



**LABOMAR**  
CANADA

# Sustainability Profile 2025

Labomar Canada Inc.

# Methodological Note

GRI 2-2; 2-3

The present document represents the Sustainability Profile of Labomar Canada and has been prepared with the aim of providing stakeholders with a clear, transparent, and comprehensive overview of the Company's economic, environmental, and social performance. The Profile offers an integrated perspective on the key sustainability dimensions that characterize the Company's activities, highlighting both the results achieved during the reporting period and the impacts generated on the environment, people, and the broader social context in which Labomar Canada operates.

Designed as a tool to support the understanding of business performance and strategic decision-making processes, the document combines quantitative and qualitative information to assess the Company's contribution to ESG aspects. In its preparation, Labomar Canada has referred to the reporting principles defined by the Global Reporting Initiative Sustainability Reporting Standards (2021), including accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability, in order to ensure the reliability and quality of the disclosed information.

The data presented in this Sustainability Profile are the result of the reporting activities carried out within the Labomar Group reporting framework. For the 2025 reporting year, the disclosed information was subject to a limited assurance review conducted by an independent third party, further supporting the reliability and credibility of the information provided. This Sustainability Profile has been prepared with reference to the GRI 2021 Standards and covers the period from January 1, 2025, to December 31, 2025. The document is published on an annual basis, ensuring regular and consistent disclosure of the Company's sustainability performance over time. For further information or clarification regarding the contents of this document, stakeholders may contact Labomar Canada at [info@labomarcanda.com](mailto:info@labomarcanda.com).

# About us

**Labomar Canada, founded in 1990 and based in Pointe-Claire, is part of the Labomar Group, an international organization specialized in the development and manufacturing of nutraceutical, pharmaceutical, cosmetic, and medical products.** As a trusted Canadian Contract Manufacturing and Development Organization (CDMO), Labomar Canada provides end-to-end solutions – from formulation development to full-scale production – serving over 30 customers across the pharmaceutical and health products sectors.

Specializing in liquid and semi-solid formulations, including pharmaceutical products, cosmetics, natural health products, veterinary products, and food supplements, the company combines advanced manufacturing technologies, rigorous GMP standards, and strong regulatory expertise to ensure quality, safety, and reliability.

**Innovation is a key differentiator:** supported by the Group's global R&D capabilities, Labomar Canada develops tailor-made formulations, evidence-based products, and advanced delivery systems, delivering high-performance, market-ready solutions that create lasting value for partners and consumers alike.



Labomar Canada facility in Pointe-Claire, Montreal (CA)

