

Bio-Bon Inc. Annual Sustainable Development Report 2023-2025

Bio-Bon Inc.
Summary of Actions Completed 2023-2025

Message from Management

At Bio-Bon Inc., sustainable development is an integral part of our identity, our corporate culture, and the way we do business. For several years, we have been striving to minimize our negative impacts while maximizing our positive impacts on the environment, individuals, our community, and our industry sector.

Our approach is based on strong human values: respect, integrity, well-being, local purchasing, transparency, and continuous improvement. Sustainable development influences our strategic decisions, investments, human relations, procurement choices, and growth objectives.

This report presents the main actions carried out as part of the 2023-2025 Sustainable Development Action Plan, along with the results achieved.

1. About Bio-Bon Inc.

Bio-Bon Inc. is a Quebec-based company specializing in the production of vegetarian and organic products, mainly vegetarian pâtés. Since its creation, the company has been developing quality products through a human, responsible, and sustainable approach.

Our mission is to offer flavourful, authentic, and healthy foods while respecting the environment and the individuals involved in the food chain.

Since 2014, Bio-Bon Inc. has implemented structured sustainable development action plans with the support of ADDERE Service-conseil.

In January 2024, the company achieved Level 3 - Leader certification under the "Committed to Sustainable Development" program.

2. Governance and Participatory Management

Sustainable development is integrated into the company's daily management and decision-making processes.

The Sustainable Development Committee includes members of management and employees from various departments. Employees are encouraged to actively participate in discussions, propose improvement ideas, and contribute to decisions related to operations and sustainable development.

In 2024 and 2025:

- 10 training meetings were held in 2024;
- 16 training meetings were held in 2025.

Sustainable development is now directly integrated into training and continuous improvement meetings.

3. Responsible Procurement

Local and organic procurement remains a key priority for Bio-Bon Inc.

In 2024-2025:

- maintaining 77% organic ingredients in Bio vegetarian pâtés;
- increasing organic ingredients in HRI products from 48% to 62%.

Bio-Bon continues developing partnerships with regional producers, including:

- Le Potager Riendeau for celery;
- the addition of local onion sourcing since fall 2024.

4. Energy and GHG Emissions

Bio-Bon voluntarily conducts an annual GHG emissions inventory according to ISO 14064.

Results achieved:

- 2024: 34.4 tCO₂eq;
- 2025: 22.4 tCO₂eq;
- total reduction of 35%.

Several measures contributed to these results:

- optimization of cold rooms;
- reduction of energy losses;
- preventive maintenance of equipment;
- reduction of sanitation operations;
- improvement of production practices;
- optimization of deliveries and transportation.

5. Residual Materials Management and Circular Economy

Tests were carried out to eliminate certain aluminum moulds.

Result:

- savings of 263.80 kg of aluminum between November 2023 and October 2025.

Bio-Bon collaborated with the Coaticook RCM to identify partners able to recover and reuse large plastic barrels used in operations.

As part of this recovery initiative, the plastic barrels were resold to interested individuals to give them a second life. All available barrels were sold in 2023-2024 and 2025.

The company also participates in the Go Zéro program for the recycling of personal protective equipment and other specialized materials.

6. Working Conditions and Well-Being

Employee well-being remains a major priority for Bio-Bon Inc.

The company has improved its performance evaluation tools to promote:

- understanding;

- self-evaluation;
- employee participation;
- continuous improvement.

Customized CNESST training was provided in August 2024 regarding workplace risks and new equipment.

An exercise and relaxation program was developed in 2024 for employees.

Several activities were organized to strengthen team cohesion:

- outing at Jouvence;
- Christmas activities;
- team celebrations;
- group activities.

7. Communications and Awareness

Bio-Bon continues its transparent communication efforts regarding its sustainable development commitments.

Actions completed:

- updating the SD policy on the website;
- development of a sustainable development communication plan;
- communications on Facebook and Instagram;
- sharing sustainable development commitments;
- publication of the “Committed to Sustainable Development” logo.

8. Certifications and Recognition

Bio-Bon maintains several important certifications and recognitions:

- “On s’engage en développement durable” Certification – Level 3;
- FSSC 22000 V6 Certification;
- 77% Organic Certification by Ecocert Canada.
- Certificat Aliments préparés au Québec

These certifications demonstrate the company’s commitment to quality, food safety, responsible governance, and continuous improvement.

9. 2026-2027 Outlook

For 2026-2027, Bio-Bon Inc. wishes to continue and strengthen its sustainable development approach through a new action plan structured around the following priority issues:

- energy and GHG emissions;
- sustainable development communications;
- working conditions and attractiveness;
- responsible consumption.

The company plans to:

- further reduce GHG emissions;
- improve building energy efficiency;
- reduce water consumption;

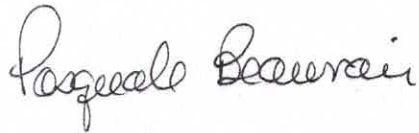
- publish an annual ESG report;
- strengthen sustainable development communications;
- continue circular economy initiatives;
- improve employee attraction and retention;
- further develop staff training and participation;
- promote healthy lifestyle habits and responsible consumption.

Bio-Bon wishes to continue demonstrating that an agri-food SME can be economically successful while remaining deeply human, responsible, and committed to the environment, employees, and the community.

Adoption and Commitment from Management

Through this report, Bio-Bon Inc. management confirms its commitment to continuously improving its sustainable development practices and integrating sustainable development principles into all of its activities.

This annual sustainable development report presents the main actions carried out as part of the 2023-2025 Sustainable Development Action Plan as well as the orientations planned for 2026-2027.



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