GREENFIELD GLOBAL

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SUSTAINABILITY REPORT 2024

WHAT'S INSIDE

Greenfield's mission is to unlock the potential of people, partnerships and nature to accelerate sustainable solutions for the health of the planet. This annual sustainability report captures our progress.

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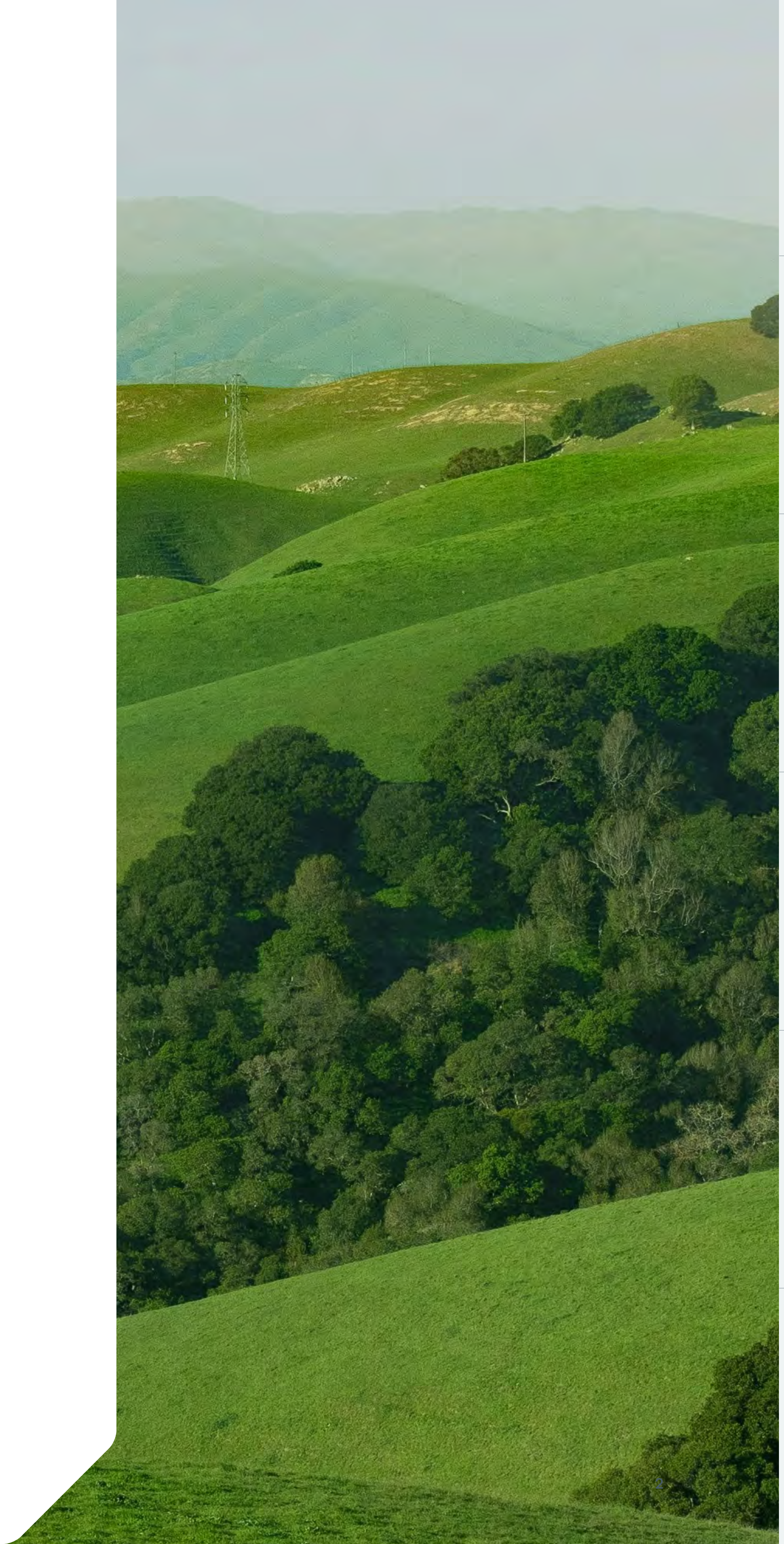

CHAPTER 1

INTRODUCTION

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1.1

MESSAGE FROM OUR PRESIDENT & CEO

Howard Field

President & CEO,
Greenfield Global

We have a clear mission at Greenfield: to unlock the potential of people, partnerships and nature to accelerate sustainable solutions for the health of the planet. This pursuit underlines our strong belief that Greenfield's success depends on the long-term well-being of our employees, our communities and our environment.

As we've witnessed lately, this type of sustainability mindset has been diluted in some business circles. Many North American companies have scaled back, or worse yet, scrapped their sustainability investments citing political change and economic turbulence. That's been hugely disappointing. From our perspective, that's the short game, and Greenfield is not in the short game business.

We're a privately-held, family-owned business whose people are passionate about Greenfield's mission and the type of business we aspire to be. We're not influenced by who's in political power for four-year terms. In fact, we're intensifying our sustainability ambitions and actions.

Thankfully, we're not alone. There are still many like-minded companies that also care deeply about sustainable development and issues like climate change and biodiversity. It's reassuring to see examples among our many clients in the life sciences, food, flavour and fragrances, beverage and biofuels sectors. We are working hard to deepen our relationships with partners who have the same core values as we do.

Refining our efforts to push forward

While our commitment hasn't changed, we have adjusted our approach in light of the unfortunate macro trends we face. In particular, we now spend more time building coalitions to amplify our voice in areas like biofuels. And we must work even harder to mobilize enough capital to support the massive green energy projects we're planning. We're seeing many notable organizations suspend or cancel their green energy projects due to challenges raising funding, or simply due to political or economic timidity in uncertain times. We lead by example as we continue our efforts to advocate for business and government boldness in the face of shared environmental challenges.

Despite these headwinds, we're investing millions of dollars to lower our carbon intensity (CI) scores and create products that will replace fossil fuel-derived products. Our Varennes plant in Quebec is leading the charge for Greenfield in producing renewable energy like e-methanol and green hydrogen. We're also very focused on moving forward with sustainable aviation fuel (SAF) technologies. We already have strong support from government and are seeking additional strategic partners, since this project requires significant effort and investment. With the world experiencing more frequent devastating weather-related events, we believe strongly in climate action.

Drawing inspiration from our dedicated employees

I continue to be honoured that there are so many others at Greenfield who are beating the sustainability drum. I don't have to nudge people here about sustainability. There's a rich vein of sustainable ideas and initiatives flowing throughout our organization, and it's very fulfilling to help enable them.

Take health and safety. Last year, Greenfield was recognized as Canada's Safest Employer, in the Chemistry category, shining the spotlight on our people and their unwavering dedication to fostering a caring and thriving workplace.

I'm especially proud that we are continuing to build a diverse leadership team of strong voices, relevant experience and unique perspectives. It's not about checking boxes—it's about assembling the right people to bring wide-ranging ideas and deliver strong execution.

Accelerating our impact through philanthropy

We're also focused on having a positive impact in our communities. While Greenfield has contributed to many different charitable initiatives in the past, we've never aligned ourselves with one cause at the global level. That's about to change.

In May 2025, a valued customer invited me to a fundraising dinner in New York City for the Breast Cancer Research Foundation (BCRF). I was blown away to learn about the incredible efforts by BCRF, and its supporters, to both cure breast cancer and help women through their breast cancer journey.

It was an "aha moment" and I began to envision how Greenfield can get involved in a movement that is so important and relevant to our business. First, we are talking about the health of more than half of the world's population since men also contract breast cancer. Second, we sell our products to many of the labs and research institutes that are developing cancer-related treatments and cures. Though we operate within the life sciences supply chain, we had yet to reinvest our profits into that vital sector. Third, many of our customers in personal care, flavours, fragrances and so many others have formed a community focused on battling this dreaded disease.

I started to connect the dots to see a whole 'circular economy' as it relates to sustainability, the health of the planet and its people, and life sciences. And, we must not forget the very personal side of this disease and impact on our own friends, family and colleagues. One in eight women will contract breast cancer in their lives. A true commitment to sustainability balances the needs of "people, planet and profit".

That night, Greenfield donated $20,000 to BCRF and I decided that our Company would be a committed partner going forward. Our vision is to involve Greenfield deeply in this cause and become part of the ecosystem of companies supporting cutting-edge breast cancer research that will lead to much needed breakthroughs.

In closing

To sum up, whether we are talking about the success and well-being of our employees, healing our natural environment, or driving health innovation for society, Greenfield is on a path to building sustainable solutions. We are steadfast in this commitment—despite working against the backdrop of macro challenges, pendulum swings and 'greenhushing'—and we are excited to drive the ideas, teamwork and partnerships that will reap real, long-term results.

Howard Field
President & CEO, Greenfield Global

1.2

2024 HIGHLIGHTS*

Environment

596
million litres of fuel ethanol produced, which displaced the equivalent of 417 million litres of gasoline

51%
decrease in hazardous waste generation compared to the previous year

70,000 MT
of organic waste diverted from the landfill, supporting Québec with its organic waste diversion goals

Set
20%
reduction goal for water intake by 2027

~$15.3M
invested over 10 years in R&D and pre-engineering to advance key carbon-reduction projects

Social

766
total employees, up from 730 the previous year

25%
of our senior leadership team are women

76%
higher employee engagement score than the benchmark[1]

Recognized as
Canada's Safest Chemistry Employer
by Canada's Safest Employer Awards

Achieved the
FSSC 22000 Food Safety Management System Certification

Supported
84
community organizations through our charitable giving program

Governance

One of Canada's Best Managed Companies
for 10th consecutive year (Platinum status)

EcoVadis
Bronze Sustainability Rating

Formalized a Whistleblower Policy
to strengthen our culture of transparency and accountability and encourage reporting of actual or potential misconduct issues

Created a Sustainable Procurement Policy
to guide environmentally and socially responsible purchasing decisions

0
cybersecurity incidents

* Highlights reflect our reporting period, January 1, 2024 – December 31, 2024.

[1] Source: Peakon

1.3

GREENFIELD AT A GLANCE

Since 1989, Greenfield Global has been a leading supplier of high-purity alcohols, specialty solvents, custom blended solutions and fuel ethanol to businesses worldwide, ranging from Fortune 500 companies to sole proprietorships.

Greenfield's primary markets are renewable fuels, beverage alcohols, life sciences, food, flavour, fragrance, personal care and industrial alcohols. Annually, Greenfield fulfils over 35,000 orders, in more than 50 countries served by our 18 locations, utilizing an extensive global supply chain. We also operate one of the largest anaerobic digestion (AD) facilities in North America, converting 70,000 metric tons (MT) with the capacity to reach 120,000 MT of source-separated organics every year to produce Renewable Natural Gas (RNG). A listing of our products is provided on our website.

Greenfield has been a pioneer of the renewable fuels industry in Canada for decades. Our dedicated team of scientists and engineers continue to advance innovative pathways for the production of other sustainable fuels and chemicals such as green hydrogen, green methanol, sustainable aviation fuel and RNG.

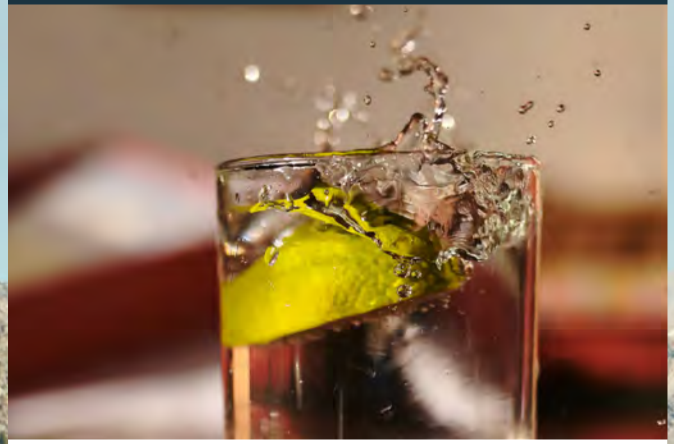
Headquartered in Mississauga, Canada, Greenfield is a private, family-controlled business and has been awarded "Canada's Best Managed Companies" Platinum-level designation since 2015. Greenfield has facilities in Canada, the U.S. and Ireland. These locations are comprised of five alcohol distilleries, five blending and packaging facilities, and eight warehouses. In Ireland, our Portlaoise facility was one of the first Near Zero Emissions Buildings (NZEB) in the country—and one of the first in Europe.

Our Markets

Specialty Chemicals & Ingredients

- Life Sciences
- Food, Flavour, Fragrance
- Industrial
- Personal Care
- Extractions

Beverages & Distilled Spirits



- Co-Packers
- Established Brand Owners
- Craft Distillers

Renewable Energy

- Biofuels
- Renewable Natural Gas

Agribusiness

- Distillers' Corn Oil
- Dried Corn Distillers' Grains with Solubles
- Modified Corn Distillers' Grains with Solubles
- Wet Corn Distillers' Grains
- Condensed Distillers' Solubles

Our Vision, Mission & Principles

Our Vision

To responsibly provide innovative products and solutions that help the world reverse climate change and return atmospheric carbon dioxide levels to 350 parts per million or less.

Our Mission

Unlock the potential of people, partnerships and nature to accelerate sustainable solutions for the health of the planet.

Our Principles

Innovative

We are constantly seizing opportunities to develop new products, processes and methods to meet the diverse and demanding requirements of our customers.

Responsible

Our commitment to give back to local communities goes beyond the bottom line. We give back to the planet by processing renewable resources into low carbon fuels and chemicals.

Disciplined

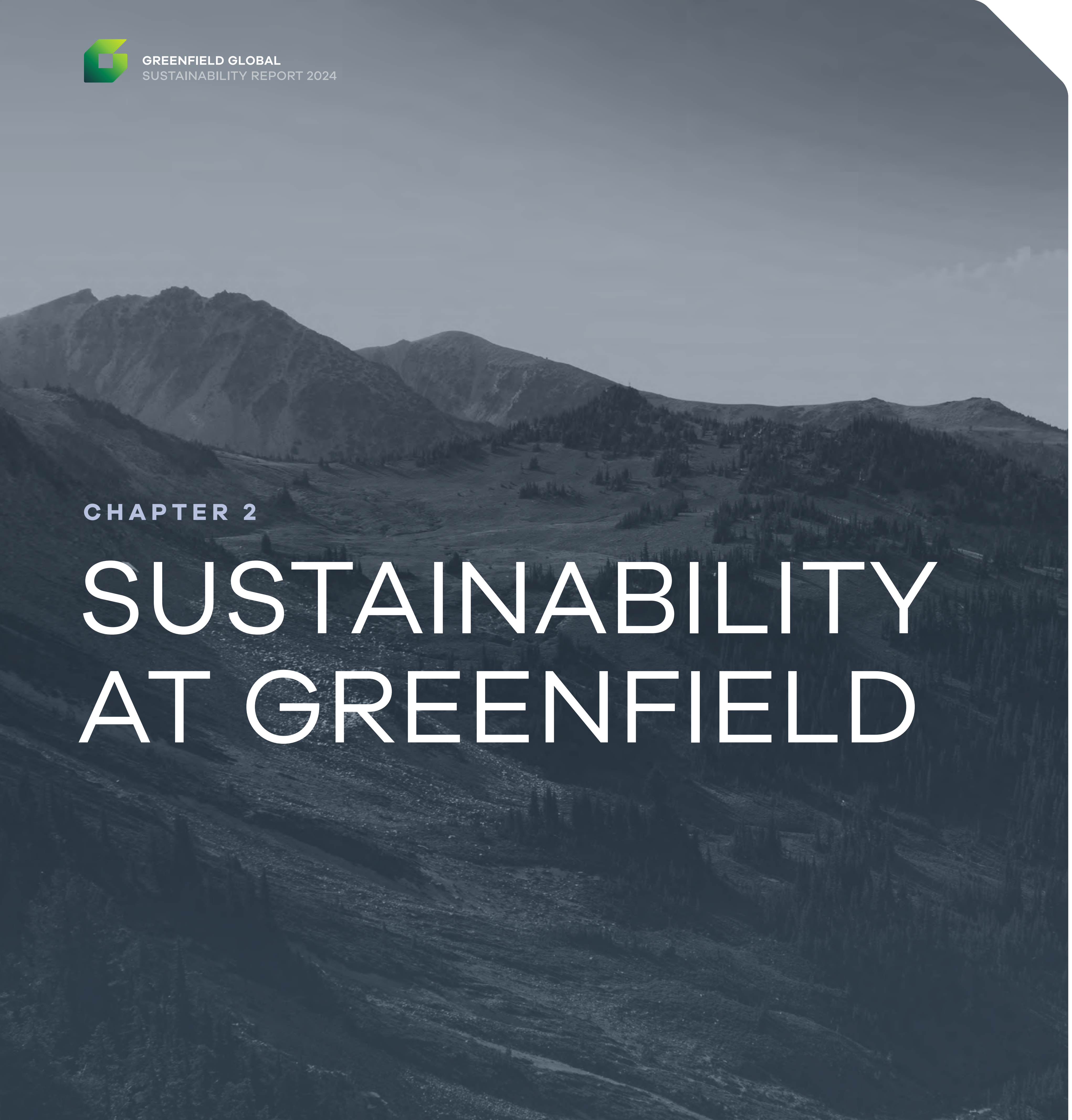
At every plant, and for every customer, for every shipment, we put quality first. We operate a tight, transparent supply chain while meeting the highest regulatory standards.

Collaborative

We are part catalyst, part collaborator. We work with partners to get the most out of our existing products, and to develop custom solutions for our customer requirements.

Agile

Our team is not only fast, but it also has the flexibility and creativity to pivot with customer needs to develop custom-made, on-time solutions.



CHAPTER 2

SUSTAINABILITY AT GREENFIELD

2.1 Message from Our Director of Corporate EH&S

2.2 Sustainability Approach & Ambitions

2.3 Stakeholder Engagement & Material Topics

2.1

MESSAGE FROM OUR DIRECTOR OF CORPORATE EH&S

Christa Morphew

Director of Corporate EH&S at Greenfield

At Greenfield, our commitment to environmental stewardship, health & safety, and sustainability is simply part of how we conduct responsible business. As the Director of Environment, Health & Safety, and the leader responsible for our sustainability reporting and ESG initiatives, I am proud to share the progress we've made and the path we continue to follow.

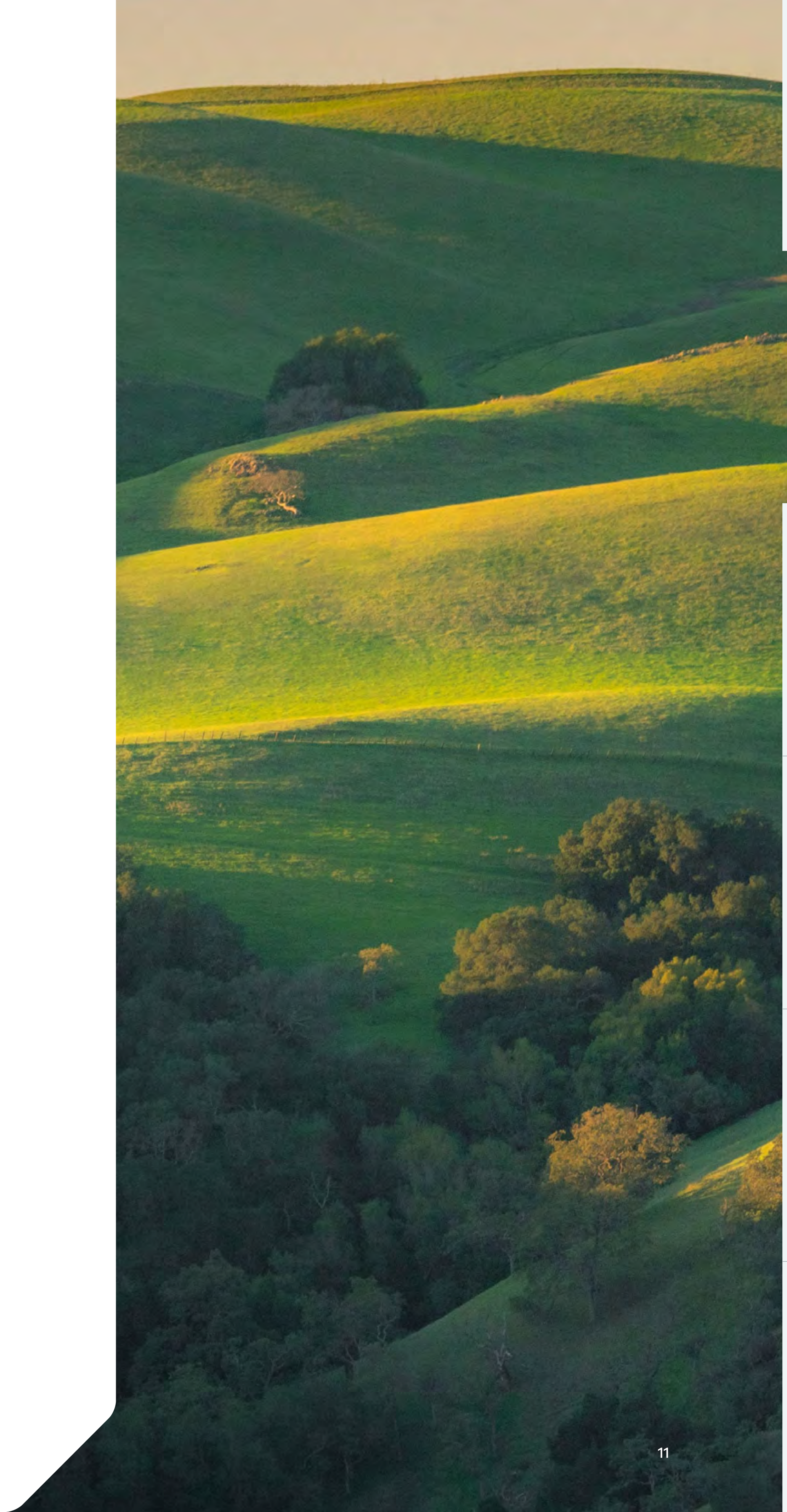
The challenges our planet faces—including climate change, resource scarcity and biodiversity loss—remain urgent, persistent and critical to address for a sustainable future. That is why, regardless of how political winds may shift, we remain steadfast in our mission to act as responsible stewards of the Earth. Our approach is grounded in long-term thinking, scientific integrity and a deep sense of accountability to our employees, communities, investors and future generations.