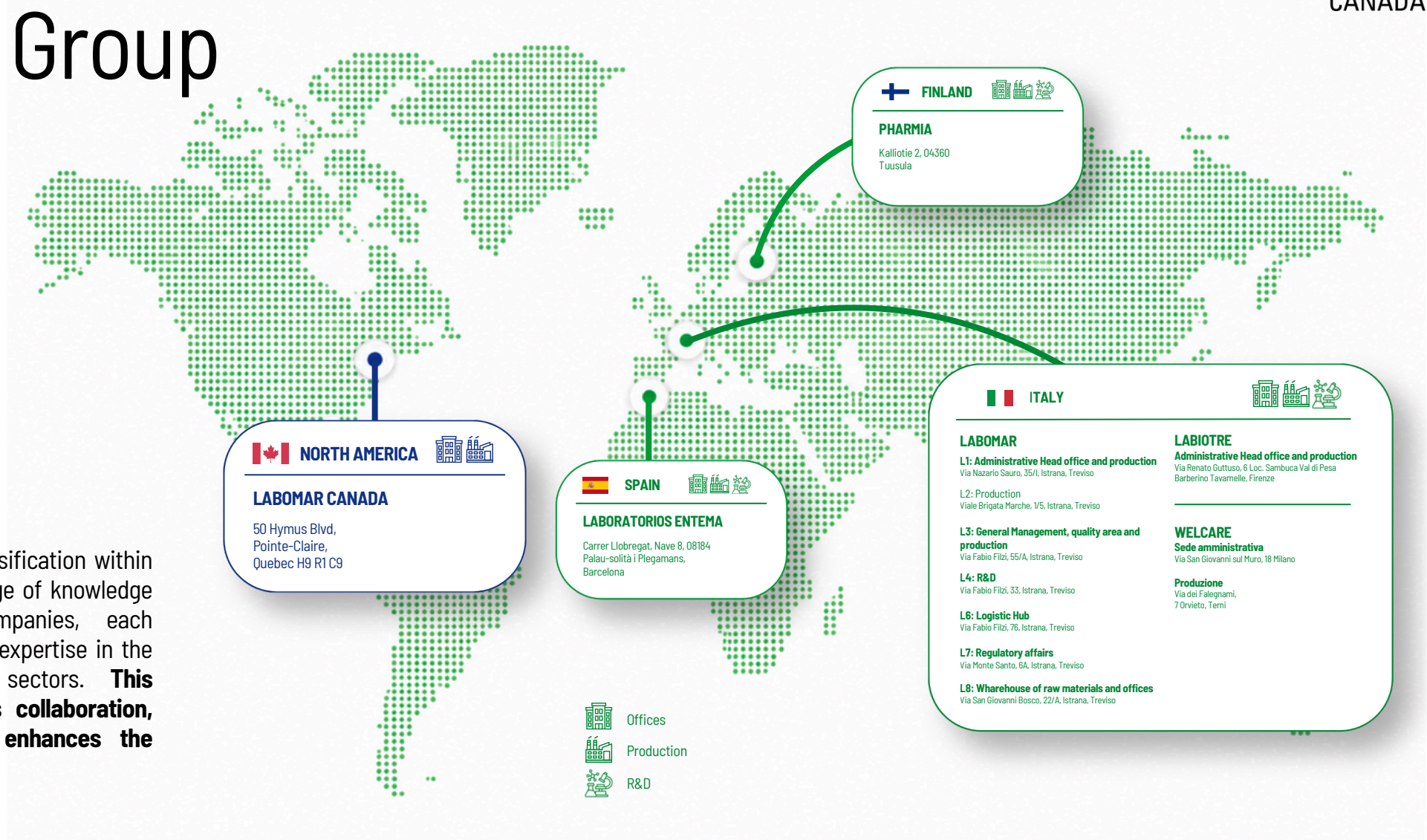


General Manager, VP Sales & Innovation Director and Finance Director formalizing the expansion of the new production plant

# Labomar Group

Over the years, the Labomar Group has progressively expanded its global presence, integrating companies and subsidiaries across multiple regions worldwide. While this Profile refers solely to Labomar Canada, a **mapping of the Group's international locations is provided to offer an overview of its broader global footprint.**

Thanks to the breadth and diversification within the Group, a continuous exchange of knowledge is fostered across its companies, each contributing specialized vertical expertise in the nutraceutical and cosmetic sectors. **This distributed expertise supports collaboration, strengthens innovation, and enhances the Group's overall capabilities.**



# Mission & Vision



## MISSION

We work together with passion to conceive and manufacture products and services for well-being, in respect of the environment.

We innovate with courage, proud to belong to a great family.



## VISION

We improve well-being and the quality of people life.

## 3 GOOD HEALTH AND WELL-BEING



### SUSTAINABLE DEVELOPMENT GOALS (SDGs) and Federal Sustainable Development Strategy (FSDS)

Ensuring healthy lives and promoting well-being at all ages is a fundamental pillar of sustainable development, requiring continuous efforts to improve access to healthcare, strengthen health systems, and address emerging global health challenges. Through its activities in the pharmaceutical and cosmetic sectors, **Labomar Canada contributes to the achievement of the targets of SDG 3 – Good Health and Well-Being**. In this context, the Company also aligns its approach with **Canada’s Federal Sustainable Development Strategy (FSDS), supporting national priorities related to health, well-being, and sustainable development**, and ensuring compliance with the relevant principles and objectives set at the federal level.

# Values



## Customer orientation

Willingness to listen, professionalism, trustworthiness and transparency guide everything we do, so we can meet our customers' needs promptly and efficiently, foster productive relationships and come up with the best solutions and services for them.



## Team spirit

We work together and we share information; we communicate honestly and support each other anyway we can. Every day brings us closer as a team; it helps us grow and gives us the courage and determination to achieve our cangoals.



## Passion for Excellence

Every day we work tirelessly and responsibly to improve our products and processes and thus create value. Our strong sense of accountability inspires us to uphold the highest standards of results and professional conduct, encouraging all members of our team to come up with and share innovative ideas.



## Consistency

Trust is based on coherent, concrete and transparent behavior. Our ability to act, our determination to meet our targets and our alignment of corporate, functional and personal goals drive everything we do inside and outside the company.

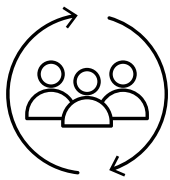


## Well-being and Sustainability

We believe in a business model based on product safety and respect for the environment and people, creating long-lasting relations which value diversity. Promoting sustainable actions, initiatives and projects is essential for collective well-being.

