

GREENFIELD GLOBAL

ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT 2023



What's Inside

Welcome to Greenfield Global's inaugural Environmental, Social and Governance (ESG) Report. Our mission is to unlock the potential of people, partnerships and nature to accelerate sustainable solutions for the health of the planet.

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1.0

INTRODUCTION



1.1

Message from Our President & CEO

Our first ESG report is a big milestone for Greenfield. While we have applied a sustainability lens to our business for decades, telling our story has taken a backseat to the execution of our mission.

Today marks the beginning of a new way for us to share our sustainability efforts with the level of focus, rigor and discipline they deserve.

As a private, family-controlled business, Greenfield does not attract the same level of scrutiny as public companies. Nor do we face similar disclosure requirements. In other words, we don't have to publish an ESG report. But as a growing organization fully committed to sustainability leadership, we appreciate the value of being more transparent about our activities. And there's increased interest from our customers, employees and other stakeholders who

want to know how we're addressing critical societal matters like the climate emergency, supply chain risks and threats to human rights.

The truth is, our mission is – and has always been – deeply rooted in unlocking the potential of people, partnerships and nature. We are unwavering in our commitment to do our part to accelerate sustainable solutions for the health of our planet. So, why not share more about what we're doing and the impact we're having? After all, our stakeholders deserve to hear about our sustainability actions – and these are actions we're proud to share.

This is where reporting comes in. Beyond conveying the data and details behind our performance, reports like this one serve as a catalyst. Communicating our ESG performance externally will help us

be a better organization and a better group of leaders. I want this annual ESG report to push me and my leadership team on all ESG levels, and keep us accountable, authentic and dialed into the evolving issues that matter most to our main stakeholders.

Preparing this first report has caused us to compare our ESG practices against international indicators – namely, the Global Reporting Initiative Sustainability Standards (GRI) – and present a meaningful snapshot of our operations. We're leading in several ESG areas and lagging in others. In the spirit of transparency, I'd like to highlight the areas where we're excelling, as well as those we need to work on – and where we go from here.



Howard Field
CEO, Greenfield Global

What We've Done Well

We have a lot to be proud of. We continue to find new ways to lessen our own carbon footprint while reducing the Carbon Intensity (CI) of our products. To ensure the future of our planet, we know we must return our atmospheric carbon dioxide levels to 350 parts per million or less. That's why we've made "<350" our vision and rallying cry at Greenfield. Make no mistake, we are driven to do our part.

In almost all projects we undertake, we aim to align sustainability, financial returns and competitive advantages. On sustainability, Greenfield has been a pioneer of the renewable fuels industry in Canada for decades. Today, we're innovating low carbon-emission ethanol, a versatile raw material crucial to produce everyday items such as fuel,



hand sanitizers, cosmetics, industrial products, pharmaceuticals and alcoholic beverages. This past year, our Varennes, Quebec distillery secured ISO 50001 energy management certification – a ‘gold star’ for companies committed to reducing emissions and adopting energy efficiency practices.

Our robust safety practices and track record are another area of strength. Keeping people safe is our top priority – and everyone at Greenfield knows this. A key safety metric we track to hold ourselves accountable is our Total Recordable Injury Rate (TRIR). I’m pleased to report that over the last few years, this measure has been dropping, and our metrics are well below industry averages.

Maximizing customer satisfaction is also an important muscle we work hard to develop – and the results show that. Based on our annual customer survey, our Net Promoter Score (NPS) has increased to an industry-leading 71. That’s not just a number; it’s a testament to the incredible dedication of our Greenfield Global team and our passion for excellence in how we service our customers.

Finally, we care deeply about keeping our employees engaged and operating at their full potential. Our People & Culture team works above and beyond to ensure that our policies, training, culture, benefits and career opportunities are aligned with the needs of our people. Our Employee-NPS is on the rise, with our most recent score of 45 indicating that our employees are satisfied and loyal. While this reflects positively on our

management practices, culture and overall engagement, we will continue to improve this score with continuous effort to solidify Greenfield’s reputation as a great place to work.

Where We Need to Improve

While I’m proud of our achievements, we’ve still got a lot of work to do – as this reporting exercise has revealed. For starters, we need to put better systems in place to track ESG indicators more reliably and consistently across our global operation. These systems are simply too fragmented and disorganized right now. And we need more concrete targets and goals to further drive our ESG performance and ultimately gauge our progress.

As our Company matures, so too must the diversity of representation on our Board. While we’ve done a good job at building an inclusive workplace where people feel welcome and able to be themselves – and there is representation of diverse groups in our work population – we need to apply the same lens to our Board. Our Board of Directors originally included investors and representatives from lenders to the business. We must move from homogeneity to diversity to truly reflect the standards of inclusion we have set for ourselves.

Closing Thoughts

Greenfield’s purpose is centred around sustainability. It is why we exist. Profits and success will follow as by-products of our commitment to and pursuit of decarbonizing fuels and the products

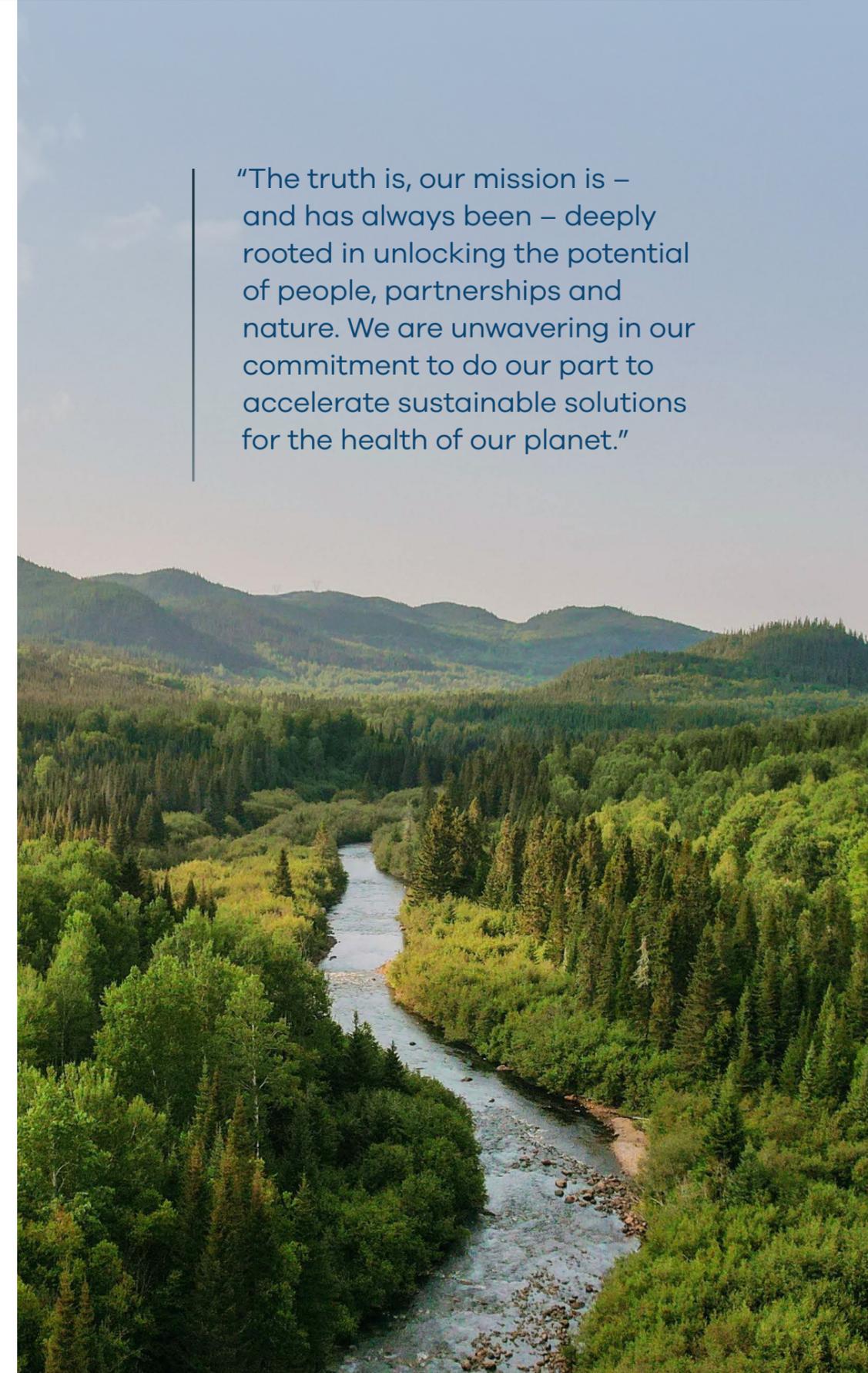
we eat, drink and use each day. As a global business and in our role as an employer, a raw-material supplier, a procurer of goods and services, and a community partner, we’re well positioned to be a catalyst for the changes that are needed to make the economy, society and planet more sustainable.

2024 marks my ten-year anniversary at Greenfield. I’m proud of our growth and accomplishments over that time. Most importantly, I’m grateful for the energy and creativity of our team members who bring to life Greenfield’s relentless pursuit of sustainable solutions.

I’d like to sign off with one final observation. Greenfield has many employees with family members who work here, which I view as evidence of our unwavering efforts to build a great workplace and integrate responsible practices into every aspect of our business. The biggest compliment we can get is when someone says, ‘I want my daughter/son to work at Greenfield.’ Together, let’s continue to innovate, collaborate and advocate for the health of our planet, today and every day.

Howard Field
President & CEO, Greenfield Global

“The truth is, our mission is – and has always been – deeply rooted in unlocking the potential of people, partnerships and nature. We are unwavering in our commitment to do our part to accelerate sustainable solutions for the health of our planet.”





1.2

ESG Highlights



Expanded

project with Quebec municipalities to convert organic waste into Renewable Natural Gas (RNG) – a first-in-kind project in North America



Achieved CN Rail Safety Award

In recognition of our commitment to the safe handling and shipping of regulated products



Awarded Ecovadis Bronze

by EcoVadis, a sustainability rating firm, for demonstrating a strong management system that addresses sustainability criteria

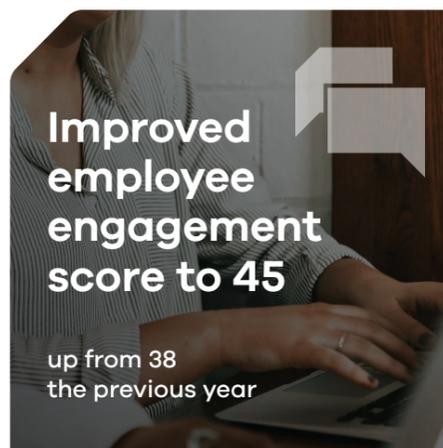


Named one of Canada's best managed companies

for the ninth consecutive year, Platinum status



Varenes QC plant certified to ISO 50001 Energy Management Certification



Improved employee engagement score to 45

up from 38 the previous year



Delivered strong safety performance

with lowest TRIR in the past five years at 1.47



International Sustainability Carbon Certification

requirements completed for the fourth consecutive year



Recognized as one of Canada's Safest Employers



Received 2023 Excellence Canada Award

in Excellence, Innovation and Wellness®

*Highlights reflect our reporting period, January 1, 2023 – December 31, 2023.



1.3

Greenfield at a Glance



Since 1989, Greenfield Global has been the 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.

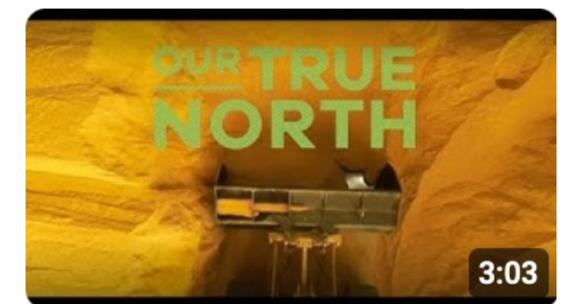
Greenfield’s primary markets are renewable fuels, beverage alcohols, life science, food, flavor, fragrance, personal care and industrial alcohols. Annually, the Company fulfills over 35,000 orders in more than 50 countries through its 18 locations and an extensive global supply chain. Greenfield also operates one of the largest Anaerobic Digestion (AD) facilities in North America, converting more than 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.

Our mission statement is “to unlock the potential of people, partnerships and nature to accelerate sustainable solutions for the health of the planet”. Greenfield’s low-carbon ethanol helps industry decarbonize and meet net-zero targets (based on life cycle analysis), while our team of researchers and engineers continue to innovate and produce other sustainable fuels

and chemicals such as green hydrogen, green methanol, sustainable aviation fuel and RNG.

Headquartered in Mississauga, Canada, 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. We are family-controlled and operated and have been awarded “Canada’s Best Managed Companies” Platinum-level designation since 2015.



[Watch the video](#) to learn more about Greenfield.



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



1.4

Our Vision, Principles & Values

Our vision, alongside our core principles and values, serves as the crucial map on our sustainability journey and our commitment to ESG excellence.

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 & nature to accelerate sustainable solutions for the health of the planet.

Our Values

- Integrity
- Honesty
- Respect
- Commitment
- Openness to Change

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.

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.

Responsible

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

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.

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.



1.5

About This Report

Reporting Content and Scope

Inside our 2023 ESG Report, we present information about Greenfield’s commitments, practices, initiatives and impacts related to our sustainability efforts and the ESG areas that are most material to our business and stakeholders. These areas relate to the most significant actual and potential impacts (positive or negative) that Greenfield has on people, society, the environment and the economy.

This report encompasses all of our operations and activities, both in Canada and globally, and reflects our performance from January 1 to

December 31, 2023. 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). Environmental data from both Biogaz EG and the Semecs Joint Venture are not included for 2023 reporting. Unless otherwise specified, all financial figures are reported in Canadian currency and all information in this report is as of December 31, 2023.

Reporting Framework

The structure and content of this report have 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 has not been externally assured.

Our 2023 ESG Report marks our first year of reporting on our sustainability performance.

Sustainability Journey

Demonstrating our commitment to transparency, stakeholder communication and better business practices, we will continue to track and annually report on our sustainability performance. Understanding, measuring and being open about our impacts will highlight both strengths and opportunities for improvement, and ultimately help strengthen our ESG efforts and transition toward a more sustainable future.

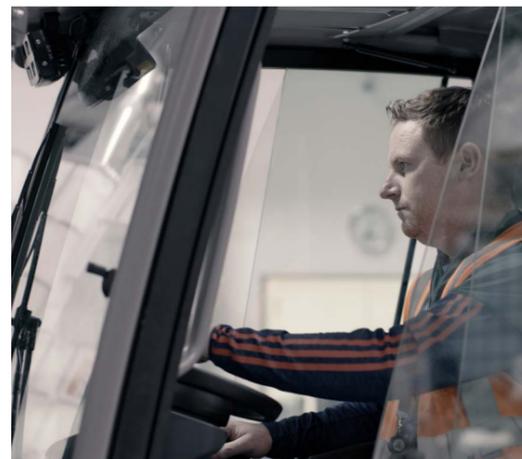
Ways to Reach Us

To provide feedback on this report or our ESG efforts, here are ways to connect with us:

Email: sustainability@greenfield.com

Website: [Contact Us | Greenfield](#)

Phone: 1-905-790-4575





2.0

ESG AT GREENFIELD



“We believe that all businesses and governments must address the sustainability of our planet and shared society. It’s why we at Greenfield are acting with urgency to create and expand solutions for a sustainable future.”



