

ROGERS

Lantic



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ESG REPORT 2022

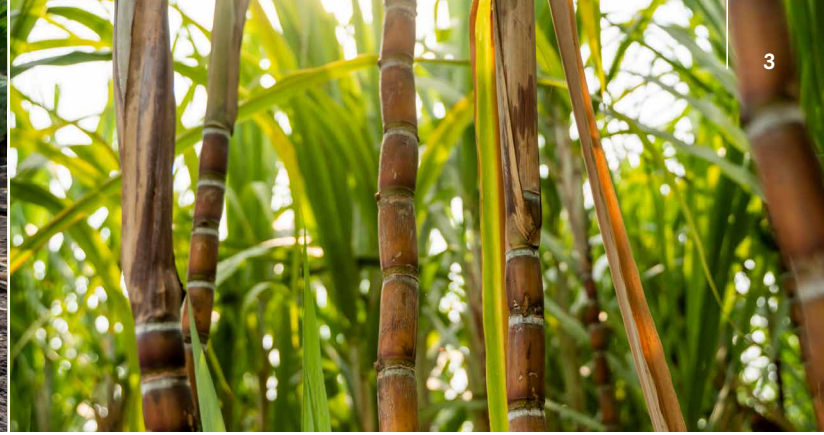
JULY 2023





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REPORTING SCOPE AND BOUNDARY

The data presented in this report is based on our fiscal years and reported for both our sugar and maple segments, unless otherwise indicated. The data has not been audited by an independent third party and some indicators are manually compiled. The information is accurate to the best of our knowledge.

For the purposes of this report, Rogers Sugar Inc. will hereby be referred to as “Rogers”, “the Company”, “we”, “our”, or “us”.

FORWARD-LOOKING STATEMENTS

This report contains statements or information that are or may be “forward-looking statements” or “forward-looking information” within the meaning of applicable Canadian Securities laws. Forward-looking statements may include, without limitation, statements and information which reflect the current expectations of the Company with respect to future events and performance. Wherever used, the words “may,” “will,” “should,” “anticipate,” “intend,” “assume,” “expect,” “plan,” “believe,” “estimate,” and similar expressions and the negative of such expressions, identify forward-looking statements. Although this is not an exhaustive list, Rogers cautions stakeholders that statements concerning strategy, ambitions, goals, targets, commitments, efforts, initiatives, programs, and our investments in such activities, efforts, initiatives, and programs; and projected or expected timing, results, achievement, and impacts are, or may be, forward-looking statements.

Forward-looking statements are based on estimates and assumptions made by the Company in light of its experience and perception of historical trends, current conditions and expected future developments, as well as other factors that Rogers believes are appropriate and reasonable in the circumstances, but there can be no assurance that such estimates and assumptions will prove to be correct. Forward-looking statements involve known and unknown risks, uncertainties and other factors that may cause actual results or events to differ materially from those anticipated in such forward-looking statements. Actual performance or results could differ materially from those reflected in the forward-looking statements, historical results or current expectations.

Although Rogers believes that the expectations and assumptions on which forward-looking information is based are reasonable under the current circumstances, readers are cautioned not to rely unduly on this forward-looking information as no assurance can be given that it will prove to be correct. Forward-looking information contained herein is made as of the date of this annual ESG report and Rogers does not undertake any obligation to update or revise any forward-looking information, whether as a result of events or circumstances occurring after the date hereof, unless so required by law.



MESSAGE FROM THE PRESIDENT & CEO

I AM VERY PLEASED TO PRESENT ROGERS' THIRD ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT. WHILE FISCAL 2022 WAS A RECORD-SETTING YEAR FOR OUR COMPANY IN TERMS OF PRODUCTION, REVENUE AND EBITDA, AS REFERENCED IN OUR [2022 ANNUAL REPORT](#), IT ALSO PROVED A PIVOTAL YEAR FOR OUR LONG-TERM ESG PROGRAM.

To drive our ESG program forward, now and in the future, we created a formal ESG structure and onboarded a new Director of Sustainability, reporting directly to our Executive Leadership Team. This important step has led us to incorporate several changes within this report, targeting increased transparency and responsibility.

As a food manufacturer with nine facilities across Canada and the US, we understand the impact our operations and products have on the environment and communities where we are located, along with our product consumers; we take these responsibilities very seriously. We ensure continuous improvement is at the foundation of what we do. That is why we have invested over \$9 million since 2018 in projects that have improved our manufacturing process energy efficiency and reduced the associated carbon emissions, an investment strategy that will continue into the coming years. I am also particularly proud of our employee safety record which has been steadily improving over the last number of years, leading up to a record low incidence rate across our operations in 2022.

Our commitment to ESG is not limited to our operations; it also includes our supply chain. In the last quarter of 2022, we took a significant step in meeting our target of 100% raw sugar supply being sourced from producers who follow verified or certified sustainable agricultural practices through a multi-year supply partnership with Raízen, a source of certified non-genetically modified organism ("non-GMO") and certified Bonsucro raw sugar for our Eastern Canada operations. This non-GMO Bonsucro certified raw sugar will be refined in our Montreal facility and offered to our customers as part of our commitment to sustainability.

We recognize the importance of actions taken in 2022 for measuring our future performance, as we streamlined our process for gathering ESG data and reporting it both internally and externally. However, this is just the first step in the next phase of improvement, as we will use 2022 as a baseline to measure the success of future strategies and targets to reduce our environmental impact, increase our social awareness and review our governance practices. We look forward to publicly presenting these strategies and targets once complete, in the near future.

In summary, we made significant headway in 2022 that is presented in our third ESG report and we are committed to continuing our process of improvement in the coming years.

In closing, I would like to give a special thanks to our internal ESG committee for their time and effort in putting this report together. In addition, I would like to thank all our employees for their dedication and hard work throughout the year, our suppliers and customers for their confidence and our shareholders for their support in our sustainability journey.

Michael Walton
President and Chief Executive Officer

ABOUT ROGERS

Rogers holds all of the common shares of Lantic Inc., which operates cane sugar refineries in Montreal, Quebec and Vancouver, British Columbia, a blending facility and distribution center in Toronto, Ontario, as well as the only Canadian sugar beet processing facility in Taber, Alberta.

LANTIC owns all of the common shares of The Maple Treat Corporation ("TMTC"). TMTC operates plants in Granby, Dégelis and in St-Honoré-de-Shenley, Quebec and in Websterville, Vermont.



ROGERS

1. Head Office and Cane Refinery
VANCOUVER, BC
2. Beet Plant
TABER, AB
3. Distribution Centre
TORONTO, ON
4. Blending Facility
TORONTO, ON
5. Administrative Office and Cane Refinery
MONTREAL, QC

TMTC

6. Head Office – Bottling Plant, Eastern Sales and Distribution
GRANBY, QC
7. Bottling Plant, Warehousing and Shipping
SAINT-HONORÉ-DE-SHENLEY, QC
8. Bottling Plant, Warehousing and Shipping
DÉGELIS, QC
9. Bottling Plant, Warehousing and Shipping
WEBSTERVILLE, VT

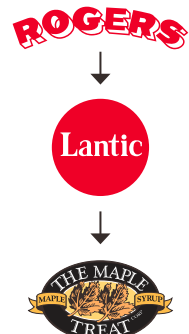
1,177

Employees

9

Facilities

LEGAL STRUCTURE



ROGERS BY NUMBERS



\$1,006.1M

Total revenues

\$102.1M

Adjusted EBITDA

5.9%

Dividend yield

794,600

Metric tonnes of sugar

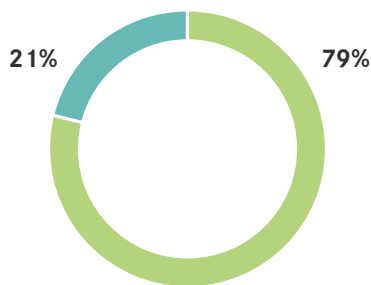
47,063,000

Pounds of maple syrup

\$645M

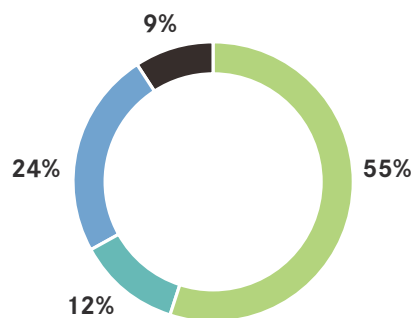
Market capitalization

2022 REVENUES



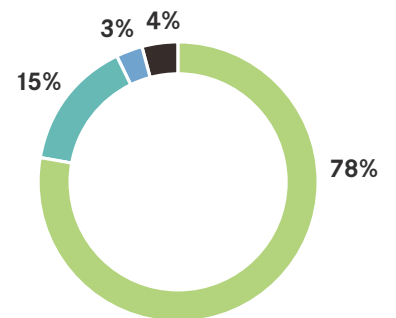
■ Sugar ■ Maple products

2022 SUGAR REVENUES BY SEGMENT



■ Industrial ■ Consumer
■ Liquid ■ Export

2022 REVENUES BY GEOGRAPHY



■ Canada ■ United States
■ Europe ■ Other



OUR VISION

BE A GREAT COMPANY TO PARTNER WITH, WORK FOR AND INVEST IN, BY OFFERING A BEST-IN-CLASS PORTFOLIO OF NATURAL SWEETENER SOLUTIONS.