# B Corp

As part of the Group’s sustainability journey, Labomar Canada achieved B Corp certification in 2023, joining a global community of companies that meet high standards of social and environmental performance, accountability, and transparency. This milestone confirms the Company’s strong commitment to responsible business practices and to promoting an inclusive and sustainable economic model. In line with this path and with the approach adopted by the Parent Company, **Labomar Canada also amended its Article of Incorporation in order to formally integrate sustainability principles and the creation of shared value for society and the environment**, including in alignment with the requirements for obtaining and maintaining B Corp certification. The amendment was approved by the Company’s shareholders through a special resolution. Through this step, **the Company has further strengthened the integration of sustainability into its corporate purpose, decision-making processes, and operational activities.**



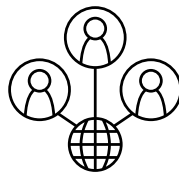
21.4

**Workers**



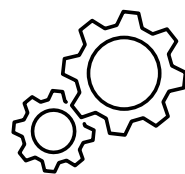
16.9

**Environment**



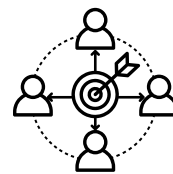
20.8

**Community**



16.7

**Governance**



12.2

**Customers**

**88.2** Total B-Corp score





Labomar Canada new R&D Laboratory



Labomar Canada production department

# Future growth CAPEX

During 2024 and 2025, Labomar Canada established a **new Research & Development laboratory** to further strengthen its innovation capabilities, optimize product development processes, and support ongoing continuous improvement initiatives.

Significant investments were also made in advanced machinery, with the objective of **increasing production efficiency, improving product quality, and facilitating the adoption of more sustainable and technologically advanced manufacturing solutions.**

Additionally, Labomar Canada carried out the renovation of several production areas to enhance operational efficiency, ensure compliance with updated regulatory and quality standards, and provide a safer, more functional working environment.

These initiatives are part of Labomar Canada's broader strategy to **align business growth with sustainable practices, contributing to energy savings and supporting the global fight against climate change.** These investments are expected to generate an increasing positive impact on production capacity and operational efficiency, including energy performance, further positioning the Company as a cutting-edge and responsible technology partner.



Labomar Canada Leadership Team

# Growth investment

**In 2025, Labomar Canada formalized the expansion project of its production facility, adding approximately 1,400 sqm as part of a broader development plan aimed at supporting future growth and integrating new capabilities dedicated to additional dosage forms.**

This investment represents a significant milestone in the evolution of the Canadian site, enabling the Company to expand into new pharmaceutical forms while substantially increasing its production capacity. The initiative further reinforces Labomar Canada's commitment to innovation, quality, and operational flexibility, while supporting long-term, sustainable growth and enhancing its ability to respond effectively to evolving market needs.



General Manager and VP Sales & Innovation Director

# ESG

Environment

- Efficient energy use
- Climate change
- Water resource management
- Waste management

# Efficient energy use

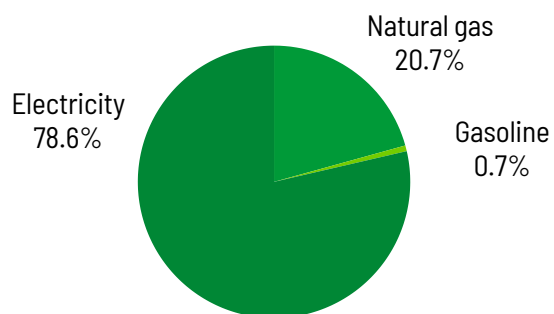
GRI 305-1; 305-2; 305-3

Energy consumption at Labomar Canada is primarily associated with the operation of the facility and can be divided into two main sources: natural gas and electricity. Specifically, natural gas is mainly used for space heating purposes, while electricity powers all other operational activities, including production processes, lighting, equipment, and general facility operations.

Energy consumption within the organization	U/M	2024	2025
Natural gas	GJ	533.7	1,246.2
Gasoline (for company cars)	GJ	34.0	41.1
Electricity purchased	GJ	4,043.3	4,733.6
<b>Total energy consumption</b>	<b>GJ</b>	<b>4,610.9</b>	<b>6,020.9</b>

LPG and diesel consumption are not applicable to the facility and are therefore not included in the table. In 2025, Labomar Canada's natural gas consumption showed a significant increase due to a gas leak identified in the December 2025 utility bill. Corrective actions and repair works were initiated as soon as the issue was detected. The conversion factors used are sourced from DEFRA.

## Energy Consumption Breakdown (2025)



Energy Intensity	U/M	2024	2025
Energy intensity on pieces produced	GJ / N*1000	2.5	3.0
Energy intensity on employees	GJ / N	94.1	122.9
Energy intensity on revenue	GJ / €'000	0.6	0.7

