



Rubicon Organics Inc.

Condensed Consolidated Interim Financial Statements (Unaudited)

For the three months ended March 31, 2026

Expressed in thousands of Canadian dollars unless otherwise noted



The accompanying unaudited condensed consolidated interim financial statements of the Company have been prepared by and are the responsibility of the Company's management. The Company's independent auditor has not performed a review of these financial statements in accordance with the standards established by the Canadian Institute of Professional Chartered Accountants for a review of interim financial statements by an entity's auditor.

RUBICON ORGANICS INC.
CONDENSED CONSOLIDATED INTERIM STATEMENTS OF FINANCIAL POSITION (UNAUDITED)
Expressed in thousands of Canadian Dollars



	Notes	March 31, 2026	December 31, 2025
ASSETS			
Current			
Cash and cash equivalents	17	\$ 3,198	\$ 3,989
Accounts receivable	5	5,312	9,295
Prepaid expenses and deposits	6	3,662	3,063
Inventories	7	17,890	16,557
Cannabis plants	8	3,285	2,927
		<u>33,347</u>	<u>35,831</u>
Non-Current			
Property, plant and equipment	9	30,321	28,682
Intangible assets	10	2,382	2,382
Total assets		<u>\$ 66,050</u>	<u>\$ 66,895</u>
LIABILITIES AND SHAREHOLDERS' EQUITY			
Current			
Accounts payable and accrued liabilities	12	\$ 10,913	\$ 10,344
Interest payable		68	71
Current portion of lease liabilities	11	450	51
Current portion of loans and borrowings	13	1,722	1,722
		<u>13,153</u>	<u>12,188</u>
Non-Current			
Non-current portion of lease liabilities	11	1,141	302
Non-current portion of loans and borrowings	13	10,118	10,348
Total liabilities		<u>24,412</u>	<u>22,838</u>
Shareholders' equity			
Share capital	14	112,099	111,931
Reserves	15	25,326	25,161
Deficit		(95,787)	(93,035)
Total shareholders' equity		<u>41,638</u>	<u>44,057</u>
Total liabilities and shareholders' equity		<u>\$ 66,050</u>	<u>\$ 66,895</u>

Approved on behalf of the Board:

(Signed) "Michael Detlefsen"
Director

(Signed) "Margaret Brodie"
Director and CEO

The accompanying Notes form an integral part of these condensed consolidated interim financial statements.

RUBICON ORGANICS INC.**CONDENSED CONSOLIDATED INTERIM STATEMENTS OF LOSS AND COMPREHENSIVE LOSS
(UNAUDITED)***Expressed in thousands of Canadian Dollars, except for share information*

	Notes	For the three months ended	
		March 31, 2026	March 31, 2025
Revenue			
Product sales		\$ 17,293	\$ 16,053
Excise taxes		(3,604)	(3,677)
Net revenue		13,689	12,376
Cost of sales		10,949	8,589
Gross profit before fair value adjustments		2,740	3,787
Fair value adjustments to cannabis plants, inventory sold, and other charges	8	731	440
Gross profit		3,471	4,227
Operating expenses			
Salaries, wages, and consulting		3,360	2,238
General and administrative		1,030	870
Sales and marketing		1,173	678
Share-based compensation	15	333	504
Depreciation and amortization	9	104	48
		6,000	4,338
Loss from operations		(2,529)	(111)
Interest on loans	13	214	175
Foreign exchange loss		9	36
Net loss and comprehensive loss for the period		\$ (2,752)	\$ (322)
Loss per share, basic		\$ (0.04)	\$ (0.01)
Loss per share, diluted		\$ (0.04)	\$ (0.01)
Weighted average number of shares outstanding, basic		70,430,444	58,608,210
Weighted average number of shares outstanding, diluted		72,058,951	60,171,623

The accompanying Notes form an integral part of these condensed consolidated interim financial statements.