OUR VALUES



SAFETY

We act purposefully every day to keep ourselves and our visitors safe.



OUR EMPLOYEES

We work effectively as a team and deliver what we promise.



CUSTOMERS

We build strong relationships and collectively deliver on our commitments to customers.



OUR COMMUNITY

We are committed to provide support to the communities in which we operate.



EXCELLENCE

We consistently look for better ways to do things.



INTEGRITY

We act with high integrity, enthusiasm and resolve.



SUSTAINABILITY

We strive to reduce our environmental footprint and add value to the bottom line.

2022 ESG HIGHLIGHTS

ENVIRONMENT



4,186,409

Total energy use (GJ)

258,981⁽¹⁾

GHG emissions (tCO₂e)

SOCIAL



\$231K

Charitable donations

-45%⁽²⁾

Reduction in lost time recordable incident rate in last 3 years

GOVERNANCE



33%

Women on Rogers' Board

100%

Managers' incentive pay is linked to one or more ESG objectives

(1) Total Scope 1 & Scope 2 emissions.

(2) Excludes data from maple sites.

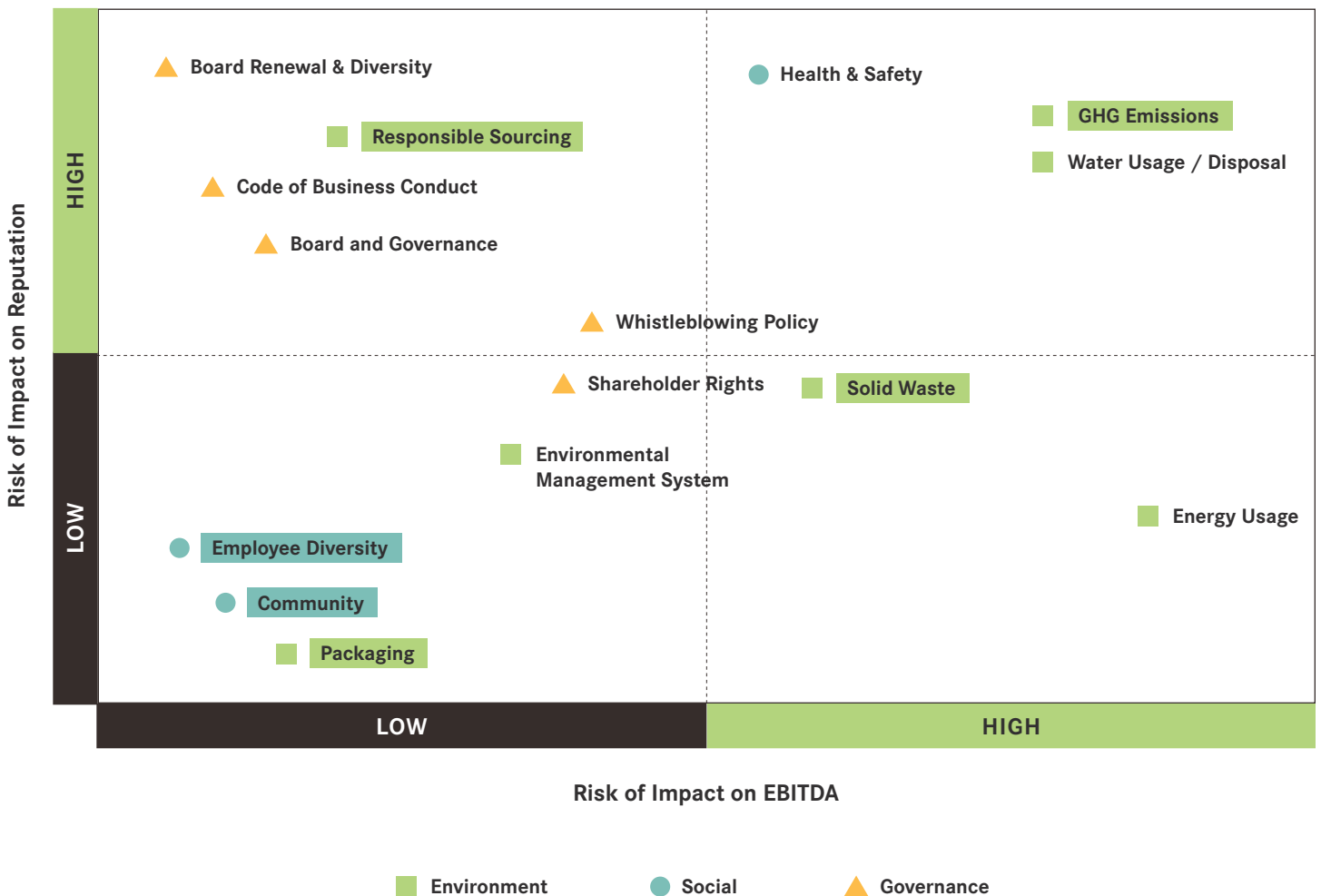
MATERIALITY ASSESSMENT PROCESS

IN 2020, WE SET THE FOUNDATION FOR ROGERS' ESG JOURNEY WITH AN INTERNAL MATERIALITY ASSESSMENT MATRIX. WE BASED THE ANALYSIS ON TWO MAJOR RISK CRITERIA, NAMELY THE IMPACT ON OUR EBITDA AND OUR REPUTATION, RATING EACH ESG TOPIC ON A SCALE OF IMPORTANCE FROM LOW TO HIGH.

In 2021 and 2022, we supplemented this initial assessment by analyzing the ESG priorities of Rogers' stakeholders. In 2021, we benchmarked 24 companies including peers, suppliers, and customers by analyzing their respective ESG reports, expanding this analysis to 39 companies in 2022.

The results highlighted the most reported ESG priorities for Rogers' stakeholders in 2021 and 2022, including: Responsible Sourcing, Greenhouse Gas (GHG) Emissions, Solid Waste, Community, Employee Diversity and Packaging. This remains consistent with previous analysis and the primary areas of focus of our ESG Program.

The process of analyzing Rogers' stakeholders and creating an internal ESG materiality assessment matrix has set the foundation for our ESG program and helps guide the development of short- and long-term strategies and targets.



ESG PRIORITIES



ENVIRONMENT

- Climate Action
- Operational Waste
- Water Management
- Packaging



SOCIAL

- Health & Safety
- Diversity, Equality & Inclusion
- Human Rights
- Employee Wellbeing & Development
- Food Safety
- Community Involvement



GOVERNANCE

- Strong Governance Structures
- Ethical Business Practices
- Board Equality
- Board Independence
- ESG Associated Pay



RESPONSIBLE SOURCING

- Ethical Sourcing
- Sustainable Sourcing
- Traceability & Monitoring
- Certification/Verification



Environment

OUR GOVERNANCE AND BUSINESS MANAGEMENT SYSTEMS ENSURE WE RESPECT AND MONITOR OUR COMPLIANCE WITH ENVIRONMENTAL REGULATORY STANDARDS. BEYOND REGULATORY COMPLIANCE, WE HAVE IDENTIFIED SEVERAL RELEVANT ENVIRONMENTAL PRIORITIES, INCLUDING CLIMATE ACTION, OPERATIONAL WASTE, WATER MANAGEMENT AND PRODUCT PACKAGING.

The economic and reputational importance of environmental considerations, such as energy and natural resources, in our business is managed with a continuous improvement mindset which leads us to regularly look at new technologies and business practices that minimize our environmental footprint and in parallel, where possible, improve our bottom line. Applied specifically to energy usage, over the last 5 years this focus has led to more than \$9 million of investments that leverage new technology and process improvements to recover waste energy, improve evaporation efficiency and upgrade boiler performance which altogether help lower cost, lower energy intensity and reduce our environmental footprint.

2022 was a very important year for us on our environmental stewardship journey. We took steps to expand our data gathering processes to obtain and report on our impact and risk across greenhouse gas emissions Scope 1, 2 and 3, operational waste, total water extractions and packaging materials. This practice of improved data gathering and process monitoring will continuously improve in the years to come; however, 2022 will provide us with a solid baseline against which to set targets and measure future improvements.

KEY INDICATORS

Indicator	2022 Result	2021 Result	2020 Result
Facilities			
Number of facilities in Canada and the U.S. (Sugar and Maple)	9	9	9
Number of facilities in this reporting cycle	9	7 ⁽¹⁾	7 ⁽¹⁾
Energy			
Total energy consumption (GJ)	4,186,409	Not reported	Not reported
Total energy consumption intensity (GJ / MT of product)	5.25	Not reported	Not reported
Fuel energy consumption intensity (GJ / MT of product)	4.93 ⁽²⁾	4.80 ⁽³⁾	4.47
Electricity use intensity (kWh / MT of product)	102.44 ⁽¹⁾	100.35	96.51
Air Emissions⁽⁴⁾			
Direct GHG emissions – Scope 1 (tCO ₂ e)	254,928	Not reported	Not reported
Indirect GHG emissions – Scope 2 (tCO ₂ e)	4,053	Not reported	Not reported
Total GHG emissions – Scope 1 & 2 (tCO ₂ e)	258,981	Not reported	Not reported
GHG emissions intensity – Scope 1 & 2 (tCO ₂ e / MT of product)	0.325	Not reported	Not reported
GHG emissions intensity – Stationary fuel combustion (tCO ₂ e / MT of product)	0.214 ⁽²⁾	0.210 ⁽³⁾	0.203
Other indirect GHG emissions – Scope 3 (tCO ₂ e)	679,444	Not reported	Not reported
Water			
Total water extraction intensity – Potable and non-potable (m ³ /MT of product)	38.56	Not reported	Not reported
Potable water consumption intensity (m ³ /MT of product) ⁽⁵⁾	1.50	Not reported	Not reported
Sourcing			
% of raw sugar supply sourced from producers who follow verified or certified sustainable agricultural practices ⁽⁶⁾	26%	22%	17%

(1) Our Toronto Distribution and Toronto Blending facilities were not included in previous reports.

