



FroggaBio
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FroggaBio Inc. Sustainability Strategy

1. General Commitment

At FroggaBio Inc., we are committed to sustainable development, minimizing adverse environmental and societal impacts. We strive to balance business needs with those of the broader community and environment. Our efforts align with the **United Nations Sustainable Development Goals (SDGs)** and the **Quebec Sustainable Development Act**, focusing on:

- **Health and Quality of Life**
- **Equity and Solidarity**
- **Environmental Protection**
- **Economic Efficiency**
- **Biodiversity Preservation**
- **Responsible Production and Consumption**

We aim to integrate these principles into all business practices to foster positive change in society and the environment.

Leadership Commitment

Our leadership is fully dedicated to integrating sustainability into our corporate strategy. As part of this commitment, we will:

- Publicly report our sustainability performance **annually** on our website to ensure transparency.
- Continuously improve environmental and social responsibility across all operations.

2. Responsibility and Continuous Improvement

FroggaBio Inc. has appointed a **Sustainability Manager** to oversee sustainability initiatives. This individual leads an internal **Sustainability Committee**, meeting quarterly to:

- Evaluate and adjust sustainability efforts as needed.
- Review policies and identify areas for improvement.

Ongoing commitments include:

- Offering **training programs** on sustainability and social responsibility.
- Engaging suppliers and partners to promote sustainable practices.
- Using **sustainability metrics** in our operations and supply chain management to measure effectiveness.

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3. Environmental Risks, Opportunities, and Commitments

We recognize the urgency of addressing climate change, biodiversity loss, and resource depletion. Our strategy includes:

Mitigating Climate Change and Reducing GHG Emissions

- **Scope 1 & 2 GHG Emissions:** Quantify emissions within **12 months** and reduce them by **25% over 10 years**. Focus will be on emissions from company vehicles and facility energy use.
- **Scope 3 Emissions:** Assess emissions within **3 years**, emphasizing business travel and downstream (outsourced) deliveries.

Resource Efficiency & Waste Management

- **Single-Use Plastics Reduction:** Cut plastics used internally in our operation, such as single use food plastics used in our office and packing materials used in our warehouse, by **50% within 5 years**.
- **Reduce/reuse/recycle ice-packs:** Cut the number of ice-packs sent to landfill by **50% within 2 years**
- Use more **environmentally friendly packaging**, reduce paper consumption in the office and the warehouse, and explore **circular economy** practices.

Biodiversity & Ecosystem Protection

- Implement a **biodiversity action plan** focusing on **native frog species habitat restoration**.
- Source materials responsibly and in such a way that the risk of deforestation in our supply chain is minimized.

4. Social Responsibility: Forced Labor & Equity, Diversity, and Inclusion (EDI)

Forced Labor Risk Mitigation

- We are committed to eliminating **forced labor** from operations and our supply chain through regular supplier assessments and adherence to our **Supplier Code of Conduct**.
- Establish a secure, **anonymous grievance reporting mechanism** for unethical labor practices.

Equity, Diversity, and Inclusion (EDI)

- **Representation Goals:** Increase women and minority representation in leadership positions by **30% within 5 years** (from 29% to 37%)
- **Partnerships:** Create opportunities for underrepresented communities through internships, employment, and training by the end of 2026.
- Provide **annual cultural awareness** and **anti-discrimination training** for all employees.



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5. Monitoring, Reporting, and Continuous Improvement

FroggaBio Inc. will publish an **annual sustainability report** to track progress. We will:

- **Publicly disclose upon request** our sustainability performance, ensuring accountability.
- Seek feedback from stakeholders to refine practices.

This strategy will be **reviewed and updated** every **two years** to stay aligned with emerging best practices and evolving global sustainability challenges.