



BURNBRAE[®]
FARMS • FERMES

Eggs for Life![®]

2024 SUSTAINABILITY REPORT



About this Report

This sustainability report covers the operations owned and operated by Burnbrae Farms[®] from January – December 2024 (unless otherwise stated). As in previous reports, we continue to report on metrics to ensure accountability and transparency. The greenhouse gas calculations in this report were quantified and reviewed by an external consulting firm, Delphi, but not audited. Our GHG emission calculations adhere to the WRI/WBCSD GHG Protocol, the foremost standard in corporate GHG accounting. Additionally, we participate in the annual [Carbon Disclosure Project](#) survey.

SDGs

The United Nations Sustainable Development Goals (SDGs) provide a shared framework for building a more sustainable and equitable future. Through our sustainability strategy, we feel that the majority of these global goals are actively reflected in our work.

Forward-looking Information:

This report contains forward-looking statements and information that reflect Burnbrae Farms[®] current expectations regarding future events and business performance. These statements may include projections, goals, and targets related to sustainability initiatives, including but not limited to, greenhouse gas reduction, waste diversion, renewable energy projects, and community investment programs.

These forward-looking statements do not provide any guarantees as to the future performance of the Company and are subject to known and unknown risks and uncertainties that could cause the outcome to differ significantly. We believe these statements to be reasonable and relevant as at the publication date and represent our expectations.

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Overview



President and CEO's Message



As Canada's leading egg producer for over 80 years, Burnbrae Farms® has been committed to nourishing Canadians with nutritious, high-quality, and affordable eggs.

Once again, Burnbrae Farms® has experienced a lot of change in 2024. Yet, we manage to proudly carry on the work that we do to support our people, Canadian families and the communities that we serve.

Demand is strong for eggs in Canada and across the world as the cholesterol myth loses credibility and eggs are recognized for the high protein quality and nutrient value they provide. Avian Influenza continues to be an industry concern, but we have proven to be resilient and have been able to proudly maintain a safe, affordable egg supply for the rising demand of Canadian families.

This year marked a great loss to Burnbrae Farms®. Our co-founder and visionary, Joe Hudson, passed away. Our dad transformed the family farm into the thriving national egg business it is today. His legacy inspires our ongoing commitment to sustainability, innovation, and community investment. He will be greatly missed.

In 2024, we deepened our efforts to give back to the communities we serve. Through, donations and partnerships, Burnbrae Farms® and the Burnbrae Farms® Foundation supported many impactful organizations and causes, including the Grocery Foundation, the Royal Winter Fair, and Swim Drink Fish. We also donated over one million eggs and egg products to charitable organizations across Canada supporting the most vulnerable Canadians through school breakfast programs and food banks.

Sustainability remains at the core of our business, influencing innovation and investments. This year, we were proud to launch a significant water stewardship initiative in partnership with the Town of Upton, Quebec— demonstrating responsible resource management. We continue to improve with our ongoing efforts in waste diversion to reach our goal of zero waste to landfill by the end of 2025. This contributes to our efforts to reduce our greenhouse gas emissions. We also continue to market eggs from farms using solar energy. All of these efforts strengthen our focus on good environmental stewardship.

In addition, we announced the construction of a state-of-the-art grading facility in Western Ontario, set to open in 2026. It will incorporate cutting-edge egg grading, automation, food safety, and environmental technologies that advance our vision to be a leader in sustainable egg production, grading, and processing. Operating for over 45 years in the town of Strathroy-Caradoc, we have played a key role in the local business community and are excited for the future.

We have continued our commitment to transition away from conventional hen housing by opening a new free-run layer farm in Quebec in April 2024. We have further plans for more alternative housing in Ontario in 2025.

We introduced several exciting new product offerings this year, including Naturegg® Solar Free Range Eggs from farms generating solar energy and TerraBrae®, a soil enhancer derived from dried egg shells which are a waste material generated by our processing facilities. Such products reinforce our commitment to sustainable food production through efficient resource use and contributing to the circular economy.

Our achievements were also recognized on a national scale. We were honored as one of Canada's Best Managed Companies and received the Auetta Award for Canada's Safest Manufacturing Employer. Naturegg® Solar Free Range Eggs earned two prestigious accolades — a Canadian Grand Prix award from the Retail Council of Canada and a Best New Product award by BrandSpark International.

We were thrilled to announce a new partnership with Soccer Canada and the Canadian Premier League, reflecting our commitment to supporting active, healthy lifestyles. Through this collaboration, we look forward to making a meaningful impact in communities across the country.

Lastly, I would like to extend my heartfelt gratitude to the incredible Burnbrae Farms® employees across the country. Their dedication, hard work, and passion are the foundation of our success. I am proud of Burnbrae Farms'® continued dedication to sustainability, innovation, and community.

As we look to 2025 and beyond, Burnbrae Farms® remains as committed as ever to our mission to nourish Canadians sustainably with safe, nutritious, and affordable eggs. Together, we are working for a better future—one that values the planet, supports our people and our communities, and ensures access to affordable, high-quality food for generations to come.

Thank you for your continued trust and support.

Margaret Hudson
President & CEO, Burnbrae Farms®





About Us

Burnbrae Farms® is a proudly Canadian, family-owned and operated business with a rich heritage in farming that spans over 130 years. For over 80 years, the company has been producing high-quality eggs, growing from a small family farm in Lyn, Ontario, into one of Canada's leading egg producers. With farms in Ontario, Quebec and Manitoba, Burnbrae Farms® supplies nutritious, high-quality, and affordable eggs and egg products to Canadians from coast to coast.

The company operates multiple farms, grading stations, further processing facilities, and distribution centres across the country,

ensuring a fresh and local supply to meet the needs of retailers, foodservice providers, and consumers. Burnbrae Farms® offers a wide variety of egg options, including free run, free range, organic, omega-3, and eggs from barns that are powered using solar panels, catering to diverse dietary preferences and lifestyles. Recognized for its excellence in business and sustainability, Burnbrae Farms® has been named one of Canada's Best Managed Companies for 13 years and has been certified as a Women's Business Enterprise (WBE) by WBE Canada since 2022.



Burnbrae Farms® at a Glance

Proudly Canadian

Burnbrae Farms® is a leader in the Canadian food industry and a national supplier of eggs and egg products. On March 23, 1891, Joseph Hudson signed the deed to a 100-acre farm he purchased in the village of Lyn, Ontario. He named it Burnbrae, 'burn' being the Scottish name for a stream, and 'brae' the name for a hillside. A little over 50 years later, his grandsons, Joe and Grant, introduced egg laying hens to the dairy farm setting in motion a legacy that continues to flourish. Today, Burnbrae Farms® has been proudly supplying eggs and egg products to Canadians for over 80 years!

Our mandate is clear and far-reaching. We are unwavering in our commitment to provide Canadians from coast to coast to coast with safe, affordable, accessible, and nutritious eggs and egg products.