# Climate change

GRI 305-1; 305-2; 305-3

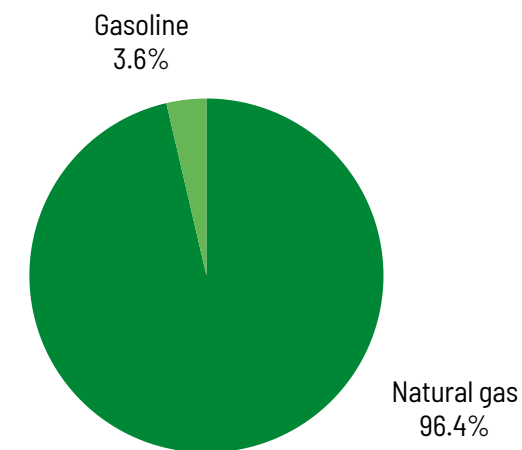
Direct (Scope 1) GHG emissions	U/M	2024	2025
Natural gas	tonCO <sub>2</sub> e	30.1	70.2
Gasoline	tonCO <sub>2</sub> e	2.2	2.6
<b>Total Direct Emissions</b>	<b>tonCO<sub>2</sub>e</b>	<b>32.3</b>	<b>72.9</b>

LPG and diesel consumption are not applicable to the facility and are therefore not included in the table. These data have been calculated using DEFRA 2024 and 2025 emission factors, in accordance with the GHG Protocol methodology. No biogenic CO<sub>2</sub> emissions were recorded.

Energy indirect (Scope 2) GHG emissions	U/M	2024	2025
Market Based	tonCO <sub>2</sub> e	137.0	147.0
Location Based	tonCO <sub>2</sub> e	2.8	3.3

Scope 2 (location-based) emissions were calculated using TERNA 2019 and 2022 emission factors, while Scope 2 (market-based) emissions were calculated using the 2024 emission factor provided by Hydro-Québec. The lower market-based emissions reflect Hydro-Québec's reported residual electricity mix, which consists of 98.84% renewable energy sources.

**Scope 1 Emission Sources Breakdown (2025)**

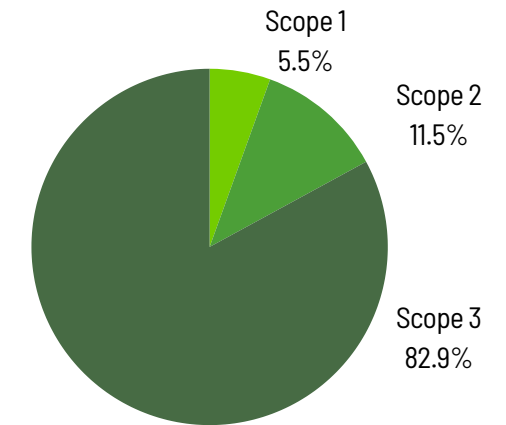


Labomar Canada, with the Labomar Group, developed for the first time a **Scope 3 emissions inventory in accordance with the GHG Protocol – Corporate Value Chain (Scope 3) Standard**. The boundary includes the most relevant value chain categories, prioritizing high-impact and traceable flows such as purchased goods and services, capital goods, inbound and outbound logistics, upstream energy activities, waste, business travel, and employee commuting. The inventory was subject to third-party audit.

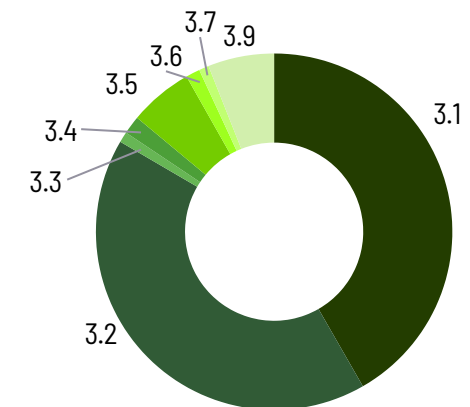
Indirect (Scope 3) emissions (tonCO <sub>2</sub> e)	2024	%
Scope 3.1 Purchased Goods and Services	407.2	38,58%
Scope 3.2 Capital Goods	407.3	38,59%
Scope 3.3 Fuel- and Energy-Related Activities	9.5	0,90%
Scope 3.4 Upstream Transportation and Distribution	16.1	1,53%
Scope 3.5 Waste Generated in Operations	56.4	5,35%
Scope 3.6 Business Travel	12.5	1,18%
Scope 3.7 Employee Commuting	87.9	0,83%
Scope 3.9 Downstream Transportation and Distribution	58.6	5,55%
<b>Total Scope 3 emissions</b>	<b>1,055.6</b>	<b>100,00%</b>

Scope 3 emissions for 2024 were calculated in accordance with the GHG Protocol – Corporate Value Chain (Scope 3) Standard, including the categories deemed material for the Group (3.1, 3.2, 3.3, 3.4, 3.5, 3.6, 3.7 and 3.9). The calculation combines available physical and economic data, applying a methodological hierarchy that prioritizes primary data, supplemented by emission factors sourced from Ecoinvent, EXIOBASE (Eurostat), and DEFRA (2024), with conversion into CO<sub>2</sub>e based on GWP100 values from the IPCC AR6. Categories deemed not applicable or not material under the GHG Protocol (e.g., downstream processing of sold products, use and end-of-life of sold products, upstream/downstream leased assets, investments, and franchises) were excluded, as their estimated impact is considered marginal compared to the reported inventory boundary.

