



— 2023 —

ESG REPORT



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01.

INTRODUCTION



IN THIS SECTION:

Scope of the Report

A message from our
President and CEO

Introduction to Bento Inc.

Bento ESG Pillars

SCOPE OF THE REPORT

Bento is proud to present its inaugural internal Environmental, Social, and Governance (ESG) report for our organization, covering the period of January 1, 2023, to December 31, 2023. 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.

This report serves as a baseline for our ongoing and future ESG endeavors, laying the groundwork for continuous improvement and transparency in our operations.



MESSAGE FROM OUR PRESIDENT AND CEO



It is with great pride and enthusiasm that Bento is publishing its first-ever internal Environmental, Social, and Governance (ESG) report. As a company dedicated to delivering exceptional sushi experience, we recognize the importance of integrating sustainable practices, ethical standards, and social responsibility into our operations. This report reflects our commitment to these values and our ongoing efforts to contribute positively to our communities and the environment.

We are committed to making the right choices today to ensure a sustainable tomorrow for future generations. With over 30 million servings of sushi sold annually, we understand the strength of our ability to impact the lives of our customers, partners, and the communities that we serve.

All aspects of the business model are viewed through a sustainability lens to confirm that the correct decisions are being made. From seafood to packaging, we do what we can to ensure that we follow the best sustainability practices ourselves while working hand in hand with our retail partners to align with their own sustainability programs.

Over the past year, we have made significant strides in advancing our ESG initiatives. I am excited to share our progress and vision for the future, demonstrating how we are building a company that excels not only in culinary excellence but also in responsible and sustainable practices. We actively welcome feedback and questions from our stakeholders to continuously improve and align with their expectations. Together, we will continue to uphold our dedication to making Bento Inc. a leading example of an environmentally and socially conscious organization.

Dave Jones
Bento President & CEO
Bento Inc.



SUSTAINABILITY AT BENTO

At Bento, sustainability means providing better food for everyone. For us, this entails offering food with a low environmental impact and adopting a socially inclusive approach to business, all built upon a culture of trust.

As a leading international, multi-channel food and restaurant business, we provide sushi and Japanese cuisine to the world's top retailers and food service providers. We recognize our responsibility to offer products that are kind to both the planet and people, now and in the future.



OUR VALUES



1 Own It - 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



3 Make It Exceptional - 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



2 Care About It - 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



4 Win Together - 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

BENTO ESG PILLARS

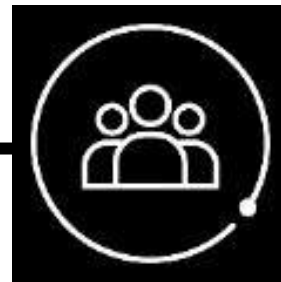
OUR ENVIRONMENT, SOCIAL, GOVERNANCE PILLARS

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.

02.

OUR STRATEGY

IN THIS SECTION:

Our Approach

Focus Areas



OUR APPROACH

Continuous improvement has always been a core part of our DNA. In today's rapidly changing world, we recognize the need to continuously assess our impacts and enhance our sustainability performance wherever possible.

In 2021, we collaborated with sustainability experts, industry partners, and suppliers to conduct an in-depth materiality assessment. This comprehensive evaluation allowed us to map out our business thoroughly, identify our most significant impacts, and pinpoint the best opportunities for making a positive difference.

In 2022 and 2023, we focused on collecting data to create baseline metrics in each focus area. These metrics enable us to measure progress against stated targets and provide information to set targets in areas where we previously could not.

We have progressed from planning to implementation. Bento-specific strategic planning documents will do to help us develop roadmaps to achieve our goals.



FOCUS AREAS

Our business values, approach to sustainability, and overall targets apply across all facets of our company. However, different areas may prioritize or achieve targets over different timescales, allowing for the sharing of learnings across various businesses or channels and prioritizing changes that can make the most significant positive impact at scale.

As part of this work, we have identified four environmental focus areas: Greenhouse Gas and Energy Use, Waste and Food Waste, Responsible Sourcing, and Plastics, Packaging, and Paper. These areas help us prioritize our efforts and guide us to be the best we can be.



Greenhouse Gas and Energy Use



Waste and Food Waste



Responsible Sourcing



Plastics, Packaging and Paper

03.

OUR FOCUS AREAS

IN THIS SECTION:

GHG Emissions

Waste

Responsible Sourcing

Plastics, Packaging & Paper



ENERGY USE: GREENHOUSE GAS EMISSIONS

We have made every effort to accurately calculate our greenhouse gas (GHG) emissions and energy use. The following pages share the results for 2023, detailing our Scope 1, Scope 2, and Scope 3 emissions.

These figures represent our commitment to transparency and our ongoing efforts to reduce our environmental impact.



ENERGY USE: GREEN HOUSE GAS EMISSIONS

The chart below displays Scope 1 and Scope 2 emissions from 2021 to 2023.