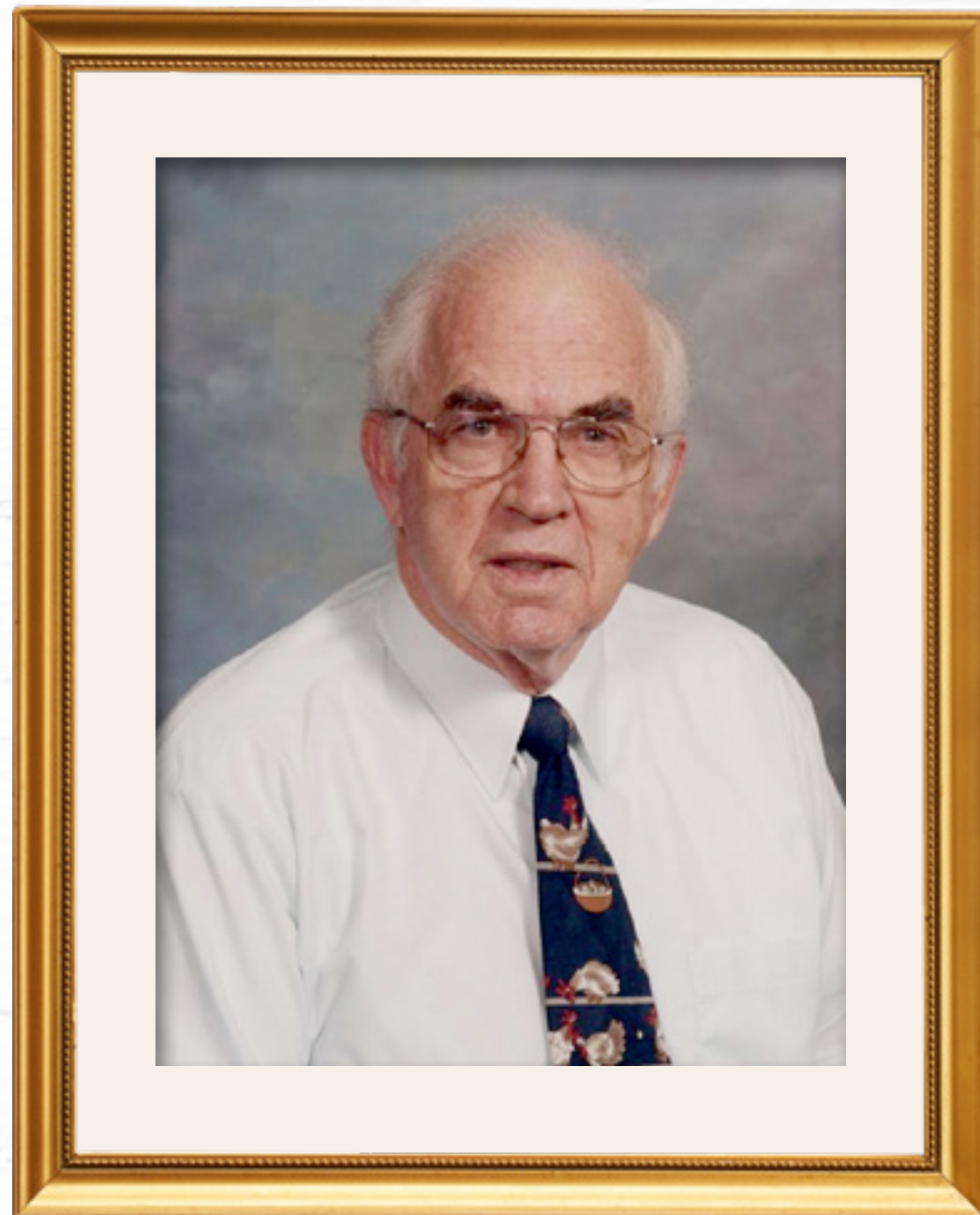
Founded in
1891

Operations in
5
provinces

1 700+
employees

Work with
400+
Canadian
farming
partners





Joseph (Joe) Purvis Hudson

July 12, 1929 – March 14, 2024

Remembering Joe Hudson

In March of this year, we suffered a great loss with the passing of Joe Hudson, co-founder of the Burnbrae Farms® egg business and patriarch of the Hudson Family. Joe Hudson was not just a leader, but a visionary, mentor, and a trusted friend. He has left an indelible mark not only on the egg industry, but the entire food industry and all of us. Many who worked with or knew Joe were touched by his dedication to and love for this company, his family, and his community. His story is intertwined with that of Burnbrae Farms®.

Joe Hudson was intuitive, determined, driven, principled, ethical, approachable, charismatic, focused, and passionate. With the support of his family, he built an egg business of national reach, a legacy that will live on for generations to come.





From humble beginnings, Joe Hudson was raised on the dairy farm that his grandparents purchased in 1891 in Lyn, Ontario. As part of a high school project, Joe raised 50 leghorn pullets to laying hens in 1943 marking the family's entry into the egg business. With shortages in Europe arising from World War II, there was a huge demand for food, including eggs, which Joe and his brother Grant sent for drying to be shipped to Europe.



Joe Hudson achieved his lifelong dream of growing a business of national scale and reach.

Without his leadership, Burnbrae would not have achieved such phenomenal growth and scale.

While Joe continued to stay involved in the business as his health would permit, he started to slow down at the age of 80, transitioning the leadership of the company to his children and valued long tenured employees. Today, the 4th generation of the Hudson

family is committed to carrying on his legacy. Burnbrae Farms® is a leading national brand that distributes eggs and egg products coast to coast to coast.

Joe Hudson left his mark on his family, the communities he served, and both the Canadian egg and agri-food industries, with over 80 years of dedication and innovation. Everyone in the Hudson family and at Burnbrae Farms® is incredibly grateful to him for the person that he was and for the legacy that he built. He will be missed by all.



and in the process, helping to shape the egg industry in Canada as we know it today. Through the 1960s and 70s, he built farms and grading stations in Lyn, Ontario, and St. Zotique, Quebec. He expanded into Western Ontario with the purchase of grading stations in Strathroy and Mississauga, Ontario, and the construction of a farm in Woodstock, Ontario, between the late 1970s and mid-1990s. In 1983, he increased his focus on value added egg products with the purchase of an egg breaking facility in Upton, Quebec.

In the mid 1990s, he started his western Canada expansion, acquiring grading facilities in Winnipeg, Calgary, and Vancouver Island, and farms in Manitoba. He would again expand his interest in further processing with the purchase of an egg breaking facility in Winnipeg in the mid 1990s and the construction of a plant in Brockville, Ontario, in the mid 2000s.

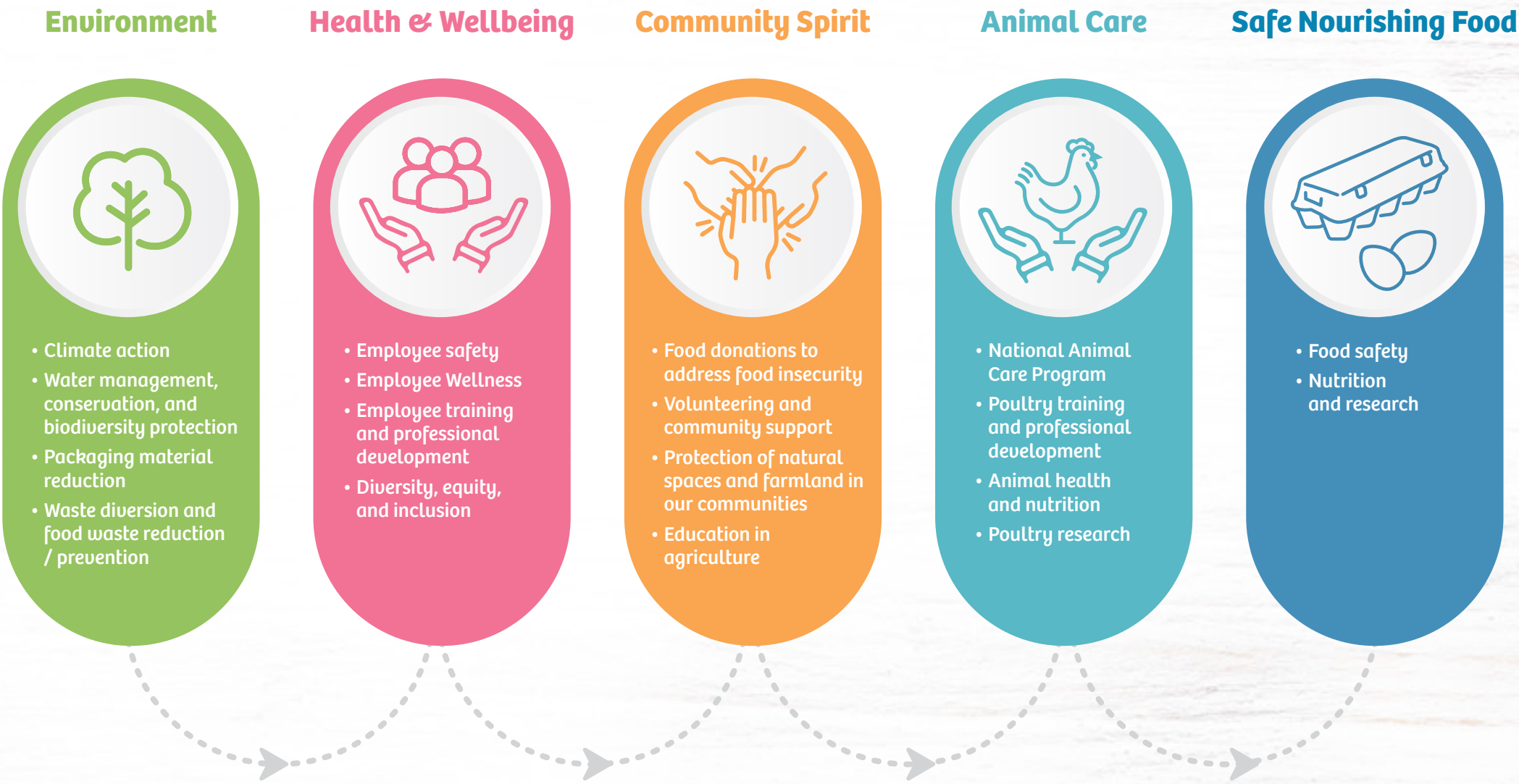
Our Approach to Sustainability

Governance

The Sustainability Governance Committee provides strategic leadership and drives the implementation of our sustainability strategy. Chaired by our President and CEO, our approach to sustainability governance is integrated into the company's management structure. It relies on specific individuals throughout the decision-making and implementation processes, with oversight from the Sustainability Governance Committee, made up of senior leadership members. This committee meets quarterly to discuss and strategize material topics relevant to the business, with the Director of Sustainability and the team managing the overall sustainability strategy. Additionally, Sustainability Champions can be found at each location, helping to execute programs and events throughout the year, ensuring alignment with our sustainability goals at all levels of the company.