Q&A

with Christa Morphey

Director of Corporate EH&S



How is Greenfield walking the talk on sustainability?

While this is our first ESG Report, we have been embedding sustainable, responsible business practices within our Company since our founding – from the high-quality products we create, to the progressive workplace practices we’ve put in place, to the ethical partners we align with.

What this report shows stakeholders is our commitment to both sustainable development and transparency. Here, stakeholders can learn more about Greenfield’s long-standing and more recent ESG efforts. Reporting marks the next step in our journey, as we raise the sustainability bar for ourselves and give stakeholders a microscope on our ESG approach, performance and how we create value.

Are you excited about Greenfield’s future?

I’m really excited about the Company’s future! Greenfield is well-positioned in the marketplace and has an authentic dedication to sustainability, which is imprinted in our mission. We bring a sustainability mindset to how we work and the choices we make so that we drive positive impacts for society, while improving the sustainability of our business.

As such, I’m convinced Greenfield can and will continue to propel changes that are needed as the world grapples with serious matters like the climate crisis, plastic pollution and biodiversity loss. Building a more sustainable future requires leadership, innovative ideas and collaboration, and our

ESG approach is anchored by these fundamentals. Sustainability is not just a fad or buzz word at Greenfield – it’s a way of life that will keep our legacy going strong.

Sustainability is not just a fad or buzz word at Greenfield – it’s a way of life that will keep our legacy going strong.



2.1

Powering Sustainable Growth



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

Our ESG Approach and 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 also collaborate with customers, other businesses and community partners to advance our sustainability goals

while helping others drive positive change as well, because we’re all in this together. We believe strongly in the power of partnerships to tackle global challenges and support international efforts such as the United Nations Sustainable Development Goals.

To guide our actions, we have established a holistic ESG framework comprising three pillars: Environment, Social and Governance. We have aligned our business strategies to each of the pillars and have implemented many best practices and initiatives, with emphasis on ESG material topics for our business and our stakeholders.

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 company sustainability goals.
- The Business Unit Leaders are responsible for sustainability project objectives and performance at the site level.
- The ESG Governance Committee and Net Zero Steering Committee play a crucial role in integrating sustainability into Greenfield’s core business strategy and driving progress towards ESG goals.

Specific sustainability-related roles include:

- Director of Corporate EH&S: Christa Morphew
- Director of Net Zero and Carbon Management : Brian Gartley
- Director of Ethanol & Carbon Trading: Benny Chak
- Grain Sustainability Lead: Aodin MacDonell



2.2

Stakeholder Engagement & Material Topics

How We Engage with Stakeholders

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. The chart summarizes forms of engagement in 2023.

Stakeholder Group	Ways We Engaged in 2023	Key Topics
Employees	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Business performance Employee recognition, value of our work Manageable workload Benefits and compensation Safety Sustainability
Potential Employees	<ul style="list-style-type: none"> Website Social Media Reputation/referrals Interviews Internships Job recruitments 	<ul style="list-style-type: none"> Company values Benefits and compensation Performance Sustainability Community engagement
Customers	<ul style="list-style-type: none"> Interactions via phone, email, social media Surveys Sales calls Trade shows Technical information Trade magazines Plant visits Social media 	<ul style="list-style-type: none"> Sustainable procurement practices Business performance Sustainability Cost Quality Environmental data Product safety
Government & Regulators	<ul style="list-style-type: none"> Dialogue with policymakers, regulators and government Submissions Site visits Technical information exchange Inspections and audits 	<ul style="list-style-type: none"> Compliance reporting Technical information Sustainability Physical compliance

Stakeholder Group	Ways We Engaged in 2023	Key Topics
Suppliers	<ul style="list-style-type: none"> Procurement processes (e.g., RFPs, supplier agreements) Screening assessments Interactions via phone, email and meetings Supplier appreciation day Presentations Performance assessments Supplier summits Trade shows/fairs/farm shows Trade magazines Website Social media 	<ul style="list-style-type: none"> Performance criteria and expectations Principles & Standards (Supplier Code of Conduct) Sustainability Safety
Community Organizations	<ul style="list-style-type: none"> Community investments and partnerships Employee volunteerism Memberships Interactions via phone, email, social media Speaking engagements Site visits Community engagement days Donations/sponsorships 	<ul style="list-style-type: none"> Safety Environmental stewardship Emergency response planning Compliance programs Emissions Community sponsorships Sustainability
Investors	<ul style="list-style-type: none"> Annual and quarterly meetings Ad-hoc meetings Shareholder memos 	<ul style="list-style-type: none"> Business performance Strategy Execution Material disclosures Sustainability



Our ESG Material Topics

In 2023, we conducted a materiality process to prioritize and validate our ESG “material topics”, which are defined as topics that represent Greenfield’s most significant impacts on the economy, environment and people. Our process was informed by guidance of the Global Reporting Initiative (GRI) and involved stakeholder interviews, research, impact mapping and a validation meeting.

Interviews were held with Greenfield’s leaders and key individuals from across the company whose work involves one or more aspects of ESG. In addition, we conducted research on ESG trends,

sustainability frameworks (e.g., GRI, SDGs), industry ESG developments, insights from experts and leading sustainability practices, and then analyzed our own practices in this context. We also referenced stakeholder surveys and feedback, including from our customers.

The assessment outcomes are shown on the materiality matrix, right, with 18 topics identified in order of significance. We grouped these topics into the three pillars that represent our ESG framework: Environment, Social and Governance.

The results were presented to Greenfield’s leadership for review and validation. After further examination, similar topics were grouped together culminating in our 10 priority ESG topics. This report is structured around these topics, which also help to inform Greenfield’s ESG plans. Our approach to, and progress against, each of these topics is discussed in the related disclosures throughout this report. We’ll continue to listen to and engage with our stakeholders to re-visit our material ESG topics regularly.

ESG Pillars & Material Topics

Environment	
Climate, Energy and Emissions	p 19
Water Stewardship	p 25
Waste Reduction and Circular Economy	p 28

Social	
Occupational Health and Safety	p 35
Our People and Culture	p 42
Human Rights	p 48
Community Relations and Impact	p 51

Governance	
Governance and Ethics	p 57
Risk Management	p 62
Responsible Sourcing	p 66

ESG Priority Topics Materiality Matrix



2.3

Our Journey Forward

As the world and global economy change, Greenfield is moving with the changes to mitigate risks, open doors to new opportunities and drive innovation. We continue to inject our ESG agenda with new commitments and initiatives to reflect changing times and our ambition to accelerate sustainable solutions needed by society. We're pushing ourselves to learn and achieve more on our sustainability journey. Our collective future rests on how we invest in ourselves and act now.



Strengths and Improvement Opportunities

In 2023, we commissioned EcoVadis, a sustainability rating firm, to evaluate how Greenfield stacks up to others in our industry in key ESG areas. We are proud that Greenfield was recognized with the EcoVadis Bronze Badge, for demonstrating a strong management system that addresses sustainability criteria.

We have developed action plans and tracking to address our ESG gaps, while continuing to maintain our areas of strength. A summary of the EcoVadis assessment is shown in the table, right.

Measuring Our Progress

As we advance our ESG reporting journey, we plan to develop a set of quantifiable ESG metrics (where not already in place) encompassing key performance indicators (KPIs) and targets that we will track, monitor and continually assess ourselves against. In future reports, we plan to report on our performance against these metrics.

Summary of EcoVadis Assessment

Area	ESG Strengths	ESG Gaps
Environment	<ul style="list-style-type: none"> Energy efficiency through technology or equipment Control measures to prevent offsite impacts Waste management Use of waste heat recovery systems Environmental certifications (ISO 14001) 	<ul style="list-style-type: none"> Environmental targets (e.g., GHG reduction targets) GHG emission reporting
Social	<ul style="list-style-type: none"> Occupational health and safety Product safety Skills development training Employee satisfaction survey 	<ul style="list-style-type: none"> Diversity and equity reporting and key performance indicators
Governance	<ul style="list-style-type: none"> Policy on ethics 	<ul style="list-style-type: none"> Training and controls on anti-corruption and anti-bribery Corporate documentation on risk assessments Sustainable procurement policies, procedures and standards

“We continue to inject our ESG agenda with new commitments and initiatives to reflect changing times and our ambition to accelerate sustainable solutions needed by society”



3.0

ENVIRONMENT



“Over 12 years ago, Greenfield set out to play a leadership role in the global energy transition to a low-carbon economy. We continued to carry out that role in 2023, lowering our own footprint while empowering our customers and partners worldwide to decarbonize their activities.”



Q&A

with Richard Gagnon

Vice-President & General Manager,
Renewable Energy



What was Greenfield’s main environmental focus in 2023?

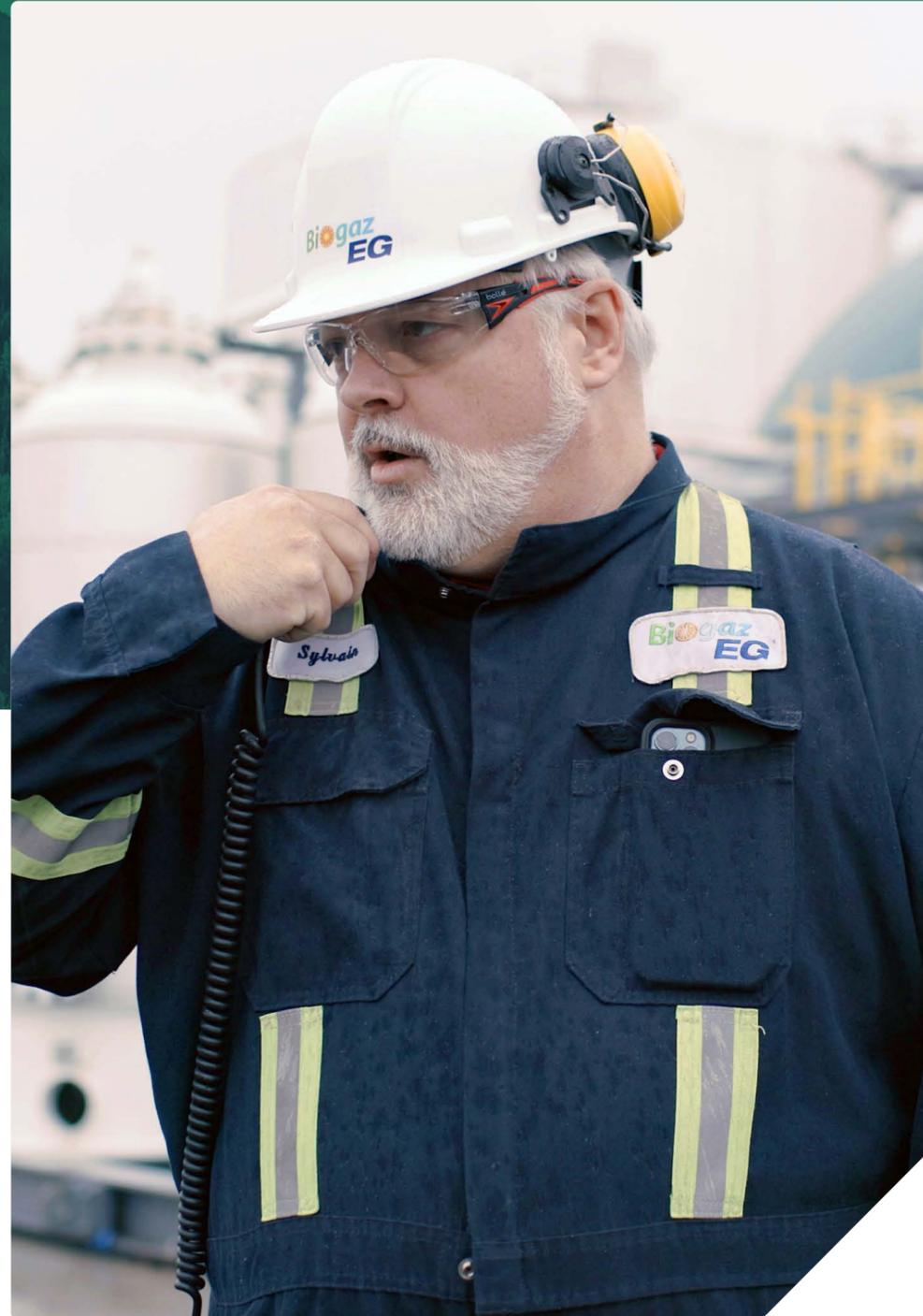
Our focus continued to be on renewable energy innovations, while identifying further energy efficiency opportunities within our operations. We converted an important portion of our historical fossil fuel energy source to RNG and biogas from organic sources, which contributed to a significant GHG emission reduction on current operations.

To respond to the sustainability needs and expectations of our customers and society, we continue to develop and deliver products that enable our customers to de-carbonize their operations and achieve their own sustainability goals.

For example, Greenfield is leading the development of a new e-fuel that will have a significant GHG reduction impact in the marine transportation sector, when compared to traditional fossil-based diesel marine fuels. Clean technologies will be used to convert biogenic CO₂ from our distillery fermentation process and reacted with green hydrogen made from a renewable power source. This initiative exemplifies a commitment to promoting a circular economy model through a new development investment strategy.

What are your future plans?

At Greenfield, there is a ‘continuous improvement’ mindset and that applies to our climate and environmental strategies. In 2024 and beyond, we’ll find new ways to lower our carbon footprint and integrate sustainability criteria in the design of new products, motivated by our vision of helping the planet achieve less than 350 ppm (parts-per-million) of CO₂ in the atmosphere. A key aim is to produce more and cleaner ethanol and further lower the Carbon Intensity (CI) of our operations, which has been externally recognized as best-in-class – a confirmation of our investments and achievements to date.



3.1

Climate, Energy & Emissions

Why it Matters

Combatting the climate crisis is an environmental priority for Greenfield and our stakeholders and is one of the world's most critical tasks. The current and future economic, social and environmental risks and impacts resulting from a changing climate are substantial and playing out around the globe. We recognize that governments and businesses like ours must take stronger action to transition to a lower carbon world and salvage a livable planet.



Management Approach

We're working to mitigate climate risks to our Company and stakeholders, shrink our own carbon footprint and lower 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.