(2) The increases noted in 2022 can be attributed to increased production at our Taber facility and the weighted impact of higher per MT energy requirements to process sugar beets compared to raw sugar cane.

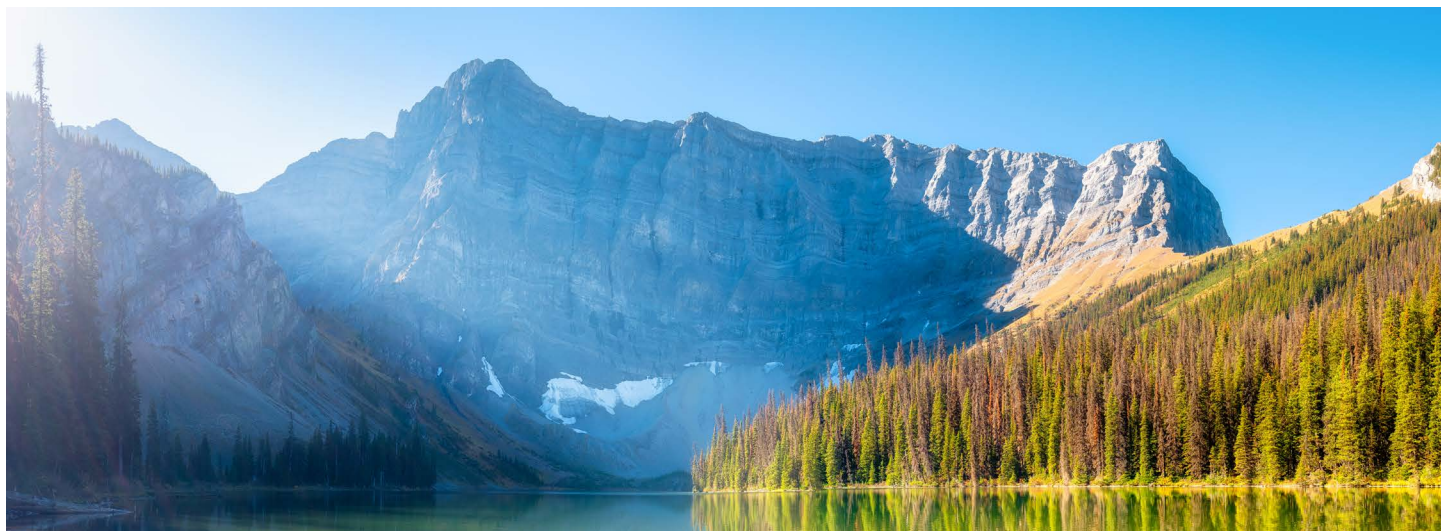
(3) 2021 result restated based on updated data received for the Taber facility.

(4) Location-based and market-based Scope 2 results calculated as equivalent.

(5) Excludes maple facilities.

(6) Beet supply, and the associated sugar produced, has been normalized and included in supply calculations.

CLIMATE ACTION



ROGERS IS COMMITTED TO ADDRESSING CLIMATE CHANGE BY REDUCING THE GHG EMISSIONS ASSOCIATED WITH OUR OPERATIONS, WHILE ALSO IMPROVING OUR BUSINESS RESILIENCY.

In previous years, we have reported GHG emissions associated only with fuel combustion. The results provided in this report form a more complete organizational GHG emission inventory, calculated based on the World Resource Institute's Greenhouse Gas Protocol⁽¹⁾. In 2022, we expanded our reported GHG emissions inventory to include all known Scope 1 and Scope 2 emissions sources, along with a limited Scope 3 inventory. This more comprehensive accounting approach will allow the Company to develop future oriented carbon reduction strategies and measurable targets, using 2022 as our baseline.

We understand that these are the necessary next steps required for Rogers to address climate change in both our direct operations and our value chain. To ensure successful progress, we have increased our internal capacity to address all aspects of sustainability, including climate change, as well as identified new digital tools to help provide increased accuracy in how we measure and track our performance.

As part of our continuous improvement mindset, we are continually identifying projects that can help to materially reduce our GHG emissions and make our production processes more efficient.

GHG Emissions Inventory (tCO ₂ e)	2022
Scope 1	
Stationary fuel combustion	200,490
Mobile fuel combustion	543
Refrigerant gas losses	27
Industrial process emissions	3,333
Fugitive emissions	459
On-site waste management	2,549
On-site wastewater management	47,527
Scope 2⁽²⁾	
Imported electricity consumption	4,053
Scope 3	
Upstream energy emissions ⁽³⁾	307
Purchased goods ^{(4), (5)}	369,988
Upstream transportation ⁽⁶⁾	305,209
Solid waste management	3,084
City water supply	416
City wastewater treatment	440
Outside of Scope	
Biogenic CO ₂	9,985

(1) www.ghgprotocol.org

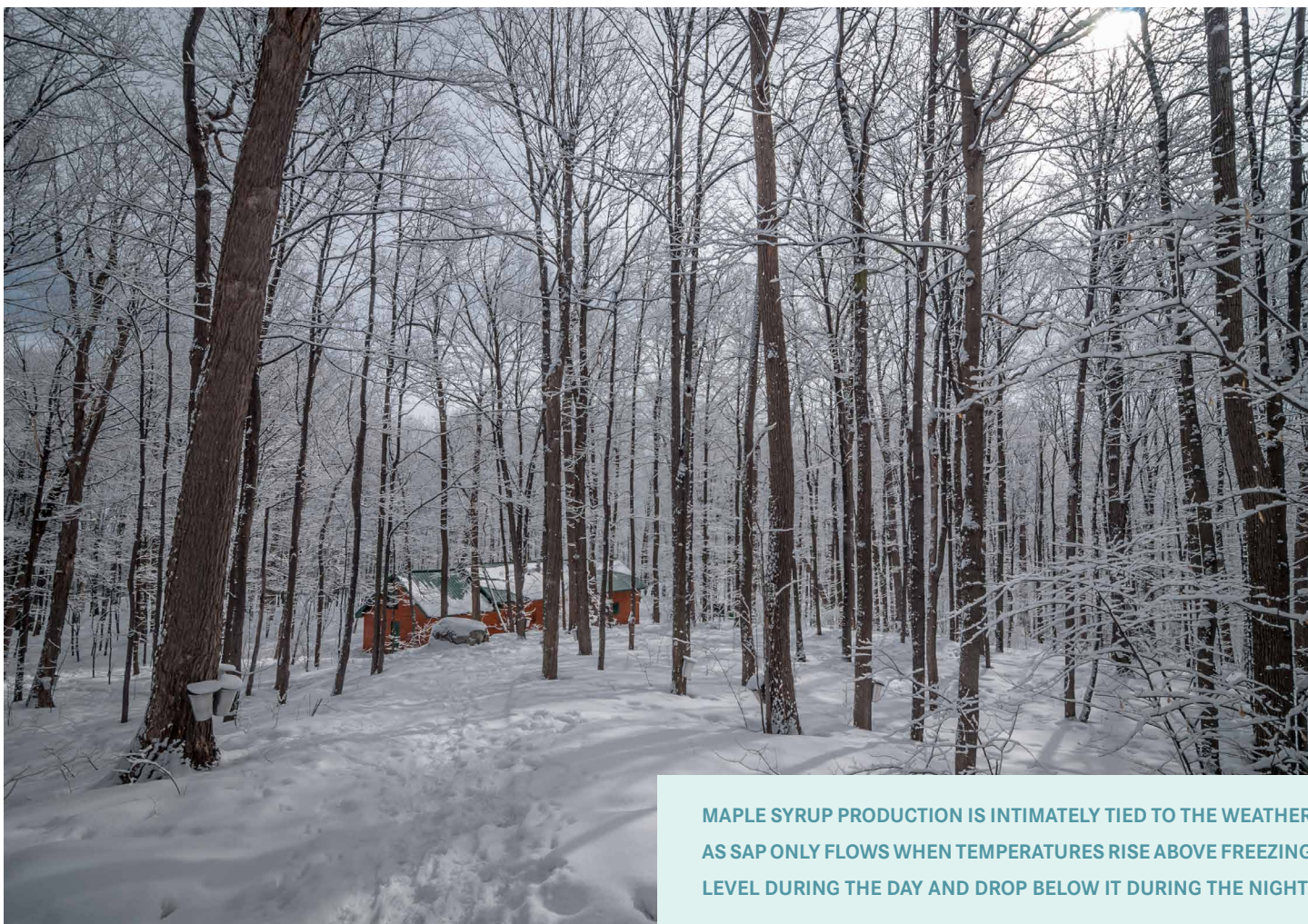
(2) Location-based and market-based Scope 2 results calculated as equivalent.

(3) Upstream electricity transmission and distribution losses.

