

| GRI STANDARD                  | GRI STANDARD DESCRIPTION                   | LOCATION/DESCRIPTION  | SASB STANDARD              | SASB STANDARD DESCRIPTION  |
|-------------------------------|--|---|----------------------------|--|
| <b>GENERAL DISCLOSURES</b>    |  |   |                            |  |
| <b>ORGANIZATIONAL PROFILE</b> |  |   |                            |  |
| 102-1                         | Name of the organization                   | Maple Leaf Foods Inc. (“Maple Leaf Foods” or “MLF” or “the Company”)  |                            |  |
| 102-2                         | Activities, brands, products, and services | See <a href="#">The Business</a> (2021 Management’s Discussion and Analysis, page 1).   |                            |  |
| 102-3                         | Location of headquarters                   | Mississauga, Ontario, Canada  |                            |  |
| 102-4                         | Location of operations                     | Maple Leaf Foods has operations across Canada and two plant-based protein processing sites in the United States.  |                            |  |
| 102-5                         | Ownership and legal form                   | Maple Leaf Foods Inc. is publicly traded on the Toronto Stock Exchange under the symbol MFI.  |                            |  |
| 102-6                         | Markets served                             | See <a href="#">The Business</a> (2021 Management’s Discussion and Analysis, page 1).   |                            |  |
| 102-7                         | Scale of the organization                  | See <a href="#">The Business</a> (2021 Management’s Discussion and Analysis, page 1); See <a href="#">Financial Overview</a> (2021 Management’s Discussion and Analysis, page 1). | FB-MB-000.A<br>FB-MP-000.B | FB-MP-000.A: Number of processing and manufacturing facilities<br><br>FB-MP-000.B: Animal protein production, by category; percentage outsourced |

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| 102-8        | Information on employees and other workers                   | <p>Maple Leaf Foods employed approximately 13,500 people as of December 31, 2021, of which 12,809 are recorded and tracked in our enterprise information system. The remaining are located at sites not yet integrated into our reporting system. The breakdown is as follows:</p> <p>There are a total of 12,546 permanent, full-time employees:<br/>                     5454 female (43%)<br/>                     7092 male (57%)</p> <p>There are a total of 263 temporary, part-time employees:<br/>                     132 female (50%)<br/>                     131 male (50%)</p> <p>Regional Breakdown:<br/>                     Permanent<br/>                     Canada: 11,940<br/>                     United States: 589<br/>                     International: 17</p> <p>Temporary:<br/>                     Canada: 261<br/>                     Unites States: 2<br/>                     International: 0</p> |               |                           |
| 102-9        | Supply chain   | <p>See <a href="#">The Company</a>;<br/>                     See <a href="#">Our Brands</a>.</p>  |               |                           |
| 102-10       | Significant changes to the organization and its supply chain | <p>See <a href="#">Capital Expenditures</a> (2021 Management's Discussion and Analysis, page 7); see <a href="#">Business Acquisitions and Divestitures</a> (2021 Management's Discussion and Analysis, page 5).</p>  |               |                           |
| 102-11       | Precautionary Principle or approach                          | <p>See <a href="#">Financial Instruments and Risk Management Activities</a> (2021 Management's Discussion and Analysis, page 8).</p> <p>See <a href="#">Risk Factors</a> (2021 Management's Discussion and Analysis, page 18).</p>  |               |                           |

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| 102-12                         | External initiatives                                  | See <a href="#">Partnerships and Collaboration</a> .  |               |                           |
| 102-13                         | Membership of associations                            | See <a href="#">Partnerships and Collaboration</a> .  |               |                           |
| <b>STRATEGY &amp; ANALYSIS</b> |   |   |               |                           |
| 102-14                         | Statement from senior decision-maker                  | See <a href="#">A message from our CEO</a> , Michael McCain.  |               |                           |
| 102-15                         | Key impacts, risks, and opportunities                 | See <a href="#">Financial Instruments and Risk Management Activities</a> (2021 Management's Discussion and Analysis, page 8).<br>See <a href="#">Risk Factors</a> (2021 Management's Discussion and Analysis, page 18).   |               |                           |
| <b>ETHICS &amp; INTEGRITY</b>  |   |   |               |                           |
| 102-16                         | Values, principles, standards, and norms of behaviour | See <a href="#">Maple Leaf Foods Leadership Values</a> .<br>See <a href="#">Our Sustainable Meat Principles</a> .   |               |                           |
| 102-17                         | Mechanisms for advice and concerns about ethics       | We utilize a third-party Ethics Line which is coordinated by Internal Audit and reported to our Senior Leadership Team. Summaries of Ethics Lines complaints are also provided to Committees of the Board of Directors.<br><br>Additionally, a formal Ethics Committee exists and meets to discuss Ethical Issues. Membership of this Committee includes the CEO and COO as well as other SVPs.<br><br>See <a href="#">Code of Business Conduct</a> ;<br>See <a href="#">Supplier Code of Conduct</a> . |               |                           |

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| <b>GOVERNANCE</b> |   |  |               |                           |
| 102-18            | Governance structure  | See <a href="#">Governance</a> ;<br>See <a href="#">Corporate Governance</a> .   |               |                           |
| 102-19            | Delegating authority  | See <a href="#">Governance</a> ;<br>See <a href="#">Corporate Governance</a> ;<br>See <a href="#">Governance and Risk Management</a> (2021 Management's Discussion and Analysis, page 76);<br>See <a href="#">Risk Factors</a> (2021 Management's Discussion and Analysis, page 18). |               |                           |
| 102-20            | Executive-level responsibility for economic, environmental, and social topics | See <a href="#">Governance</a> ;<br>See <a href="#">Corporate Governance</a> ;<br>See <a href="#">Governance and Risk Management</a> (2021 Management's Discussion and Analysis, page 76);<br>See <a href="#">Risk Factors</a> (2021 Management's Discussion and Analysis, page 18). |               |                           |
| 102-21            | Consulting stakeholders on economic, environmental, and social topics         | See <a href="#">Governance</a> ;<br>See <a href="#">Materiality and Reporting</a> .  |               |                           |
| 102-22            | Composition of the highest governance body and its committees                 | See <a href="#">Governance</a> ;<br>See <a href="#">Corporate Governance</a> ;<br>See <a href="#">Animal Care Advisory Council Members</a> ;<br>See <a href="#">Our Leadership Team</a> .  |               |                           |
| 102-23            | Chair of the highest governance body  | See <a href="#">Corporate Governance</a> .   |               |                           |
| 102-24            | Nominating and selecting the highest governance body                          | See <a href="#">Corporate Governance</a> .   |               |                           |
| 102-25            | Conflicts of interest   | See <a href="#">Corporate Governance</a> .   |               |                           |

