



SunOptaTM

2020 Corporate Social Responsibility Report

SunOpta is a global,
healthy food and beverage company
with a passionate focus on sustainability,
people and community.

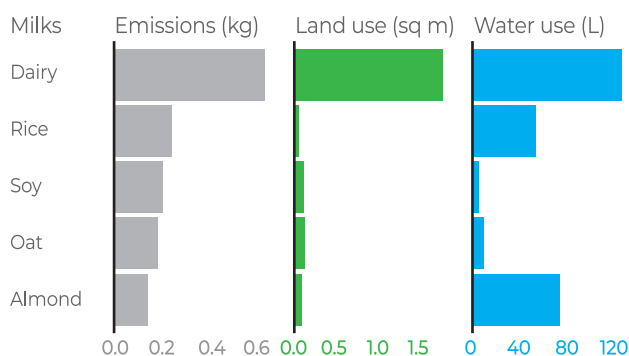


At SunOpta we are passionate about our mission to fuel the future of food.

We believe in the power of people to positively impact our communities and our planet. As a company founded over 50 years ago with a mission to elevate and nurture sustainability, we have grown into a company that is transforming not just the foods we eat, but just as importantly, we are helping transform the communities we live in. From aggressive goals in our manufacturing plants, like achieving zero landfill waste by 2022 and reduction of energy, water consumption, and natural gas, to our scholarship programs and community involvement, we understand that meaningful impact comes from the countless small efforts that collectively can, and will, make a big difference.

The exciting thing about SunOpta is that sustainability is at the heart of what we do—it is the products we make every day, not a corporate program. To punctuate this statement the chart below shows the positive impact each glass of plant-based milk has on emissions, land use and water use. We are motivated and inspired by the idea that the more successful we are as a company the healthier people and the planet become.

Environmental impact of one glass (200ml) of different milks



Source: Poore & Nemecek (2018), Science, Additional calculations, J.Poore BBC

In our manufacturing plants we are oriented around three programs / goals:

1. Zero waste by 2022.
2. Reduction of our electricity by 40%, natural gas by 30%, and water consumption by 25% over the next 8 years.
3. Our continued commitment to the quality and safety of our products and the development of sustainable packaging options to meet our customer expectations.

2020 was an unprecedented year for everyone and we made sure the health and safety of our employees was our top priority. We took immediate actions in our manufacturing plants to provide our employees with a safe working environment and access to various tools and programs to assist their financial and emotional well-being during these challenging times. We focus on finding top talent, and then encourage their growth and development in their professional journeys by challenging them on a regular basis. Our employees are engaged in the mission of our company and how they can positively impact the communities we live and work in.

As it relates to our people and our communities, we are similarly focused on three core efforts:

1. Provide growth and development opportunities for our employees to help fuel the power of the collective group.
2. Create strategies and programs that elevate the importance of diversity and inclusion with a continued focus on employee safety and well-being.
3. Continue to encourage employee led community givebacks and employee driven sustainability initiatives.

In summary, thank you for believing in SunOpta. Our commitment to R&D, innovation and new ideas should assure you that SunOpta is focused on fueling the future of food and contributing to creating thriving communities.



Sincerely,

Joseph Ennen
CEO



ABOUT US

SunOpta (STKL: NASDAQ; SOY: TSX) is a leading healthy food and beverage company focused on plant-based foods and beverages and fruit-based foods and beverages. We manufacture plant-based milks and bases, and process frozen fruit and fruit-based snacks and ingredients. We are focused on organic and we go to market through private-label, co-manufacturing, and our own brands.

SunOpta is committed to fueling the future of food in a socially responsible and sustainable way. SunOpta's leadership and employees are excited to guide this company into a new era of awareness, engagement, and responsibility.

We are aware of the need for education and inquiry at every point in our supply chain.

We understand the need for real, meaningful engagement between our employees and our growers, suppliers, transportation providers, warehousing, and customers.

We are ready to tackle the ever increasingly important environmental and social challenges facing our employees, communities and our world by raising awareness in our company, measuring data, and adopting a continuous improvement mindset.

We are ready
and poised to
rise up and be
a change for good.