Shrinking Our Climate Footprint

Our facilities and activities have an impact on the environment, and understanding how to effectively reduce these impacts is a priority for us. We are in the early stages of Greenfield's climate journey and are 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 energy saving opportunities on new projects such as the Ireland facility building, which is one of the first buildings in Europe that was constructed to meet Near Zero Energy Building criteria.

Currently, tracking of Greenfield's GHG emissions has been at the site level as part of our robust compliance reporting. We have begun to consolidate this data with the goal to

establish emission reduction targets. Our Net Zero Steering Committee is in the process of creating a five-year roadmap for decarbonizing our manufacturing and packaging facilities. We are also developing broader sustainability goals.

Our "<350" vision is to return atmospheric carbon dioxide levels to less than 350 parts per million.



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 low-carbon fuels and products that help other organizations on their climate journeys. Our offerings include:

- **Fuel ethanol:** Our fuel ethanol is a low CI product that displaces fossil fuels in Canada's transportation system. The CI of our fuel ethanol is comparable to the overall industry and significantly lower than the gasoline our product displaces.
- **Sustainable aviation fuel:** Greenfield has invested in R&D aimed at converting ethanol into sustainable aviation fuels.
- **High quality alcohol:** Greenfield manufactures high quality alcohol from corn that displaces synthetic alcohol produced from coal or petroleum in several industrial applications.
- **Anaerobic digester:** Through its wholly owned subsidiary Biogaz EG, Greenfield is the developer and operator of the anaerobic digester, which transforms organic materials from homes, restaurants and food

processing plants into biogas. This innovation is being used at the Semecs facility in Varennes Quebec which is diverting organic matter from landfill to create renewable energy.

- **Low carbon farming and pharmaceuticals:** We are working with grain producers and the grain industry to advocate for and implement sustainable management practices and collaborating with a consortium of pharmaceutical customers to establish a pathway to net zero for their supply chain.

Additional Product Offerings with Climate Related Benefits

- **High purity Biogenic Carbon Dioxide (CO₂):** Produced through fermentation carefully managed by Greenfield. We strive to capture, reuse, sell or redirect it, which often displaces CO₂ generated from non-renewable sources. Our goal is to minimize atmospheric release by maximizing reusability. This CO₂ is sold to responsible customers for freeze-drying, carbonated beverages and enhancing greenhouse produce yields.
- **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 Grain (DDG): utilized in poultry and livestock feed
- Wet Distillers Grain (WDDG): used in poultry and livestock feed
- Corn oil: utilized in livestock feed and production of biofuels such as renewable diesel



We engage with our customers and suppliers on climate change and produce low-carbon fuels and products that help other organizations on their climate journeys.





Air Emissions

Our operations also produce additional emissions such as sulfur dioxides, nitrogen oxides and particulate matter. Each facility is governed by limits set out by their air permits issued by the governing body in the operating jurisdiction. To ensure that the facility is compliant, regular verifications occur over 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, giving 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 the specified limits; for example, thermal oxidizers, bag filter houses, CO₂ scrubbers and digester flares.

Greenfield Emissions Data
(Emissions in Metric Tonnes)

Air Data	2022	2023
Annual NO _x emissions	140.55	174.82
Annual SO ₂ emissions	12.67	11.27
Annual GHG emissions - Scope 1	301,868.07	385,593.33
Environmental Air Non Conformances (ENC air)*	2	1

* 2023 ENC (air) - A pressure relief valve lifted on a digester due to a line blockage, allowing the release of biogas to the atmosphere. The incident was reported to authorities; no fines or orders issued.

External Initiatives

The transition to a net zero 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 whereby producers of fuel ethanol generate carbon credits based on the CI of their manufacturing process.

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.

2023 Performance

- This past year, our Net Zero Steering Committee conducted a robust, multi-step process to help us calculate our GHG emissions and the extent of our carbon footprint globally, using the GHG Protocol as a guide. We established a GHG emissions boundary for our global organization and collected relevant data on all Company-related activities that emit GHGs. Scope 1 and 2 GHG emissions for the 2023 fiscal year are currently being finalized with a plan to publish the results in late 2024.
- Our bulk manufacturing facilities produced over 620 million liters of fuel ethanol in 2023, which displaced the equivalent of 435 million L of gasoline.
- In 2023, Greenfield partnered with the municipality of Chatham-Kent to develop an anaerobic digester project that will divert organic waste from landfills and produce renewable energy – see Spotlight on next page.
- Also in 2023, we hired our first Director, Net Zero and Carbon Management, whose role is focused on leading Greenfield in developing and executing a net zero strategy.





What's Next

- **Establish our Scope 1 and 2** emissions and communicate this information publicly.
- **Identify KPI's** that will allow Greenfield to track its emission performance.
- **Establish long-term plan** to achieve net zero emissions.



SPOTLIGHT

Partnering to Transform Organic Waste into Renewable Energy

Reflecting our commitment to environmental innovation and catalyzing solutions to global climate and waste concerns, Greenfield struck a waste-to-energy collaboration last year with the municipality of Chatham-Kent in Ontario, Canada.

The unique partnership is implementing a project to convert organic waste and municipal sewage sludge, which would normally end up in landfills, into renewal natural gas (RNG). Greenfield's plant in Chatham-Kent will use advanced anaerobic digestion (AD) technologies that accelerate the conversation of organic waste into RNG. Greenfield operates a similar project in Varennes, Quebec with local municipalities in that province.

When organic waste is sent to landfill, it decomposes and releases methane, a potent GHG. AD is a process that converts organic waste under controlled conditions into bio-methane, which can be purified to become RNG.

In addition to improving waste

management and reducing GHG emissions, this project will complement existing initiatives at Greenfield's Chatham distillery that are generating other benefits.

For example, waste heat from the distillery is being used to heat nearby tomato greenhouses owned and operated by a third party. Representing the energy equivalent of heating 1,000 homes, this reduces the greenhouse's need to burn fossil fuel for heat. Additionally, 55,000 tons of carbon dioxide from our production are captured and used by the greenhouse to boost plant yields instead of being released in the atmosphere.

At Greenfield, we will continue to work closely with partners, suppliers and municipalities to find climate change solutions and generate value for our stakeholders.





3.2

Water Stewardship

Why it Matters

Water is a shared and critical resource for all. As such, water scarcity and quality are crucial considerations in our operations – especially ethanol production, given its heavy reliance on water. Water is also essential to the communities in which we operate. 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.

Management Approach

We recognize our responsibility to minimize direct impacts to water bodies. 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 local water resources and conserving 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 and look for ways to limit water intake and reuse water in our processes, 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 and also work 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 operations and supply that to our customers.
- Our Johnstown, Ontario and Varennes, Quebec distillery operations are both designed (ICM) with effective energy and water conservation design. Energy is highly integrated to optimize 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.

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 on 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 with regular refresher training on effluent management.



Accountability

Each site and business unit are 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.

“We consume no more water than we need to run our operations and look for ways to reuse water and limit water intake in our processes.”



2023 Performance

- In 2023, total water consumption for our global operations was 2.04 million m³, compared to 1.77 million m³ in 2022. This value includes water consumed that is used for blends and sold to customers. The year-over-year increase is attributable to additional production and increased customer supply.
- Greenfield was compliant with all our water permits.

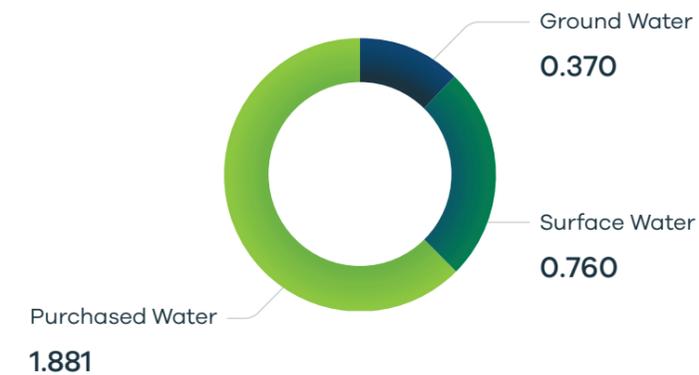
Water Withdrawal, Use, and Discharge (MM m ³)	2022	2023
Absolute Water Withdrawal	2.85	3.01
Absolute Water Consumed	1.77	2.04
Absolute Water Discharge	1.09	0.97

Water withdrawal includes surface water, ground water and purchased water. Water consumed compared to discharged difference value would include evaporation and consumption during the process and a large part of the ingredient listing to a number of products (based on concentration and quality needs).

Water Intensity (L of Water / L of Production)	2022	2023
All Locations	3.22	3.25
Bulk Sites	3.21	3.73
Packaging Sites	0.08	0.08

Slight increase of water usage and intensity in 2023 mostly due to start-up of a new site in Ireland and a new High Purity Alcohol unit in Johnstown.

Total Water Withdrawal by Source in MM m³ 2023



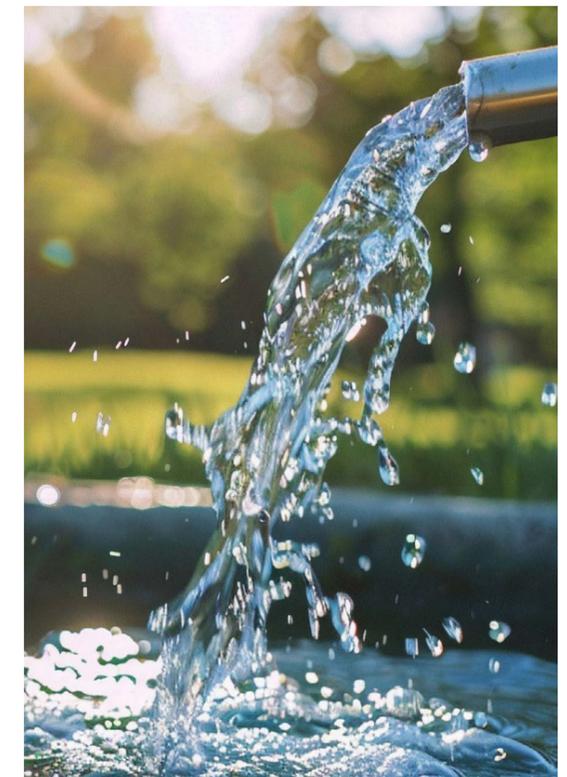
Total Water Discharge by Source MM m³ 2023



* Other destinations is the amount of water that is estimated to be put into blends and sent to customers.

What's Next

- Evaluate options to further reduce water intensity at our non-ICM design distilleries.
- Establish water stewardship goals to achieve best-in-class water efficiency.





3.3

Waste Reduction & Circular Economy

Why it Matters

Waste generation can have adverse impacts on our business as well as environment and human health. Minimizing waste, conserving resources and innovating towards sustainable operations mitigates risks and reduces costs to our business. At the same time, we recognize our responsibility to help address global waste challenges such as plastics 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 “4R” waste management (reduce, reuse, recycle, repurpose). Examples include:

- Minimizing product packaging and plastics
- Transitioning away from single-use plastics
- Bulk buying materials
- Encouraging customers to accept bulk loads and consider circular economy practices
- Recycling programs
- Reusing materials and waste, where feasible, in our production processes
- Seeking partners who are able to use products that would otherwise be sent to incineration
- Sending 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 and ensure a healthy work environment. 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.

Our entire production process is based on minimizing waste, handling it safely and continually improving our waste management practices





Harnessing the Full Value of Corn

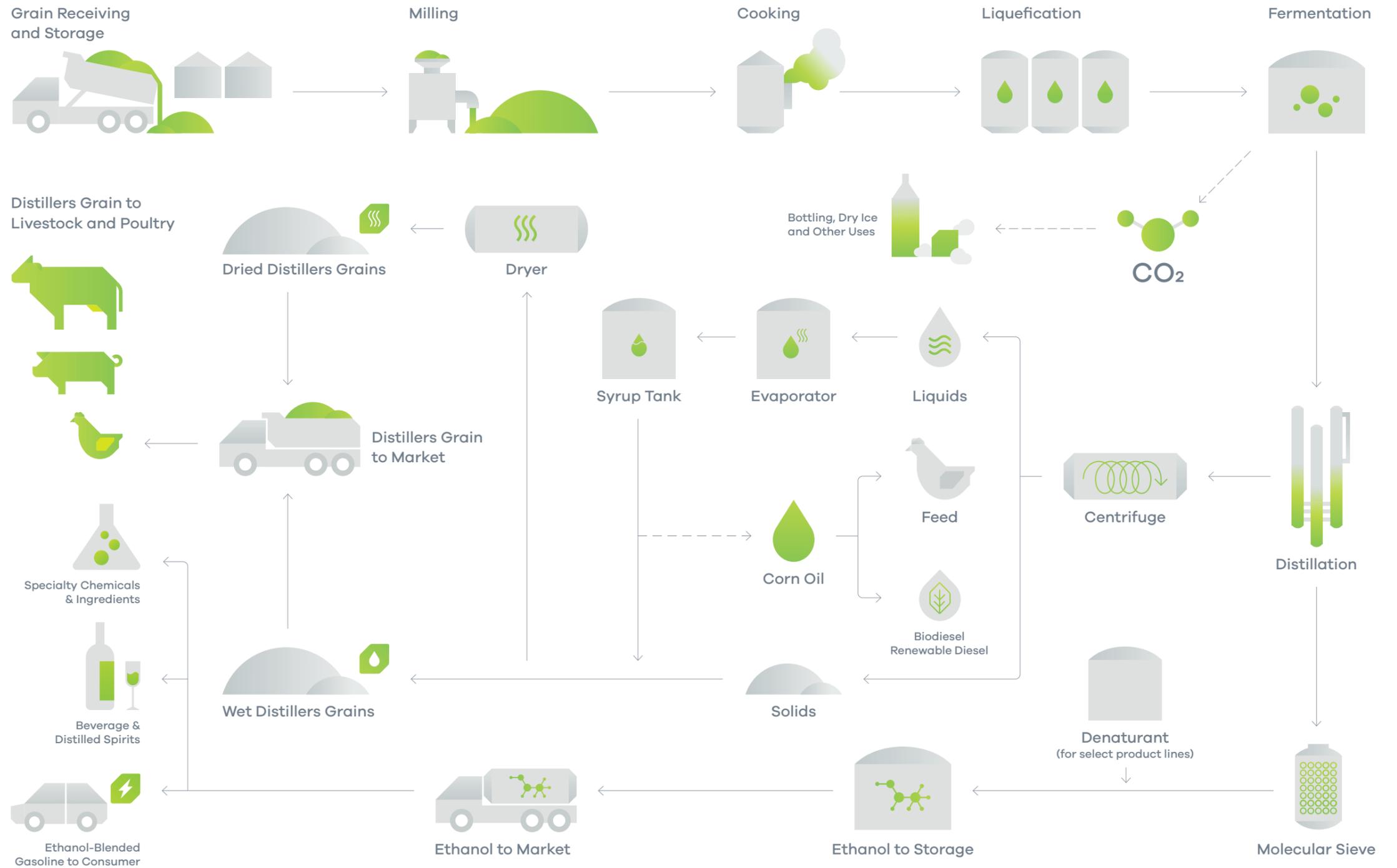
Corn is an essential material for our business. As a leading ethanol producer, packager and distributor, every molecule of the corn kernel that's used in the production process is valuable to us. Anchored by our philosophy of 'waste not want not,' we strive to maximize every corn kernel through our holistic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



Accountability

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

Dry Mill Ethanol Process





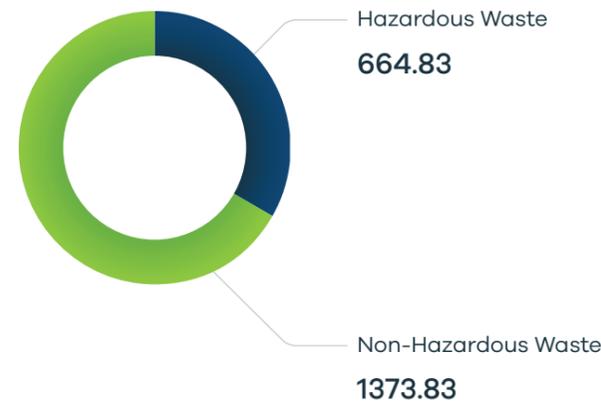
2023 Performance

- In 2023, Greenfield generated 3,864 metric tonnes (MT) of total waste (2022: 2,039MT), encompassing both hazardous (67%) and non-hazardous waste (33%) – refer to charts below. While our non-hazardous waste stream decreased significantly compared to the previous year, we recorded a year-over-year increase in hazardous waste due primarily to new construction activity, which included:
 - The one-time disposal of launch and quality control validation material at the newly built facility in Ireland; and
 - The start-up of our new high-purity alcohol production unit at our Johnstown facility, which experienced piping leaks during construction and initial start up.