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| 102-26       | Role of highest governance body in setting purpose, values, and strategy | See <a href="#">Governance</a> ;<br>See <a href="#">Corporate Governance</a> .  |               |                           |
| 102-27       | Collective knowledge of highest governance body                          | See <a href="#">Governance</a> ;<br>See <a href="#">Environment</a> (2021 Management's Discussion and Analysis, page 17);<br>See <a href="#">Climate Change</a> (2021 Management's Discussion and Analysis, page 21). |               |                           |
| 102-29       | Identifying and managing economic, environmental, and social impacts     | See <a href="#">Governance</a> ;<br>See <a href="#">Environment</a> (2021 Management's Discussion and Analysis, page 17);<br>See <a href="#">Climate Change</a> (2021 Management's Discussion and Analysis, page 21). |               |                           |
| 102-31       | Review of economic, environmental, and social topics                     | See <a href="#">Governance</a> .  |               |                           |
| 102-32       | Highest governance body's role in sustainability reporting               | See <a href="#">Governance</a> .  |               |                           |
| 102-35       | Remuneration policies  | See <a href="#">Management Information Circular</a> .   |               |                           |
| 102-36       | Process for determining remuneration                                     | See <a href="#">Management Information Circular</a> .   |               |                           |
| 102-37       | Stakeholders' involvement in remuneration                                | See <a href="#">Management Information Circular</a> .   |               |                           |
| 102-38       | Annual total compensation ratio  | See <a href="#">Management Information Circular</a> .   |               |                           |

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| 102-39                        | Percentage increase in annual total compensation ratio     | See <a href="#">Management Information Circular</a> .  |               |                           |
| <b>STAKEHOLDER ENGAGEMENT</b> |  |  |               |                           |
| 102-40                        | List of stakeholder groups                                 | Maple Leaf Foods' stakeholders include our employees, consumers, customers, shareholders, investors, suppliers, lenders, government, and non-governmental and non-profit organizations;<br>See <a href="#">Materiality and Reporting</a> ;<br>See <a href="#">Partnerships and Collaboration</a> . |               |                           |
| 102-41                        | Collective bargaining agreements                           | As at December 31, 2021, we had approximately 8,024 employees covered by 20 collective agreements in Canada, which represents approximately 62% of our workforce.  |               |                           |
| 102-42                        | Identifying and selecting stakeholders                     | See <a href="#">Materiality and Reporting</a> ;<br>See <a href="#">Partnerships and Collaboration</a> .  |               |                           |
| 102-43                        | Approach to stakeholder engagement                         | See <a href="#">Materiality and Reporting</a> ;<br>See <a href="#">Partnerships and Collaboration</a> .  |               |                           |
| 102-44                        | Key topics and concerns raised                             | See <a href="#">Materiality and Reporting</a> .  |               |                           |
| <b>REPORTING PRACTICE</b>     |  |  |               |                           |
| 102-45                        | Entities included in the consolidated financial statements | See <a href="#">The Business</a> (Management's Discussion and Analysis, page 1).<br>Maple Leaf Foods Inc. is the entity covered by this report.  |               |                           |
| 102-46                        | Defining report content and topic Boundaries               | See <a href="#">Materiality and Reporting</a> .  |               |                           |

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| 102-47                      | List of material topics                                  | See <a href="#">Materiality and Reporting</a> .   |               |                           |
| 102-48                      | Restatements of information                              | See <a href="#">Materiality and Reporting</a> .   |               |                           |
| 102-49                      | Changes in reporting                                     | No significant changes in 2021.   |               |                           |
| 102-50                      | Reporting period   | January 1, 2021 to December 31, 2021.   |               |                           |
| 102-51                      | Date of most recent report                               | See 2021 Sustainability Report (released in 2022).  |               |                           |
| 102-52                      | Reporting cycle  | Annual  |               |                           |
| 102-53                      | Contact point for questions regarding the report         | Tim Faveri, VP, Sustainability & Shared Value   |               |                           |
| 102-54                      | Claims of reporting in accordance with the GRI Standards | This report has been prepared in accordance with the GRI Standards: Core option.  |               |                           |
| 102-55                      | GRI content index  | This GRI content index complies with all core option requirements.  |               |                           |
| 102-56                      | External assurance                                       | See External Assurance Report.  |               |                           |
| <b>ECONOMIC</b>             |  |   |               |                           |
| <b>ECONOMIC PERFORMANCE</b> |  |   |               |                           |
| 103                         | Disclosure of Management Approach                        | See <a href="#">Company Vision and Strategic Plan</a> (2021 Management's Discussion & Analysis, page 2).<br>See <a href="#">The Business</a> (2021 Management's Discussion & Analysis, page 1). |               |                           |

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| 201-1                            | Direct economic value generated and distributed                                | See <u>Consolidated Balance Sheets and Consolidated Statements of Net Earnings</u> (2021 Consolidated Financial Statements, page 46-47).   |               |                           |
| 201-2                            | Financial implications and other risks and opportunities due to climate change | See <u>Environment</u> (2021 Management's Discussion and Analysis, page 17);<br>See <u>Climate Change</u> (2021 Management's Discussion and Analysis, page 21).  |               |                           |
| 201-3                            | Defined benefit plan obligation and other retirement plans                     | See <u>Employee Benefit Plans</u> (2021 Management's Discussion and Analysis, page 12);<br>See <u>Employee Benefits</u> (2021 Consolidated Financial Statements, page 73).   |               |                           |
| 201-4                            | Financial assistance received from government                                  | See <u>Employee Benefit Plans</u> (2021 Management's Discussion and Analysis, page 12);<br>See <u>Employee Benefits</u> (2021 Consolidated Financial Statements, 73).<br>See <u>Government Incentives</u> (2021 Management's Discussion and Analysis, page 13).  |               |                           |
| <b>MARKET PRESENCE</b>           |  |  |               |                           |
| 103                              | Disclosure of Management Approach  | See <u>2021 Management's Discussion and Analysis</u> .   |               |                           |
| 202-1                            | Ratios of standard entry level by gender compared to local minimum wage        | The hourly rate for unionized employees is based on the collective agreement and in all cases is at or above the minimum wage rate. For non-union plants, an assessment/market survey is completed prior to establishing rates to ensure we are competitive within the specific market (including our unionized facilities). |               |                           |
| <b>INDIRECT ECONOMIC IMPACTS</b> |  |  |               |                           |