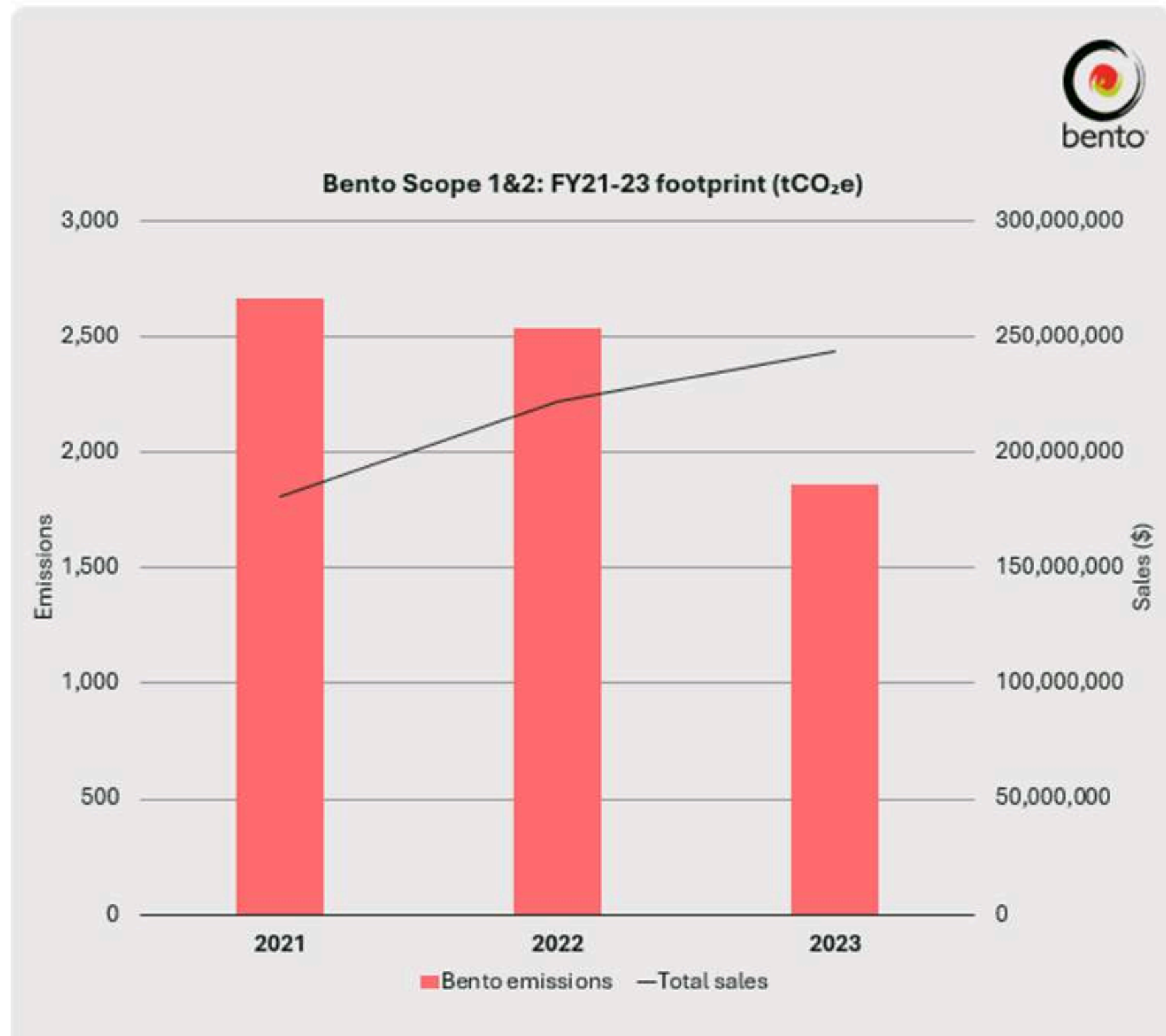
GHG emissions: Bento 2021-2023 footprint

Topline figures (12-months)

- FY21 Scope 1&2: 2,670 tCO₂e
- FY22 Scope 1&2: 2,536 tCO₂e
- FY23 Scope 1&2: 1,863 tCO₂e

Insights

Bento had less corporate-owned sites in FY23 compared to FY22, which could explain the dip in Scope 1 & 2 emissions in FY23. Franchised Scope 1 & 2 is accounted for in Scope 3.



ENERGY USE: GREEN HOUSE GAS EMISSIONS

The chart below displays Scope 3 emissions from 2021 to 2023.

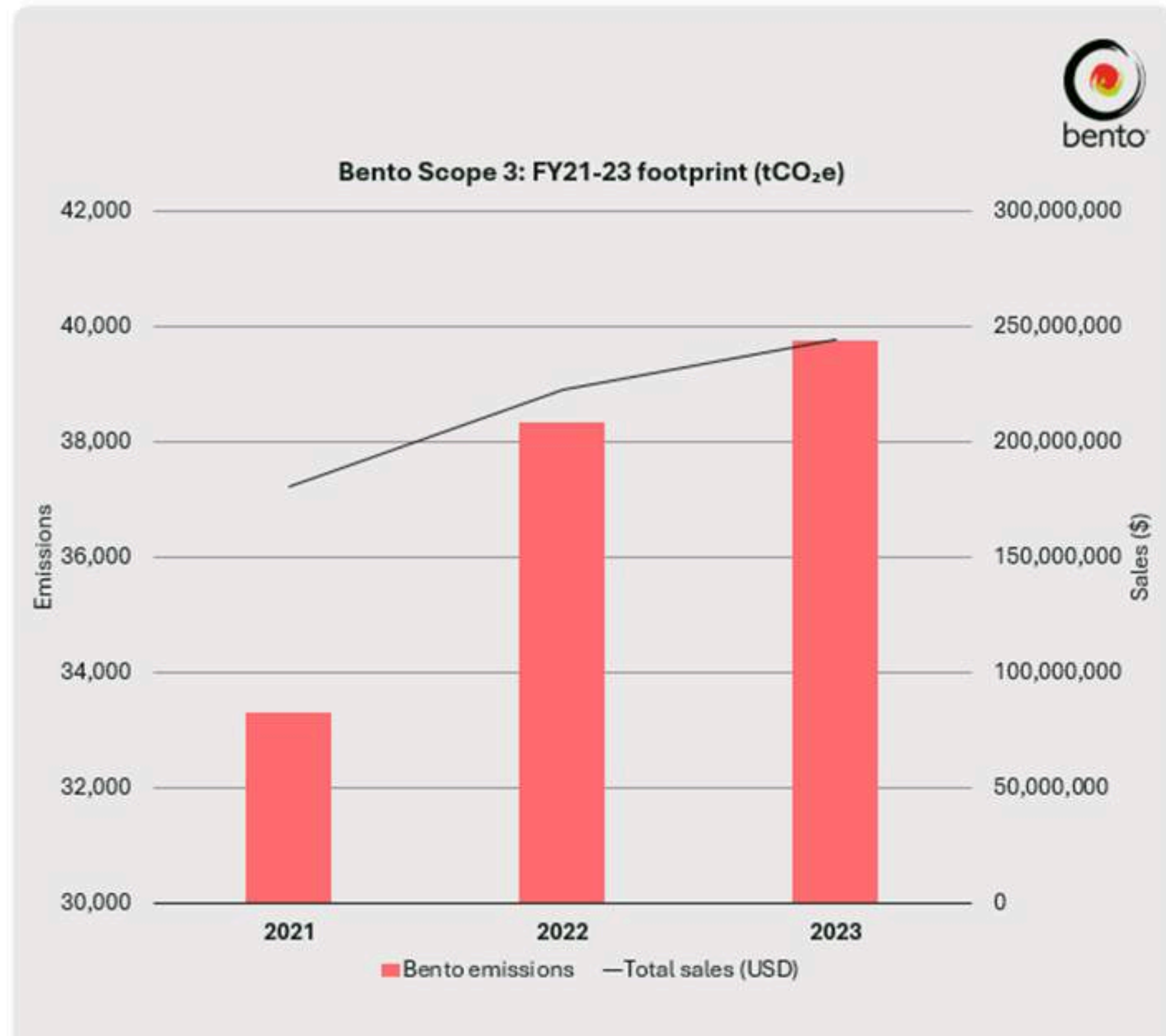
GHG emissions: Bento Scope 3 2021-2023 footprint

