and education.

Total Recordable Incident Rate*



*Our 2022 and 2023 numbers included our frozen fruit facilities. Our 2024 number is solely our remaining facilities.



Labor and Human Rights

CODES OF CONDUCT

SunOpta is committed to acting responsibly and requires the same responsible actions 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 employees' work. In 2024, we continued our annual employee trainings on the updated SunOpta Code of Conduct, which was delivered to our entire employee population with a SunOpta email address.

Our Supplier Partner Code of Conduct illuminates how integrity, ethics, compliance, human rights, health and safety, and a commitment to high quality are necessary to achieving our mission and improving lives — now

and in the future. We review this code annually. The checklist is published on our website and the code is translated into Spanish. We also trained our quality, procurement and R&D corporate employees on the code, including an emphasis on recognizing slavery and human trafficking — and what to do if they suspect a supplier is not meeting our Supplier Partner Code of Conduct.

EQUAL OPPORTUNITY

SunOpta is an Affirmative Action and 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 for all employees and applicants. 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 trained employees who may be exposed to supplier visits on our Supplier Partner Code of Conduct and focused on human rights.

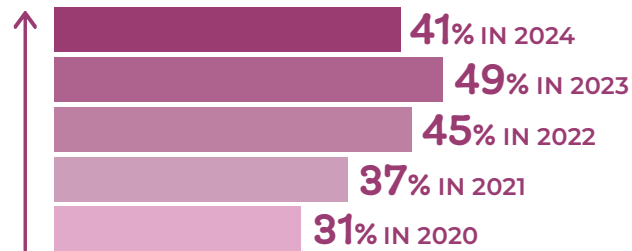


We are committed to respecting the rights of workers in our supply chains.

Belonging

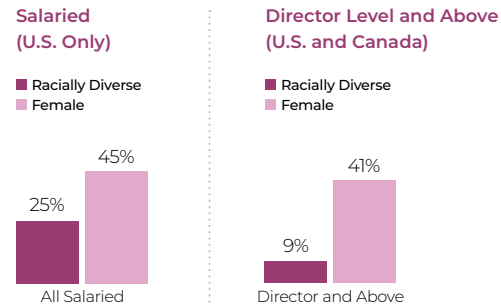
At SunOpta, we believe in the power of learning from others with diverse backgrounds. To advance inclusion and belonging in 2024, we provided training to employees, including allyship materials, hosted Employee Resource Group events and held inclusion learning events.

Percentage of Female Leaders at Director Level and Above (as of December 28, 2024)*



*Includes all U.S. and Canadian employees.

Employee Demographics (as of December 28, 2024)



2024 IMPACT

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

*Board of Directors includes two females and six males as of December 31, 2024



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.

It also provides ways for women to foster skills and relationships with a small group of trusted peers through Connection Circles. In 2024, participants gathered through Connection Circles to practice public speaking and active listening — and learn from one another's workplace experiences.

DIVERSITY POLICY

Our Diversity Policy details our approach to promote and achieve diversity and inclusion at SunOpta. We value diversity in our workforce, executive officers and Board of Directors. 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, experience and expertise that can help the company embrace different perspectives.

INCLUSION INITIATIVES

In 2024, we offered inclusion training to all 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 the SunOpta Women's Network.

Allyship materials and other resources were provided, and employees at our

corporate headquarters enjoyed lunch catered by a Black-owned business.

Executive and Career Coach Dana Theus gave an inspiring and insightful talk on Crafting an Authentic Personal Brand for Leadership and Career Success to members of our SunOpta Women's Network and its allies.

We're especially grateful to our team members, Terry Llewellyn and Ben Atkins, for sharing their personal stories and reflections on the importance of Native American Heritage Month.

2024 IMPACT

5

IN-PERSON EVENTS:

- 3 EVENTS WITH SPEAKERS FOCUSED ON WOMEN'S LEADERSHIP AND EMPOWERMENT
- 1 EVENT FOCUSED ON BLACK HISTORY MONTH
- 1 EVENT FOCUSED ON HISPANIC HERITAGE MONTH

7

PROGRAMMING EVENTS OR EDUCATIONAL OPPORTUNITIES:

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



During Black History Month, we invited the VP of Diversity, Equity and Inclusion from C.H. Robinson to speak on "Creating a Culture of Inclusion and Why Allyship Matters."



Celebrating our diverse employee base and driving a culture where all employees feel a sense of belonging are priorities at SunOpta. In our efforts to raise awareness about Asian American and Pacific Islander (AAPI) Heritage Month, Marika Ogilvie, HR Manager at our Modesto, California, location, participated in a question-and-answer article about her Asian culture.