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| 103                          | Disclosure of Management Approach  | See <a href="#">2021 Management's Discussion and Analysis</a> .                               |               |                           |
| 203-1                        | Infrastructure investments and services supported                                      | See <a href="#">Capital Expenditures</a> (2021 Management's Discussion and Analysis, page 7). |               |                           |
| <b>PROCUREMENT PRACTICES</b> |  |   |               |                           |
| 103                          | Disclosure of Management Approach  | See <a href="#">Supplier Code of Conduct</a> .  |               |                           |
| FP1                          | Percentage of purchased volume from suppliers compliant with company's sourcing policy | See <a href="#">Supplier Code of Conduct</a> .  |               |                           |
| <b>ANTI-CORRUPTION</b>       |  |   |               |                           |
| 103                          | Disclosure of Management Approach  | See <a href="#">Code of Business Conduct</a> .  |               |                           |
| 205-1                        | Operations assessed for risks related to corruption                                    | See <a href="#">Code of Business Conduct</a> .  |               |                           |
| 205-2                        | Communication and training about anti-corruption policies and procedures               | See <a href="#">Code of Business Conduct</a> .  |               |                           |
| 205-3                        | Confirmed incidents of corruption and actions taken                                    | There were no incidents of fraud or corruption in 2021.                                       |               |                           |

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| <b>TAX</b>           |  |   |               |  |
| 103                  | Disclosure of Management Approach          | See <a href="#">Income Taxes</a> (2021 Management's Discussion and Analysis, page 5);<br>See <a href="#">Income Taxes</a> (2021 Consolidated Financial Statements, page 63).  |               |  |
| 207-1                | Approach to tax                            | See <a href="#">Income Taxes</a> (2021 Management's Discussion and Analysis, page 5);<br>See <a href="#">Income Taxes</a> (2021 Consolidated Financial Statements, page 63).  |               |  |
| <b>ENVIRONMENTAL</b> |  |   |               |  |
| <b>MATERIALS</b>     |  |   |               |  |
| 103                  | Disclosure of Management Approach          | See <a href="#">Solid Waste</a> ;<br>See <a href="#">Sustainable Packaging</a> .  |               |  |
| 301-1                | Materials used by weight or volume         | See <a href="#">Solid Waste</a> ;<br>See <a href="#">Sustainable Packaging</a> .  |               |  |
| <b>ENERGY</b>        |  |   |               |  |
| 103                  | Disclosure of Management Approach          | See <a href="#">Better Planet</a> ;<br>See <a href="#">Energy and Emissions</a> ;<br>See <a href="#">Environmental Sustainability Commitment</a> ;<br>See <a href="#">Environment</a> (2021 Management's Discussion and Analysis, page 17);<br>See <a href="#">Climate Change</a> (2021 Management's Discussion and Analysis, page 21). | FB-MP-130a.1  | FB-MP-130a.1: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable |
| 302-1                | Energy consumption within the organization | See <a href="#">Environmental Management and Performance</a> .  | FB-MP-130a.1  | FB-MP-130a.1: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable |

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| 302-3                      | Energy intensity                             | See <a href="#">Environmental Management and Performance</a> .   |  |   |
| 302-4                      | Reduction of energy consumption              | See <a href="#">Environmental Management and Performance</a> .   |  |   |
| <b>WATER AND EFFLUENTS</b> |  |  |  |   |
| 103                        | Disclosure of Management Approach            | See <a href="#">Better Planet</a> ;<br>See <a href="#">Water</a> ;<br>See <a href="#">Environmental Sustainability Commitment</a> ;<br>See <a href="#">Environment</a> (2021 Management's Discussion and Analysis, page 17);<br>See <a href="#">Climate Change</a> (2021 Management's Discussion and Analysis, page 21). | FB-MP-140a.1<br>FB-MP-140a.2                 | FB-MP-140a.1: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress<br><br>FB-MP-140a.2: Description of water management risks and discussion of strategies and practices to mitigate those risks  |
| 303-1                      | Interactions with water as a shared resource | See <a href="#">Water</a> .  | FB-MP-140a.2<br>FB-MP-440a.1<br>FB-MP-440a.2 | FB-MP-140a.2: Description of water management risks and discussion of strategies and practices to mitigate those risks<br><br>FB-MP-440a.1: Percentage of animal feed sourced from regions with High or Extremely High Baseline Water Stress<br><br>FB-MP-440a.2: Percentage of contracts with producers located in regions with High or Extremely High Baseline Stress |

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| 303-2               | Management of water discharge-related impacts   | See <a href="#">Water</a> .   | FB-MP-140a.1<br>FB-MP-140a.2 | FB-MP-140a.1: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress<br><br>FB-MP-140a.2: Description of water management risks and discussion of strategies and practices to mitigate those risks |
| 303-3               | Water withdrawals   | See <a href="#">Water</a> .<br>Municipal water withdrawal: 6,173,030 m <sup>3</sup> .<br>Well water withdrawal: 2,681,188 m <sup>3</sup> .                        | FB-MP-140a.1                 | FB-MP-140a.1: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress   |
| 303-5               | Water consumption   | See <a href="#">Environmental Management and Performance</a> ;<br>See <a href="#">Water</a> .   | FB-MP-140a.1                 | FB-MP-140a.1: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress   |
| <b>BIODIVERSITY</b> |   |   |                              |  |
| 103                 | Disclosure of Management Approach   | See <a href="#">Better Planet</a> .   |                              |  |
| 304-1               | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Maple Leaf Foods' operations comprise a mixture of urban and rural locations. To date, we have not screened our sites from a high biodiversity value perspective. |                              |  |