(4) Includes emissions from agricultural activities associated with growing sugar cane and sugar beet.

(5) Excludes maple.

(6) Includes emissions from transport of raw sugar from mill to Rogers' refineries, transport from Rogers' piling stations to Rogers' Taber plant and internal freight between Rogers' facilities.



MAPLE SYRUP PRODUCTION IS INTIMATELY TIED TO THE WEATHER AS SAP ONLY FLOWS WHEN TEMPERATURES RISE ABOVE FREEZING LEVEL DURING THE DAY AND DROP BELOW IT DURING THE NIGHT.

At Rogers, we understand the importance of limiting and mitigating global climate change for both global wellbeing and business continuity. Climate change, including the impacts of global warming and sudden change in weather conditions causing extreme weather events, represents a risk that could adversely affect both of the Company's business segments. This risk has increased in recent years as average temperatures are rising and extreme weather events are more frequent.

The production of refined sugar is based on the availability of raw cane sugar and sugar beets. Extreme weather events create a risk of damage for the annual crops of sugar cane and sugar beets. The size and quality of the crops are directly impacted by weather conditions. The adverse effect of global climate change could result in supply disruption and/or significant increase in purchase price.

The production of maple syrup takes place over a period of six to eight weeks during the months of March and April of each year. Maple syrup production is intimately tied to the weather as sap only flows when temperatures rise above freezing level during the day and drop below it during the night. Given the sensitivity of temperature in the process of harvesting maple sap, climate change and global warming may have a material impact on such processes, as the maple syrup production season may become shorter. Reducing the production season for maple syrup may also have an impact on the level of production.

These risks associated with global climate change could result in lower sales, increased costs and market disruptions, which could materially adversely affect performance, financial results and conditions.

OPERATIONAL WASTE

AS A FOOD PROCESSOR, WASTE GENERATION WILL PERSIST AS A MATERIAL TOPIC FOR ROGERS. HOWEVER, UNLIKE MANY OTHER INDUSTRIES IN THE FOOD PROCESSING SECTOR, WE CAN RECOVER ALMOST 100% OF FOOD WASTE GENERATED AT OUR FACILITIES BY RETURNING IT TO THE REFINING PROCESS.

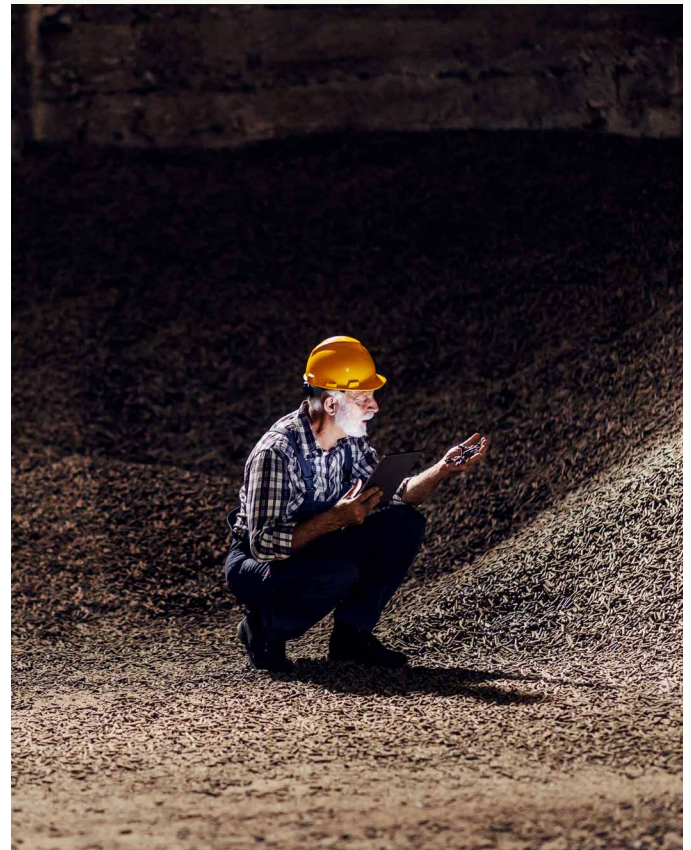
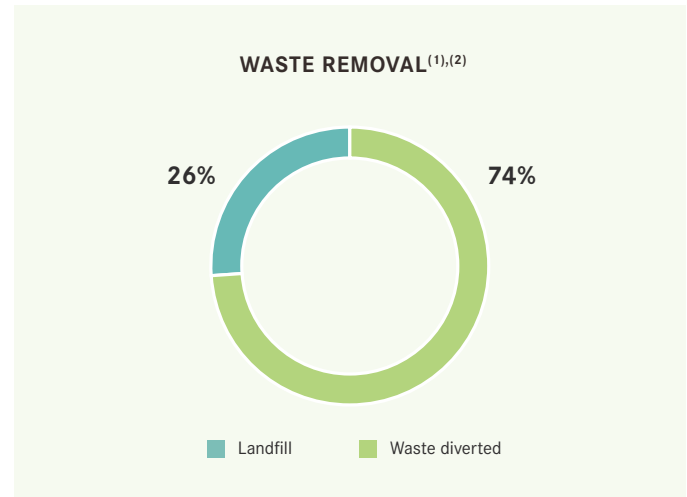
The sugar refining process creates several by-products, such as molasses and beet pellets, that have significant value. To ensure we minimize the volume of waste disposed of, while maximizing our alternative revenue streams, we have a dedicated sales team who specializes in finding end-markets for high value by-products associated with sugar refining. In 2022, the sale of by-products alone equated to approximately 2% of total Company revenue.

Rogers gathered data and evaluated our waste streams and their relative material importance across the Company for the first time in 2022. This initial step in our corporate waste management program included our three largest facilities, the Montreal and Vancouver cane sugar refineries and the Taber beet processing plant. We identified that almost 75% of non-hazardous waste that was removed from these three locations in 2022 was diverted from landfill. The majority of diverted waste was used as beneficial land applications, animal feed, recycled or anaerobically digested.

We did not include data associated with already established by-product end markets in our waste analysis, such as molasses and beet pellets. However, as we find more sustainable destinations for specific waste streams currently collected and not diverted from landfill, we will include this information in our waste management performance data.

Waste management and diversion presents a strong opportunity for the Company to not only improve environmental performance, but also generate revenue through alternative streams. We have identified this opportunity and are continuously searching for and reviewing new end-markets for our operational waste streams. As we search for sustainable alternatives to landfill for several non-hazardous waste materials, generated during sugar beet processing at our Taber facility, we store these waste materials onsite.

The hazardous waste we generate at our facilities includes, but is not limited to, waste chemicals, solvents, paints and oils. To manage hazardous waste properly, we work with our waste management suppliers to verify that the materials are transported, treated, and recycled or disposed according to applicable regulatory requirements.



(1) Represents Montreal, Vancouver and Taber facilities.

(2) Excludes waste stored at Taber facility and hazardous waste.

WATER MANAGEMENT

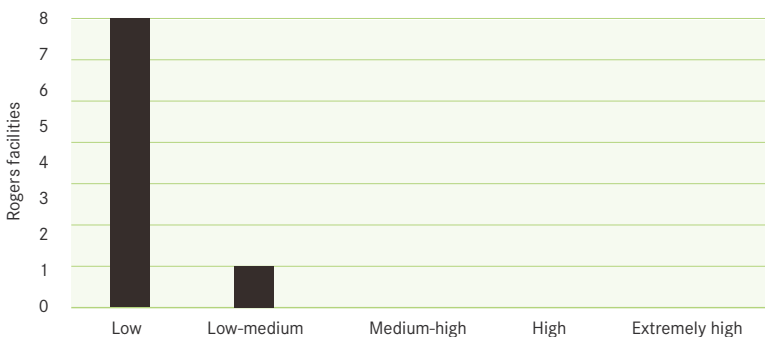
WATER USE

Rogers recognizes that water is a scarce resource that needs to be managed responsibly. Water is an important component in the refining of sugar and processing of sugar beets. All Rogers' production sites strive to reduce water use through initiatives that include water recycling and water conservation. Our sites use a combination of potable water and non-potable water for different processes associated with the production of sugar and maple syrup. We track and monitor the volumes of water we extract from all sources, with the level of extraction, and consumption, for 2022 reported below:

Water (m ³)	2022
Total water withdrawals ⁽¹⁾	30,735,052
Water withdrawals / MT of product	38.56
Potable water withdrawals	2,792,235
Potable water / MT of product	3.50
Potable water consumption ^{(2), (3)}	1,175,508
Potable water consumption ^{(2), (3)} / MT of product	1.50

We understand that access to water for our manufacturing processes is dependent on the availability of usable water in the water catchment areas where we operate. As climate change evolves, drought frequency and intensity increase, flood risk increases, water quality decreases and the continued availability of usable water may change. To understand any potential exposure to water stress, we conducted our first water risk assessment in 2022, as per classification from the World Resources Institute⁽⁴⁾. In 2022, 8 of our 9 facilities were located in areas of 'low' overall water risk, with one facility located in an area of 'low-medium' overall water risk. As we progress, our goal is to better understand any potential water stress hotspots related to our supply of raw sugar and beets, as well any potential future risk associated with water stress in our operations.

