



BURNBRAE<sup>TM</sup>  
FARMS • FERMES

BURNBRAE<sup>®</sup>  
FARMS • FERMES

# Eggs for Life!<sup>®</sup>

SUSTAINABILITY  
REPORT

2025

# ABOUT THIS REPORT

This report details the sustainability performance of Burnbrae Farms<sup>®</sup> across all company-owned and operated sites for the period of January to December 2025, unless specified otherwise. We remain committed to providing clear, measurable data to uphold our standards of transparency and accountability. Greenhouse gas emissions presented in this report were calculated and independently reviewed by Delphi, an external consulting firm, following the WRI/WBCSD GHG Protocol—the leading framework for corporate GHG measurement.

While these figures have not undergone a formal audit, as a best practice, our calculations are independently reviewed to confirm methodology and assumptions. . Burnbrae Farms<sup>®</sup> also continues its participation in the annual [Carbon Disclosure Project](#) survey, further demonstrating our dedication to environmental stewardship.

## Forward-Looking Statements

This report includes statements about anticipated future developments and performance at Burnbrae Farms<sup>®</sup>. These may reference our sustainability ambitions, such as greenhouse gas reduction, waste diversion, renewable energy initiatives, and community investment efforts. Such forward-looking statements are based on current expectations as of the publication date and are intended to provide insight into our strategic direction.

It is important to note that these projections and targets are not guarantees of future results. Actual outcomes may differ due to various known and unforeseen risks and uncertainties. While we consider these statements to be relevant and reasonable at the time of reporting, future circumstances may lead to different results.



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# OVERVIEW

# PRESIDENT AND CEO'S MESSAGE



## Dear Valued Stakeholder,

As we reflect on 2025, I am deeply proud of the progress we have made toward building a business rooted in strong environmental and social practices—one that nourishes Canadians, supports our communities and environment, while contributing to the Canadian egg industry. At Burnbrae Farms<sup>®</sup>, our brand purpose is to **nourish families sustainably with Eggs for Life!**<sup>®</sup> It is a responsibility we carry with pride, and one that feels more important than ever.

This past year brought both successes and challenges, and we met each one in true Burnbrae fashion—with hard work, humility, and strong commitment. Together, we navigated the impacts of avian influenza, inflationary pressures, tariffs, and labour challenges. Despite these headwinds, our team showed remarkable resilience. Through it all, we remained focused on what matters most: delivering safe, affordable, nutritious food to families across the country.

In a time of global uncertainty, being a Canadian, family-run business holds deep meaning. For generations, the Hudson family has believed in the essential role eggs play in nourishing communities. Today, that belief feels even more relevant. Eggs remain one of the most affordable, versatile, and nutrient-rich sources of protein—an anchor of stability for Canadians seeking healthy choices in unpredictable times. We remain committed to our vital role in Canada's food industry and will continue working every day to uphold the trust placed in us.

This year was also one of renewal and innovation. We continued planting the seeds for long-term responsible growth, advancing projects that reduce greenhouse gas emissions, such as expanding renewable energy, researching regenerative agriculture while we strengthen our community investment programs. These initiatives reflect our shared vision with you—our customers, partners, and consumers—for a healthier, more resilient food system.

We are also proud to introduce TERRABRAE<sup>™</sup>, a new product that recycles eggshell waste into a calcium rich soil additive for gardeners and growers across Canada. We launched additional

waste diversion programs, enhanced wastewater solutions in Upton and Winnipeg, and began installing electric vehicle charging stations at select locations. Construction work is underway on our new grading facility in Strathroy and our new organic farm in Lyn.

We continue to navigate industry challenges such as U.S. tariffs and the ongoing avian influenza crisis with thoughtful planning. At the same time, we advanced key partnerships, including our new collaboration with Soccer Canada and the Canadian Premier League, and reintroduced our Masterbrand campaign to Canadian households.

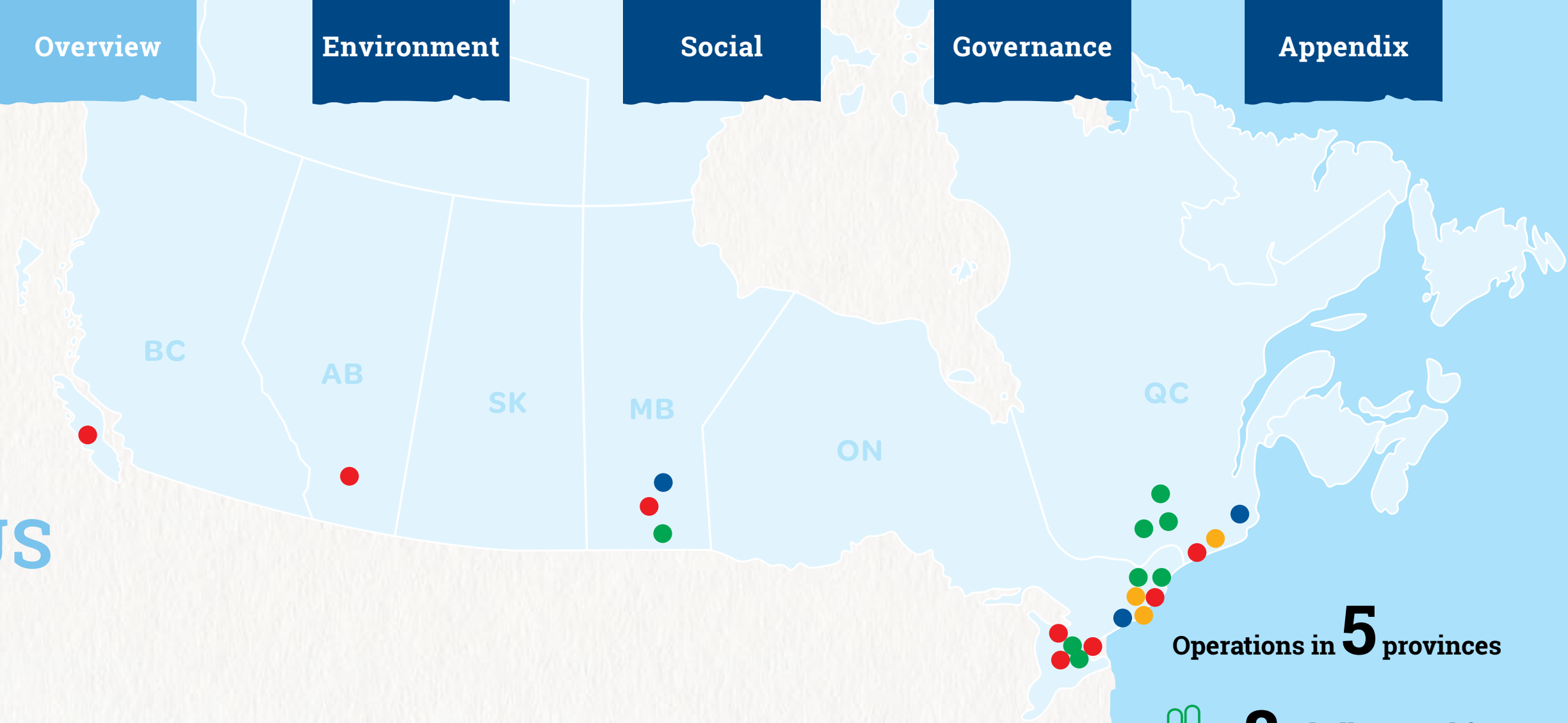
Our employees remain the heart of our success. This past summer, 84% of our people participated in our Engagement Survey, helping us chart a path toward stronger labour stability, career development, and a culture grounded in inclusion, respect, and excitement for the future. Their dedication fuels our ability to grow, innovate, and serve Canadians with pride.

Equally important is our commitment to the care and well-being of the animals entrusted to us. Animal care remains a top priority at Burnbrae Farms<sup>®</sup>. It is foundational to food safety, quality, sustainability, and to the trust Canadians place in our brand.

As a team, we continue embracing sustainability practices that support the long-term success of our business while working towards improving our environmental performance, prioritizing animal welfare, ensuring the highest standards of food safety, and giving back to the communities where we live and work.

Thank you for your trust, partnership, and belief in our journey. Together, we can make meaningful progress, one egg at a time. We look forward to continuing this journey with you and sharing even more progress in the year ahead.

Margaret Hudson  
President & CEO, Burnbrae Farms<sup>®</sup>



# ABOUT US



**We are committed to providing Canadians from coast to coast to coast with safe, affordable, accessible, and nutritious eggs and egg products.**

Burnbrae Farms® is the largest family-owned and operated egg business in Canada, committed to providing Canadians with nutritious, great-tasting eggs and egg products. Our roots in agriculture stretch back over 135 years, and for more than 80 years, we have focused on producing eggs of exceptional quality. What began as a small family farm in Lyn, Ontario, has grown into one of the country's leading egg suppliers.