Top line figures (12-months)

- FY21 Scope 3: 33,312 tCO₂e
- FY22 Scope 3: 38,324 tCO₂e
- FY23 Scope 3: 39,753 tCO₂e

Insights

All Bento's franchised site emissions (scope 1 & 2) are part of the Scope 3. Bento had a larger number of franchised sites in FY23 compared to FY22. Bento's largest Scope 3 category was category 14 (franchises).



GHG EMISSIONS

Below is a summary of emissions (tCO₂e) for each scope in 2023:



SCOPE 1

Direct emissions from operations.

Summary of Scope 1 emissions (tCO₂e) for Bento in 2023:

840.19

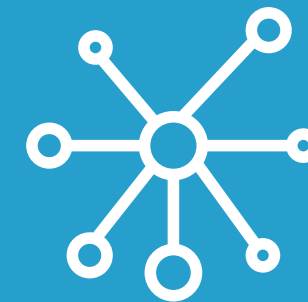


SCOPE 2

Indirect emissions from purchased energy.

Summary of Scope 2 emissions (tCO₂e) for Bento in 2023:

1,023.09



SCOPE 3

Supply chain, transportation, waste footprint and materials sourcing.

Summary of Scope 3 emissions for Bento in 2023:

39,752.98

GHG EMISSIONS

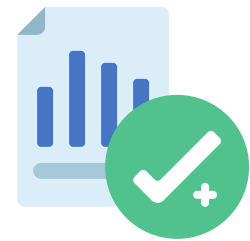
Total Emissions (tCO₂e) for Bento in 2023:

41,616.26

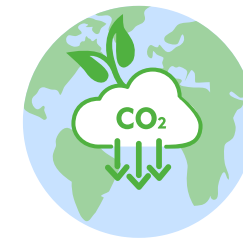
Bento’s emissions increased by 2% from 2022 to 2023, which correlates with a 10% growth in sales during the same period. Additionally, there was an increase in the number of new sites in 2023 compared to 2022.

Fiscal Year	Emissions	Sales (\$)
Change from FY22 to FY23	2%	10%

OUR FUTURE GREENHOUSE GAS & ENERGY TARGETS FOR 2024:



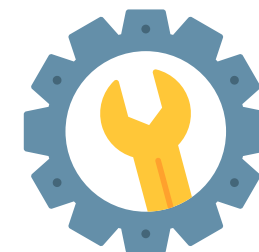
1 We are committed to enhancing data quality across our organization by identifying information gaps and implementing processes to gather comprehensive category-level Scope 1, 2, and 3 data.



2 We will integrate energy reduction options into all decisions regarding equipment and facility construction or refurbishment.



3 We will implement an energy use monitoring program at company-owned or operated locations to identify areas for improvement and establish a baseline for future reduction targets.



4 Our preventative maintenance programs will effectively reduce refrigerant and gas leaks.

WASTE

Supporting a circular economy, where everything is valued, including waste, allows for more efficient use of resources and ensures nothing is wasted. Categorizing our waste and identifying opportunities for diversion from landfills are important first steps in this process.

At the beginning of the year, we implemented a new waste tracking system to help us measure and track all our commissary waste. This was a good step forward in our sustainability efforts, and a tool that will help us understand our waste generation better, identify areas where we can reduce waste, and reduce our overall environmental impact.



WASTE

In 2023, our waste reduction efforts were highlighted by the following data:

116 tons
went to landfills.

100 tons
of mixed recyclables.

139 tons
of cardboard recycling.

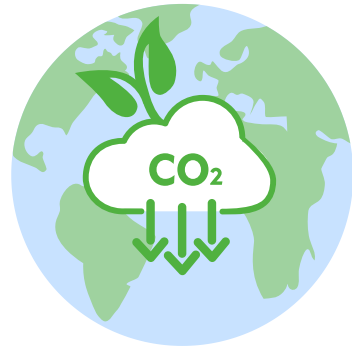
39 tons
of wood recycling.

320 tons
of organic materials recycled or composted.

These efforts prevented 710 tons of CO2 emissions from entering the atmosphere.



OUR FUTURE WASTE TARGETS FOR 2024:



1 Increase Diversion Rate

One of our goals for 2024 is to increase the overall diversion rate for our commissaries by 10%. This ambitious target will further reduce our landfill waste and improve our environmental footprint.



2 Employee Training and Engagement

Recognizing that our employees are crucial to our success, we will implement comprehensive training programs to promote awareness and encourage participation in our diversion programs. This will create a culture of sustainability throughout our organization.



3 Identify opportunities with Waste Management Partners

We plan to work closely with waste management partners to identify and implement new opportunities for improving our diversion rates. This collaboration will help us discover innovative solutions and best practices in waste management.

FOOD WASTE

Growing food to feed the world's increasing population uses vast areas of land, and abundant amounts of energy and water, which can create social and environmental impacts, pollution, and waste.

To minimize food waste, we have expanded our partnership with Too Good To Go in Canada and the United States, begun composting organic food waste at our commissary locations in North America, and joined composting programs with our grocery retailer partners in Canada. These efforts help divert food from landfills and reduce our environmental footprint.



FOOD WASTE: PARTNERING WITH TOO GOOD TO GO

To minimize food waste, we have expanded our partnership with Too Good To Go in Canada and the United States, a food diversion App that enables consumers to buy our food at discounted rates when it is still deliciously fresh but is soon to come to the end of its' shelf life.