RUBICON ORGANICS INC.
CONDENSED CONSOLIDATED INTERIM STATEMENTS OF CHANGES IN EQUITY (UNAUDITED)
Expressed in thousands of Canadian Dollars, except for share information


	Notes	Number of Shares	Share Capital	Share-Based Reserves	Warrant Reserve	Reserves	Deficit	Total Shareholders' Equity
Balance, January 1, 2025		56,528,091	\$ 108,303	\$ 15,455	\$ 7,729	\$ 23,184	\$ (94,086)	\$ 37,401
Share-based compensation	15	—	—	504	—	504	—	504
Vesting of RSUs	14	226,852	102	(102)	—	(102)	—	—
Net loss for the period		—	—	—	—	—	(322)	(322)
Balance, March 31, 2025		56,754,943	\$ 108,405	\$ 15,857	\$ 7,729	\$ 23,586	\$ (94,408)	\$ 37,583
Balance, January 1, 2026		67,175,771	\$ 111,931	\$ 16,632	\$ 8,529	\$ 25,161	\$ (93,035)	\$ 44,057
Share-based compensation	15	—	—	333	—	333	—	333
Vesting of RSUs	14	403,145	168	(168)	—	(168)	—	—
Net loss for the period		—	—	—	—	—	(2,752)	(2,752)
Balance, March 31, 2026		67,578,916	\$ 112,099	\$ 16,797	\$ 8,529	\$ 25,326	\$ (95,787)	\$ 41,638

The accompanying Notes form an integral part of these condensed consolidated interim financial statements.

RUBICON ORGANICS INC.
CONDENSED CONSOLIDATED INTERIM STATEMENTS OF CASH FLOWS (UNAUDITED)
Expressed in thousands of Canadian Dollars



	Notes	For the three months ended	
		March 31, 2026	March 31, 2025
OPERATING ACTIVITIES			
Net loss from continuing operations		\$ (2,752)	\$ (322)
Adjustments to reconcile net loss to cash provided by operating activities:			
Fair value adjustments to cannabis plants, inventory sold, and other charges	8	(731)	(440)
Depreciation and amortization	9	1,157	764
Share-based compensation	15	333	504
Interest on loans	13	214	175
Foreign exchange loss		9	3
Changes in non-cash working capital items	17	3,864	(1,646)
Cash provided by (used in) operating activities		2,094	(962)
INVESTING ACTIVITIES			
Purchase of property, plant and equipment	9	(2,270)	(731)
Cash used in investing activities		(2,270)	(731)
FINANCING ACTIVITIES			
Principal loan payments		(245)	(179)
Interest paid		(203)	(177)
Repayment of lease liabilities		(157)	(25)
Cash used in financing activities		(605)	(381)
Effect of exchange rate changes on cash		(10)	(2)
Net decrease in cash and cash equivalents during the period		(791)	(2,076)
Cash and cash equivalents, beginning of period		3,989	9,857
Cash and cash equivalents, end of period		\$ 3,198	\$ 7,781

The accompanying Notes form an integral part of these condensed consolidated interim financial statements.

RUBICON ORGANICS INC.

NOTES TO THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS (UNAUDITED)

Expressed in thousands of Canadian dollars unless otherwise noted



1. NATURE OF OPERATIONS

Rubicon Organics Inc. (the “Company”, “Rubicon”, or “ROI”) is a British Columbia registered company incorporated on May 15, 2015.

The Company’s principal business is the production and sale of cannabis in Canada. The Company produces and processes premium cannabis at its two wholly owned, federally licensed facilities: a 125,000 square foot facility in Delta, British Columbia (the “Pacifica Facility”); and its purpose-built 47,500 square foot indoor cultivation facility located in Hope, British Columbia (the “Cascadia Facility”). The Company sells its cannabis under its wholly owned brands and certain wholesale channels.

The Company’s common shares trade on the TSX Venture Exchange (the “TSXV”) under the trading symbol “ROMJ” and on the OTCQX Best Market under the symbol “ROMJF”.

The address of the Company’s registered office and records is 1200 Waterfront Centre, 200 Burrard Street, PO Box 48600 Vancouver, British Columbia V7X 1T2. The Company’s head office is unit 701, 744 West Hastings Street, Vancouver, British Columbia V6C 1A5.