Today, Burnbrae Farms® operates a network of farms, grading stations, processing facilities, and distribution centres. This extensive reach ensures a fresh, local supply of eggs and egg products for retailers, food manufacturers, foodservice partners, and consumers nationwide.

We offer a wide variety of products to suit diverse dietary needs and lifestyles, including free run, free range, organic, omega-3, and eggs from barns powered primarily by solar energy. Our commitment to excellence and sustainability has earned us recognition as one of Canada's Best Managed Companies for 13 consecutive years, and we are proud to be certified as a Women's Business Enterprise (WBE) by WBE Canada since 2022.

For generations, the Hudson family has given back to local communities through grassroots programs and support for both local and national charities, reflecting our ongoing dedication to making a positive impact beyond our business.

Operations in **5** provinces

 **8** wholly owned farms

 **8** grading stations

 **3** processing plants

 **3** distribution centres

**1,700+** employees

# OUR APPROACH TO SUSTAINABILITY

As a family-operated business and a leader in Canadian agriculture, Burnbrae Farms® upholds a pledge to produce quality eggs responsibly while nurturing our communities and taking steps to manage our environmental impact. Our sustainability strategy blends innovation and tradition, focusing on long-term impact and collaboration.

This year marks a transformative chapter for Burnbrae Farms® as we continue our journey toward a more sustainable future. Throughout the year, our teams have advanced ambitious projects, launched new initiatives, and deepened our engagement with stakeholders. This document details our progress, the lessons learned, and the road ahead. The 2025 Sustainability Report showcases our ongoing dedication to environmental protection, community well-being, and ethical governance.

## Our Key Focus Areas

We focus our efforts on issues where we believe we can have the greatest impact.

## Our Sustainability Pillars



### Environment

- Climate change
- Conservation & biodiversity protection
- Packaging material reduction



### Animal Care

- Poultry education & research
- Animal care, health & nutrition



### Safe Nourishing Food

- Food safety
- Nutrition & research



### Health & Wellbeing

- Employee safety & wellness
- Training & professional development



### Community Spirit

- Community investment
- Protecting greenspaces

## Our Values

At Burnbrae Farms®, we believe in doing the right thing, every day. Our values help us make choices that are good for our business, our communities, and the environment, whether we're thinking about today or planning for the future.



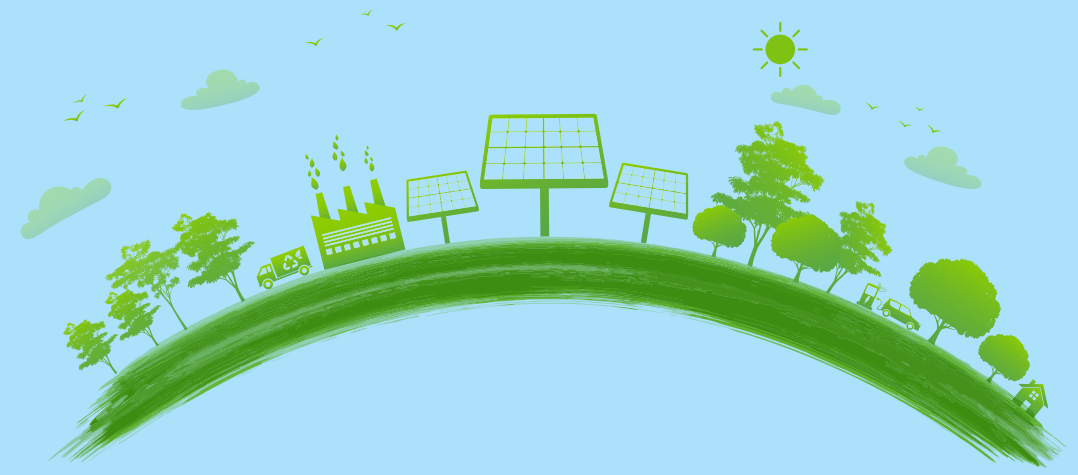
## Governance

Environmental, Social, and Governance (ESG) matters are key to Burnbrae Farms® and influence our business operations, regulatory compliance, reputation, and financial outcomes.

Oversight of ESG topics is provided by our Senior Leadership Team and the Sustainability Governance Committee. This committee, chaired by our President and CEO, is comprised of senior leaders who guide the company's sustainability program and related activities. The committee meets quarterly to discuss and strategize on material topics relevant to our business, ensuring that our approach to sustainability governance is fully integrated into our management structure.

The Director of Sustainability and the team are responsible for managing the overall sustainability strategy, while specific individuals throughout the company contribute to decision-making and implementation processes. Sustainability Champions are present at each location, helping to execute programs and events throughout the year and ensuring alignment with our sustainability goals at all levels of the company.

To ensure our sustainability strategy reflects the needs and perspectives of our stakeholders, Burnbrae Farms® conducts stakeholder engagement every other year. Our next engagement process will take place in spring, and we are committed to reporting the findings in our subsequent Sustainability Report. Through this governance framework, Burnbrae Farms® is able to provide strategic leadership, drive the implementation of our sustainability strategy, and maintain accountability for our ESG commitments.



### Cyber Security

At Burnbrae Farms<sup>®</sup>, we know that effective cyber security protection relies on people, awareness, and continuous learning. With this in mind, we maintain a strong focus on building cyber-resilient behaviours across the company. Employees participate in monthly Cyber Security Awareness Training, supported by additional learning opportunities such as Information Technology (IT) security webinars, open discussions on new technologies, and information-sharing sessions on emerging global cyber threats. These efforts help keep staff informed and engaged in safeguarding our systems. Our IT team continuously strengthens the company's cyber security through measures such as regular security assessments, penetration testing, and advanced network and email filtering systems that screen millions of messages annually. This work extends beyond our internal environment. When vulnerabilities are identified in the systems of customers or vendors, our team proactively notifies them to help reduce supply chain risks. We remain committed to consistently improving our programs, tools, and practices to stay ahead of emerging threats and protect our employees, partners, and customers.

### Ethics and Integrity

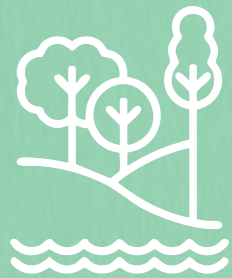
The company provides a framework for the conduct of its employees through the Employee Business Conduct and Violence, Harassment, and Discrimination policies that must be adopted by all employees. We provide resources for employees and mechanisms to report concerns through a confidential reporting hotline.

Our Modern Slavery Report sets out actions that Burnbrae has taken during the 2025 fiscal year to prevent and reduce the risk of forced labour or child labour within our operations and supply chain.



# 2025 HIGHLIGHTS

75 trees planted



13 employee-led shoreline and roadside cleanups

92% of waste diverted from landfills

6000 lbs of food donated via the annual Holiday Food Drive



\$1.3 million donated through the Burnbrae Farms<sup>®</sup> Foundation since 2017

100% Canadian family-owned and operated and one of the largest egg businesses in Canada



Work with 400+ Canadian Farming partners

63% of women in Manager roles and above



More than 1 million+ eggs donated to communities



Certified Majority Female Owned by WBE Canada



Recognized as Most trusted Brand by BrandSpark<sup>®</sup>



\$290,000 in sponsorship to 14 organizations



\*Voted most trusted eggs brand, BrandSpark<sup>®</sup> Canadian Trust Study, 2020-2025.

Memberships



Partnerships



# AWARDS

Burnbrae Farms® received recognition in a variety of categories this year, and we're genuinely grateful for these honours. Each award is a reflection of our team's hard work and dedication, motivating us to keep raising the bar in everything we do. These achievements highlight our ongoing commitment to excellence, safety, innovation, and sustainability throughout our operations and products. It's always rewarding when our efforts are recognized, and 2025 was a notable year for us on the awards front. We're both humbled and proud of the accolades we've received.



Recognized as the #1 Most Trusted Egg Brand in Canada by BrandSpark® - CANADIAN TRUST STUDY, 2020-2025.



The year kicked off with back-to-back wins for our innovative TERRABRAE™ Garden & Lawn Eggshell Soil Enhancer. It was voted Best New Product in the Soil Care category by BrandSpark® Best New Product Awards and named Product of the Year in the Sustainable Product category by Product of the Year Canada and two Grand Prix awards, one for General Merchandise and one for Innovation & Originality. Made from finely ground Burnbrae eggshells, TERRABRAE™ is great for lawns, garden beds, and indoor plants, promoting stronger, healthier growth.