The leaks were contained on site and the hazardous waste (<5% alcohol and water solution) was sent for proper disposal.

- To address an increase in minor (“non-reportable”) spills and leaks recorded the previous year, in 2023 we took corrective actions that included implementing preventative maintenance methods, running employee awareness-building campaigns to clearly define expectations and procedures, and setting a target to reduce the amount of “Loss of Primary Containment” (LOPC) events (i.e., small drips, leaks or spills) by 10%. As a result of these efforts, we achieved a 20% decline in LOPC events, from 131 in 2022 to 105 in 2023.

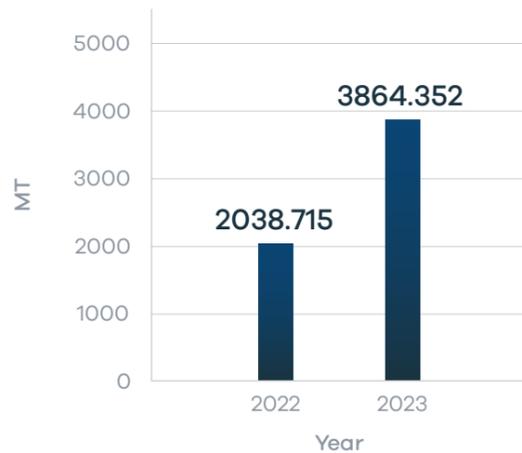
Total Waste Ratio in MT (2022)



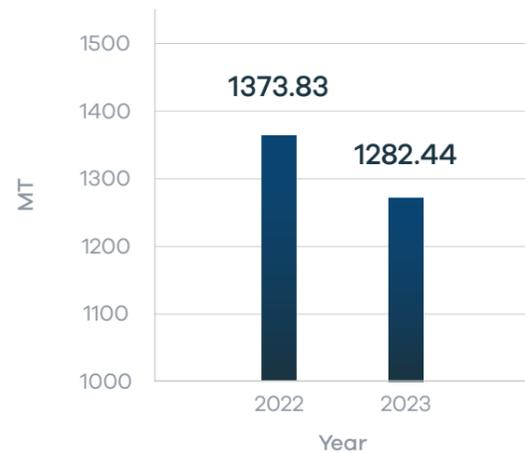
Total Waste Ratio in MT (2023)



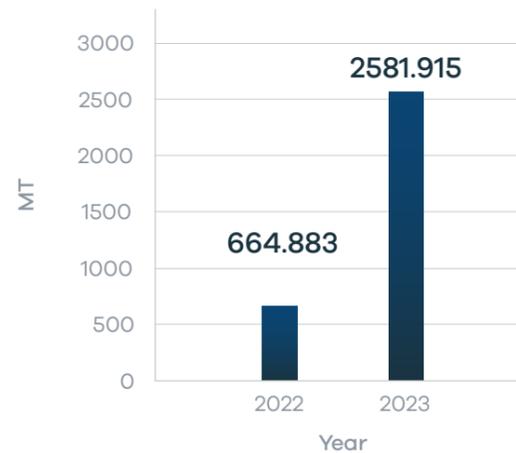
Total Waste Generation - All Types (MT)



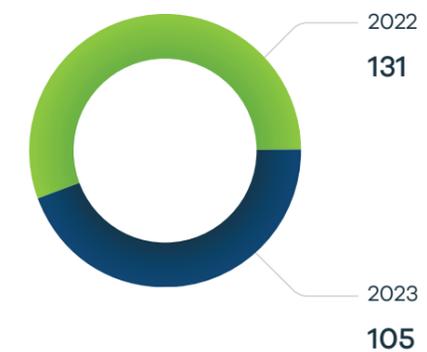
Total Non-Hazardous Waste Generation (MT)



Total Hazardous Waste Generation in MT



Loss of Primary Containment Events (LOPC) by Year





- To limit office paper consumption, most Greenfield facilities have shifted from paper to electronic filing and record-keeping over the past few years. Our recently-acquired Winnebago facility made that paper-to-digital transition over the course of 2023. All discarded paper went to a recycling firm that shreds and recycles paper into reusable items, limiting waste to landfills.

- Our Chatham facility solidified a partnership with a vendor to procure our used plastic totes and drums. This resulted in 478 totes and 60 plastic drums being diverted from landfill, at cost savings over traditional disposal.
- Recycling programs are in place at 100% of our sites to divert materials from landfill. These programs capture glass, plastics, aluminum, PPE, steel and other recyclables.

This past year, we discovered that a recycling contractor was not picking up recycled items at one Greenfield location, resulting in the materials being disposed of in regular waste. This oversight has since been corrected.

- Greenfield continues to assist the province of Quebec in an organic waste project. In 2023, we helped divert 40,000 tons of organic waste

from landfills, using our innovative AD process at our Varennes, Quebec facility to convert the waste into biogas and biofertilizer.

What's Next

- Continue to pursue** waste reduction and circular business solutions in our operations and across our value chains.
- Explore more opportunities** for second life materials.
- Reduce** environmental non-conformances by 20%.

Hazardous Waste Ratio by Disposal Type in MT (2022)



Non-Hazardous Waste Ratio by Disposal Type in MT (2022)



Hazardous Waste Ratio by Disposal Type in MT (2023)



Non-Hazardous Waste Ratio by Disposal Type in MT (2023)



* Other methods of nonhazardous waste disposal are suitable wastes that are sent to the Semec AD for processing into RNG (off spec DDG/WDDG, wash water, etc.)





4.0

SOCIAL



“Our aim is to boost the positive social impacts our Company can generate, enabling more people to thrive.”

Q&A

with Ashley Cato

Vice-President, People and Culture



What social aspects are a priority for Greenfield?

Sustainability is an important part of Greenfield’s corporate strategy, and for us sustainability is very much about people – the people working at Greenfield, the people we do business with, and the people in our communities. Our aim is to boost the positive social impacts our Company can generate, enabling more people to thrive.

In today’s uncertain economy and global landscape, many people face economic and social challenges. Through our leadership and actions, we believe Greenfield can do even more to help build a just and sustainable society. That’s why we strive to go above and beyond any minimum standards expected of companies. We invest in strong health and safety practices, prioritize employee development, safeguard human rights, promote

diversity and equal opportunities, and support community programs. In the spirit of continuous improvement we are always challenging ourselves to be better.

Through our leadership and actions, we believe Greenfield can do even more to help build a just and sustainable society.

What is your focus for 2024 and beyond?

Building a high-performance work culture – through clear goals, accountability and recognition – is our number one focus. We want to maintain and deepen the strong sense of loyalty and commitment to Greenfield that employees have, so they continue to rally behind the Company’s values, work toward our goals and be the best ambassadors for the Greenfield brand! When people join Greenfield we want to create a strong sense of belonging, coupled with the confidence that a true lifelong career can be built here.

Great leaders are a catalyst for high-performing teams, so we are also working to strengthen the capabilities of our leaders and build our leadership pipeline, through new investments in leadership development programs and performance management.



4.1

Occupational Health & Safety

Why it Matters

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 caused harm in any way. With Greenfield's 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. Ensuring safe operations are essential elements of being a responsible employer and delivering on our commitment of 'zero harm to people'.



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 in every facet of our business to ensure the well-being of our team members and the

communities in which we operate. Safety is not just a one-day event for us – it’s an everyday focus and priority, and our ultimate goal is to achieve zero recordable injuries.

Safety Policies and Standards

Our commitment to *No Harm to People or the Planet* is embedded in a framework of corporate policies and standards. It starts with an enterprise-wide [EH&S Policy](#) that defines our overall philosophy and our 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.

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

- **EH&S Leadership Standard:** This standard addresses more specific expectations related to EH&S and reinforces the important role that supervisors, management and all management personnel 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 a ‘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 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 startup, 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 to ensure local safety regulations are being met. All Canadian

operating facilities are certified by ISO 45001 Occupational Health & Safety Management and the 14001 Environmental Management Standard. The U.S. and Ireland sites operate under similar management systems.



Hazard Identification and Risk Assessment

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 effectively address any safety issues. The site EH&S committee will also verify that findings are closed and effective by sharing with the 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 work. All employees are expected to report and, where possible, render safe any safety hazards they come across during their workday.

“There is a high focus on process safety at all operating locations.”



Safety Training and 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, with special care taken with new and young employees. All employees receive general training and relevant staff receive additional training on specific work-related hazards.

A variety of methods are used, including classroom, in-field and computer-based training, to accommodate different learning styles. 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 recordable injuries over the last few years. Our people help build a 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.

Incident Management

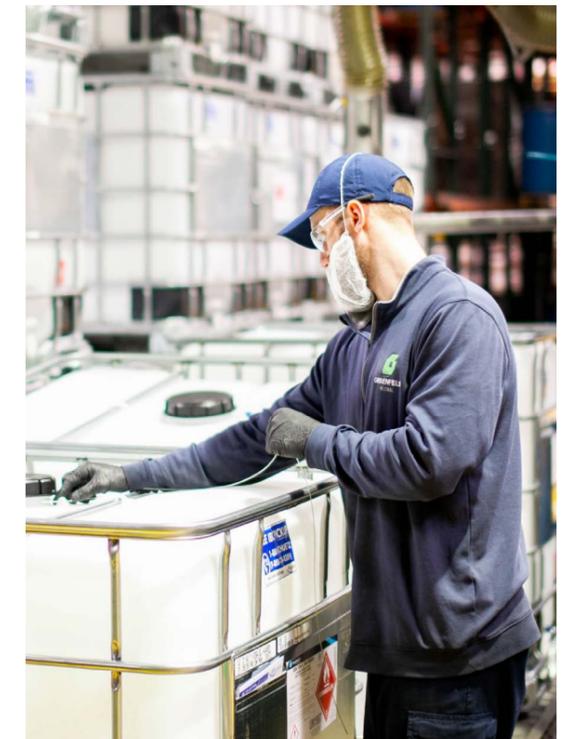
Greenfield maintains an Incident Investigation and Reporting Standard. The standard focuses on ensuring all locations are reporting, classifying and performing root cause analysis for all safety-related incidents and developing corrective actions. All events, no matter how minor, are followed up to determine 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 the Board of Directors.

We work to learn from these events so that we 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

Our partnerships with our contractors matter to us. 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 audio metric 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. As part of our commitment to best management practices, we are in the process of developing a comprehensive Occupational Health Corporate Standard. This standard will formalize existing protocols and set expectations for all our sites moving forward.



Product/Customer Safety & Quality

At Greenfield, we prioritize both product safety 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 safety 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 maintain safety data sheets for all products within our purview, including those manufactured in-house.
- 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.) to ensure that we meet 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, CT & Portlaoise, Ireland), ensuring ongoing quality and safety 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 Health Products Regulatory Authority (HPRA) in Ireland.

Evaluating Program Effectiveness

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.

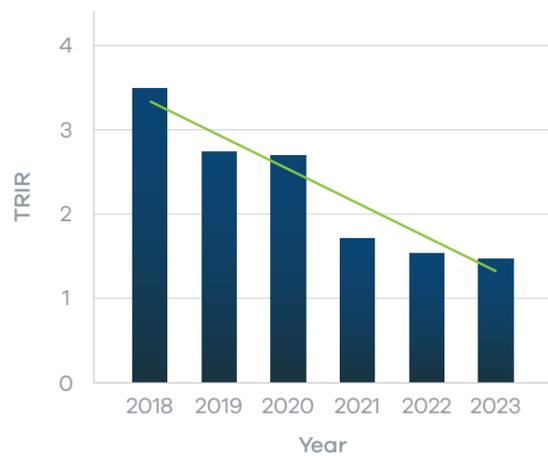
Safety performance reports containing key metrics and any relevant issues are provided to the senior leadership team on a monthly basis. Our new online EH&S Software Management System enables management to quickly view safety dashboards in real-time.

We value the input of our people especially those involved in areas where safety is a real risk

2023 Performance

- In 2023, we achieved the lowest TRIR in Greenfield's history, at 1.47 (2022: 1.54). This result, which includes both employees and contractors, is among the lowest in the industry¹. There were 12 recordable injuries in total (2022: 14), with no fatalities or serious injuries as a result of work-related incidents. Nine of our 13 sites, representing 70% of our workforce, accomplished an incredible milestone last year by going at least 12 months without a recordable injury. Five of these sites have maintained this outstanding safety record for over two years.

Greenfield Global Total Recordable Injury Rate (TRIR)



- There were certain safety metrics in which we fell short of our goals (see table below). For example, our target for experiencing first aid situations was less than 30, but the actual result was 39. We have developed improvement initiatives to enhance our performance in these areas in 2024.
- This past year, we successfully rolled out the Cority platform, a new company-wide EH&S software management system that leverages innovative technology and best practices to further strengthen our safety culture. The powerful platform empowers us to streamline our EH&S processes, enhance data collection and drive continuous improvement in our safety performance.
- In 2023, we successfully renewed a key health and safety certification, ISO 45001, an important initiative we undertake every three years with annual internal audits and external surveillance audits to ensure our practices align with the leading global occupational H&S standard. The ISO 45001 certifications cover 40% of our sites (all Canadian bulk and packaging sites are certified).
- We conducted 50 emergency response drills, up from 44 the previous year, with most sites conducting at least three. These drills are an essential part of

our emergency preparedness plans, providing opportunities for employees to practice their roles and responsibilities in a controlled environment and ultimately ensuring their safety and ability to respond during a real emergency. Sites regularly reach out to their local emergency services to participate in drills.

