

2024 SUSTAINABILITY REPORT





WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

TABLE OF
CONTENTS

ABOUT THIS REPORT
AND FORWARD
LOOKING STATEMENTS
& DISCLAIMERS 4

A LETTER FROM
OUR CEO 5

ABOUT WINLAND FOODS 6

Winland Foods at a Glance

Product Categories

Manufacturing Network

Our Capabilities & Brands

OUR SUSTAINABILITY
APPROACH 10

Materiality Assessment

Sustainability Strategy & Framework

2024 Highlights

ENVIRONMENTAL
IMPACT 14

Climate Risk

Energy & Emissions

Water Management

Waste Management

Packaging Life Cycle Management

SOCIAL IMPACT 22

Food Safety

Occupational Health & Safety

Product Labeling & Marketing

Health & Nutrition

Product Affordability

Employee Engagement

GOVERNANCE 31

Corporate Governance

About Our Board

Enterprise Risk Management

Ethics & Compliance

Data Privacy & Security

Supply Chain Management

APPENDIX 36

Performance Data Tables

Sustainability Goals & KPIs

GRI and SDG Index



WINLAND FOODS

2024 SUSTAINABILITY REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

ABOUT THIS REPORT

This report covers key sustainability-related activities and accomplishments of Winland Foods from January 1, 2024, to December 31, 2024, related to environmental protection, social responsibility, and economic progress. It includes related activities under the company's operational control but is not all-inclusive. It also includes select supplier- and product-related impacts. Data pertaining to carbon emissions, energy, and health and safety contained in this report are subject to restricted boundaries due to availability. Unless otherwise noted, all 2024 data and disclosures reflect our operations as of December 31, 2024, including facilities acquired or divested in 2024. Data for 2023 in the Appendix has not been recalculated to reflect acquisitions. As such, the inclusion of our recent acquisitions in our year-over-year progress will vary.



FORWARD LOOKING STATEMENTS & DISCLAIMERS

This report includes forward-looking statements regarding Winland Foods' expectations, plans, and prospects for improving our sustainability performance, achieving our sustainability goals, and meeting related objectives. Such statements are based on our current expectations and assumptions as of the report's publication and are subject to risks, uncertainties, and changes in circumstances that may differ materially from those contemplated. These may include our ability to successfully implement sustainability initiatives, respond to changing market conditions, and manage social and environmental risks, among other factors. The goals and timelines in this report are aspirational targets, not guarantees or promises of future performance. We anticipate that subsequent events and developments may cause expectations and assumptions to change, and we undertake no obligation to update or revise forward-looking statements except as may be required by law.



WINLAND FOODS

2024 SUSTAINABILITY REPORT

A LETTER FROM OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX



A LETTER FROM OUR CEO

Dear Stakeholders,

At Winland Foods, nothing is more important than delivering the high-quality, affordable food choices our customers expect. From ingredient sourcing to final product delivery, Winland Foods is taking steps to make sustainability an integral part of how we work. Focusing on sustainability is one way for Winland Foods to deliver even greater value for our business and our customers. It helps us reduce costs, use resources more efficiently, and ultimately create a more resilient business and global food chain.

I'm proud of our team's continued efforts to embed sustainability into our operations, while simultaneously driving operational excellence and fostering innovation throughout the organization. This year, we have refined our sustainability framework with new initiatives to enhance our product portfolio, increase supply chain resilience, advance sustainable operations, and promote a winning culture. These initiatives also position us to address the growing demand for more sustainable, affordable, and responsible products.

At the same time, we have taken important steps to better align our business with the United Nations (UN) Sustainable Development Goals (SDGs), which inform our decision-making and help us deliver meaningful, long-term impacts. This alignment provides us with clarity and direction, helping to ensure that our sustainability initiatives continue to benefit both Winland Foods and the global communities we serve and rely on.

As part of our ongoing efforts, we expanded our portfolio through strategic acquisitions of Philadelphia Macaroni Company and our new condiment facility in Elk Grove Village, Illinois. These additions are fueling

new avenues for innovation and enabling us to respond even more effectively to the needs of our customers and stakeholders. The synergy between these acquisitions and our sustainability objectives is already enhancing our ability to deliver operational efficiencies and develop new, more sustainable product offerings.

