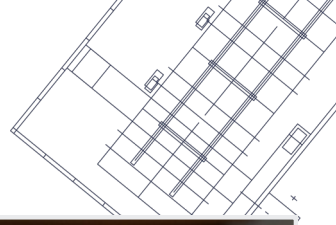


# OUR SUSTAINABILITY COMMITMENTS

# A word from our Chairman



Sustainability is not an add-on—it is how ABI designs, operates, and partners for the future.



“Over time, I would like ABI to be recognized as the innovation hub of sustainable baking equipment, where ROI, automation, and sustainability intersect. For me, sustainability is about creating long-term value through balancing environmental, social and economic responsibility.

It’s about stewardship—leaving the business, our industry, and our planet in a stronger position than when we found it. ABI’s approach is through Partnership & Ecosystem - ABI sees itself as a partner in the baking industry’s transition toward more sustainable practices—supporting cleaner processes, smarter manufacturing, and resilient supply chains.

The main goal of this charter is to create a framework for how ABI defines and prioritizes sustainability:

- Ensure every function—engineering, operations, sales, and service—aligns to common principles that ensures tangible improvements in resource efficiency, waste reduction, and energy use across ABI’s operations and the equipment we deliver to customers. Position ABI as a trusted partner in their journey toward more sustainable production.
- Foster innovation & future readiness.
- Utilize sustainability as a lens for product development—designing smarter, more efficient, and automation-driven equipment.
- Embed Responsibility in Culture.
- Make sustainability not a side project but a core part of how we lead, decide, and execute.
- Empower employees at all levels to see sustainability as part of their daily responsibility.”

**Alyson SLAPKAUSKAS, CEO of ABI**



# ABI turns to a sustainable future

3 areas of commitment guide our ambition

## ACT FOR THE ENVIRONMENT



### DRIVING ENVIRONMENTAL RESPONSIBILITY

 Energy Transition

 Circular Economy

 Waste reduction

## ACT FOR PEOPLE



### FULFILLMENT FOR ALL IN A SAFE ENVIRONMENT

 Training

 Safety

 Well-being and performance

## ACT FOR OUR CUSTOMERS

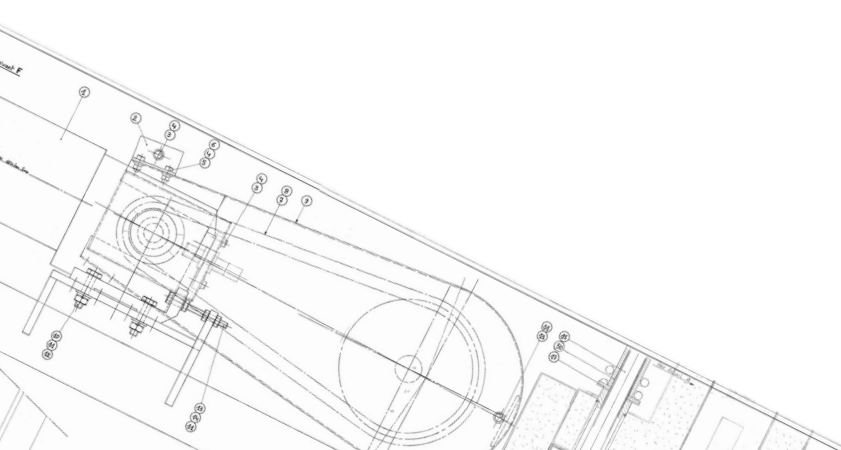


### SUPPORTING OUR CUSTOMERS IN THEIR CSR AMBITIONS

 Integrated solutions

 Innovative solutions

 Collaborative partnerships





# ACT FOR THE ENVIRONMENT

Set an example in energy transition and the circular economy

## Our commitments

- At ABI we are committed to promoting sustainability through responsible business practices that minimize our environmental impact and support social well-being.

## Our environmental responsibility

- We strive to reduce waste, optimize energy consumption, and manage resources efficiently. We prioritize eco-friendly materials, sustainable sourcing, and recycling initiatives wherever feasible.

## Our actions

### Reduce CO2e emissions:

We are committed to reducing our environmental impact over the long term.

- We conduct a carbon assessment every two years on the three scopes, in accordance with the GHG Protocol methodology to track and then manage our emissions.
- We have developed a concrete sustainability roadmap to reduce emissions.

### Reduce energy consumption:

We are committed to reducing energy consumption both for our operations and our clients:

- We want to develop equipment that consumes less energy, helping our clients reduce their environmental footprint.
- We use SEW motors, known for their low environmental impact and high energy efficiency.

### Raising awareness of sustainability throughout our value chain:

We are committed to integrating every stakeholder in our value chain into our sustainability approach.

- Training every in-house team and every newcomer in sustainability and climate-related issues.
- Making exchanges with our suppliers and customers to strengthen our sustainability partnership.





## Continuously strengthen our global sustainability approach:

Thanks to the international certification we carry out every year, we are able to identify our areas for improvement.