This year's Sustainability Report reflects the balance we strive to maintain between progress and pragmatism, innovation and responsibility, growth and environmental preservation. There are myriad opportunities to do things better as a company and as a society. We continue to evaluate and improve our operations, investigate ways to reduce our emissions, enhance safety and support sustainable development across our value chain.

Sustainability is not a trend; it is a core principle that informs our strategy, shapes our culture, and helps us manifest resiliency and manage risk. From advancing clean technologies to promoting employee well-being and fostering inclusive communities, our efforts are guided by the belief that sustainable business is a smart strategy, serving as a gateway to competitive advantage, customer and stakeholder trust, and long-term value creation.

We are confident that our balanced approach and continued dedication to environmental, social and ethical accountability will create lasting positive impacts for all our stakeholders and the Greenfield brand.

> "This year's Sustainability Report reflects the balance we strive to maintain between progress and pragmatism, innovation and responsibility, growth and environmental preservation."



2.2

SUSTAINABILITY APPROACH & AMBITIONS

Sustainability is core to Greenfield's mission and delivering on our EH&S commitment of *No Harm to People or Planet.*

Our ESG Approach & Ambitions

Greenfield is guided by our mission to unlock the potential of people, partnerships and nature to accelerate sustainable solutions for the health of the planet. Using sustainability as the lens for our decision-making, we take a comprehensive and structured approach to effectively consider and integrate ESG goals, issues and practices in our business.

Our Principles and Values serve as the crucial map on our sustainability journey. We've done significant work within Greenfield to operate more sustainably and strengthen our ability to manage ESG risks. We believe strongly in the power of partnerships and collaborate with our customers, other businesses and community partners to advance our sustainability goals while helping others drive positive change as well.

Our sustainability framework has three pillars—Environment, Social and Governance—and is aligned with our business strategies. In each pillar, we've put in place many best practices and initiatives, with emphasis on sustainability material topics for our business and our stakeholders.

Environment

Social

Governance

Sustainability Management

Sustainability is embedded in our governance structure:

- Our Corporate EH&S team has overall responsibility of Greenfield's ESG program development, data collection, tracking and reporting on our sustainability goals.
- Business Unit Leaders are responsible for the sustainability project objectives and performance at the site level.
- The ESG Governance and Net Zero Steering Committees play a crucial role in integrating sustainability into Greenfield's core business strategy and driving progress towards ESG goals.

Specific sustainability roles include:

- Director of Corporate EH&S
- Director of Net-Zero and Carbon Management

SPOTLIGHT

Advancing Sustainability Management Across Greenfield

Greenfield scored a 'bronze medal' in the 2024 review by EcoVadis, an independent sustainability rating agency that assesses thousands of companies worldwide on how well they manage and integrate sustainability. Companies that score in the top 35% of all those rated in a given year are eligible for the EcoVadis Bronze Medal. Demonstrating our progress in sustainability management, we are pleased that our score is several points higher since our last assessment in 2023, due to the implementation of additional policies and practices. The EcoVadis assessment also highlighted gaps, in particular, a lack of reporting and key performance indicators regarding sustainable procurement issues. These improvement areas are a focus going forward as we strive for Silver status.

2.3

STAKEHOLDER ENGAGEMENT & MATERIAL TOPICS

Greenfield has diverse stakeholders who are touched by our business in direct and indirect ways. We regularly engage and listen to stakeholders so that we better understand their perspectives and can actively respond to their evolving needs. Refer to the Appendix for a summary of our Stakeholder Interactions in 2024.

Our Material Topics

We center our sustainability efforts and reporting on the issues that are most material to our stakeholders and our business. Material topics represent Greenfield's most significant impacts on the economy, environment and people. We identify, prioritize and validate these topics through a materiality assessment, the last of which was conducted in 2023. This assessment was guided by the Global Reporting Initiative (GRI) standards and involved stakeholder interviews, research, impact mapping and a validation meeting. We also referenced stakeholder surveys and feedback, including from our customers.

The matrix below shows our full list of identified material topics, based on importance. For the purposes of our reporting, we have grouped similar topics together, resulting in the 10 core topics presented in this report. Our approach and progress made for each of these topics is discussed in the related disclosures found throughout this report.

An Ongoing Journey

In 2024, we engaged with a leading global sustainability consultant, Anthesis Group, to review our ESG program and strategy, including our priorities, roadmap, resources and goals. Through this exercise we also examined opportunities to enhance emission reductions, water stewardship and responsible sourcing. We are using the insights to refine our ESG efforts going forward.

Environment

- Climate, Energy & Emissions
- Water Stewardship
- Waste Reduction & Circular Economy

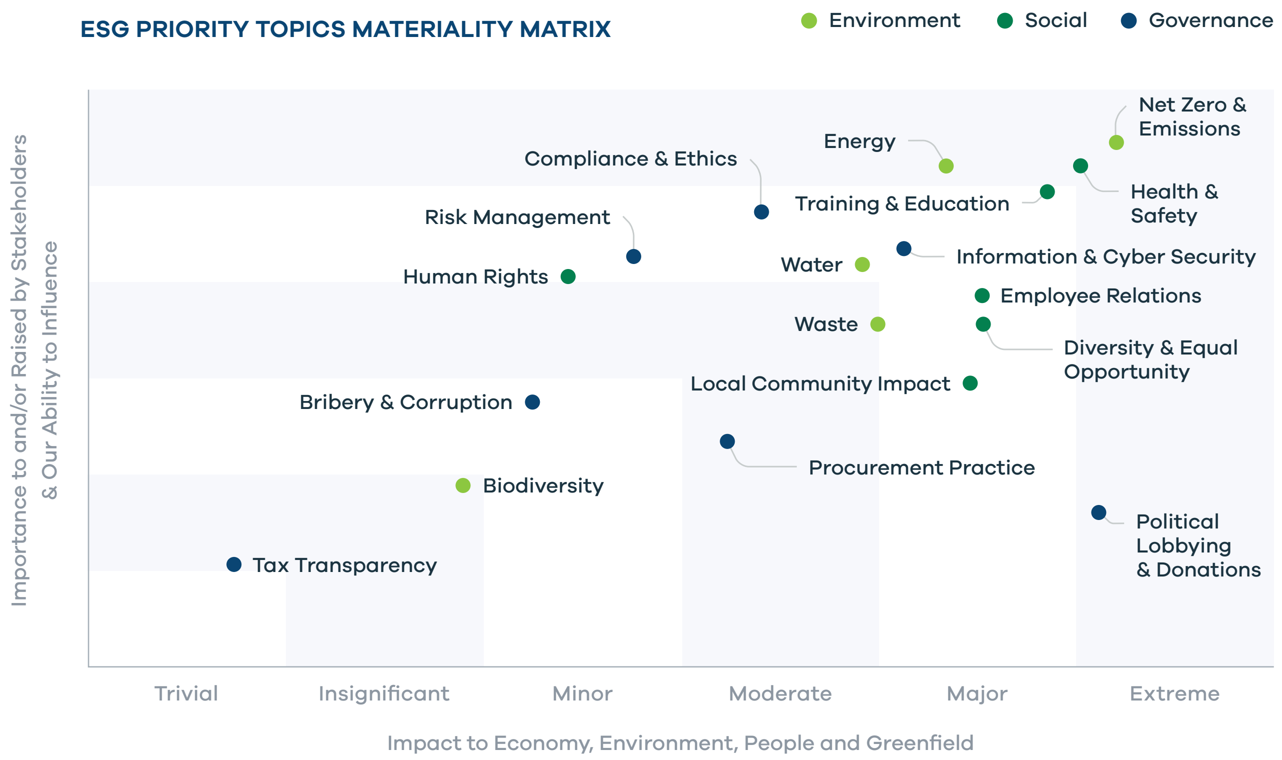
Social

- Occupational Health & Safety
- Our People & Culture
- Human Rights
- Community Relations & Impact

Governance

- Governance & Ethics
- Risk Management
- Responsible Sourcing

ESG PRIORITY TOPICS MATERIALITY MATRIX



CHAPTER 3

ENVIRONMENT

3.1 Climate, Energy & Emissions
3.2 Water Stewardship
3.3 Waste Reduction & Circular Economy

3.1

CLIMATE, ENERGY & EMISSIONS

Why It Matters

Over a decade ago, Greenfield set out to play a leadership role in the global energy transition to a low-carbon economy. While the world faces new crises and geopolitical headwinds that threaten momentum around climate action, Greenfield will not be swayed by short-term thinking or trends. We believe addressing climate change is more relevant than ever and requires sustained, long-term commitment.

Management Approach

We're working to mitigate climate risks to both our Company and stakeholders by shrinking our carbon footprint and lowering the carbon intensity (CI) of our products, while creating sustainable solutions for our customers. Our efforts are guided by Greenfield's Environmental, Health and Safety Policy, which sets out our aspirational goal of No Harm to People or the Planet, and our <350 vision, which is to return atmospheric carbon dioxide levels to less than 350 parts per million.

Measuring & Shrinking Our Climate Footprint

Our facilities and activities have an impact on the environment. Understanding how to effectively reduce these impacts is a priority for us. We are in the early stages of Greenfield's climate journey and remain focused on tackling our climate footprint (energy use and operational emissions).

We rely on natural gas and electricity to power our operations. These inputs constitute more than 99% of our total energy consumption. Our remaining energy sources are diesel and gasoline used for mobile equipment, which represent 0.2% of total energy consumption. We monitor and track energy consumption monthly and continue to identify and invest in ways to lower our energy use. For example, in a number of our established facilities we have implemented LED lighting with movement/auto shutoff sensors.

We also work to identify and implement energy saving opportunities. For example, our Ireland facility is one of the first buildings in Europe that was constructed to meet Near Zero Energy Building criteria.

Greenfield's global greenhouse gases (GHG) emissions, Scope 1 and 2, are continuously tracked at the site level using the GHG Protocol as our guide. We collect relevant data on all Company-related activities that emit GHGs. They are, in turn, publicly disclosed through this annual report. Moreover, our Net Zero Steering Committee is in the process of creating a multi-year roadmap for decarbonizing our manufacturing and packaging facilities.

Product Offerings that Address Climate Change

Seizing climate-related opportunities for business growth is an important part of our approach. We engage with our customers and suppliers on climate change and produce products that help other organizations on their climate journeys. Our offerings include:

- **Fuel ethanol:** Our fuel ethanol contributes to reducing transportation emissions in Canada by displacing a portion of gasoline in fuel blends. The CI of our ethanol is significantly lower than that of gasoline*. We remain committed to exploring opportunities to further reduce the CI of our products through ongoing research, process optimization, sustainable sourcing and targeted CI reduction initiatives.
- **Sustainable aviation fuel:** Greenfield has invested in research and development aimed at converting ethanol into sustainable aviation fuels (SAF).
- **Marine transportation fuel:** We are developing a process to convert green electricity and biogenic CO_2 into e-methanol, which is a sustainable alternative for marine shipping and industrial applications.
- **High quality alcohol:** Greenfield manufactures high-quality alcohol from corn that for several industrial applications displaces synthetic alcohol produced from coal or petroleum.
- **Anaerobic digester:** Through our wholly-owned subsidiary Biogaz EG, Greenfield developed and now operates a large-scale anaerobic digestor. It transforms organic materials from homes, restaurants and food processing plants into biogas. This innovative technology is based at the SEMECS facility in Varennes, Quebec. On average, it diverts 70,000 MT of household organic waste from landfills each year, with the capacity to process up to 120,000 MT annually.
- **Low carbon farming:** We are working with grain producers and the grain industry to advocate for, and implement, sustainable management practices.

Additional Product Offerings with Climate-Related Benefits

- **High purity biogenic carbon dioxide (CO_2):** This product is produced through fermentation carefully managed by Greenfield. We strive to capture, reuse, sell or redirect it, which often displaces CO_2 generated from non-renewable sources. Our goal is to minimize atmospheric release by maximizing reusability. This CO_2 is sold to responsible customers for freeze-drying, carbonated beverages and enhancing greenhouse produce yields. It is also a building block for a new generation of low carbon fuels.
- **Corn co-products:** We aim to maximize every component of the corn kernel. After extracting, centrifuging and drying, we produce and sell the remaining fiber, proteins and fat to responsible customers for the following purposes:
  - Dry Distillers Grains (DDG): used in poultry and livestock feed
  - Wet Distillers Grains (WDG): used in poultry and livestock feed
  - Corn oil: used in livestock feed and in the production of biofuels such as renewable diesel.

* Fuel ethanol has lower carbon intensity than fossil gasoline, reference ECCC Annual Report (2023 clean fuel data) and California Air Resources Board (CARB), low carbon fuel standards (LCFS) pathway certified carbon intensities.

Air Emissions

Our operations also produce additional emissions such as sulfur dioxides (SO_2), nitrogen oxides (NOx) and particulate matter. Each facility is governed by limits set out by air permits issued by the governing body in their operating jurisdiction. To ensure that the facility is compliant, regular verifications occur throughout the year. Some measurements are tracked in real time (e.g., temperature, pressure, particulate matter), while others are done at a set frequency and completed by a third party (e.g., stack testing).

Where possible, lower threshold alarms have been installed to give us early warning that operations are trending in an undesired direction. This gives our teams time to adjust and prevent Environmental Non-Conformances (ENC). There are several engineering controls that are also in place to ensure that we operate within specified limits; for example, thermal oxidizers, bag filter houses, CO_2 scrubbers and digestor flares.

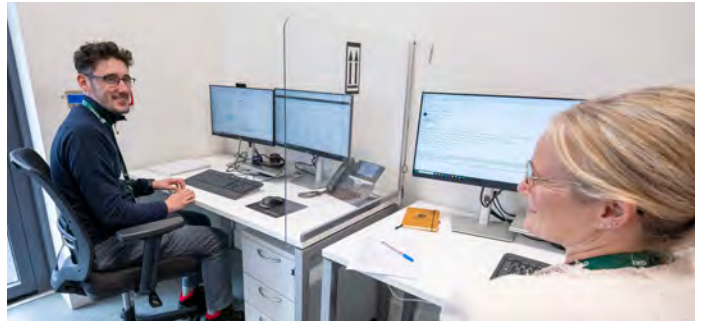
External Initiatives

The transition to a low-carbon economy requires global action and collaboration. We're active on many fronts, working closely with our customers, partners and governments to share insights, gather feedback and identify best practices.

For example, Greenfield engages with governments to contribute our expertise and perspectives to public policy dialogue around climate risks and solutions. We have advocated for incentives to encourage lower carbon alternatives in the transportation sector, which helped shape the Canadian government's Clean Fuels Regulations. Under these rules producers of fuel ethanol generate carbon credits based on the CI of their manufacturing process. The lower the CI, the more valuable the credit.

Accountability

Formed in 2022, our Net Zero Steering Committee has accountability for Greenfield's climate journey. The committee establishes the Company's overall climate vision and strategy. The Director, Net Zero and Carbon Management and various business units are responsible for developing and implementing specific initiatives.



Performance in 2024

2024 Goals	2024 Results
Establish our Scope 1 and 2 emissions and communicate this information publicly.	Achieved.
Identify KPIs that will allow Greenfield to track its emission performance.	Achieved.
Establish long-term plan to achieve net zero emissions.	Focused on Scope 1 and 2 reductions.

EMISSIONS DATA

	2022	2023	%	2024	%	Units
Annual NOx emissions	140.55	174.82		170.56		Metric Tons
Annual SO_2 emissions	12.67	11.27		11.44		Metric Tons
Annual GHG emissions - Scope 1	301,369.92	385,421.00	94.10	414,566.54	94.20	Metric Tons
Annual GHG emissions - Scope 2*		24,198.00	5.90	25,329.42	5.80	Metric Tons
Annual GHG emissions - Scope 3	N/A	N/A	N/A	N/A	N/A	N/A
Metric tons of carbon dioxide equivalent	N/A	409,619.00	N/A	439,895.96	N/A	tCO_2e
Environmental air non-conformances (ENC air)**	2	1		2		

* Scope 2 was not reported in last year's report for the 2023 fiscal period; it has been included in this year's report. There was a recalculation of 2023 data as it was noted that a few sites did not include liquid fuels in their calculations. The majority of the increase in 2024 is due to a full year of production at our new High Purity Alcohol unit at Johnstown, Ontario.

** 2024 ENC(Air)
1. Plant steam usage was lowered to flush out beer column causing the thermal oxidizer to drop lower than the minimum temperature required by air permit. Reported to authorities.
2. Plant power outage combined with high winds caused a flare flame outage allowing biogas to be released to atmosphere. Reported to authorities. No fines or orders issued in either event.

2024 Highlights

- Our bulk manufacturing facilities produced 596 million litres of fuel ethanol in 2024 (2023=620 million litres), which displaced the equivalent of 417 million litres of gasoline.
- In 2024, we began preparing an ambitious, long-term GHG emission reduction plan with the goal of launching it by the end of 2025. This comprehensive effort is being led by a multi-disciplinary team of experts across Greenfield and will target Scope 1 and 2 emissions. Several initiatives are being evaluated for strategic alignment, emissions reduction potential, and the ability to achieve an established financial return.
- This past year, we continued working towards a new anaerobic digester (AD) project with the municipality of Chatham-Kent. It will divert organic waste from landfills and produce renewable energy. Greenfield operates a similar project in Varennes, Quebec with local municipalities. AD is a process that converts organic waste, under controlled conditions, into bio-methane, which can be purified to become RNG.
- We continue to investigate ways to lower the CI of our products. In 2024, Greenfield spent $1.8 million in R&D and pre-engineering to advance key carbon-reduction projects. These projects include the Johnstown Beer Column Degas, with an expected completion in 2025, and the Mechanical Vapor Recompression (MVR) system, for which the completion date has yet to be determined. Over the past 10 years, we have invested approximately $15 million in studying and progressing carbon-reduction initiatives.

Goals for 2025

- **Formalize** GHG reduction long term goals and objectives.
- **Publish** CI reduction roadmap with milestones and KPIs.
- **Continue** to evaluate and prioritize technology investments for emissions reductions.
- **Further develop** capital planning for CI reduction projects.
- **Develop** a stakeholder engagement plan around GHG reduction initiatives.
- **Investigate** options to include Scope 3 emissions tracking in our responsible sourcing program.

SPOTLIGHT

Charting a Runway for Sustainable Jet Fuel

Rick Lehoux

Director of Central Engineering at Greenfield

"I'm thrilled to be part of this transformative journey to greener fuels and important climate technologies," stated Rick Lehoux, Director of Central Engineering at Greenfield, whose team is leading our sustainable liquid fuel initiatives. "Greenfield has been decarbonizing Canada's light-duty vehicle emissions for decades, producing fuel ethanol from industrial corn that is blended into gasoline. Sustainable jet fuel is a natural next step for us that presents immense opportunity given the growing GHGs emitted by the aviation sector."

Our dedicated teams of research scientists and engineers are focused on developing the next generation of low-carbon renewable fuels. We demonstrate what's possible by proving concepts and then partner with governments and customers to scale up solutions that work. Aviation fuel is one example. Greenfield is developing two pathways to create cleaner jet fuel: one derived from waste and the other from ethanol and other types of alcohols.

Waste-to-Fuel Technology

Over eight years ago we formed a unique partnership with Dr. Arno de Klerk at the University of Alberta's Faculty of Engineering to create a technology that converts all types of biomass, including forestry/agricultural/organic waste streams, into sustainable aviation fuel (SAF). We've nicknamed this pathway our "saving the world" project. The use of wastes to make fuel has the potential to dramatically lower global GHG emissions in the transportation and agricultural sectors by up to 90%. In some cases, it is even higher compared to current fossil-based jet fuel.

With funding support from Agriculture and Agri-Food Canada, we began the design of a pilot plant in 2021. We finished commissioning it 2024 and are working toward 24/7 operation by the end of 2025. This alternative aviation fuel is derived exclusively from sustainable feedstocks. For example, the available wastes in Ontario could eliminate all fossil-derived jet fuel used at Pearson airport. To date, we've received very strong interest from an aviation industry that is seeking affordable, cleaner energy.

