



**COLABOR GROUP INC.  
MANAGEMENT'S DISCUSSION & ANALYSIS  
("MD&A")**

**Third quarter of 2021**

12 and 36-week periods ended September 4, 2021

# TABLE OF CONTENTS

1.	Scope of the MD&A and Notice to Investors .....	<a href="#">3</a>
2.	About Colabor .....	<a href="#">4</a>
2.1	Business Developments in 2021 .....	<a href="#">4</a>
2.2	Development Strategies and Outlook .....	<a href="#">5</a>
2.3	Key Financial Performance Indicators .....	<a href="#">6</a>
3.	Operational and Financial Results .....	<a href="#">7</a>
3.1	Operating Results .....	<a href="#">7</a>
3.1.1	Segment Sales .....	<a href="#">8</a>
3.1.2	Operating Expenses .....	<a href="#">9</a>
3.1.3	Adjusted EBITDA .....	<a href="#">10</a>
3.1.4	Costs not Related to Current Operations .....	<a href="#">11</a>
3.1.5	Depreciation and Amortization .....	<a href="#">11</a>
3.1.6	Financial Expenses .....	<a href="#">12</a>
3.1.7	Income Taxes .....	<a href="#">12</a>
3.1.8	Net Earnings (loss) .....	<a href="#">12</a>
3.2	Financial Position .....	<a href="#">13</a>
3.3	Other Significant Changes in Financial Position .....	<a href="#">14</a>
3.4	Data Related to Outstanding Shares .....	<a href="#">15</a>
3.5	Cash Flows .....	<a href="#">15</a>
3.6	Capital Resources .....	<a href="#">16</a>
4.	Discontinued Operations .....	<a href="#">17</a>
5.	Summary of Recent Quarters .....	<a href="#">19</a>
6.	Non-IFRS Performance Measures .....	<a href="#">19</a>
7.	Related Party Transactions .....	<a href="#">21</a>
8.	Off-Balance Sheet Transactions .....	<a href="#">21</a>
9.	Contingency .....	<a href="#">21</a>
10.	Risks and Uncertainties .....	<a href="#">21</a>
11.	Significant Judgments and Estimates .....	<a href="#">21</a>
12.	Internal Controls Over Financial Reporting .....	<a href="#">22</a>
13.	Financial Instruments .....	<a href="#">22</a>

## 1. Scope of the MD&A and Notice to Investors

This Management's Discussion & Analysis ("MD&A") of Colabor Group Inc. (the "Company" or "Colabor") discusses the Company's net income, comprehensive income, financial situation and cash flows for the third quarter ended September 4, 2021, whose numbers are unaudited. This report should be read in conjunction with the unaudited interim condensed consolidated financial statements and accompanying notes for this period and the audited consolidated financial statements and accompanying notes for the fiscal year ended December 26, 2020, and related notes, along with the associated annual MD&A. These financial statements are in Canadian dollars and have been prepared in accordance with International Financial Reporting Standards ("IFRS") as published by the International Accounting Standard Board ("IASB"). The financial statements have been published on the following sites: [www.sedar.com](http://www.sedar.com) and [www.colabor.com](http://www.colabor.com).

### Forward-Looking Statements

This MD&A contains certain forward-looking statements as defined under applicable securities law. Forward-looking information may relate to Colabor's future outlook and anticipated events, business, operations, financial performance, financial condition or results and, in some cases, can be identified by terminology such as "may"; "will"; "should"; "expect"; "plan"; "anticipate"; "believe"; "intend"; "estimate"; "predict"; "potential"; "continue"; "foresee"; "ensure" or other similar expressions concerning matters that are not historical facts. Particularly, statements regarding the Company's financial guidelines, future operating results and economic performance, objectives and strategies are forward-looking statements. These statements are based on certain factors and assumptions including expected growth, results of operations, performance and business prospects and opportunities, which Colabor believes are reasonable as of the current date. Refer in particular to section 2.2 "Development Strategies and Outlook" of this MD&A. While Management considers these assumptions to be reasonable based on information currently available to the Company, they may prove to be incorrect. Forward-looking information is also subject to certain factors, including risks and uncertainties that could cause actual results to differ materially from what Colabor currently expects. For more exhaustive information on these risks and uncertainties, the reader should refer to section 10 "Risks and Uncertainties" of this MD&A. These factors, which include the risks related to the pandemic of Covid-19 ("pandemic") and the possible impacts on consumers and the economy, are not intended to represent a complete list of the factors that could affect Colabor and future events and results may vary significantly from what Management currently foresees. The reader should not place undue importance on forward-looking information contained in this MD&A, information representing Colabor's expectations as of the date of this MD&A (or as of the date they are otherwise stated to be made) and are subject to change after such date. While Management may elect to do so, the Company is under no obligation (and expressly disclaims any such obligation) and does not undertake to update or alter this information at any particular time, whether as a result of new information, future events or otherwise, except as required by law.

### Seasonality

Colabor's fiscal year is comprised of thirteen periods of four weeks each. The first three quarters are comprised of three periods each and the fourth quarter includes four periods. The Company's year-end is the last Saturday of December.

As such result, the Company's sales and net earnings are proportionally less significant for the first, second and third quarters and more significant for the fourth quarter since the latter generally has 33% more days of operation in comparison with the other quarters of the period. Additionally, the Company's sales are seasonal, therefore generally lower sales volume is recorded during the first quarter in comparison with the other quarters. See section 2.1 "Business Developments in 2021" for the impacts related to the pandemic.

Additionally, working capital generally fluctuates throughout the fiscal year due to the seasonal nature of operations, especially during Spring and Summer, and during the Holiday Season (i.e. Christmas and Easter). In order to meet higher seasonal demand, inventory requirements increase as well as trade and other receivables. The credit facility is used when needed to support this seasonal activity.



*The shares of Colabor Group Inc. are traded on the Toronto Stock Exchange under the symbol GCL.*

*Additional information concerning the Company may be found on SEDAR at [www.sedar.com](http://www.sedar.com) and on Colabor's website at [www.colabor.com](http://www.colabor.com). The information contained on the Company's website is not included by reference in this MD&A.*

## 2. About Colabor

### 2.1 Business Developments in 2021

During the 12 and 36-week periods ended September 4, 2021, the following events have influenced the Company's general development and operations, or reflect the evolution of Colabor's transformational plan and growth.

#### **Refinancing**

On February 18, 2021, the Company entered into a new senior secured credit facility for a total amount of \$80.0 million including a revolving credit of \$50.0 million, of which \$5.0 million in operating swingline and a term loan of \$30.0 million. The facility bears interest at the cost of funds, plus 1.75% to 3.25% depending on the Company's leverage ratios and matures in February 2025. The facility is guaranteed by its assets and those of certain of its subsidiaries and provides limits on the operations and activities, particularly regarding the authorized investments as well as some financial ratios primarily related to consolidated adjusted EBITDA<sup>(1)</sup>, financial expense and total debt. The term loan is repayable by an amount of \$3.0 million per year.

On February 18, 2021, the Company also entered into an agreement for a new subordinated debt in the amount of \$20.0 million, of which \$15.0 million has been disbursed at closing and \$5.0 million is available until February 2022 at the Company's option. The subordinated debt bears interest at a rate of 7.25% to 8.25%, depending on the Company's leverage ratios and matures in February 2026.