To celebrate Hispanic Heritage Month, Santi Strasser, President of General Mills' La Familia Network, spoke to members and allies of our Latino Employee Resource Group, the SOL Network (SunOpta Organization of Latinos), on the topic of Celebrating Hispanic Heritage Month and How Latino Values Translate to Business Results.



Nikki Peters, CEO of Studio 9 to 5, shared about the importance of Mindfulness. Her session, "Burn Bright, Don't Burn Out," explored the science of stress and offered valuable insights on energizing for peak performance and life balance.



Omak employee Ben Atkins shared his story for Native American Heritage Month.



Recognition for SunOpta Women Leaders



Lauren McNamara, SunOpta's Senior Vice President of Business Management, was named to the Twin Cities Business 100 list.



Dr. Heidi Teoh, SunOpta's Vice President of R&D, was invited to join the Plant Protein Innovation Center's Executive Board.

Next Steps: Continue to foster an inclusive workplace culture that emphasizes mutual respect, collaboration and merit-based achievement, where employees feel valued and encouraged to contribute to the company's success.



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 several veterans across our company by sharing about their experiences and contributions.



Earl Samanns, a Material Handler III at our finished goods warehouse in Alburts, Pennsylvania, served with the United States Marine Corps as Crew Chief on UH1N Helicopters from September 1993 to April 2001 at Camp Pendleton, California.



Jesus Acuna-Zamora, Oat Extraction Production Supervisor at our facility in Modesto, California, served as Navy Petty Officer 3 on the USS Kearsarge from 2005 to 2008. He led firefighting and damage control efforts, supporting the ship's mission and safety. Jesus also served in Operation Iraqi Freedom and Operation Enduring Freedom, aiding humanitarian missions with the 5th Marine Unit. In 2007, he helped his team swiftly respond to an enemy attack in Jordan, earning the crew the Combat Action Medal.



John Engelbert, Production Maintenance Technician at our plant in Omak, Washington, served as a Machinist Mate Master Chief (E-9), dedicating over three decades to the U.S. Navy, from 1981 to 2013. Through his career, he completed eight deployments on five ships, including assignments in four combat zones, and he visited 52 countries.



Jose Chavez, Operations Lead at the Alexandria, Minnesota, Street location, served in the United States Marine Corps from December 1997 to June 2015, retiring as a Gunnery Sergeant (E7) and Administrative Chief. During his service, Jose was deployed to Iraq, the Philippines, Thailand, Okinawa, Japan and Brunei.



Kevin Swedal, a Production Maintenance Technician II at our Alexandria, Minnesota, 3rd Avenue location, served as a Sergeant in the Army National Guard from 2008 to 2016, with deployments to Kuwait and Iraq.



Lanardo Ware, a CI Specialist at our Midlothian, Texas, facility, served in the U.S. Army from November 1988 to August 1996, achieving the rank of Sergeant. He served in Operation Desert Shield/Desert Storm with the 3rd Armored Division and was part of the 2nd Armored Division in Hanau, Germany.

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 to all SunOpta employees from the CEO with a request for participation and a commitment from the CEO that he will personally read every comment and share the quantitative results with the leadership team. There are 25 questions related to mission and vision, innovation, trust, customer service and sales, manager/employee relationship, cross-functional performance, and how individual roles tie to organizational goals. We measure our scores and identify high performing areas, areas in need of improvement and areas with the greatest change. The results are shared companywide.

The average employee engagement score increased by 0.1 in 2024 compared to the 2023 survey. Participation also saw

a notable rise, reaching 80%, up from 61% in 2023. This increase in participation is likely driven by the organization's period of significant change due to the frozen fruit divestiture in 2023.

LEARNING OPPORTUNITIES

Our passionate and dedicated employees at our corporate headquarters hosted two sustainability-focused Lunch and Learn sessions in 2024, featuring two of our supply chain partners who shared insights on their sustainability attributes and goals. Additionally, our dedicated sales team led learning seminars to deepen the organization's understanding of our customers.

2024 IMPACT

2

SUSTAINABILITY LUNCH AND LEARN SESSIONS

20%

ORGANIZATIONAL HEALTH SURVEY PARTICIPATION INCREASED BY 20%

Recognition

★ COMPUTERWORLD AWARD

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



★ STAR TRIBUNE TOP WORKPLACES

SunOpta was acknowledged as a National Standard Winner in Minnesota by the *Star Tribune*. We believe that our employees are our greatest asset, and this recognition reflects our team's dedication, talent and commitment to our shared mission of fueling the future of sustainable food and beverages that nourish people every day. Being recognized as a National Standard Winner also reflects our team's can-do approach to make SunOpta a successful and inclusive culture where we all succeed. Our company wins by driving positive change and celebrating the value each of us brings to work every day.