* ASTM: The American Society for Testing and Materials, an international standards organization that develops and publishes technical standards for a wide range of materials, products, systems, and services.

Mixed Alcohols to Jet Fuel

Greenfield is also pioneering a process for converting ethanol and a mixture of other alcohols, including methanol, into jet fuel. Methanol can be made without burning fossil fuels. We can use the carbon dioxide (CO_2) produced by our fermenters and combine it with green hydrogen derived from the electrolysis of water, powered by green electricity. This process is another transformative energy solution for airlines. Fuel ethanol produced from industrial corn that is currently blended into gasoline can increasingly become a new feedstock for jet fuel. Recently, our team of scientists was granted a patent for this technology that we believe will enable the next chapter of the corn ethanol industry.

After validating proof of concept, we are now building a pilot facility in Sarnia, Ontario, which we expect to be fully operational in 2026. We will field test our technology, with the goal of building a demonstration plant in a few years. We anticipate the pilot facility will produce sufficient quantities of jet fuel to provide ASTM* with sufficient evidence to certify our pathway as a 100% blend sustainable aviation fuel. Considering how large the fuel ethanol industry is, our mixed alcohols to jet fuel solution has the potential to decarbonize a significant portion of the aviation sector.

3.2

WATER STEWARDSHIP

Why It Matters

Water is a shared and critical resource for all, and essential to Greenfield's global operations. As such, responsible water management is a crucial consideration in our decision-making and activities, especially ethanol production given its heavy reliance on water.

Management Approach

Our goal is not only to safeguard water supply and quality but also to minimize any potential disruptions to communities and stakeholders who share these water resources with us. We recognize our responsibility to minimize direct impacts to water bodies.

Water Conservation & Treatment

Greenfield withdraws water, directly or indirectly, from groundwater, surface waters and purchased water for use in our production operations. Also, water is used in some cases in the final product as a means of meeting concentration and quality requirements for our customers. While none of our operations are in areas of high risk/high stress to water bodies, we are committed to protecting and conserving local water resources water to prevent any area from reaching high-risk status.

That's why we consume no more water than we need to run our operations. We look for ways to limit water intake, to reuse water in our processes, and are guided by advanced water management practices. Water consumption, as well as reused or recycled water, is tracked at each site. Our engineering and project team leaders across Greenfield collaborate on water strategies while working with customers and suppliers to develop applications and technologies that can reduce water usage. For example:

- Over the past few years, we have increased process water recycling methods to capture water vapour and return it to the process.
- In some cases, we convert water into hot water and steam at our own operations and then supply it to neighbouring customers.
- Our Johnstown, Ontario and Varennes, Quebec distillery operations are both designed (ICM*) for effective energy and water conservation. Energy is highly integrated to optimize both efficiency and eliminate waste energy streams. For example, steam condensation is collected and reused four times, while water from nearby river sources is used for non-contact cooling water throughout the process and returned to the natural waterway.

We ensure any discharged water to municipal sewers and water ways is properly treated and meets regulatory limits to avoid impacts to the environment. All water outflows are permitted by the jurisdictions in which we operate, in accordance with allowable limits and regulations.

* ICM (Integrated Corn Milling) is a technology where the corn is processed in an integrated way to maximize outputs (efficient and sustainable).

Each bulk facility has strategies in place to ensure their water usage is at a minimum and follows standard operating procedures on effluent management. Water conservation is considered for all projects and opportunities for improved efficiencies are sought.

Outfalls have real-time monitoring and alarm set points that would indicate any problems prior to release. Emergency retention ponds are available in case of a need to test water samples before release into the environment. Employees are trained upon initial assignment, along with regular refresher training on effluent management.

Accountability

Each site and business unit is responsible for overseeing water management, including reduction initiatives, and reporting to the executive team. We evaluate water usage and track water withdrawal intensity per unit of production.

Performance in 2024

2024 Goals	2024 Results
Evaluate options to further reduce water intensity at our non-ICM design distilleries.	Conducted studies to evaluate options and establish water intake reductions target. We have found opportunities to reduce our water intake at our Chatham facility.
Establish water stewardship goals to achieve best-in-class water efficiency.	Set goal of 20% reduction in water intake by 2027.

2024 Highlights

- In 2024, total water consumption for our global operations was 2.25 million m^3, up from 2.04 million m^3 the previous year. This value includes water consumed that is used for blends and sold to customers. The year-over-year increase is due to increased production at the Johnstown, Chatham and Tiverton distilleries.
- During the year we continued to focus on improving our water practices. A dedicated project group worked with Greenfield's non-ICM distillery (Chatham) to identify opportunities to reduce water intake. The group established a goal of achieving 20% reduction in water intake by 2027. We will start rolling out new water reduction initiatives in 2025 to help us progress toward the target.

We have established a goal of achieving 20% reduction in water intake by 2027.

- Greenfield experienced two water-related incidents in 2024, both in August at our Johnstown site:
  - Monthly total residual chlorine levels were elevated, at 0.03mg/L (limit 0.01mg/L). The site team immediately stopped the outflow and conducted an investigation, which revealed that sodium bisulfite (water treatment to remove chlorine) levels needed adjustment. Additional process water likely contributed to additional residual chlorine. After correcting the issue, we retested the following day and found no free chlorine, and subsequently reopened the outflow. Although there was no offsite impact from the incident, we notified Ontario's environmental reporting authority and recorded the incident in our internal reporting system.
  - A noted elevated total phosphorus result led to the incorrect flushing of 306 m^3 of process water through the sump, instead of isolating and diluting the effluent. The site team promptly identified the issue, isolated the discharge and implemented the correct procedures. The effluent was diluted and retested until phosphorus levels were below 1.0 mg/L, with discharge resuming only after confirming compliance. No environmental harm occurred. The incident was classified as an environmental non-conformance due to procedural deviation, reinforcing the importance of continual training and process improvement.

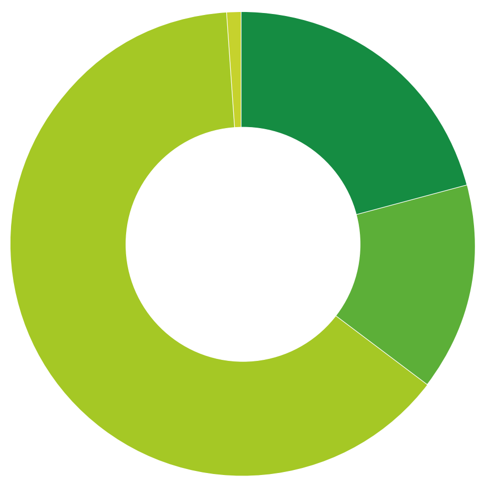
Goals for 2025

- **Implement** initiatives to reduce water intake by 20% by 2027.
- **Continue** seeking additional ways to reduce and reuse water.
- **Record** zero environmental non-conformances related to water discharge.

2024 TOTAL WATER WITHDRAWAL BY SOURCE ($MM\ M^3$)

Surface Water	0.91
Ground Water	0.53
Purchased Water	1.92

2024 TOTAL WATER DISCHARGE BY SOURCE ($MM\ M^3$)



Surface Water	0.23
Ground Water	0.16
Public or Private Sewer	0.70
Other Destination*	0.01

* 'Other destination' is the amount of water that is estimated to be put into blended products and sent to customers.

Water Withdrawal, Use and Discharge (MM m^3)	2022	2023	2024
Absolute water withdrawal[1]	2.85	3.01	3.35
Absolute water consumed[2]	1.77	2.04	2.25
Absolute water discharge	1.09	0.97	1.10

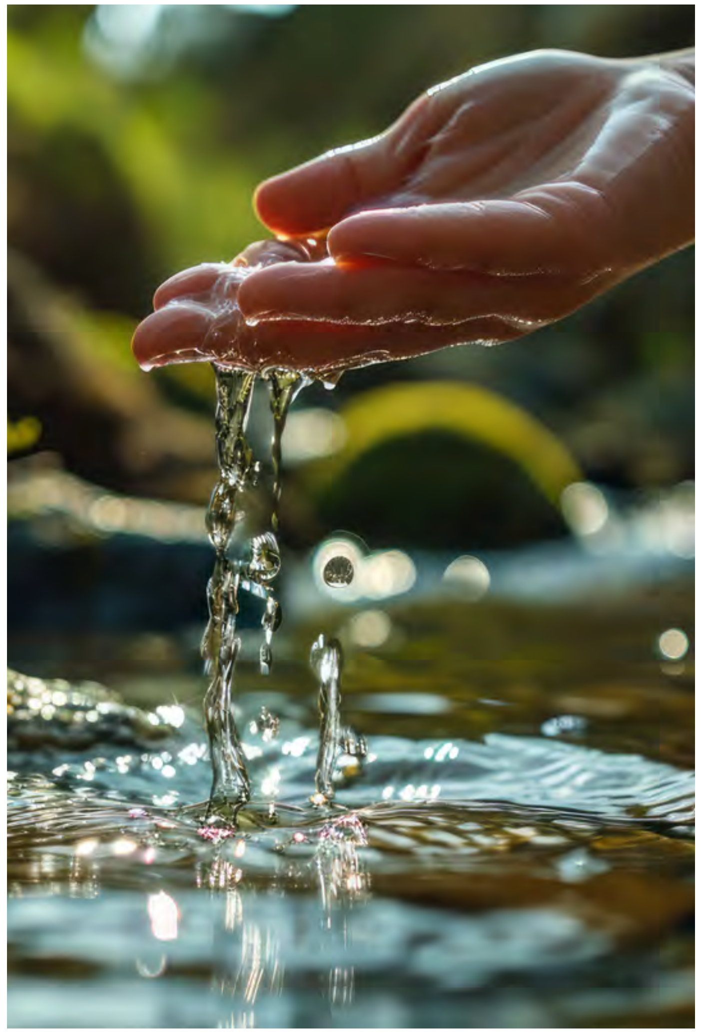
Water Intensity of Production (Litre Per Litre)[3]	2022	2023	2024
All locations	3.22	3.25	3.64
Bulk sites	3.21	3.73	4.17
Packaging sites	0.08	0.08	0.07

Water-Related Environmental Non-Conformances (ENCs)	2022	2023	2024
All locations	0	3	2

[1] Water withdrawal includes surface water, ground water and purchased water.

[2] Consumed includes water used in final blends and shipped to customers.

[3] Water intensity, expressed as litres per litre, is a key performance indicator that indicates how much water is used on site to produce a unit/product.



3.3

WASTE REDUCTION & CIRCULAR ECONOMY

Why It Matters

Waste generation can have adverse impacts on our business as well as the environment and human health. Minimizing waste, conserving resources and innovating towards sustainable operations mitigate risks and reduces costs to our business. At the same time, we recognize our responsibility to help address global waste challenges such as plastic pollution through responsible resource use and waste stewardship—efforts that also help reduce GHG emissions.

Management Approach

At Greenfield, we take a strategic approach to managing waste so that we enhance our operational efficiency and the long-term profitability of our plants, while living up to our mission to accelerate sustainable solutions for the health of the planet.

Our significant waste streams are:

- **Non-hazardous waste:** This category includes office materials such as paper, food waste and plastics, as well as packaging around our products.
- **Hazardous waste:** This category includes off-spec, non-sellable material (e.g., alcohol), lab testing materials and system maintenance hazardous chemicals.

Our entire production process is based on minimizing waste, handling it safely and continually improving our waste management practices, driven by ISO 14001 standards. We have adopted waste reduction initiatives and circular economy principles inside and outside of our facilities, based on the "4R's" of waste management (reduce, reuse, recycle, repurpose). Examples include:

- Minimizing product packaging and plastics
- Transitioning away from single-use plastics
- Buying bulk materials
- Encouraging customers to accept bulk loads and to consider circular economy practices
- Maximizing recycling programs
- Reusing materials, where feasible, in our production processes
- Seeking partners who can use products that we would otherwise send to incinerators.
- Offering suitable waste to farmers to utilize in their own farming processes (e.g., biosolids)

There are workplace protocols and precautions in place to ensure employees deal with waste, especially hazardous waste, safely. These practices range from well-defined waste handling procedures to appropriate safety equipment and visible signage. Employees are also trained on responsible waste handling and are encouraged to speak up if they have ideas for improvement.

To limit office paper consumption, over the past few years most Greenfield facilities have shifted from paper to electronic filing and record-keeping.

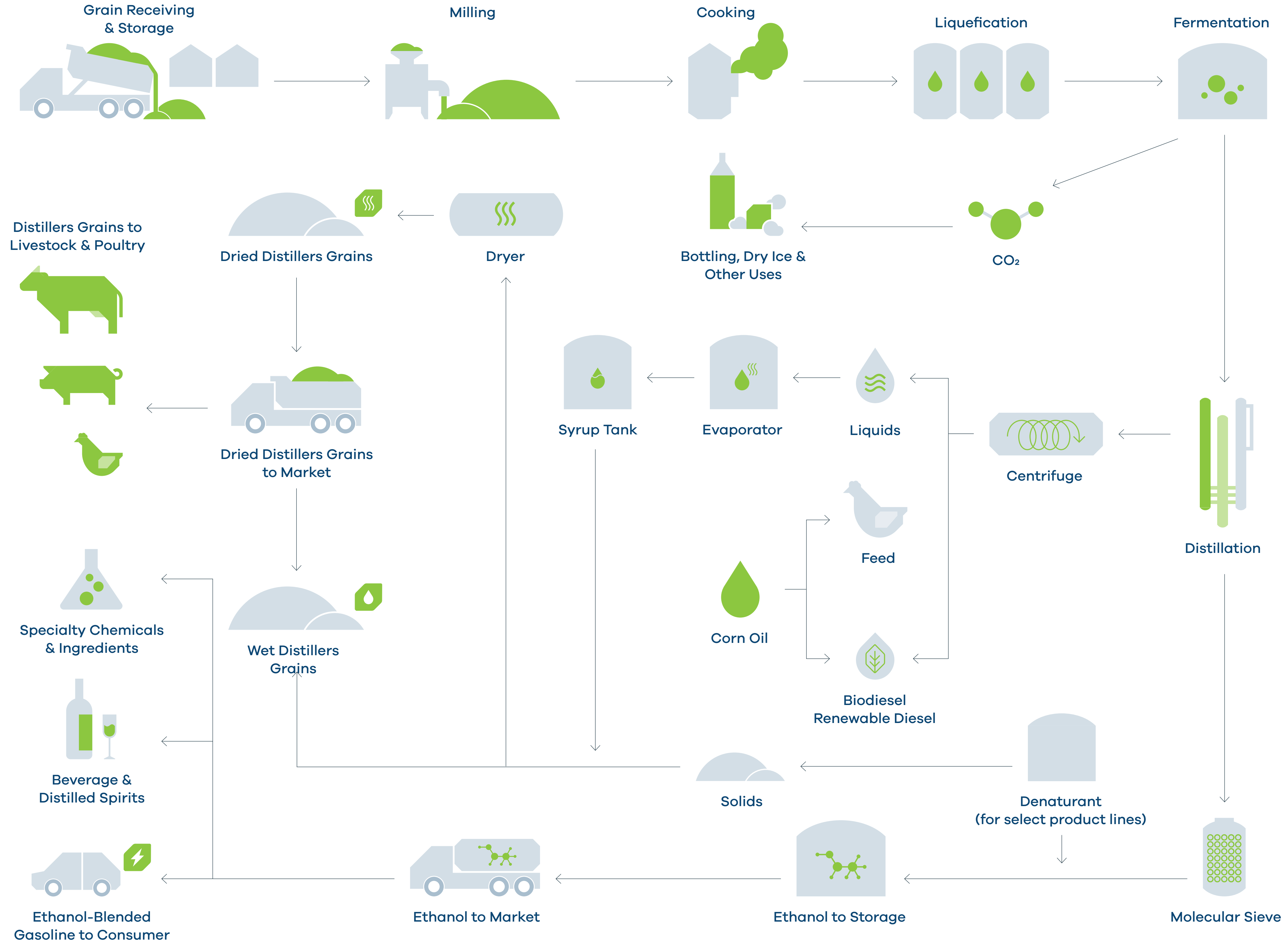
Harnessing the Full Value of Corn

Corn is the essential feedstock for our business. As a leading ethanol producer, packager and distributor, using every molecule of the corn kernel in the production process is valuable to us. Anchored by our philosophy of 'waste not, want not,' we strive to maximize every corn kernel through our holistic approach to ethanol production.

Accountability

Each site is responsible for their waste management. Leadership oversees overall performance and compliance with all regulatory requirements.

DRY MILL ETHANOL PROCESS



Performance in 2024

2024 Goals	2024 Results
Continue to pursue waste reduction and circular business solutions in our operations and across our value chains.	Pursued projects that will reduce waste, such as our proposed Anaerobic Digestion project in Chatham.
Explore more opportunities for second life materials.	Continued to look for new customers/outlets for offloading or repurposing material.
Reduce environmental non-conformances (spills) by 20% compared to previous year.	Achieved 85% reduction.

2024 Highlights

- Our global waste generation in 2024 totalled 2,040.42 tonnes. This is significantly down from the previous year thanks to waste reduction efforts.
- We maintained recycling programs at 100% of our sites to divert materials from landfill. These programs capture glass, plastics, aluminum, PPE, steel and other recyclables. Greenfield continues to offer stainless steel returnable containers and totes for multiple customer segments which we fill, ship for use, and then return to Greenfield to be refilled. This service reduces waste and material handling, as clients would otherwise have to get dispose of their own containers with dangerous chemicals, adding to landfill.
- There was a 31% reduction in Loss of Primary Containment (LOPC) incidents, which are unplanned releases of materials from their intended containment.
- Our Varennes, Quebec facility continued to support the province of Quebec to achieve organic waste diversion from landfill. Through the project, we use our innovative anaerobic digestion process to convert waste biosolids into biogas and biofertilizer.
- Early in the year, our Johnstown, Ontario facility completed a thorough investigation into the causes of spills that had occurred in 2023 after the start-up of a new High Purity Alcohol unit. The site team made adjustments that achieved significant reductions in spills in 2024.

We maintained recycling programs at 100% of our sites to divert materials from landfill.

WASTE DISPOSAL

	2022	2023	2024
Non-Hazardous Waste			
Reuse, Recycling, or Recovery	17.49%	25.92%	44.91%
Incineration as Fuel with Energy Recovery	0.52%	0.84%	2.37%
Incineration without Energy Recovery	0.00%	0.68%	0.67%
Landfilling	38.10%	30.71%	34.23%
Other Methods[1]	43.90%	41.85%	17.81%
Hazardous Waste			
Reuse, Recycling, or Recovery	28.14%	83.91%	59.15%
Incineration as Fuel with Energy Recovery	0.00%	0.12%	31.68%
Incineration without Energy Recovery	70.71%	15.42%	7.65%
Landfilling	1.11%	0.54%	1.04%
Other Methods[2]	0.04%	0.01%	0.48%

Discrepancies were noted in the 2022 and 2023 waste data reported in last year's report. As such, we have recalculated and restated the correct data for those years in all waste performance tables in this section. The ratios have also been updated to reflect the recalculations for all years.

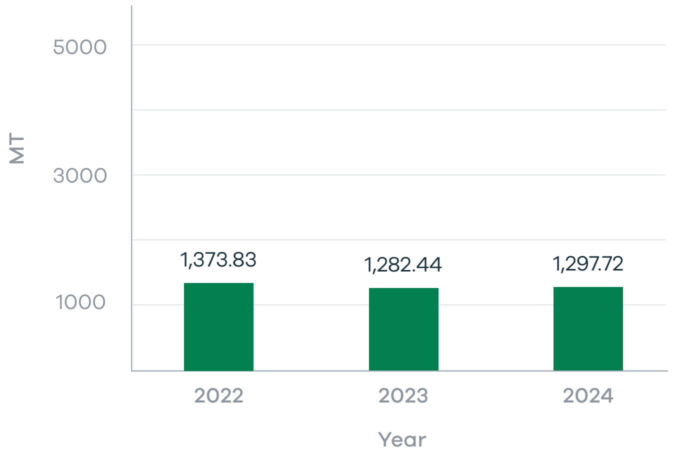
[1] Other methods of non-hazardous waste disposal are suitable wastes that are sent to the SEMECS AD for processing into RNG (off spec DDG/WDG, wash water, etc.).

[2] Other methods for hazardous waste mean that the material was treated prior to disposal (render the waste to non-hazardous or less hazardous prior to further management).