This refinancing was used to repay the remaining \$12.0 million of subordinated debt as at December 26, 2020, and to redeem the convertible debentures and will also allow the Company to meet potential additional cash requirements resulting from future investment projects.

#### **Redemption of convertible debentures**

On February 18, 2021, the Company announced its intention to redeem early all of the issued and outstanding convertible debentures.

In accordance with the terms of the convertible debentures which gave the holders the right to convert into common shares prior to the announced redemption date, 273,600 common shares were issued at a price of \$2.50 for an aggregate amount of \$0.7 million. On March 23, 2021, the Company completed the redemption of all outstanding convertible debentures in the aggregate principal amount of \$49.3 million which was redeemed at a price of \$1,000 per debenture, plus accrued and unpaid interest up to, but excluding, March 23, 2021.

The convertible debentures that were listed on the Toronto Stock Exchange under the symbol GCL.DB.A were delisted on March 23, 2021.

#### **Executive Appointment**

On April 28, 2021, the Company announced the appointment of Mr. Pierre Blanchette to the position of Senior Vice President and Chief Financial Officer, effective May 25, 2021. Mr. Blanchette is an executive with over 25 years of experience in the field of corporate finance. Before joining Colabor, he worked for Fiera Capital Corporation, an important independent asset management firm where he held various positions such as Senior Vice President, Global Treasury and Taxation, Executive Vice President, Finance, US division and Senior Vice President, Finance.

<sup>(1)</sup> The Adjusted EBITDA and the Adjusted EBITDA margin are non-IFRS measures. Refer to section 6 "Non-IFRS Performance Measures". The Adjusted EBITDA margin is calculated as Adjusted EBITDA divided by sales for the corresponding period.

## Update on the impact of the Covid-19 pandemic on activities and results

During the third quarter, the pandemic continued to affect the markets in which the Company and its suppliers operate and to impact customer demand, resulting in lower sales. The Company was still impacted by the government restrictions maintained in Quebec, especially the limited number of customers allowed in restaurants, despite the gradual lifting of certain restrictions at the end of the second quarter, including the resumption of indoor and outdoor dining and the reopening of several restaurants. The disruptions are expected to persist in the coming quarters given the uncertainties surrounding new variants of the virus and the effectiveness of vaccines, as well as the longer-term impact on the economy and health regulations that will apply.

The Company continued in the 36-week period of 2021 to obtain the Canada Emergency Wage Subsidy ("CEWS") and the new Canada Emergency Rental Subsidy ("CERS") to help Colabor face the challenges posed by the pandemic. Currently, these grants would be available until October 23, 2021.

The Company is not currently in a position to reliably estimate the effects of the pandemic on its future financial results, given the remaining uncertainties regarding the occurrence of new waves of the pandemic and the evolving measures taken by governments. Although the pandemic will continue to impact sales and adjusted EBITDA<sup>(1)</sup> in the coming months, given the sanitary measures required by public health, Colabor does not expect a material adverse impact on its available cash. As previously indicated, the Company signed new credit agreements in February 2021 which, combined with the cash flow generated by operating activities, will allow Colabor to pursue its strategic plan. Our teams continue to be proactive in seizing opportunities that may arise.

## 2.2 Development Strategies and Outlook

Colabor has as a main financial objective to increase profitability, and consequently create value for its shareholders. During 2021, the strategic plan to achieve its objectives is defined in the continuity of 2020 and is based on the following pillars:

1. Increase Distribution activities in Quebec
  - Improve the share of the existing client's portfolio and the extent of Quebec territories through organic growth or acquisitions;
  - Reposition its private brands;
  - Improve category management (non-food, proteins, fruits and vegetables).
2. Optimize processes
  - Standardize and improve internal management processes in order to reduce the business unit costs.
3. Prioritize employee engagement
  - Continue the deployment of the new integrated human resource management platform; and
  - Deployment of a return protocol to the workplace.

<sup>(1)</sup> The Adjusted EBITDA and the Adjusted EBITDA margin are non-IFRS measures. Refer to section 6 "Non-IFRS Performance Measures". The Adjusted EBITDA margin is calculated as Adjusted EBITDA divided by sales for the corresponding period.

### Evolution of the 2021 Plan

During the 36-week period of 2021, the Company continued to manage the impacts of the pandemic on its operations by maintaining an appropriate cost structure and optimizing cash flow management. The Company is continuously adapting its measures based on the evolution of the pandemic. The closing of the new credit agreements in the first quarter of 2021, as described above, is in line with our primary objective of increasing the Company's profitability and will allow the Company to have the available liquidity to implement the 2021 strategic plan when conditions permit.

We also completed the rollout of the new integrated human resource management platform and are establishing the return to work protocol.

We also officially launched the new image of our private label, an important step for its repositioning.

## 2.3 Key Financial Performance Indicators

Performance Indicators (in thousands of \$, except financial leverage ratio)	12 weeks		36 weeks	
	2021	2020	2021	2020
	\$	\$	\$	\$
<b>Results and cash flow</b>				
Sales from continuing operations	131,622	120,931	325,309	328,002
Net earnings from continuing operations	2,288	3,441	2,917	3,178
Adjusted EBITDA <sup>(1)</sup>	7,821	10,143	18,340	21,454
Cash flows from operating activities	7,448	16,359	9,717	23,431
<b>Financial position</b>				
			As at September 4, 2021	As at December 26, 2020
Working Capital <sup>(2)</sup>			36,950	31,163
Financial Leverage Ratio <sup>(3)</sup>			2.1x	1.8x
Net debt <sup>(4)</sup>			53,210	52,100

<sup>(1)</sup> Non-IFRS measure. Refer to the table Reconciliation of Net Earnings to adjusted EBITDA in MD&A section 6 "Non-IFRS Performance Measures". Adjusted EBITDA corresponds to net operating earnings before costs not related to current operations, depreciation and amortization and expenses for stock-based compensation plan.

<sup>(2)</sup> Working capital is an indicator of the Company's ability to hedge its current liabilities with its current assets. Refer to MD&A section 3.2 "Financial Position" for detailed calculation. The working capital excludes the current portion of the convertible debentures that have been redeemed during the second quarter".

<sup>(3)</sup> Financial leverage ratio is an indicator of the Company's ability to service its long-term debt. It is defined as net debt / adjusted EBITDA for the last four quarters. Refer to MD&A section 6 "Non-IFRS Performance Measures".

<sup>(4)</sup> Non-IFRS measure. Refer to MD&A section 6 "Non-IFRS Performance Measures". Net debt corresponds to bank indebtedness, current portion of long-term debt, long-term debt and convertible debentures, net of cash.

### Third Quarter Highlights

- Consolidated sales of the third quarter were \$131.6 million, up 8.8% compared to the corresponding period of 2020 resulting mainly from less restrictive containment measures in 2021 compared to 2020. Cumulative consolidated sales amounted to \$325.3 million, down 0.8% compared to the corresponding period of last fiscal year resulting mainly from the termination of a contract in Specialized distribution activities and the effects of the pandemic.
- Third quarter net earnings from continuing operations were \$2.3 million, a decrease of \$1.2 million compared to a net earnings of \$3.4 million for the corresponding quarter of 2020. Cumulative net earnings from continuing operations was \$2.9 million, down \$0.3 million compared to \$3.2 million in 2020.