In 2023, we rescued **7,006** meals (equivalent to approximately 14,000 sushi packs) and prevented approximately 20 tons of CO2 emissions from entering the atmosphere across our restaurant and commissary channels.



FOOD WASTE: COMPOSTING INITIATIVES

Bento has begun to compost prepared and production organic food waste at our commissary locations in North America; **320 tons** of organic waste was diverted away from landfills in 2023.

We have also joined composting programs with our grocery retailer partners in Canada to divert processed and out of date products from landfill.



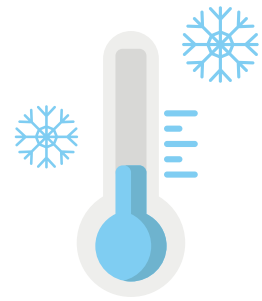
Kilograms of organic waste Bento prevented from being disposed into a landfill from November to December 2023:

10,800 kg

QUALITY ASSURANCE AND FOOD SAFETY

Commissaries

Our Food Safety and Quality Assurance Programs for Commissaries aim to reduce food waste by:

**1**

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.

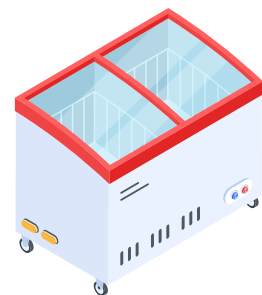
**2**

Conducting 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)

**3**

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

**4**

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

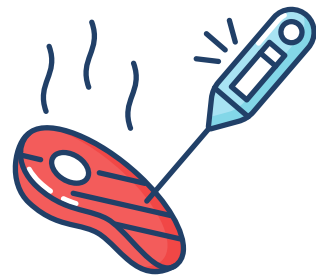
QUALITY ASSURANCE AND FOOD SAFETY

Kiosks

Our Food Safety and Quality Assurance Program for Kiosks focuses on reducing food waste by:



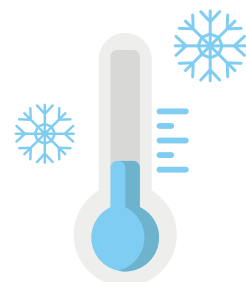
1 Checking refrigeration equipment and stored ingredients twice daily.



2 Monitoring refrigerated ingredient temperatures to maintain quality.



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



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

OUR FOOD WASTE REDUCTION TARGETS FOR 2024:

1 Expand Too Good To Go Partnership

We aim to extend our collaboration with Too Good To Go across all viable commissaries, focusing on reducing food waste from our production facilities. Additionally, we'll test the program's expansion to kiosks where feasible.



2 Expand Composting Programs

Building on our success in North America and Canada, we'll look to expand our composting programs to more locations, diverting even more organic waste from landfills and reducing our overall environmental impact.



3 Decrease Food Waste from Retail Stores

Through partnerships with Food Donation Partners and Food Rescue Organizations, we'll work to minimize food waste from our retail stores, ensuring that surplus food reaches those in need.



RESPONSIBLE SOURCING

Our Responsibility:

At Bento, sourcing the freshest, highest quality sushi and seafood has always been a passion and is now a strategic priority as a leading international multi-channel food and restaurant business.

With 90% of the world's fish stocks overfished or fully exploited, and seafood comprising a significant percentage of our annual spend, we recognize our crucial role in safeguarding the future of our oceans. Healthy marine ecosystems are vital not only to our business but also to over 3 billion people who rely on the oceans for their primary source of protein. Additionally, fishing provides direct or indirect employment to 200 million people worldwide.

As the global population grows and the demand for fish increases, the pressure on our oceans will intensify. We have a responsibility to leverage our purchasing power and brand influence to drive positive change, protecting our oceans and ensuring future generations can enjoy seafood as we do today.



RESPONSIBLE SOURCING

How we source seafood:

Responsibly sourcing high-quality seafood is crucial to us, and we adhere to stringent criteria for our purchasing decisions.

We aim to only source seafood that is either certified to a recognized sustainability standard or has a Marine Conservation Society (MCS), Good Fish Guide rating of 1 ("Best Choice") to 3 ("OK" to source), using the below hierarchy of preference:

- We source seafood certified to internationally recognized standards (Global Gap, ASC, BAP4*, MSC).
- If not certified, we source from fisheries or farms with an MCS rating of 1-3.
- Where no MCS rating exists, we use the Monterey Bay Seafood Watch rating or other sources to ensure alignment with SSC Codes of Conduct.
- Seafood with an MCS rating of 4 ("Requires Improvement") may be sourced if engaged in a Fishery Improvement Project (FIP) or MSC Pre-Assessment, showing demonstrable progress, or plans to move to a more sustainable option once existing stock is used.



RESPONSIBLE SOURCING

How we source seafood:

This chart illustrates the percentage of our seafood products that are certified as responsibly and sustainably sourced as of 2023.

SUSTAINABILITY INFORMATION	SALMON	TUNA	SHRIMP	SURIMI
Farmed	✓		✓	
Wild		✓		✓
Sustainably Sourced Total Percentage	100%	33%	82%	89%

RESPONSIBLE SOURCING

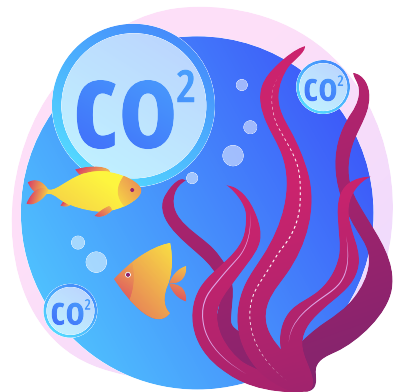
Continuous Improvement



- We recognize that our sustainability is directly tied to the practices of our suppliers. Sustainability is deeply embedded in our procurement processes, and we collaborate closely with our suppliers and industry partners to continually enhance the traceability, transparency, and overall sustainability performance of our products.



- We ensure our customers, consumers, and partners can trust that our seafood is responsibly or sustainably sourced, implementing effective labeling and communication to facilitate informed choices.



- We also collaborate with other businesses and industry bodies to address systemic issues in the seafood industry, leveraging our purchasing and brand power to help protect the future of our oceans.