**Total GHG Emissions (2024)**



**Scope 3 Emissions Categories Breakdown (2024)**



# Water resource management

GRI 303-3

Water is an essential resource in Labomar Canada's operations, supporting both production activities and facility management processes. For 2025, the average water consumption was estimated based on actual meter readings collected over multiple years. While expressed as an average, the figure is therefore grounded in real, site-specific data rather than assumptions or proxies, with **total water withdrawals amounting to 2.34 ML, entirely sourced from third-party freshwater, including municipal supply and surface water from the St. Lawrence River. No water withdrawals occur in areas affected by water stress.**

Within Labomar Canada's operations, **water is used both as part of the production process** for finished products **and**, to a significant extent, **for cleaning activities associated with the machinery and equipment** used in production. As such, water plays an important operational role across multiple stages of the Company's manufacturing activities.

Although the local context benefits from broad water availability, Labomar Canada recognizes the importance of responsible water management and remains committed to maintaining awareness of its water use, while identifying opportunities to improve resource efficiency over time.

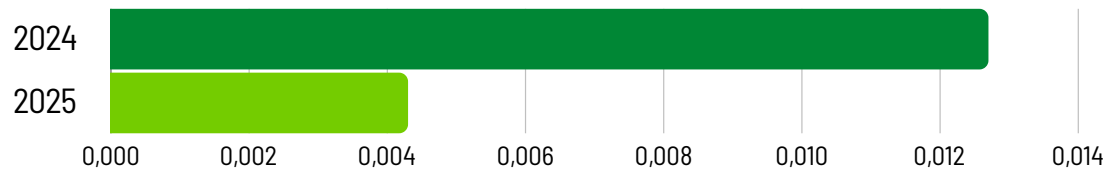
# Waste management

GRI 306-3

Labomar Canada is committed to ensuring responsible and transparent management of the waste generated by its operations. As part of its efforts to strengthen environmental monitoring, the company improved the traceability of its waste streams. **In 2025, Labomar Canada began receiving periodic reports from its waste management providers, enabling more structured and consistent tracking of the waste generated at its facility. This initiative represents an important improvement in the availability and quality of waste-related environmental data.**

It should be noted that the data presented in this report are based on records provided by a single waste management provider. As a result, the information does not represent the totality of waste temporarily stored on the company's premises. However, although partial, these data are based on validated reports and therefore reflect measured values rather than estimates.

**Waste Intensity Ratio on pieces produced (ton/N\*1000)**



	2024	2025
Rejected bulks/products	12.9	5.2
Raw material	4.2	0.2
Other ( <i>recyclable aluminium</i> )	0.7	-
<b>Total non-hazardous waste generated in tons</b>	<b>17.8</b>	<b>5.4</b>
Waste water	-	1.0
DIN packaging components	0.1	-
Rejected bulks/products	0.1	-
Raw material	3.1	0.7
Other ( <i>special hazardous waste, cleaning agents</i> )	2.3	1.6
<b>Total hazardous waste generated in tons</b>	<b>5.5</b>	<b>3.4</b>
<b>Total waste generated in tons</b>	<b>23.3</b>	<b>8.8</b>

# ESG

Social

- Employee management
- Attraction of talent
- Employees training
- Local community
- Health and Safety
- Innovation and R&D Excellence
- Social initiatives
- Quality and product safety

# Employee management

GRI 2-7

**Labomar Canada places people at the core of its corporate strategy, recognizing them as a fundamental driver of sustainable growth and long-term value creation.** The Company is committed to fostering a positive and respectful work environment, while encouraging collaboration, professional development, and employee well-being where possible. Particular attention is also given to respecting and supporting employees throughout all stages of their employment, ensuring that their needs and expectations are consistently considered.

	12.31.2024						12.31.2025					
Employees	♂	%	♀	%	Total	%	♂	%	♀	%	Total	%
Permanent	29	100.0%	20	100.0%	49	100.0%	26	100.0%	22	95.7%	48	98.0%
Temporary	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.3%	1	2.0%
Total	29	59.2%	20	40.8%	49	100.0%	26	53.1%	23	46.9%	49	100.0%
Employees	♂	%	♀	%	Total	%	♂	%	♀	%	Total	%
Full-time	29	100.0%	19	100.0%	48	98.0%	26	100.0%	22	95.7%	48	98.0%
Part-time	0	0.0%	1	0.0%	1	2.0%	0	0.0%	1	4.3%	1	2.0%
Total	29	59.2%	20	40.8%	49	100.0%	26	53.1%	23	46.9%	49	100.0%

Additional tables are provided at the end of the Profile to offer a more comprehensive and detailed overview, according to the GRI requirements.