2. BASIS OF PREPARATION

These condensed consolidated interim financial statements, including comparatives, have been prepared in accordance with International Accounting Standards (“IAS”) 34, Interim Financial Reporting. Certain information and note disclosures normally included in the audited annual consolidated financial statements prepared in accordance with International Financial Reporting Standards (“IFRS”) as issued by the International Accounting Standards Board (“IASB”) and interpretations of the International Financial Reporting Standards Interpretation Committee (“IFRIC”) have been omitted or condensed. As a result, these condensed consolidated interim financial statements should be read in conjunction with the audited consolidated financial statements of the Company for the year ended December 31, 2025 (“Annual Financial Statements”).

These condensed consolidated interim financial statements have been prepared on a going concern basis which assumes that the Company will be able to realize its assets and discharge its liabilities in the normal course of business for the foreseeable future.

These financial statements were authorized for issuance by the Board of Directors of the Company on May 13, 2026.

3. MATERIAL ACCOUNTING POLICIES

During the period, the Company changed its accounting policy with respect to the recognition of certain leases. Previously, these leases were expensed as incurred. Following a reassessment of the contractual terms and applicable requirements of IFRS 16 *Leases*, the Company determined that these arrangements meet the definition of a lease and should be recognized on the statement of financial position.

Accordingly, the Company now recognizes a right-of-use asset and a corresponding lease liability at the start of this period, measured in accordance with IFRS 16. Lease expenses previously recognized within operating expenses are replaced with depreciation of right-of-use assets and interest expense on lease liabilities.

All other accounting policies used in the preparation of these condensed consolidated interim financial statements are consistent with those followed in the preparation of the Company’s Annual Financial Statements.

4. CRITICAL ACCOUNTING ESTIMATES AND JUDGMENTS

The critical estimates and judgements made in the preparation of these condensed consolidated interim financial statements are consistent with those followed in the preparation of the Company’s Annual Financial Statements.

RUBICON ORGANICS INC.

NOTES TO THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS (UNAUDITED)

Expressed in thousands of Canadian dollars unless otherwise noted



5. ACCOUNTS RECEIVABLE

	March 31, 2026		December 31, 2025
Trade receivables	\$ 5,012	\$	9,049
Sales taxes recoverable	300		246
Total accounts receivable	\$ 5,312	\$	9,295

Trade receivables arise from sales of cannabis to distributors and retailers in Canada. As at March 31, 2026, 83% of trade receivables were with provincial government cannabis distributors (December 31, 2025: 92%). Trade receivables are net of a \$466 provision for returns (December 31, 2025: \$798).

For the three months ended March 31, 2026, the Company had four customers (March 31, 2025: four customers) that individually represented more than 10% and together constituted 96% (March 31, 2025: 96%) of the Company's net revenue. Direct sales to provincial government cannabis distributors accounted for 97% of revenue (March 31, 2025: 96%).

6. PREPAID EXPENSES, DEPOSITS, & OTHER

	March 31, 2026		December 31, 2025
Prepaid expenses	\$ 483	\$	1,022
Deposits	2,683		1,591
Prepaid excise tax expense	496		450
Total prepaid expenses and deposits	\$ 3,662	\$	3,063

As at March 31, 2026, \$640 of the deposits balance was related to property, plant and equipment (December 31, 2025: \$370).

7. INVENTORIES

Inventory as at March 31, 2026 and December 31, 2025 consisted of consumable inventory used in the propagation and transformation of the Company's cannabis plants, work-in-process ("WIP") inventory and finished goods.

	March 31, 2026		December 31, 2025
Consumable inventory	\$ 2,400	\$	2,033
WIP inventory	13,338		12,874
Finished goods	2,152		1,650
Total inventories	\$ 17,890	\$	16,557

At March 31, 2026, WIP inventory and finished goods include \$723 of non-cash fair value of cannabis plants transferred upon harvest (December 31, 2025: \$6,613).