The excitement in our company around our mission and sustainability efforts are palpable. We don't just have leadership support, we have leadership driving this change side-by-side with employees as we work together each day to develop our people, deliver better products for our customers, and improve the lives of consumers, communities and our planet. 2020 was a challenging year for everyone with the global pandemic, so our number one priority was the health and safety of our employees, while continuing to maintain our operations so we could supply our customers and communities with needed food products. Additionally, we focused on our employees and built an engaged employee culture with passionate and driven employees who are ready to get things done. We are ready and poised to rise up and be a change for good.



Fueling the Future of Food and Beverage

Better for You, Better for the Planet, Better for All.



Our Mission

To deliver organic, healthy, and sustainable food solutions that improve lives.
To maintain purity of our products and be the market leader in organic integrity.
To be the leader in our fast-moving industry, with better execution than our competitors. To develop and retain great employees – great companies are made of great people.

Our Vision

Our vision is to be a sustainable organization that is a global leader in organic and non-GMO food products driven by a spirit of continuous improvement, innovation, and category expertise that enables the well-being of our employees, customers, and consumers. Constantly keeping this vision top-of-mind will help us achieve our goal of fueling the future of foods and beverages to make it easy to be better, feel better, and do better. Fueling the Future of Food and Beverage...Better for You, Better for the Planet, Better for All.

Core Values

•Speed

Someone who cuts through the clutter to GSD (get stuff done)

•Entrepreneurship

Someone who acts like an owner...around attacking costs and driving sales

•Customer-Centricity

Everyone has a customer (internal and external)

•Passion

Someone who wears passion on their sleeve and is a driver

•Dedication

Someone who goes the extra mile

•Problem Solver

Someone who finds new solutions and better ways of doing things

By living these core values we can make our vision a reality.

WHAT WE'RE DOING

SunOpta is committed to building and restoring the health of its customers, communities, and the environment.

As part of our vision to fuel the future of food and beverage in a sustainable way, we have created a Sustainability Steering Committee representing a cross-functional team of individuals whose behaviors represent the core values of SunOpta. This group is working with Sustainability ambassadors throughout the organization to gather data and analyze data and explore opportunities. Much excitement and buzz has been created about how each employee can contribute to fueling the future of food and beverage in a more sustainable way.





Workplace Health

We are devoted to providing a safe, healthy, and engaging work environment for our employees, because we know that our continued success in the marketplace is heightened by healthy, productive employees.

HEALTH AND WELLNESS PROGRAMS

In 2020 we kicked off a comprehensive, integrated health and wellness program. Our wellness program consists of a four-pillar approach including Physical, Emotional, Social, and Financial wellness. We develop employee programs, benefits, and compensation to align with these four pillars. Examples of these initiatives include:

PHYSICAL WELL-BEING

Offering a competitive compensation and benefit package that includes “choices” for each employee to select which package works best for them. Our comprehensive benefits package includes health insurance plan options, Sharecare Activity program, and preventative health incentives, to name a few. Employees are empowered to participate in fitness challenges, weight loss challenges, and other lifestyle challenges to master the concepts and skills necessary for a healthy, rewarding life. We partnered with Omada Health to provide food and exercise education to employees with risk factors for diabetes and heart disease. We also hold annual flu shot clinics at available locations.

EMOTIONAL WELL-BEING

Our comprehensive benefits package includes paid time off, paid parental and maternity leave programs, and flexible schedules to name a few. We leverage our monthly communication tools to provide helpful information for maintaining emotional well-being. SunOpta encourages work life balance and our employees receive wellness reminders via email to take time for themselves, including strategies for how to find time to disconnect and recharge. SunOpta also has an employee assistance program through a third-party provider to provide emotional health support, which provided critical resources for our employees struggling due to the global pandemic.



SOCIAL WELL-BEING

Communication is central to SunOpta's culture. We have monthly all-company huddles and quarterly all-company town hall meetings to communicate what is happening at SunOpta. These meetings keep our employees engaged, informed, and connected while communicating critical, consistent messages to align all employees with the strategy and priorities necessary to deliver our company goals. In these meetings, employees are reminded of the core values and our employees are guided by those MVB's (Most Valued Behaviors) of speed, dedication, problem solving, passion, entrepreneurship, and customer centricity. We have a peer recognition program which allows employees to recognize others who are demonstrating our MVB's. Our leaders also recognize employees through our quarterly awards program. By enhancing communication efforts such as quarterly town halls and monthly all-company huddles, employees feel a part of SunOpta as a whole, not just their individual department or location. These initiatives led to an overall increase in employee engagement. Additionally, we encourage our employees to celebrate wins at the individual, team and location level.