# Attraction of talent


GRI 401-1

Labomar Canada is committed to adopting strategies that ensure a constant flow of qualified talent and retaining its most valuable resources. The company ensures the **verification of candidates' age prior to hiring to comply with legal requirements** and ensure fair and **non-discriminatory recruitment practices** and the onboarding reflect Labomar Canada ongoing commitment to providing a welcoming work environment where every employee has the resources and support needed to succeed in their role.

Employees hired	2024						2025					
	♂	%	♀	%	Total	%	♂	%	♀	%	Total	%
Under 30 years old	2	25.0%	1	50.0%	3	30.0%	2	100.0%	1	20.0%	3	20.0%
30-50 years old	6	75.0%	1	50.0%	7	70.0%	7	0.0%	2	40.0%	9	60.0%
Over 50 years old	0	0.0%	0	0.0%	0	0.0%	1	0.0%	2	40.0%	3	20.0%
Total	8	59.2%	2	40.8%	10	100.0%	10	66.67%	5	33.3%	15	100.0%

Additional tables are provided at the end of the Profile to offer a more comprehensive and detailed overview, according to the GRI requirements.

**+50%**  
 year-over-year  
 increase in new  
 hires





# Employees training

GRI 404-1

**Training** and **skills development** are key drivers of individual growth, supporting each person in unlocking their full potential by recognizing their unique strengths, interests, and motivations. Through this approach, the workplace can evolve into an environment where individuals feel genuinely valued and empowered in their distinctiveness. In line with this vision, **Labomar Canada is strongly committed to employee training.** For this reason, in 2025 the total number of training hours delivered increased by more than 50% compared to 2024.

Average hours of training per person	2024			2025		
Employee category	♂	♀	Total	♂	♀	Total
Manager	1.0	4.0	5.0	12.2	-	12.2
Middle-manager	4.4	13.0	5.8	11.9	4.3	10.6
White collar	10.5	9.5	10.2	12.8	9.6	11.4
Blue collar	3.7	4.14	3.9	7.2	6.0	6.5
<b>Total</b>	<b>5.6</b>	<b>5.8</b>	<b>5.7</b>	<b>10.2</b>	<b>7.0</b>	<b>8.7</b>

**+52.8%**

increase in training hours delivered to all employees





# Health & Safety

GRI 403-9

Employees	2024	2025
Fatalities as a result of work-related injury	0.0	0.0
High-consequence work-related injuries (excluding fatalities)	0.0	0.0
Recordable work-related injuries	1.0	0.0
Total hours worked	87,385.0	93,017.0
Rate of recordable work-related injuries	11.4	0.0

For all workers who are not employees but whose work and/or workplace is controlled by the organization	2024	2025
Fatalities as a result of work-related injury	0.0	0.0
High-consequence work-related injuries (excluding fatalities)	0.0	0.0
Recordable work-related injuries	0.0	0.0
Total hours worked	4,100.0	7,626.0
Rate of recordable work-related injuries	0.0	0.0

**Labomar Canada is dedicated to promoting a safety culture where prevention is paramount**, continuously striving to identify and mitigate risks in the workplace. Every report of an incident, near-miss, or workplace accident is systematically recorded in the management system. This includes the collection and detailed documentation of each event, along with the related investigations and corrective actions taken to prevent similar situations from recurring in the future.

Additional tables and definitions are provided at the end of the Profile to offer a more comprehensive and detailed overview, according to the GRI requirements.



**0 injuries**  
 occurred in 2025

# Quality and product safety

GRI 416-1; 416-2

Products assessed for health and safety impacts include all items registered with a Drug Identification Number (DIN) or a Natural Product Number (NPN), which are systematically monitored against total units shipped. Approximately 72% of all products distributed by Labomar Canada fell within these regulated categories. For other product types, including cosmetics, each production lot undergoes rigorous quality control testing prior to release. These controls include assessments for microbiological contamination and key physicochemical parameters to ensure compliance with internal and external standards. **All products are subject to health and safety evaluations** in accordance with Labomar Canada's internal Quality Management System. **In 2025, no instances of non-compliance with applicable market regulations were recorded, and no product recalls were issued by Labomar Canada.** The Company operates in full compliance with North American regulatory requirements, maintaining high standards of product safety, quality, and regulatory adherence. In this context, Labomar Canada also supported a voluntary recall initiated by a client involving two batches of a veterinary product due to non-conforming appearance, with no impact on end-user health.



**Licensed and inspected**  
Drug Identification Number (DIN)  
and Natural Product Number (NPN)



**Licensed and inspected**  
(Drug Products)  
Facility Establishment Identifier (FEI):  
248586117 Code: 62973  
2024 Audit passed with no inspectional observations



**GMP (Good Manufacturing Practice)**  
Cosmetic and Pharmaceutical sector  
Compliant

# Innovation and R&D Excellence

During the year, several projects were initiated, significantly expanding internal capabilities. These included the **in-house production of hypochlorous acid (HOCl)**, addressing a supply chain constraint through the introduction of an innovative electrochemical process, and **reverse formulation activities**, enabling clients to reconstruct product compositions and regain full control over their formulas. Targeted initiatives were also implemented to strengthen sustainability and operational efficiency, with a strong focus on innovation. These included the **redesign of product packaging** to significantly reduce plastic usage and environmental impact, as well as the development of an advanced **no-rinse cleansing solution** designed to minimize water consumption compared to traditional washing methods.