This year, we launched a partnership with Feeding America to further promote food access in our communities, helping us to expand our reach while maintaining meaningful local efforts near each of our sites. We also reported to CDP for the first time, marking a significant milestone in our transparency and progress on environmental sustainability. This response demonstrates our ongoing commitment to measuring, managing, and improving our environmental impact.

Looking ahead, we will continue to prioritize action in line with our sustainability framework, aiming to further progress our goals and integrate sustainability into our business. Our commitment to collaboration—whether through acquisitions, partnerships, supplier relationships, or within our own teams—remains a key driver of our success. These relationships help us continue to create value for our customers, employees, and communities in ways that protect our resources now and for the long term.

Together, we are shaping the future of food manufacturing into one that is responsible, resilient, and nourishing for all. With a clear strategy and a dedicated team, we will continue working to fulfill our commitments and make meaningful progress.

Warm regards,

Eric Beringause
CEO, Winland Foods



WINLAND FOODS

2024 SUSTAINABILITY REPORT

A LETTER FROM OUR CEO

ABOUT WINLAND FOODS

[Winland Foods at a Glance](#)

[Product Categories](#)

[Manufacturing Network](#)

[Our Capabilities & Brands](#)

OUR SUSTAINABILITY APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

ABOUT WINLAND FOODS

Established in 2022, Winland Foods is a leading manufacturer of high-quality private label and branded foods, serving retail, food service, ingredient/co-manufacturing, and international markets. With offerings across 12 key categories—including pasta, sauces, dressings, and dry dinners—we play a pivotal role in the global food chain. We believe that everyone deserves affordable and nutritious options that make healthy eating accessible and enjoyable.

We work to integrate environmental, social, and governance priorities across our operations to help achieve a balanced, positive impact on the world around us. We strive to take care of our people, manage the material and fiscal aspects of our operations, and support the broader value chain we depend on and contribute to. Sustainability is not just a goal for us; it's a driver for innovative solutions that help improve our business and the broader food system.

We hold ourselves accountable for continuous improvement—all in close dialogue with stakeholders, from strategic suppliers to the consumers enjoying our products. As part of our approach, we seek to promote resource efficiency while working to drive down costs and strengthen the resiliency of our supply chain. With such efforts, we are better positioned to adapt to market changes and global challenges. Further, by working to advance practices like regenerative agriculture and opportunities for responsible sourcing, we support environmental and economic health without compromising on quality.

In 2024, we acquired Philadelphia Macaroni Company, enhancing our leadership in the pasta industry, and a condiments facility in Elk Grove Village, Illinois, further strengthening our ability to optimize efficiencies across our U.S. footprint. By optimizing our network, we are creating strategic, built-in redundancy that enhances resilience and flexibility, allowing us to better meet customer demands and effectively address business continuity challenges.

Now and in the times ahead, we are focused on delivering food that people love to eat at affordable prices—while working to safeguard the resources we all rely on and the future of food production.





WINLAND FOODS

2024 SUSTAINABILITY REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

Winland Foods at a Glance

Product Categories

Manufacturing Network

Our Capabilities & Brands

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

WINLAND FOODS AT A GLANCE

Incorporated:
October 2022

Headquarters:
Oak Brook, Illinois

Global Manufacturing Facilities
18 (USA, Canada, Italy)¹

Employees Worldwide:
~3,700 permanent

New Products:
~540 SKUs

Total Products:
~5,800 SKUs



Mission

At Winland Foods, we strive to win the minds of our customers, the hearts of our consumers, the respect of our suppliers, and the loyalty of our employees.



Vision

Through a shared commitment to excellence, we are dedicated to being the first choice for our employees, consumers, customers, and business partners, while being responsible stewards of the environment and our communities.



Values

Commitment to Excellence

Quality

Integrity

Respect

Collaboration

PRODUCT CATEGORIES

✓ **Pasta**

✓ **Pourable Dressings**

✓ **Preserves**

✓ **Sauces**

✓ **Red Sauces**

✓ **Spoonable Dressings**

✓ **Syrups**

✓ **Ready-to-Serve Soups**

✓ **Dry Blends and Baking**

✓ **Pita Chips**

✓ **Pie Fillings**

✓ **Dry Dinners**

For additional details on our product portfolio, visit our [website](#).



WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

- Winland Foods at a Glance
- Product Categories
- Manufacturing Network
- Our Capabilities & Brands

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

MANUFACTURING NETWORK



Legend: ★ Winland Foods' headquarters Pasta Dry Dinners Pita Chips Flour Milling (Internal) Liquid / Semi-Liquid Products (e.g., Sauce, Preserves, Condiments, Syrups)

* Map reflects operations as of December 31, 2024.



WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

- Winland Foods at a Glance
- Product Categories
- Manufacturing Network
- Our Capabilities & Brands

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

OUR CAPABILITIES



Channels

- **Retail:** Traditional grocers, big box retailers, club stores, and dollar stores
- **Food Service:** National restaurant chains, distributors, non-commercial, and colleges and universities
- **Ingredient/Co-Manufacturing:** Bulk consumer packaged goods ingredients, national brand co-pack
- **International:** Export and import



Product Certifications

- Cage-free
- Fair Trade
- Non-GMO
- Gluten-free
- Kosher
- Organic
- Roundtable on Sustainable Palm Oil



Our Expertise

- Food Manufacturing
- Research & Development
- Product Innovation
- Packaging Engineering
- Strategic Global Sourcing
- Food Safety
- Food Quality
- Graphics & Labeling
- Logistics & Distribution

OUR BRANDS





WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

Materiality Assessment

Sustainability Strategy &
Framework

2024 Highlights

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

OUR SUSTAINABILITY APPROACH

At Winland Foods, sustainability is a key strategic driver that creates value by lowering costs, mitigating risks, and meeting customer expectations—all while improving efficiency and reducing our environmental footprint. By aligning with growing demand for more responsible and healthier products, we work to strengthen our market position and keep our products affordable.

We embed sustainability into daily operations through collaboration with internal and external stakeholders, identifying relevant risks and opportunities, setting goals, and tracking progress. As we advance our own efforts, we also support our customers in achieving theirs.

Our work is grounded in strong governance, transparent reporting, and external commitments like our membership in the United Nations Global Compact. This holistic approach enhances the resilience of the global food supply, and contributes positively to both people and the planet.

MATERIALITY ASSESSMENT

In 2023, Winland Foods completed our first materiality assessment to sharpen our sustainability focus across the entire value chain.

We applied a double materiality lens to analyze both inward-facing risks to our enterprise value and outward-facing impacts on the environment, economy, and communities. The assessment sought input from a wide range of stakeholders including our employees, customers, investors, regulators, and suppliers, including both research and direct input from subject matter experts.

The assessment identified 17 sustainability impact areas, nine of which we classified as high priority due to their significant effect on both our business and our external stakeholders:

- | | |
|----------------------------------|---------------------------------------|
| ✓ Food Safety | ✓ Packaging Life Cycle Management |
| ✓ Occupational Health and Safety | ✓ Climate-related Impact and Risks |
| ✓ Employee Engagement | ✓ Operational Impacts |
| ✓ Corporate Governance | ✓ Social and Environmental Impacts of |
| ✓ Product Labeling and Marketing | Ingredient Supply Chain |

This assessment continues to serve as a roadmap, guiding our efforts as we move toward a more sustainable future. By assigning ownership, setting clear goals, and creating targeted management strategies, we give each of these critical areas the attention it deserves. Ongoing engagement with stakeholders shapes our insights, which helps us capture new opportunities and address challenges.

Our complete materiality matrix is available on page 11 of our [Full Year 2023 Sustainability Report](#).





WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

Materiality Assessment

Sustainability Strategy &
Framework

2024 Highlights

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

SUSTAINABILITY STRATEGY & FRAMEWORK

Our success depends on offering choices that exceed the quality and value our customers expect, while responsibly managing our resources and caring for the people who work along the global food chain. Our framework is at the core of our sustainability strategy, through which we can drive positive change for stakeholders across our value chain.