Our Sustainability Pillars

We focus our efforts on issues where we believe we can have the greatest impact. As we navigate challenges such as climate change and a shifting economy, our sustainability priorities and key focus areas help to guide our actions and decisions across our five pillars:

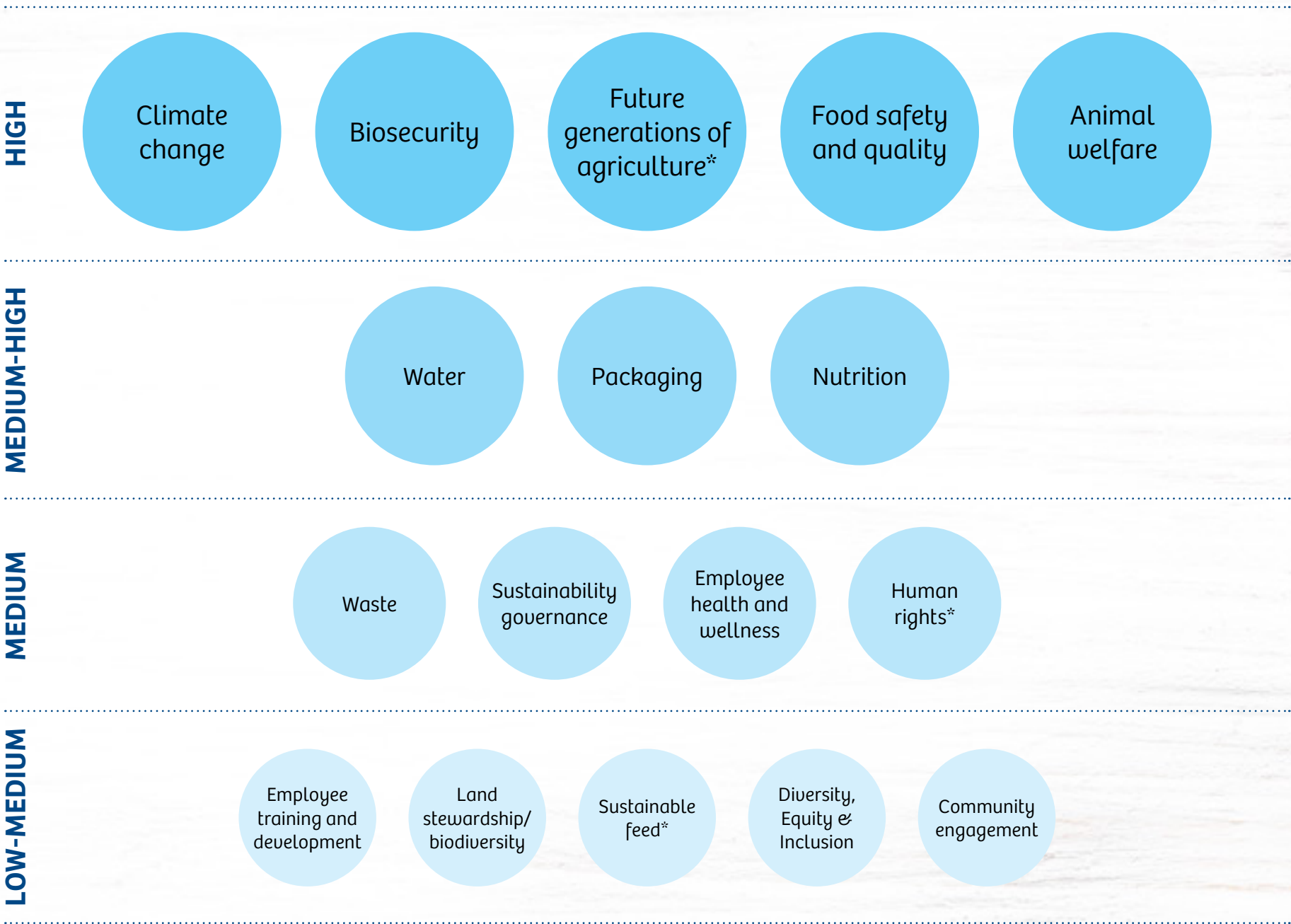


Stakeholder Engagement

Every two years, we conduct a materiality assessment to identify the most significant impacts of our business on society, the environment, and where we can make more positive contributions. While our priorities may remain consistent, we regularly evaluate topics to inform and refine our sustainability strategy. This year, we engaged a sustainability consultant to conduct interviews with external and internal stakeholders — including customers, academics, suppliers, and industry representatives. Here is a summary of the opportunities and risks identified. The goal of these findings is to refine our scope and ensure we address the areas most relevant to both our stakeholders and the business as a whole. We analyze this information to develop strategic plans, prioritize key initiatives for our teams, and integrate recommendations into our sustainability framework. This ensures continuous progress toward our existing goals while enhancing our overall impact.

MATERIAL ISSUES SUMMARY

The topics were prioritized based on financial and impact materiality. Topics marked with an asterisk (*) represent those not previously highlighted in Burnbrae Farms’ Sustainability Report.



Even if a material topic is shown as a low-medium priority, this does not imply it is unimportant. Rather, it is embedded within the business operations and managed as part of our ongoing commitments.

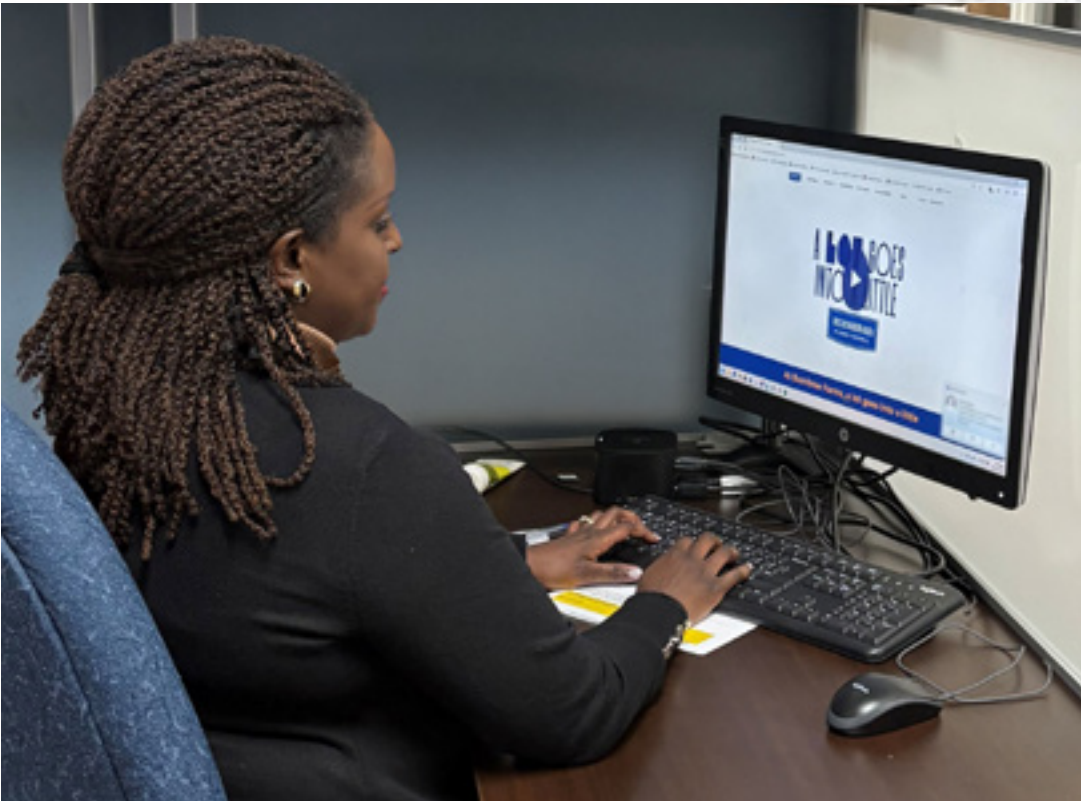
Our Company Values

Burnbrae Farms® and its employees conduct business in an ethical manner that is reflected in our core values. These values help guide us as we balance the short and long-term economic, environmental and social considerations of our business.



Cyber Security

Cyber Security is not something that we can simply buy, it is something we practice, and it takes people to do it right. This philosophy guides cyber security initiatives at Burnbrae Farms®, where we place high priority on Cyber Security initiatives and monthly Cyber Security Awareness Training for our employees. We also promote information technology learning initiatives with staff as much as possible, such as IT Security webinars, open discussions on hardware and software implementations, and tips and tricks sessions on global cyber security trends. Burnbrae Farms’® Information Technology (IT) team helps protect our employees and customers through continuously evolving cyber security initiatives, including Cyber Security Assessments, Penetration Tests, and advanced Network and Email Security systems that filter millions of emails each year. We don’t just identify issues within our own networks—we extend this vigilance to our vendors and customers as well. For example, we have detected and alerted dozens of customers and vendors about DMARC (email authentication protocol) vulnerabilities in their systems. This proactive approach strengthens our defenses against supply chain attacks. At Burnbrae Farms®, we acknowledge that cyber security programs can always be improved upon and upgraded like any other security system.



Ethics and Integrity

Burnbrae Farms® provides a framework for the conduct of its employees through the Employee Business Conduct and Violence, Harassment and Discrimination policies that must be adopted by all employees. We provide resources for employees and mechanisms to report concerns through a confidential reporting hotline.

In 2024, we issued our [Modern Slavery Report](#) which sets out actions that Burnbrae has taken during the 2023 fiscal year to prevent and reduce the risk of forced labour or child labour within our operations and supply chain.

2024 Highlights

Certified
Majority Female
Owned by WBE
Canada



\$160k

Donated Through
the Burnbrae Farms[®]
Foundation

92%

Waste
Diversion

3,685

Trees
Planted

12

Shoreline/
Roadside
Cleanups

100%

Canadian
Family-Owned
and Operated



1 million+

Eggs Donated

Canada's
Safest
Manufacturing
Employer
Award



Awards and Recognition

This year, Burnbrae Farms® won several awards in many different categories. We are truly humbled and honored to be recognized with these accolades. They serve as a testament to the hard work and dedication of our entire team, inspiring us to continue striving for excellence in everything we do. These awards reflect Burnbrae Farms® commitment to excellence, safety, innovation, and increased sustainability across its operations and products.



Canada's Best Managed Companies

Recognized once again as one of Canada's Best Managed Companies, a prestigious program celebrating excellence among Canadian-owned businesses.



Canadian Poultry & Egg Processors (CPEP) Outstanding Contribution Award

Honoured posthumously for Joe Hudson, co-founder of Burnbrae Farms®, for his transformative contributions to the egg industry.



Avelta Award

Canada's Safest Manufacturing Employer: Recognized for outstanding safety culture and programs by Canadian Occupational Safety.