# Social initiatives

Labomar Canada places great importance on the well-being of its employees and considers it essential to promote a positive and inclusive work environment in which each individual can feel like an integral part of the company community. In this context, **Labomar Canada is committed to encouraging moments of sharing and participation that strengthen the sense of belonging and help build relationships based on collaboration, respect, and mutual appreciation.** For this reason, several corporate events are organized each year with the aim of celebrating employees and creating opportunities for interaction and social connection beyond daily work activities. **Labomar Canada is proud of the milestones it achieves and recognizes the fundamental contribution of its employees to these successes,** acknowledging that the Company's growth and achievements are closely linked to the commitment, professionalism, and engagement of its people.



Decoration of the Christmas Tree



Labomar Canada Gelato Day



Celebration for the new expansion

# ESG

Governance

- Ethics, Business Integrity and Anti-Corruption
- Cybersecurity and Privacy
- Sustainable management of Suppliers

# Ethics, Business Integrity, and Anti-Corruption

GRI 206-1; 205-3; 2-27

Ethics and integrity in Business are fundamental values for Labomar Canada and represent key pillars of its corporate culture. The Company is committed to operating with honesty, transparency, and accountability, recognizing that responsible conduct is essential to maintaining stakeholder trust and supporting long-term business success.

**During the reporting period, Labomar Canada fully complied with applicable laws and regulations, and no significant cases of non-compliance were identified in 2025.** The Company continues to monitor regulatory requirements and is committed to maintaining high standards of legal and ethical conduct across all its activities.

Labomar Canada applies a zero-tolerance approach to corruption, bribery, and any form of improper advantage. Employees and business partners are expected to act in line with principles of fairness, integrity, and professionalism. Business courtesies such as gifts or hospitality are permitted only when they are of modest value and do not compromise the independence or reputation of the parties involved.

**In 2025, no incidents of corruption were reported, no employees were subject to disciplinary actions related to corruption, and no contracts with business partners were terminated due to such issues. Furthermore, no public legal cases related to corruption or anti-competitive behavior involving Labomar Canada were initiated during the reporting period.**

# Cybersecurity and Privacy

GRI 418-1

As of December 31, 2025, **no valid complaints regarding violations of customer privacy have been reported, nor have any incidents of data leakage, theft, or loss of customer data been identified.** This outcome reflects the effectiveness of the systems and procedures implemented by the organization to protect customer privacy and ensure the security of the personal data processed.

During 2025, **Labomar Canada delivered a cybersecurity training program to its employees in collaboration with KnowBe4, a leading provider of security awareness and simulated phishing training solutions.** The initiative aimed to strengthen employees' knowledge and awareness of cyber risks, including phishing, data breaches, and safe digital practices. This approach contributes to reinforcing the company's information security culture, **promoting responsible behavior in the management of sensitive data and ensuring greater protection of corporate and customer information.** It also reflects Labomar Canada's commitment to upholding high standards of data privacy, regulatory compliance, and digital resilience, in line with its broader sustainability and governance objectives.

KnowBe4



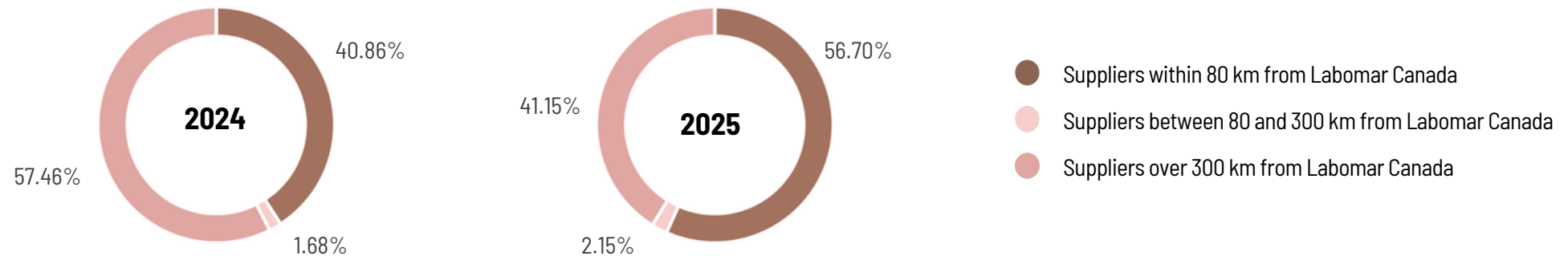
27

hours of training on cybersecurity, phishing awareness, and data protection.

