



bento[®]

ESG REPORT

2024



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Our Story

What We Do

Scope of the Report

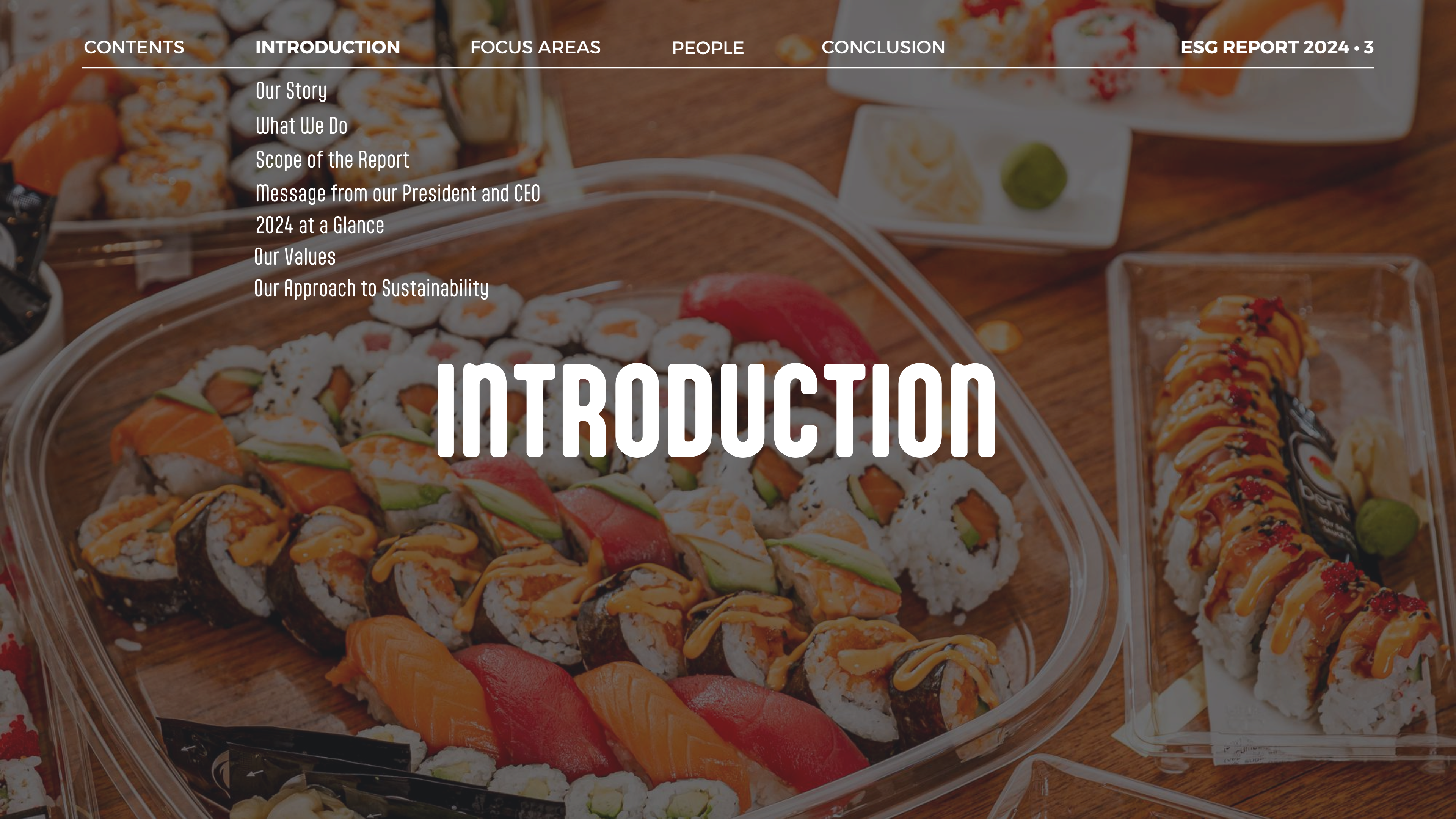
Message from our President and CEO

2024 at a Glance

Our Values

Our Approach to Sustainability

INTRODUCTION



OUR STORY

Bento was founded by in 1996 and promptly established its presence with the opening of its inaugural quick-service restaurant and commissary. By the late 1990s, Bento commenced sushi deliveries to supermarkets and cafes, initiating a phase of rapid expansion. In the early 2000s, Bento extended its operations to Montreal and Ottawa and acquired Makisushi and Les Aliments Kamikaze. Furthermore, the acquisition of Kama Sushi in 2003 further reinforced our growth trajectory.

By 2004, Bento expanded into Western Canada, becoming Canada's first coast-to-coast sushi provider by 2005. Our growth continued with the acquisition of Sushi Mari Toyoda in Quebec in 2006 and entering the New York market by acquiring three street-front bars from Dai Kichi.

As we continued to scale, we inaugurated our first US on-site grocery sushi bar location in 2013 and acquired Suki Sushi in Rhode Island in 2015, rebranding it as Bento to strategically penetrate the Northeastern U.S market. By 2016, Bento was producing over 20 million sushi packs annually. The acquisition by Mayfair in 2017 and subsequent expansion into more than 15 states in the US by 2018 highlighted our increasing influence. In 2019, Bento exceeded the production of 24 million sushi packs per year.

In 2023, Bento Sushi became part of Wonderfield Group following its acquisition by Zensho, further enhancing its position within the global market.



WHAT WE DO

Bento operates both business-to-business and business-to-consumer across different channels, delivering fresh, grab-and-go meal solutions daily. We serve a variety of partners and customers in supermarkets, universities, college campuses, hospital food courts, airports, and shopping mall food courts, and we also offer private label solutions and quick-service restaurant formats.

Our consumer-facing brands—including Bento Sushi, Bento at Home, Bento Express, Dash, and Raku—are designed to make fresh and high-quality meals easily accessible. Across all of our offerings, we emphasize convenience, freshness, and quality, while catering to a wide range of tastes with diverse products from sushi to hot food to sandwiches.

Our growth has been guided by a purpose that goes beyond great food. We believe in operating responsibly - respecting our people, sourcing ethically, reducing our environmental footprint, and giving back to our communities. These values shape how we show up every day and drive the decisions we make across every level of our business.

As we reflect on 2024, Bento's ESG journey continues to evolve with the same care, intention, and innovation that built our brand. We remain committed to delivering delicious, responsibly made food while leading with purpose—for our customers, our teams, and our planet.



SCOPE OF THE REPORT

Bento is proud to present its second annual Environmental, Social, and Governance (ESG) report for our organization, covering the period of January 1, 2024, to December 31, 2024.

The scope of this report encompasses our efforts, initiatives, and progress in ESG areas within the specified timeframe.

Our aim is to provide a comprehensive overview of our commitment to sustainability, ethical practices, and social responsibility, highlighting the steps we have taken and the goals we aspire to achieve.