Canadian Grand Prix New Product Awards

Finalist: EGG Bites! Crustless Quiches

Grand Prix Award Winner:
Naturegg® Free Range Solar Eggs



Star Women in Grocery (Canadian Grocer)

Recipient: Sue Hudson,
Senior Director of Digital Marketing
& Communications.



Women's Business Enterprise (WBE) Certification

Recognized as a WBE Canada-certified business for being at least 51% owned and managed by women.



Pinnacle Award from Sodexo

Awarded from Sodexo, the Supplier Diversity Pinnacle is awarded to suppliers for exceptional commitment to women's leadership, sustainability and community engagement.



BrandSpark Most Trusted Award

#1 Most Trusted Egg Brand in Canada: Sixth consecutive year holding this distinction.



BrandSpark International Awards

Best New Product in Canada:
Naturegg® Omega Plus® Solar
Free Range Eggs

Environment



Environment

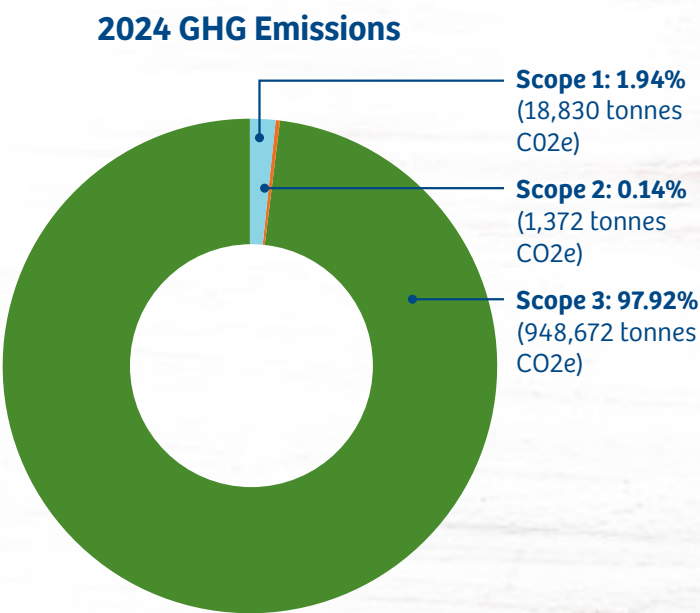
Tracking Emissions and Reducing Our Carbon Footprint

Climate change is one of the top priorities in our materiality assessment, and we have been tracking and reporting our emissions for several years. In 2024, we continued tracking our energy use and measuring our greenhouse gas (GHG) emissions across all three scopes¹. Scope 3 emissions make up the majority of our emissions. While Scope 1 and 2 emissions are a smaller portion of our total footprint, they are our primary focus for near-term reduction, as we are best positioned to drive meaningful reductions in the areas where we have direct impact.

We observed a slight increase in total emissions compared to 2022 and 2023. While our Scope 1 and 2 emissions have risen slightly since 2023, they remain more than 8% lower than in 2022. The uptick in Scope 1 emissions from 2023 to 2024 is primarily due to increased fuel use by our fleet.

Looking ahead, our current plan prioritizes reducing direct operational emissions through energy efficiency upgrades in our buildings and expanding the use of renewable energy. Our fleet — accounted for under Scope 1 emissions — is a key focus area, and we are exploring opportunities for targeted action.

In the near term, we plan to set an interim emissions reduction target and develop a decarbonization plan to ensure our efforts align with global climate goals.



¹GHG emissions have been calculated by Delphi and follow the WRI/WBCSD GHG Protocol.

²Scope 3 emissions are currently calculated using methods that provide order-of-magnitude estimates. These estimates may be revised in future years as we gather more accurate data and calculate more representative scope 3 emissions.

³Scope 1 emissions include the following sources: natural gas combustion, propane combustion, and diesel use by our fleet. Refrigerants, on-site manure management, and our corporate passenger vehicles are excluded from our Scope 1 inventory at this time.

⁴In 2023, we acquired a facility in Kitchener, Ontario. The structural change to our boundaries triggered a historical year recalculation in line with the WRI/WBCSD GHG Protocol. The Kitchener facility's emissions have retroactively been added to our 2022 and 2023 inventories. The recalculation also considered the most up to date emissions data from the 2025 publication of Environment and Climate Change Canada's National Inventory Report 1990-2023: Greenhouse Gas Sources and Sinks in Canada.

We are actively refining our strategy and will report our progress externally to maintain transparency and accountability in our sustainability efforts.

In 2024, we opened a new farm in Quebec, designed with a strong emphasis on clean energy and efficiency. Heat exchangers were installed to enhance energy efficiency, and the facility primarily relies on clean electricity from the Hydro-Quebec grid.

Additionally, in 2024, we announced the construction of a state-of-the-art grading facility in Western Ontario, set to open in 2026. This facility will incorporate cutting-edge egg grading and automation technologies, supporting our commitment to more responsible and efficient egg production, grading, and processing.

For Scope 3 emissions, we recognize the importance of collaborating with our suppliers and the broader egg industry to address these indirect emissions. Egg Farmers of Canada has conducted an industry-wide stakeholder consultation to develop a roadmap for reducing industry emissions and achieving sustainability goals. Through these collective efforts, we aim to contribute to the transition toward a lower-carbon economy.



Water Stewardship

Water is essential to our business operations, particularly for washing and sanitizing eggs in our grading and further processing facilities. Effective management and the implementation of water efficiency measures are key to reducing our environmental impact. To ensure regulatory compliance and preserve resources, we closely monitor water volumes entering and exiting our sites.

This year, Burnbrae Farms® has embarked on an innovative project to significantly reduce the amount of water used in our processing plant in the town of Upton, Quebec. With the help of a government grant, plant operators will be able to install three innovative wastewater post-treatment units, which will recirculate water in a closed-loop system. These units will treat effluents to drinking water quality. This will allow the plant to recycle nearly 100% of its processed water, which is a decrease in water use of approximately 400 cubic meters per day.



(L to R) **Ty Diep**, Sr. Director, Regulatory Affairs Burnbrae Farms®, **Minister Lamontagne**, Quebec Minister of Agriculture Fisheries and Food, **Margaret Hudson**, President and CEO Burnbrae Farms®



Three innovative wastewater post-treatment units will be installed which will recirculate water in a closed-loop system.

Lyn Falls,
Lyn, Ontario



Manure Management

Every year, our hens produce many metric tonnes of manure that are used by farmers to grow crops thus reducing the use of synthetic fertilizers. Chicken manure is rich in nitrogen, phosphorus, and potassium — key nutrients to growing great crops. The organic components of the manure also enhance soil quality and water retention.

Hen manure is managed under provincially mandated nutrient management programs. Since the early 1990s, we have built enclosed concrete storage buildings for our manure whenever feasible during new construction or renovations. These structures allow for long-term dry storage of all hen manure generated on the farm with no runoff and minimal emissions. Manure is then spread on the farm or sold to other farmers when it is an optimal time to apply it to fields.

As part of our ongoing commitment to sustainability and innovation, the Burnbrae Farms® Foundation recently sponsored a scholarship through Nuffield Canada for an individual in agriculture to conduct research on manure management. Supported by the Nuffield Scholarship, the scholar will spend at least 12 weeks traveling to several countries to visit farms and other facilities to study innovative solutions to improve manure management in Canada from a global perspective.



Georgia Lewis, Nuffield Scholar

Biodiversity

On the original farm in Lyn, Ontario, we maintain about 1,000 acres of forest and wetland areas as wild spaces. These forests are quite mature, and we have left them to nature, supporting biodiversity on our farm. We have also planted trees on lawns, in abandoned fields, and other open areas to facilitate the movement of birds and other wildlife, providing cover as they move across open areas on the farm.

This year, in a visit from Nature Canada, over 40 species of native birds were identified in some of our mature forests including the American Redstart. The Lyn farm is located in the Frontenac Arch Biosphere, home to endangered species such as the Cerulean Warbler (pictured). Trees planted almost 15 years ago in a reforestation project contribute to the forest cover for this area, filling in the forest canopy.



Burnbrae Farms® is proud to have contributed in past years to the Nature Canada Save Our Swallows Program. Each year, Barn Swallows nest in our horse barn, and we make sure they're left undisturbed.





Waste Diversion

Our journey toward zero waste to landfill began many years ago. In 2024, we focused on refining our data collection processes and enhancing our diversion opportunities. This year our waste diversion increased from 90% in 2023 to 92%*. We are committed to a comprehensive review of our waste diversion practices, aiming to maximize opportunities for waste diversion across our facilities and further reduce waste to landfill. This initiative first prioritized facilities with waste diversion rates below 50% to create the most immediate impact. We assessed the costs of implementing additional recycling programs in facilities without existing services and estimated current waste diversion costs to establish a clearer picture of resource allocation. An inventory of diverted materials was compiled for each facility to better understand the unique waste and diversion story at each location. Facility leads responsible for waste management and data collection were identified to drive progress, and senior executives overseeing grading and processing facilities were engaged to discuss challenges and opportunities.

This year, we launched a new recycling initiative at our Winnipeg facility to divert used personal protective equipment (PPE) from landfill. PPE is necessary for ensuring the safety of our employees and products, but due to its mixed materials and contamination risks, it has traditionally been difficult to recycle. Through this program, worn PPE is collected and sent for specialized recycling, helping to remove it from our waste stream. Building on the success of this pilot, we intend to gradually scale the initiative to other locations. By finding innovative ways to repurpose materials, we continue to enhance our waste diversion efforts.