- Greenfield was named one of [Canada's Safest Employers](#) for 2023 in the Chemistry Category, placing in the top three. This prestigious honour highlights our unwavering dedication and recognizes Greenfield as an employer with an exemplary health and safety record.
- Each June, we host an EH&S Day across Greenfield in which all sites organize team-building events and safety activities to reinforce our commitment to EH&S. Last year team members engaged in activities ranging from safety simulations and challenges to safety training sessions.

12%
reduction in all injury types during 2023

¹ 2022 OSHA Incident rates by industry (chemical manufacturing and ethyl alcohol manufacturing)

1.47
TRIR – the lowest in the Company's history

50
emergency response drills conducted

Canada's Safest Employer Awardee

Team members attended Canada's Safest Employer Gala in Toronto.

70%
of sites went at least 12 months without a recordable injury

Additional Safety Metrics	Goal	2023 Results
First Aids (minor to major)	<30	39
Self-reported Near Misses	>70%	50%
Observations	>500	318



What's Next

- **Achieve TRIR of 1.3** or less.
- **Keep recordable injuries** under 10.
- **Develop new KPIs** for Lost Time Injuries and Process Safety Events.
- **Perform assessments** at each location to identify opportunities to improve process safety management.
- **Develop a global crisis communications plan** in coordination with the Emergency Management Standard to ensure swift and effective responses to any unforeseen events.
- **Achieve food safety certification** for our distilleries in Ontario, Canada.



SPOTLIGHT

Tiverton: Where Greenfield's Journey to Safety Excellence Began

Since opening in 1989 as Greenfield's first operating plant, the Tiverton Distillery in Ontario, Canada has experienced many changes, successes and setbacks. The one constant: safety has always been serious business.

Safety practices at Tiverton, which produces top-quality fuel ethanol, industrial alcohol and distillers' grain, have evolved with the company over the decades, becoming more complex and expansive. We have implemented many safety programs and improvements across the operation to prevent incidents of all kinds and ensure personnel safety - from equipment retrofits and replacements to facility upgrades and safety resources.

With a focus on regular incident and hazard reviews, process safety management and participation in regulatory and ISO audits (9001, 14001, 45001), our teams have ensured continuous learning and the adoption of best practices. These combined efforts have

resulted in world-class safety performance, marked by no recordable injuries during the past eight years.

Plant Manager Jim Murr, with over 32 years of tenure, and EH&S Manager Dianne Schenk, with 20-plus years in EH&S, also highlight the "people" and collaborative aspects behind the safety achievements. These aspects include the daily commitment of site employees to a safety-first mindset and a collective ownership of safety among employees and contractors.

While a lot at Tiverton has changed over the past 35 years, our legacy of safety excellence endures.





4.2

Our People & Culture

Why it Matters

Our people and culture are the heartbeat of Greenfield's success. To drive innovation and sustain excellence across the organization, we must continue to build an inclusive, engaging and supportive work environment that attracts and inspires the best talent. A strong culture also fosters employee satisfaction, which translates to better customer service, increased productivity, enhanced safety and a positive impact on our community and environment.



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 strong culture and effectively manage our workforce through various policies and programs.

There are workplace policies in place that articulate Greenfield’s values, standards and practices and define clear expectations around employee behaviour, so that we establish a positive and productive organizational culture. These policies include:

- **Code of Conduct:** All employees are required to adhere to our Code of Conduct, which promotes integrity, fairness, respect and ethical behavior.
- **Diversity and Equity Policy:** We are committed to fostering a diverse and inclusive workplace. Our diversity policy outlines our approach to hiring, promoting, and maintaining a workforce that reflects the communities we serve.

- **Accessibility Policy:** This policy outlines our commitment to providing our services in a way that respects the dignity and independence of people with disabilities.
- **Accommodation Policy:** We provide reasonable accommodations to employees with disabilities, ensuring equal access to opportunities and resources.
- **Employee relations policies:** Several policies govern employee relations and aim to create a work environment characterized by clear communication, conflict resolution and employee support.
- **Health and Safety Policy:** This policy outlines Greenfield’s commitment and approach to creating a safe and healthy workplace.

Training and Development

We invest in developing our people so they can achieve their full potential and make an impact at Greenfield. Our range of training programs cover everything from technical skills to soft skills. To accommodate different learning preferences, programs are available in various formats, including online via our comprehensive learning management system, 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 training, continuing education and professional development courses that employees take externally.



Shawn Dickson

Operating Engineer
Chatham, Ontario

“When I first came to Greenfield as a student, I quickly learned that Greenfield has a strong company culture that fosters collaboration, creativity, and personal growth. Coming from the Military, the emphasis on teamwork, open communication, and continuous learning appealed to me greatly.”





Compensation and Benefits

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. Our employee recognition initiative, the STAR Program, recognizes outstanding employee contributions, fostering a culture of appreciation and motivation.

“Our employee recognition initiative, the STAR Program, recognizes outstanding employee contributions.”



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 in which participating employees track their steps or fitness activities as a group to reach their health goals.
- **Fitness reimbursement:** We support employees who adopt a healthy lifestyle through exercise and wellness by reimbursing employees for expenses related to improving, maintaining or enhancing their physical fitness.

Employee Relations

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 leaders regularly conduct town halls, both virtual and in-person, to communicate with employees and different business units. Employees can safely voice any concerns or complaints they may have through our 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 each location across Greenfield Global 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.





Diversity and Equal Opportunity

Greenfield believes in creating an inclusive and equitable environment with a workforce and leadership that reflects the customers and communities we serve. We strive to ensure that all Greenfield policies, programs and practices are free of deliberate or unintentional barriers with respect to employees' or applicants' race, ancestry, place of origin, colour, citizenship, creed, sexual orientation, age, record of offences, marital status, family status or disability, in accordance with human rights laws and standards. We stand firmly against all forms of harassment, racism, discrimination and hate.

Specifically, our approach to diversity, inclusion and equal opportunity includes:

- Being an equal opportunity employer and hiring and promoting on the basis of merit and potential;
- Compensating fairly according to the value of the work performed, and 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;
- Collaborating with employees and community organizations representing diverse groups to develop strategies for recruiting,

developing and advancing designated groups, including women, racial minorities, Indigenous peoples and persons with disabilities.

- Creating a sense of belonging within Greenfield where diversity is valued and the dignity of each individual is respected.

Greenfield is committed to accessibility and creating an accessible workplace for everyone. Among our services for employees, we offer flexible workplace arrangements and accommodations upon request, including during the recruitment process to ensure equal access to applicants with disabilities. Our services for customers with disabilities include 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 and include all those who are involved in the development and approvals of customer service policies, practices and procedures.

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, to gauge employee satisfaction and engagement. Tools and resources are provided to address feedback and improve workplace conditions. We plan to start tracking average training hours per employee to better measure our investment in development.

Accountability

Overall accountability lies with the VP of People and Culture, who is supported by Directors of People and Culture across business units, along with our team of People and Culture Managers. We work as a collaborative team but are also set up in a way that allows us to pivot and focus on the unique needs of each of our business units and locations because we are people-first.

“Greenfield believes in creating an inclusive and equitable environment.”



2023 Performance

- Last year we continued to focus on advancing gender diversity and our culture of inclusion. In 2023, women comprised 33% of our global workforce, up from 32% the previous year.
- We conducted our confidential online employee engagement survey twice in the past 18 months, with excellent participation rates around 88%. Engagement scores improved from 38 in 2023 to 45 in early 2024. Employees rated us highly in the areas of goal setting, organizational fit and meaningful work, while areas for improvement include workload and freedom of opinion. Business units received the feedback and developed action plans to address the results where needed.
- Another way we evaluate employee engagement is retention. In 2023, our overall turnover rate was 18%, with a retention rate of 81.1%. Rolling retention rates in early 2024 are showing improvement over the 2023 rate of 86%.
- In 2023, we invested over \$400K globally in training and developing our people. We upgraded our Learning Management System, GGU for easier management of team training, and partnered with the world’s leading content expert, Go1,

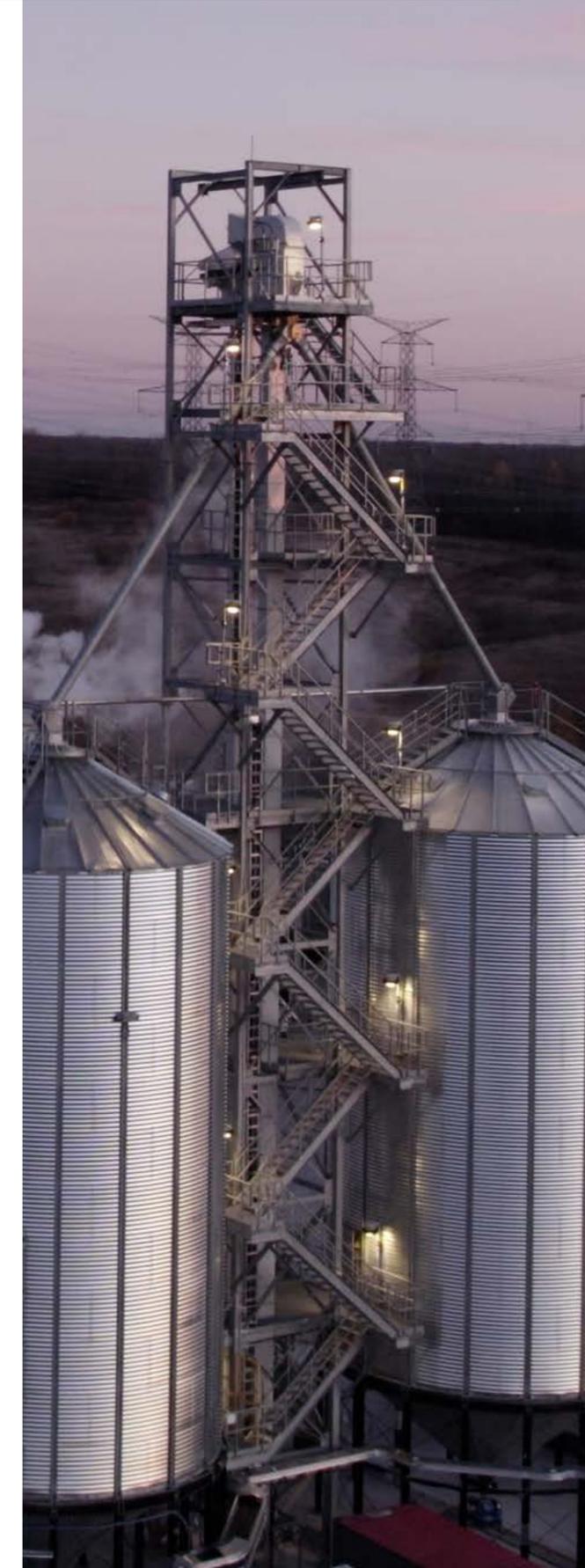
to consolidate and improve course offerings.

- On our intranet we introduced “Viva Connections” to enhance the employee experience. The new platform helps the entire organization stay engaged and informed with relevant news, conversations and other resources, all in one place.
- Complementing our existing employee recognition programs, in 2023 we launched the New Star Recognition Program to our global workforce. The program enables everyone to show appreciation for great work by recognizing their peers with STAR points. Employees can publicly provide positive feedback by awarding each other STAR points for going above and beyond, fostering a people-first culture.

\$400K+

spent on employee training

Workforce Profile		
Total global employee count		730
By Gender	Male	67%
	Female	33%
By Country	US	218
	Canada	468
	Ireland	44
By Business Unit	Distillery Manufacturing Operations	274
	Speciality Chemicals & Ingredients	184
	Renewable Energy	156
	Shared Services	109
By Generation	Millennials	46.09%
	Gen X	37.45%
	Baby Boomers	9.05%
	Gen Z	7.41%
By Work Status	Fulltime	697
	Parttime	9
	Contract	20



What's Next

- **Continue building** a high-performance culture through clear goals, accountability and recognition.
- **Invest in leadership development** programs to strengthen our leadership pipeline.
- **Increase the average hours of training** per employee and introduce new learning opportunities.
- **Update Greenfield's compensation** structure to enhance equity and transparency.



SPOTLIGHT

Inspiring Women and Girls to Pursue Their Dreams in Science, Too

Science is at the core of our business, and we at Greenfield are fortunate to have the scientific expertise of women whose contributions are key to the company's success.

Case in point, meet Dr. Hanan El-Sayed, PhD, P.Eng., who is a Senior Process Engineer at Greenfield and a leader in her field.

Dr. El-Sayed develops innovative and sustainable climate change technology solutions to create renewable fuels that will support the long-term health of the planet. She recently celebrated her five-year anniversary with Greenfield.

Dr. El-Sayed is keen to pass on what she's learned in the intersecting realms of science and business to others.

In addition to her day-to-day leadership at Greenfield, she also devotes her time volunteering with the Professional Engineers of Ontario to support engineering graduates, in particular women and newcomers, throughout their own journeys.

Her advice to girls exploring science as a career?

"Follow your passion and dream, don't be scared. If you have the talent, you will definitely create your future opportunities and be successful. Participate in STEM programs and get exposed to the field as early as possible. There are so many wonderful female examples out there, use them as your role models to encourage you to pursue a career in engineering."





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 that apply 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*. There are different corporate standards and policies – including our *Code of Ethics*, *Diversity and Inclusion Policy*, and *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, but we plan to develop one in 2024.

Building Human Rights Awareness

Training and education related to human rights is covered in several of Greenfield's courses and programs including 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 harassment and discrimination training.

We actively engage with stakeholders, including customers, suppliers and communities, to understand their expectations and any concerns related to human rights and other topics. As noted in the [Responsible Sourcing](#)

section of this report, 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 force, coercive or child labour.

We have a whistleblower process that is embedded in our Principles and Standards Policy, which includes details on how to report any issues. In 2024, we will formalize a standalone whistleblower policy.



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.



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.



2023 Performance

- Based on our due diligence process, we confirm that no forced or child labour was used at any of Greenfield's facilities or operations worldwide in 2023. Also, there were no human rights-related complaints raised by our employees, and no external stakeholders brought human rights concerns to our attention.
- In late 2023, we began mapping our supply chain and performing risk assessments of our suppliers related to the use of forced and child labour in our supply chain. The assessment focused on key criteria including region/country or origin of the supply, industry, volume of materials purchased and whether

raw materials are incorporated into the finished goods that we manufacture. The insights were published in Greenfield's inaugural [Report on Forced and Child Labour in Canadian Supply Chains](#) released earlier in 2024. Of the suppliers we surveyed, none identified that they were aware of forced or child labour present in their businesses or supply chains.