At March 31, 2026, \$763 of consumable inventory is expected to be utilized more than twelve months after the reporting period (December 31, 2025: \$707).

8. CANNABIS PLANTS

The changes in the carrying value of cannabis plants was as follows:

Balance, December 31, 2025	\$ 2,927
Change in fair value of cannabis plants	4,838
Transferred to inventory upon harvest	(4,480)
Balance, March 31, 2026	\$ 3,285

The fair value of cannabis plants was determined using a valuation model that estimates the expected average yield

RUBICON ORGANICS INC.

NOTES TO THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS (UNAUDITED)

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per plant and applies this to the estimated fair value less costs to sell per gram of dried cannabis flower. These fair value measurements have been categorized as Level 3 of the fair value hierarchy because there is currently no actively traded commodity market in Canada for cannabis plants.

The significant assumptions applied in determining the fair value are as follows:

- expected average yield of approximately 70.0 grams per plant (December 31, 2025: 71.8 grams per plant); and
- comparable selling price of wholesale dried cannabis flower ranging from \$1.34 to \$1.45 per gram (December 31, 2025: \$1.24 to \$1.50 per gram).

The comparable selling price used in the valuation is based on recently quoted prices of wholesale dried cannabis flower from licensed Canadian wholesalers and varies based on THC content. Expected average yields for cannabis plants are subject to a variety of factors, such as strains being grown, length of growing cycle, and space allocated for growing. Estimates of future yields are based on the historical weighted average of actual yields.

The Company periodically reassesses the significant assumptions applied in determining the fair value of cannabis plants based on historical information as well as the Company's planned production schedules. When there is a material change in any of the significant assumptions, the fair value of cannabis plants is adjusted.

For the period ended March 31, 2026, the Company determined the weighted average fair value less costs to sell was approximately \$1.43 per dried gram (December 31, 2025: \$1.46 per dried gram).

The Company has quantified the sensitivity of the significant unobservable inputs used to calculate the fair value recorded. An increase/decrease in the comparable selling price per gram of 10% would result in an increase/decrease in the value of cannabis plants of \$438. An increase/decrease in the expected average yield per plant of 10% would result in an increase/decrease in the value of cannabis plants of \$328.

The number of weeks in the growth cycle is eleven to sixteen weeks from propagation to harvest. As at March 31, 2026, the cannabis plants were estimated to be, on average, 52% complete (December 31, 2025: 43% complete).

The fair value adjustment to cannabis plants, inventory sold, and other charges for the three months ended March 31, 2026 and March 31, 2025 is comprised of the following:

	For the three months ended	
	March 31, 2026	March 31, 2025
Unrealized gain on changes in fair value of cannabis plants	\$ 4,838	\$ 3,281
Realized fair value of inventory sold	(3,646)	(2,781)
Adjustment to net realizable value of inventory on hand at period end	(461)	(60)
	\$ 731	\$ 440

RUBICON ORGANICS INC.
NOTES TO THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS (UNAUDITED)
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9. PROPERTY, PLANT AND EQUIPMENT

Cost	Buildings and leasehold improvements	Equipment and vehicles	Land	Construction in progress	Right-of-use assets	Total
At December 31, 2025	\$ 24,628	\$ 19,084	\$ 2,041	\$ 168	\$ 457	\$ 46,378
Additions	18	406	—	1,073	1,334	2,831
Commissioned during the period	9	415	—	(424)	—	—
At March 31, 2026	\$ 24,655	\$ 19,905	\$ 2,041	\$ 817	\$ 1,791	\$ 49,209
Accumulated depreciation						
At December 31, 2025	\$ 5,508	\$ 12,079	\$ —	\$ —	\$ 109	\$ 17,696
Depreciation	340	722	—	—	130	1,192
At March 31, 2026	\$ 5,848	\$ 12,801	\$ —	\$ —	\$ 239	\$ 18,888
Net book value						
At March 31, 2026	\$ 18,807	\$ 7,104	\$ 2,041	\$ 817	\$ 1,552	\$ 30,321