FINANCIAL WELL-BEING

Our comprehensive benefits package includes 401(k), employee stock purchase plan, tuition reimbursement program and company-paid life, accident, and disability insurance to name a few. As part of our matching 401(k) program, financial advisors are available to our employees for consultation on their personal finances. Employees are also able to participate in the Employee Stock Purchase Plan which allows employees to purchase SunOpta stock at a discounted price. In addition we offer a program where employees may subscribe to a third party that provides legal advice and identity theft protection.





WORKPLACE SAFETY

As of December 31, 2020, we employed 1,451 full-time employees and 430 seasonal employees in North America.

Our average employee has seven years of service and our annual voluntary turnover of employees at the director level or above was 5.5%. In 2020, we accomplished our goal of voluntary turnover of less than 15%, ending the year at 14.6% across the Company. Employee health and safety is paramount to

our success. In addition to our safety training and initiatives at our manufacturing facilities, we track our Total Recordable Incident Rate (TRIR) which ended the year at 1.55, compared to a goal of 1.68. Our SunOpta 360 Safety Pillar leverages zero loss analytics, action planning, 5s, and SHARP plans.



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COVID-19 RESPONSE

2020 was an unprecedented year in many ways, most notably due to the COVID-19 global pandemic. We have been successful in mitigating the effect on our employees by proactively implementing measures early and thoroughly and keeping up to date on recommendations and guidance from the Centers for Disease Control and Prevention (CDC), state, provincial, and local health departments. Commencing in March 2020, we implemented daily health screening questionnaires, temperature screening, social distancing and mask requirements for all employees and visitors at our locations. Our management team held regular meetings to discuss health and safety protocols, best practices, and address employee concerns. We increased our cleaning protocols, personal protective equipment, and cleaning

supplies across all locations. Modifications to workspaces and physical barriers in work areas were established where needed and non-essential travel was restricted. An internal internet site was developed to house information on COVID-19 and employee assistance resources. Employees who could perform their jobs from home were moved to a remote working arrangement. In addition, we implemented special pay and leave policies and made emergency assistance grants available to mitigate financial implications to our employees impacted by COVID-19 or childcare issues.



WORKPLACE CULTURE

ORGANIZATIONAL HEALTH SURVEY

SunOpta conducts an organizational health survey three times during the year to check the pulse of our workforce and look for areas of improvement through the lens of all our employees. The survey is sent to all SunOpta employees from the CEO with a request for participation and **a commitment from the CEO that he will personally read every comment** and share the quantitative results with the leadership team. There are 25 questions related to mission and vision, innovation, trust, customer service and sales, manager/employee relationship, cross functional performance, and how individual roles tie to organizational goals. We measure our scores and identify high performing areas, areas in need of improvement and areas with the greatest change. The results are shared companywide and we are proud to report our last survey score this year was 4.01 using a 5-point scale.

CONDUCT

SunOpta is committed to acting responsibly within the organization and requiring the same responsible actions of our suppliers. At the end of 2020, we began to revamp and modernize both our Employee Code of Conduct and our Supplier Partner Code of Conduct to illuminate how integrity, ethics, compliance, human rights, health & safety, and a commitment to high quality are absolutely necessary to achieving our mission and improving lives—now and long into the future.