- Third quarter Adjusted EBITDA<sup>(1)</sup> from continuing operations reached \$7.8 million or 5.9% of sales from continuing operations compared to \$10.1 million or 8.4% of sales from continuing operations in 2020, down 22.9%. Cumulative adjusted EBITDA<sup>(1)</sup> from continuing operations amounted \$18.3 million or 5.6% of sales of continuing operations compared to \$21.5 million or 6.5% of sales of continuing operations in 2020 a decrease of 14.5%. This decrease is due, among other things, to lower subsidies obtained as well as additional labor costs in the current context of labor shortage, combined with a retroactive adjustment for the renewal of a collective agreement.
- Net debt<sup>(4)</sup> increased to \$53.2 million as at September 4, 2021, compared to \$52.1 million at the end of fiscal year 2020, resulting from the increase in working capital<sup>(2)</sup> due to the seasonality effect, which had an adverse impact on the financial leverage ratio<sup>(3)</sup> which stands at 2.1x, compared to 1.8x, at the end of the last fiscal year.
- As at September 4, 2021, the Company's working capital<sup>(2)</sup> was \$37.0 million, up from \$31.2 million at the end of fiscal year 2020. This variation is explained by the increase in sales during the third quarter and by the seasonality effect.

## 3. Operational and Financial Results

### 3.1 Operating Results

#### Summary of Operating Results for the 12 and 36-week periods ended September 4, 2021

(in thousands of dollars, except percentages)

	12 weeks			36 weeks		
	2021	2020	Variance	2021	2020	Variance
	\$	\$	%	\$	\$	%
<b>Sales</b>	<b>131,622</b>	120,931	8.8	<b>325,309</b>	328,002	(0.8)
Cost of goods sold	<b>109,472</b>	99,424	10.1	<b>270,453</b>	273,602	(1.2)
Operating expenses	<b>14,329</b>	11,364	26.1	<b>36,516</b>	32,946	10.8
<b>Operating expenses</b>	<b>123,801</b>	110,788	11.7	<b>306,969</b>	306,548	0.1
<b>Adjusted EBITDA<sup>(1)</sup></b>	<b>7,821</b>	10,143	(22.9)	<b>18,340</b>	21,454	(14.5)
<b>Adjusted EBITDA margin<sup>(1)</sup></b>	<b>5.9%</b>	8.4%		<b>5.6%</b>	6.5%	

<sup>(1)</sup> The adjusted EBITDA and the adjusted EBITDA margin are non-IFRS measures. Refer to section 6 "Non-IFRS Performance Measures". The adjusted EBITDA margin is calculated as adjusted EBITDA divided by sales for the corresponding period.

<sup>(2)</sup> Working capital is an indicator of the Company's ability to hedge its current liabilities with its current assets. Refer to MD&A section 3.2 "Financial Position" for detailed calculation.

### 3.1.1 Segment Sales

#### Consolidated Sales for the 12 and 36-week periods ended September 4, 2021

(in thousands of dollars, except percentages)

	12 weeks			36 weeks		
	2021	2020	Variance	2021	2020	Variance
	\$	\$	%	\$	\$	%
Distribution Segment	<b>90,787</b>	81,287	11.7	<b>220,824</b>	221,618	(0.4)
Wholesale Segment	<b>51,976</b>	50,799	2.3	<b>133,988</b>	133,613	0.3
Intersegment eliminations and others	<b>(11,141)</b>	(11,155)	0.1	<b>(29,503)</b>	(27,229)	(8.4)
<b>Sales</b>	<b>131,622</b>	120,931	8.8	<b>325,309</b>	328,002	(0.8)

Consolidated sales for the third quarter of 2021 were \$131.6 million compared to \$120.9 million during the corresponding quarter of last fiscal year, representing an increase of 8.8%. The pandemic impacted all 12 weeks of the third quarter of 2021 and 2020 but with the reopening of restaurant dining rooms at the beginning of the quarter in 2021 while the reopening occurred later in the third quarter of 2020.

- Distribution segment sales have increased by 11.7%, explained by a volume increase from restaurants, following the reopening of their dining rooms as explained above.
- Wholesale segment sales have increased by 2.3%, due to the reopening of the restaurant business as explained above, the growth of certain customers less affected by the effects of the pandemic and by new customers, mitigated by the partial loss of volume from a single customer.
- Intersegment eliminations and others are comparable to the corresponding period of 2020.

Consolidated sales for the 36-week period of 2021 were \$325.3 million compared to \$328.0 million during the corresponding period of last fiscal year, representing a decrease of 0.8%. The pandemic impacted the entire 36-week period in 2021 compared to 26 weeks in 2020.

- Distribution segment sales have decreased by 0.4%, explained by an amount of \$8.6 million related to the termination of a contract from the Specialized distribution during the first quarter of 2020, as well as the volume decrease related to the pandemic for restaurants and chains clients during the first quarter, partially offset by a volume increase from restaurant following the reopening of dining rooms as explained above.
- Wholesale segment sales have increased by 0.3%, partially explained by the reopening of the restaurant business as explained above, a volume increase from some customers less affected by the effects of the pandemic and by new customers mitigated by a volume decrease related to the pandemic during the first quarter of 2021 and by the partial loss of volume from a single customer
- Intersegment eliminations and others have increased by \$2.3 million or 8.4%, mainly explained by the increase in purchases in the Distribution and Wholesale segments as described above.



### 3.1.2 Operating Expenses

#### Operating Expenses for the 12 and 36-week periods ended September 4, 2021

(in thousands of dollars, except percentages)

	12 weeks			36 weeks		
	2021	2020	Variance	2021	2020	Variance
	\$	\$	%	\$	\$	%
Distribution segment	<b>85,632</b>	74,710	14.6	<b>209,345</b>	208,105	0.6
Wholesale segment	<b>47,447</b>	45,752	3.7	<b>122,038</b>	121,324	0.6
Intersegment eliminations and others	<b>(9,278)</b>	(9,674)	4.1	<b>(24,414)</b>	(22,881)	(6.7)
<b>Operating expenses<sup>(1)</sup></b>	<b>123,801</b>	110,788	11.7	<b>306,969</b>	306,548	0.1

<sup>(1)</sup> Operating expenses excluding costs not related to current operations, depreciation and amortization and expenses for stock-based compensation plan.

Consolidated operating expenses for the third quarter of 2021 were \$123.8 million compared to \$110.8 million for the corresponding period of last fiscal year, an increase of 11.7%, mostly explained by higher cost of goods sold and operating expenses due to sales increase and by the decrease of \$0.9 million in subsidies obtained.

- Distribution segment operating expenses have increased by 14.6% during the third quarter, mostly explained by higher cost of goods sold and operating expenses due to sales increase and additional labor costs in the current context of labor shortage, combined with a retroactive adjustment for the renewal of a collective agreement, a decrease of \$0.7 million in subsidies obtained and the holding of the spring buying show during the second quarter of 2021, compared to the third quarter of 2020, negatively impacted the expenses by \$0.5 million in 2021, as well as investments to expand our territory.
- Wholesale segment operating expenses have increased by 3.7%, explained by higher cost of goods sold and operating expenses due to sales increased, a decrease of \$0.1 million in subsidies obtained during the third quarter of 2021, as well as investments for the repositioning of our private brand, mitigated by an improvement in gross margin.
- Intersegment eliminations and others have decreased by 4.1%, mainly due to an increase in intersegment sales as explained above, a decrease of \$0.1 million in subsidies obtained during the third quarter of 2021 and an increase in corporate expenses.