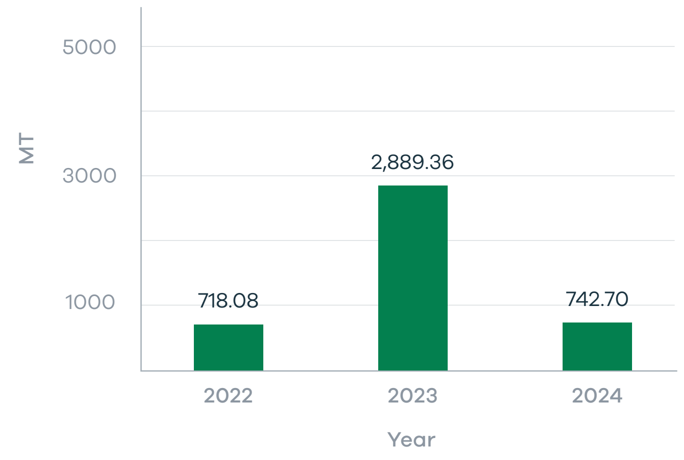
SPILLS

	2022	2023	2024
Total ENC (related to spills)	1	13	2
Contained to site	1	8	2
Not contained to site	0	5	0

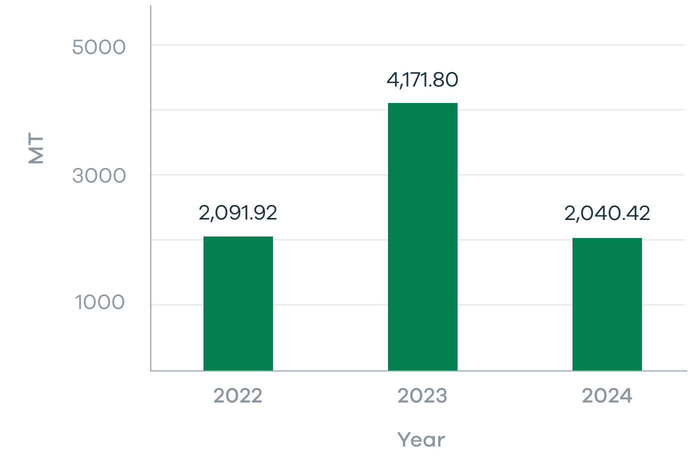
TOTAL NON-HAZARDOUS WASTE GENERATION IN MT BY YEAR



TOTAL HAZARDOUS WASTE GENERATION IN MT BY YEAR



TOTAL WASTE GENERATION ALL TYPES IN MT BY YEAR

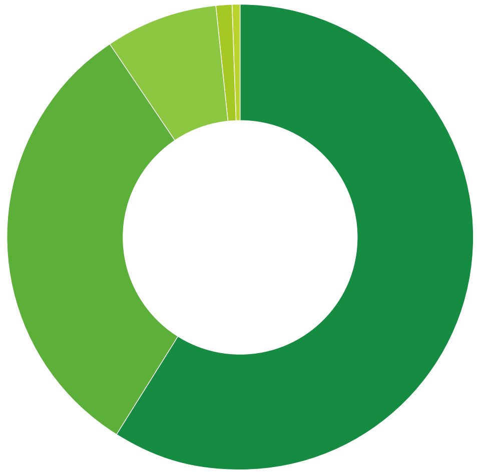


NON-HAZARDOUS WASTE RATIO BY DISPOSAL TYPE 2024

Reuse, Recycling or Recovery	44.91%
Incineration as Fuel with Energy Recovery	2.37%
Incineration without Energy Recovery	0.67%
Landfilling	34.23%
Other Methods*	17.81%

* Other methods of non-hazardous waste disposal are suitable wastes that are sent to the SEMECS AD for processing into RNG (off spec DDG/WDG, wash water, etc.).

HAZARDOUS WASTE RATIO BY DISPOSAL TYPE 2024



Reuse, Recycling or Recovery	59.15%
Incineration as Fuel with Energy Recovery	31.68%
Incineration without Energy Recovery	7.65%
Landfilling	1.04%
Other Methods*	0.48%

* Other methods for hazardous waste mean that the material was treated prior to disposal (render the waste to non-hazardous or less hazardous prior to further management).

TOTAL WASTE RATIO IN MT 2024

Non-Hazardous Waste	1,297.72
Hazardous Waste	742.70

Goals for 2025

- **Continue to find ways** to reduce and/or repurpose waste.

CHAPTER 4

SOCIAL

4.1 Occupational Health & Safety
4.2 Our People & Culture
4.3 Human Rights
4.4 Community Relations & Impact

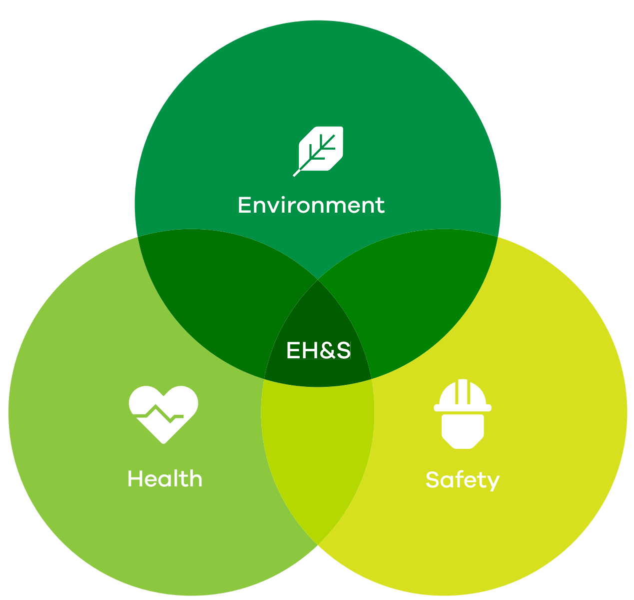
4.1

OCCUPATIONAL HEALTH & SAFETY

Why It Matters

Safety is an everyday focus and priority at Greenfield. We believe that every employee, contractor and visitor to a Greenfield location should be able to go home at the end of the day without having suffered injury or been harmed in any way. With our business activities ranging from conducting studies in research labs to manufacturing products using heavy equipment and specialty chemicals, it is imperative that our work environments are safe.

Management Approach



No Harm to People or the Planet

Driven by a company pledge of No Harm to People or the Planet, we embed environment, health and safety (EH&S) considerations into every facet of our business to ensure the well-being of our team members and the communities in which we operate. It starts with an enterprise-wide EH&S Policy that defines both our overall philosophy and safety commitments to employees, contractors and neighbours. Posted in all locations globally, the policy emphasizes safety as a shared responsibility. It is signed and endorsed by our senior leaders and reviewed annually by every employee.

At the heart of the policy, we have a set of guiding principles for leaders and employees:

- **EH&S Leadership Standard:** Our standard addresses specific expectations related to EH&S and reinforces the important role that supervisors, managers, and senior leaders play in providing leadership to their respective teams in implementing Greenfield's EH&S management system. As part of the standard, each site leadership team is required to perform an EH&S Leadership Norms Assessment to measure their leadership commitment, performance and continuous improvement. Most sites include members of their safety committees to perform the assessment in conjunction with the leadership team. For any opportunities identified, corrective and preventative actions are developed and tracked to closure.
- **Performance Expectations:** This document sets out the minimum expectations of performance for all employees as it relates to complying with EH&S requirements and working safely at all Greenfield locations.
- **Leadership Expectations:** This document outlines minimum performance expectations for all members of management, including First Line Supervisors, as it relates to compliance with EH&S requirements.

Every year each employee is required to review these expectations, recommitting to keeping themselves and their co-workers and staff safe while at work.

EH&S Management System

Greenfield's EH&S Management System encompasses company-wide safety processes and procedures.

These include safe start-up, safe operation, safe shut-down and emergency procedures along with appropriate EH&S controls. We also ensure that employees have the right equipment, tools and training to perform their jobs safely.

The system is routinely audited by both internal and external resources. For example, our sites engage third-party consultants to perform routine compliance audits ensuring local safety regulations are being met. All Canadian operating facilities are certified by ISO 45001 Occupational Health & Safety Management and ISO 14001 Environmental Management Standards. The U.S. and Ireland sites operate under similar management systems.

Hazard Identification, Risk Assessment & Process Safety

At each site, we have completed a comprehensive risk assessment to identify, evaluate and prioritize safety hazards. Follow-up assessments and updates are done based on the level of risk that was assigned during the initial assessment or re-assessment. There is a high focus on process safety at all operating locations. Process safety ensures that we continuously look for, and control, hazards that can affect people or assets. Among our activities:

- Each site (where applicable) performs Process Hazard Analysis on a set schedule for each of the operating areas/equipment to reduce the risk of catastrophic events.
- Management of Change programs are in place to ensure EH&S risks are carefully evaluated and controlled prior to implementing any change (includes changes to key personnel).
- Pre-Start Safety Reviews are required to ensure any new or modified process is safe and operable before start-up.
- Mechanical integrity and preventative maintenance programs ensure equipment is designed and installed correctly and that it is operated and maintained properly.
- We provide Process Safety Information in all job areas so that employees involved in the operation are aware of any hazards.
- The sites use a Safe Work Permit system to ensure there is written record of authorized work in a specific location/equipment for a specific period. These permits are used to control and coordinate work and ensure that physical, chemical, safety, biological, ergonomic and psychological hazards have been considered and addressed.

Scheduled workplace inspections are completed in coordination with Joint EH&S Committee members and members of management. Findings from the inspections are discussed with the Area Manager, who is responsible for ensuring that actions are taken to address any safety issues effectively. The site EH&S committee will also verify that findings are closed and effective by asking employees involved.

More informal workplace inspections are expected to occur daily by every employee prior to starting work, as work is being performed, when returning from a break and at the end of the workday. All employees are expected to report and, where possible, render safe any safety hazards they come across during their workday.

Safety Training & Employee Engagement

Everyone at Greenfield is responsible for demonstrating our commitment to No Harm to People or the Planet. We hold ourselves and each other accountable to be EH&S leaders and continuously strive to improve our EH&S performance.

We invest significantly in health and safety training for our employees to ensure they are well versed on safety procedures for the areas/tasks within their responsibility and any related EH&S protocols. Special care is taken for both new and younger employees. All employees receive general training, while relevant staff receive additional training on specific work-related hazards. To accommodate different learning styles a variety of methods are used, including classroom, in-field and computer-based training. Employees can access our company-wide learning management system, Greenfield University (GGU), to view training options, take courses and track their learning. Supervisors/Managers are responsible for ensuring their teams are trained and qualified prior to performing assigned tasks, and refresher training is delivered as necessary.

Employee engagement is critical to the success of our health and safety program and has resulted in lower injuries. Our people help build our safety culture in many ways:

- At each site, there are formal joint management/worker health and safety committees that meet on a regular basis to deal with health and safety issues.
- Employees engage in safety-related projects, including risk assessments, program evaluations and the development and review of training programs.
- Employees use our dedicated EH&S intranet site to access EH&S resources including safety standards and guidelines, EH&S reports, safety topics of the month, and general EH&S information. Most meetings, as well as start-of-day activities, begin with

an "EH&S moment". This occurs throughout all levels of the Company, including Board meetings, site visits by external partners and morning toolbox talks within site departments. A few minutes are taken to discuss a safety topic, risks associated with the topic, prevention and its relevance to Greenfield.

- We support and recognize employees who step up to identify hazards and/or advance safety suggestions.

Our collective commitment to safety means we never stop learning and evolving. We encourage employees to keep seeking out new skills, stay updated on the latest safety trends, and always be on the lookout for ways to make our workplaces even safer.

Most meetings, as well as start-of-day activities, begin with an "EH&S moment". This occurs throughout all levels of the Company, including Board meetings, site visits by external partners and morning toolbox talks within site departments.

Our Chatham team participated in a number of safety emergency drills last year. We schedule these drills regularly to maintain employee awareness and preparedness.

Incident Management

We proactively manage, track and share all types of EH&S and process safety events and near misses throughout the year. This enables us to gain valuable insights into both potential risks and areas for improvement, strengthening our ability to prevent recurrence and enhance operational safety at all of our sites.

Greenfield maintains an Incident Investigation and Reporting Standard. It focuses on ensuring all locations are reporting, classifying and performing root cause analysis for all safety-related incidents and developing corrective actions. All events, no matter how minor, are followed up to determine cause and any learnings. For both significant and high potential events, the investigation team must prepare and deliver a formal report to the executive team. These are reported quarterly to, and reviewed by, the Board of Directors, which deals with the EHS Report as the first agenda item for each of their meetings.

We work to learn from these events so that we can prevent a similar occurrence from happening. As such, we share the findings and insights across our organization and with contractors, visitors and the community, as applicable. All sites have a robust emergency management plan in place that is practiced regularly. Each year we set a goal for the number of emergency drills that should occur to reinforce their importance.

Contractor Safety

Contractors are considered throughout all our EH&S processes and programs, and we work closely with contractors to ensure our EH&S beliefs and expectations are integrated into their daily work. We expect our contractors to not only work safely but to report any hazards they observe. Contractor injuries that have occurred on our sites are included in our injury reporting metrics.

Occupational Health Services

Greenfield provides a range of occupational health services, encompassing audiometric testing, industrial hygiene measurements and physical demands analysis, among others. Currently, these services are tailored to specific sites where risks and regulatory requirements have been pinpointed.

Evaluating Program Effectiveness

We remain committed to evaluating our health and safety programs regularly, applying lessons learned, and continuously refining our practices to reduce both the frequency and impact of process safety events across all of our operations. We establish safety goals and objectives and closely examine relevant behaviours and metrics, including both lagging and leading indicators such as Total Recordable Injury Rate (TRIR) and number of observations.

We value the input of our people, especially those involved in areas where safety is a real risk, and we urge both employees and contractors to speak up. Employees and contractors are encouraged to bring forth any safety concerns or suggestions for improvements. We track the number of observations and hazardous conditions as we believe intervention can happen even before it becomes a near miss. An employee engagement survey is also sent to all employees biennially that includes specific EH&S questions.

Safety performance reports containing key metrics and any relevant issues are provided to the senior leadership team monthly. Our online EH&S Software Management System enables management to quickly view safety dashboards in real-time.

Greenfield earned recognition as Canada's Safest Chemistry Employer, acknowledging our industry leadership in workplace safety.

Product Safety

At Greenfield, we prioritize product and customer safety as integral components of our commitment to excellence. Through rigorous testing, meticulous design processes and adherence to industry standards and regulations, we ensure that our products meet the highest standards before reaching the hands of our customers. Additionally, we provide comprehensive information regarding our products and ensure accessible customer support to empower our customers with the knowledge and resources they need to use our products safely and responsibly.

By continuously monitoring feedback and investing in ongoing safety research and development, we strive to foster a culture of safety and trust, where the well-being of our customers remains paramount at every stage of their interaction with our products.

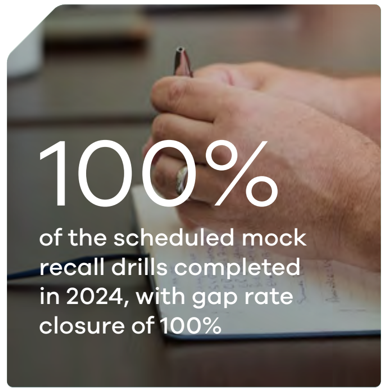
In terms of product safety, our approach encompasses several key measures:

- We actively manage and distribute a library of safety data sheets encompassing all products within our purview, including those manufactured in-house, in compliance with regulations in countries where we operate.
- Where relevant and applicable, we provide our customers with information on the levels of certain chemicals or materials of interest in our products (e.g., heavy metals, pesticide residues, elemental impurities, etc.). This ensures that we meet both appropriate quality standards and regulations.
- Adhering to stringent manufacturing practices, we implement robust systems to uphold product quality, mitigating the risk of contamination/adulteration. Our protocols include measures to forestall deliberate adulteration.
- Undergoing regular audits, we uphold our ISO 9001 and EXCiPACT certifications (Brookfield, Connecticut & Portlaoise, Ireland), ensuring ongoing quality standards.
- For all applicable products, we adhere to regulatory requirements including those established by Health Canada, the Federal Food and Drug Administration (FDA) in the U.S. and the Health Products Regulatory Authority (HPRA) in Ireland.
- We maintain customer service channels to enable stakeholders to report any concerns. We prioritize, investigate and respond to all concerns.

Performance in 2024

2024 Goals	2024 Results
Achieve TRIR (employees & contractors) of 1.3 or less.	2.18
Keep recordable injuries under 10.	17
Develop new KPIs for Lost Time Injuries and Process Safety Events.	New KPIs set and tracked.
Perform assessments at each location to identify opportunities to improve process safety management.	Completed.
Develop a global crisis communications plan in coordination with the Emergency Management Standard to ensure swift and effective responses to any unforeseen events.	Completed with training scheduled for first half of 2025.
Achieve food safety certification for our distilleries in Ontario, Canada.	Completed.

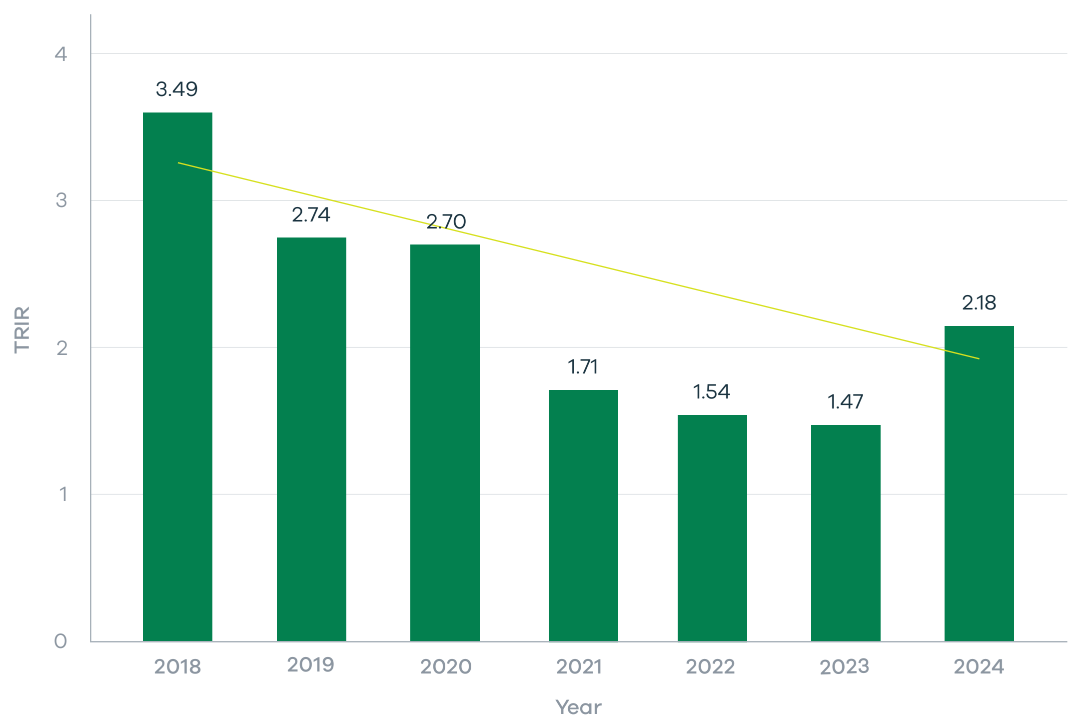
Canada's Safest Chemistry Employer



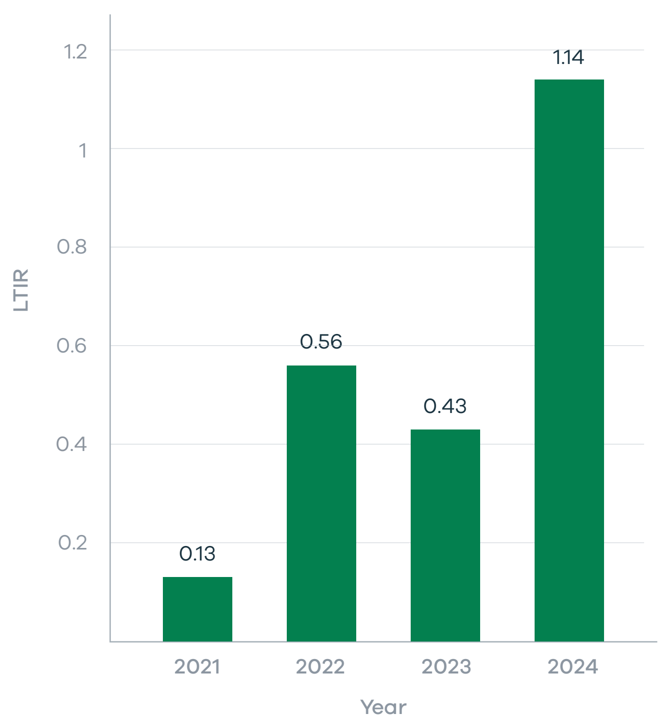
2024 Highlights

- In 2024, we saw a decrease in overall injuries (first aid and recordable) compared to the previous year, from 51 to 47. This result includes both employees and contractors. However, our Total Recordable Incident Rate (TRIR) increased to 2.18 from 1.47 the previous year. There were 17 recordable injuries in total, up from 12 in 2023. Refer to accompanying charts for more details. As of December 31, 2024, 54% of Greenfield's sites maintained one or more years without a recordable injury. Last year our Chatham site achieved a zero recordable injury rate for the first time in seven years.
- We completed thorough investigations on all injuries (first aid and recordable) to fully understand the cause and contributing factors in each case. To prevent recurrence, we implemented corrective and preventative actions including an enhanced hazard awareness program, which was identified as an area for improvement. In 2025 we will deploy a more formalized peer-to-peer observation and hazard awareness training program.
- In 2024, we conducted comprehensive internal Process Safety Management (PSM) assessments across all of our distilleries. Each site was evaluated against 17 key elements, guided by both the U.S. OSHA 29 CFR 1910.119 regulations and the CND CSA Z767-17 standard. Scores were assigned based on the robustness of each element, with 100% representing full alignment with the standards and no gaps identified. While the average score across sites was an encouraging 90%, scores ranged from 72% to 99%, underscoring both the strengths of our programs and opportunities for further enhancement. We are proud to report high performance in several critical areas, including hazard assessment, pre-startup safety reviews, incident investigations, compliance audits, employee participation and risk management planning. These results reflect the strength of our safety culture and the effectiveness of our current systems. At the same time, we identified opportunities to strengthen both documentation and processes in areas such as management systems, process safety information, operating procedures, contractor management and emergency response. To address these opportunities, we have developed gap closure plans that we are implementing and tracking.
- In 2024, our Canadian distilleries underwent a gap analysis, internal audit and external certification audit, leading to the successful attainment of the internationally-recognized FSSC 22000 Food Safety Management System Certification Scheme in August. This was a significant milestone for our teams and provides strong quality assurance to our customers.