OUR 2024 SOURCING TARGETS



1 100% of tuna, salmon, shrimp, and surimi will be certified responsibly, sustainably, and ethically sourced by end of 2024.



2 Implementation of our Responsible Sourcing Standards Guide with 100% of Tier 1 suppliers by end of 2024.



3 100% of other key protein ingredients (chicken and beef) responsibly sourced or certified to 3rd party verified standards by end of 2025.

PLASTICS, PACKAGING & PAPER

We understand that to consistently deliver the freshest, highest-quality food, we must protect the environments where our food and products are produced, transported, consumed, repurposed, and disposed of.

Our approach prioritizes reducing, reusing, and recycling (in that order, wherever possible), viewing waste as a resource within a broader circular economy.

Our goal is to minimize our reliance on natural resources and maximize our efficiency in using them. We support the Canadian and US Plastics Pact and are exploring collaborations with innovative and creative suppliers and industry partners to holistically reduce the demand and impact of our primary, secondary, and tertiary packaging.



CURRENT PACKAGING STATUS

	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%	25%
Bento-Commissaries	100%	48%	19%
Bento- Kiosks	100%	31%	11%
Bento-Restaurant	100%	38%	15%
Scorecard-Total	98%	29%	17%

In 2023, we accomplished the following milestones to reinforce our dedication to sustainable packaging:

- 98% of Bento’s primary packaging (trays/bowls/boxes/lids/bags) was 100% reusable, recyclable or compostable.
- 29% of Bento plastic packaging contained 30% PCR content.
- Although 17% of our packaging was problematic in 2023, we have been working hard to address this issue. We phased out the use of black plastic trays by the end of 2023 and replaced them with fiber trays.

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.



How2Recycle Examples:



PLASTICS, PACKAGING & PAPER

We have re-ignited our partnership with ChopValue; through this collaboration, we contribute to the recycling of our chopsticks at participating restaurant locations and will be expanded to partner with all Compass Group Canada sites, which are then transformed into furniture and various other products.



OUR FUTURE PACKAGING TARGETS FOR 2024:

Reusable, Recyclable & Compostable

All primary plastic packaging (trays/bowls/boxes/lids/bags) will be 100% reusable, recyclable or compostable by 2025.

30% Recycled Content

30% average post-consumer recycled content across all plastic packaging by 2025.

Eliminate Problematic Plastic

Eliminate all unnecessary and problematic plastic by 2025.

Deforestation-Free Fiber

Fiber based packaging to be 100% deforestation free & FSC/PEFC certified by 2030.

Explore Reusable Packaging

Investigate opportunities for re-usable packaging where facilities exist in order to support the circular economy.



04. PEOPLE



IN THIS SECTION:

People and social initiatives
at Bento

Governance

Stakeholder Communication

PEOPLE AND SOCIAL INITIATIVES AT BENTO: EMPOWERING OUR TEAMMATES AND COMMUNITIES

Our People and Social Initiatives are designed not only to empower our teammates but also to make a positive impact in the communities where we operate. This section of the report provides an overview of our initiatives, highlighting efforts to promote diversity, support teammate well-being, and foster a culture of inclusivity and responsibility.



THE BENTO FOUNDATION: INVESTING IN EDUCATION AND FUTURE LEADERS

At Bento, we uplift communities and support our teammates' aspirations through the Bento Foundation. In 2023, we awarded **\$10,000** in scholarships to 10 teammates' children, emphasizing our dedication to their academic success and our social responsibility.



Additionally, we fund **\$12,500** in annual educational grants to Toronto Metropolitan University, empowering future generations and reinforcing our commitment to educational excellence.

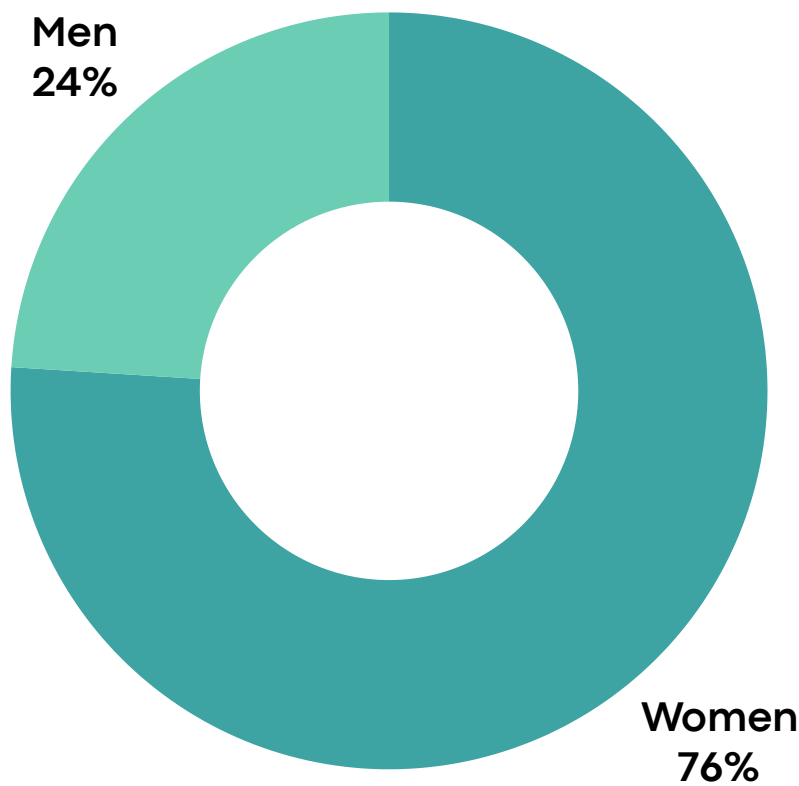


COMMITMENT TO DIVERSITY, EQUITY, & INCLUSION (DEI)