Consolidated operating expenses for the 36-week period of 2021 were \$307.0 million comparable to \$306.5 million during the corresponding period of the previous fiscal year explained by lower cost of goods sold and operating expenses due to sales decrease, mitigated by the reduction of \$2.7 million in subsidies obtained.

- Distribution segment operating expenses have increased by 0.6%, mostly explained by the decrease in subsidies obtained of \$2.1 million during the 36-week period of 2021 and additional labor costs in the current context of labor shortage, combined with a retroactive adjustment for the renewal of a collective agreement, as well as investments to expand our territory, mitigated by lower cost of goods sold and operating expenses due to sales decrease and by the termination of a contract from the Specialized distribution.
- Wholesale segment operating expenses have increased by 0.6%, explained by the decrease of \$0.3 million in subsidies obtained during the 36-week period of 2021, higher cost of goods sold due to sales increase as well as investments for the repositioning of our private brand, partially offset by an improvement in gross margin.
- Intersegment eliminations and others have increased by 6.7%, mainly due to an increase in intersegment sales as explained above, a reduction of \$0.3 million in subsidies obtained during the 36-week period of 2021 and an increase in corporate expenses. The increase in corporate expenses is mainly explained by the increase in salary expenses

resulting from the measures taken in 2020 in connection with the pandemic, such as a reduction in working hours and temporary reductions in compensation and headcount.

### 3.1.3 Adjusted EBITDA

#### Adjusted EBITDA for the 12 and 36-week periods ended September 4, 2021

(in thousands of dollars, except percentages)

	12 weeks			36 weeks		
	2021	2020	Variance	2021	2020	Variance
	\$	\$	%	\$	\$	%
Distribution Segment	5,155	6,577	(21.6)	11,479	13,513	(15.1)
Wholesale Segment	4,529	5,047	(10.3)	11,950	12,289	(2.8)
Intersegment eliminations and others	(1,863)	(1,481)	(25.8)	(5,089)	(4,348)	(17.0)
<b>Adjusted EBITDA<sup>(1)</sup></b>	<b>7,821</b>	<b>10,143</b>	<b>(22.9)</b>	<b>18,340</b>	<b>21,454</b>	<b>(14.5)</b>
<b>Adjusted EBITDA margin<sup>(1)</sup></b>	<b>5.9%</b>	<b>8.4%</b>		<b>5.6%</b>	<b>6.5%</b>	

<sup>(1)</sup> The adjusted EBITDA and the adjusted EBITDA margin are non-IFRS measures. Refer to section 6 "Non-IFRS Performance Measures". The adjusted EBITDA margin is calculated as adjusted EBITDA divided by sales for the corresponding period.

Adjusted EBITDA<sup>(1)</sup> for the third quarter of 2021 amounted to \$7.8 million compared to \$10.1 million in the corresponding quarter of the previous year, a decrease of 22.9% and as a percentage of sales, adjusted EBITDA margin<sup>(1)</sup> reached 5.9% compared to 8.4% for the corresponding period of 2020. These variations are mainly explained by the decrease in subsidies obtained of \$0.9 million, by an increase in expenses of \$0.5 million related to the buying show and additional labor costs, as explained above. Excluding the impact of subsidies obtained and the buying show, the adjusted EBITDA margin<sup>(1)</sup> would have been 6.0% in 2021 and 7.2% in 2020.

- Adjusted EBITDA<sup>(1)</sup> in the Distribution segment has decreased by \$1.4 million or 21.6%. As a percentage of sales, the adjusted EBITDA<sup>(1)</sup> margin stood at 5.7% compared to 8.1% in 2020. This decrease is mainly due to the decrease in subsidies obtained, the increase in expenses of \$0.5 million related to the buying show as explained above and additional labor costs in the current context of labor shortage, combined with a retroactive adjustment for the renewal of a collective agreement, as well as investments to expand our territory.
- Adjusted EBITDA<sup>(1)</sup> in the Wholesale segment has decreased by \$0.5 million, or 10.3% and is mainly due to the decrease in subsidies obtained and the investments for the repositioning of our private brand, mitigated by an increase of 2.3% of sales as explained above and an improvement in gross margin.
- Adjusted EBITDA<sup>(1)</sup> from intersegment eliminations and others in the third quarter of 2021 decreased by \$0.4 million or 25.8% compared to the corresponding quarter of 2020 and is mainly due to the decrease in subsidies obtained during the third quarter and by an increase in corporate expenses.

Adjusted EBITDA<sup>(1)</sup> for the 36-week period of 2021 amounted \$18.3 million compared to \$21.5 million in the corresponding period of the previous year, a decrease of 14.5% and as a percentage of sales, adjusted EBITDA margin<sup>(1)</sup> reached 5.6% compared to 6.5% for the corresponding period of 2020. Excluding the impact of subsidies obtained, the adjusted EBITDA margin<sup>(1)</sup> would have been 4.9% in 2021 and in 2020. These variations are mainly due to a decrease in subsidies obtained of \$2.7 million and by the sales decrease due to the pandemic, mitigated by an increase in gross margin.

- Adjusted EBITDA<sup>(1)</sup> in the Distribution segment has decreased by \$2.0 million or 15.1%. As a percentage of sales, the adjusted EBITDA<sup>(1)</sup> margin was 5.2%, compared to 6.1% in 2020. The variations are explained by a decrease in subsidies obtained, the decrease in sales and additional labor costs in the current context of labor shortage, combined with a retroactive adjustment for the renewal of a collective agreement, as well as investments to expand our territory.

- Adjusted EBITDA<sup>(1)</sup> in the Wholesale segment has decreased by \$0.3 million, or 2.8% and is mainly due to a decrease in subsidies obtained during the 36-week period of 2021 and investments for the repositioning of our private brand, mitigated by an increase in gross margin.
- Adjusted EBITDA<sup>(1)</sup> from intersegment eliminations and others in the 36-week period of 2021 decreased by \$0.7 million or 17.0% compared to the corresponding period of 2020 and is mainly due to a decrease in subsidies obtained and an increase in corporate expenses, as explained above.

### 3.1.4 Costs not Related to Current Operations

#### Costs not Related to Current Operations for the 12 and 36-week periods ended September 4, 2021

(in thousands of dollars, except percentages)

	12 weeks			24 weeks		
	2021	2020	Variance	2021	2020	Variance
	\$	\$	%	\$	\$	%
Severance costs	28	—	—	63	183	(65.6)
Allowance for bad debt accounts	—	110	(100.0)	—	626	(100.0)
Others	47	(231)	(120.3)	167	658	(74.6)
<b>Costs not related to current operations</b>	<b>75</b>	<b>(121)</b>	<b>(162.0)</b>	<b>230</b>	<b>1,467</b>	<b>(84.3)</b>

Other costs not related to current operations mainly represent legal fees and other charges related to non-recurring activities.