Our Naturegg® Solar Free Range and Omega Plus Solar Free Range eggs also earned the title of Product of the Year in the Egg Product category by Product of the Year Canada.

\*Voted 2025 Best New Product by Canadian Consumers:  
(1) TERRABRAE & (2) Naturegg Solar Free Range and Omega Plus Eggs.

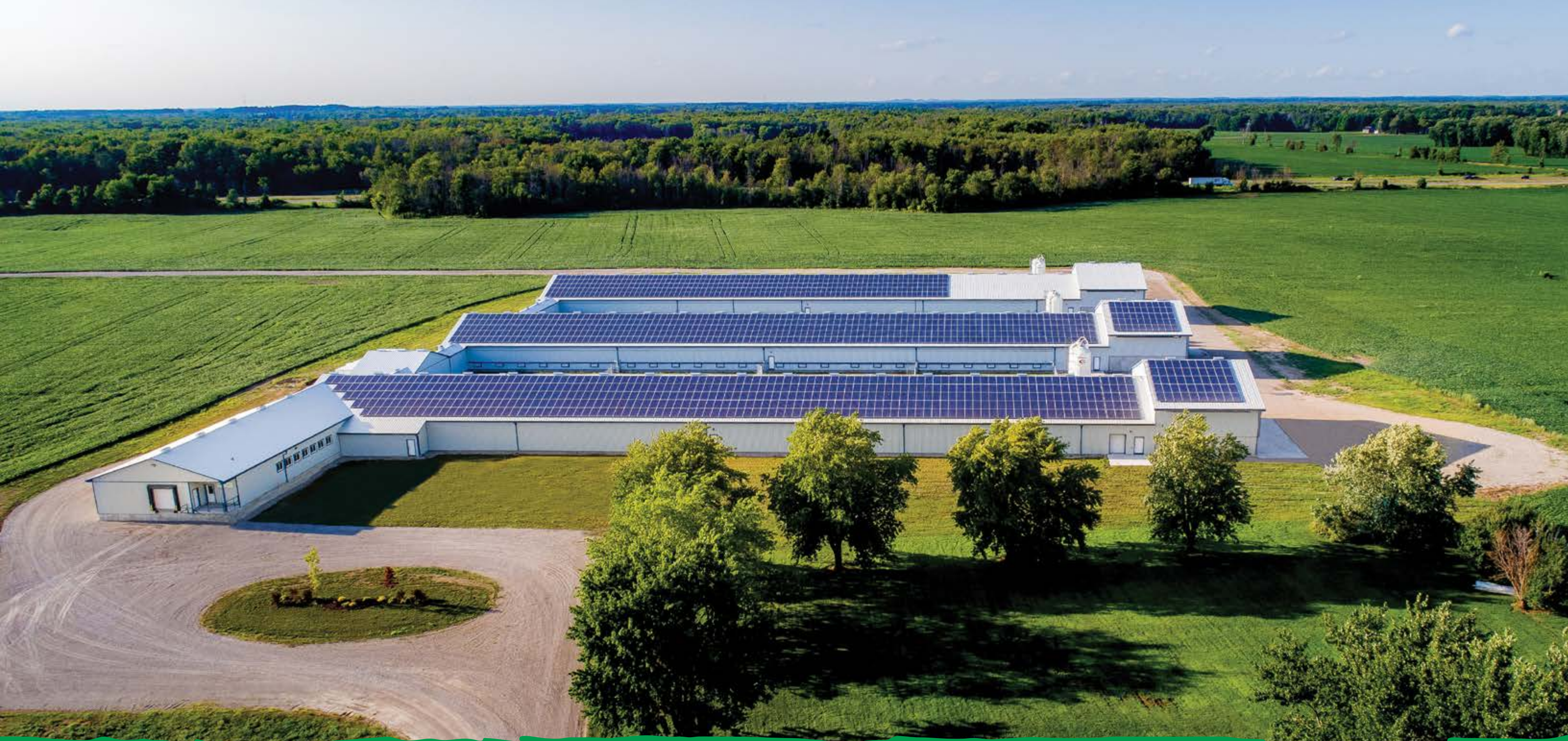




CANADIAN AGRICULTURAL  
HALL of FAME

### **Joe Hudson Enters the Canadian Agricultural Hall of Fame**

Burnbrae Farms<sup>®</sup> co-founder, Joe Hudson, was inducted into the Canadian Agricultural Hall of Fame in November 2025, in recognition of his extraordinary contributions to Canadian agri-business and the egg industry. From introducing layer hens to his family farm as a teenager, to building Burnbrae Farms<sup>®</sup> with his brother Grant into a nationally recognized leader, Joe transformed Canada's egg sector through innovation and vision. His efforts shaped the industry as we know it today, ensuring a safe, affordable supply of high-quality egg protein for Canadian families, while positively impacting agriculture and communities across the country. From humble beginnings with a few chickens, Joe created a legacy that continues to thrive with the next generation. We extend our congratulations to the other five inductees for their remarkable contributions and a special thank you to Egg Farmers of Canada for his nomination.



# ENVIRONMENT

# ENVIRONMENT

In 2025, Burnbrae Farms® total greenhouse gas (GHG) emissions increased by approximately 7% compared to 2024, primarily reflecting increased production volumes across our sites. Our emissions intensity on a per dozen eggs sold basis has decreased slightly from 2024, which demonstrates that we are operating more efficiently.

As demand for eggs continued to grow, we produced, graded, and transported more product, resulting in higher energy use across farms, grading stations, and processing facilities.

Operational factors also influenced emissions. Several facilities operated longer hours, including overtime and weekend shifts, to meet demand. Colder winter conditions increased natural gas use for heating barns and facilities, as well as for safely processing eggs arriving at lower temperatures. Even where production levels were similar year over year, colder weather resulted in higher energy consumption.

On the farm side, biosecurity measures required increased energy resources over the winter months to protect animal health and welfare.

Overall, the increase in emissions reflects business growth, weather variability, and operational requirements, rather than a change in our sustainability priorities.

**Focus on Operational Emissions**

Reducing our carbon footprint remains an important focus for Burnbrae Farms®. While a significant portion of emissions occurs outside our direct operations, our current efforts are focused on Scope 1 and Scope 2 emissions, those generated on site and through purchased energy where we have the greatest ability to influence outcomes.

In 2025, we continued improving energy efficiency across our barns, including the installation of EcoUnit heat exchangers. This technology captures and recirculates heat that would otherwise be lost, improving on-farm energy-efficiency while supporting appropriate ventilation and maintaining barn air quality. Two units are currently in operation, with additional installations planned.

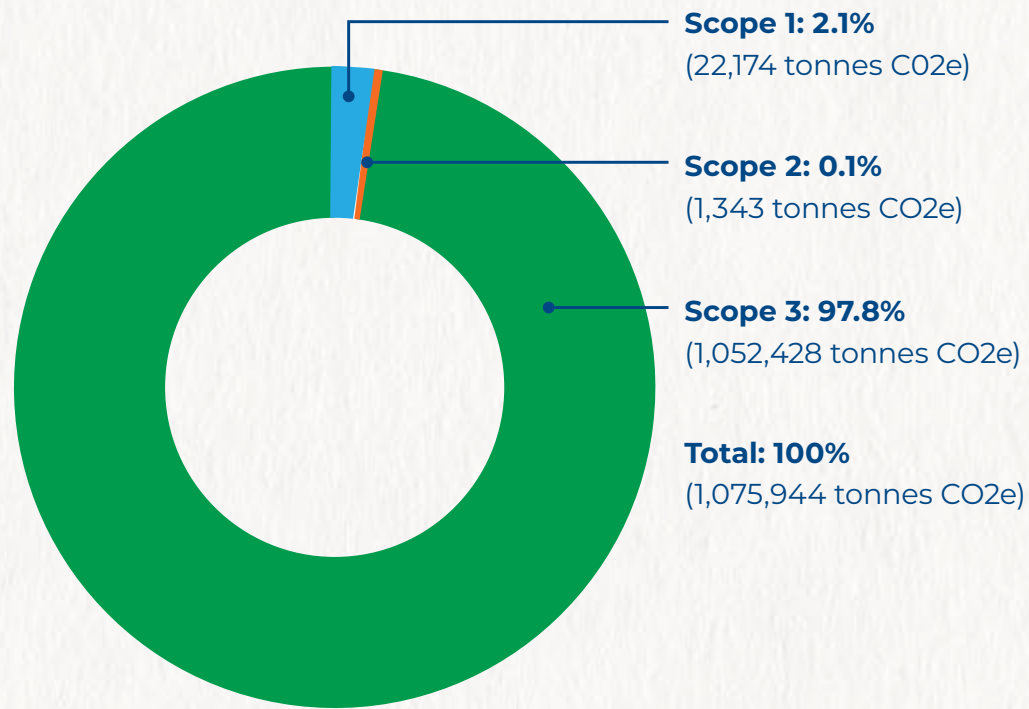
Transportation emissions are another focus area within our Scope 1 strategy. In 2025, we advanced an Alternative Fuel Plan to guide the long term transition of our fleet. The plan evaluates emerging technologies such as electric, hydrogen, biodiesel, natural gas, and hybrid options, based on route requirements, vehicle types, and operating conditions. A phased approach allows us to assess feasibility, plan future vehicle replacements, and develop a practical roadmap for emissions reduction

**Renewable Energy and Collaboration**

We continue to strengthen our renewable energy portfolio, including existing solar installations in Lyn, Ontario, and at our free range barns in Woodstock, Ontario. In 2025, we committed to retrofitting our Mississauga, Ontario grading facility with a new solar array, expected to be operational in 2026.