2022 WATER RISK ASSESSMENT

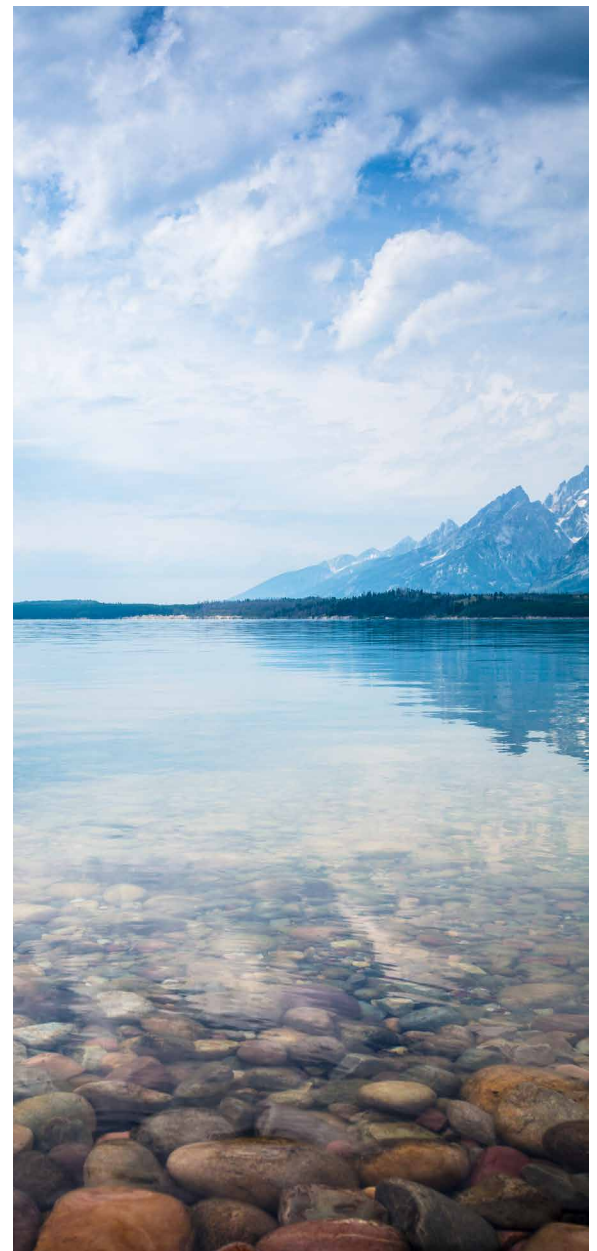


(1) Potable and non-potable water.

(2) Metered city water minus that returned to city sewer.

(3) Excludes maple facilities.

(4) www.wri.org/aqueduct



WASTEWATER

As water is a valuable resource that we share with the communities close to our facilities, Rogers is striving to ensure that any water we return to the environment meets or exceeds local and national water standards. Our facilities monitor the quality of water they discharge for temperature, biological and chemical pollutants, as well as total suspended solids, to help protect the aquatic ecosystems in which they operate. We will continue to monitor the quality of wastewater from our facilities, while also conducting wastewater risk assessments to identify potential 'high' or 'extremely high' risk areas to guide mitigation actions.

PACKAGING

ROGERS IS COMMITTED TO USING SUSTAINABLE PACKAGING ACROSS BOTH OUR SUGAR AND MAPLE SEGMENTS. OUR GOAL IS TO ENSURE WE PROVIDE QUALITY PRODUCTS IN PACKAGING THAT PROTECTS THE PRODUCT, PROVIDES NECESSARY INFORMATION AND MINIMIZES THE IMPACT ON THE ENVIRONMENT. WE RECOGNIZE THAT THE FIRST STEP IN REDUCING THE IMPACT ASSOCIATED WITH OUR PRODUCT PACKAGING IS IDENTIFYING AND UNDERSTANDING HOW WE USE PACKAGING AND WHAT COMPONENTS MAKE UP THE PACKAGING FORMATS OF OUR PRODUCTS.

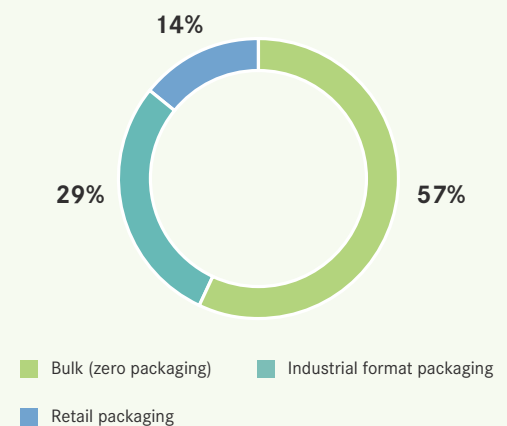
Sugar and maple syrup are key components of the downstream food manufacturing industry; in fact, over 85% of our supply delivery is to industrial food processing companies. This places Rogers in a unique situation, where the majority of our shipped sales have no associated packaging or are in larger industrial sized packaging formats.

In 2022, our sugar segment shipped over 58% of supply to customers as bulk sugar with zero packaging. In addition to this, 29% of supply was shipped in large packaging formats for industrial customers. The remaining 13% was packaged in retail and food service formats with over 11% representing Rogers' own branded products.

Rogers' maple segment is unable to supply bulk maple syrup with zero packaging, as it is essential to ensure the integrity of the syrup is maintained as per the maple syrup grading system. Maple supply in retail and food service formats in 2022 accounted for 92% of all supply deliveries with 8% in larger packaging formats for industrial customers. Only 7% of our shipped retail and food service supply was Rogers' own branded products; therefore 85% of total supply from our maple business segment was for private label customers.

Across both the sugar and maple segments in 2022, 57% of total shipped supply was bulk product with zero packaging, 29% was packaged in large industrial formats, while 14% was packaged in food service and retail formats.

2022 SUPPLY BY PACKAGING CATEGORY
(SUGAR AND MAPLE)

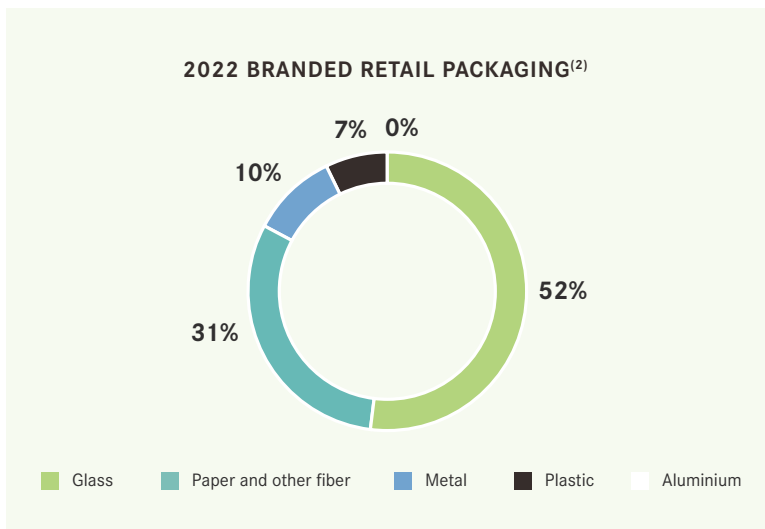


We understand the importance of retail packaging recyclability for the end consumers; therefore in 2022 Rogers completed an assessment of the primary packaging components used in our own brand retail packaging. Private label product packaging is owned and directed by the brand owner; however, we strive to offer more sustainable options to our private label customers, as we actively improve our own brand packaging.

In 2022, we primarily utilized glass, paper and other fiber materials, metal, plastic and aluminum in our branded retail packaging, as outlined below:

Branded Retail Packaging Materials (MT) ⁽¹⁾	2022
Glass	357
Paper and other fiber	212
Metal	64
Plastic	50
Aluminum	0.1

Approximately 93% of our branded retail packaging utilized plastic alternative materials and consisted of materials that generally have well developed recycling systems and end-markets.



As we learn and understand the packaging we utilize, we will target the removal of problematic components, strive to make our packaging more recyclable and incorporate recycled content where feasible. Rogers recognizes that making our packaging more sustainable, and specifically more recyclable, will provide the Company with a competitive advantage and place us in a strong position as more Extended Producer Responsibility (EPR) regulations are released by both Provincial/State and Federal Governments.



(1) Excluding labels.
 (2) By weight.



Social

AS PART OF ROGERS' MISSION, OUR GOAL IS TO HAVE A POSITIVE IMPACT ON ALL THE COMMUNITIES AND STAKEHOLDERS OUR BUSINESS INTERACTS WITH. THIS INCLUDES OUR EMPLOYEES, SUPPLIERS, CUSTOMERS AND THE COMMUNITIES WHERE WE OPERATE.

Our employees are critical to the success of our business. Working effectively as a team enables us to deliver what we promise and helps us differentiate ourselves from our competitors. Nurturing an environment which promotes respect, diversity and equality is foundational to our core values. Supporting this with a workplace that promotes empowerment, leadership, accountability and recognition creates high performing teams and opportunities for learning and personal growth.

We strive to ensure that our suppliers take responsibility and operate in an ethical and sustainable way, in line with Rogers' standards. In 2022, we released our initial Ethical Sourcing Policy and an accompanying Ethical Sourcing Supplier Code of Conduct to ensure our standards are met throughout our supply chain.

As a supplier to our customers, Rogers understands our social responsibility, along with our responsibility to ensure we maintain the high-quality products and reliability of supply that our customers have come to expect from us.