Employee Code Of Conduct

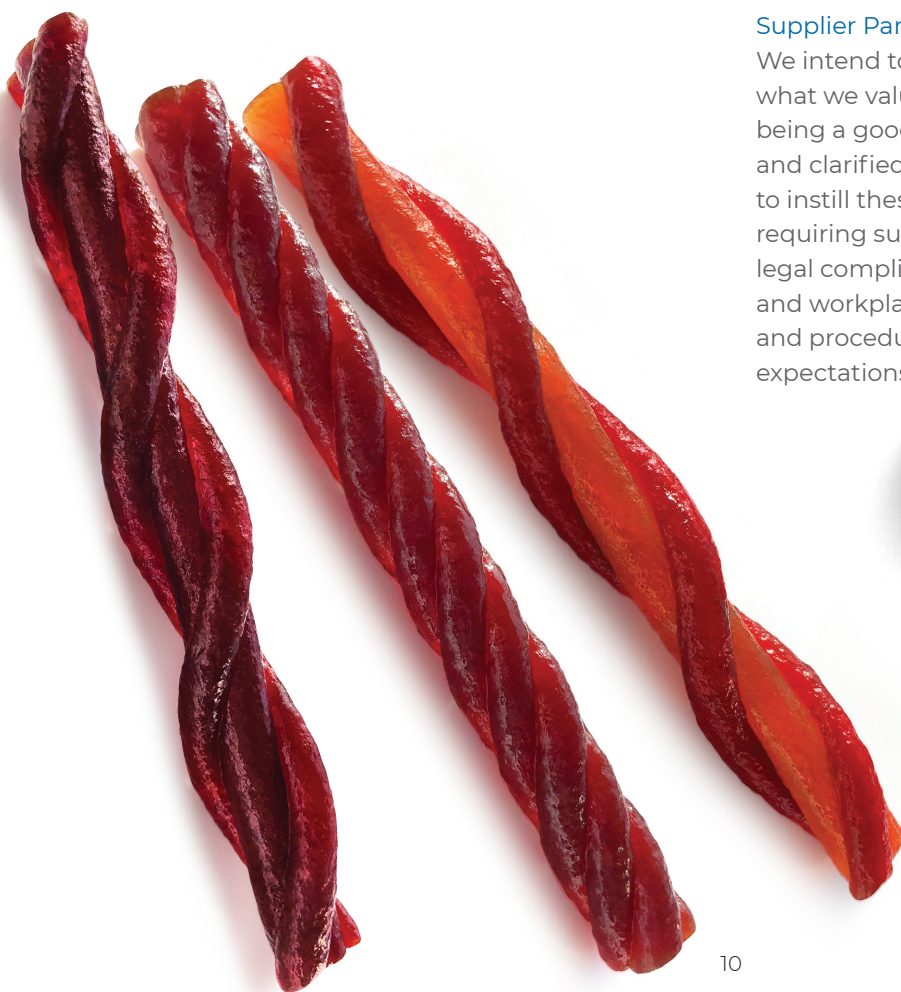
We expect to finalize and roll-out a newly revamped and modernized Employee Code of Conduct in 2021. We look forward to continuing our annual trainings on the Code of Conduct with our employees to ensure full understanding of the Code of Conduct and a continued reminder of **our commitment to integrity, ethics, and high-quality standards.**

Supplier Partner Code Of Conduct

We intend to work only with suppliers who value what we value: sustainability, human rights, and being a good corporate citizen. Our enhanced and clarified Supplier Code of Conduct seeks to instill these values into our suppliers by requiring suppliers meet our ethical and legal compliance expectations, labor and workplace safety expectations, and procedural and administrative expectations.



We intend to work with suppliers who value what we value: sustainability, human rights, and being a good corporate citizen.





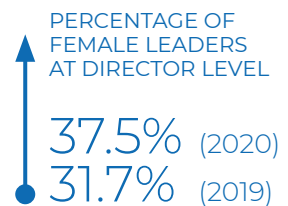
DIVERSITY AND INCLUSION

We believe in the power of diversity. To increase awareness, training regarding diversity, equity and inclusion was held companywide for employees to better understand how we can all work together, and be better, by embracing our differences. We foster inclusion by recognizing and supporting activities and initiatives representative of our workforce such as celebrations of cultural months and our Women's Leadership Program. In 2019, we established a Women's Leadership Program to develop our women employees and

potential leaders within the SunOpta organization. The Women's Leadership Program sponsored professional development workshops for some of our rising female leaders on topics such as power, presence, and protection. Connection circles were created among women in the organization to practice public speaking, active listening, leading, and learning from one another. At the end of 2020, our percentage of female leaders at the director level and above was 37.5%, compared to 31.7% in the prior year.



In 2019, we established a Women's Leadership Program to develop our women employees and potential leaders within the SunOpta organization.