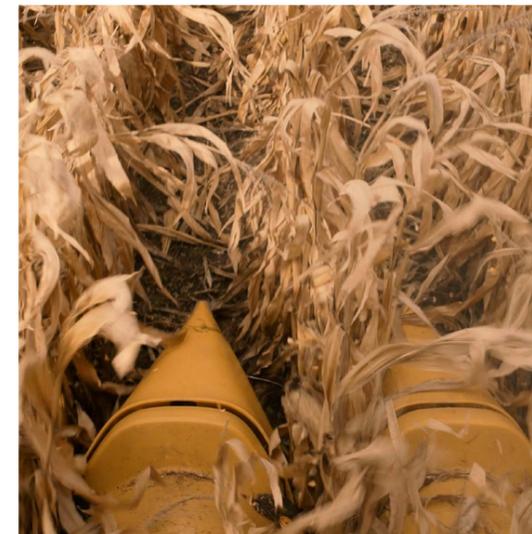
Zero

human rights-related complaints raised by employees or external stakeholders



What's Next

- **Evaluate the need** for a formal human rights risk assessment.
- **Review Human Rights sections** in all documents and determine if a stand-alone human rights policy would be of benefit.
- **Formalize** a whistleblower policy.
- **Develop training curriculum** on human rights and roll out to employees in 2024.
- **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.





4.4

Community Relations & Impact

Why it Matters

Strong, resilient communities are crucial for the sustainability of both our business and the people that live in them. Engaging with communities not only benefits our neighbours. It also resonates personally with our employees, fostering trust and confidence in our brand and operations.



Management Approach

We at Greenfield are dedicated to bolstering the communities where we live and work. Our commitment also inspires our employees, who are eager to pitch in for local causes and create meaningful value for others.

Our philanthropic activities encompass charitable donations, in-kind gifts, participation in local events and the volunteer efforts of our employees, including their involvement in local non-profits and associations. Every year we support an array of areas, including children's sports, education, health care, social services, food banks, and environmental causes. We work in partnership with local community groups and other stakeholders to

maximize the impact of our investments and ensure our philanthropic support meets local needs.

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. We are currently looking to centralize our philanthropy program, while still ensuring local input, to create a more targeted and coordinated strategy to address societal challenges.

For the past several years The Greenfield Cares Fund, launched in 2020, has helped local communities

facing COVID-19-related hardships. The Fund donated a total of \$400,000 to various organizations. Initially established as a one-time, temporary fund, we have received positive feedback from the communities in which it supported, and we will explore opportunities to revamp the Fund for other purposes.

\$400K

donated to various organisations between 2022-2023



Donations to youth sports



Planting of trees in our communities



Donating at local food banks





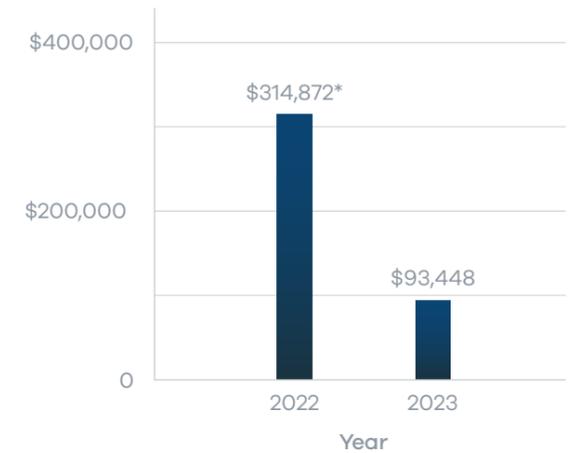
2023 Performance

- In 2023, we donated over \$93,000 to support 51 different non-profit organizations. These organizations included United Way, Habitat for Humanity, Big Brothers and Big Sisters, Relay for Life and Rotary Club.
- Our employees volunteered hours to make a positive impact on the lives of people in communities where we live and work. Employees pitched in for activities ranging from environmental clean-ups to food collection drives.
- 2023 marked the seventh year our Chatham site awarded the Angelo Ligor Engineering Scholarship, named after a long-time Greenfield employee and engineer, to a graduating Chatham-Kent, Ontario student pursuing a Bachelor of Engineering degree.

100%

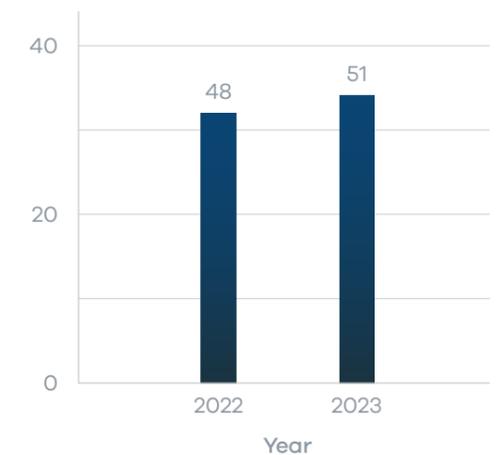
of our sites participate in community engagement

Charitable Giving by Year



*In 2022, there was a one-time donation of \$200,000 to support the development and launch of the Greenfield Global Trail, a 21.5-kilometre cycling and multi-use trail in Chatham, Ontario.

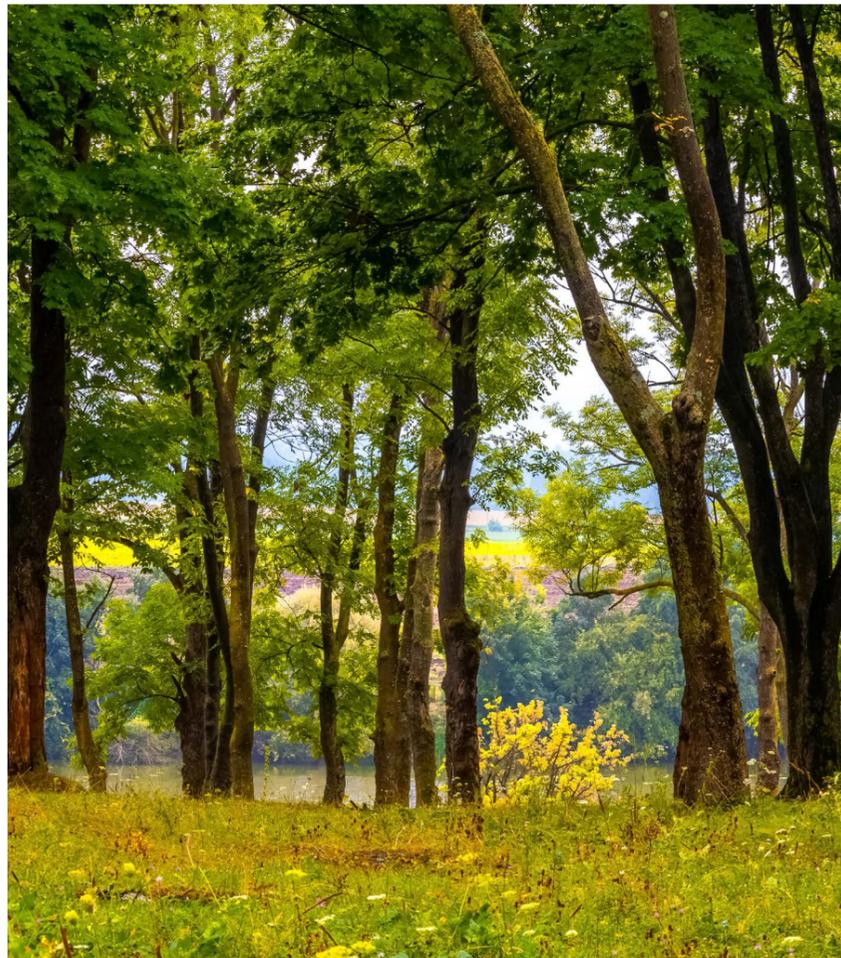
Number of Charities Supported





What's Next

- **Investigate options** on how to best centralize Greenfield's donation program to maximize benefits to our communities.
- **Explore opportunities** to revamp the Greenfield Cares Fund.



SPOTLIGHT

Making a Difference in 2023

"Our commitment also inspires our employees, who are eager to pitch in for local causes and create meaningful value for others."



Blue & Green 5K Walk

In New England, members of the Greenfield team joined the Blue & Green 5K Walk, the largest fundraiser in the region supporting organ donation and transplantation.



Earth Day

In support of Earth Day, our employees in Johnstown, Ontario worked hard to clear roadways and ditches in the area, making their community cleaner and safer for everyone.



Engineering Scholarship

An aspiring Engineering degree student was awarded the 2023 Angelo Ligori Engineering Scholarship. 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.



Spring Cleanup

The Winnebago, Minnesota team took part in an annual spring highway cleanup, collecting litter around their neighbourhoods.



Food Bank Donation Drive

Every November, our Tiverton site participates in a food bank donation drive. The friendly competition has each department trying to bring in as much food as possible.



5.0

GOVERNANCE



“Being a trusted industry leader is anchored on good corporate governance.”

Q&A

with Ron Kean

Vice-President & General Counsel



As a family-controlled company, how important is corporate governance to success?

We believe that all responsibly-minded companies, whether publicly owned or family-controlled, need robust governance mechanisms in place – and Greenfield is no exception. It’s critical for the seamless operation and oversight of our different business lines globally, and important for earning – and keeping – the trust of Greenfield’s stakeholders, customers and suppliers, as well as safeguarding our reputation and interests in hyper-competitive global economic markets.

We’re proud that Greenfield continues to be rated one of Canada’s Best Managed Companies – a distinction we’ve earned every year since 2015. We work very hard to develop and implement management controls and practices to ensure our business meets or exceeds regulatory requirements and is run and managed in accordance with our policies and procedures.

We’re proud that Greenfield continues to be rated one of Canada’s Best Managed Companies – a distinction we’ve earned every year since 2015

What are next steps on Greenfield’s governance journey?

Good corporate governance is indeed a journey, requiring strong ethical and risk management controls in daily business practices to enable the proactive identification of opportunities for improvement. We’re currently focused on strengthening our procurement standards, policies and practices to enhance resiliency and achieve ESG goals within our supply chain worldwide, especially in light of increasing climate threats, transparency requirements and other regulatory imperatives.

In line with Greenfield’s mission, we want to ensure that products and services we buy are as sustainable as possible while limiting any adverse environmental, social or governance impacts. We are always looking for ways to enhance and embed sustainability within our supply chain.



5.1

Governance & Ethics

Why it Matters

As a multinational ethanol, solvents, bioprocess materials and biofuels company, Greenfield Global 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 ~730 employees working across offices, distilleries and packaging plants.

Management Approach

Our Board of Directors

The Board of Directors is the highest governing body responsible for overseeing the overall management and strategic direction of Greenfield. The Board consists of the following:

- **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 and bring diverse perspectives.

- **Non-Executive Directors:** These members are not involved in day-to-day management but 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 financial reporting, internal controls and the external audit process and comprises 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 of Directors. 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 the company's main operations, including production, supply chain and logistics.
- **VP of People & Culture:** Ensures compliance with legal and regulatory requirements regarding our employees and oversees the company's ethics and compliance programs.

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





Governance Policies, Principles and Practices

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

Transparency and Disclosure: We provide regular and clear communication with relevant stakeholders about the Company's operations, financial performance and strategic goals. This includes publishing annual reports, ESG disclosures and maintaining open channels for stakeholder inquiries.

Board Independence: A significant portion of the Board is independent from management to provide unbiased oversight and decision-making. This helps in mitigating conflicts of interest and promoting objective governance.

Ethical Conduct and Compliance: We maintain and enforce a comprehensive Code of Ethics that outlines expected behaviors and compliance standards for all employees, including policies on anti-corruption, anti-bribery and whistleblower protections. Upon hire employees review the Code and attest to confirm that they understand and will maintain compliance with the Code.

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 communities, to understand their concerns and expectations. We do this in part through regular feedback mechanisms and collaborative initiatives to address stakeholder interests.

Sustainability and Responsibility: We integrate ESG considerations into the Company's strategic planning and operations. This includes setting and achieving sustainability targets, such as reducing carbon emissions and promoting responsible sourcing.

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

Key Governance Policies	
Code of Ethics	A comprehensive document outlining the 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 the company.
Diversity and Inclusion Policy	Promotes a diverse and inclusive workplace, reflecting the company's commitment to equality and respect for all employees.
<u>Principles-and-Standards Policy for Responsible Business Practices</u>	Promotes our standards and expectations for supplier conduct and doing business with Greenfield.



Sustainability Governance

The Board and Executive Team are fully committed to sustainability and continue to embed Greenfield’s sustainability commitments and strategies into the Company’s governance framework. We aim to ensure that our ESG initiatives are effectively managed, aligned with our strategic objectives and contribute to long-term value creation for all stakeholders.

We have formed a dedicated Executive Team committee to oversee sustainability initiatives, integrate ESG considerations into strategic decisions and ensure alignment with the company’s overall goals. We have also appointed a Board member with expertise in sustainability and ESG issues to provide informed oversight and guidance on sustainability-related matters. Mr. John Wilkinson is the former Ontario Minister of the Environment and is well regarded as an expert on ESG matters, with extensive board and corporate experience.

We continue working to embed sustainability deeper into Greenfield’s governance framework and decision-making processes. Among our initiatives, we are:

- Developing executive performance metrics tied to sustainability goals, such as reducing carbon emissions, improving energy efficiency and enhancing social responsibility.

- Creating a sustainability policy outlining our commitments to environmental protection, social responsibility and ethical governance. This policy will be publicly available and communicated across the organization before the end of 2024.
- Incorporating ESG factors into Greenfield’s risk management framework to identify and mitigate potential sustainability-related risks, such as climate change impacts, regulatory changes and social issues.
- Increasing our ESG disclosures including by publishing regular sustainability reports.

We continue working to embed sustainability deeper into Greenfield’s governance framework and decision-making processes.

Fostering An Ethical Culture

We always strive to set and adhere to high standards of conduct and have zero tolerance for any form of unethical behaviour or activity. It’s about doing what’s right and making good decisions that reflect our values.

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 report concerns without fear of retaliation.

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 advocacy by Greenfield’s team, the Canadian federal government introduced the Clean Fuels Regulations whereby producers of fuel ethanol generate carbon credits based on the Carbon Intensity (CI) of their manufacturing processes.