MESSAGE FROM OUR PRESIDENT AND CEO



As we build on the momentum of last year, we are pleased to present Bento's second annual Environmental, Social, and Governance (ESG) report. Last year marked an important milestone as we shared our first internal ESG report, laying the foundation for a more transparent, responsible, and sustainable future. This year, we continue that journey with even greater clarity, purpose, and momentum.

Sustainability is no longer a concept on the sidelines—it is embedded in the way we operate and grow. From responsibly sourced seafood to reducing packaging waste, every decision we make is guided by our core values of integrity, accountability, and care for the planet and the people we serve. With over 30 million servings of sushi sold annually, we remain deeply aware of the responsibility and opportunity we have to drive meaningful change within our supply chain, among our partners, and across the communities where we operate.

Over the past year, our teams have taken action, made progress, and identified areas where we can do even better. This report not only reflects the measurable steps we have taken but also reinforces our long-term vision to become a leader in sustainable food practices. I am proud of the dedication shown across the organization to bring our ESG commitments to life—from our commissaries to our store teams and beyond.

As we look ahead, Bento remains focused on making thoughtful, data-driven decisions that balance growth with positive environmental and social impact. I am confident that our continued collaboration with partners and employees will help us build a stronger, more sustainable future - for our business, our communities, and our planet.

Dave Jones
President & CEO

Focus Areas

≈ 68,094 kg

of food saved with our Food Diversion Partners

People

35.7%

of women in Executive Roles at Bento Inc.

Focus Areas

≈ 26,939 Meals Saved

with our Too Good To Go Partnership.

Company

9

Commissary Locations

Company

≈ 860

Canada and USA Onsite Locations

2024 AT A *GLANCE*

Focus Areas

≈ 1,050 tons

of CO2 emissions avoided from our Commissaries

People

\$24K

provided in scholarship funding to immediate family of Bento employees

Company

≈ 75,000

Packs of Sushi Sold Per Day

Focus Areas

24.1%

decrease in CO2 emissions

People

\$3000

donated to an athletic partnership

Company

≈ 1,390

employees

Company

≈ 1500

Kiosk Audits Completed

OUR VALUES



We continuously challenge ourselves to improve our sustainability performance:

- by embedding sustainability into our business strategy, operations, and processes
- by integrating sustainability into people's performance objectives, thereby ensuring accountability across the organization
- by encouraging and empowering our teams to be courageous and confident, to ask good questions, and to take the initiative to overcome complex sustainability challenges



We always try our hardest to do the right thing:

- by building relationships and working together with our customers, suppliers, and partners to achieve shared sustainability ambitions
- by using our brand and scale as a force for good, helping to speed up the action required to create a more sustainable future
- by not accepting the status quo, seeing challenges as opportunities, and embracing change



We strive to be the best we can, in all that we do:

- by minimizing our impact on the environment and communities in which we operate
- by taking a measured, informed, and realistic approach to decision making (that means not making knee jerk decisions that could end up with unintended consequences)
- by thinking holistically about our impact, not taking shortcuts, and leading by example



We respect and value each other, our teams, our partners, and ourselves:

- by acting and communicating with integrity and transparency, being open and honest about what we can achieve (and what we can't)
- by creating a collaborative, supportive and encouraging working culture
- by being proud of what we do and how we do it

OUR APPROACH TO SUSTAINABILITY

Our sustainability approach is built around three essential pillars, forming a vital part of how we achieve our company's mission and purpose. Within each pillar, we have set commitments and launched initiatives that we take great pride in —not only because they fulfill our promises but because they represent the right course of action.

BENTO ESG PILLARS

OUR ENVIRONMENT, SOCIAL, GOVERNANCE PILLARS

We have defined each pillar based on Bento's existing operations (footprint), our impact and our value system.



PLANET

Serving better food means doing so with a lower impact on the environment. We are aiming to minimize our impact by reducing our energy use and carbon footprint across our supply chain, in our operations and in our consumer experience.



PEOPLE

Our people are at the heart of our success. We will continue to foster an entrepreneurial and inclusive culture, while supporting the communities we operate in and serve.



PRODUCTS

We know great food can be healthy, delicious, and responsibly sourced. We work closely with our suppliers and industry partners to continuously improve the traceability and transparency of our products.

- Greenhouse Gas and Energy Use
- Waste
- Quality Assurance and Food Safety
- Responsible Sourcing
- Plastics, Packaging & Paper
- Key Takeaways & 2025 Targets

OUR FOCUS AREAS

2024 PERFORMANCE SUMMARY



FOCUS AREAS

In 2023 we focused on data gathering, establishing baseline metrics for each priority area. This enabled us to track progress against stated targets and provide information to set targets in areas where we previously could not.

Building on those foundations, in 2024 we set ambitious goals across all four environmental focus areas—Greenhouse Gas & Energy, Waste & Food Waste, Responsible Sourcing, and Plastics, Packaging & Paper. We met several of those goals, exceeded a few, and fell short on others, generating valuable lessons that will inform our next steps.



Greenhouse Gas and Energy Use



Waste and Food Waste






Responsible Sourcing



Plastics, Packaging and Paper

GREENHOUSE GAS AND ENERGY USE

2024 Targets Performance Summary

GREENHOUSE GAS AND ENERGY	Target	2024 Status	Rationale	Target Year
	Enhance data quality to gather comprehensive category-level Scope 1, 2, and 3 data.		Significant improvements were made in our data collection processes compared to 2023. While progress was clear, some data gaps remained, and efforts will continue into 2025.	2026
	Integrate energy reduction options in equipment and facility construction or refurbishment and Implement an energy use monitoring program at company-owned locations		Some targets were not met in 2024, primarily due to limited time, data availability, and resource constraints. We recognize these challenges and are developing a more structured plan for 2025.	2025
	Implement preventative maintenance programs to reduce refrigerant and gas leaks.		Programs was successfully implemented at one Commissary, but we need to consider implementing it in additional locations where we have direct control.	2026