GREENFIELD GLOBAL TOTAL RECORDABLE INJURY RATE (TRIR)



LOST TIME INJURY RATE (ROLLING 12 MONTH AVERAGE)



INJURIES

Type of Injuries	2022	2023	2024
Recordable Injuries*	14	12	17
First Aids	43	39	30
Total Injuries	57	51	47

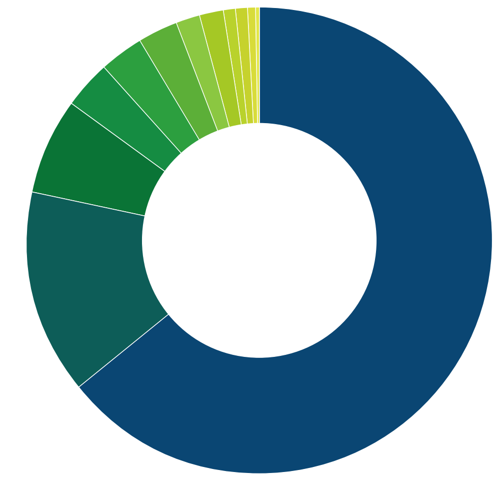
* A work-related injury that requires more than basic first aid, and may involve days away from work.

REPORTED EVENTS

Type of Events	2022	2023	2024
Process Safety Event	10	17	20
Significant Process Safety Event	0	2	0
Process Safety–Near Miss	43	19	24
Total Events Reported	53	38	44

- In November 2024, we brought together all Greenfield's safety leaders for a comprehensive, in-person review and planning session. Discussions during the three-day event covered emerging trends, key performance indicators (KPIs), leading and lagging metrics, and how to ensure alignment across EH&S functions to better support our employees. The group reviewed and prioritized the Company's EH&S standards, explored strategies for building resilience and overcoming challenges, and undertook goal and objective planning for 2025. Attendees toured the Chatham Distillery to observe safety practices in action and engaged in a process safety workshop led by a third-party expert.
- During 2024, our teams across Greenfield completed 52 safety emergency drills—eight more than our goal for the year. These exercises are important to help our staff prepare for and understand both their responsibilities and safety procedures in the event of various workplace emergencies such as chemical spills, fires and natural disasters. Refer to accompanying charts for more details.
- In 2024, we undertook a comprehensive, cross-departmental overhaul of our New Product Development Approval process, spanning EH&S, Quality, Sales, Engineering, Business Leadership, Logistics and beyond. Through our Quality Management System, which is deeply rooted in global ESG best practices such as transparency, accountability and continuous improvement, we streamlined workflows and tightened governance without compromising on safety or thoroughness. Each new product now undergoes consistent safety assessments, risk identification and robust documentation, ensuring alignment with internal standards and regulatory requirements. The result is a more efficient product approval cycle that maintains unwavering standards of safety for our employees and uncompromising quality for our customers.
- We're proud that Greenfield was recognized as Canada's Safest Chemistry Employer for 2024 by Canada's Safest Employer Awards. This honour reflects our deep commitment to making safety a core part of our culture, ensuring that every team member goes home safely each day. Based on the results, the Ontario Ministry of Natural Resources' Aviation, Forest Fire and Emergency Services (AFFES) department asked Greenfield to share our approach to workplace health and safety, as they seek ideas to improve their own occupational safety program.

ALL EH&S REPORTS IN 2024 BY PRIMARY TYPE



Preventative Observation/ Hazardous Condition	680
Safety/Health-Near Miss	144
Environmental-Spill or Release NOT Reportable	71
Property Damage	35
Process Safety-Near Miss	24
Safety/Health-First Aid	30
Process Safety Event	20
Safety/Health-Recordable	17
Security	10
Environmental-ENC Near Miss	8
Environmental-Non-Conformance	6
Regulatory Inspection	2

Preventative observations and Hazardous Conditions are reported events that employees identified or addressed before they escalated into a near miss or a severe incident. Some events can have more than one classification/type; the above chart represents the breakdown of the primary type of each event.

EMERGENCY MANAGEMENT DRILL PERFORMANCE

Year	Total # of emergency drill completed across sites
2022	44
2023	50
2024	52 (goal 44)

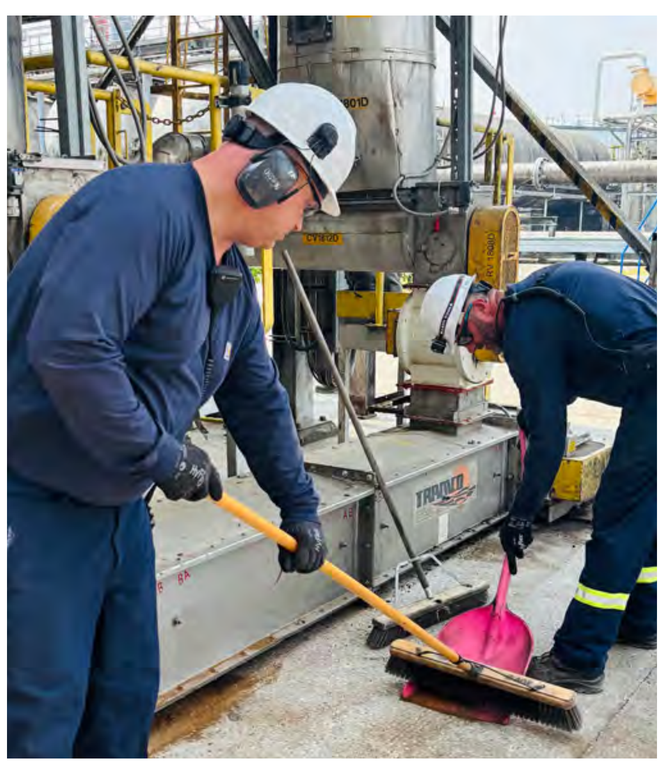
NUMBER OF DRILLS COMPLETED BY SCENARIO

Drill Scenario	# of Drills
Fire	21
Spill & Release	13
Ammonia Release	2 (Table Top Exercise: 1)
Flammable Gas Release	1
First Aid	8
Security Breach	2 (Table Top Exercise: 1)
Evacuation	7
Shelter in Place	9
Lab Spill	2
Critical Injury	3
Inclement Weather	2
Train Derailment	1
Totals	**71**

This chart represents the types/scenarios of drills and format. Note, the total amount of drills will be different than the number of scenarios as some drills include multiple scenarios.

Goals for 2025

- **Deliver** emergency management and crisis communications training.
- **Roll out** peer-to-peer behaviour-based observation programs at our Specialty Chemicals and Ingredients (SC&I) sites.
- **Achieve** a TRIR of less than 1.5.
- **Keep** recordable injuries under 10.
- **Reduce** lost time injuries to less than 3.
- **Evaluate** need for standalone Product Safety policy.
- **Attain** FSSC 22000 Food Safety Management System Certification for Greenfield's Canadian packaging facility.



SPOTLIGHT

How Greenfield's Chatham Site Built a Thriving Safety Culture

Greenfield's Chatham site has invested considerable effort to improve their safety programs over the past few years—and the impact is already showing. In 2024, the site achieved a zero recordable injury rate for the first time in seven years—a feat that has continued through the first six months of 2025 and beyond (as of publication date).

"We've focused on changing the whole safety culture here, and it's been incredible to see the huge shift in employee mindset and engagement," said Stephanie Maness, Environmental, Health and Safety Manager at Greenfield.

"The biggest transformation is that employees have gone from a reactive to a proactive approach to safety. Today, our people don't just look for potential hazards but preemptively take steps to fix them. They get that health and safety is not just an obligation, but a cornerstone of a thriving workplace and business."

Greenfield encourages all employees—from the front line to the leadership—to feel comfortable talking about health and safety matters, take ownership, and suggest improvements when they observe something unhealthy or unsafe.

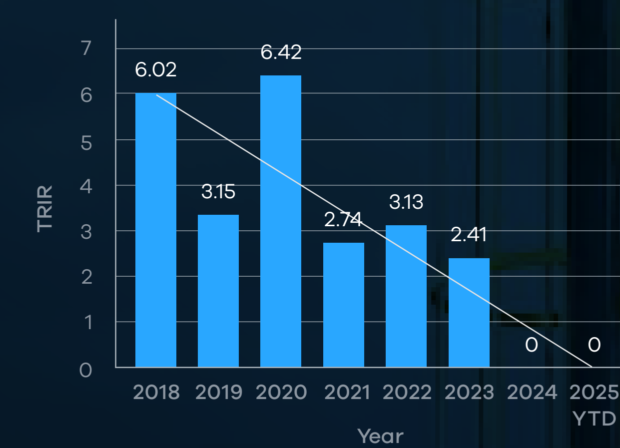
Recent Safety Initiatives

At the Chatham site, which has more than 90 employees, the top safety hazards are slips, trips and falls, exposure to chemicals, and combustible dust from milling corn. To minimize those and other safety risks, the safety team has recently adopted several initiatives, all designed to foster a positive safety culture.

One such initiative is 'Observation/Hazardous Condition Reports'. As part of this initiative, employees must report any potential safety hazard to management, and the condition must be addressed in a timely manner. "Our employees are our eyes and ears on the ground, so to speak," stated Cory Cronin, Plant Manager. "We can't stress enough the importance of spotting and reporting on occupational hazards. Nothing is too small to report. We want zero 'hurts'—that's the ultimate goal."

The Chatham site has also revamped its emergency procedures and response system. Previously, many employees didn't know what to do in different emergency situations. By conducting more emergency drills at the site, staff now understand how to respond to an emergency incident.

CHATHAM TOTAL RECORDABLE INJURY RATE (TRIR)



Additionally, enhanced H&S training has been introduced over the last couple of years, with new content delivered in an engaging, user-friendly format. The training has received very positive feedback from employees.

"The progress of Chatham's safety program is built on the active participation of every person," added Cory. But we're still on the journey. There's no end point when it comes to safety—it is our number one ongoing priority. Safety comes before production. Safety comes before profit."

4.2

OUR PEOPLE & CULTURE

Why It Matters

Safety is an everyday focus and priority at Greenfield. We believe that every employee, contractor and visitor to a Greenfield location should be able to go home at the end of the day without having suffered injury or been harmed in any way. With our business activities ranging from conducting studies in research labs to manufacturing products using heavy equipment and specialty chemicals, it is imperative that our work environments are safe.

Management Approach

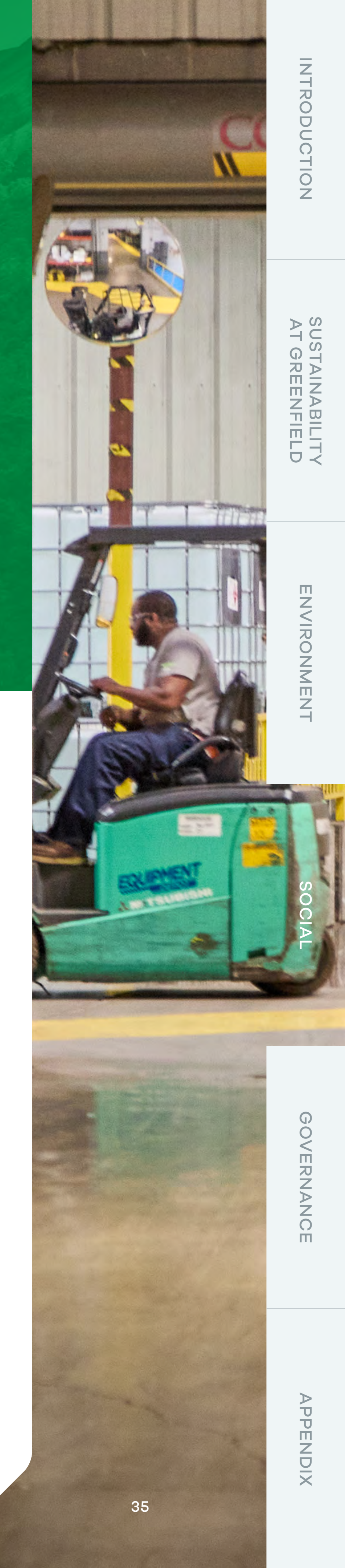
We are committed to maintaining a dynamic and inclusive workplace and empowering our people to grow their skills, gain new perspectives and maintain their well-being. Our approach is designed to foster a positive and productive organizational culture and effectively manage our workforce through various policies and programs.

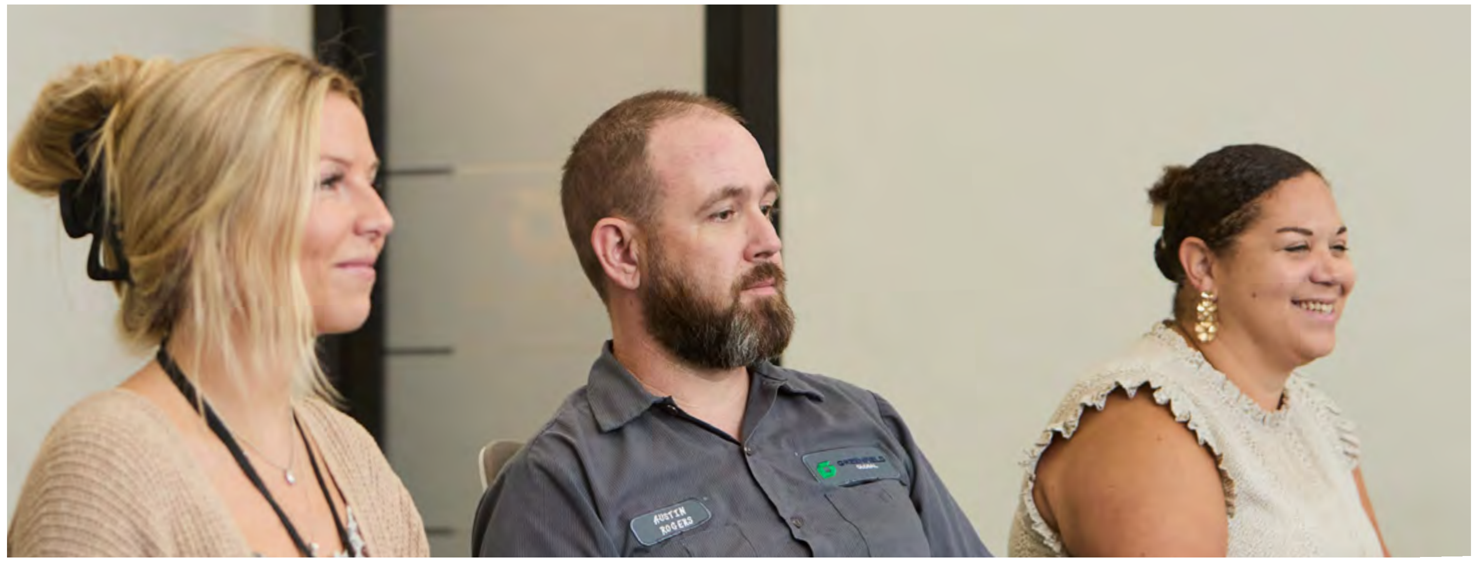
Key Workplace Policies	Descriptions
Code of Conduct	Outlines the Company's rules, values, expectations and standards to support the ethical behaviour and decision making for all Greenfield employees.
Diversity and Equity Policy	Articulates our approach to hiring, promoting and maintaining a workforce that reflects the communities we serve.
Accessibility Policy	Summarizes our commitment to provide reasonable accommodations to employees with disabilities, ensuring equal access to opportunities and resources.
Employee relations policies	Promotes our standards and expectations for both supplier conduct and anyone doing business with Greenfield.
Health and Safety Policy	Describes our commitment and approach to creating a safe and healthy workplace.

Cultivating a Strong Learning Culture

We invest in developing our people so they can achieve their full potential and make an impact at Greenfield. Our training programs cover everything from technical skills to soft skills and are available in various formats, including our online learning management system, Greenfield Global University (GGU).

Through individual development plans, we offer targeted programs to promote professional development and prepare employees for future responsibilities and opportunities. Employees can also optimize our Tuition Reimbursement Program, in which we fund eligible external training, continuing education and professional development courses.





Compensation, Benefits & Recognition

For all full-time employees, Greenfield offers competitive salaries, annual salary increases and comprehensive benefits and incentives that include group benefits, RRSP/401K/ Pension programs, paid vacation and our Employee Rewards Program.

To celebrate the hard work and dedication of our employees, we have the Greenfield STAR recognition program. It's a peer-to-peer recognition program where employees can recognize each other for demonstrating our core principles. Each month employees receive a point allocation they can use to recognize their peers, who in turn can use their awarded points to purchase products through an Amazon catalogue.

Employee Wellness

We support overall employee wellness by providing opportunities for people to manage and enhance their well-being. Examples include:

- **Flexible arrangements:** Depending on the role and location, employees can take advantage of flexible working options designed to promote work-life balance.
- **Employee Assistance Program (EAP):** Our EAP ensures employees have access to health and wellness resources.
- **Fitness campaigns:** Greenfield hosts fitness challenges across our sites, whereby participating employees reach their health goals by tracking their steps or fitness activities as a group.
- **Fitness reimbursement:** We support employees who adopt a healthy lifestyle through exercise and wellness by reimbursing them for expenses related to improving, maintaining or enhancing their physical fitness.

Listening & Communication

We continuously aim to create an overall positive employee experience and ensure people can use a variety of communication channels to engage with management. Our CEO and Business Unit leaders regularly conduct town halls, both virtual and in-person, to communicate with our employees. Employees can safely voice any concerns or complaints they may have through our confidential complaint resolution process.

Our employee resource network, The President's Employee Advisory Committee (PEAC), along with local employee relations committees, foster a sense of community at Greenfield. PEAC is a cross section of employee representatives from every Greenfield location and the People & Culture team. Meeting several times per year, PEAC provides members with an opportunity to collaborate, share ideas, ask questions and offer constructive feedback on topics related to the employee experience.

On our intranet is the "Viva Connections" platform. It helps the entire organization stay engaged and informed with relevant news, conversations and other resources, all in one place.

An Inclusive Culture

We are committed to fostering an equitable workplace that values diversity and inclusion and reflects the customers and communities we serve. We believe that diversity goes beyond just numbers; it's about cultivating an environment of respect, honesty, and integrity. These are also essential qualities we look for in every potential employee.

We strive to ensure that all Greenfield policies, programs and practices are free of deliberate or unintentional barriers with respect to an employees' or applicants' race, ancestry, place of origin, colour, citizenship, creed, sexual orientation, age, record of offences, marital status, family status or disability. Our efforts are in accordance with human rights laws and standards. We stand firmly against all forms of harassment, racism, discrimination and hate.

We believe that diversity goes beyond just numbers; it's about cultivating an environment of respect, honesty, and integrity.

Our approach includes:

- Being an equal opportunity employer by hiring and promoting based on merit and potential;
- Fairly compensating employees according to the value of the work they perform;
- Proactively identifying and addressing factors that may contribute to wage gaps;
- Setting goals for equitable representation, including gender-balanced leadership, and developing programs to support those goals;
- Creating a sense of belonging within Greenfield where diversity is valued and the dignity of each individual is respected.

Greenfield is also committed to an accessible workplace for everyone. We offer flexible workplace arrangements and accommodations upon request, including during the recruitment process, to ensure equal access to those with disabilities.

For customers with disabilities, we offer fully accessible telephone service, assistive devices and accessible facilities. We provide accessibility-related training to employees, volunteers and others who deal with the public or other third parties on their behalf. We provide enhanced training for employees who are involved in the development and approval of customer service policies, practices and procedures.