The decrease in costs not related to current operations during the 36-week period of 2021 compared to 2020 is explained by the write-off of the option to purchase Dubé & Loiselle inc. following the Company's decision not to exercise it and by an additional provision for bad debts taken in 2020 amounting to \$0.6 million to reflect the effect of the pandemic following the temporary closure of some of our clients, mainly in the restaurant industry.

### 3.1.5 Depreciation and Amortization

#### Depreciation and Amortization for the 12 and 36-week periods ended September 4, 2021

	12 weeks			36 weeks		
	2021	2020	Variance	2021	2020	Variance
	\$	\$	%	\$	\$	%
Depreciation of property, plant and equipment	516	637	(19.0)	1,538	1,873	(17.9)
Amortization of intangible assets	965	1,248	(22.7)	2,891	3,938	(26.6)
Depreciation of right-of-use assets	1,782	1,509	18.1	5,339	4,545	17.5
<b>Depreciation and Amortization</b>	<b>3,263</b>	<b>3,394</b>	<b>(3.9)</b>	<b>9,768</b>	<b>10,356</b>	<b>(5.7)</b>

For the 12 and 36-week periods ended September 4, 2021, depreciation and amortization expense was down by 3.9% and 5.7%, respectively, compared to the same periods of 2020, and is mainly explained by certain tangible and intangible assets fully amortized and depreciated, mitigated by the increase in the depreciation of right-of-use assets following the renewal of leases over the last 12 months.

<sup>(1)</sup> The Adjusted EBITDA and the Adjusted EBITDA margin are non-IFRS measures. Refer to section 6 "Non-IFRS Performance Measures". The Adjusted EBITDA margin is calculated as Adjusted EBITDA divided by sales for the corresponding period.

### 3.1.6 Financial Expenses

Financial expenses for 12 and 36-week periods ended September 4, 2021, amounted to \$1.0 million and \$3.8 million respectively, compared to \$1.4 million and \$4.7 million for the corresponding periods of 2020. This decrease is due to a lower debt level and lower interest rates following the refinancing and redemption of the debentures, as previously explained.

### 3.1.7 Income Taxes

In the third quarters of 2021 and 2020, income tax expenses were \$1.1 million and \$1.9 million, respectively. The variation is essentially explained by a lower earnings before taxes.

For the 36-week of 2021 income tax expense was \$1.5 million, which is comparable to the same period of last fiscal year.

### 3.1.8 Net Earnings (loss)

#### Net Earnings (loss) of the 12 and 36-week periods ended September 4, 2021

(in thousands of dollars, except net earnings (loss) per share and percentages)

	12 weeks			36 weeks		
	2021	2020	Variance	2021	2020	Variance
	\$	\$	%	\$	\$	%
<b>Net earnings from continuing operations</b>	<b>2,288</b>	3,441	(33.5)	<b>2,917</b>	3,178	(8.2)
<b>Net loss from discontinued operations</b>	<b>(250)</b>	(1,652)	84.9	<b>(214)</b>	(12,601)	98.3
<b>Net earnings (loss)</b>	<b>2,038</b>	1,789	(13.9)	<b>2,703</b>	(9,423)	128.7
<b>Basic and diluted net earnings per share from continuing operations</b>	<b>0.02</b>	0.03	(33.3)	<b>0.03</b>	0.03	—
<b>Basic and diluted net loss per share from discontinued operations</b>	—	(0.01)	100.0	—	(0.12)	100.0
<b>Basic and diluted net earnings (loss) per share</b>	<b>0.02</b>	0.02	—	<b>0.03</b>	(0.09)	133.3

Net earnings from continuing operations for the third quarter of 2021 were \$2.3 million, or \$0.02 per share, compared to \$3.4 million, or \$0.03 per share for the corresponding period of last fiscal year. The main variations in the quarter were the lower adjusted EBITDA<sup>(1)</sup> as explained above, mitigated by the decrease of depreciation and amortization expenses, financial expenses and income tax expense. Net earnings for the third quarter of 2021 were \$2.0 million, or \$0.02 per share, an increase of \$0.2 million compared to \$1.8 million, or \$0.02 per share during the corresponding period of last fiscal year. The variation is explained by the facts described above and by the increase of \$1.4 million in net loss from discontinued operations as explained in section 4 "Discontinued operations". The weighted average number of basic shares outstanding during the 12-week period was 101,916,228 compared to 101,639,418 for the corresponding period of 2020.

Net earnings from continuing operations for the cumulative 36-week period of 2021 were \$2.9 million, or \$0.03 per share, compared to \$3.2 million, or \$0.03 per share, for the corresponding period of last fiscal year. The variation is mainly explained by the lower adjusted EBITDA<sup>(1)</sup> as explained above, mitigated by the decrease in the depreciation and amortization expenses and financial expenses. Net earnings for the 36-week period of 2021 were \$2.7 million, or \$0.03 per share, an increase of \$12.1 million compared to a loss of \$9.4 million, or \$(0.09) per share during the corresponding period of last fiscal year. The variation is explained by the facts describe above and by the increase of \$12.4 million related to the net loss from discontinued operations as explained in section 4 "Discontinued operations". The weighted average number of basic shares outstanding during the 36-week period was 101,828,309 compared to 101,639,418 for the corresponding period of 2020.

<sup>(1)</sup> The Adjusted EBITDA and the Adjusted EBITDA margin are non-IFRS measures. Refer to section 6 "Non-IFRS Performance Measures". The Adjusted EBITDA margin is calculated as Adjusted EBITDA divided by sales for the corresponding period.

## 3.2 Financial Position

The following table presents the main elements of current assets and liabilities, that make up the Company's working capital<sup>(2)</sup>. (in thousands of dollars)

	As at September 4, 2021 \$	As at December 26, 2020 \$	Variance \$
<b>Current assets</b>			
Trade and other receivables	40,813	34,416	6,397
Inventories	36,766	35,266	1,500
<b>Current assets</b>	<b>77,579</b>	<b>69,682</b>	<b>7,897</b>
<b>Current liabilities</b>			
Trade and other payables	40,629	38,519	2,110
<b>Working capital<sup>(2)</sup></b>	<b>36,950</b>	<b>31,163</b>	<b>5,787</b>

<sup>(2)</sup> Working capital is a non-IFRS performance measure. The Company calculates its working capital as described above. Working capital excludes the short-term portion of convertible debentures that have been redeemed during the second quarter. See Section 1 "Scope of the MD&A and Notice to Investors" for more information on the seasonality of sales.

As at September 4, 2021, the Company's working capital<sup>(2)</sup> was \$37.0 million, up \$5.8 million compared to the end of the last fiscal year. The increase is explained as follows:

### Trade and Other Receivables

Trade and other receivables balance were up \$6.4 million from December 26, 2020, due to higher sales in the third quarter and by the effect of seasonality.

### Inventories

Inventory balance increased by \$1.5 million from December 26, 2020. This increase is due to higher inventory levels related to higher demand caused by the increase in sales and the seasonality effect.

### Trade and Other Payables

The balance of trade and other payables increased by \$2.1 million from December 26, 2020, mainly due to the increase in inventories and the effect of seasonality.

### 3.3 Other Significant Changes in Financial Position

The following table presents the other significant items of the Company's financial position as at September 4, 2021, and their corresponding variances from the fiscal year ended December 26, 2020.