Achieved



On Track



Area of Focus

BENTO'S CARBON EMISSIONS

Methodology and Year-over-Year Comparison

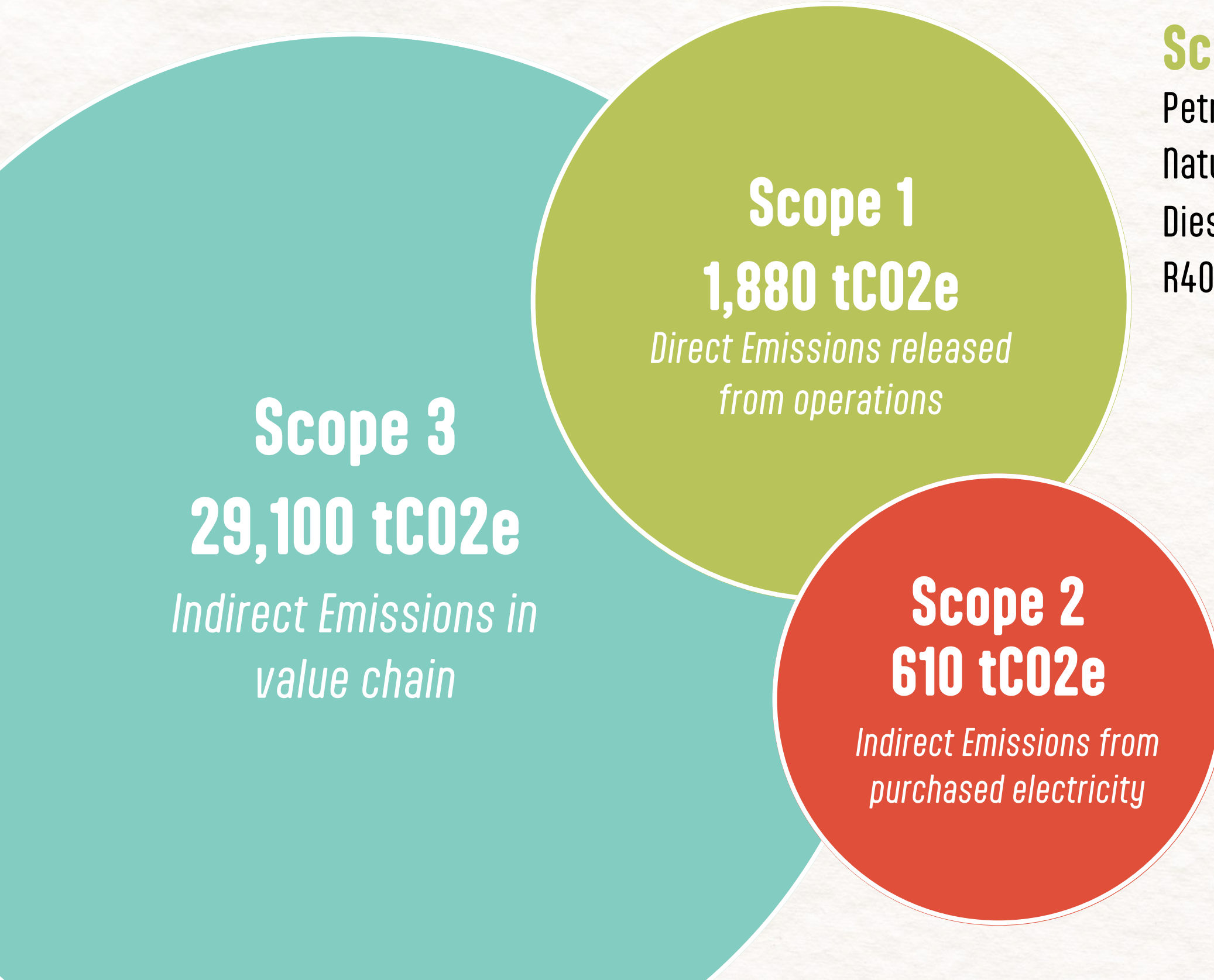
In 2024, we transitioned to a new provider and aligned our reporting with our fiscal year, resulting in methodological changes—most notably, the application of an inflation adjustment factor to each activity.

Inflation is the most significant variable affecting year-over-year comparability. In many cases, we observed an approximate 20% reduction in spend-based emissions due solely to this adjustment. Without accounting for inflation, our 2024–2025 reported emissions would appear significantly higher than presented. Because a large share of our emissions footprint is derived from spend-based data, adjusting for inflation is essential for accuracy. The choice of emissions database is a secondary factor; while different databases apply slightly varying emissions factors, these changes can result in notable differences when high-value products are involved.

We are committed to transparent reporting and will keep refining our methods to follow best practices and enhance comparability.

GHG Emissions (tCO ₂ e)	2023	2024-2025
Scope 1	840	1,880
Scope 2	1,023	610
Scope 3	39,753	29,100
Total	41,616	31,590

SOURCES OF OUR EMISSIONS – FY 24/25



Scope 1 Emissions

Petrol	43.15%
Natural Gas	32.82%
Diesel	22.51%
R404A	1.52%

Scope 2 Emissions




Electricity	100%
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Scope 3 Emissions

Purchased goods and services	75.32%
Upstream transportation and distribution	6.81%
Business travel	6.31%
Fuel and Energy related activities	6.01%
Capital goods	2.85%
Waste generated in Operations	2.07%
Employee commuting	0.38%
Franchises	0.24%

WASTE

2024 Targets Performance Summary

	Target	2024 Status	Rationale	Target Year
WASTE	Increase the overall diversion rate for our commissaries by 10%.		Our commissaries achieved a 73% waste diversion rate, nearly reaching the 10% year-over-year improvement goal.	2025
	Implement employee training programs to encourage participation in our diversion programs.		All staff received waste management training in 2024, with enhanced signage and ongoing food waste reduction training for front-line workers.	N/A
	Collaborate with Waste Management Partners to improve diversion rates.		Collaboration with waste vendors continues, though some partners are still not able to provide full data for performance tracking; efforts to improve reporting are ongoing.	2027



Achieved






On Track



Area of Focus

FOOD WASTE

2024 Targets Performance Summary

	Target	2024 Status	Rationale	Target Year
FOOD WASTE	Expand partnership with Too Good To Go across commissaries and Kiosks		In 2024, we expanded TGTG to five commissaries and completed a full rollout to all Bento kiosks in Longo's by September, achieving strong results.	N/A
	Expand composting programs to more locations		We joined Longo's composting program to advance our food waste reduction goals, though further expansion to other retail partners is needed.	2027
	Decrease food waste from retail stores through food donation or rescue		Our partnership with Too Good To Go (TGTG) has reduced retail food waste and increased consumer awareness.	N/A



Achieved



On Track



Area of Focus

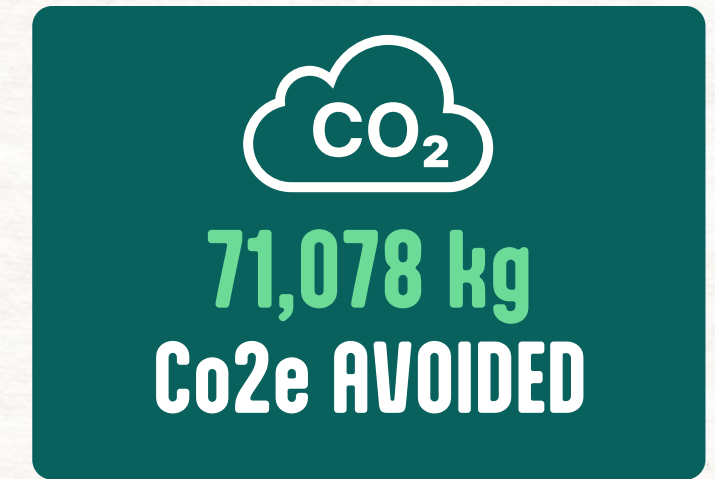
FOOD WASTE

One of our 2024 goals was to expand our partnership with Too Good To Go (TGTG) as part of our efforts to reduce food waste. We successfully achieved this by onboarding five commissaries and completing a full rollout across all Bento kiosks in Longo's by September 2024. The positive results on the next page demonstrate the impact of this initiative.