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| 304-2        | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | See <a href="#">Regenerative Agriculture</a> ;<br>See <a href="#">Partnerships and Collaboration</a> ;<br>See <a href="#">Supplier Code of Conduct</a> .  |                              |   |
| 304-3        | Habitats protected or restored  | See <a href="#">Regenerative Agriculture</a> ;<br>See <a href="#">Partnerships and Collaboration</a> ;<br>See <a href="#">Supplier Code of Conduct</a> .  |                              |   |
| EMISSIONS    |   |   |                              |   |
| 103          | Disclosure of Management Approach   | See <a href="#">Better Planet</a> ;<br>See <a href="#">Energy and Emissions</a> ;<br>See <a href="#">Environmental Sustainability Commitment</a> ;<br>See <a href="#">Environment</a> (2021 Management's Discussion and Analysis, page 17);<br>See <a href="#">Climate Change</a> (2021 Management's Discussion and Analysis, page 21). | FB-MP-110a.1<br>FB-MP-110a.2 | FB-MP-110a.1: Gross global Scope 1 emissions<br><br>FB-MP-110a.2: Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets. |
| 305-1        | Direct (Scope 1) GHG emissions  | See <a href="#">Environmental Management and Performance</a> .  | FB-MP-110a.1<br>FB-MP-110a.2 | FB-MP-110a.1: Gross global Scope 1 emissions<br><br>FB-MP-110a.2: Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets. |
| 305-2        | Energy indirect (Scope 2) GHG emissions   | See <a href="#">Environmental Management and Performance</a> .  |                              |   |

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| 305-3        | Other indirect (Scope 3) GHG emissions   | See <a href="#">Environmental Management and Performance</a> .   | FB-MP-160a.1                 | FB-MP-160a.1: Amount of animal litter and manure generated, percentage managed according to a nutrient management plan  |
| 305-4        | GHG emissions intensity  | See <a href="#">Environmental Management and Performance</a> .   | FB-MP-110a.1<br>FB-MP-110a.2 | FB-MP-110a.1: Gross global Scope 1 emissions<br><br>FB-MP-110a.2: Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets. |
| 305-5        | Reduction of GHG emissions   | See <a href="#">Environmental Management and Performance</a> .   |                              |   |
| 305-7        | Nitrogen-oxides (Nox), sulfur oxides (SOx) and other significant air emissions | See <a href="#">Environmental Compliance Reports</a> .   |                              |   |
| <b>WASTE</b> |  |  |                              |   |
| 103          | Disclosure of Management Approach  | See <a href="#">Better Planet</a> ;<br>See <a href="#">Solid Waste</a> ;<br>See <a href="#">Environmental Sustainability Commitment</a> ;<br>See <a href="#">Environment</a> (2021 Management's Discussion and Analysis, page 17);<br>See <a href="#">Climate Change</a> (2021 Management's Discussion and Analysis, page 21). |                              |   |

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| 306-1                                    | Waste generation and significant waste-related impacts        | See <a href="#">Solid Waste</a> .   |               |   |
| 306-2                                    | Management of significant waste-related impacts               | See <a href="#">Solid Waste</a> .   |               |   |
| 306-3                                    | Waste generated   | See <a href="#">Environmental Management and Performance</a> .  |               |   |
| 306-4                                    | Waste diverted from disposal                                  | See <a href="#">Environmental Management and Performance</a> ;<br>See <a href="#">Solid Waste</a> .   |               |   |
| 306-5                                    | Waste directed to disposal                                    | See <a href="#">Solid Waste</a> .   |               |   |
| <b>ENVIRONMENTAL COMPLIANCE</b>          |   |   |               |   |
| 103                                      | Disclosure of Management Approach                             | See <a href="#">Environmental Sustainability Commitment</a> ;<br>See <a href="#">Environmental Compliance Reports</a> ;<br>See <a href="#">Supplier Code of Conduct</a> .   |               |   |
| 307-1                                    | Non-compliance with environmental laws and regulations        | Our Greenleaf business was assessed a penalty of \$252,000 for a wastewater non-compliance at our Turners Falls, USA location. This was given from an US EPA Compliance Agreement and Final Order (with penalty). The non-compliance has been corrected and the matter is closed. | FB-MP-140a.3  | FB-MP-140a.3: Number of incidents of non-compliance with water quality permits, standards, and regulations. |
| <b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b> |   |   |               |   |
| 103                                      | Disclosure of Management Approach                             | See <a href="#">Supplier Code of Conduct</a> .  |               |   |
| 308-1                                    | New suppliers that were screened using environmental criteria | See <a href="#">Supplier Code of Conduct</a> .  |               |   |

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| <b>SOCIAL: LABOUR PRACTICES AND DECENT WORK</b> |  |   |               |                           |
| <b>EMPLOYMENT</b>                               |  |   |               |                           |
| 103   | Disclosure of Management Approach  | See <a href="#">Careers</a> ;<br>See <a href="#">Leadership and Development</a> ;<br>See <a href="#">Employee Benefit Plan</a> (2021 Management's Discussion and Analysis, page 12).  |               |                           |
| 401-1   | New employee hires & employee turnover   | <p>We had 3,643 new employees (salary and hourly) in 2021.</p> <p>Gender:<br/>Female: 1,439 (40%); Male 2,204 (60%)</p> <p>Age:<br/>Under 30: 1,827 (50%); 30-49: 1,374 (38%); 50+: 442 (12%)</p> <p>Region:<br/>Canada: 3,322 (91%); United States: 320 (9%); International: 1 (.03%)</p> <p>We had 4,367 employees leave (salary and hourly) in 2021.</p> <p>Gender:<br/>Female: 1,769 (41%); Male 2598 (59%)</p> <p>Age:<br/>Under 30: 1,847 (42%); 30-49: 1,795 (41%); 50+: 725 (17%)</p> <p>Region:<br/>Canada: 4,056 (93%); United States: 311 (7%)</p> |               |                           |
| 401-2   | Benefits provided to full-time employees not provided to temporary/part-time employees | The only benefit which is standard for Full-time employees but not provided to temporary or Part-time employees is the Disability benefits in Canada. Significant areas of operation are defined by city or state.  |               |                           |