PROFESSIONAL DEVELOPMENT

Talent management and growth is instrumental in developing a sustainable workforce. We provide various opportunities for our employees to learn and grow within SunOpta through individual development plans, on-the-job training, special project assignments, monthly safety training and leader led learning sessions. We are committed to identifying and developing the talents of our next generation leaders. On an annual basis, we conduct talent assessments across the organization and succession planning for our most critical roles within the organization to identify high potential employees, and employee growth opportunities. We offer a tuition reimbursement program and professional organization membership. In 2020, we held seven (7) leader led seminars on topics taught by senior leaders in the organization including cyber security, total well-being, employee benefits, understanding financial statements, career development, food safety, and negotiation.

INTERNSHIPS

We give back to the community via our internship program. For a summer or a semester, interns from local universities work with members of our research and development and quality assurance teams on meaningful projects. This provides coveted experience to students and creates a talented pool of people upon which SunOpta relies for future hires.

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WORKPLACE COMMUNITY CONNECTIONS:

SCHOLARSHIP PROGRAM

Since 2007, SunOpta has given upwards of \$20,000 a year in scholarships to children and grandchildren of employees, in an annual essay contest. Scholarships are awarded based on students' contributions to their communities and involvement with social and environmental responsibility initiatives.

COMMUNITY INVOLVEMENT / VOLUNTEER PAID TIME OFF PROGRAM

We believe it is key to give back to the communities in which we live and work as evidenced by "SunOpta Cares", our community service and volunteerism program. This program provides 24 hours of paid time off for our employees to volunteer with community programs that align with their values. Throughout the year, employees have several opportunities to donate talent and gifts to local charitable organizations. The Edina corporate office actively collects food and toys for fundraiser events for companies such as the Groveland Food Shelf and Toys for Tots.



SunOpta Cares program offers paid time off for employees to volunteer with community programs

When some of our employees learned that 1 in 5 school aged children in Minnesota live with food insecurity, they knew they had to help fill the gaps. In July 2020, members of our Edina based R & D / Quality team spent some of their SunOpta Cares program hours packing bags of food for children at a company called The Sheridan Story (now called Every Meal). They packed 3,348 bags consisting of 13,057 meals. SunOpta also adopted a school to sponsor.

SunOpta employees packed 3,348 bags of food consisting of 13,057 meals for needy children.

At one of our manufacturing locations in Allentown, Pennsylvania our employees raised money for an organization which makes sure no pet goes hungry and is able to stay in loving homes instead of going to the shelter. They also conducted food drives, participated in giving programs, and collected approximately 420 gifts for the Angel Tree Program sponsored by the Salvation Army. They also participate in a recycled greeting card program with St. Jude Children's Ranch. SunOpta employees are connected to their community and exhibit our core values of passion and dedication.

COMMUNITY RESPONSE AND SUPPORT

Our U.S. headquarters in Minnesota was particularly impacted by the events occurring in our community during the summer of 2020. As a company, we stayed in close communication with our employees and offered empathy and support to one another as we grappled with the events taking place in our community. Our Edina corporate office sponsored a donation drive to support Midtown Minneapolis YWCA distribution hub to help our neighbors in need after the devastating riots near the area. We also took action by reinforcing to our employees that as an organization we stand against racism, violence and discrimination in all forms and provided monetary donations to the following initiatives: the George Floyd Memorial Fund, the Lake Street Council, and the ACLU.





PLANET

SunOpta has long understood the connection between strong environmental stewardship and strong financial performance. The company is focused on lowering costs, improving operating profits, and reducing our environmental footprint by using less energy, gas, and water in production facilities and working toward our commitment to achieving zero waste in our manufacturing facilities by 2022.

COMMITMENT

As part of our commitment to be better, feel better, and do better, we are participating in the Better Buildings, Better Plants Program with the U.S. Department of Energy. The Department of Energy will be providing us technical support to reach our commitment to being more energy efficient in our facilities.



Better Plants
U.S. DEPARTMENT OF ENERGY

Working with the DOE on energy efficiency in the Better Buildings, Better Plants Program

ELECTRICITY, NATURAL GAS, WATER

We have adopted a corporate-wide goal to significantly reduce energy use. In 2020, we committed to begin an eight (8) year challenge in our own manufacturing facilities to reduce our electricity by 40%, reduce our natural gas by 30%, and reduce our water consumption by 25%.