*Includes Burnbrae Farms® processing and grading facilities. Waste diversion refers to our efforts to reduce the amount of waste sent to landfills by redirecting materials toward alternatives such as recycling, composting, or reuse.

TERRABRAE®
GARDEN & LAWN JARDIN ET PELOUSE

EGGSHELL SOIL ENHANCER
MADE FROM FINELY GROUND EGGSHELLS
CONDITIONNEUR DE SOL FAIT DE COQUILLES D'ŒUFS
FABRIQUÉ À PARTIR DE COQUILLES D'ŒUFS FINEMENT MOULUES

PREVENT CALCIUM DEFICIENCY	PRÉVIENT LES CARENCES EN CALCIUM
BALANCE SOIL pH LEVEL	ÉQUILIBRE LE pH DU SOL
INDOOR & OUTDOOR USE	USAGE INTÉRIEUR ET EXTÉRIEUR

7 DAYS 7 JOURS

Contributing to a circular economy

is our newly-launched [TerraBrae®](#) Eggshell Soil Enhancer. Made from eggshells which are a by-product in our egg breaking operations, TerraBrae® provides gardeners with a soil enhancer. Easy to use and versatile, TerraBrae® can be applied to indoor plants, outdoor garden beds, and lawns to nourish soil while reducing waste.

Continuous improvement remains a cornerstone of our waste diversion efforts. We regularly review and update our

strategies and processes, incorporating new insights and opportunities for optimization when possible. Ongoing engagement with employees and stakeholders ensures alignment and fosters commitment to our goals. In 2025, we will launch awareness campaigns and training to ensure employees understand and embrace new waste management practices. To measure our progress, we will enhance systems already in place to regularly monitor and evaluate our efforts.

By the end of 2024, our waste diversion rate reached 92%.

Packaging

When possible, we package our eggs in 100% post consumer recycled fibre cartons that are also recyclable where facilities exist. Some of our more value added products like hard boiled eggs and frozen egg patties, require food safe plastic packaging to maintain quality and freshness. We have been actively collaborating with our plastic packaging suppliers to increase the use of post-consumer recycled (PCR) fibre content to our products. This effort aligns with our commitment to minimize our environmental footprint and addressing the growing demand for viable materials in the retail marketplace.

We are responding to increasing government requirements for detailed data reporting on our use of plastic in packaging and are working to transition to more suitable plastic options that are widely recyclable, ensuring our packaging meets both regulatory standards and consumer expectations. At the same time, we recognize the critical role plastic plays in maintaining the integrity of our products. Eggs are fragile and must remain intact during transportation, while also being highly perishable with stringent food safety requirements. Plastic packaging ensures that egg products stay protected and fresh, providing essential safeguards for consumers. These initiatives reflect our dedication to advancing packaging sustainability while maintaining product quality and safety.



Social



Health and Wellbeing

We want to be an employer of choice and have a reputation for offering a safe and healthy working environment where colleagues feel valued.

Employee Engagement

Employee engagement is not just a metric—it's a foundation of organizational success. It impacts morale and motivation, and builds a deeper connection between our employees, company leadership, the Hudson family, and our core company values. That's why measuring engagement is vital. By regularly assessing how connected and satisfied our employees feel, we can track our progress and make informed decisions to ensure our workplace continues to thrive.

Recognizing the importance of staying attuned to our employees' experiences, we partnered with a global consulting leader in 2024 to conduct an employee engagement survey which was a comprehensive and unbiased analysis of our organization. Participation in this survey was outstanding, with an 84% response rate—10% higher than our previous survey in 2018 - and well above the industry average. This high level of participation reflects the dedication of our employees to shaping the future of Burnbrae Farms[®] and their willingness to share honest and constructive feedback.

The survey results provide invaluable insights into both our strengths and opportunities. While we celebrate the areas we excel in, our primary focus is on addressing the feedback that highlights opportunities for improvement. These insights are instrumental in guiding our strategies to enhance the employee experience, reinforce our shared values, and ensure every team member feels valued and supported in their role.



In 2025, we will create action plans for each of our locations to build on these insights and put the suggestions into action. By working collaboratively and intentionally, we aim to turn feedback into meaningful changes that strengthen our organization and make Burnbrae Farms[®] an even better place to work.

Lean Manufacturing Training

As part of our commitment to continuous improvement, Lean Manufacturing training was rolled out to all Operations leaders and plant management. This initiative marked the beginning of a larger rollout of Lean Manufacturing training across all Burnbrae Farms® sites, starting with White Belt and Yellow Belt training.

Lean Manufacturing training equips our teams with tools and strategies to optimize operations, eliminate inefficiencies, and create value. During the training sessions, employees learn streamlined ways of working, enhancing productivity and reducing waste in processes. They are also empowered to deliver better value and higher-quality service, cultivating positive responses from both customers and colleagues.

In addition to these operational improvements, training focuses on building positive staff morale by enabling employees to make meaningful changes to their workflows. It also develops team proficiency in resolving problems by encouraging collaboration to surface challenges and address them effectively.

This program is an important step in fostering a culture of continuous improvement, ensuring Burnbrae Farms® remains a leader in quality, efficiency, and employee engagement.



Diversity, Equity, and Inclusion

Diversity, Equity & Inclusion (DEI) training is now part of the annual Management Training program that all management must complete. In addition, we have rolled out DEI training to our shop floor team at five locations. The plan is to continue to roll out that training to other sites in our network in 2025.

TRUTH AND RECONCILIATION DAY

Every year, Burnbrae Farms® recognizes the National Day for Truth and Reconciliation - a time to reflect on the lasting impact of residential and day schools, honour those who never returned home, and support survivors and their families. This day serves as an opportunity for all Canadians to learn, acknowledge, and reflect on this history, while emphasizing the ongoing need for reconciliation and strengthening relationships between Indigenous and non-Indigenous people.

September 30 also marks Orange Shirt Day, when Canadians wear orange to recognize the intergenerational effects of residential schools and affirm that 'Every Child Matters'. The orange shirt serves as a powerful symbol of the culture, self-esteem, and freedoms stripped from Indigenous children over generations. In recognition of this important day, Burnbrae Farms® donates annually to the Orange Shirt Society to support their efforts in raising awareness and educating Canadians about the history and legacy of residential schools.



By continuing to educate ourselves and engage in meaningful action, we can become better allies and contribute to lasting change.

As part of our commitment to reconciliation, we once again sponsored 20 employees to take a virtual reconciliation course offered by First Nations University Canada. This program provides comprehensive, customized anti-racist education aligned with the Truth and Reconciliation Commission's 94 Calls to Action, helping to further a renewed relationship between Indigenous Peoples and non-indigenous Canadians. Offered in both English and French, the course provides an opportunity for employees to engage in meaningful learning. One participant shared, "This training gave me valuable insight into the journey of Indigenous people in Canada." Reflecting on our history is a crucial part of reconciliation and healing. By continuing to educate ourselves and engage in meaningful action, we can become better allies and contribute to lasting change.



MAJORITY FEMALE OWNED

Burnbrae Farms® has been certified as a Women's Business Enterprise (WBE) for the third year in a row. Canadian businesses that are at least 51 per cent owned and managed by women are eligible to be WBE Canada certified. Generations of the Hudson family have been inspired by influential matriarchal women who were well educated, community minded, and strong role models. The 4th generation of the Hudson family is proud to carry on their legacy and is honoured to be accredited by [WBE Canada](#).

Employee Appreciation Day

Every July 12th, we recognize and celebrate the invaluable contributions of Burnbrae Farms[®] employees across the country on Employee Appreciation Day. Their dedication and hard work enable us to provide Canadians with safe, affordable, and nutritious eggs and egg products.

This day holds special significance as it also falls on the birthday of Joe Hudson, Burnbrae's co-founder. His vision and values continue to inspire us, making this celebration not only a recognition of our employees but also a tribute to the legacy that shaped Burnbrae Farms[®].



Occupational Health and Safety (OHS)
Overview

Our focus on health and wellbeing is to provide a safe and healthy working environment for all Burnbrae team members through comprehensive health and safety programs, continuous training, internal audits, and investments in processes and equipment aimed at preventing injuries. All locations have Joint Health and Safety Committees (JHSC) that meet regularly to address site-specific issues and contribute to local program development, ensuring the safest possible workplace for everyone.

Training and Orientation

All new employees, including temporary agency staff and foreign workers, receive a comprehensive OHS orientation and on-the-floor onboarding. This training covers Burnbrae’s safety standards, standard operating procedures, and emergency response protocols.

Key Performance Indicators (KPIs)

In 2024, we enhanced our safety milestones with eight KPIs, including production and equipment observations, to ensure adherence to training. Monthly workplace inspections, preventative maintenance programs, hazard reporting, and risk assessments further support hazard identification and prevention.

Safety Achievements

Over the last two years, we reduced lost-time accidents (LTA) by 34% and recordable incidents by 16%. Six of our 10 plants achieved significant milestones:

During Fiscal 2024, internal safety audits raised the compliance target from 80% to 85%, with 9 out of 10 plants meeting or exceeding the new benchmark.

LOCATION	Island Egg	Mississauga	Brockville	Winnipeg Grading	Kitchener
CONSECUTIVE DAYS WITHOUT AN LTA	1,331	3,323	1,317	451	506



Our overarching goal is zero lost-time injuries. We promote a strong workplace safety culture by encouraging employees to follow protocols, use safety equipment properly, identify hazards, and voice concerns.



Continuous Improvement and Initiatives

Our OHS management system, guided by policies and standards not only ensures compliance with but exceeds federal and provincial regulations. We have developed over 60 safety procedures and guidelines to drive consistency and compliance.