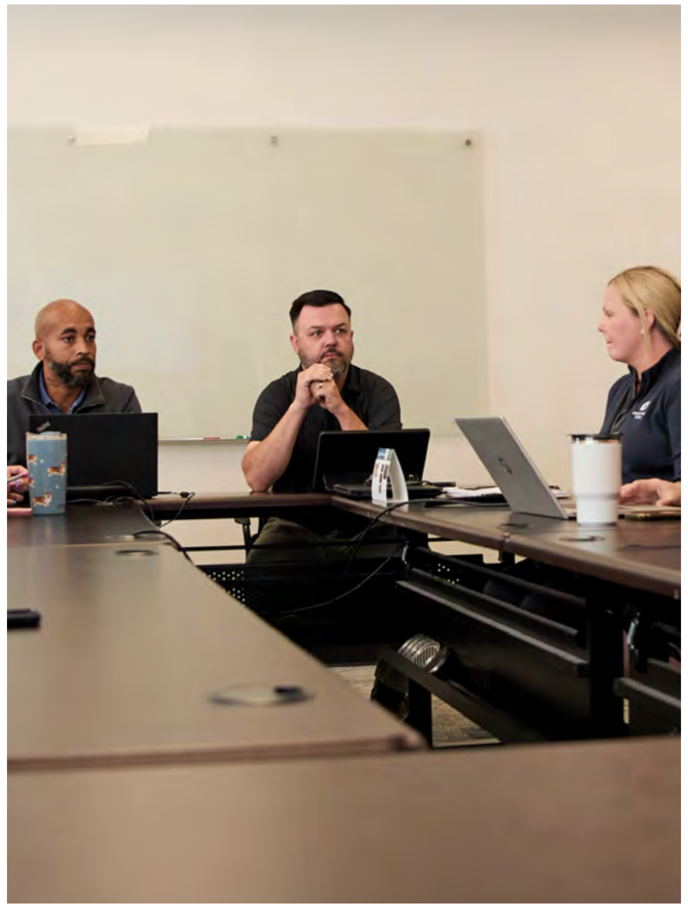
Andrea Kent, VP of Industry and Government Affairs at Greenfield, was a keynote speaker and panelist at the Women's Grain Symposium hosted by Grain Farmers of Ontario. The event brought together women to foster meaningful connections, share knowledge, discuss breaking barriers and explore new opportunities in agriculture.

Measuring Our Performance

We continuously monitor and assess our human resources policies, programs and activities to ensure they meet the needs of our workforce. We also conduct regular surveys, including an employee engagement survey and shorter pulse surveys, to gauge employee satisfaction and engagement. Tools and resources are then deployed to address feedback and improve workplace conditions.

Accountability

Overall accountability lies with the VP of People and Culture, who is supported by our Directors of People and Culture across each business unit. They work alongside our team of People and Culture Managers. We work as a people-first, collaborative team. This structure allows us to pivot and focus on the unique needs of each of our business units and locations.



Performance in 2024

2024 Goals	2024 Results
Continue building a high-performance culture through clear goals, accountability and recognition.	Implemented workplace improvements in response to employee feedback collected through the previous year's global engagement survey; 2024 employee pulse surveys indicate that the changes have been effective.
Invest in leadership development programs.	Researched best practices in leadership development to identify appropriate initiatives for Greenfield.
Increase the average hours of training per employee.	Although a universal system is in place for tracking formal employee training, not all training—particularly non-digital or informal sessions—is consistently recorded within this system, though it is at the local site level. As a result, it remains challenging to capture a complete and accurate total of all training hours across the organization.
Update Greenfield's compensation structure to enhance equity and transparency.	Hired a compensation specialist to help focus on this topic; upgraded the Short-Term Incentive Plan.

766
Employees

7 years
Average tenure

87%
Retention rate

2024 Highlights

- Our global workforce increased to 766 employees, up from 730 the previous year. We continue to hire and develop new team members, and retaining top talent remains a priority. Our average tenure is seven years, with almost half of our workforce having a minimum tenure of five years. Greenfield's retention rates continue to surpass industry averages. In 2024, retention rates improved to 86.8% (2023 = 81.1%), while our total turnover rate was 10.9% (2023 = 18%).
- To complement our bi-annual global engagement survey, last conducted in 2023, we conducted pulse surveys in May and November of 2024. These shorter check-ins allowed us to get a snapshot of employee perceptions and feelings about the effectiveness of Greenfield's workplace initiatives, especially in areas where we have implemented targeted strategies to improve. The results from the 2024 surveys continue to show high levels of employee satisfaction and engagement, with an average Employee Net Promoter Score (eNPS) of 45. Scores above 30 are considered good, while those above 50 are considered excellent. While positive, the results indicate there are areas of the employee experience we can enhance.
- We overhauled the Company's Short-Term Incentive Plan (STIP) to strengthen the link between performance and reward. 2024 marked the first year that bonuses were paid under the revised structure that is tied to financial outcomes.
- Last year, we enhanced the employee anniversary program to recognize, in a new way, those who have been with the company for 15+ years. We also introduced a manager dashboard to enhance the Greenfield STAR recognition program, enabling managers to monitor individual performance metrics and gain team performance insights. Each month, managers receive recognition summaries, along with recommendations to help them improve the quality of their recognitions.

WORKFORCE PROFILE

Year	2023	2024
By Gender		
Male	67%	68%
Female	33%	32%
By Country		
US	218	230
Canada	468	490
Ireland	44	46
By Business Unit		
Beverage & Distilled Spirits	6	6
Distillery Manufacturing Operations	274	277
Speciality Chemicals & Ingredients	184	196
Renewable Energy	156	152
Shared Services	109	135
By Generation		
Gen Z	7%	11%
Millennials	46%	46%
Gen X	37%	36%
Baby Boomers	9%	7%
By Work Status		
Full-time	697	712
Part-time	9	11
Contract	20	15
Student	4	28
Total Global Employees	**730**	**766**

- During the year, our CEO conducted a roadshow across 11 Greenfield sites. These informative events, which included in-person town hall meetings and employee Q&A sessions, were well received by employees, who expressed a strong desire that this annual tradition continue. In addition to the CEO town halls, throughout the year each Business Unit Leader conducted town halls with their respective teams.

During the year, our CEO conducted a roadshow across 11 Greenfield sites.

Goals for 2025

- **Implement** improvements in performance management program.
- **Launch** leadership development program.

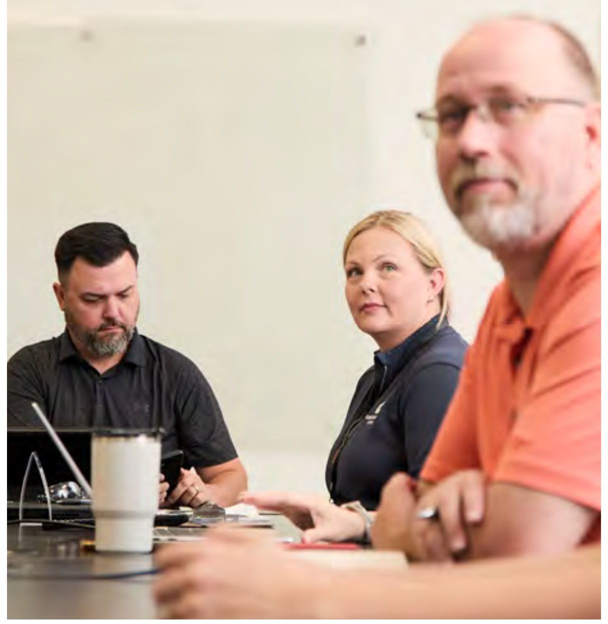
4.3

HUMAN RIGHTS

Why It Matters

We recognize that all businesses worldwide are expected to respect basic human rights and freedoms throughout their activities and relationships. At Greenfield, prioritizing human rights goes beyond mere compliance. It is a strategic necessity that strengthens our ethical foundation, operational stability and overall value creation. Our dedication to respecting human rights is crucial for fostering a sustainable future for all our stakeholders.

Management Approach



We are devoted to business practices that promote the well-being, dignity and fundamental rights of employees, customers and communities where we operate. We uphold each individual's human rights and strive to ensure that our business operations, including working conditions, meet internationally recognized labour standards, laws and regulations. This applies to all workers, including temporary, part-time, agency, migrant, student, contract and direct employees.

Our commitment to respecting human rights is integrated throughout our company, with our practices guided by the United Nations' Guiding Principles of Business and Human Rights. As well, there are different corporate standards and policies—including both our Code of Ethics, Diversity and Inclusion Policy, and our Principles and Standards Policy for Responsible Business Practices—that cover various human rights-related topics. Currently, Greenfield does not have an all-encompassing, stand-alone human rights policy; however, we have embedded human rights requirements into both our Employee Code of Conduct and the Principles and Standards Policy.

We are devoted to business practices that promote the well-being, dignity and fundamental rights of employees, customers and communities where we operate.

Building Human Rights Awareness

Training and education related to human rights is covered in several of Greenfield's internal courses and programs, including our Code of Ethics training. For example:

- All new employees are trained on our Code of Ethics, which encompasses business ethics and other human rights topics.
- All employees undergo training on eliminating harassment and discrimination in our workplaces.
- All Canadian employees, and specific U.S. employees involved in procurement, receive training on identifying and precluding forced and child labour in the supply chain.

We actively engage with stakeholders, including customers, suppliers and communities, to understand their expectations and any concerns related to human rights and related topics. As noted in the Responsible Sourcing section, we pay close attention to human rights in our supply chain and have a zero-tolerance approach to any form of human rights abuses, including the use of forced, coercive or child labour.

We have a Whistleblower Policy and a whistleblower process that detail roles, responsibilities and how to report any issues.

Accountability

The VP of People and Culture is responsible for overseeing and managing human rights issues. We have human rights due diligence procedures in place to monitor and report on our performance.

We actively engage with stakeholders, including customers, suppliers and communities, to understand their expectations and any concerns related to human rights and related topics.

Performance in 2024

2024 Goals	2024 Results
Evaluate the need for a formal human rights risk assessment.	Determined that, while we consider our human rights risk profile to be minimal, Greenfield will proceed to perform an internal human rights assessment in 2025 and disclose the findings.
Review human rights sections in all documents and determine if a standalone human rights policy would be of benefit.	Completed review and concluded that developing a standalone human rights policy would be beneficial; work on this policy will occur in 2025.
Formalize a whistleblower policy.	Completed.
All Canadian employees, and specific U.S. employees involved in procurement, will receive training on identifying and understanding forced and child labour in the supply chain in early 2024.	Completed.

2024 Highlights

- Based on our due diligence process, we found that in 2024 no forced or child labour was used at any of Greenfield's facilities or operations worldwide. Also, we recorded no substantiated human rights-related complaints last year.
- In 2024, we created a stand-alone Whistleblower Policy that supplements Greenfield's Code of Conduct. The new policy provides a framework to facilitate employees, contractors and other stakeholders in reporting any concerns to Greenfield regarding questionable or unethical conduct. Individuals can report in confidence if desired, and without fear of retaliation. The policy also outlines roles, responsibilities and timelines. We plan to roll out the policy across Greenfield throughout 2025.
- We conducted a review to determine the value of having a standalone Human Rights Policy. Based on the insights gained, we concluded that developing such a policy would be beneficial for several reasons, including formally defining Greenfield's commitment to support human rights and embedding the responsibility to respect human rights throughout all business functions and all third-party relationships.

Goals for 2025

- **Perform** a human rights risk assessment.
- **Create and implement** a formal Human Rights Policy.
- **Incorporate** the new policy into Greenfield's Principles and Standards to fill any gaps that exist.

4.4

COMMUNITY RELATIONS & IMPACT

Why It Matters

Greenfield has a long history of serving and supporting the needs of the communities in which we operate. We understand that thriving communities are crucial for the sustainability of both our business and the people who live in them. Community involvement also inspires our employees, who are eager to pitch in for local causes and create meaningful value for others.

Related UN Sustainable Development Goals

11 SUSTAINABLE CITIES AND COMMUNITIES

17 PARTNERSHIPS FOR THE GOALS

Management Approach

We at Greenfield strive to make a positive societal impact. Our philanthropic activities encompass charitable donations, in-kind gifts, participation in local events. Moreover, we are both proud and supportive of the volunteer efforts of our employees, including their engagement in local non-profits and associations.

Every year we support an array of needs, including children's sports, education, health care, social services, food banks and environmental causes. We partner with local community groups and other stakeholders to both maximize the impact of our investments and ensure our philanthropic support meets local needs.

As part of our community relations, Greenfield supports governments at all levels to pursue options that make sense for the economy, for society and for the environment. Located steps from Parliament Hill, our Ottawa office works to promote Greenfield's mission and strategic goals through public policy, community outreach, advocacy, media relations and communications.

87%

of our sites participated in community engagement activities in 2025

Accountability

Each site, including corporate offices, has their own charitable donations budget and determines local causes and activities to support. Some sites have dedicated committees that make these decisions.

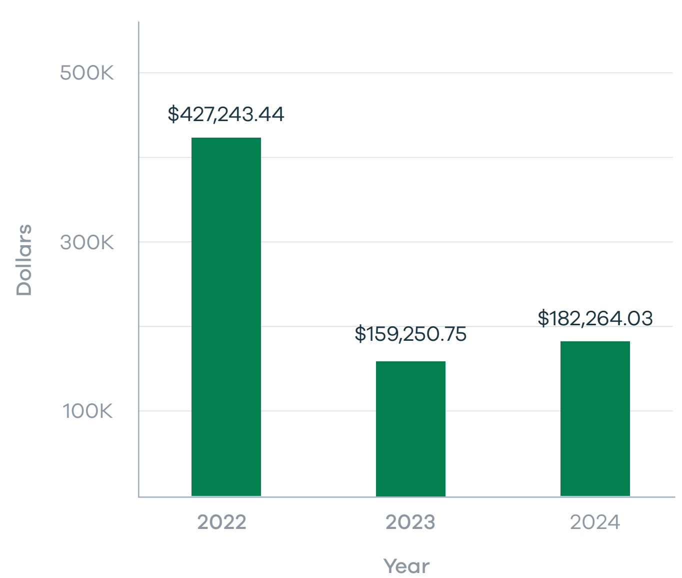
Performance in 2024

2024 Goals	2024 Results
Investigate options on how to best centralize Greenfield's donation program to maximize benefits to our communities.	Studied options to centralize the donation program and determined that an overarching committee is needed to establish norms, guidelines and provide consistency across the organization. This committee will be launched in 2025 and will be initially headed by the CEO to ensure a successful launch of the project.
Explore opportunities to revamp the Greenfield Cares Fund.	Agreed to find a suitable non-profit organization with which to partner, starting in 2025.

2024 Highlights

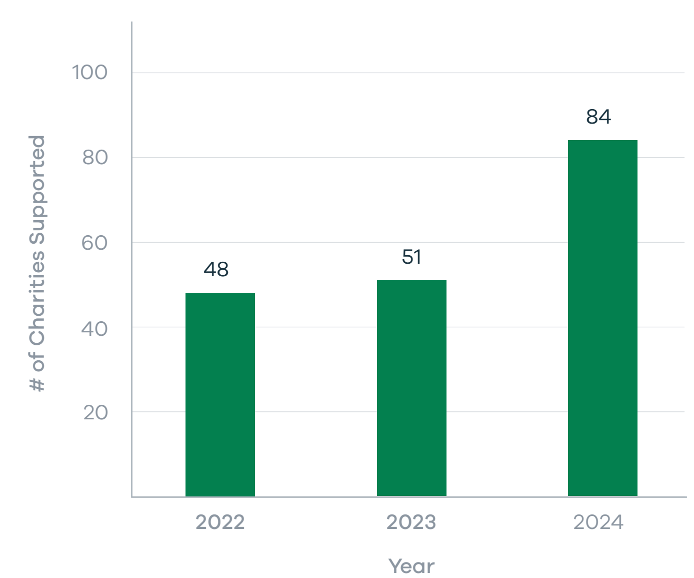
- In 2024, we donated $182,264 to local community organizations where we operate, up from $159,250 the previous year.
- Our contributions supported 84 community organizations last year in Canada, the U.S. and Ireland, up from 51 in 2023. Examples include Kincardine and Community Health Care Foundation, United Way Leeds and Grenville, Children's Hospital of Eastern Ontario (CHEO) Foundation, Ovarian Cancer Canada and William Osler Health System Foundation.

CHARITABLE GIVING BY YEAR



Community giving metrics for 2022 and 2023 have been restated to include community sponsorships, which were not captured in previous reporting periods. In 2022, we made a one-time donation of $200,000 for the development and launch of the Greenfield Global Trail in Chatham, Ontario.

NUMBER OF CHARITIES SUPPORTED



Supporting Health Care in Ontario

For over 10 years Greenfield has supported exceptional health care by proudly donating to the William Osler Health System Foundation (Osler). Osler is a hospital system with three unique sites—Brampton Civic Hospital, Etobicoke General Hospital and Peel Memorial Centre for Integrated Health—serving 1.3 million residents within the province's central west region. To commemorate the 10-year milestone, the Brampton Civic Hospital and the William Osler Health System hosted Greenfield team members.

- Greenfield employees volunteered their time to make a positive impact on the lives of people in communities where we live and work. For example:
  - In Ireland, our team hosted a Bake Off to raise funds for Children's Health Ireland.
  - In Mississauga, Ontario, our finance team organized a Secret Santa campaign for a family in need, collecting and donating gifts and gift cards.
- Last year we conducted a fulsome review of Greenfield's philanthropy program to assess its effectiveness and to identify ways to make it more efficient, consistent and impactful. Based on the insights, we decided to create a centralized donations program supported by a dedicated committee to set enterprise-wide norms, guidelines and goals around community giving. As part of this improvement effort, we are also reimagining the Greenfield Cares Fund, which was last used during the 2020-2021 pandemic, to help grow and direct our community investment activities, ensuring alignment with the Company's values and strategy.

Greenfield employees volunteered their time to make a positive impact on the lives of people in communities where we live and work.

Greenfield's Secret Santa

During the Christmas season, Greenfield's secret Santas donated presents to a family in need.

2024 Angelo Ligori Engineering Scholarship

Aspiring graduate from Ursuline College Chatham, Jack Grochmal, received the 2024 Angelo Ligori Engineering Scholarship from Greenfield represented by Veselin Nikolov, DMO Director of Quality. Named after long-time Greenfield employee and engineer, Angelo Ligori, the award is provided to a graduating Chatham-Kent, Ontario student who is pursuing a Bachelor of Engineering degree.

Goals for 2025

- **Create** a targeted giving strategy.
- **Revamp** Greenfield Cares Fund.
- **Launch** a new partnership to better focus and optimize Greenfield's community giving.

SPOTLIGHT

Employees Brighten Holidays for Family in Need

Together with a group of his colleagues in Greenfield's Finance department, Joshua McRae helped orchestrate a Secret Santa collection campaign last Christmas, to benefit a southern Ontario family in need. They collected more than $800 in cash, toys and food gift cards—more than double the team's goal—which was then provided to the appreciative mom and her kids in time for the holidays.

"It's a great feeling to know that we've done something from the heart for society's less fortunate," adds Joshua, who volunteers at the Flamborough Food Bank, near Hamilton, Ontario. The food bank selected the recipient family for Greenfield's fundraising effort.

"I read about rising food scarcity in our communities, and it really struck a chord. So, when I learned that the food bank where I volunteer was seeking food and gift donations to support local families in need, I jumped at the chance to be involved," recalls Joshua.

Based on the campaign's success, and desire to do more, Joshua and his colleagues are expanding their Secret Santa initiative in 2025 to reach two or more families, and volunteering to cook meals at the Flamborough Food Bank. Adds Joshua: "Our experience last year was super inspiring. These are things we can be proud of and have a good time doing."

"We came together to make the holiday season more comfortable for a single mom and her two kids."

Joshua McRae

Manager of Financial Planning & Analysis, BDS at Greenfield

CHAPTER 5

GOVERNANCE

5.1 Governance & Ethics
5.2 Risk Management
5.3 Responsible Sourcing

5.1

GOVERNANCE & ETHICS

Why It Matters

As a multinational ethanol, solvents, bioprocess materials and biofuels company, Greenfield operates in highly regulated industries where sound governance and ethical practices are critical to maintaining trust, meeting legal or regulatory requirements, and aligning with emerging best practices. Strong governance and ethical conduct not only protect our corporate reputation but also foster a culture of responsibility among our global workforce.

Management Approach

Our Board of Directors

The Board of Directors oversees the strategic direction and overall management of Greenfield. The Board consists of:

- **Chairperson:** An independent director who leads the Board and ensures effective governance practices.
- **Chief Executive Officer (CEO):** A member of the Board who is responsible for the overall operations and management of the Company.
- **Independent Directors:** Independent directors, who are not part of the executive team, provide unbiased oversight, bring diverse perspectives, are not involved in day-to-day management and have specific expertise or industry knowledge.

The Board of Directors has established two committees to focus on specific governance areas:

- **Audit Committee:** This committee oversees risk management, financial reporting, internal controls and the external audit process and is comprised of independent directors with financial expertise.
- **Compensation Committee:** Composed of independent directors, this committee oversees executive compensation and ensures it aligns with the Company's performance and strategic goals.

Executive Management Team

The Executive Management Team is responsible for Greenfield's day-to-day operations and reports to the Board. Key positions include:

- **CEO:** Leads the company and implements Board-approved strategies.
- **Chief Financial Officer (CFO):** Manages the company's finances, including financial planning, risk management and financial reporting.
- **SVP Distillery & Manufacturing Operations:** Oversees Greenfield's main operations, including production, supply chain and logistics.
- **VPs of each Business Unit (RE, SC&I, BDS, DMO):** Oversees Greenfield's operations within their area of responsibility.
- **VP of People & Culture:** Ensures compliance with legal and regulatory requirements regarding our employees and oversees Greenfield's ethics and compliance programs.

This governance structure and composition ensure that Greenfield operates with transparency, accountability and integrity, fostering trust with stakeholders and supporting sustainable business growth.

Governance Policies, Principles & Practices

Our governance framework encompasses key policies, principles and practices grounded in our commitment to the highest ethical standards.