We continue to remain active in the communities that our facilities function and we always search for organizations and community groups that we can partner with or support.

KEY INDICATORS

Indicator	2022 Result	2021 Result	2020 Result
Employees			
Number of female employees	332 ⁽¹⁾	207	217
Number of male employees	845 ⁽¹⁾	737	727
Percentage of women in management level roles	34%	23%	22%
Number of full-time employees	932	Not reported	Not reported
Number of part-time employees	245	Not reported	Not reported
Number of unionized employees	778	523	564
Percentage of employees unionized	66%	55%	60%
Voluntary turnover rate (excluding retirement)	10.84%	7.10%	9.4%
Health & Safety			
Recordable injury frequency (RIF/TRIR)	3.38	6.35	5.25 ⁽²⁾
Lost time incident rate (LTIR)	1.64	2.77 ⁽³⁾	4.29
Lost time severity rate (LTIR Severity)	53.18	34.74 ⁽³⁾	107.59
Occurrence of fatal accidents	0	0	0
Community			
Charitable donations	\$231,000	\$205,000	\$300,000
Food Safety			
Facilities certified as Global Food Safety Initiative (GFSI) compliant	9	9	9

(1) Increased 2022 number as seasonal employees have been included for the first time.

(2) Excludes maple facilities.

(3) Updated value for 2021 as a result of accident investigations.

IN ROGERS



HEALTH & SAFETY

Rogers is committed to providing a safe work environment for all its employees and contractors. We recognize that the health and safety of employees and contractors is our top priority.

We have a health and safety management system consisting of regularly reviewed and updated policies and standards. Our team at Rogers collaborates with local health care and safety professionals to monitor and suggest improvements to our systems. Our local teams regularly build continuous improvement objectives that reduce risk, while also ensuring we follow both relevant legislation and corporate guidelines to achieve a culture of zero harm. To ensure consistency and act as a guide to measure continuous improvement, Rogers benchmarks itself against the Occupational Safety and Health Administration (OSHA) standards.

The hard work of our health and safety teams, and all our employees, has provided a very positive trend in our accident rate over the last five years with a reduction in lost time Recordable Injury Frequency (RIF) of 50% in 2022 compared to 2018⁽¹⁾. Similarly, a decrease in the Lost Time Incident Rate (LTIR) of 29% is recorded in 2022 compared to 2018⁽¹⁾.

COVID-19

As the COVID-19 pandemic continued through 2022, Rogers ensured that our COVID-19 protocols and protection measures were kept up to date with relevant scientific and medical advice to ensure our team remained safe and our facilities operating. As COVID-19 mandates are lifting and our teams are returning to the office, we continue to monitor relevant scientific and medical advice and invest in controlling any future resurgence of the pandemic in our operations.

Workplace Safety Progress (Year-on-Year Performance)	2022	2021	2020
Recordable injury frequency (RIF)	-47%	21%	-16% ⁽²⁾
Lost time incident rate (LTIR)	-41%	-35%	26%

(1) 2018 data excludes maple facilities.

(2) Excludes maple facilities.



DIVERSITY, EQUALITY AND INCLUSION

Rogers is committed to creating a culture where diversity, equality and inclusion (DEI) are integrated into every aspect of the business. We understand that a diverse team brings with it cultures and ideas that can benefit and strengthen the organization. We aspire to be a workplace that embraces all groups and ensures that employees are treated equally, with respect, dignity, and courtesy always. We strongly believe that with a workforce of diverse backgrounds, perspectives and experiences comes innovative thinking, a characteristic that defines Rogers.

The Company is a proud equal opportunity employer. We ensure there is no discrimination of any type on hiring and we have measures in place to ensure pay equity, regardless of gender, ethnicity or any other factors not related to performance.

The importance of DEI has been recognized in our Code of Business Conduct for several years. In 2021, we increased our focus on DEI by developing and releasing our Corporate Diversity Policy, initially applicable to the Board and the Executive Leadership team; the next step is for us to expand the scope of our Diversity Policy to all areas within the Company. In addition to expanding the scope of our Corporate Diversity Policy, we will utilize digital solutions to engage our employees, raise awareness and strive for trackable improvements beyond Board level and Executive Leadership.

HUMAN RIGHTS

In 2019, Rogers released its Human Rights Policy, applicable to all our employees. This Policy outlines our internal guidelines around social responsibility, freedom of association, and no child or forced labour. In addition, we understand that we have a responsibility to do our utmost to safeguard human rights within in our supply chain. In a major step to realize this, we developed and released our first Ethical Sourcing Policy in 2022. This Policy and its accompanying Code of Conduct has been shared with our suppliers for review and completion. As part of our Ethical Sourcing Policy Statement, Rogers requires suppliers to strictly adhere to our human rights standards, which, in summary includes:

- Prohibit child and underage labour
- Prohibit trafficking, forced or bonded labour
- Prohibit all forms of abuse, bribery, harassment and discrimination
- Recognize and respect fair and legal working hours, working conditions (including health and safety) and wages
- Ensure all workers' rights to clean water and adequate sanitation facilities
- Require all labour recruitment and employment procedures to be carried out in a legal and ethical manner
- Ensure Freedom of Association and collective bargaining rights

We are currently developing new internal processes to track our suppliers' compliance with our Ethical Sourcing Policy and its accompanying Code of Conduct. More information is available in the [Responsible Sourcing section](#) of this document.



EMPLOYEE WELLBEING

Rogers believes in actively supporting our employees' holistic wellbeing. To achieve this, we have several active programs in place:

- We provide an external outlet to assist our employees, and their families, who may be dealing with addiction or substance abuse, stress, marital problems, bullying, as well as adjustment problems in the workplace.
- We recognize the benefits of a healthy workforce and promote an active lifestyle for our employees. In support of this, we provide a physical fitness program to employees who participate in fitness-related activities and programs.
- The ability for a flexible work schedule allows us to both enhance performance and provide employees with options to maintain a better work-life balance. This balance is further maintained by the implementation of our Teleworking Policy, offering a more hybrid approach to working for our office-based employees.

To ensure the long-term wellbeing of our employees we believe it is important to offer a culture of learning and development. We are committed to helping our employees maximize their career aspirations. At Rogers, our employees participate in training and development programs to further their knowledge, skills and awareness on topics that are relevant to their job roles. To further our employees' careers, we also offer our employees tuition reimbursement to maximize their potential through external learning opportunities.

FOOD SAFETY

At Rogers, we take food safety and quality very seriously; we want to ensure our customers can trust the quality of products they receive.

We have implemented a comprehensive food safety and product quality management system across all our facilities. We utilize leading industry methodologies to ensure our products are manufactured safely, comply with applicable regulations and meet or exceed the internal quality standards we have set.

Compliance with our own internal food safety and product quality management system helps ensure our facilities are also compliant with Global Food Safety Initiative (GFSI) recognized certifications (FSSC 22000 in our sugar facilities and BRC in our maple facilities). Our facilities undergo regular third-party audits and achieve third-party certification to demonstrate our compliance with food safety and quality standards. All our facilities passed their most recent third party GFSI audits with no major non-conformances and we have implemented appropriate corrective actions to remediate any minor non-conformances.

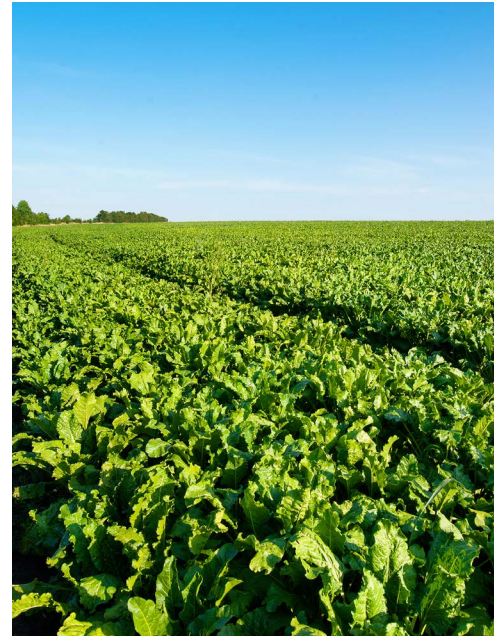
In addition to complying with our internal food safety and product quality management system, we also monitor other external metrics including product recall, serious incidents and factory-related consumer complaints. In 2022, we had one product recall where we recalled 18,264 kg of sugar in British Columbia and Alberta due to the potential presence of foreign materials. This recall event was investigated thoroughly by both our corporate and local quality assurance teams and facility management, resulting in swiftly identifying the potential source and remediating any potential issue immediately.

IN OUR SUPPLY CHAIN

Rogers is committed to upholding human rights, not only with respect to our own employees but also for employees in our supply chain. In 2022, Rogers Executive Leadership issued our initial Ethical Sourcing Policy Statement. This new policy statement was created in conjunction with our Ethical Sourcing Supplier Code of Conduct, and both documents were distributed to our suppliers.

Our Ethical Sourcing Policy Code of Conduct comprises comprehensive criteria on anti-corruption, labour rights, fair and safe working conditions, and environmental compliance. We require our suppliers to review and confirm compliance with our standards. It is the responsibility of Rogers Senior Management to establish, document, implement, communicate, and maintain effective resource management in accordance with the principles of ethical sourcing by ensuring compliance with applicable local laws and regulations.