(in thousands of dollars)

	As at September 4, 2021 \$	As at December 26, 2020 \$	Variance \$
Property, Plant and Equipment	5,761	6,122	(361)
Intangible Assets	23,928	26,569	(2,641)
Right-of-use Assets	33,071	38,450	(5,379)
Deferred Tax Asset	4,817	6,351	(1,534)
Long-Term Debt	53,801	11,860	41,941
Lease Liabilities	35,324	41,633	(6,309)
Convertible Debentures	—	49,812	(49,812)
Pension Obligations	2,912	2,887	25
Equity Attributable to Shareholders	91,912	88,567	3,345

#### Property, Plant and Equipment

The reduction in property, plant and equipment is mainly due to depreciation partly offset by acquisition.

#### Intangible Assets

The reduction in intangible assets is mainly due to amortization.

#### Right-of-use Asset

The reduction in right-of-use assets is mainly due to depreciation.

#### Deferred Tax Asset

The decrease in deferred tax assets comes mainly from the reversal of tax attributes during the period.

#### Long-Term Debt

The increase in long-term debt is mainly due to the new credit facility which was used to redeem all of the convertible debentures outstanding for a total amount of \$49.3 million. In addition, the increase in long-term debt is mainly due to the new subordinated debt, of which \$15.0 million were received and which was used in part to repay the \$12.0 million balance of existing subordinated debt as at December 26, 2020.

#### Convertible Debentures

The decrease in convertible debentures is mainly explained by the redemption of all convertible debentures outstanding on March 23, 2021. Prior to redemption, in accordance with the terms of the convertible debentures which gave holders the right to convert before the announced redemption date, 273,600 common shares were issued for a total amount of \$0.7 million.

#### Lease Liabilities

The reduction in lease liabilities is mainly due to payments made during the period for leases.

#### Equity Attributable to Shareholders

The increase in shareholders' equity is mainly due to net earnings and other comprehensive income for the fiscal year as well by the common shares issued as mentioned above.

### 3.4 Data Related to Outstanding Shares

The following table presents the Company's shares and options data as at October 12, 2021. Refer to Notes 8, 11 and 12 of the interim condensed consolidated financial statements for further details.

(in thousands of dollars, except the number of shares and the number of stock-options)

	Number of shares / stock-options	Amount \$
<b>Common shares</b>		
Participating and voting common shares	101,954,885	257,008
<b>Options on participating and voting stock</b>		
Outstanding options	4,173,982	
Exercisable options	1,561,482	

### 3.5 Cash Flows

The following table represents consolidated cash flows of the 12 and 36-week periods ended September 4, 2021.

(in thousands of dollars)

	12 weeks		36 weeks	
	2021	2020	2021	2020
	\$	\$	\$	\$
<b>Cash flows from operating activities</b>	<b>7,448</b>	16,359	<b>9,717</b>	23,431
<b>Cash flows from investing activities</b>	<b>(659)</b>	215	<b>(1,270)</b>	1,676
<b>Cash flows from financing activities</b>	<b>(6,650)</b>	(3,230)	<b>(16,620)</b>	(12,193)
Net change in cash and cash equivalents from continuing operations	<b>139</b>	13,344	<b>(8,173)</b>	12,914
Net change in cash and cash equivalents from discontinued operations	<b>36</b>	(6,095)	<b>(169)</b>	(1,292)
Cash and cash equivalents (bank indebtedness) at the beginning	<b>677</b>	(1,062)	<b>9,194</b>	(5,435)
<b>Cash and cash equivalents at the end</b>	<b>852</b>	6,187	<b>852</b>	<b>6,187</b>

#### Operating Activities

Cash flows from operating activities amounted to \$7.4 million and \$9.7 million for the 12 and 36-week periods of 2021, respectively, compared to \$16.4 million and to \$23.4 million for the corresponding periods of 2020. This decrease is mainly due to higher utilization of working capital<sup>(2)</sup> and by a lower adjusted EBITDA<sup>(1)</sup>, mitigated by lower costs not related to current operations. The higher utilization of working capital<sup>(2)</sup> is explained by the timing of inventories purchase and suppliers payments, as well as higher collection of receivables in 2020.

#### Investing Activities

Cash flows used from investing activities amounted to \$(0.7) million and \$(1.3) million for the 12 and 36-week periods of 2021, respectively, down from \$0.2 million and \$1.7 million for the corresponding periods of 2020. The changes are mainly due to advances from discontinued operations.

<sup>(1)</sup> The adjusted EBITDA and the adjusted EBITDA margin are non-IFRS measures. Refer to section 6 "Non-IFRS Performance Measures". The adjusted EBITDA margin is calculated as adjusted EBITDA divided by sales for the corresponding period.

<sup>(2)</sup> Working capital is an indicator of the Company's ability to hedge its current liabilities with its current assets. Refer to MD&A section 3.2 "Financial Position" for detailed calculation.

### **Financing Activities**

Cash flows used from financing activities amounted to \$(6.7) million for the 12-week period, compared to \$(3.2) million for the corresponding period of 2020. The variation is mainly due to the quarterly repayment of the term loan, a decrease in financial expenses paid in 2021 and the repayment of an additional \$3.0 million of the revolving credit facility. Cash flows used from financing activities were \$(16.6) million for the 36-week period, compared to \$(12.2) million for the corresponding period of 2020. The variation is primarily due to the items mentioned above, in addition to the use of the new credit facility for \$43.0 million for the redemption of the debentures for \$49.3 million, and to an additional \$3.0 million borrowing of subordinated debt, compared to the repayment of \$2.0 million of the credit facility in the corresponding period of 2020.

### **3.6 Capital Resources**

As mentioned in section 2.1 Business Developments of 2021, the Company signed new financing agreements during the first quarter of 2021.

As at September 4, 2021, the available credit facility is \$39.0 million. Refer to section 13 for liquidity risk management.



## 4. Discontinued Operations

### Broadline distribution operations in Ontario

On May 11, 2020, the Company announced it had concluded an agreement for the sale of the majority of the assets of its Summit division. A residual amount of \$1.0 million was received during the 12-week period ended September 4, 2021, as a final adjustment and contingent consideration based on sales for the 12 months following the transaction.

The Company has reclassified as discontinued operations all results and cash flows for the current and previous periods, separately from its continuing operations for this division.

### Net earnings (loss) summary for discontinued operations

Net loss from discontinued operations are as follows:

(in thousands of dollars)

	12 weeks		36 weeks	
	2021	2020	2021	2020
	\$	\$	\$	\$
Sales	—	—	—	68,822
Cost of goods sold	—	—	—	62,408
<b>Gross Margin</b>	—	—	—	6,414
Operating expenses	—	303	(96)	9,274
Depreciation and amortization	—	553	—	1,807
Costs not related to current operations	250	1,990	281	12,303
<b>Operating loss</b>	<b>(250)</b>	<b>(2,846)</b>	<b>(185)</b>	<b>(16,970)</b>
Financial expenses	—	54	2	408
<b>Loss before taxes</b>	<b>(250)</b>	<b>(2,900)</b>	<b>(187)</b>	<b>(17,378)</b>
Income taxes (recovered)	—	(1,248)	27	(4,777)
<b>Net loss from discontinued operations</b>	<b>(250)</b>	<b>(1,652)</b>	<b>(214)</b>	<b>(12,601)</b>

The change in net loss is explained by the sale of the majority of Summit's assets occurred in May 2020, and therefore, this division was in operation during the first quarter of 2020 and part of the second quarter of 2020.