Four core pillars guide our sustainability efforts:

- ✓ Exceptional Products
- ✓ Resilient Supply Chain
- ✓ Sustainable Operations
- ✓ Winning Culture

Governance and transparency are foundational elements of our strategy, crossing all pillars. Each pillar is sponsored by a member of our executive leadership team, who works closely with functional experts to create and implement meaningful strategies. To hold ourselves accountable, we have set goals that reflect our sustainability strategy objectives. We are committed to providing regular updates on our [progress moving forward](#).





WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

Materiality Assessment

Sustainability Strategy &
Framework

2024 Highlights

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

SUSTAINABILITY STRATEGY & FRAMEWORK

Goals:

- ✓ By EOY 2025, we aim to have our primary and secondary packaging be 100% recyclable, reusable, or compostable
- ✓ By EOY 2027, we target having 30% of our primary and secondary packaging be made from post-consumer recycled content, with a focus on reducing the use of virgin plastic
- ✓ By EOY 2027, we aim to have 10% of revenue come from innovation and new products from a 2023 baseline



- Food Safety
- Product Affordability
- Health & Nutrition
- Product Labeling & Marketing
- Packaging Life Cycle Management

Exceptional
Products

We are committed to innovating in product safety, quality, and sustainability, enabling more positive choices.

- Value Chain Climate-Related Impacts & Risks (Scope 3)
- Ingredient Environmental & Social Impacts

Resilient
Supply Chain

We are committed to fostering environmental sustainability and social responsibility throughout our supply chain.

Governance and
Transparency

Winning
Culture

We are committed to fostering an inclusive culture, investing in our employees, and making a positive impact in our communities.

Sustainable
Operations

We are committed to workplace safety and minimizing our environmental impact within our operations.

Goals:

- ✓ By EOY 2027, we strive to implement sustainable sourcing strategies in place for wheats, edible oils, eggs, and tomatoes
- ✓ By EOY 2027, we will work to implement regenerative agriculture practices on 100,000 acres of durum wheat
- ✓ By EOY 2027, we will work to increase our use of intermodal transportation to 10% of our shipments



Goals:

- ✓ By 2027, each location will work to coordinate two community engagement or giving events annually
- ✓ By 2027, we aim to increase employee participation in retirement savings programs by 7%
- ✓ We will work to provide competitive healthcare benefits while maintaining costs below industry standards



- Community Engagement
- Inclusive Culture
- Employee Engagement

- Occupational Health & Safety
- Operational Impacts
- Operational Climate-Related Impacts & Risks

Goals:

- ✓ By EOY 2025, we will work to achieve Total Recordable Incident Rate of 1.8, with longer-term ambition of achieving 1.0
- ✓ By EOY 2027, we will work to reduce total energy consumption (kWh) by 10% from a 2023 baseline
- ✓ By EOY 2027, we aim to reduce water consumption by 10% at high baseline stress operations, and by 5% across all operations from 2023 baseline
- ✓ By EOY 2027, we strive to reduce waste-to-landfill by 20% across our manufacturing operations from a 2023 baseline



The goals and timelines in this report are aspirational targets, not guarantees or promises of future performance. Actual outcomes/results/performance may vary based on circumstances and external factors beyond our control. The figures included in this report are based on available data and may include approximations or estimates. While we strive for accuracy, data is subject to change, and interpretations should be made with awareness of potential uncertainties. For additional information, see [Forward Looking Statements and Disclaimers](#).



WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

Materiality Assessment

Sustainability Strategy &
Framework

2024 Highlights

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

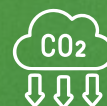
APPENDIX

2024 HIGHLIGHTS

- ✓ Enhanced leadership in key product categories through strategic acquisitions
- ✓ Bolstered efficiency and product integrity through operational and safety enhancements
- ✓ Completed first year of pilot programs to advance regenerative agriculture practices for durum wheat
- ✓ Advanced transparency with CDP climate disclosure
- ✓ Prioritized workplace development, offering expanded benefits to support our employees' growth and well-being

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By the numbers:



~3,500

MT CO₂e absolute reduction
in Scope 1 & 2 GHG
emissions²



97%

packaging by weight is
recyclable, reusable,
or compostable



2.8%

or ~11,400 kgal absolute
reduction in incoming
water usage since
2023³



0.5

improvement in total
recordable incident
rate since 2023



3.5%

or ~8,900 tons,
improvement in landfill
diversion rate at our
manufacturing facilities⁴