Addressing emissions beyond our direct operations will require collaboration across the sector. We are enthusiastic about working alongside Egg Farmers of Canada and supporting their Net Zero plan, which will help address Scope 3 emissions through collective action and innovation across the value chain.

**2025 GHG Emissions**



<sup>1</sup>GHG emissions have been calculated by Delphi and follow the WRI/WBCSD GHG Protocol.  
<sup>2</sup>Scope 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.  
<sup>3</sup>Scope 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.  
<sup>4</sup>Data on dyed diesel consumption by our fleet became available for 2025. Emissions from combustion of dyed diesel are now included in our Scope 1 emissions. We recalculated our 2022 to 2024 Scope 1 emissions based on estimated volumes of dyed diesel consumption.  
<sup>5</sup>We recalculated our 2024 Scope 3 emissions to correct an error with the number of eggs purchased.



Strathroy-Caradoc Groundbreaking Ceremony August 2025.

**Looking Ahead**

As production grows, our focus remains on managing energy use responsibly and reducing emissions intensity over time. Looking ahead, we will continue to improve the accuracy and consistency of energy and emissions data, identify efficiency opportunities across farm and facility operations and consider energy use in production planning and facility expansion.

We recognize that feeding more Canadians requires energy. Our goal is to manage that energy responsibly while continuing to support a resilient and more sustainable Canadian egg sector.

**Additional initiatives supporting this work include:**

- ELECTRIC VEHICLE CHARGING STATIONS:**  
Installation initiated at select Burnbrae locations.
- NEW ORGANIC FARM IN LYN:**  
A new site under development to support sustainable, organic production.
- NEW STRATHROY FACILITY (OPENING 2026):**  
A modern grading facility designed to support sustainable growth and incorporate advanced resource-efficient technologies, including solar energy, CO2 heat recovery systems, and electric shore power for refrigerated trailers.

**Water Management**

Water plays a vital role in our operations, especially for washing and sanitizing eggs in our grading and processing facilities, with access to water becoming increasingly difficult across many rural communities. Managing this resource responsibly is key to reducing our environmental footprint, ensuring we have access to a safe, reliable supply that meets our needs and guaranteeing compliance with regulations. We closely track water usage at all our sites to preserve resources and minimize impact.

Moreover, at our Lyn site, we capture and store nearly 4 million gallons of wash water originating from barn cleaning and grading processes for irrigation on hay fields. This innovative irrigation approach bolsters our hay production, especially during drier years.

Last year, we shared news about an innovative water efficiency project at our processing plant in Upton, Quebec. We're pleased to announce that this project is now complete. Thanks to a government grant, three advanced wastewater post-treatment units have been installed, creating a closed-loop system that recycles nearly 100% of the plant's processed water. These units treat water to drinking quality, allowing it to be reused within the facility, dramatically reducing the demand for fresh water.

This shift not only eases the burden on local water supplies but also sets a new standard for environmental leadership in the region. This project demonstrates how innovation and collaboration can deliver meaningful results for our business and the communities in which we operate.



Water tanks, Upton, Quebec

**By combining accurate data, targeted education, and additional recycling initiatives, we're moving closer to our goal of zero waste to landfill.**



Earth Day Clean-Up,  
Brockville, Ontario

## Waste Diversion

Our journey toward zero waste to landfill has been ongoing for many years, and, we made significant strides in refining our data collection and improving transparency. Thanks to better tracking, we now have a clearer, more accurate picture of our waste streams across all facilities.

Education and engagement have been central to our efforts. We worked closely with plant teams to launch new bin labelling initiatives and provide better recycling and waste collection bins. Our Sustainability Champions at each location, have played a key role in identifying facility needs and helping educate staff on best practices. Employees are encouraged to see and feel the impact of waste diversion every time they walk into a site.

A dedicated Waste Diversion Committee meets regularly to set priorities, which currently include: improving data integrity, expanding education, collaborating with suppliers, and exploring new diversion options. Across our locations, we organize annual roadside and shoreline cleanups in Spring and Fall. Burnbrae Farms® employees actively participate in these events.

This year, we introduced a new Personal Protective Equipment (PPE) recycling program at our Winnipeg, Vancouver Island, and Upton facilities, with plans to expand to other locations. The pilot in Winnipeg demonstrated that, while recycling PPE can be costly, it is feasible and effective in the long run. In Upton, disposable ear plugs have been replaced with reusable ones, which employees prefer and which further reduce waste.

This year, our organization achieved a 92% waste diversion rate, consistent with our performance in 2024. We continue to review and refine our practices, focusing first on facilities with lower diversion rates to maximize impact. An inventory of diverted materials has been compiled for each site, and we're assessing the costs and benefits of additional recycling programs ever focused on our goal to achieve zero waste to landfill.



## Packaging

As part of our continued commitment to reducing our environmental footprint, we are advancing packaging sustainability across all product lines. Across much of our business, our eggs are packaged in 100% post consumer recycled (PCR) fibre cartons, which are also recyclable where facilities exist.

For certain value added products, such as hard boiled eggs, frozen items, and egg patties, food safe plastic packaging remains essential to maintain product integrity, freshness, and compliance with stringent food safety regulations. Eggs and egg-based foods are both fragile and highly perishable, and packaging plays a critical role in ensuring they remain protected and safe for consumers.

We continue to collaborate closely with our packaging suppliers to increase PCR content across our plastic formats and advance innovative solutions that meet both environmental and performance requirements. In 2025, this included the introduction of recycled polyethylene terephthalate (rPET) shell cartons for select brands, further improving recyclability and supporting a circular economy.

## Progress Highlights

These initiatives reflect our ongoing commitment to designing packaging that reduces environmental impact while maintaining the highest standards of product quality and safety. We will continue to invest in innovative materials, strengthen supplier partnerships, and align with global best practices to support a more circular and sustainable packaging system.

### In 2025, several key initiatives advanced our packaging strategy:

PCR pouches are being launched for all frozen products, reducing virgin material use, with Egg Bites and Egg Bakes transitioning to this recycled packaging in 2026.”

Ongoing shelf-life and seal-integrity testing for PCR-based materials for fresh products such as hard boiled eggs to ensure food safety remains uncompromised.

Elimination of multi-component packaging, including the phasing out of bag-in-a-box formats, simplifying material streams and improving recyclability.

Adoption of the *Golden Design Rules* (GDRs) to guide packaging redesigns and new product development. These globally recognized guidelines support improved recyclability by reducing unnecessary materials and removing problematic packaging components.

Increased use of PCR fibre content in corrugated materials across our operations.



**SOCIAL**

# HEALTH AND WELLBEING

## Employee Well-Being

At Burnbrae Farms®, we recognize that our people are the foundation of our success. Insights from our most recent Employee Engagement Survey, conducted in 2024 with strong participation (84%), continued to shape our people-focused priorities throughout 2025.

During the year, managers across the organization were focused on developing and advancing departmental engagement action plans based on their results. To maintain momentum, we continued to conduct engagement focus groups twice per year at each site, providing regular check-ins on progress and helping inform both local and company-wide improvements.

One of the strongest and most improved areas in the engagement survey related to leadership, with 71% of respondents agreeing that their manager encourages and motivates them to do their best. We believe this reflects the continued emphasis placed on leadership development and manager capability across the organization.