8 YEAR CHALLENGE



40%



30%



25%

CARBON

Additionally, we worked diligently to reduce our carbon footprint by consolidating and closing aged facilities, including Santa Maria, Placentia, and Mississauga. We also consolidated warehouses to reduce our footprint, which means reduced transportation costs (both financially and environmentally).



ZERO WASTE

Our goal is for all of our factories and plants to be certified as zero-waste by the end of 2022. One of our plants (Allentown, Pennsylvania) achieved this goal in 2020.

ZERO WASTE BY 2022



Congrats to Allentown for achieving our zero waste goal!



OUR GROWERS AND FARMERS

We encourage and support our partner growers and farmers in their sustainability efforts. We are dedicated to supporting the producers of the raw agricultural commodities supplied to our company. We maintain a grower services team and provide resources to help our growers provide safe, wholesome, organic, and conventionally grown commodities to SunOpta.

Additionally, each year the SunOpta sunflower crop procurement team engages in public yield trials at multiple locations throughout North and South Dakota to show growers hybrid seed performance within their growing region. Generally, SunOpta showcases over 20 varieties of sunflower for the planting seed selection process. These trials are available through NDSU and SDSU. SunOpta also collaborates with NDSU Extension Center to evaluate hybrids for susceptibility for sclerotinia head rot (wet weather fungal disease). This research project is funded by the USDA Specialty Crop Block Grant program.



As one of the largest processors of frozen strawberries in North America, we are committed to ensuring a safe and sustainable supply of fruit. We hold all of our strawberry growers to the highest standards. All strawberry growers participate in and comply with our “Sustainable Agriculture Program” which outlines relevant California state and federal regulations related to environmental stewardship, business integrity, and health and wellness, including both food safety and worker health and safety.



ORGANIC, SUSTAINABLE, PLANT-BASED FOODS AND BEVERAGES.

We develop and manufacture sustainable, plant-based foods and beverages, and our fruit-based foods and beverages are gaining prominence. We encourage our partners/growers to limit their pesticide use, and we implement quality controls and oversight to ensure they are in compliance with our high standards.



PRODUCTS

OUR PRODUCTS

We offer a full line of plant-based beverages and liquid and dry ingredients (utilizing almond, soy, coconut, oat, hemp, and other bases), as well as broths, teas, and nutritional beverages. In addition, we package dry- and oil-roasted inshell sunflower and sunflower kernels, as well as corn-, soy- and legume-based roasted snacks, and we process and sell raw sunflower inshell and kernel for food and feed applications.

Within our Fruit-Based Foods and Beverages operating segment we sell individually quick frozen ("IQF") fruit for retail (including strawberries, blueberries, mango, pineapple, blends and other berries), IQF and bulk frozen fruit for foodservice (including purees, fruit cups and smoothies), and custom fruit preparations for industrial use. In addition, we offer fruit snacks, including bars, twists, ropes and bite-sized varieties.

As a provider of organic plant-based food and beverage products, SunOpta takes pride in the advanced approach we take to ensure customers and consumers receive healthy, safe, and wholesome products. We take our commitment to quality and food safety seriously and have deployed robust tools ensuring each step of the supply chain from raw material supply, processing, storage to distribution.



FOOD SAFETY AND QUALITY EXPERTS

We employ food safety and quality experts to train and support teams across the supply chain to ensure we meet SunOpta food safety and quality standards. These experts hold certifications in key food safety areas such as Preventive Controls Qualified Individuals (PCQI) and Food Defense Qualified Individuals (FDQI), Hazard Analysis and Risk-Based Preventive Controls (HARPC) and juice Hazard Analysis and Critical Control Points (HACCP).

MANUFACTURING FACILITIES

Our facilities receive annual, independent, third party audits to ensure we are meeting strict food safety and quality requirements. SunOpta facilities maintain certified food safety and quality systems as defined by the Global Food Safety Initiative (GFSI) and demonstrate the effectiveness our Safe Quality Food standard via annual external assessments conducted by Mérieux NutriSciences. We had zero recalls in 2020 thanks to our strict food safety and quality requirements and our food safety and quality experts.