2023 Performance

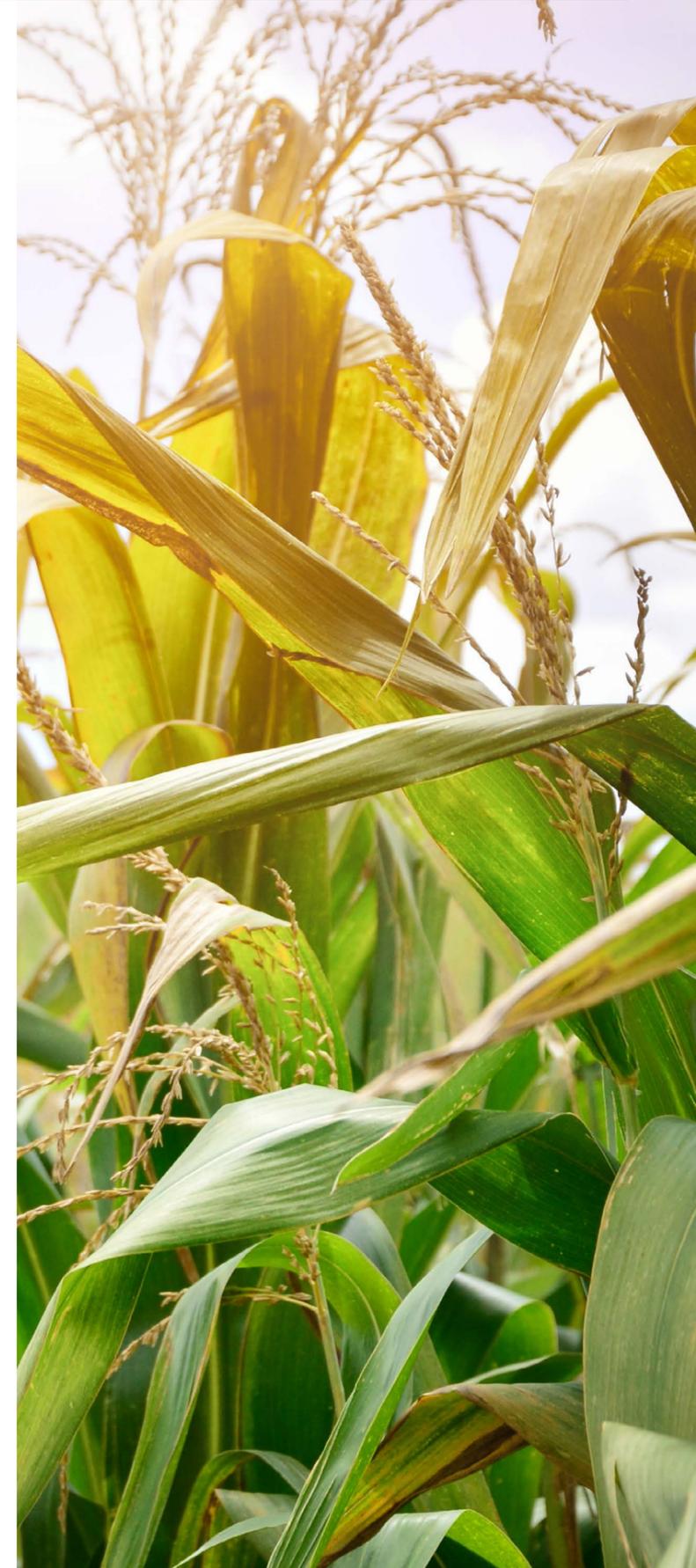
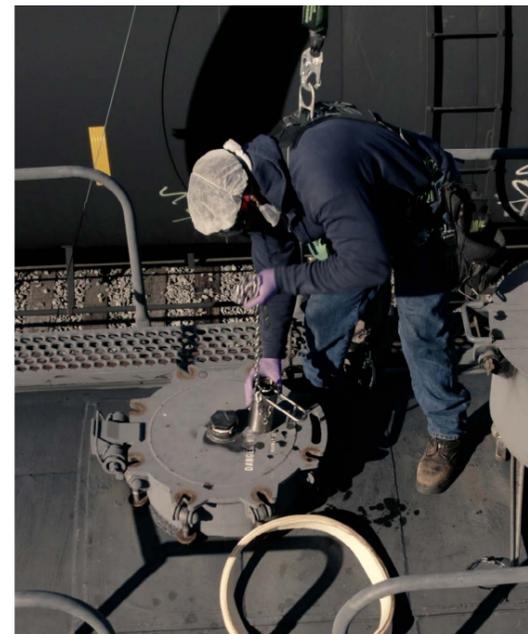
- Diversity at the Board level remains a challenge. In 2023, there were no women members on the Board of Directors or other members who reflect common indicators of diversity. We are committed to increasing Board diversity and continue to explore recruitment best practices in this area.
- Through our Whistleblower email, we did not receive any ethics-related complaints raised by employees and other stakeholders.
- We recognized the need to perform a supply chain risk assessment

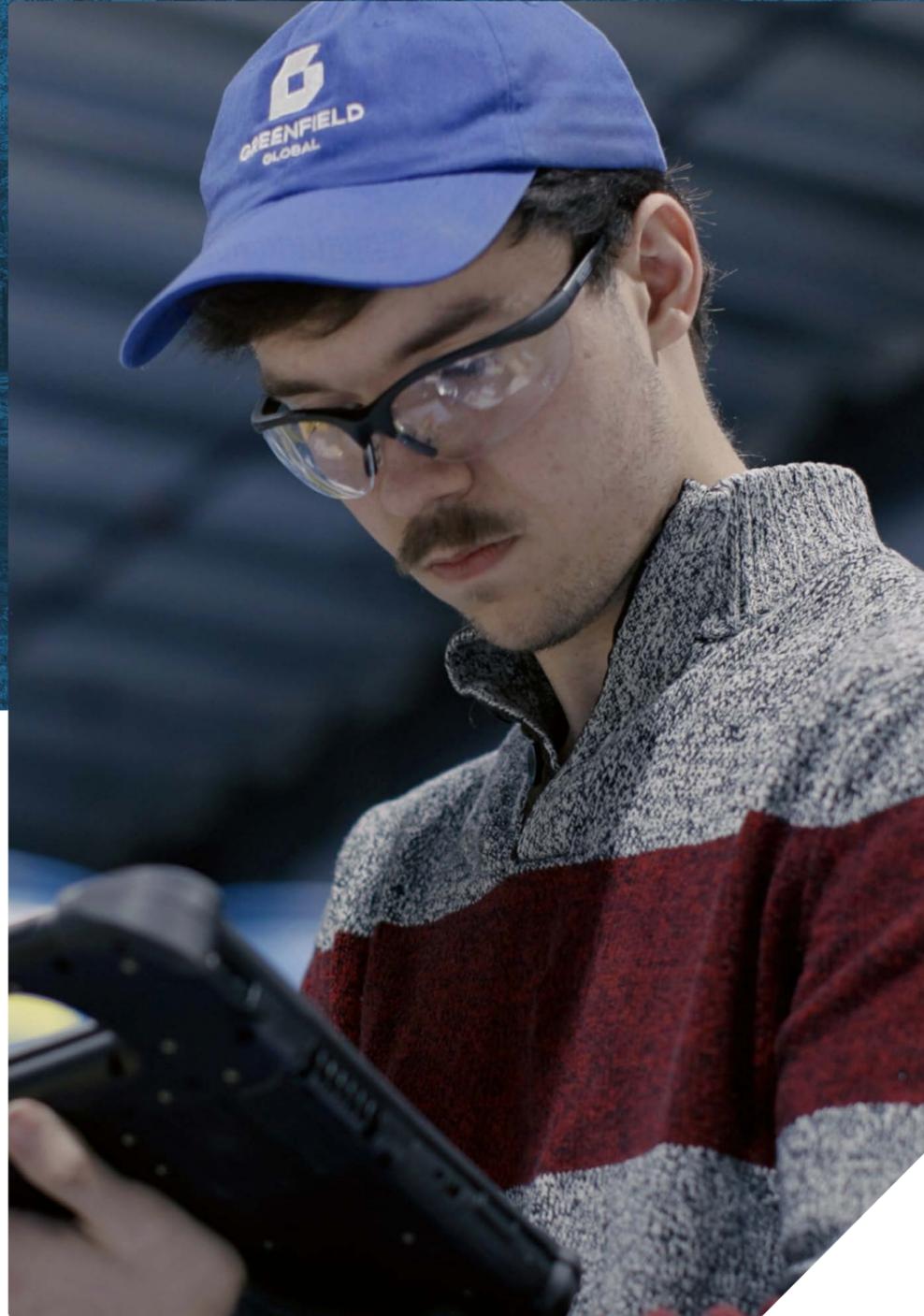
- process to develop a report on Forced and Child Labour in Canadian Supply Chains that will be completed in early 2024.
- During 2023, our Vice President of Industry and Government Affairs collaborated with Canadian government officials and industry leaders to help shape public policies (e.g., the Clean Fuels Regulation) that promote renewable fuels and encourage innovation to support low-carbon products and technologies.



What's Next

- **Formalize requirements for Code of Conduct training**, which will include anti-bribery and anti-corruption training (currently only completed during new hire on-boarding).
- **Create and finalize a standalone Whistleblower Policy** (currently embedded in our Code of Conduct and Principles and Standards).





5.2

Risk Management

Why it Matters

Everyone at Greenfield plays a role in managing potential risks that may impact our business and stakeholders. 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, flavor, fragrance, beverage alcohol, industrial chemicals and biofuels.



Management Approach

Greenfield operates in a complex, unpredictable and fast-changing business environment. 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.

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.

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, in line with our vision, mission and values. Management develops risk tolerances for each identified significant risk, to reflect the level of risk appetite selected by the Board. For example, there is

a very low appetite for risks in areas that may have an adverse impact on our safety performance, corporate governance, ethical matters, brand, and reputation, while 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 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, including through regular risk meetings and discussions.

As Greenfield grows and expands, we recognize the benefits of building a more unified, holistic approach to

ensure consistent and standardized identification and assessment of risks associated with our business activities, and we have started work in this area.





Addressing ESG Risks

Greenfield’s approach to defining and managing emerging and topical ESG risks, such as climate risk and cyberthreats, is proactive, comprehensive and integrated into our overall ERM and business strategy. Our process encompasses several steps:

- **Risk identification:** We engage with our diverse stakeholders – including employees, management and Board members, as well as customers, suppliers, distributors, investors, regulatory bodies, and local communities – 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 risk assessment matrix, quantitative and qualitative analysis, scenario analysis and risk scoring, which help us understand how different ESG risks might affect Greenfield under various 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 system 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 such as climate change can be found in the relevant section of this report.

Greenfield’s approach to defining and managing emerging and topical ESG risks, such as climate risk and cyberthreats, is proactive, comprehensive, and integrated into our overall ERM and business strategy.

Risk Governance

While risk management is a shared responsibility among everyone at Greenfield, we have a clear governance structure for managing risk, including ESG risks. Key roles in 2023 included:

- **The Board** is responsible for fostering a culture supportive of Enterprise Risk Management 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 Senior Leadership Team 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.





2023 Performance

- This past year, we strengthened our capabilities in identifying and managing ESG risks and impacts. Among our efforts:
 - We launched Project Iceberg, our new Enterprise Resource Planning software system that streamlines and automates previous systems and provides real-time visibility into various aspects of the entire business, including risks.
- All distilleries and ISO-compliant packaging sites completed their annual review of risks and vulnerabilities for their locations.

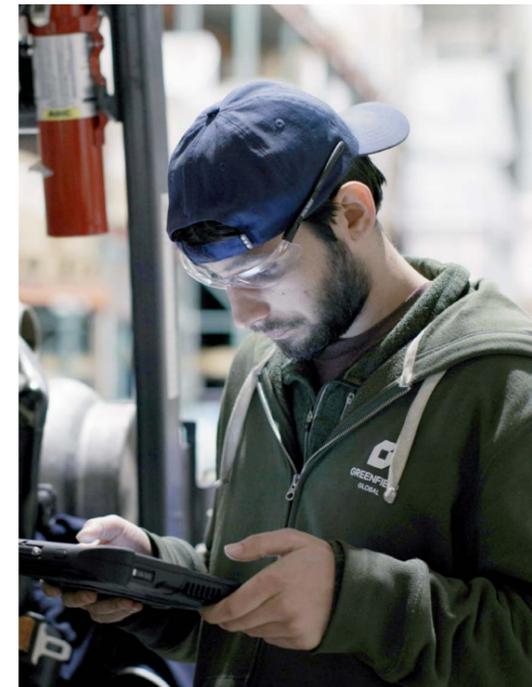
100%

of planned cybersecurity tests completed



What's Next

- **Continue to proactively monitor** the external landscape to assess potential ESG risks on Greenfield's operations and stakeholders.
- **Strengthen our risk management** tools and capabilities.





5.3

Responsible Sourcing

Why it Matters

Responsible sourcing serves as a cornerstone in our efforts to minimize environmental impact by ensuring that the raw materials we procure are obtained and used in ways that safeguard natural resources and reduce ecological footprint. This commitment is particularly vital as we navigate increasingly stringent environmental regulations and societal expectations for sustainable business practices. Economically, responsible sourcing enhances efficiency in resource management, reduces waste, and opens doors to markets that prioritize sustainability. Responsible sourcing also aligns with our dedication to social responsibility by promoting fair labour practices and supporting the well-being of communities where our materials originate.



Management Approach

We are committed to embedding responsible sourcing practices in our operations. Doing so not only reinforces our alignment with global sustainability objectives; it also underscores our commitment to ethical leadership in the ethanol and high purity alcohol industry.

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

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 certain strains of yeast. None of the raw materials we source are from the Xinjiang region of China.

Due Diligence Process

Through our standard supplier evaluation process, we conduct due diligence to screen all suppliers, with the goal of choosing companies that operate ethically and responsibly as a condition of doing business with us.

We expect all suppliers big and small to meet the same professional standards and values we set for ourselves, as well as operate in compliance with all applicable laws. These expectations are set out in our [Principles and Standards Policy for Responsible Business Practices](#) (the "Principles"). The Principles are posted on our website and provided to all suppliers, who must acknowledge the Principles by confirming acceptance in writing. Greenfield reserves the right to conduct reasonable audits or assessments to ensure compliance with the Principles, and may terminate a relationship with any supplier that does not meet them.

Ensuring Respect for Human Rights in Our Supply Chain

As part of our approach to responsible sourcing, 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 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

We maintain close and positive relationships with our suppliers, through which we are able to monitor for and assess any negative human rights impacts. Currently, we do not conduct formal audits to evaluate supplier performance and practices around human rights.

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.

"We expect all suppliers big and small to meet the same professional standards and values we set for ourselves."