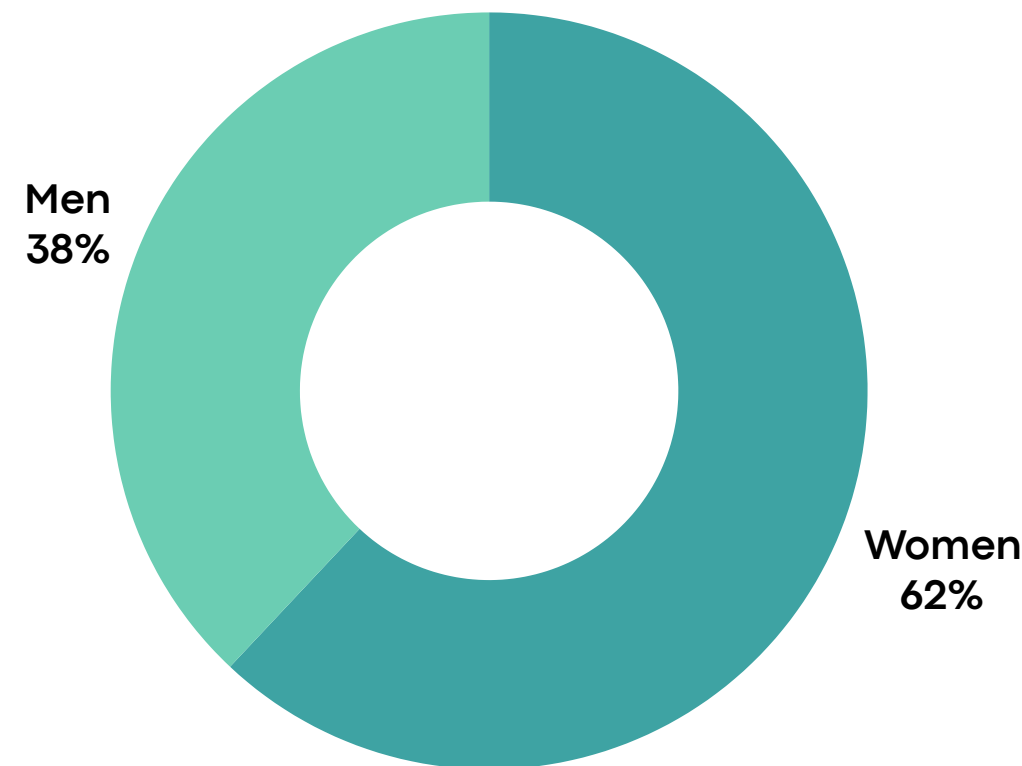
Diversity, Equity, and Inclusion (DEI) are central to Bento's philosophy. Affinity, our DEI initiative with our parent company, ensures a workplace where everyone feels valued and empowered.

Our results speak volumes:

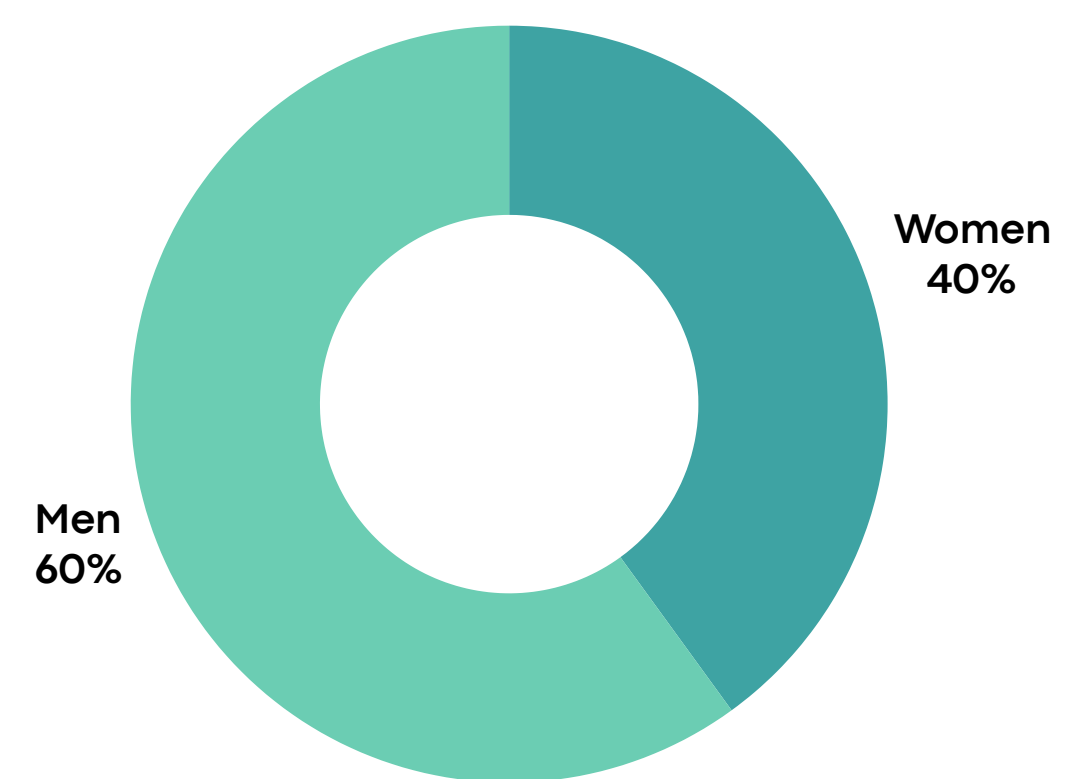
Women in the Workforce:



Women in Management positions:



Women in Executive roles:



In addition to these results, women also make up 48% of internal promotions at Bento and 50% of new management hires are women. To support these efforts, we have mandatory training on Respect in the Workplace and Sexual Harassment Prevention, completed by 92% of our employees. These initiatives foster a culture where diversity, equity, and inclusion thrive.

HEALTH, SAFETY, & WELL-BEING: PRIORITIZING TEAMMATE WELFARE

At Bento, the health, safety, and well-being of our teammates are paramount. We maintain a safe work environment through rigorous policies, procedures, and training programs, reviewed monthly.

Our safety strategy includes mandatory health and safety training, achieving a 93% completion rate during onboarding, ensuring every teammate prioritizes safety from day one.



COMPENSATION AND BENEFITS: SUPPORTING TEAMMATE WELFARE

Our comprehensive benefits highlight our commitment to teammate welfare. Hourly teammates receive 100% employer-paid health benefits, while salaried teammates benefit from our Employee Assistance Program for mental health support and wellbeing.