As with all other areas of Rogers’ ESG program, our ethical sourcing program remains in a cycle of continuous improvement. During the initial stages of distribution, we focused primarily on material suppliers within the sugar business segment. We are currently in the process of updating our policies within the maple segment and distributing these updated documents to 1400+ maple producers who supply our facilities to review and complete.



IN OUR COMMUNITIES

Rogers is committed to providing support to the communities in which we operate. We have a Donation Policy that financially supports various local and international charitable organizations each year.

Rogers provides financial support to a diverse array of organizations active in the local community, including those supporting underprivileged families, agricultural education, community welfare and employees in crisis. We are proud to support local charities such as “Le Chic-Resto-Pop” in Montreal (a socio-professional integration, social economy and community action organization) and the “Taber Food Bank” in Taber. In 2022, we actively supported Canadian and international disaster response through The Red Cross, including supporting communities impacted by Hurricane Fiona in Atlantic Canada and the ongoing conflict in the Ukraine.

	2022	2021	2020
Charitable donations	\$231,000	\$205,000	\$300,000

Rogers is also proud to support our employees volunteering for causes that they support. We inform all employees during onboarding around the process to volunteer with organizations of their choice with the support of the Company.

We will strive to continue our involvement in, and support of, the communities we operate. We are targeting the creation of a more defined corporate donation structure and internal tracking process. This will allow us to better understand where we are currently involved and if there are any areas we can expand our support.





Governance

AT ROGERS, WE UNDERSTAND THAT STRONG GOVERNANCE IS KEY TO ENSURE STRONG MANAGEMENT AND THE SUCCESS OF OUR BUSINESS.

Our Board of Directors is viewed as an integral part of our business. It brings together individuals with diverse backgrounds and relevant experience to help the Company operate successfully and uphold its values and reputation. The Board has overall responsibility for monitoring, evaluating, and contributing to the strategic and operational direction of the business. This includes helping the business to be managed effectively in accordance with regulatory and legal requirements and ensuring that it operates in an ethical and socially responsible manner, while also maximizing short-term and long-term stakeholder value. The Board is further responsible for defining and overseeing the risk assessment and management process of the Company.

Our full Board meets quarterly to review results and discuss strategic business matters. The Board is assisted in managing its responsibilities through specialized committees made up of Board members and supported by representatives from Rogers' Executive Leadership Team. These committees include: Audit, Human Resources and Compensation, Strategic Initiatives and ESG.

KEY INDICATORS

Indicator	2022 Result	2021 Result	2020 Result
Board and Governance Information			
Percentage of independent Directors Rogers Sugar Inc (RSI) Parent	100%	100%	100%
Percentage of independent Directors Lantic Inc. – Operating Company	57%	50%	50%
Separate Chair and CEO	Yes	Yes	Yes
Independent Chair	Yes	Yes	Yes
Annual Board evaluation process	Yes	Yes	Yes
Number of Board meetings held	6	6	8
Average meeting attendance	100%	100%	100%
Board Renewal and Diversity			
Annual election of Directors	Yes	Yes	Yes
Majority voting policy	Yes	Yes	Yes
Average age of Directors	62	61	60
Mandatory retirement age	Yes	Yes	Yes
Average Director tenure	10	11	10
% women on the Board	33%	17%	17%
Board diversity policy	Yes	Yes	No
Shareholder Rights			
Say on Pay advisory vote	Yes	Yes	No

BOARD

THE ROGERS BOARD IS RESPONSIBLE FOR THE STEWARDSHIP OF THE COMPANY AND HAS ADOPTED A FORMAL MANDATE SETTING OUT THE BOARD'S STEWARDSHIP RESPONSIBILITIES, INCLUDING THE BOARD'S RESPONSIBILITIES WITH RESPECT TO OVERSIGHT AS AN INVESTOR IN THE COMPANY'S INVESTMENTS, MANAGEMENT OF THE BOARD, MONITORING OF THE COMPANY'S FINANCIAL PERFORMANCE, FINANCIAL REPORTING, FINANCIAL RISK MANAGEMENT, OVERSIGHT OF POLICIES AND PROCEDURES, COMMUNICATIONS AND REPORTING, AND COMPLIANCE, AS OUTLINED IN THE [MANDATE FOR THE BOARD OF DIRECTORS AND ROGERS BY LAWS](#).

The Board also has responsibility for the development and implementation of the long-term strategy for the Company and approves, on at least an annual basis, a strategic plan that considers, among other things, the opportunities and risks of the Company's affairs and its investments.

The Board's [Governance Guidelines](#) sets out the standards for Board responsibilities, organization and membership, Board committees and terms of reference, Board meetings and materials, Director compensation, relationship with the administrator, Director responsibilities and performance, and ethics and conflicts of interest.

The Environmental, Social and Governance (ESG) Committee is a standing committee of independent Directors appointed by the Board and is responsible for:

1. Overseeing and assessing the functioning of the Board and the committees of the Board
2. The development, recommendation to the Board, implementation and assessment of effective governance principles
3. Overseeing and advising the Board on management of the Company's strategy, initiatives, risks, opportunities and reporting in respect of material ESG matters.

As per the [ESG Committee's](#) charter, the committee may also be required to identify candidates for Director and recommend to the Board qualified Director candidates for election at the next annual meeting of shareholders.



OPERATIONAL

ROGERS EXECUTIVE LEADERSHIP TEAM PROVIDES OVERSIGHT AND EXECUTIONAL LEADERSHIP FOR THE COMPANY'S STRATEGY, ANSWERING DIRECTLY TO THE ROGERS BOARD.

Operations for Rogers are governed by our [Code of Business Conduct](#), where we clearly define acceptable practices and provide relevant information related to:

- Whistleblowing
- Safety
- Equality and Diversity
- Harassment and Offensive Behaviour
- Conflicts of Interest
- Laws and Regulations
- Controls and Disclosure
- Media, Communications and Continuous Disclosure
- Share Trading
- Computer and Internet Use
- Corruption and Bribery
- Gifts and Gratuities
- Dealings with Suppliers
- Political Support and Engagement with Governments
- Confidentiality
- Privacy
- Community Engagement
- Our Environment

COMPENSATION

Rogers believes a fair and competitive compensation structure helps attract, retain and motivate qualified talent within the organization. The Human Resources and Compensation Committee has the responsibility of evaluating and making recommendations to the Board regarding the compensation of Rogers' executives, which is comprised of a base salary as well as performance-based incentive plans. Non-executive management-level employees are also participants in the Company's incentive plans. For all plan participants, a portion of the incentive payout is based on the achievement of ESG targets. The governing charter of the [Human Resources and Compensation Committee](#) outlines the approach to attract, retain and motivate executives in a fair and ethical manner at Rogers. Rogers highly competitive compensation package is evident in our consistently low employee voluntary turnover rate (excluding retirement).

	2022	2021	2020
Voluntary turnover rate (excluding retirement)	10.84%	7.10%	9.40%



ESG

BOARD OF DIRECTORS

- Oversees all aspects related to ESG, including our ESG strategy and objectives, key internal and external projects, and any ESG-related risk.
- Guidance directed to functional leaders through regular Board ESG Committee meetings.

PRESIDENT AND CEO

- The President and CEO in collaboration with the wider Executive Leadership Team provides operational oversight.
- Performance KPIs linked to ESG.

VICE PRESIDENT, OPERATIONS SERVICES, SUPPLY CHAIN AND SUSTAINABILITY

- Reporting to the President and CEO, oversees the global ESG program, directly guiding operational ESG/Sustainability team on the execution of the ESG strategy.
- Performance KPIs linked to ESG.

OPERATIONAL ESG COMMITTEE

- Cross-departmental functional leaders consultation.
- Performance KPIs linked to ESG.

ESG/SUSTAINABILITY TEAM

- Manages the ESG/Sustainability programs day-to-day, including strategy, policies, goals, and projects from ideation to execution.

BOARD OVERSIGHT

Rogers Board oversees the ESG program, strategy, progress and alignment in the context of the Company's objectives, stakeholder interests and potential risks and opportunities. Clear direction and guidance are provided to the Company's Executive Leadership through regular meetings of the Board ESG Committee.

EXECUTIVE LEADERSHIP

Our President and CEO provides operational oversight and ensures the ESG program is run in accordance with best practices and the Board's expectations. Reporting directly to the President and CEO, the Vice President, Operations Services, Supply Chain and Sustainability ensures the ESG goals of the Company are being met.

OPERATIONAL PROGRAM MANAGEMENT

Reporting to the Vice President, Operations Services, Supply Chain and Sustainability, the Director of Sustainability coordinates with the Operational ESG Committee and other functional leaders within the Company to ensure the ESG program and strategy are executed in line with Board and Executive Leadership expectations.





Responsible Sourcing

AT ROGERS WE UNDERSTAND THAT A RELIABLE AND RESILIENT SUPPLY CHAIN IS ESSENTIAL TO OUR SUCCESS. WE RECOGNIZE THAT OUR SUPPLY OF RAW CANE SUGAR, SUGAR BEETS AND MAPLE SYRUP ARE HEAVILY RELIANT ON BOTH A FUNCTIONING NATURAL ENVIRONMENT AND A STRONG COMMUNITY IN THE LOCAL AREAS WHERE THE RAW MATERIALS ARE SOURCED.