Several company-wide initiatives introduced or advanced in 2025, were informed by employee feedback gathered through the engagement survey and focus groups, including: the launch of an Employee of the Month recognition program; a partnership with LinkedIn Learning to expand professional development opportunities, with company-wide access launching in 2026; and the introduction of the H.A.T.C.H. Program (Helping Achievers Thrive, Contribute, Hatch), an employee development initiative that challenges participants to build new skills through mentored, cross-functional projects.

Supporting employee well-being also remained a priority in 2025. We enhanced mental health benefits and continued to invest in workplace wellness initiatives, reinforcing our commitment to creating a supportive and inclusive work environment.

Safety remains a top priority across all operations. In 2025, employees completed expanded safety training modules, reinforcing our strong culture of care and shared responsibility. Ongoing feedback continues to highlight the importance of safety, leadership, and connection across our workplaces.

## Embracing Digital Innovation: Introducing The Coop

We are committed to continuous improvement, not only in our operations but also in how we support our people. This year, we launched The Coop, our new HR system designed to make work life more efficient and effective for our team, enabling better decision-making and consistency across all locations. By moving to a digital platform, we are improving convenience and accuracy for team members while reducing reliance on paper-based processes.

The Coop serves as a centralized hub for employee information, accessible anytime, anywhere. From checking schedules and requesting vacation to viewing pay stubs and applying for internal opportunities, everything is available in one secure, easy-to-use system. This transition also supports our sustainability goals by eliminating paper-based processes and improving data accuracy for better decision-making.

To ensure a smooth rollout, we provided comprehensive training and support, including job aids, videos, and on-site assistance. For employees without personal devices, Coop kiosks are available at all locations. Security remains a top priority and our partnership with SAP ensures that all data is protected.

The Coop represents more than just a technology upgrade; it's a step toward a more efficient, and people-focused platform.



## Employee Engagement

Every July, we recognize and celebrate the invaluable contribution of all Burnbrae Farms<sup>®</sup> employees across the country on Employee Appreciation Day. Their dedication and commitment every day allows us to provide Canadians with safe, affordable, nutritious eggs and egg products. This day holds special significance as it also falls on the birthday of Joe Hudson, Burnbrae's co-founder.

## Employee Volunteer Grant

Burnbrae Farms<sup>®</sup> has consistently prioritized giving back to the communities it serves. Beyond our corporate donations and sponsorships, we believe in empowering our employees to make a difference in their communities through volunteering. To that end, we launched the Burnbrae Farms<sup>®</sup> Employee Volunteer Grant Program in 2023. This initiative aims to motivate and support our employees to dedicate their time and expertise to charitable causes. Whether they volunteer individually or as a group, we offer grants to the respective organizations based on the hours volunteered. The core goal of this program is to encourage volunteerism in meaningful and impactful ways within the local communities our employees call home. Upon volunteering for at least 20 hours during Burnbrae's fiscal year, an eligible charitable nonprofit organization will receive a \$200 grant. We are eager to discover and celebrate the various organizations our dedicated employees choose to support through their volunteer efforts.



### Diversity, Equity, and Inclusion

#### Majority Female Owned

Burnbrae Farms® has been certified as a Women’s Business Enterprise (WBE) since 2022. 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 family matriarchs who were well educated, community minded, and strong role models. The 4<sup>th</sup> generation of the Hudson family is proud to carry on their legacy and are honoured to be accredited by WBE Canada.



#### Truth and Reconciliation

The National Day for Truth and Reconciliation is an important day to reflect on the history and ongoing impacts of residential and day schools in Canada. September 30 is a day to honour the children who never returned home, the survivors, and their families, while acknowledging the lasting trauma these institutions created. It also serves as a national call to advance truth, justice, and reconciliation with First Nations, Inuit, and Métis communities.

In recognition of this day, Burnbrae Farms® once again made a donation to the Orange Shirt Society to support awareness-building and education on the legacy of residential schools.

In 2025, we offered reconciliation learning to employees for the third consecutive year, sponsoring 20 staff members to complete a virtual course delivered by First Nations University of Canada.

Available in English and French, the program provides anti-racist education aligned with the Truth and Reconciliation Commission’s 94 Calls to Action and helps deepen understanding of Indigenous histories, perspectives, and experiences. Reflecting on the past is an essential part of reconciliation and healing. Burnbrae Farms® encourages continued learning and allyship throughout the year—not only on September 30.

Wearing an orange shirt created by an Indigenous artist or purchased from an Indigenous-owned business, engaging in ongoing education, listening to Indigenous voices, and supporting community initiatives are meaningful ways to contribute to reconciliation beyond this important day.



### Occupational Health and Safety

**Our Occupational Health and Safety (OHS) goal is clear and ambitious: To achieve Zero Lost Time Injuries. We continue to build a strong safety culture by encouraging employees to follow established protocols, use appropriate protective equipment, identify and report hazards, and speak up whenever they have concerns.**

Compared to last year, total recordable accidents dropped by over 13%, and our total lost time and recordable frequency is below the industry standards. This is a major milestone in our commitment to keeping our people safe. Potential behaviours that might cause harm are consistently identified as a leading cause of workplace incidents across the food manufacturing sector. Even with established procedures in place, many injuries stem from human factors such as rushing, fatigue, complacency, and production pressure. These behaviours, often well intentioned but risky, account for the majority of incidents in our facilities and highlight the need for a practical tool that helps employees pause and make safer decisions in the moment.

All plants achieved 85% or greater on our internal safety audit and 7 of our 11 plants achieved excellent milestones for days without a lost time accident.

Our Health & Safety team introduced a new safety mindset to help address unsafe behaviours: Stop–Think–Act (STA). This simple three step technique empowers employees to briefly pause before beginning any task, assess potential hazards, and take the safest course of action. STA's strength lies in its simplicity: it is easy to remember, requires only seconds to use, and reinforces proactive decision making across all roles and job types.

Over the past several months, we have built the training modules, communication materials, and implementation plans needed to bring STA to all Burnbrae production facilities. Our next step is to deliver face-to-face training to plant leadership teams at every Burnbrae facility over the coming months, ensuring leaders are equipped to model, coach, and reinforce the STA mindset.

The official kickoff for all plants is scheduled for Spring 2026, aligning with NAOSH Week (National Occupational Safety and Health Week).

Once fully implemented, STA will be embedded into training, daily huddles, toolbox talks, signage, and leadership coaching to create a consistent, shared approach to hazard awareness and safe decision making. Supervisors will be trained to demonstrate and reinforce STA during shift handovers and coaching conversations, while employees will be encouraged to apply the technique to routine tasks, from equipment operation to sanitation and end of shift cleaning.

By making safety a conscious and continuous habit rather than a reaction after an incident, Stop–Think–Act will strengthen awareness, reduce risks, and support our long term commitment to safe, responsible, and sustainable operations.

FACILITY	DAYS WITHOUT LOST TIME
MISSISSAUGA, ON	3,694
ISLAND EGG, BC	1,687
BROCKVILLE, ON	1,661
WINNIPEG GRADING, MB	824
CALGARY, AB	710
STRATHROY, ON	416
WINNIPEG PROCESSING, MB	288

**The Mississauga grading station was recognized for achieving 10 years without a lost time injury. This milestone reflects the organization's sustained commitment to safety professionalism and collaborative efforts.**



# COMMUNITY SPIRIT

Community spirit, charitable giving and sponsorship have deep roots firmly planted in the values of the Hudson family and Burnbrae Farms®. Giving back to communities has always been part of our core values and culture as a family, and as a business.

This year, we proudly donated over 1 million eggs and egg products to charitable organizations across the country, including school breakfast programs, food banks, and food rescue initiatives. Beyond this, we continue to support a range of impactful charities, such as World Vision Canada, Parkinson's SuperWalk, Kids Help Phone, Swim Drink Fish, Ronald McDonald House Charities, The Children's Breakfast Club, Make Happy Tummies, and many other meaningful organizations and initiatives in our local communities.

This year presented numerous challenges for many Canadians, with heightened concerns surrounding food insecurity and the strain of rising inflation. Recognizing the increased demand, we endeavored to meet the growing requests for egg donations. By December 2025, we contributed more than 1 million eggs and egg-based products to numerous community organizations and food banks nationwide. Every holiday season in December, employees from coast to coast unite for our annual Holiday Food Drive. The dedication and spirit of our team, spanning grading stations, processing plants, farms, and offices, was truly commendable. Through their combined efforts, we were able to donate more than 6,000 pounds of food to various local organizations. We're immensely proud of our team's commitment to making a tangible difference in their communities.