Cost	Buildings and leasehold improvements	Equipment and vehicles	Land	Construction in progress	Right-of-use assets	Total
At December 31, 2024	\$ 19,621	\$ 15,954	\$ 2,041	\$ 69	\$ 270	\$ 37,955
Additions	29	304	—	7,903	360	8,596
Commissioned during the period	4,978	2,826	—	(7,804)	—	—
Disposals	—	—	—	—	(173)	(173)
At December 31, 2025	\$ 24,628	\$ 19,084	\$ 2,041	\$ 168	\$ 457	\$ 46,378
Accumulated depreciation						
At December 31, 2024	\$ 4,364	\$ 9,827	\$ —	\$ —	\$ 186	\$ 14,377
Depreciation	1,144	2,252	—	—	62	3,458
Disposals	—	—	—	—	(139)	(139)
At December 31, 2025	\$ 5,508	\$ 12,079	\$ —	\$ —	\$ 109	\$ 17,696
Net book value						
At December 31, 2025	\$ 19,120	\$ 7,005	\$ 2,041	\$ 168	\$ 348	\$ 28,682

RUBICON ORGANICS INC.

NOTES TO THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS (UNAUDITED)

Expressed in thousands of Canadian dollars unless otherwise noted



During the interim period, the Company changed its accounting policy with respect to the recognition of a class of leases that were previously expensed as incurred. Following a reassessment of the contractual terms and the requirements of IFRS 16 *Leases*, the Company determined that these arrangements meet the definition of a capital lease and should be recognized on the statement of financial position. As a result, the Company now recognizes right-of-use assets and corresponding lease liabilities for these leases. The change in accounting policy has been applied prospectively from the effective date of the change, with no adjustment to comparative periods. Accordingly, lease costs previously recognized within operating expenses are replaced by depreciation of right-of-use assets and interest expense on lease liabilities from the date of application.

For the three months ended March 31, 2026, depreciation of \$761 was included in production costs (March 31, 2025: \$554) and \$34 was capitalized to inventory (March 31, 2025: \$64).

During the three months ended March 31, 2026, the total amount of depreciation recognized in cost of sales was \$293 (March 31, 2025: \$163).

10. INTANGIBLE ASSETS

Cost and carrying amount	Licenses	Patents, trademarks and other rights	Total
At December 31, 2025	\$ 1,882	\$ 500	\$ 2,382
At March 31, 2026	\$ 1,882	\$ 500	\$ 2,382

The intangible assets are the Health Canada licenses and the Wildflower™ brand ("Wildflower"). Pacifica's Health Canada license was acquired in 2017 when RHC acquired all the outstanding common shares of Vintages Organic Cannabis Company Inc. for \$1,882. The Health Canada license was measured at fair value at the time of acquisition. During the year ended December 31, 2025, Cascadia obtained its Health Canada license. Wildflower was acquired on October 5, 2022, for \$500. Wildflower was measured at cost at the time of acquisition. Both intangible assets have an indefinite life. The Company expects to renew the licenses at each expiry date indefinitely and expects Wildflower to generate economic benefit in perpetuity.

RUBICON ORGANICS INC.**NOTES TO THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS (UNAUDITED)***Expressed in thousands of Canadian dollars unless otherwise noted***11. LEASES**

Information about lease liabilities for which the Company is a lessee is presented below.

At December 31, 2024	\$	89
Lease additions		360
Lease terminations		(41)
Lease payments		(72)
Interest expense on lease liability		17
At December 31, 2025		353
Lease additions		1,334
Lease payments		(158)
Interest expense on lease liability		62
At March 31, 2026		1,591
Less: current portion		450
Non-current portion of lease liabilities	\$	1,141

12. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	March 31, 2026	December 31, 2025
Trade payables	\$ 1,818	\$ 1,519
Accrued liabilities	5,267	3,922
Excise taxes payable	3,828	4,903
Total accounts payable and accrued liabilities	\$ 10,913	\$ 10,344

The Company remains fully compliant with all applicable excise tax regulations, with quarterly remittances consistently submitted in advance of their respective due dates.