Burnbrae also participates in initiatives such as North America Occupational Health and Safety (NAOSH) Week, which promotes awareness through training and drills. Additionally, we introduced a hazard roadmap, identifying root causes and corrective actions for top workplace risks.



We partner with colleges and universities to mentor Occupational Health and Safety students during their co-op placements, providing hands-on experience. Over the last two years, six students participated, with one hired for a new health and safety role.

Our commitment to a safer workplace is ongoing, as we strive to ensure every employee returns home safe every day.



In October 2024 Burnbrae was a proud winner of the Auetta Award for Canada Safest Manufacturing Employer. This significant achievement was celebrated across all our locations, reinforcing our commitment to workplace safety and excellence.



Community Spirit



Community Spirit and charitable giving have deep roots firmly planted in the values of the Hudson family and Burnbrae Farms[®]. Giving back to communities has always been a part of our core values and culture as a family and as a business. Burnbrae Farms[®] proudly supports many charities and local infrastructure projects in the communities in which we operate.

Examples of our community investment initiatives in 2024:

DINE with **EGGS.**

Holland Bloorview

DINE WITH EGGS: In its fourth year, Burnbrae Farms[®] and Taste Toronto presented Dine with Eggs – a six-week long culinary experience celebrating the versatility of eggs. We teamed up with over 30 top Toronto restaurants, bars, and cafes where patrons indulged in mouth-watering dishes created with Burnbrae eggs, while supporting Holland Bloorview Kids Rehabilitation Hospital. For every egg dish sold throughout the campaign, Burnbrae Farms[®] donated funds to support the hospital.



WE CARE: Every year, Burnbrae Farms[®] is a corporate sponsor of We Care in support of sending kids with disabilities to summer camp.



GIVING TUESDAY: Every year on Giving Tuesday, Burnbrae matches gifts of the hens and roosters program provided by World Vision. By raising poultry, communities can lift themselves out of poverty through a continuous supply of eggs to provide for their families, while the surplus can be sold to provide a consistent income.

SHORELINE AND ROADSIDE CLEANUPS:

Our employees actively participate in shoreline/roadside cleanups, as well as tree planting. Each facility has a dedicated sustainability champion to help organize these cleanups and a community investment budget to use for these types of initiatives.



PARKINSON CANADA: As a proud, long-time sponsor of Parkinson Canada SuperWalk, we strongly believe in the importance of wellness and brain health. This is why we partner with Parkinson Canada in support of that goal, all while promoting the importance of a balanced diet and active lifestyle. Our locations participate and support SuperWalks across Canada annually, helping raise critical funds to advance Parkinson's research and raise awareness.



THE ROYAL AGRICULTURAL WINTER FAIR: The Royal is the World's largest combined indoor agriculture fair and international equestrian competition and attracts more than 250,000 visitors every year. It's where Canadian and international breeders, growers, and exhibitors compete for a champion's ribbon, and where hundreds of thousands of attendees come to learn, shop, and have a great time with friends and family. Burnbrae Farms® has been a proud supporter of the Royal for more than 25 years.



FOOD BANK DONATIONS: As part of our commitment to donate one million eggs per year, Burnbrae Farms® donated 30,000 eggs to the Daily Bread Food Bank as part of a campaign they launched to match cash donations.



SECOND HARVEST: We have partnered with Second Harvest, a food rescue organization, to donate eggs and egg products to food banks and other organizations in need across Canada. In 2024, we donated 85,300 lbs of eggs and egg products which equals 85,300 meals.



AGSCAPE: It is important for Canadians to understand how their food is grown. This is why we are great supporters of AgScape, an organization committed to delivering factual, balanced, curriculum-linked food literacy programs and resources to Ontario educators and students. It is also important to encourage young people to seek out a career in food and agriculture where employment prospects are strong.

The Burnbrae Farms® Foundation

In 2017, the Hudson family established the Burnbrae Farms® Foundation. The Foundation's vision is a Canada where everyone has access to responsibly sourced, affordable, and nutritious food. The foundation operates at the national level and is governed by a Board of Directors that meets quarterly.

BURNBRAE
FARMS • FERMES

Foundation



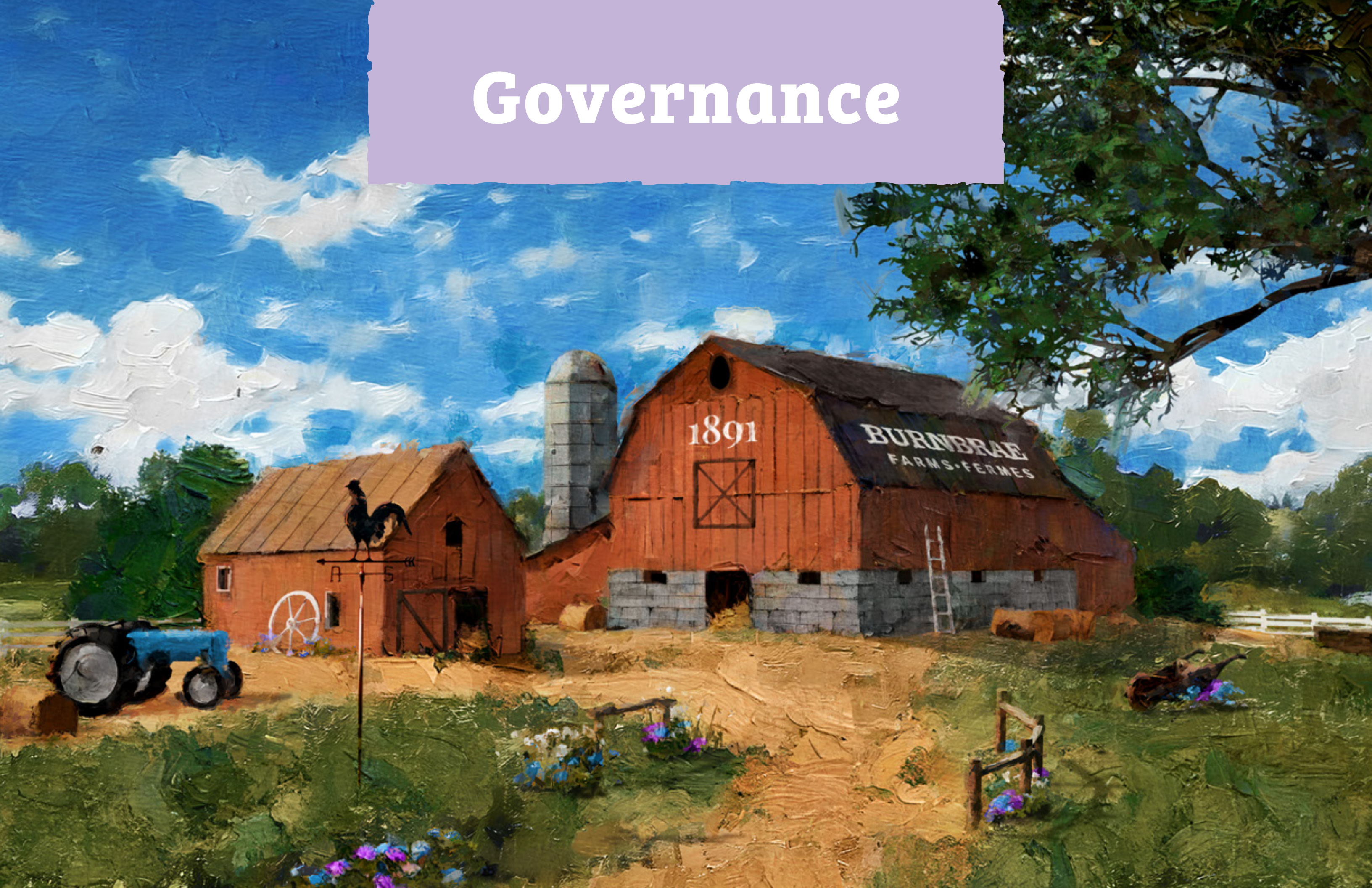
In 2024, the Foundation provided \$160k in donations to 15 Canadian registered charities that aligned with its funding criteria and mission. These included several food rescue organizations, children's breakfast programs, universities

conducting agricultural research, AgScape (for agricultural education in classrooms), community centres, United Way, YMCA, and Nuffield Canada's poultry research scholarship.

The Foundation's fundraising efforts include 'Dinner on the Farm', an event we have hosted for two consecutive years. This unique evening invites our suppliers to join us on the original Burnbrae farm in Lyn, Ontario, for a memorable outdoor evening of dinner and entertainment. All proceeds from the event are directed to the Foundation, enabling us to continue our support. We are actively trying to enhance our fundraising capacity, with the goal of increasing our ability to donate and make an even greater impact in the future.



Governance



Animal Care

Caring for our hens is at the heart of what we do, and we are proud to offer consumers eggs produced with a focus on animal welfare.

Burnbrae Farms[®] has a rigorous internal animal care program that is coordinated by our National Animal Care Specialist, Dr. Michelle Shaw. Our Animal Welfare Working Group meets three times annually to provide oversight to the program, review internal animal care policies and procedures addresses external issues related to animal welfare, and ensure that we are in alignment among different departments.

Handling a live animal product presents a unique responsibility that sets us apart from many other food manufacturers. This distinction highlights the importance of ensuring that animal care is always a top priority. We strive to provide our hens with the highest level of care, guided by the latest poultry science, veterinary expertise, and research-driven best practices.