Employee Development and Retention

As of December 31, 2024, we employed 1,248 full-time employees.

EMPLOYEE DEVELOPMENT AND TRAINING

Talent management and developmental opportunities are instrumental in building a sustainable workforce. We provide various opportunities for our employees to learn and grow within SunOpta through individual development plans, on-the-job training, special project assignments, monthly safety training and learning opportunities throughout the year. In 2024, 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 2024, and focused on new tools and techniques to improve communication, problem solving, employee engagement and retention. The intent of both programs is to teach new leadership competencies and skills to accelerate personal growth as leaders and ultimately create more impactful leaders that are responsible for driving future company growth.

INTERNSHIP PROGRAM

We give back to the community and recruit new employees via our internship program. Interns from local university join us for the summer and work on meaningful projects in a variety of different departments such as R&D,

marketing, sales, internal audit, finance, legal, sustainability, and food safety and quality. These internships provide valuable experience to students and create a talented pool of people upon which SunOpta relies for future hires.

RETENTION

Our average employee has nearly five years of service. In 2024, our annual voluntary turnover of employees at the director level or above was 9%,

compared to 8% in 2023, and our companywide voluntary turnover rate was 16.3% as compared to 20% in 2023. As with many companies in 2024, our turnover rate was higher than our anticipated target of 15%. We are addressing this challenge by deploying location-specific interventions aimed at improving the culture, retention and engagement of our employees.



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

2024 IMPACT

10

PAID INTERNS IN THE AREAS OF R&D, MARKETING, FOOD SAFETY & QUALITY, INTERNAL AUDIT, FINANCE, LEGAL AND SUSTAINABILITY



Participants in SunOpta's 2024 summer internship program.

Community Involvement

EMPLOYEE VOLUNTEERISM

At SunOpta, we believe in the importance of giving back to the communities where we live and work. We bring this commitment to life through SunOpta Cares, our community service and volunteerism program. Through this initiative, employees receive 24 hours of paid time off annually to volunteer with community programs that align with their values.

Throughout the year, SunOpta employees have numerous opportunities to give back by donating their time, talents and gifts to local charitable organizations. Our corporate headquarters team actively supports initiatives such as toy collections for the Toys for Tots Foundation, a women's clothing drive for Dress for Success, a school supplies drive for the schools in Eden Prairie, Minnesota,

and coat and diaper donations for the Community Action Program Agency.

In 2024, SunOpta employees made a meaningful impact by helping fight food insecurity through volunteer work at Every Meal and Feed My Starving Children. We also created tie blankets for The Linus Project, raised funds for breast cancer awareness, participated in an Earth Day clean-up event, took the Polar Plunge

to support Special Olympics and volunteered at the local arboretum.

SCHOLARSHIP PROGRAM

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



Niagara team members partnered with the Niagara Peninsula Conservation Authority and Friends of Malcolmson Eco-Park to plant trees, shrubs and flowers.



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



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



Our Allentown team collected backpacks and school supplies to give to area students in need.



Corporate employees cleaned and harvested squash at the Minnesota Landscape Arboretum.



Employees cleaned up trash in Alexandria, Minnesota.



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



Our Allentown team supported the American Cancer Society's Breast Cancer event by hosting a family-friendly tent with treats and activities. They also walked in memory of a team member's wife.



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 classrooms in our community.

2024 IMPACT

The SunOpta Cares program offers paid time off for employees to volunteer with community programs. In 2024:

204 EMPLOYEES TOOK TIME OFF TO VOLUNTEER

830 TOTAL VOLUNTEER HOURS



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.

As a producer of shelf-stable products, SunOpta is uniquely positioned to offer

important resources that don'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 third 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, created water filters and embraced sustainability through hands-on activities.



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



Children of employees enjoyed testing and sampling plant-based beverage creations in our Innovation Center.

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 Oversight on Sustainability:

The SunOpta Corporate Governance Committee oversees and advises on sustainability policy, goals and initiatives. The Board is apprised of the goals and progress made on sustainability initiatives on a quarterly basis. The Senior Leadership Team also conducts a deep dive into the sustainability program and its progress on a quarterly basis.

Sustainability Steering Committee:

As part of our vision to incorporate sustainability into our organization, we created a Sustainability Steering Committee in 2021. The committee provides guidance to manage risks and opportunities. The Senior

sustainability lead is a member of the Steering Committee and reports directly to Management and the Corporate Governance Committee.