# Sustainable management of suppliers

GRI 204-1

Labomar Canada has introduced a Supplier Code of Conduct as part of its commitment to building a more responsible and resilient supply chain. The Code sets clear expectations for suppliers across key areas, including labor practices and human rights, ethical business conduct, transparency, anti-corruption, and environmental responsibility. **As of December 31, 2025, 13% of suppliers have formally adhered to the Code.** The company is actively engaging with partners to increase adoption and ensure broader alignment in the coming phases.



**Labomar Canada recognizes local sourcing as a strategic element of its procurement practices**, supporting the local economy, strengthening community relationships, and reducing transportation-related environmental impacts. In line with its commitment to responsible sourcing, the Company adopts a structured procurement approach aimed at generating long-term value. **The percentages presented above reflect the share of total procurement budget allocated to suppliers, disaggregated by geographic location.** Between 2024 and 2025, Labomar Canada increased spending directed toward local suppliers while progressively reducing reliance on geographically distant partners.

# Appendix

Additional tables:

- Employee Management
- Attraction and Retention of Talent
- Health and Safety

# Employee management

GRI 2-7

Employees	12.31.2024						12.31.2025					
	♂	%	♀	%	Total	%	♂	%	♀	%	Total	%
Under 30 years old	4	13.8%	2	10.0%	6	12.2%	1	3.8%	2	8.7%	3	6.1%
30-50 years old	14	48.3%	4	20.0%	18	36.7%	19	73.1%	6	26.1%	25	51.0%
Over 50 years old	11	37.9%	14	70.0%	25	51.0%	6	23.1%	15	65.2%	21	42.9%
Total	29	59.2%	20	40.8%	49	100.0%	26	53.1%	23	46.9%	49	100.0%

Percentage of employees per employee category per gender	2024			2025		
	♂	♀	Total	♂	♀	Total
Manager	3.4%	0.0%	2.0%	3.8%	0.0%	2.0%
Middle-manager	17.2%	5.0%	12.2%	19.2%	4.3%	12.2%
White collar	27.6%	20.0%	24.5%	34.6%	30.4%	32.7%
Blue collar	51.7%	75.0%	61.2%	42.3%	65.2%	53.1%
Total	59.2%	40.8%	100.0%	100.0%	100.0%	100.0%

# Attraction and Retention of Talent

GRI 401-1

	2024			2025		
Rate of new employees hired	♂	♀	Total	♂	♀	Total
Under 30 years old	50.0%	50.0%	50.0%	200.0%	50.0%	100.0%
30-50 years old	42.9%	25.0%	38.9%	36.8%	33.3%	36.0%
Over 50 years old	0.0%	0.0%	0.0%	16.7%	13.3%	14.3%
Total	27.6%	10.0%	20.4%	38.5%	21.7%	30.6%

	2024			2025		
Rate of employee turnover	♂	♀	Total	♂	♀	Total
Under 30 years old	25.0%	0.0%	16.7%	400.0%	50.0%	166.7%
30-50 years old	42.9%	75.0%	50.0%	15.8%	0.0%	12.0%
Over 50 years old	9.1%	21.4%	16.0%	100.0%	6.7%	33.3%
Total	27.6%	30.0%	28.6%	50.0%	8.7%	30.6%

# Health & Safety

GRI 403-9

Employees	2024	2025
Fatalities as a result of work-related injury	0.0	0.0
High-consequence work-related injuries (excluding fatalities)	0.0	0.0
Recordable work-related injuries	1.0	0.0
Total hours worked	87,385.0	93,017.0
Rate	1 000 000.0	1 000 000.0
Rate of fatalities as a result of a work-related injuries	0.0	0.0
Rate of high-consequence work-related injuries	0.0	0.0
Rate of recordable work-related injuries	11.4	0.0

Definitions:

- **High-consequence work-related injury:** work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months;
- **Rate of recordable work-related injuries:** number of recordable work-related injuries / number of hours worked\*100,000


# Health & Safety

GRI 403-9

For all workers who are not employees but whose work and/or workplace is controlled by the organization	2024	2025
Fatalities as a result of work-related injury	0.0	0.0
High-consequence work-related injuries (excluding fatalities)	0.0	0.0
Recordable work-related injuries	0.0	0.0
Total hours worked	4,100.0	7,626.0
Rate	1 000 000.0	1 000 000.0
Rate of fatalities as a result of a work-related injuries	0.0	0.0
Rate of high-consequence work-related injuries	0.0	0.0
Rate of recordable work-related injuries	0.0	0.0

Definitions:

- **High-consequence work-related injury:** work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months;
- **Rate of recordable work-related injuries:** number of recordable work-related injuries / number of hours worked\*100,000



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