## Sponsorships



**\$65,000**



**\$16,500**



**\$60,000**



**\$16,000**



**\$25,000**



**\$15,000**



**\$35,000**



**\$6,500**

### Donation Campaigns



**DINE WITH EGGS CAMPAIGN:**  
Now in its fifth year, Burnbrae Farms and Taste Toronto have **partnered with 40 of Toronto's top restaurants, bars, and cafés** for a six-week celebration of all things eggs, in support of **Holland Bloorview Kids Rehabilitation Hospital** and hosting a charity breakfast for staff at Holland Bloorview.



Burnbrae Farms<sup>®</sup> proudly partners with **KIDS HELP PHONE** to enhance access to mental health support for Canadian youth. Since 1989, Kids Help Phone has provided free, confidential, multilingual e-mental health services 24/7. As part of this initiative, Burnbrae Farms will donate **\$1.00 for every liquid egg purchase, up to \$25,000 annually for the next 3 years**. Packaging reflecting this pledge is now in stores, reinforcing our commitment to supporting both physical and mental health in Canadian communities.



**GIVING TUESDAY:**  
**Matched \$48,750 in donations** to World Vision's Hens & Roosters program, supporting nutrition in developing countries.



**STOPPING HUNGER WITH SODEXO:**  
Donated **300 dozen eggs and funds to fill 500 food hampers** for food-insecure families.



**MAKE HAPPY TUMMIES CAMPAIGN:**  
Supported **over 5,000 student nutrition programs nationwide**, with Burnbrae volunteers participating in breakfast programs at schools across Canada.





# Foundation

## The Burnbrae Farms Foundation

The Hudson family established the Burnbrae Farms Foundation in 2017 to honour founder Joe Hudson and his wife, Mary, whose deep commitment to agriculture, community, and environmental stewardship inspires our mission: **“Nourishing Canadians. Sustainably!”**

Guided by a board of Hudson family members and senior Burnbrae Farms® leaders, the Foundation directs strategic giving and partnerships. We are proud to support non-profit organizations that share our mission, and we are pleased to highlight a few of them here.

## Our Valued Partners

We believe that partnerships and multi-stakeholder collaborations are some of the keys to a more sustainable future. We are proud to share a few of our partnerships and affiliations.



## The Burnbrae Farms Foundation



### NORTHERN ONTARIO SCHOOL OF MEDICINE UNIVERSITY:

The Burnbrae Farms Foundation has invested **\$40,000 over five years** to support the next generation of Registered Dietitians in Northern Ontario. This contribution covers annual tuition for two NOSM University dietetic students and will help strengthen access to nutrition care across the region.



### SERVICES AND HOUSING IN THE PROVINCE (SHIP):

A **contribution of \$5,000** was made for the Hen Program at Peace Ranch, which works to support overall wellness of clients of the Peace Ranch program as part of SHIP.



### MAISON DE LA FAMILLE:

The Vaudreuil-Soulanges Family Centre in Quebec, a community organization established in 1988, supports families from the prenatal stage to age 12, promoting optimal child development and parental support. The Foundation made a **5-year commitment for a total of \$100k starting in 2025**.



### CANADIAN RED CROSS:

During the spring and summer, extreme heat intensified forest fires across Manitoba, forcing widespread community evacuations. Burnbrae Farms **contributed \$5,000 to the Red Cross Manitoba Wildfire Relief Fund** to support immediate and ongoing assistance, including aid for evacuees, community recovery efforts, and future preparedness.





**GOVERNANCE**

# ANIMAL CARE

Burnbrae Farms® maintains a rigorous internal animal care program led by our dedicated Animal Care Specialists. Oversight is provided by our Animal Welfare Working Group (AWWG), which meets three times each year to review policies, monitor program performance, and ensure alignment across all departments. The AWWG includes representatives from our poultry, communications, sales, and executive teams, as well as an external expert in animal agriculture. This diverse representation strengthens our program and supports thoughtful, informed decision-making across the organization.

Our journey to transition our hens from conventional housing continues to progress steadily. In 2024, we built a new free run barn in Quebec, followed by two additional barns completed in 2025. That same year, we also constructed a free run barn in Manitoba, bringing that farm to a total of three free run laying hen barns and a free run pullet barn, which began construction in 2023.

In addition, we commenced work on an organic free range farm in Ontario, designed to include one pullet barn and three laying hen barns. The pullet barn was completed in 2025, and the three laying hen barns are scheduled for completion over the next two years. These investments ensure that we, along with all Canadian egg farmers, remain on track to meet the national transition commitment by 2036.



## National Animal Care Program

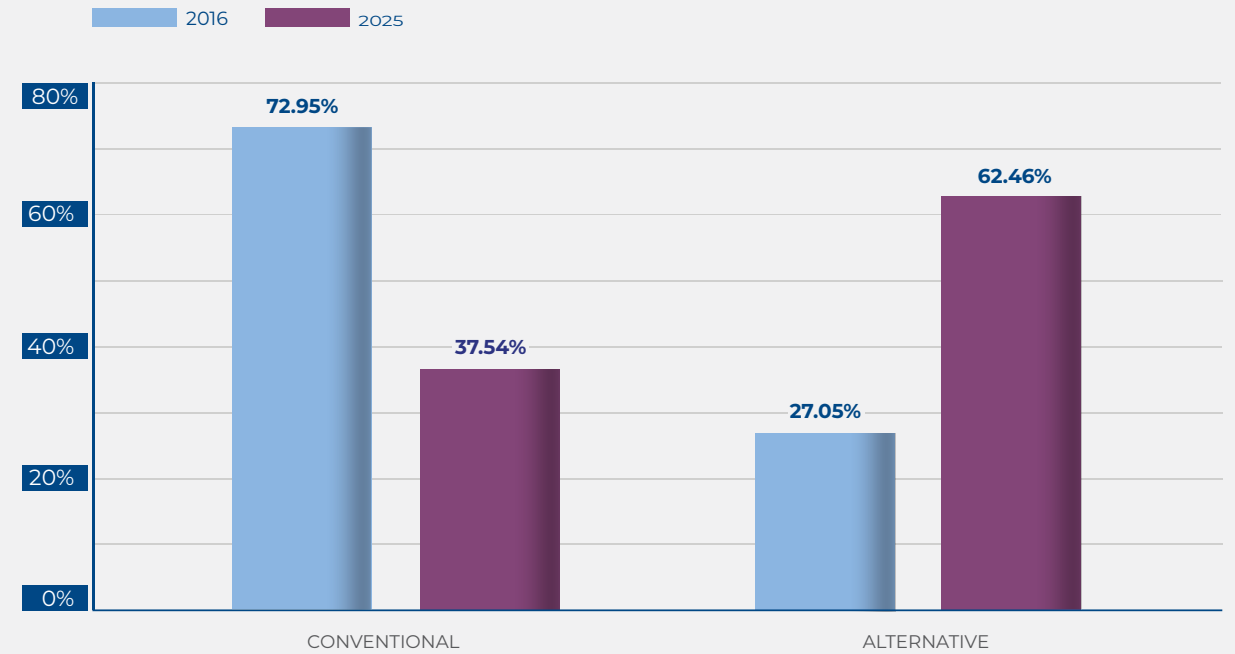
All farms owned and operated by Burnbrae Farms<sup>®</sup> are currently compliant with the Egg Farmers of Canada (EFC) the national Animal Care Program (ACP), as documented by second and third-party audits. The latest ACP was released in May 2023 and an amendment was completed in August 2025; both have been implemented on all farms. All our farms prioritize animal care, placing a strong emphasis on the ACP and its role in ensuring the best animal care practices for our birds.

In alignment with the national commitment to transition all housing to alternative systems by 2036, we continue to transition and are on track to meet our goal on or before the deadline.

Many members of the Burnbrae 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 have 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.