RUBICON ORGANICS INC.**NOTES TO THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS (UNAUDITED)***Expressed in thousands of Canadian dollars unless otherwise noted***13. LOANS AND BORROWINGS**

The changes in the carrying value of current and non-current loans and borrowings are as follows:

	Capital Loan		Credit Facilities		Total
At December 31, 2025	\$ 2,967	\$	9,103	\$	12,070
Interest on loans	52		162		214
Interest payments	(50)		(150)		(200)
Principal payments	(54)		(190)		(244)
At March 31, 2026	2,915		8,925		11,840
Less: current portion	397		1,325		1,722
Non-current loans and borrowings	\$ 2,518	\$	7,600	\$	10,118

	Capital Loan		Credit Facilities		Total
At December 31, 2024	\$ —	\$	9,800	\$	9,800
Loan received	2,967		—		2,967
Interest on loans	17		690		707
Interest payments	(17)		(655)		(672)
Principal payments	—		(732)		(732)
At December 31, 2025	2,967		9,103		12,070
Less: current portion	397		1,325		1,722
Non-current loans and borrowings	\$ 2,570	\$	7,778	\$	10,348

Total interest accrued on loans for the three months ended March 31, 2026, was \$214 (March 31, 2025: \$175). All interest payments due within twelve months are classified as current.

14. SHARE CAPITAL**a. Authorized**

The Company is authorized to issue an unlimited number of common shares with no par value.

b. Issued and fully paid

Common shares			
December 31, 2024	56,528,091	\$	108,303
Vesting of RSUs	420,415		266
Non-brokered private placement, net of financing costs	10,227,265		3,362
December 31, 2025	67,175,771		111,931
Vesting of RSUs	403,145		168
March 31, 2026	67,578,916	\$	112,099

15. RESERVES**a. Options**

Under the Company's Equity Incentive Plan and Deferred Share Unit Plan (together the "Legacy Plans"), the Board of Directors granted stock options, restricted share awards, restricted share units and deferred share units ("Equity Awards") to eligible directors, officers, employees, and consultants of the Company and its subsidiaries.

On July 31, 2024, the shareholders approved the Company's new Omnibus Equity Incentive Plan. This plan is a fixed plan which provides that the aggregate maximum number of Common Shares that may be issued upon the exercise or settlement of awards granted under the plan is 4,846,192 Common Shares. The Omnibus Equity Incentive Plan replaces the Company's Legacy Plans, and as such, no further grants can be made under the Legacy Plans.

RUBICON ORGANICS INC.**NOTES TO THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS (UNAUDITED)***Expressed in thousands of Canadian dollars unless otherwise noted*

The exercise price of stock options issued pursuant to the Equity Plans is determined by the Board of Directors but cannot be lower than the fair market value of the common shares subject to option on the date of grant. The options vest and become exercisable as determined by the Board of Directors at the time of the grant. Unless determined otherwise by the Board of Directors, the options expire within five years from the date of grant.

The following table provides a summary of the changes in stock options:

	Number of options	Weighted average exercise price
Outstanding, December 31, 2024	2,156,033	\$1.54
Forfeited	(56,500)	\$0.90
Expired	(559,333)	\$0.86
Outstanding, December 31, 2025	1,540,200	\$1.81
Outstanding, March 31, 2026	1,540,200	\$1.87

The following table provides information on stock options outstanding and exercisable as at March 31, 2026:

Expiry Date	Exercise Price	Options outstanding		Options exercisable	
		Number of options	Weighted average remaining contractual life (years)	Number of options	Weighted average remaining contractual life (years)
November 16, 2026	\$0.85	70,000	0.63	70,000	0.63
July 13, 2027	\$0.86	640,200	1.28	640,200	1.28
November 30, 2027	\$0.85	145,000	1.67	145,000	1.67
January 6, 2028	\$0.90	685,000	1.77	456,666	1.77
		1,540,200	1.51	1,311,866	1.46

During the three months ended March 31, 2026, the Company recognized \$nil in share-based compensation expense related to options (March 31, 2025: \$11).

b. Warrants

The following table provides information on warrants outstanding:

Issue Date	Expiry Date	Exercise Price	Number of Warrants	
			March 31, 2026	December 31 2025
May 7, 2025	May 7, 2027	\$0.70	5,341,963	5,341,963

Each warrant is exercisable into one common share of the Company upon payment of the exercise price.