\$1.3M

in food donated through
individual food banks and
Feeding America⁵



WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

Climate Risk

Energy & Emissions

Water Management

Waste Management

Packaging Life Cycle
Management

SOCIAL IMPACT

GOVERNANCE

APPENDIX

ENVIRONMENTAL IMPACT

Driven by our commitment to sustainability, we strive to reduce our environmental footprint while consistently delivering exceptional, high-quality products that meet the evolving needs of our customers. Our approach integrates resource-efficient strategies, minimizes waste, and actively contributes to addressing climate change.

CLIMATE RISK

Winland Foods recognizes the urgency of addressing climate risks to mitigate potential operational impacts and improve the resilience of our supply chain. We are taking decisive steps to manage these risks and working to reduce our greenhouse gas (GHG) footprint.

Our approach to climate risk is rooted in continuous improvement, aiming to reduce GHG emissions, alongside energy consumption, water use, and waste. We are tracking and reporting facility-level consumption, allowing us to measure performance month-over-month and year-over-year. This detailed data helps refine our baseline, align internal teams, and set more ambitious, targeted goals.

In 2024, we worked on updating our GHG inventory, including the integration of our acquisitions and improvements in forest, land, and agriculture-related (FLAG) emissions categories. We have begun assessing science-based targets and developing a roadmap to achieve these goals, considering both technical and financial feasibility.

While we evaluate science-based targets, we are committed to working to reduce emissions across our value chain:

- ✓ By EOY 2027, we will work to reduce total energy consumption (kWh) by 10% from a 2023 baseline.
- ✓ By EOY 2027, we will work to implement regenerative agriculture practices on 100,000 acres of durum wheat.
- ✓ By EOY 2027, we will work to increase our use of intermodal transportation to 10% of our shipments.

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WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

Climate Risk

Energy & Emissions

Water Management

Waste Management

Packaging Life Cycle
Management

SOCIAL IMPACT

GOVERNANCE

APPENDIX

CLIMATE RISK CONTINUED

Due to the extensive geographical distribution of our facilities in the U.S., Canada, and Italy, it is essential to tailor our climate resilience planning to each plant’s unique requirements. While we work to address climate risks at all our facilities, special emphasis is placed on those in the U.S. South and Southwest, where the impact of heat on the health and safety of our employees is of the utmost importance. Adaptations, including spot-cooling units and cooling stations, are now standard in these locations to protect our workforce from heat stress.

We also have initiatives in place to support severe weather event management across our operations, including location-specific Emergency Action Plans (EAP) based on our Corporate Emergency Preparedness Standard. These EAPs include severe weather-related preparedness, such as annual drills, and response procedures to promote readiness. Winland Foods has begun engaging a third-party expert to help us conduct a comprehensive business continuity analysis, with the aim of developing a formalized business continuity plan. We also provide access to a mass communication system to deliver time-sensitive employee updates via text, phone, and email in case of site-specific emergency situations, such as severe weather events.

Climate-related risks in the agricultural supply chain can result in adverse impacts—such as variable weather conditions, drought and/or soil moisture depletion, and crop failures—which could result in potential disruptions in food production and distribution. Given our reliance on agriculture-based sourcing, we are focused on addressing climate risks within our supply chain, such as unpredictable weather patterns and water shortages. Our work is centered on investing in strategies and sustainable sourcing practices to build long-term climate resilience.

We are also working to improve the quality of our Scope 3 emissions data as we integrate our recent acquisitions and refine our reporting systems. Our efforts to better track facility-level consumption and enhance data accuracy will help provide a clearer picture of our GHG footprint, enabling more effective strategies to tackle climate risks.

To read more about our work to address climate and other environmental risks in our supply chain, see page [34](#).