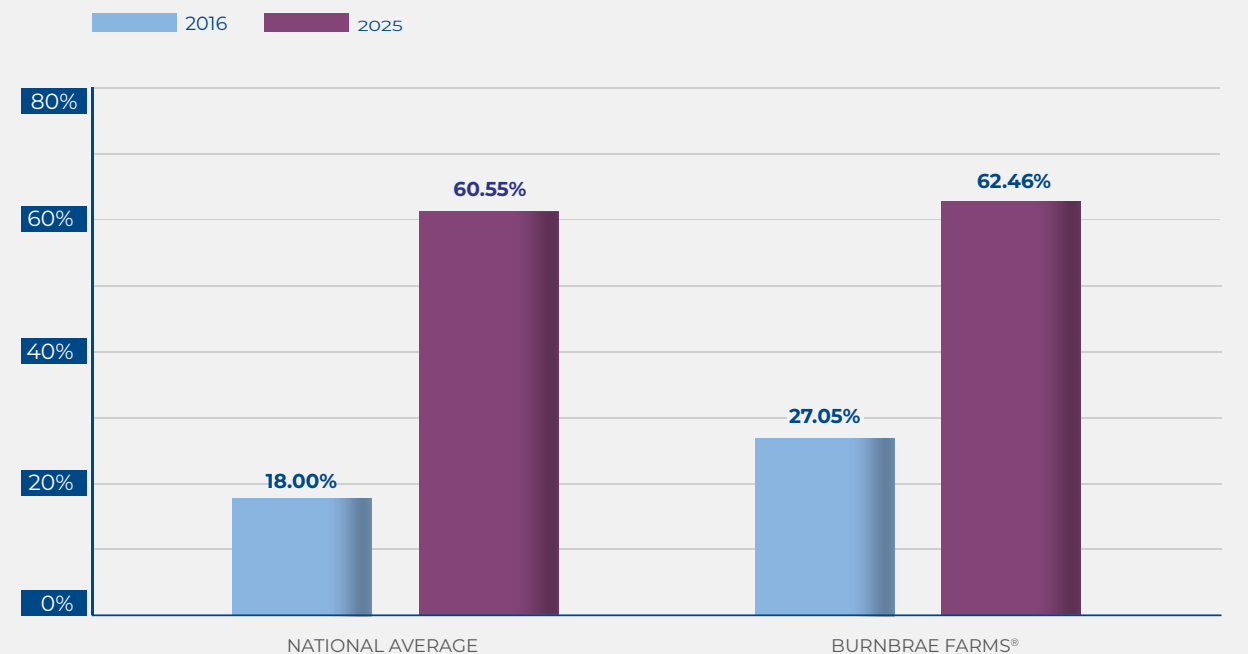


### BURNBRAE FARMS<sup>®</sup> HOUSING TRANSITION PROGRESS



The percentage of birds housed in conventional vs. alternative housing (enriched colony, free run, free range, or organic) in 2016 vs. 2025 as a percentage of all Burnbrae-owned farms. Housing capacity in alternative systems has increased by 35% from our 2016 baseline.

### TRANSITION TO ALTERNATIVE HOUSING SYSTEMS



The percentage of birds housed in alternative housing (enriched colony, free run, free range, or organic) in 2016 vs. 2025 as a percentage of all Burnbrae-owned farms vs. National Average. Burnbrae Farms continues to be in alignment with the National Average.



### Training and Professional Development

All new poultry employees are trained in every facet of animal care, and all current poultry employees receive annual re-training in animal care and handling. This training program is delivered by one of our Animal Care Specialists and includes our animal welfare statement, employee code of conduct, biosecurity guidelines and rules, as well as modules on animal health, handling, and transportation. In 2025, a combination of 13 in-person and online training sessions were held, with additional sessions held for Spanish and French speaking employees.

When we require outside crews to help us move and vaccinate our birds, we ensure that they are trained to meet our standard of animal care. This includes video training in English, French or Spanish for every crew member with sign off that they understand our animal care training and expectations.

In 2025, we advanced our commitment to continuous learning by enhancing our training program. We produced updated, high-quality training videos in both English, French and Spanish, focusing on key tasks related to animal welfare. These resources have strengthened communication and reinforced the importance of animal welfare across our farms. Additionally, we introduced cross-department training initiatives, hosting employees from various teams within the company on our farms to share knowledge and best practices in animal care. This collaborative approach has fostered greater understanding with many non poultry employees, promoting strong company-wide communication and will be implemented into our annual training program.



## Animal Health and Nutrition

**We believe that disease prevention is crucial to ensuring good animal health. We work with poultry veterinarians, nutritionists, and other specialists to proactively mitigate diseases and develop comprehensive health 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. This year, we have focused on best vaccine application methods to ensure we are mitigating the effect on the birds while achieving the best immunity possible.

In addition to our vaccination process, we have invested into enhancing bird health and welfare by creating better on-farm environments. Recently, we began testing an innovative technology that optimizes minimum ventilation. This improvement enhances air quality by reducing ammonia levels and ensuring a more uniform distribution of air and heat, providing birds (and staff) with cleaner, more comfortable living conditions, while also minimizing heating costs.

### Nutrition

We regularly work with nutritionists to ensure that our birds are fed a high quality, nutritious feed ration that is tailored to their specific dietary needs. We consult with nutritionists, veterinarians, and researchers, to explore nutritive solutions to proactively prevent disease. In 2025, we worked with nutritionists on feeding for longevity, to ensure our birds remain healthy while still producing high quality eggs in longer laying cycles. We also worked with a water sanitation company to evaluate the quality of the water given to our birds, and how we can reduce bacteria to help improve overall gut health and nutrient absorption.

### Biosecurity

Biosecurity remains one of the most important aspects of maintaining the overall health and welfare of our birds. Although we have seen improvements in mitigating Avian Influenza (AI) in Canada in 2025, there were still cases across the country. We continuously monitor nearby cases of AI and take heightened biosecurity precautions, especially during seasons of wild bird migration. Biosecurity is very important to us, and we are regularly evaluating and improving our biosecurity practices on our farms.



## 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. We continue to collaborate 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. In 2025, we worked with researchers at Laval University to explore the optimal lay cycle to balance economic, sustainability, and animal welfare impacts. We also continued to partner with the University of Guelph, focusing on gut health monitoring to better the overall health and welfare of our birds. Lastly, we focused on end-of-life practices to ensure we are using the most humane and effective methods on our farms.



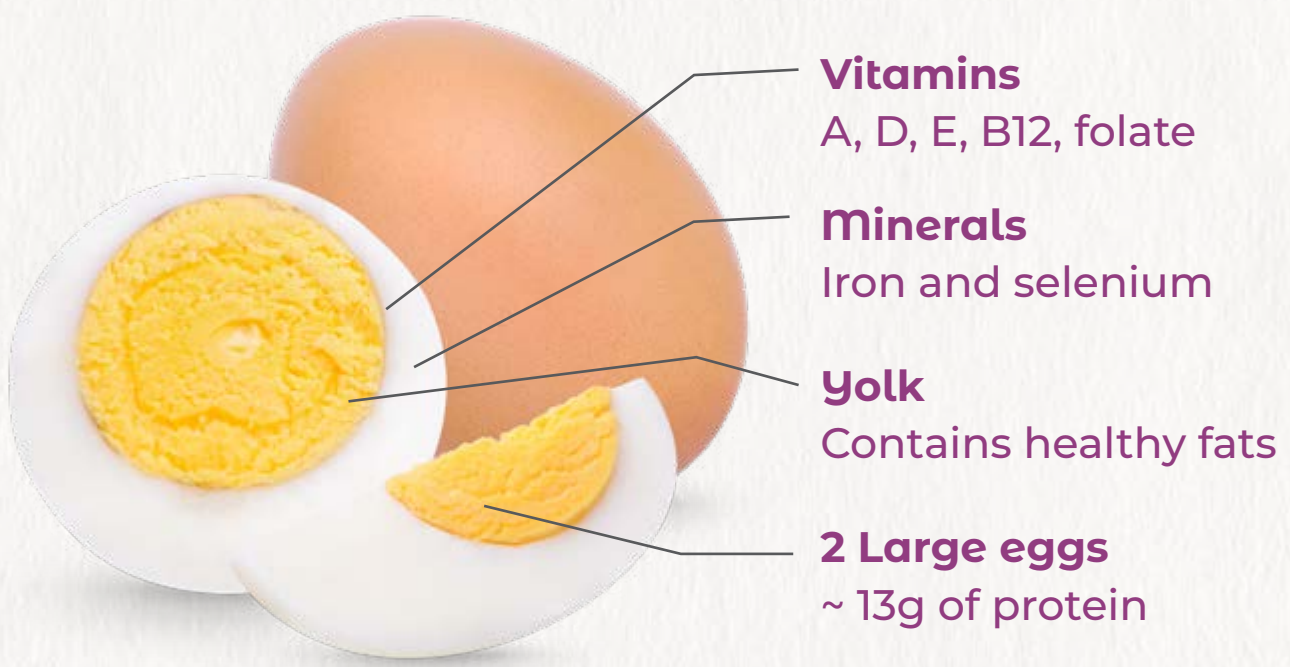
# SAFE NOURISHING FOOD

## Nutritious Food

At the heart of our work is providing Canadian families with nutritious food, a responsibility we take great pride in. Eggs are a powerhouse of nutrients, packed with vitamins, essential minerals, and protein, all contained within their own naturally protective shell. They provide meaningful nutritional value as a source of high-quality protein, vitamins, minerals, and antioxidants. Two eggs supply about 13 grams of protein, which supports muscle maintenance and repair, immune function, and overall cellular health. Protein is distributed nearly equally between the white and the yolk, making the whole egg important for obtaining its full benefit.