Transparency & Disclosure

We provide regular and clear communication with relevant stakeholders about the Company's operations, financial performance and strategic goals. For example, we publish annual reports and sustainability disclosures.

Board Independence

A significant portion of the Board is independent from management to provide unbiased oversight and decision-making. This helps mitigate conflicts of interest and promote objective governance.

Ethical Conduct & Compliance

We strive to set and adhere to high standards of conduct and have zero tolerance for any form of unethical behaviour or activity. We maintain and enforce a comprehensive Code of Ethics that outlines both expected behaviors and compliance standards for all employees, including policies on anti-corruption, anti-bribery and whistleblower protections. Upon hire, employees review the Code to confirm that they understand and will maintain compliance with the Code.

Employees and third parties are encouraged to speak up if they become aware of any suspected wrongdoing or violations of Greenfield's Code. We maintain a confidential whistleblower email (compliance@greenfield.com) in which anyone can confidentially report concerns without fear of retaliation.

Risk Management

We implement robust risk management frameworks to identify, assess and mitigate risks across all areas of the business, including operational, financial, environmental and reputational risks.

Stakeholder Engagement

We actively engage with stakeholders, including employees, customers, suppliers and our local communities, to understand their concerns and expectations. We do this in part through regular feedback mechanisms and collaborative initiatives.

Sustainability & Responsibility

Guided by our sustainability focus, we integrate sustainability considerations into our strategic planning and operations. This includes setting and achieving sustainability targets, such as reducing carbon emissions and promoting responsible sourcing.

Accountability & Performance Monitoring

Clear accountability mechanisms are in place for senior management and the Board, including performance evaluations, setting measurable goals and linking executive compensation to the achievement of these goals. We regularly review and benchmark Greenfield's corporate governance practices against industry peers and best practices.

Legal & Regulatory Compliance

We maintain rigorous compliance with all applicable laws and regulations in the regions where Greenfield operates. Our team monitors regulatory developments and ensures that internal policies are updated accordingly.

Key Governance Policies	Descriptions
Code of Ethics	Outlines ethical standards and expectations for all employees.
Conflict of Interest Policy	Ensures that directors and employees avoid situations where personal interests conflict with the interests of Greenfield.
Diversity and Inclusion Policy	Promotes a diverse and inclusive workplace, reflecting our commitment to equality and respect for all employees.
Principles and Standards Policy for Responsible Business Practices	Promotes our standards and expectations for both supplier conduct and anyone doing business with Greenfield.
Whistleblower Policy	Provides a confidential and secure way for employees to report unethical behaviour or violations of Company policies.

Sustainability Governance

The Board and Executive Team continues to embed Greenfield's sustainability commitments and strategies into the Company's governance framework.

A dedicated management committee oversees Greenfield's sustainability initiatives, integrates ESG considerations into strategic decisions and ensures alignment with the Company's overall goals. We have also appointed a Board member with sustainability expertise—the former Ontario Minister of the Environment—to provide oversight and guidance on sustainability-related matters.

Reflecting the importance we place on sustainability issues, we have developed executive performance metrics tied to sustainability goals which cover social, environmental and governance aspects.

Public Policy Activities

Greenfield actively participates in public policy processes to contribute our perspectives on key issues that may affect our business, the industries we operate in, and our stakeholders. For example, we have been instrumental in shaping environmental policy by working closely with federal and provincial governments. After years of consultation and engagement by Greenfield's team, the Canadian federal government introduced the Clean Fuels Regulations. Under this framework, producers of fuel ethanol are able to generate credits by reducing the carbon intensity (CI) of their manufacturing processes, which recognizes and rewards investments that lower emissions.

Performance in 2024

2024 Goals	2024 Results
Formalize requirements for Code of Conduct training.	Achieved—all new employees are now required to complete this training, and completion rates are tracked.
Create and finalize a standalone Whistleblower Policy.	Achieved—rollout and training scheduled for 2025.

2024 Highlights

- Women represent 25% of our senior leadership team, with 7 out of 24 senior leaders identifying as female.
- Through our Whistleblower reporting system, we did not receive any ethics-related complaints from employees and other stakeholders.
- During the year, we formalized requirements for mandatory Code of Conduct training and established a tracking system to monitor completion rates. The training educates employees on all elements of Greenfield's Code of Conduct. All new employees must take the training at the start of employment to ensure they understand our organizational values, expectations and rules, as well as ethical and legal obligations that must be followed while working for Greenfield.
- To further strengthen our framework of governance documents and build an ethical culture, we developed two new policies: a standalone Whistleblower Policy (previously embedded in other corporate standards/ policies) and a Sustainable Procurement Policy (see Responsible Sourcing section for details). The Whistleblower Policy is designed to strengthen our culture of transparency and accountability within Greenfield, while encouraging the reporting of any wrongdoing, without fear of retaliation.

Women represent 25% of our senior leadership team, with 7 out of 24 senior leaders identifying as female.

Goals for 2025

- **Roll-out and provide training** on the Company's new Whistleblower Policy.
- **Formalize** a standalone Sustainability Policy (currently embedded in the EH&S policy).
- **Update and document** Greenfield's governance structure.

5.2

RISK MANAGEMENT

Why It Matters

Greenfield operates in a complex, unpredictable and fast-changing business environment. Proactive risk management ensures the safety and well-being of our people, strengthens the resilience of our supply chain, builds stakeholder confidence and keeps us compliant with regulatory requirements. Responsibly managing risk also ensures the uninterrupted operation of Greenfield's production and distribution processes across diverse markets such as life sciences, personal care, food, flavour, fragrance, beverage alcohol, industrial chemicals, and biofuels.

Management Approach

We're committed to delivering Greenfield's strategy and creating value for our stakeholders by managing both external and internal risks that may affect our employees, customers, communities and business.

Greenfield executives and Board members understand that risk-taking is necessary for innovation and business growth. However, our approach centers on intelligent risk-taking that does not unnecessarily expose the Company to adverse effects.

Risk Governance

Everyone at Greenfield plays a role in managing potential risks that may impact our business and stakeholders. While risk management is a shared responsibility, we have a clear governance structure for managing risk, including sustainability risks:

- **The Board** is responsible for fostering a culture supportive of ERM by annually reviewing risk policies, including risk appetite, and ensuring risk exposures remain appropriate.
- **The Audit Committee** oversees the ERM process, reviews management's identification of significant risks, ensures processes are in place to manage and mitigate risks, and reports risk exposure levels to the Board and CEO.
- **The CEO and Executive Management Committee** promote and integrate risk management throughout the organization, ensuring inclusion in all strategic and operational decision-making and fostering a robust risk management environment.
- **Business Unit EVPs and Managing Directors** regularly report on material business risks, prepare risk registers, notify the CFO of structural or process changes, ensure risk management controls are in place, and foster a culture where risks are identified and escalated promptly.
- **The Market Risk Working Group** meets weekly to manage commodity market risk.
- **Managers and Supervisors** identify risks within their areas, ensure effective risk management controls, and promote a risk-aware culture.

Risk Appetite

Our risk appetite—the level of risk we are willing to take to achieve our objectives—serves to determine which risks will and will not be accepted, while aligning with our vision, mission and values. Management develops risk tolerances for each identified significant risk, to reflect the level of risk appetite approved by the Board. For example, there is a very low tolerance for risks in areas that may have an adverse impact on our safety performance, corporate governance, ethical issues or would undermine our brand and reputation. In contrast, we accept a higher level of risk for market and technological opportunities that create additional benefits for our business.

Enterprise Risk Management

Our Enterprise Risk Management (ERM) framework sets out our systems and procedures for identifying, assessing, prioritizing and managing both risks as well as potential opportunities. Given the decentralized nature of our global activities, each business segment is ultimately responsible for evaluating, addressing and monitoring pertinent risks in their respective areas, through regular risk meetings and ongoing discussions.

Our Enterprise Risk Management (ERM) framework sets out our systems and procedures for identifying, assessing, prioritizing and managing both risks as well as potential opportunities.

Addressing Sustainability Risks

Greenfield's approach to defining and managing sustainability risks, such as climate risk and cyberthreats, is integrated into our overall ERM and business strategy. Our process encompasses several steps:

- **Risk identification:** We engage with our diverse stakeholders to help us identify ESG risks they view as relevant. We also analyze industry reports, case studies and benchmarks to understand common ESG risks faced by similar companies and monitor relevant regulations and policies in countries in which we do business.
- **Risk assessment:** We evaluate and prioritize ESG risks using tools such as a risk assessment matrix, quantitative and qualitative analysis, scenario analysis and risk scoring. They help us understand how different ESG risks might affect Greenfield under various business conditions and timeframes. For example, we conduct climate risk assessments to identify potential impacts of climate change on our operations and supply chains, and we perform regular cybersecurity assessments to identify systemic vulnerabilities.
- **Risk management plans:** To ensure risks are effectively managed, we develop and implement risk management plans with specific actions, timelines and accountabilities.
- **Continuous monitoring:** We regularly review and update our risk management practices to stay ahead of emerging threats.

More details on how we manage specific ESG risks can be found in the relevant sections of this report.

Performance in 2024

2024 Goals	2024 Results
Continue to proactively monitor the external landscape to assess potential ESG risks on Greenfield's operations and stakeholders.	Maintained diligent monitoring of external risks, including cyberthreats, tariffs and geopolitical developments. Hired external firm to boost our monitoring capabilities.
Strengthen our risk management tools and capabilities.	Focused on crisis communication development, planning and training. Performed vulnerability assessments and implemented risk mitigation measures where warranted.

2024 Highlights

- In 2024, we experienced no cyber incidents involving data breaches. Throughout the year, we completed 100% of our planned cybersecurity tests. The tests assessed the awareness and reactions of employees in various scenarios, as well as evaluated our IT security systems. Testing is part of our ongoing efforts to foster a culture of cybersecurity awareness, aligning with our ESG goals to ensure resilient, ethical and secure business operations.
- On June 27th, Greenfield Global held its 1st annual Security Awareness Day, reaffirming our commitment to digital safety as part of our broader governance and risk management practices. The event focused on educating employees about evolving cybersecurity threats and empowering everyone at Greenfield to take an active role in protecting our digital infrastructure. Activities included live informational displays, an interactive Q&A session accessible across all locations, and bilingual cybersecurity quizzes. We awarded prizes to top performers, which encouraged participation and reinforced the importance of individual responsibility in maintaining organizational security.
- As part of our ongoing commitment to cybersecurity and operational resilience, last year we developed plans to undertake a formal third-party review of our Cyber Business Continuity Program. This program aims to ensure Greenfield can maintain essential operations in the event of various cyber incidents, including ransomware attacks, data breaches and system failures, as well as successfully recovering our systems and data after a disruption. Engaging an external expert will provide an objective assessment of our current capabilities, identify areas for enhancement, and validate the effectiveness of our preparedness in the face of potential cyber disruptions. This initiative will take place in 2025.
- In 2024, we engaged an external cybersecurity firm to provide additional support to Greenfield's cybersecurity team, including 24/7 monitoring of potential security risks and events.

Goals for 2025

- **Complete** third-party review of our Cyber Business Continuity Program.
- **Conduct** a continuity risk assessment regarding top customers.

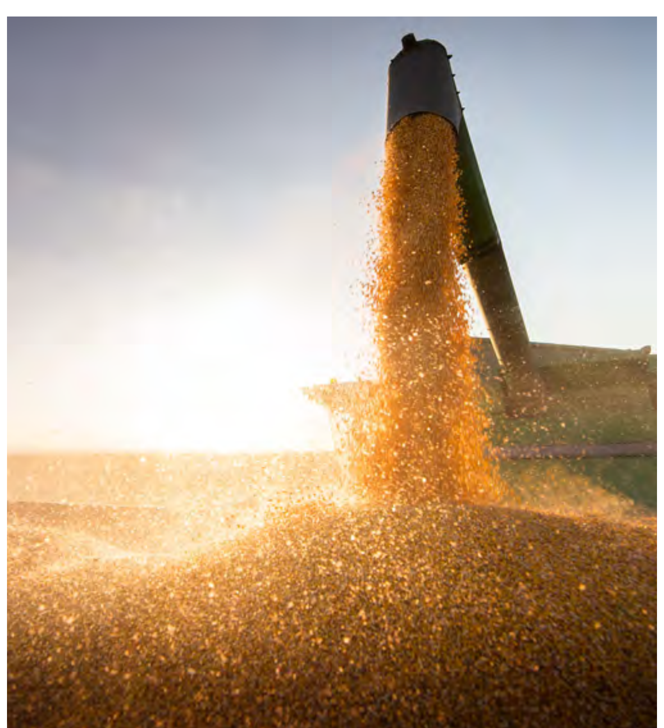
5.3

RESPONSIBLE SOURCING

Why It Matters

Responsible sourcing serves as the cornerstone of our efforts to minimize environmental impact and enhance efficiency in managing our resources. It ensures that the raw materials we procure are obtained and used in ways that safeguard natural resources and reduce Greenfield's ecological footprint. Responsible sourcing also reinforces our dedication to a healthy society by promoting mandatory fair labour practices and by supporting the well-being of the communities where our feedstocks and inputs come from.

Management Approach



We have embedded responsible sourcing practices into our operations and use our influence as a major purchaser to drive positive outcomes across our supply chain. Most of our suppliers operate in Canada and the U.S. Greenfield does not source raw materials from anywhere in Africa, and sources very few raw materials from Europe and Asia. The products sourced from China and India include certain flavour and fragrance materials and particular strains of yeast. None of the raw materials we source are from the Xinjiang region of China.

The majority of products and services we procure are sourced in Canada. Our largest procurement spend is corn, which is almost always sourced within a 100 km radius of each plant. Other significant procurement spending is on natural gas, water, electricity, enzymes, yeast, denaturant and bulk chemicals. We have also identified our packaging and logistics suppliers as critical.

Greenfield has an in-house training curriculum to educate our team members about responsible sourcing and respect for human rights. We also have a new Sustainable Procurement Policy to guide purchasing decisions across the Company.

Greenfield has an in-house training curriculum to educate our team members about responsible sourcing and respect for human rights.

Due Diligence Process

Through our standard supplier evaluation process, we conduct due diligence to screen all suppliers. Our goal is to only choose companies that operate ethically and responsibly as a pre-condition of doing business with us.

We expect all suppliers, large and small, to meet the same professional standards and values we set for ourselves, including operating in compliance with all applicable laws. These expectations are set out in our Principles and Standards Policy for Responsible Business Practices. These Principles are posted on our website.

We expect all suppliers, large and small, to meet the same professional standards and values we set for ourselves, including operating in compliance with all applicable laws.

Ensuring Respect for Human Rights in Our Supply Chain

We maintain close and positive relationships with our suppliers, through which we are able to monitor for and assess any negative impacts, including any abuse of human rights. We have a zero-tolerance approach to any form of human rights abuse, including the use of force, coercive or child labour. We do not do business with, tolerate or associate with, organizations or entities that condone or are engaged in the use of child labour, human trafficking or the practice of coercing or imposing work with little or no freedom of choice.

As part of our annual review/risk assessment process and our mandatory reporting on forced and child labour in Canadian supply chains, we work to ensure that the suppliers with whom we partner do not engage in any form of modern slavery.

Accountability

The procurement function is decentralized at Greenfield. Each business unit is responsible for procurement for their respective area, while ensuring compliance with the Principles.

Performance in 2024

2024 Goals	2024 Results
Finalize Sustainable Procurement Policy with Board approval.	Completed.
Establish Sustainable Procurement goals for 2025 and forward.	Completed.
Continue to engage with our key suppliers on sustainability.	Achieved.
Determine which external resources, if any, would be most beneficial to support Greenfield's sustainable procurement journey.	Explored options and decided to continue handling all procurement matters in-house. Will establish an internal system to ensure more consistent reporting across all business units.
Evaluate options for additional corporate procurement resources to help facilitate the sustainable procurement program.	Postponed.
Review partnership options with external companies to help with cost effectively auditing of our suppliers.	Evaluated different vendors but decided to continue performing supplier auditing in-house for the time being.

2024 Highlights

- In 2024, the Board approved a Sustainable Procurement Policy. It outlines our commitment to making environmentally and socially responsible procurement choices and our expectations for embedding sustainability into Greenfield's purchasing practices.
- To enhance the overall procurement function within Greenfield, we engaged a third party to review our end-to-end sourcing process. They performed a gap analysis of our existing practices across each business unit and the procurement team. We have set goals to ensure an improved, more standardized approach across all business units.

- We undertook a number of assessments to better understand and manage our suppliers and their ESG practices. For example, we completed an assessment of suppliers to identify the products or services sourced by Greenfield with the most significant impact on the environment. We will address the findings in 2025.
- Through our due diligence processes, in 2024 we did not identify any incidents or issues related to forced or child labour in our supply chain. To determine this, we mapped our supply chain and performed a risk assessment of 65 key vendors. We focused on these criteria: region/country of origin of the supply, industry, and volume and value of materials purchased. Furthermore, we engaged suppliers through a questionnaire to report any human rights issues or concerns within their companies, examined ESG reports published by suppliers, and reviewed the Government of Canada's log for suppliers who had submitted their own reports in accordance with Bill S-211. In addition, we looked at whether our suppliers are members of a globally recognized ESG/Sustainability platform, including Sedex, Ecovadis® and Responsible Care®. These platforms require companies to demonstrate their commitment to monitoring and assessing the risks of forced and child labour in their supply chains.
- We continued to look for opportunities to integrate ESG considerations into our sourcing program. We set targets for 2025 in relation to supplier performance monitoring and how best to avoid relationships with suppliers that present unacceptable risk to our sustainability goals. Performance goals will be set that highlight the importance of performance audits, evaluations and feedback mechanisms.

We completed an assessment of suppliers to identify the products or services sourced by Greenfield with the most significant impact on the environment.

Goals for 2025

- **Formalize** a comprehensive ESG screening questionnaire and any additional requirements for tier one suppliers.
- **Set internal targets** for supplier performance monitoring and how best to avoid relationships with suppliers that present excessive risk to achieving our sustainability goals.
- **Review** supplier performance data and determine where engagement and additional work with suppliers may be necessary to help them improve their ESG practices.

CHAPTER 6

APPENDIX

6.1 About This Report
6.2 Interactions with Stakeholders
6.3 GRI Content Index
6.4 Caution Regarding Forward-Looking Statements

6.1

ABOUT THIS REPORT

Reporting Content and Scope

Throughout this report we present information on Greenfield's sustainability commitments and performance during our 2024 fiscal year (January 1 to December 31), related to the environmental, social and governance topics that matter most to our business and our stakeholders.

This report encompasses all of our operations and activities, both in Canada and globally, except where noted below. Where noted, references may be made to historical results. Throughout this report, references to "Greenfield", "the Company", "we", "us" and "our" refer to Greenfield Global Inc. (including its subsidiaries and affiliates, except Biogaz EG). Biogaz EG and the SEMECS Joint Venture are not included for 2024 environmental reporting. Unless otherwise specified, all currency is in Canadian dollars and all information is as of December 31, 2024.

Reporting Framework

The structure and content of this report has been prepared with reference to the voluntary Global Reporting Initiative (GRI) Standards, which are the world's most widely used sustainability-reporting guidelines. Refer to the GRI Content Index for our disclosures.

This report is our second consecutive year of reporting on our sustainability performance. Through a broad data collection and validation process involving multiple areas and people across Greenfield, we have strived to produce a credible, comprehensive and impactful report. Our leadership team has reviewed and approved this report. This report has not been externally assured.