In 2024, our commitment to transitioning our hens from conventional housing continued. We built one free run barn in Quebec, with two more slated for completion in 2025. In Manitoba, we added another free run barn, bringing that farm's total to three free run barns and a free run pullet barn (built in 2023). Along with all Canadian egg farmers, we remain on track to meet our industry-wide goal of transitioning to alternative housing systems by 2036.

KEY AREAS OF FOCUS:

- National Animal Care program
- Training and professional development
- Animal health and nutrition
- Poultry research

National Animal Care Program

All of Burnbrae’s poultry farms are currently compliant with the Egg Farmers of Canada (EFC) standard as documented by second and third-party audits. The latest national Animal Care Program (ACP) was released in May 2023 and is fully implemented on all farms. All our farms continue to prioritize animal care, placing a strong emphasis on the ACP and its role in ensuring the best animal care practices for our birds.

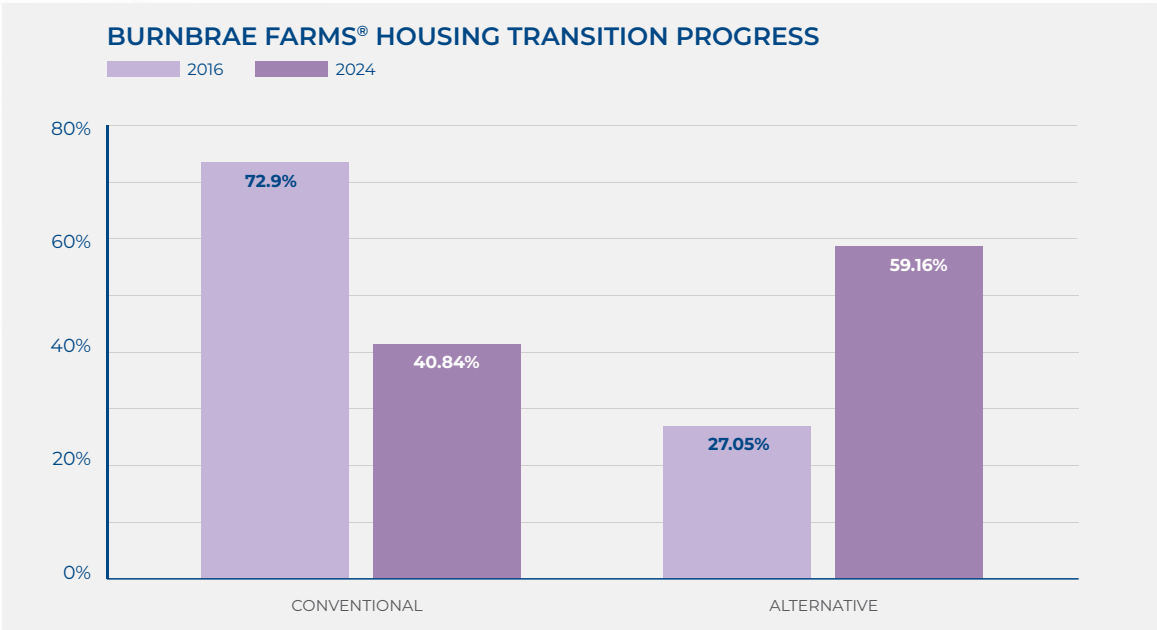
We continue to transition away from conventional housing and towards alternative housing systems like Enriched, Free Run and Free Range. As of

2024, Burnbrae is on track to meet the national commitment of transitioning all housing to alternative systems by 2036.

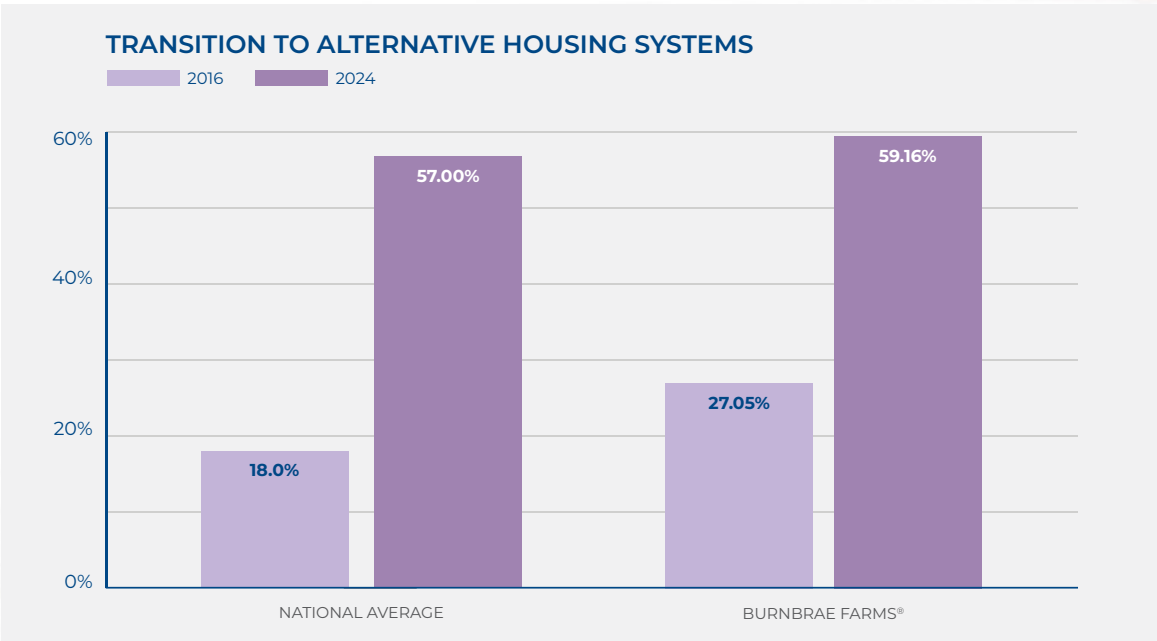
Members of the Burnbrae poultry team actively participate in the process to develop and deliver the national animal care program. We do this by being involved in various provincial, national, and international animal care and poultry welfare initiatives. For example, we occupy a seat on the Board of Directors of the Egg Farmers of Canada and Egg Farmers of Ontario. We are also an Associate Member of the National Farm Animal Care Council and the Poultry Service Association. We also have representatives participating in the Production Management Committee at EFC as well as the Code Amendment Committee.



Enriched cage with nesting area, perches and scratch pad.



The percentage of birds housed in conventional vs. alternative housing (enriched colony, free run, free range, or organic) in 2016 vs. 2024 as a percentage of all Burnbrae-owned farms. Housing capacity in alternative systems has increased by 32% and decreased by 32% in conventional systems.



The percentage of birds housed in alternative housing (enriched colony, free run, free range, or organic) in 2016 vs. 2024 as a percentage of all Burnbrae-owned farms vs. National Average. Burnbrae Farms® continues to be on track with the National Average.

[Egg Farmers of Canada Annual report 2024](#)

Training and Professional Development

All new poultry employees are trained in animal care, and all current poultry employees receive annual re-training in animal care and handling. This training program is delivered by our Animal Care Specialist and includes our animal welfare statement, employee code of conduct, biosecurity guidelines and rules, as well as modules on animal health, handling, and transportation.

We have also made a concerted effort to train all outside service crews that help us move and vaccinate our birds. As part of our training program, we provide animal care training videos in English, Spanish or French depending on the crew's native language. Crews must sign off that they understand our animal care expectations.

In 2024, we continued to develop our training program and making training materials more accessible to employees. We piloted a "train the trainer" approach for both French and Spanish-language animal care training so employees could be trained in their preferred language and subsequently help train others. We also piloted a fully digital training sign-off process to improve accessibility. A knowledge verification activity was implemented as well to gauge training comprehension. In 2024, 13 training sessions were conducted by our animal care specialist and a further five sessions were conducted by additional trained trainers.





Animal Health and Nutrition

We believe that disease prevention is crucial to ensuring good animal health. We work with poultry veterinarians, nutritionists, and others to proactively mitigate diseases and develop comprehensive health and nutrition protocols.

VACCINATIONS AND BIRD HEALTH

We have implemented a standard vaccination program for all our flocks. This program is regularly reviewed by the poultry team in consultation with veterinarians to reflect the latest disease challenges. We conduct periodic tests to determine the effectiveness of our vaccination program at protecting our flocks against specific diseases. We also test and monitor all incoming flocks when they arrive as chicks for key infectious diseases.

NUTRITION

We regularly consult with nutritionists to ensure that our birds are fed a high quality, nutritious feed ration that is tailored to their specific dietary needs. We are also continuously working with feed companies, veterinarians, and researchers, to explore dietary solutions to proactively prevent disease. For example, this year we conducted a research trial to determine how dietary changes impact the gut bacterial populations in layer flocks. We also piloted a water flushing project to explore any potential positive impacts on growth and development by providing young chicks water at a cooler temperature during a critical stage of their development.

BIOSECURITY

Although the Avian Influenza burden in Canada was less in 2024 compared with the outbreak experienced in 2022, biosecurity remains as important as ever. We still experienced heightened biosecurity during both the spring and fall migration seasons as a precaution, and that will likely continue seasonally going forward.

We are also testing different cleaning and disinfection procedures, including looking at the efficacy of different detergent products, as well as waterline disinfectants, so we can give our birds the best start possible when a new flock gets housed in a barn.





We believe that providing our birds with good welfare means that our poultry management practices must be guided by scientific expertise with an aim towards continuous improvement.