As we progress toward our target of 100% raw sugar supply sourced from producers who follow verified or certified sustainable agricultural practices, we understand that taking the steps to meet this target not only strengthen our business resilience, but also ensure the protection of the environments and communities that are essential in our network.

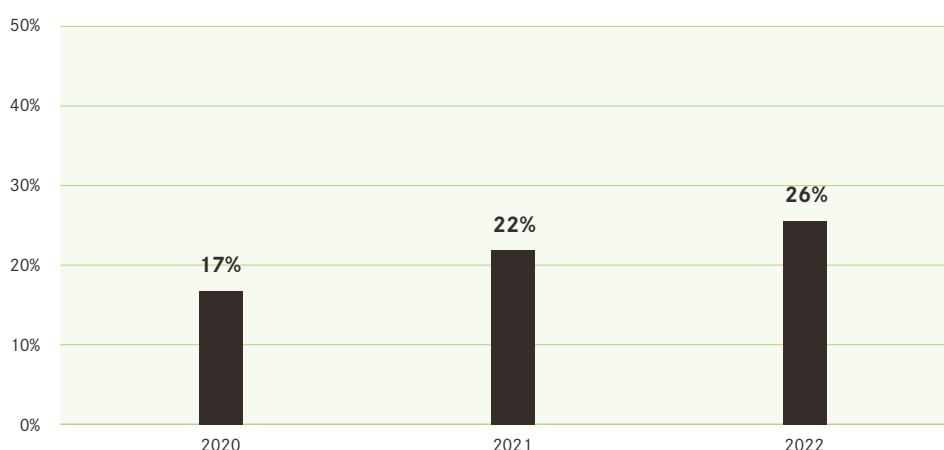
ETHICAL AND SUSTAINABLE SOURCING

ROGERS IS COMMITTED TO PROMOTING RESPONSIBLE MANAGEMENT OF OUR RESOURCES AND THE ENVIRONMENT THROUGH UPHOLDING ENVIRONMENTAL STANDARDS AND HUMAN RIGHTS, NOT ONLY WITH RESPECT TO OUR OWN OPERATIONS BUT ALSO IN OUR SUPPLY CHAIN. THIS COMMITMENT GUIDED THE DEVELOPMENT OF OUR TARGET TO SOURCE 100% OF RAW SUGAR FROM PRODUCERS WHO FOLLOW CERTIFIED OR VERIFIED SUSTAINABLE AGRICULTURAL PRACTICES BY 2027⁽¹⁾. WE ARE PLEASED TO PRESENT OUR FORWARD PROGRESS TOWARDS OUR TARGET; HOWEVER, WE DO UNDERSTAND WE STILL HAVE ROOM FOR GROWTH IN THE COMING YEARS.

In the last quarter of 2022, we took a significant step to increasing the volume of certified sustainable raw cane sugar sourced in the coming years through a multi-year supply partnership with Raízen, a source of certified non-genetically modified organism (“non-GMO”) and certified Bonsucro⁽²⁾ sugar for our Eastern Canada operations. This Bonsucro certified raw sugar will be refined in our Montreal facility and offered to our customers as part of our commitment to sustainability.

	2022	2021	2020
% Sugar sourcing spend on raw sugar from certified or verified sustainable sources	21%	Not reported	Not reported
% Raw sugar sourced from certified or verified sustainable sources (by volume) ⁽³⁾	26%	22%	17%
% Raw sugar certified to Bonsucro Chain-of-Custody Standard (by volume)	10%	Not reported	Not reported
% Raw sugar verified as produced at FSA Silver level (by volume) ^{(3), (4)}	16%	Not reported	Not reported

RAW SUGAR CERTIFIED OR VERIFIED SUSTAINABLE



(1) Certified or verified sustainable as per Bonsucro, FSA or VIVE.

(2) www.bonsucro.com

(3) Beet supply, and the associated sugar produced, has been normalized and included in supply calculations.

(4) www.saipatform.org/fsa



WE ARE PLEASED TO SAY THAT WE CAN TRACE ALMOST 100% OF OUR SUGAR BEETS AND MAPLE SYRUP SUPPLY TO THE FARMS WHERE THEY ARE SOURCED IN CANADA AND THE USA.

In 2022, we also released our Ethical Sourcing Policy and the associated Ethical Sourcing Supplier Code of Conduct. This policy package encompasses comprehensive criteria on anti-corruption, labour rights, fair and safe working conditions, and environmental compliance. Our Ethical Sourcing Policy and Code of Conduct were developed based on industry best practices and internationally recognized standards, including the United Nations Guiding Principles on Business and Human Rights⁽¹⁾ and the principles set forth in the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work⁽²⁾.

In 2023, we plan to expand the scope of our Ethical Sourcing Policy and the associated Ethical Sourcing Supplier Code of Conduct to include governance and land rights aspects, while renaming the documents to represent their scope more appropriately. Additionally, we will create a robust distribution and tracking plan to monitor the updated documents distribution to all suppliers across the sugar and maple business segments. We look forward to providing an update on our progress in our 2023 ESG Report.

Rogers understands the importance of the ability to trace our sourced raw materials as part of our goal to have 100% of raw sugar supply sourced from producers who follow verified or certified sustainable agricultural practices. We are pleased to say that we can trace almost 100% of our sugar beets and maple syrup supply to the farms where they are sourced in Canada and the USA. The beets sourced to produce sugar at our Taber facility are verified as grown using sustainable agriculture practices, as the growers have achieved Silver level in the Farm Sustainability Assessment (FSA) performance assessment from the Sustainable Agriculture Initiative (SAI). We are also pleased to state that we trace our raw cane sugar supply, which is primarily sourced from South and Central America, back to the mill where the sugar cane has been processed. The increased transparency associated with the supply partnership with Raizen will further improve the traceability of our raw cane sugar supply.

Rogers program to increase traceability and the sustainability of raw sugar supply is key to mitigating potential risk associated with possible environmental or social issues which may be present in the sugar supply chain in areas not directly overseen or managed by the Company.

(1) www.ohchr.org

(2) www.ilo.org/declaration



Appendix

SASB INDEX TABLE

Rogers reports according to the Agricultural Products SASB Standard, within the Food and Beverage Sector, as managed by the International Sustainability Standards Board (ISSB). We do not currently disclose all metrics included in the Standard for our sector, but we will continue to evaluate them in the future.

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	RESPONSE / LOCATION
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Metric tons (t) CO ₂ e	FB-AG-110a.1	Rogers ESG Report May 2023– Climate Action
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	FB-AG-110a.2	Rogers ESG Report May 2023– Climate Action
	Fleet fuel consumed, percentage renewable	Gigajoules (GJ), Percentage (%)	FB-AG-110a.3	7,831, 0%
Energy Management	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	FB-AG-130a.1	4,178,578, 4%, 1.3%
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), Percentage (%)	FB-AG-140a.1	Rogers ESG Report May 2023– Water Management
	Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a	FB-AG-140a.2	Rogers ESG Report May 2023– Water Management
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Number	FB-AG-140a.3	Not Currently Reported
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	Rate	FB-AG-250a.1	Rogers ESG Report May 2023 – Food Safety
	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Percentage (%) by cost	FB-AG-250a.2	Not Currently Reported
	(1) Number of recalls issued and (2) total amount of food product recalled	Number, Metric tons (t)	FB-AG-250a.3	Rogers ESG Report May 2023 – Food Safety
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) seasonal and migrant employees	Rate	FB-AG-320a.1	Rogers ESG Report May 2023 – Workplace Safety, NMFR – Not Currently Reported
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard	Percentage (%) by cost	FB-AG-430a.1	Rogers ESG Report May 2023 – Responsible Sourcing
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Rate	FB-AG-430a.2	Not Currently Reported
	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	n/a	FB-AG-430a.3	Rogers ESG Report May 2023 – Responsible Sourcing
GMO Management	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	n/a	FB-AG-430b.1	Not Currently Reported
Ingredient Sourcing	Identification of principal crops and description of risks and opportunities presented by climate change	n/a	FB-AG-440a.1	Rogers ESG Report May 2023 – About Rogers; Climate Action
	Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	Percentage (%) by cost	FB-AG-440a.2	Not Currently Reported

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE / LOCATION
Production by principal crop	Quantitative	Metric tons (t)	FB-AG-000.A	Rogers ESG Report May 2023 – About Rogers
Number of processing facilities	Quantitative	Number	FB-AG-000.B	Rogers ESG Report May 2023 – About Rogers

ABBREVIATIONS

ESG	Environment, social and governance
EBITDA	Earnings Before Interest, Taxes, Depreciation, and Amortization
Adjusted EBITDA	See "Non-GAAP Measures" section of FY22 Annual Report for definition and reconciliation to GAAP measures
GHG	Greenhouse gas
MT	Metric Tonne
GJ	Gigajoule
kWh	Kilowatt hour
tCO₂e	Metric tonne of carbon dioxide equivalent
m³	Cubic meter
EPR	Extended producer responsibility
RIF	Recordable incident frequency
TRIR	Total recordable incident rate
LTIR	Lost time injury rate
GFSI	Global Food Safety Initiative
OSHA	Occupational Safety and Health Administration
DEI	Diversity, equality and inclusion
ILO	International Labour Organization
non-GMO	Non-genetically modified organism
FSA	Farm Sustainability Assessment
SAI	Sustainable Agriculture Initiative



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ROGERS

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