



Personal Information Protection

SynAgri, L.P. ("the Company") recognizes the importance of protecting personal information and is concerned about how it handles such information.

The Company commits to only collect, use, disclose, and retain personal information necessary for the conduct of its activities and within the scope of its business.

The Company has adopted a privacy protection policy, actively applying it in the course of its business operations. In accordance with the Private Sector Privacy Protection Act ("PSPPA"), the Company has appointed an individual responsible for the protection of personal information and privacy within the organization. The identity and contact details of this person are provided at the end of this section.

When and How is the Collection of Personal Information Conducted?

In the ordinary course of its activities and within the framework of its business and service provision, the Company collects certain personal information necessary for these purposes or any other compatible purpose, provided the criteria of the Private Sector Privacy Protection Act ("PSPPA") and other applicable privacy laws and regulations (collectively referred to as the "Law") are met. Personal information may also be gathered by the Company in the context of employment, client engagement, recovery, consultation, and business relationships.

The personal information collected by the Company may include details related to identity, contact information, health, social or family situation, employment, recruitment, financial information, training, or education of the individuals concerned, depending on the nature of the relationship between them and the Company. Additionally, identity documents containing personal information may be collected by the Company.

The Company ensures that individuals affected by the collection of this personal information are informed of its occurrence and understand the purposes behind the collection.

It is possible that the Company may gather personal information using technology that includes features enabling the identification, location, or profiling of an individual. In such cases, consent in compliance with the Law will be sought from the individuals concerned. Information about the use of the Company's website and other technical details or the interaction of website visitors may also be collected.

In instances where personal information collected by the Company is communicated by a third party, i.e., a person other than the one to whom the information pertains, the communicating party must ensure they have obtained the consent of the individual concerned and have notified them of this communication in advance.



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For what purposes are personal information used?

The personal information collected by the Company is utilized within the scope of providing its services. In certain instances, it is also employed to meet legal obligations, particularly those stipulated by the law. Additionally, the personal information gathered may be necessary to fulfill contractual obligations towards the Company's clients and other relevant third parties. This ensures compliance with legal requirements and the fulfillment of commitments towards stakeholders.

In what cases can personal information be disclosed by the Company?

The Company may disclose personal information it holds to third parties, including companies that act as subcontractors or service providers. These third parties may, in some cases, be located outside the province of Quebec, so the personal information collected and held by the Company may be in a location with a legal framework different from that of Quebec.

The contracts that the Company enters into with third parties require them to maintain the confidentiality of personal information and stipulate, among other things, their obligation to comply with the legal framework applicable to the Company regarding the protection of personal information and privacy.

Subject to an exception provided for by law, consent will be sought from individuals concerned with personal information if the Company were to disclose to third parties personal information that is not related to its regular operations and activities or that is not compatible with the purposes for which it was collected.

It is also possible for the Company to disclose certain personal information it holds in the context of a business transaction or in other cases specified by the law. If the circumstances of the disclosure mean that the Company is not required to obtain the consent of individuals concerned with personal information, it will comply with the requirements of the law for such disclosure.

Additionally, the Company may be obligated to disclose certain personal information it holds to government authorities or law enforcement agencies.

What security measures has the company implemented regarding the personal information it holds?

The company has implemented policies and practices governing corporate governance and the protection of personal information.

Personal information held by the company is stored in secure locations, following generally recognized practices, and access to this information is limited to employees who need it for their job duties.

Company employees are aware of the importance of protecting personal information and the measures to be taken to ensure the confidentiality of this information. In the course of their duties,

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employees follow procedures that safeguard the confidentiality of personal information and promote best practices in this regard.

The company ensures the protection of personal information from the point of collection and implements security measures aimed at safeguarding against unauthorized use, preventing accidental loss, alterations, disclosures, or unauthorized access, misuse, or any form of illegal use in accordance with applicable laws. However, the company cannot guarantee that the personal information it collects is absolutely protected against any breach.

Where are the personal information collected by the Company stored?

The personal information of the Company may be held or transferred outside the province of Quebec, including to countries other than Canada, where the rules regarding the protection of personal information may differ from those of Quebec and Canada. When information is located outside Quebec or Canada, it is subject to the laws of the country where it is situated, and its collection, disclosure, use, and destruction may be carried out differently from provincial or federal requirements.

What is the retention period for personal information?

Unless authorized or required by applicable laws, the Company retains personal information only for the time necessary to achieve the purposes for which it was collected, including meeting ethical, legal, tax, accounting, or notification requirements to appropriate government authorities. At the end of the retention period, personal information is destroyed, deleted, or anonymized. Anonymized information no longer allows for the irreversible identification of the individual concerned.

In the event of a confidentiality incident involving personal information, the Company follows the provisions of the applicable law and takes reasonable measures to mitigate the risks of harm to individuals affected by the personal information involved in the incident.

Privacy-Related Complaint

Any person who believes that their personal information or that of another person has been:

- accessed without authorization as per the law;
- used without authorization as per the law;
- disclosed without authorization as per the law;
- lost or otherwise compromised in violation of the protections provided by the law;

is invited to submit their complaint in writing to the Personal Information Protection Officer identified below.

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The complaint must include relevant details, such as the specific personal information involved, the context, the potential or actual harm suffered or that could be suffered, as well as the relevant dates. The details of the reported incident should be described as precisely as possible to facilitate a prompt intervention.

Any employee who receives a complaint should promptly forward it to the Personal Information Protection Officer upon receipt.

Upon receiving a complaint, the Company follows its internal Complaint Handling Procedure to address the complaint in a fair manner.

Person Responsible for Personal Information Protection

For any questions or comments regarding how the Company handles personal information throughout its lifecycle within the Company, or if you wish to assert your rights under privacy protection laws, you can contact the person responsible for personal information protection at the Company:

Camille Morin-L 'Heureux
Synagri L.P.
5175, East Laurier Boulevard
Saint-Hyacinthe (Québec) J2R 2B4
vieprivee@synagri.ca

 450 799.3225  450 799.3229

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