| GRI STANDARD                            | GRI STANDARD DESCRIPTION   | LOCATION/DESCRIPTION   | SASB STANDARD | SASB STANDARD DESCRIPTION  |
|---|--|--|---------------|--|
| <b>LABOUR/MANAGEMENT RELATIONS</b>      |  |  |               |  |
| 103                                     | Disclosure of Management Approach  | See <u>Code of Business Conduct</u> .  |               |  |
| 402-1                                   | Minimum notice periods regarding operational changes   | Notice periods can range from 24 hours to 90 days depending on the severity and type of change and depending on the Collective Bargaining Agreement. |               |  |
| FP3                                     | Labour/management relations<br>Percentage of working time lost due to industrial dis-putes, strikes and/or lock-outs, by country | There was zero lost time in 2021 related to these factors.   |               |  |
| <b>OCCUPATIONAL HEALTH &amp; SAFETY</b> |  |  |               |  |
| 103                                     | Disclosure of Management Approach  | See <u>Occupational Health and Safety</u> ;<br>See <u>Occupational Health and Safety Policy</u> .  |               |  |
| 403-1                                   | Occupational health & safety management system   | See <u>Occupational Health and Safety</u> .  | FB-MP-320a.2  | FB-MP-320a.2: Description of efforts to assess, monitor and mitigate acute and chronic respiratory health conditions |
| 403-2                                   | Hazard identification, risk assessment, and incident investigation   | See <u>Occupational Health and Safety</u> .  |               |  |

| GRI STANDARD | GRI STANDARD DESCRIPTION  | LOCATION/DESCRIPTION   | SASB STANDARD | SASB STANDARD DESCRIPTION |
|--------------|---|--|---------------|---------------------------|
| 403-3        | Occupational health services  | See <u>Occupational Health and Safety</u> .<br><br>Maple Leaf Foods secures all personal health-related information to maintain confidentiality. A worker's written authorization to disclose health information must be obtained prior to disclosure. Occupational health services procedures and job descriptions include the requirement to maintain confidentiality. Workers' personal health-related information and their participation in any services or programs is not used for any favourable or unfavourable treatment of workers. |               |                           |
| 403-4        | Worker participation, consultation, and communication on occupational health and safety                       | See <u>Occupational Health and Safety</u> .  |               |                           |
| 403-5        | Worker training on occupational health and safety   | See <u>Occupational Health and Safety</u> .  |               |                           |
| 403-6        | Promotion of worker health  | See <u>Occupational Health and Safety</u> ;<br>See <u>Mental Health and Well-Being</u> .   |               |                           |
| 403-7        | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | See <u>Occupational Health and Safety</u> .  |               |                           |
| 403-8        | Workers covered by an occupational health and safety management system  | See <u>Occupational Health and Safety</u> .  |               |                           |

| GRI STANDARD | GRI STANDARD DESCRIPTION | LOCATION/DESCRIPTION  | SASB STANDARD | SASB STANDARD DESCRIPTION   |
|--------------|--------------------------|---|---------------|---|
| 403-9        | Work-related injuries    | <p>a. For all employees:</p> <ul style="list-style-type: none"> <li>i. The number and rate of fatalities as a result of work-related injury: 0</li> <li>ii. The number and rate of high-consequence work-related injuries (excluding fatalities): 2</li> <li>iii. The number and rate of recordable work-related injuries: 58</li> <li>iv. The main types of work-related injury: fractures and lacerations</li> <li>v. The number of hours worked: 24,046,931</li> </ul> <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> <li>i. The number and rate of fatalities as a result of work-related injury: 0</li> <li>ii. The number and rate of high-consequence work-related injuries (excluding fatalities): 0</li> <li>iii. The number and rate of recordable work-related injuries: 7</li> <li>iv. The main types of work-related injury: lacerations and eye injuries</li> <li>v. The number of hours worked: 1,990,570 (approximate)</li> </ul> <p>See <a href="#">Occupational Health and Safety</a>.</p> | FB-MP-320a.1  | FB-MP-320a.1: (1) Total recordable incident rate (TRIR) and (2) fatality rate |

| GRI STANDARD                    | GRI STANDARD DESCRIPTION                        | LOCATION/DESCRIPTION  | SASB STANDARD | SASB STANDARD DESCRIPTION |
|---------------------------------|---|---|---------------|---------------------------|
| 403-10                          | Work-related ill health                         | <p>a. For all employees:</p> <ul style="list-style-type: none"> <li>i. The number of fatalities as a result of work-related ill health: 0</li> <li>ii. The number of cases of recordable work-related ill health: 8</li> <li>iii. The main types of work-related ill health: strains</li> </ul> <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> <li>i. The number of fatalities as a result of work-related ill health: 0</li> <li>ii. The number of cases of recordable work-related ill health: 0</li> <li>iii. The main types of work-related ill health: not applicable</li> </ul> <p>See <a href="#">Occupational Health and Safety</a>.</p> |               |                           |
| <b>TRAINING &amp; EDUCATION</b> |   |   |               |                           |
| 103                             | Disclosure of Management Approach               | <p>See <a href="#">Careers</a>;<br/>See <a href="#">Leadership and Development</a>.</p>   |               |                           |
| 404-1                           | Average hours of training per year per employee | <p>Average hours of training for salaried employees was 13.59 hours for all courses.</p> <p>Average hours of training per hourly employee was approximately 8.1 hours for all courses.</p> <p>Average hours of training per hourly female employee was 7.1 hours; per male employee, 7.2 hours for operations and manufacturing courses only.</p> <p>Note: Gender data is not widely available for salaried employees or for Leadership and Learning or Information Solutions courses.</p>  |               |                           |

| GRI STANDARD                           | GRI STANDARD DESCRIPTION  | LOCATION/DESCRIPTION  | SASB STANDARD | SASB STANDARD DESCRIPTION |
|--|---|---|---------------|---------------------------|
| 404-2                                  | Programs for upgrading employee skills and transition assistance programs | <p>We offer hundreds of learning programs both in-class and online (leadership development and functional skills building). In addition, for those employees who were affected by any involuntary termination in 2021, we included outplacement counselling as part of the severance agreement. This offering, at our cost, provides individuals assistance with transitioning to their next career opportunity.</p> <p>See <a href="#">Leadership and Development</a>.</p> |               |                           |
| <b>DIVERSITY AND EQUAL OPPORTUNITY</b> |   |   |               |                           |
| 103                                    | Disclosure of Management Approach   | See <a href="#">Diversity, Equity and Inclusion</a> .   |               |                           |