Dedicated Sustainability Resource:

The sustainability lead for SunOpta previously held two positions — one as Senior Director of Legal and the other as the sustainability lead. As of December 2023, we transitioned this role from a dual position to one resource dedicated to sustainability. In 2024, this leader conducted a climate scenario analysis and developed a strategy to redefine our goals following the divestiture of the frozen fruit business. We look forward to continued progress under this leadership.

Enterprise Risk Management:

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

- ✔ **Risk Identification:** We have built, and we monitor a dynamic risk universe that includes sustainability topics. Sustainability leaders provided input and have reviewed SunOpta's risk universe, and they will continue to review it on a quarterly basis.
- ✔ **Risk Assessment:** We prioritize a list of top risks that are relevant to strategic and operational objectives, which includes coverage of sustainability risk topics. Sustainability topics are related to top risks.

✔ 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 topics.

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 details about our SunOpta Code of Conduct and our Supplier Partner Code of Conduct on page 34.) We have also updated and published our policies on insider trading, harassment and discrimination, and ethics reporting (refer to related links on page 47).



Data Privacy and Cybersecurity

Cybersecurity remains a significant risk across our industry with threats amplified by advancements in Artificial Intelligence continuing to grow in 2024. At SunOpta, we are committed to cybersecurity. Our robust program leverages advanced technologies and strategies to ensure the highest level of protection for our 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, utilizing 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 carried out by both internal

employees and external third parties to ensure the validity of the results.

BUSINESS ALIGNMENT

As a public company, we align our planning and implementation efforts with our internal Sarbanes-Oxley (SOX) team for compliance verification and standardization of controls across the enterprise. Regular steering committee meetings are also held to ensure any new or upcoming projects that require IT services meet security standards.

SunOpta's Security Team regularly reviews and assesses roadmaps, emerging technologies, cyberthreats, KPIs and other security metrics to ensure we are achieving the highest security posture without impacting business productivity. SunOpta's Audit Committee provides board oversight of cybersecurity.



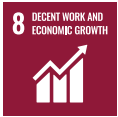
Sustainable Accounting Standards Board (SASB) Reference Table

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 14
	(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, 28 and 29

* 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 14 ✓ 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 23 ✓ Water Management – Page 24 ✓ 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 35 ✓ Belonging – Page 36 ✓ Employee Development and Retention – Page 40

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 23 ✓ Waste Management – Page 29, 30 ✓ Sustainable Packaging – Page 27 ✓ Learning Opportunities – Page 39
 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 13 ✓ New Texas facility – Page 21 ✓ GHG emissions – Page 22 ✓ Plant Sustainability Ambassadors – Page 23 ✓ Waste Management – Pages 25, 26 ✓ 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 9, 2025

VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

To: The Stakeholders of SunOpta, Inc.

SunOpta, Inc. (SunOpta) engaged GSI Environmental Inc. (GSI) to provide limited assurance greenhouse gas (GHG) verification of their 2024 Scope 1 and 2 GHG emissions inventory.

The calculation and fair presentation of the GHG statement is the sole responsibility of SunOpta using guidance per the US Environmental Protection Agency, GHG Protocol standards, and other applicable guidance documents.

Statement of Independence

GSI affirms our independence from SunOpta and is free from bias and conflicts of interest related to the assurance of the environmental data.

Verification Assurance Opinion

Based on the process and procedures conducted, there is no evidence that the GHG statement:

- is not materially correct and is not a fair representation of GHG data and information;
- has not been prepared in accordance with related International Standards on GHG quantification, monitoring and reporting, or to relevant national standards or practices.

GSI's Approach

GHG Verification was conducted in accordance with ISO 14064-3: 2019 "Specification with guidance for the validation and verification of greenhouse gas assertion", which is a generally recognized and accepted standard.

Validation scope of the reporting company GHG emissions

- Organizational boundaries: Operational Control Approach

Time Period

- January 1, 2024 – December 31, 2024

Level of Assurance

- Limited
- GHG Emissions Materiality Threshold: 5% of scope emissions

GSI's Methodology and Procedures*Procedures performed during the verification*

- Interviews with key personnel involved in the process of compiling, calculating, and preparing the emissions data report and energy data;
- Review of evidence and data in support of disclosures being verified;
- Review of a variety of data analytics to check the reasonableness of the data and calculations;
- A variety of re-calculation procedures to confirm stated quantities;
- Evaluated the reasonableness of any assumptions used in support of disclosures;
- Reviewed how disclosures were presented and determined if they were representative of data and operations.

Table 1. GHG Data Verified by GSI, Fiscal Year 2024

Scope	CO2e (Metric Tons)
Scope 1	49,969
Scope 2	21,444

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

Sincerely,



Albert Chung, PhD, PE
Principal Engineer
Los Angeles, CA
AChung@gsienv.com