All full-time teammates can join our group retirement program with a company match, ensuring long-term financial security. In the US, we focus on enhancing benefits for management, aligning with our leadership development and talent retention goals.



WOMEN IN LEADERSHIP INITIATIVES: EMPOWERING LEADERS ACROSS BENTO

Bento actively participates in our parent company's Women in Leadership program to empower female leaders with essential skills for senior management. Our Female Empowerment & Leadership initiative further enhances their practical skills, visibility, and influence.

On International Women's Day, we hosted a 'Own the Room' webinar with a renowned Personal Impact Coach, providing tools for female leaders to project confidence and enhance their leadership presence. These initiatives underscore our commitment to nurturing diverse leadership within Bento and beyond.

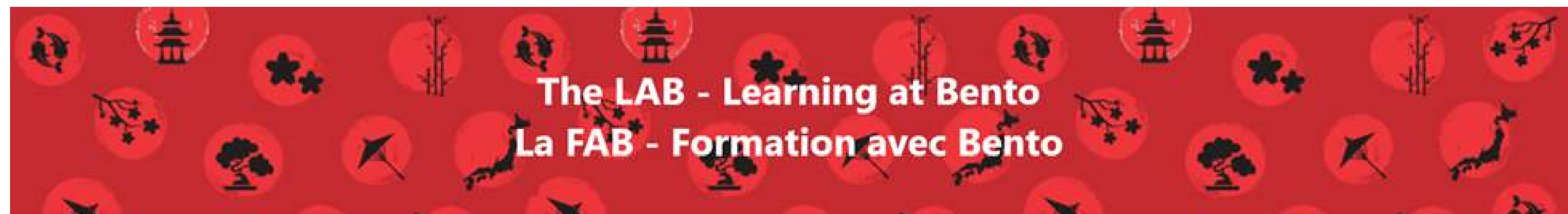


CREATING EMPLOYEE EXPERIENCE THROUGH DIGITAL TRANSFORMATION

Bento is dedicated to creating a world-class experience for our teammates, inspiring them to deliver their best for our customers. We are digitally transforming our HR processes through platforms like LAB – **Learning at Bento** and our electronic onboarding platform, enhancing workplace efficiency, development, and standardizing training across our organization.

LAB enables teammates to master the craft of creating premium ready-to-eat products, supporting our mission to be the preferred provider of high-quality food options. This platform fosters continuous learning and development.

Our electronic onboarding platform streamlines new hires' initial stages, ensuring a smooth transition and reducing paper consumption. These digital initiatives emphasize our commitment to operational excellence and sustainability.



VALUES AWARDS: CELEBRATING EXCELLENCE AND LEADERSHIP

At Bento, we celebrate exceptional individuals who embody our core principles through our Values Awards. Recognizing teammates who consistently demonstrate integrity, accountability, collaboration, and leadership.

These awards were introduced at our recent management conference and highlight the role of our values in guiding actions and fostering a positive work environment.



COMMUNITY ENGAGEMENT: CAUSE MARKETING CAMPAIGNS

In 2023, Bento successfully executed three Cause Marketing Campaigns, each dedicated to raising funds for commendable charitable initiatives. We are honored to announce that our campaigns for Pancreatic Cancer Canada, Egale Canada and the Cure Foundation generated a collective contribution of **\$39,682.72** across all three charities.

These campaigns reflect Bento’s commitment to partnering with esteemed NGOs, not only to heighten awareness of their critical causes but also to secure essential support that propels their missions forward. We take immense pride in these partnerships and the positive impact they achieve. Our commitment to these partnerships has been long-term as we have continued to run these campaigns successfully for many years.

The following table shares our donations in 2023 from in-store sales. These sales came from portions of our products being donated to the charities below.

2023 Promotions	PCC Promotion	Pride Promotion	BCA Promotion
Amount Donated	\$21,162.00	\$4,500.00	\$14,020.75

COMMUNITY ENGAGEMENT: PANCREATIC CANCER CANADA



What is PCC: PCC is connected to Canadians from coast to coast whose lives have been affected by this disease. Some are looking for support through our pancreatic cancer specific patient and community programs, and others are seeking to make an impact on the trajectory of this disease by investing in groundbreaking research.

PCC's mission: Commitment to improving pancreatic cancer survival by fostering research, raising awareness, increasing education, and supporting patients.

The campaign ran throughout the month of February 2023 at stand-alone Bento locations and distributor partners across Canada. A portion of the proceeds from every package sold of the Super Sushi Family Pack was donated to Pancreatic Cancer Canada upon completion of the campaign. The Super Sushi Family Pack was branded with a sticker (PCC logo) and kiosk display advertising will promote the campaign. This campaign generated a significant contribution of \$21,162.00 for Pancreatic Cancer Canada.

COMMUNITY ENGAGEMENT: MAKING A MEANINGFUL IMPACT


In addition to our in-store campaign, Bento is committed to community engagement, exemplified by the DT Cup memorial golf tournament, which supports charitable causes. In honor of our late senior leader, Doug Thoman, this annual event raises funds for pancreatic cancer research. Last year, Team Bento raised over **\$10,000**, reflecting our dedication to making a meaningful impact beyond business operations.



bento®

WELCOME TO OUR FUNDRAISING PAGE FOR PANCREATIC CANCER CANADA IN HONOR OF DOUG

[Donate Now](#)



In 2021 we tragically lost Doug Thoman to Pancreatic cancer. Doug was part of the Bento Family since 2004 and made a huge impact on the business, from its humble beginnings in Toronto, rapid growth phase, and maturity into the large North American business it is today. He was a smart, funny, and often "nerdy" guy that was great to work with and a pleasure to be around. We miss him everyday, but his memory lives on with his wife Karin, two boys Jack and Ben, his friends, acquaintances and of course the Bento Family.

Known to many as DT (or the Thomanator) we wanted to find a way to come together every year to honour Doug's memory and to celebrate the great times we were fortunate enough to spend with him. As a result, last year with the support of the Snowfox Group, we held the first DT Cup golf event. Members of Bento, Snowfox, YO! and Taiko all entered a team and we competed in a virtual tournament in Canada, US and the UK. It was a huge success, raising money for Pancreatic cancer research!