| GRI STANDARD | GRI STANDARD DESCRIPTION                     | LOCATION/DESCRIPTION   | SASB STANDARD | SASB STANDARD DESCRIPTION |
|--------------|--|--|---------------|---------------------------|
| 405-1        | Diversity of governance bodies and employees | <p><b>Governance Bodies Breakdown</b></p> <p>The Board of Directors:<br/>           Gender: 70% male; 30% female<br/>           Age: 30-50 yrs: 10%; Over 50 yrs: 90%</p> <p>Senior Leadership Team:<br/>           Gender: 81% male; 19% female<br/>           Age: 30-50 yrs: 44%; Over 50 yrs: 56%</p> <p><b>Employee Group Breakdown</b></p> <p>Hourly:<br/>           Gender: 57% male; 43% female<br/>           Age: Under 30 yrs: 16%; 30-50 yrs: 51%; Over 50 yrs: 33%</p> <p>Salaried:<br/>           Gender: 53% male; 47% female<br/>           Age: Under 30 yrs: 19%; 30-50 yrs: 55%; Over 50 yrs: 27%</p> <p>Admin/Coordinator/Analyst:<br/>           Gender: 57% male; 42% female.<br/>           Age: Under 30 yrs: 25%; 30-50 yrs: 50%; Over 50 yrs: 25%</p> <p>Supervisor/Sr. Specialist:<br/>           Gender: 56% male; 44% female.<br/>           Age: Under 30 yrs: 12%; 30-50 yrs: 51%; Over 50 yrs: 37%</p> <p>Manager:<br/>           Gender: 51% male; 49% female.<br/>           Age: Under 30 yrs: 7%; 30-50 yrs: 57%; Over 50 yrs: 35%</p> <p>Director:<br/>           Gender: 64% male; 36% female<br/>           Age: 30-50 yrs: 67%; Over 50 yrs: 33%</p> <p>Vice President:<br/>           Gender: 72% male; 28% female<br/>           Age: 30-50 yrs: 49%; Over 50 yrs: 51%</p> |               |                           |

| GRI STANDARD                | GRI STANDARD DESCRIPTION                                 | LOCATION/DESCRIPTION  | SASB STANDARD | SASB STANDARD DESCRIPTION |
|-----------------------------|--|---|---------------|---------------------------|
| 405-2                       | Ratio of basic salary and remuneration of women to men   | <p>Regular salaried Maple Leaf Foods staff, the ratio of basic salary of women to men:</p> <p>Senior Leadership Team: 79.9%<br/> Vice-President: 80.1%<br/> Director: 96.4%<br/> Manager: 96.8%<br/> Supervisor/Sr. Spec: 98.2%<br/> Admin/Coord/Analyst: 100.7%</p> <p>Regular salaried Maple Leaf Foods staff, the ratio of total remuneration of women to men:</p> <p>Senior Leadership Team: 56.1%<br/> Vice-President: 78.1%<br/> Director: 96.6%<br/> Manager: 97.3%<br/> Supervisor/Sr. Spec: 98.6%<br/> Admin/Coord/Analyst: 100.4%</p> <p>* Data represents all Canadian and U.S. operating locations, excluding Viau.</p> |               |                           |
| <b>SOCIAL: HUMAN RIGHTS</b> |  |   |               |                           |
| <b>NON-DISCRIMINATION</b>   |  |   |               |                           |
| 103                         | Disclosure of Management Approach                        | See <a href="#">Ethical Business Conduct</a> ;<br>See <a href="#">Code of Business Conduct</a> .  |               |                           |
| 406-1                       | Incidents of discrimination and corrective actions taken | There was one incident of discrimination in 2021 that came via the Ethics line and a thorough investigation was completed and confidential remediation plans were implemented at the individual and plant level.  |               |                           |

| GRI STANDARD  | GRI STANDARD DESCRIPTION   | LOCATION/DESCRIPTION  | SASB STANDARD | SASB STANDARD DESCRIPTION |
|---|--|---|---------------|---------------------------|
| <b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b> |  |   |               |                           |
| 103   | Disclosure of Management Approach  | See <a href="#">Ethical Business Conduct</a> ;<br>See <a href="#">Code of Business Conduct</a> ;<br>See <a href="#">Supplier Code of Conduct</a> .  |               |                           |
| 407-1   | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | No violations occurred at Maple Leaf Foods operations in 2021.  |               |                           |
| <b>CHILD LABOUR</b>                                     |  |   |               |                           |
| 103   | Disclosure of Management Approach  | See <a href="#">Ethical Business Conduct</a> ;<br>See <a href="#">Code of Business Conduct</a> ;<br>See <a href="#">Supplier Code of Conduct</a> .  |               |                           |
| 408-1   | Operations and suppliers at significant risk for incidents of child labour                                     | Our primary operations and key suppliers are located in Canada and the U.S. in 2021 and adhere to all Canadian and international child labour laws. |               |                           |
| <b>FORCED OR COMPULSORY LABOUR</b>                      |  |   |               |                           |
| 103   | Disclosure of Management Approach  | See <a href="#">Ethical Business Conduct</a> ;<br>See <a href="#">Code of Business Conduct</a> ;<br>See <a href="#">Supplier Code of Conduct</a> .  |               |                           |
| 409-1   | Operations and suppliers at significant risk for incidents of forced or compulsory labour                      | Our operations and key suppliers are located in Canada in 2021 and adhere to all Canadian and international labour laws.                            |               |                           |