RUBICON ORGANICS INC.**NOTES TO THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS (UNAUDITED)***Expressed in thousands of Canadian dollars unless otherwise noted***c. Restricted Share Units (“RSUs”)**

The following table provides a summary of the changes in RSUs:

	Number of RSUs
Outstanding, December 31, 2024	3,321,106
Granted	809,712
Vested	(420,415)
Expired and cancelled	(1,169,859)
Outstanding, December 31, 2025	2,540,544
Granted	1,002,773
Vested	(403,145)
Outstanding, March 31, 2026	3,140,172

During the three months ended March 31, 2026, the Company recognized \$157 in share-based compensation related to RSUs (March 31, 2025: \$317).

d. Deferred Stock Units (“DSUs”)

The following table provides a summary of changes in DSUs:

	Number of DSUs
Outstanding, December 31, 2024	300,000
Granted	1,876,692
Vested	(210,000)
Outstanding, December 31, 2025	1,966,692
Granted	1,024,576
Outstanding, March 31, 2026	2,991,268

During the three months ended March 31, 2026, the Company recognized \$113 in share-based compensation related to DSUs (March 31, 2025: \$150).

e. Performance Share Units (“PSUs”)

The following table provides a summary of changes in PSUs:

	Number of PSUs
Outstanding, December 31, 2024	—
Granted	809,712
Expired and cancelled	(141,942)
Outstanding, December 31, 2025	667,770
Granted	1,002,773
Outstanding, March 31, 2026	1,670,543

During the three months ended March 31, 2026, the Company recognized \$63 in share-based compensation related to PSUs (March 31, 2025: \$26).

RUBICON ORGANICS INC.**NOTES TO THE CONDENSED CONSOLIDATED INTERIM FINANCIAL STATEMENTS (UNAUDITED)***Expressed in thousands of Canadian dollars unless otherwise noted***16. RELATED PARTY TRANSACTIONS****a. Related party transactions**

Accounts payable and accrued liabilities at March 31, 2026, included \$26 (December 31, 2025: \$26) owed to executives and directors of the Company for expenses paid on behalf of the Company.

b. Compensation of key management personnel

Key management personnel are those persons having the authority and responsibility for planning, directing and controlling activities of the entity, directly or indirectly. The key management personnel of the Company are the members of the Company's executive management team and Board of Directors. Key management compensation for the three months ended March 31, 2026 was comprised of:

	March 31, 2026	March 31, 2025
Salaries and accrued salaries	\$ 284	\$ 276
Bonuses in accrued liabilities	148	84
Share based compensation	308	347
Total compensation of key management personnel	\$ 740	\$ 707

17. SUPPLEMENTAL CASH FLOW INFORMATION

Change in non-cash working capital items for the three months ended:

	March 31, 2026	March 31, 2025
Accounts receivable	\$ 3,983	\$ 155
Prepays and deposits	411	66
Inventory	(925)	(956)
Accounts payable and accrued liabilities	333	(921)
Interest payable	68	54
Interest on lease liabilities	62	10
Current portion of loans and borrowings	(68)	(54)
Change in non-cash working capital items	\$ 3,864	\$ (1,646)

As at March 31, 2026, accounts payable and accrued liabilities include \$88 related to capital asset additions (December 31, 2025: \$150).

Cash and cash equivalents consist of the following:

	March 31, 2026	December 31, 2025
Cash	\$ 3,063	\$ 3,575
Cash equivalents	135	414
Total cash and cash equivalents	\$ 3,198	\$ 3,989

Cash equivalents consist of deposits that are immediately convertible to cash.