- EcoVadis certification.

## A more responsible office:

We aim to create a sustainable workplace for our employees:

- A waste sorting system has been implemented for our cardboard and general waste.
- We have reduced plastic consumption by introducing reusable cutlery and water fountains. Each employee receives a reusable bottle.



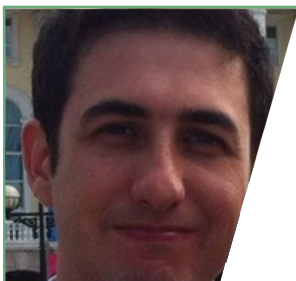
"Thanks to international benchmark certifications and a dedicated sustainability team, we are continually improving our global sustainability approach. On the environmental side, we are implementing concrete actions to reduce our CO2e emissions on the 3 scopes."

**Amandine CARDONNET, Sustainability Manager**

## Increase our responsible purchasing practices:

We are committed to consolidating a fairer, safer, and more environmentally friendly supply chain over the long term.

- All our partners will be asked to commit and sign our Responsible Purchasing Charter.
- We will conduct annual sustainability audits of our suppliers to ensure compliance and continuous improvement.



"At ABI, we believe that building a fairer, safer, and greener future starts with our supply chain. Through our Responsible Purchasing Charter and annual sustainability audits, we empower our suppliers to grow with us—ethically and sustainably."

**Rodrigo CARDOSO, Buyer**





# ACT FOR PEOPLE

Support everyone's development in a safe environment

## Our commitments

- Putting people, their safety, and their personal and professional well-being at the heart of our concerns.
- Paying particular attention to all our employees, as well as to all those involved in the project's life cycle.

## Our social responsibility

- We promote ethical labor practices, respect human rights, and engage with our community through outreach and charitable activities.

## Our actions

### SAFETY AND HEALTH ARE OUR TOP PRIORITY

Our Health and Safety policy outlines ABI's commitment to providing a safe and healthy work environment where every employee is a key player.

- We host a monthly Town Hall to share safety updates and KPIs, fostering transparency and social cohesion.
- We are a member of WSIB's Health and Safety Excellence program, reinforcing our commitments to a safer and healthier workplace.
- We partner with WSPS to implement structured safety initiatives and promote continuous improvement and training in employee well-being.
- Our programs focus on five key areas: injury, illness & incident reporting, incident investigation & analysis, first aid, corrective action, and contractor management.



# PROMOTING FULFILMENT AT WORK

## Creating A Cohesion and Social Environment:

- We organize multiple events throughout the year to strengthen team spirit.

## Support Learning And Development:

- We welcome co-op students, especially in engineering, for one or two terms to gain real-world experience.
- We also hire students in various departments to help them develop valuable skills for their future careers.

## Support the Local Environment:

- We are active member of the Baking Association of Canada (BAC).
- We support charitable organizations such as United Way ClimbUp in Toronto and donate gifts to children during the Christmas season.
- We participate in Earth Day clean-up initiatives to help maintain our local environment.

## Promote equality and diversity:

- Inclusion and diversity are at the heart of our priorities, with concrete actions to guarantee gender equality and fair treatment for all.

## Give everyone a voice:

- We encourage a participative culture where all ideas are listened to and valued.



"Health and safety are not just goals, they are the foundation of a thriving workplace where every individual is empowered, protected, and valued. We are committed to leading with purpose and building a culture of care that works for everyone."

**Nicole TITKAI, H&S/HR Business Partner**





# ACT FOR OUR CUSTOMERS

Become a benchmark partner, supporting our customers in their sustainability ambitions

## Our commitments

- Developing innovative solutions.
- Developing integrated solutions for our customers' plant environments.
- Co-create sustainable value with our customers and share best practices.

## Our actions

### Innovate for sustainability by different actions:

We help our customers meet the challenges of climate change, particularly in terms of energy efficiency and the reduction of waste generated by non-compliant products.

- We produce high-performance product quality control solutions incorporating artificial intelligence (EYE-Q Quality Control System) to detect defects and optimize waste management.
- Our remote connection capability allows us to troubleshoot equipment issues without the need for on-site technician visits (saving time, travel costs, and emissions).
- Our user-friendly interfaces empower operators to manage equipment efficiently, reducing errors and downtime, while supporting more sustainable operations through optimized resource use and minimized waste.

### Encourage sustainable practices and provide concrete solutions across the entire value chain:

We help our customers to adopt sustainability practices without compromising product quality or industrial performance by:

- Raising awareness and providing training on sustainability issues through seminars organized in partnership with committed companies to deliver concrete solutions across the value chain.



"By developing and providing flexible and intuitive solutions such as Katana II Robotic Scoring System and EYE-Q Quality Control System for example that adapt to each slight product variations and strongly limit the generation of waste, ABL contributes to more sustainable production lines while improving improving operators' daily life."

**Alexandre GOASMAT, Product Manager in Robotics and Automation**



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