| GRI STANDARD                        | GRI STANDARD DESCRIPTION  | LOCATION/DESCRIPTION  | SASB STANDARD | SASB STANDARD DESCRIPTION |
|-------------------------------------|---|---|---------------|---------------------------|
| <b>SECURITY PRACTICES</b>           |   |   |               |                           |
| 103                                 | Disclosure of Management Approach   | See <u>Code of Business Conduct</u> .   |               |                           |
| 410-1                               | Security personnel trained in human rights policies or procedures               | All security is expected to follow Maple Leaf Foods' Code of Business Conduct.  |               |                           |
| <b>RIGHTS OF INDIGENOUS PEOPLES</b> |   |   |               |                           |
| 103                                 | Disclosure of Management Approach   | See <u>Code of Business Conduct</u> .   |               |                           |
| 411-1                               | Incidents of violations involving rights of Indigenous peoples                  | There were no incidents of violations involving rights of indigenous peoples at Maple Leaf Foods operations.  |               |                           |
| <b>HUMAN RIGHTS ASSESSMENT</b>      |   |   |               |                           |
| 103                                 | Disclosure of Management Approach   | See <u>Ethical Business Conduct</u> ;<br>See <u>Code of Business Conduct</u> .  |               |                           |
| 412-1                               | Operations that have been subject to human rights reviews or impact assessments | Maple Leaf Foods always considers local legislation and human rights when making decisions on its locations of operation. To-date, none of our operations have been subject to human rights reviews or human rights impact assessments.   |               |                           |
| 412-2                               | Employee training or human rights policies or procedures                        | All new employees of Maple Leaf Foods in Ontario and Manitoba are required to complete the <i>Accessibility for Ontarians with Disabilities Act (AODA)</i> or <i>Accessibility for Manitobans Act (AMA)</i> training, respectively. All salaried employees review and sign our Code of Business Conduct on an annual basis. |               |                           |

| GRI STANDARD                      | GRI STANDARD DESCRIPTION   | LOCATION/DESCRIPTION  | SASB STANDARD | SASB STANDARD DESCRIPTION |
|-----------------------------------|--|---|---------------|---------------------------|
| <b>SOCIAL: SOCIETY</b>            |  |   |               |                           |
| <b>LOCAL COMMUNITIES</b>          |  |   |               |                           |
| 103                               | Disclosure of Management Approach  | See <a href="#">Better Communities</a> ;<br>See <a href="#">Food Insecurity</a> ;<br>See <a href="#">Maple Leaf Centre for Food Security</a> .  |               |                           |
| 413-1                             | Operations with local community engagement, impact assessments, and development programs | See <a href="#">Food Insecurity</a> .<br><br>Our pursuit of shared value creation means we seek a meaningful role in solving social problems where we have a unique capability to engage. Creating social value is a cornerstone of our business model, our purpose and vision.           |               |                           |
| 413-2                             | Operations with significant actual and potential negative impacts on local communities   | In 2021, we resolved the noise issue from the previous year and are still working to resolve the outstanding odour issue at that facility. We received a noise complaint during the construction of a new major project that is under review and mitigation options are being considered. |               |                           |
| <b>SUPPLIER SOCIAL ASSESSMENT</b> |  |   |               |                           |
| 103                               | Disclosure of Management Approach  | See <a href="#">Supplier Code of Conduct</a> .  |               |                           |
| 414-1                             | New suppliers that were screened using social criteria                                   | See <a href="#">Supplier Code of Conduct</a> .  |               |                           |

| GRI STANDARD                  | GRI STANDARD DESCRIPTION   | LOCATION/DESCRIPTION  | SASB STANDARD | SASB STANDARD DESCRIPTION  |
|-------------------------------|--|---|---------------|--|
| <b>PUBLIC POLICY</b>          |  |   |               |  |
| 103                           | Disclosure of Management Approach  | See <a href="#">Code of Business Conduct</a> .  |               |  |
| 415-1                         | Political contributions  | Maple Leaf Foods made no political donations in 2021.   |               |  |
| <b>SOCIAL: ANIMAL WELFARE</b> |  |   |               |  |
| 103                           | Disclosure of Management Approach  | See <a href="#">Better Care</a> ;<br>See 2021 Animal Care Performance Report.<br>See <a href="#">Climate Change</a> (2021 Management's Discussion and Analysis, page 21). | FB-MP-440a.3  | FB-MP-440a.3: Discussion of strategy to manage opportunities and risks to feed sourcing and livestock supply presented by climate change |
| FP9                           | Genetic diversity of farmed and domesticated animals<br><br>Percentage and total of animals raised and/or processed, by species and breed type | See 2021 Animal Care Performance Report.  |               |  |
| FP10                          | Policies and practices, by species and breed type, related to physical alterations and the use of anesthetic                                   | See 2021 Animal Care Performance Report;<br>See <a href="#">Standards and Performance</a> .   | FB-MP-430a.2  | FB-MP-430a.2: Percentage of supplier and contract production facilities verified to meet animal welfare standards                        |
| FP11                          | Percentage and total of animals raised and/or processed, by species and breed type, per housing type   | See 2021 Animal Care Performance Report.  | FB-MP-410a.1  | FB-MP-410a.1: Percentage of pork produced without the use of gestation crates  |

| GRI STANDARD                          | GRI STANDARD DESCRIPTION   | LOCATION/DESCRIPTION  | SASB STANDARD                | SASB STANDARD DESCRIPTION  |
|---------------------------------------|--|---|------------------------------|--|
| FP12                                  | Policies and practices on antibiotic, anti-inflammatory, hormone, and/or growth promotion treatments, by species and breed type  | See 2021 Animal Care Performance Report;<br>See <a href="#">Responsible Antibiotic Use</a> .  | FB-MP-260a.1<br>FB-MP-430a.2 | FB-MP-260a.1: Percentage of animal production that received (1) medically important antibiotics and (2) not medically important antibiotics, by animal type<br><br>FB-MP-430a.2: Percentage of supplier and contract production facilities verified to meet animal welfare standards |
| FP13                                  | Total number of incidents of significant non-compliance with laws and regulations, and adherence with voluntary standards related to transportation, handling and slaughter practices for live terrestrial and aquatic animals | In 2021, Maple Leaf Foods had two (2) corrective action requests (CARs) and one (1) notices of violation (NOV) related to transportation, handling and slaughter practices for live terrestrial animals (pork and poultry). All CARs were addressed. Once a warning is issued, the facility conducts a deep root cause investigation to determine appropriate corrective and preventative actions. The Corrective Action Plan (CAP) is submitted to CFIA for approval, and all actions taken will be reviewed to close the CAR. All warnings issued in 2021 were resolved and closed. |                              |  |
| <b>SOCIAL: PRODUCT RESPONSIBILITY</b> |  |   |                              |  |
| <b>CUSTOMER HEALTH AND SAFETY</b>     |  |   |                              |  |
| 103                                   | Disclosure of Management Approach  | See <a href="#">Food Safety</a> ;<br>See <a href="#">Nutrition</a> .  |                              |  |