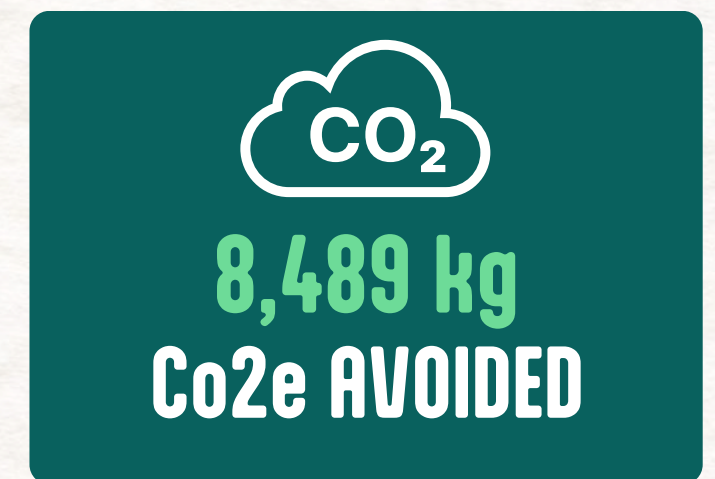


FOOD WASTE - TOO GOOD TO GO IMPACT

CANADA 2024



USA 2024



FOOD WASTE - TOO GOOD TO GO IMPACT

Bento was also featured in Too Good To Go's (TGTG) 2024 Global Impact Report on page 31. This recognition highlights our leadership in food waste reduction and reinforces the value of our partnership.

Being included in a globally distributed report validated our sustainability efforts to stakeholders, customers, and industry peers.

"As a sushi company committed to sustainability, partnering with **Too Good To Go** has been transformative in reducing food waste and aligning with our broader ESG strategy. By rescuing surplus sushi, we are not only minimizing food waste but also fostering a culture of mindful consumption among our team and customers. Our customers have shared their delight in enjoying fresh, affordable sushi while contributing to environmental conservation—an impact we are proud to champion."

Erica Gale
Senior Vice President, Brand Development
Bento Sushi



MEALS SAVED SINCE JOINING

33,055

Equivalent to avoiding the yearly land use of 355 tennis courts.*


PARTNER SINCE
2022


MODULE IMPLEMENTED
Consumer Marketplace



*Based on a tennis court of 260.85 m2/ 2,807.98 sq ft. (Harrodsport, 2025)

QUALITY ASSURANCE AND FOOD SAFETY

COMMITMENT TO FOOD SAFETY EXCELLENCE

At the heart of our operations lies an unwavering commitment to food safety. We take pride in upholding the highest standards across all our locations—from commissaries to kiosks—ensuring every product we serve meets rigorous food safety and quality benchmarks.

FOOD SAFETY STANDARDS & CERTIFICATIONS

Third-Party Audits

All locations undergo unannounced annual audits by independent third-party experts, reinforcing our transparency and accountability.

SQF Certified

Two of our commissaries have achieved Safe Quality Food (SQF) certification, a globally recognized standard for excellence in food safety and quality management.

HACCP Certified

Every one of our commissaries and kiosks operates under a certified Hazard Analysis and Critical Control Points (HACCP) system, ensuring proactive risk management at every step.

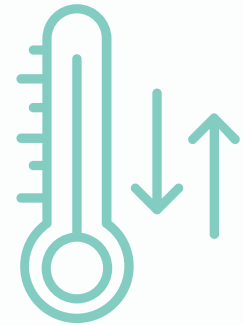
Regulatory Compliance

We strictly adhere to all applicable local, regional, and federal food safety regulations to ensure full compliance across our operations. This includes alignment with:

- **CFIA (Canadian Food Inspection Agency)** regulations, which govern food safety standards in Canada, including preventive controls, traceability, and allergen management.
- **FDA (U.S. Food and Drug Administration)** requirements under the Food Safety Modernization Act (FSMA), which emphasizes preventive measures, food defense, and enhanced traceability for high-risk foods.

FOOD SAFETY AND QUALITY ASSURANCE PROGRAMS

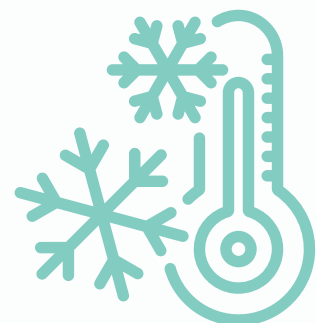
COMMISSARIES



Checking temperatures of processing areas, freezers, and coolers twice daily, with temperature monitoring devices in each unit. Immediate notification of Supervisors and Plant Managers if temperatures are out of range.

Performing daily spot checks and monthly internal audits to ensure:

- Processing Area: $\leq 10^{\circ}\text{C}$ (50°F)
- Coolers: $\leq 4^{\circ}\text{C}$ (39.2°F)
- Freezers: $\leq -18^{\circ}\text{C}$ (-0.4°F)



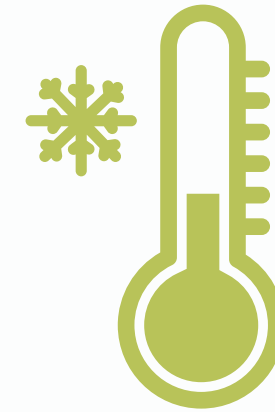
Verifying refrigerated areas have recording thermometers and using Bluetooth thermometers for real-time updates and alerts to prevent spoilage.

Storing refrigerated or frozen food within 30 minutes of receipt to reduce spoilage and extend ingredient shelf-life.



KIOSKS

Checking refrigeration equipment and stored ingredients twice daily.



Monitoring refrigerated ingredient temperatures to maintain quality.

Using small batches to ensure ingredients stay at room temperature for less than 30 minutes during production.



Storing delivered frozen and refrigerated items within 30 minutes of receipt.

QUALITY ASSURANCE AND FOOD SAFETY

EMPLOYEE TRAINING & CULTURE OF FOOD SAFETY

Comprehensive Onboarding: Every new teammate completes a rigorous food safety training program during onboarding, equipping them with the knowledge and skills to uphold our standards from day one.

Ongoing Education: To maintain a strong and sustainable food safety culture, we deliver focused training sessions on food safety protocols and compliance—annually for commissary teams and bi-annually for kiosk teams—ensuring consistent understanding and application of best practices across all locations.



CONSUMER TRANSPARENCY






Rigorous Labeling Compliance: We ensure full compliance with food and allergen labeling regulations as outlined by Health Canada (CFIA) and the U.S. FDA. This includes clear identification of priority allergens, ingredient declarations, and nutrition facts to empower informed consumer choices.