2023 Performance

- During the year, we launched a major initiative to further improve our commitment to responsible sourcing. The initiative is centred on updating Greenfield’s procurement practices in light of increasing ESG expectations around supply chains. Our work in 2023 included:
 - Identifying the need for a formal process, policy and set of expectations to ensure our procurement practices include stronger and expanded ESG aspects.
 - Forming a working group to review strengths, gaps and opportunities, as well as determine a suitable path forward.
 - Crafting a policy around sustainable sourcing.
 - Exploring targets and tracking systems to measure our effectiveness
 - In 2023, we also mapped our supply chain and performed a risk assessment of our suppliers focused on the following criteria, using Public Safety Canada guidelines: industry; region/ country of origin of the supply; volume of materials purchases; whether the raw materials are incorporated into the finished goods that we manufacture. In addition, we asked suppliers
- to complete a questionnaire to help us learn about the actions they are taking to discover and mitigate forced or child labour in their production and supply chains. We also asked for reassurance that each supplier is not aware of the use of forced or child labour in their supply chains.
- We developed a training curriculum to educate our team members more about responsible sourcing and respecting human rights. The training began rolling out in February 2024.
- We conducted research for and began preparing Greenfield’s inaugural [Report on Forced and Child Labour in Canadian Supply Chains](#), which was published in May 2024. The report summarized the actions we took in 2023 to identify and mitigate the risk of modern slavery occurring in our business and supply chain. No incidents of forced or child labour were identified in our operations or supply chain in 2023.



10
product or service types identified as critical in 2023

Sustainable Procurement Team
established to identify gaps and set up an action plan to enhance our procurement practices

What’s Next

- **Finalize Sustainable Procurement Policy** with Board approval (2024).
- **Establish Sustainable Procurement goals** for 2025 and forward.
- **Continue to engage** with our key suppliers on sustainability.
- **Determine which external resources** would be most beneficial to support Greenfield’s sustainable procurement journey.
- **Evaluate options for central Corporate procurement** resources to help facilitate the sustainable procurement program.
- **Review partnerships options** with external companies to help with auditing of our suppliers (i.e., SEDEX, Ecovadis, etc.)





6.0

APPENDICES



6.1

GRI Content Index

Our ESG report was prepared with reference to the voluntary Global Reporting Initiative (GRI) Reporting Standards. This index provides page numbers and links to where readers can find relevant disclosures.

GRI 2: General Disclosures 2021		
Disclosure Number	Disclosure Title	Page Number / Response
2-1	Organizational Details	<p>Name: Greenfield Global Inc.</p> <p>Headquarters: 6985 Financial Drive, Suite 501, Mississauga, Ontario, Canada, L5N0G3</p> <p>Locations: Page 7</p> <p>Legal form: Greenfield Global is a privately held company</p>
2-2	Entities included in the organization’s sustainability reporting	Greenfield at a Glance, page 7 About this Report, page 10
2-3	Reporting period, frequency and contact point	Calendar year 2023 ESG Highlights reflect our reporting period, January 1, 2023 – December 31, 2023. Inquires or comments concerning this report and it’s content may be directed to sustainability@greenfield.com

GRI 2: General Disclosures 2021		
Disclosure Number	Disclosure Title	Page Number / Response
2-4	Restatements of information	About this Report, page 10 . Our ESG Material Topics, page 15 . Environmental data from Semecs Joint Venture are not included for 2023 reporting
2-5	External assurance	About this Report, Reporting Framework - In reference to GRI, page 10
2-6	Activities, value chain and other business relationships	Greenfield at a Glance, page 7
2-7	Employees	People and Culture, page 42 Workforce Profile, page 46
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 58
2-10	Nomination and selection of the highest governance body	Governance & Ethics, Board of Directors, page 58
2-11	Chair of the highest governance body	Governance & Ethics, Board of Directors, page 58
2-12	Role of the highest governance body in overseeing the management of impacts	Governance & Ethics, Board of Directors, page 58
2-13	Delegation of responsibility for managing impacts	Governance & Ethics, Board of Directors, page 58



GRI 2: General Disclosures 2021		
Disclosure Number	Disclosure Title	Page Number / Response
2-14	Role of the highest governance body in sustainability reporting	Governance & Ethics, Board of Directors, page 58
2-15	Conflicts of interest	Governance & Ethics, Key Governance Policies, page 59
2-16	Communication of critical concerns	Governance & Ethics, Sustainability Governance, page 60 . Our ESG Material Topics, page 15
2-17	Collective knowledge of the highest governance body	Governance & Ethics, Sustainability Governance, page 60 . Our ESG Material Topics, page 15
2-18	Evaluation of the performance of the highest governance body	Governance & Ethics, Governance Policies, Principles and Practice, page 59
2-19	Remuneration policies	Governance & Ethics, Governance Policies, Principles and Practice, page 59 . Stakeholder Engagement and Material Topics, page 14 . People & Culture, Compensation & Benefits, page 44
2-20	Process to determine remuneration	Governance & Ethics, Governance Policies, Principles and Practice, page 59
2-22	Statement on sustainable development strategy	Message from Our President & CEO, page 4

GRI 2: General Disclosures 2021		
Disclosure Number	Disclosure Title	Page Number / Response
2-23	Policy commitments	Governance & Ethics, Board of Directors, page 58 . Governance & Ethics, Governance Policies, Principles and Practice, page 59 . 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 58
2-25	Processes to remediate negative impacts	Governance & Ethics, Board of Directors, page 58 . Risk Governance, page 64 . Stakeholder Engagement and Material Topics, page 14
2-26	Mechanisms for seeking advice and raising concerns	Governance & Ethics, Board of Directors, page 58 . Risk Governance, page 64 . Stakeholder Engagement and Material Topics, page 14 . Sustainability Governance, page 60
2-27	Compliance with laws and regulations	Governance & Ethics, Governance Policies, Principles and Practice, page 59 . Climate, Energy and Emissions, Air Emissions, page 19 . Water Stewardship, Accountability, page 26



GRI 2: General Disclosures 2021		
Disclosure Number	Disclosure Title	Page Number / Response
2-28	Membership associations	<p>Greenfield Global is an active member of the following national and international industry/ advocacy groups and associations:</p> <ul style="list-style-type: none"> American Fats and Oils Association (AFOA) Association des Commerçants de Grain de Québec; Qc grain traders association (ACGQ) Association québécoise de la production d'énergie renouvelable (Aqper) Association québécoise des industries de nutrition animale et céréalière (AQINAC) Bruce County Beef Farmers Canadian Hydrogen Association (CHA) Canadian Fuels Association (CFA) Concertation Grain Québec (CGQ) Distillers Grains Technology Council (DGTC) Growth Energy Hydrogen Ontario (CHFCA) Independent Lab Distributor Association (ILDA) Industrial Gas Users Association (IGUA) International Pharmaceutical Excipients Council – Americas (IPEC – Americas) Ireland Canada Business Association (ICBA)

GRI 2: General Disclosures 2021		
Disclosure Number	Disclosure Title	Page Number / Response
2-28 continued	Membership associations	<ul style="list-style-type: none"> Low Carbon Centre of Excellence (CUBE) Methanol Institute Minnesota Biofuels Association National Association of Scientific Materials Managers (NAOSSM) National Grain and Feed Association (NGFA) National Institute of Oilseeds (NIOP) Northeast Ag & Feed Alliance (NEAFA) Ontario Agribusiness Association (OABA) Ontario Cattle Feeders (OCFB) Renewables Industries Canada Shelby County Industrial & Development Foundation (SCIDF) Société Des Parcs D'engraissement Du QC (SPEQ) Tugboat Institute Vinegar Institute
2-29	Approach to stakeholder engagement	Stakeholder Engagement and Material Topics, page 14
2-30	Collective bargaining agreements	N/A



GRI 3: Material Topics 2021		
Disclosure Number	Disclosure Title	Page Number / Response
3-1	Process to determine material topics	About this Report, page 10 . Our ESG Material Topics, page 15
3-2	List of material topics	About this Report, page 10 . Our ESG Material Topics, page 15
Indirect Economic Presence		
3-3	Management of material topics	Community Relations & Impact, Management Approach, page 52
203-1	Infrastructure investments and services supported	Community Relations & Impact, 2023 Performance, page 53
203-2	Significant indirect economic impacts	Community Relations & Impact, 2023 Performance, page 53
Procurement Practices		
3-3	Management of material topics	Responsible Sourcing, Management Approach, page 67
204-1	Proportion of spending on local suppliers	Responsible Sourcing, Management Approach, page 67
Anti-Corruption		
3-3	Management of material topics	Governance & Ethics, Management Approach, page 58
205-1	Operations assessed for risks related to corruption	Risk Management, Our Approach, page 63
205-2	Communication and training about anti-corruption policies and procedures	Governance & Ethics, page 57
205-3	Confirmed incidents of corruption and actions taken	Governance & Ethics, 2023 Performance, page 61 . There were zero ethics-related complaints for 2023

GRI 3: Material Topics 2021		
Disclosure Number	Disclosure Title	Page Number / Response
Anti-Competitive Behaviour		
3-3	Management of material topics	Governance & Ethics, Governance Policies, Principles and Practice, page 59
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance & Ethics, Governance Policies, Principles and Practice, page 59
Materials		
3-3	Management of material topics	Waste Reduction & Circular Economy, Management Approach, page 29
301-1	Materials used by weight or volume	Waste Reduction & Circular Economy, 2023 Performance, page 31
301-2	Recycled input materials used	Climate, Energy and Emissions, Management Approach, page 20 . Climate, Energy and Emissions, Spotlight, page 24
301-3	Reclaimed products and their packaging materials	Waste Reduction & Circular Economy, 2023 Performance, page 31 . Waste Reduction & Circular Economy, Non-Hazardous Waste Ratio, Other Methods, page 32
Energy		
3-3	Management of material topics	Climate, Energy and Emissions, Management Approach, page 20
302-1	Energy consumption within the organization	Climate, Energy and Emissions, page 19



GRI 3: Material Topics 2021		
Disclosure Number	Disclosure Title	Page Number / Response
Energy		
302-2	Energy consumption outside of the organization	Climate, Energy and Emissions, page 19
302-3	Energy intensity	Climate, Energy and Emissions, page 19
302-4	Reduction of energy consumption	Climate, Energy and Emissions, page 19
302-5	Reductions in energy requirements of products and services	Climate, Energy and Emissions, page 19
Water and Effluents		
3-3	Management of material topics	Water Stewardship, Management Approach, page 26
303-1	Interactions with water as a shared resource	Water Stewardship, page 25
303-2	Management of water discharge-related impacts	Water Stewardship, page 25
303-3	Water withdrawal	Water Stewardship, page 25
303-4	Water discharge	Water Stewardship, page 25
303-5	Water consumption	Water Stewardship, page 25
Emissions		
3-3	Management of material topics	Climate, Energy and Emissions, Management Approach, page 20
305-1	Direct (Scope 1) GHG emissions	Climate, Energy and Emissions, page 19
305-2	Energy indirect (Scope 2) GHG emissions	Climate, Energy and Emissions, page 19

GRI 3: Material Topics 2021		
Disclosure Number	Disclosure Title	Page Number / Response
Emissions		
305-3	Other indirect (Scope 3) GHG emissions	Climate, Energy and Emissions, page 19
305-4	GHG emissions intensity	Climate, Energy and Emissions, page 19
305-5	Reduction of GHG emissions	Climate, Energy and Emissions, page 19
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Climate, Energy and Emissions, page 19
Waste		
3-3	Management of material topics	Waste Reduction & Circular Economy, Management Approach, page 29
306-1	Waste generation and significant waste-related impacts	Waste Reduction & Circular Economy, page 28
306-2	Management of significant waste-related impacts	Waste Reduction & Circular Economy, page 28
306-3	Waste generated	Waste Reduction & Circular Economy, page 28
306-4	Waste diverted from disposal	Waste Reduction & Circular Economy, page 28
306-5	Waste directed to disposal	Waste Reduction & Circular Economy, page 28



GRI 3: Material Topics 2021		
Disclosure Number	Disclosure Title	Page Number / Response
Supplier Environmental Assessment		
3-3	Management of material topics	Responsible Sourcing, Management Approach, page 67
308-1	New suppliers that were screened using environmental criteria	Responsible Sourcing, page 66
Employment		
3-3	Management of material topics	Our People and Culture, Management Approach, page 43
401-1	New employee hires and employee turnover	Our People and Culture, page 42
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People and Culture, page 42
Occupational Health and Safety		
3-3	Management of material topics	Occupational Health & Safety, Our Approach, page 36
403-1	Occupational health and safety management system	Occupational Health & Safety, page 35
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety, page 35
403-3	Occupational health services	Occupational Health & Safety, page 35
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety, page 35
403-5	Worker training on occupational health and safety	Occupational Health & Safety, page 35
403-6	Promotion of worker health	Occupational Health & Safety, page 35

GRI 3: Material Topics 2021		
Disclosure Number	Disclosure Title	Page Number / Response
Occupational Health and Safety		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety, page 35
403-8	Workers covered by an occupational health and safety management system	Occupational Health & Safety, page 35
403-9	Work-related injuries	Occupational Health & Safety, page 35 . 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
Education		
3-3	Management of material topics	Our People and Culture, Management Approach, page 43
404-1	Average hours of training per year per employee	Our People and Culture, page 42
404-2	Programs for upgrading employee skills and transition assistance programs	Our People and Culture, page 42
Diversity and Equal Opportunity		
3-3	Management of material topics	Our People and Culture, Management Approach, page 43
405-1	Diversity of governance bodies and employees	Governance & Ethics, 2023 Performance, page 61



GRI 3: Material Topics 2021		
Disclosure Number	Disclosure Title	Page Number / Response
Non-discrimination		
3-3	Management of material topics	Our People and Culture, Management Approach, page 43
Child Labour		
3-3	Management of material topics	Human Rights, Management Approach, page 49
Forced or Compulsory Labour		
3-3	Management of material topics	Human Rights, Management Approach, page 49
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our policy does not allow the employment of underage children, Greenfield Globals Forced Labour and Child in Supply Chains Act Report
Rights of Indigenous Peoples		
3-3	Management of material topics	Human Rights, Management Approach, page 49
Local Communities		
3-3	Management of material topics	Community Relations & Impact, Management Approach, page 52
Supplier Social Assessment		
3-3	Management of material topics	Responsible Sourcing, Management Approach, page 67
414-1	New suppliers that were screened using social criteria	Responsible Sourcing, page 66
414-2	Negative social impacts in the supply chain and actions taken	Responsible Sourcing, page 66

GRI 3: Material Topics 2021		
Disclosure Number	Disclosure Title	Page Number / Response
Customer Health and Safety		
3-3	Management of material topics	Occupational Health & Safety, Our Approach, page 36
416-1	Assessment of the health and safety impacts of product and service categories	Occupational Health & Safety, Our Approach, Product/Customer Safety & Quality, page 39 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, Our Approach, Product/Customer Safety & Quality, page 39 Sites have performed well during feed and food audits, FDA audits regarding compliance with the Food Modernization Act regulation, with no negative findings.
Customer Privacy		
3-3	Management of material topics	Risk Management, Our Approach, page 63
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Risk Management, 2023 Performance, page 65 . 2023 zero leaks or thefts of customer data.



6.2

Cautionary Note About 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, and include statements on our strategies, operations, goals and targets, ESG plans and priorities, future performance 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.



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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