### Summary of costs not related to current operations

Costs not related to current operations from discontinued operations are as follows:

(in thousands of dollars)

	12 weeks		36 weeks	
	2021	2020	2021	2020
	\$	\$	\$	\$
Severance costs	—	482	—	7,931
Provision for onerous contracts	—	761	—	1,709
Provision for obsolescence of inventory and bad debt	—	—	—	240
Gain on disposal	250	—	278	14
Closing costs and others	—	747	3	2,409
<b>Total</b>	<b>250</b>	<b>1,990</b>	<b>281</b>	<b>12,303</b>

During the 12-week period ended September 4, 2021, the balance of the sale price receivable related to the sale of its Viandes Décarie division in May 2019 was reduced by an amount of \$0.3 million. Costs not related to current operations for 2020 result from the closure of London and Ottawa distribution centers which took place in February and March 2020, respectively, and the closure of the Mississauga distribution center in July 2020.

### Cash Flow Summary for Discontinued Operations

Cash flows from discontinued operations are as follows:

(in thousands of dollars)

	12 weeks		36 weeks	
	2021	2020	2021	2020
	\$	\$	\$	\$
Cash flows from operating activities	(953)	(4,971)	(1,170)	(3,404)
Cash flows from investing activities	1,003	(524)	1,003	4,958
Cash flows from financing activities	(14)	(600)	(2)	(2,846)
<b>Net change in cash and cash equivalents from discontinued operations</b>	<b>36</b>	<b>(6,095)</b>	<b>(169)</b>	<b>(1,292)</b>

Net change in cash from discontinued operations for the 12 and 36-week periods of 2021 amounted to \$nil million and to \$(0.2) million, respectively, compared to \$(6.1) million and \$(1.3) million for the corresponding period of last fiscal year. The change in the 2020 quarter was primarily due to cash flow from operating activities as a result of lower utilization of working capital following the termination by mutual agreement of the supply contract between Colabor and Recipe Unlimited ("Recipe") which took place gradually during the first quarter of 2020, the closure of two distribution centers in the first quarter of 2020, the sale of the Summit division in the second quarter and the closure of the last distribution center in the second and third quarters of 2020.

## 5. Summary of Recent Quarters

The following table presents a summary of results for the last eight quarters:

(in thousands of dollars, except per share data)

	2021				2020		2019	
	Q3 (12 weeks)	Q2 (12 weeks)	Q1 (12 weeks) \$	Q4 (16 weeks) \$	Q3 (12 weeks) \$	Q2 (12 weeks) \$	Q1 (12 weeks) \$	Q4 (16 weeks) \$
Sales <sup>(1)</sup>	131,622	108,052	85,635	133,317	120,931	95,458	111,613	192,900
Adjusted EBITDA <sup>(1)</sup>	7,821	6,671	3,848	7,459	10,143	7,613	3,698	8,188
Costs not related to current operations	75	64	91	344	(121)	508	1,080	703
Net earnings (loss) from continuing operations <sup>(1)</sup>	2,288	1,640	(1,011)	620	3,441	1,608	(1,871)	1,945
Net earnings (loss) from discontinued operations <sup>(1)</sup>	(250)	52	(16)	191	(1,652)	(4,490)	(6,459)	(2,233)
Net earnings (loss) <sup>(1)</sup>	2,038	1,692	(1,027)	811	1,789	(2,882)	(8,330)	(288)
Basic and diluted net earnings (loss) per share from continuing operations	0.02	0.02	(0.01)	0.01	0.03	0.01	(0.02)	0.02
Basic and diluted net earnings (loss) per share	0.02	0.02	(0.01)	0.01	0.02	(0.03)	(0.08)	—

<sup>(1)</sup> Sales, adjusted EBITDA and net earnings (loss) have been restated to reclassify the results of the Viandes Décarie division, whose sale was completed in May 2019 and Ontario activities as discontinued operations.

Sales for the last eight quarters have been impacted by different factors, such as the non-renewal of less-profitable contracts in the Wholesale and Broadline distribution activities in Quebec from the fourth quarter of 2019, by the termination of a contract in the Specialized distribution during the first quarter of 2020 and by the pandemic from the second quarter of fiscal year 2020. Net earnings for the first quarters are generally negatively impacted by seasonality. Net earnings for the fourth quarter of 2019 and the first quarter of 2020 were negatively impacted by costs not related to current operations. The adjusted EBITDA<sup>(1)</sup> as of the first quarter of 2020 also includes the impact of the IFRS 16 adoption.

## 6. Non-IFRS Performance Measures

This MD&A also contains information that follows non-IFRS measures of performance. Such information should not be considered in isolation or as a substitute for other IFRS performance measures, but rather as supplementary information. These measures are widely used in the financial community to evaluate the profitability of operations. They reflect the inclusion or exclusion of certain amounts that are not considered representative of the Company's recurring financial performance. Since these concepts are not defined by IFRS, they may not be comparable with those of other companies.

### Adjusted EBITDA

It is a measure commonly used by management, as well as investors and analysts, that can assess of an entity's performance and capacity of generating cash flows from its current operations. Adjusted EBITDA corresponds to net earnings (loss) to which the following items are added: depreciation and amortization, costs not related to current operations, expenses for stock-based compensation plan, financial expenses and income taxes.



## Reconciliation of Net Earnings to Adjusted EBITDA

(in thousands of dollars)

	12 weeks		36 weeks	
	2021	2020	2021	2020
	\$	\$	\$	\$
<b>Net earnings from continuing operations</b>	<b>2,288</b>	3,441	<b>2,917</b>	3,178
Income taxes	<b>1,130</b>	1,938	<b>1,454</b>	1,491
Financial expenses	<b>984</b>	1,443	<b>3,823</b>	4,737
<b>Operating earnings</b>	<b>4,402</b>	6,822	<b>8,194</b>	9,406
Expenses for stock-based compensation plan	<b>81</b>	48	<b>148</b>	225
Costs not related to current operations	<b>75</b>	(121)	<b>230</b>	1,467
Depreciation and amortization	<b>3,263</b>	3,394	<b>9,768</b>	10,356
<b>Adjusted EBITDA</b>	<b>7,821</b>	10,143	<b>18,340</b>	21,454

## Net Debt

Net debt corresponds to bank indebtedness, current portion of long-term debt, long-term debt and convertible debentures net of cash as presented in Colabor's consolidated statements of financial position.

The following table presents the calculation of net debt:

(in thousands of dollars)

	As at September 4, 2021	As at December 26, 2020
	\$	\$
Cash	(1,040)	(9,712)
Current portion of long-term debt	3,000	—
Long-term debt	51,250	12,000
Convertible debentures	—	49,812
<b>Net debt</b>	<b>53,210</b>	52,100

## Financial Leverage Ratio

The financial leverage ratio is defined as net debt divided by adjusted EBITDA from continuing operations for the last four quarters. Refer to the table in Section 5 "Summary of Recent Quarters".