SunOpta facilities maintain certified food safety and quality systems as defined by the Global Food Safety Initiative (GFSI)

We also maintain organic certification at all our internal manufacturing locations and manufacture over 300 different organic products. Kosher, Non-GMO verified, Nut Free, Peanut Free and Gluten Free Certification Organization certifications are also maintained at applicable manufacturing facilities.



EXPERT PARTNERSHIPS

SunOpta is a proud member of the following industry groups, engaging with them on evolving industry-wide food safety and quality matters:

- American Frozen Food Institute (AFFI)
- Food Allergen Resource and Research Program (FARRP)
- Society of Consumer Service Professionals (SOCAP)
- American Society of Quality Professionals (ASQ)

BUILDING A FOOD SAFETY CULTURE

We know that associate engagement in all aspects of the operation is critical to providing safe, wholesome products to consumers. SunOpta develops annual food safety awareness action plans and gauges food safety awareness using the food safety culture survey developed by Frank Yiannas, Deputy Director of the FDA and author of Food Safety Culture: Creating a Behavior-Based Food Safety Management System in 2009 combining elements of public health from the perspective of social-behavioral science from his experience through former roles at Disney and Walmart.

The survey measures improvement in 5 key areas:

- Expectations
- Training and Education
- Communication
- Goals and Measures
- Consequences

This survey engages our employees in the importance of food safety and our quality team utilizes the feedback to help develop an even stronger food safety program.

SunOpta develops annual food safety awareness action plans and gauges food safety awareness



RESPONSIBLE SOURCING

We are committed to sourcing sustainable ingredients and packaging materials. When sourcing ingredients and packaging materials to make our finished products, there are many certifications we maintain through ensuring requirements are met at every step in the supply chain. Organic, Rain Forest Alliance, Gluten Free Certification Organization and Non-GMO certified are some examples of these certifications.

We are actively asking our suppliers about their sustainability efforts and seeking out suppliers who can provide us sustainable, traceable materials. We are working with our suppliers to learn about their programs and collaborate to make a larger sustainability impact by leveraging relationships and efforts in the overall value chain. We are proud to source from, and collaborate with, suppliers such as Tetra Pak, who are engaged in notable efforts to contribute to the circular economy by bringing carton recycling to the U.S. through its efforts on the Carton Council.



In addition, in our fruit segment, we collaborate with local growers and farmers to practice sustainable sourcing and prevent food waste by using our facility capabilities to connect growers with alternate buyers of otherwise unusable fruit.

SunOpta works tirelessly to reduce food waste in our value chains. For example, on our healthy fruit platform, we commercialize and sell almost all of the parts of the fruit to ensure no fruit is thrown away.

We presently sell over 10MM lbs a year of juice stock strawberries for further processing, berries that otherwise would have gone to waste. We also sell a number of byproducts to reduce waste including but not limited to: Raspberry Crumbles and Mango Bits & Pieces, both natural byproducts of our IQF process.

SunOpta conducts periodic quality and food safety audits at raw material suppliers to ensure that ingredients are harvested, processed, stored, and distributed meeting FDA requirements as well as industry recognized food safety practices.



THOUGHTFUL PRODUCT PACKAGING

As a manufacturer of products using aseptic packaging, we are proud of our contribution in the value chain to keep products fresh and nutrient-full, all while being shelf stable. This package may help combat food insecurity for some by having a long shelf life, being able to be stored at room temperature, and being able to be transported long distances to more remote locations. In addition, the aseptic product has a positive impact on the environment because it does not have to be transported in a refrigerated truck or be warehoused at a cold storage location. Also, our supplier of aseptic packaging, Tetra Pak, has helped enable recycling of aseptic packages through its efforts on the Carton Council.

Aseptic packaging can help combat food insecurity due to its long shelf life, and the fact that it can be transported long distances, to remote locations, while being stored at room temperature.



LOOKING FORWARD

Though sustainability has been a passion for many of our employees over the years, we are just coming together as a collective force to be the change we want to see. Our collective journey began in 2020 by taking care of our employees. Now, we are asking our employees to channel the passion, drive, speed, and problem solving they are so good at, to deliver on sustainability. As a unified force, we look forward to being able to share our sustainability accomplishments with you for years to come. It is an exciting time to be at SunOpta fueling the future of food.