Validated Shelf-Life Testing: Every product undergoes comprehensive, validated shelf-life testing before launch. This ensures product safety, quality, and freshness throughout its intended lifecycle, reinforcing our commitment to excellence and consumer confidence.

RESPONSIBLE SOURCING

2024 Targets Performance Summary

RESPONSIBLE SOURCING	Target	2024 Status	Rationale	Target Year
	100% of main seafood products to be certified and sustainably sourced by end of 2024		Salmon, shrimp, and surimi were all 100% sustainably sourced. Tuna remains challenging to source sustainably, as explained on the next page.	2025
	Implement a Responsible Sourcing Standards Guide with 100% of Tier 1 suppliers by end of 2024		All new Tier 1 suppliers reviewed and acknowledged our Responsible Sourcing Standards Guide before our approval, ensuring stronger supply chain alignment.	N/A
	100% of other key protein ingredients (chicken and beef) responsibly sourced by end of 2025		The sustainable sourcing target for chicken and beef was missed, as they were not 2024 priorities; future plans will address this.	2027



Achieved



On Track



Area of Focus

RESPONSIBLE SOURCING - 2023 STATS VS. 2024 STATS






The table to the right compares key seafood sourcing metrics from 2023 and 2024. We are pleased to report significant progress within just one year. Salmon remained at 100% sustainably sourced, and in 2024 we also achieved 100% sustainability for both shrimp and surimi—a notable milestone.

However, tuna remains a challenge. Despite our ongoing efforts, achieving 100% sustainable tuna has proven difficult due to limited availability, and complex supply chain risks, including overfishing, illegal fishing practices, and concerns around forced labour.

Seafood	2023	2024
Salmon	100%	100%
Tuna	33%	33%
Shrimp	82%	100%
Surimi	89%	100%

PLASTICS, PACKAGING & PAPER

2024 Targets Performance Summary

	Target	2024 Status	Rationale	Target Year
PACKAGING	All primary plastic packaging to be 100% reusable, recyclable or compostable by 2025		In 2024, 98% of our primary packaging was recyclable, bringing us very close to our 100% recyclability target.	2025
	30% average post-consumer recycled content across all plastic packaging by 2025		We surpassed our goal of 30% post-consumer recycled (PCR) content across plastic packaging, achieving an impressive 41% PCR.	N/A
	Eliminate all unnecessary and problematic plastic by 2025		We reduced problematic packaging to just 8%, a significant improvement from 17% in 2023.	2027
	Fiber based packaging to be 100% deforestation free & FSC/PEFC certified by 2030		Most of our fiber and pulp-based packaging was FSC-certified, keeping us on track with our sustainable sourcing goals.	2030
	Investigate opportunities for reusable packaging to support circular economy		We initiated exploratory discussions with Compass Group and Friendlier to evaluate opportunities for introducing reusable packaging for select products—a promising step toward circularity.	2026



Achieved



On Track



Area of Focus

PACKAGING

	Target 1: All primary plastic packaging* will be 100% reusable, recyclable or compostable by 2025	Target 2: 30% Average post-consumer content across all plastic packaging by 2025	Target 3: Eliminate all problematic and unnecessary plastic by 2025
Bento at Home	92%	0%	13%
Bento - Commissaries	100%	59%	9%
Bento - Kiosks	100%	46%	4%
Bento - Restaurant	100%	57%	4%
Scorecard - Total	98%	41%	8%

PLASTICS, PACKAGING & PAPER

We partnered with How2Recycle and integrated recyclability icons on our Bento at Home offerings and Bento Express line, helping consumers in understanding proper disposal methods of our packaging.



Member of **How2Recycle**

How2Recycle Examples:



PLASTICS, PACKAGING & PAPER

In 2024, we continued our partnership with ChopValue, reinforcing our commitment to circularity and waste reduction. Through this collaboration, used chopsticks are collected and recycled at participating restaurant locations, then transformed into furniture and other functional products.



CHOPVALUE
RECYCLED CHOPSTICK PRODUCTS - MADE & DESIGNED IN VANCOUVER



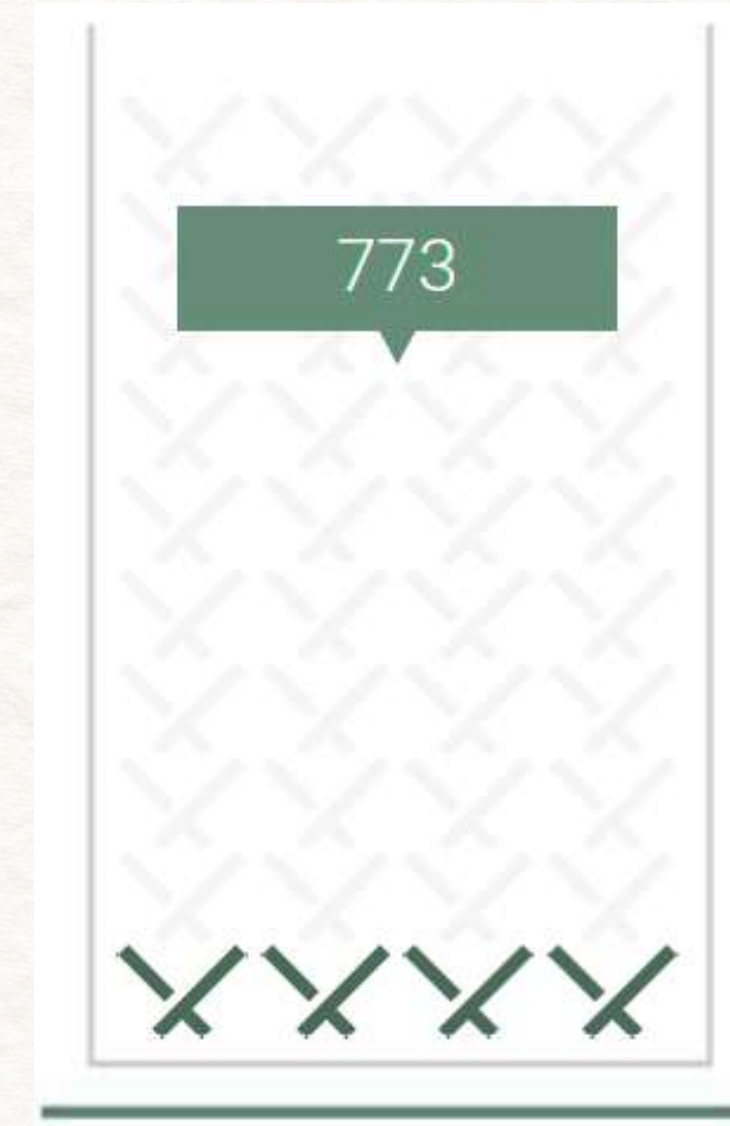
Total # of Chopsticks Recycled



Total kg of Chopsticks Recycled



Total kg of CO₂ emissions saved



Aug - Jan 2025

773
of chopsticks recycled in Aug - Jan

2.32 kg
Kg of chopsticks recycled in Aug-Jan

38 kg
CO₂ emissions saved in Aug - Jan



KEY TAKEAWAYS

This marks the end of our overview of the 2024 performance in each of the four key focus areas. While we strive to meet all of our goals each year, we recognize that sustainability challenges are often complex, evolving, and not always within our immediate control. The key takeaway is that we are actively addressing these challenges, operating transparently, and continuing to make steady progress toward our long-term commitments.