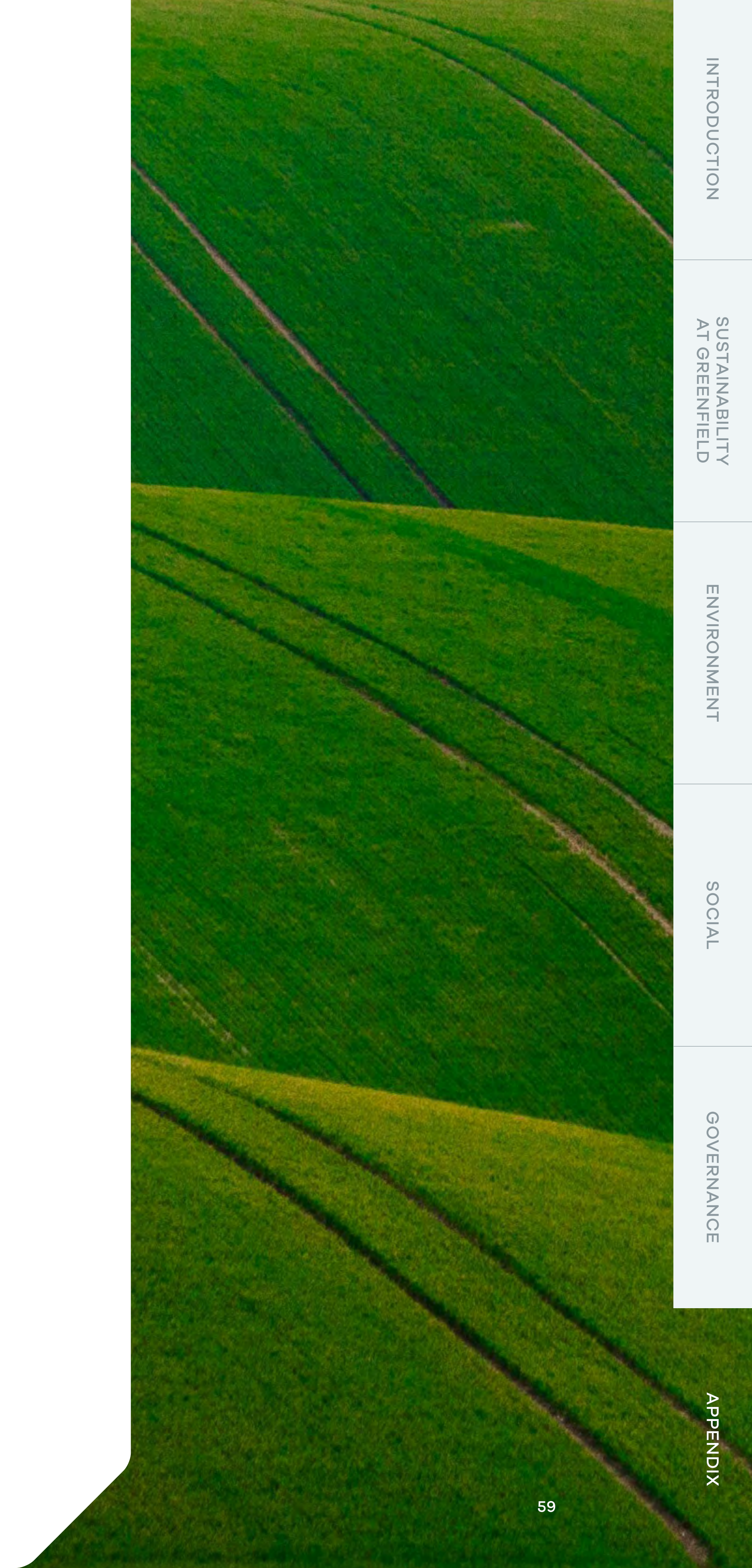
Ways to Reach Us

We welcome your feedback on this report. Please reach us in one of the following ways:

Email: sustainability@greenfield.com

Website: Contact Us

Phone: 1-905-790-4575



6.2

INTERACTIONS WITH STAKEHOLDERS

Stakeholder Group	Ways We Engaged in 2024	Key Topics
Employees	• Internal communication platforms (e.g., intranet, newsletters, email) • Town halls and internal events at Corporate, Site and BU levels • Team meetings • Employee committees/working groups • Engagement survey and other feedback channels • Training • Social media streams	• Business performance • Employee recognition, value of work • Manageable workload • Benefits and compensation • Safety
Potential Employees	• Website • Social media • Interviews • Internships • Job recruitments	• Company values • Benefits and compensation • Performance • Sustainability • Community engagement

Stakeholder Group	Ways We Engaged in 2024	Key Topics
Customers	• Interactions via phone, email, social media • Surveys • Sales calls • Trade shows • Technical information • Trade magazines • Plant visits	• Sustainable procurement • Business performance • Sustainability • Cost • Quality • Environmental data • Product safety
Government and Regulators	• Dialogue with policymakers, regulators and government • Submissions • Site visits • Technical information exchange • Inspections and audits • Public consultations and hearings	• Compliance reporting • Technical information • Sustainability • Physical compliance • Industry roundtables and working groups • Transparent reporting of advocacy activity
Suppliers	• Procurement processes (e.g., RFPs, supplier agreements) • Screening assessments • Interactions via phone, email, meetings, social media • Supplier appreciation day • Presentations • Performance assessments • Supplier summits • Trade shows/fairs/farm shows • Trade magazines • Website	• Performance criteria and expectations • Principles & Standards (Supplier Code of Conduct) • Sustainability • Safety

Stakeholder Group	Ways We Engaged in 2024	Key Topics
Community Organizations	• Community investments and partnerships • Employee volunteerism • Memberships • Interactions via phone, email, social media • Speaking engagements • Site visits • Community engagement days • Donations and sponsorships	• Safety • Environmental stewardship • Emergency response planning • Compliance programs • Emissions • Community sponsorship
Investors	• Annual and quarterly meetings • Ad-hoc meetings • Shareholder memos	• Business performance • Strategy • Execution • Material disclosures • Sustainability • EH&S trends

Industry Involvement

Greenfield Global is an active member of the following national and international industry/advocacy groups and associations:

- American Fats and Oils Association
- Association des Commerçants de Grain du Québec
- Association Québécoise de la production d'énergie renouvelable
- Association Québécoise des industries de nutrition animale et céréalière
- Bruce County Beef Farmers
- Business Council of Canada
- Canadian Fuels Association
- Canadian Hydrogen Association
- Concertation Grain Québec
- Distillers Grains Technology Council
- Growth Energy
- Hydrogen Ontario
- Hydrogene Québec
- Independent Lab Distributor Association
- Industrial Gas Users Association
- International Pharmaceutical Excipients Council—Americas
- Ireland Canada Business Association
- Low Carbon Centre of Excellence
- Methanol Institute
- Minnesota Biofuels Association
- National Association of Scientific Materials Managers
- National Institute of Oilseeds
- National Irish Safety Association
- Northeast Agriculture & Feed Alliance
- Ontario Agribusiness Association
- Ontario Cattle Feeders
- Renewable Industries Canada
- Shelby County Industrial & Development Foundation
- Societé Des Parcs D'engraissement du Québec
- Tugboat Institute
- Vinegar Institute

6.3

GRI CONTENT INDEX

We have reported in reference to the GRI Standards for the period January 1, 2024 to December 31, 2024.

General Disclosures		
GRI 2: General Disclosures 2021		**Page Number / Response**
2-1	Organizational Details	**Name:** Greenfield Global Inc. **Headquarters:** 6985 Financial Drive, Suite 501, Mississauga, Ontario, Canada, L5N0G3 **Locations:** Page 7 **Legal form:** Greenfield Global is a privately held company
2-2	Entities included in the organization's sustainability	Greenfield at a Glance page 7 About this Report page 59
2-3	Reporting period, frequency and contact point	Calendar year 2024 ESG Highlights reflect our reporting period, January 1, 2024 – December 31, 2024. Inquiries or comments concerning this report and it's content may be directed to sustainability@greenfield.com.
2-4	Restatements of information	About this Report page 59 Our ESG Material Topics page 13 Environmental data from SEMECS Joint Venture are not included for 2024 reporting page 59.
2-6	Activities, value chain and other business relationships	Greenfield At a Glance page 7
2-8	Workers who are not employees	We collaborate with contractors who are usually brought on board for specific project-based tasks or defined durations. Contract workers constitute around 3% of Greenfield's workforce and are integrated into our occupational health and safety management programs.
2-9	Governance structure and composition	Governance & Ethics, Board of Directors page 48
2-10	Nomination and selection of the highest governance body	Governance & Ethics, Board of Directors page 48
2-11	Chair of the highest governance body	Governance & Ethics, Board of Directors page 48
2-12	Role of the highest governance body in overseeing the management of impacts	Governance & Ethics, Board of Directors page 48
2-13	Delegation of responsibility for managing impacts	Governance & Ethics, Board of Directors page 48
2-14	Role of the highest governance body in sustainability reporting	Governance & Ethics, Board of Directors page 48
2-15	Conflicts of interest	Governance & Ethics, Key Governance Policies page 49
2-16	Role of the highest governance body in sustainability reporting	Governance & Ethics, Sustainability Governance page 49, Our ESG Material Topics page 13
2-17	Collective knowledge of the highest governance body	Governance & Ethics, Board of Directors page 48
2-18	Evaluation of the performance of the highest governance body	Governance & Ethics, Governance Policies, Principles and Practices page 49

General Disclosures		
GRI 2: General Disclosures 2021		**Page Number / Response**
2-19	Remuneration policies	Governance & Ethics, Governance Policies, Principles and Practices page 49, Stakeholder Engagement and Material Topics page 13, People & Culture, Compensation, Benefits & Recognition page 36
2-20	Process to determine remuneration	Governance & Ethics, Governance Policies, Principles and Practices page 49
2-21	Annual total compensation ratio	
2-22	Statement on sustainable development strategy	Message from Our President & CEO page 3
2-23	Policy commitments	Governance & Ethics, Board of Directors page 48, Governance & Ethics, Governance Policies, Principles and Practices page 49, Greenfield Globals Principles & Standards, Greenfield Globals Forced Labour and Child in Supply Chains Act Report
2-24	Embedding policy commitments	Governance & Ethics, Board of Directors page 48
2-25	Processes to remediate negative impacts	Governance & Ethics, Board of Directors page 48, Risk Governance page 51, Stakeholder Engagement & Material Topics page 13
2-26	Mechanisms for seeking advice and raising concerns	Governance & Ethics, Board of Directors page 48, Risk Governance page 51, Stakeholder Engagement & Material Topics page 13, Sustainability Governance page 49
2-27	Compliance with laws and regulations	Governance & Ethics, Governance Policies, Principles and Practices page 49, Climate, Energy & Emissions, Air Emissions page 16, Water Stewardship, Accountability page 20

General Disclosures		
GRI 2: General Disclosures 2021		**Page Number / Response**
2-28	Membership associations	Industry Involvement page 61
2-29	Approach to stakeholder engagement	Stakeholder Engagement & Material Topics page 13
2-30	Collective bargaining agreements	NA
Material Topics		
GRI 3: General Disclosures 2021		
3-1	Process to determine material topics	About this Report page 59, Our ESG Material Topics page 13
3-2	List of material topics	About this Report page 59, Our ESG Material Topics page 13
Market Presence		
3-3	Management of material topics	Community Relations & Impact, Management Approach page 43
203-1	Infrastructure investments and services supported	Community Relations & Impact, 2024 Performance page 44
201-3	Significant indirect economic impacts	Community Relations & Impact, 2024 Performance page 44
Procurement Practices		
3-3	Management of material topics	Responsible Sourcing, Management Approach page 54
204-1	Proportion of spending on local suppliers	Responsible Sourcing, Management Approach page 54
Anti-Corruption		
3-3	Management of material topics	Governance & Ethics, Management Approach page 48

Material Topics		
Anti-Corruption		**Page Number / Response**
205-1	Operations assessed for risks related to corruption	Risk Management, Management Approach page 51
205-2	Communication and training about anti-corruption policies and procedures	Governance & Ethics page 48
205-3	Confirmed incidents of corruption and actions taken	Governance & Ethics, 2024 Performance page 50. There were zero ethics-related complaints for 2024.
Anti-Competitive Behaviour		
3-3	Management of material topics	Governance & Ethics, Governance Policies, Principles and Practices page 49
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Community Relations & Impact, 2024 Performance page 44
Materials		
3-3	Management of material topics	Waste Reduction & Circular Economy, Management Approach page 22
301-1	Materials used by weight or volume	Waste Reduction & Circular Economy, 2024 Performance page 24
301-2	Recycled input materials used	Climate, Energy & Emissions, Management Approach page 15, Climate, Energy & Emissions, Spotlight page 18
301-3	Reclaimed products and their packaging materials	Waste Reduction & Circular Economy, 2024 Performance page 24, Waste Reduction & Circular Economy, Non-Hazardous Waste Ratio, Other Methods page 24
Energy		
3-3	Management of material topics	Climate, Energy & Emissions, Management Approach page 15
302-1	Energy consumption within the organization	Climate, Energy & Emissions page 15

Material Topics		
Energy		**Page Number / Response**
302-2	Energy consumption outside of the organization	Climate, Energy & Emissions page 15
302-3	Energy intensity	Climate, Energy & Emissions page 15
302-4	Reduction of energy consumption	Climate, Energy & Emissions page 15
302-3	Reductions in energy requirements of products and services	Climate, Energy & Emissions page 15
Water and Effluents		
3-3	Management of material topics	Water Stewardship, Management Approach page 19
303-1	Interactions with water as a shared resource	Water Stewardship page 19
303-2	Management of water discharge-related impacts	Water Stewardship page 19
303-3	Water withdrawal	Water Stewardship page 19
303-4	Water discharge	Water Stewardship page 19
303-5	Water consumption	Water Stewardship page 19
Emissions		
3-3	Management of material topics	Climate, Energy & Emissions, Management Approach page 15
305-1	Direct (Scope 1) GHG emissions	Climate, Energy & Emissions page 15
305-2	Energy indirect (Scope 2) GHG emissions	Climate, Energy & Emissions page 15
305-3	Other indirect (Scope 3) GHG emissions	Climate, Energy & Emissions page 15
305-4	GHG emissions intensity	Climate, Energy & Emissions page 15
305-5	Reduction of GHG emissions	Climate, Energy & Emissions page 15

Material Topics		
Emissions		**Page Number / Response**
305-6	Emissions of ozone-depleting substances (ODS)	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Climate, Energy & Emissions page 15
Waste		
3-3	Management of material topics	Waste Reduction & Circular Economy, Management Approach page 22
306-1	Waste generation and significant waste-related impacts	Waste Reduction & Circular Economy page 22
306-2	Management of significant waste-related impacts	Waste Reduction & Circular Economy page 22
306-3	Waste generated	Waste Reduction & Circular Economy page 22
306-4	Waste diverted from disposal	Waste Reduction & Circular Economy page 22
306-5	Waste directed to disposal	Waste Reduction & Circular Economy page 22
Supplier Environmental Assessment		
3-3	Management of material topics	Responsible Sourcing, Management Approach page 54
308-1	New suppliers that were screened using environmental criteria	Responsible Sourcing page 54
Employment		
3-3	Management of material topics	Our People & Culture, Management Approach page 35
401-1	New employee hires and employee turnover	Our People & Culture page 35

Material Topics		
Employment		**Page Number / Response**
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People & Culture page 35
Occupational Health and Safety		
3-3	Management of material topics	Occupational Health & Safety, Management Approach page 27
403-1	Occupational health and safety management system	Occupational Health & Safety page 27
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety page 27
403-3	Occupational health services	Occupational Health & Safety page 27
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety page 27
403-5	Worker training on occupational health and safety	Occupational Health & Safety page 27
403-6	Promotion of worker health	Occupational Health & Safety page 27
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety page 27
403-8	Workers covered by an occupational health and safety management system	Occupational Health & Safety page 27
403-9	Work-related injuries	Occupational Health & Safety page 27. Total Recordable incident Rate (TRIR) = total number of recordable injury/illness x 200,000/total hours worked over one year. Combined (employees and contractors)
403-10	Work-related ill health	Included in above metric

Material Topics		
Training and Education		**Page Number / Response**
3-3	Management of material topics	Our People & Culture, Management Approach page 35
404-1	Average hours of training per year per employee	Our People & Culture page 35
404-2	Programs for upgrading employee skills and transition assistance programs	Our People & Culture page 35
404-3	Percentage of employees receiving regular performance and career development reviews	Our People & Culture page 35
Diversity and Equal Opportunity		
3-3	Management of material topics	Our People & Culture, Management Approach page 35
405-1	Diversity of governance bodies and employees	Governance & Ethics, 2024 Performance page 50
Non-discrimination		
3-3	Management of material topics	Our People & Culture, Management Approach page 35
Child Labour		
3-3	Management of material topics	Human Rights, Management Approach page 40
408-1	Operations and suppliers at significant risk for incidents of child labour	Greenfield Globals Forced Labour and Child in Supply Chains Act Report
Forced or Compulsory Labour		
3-3	Management of material topics	Human Rights, Management Approach page 40
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Principles and Standards Policy for Responsible Business Practices

Material Topics		
Security Practices		**Page Number / Response**
410-1	Security personnel trained in human rights policies or procedures	Our People & Culture page 35
Rights of Indigenous Peoples		
3-3	Management of material topics	Human Rights, Management Approach page 40
Local Communities		
3-3	Management of material topics	Community Relations & Impact, Management Approach page 43
Supplier Social Assessment		
3-3	Management of material topics	Responsible Sourcing, Management Approach page 54
414-1	New suppliers that were screened using social criteria	Responsible Sourcing page 54
414-2	Negative social impacts in the supply chain and actions taken	Responsible Sourcing page 54
Customer Health and Safety		
3-3	Management of material topics	Occupational Health & Safety, Management Approach page 27
Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Occupational Health & Safety, Management Approach, Product Safety page 30. Significant product categories are assessed for health and safety impacts using the best available information.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Occupational Health & Safety, Management Approach, Product Safety page 30

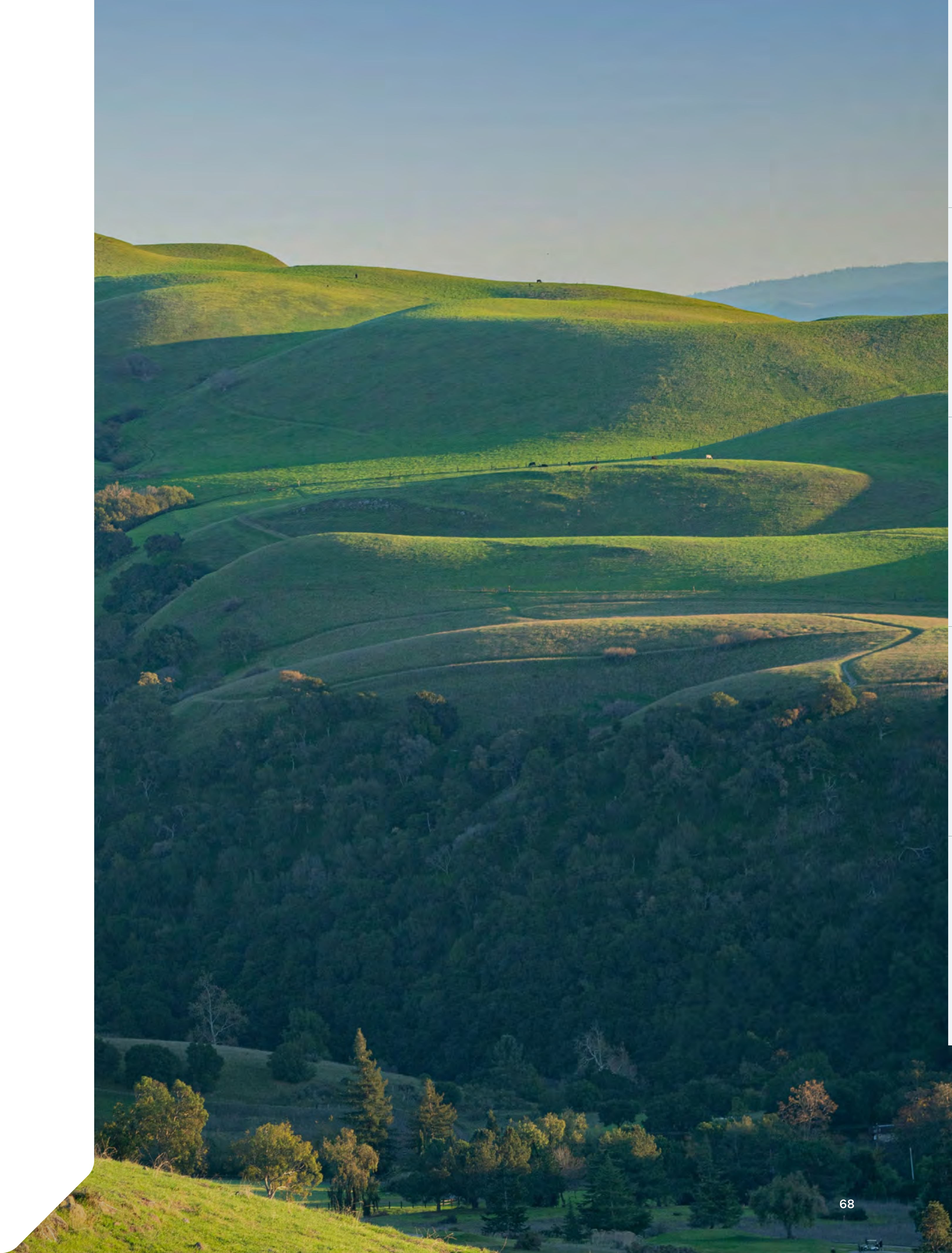
Material Topics		
Marketing and Labeling		**Page Number / Response**
3-3	Management of material topics	
417-1	Requirements for product and service information and labeling	Occupational Health & Safety, Management Approach, Product Safety page 30
Customer Privacy		
3-3	Management of material topics	Risk Management, Management Approach page 51
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Risk Management, 2024 Performance page 53. 2024 zero leaks or thefts of customer data.

6.4

CAUTION REGARDING FORWARD-LOOKING STATEMENTS

This report is provided for general information purposes only and is subject to change without notice. "Forward-looking statements" have been provided in this report to provide information about Greenfield's future plans and activities, including; statements on our strategies, operations, goals & targets, ESG plans & priorities, future performance and/or assumptions on other things that have not yet taken place.

By their nature, forward-looking statements are not guarantees of future performance and are subject to risks, uncertainties and other factors, some of which are beyond the Company's control, which may cause the actual results and performance of Greenfield to be materially different from those expressed or implied by such statements. Although we believe these forward-looking statements are reasonable based on the information available on the date such statements are made, there are multiple factors that Greenfield may not be able to foresee and accurately predict. Accordingly, readers are cautioned not to place undue reliance on forward-looking statements.



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We welcome your feedback on this report and our ESG performance, as well as any other comments or questions you may have. To learn more, please visit www.greenfield.com.

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