| GRI STANDARD | GRI STANDARD DESCRIPTION  | LOCATION/DESCRIPTION  | SASB STANDARD | SASB STANDARD DESCRIPTION   |
|--------------|---|---|---------------|---|
| 416-1        | Assessment of the health and safety impacts of product and service categories   | <p>100% of Maple Leaf Foods' products across fresh and prepared meats follow rigorous food safety protocols throughout their product life cycle including ingredient and raw material sourcing, processing, packing and transportation.</p> <p>Our food safety protocols are governed by Maple Leaf Foods' Safety Promise, the Company's food safety commitment signed by the President and CEO. We also have strict food safety protocols that govern our purchasing and sourcing relationships. Maple Leaf Foods follows the British Retail Consortium (BRC) Global Standard for Food Safety in 100% of its manufacturing facilities, which is internationally recognized by the Global Food Safety Initiative (GFSI).</p> <p>See <a href="#">Food Safety</a>;<br/>See <a href="#">Nutrition</a>.</p> | FB-MP-250a.2  | FB-MP-250a.2: Percentage of supplier facilities certified to a Global Food Safety Initiative (GFSI) food safety certification program                             |
| FP5          | Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards | See <a href="#">Food Safety</a> .   | FB-MP-250a.1  | FB-MP-250a.1: Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective rate for (a) major and (b) minor non-conformances |
| FP6          | Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans-fats, sodium and added sugars                            | See <a href="#">Nutrition</a> .   |               |   |

| GRI STANDARD                  | GRI STANDARD DESCRIPTION  | LOCATION/DESCRIPTION  | SASB STANDARD                | SASB STANDARD DESCRIPTION   |
|-------------------------------|---|---|------------------------------|---|
| FP7                           | Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients like fibre, vitamins, minerals, phytochemicals or functional food additives | See <a href="#">Nutrition</a> .   |                              |   |
| 416-2                         | Incidents of non-compliance concerning the health and safety impacts of products and services   | Maple Leaf Foods reports on all product recalls, de-listings and other incidents that regulatory food safety and health agencies report to consumers. These agencies include the Canadian Food Inspection Agency, the United States Department of Agriculture (Food Safety and Inspection Service) and international food safety and health agencies of the countries where we sell products. In 2021, Maple Leaf Foods had twenty one (21) Regulatory noncompliance (NCs). There were zero (0) food safety-related product recalls and two (2) voluntary quality-related product withdrawals. Of the 21 warnings issued by CFIA to MLF facilities, the top three reasons were Sanitation (9), Building Fabric (3) and Personal Hygiene (4). Once a warning is issued, the facility conducts a deep root cause investigation to determine appropriate corrective and preventative actions. The Corrective Action Plan (CAP) is submitted to CFIA for approval, and all actions taken will be reviewed to close the CAR. All warnings issued in 2021 were resolved and closed. Of the two voluntary product withdrawals, one was related to a seal integrity issue and the other was an underweight product. Maple Leaf Foods did not have any food safety or quality-related market bans in 2021. | FB-MP-250a.3<br>FB-MP-250a.4 | FB-MP-250a.3: (1) Number of recalls issued and (2) total weight of products recalled<br><br>FB-MP-250a.4: Discussion of markets that ban imports of the entity's products |
| <b>MARKETING AND LABELING</b> |   |   |                              |   |
| 103                           | Disclosure of Management Approach   | See <a href="#">Food Safety</a> ;<br>See <a href="#">Nutrition</a> .  |                              |   |

| GRI STANDARD | GRI STANDARD DESCRIPTION  | LOCATION/DESCRIPTION  | SASB STANDARD | SASB STANDARD DESCRIPTION |
|--------------|---|---|---------------|---------------------------|
| 417-1        | Requirements for product and service information and labeling                       | <p>Maple Leaf Foods has robust standard operating procedures and policies that govern 100% of our sourcing contracts with suppliers and co-manufacturers. These policies are agreed to annually by Maple Leaf Foods and its suppliers.</p> <p>We provide detailed nutrition labels on 100% of our fresh and prepared retail and foodservice products. All labels are reviewed and approved by the Canadian Food Inspection Agency. Where relevant, the Company provides additional labeling claims on certain branded products that explain other product benefits or properties including gluten-free, low sodium, no added preservatives, source of protein and others.</p> <p>We provide proper handling and food safety instructions for 100% of our fresh and prepared meats products through online, packaging, in-store and/or customer communications.</p> <p>Maple Leaf Foods provides an appropriate recycling label on all packaging that is accepted in provincial recycling collection programs across Canada.</p> |               |                           |
| 417-2        | Incidents of non-compliance concerning product and service information and labeling | In 2021, we had two (2) voluntary withdrawals related to product weight and seal integrity.   |               |                           |
| 417-3        | Incidents of non-compliance concerning marketing communications                     | None  |               |                           |

| GRI STANDARD                    | GRI STANDARD DESCRIPTION   | LOCATION/DESCRIPTION  | SASB STANDARD | SASB STANDARD DESCRIPTION |
|---------------------------------|--|---|---------------|---------------------------|
| <b>CUSTOMER PRIVACY</b>         |  |   |               |                           |
| 103                             | Disclosure of Management Approach  | See <u>Code of Business Conduct</u> .   |               |                           |
| 418-1                           | Substantiated complaints concerning breaches of customer privacy and losses of customer data | None  |               |                           |
| <b>SOCIOECONOMIC COMPLIANCE</b> |  |   |               |                           |
| 103                             | Disclosure of Management Approach  | See <u>Code of Business Conduct</u> .   |               |                           |
| 419-1                           | Non-compliance with laws and regulations in the social and economic area                     | No monetary fines were imposed on Maple Leaf Foods in 2021 related to non-compliance with laws and regulations in the social and economic area. |               |                           |