As reflected in this report, we set ambitious targets for 2024. While we achieved several goals and exceeded a few, there were also targets we did not fully meet. As a result, some of these will be carried forward into 2025, with renewed focus and commitment—and we aim to achieve them by year-end.



2025 TARGETS

Greenhouse Gas & Energy Use



Improve emissions data quality.



Integrate energy efficiency in build/refurb projects.



Launch energy monitoring at owned sites.



Prevent refrigerant leaks through preventative maintenance.

Waste / Food Waste



Reach 75% diversion rate at commissaries.



Collaborate with waste vendors to improve diversion.



Train employees on diversion practices.



Reduce store food waste via donation partnerships.

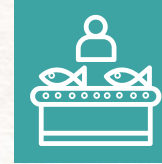


Expand Too Good To Go in all commissaries & kiosks. Explore other retail partners.

Responsible Sourcing

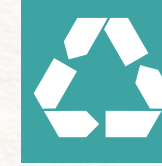


100% key seafood responsibly & ethically sourced.



Map 100% of Tier 1 & 2 seafood suppliers.

Plastics, Packaging and Paper



100% plastic packaging reusable / recyclable / compostable.



45% average PCR content in plastic packaging.



Eliminate all problematic plastics by 2027.



100% fiber packaging FSC/PEFC & deforestation-free by 2030.



Explore reusable packaging options.

People and Social Initiatives at Bento

Governance

Stakeholder Communication

PEOPLE

PEOPLE AND SOCIAL INITIATIVES AT BENTO



PEOPLE AND SOCIAL INITIATIVES AT BENTO

EMPOWERING TEAMMATES, CELEBRATING INCLUSION, AND DEEPENING COMMUNITY IMPACT

At Bento, our teammates are the heart of who we are. In 2024, our People and Social programs reflected our ongoing investment in equity, inclusion, and connection.

Through company-wide initiatives, recognition programs, and community engagement, we strengthened our culture and reaffirmed our commitment to supporting our teams —professionally and personally.

LISTENING TO TEAMMATES, DRIVING PROGRESS

This year marked Bento's first company-wide employee engagement survey, offering teammates a confidential platform to share their feedback and insights.

WHAT WE HEARD:

A strong sense of ownership and accountability across teams.

A deep connection to Bento's mission and values.

Recognition of collaboration and customer focus as key strengths.

High levels of trust in direct managers.

These insights are already shaping our internal programs and priorities, from communication and leadership development to team culture and workplace experience.

CULTURE & CONNECTION:

CELEBRATING OUR TEAMS

Creating opportunities for teammates to feel seen and celebrated remains core to Bento's culture. In 2024, we continued to prioritize team events and moments of recognition:

Annual Dinners: These annual celebrations brought teammates together to reflect on shared success and enjoy food, festivities, and recognition in a relaxed setting. From milestone anniversaries to team wins, every dinner offered a moment to celebrate the people behind Bento's progress.



Summer Picnics: Reintroduced last year, the picnic has quickly become a cherished Bento tradition. Each region hosted their own event, bringing together teammates and immediate family members. From the Toronto Zoo to local parks, each event was filled with food, games, and the presentation of service awards.

WOMEN IN LEADERSHIP:

INSPIRING, EMPOWERING, CELEBRATING

Bento's commitment to gender equity remains central to our people strategy. In 2024, we expanded our programming for International Women's Day to include celebration, reflection, and storytelling.

Highlights from this year's initiatives:

- **Inspiring Women Moments Campaign:** Teammates submitted heartfelt stories, quotes, and images recognizing the women who have shaped and inspired them. These moments were shared internally and on Bento's digital channels, sparking powerful conversations.
 - **#InspireInclusion Photo Challenge:** Teams across our network participated by submitting photos that reflected the year's theme. These images helped bring visibility to our collective commitment to inclusion and equity, whether from commissaries, kiosks, or offices.
 - **Power Hour with SVP Cherry Cusipag:** Hosted by our Senior Vice President of People Operations, this intimate session brought women across Bento together for an honest, energizing discussion on growth, mentorship, and shared experiences.

These programs not only recognized the impact of women across the company, but also created meaningful space for connection and leadership development.



WORKFORCE REPRESENTATION & GENDER DIVERSITY

(2024 YEAR-END DATA)

Bento continues to maintain strong gender representation throughout our workforce, particularly in internal advancement. We remain committed to creating equitable opportunities at all levels and to fostering an environment where every teammate can thrive.

Category	% of Women
Women in Workforce	74.6%
Women in Management	57.3%
Women in Executive Roles	35.7%
Internal Promotions (to management)	55.9%

COMPENSATION AND BENEFITS

Our total rewards philosophy ensures that all full-time Bento teammates receive equitable, competitive, and accessible benefits to support their well-being and financial security:



All U.S. employees and hourly employees in Canada receive 100% company-paid benefits. For salaried employees in Canada, the cost of benefits is shared between the employee and the company.



Salaried teammates in Canada receive enhanced coverage.



Teammates in Canada and US salaried employees are eligible for a company-matched group retirement program.

These offerings reflect our belief that taking care of our people is the foundation for building a resilient, high-performing company.