Poultry Research

We believe that providing our birds with good welfare means that our poultry management practices must be guided by scientific expertise with an aim towards continuous improvement. Therefore, we strive to support poultry research in as many ways as we can. For instance, we provide monetary support to different research associations, such as the Poultry Industry Partnership at the University of Alberta. We are also collaborating with researchers—which includes providing access to our barns, birds, and data—to help answer crucial questions

that are important to us and the broader poultry industry. This year, we supported a research project on providing pecking blocks to pullets and/or laying hens. The study is looking into whether pecking blocks benefit birds in the barn, which types they prefer, how they use them (e.g. for foraging), how often they need to be replaced, and the impact on welfare measures like feather coverage and livability.

Safe Nourishing Food

Nutrition and Research

Eggs are one of nature's most nutrient-dense and versatile foods, offering an eggcellent array of health benefits in a small package. Two large eggs provide 16 essential vitamins and minerals, all for just 160 calories. Packed with high-quality protein, iron, and Vitamin B12, eggs are a nutritional powerhouse that supports energy, muscle repair, and overall health.

Incorporating eggs into your diet means treating your body to nutrients like lutein and zeaxanthin, which are linked to reducing the risk of cataracts and macular degeneration, supporting long-term eye health. Additionally, eggs are a rich source of choline, an essential nutrient that plays a critical role in brain function and neurological development. They also contain Omega-3 polyunsaturated fats, which are necessary for heart health and cannot be produced by the body, making eggs a smart choice for those looking to enhance their intake of these vital nutrients. Whether scrambled, poached, or baked into a favorite recipe, eggs offer a delicious and convenient way to nourish your body.

This year marked a milestone in nutritional science, with growing recognition of the health benefits of eggs. Internationally, the U.S. Food and Drug Administration (FDA) announced that eggs meet its updated definition of "healthy," a move that aligns with Canada's evolving nutritional guidelines. While myths about dietary cholesterol once overshadowed the reputation of eggs, mounting evidence has debunked these outdated beliefs. Research confirms that cholesterol in eggs does not negatively impact blood cholesterol levels for most people. Instead, eggs have emerged as a cornerstone of a balanced diet, celebrated for their simplicity, affordability, and unparalleled nutritional value.

Canadian families can feel confident about including eggs in their meals, knowing they contribute to energy, brain health, and overall wellness at every stage of life. For example, eggs are an ideal first food for infants, thanks to their choline content, and are linked to reduced risks of Alzheimer's dementia in older adults. Furthermore, nutrients like Vitamin D and Omega-3s found in eggs support immune function and heart health, while lutein helps protect vision over time.

At Burnbrae Farms[®], we are committed to ensuring Canadians have access to fresh, locally produced eggs while providing accurate, science-based nutritional information. Collaborating with dietitians and health professionals across Canada, we promote the

many benefits of including eggs in a balanced diet. Through educational initiatives, partnerships, and community outreach, we help Canadians make informed food choices and recognize the vital role eggs play in meeting their nutritional needs.

Eggs are more than just a kitchen staple—they are a nutritional powerhouse that helps fuel Canadian families while supporting healthier communities. With every bite, Canadians can feel good knowing they are choosing a food that is as wholesome as it is versatile.

We provide consumers with reliable, engaging, and accessible information about eggs through multiple content platforms. From our website and social media channels to newsletters and educational resources, we strive to share valuable insights on nutrition, sustainability, and cooking tips. In addition to traditional platforms, we have expanded our reach through podcasts, offering in-depth discussions with experts on topics ranging from egg farming and food trends to health and wellness. By leveraging diverse communication channels, our aim is to provide consumers with an easy way to stay informed and connected with the latest in egg education.

Food Safety Programs

Food safety is not just a priority but a part of our culture, ensuring that our customers and consumers receive safe, high-quality, and nutritious food. Our robust Food Safety and Quality Management System includes strict policies and procedures, with ongoing testing of our manufacturing environment and products. Every production batch undergoes



rigorous analysis by our Quality Assurance team, including microbiological tests and sensory evaluations performed in our processing facilities.

We adhere to the highest food safety standards set by the Global Food Safety Initiative (GFSI). All our grading stations and processing facilities undergo annual audits by BRCGS-certified internal teams and third-party auditors. In 2024, we successfully completed unannounced external audits, earning A or AA ratings across all plants reflecting our commitment to being “audit-ready every day.”

We strongly believe that you manage what you measure. In 2019, we launched Food Safety and Quality KPIs coupled with a Quality Assurance Dashboard as a measurement tool

to improve food safety and quality performance across our facilities. Each month, production sites across the organization are evaluated, and quarterly reviews with plant management and operations senior leadership take place to help drive improvements. The program’s first four years have been very successful, and stretch targets are set every year to drive continuous improvements. Last year, we set a target of zero food safety incidences in 2024.. We are pleased to report that we had zero food safety incidences. We are happy with this progress, and we will continue working with our cross functional teams to achieve further reductions.

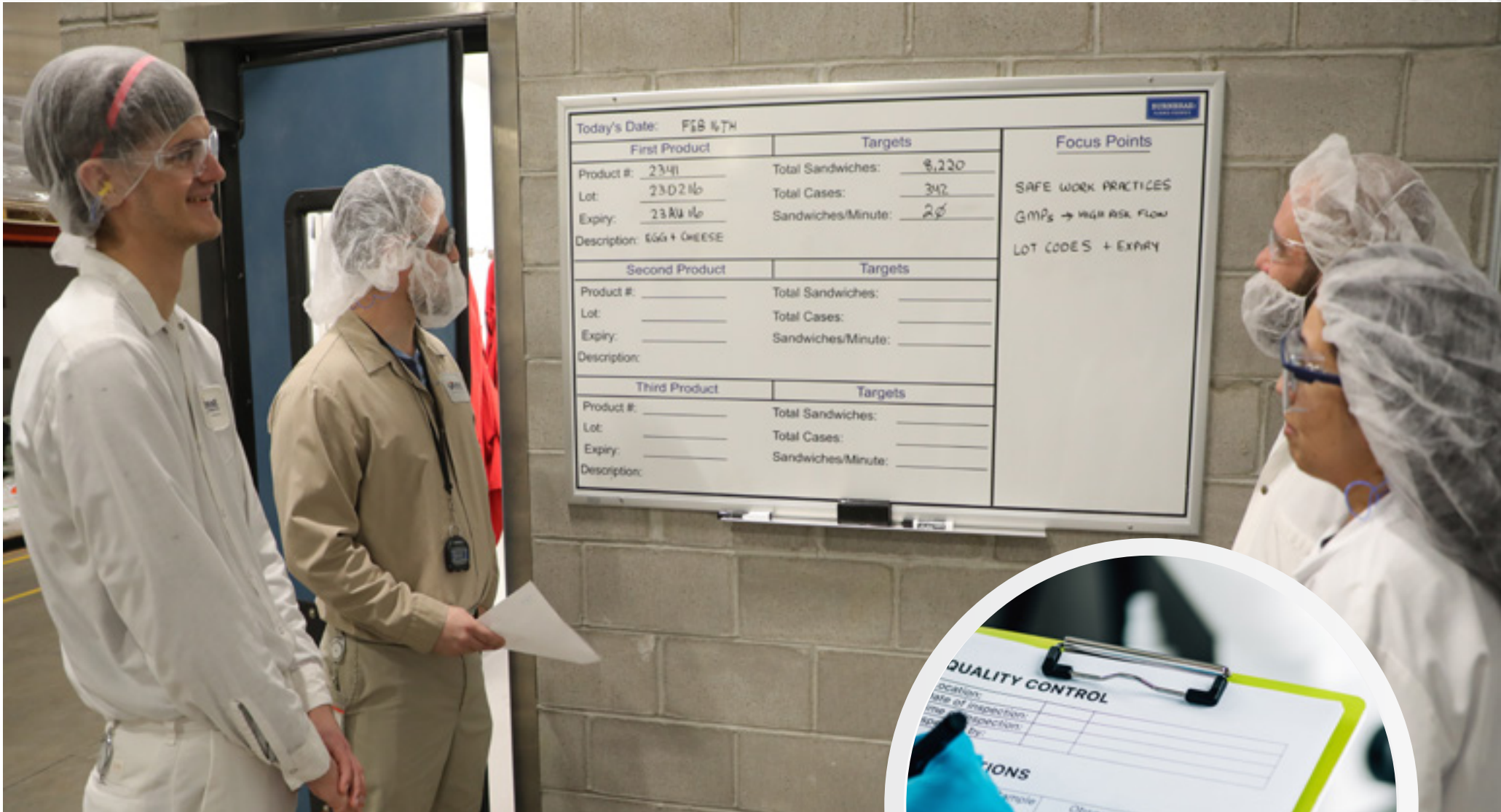


FOOD SAFETY STRATEGY

We believe food safety is everyone’s responsibility, and it is about the right behaviours and attention to detail every single day.

Our Food Safety Strategy is built on key pillars:

- Improve organizational engagement and ownership
- Develop and continuously improve the FSQA Management System
- Leverage digital technology to measure and reduce complexity
- Standardize and harmonize to improve efficiencies and reduce waste
- Improve supplier/co-manufacturer performance
- Strengthen talent and quality assurance structure



In 2024, we launched Food Safety Culture workshops in our Winnipeg and Brockville plants, with plans to expand in 2025. These workshops reinforce proactive communication, food safety hazard recognition, and accountability. Employees are encouraged to voice concerns, take corrective actions, and conduct root cause analyses to prevent future issues.

We have also invested in the Digital Quality Management platform to streamline QA processes, monitor real-time food

safety/quality checks, manage audits and track performance metrics. This system will help improve visibility, enhance compliance, and reduce paperwork, with full implementation planned for 2025.





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