Donations Raised

100% of Goal \$10,761 Raised

Donor Honour Roll

\$100
\$150

COMMUNITY ENGAGEMENT: EGALE CANADA



What is Egale Canada: For over 35 years, Egale has worked to improve the lives of Two Spirit, lesbian, gay, bisexual, trans, queer, and intersex (2SLGBTQI) people in Canada and to enhance the global response to 2SLGBTQI Issues. A major focus of their work is providing programs and services to marginalized groups within the 2SLGBTQI community, such as seniors and youth.

Egale Canada's mission: Egale has worked hard to advocate for and support our communities. Using their REAL (Research, Education, Awareness, and Legal Advocacy) approach, they are building the foundation for impactful, significant changes in the areas of education, employment, housing, healthcare, and justice sectors for 2SLGBTQI people.

The campaign ran throughout the month of June 2023 and was promoted on our website, through social media and digital advertising. The promotion included a portion of the purchase of a Rainbow Roll being donated to Egale Canada. Our Pride Campaign in support of Egale Canada amassed \$4,500.00, aiding their invaluable work within the community.

COMMUNITY ENGAGEMENT: CURE FOUNDATION



What is the CURE Foundation: For 28 years, the CURE Foundation has been powering the fight against breast cancer. They are committed to supporting the lives of Canadian patients and their families and transforming the future of breast cancer for one and all. Their focus is to one day lighten that single dark petal, so that no woman has to fear a breast cancer diagnosis in her lifetime.

The Cure Foundation's mission: CURE gives hope by spearheading a nationwide support system for breast cancer patients and their families. CURE's Financial Assistance Program provides financial aid to women in active treatment. Additionally, CURE invests in programs for prevention and early detection.

The campaign ran throughout the month of October 2023 aligning with Breast Cancer Awareness Month. Portions of the purchases made on our Spicy Salmon Roll and Salmon Poke Bowl at Grocery and Retail locations were donated to the Cure Foundation. This totaled to \$14,020.75 being donated to the Cure Foundation from Bento.

COMMUNITY ENGAGEMENT: BENTO SUSHI CHAMPION COMPETITION 2023

As a leader in innovation, Bento created the Sushi Champion competition, a company-wide contest held annually that aims to highlight the tremendous talent and creativity of our very own Bento chefs.

Our event in 2023 marked the 9th year of this event being run by Bento.

While our team members' creativity and passion for sushi is on display every single day, it is recognized and showcased during this event, when they battle it out for bragging rights and cash awards totaling up to \$20,000.00!



PEOPLE AND COMMUNITY

At Bento, our people are central to our success. We prioritize their well-being, growth, and empowerment through comprehensive social initiatives that celebrate diversity, champion equity, and embrace inclusion.

By investing in programs that support our teammates and their families, we build a sustainable future where everyone can thrive.

We are committed to fostering an inclusive environment that drives excellence and positive change, ensuring Bento leads in corporate social responsibility and societal impact.



GOVERNANCE

At Bento, our governance practices ensure robust compliance, transparency, and ethical behavior in all our operations.



GOVERNANCE

We follow reporting requirements, such as the Extended Producer Responsibility (EPR) across Canadian provinces where we operate, submitting detailed annual reports on our packaging.



In alignment with evolving regulations, we also report on Canada's new Bill S-211 to maintain compliance and fight against forced and child labour in our supply chains.

Bill S-211:
Fighting Against Forced Labour and
Child Labour in Supply Chains



We are committed to transparency by annually updating and publishing our sustainability policies on our website, reflecting our dedication to environmental and social governance and keeping stakeholders informed about our evolving practices and standards.



GOVERNANCE

Our governance framework emphasizes strong business ethics, ensuring that our operations and interactions uphold the highest standards of integrity. We maintain rigorous accounting practices to provide accurate financial reporting and accountability.

Additionally, our corporate behavior is guided by a code of conduct that promotes ethical decision-making, responsible management, and a commitment to fostering a positive corporate culture.

Through these governance measures, Bento reinforces its commitment to responsible corporate citizenship and sustainable business practices.



STAKEHOLDER COMMUNICATION

At Bento, transparent communication about our ESG efforts is a cornerstone of our engagement strategy. We actively share our progress and initiatives through multiple channels to keep stakeholders informed.

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.



05. CONCLUSION

IN THIS SECTION:
Forward Looking Statement
Additional Resources



FORWARD LOOKING STATEMENT

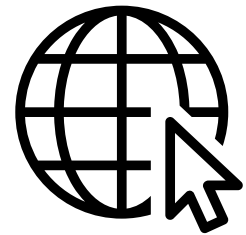
Bento's commitment to environmental stewardship, social responsibility, and robust governance remains at the heart of our operations. As we continue to innovate and refine our ESG strategies, our focus on sustainability, community engagement, and ethical practices will guide our efforts. By fostering an inclusive workplace, enhancing our environmental performance, and actively contributing to societal well-being, we strive to create lasting positive impacts. Our dedication to transparency and stakeholder communication ensures that our progress and initiatives are shared openly, reinforcing our role as a responsible corporate citizen.



Bento remains steadfast in its mission to lead by example, drive meaningful change, and build a sustainable future for all.



ADDITIONAL RESOURCES



VISIT OUR WEBSITE:

<https://www.bentosushi.com/>

CONNECT WITH US ON SOCIAL MEDIA:



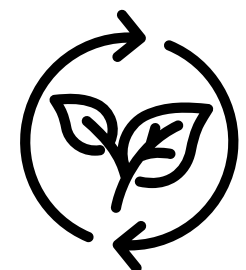
LinkedIn: <https://www.linkedin.com/company/bento-sushi/>



Instagram: <https://www.instagram.com/bentosushi/>

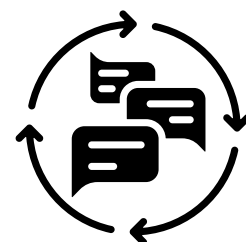


Facebook: <https://www.facebook.com/BentoSushiRolledFreshDaily>



FOR MORE ON SUSTAINABILITY:

- [Sustainability Information](#)
- [Bento Sustainability Policy](#)
- [Bento Sustainable Seafood Policy](#)
- [Bill S-211](#)



HAVE QUESTIONS OR FEEDBACK?

Email us at: sustainability@bentosushi.com