THE BENTO FOUNDATION

INVESTING IN EDUCATION AND EMERGING LEADERS

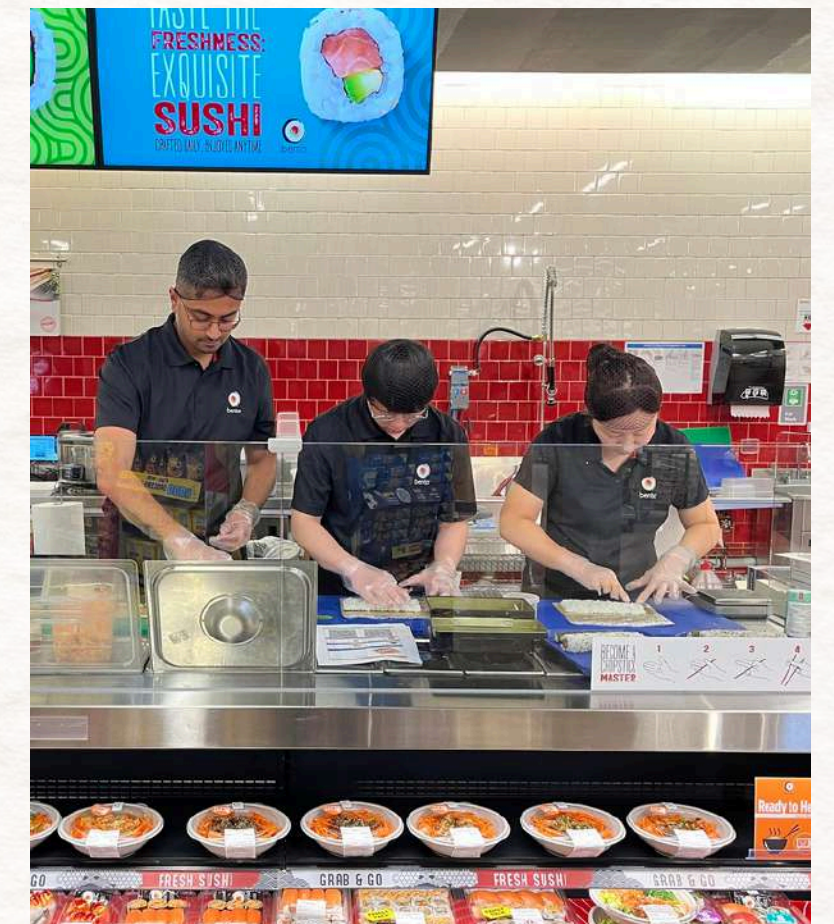
The Bento Foundation continues to be a powerful vehicle for supporting the aspirations of our extended Bento community. In 2024, we awarded \$24,000 in post-secondary scholarships to the children of Bento teammates, reinforcing our belief in long-term learning and opportunity.



A one-time sponsorship of \$3,000 was awarded to a youth BMX coach and competitive rider who exemplifies Bento's values of discipline, community, and leadership. The sponsorship supported his travel and training, and included Bento-branded gear that accompanied him to events across Canada.

FUTURE

These 2024 highlights reflect Bento's continued commitment to building a strong, inclusive workplace where teammates feel valued, supported, and connected. Whether through educational support, leadership development, or opportunities to come together and celebrate, our people programs are designed to reflect the real needs and experiences of our teams. As we move forward, we remain focused on creating a workplace culture that grows with our people and reflects the values we stand for.



GOVERNANCE

In 2024, we upheld our commitment to strong governance practices, with a particular focus on regulatory compliance and transparency in environmental reporting.

We remained compliant with all applicable environmental regulations in Canada and US, including participation in Extended Producer Responsibility (EPR) programs across relevant provinces.

Our internal systems are regularly reviewed and updated to ensure we meet evolving legislation and industry standards.

In addition to compliance, we made efforts to enhance our internal tracking and data management systems to support more accurate and timely EPR reporting.



GOVERNANCE

We also fulfilled our annual disclosure obligations under **Bill S-211**, demonstrating our commitment to addressing risks related to forced and child labour in our supply chain. The report has been made available on our website which can be viewed [here](#).

In preparation for the enhanced requirements under **Bill C-59**, we have reviewed our sustainability-related claims to ensure they are clear, evidence-based, and not misleading. These efforts reflect our dedication to compliance with Canada’s evolving anti-greenwashing standards.

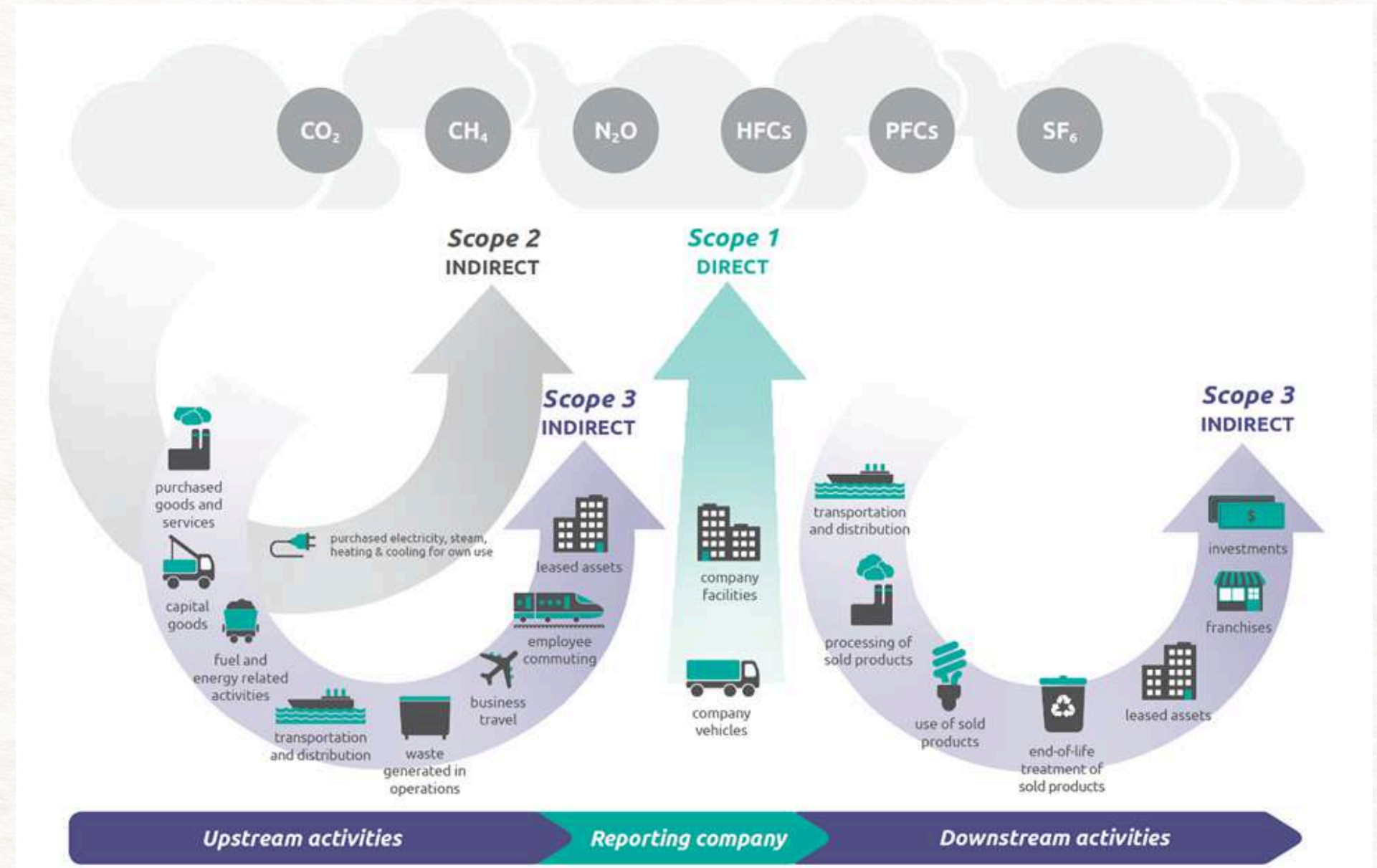
Together, these actions strengthen our governance practices and reinforce our responsibility to operate with transparency, accountability, and integrity.