## 7. Related Party Transactions

Transactions between related parties of the Company consist of sales occurring with Dubé & Loiselle Inc., an entity owned by a director of the Company. The transactions were carried out in accordance with the various contracts governing relations between the Company and Dubé & Loiselle Inc., in the normal course of business.

The following table shows the transactions between the Company and Dubé & Loiselle Inc.:  
(in thousands of dollars)

	12 weeks		36 weeks	
	2021	2020	2021	2020
	\$	\$	\$	\$
Sales	5,247	3,356	12,445	10,561
			As at September 4, 2021	As at December 26, 2020
Trade and other receivables, net of remittances			1,844	187

## 8. Off-Balance Sheet Transactions

The Company does not have any off-balance sheet transaction obligations, other than \$1.0 million in letters of credit to support the leasing of one of the Company's distribution centers.

## 9. Contingency

Since the second quarter of 2019, a lawsuit from a client for an amount of \$5.3 million (US\$4.2 million) has been initiated against the Company, alleging a default to the terms of the agreement. The Company intends to defend itself vigorously.

## 10. Risks and Uncertainties

The Company's activities are subject to numerous risks and uncertainties that are described in detail in its February 26, 2021, Annual Information Form (the "AIF"), which may be viewed on the SEDAR website at [www.sedar.com](http://www.sedar.com) and on the Company's website at [www.colabor.com](http://www.colabor.com). The risks described in the AIF are incorporated by reference in this MD&A.

## 11. Significant Estimates and Judgments

The preparation of the financial statements requires the management of the Company to undertake some judgments and estimates about the recognition and measurement of the assets, liabilities, revenues and expenses which are based on the facts and information that are available to management. Because of the pandemic, management has revised its judgments and estimates as part of the preparation of its interim condensed consolidated financial statements and concluded that there was no significant change as of September 4, 2021, compared to the last fiscal year ended December 26, 2020.

## 12. Internal Controls Over Financial Reporting

Management has designed and assessed disclosure controls and procedures (DC&P) and internal controls over financial reporting (ICFR) to provide reasonable assurance that the financial information presented by the Company is reliable and that its financial statements are prepared in accordance with IFRS.

The President and CEO as well as Senior Vice President and Chief Financial Officer have assessed, in accordance with Regulation 52-109 respecting Certification of Disclosure in Issuers' Annual and Interim Filings, the design of ICFR and DC&P for the period ended September 4, 2021. On the basis of this assessment, they have concluded that the design of ICFR and DC&P are adequate. For the 36-week period ended September 4, 2021, the President and CEO as well as the Senior Vice President and Chief Financial Officer have also assessed that there were no changes in the internal control over financial reporting process or in the disclosure controls and procedures that have materially affected, or are reasonably likely to materially affect, internal controls and procedures.

## 13. Financial Instruments

### A) Fair value

Fair value of cash and cash equivalent, trade and other receivables as well as trade and other payables is equivalent to the carrying amount due to their short-term maturity. Therefore, the time value of money is non-significant.

The carrying amount and fair value of the other financial instruments in the consolidated statements of financial position are as follows:

(in thousands of dollars)

	As at September 4, 2021		As at December 26, 2020	
	Carrying amount \$	Fair value \$	Carrying amount \$	Fair value \$
<b>Financial liabilities</b>				
Non-current				
Credit facility	38,943	39,250	—	—
Subordinated debt	14,858	15,000	11,860	11,969
Derivative financial instrument	103	103	—	—
	<b>53,904</b>	<b>54,353</b>	11,860	11,969

The fair value of the credit facility is comparable to the carrying amount as the interest rate fluctuates with the market rate with conditions comparable to those prevailing in the market.

The fair value of subordinated debt was determined by discounting future cash flows at 7.25% (6.5% as at December 26, 2020), the current rate of subordinated debt.

In addition, in April 2021, the Company entered into an interest rate swap for a total nominal value of \$15.0 million to cover the risk of interest rate fluctuations on a portion of its credit facility beginning in March 2022 until maturity in 2025. The interest rate fixed by the swap is 1.43%. Since this swap meet the hedge accounting conditions, changes in fair value are recognized in other comprehensive income.

The fair value of the interest rate swap is calculated at the present value of the estimated future cash flows using an appropriate interest rate yield curve. Assumptions are based on market conditions prevailing at each reporting date. The fair value of derivative instrument reflects the estimated amounts that the Company would receive or pay to settle the contract at the reporting date. As at September 4, 2021, the fair value of the swap is a liability and is accounted for under derivative financial instrument in the non-current liabilities of the consolidated statement of financial position for an amount of \$0.1 million.

### **Fair value measurement**

When determining an asset or a liability's fair value, the Company uses observable market data as much as possible. Financial assets and liabilities measured at fair value are presented using a three-level fair value hierarchy that reflects the significance of the inputs used in making the fair value measurements of these items. The three fair value hierarchy levels are as follows:

- Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities;
- Level 2: Inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly or indirectly;
- Level 3: inputs for the asset or liability that are not based on observable market data.

As at September 4, 2021, the Company has classified the fair value measurement of the credit facility, the subordinated debt and of the interest rate swap as Level 2. There was no transfer between the levels during the 12 and 36-week ended September 4, 2021.

## **B) Financial risks management**

The Company is exposed to various financial risks resulting from its operating, investing and financing activities. The Company's management manages financial risks in the purpose of limiting the Company's main financial risk exposure and its financial risk management policies are detailed below. The Company does not enter into financial instrument agreements, including derivative financial instruments, for speculative purposes.

### **Interest rate risk**

The credit facility bears interest at variable rates, and this exposes the Company to the cash flow risks resulting from interest rate fluctuations. The Company's other financial assets and liabilities do not result in any interest rate risk since they do not bear interest at variable rates. The Company manages its exposure to interest rate risk by favoring an appropriate mix of fixed and floating rate financial liabilities.

In addition, in April 2021, the Company entered into an interest rate swap for a total nominal value of \$15.0 with a financial institution in order to hedge the risk of fluctuations in interest rates on a portion of its credit facility beginning in March 2022 and until maturity in 2025. The Company periodically reviews the level of the debt on which the interest rates must be fixed.

### Credit risk

The carrying amount on the consolidated statements of financial position of trade and other accounts receivable and other assets represents the maximum amount exposed to credit risk.

The Company's credit risk is primarily attributable to its trade accounts receivable and other assets. The credit risk related to trade accounts receivable is generally diversified. The Company requires a guarantee or letter of credit from some of its customers. As at September 4, 2021, the Company had guarantees for about 1.3% of its trade accounts receivable (1.8% as at December 26, 2020). In addition, following the beginning of the pandemic, the payment terms of some customers have been modified for prepayments or payments on delivery in order to minimize credit risks.

The Company's policy is to have each customer undergo a credit check.

### Liquidity risk

Liquidity risk management serves to maintain a sufficient amount of cash and sources of financing in the form of authorized bank loans. The Company establishes budget estimates and cash flow forecasts to ensure it has the necessary funds to fulfill its obligations. These forecasts are updated on a regular basis to consider the impacts of the rapidly evolving pandemic. According to our updated forecast based on information currently available to management, the Company is expecting to be able to meet its obligations for the next 12 to 15 months by using future cash flows from operating and funds available under the credit facility in place.

As at September 4, 2021, the Company was in compliance with all its bank covenants.