Eggs also provide vitamins A, D, E, B12, and folate, along with iron and selenium, many of which act as antioxidants that help protect body tissues. Vitamin D contributes to bone and dental health, while vitamin B12 supports healthy blood cells. Eggs further supply choline, lutein, and zeaxanthin: nutrients associated with cell structure, nerve function, memory and mood regulation, and long-term eye health.

The yolk contains most of the egg's healthy fats, including poly and monounsaturated fats, which help the body absorb fat-soluble vitamins and antioxidants. Omega-enhanced eggs contain elevated omega-3 levels due to specialized hen diets, offering an additional nutritional benefit.



Collectively, these characteristics make eggs a nutrient-dense food that supports a balanced diet. To help communicate their versatility, we provide a wide range of egg-based recipes on our website, demonstrating the many ways eggs can be incorporated into everyday meals.



Click to view  
**Egg Recipes**

## Food Safety Programs

Food safety is embedded in our culture. We are committed to producing safe, high-quality, and nutritious food through a comprehensive Food Safety and Quality Management System (FSQMS) that aligns with globally recognized standards, regulatory requirements, and continuous improvement principles. This system ensures that every product we deliver meets stringent safety, quality, and nutritional expectations.

### Our Food Safety Program Includes:

- Environmental Monitoring:** Routine microbiological testing of both production and non-production areas verifies hygienic conditions and helps prevent contamination. In 2025, we performed 19,000 environmental tests across food-contact and non-food-contact surfaces, ensuring effective pathogen control and compliance with hygienic zoning requirements.
- Product Testing:** Each production batch undergoes microbiological and sensory evaluations to confirm that products meet specifications and consumer expectations. In 2025, we completed more than 35,000 microbiological tests and 5,600 sensory evaluations across our facilities, ensuring consistent product integrity.
- Unannounced Global Food Safety Initiative (GFSI) Compliance:** All facilities maintain BRCGS (Brand Reputation through Compliance

Global Standards) certification, supported by annual internal audits and third-party assessments. In 2025, several plants achieved top A or AA ratings during unannounced audits, demonstrating operational readiness and strong food safety culture.

- Preventative Controls and Hazard Analysis Critical Control Point (HACCP) Programs:** Robust hazard analysis and preventative measures are applied across all processing steps to eliminate or minimize risks, ensuring safe production under all conditions.

Together, these programs reflect our commitment to food safety excellence, regulatory compliance, and consumer protection, while reinforcing a culture of accountability and continuous improvement across all operations.





## Advancing Quality Assurance Through Digital Quality Management

In 2025, we piloted a Digital Quality Management Platform to strengthen compliance, modernize our quality systems, and enhance operational efficiency and transparency across all sites.

Full implementation is planned for 2026. The platform introduces new capabilities that transform how we manage, verify, and monitor food safety and quality performance.

### Our Digital Quality Management Platform Includes:

- Real-time monitoring of food safety and quality checks, enabling immediate corrective actions
- Improved audit readiness through instant access to records and compliance documentation
- Centralized Quality Assurance (QA) dashboards providing leadership visibility and data driven decision-making
- Enhanced document control and version management for Standard Operating Procedures (SOP) and regulatory materials
- Enhanced document control and version management for SOPs and regulatory materials
- Analytics and trend reporting to strengthen root cause analysis and preventative actions
- Reduced manual documentation and streamlined workflows
- Integrated artwork and label approval workflows to support timely, compliant packaging updates



# APPENDIX

# ESG PERFORMANCE

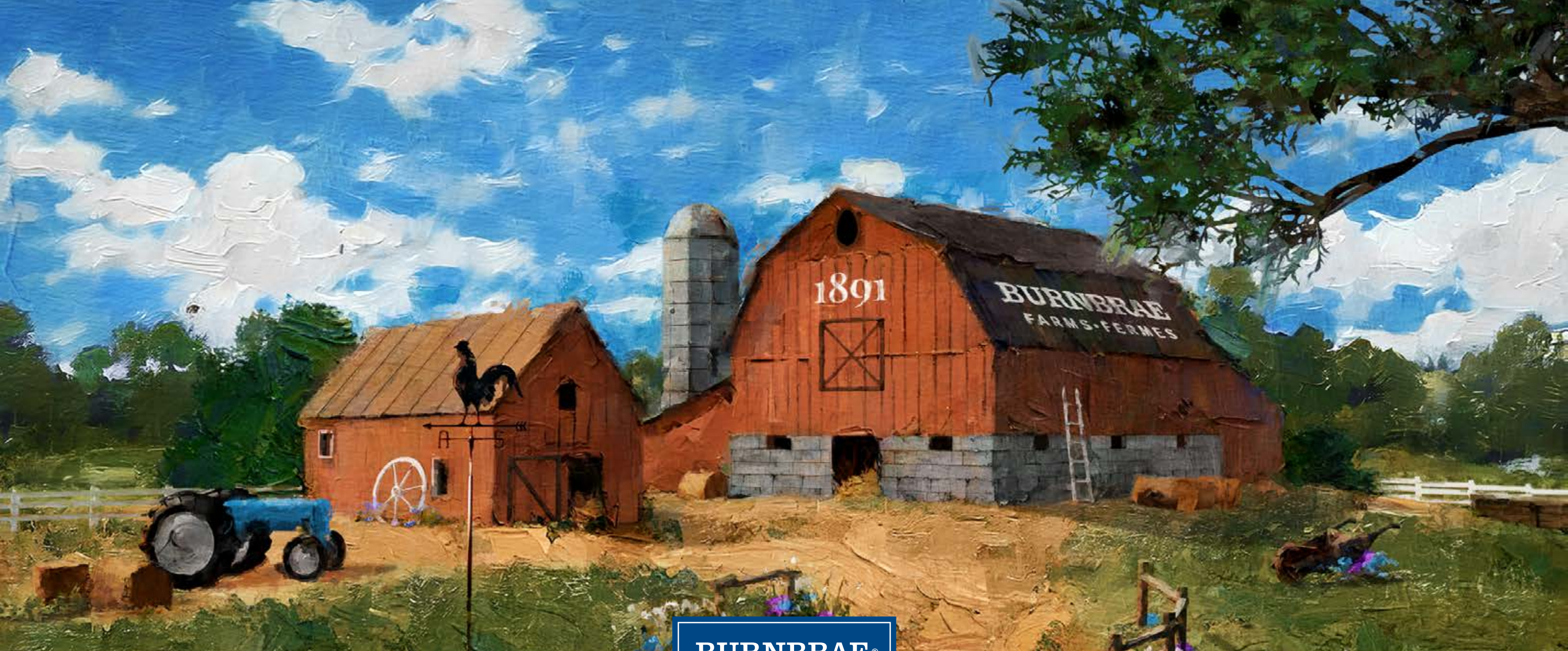
The following tables highlight some key metrics summarizing our progress against the past 3 years:

ENVIRONMENT				
CARBON EMISSIONS	UNIT OF MEASURE	2025	2024	2023
Scope 1	tonnes CO2e	22,174.00	18,830.00	18,335.00
Scope 2	tonnes CO2e	1,343.00	1,372.00	1,033.00
Scope 3	tonnes CO2e	1,052,428.00	948,672.00	936,962.00
WASTE DIVERSION	UNIT OF MEASURE	2025	2024	2023
Diversion	Metric Tonnes	92%	92%	90%

SOCIAL				
	2025	2024	2023	
% of Women Managers and above	63.5%	N/A	N/A	
\$ donated by the Burnbrae Farms Foundation	\$209,664	\$160,000	\$184,667	
# of Eggs Donated	1,000,000+	1,000,000+	1,000,000+	

**Notes:**  
 1) Historical data has been sourced from prior sustainability reports and may reflect methodologies in use at the time of reporting.  
 2) Information on women in management roles was unavailable for the 2023 and 2024 reporting periods.





**BURNBRAE**<sup>®</sup>  
FARMS • FERMES

### HOW TO CONTACT US

Burnbrae Farms Limited • 3356 County Road 27, Lyn, Ontario K0E 1M0

Email: [general@burnbraefarms.com](mailto:general@burnbraefarms.com)



For more information, please visit our website  
at [burnbraefarms.com](http://burnbraefarms.com)

DISCLAIMER: Burnbrae Farms<sup>®</sup> is a privately held company.