GOVERNANCE

As part of our reporting obligations to our parent company, The Wonderfield Group, we also continue to disclose our full Scope 1, 2, and 3 carbon emissions on an annual basis. This ensures alignment with group-level climate reporting and broader ESG objectives.

This disclosure helps our stakeholders better understand our environmental impact and supports informed decision-making across our value chain. As ESG expectations and climate-related regulations evolve, emissions reporting remains a critical part of our strategy—reinforcing our commitment to long-term sustainability.



GOVERNANCE

We prioritize transparency and integrity in how we report our performance. Each year, we update and publish our sustainability policies on our website, reflecting our evolving practices and keeping stakeholders informed of our progress and priorities in environmental and social governance.



SUSTAINABILITY POLICY

STAKEHOLDER COMMUNICATION

Transparent communication remains a cornerstone of our ESG engagement strategy. In 2024, we continued to share progress and key initiatives across multiple channels, ensuring stakeholders remain informed and connected to our evolving sustainability journey.



Detailed Sustainability Policy Updates

Our annual sustainability policy updates provide detailed insights into our environmental, social, and governance practices, ensuring comprehensive disclosure.



Centralized ESG Information Hub

Our website serves as a central hub for up-to-date information, offering easy access to our ESG commitments, achievements, and future goals.

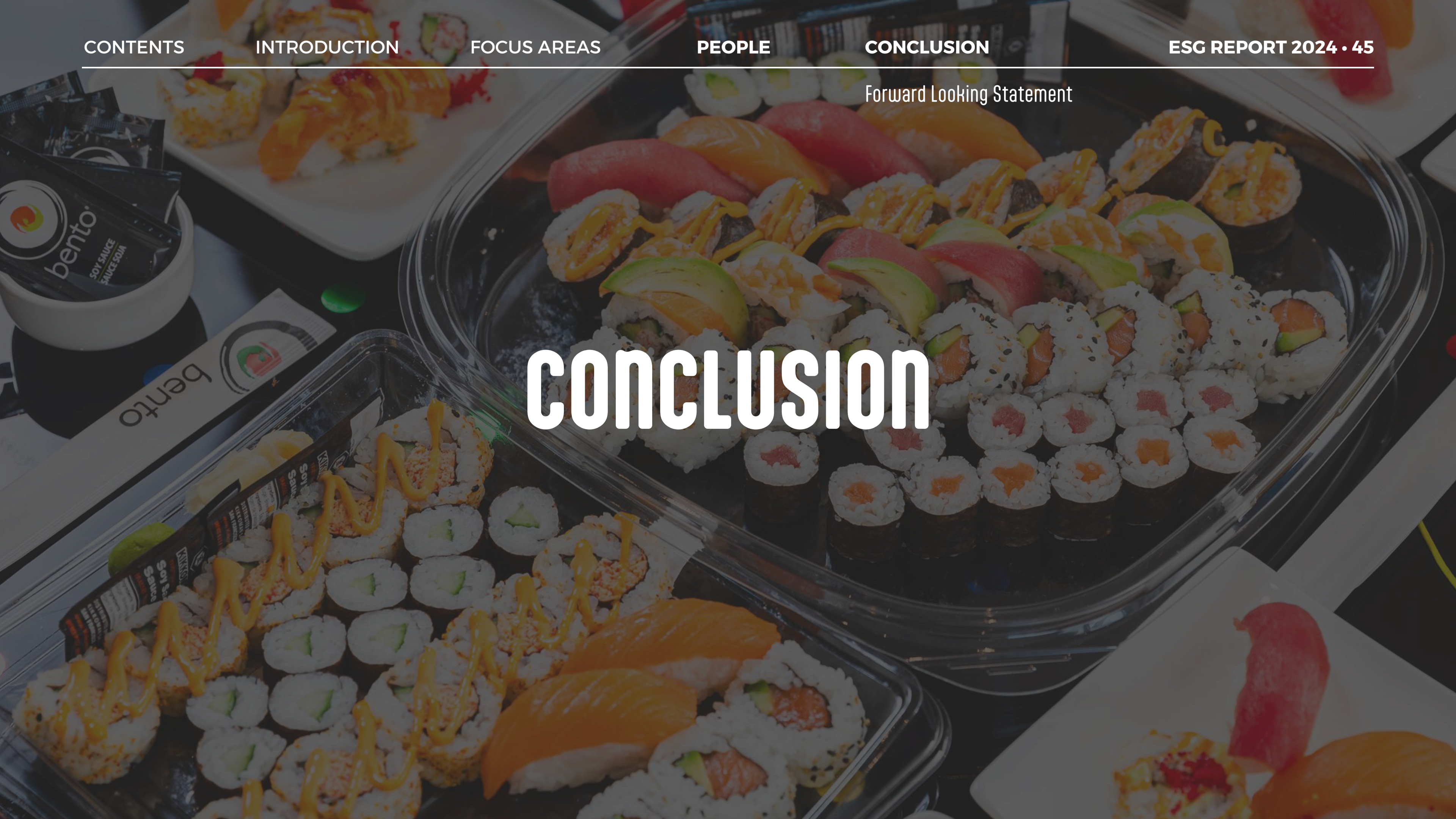


Community Engagement through Social Media

Additionally, we leverage social media platforms to engage with our community in real-time, sharing updates, successes, and interactive content.

Forward Looking Statement

CONCLUSION



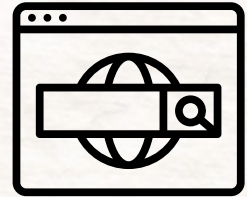
FORWARD LOOKING STATEMENT



As we look ahead, our commitment to environmental sustainability, social impact, and strong governance continues to shape the way we operate. In 2024, we built on the foundations laid in previous years by deepening our efforts across our four key focus areas. As we move forward, we remain focused on strengthening supplier engagement, advancing circularity, and promoting ethical business practices.

We aim to maintain an inclusive, accountable, and resilient workplace, and to increase our efforts toward wider societal and environmental objectives. Through open communication and evidence-based reporting, we aim to uphold the trust of our stakeholders and lead with integrity. Bento remains committed to driving long-term value, delivering measurable progress, and building a more sustainable future for all.

ADDITIONAL RESOURCES



[BENTOSUSHI.COM](https://www.bentosushi.com)



[SUSTAINABILITY@BENTOSUSHI.COM](mailto:sustainability@bentosushi.com)



FOR MORE ON SUSTAINABILITY:

- [SUSTAINABILITY INFORMATION](#)
- [BENTO SUSTAINABILITY POLICY](#)
- [BENTO SUSTAINABLE SEAFOOD POLICY](#)
- [BILL S-211](#)