Addressing our Climate Risks

- ✔ Ongoing efforts to reduce operational GHG emissions, energy use, and water use
- ✔ Investment in and implementation of resilient supply chain strategies
- ✔ Enhanced tracking and reporting of emissions at the facility level and across our supply chain
- ✔ Integration of climate related risks into our enterprise risk management process





WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

Climate Risk

Energy & Emissions

Water Management

Waste Management

Packaging Life Cycle
Management

SOCIAL IMPACT

GOVERNANCE

APPENDIX

ENERGY & EMISSIONS

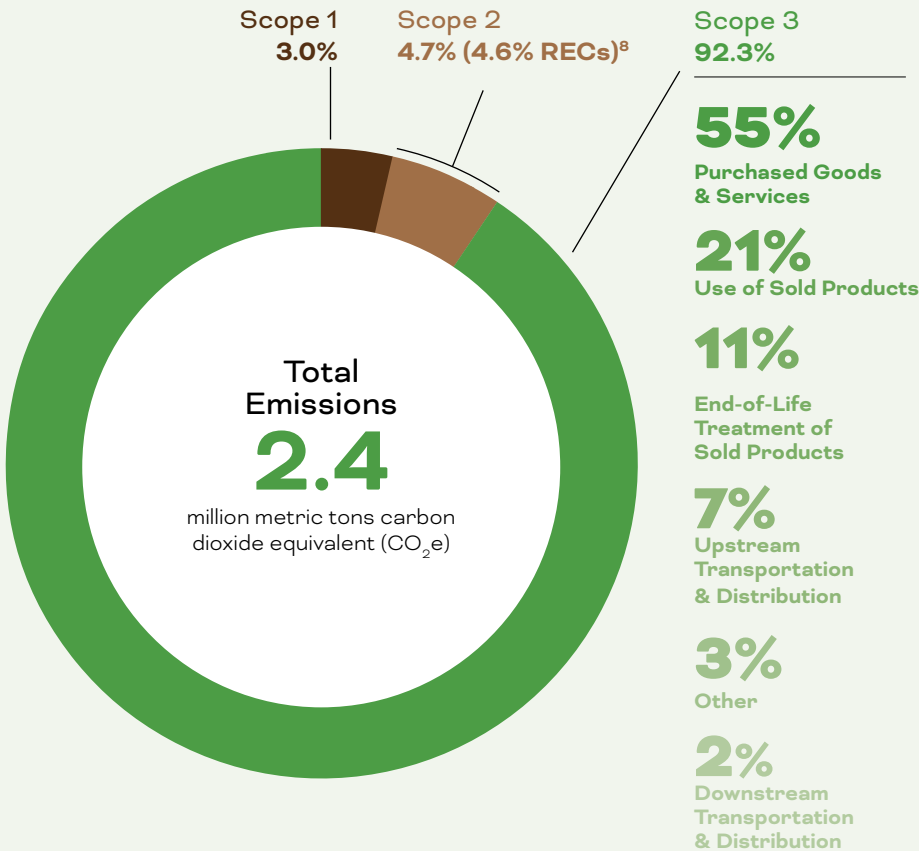
We continue to refine our GHG inventory and take action to reduce our carbon footprint across our operations. Our energy and emissions reduction strategies emphasize operational efficiency, identifying high-utilization areas where improvements can be made. These initiatives allow us to accelerate progress toward our environmental goals while working to protect resources.

In 2024, we updated our GHG inventory to include emissions from recent acquisitions. Our data shows that approximately 60% of Winland Foods' Scope 1 and 2 emissions come from purchased electricity, while the majority of our total emissions are attributed to Scope 3 sources—primarily from purchased goods and services and upstream transportation and distribution. Scope 3 emissions represent our broader network and value chain, highlighting the importance of working with suppliers and partners to reduce our collective environmental footprint. We also made progress in developing our FLAG GHG inventory to better understand and account for emissions related to land use and supply chain impacts. This work will help us refine data accuracy and align with evolving reporting standards.

We also continue to prioritize energy efficiency across our facilities. Our investments in energy-saving technologies and energy efficiency projects have resulted in measurable energy use and emissions reductions. Through these efforts, we achieved a 2.8% reduction in absolute Scope 1 and 2 emissions for our legacy Winland Foods manufacturing plants.⁶ Scope 3 emissions from categories such as purchased goods and transportation will require particular focus. We are actively working on optimizing transportation and collaborating with suppliers to address emissions in our value chain.

We plan to evaluate additional opportunities to scale renewable energy, increase energy efficiency, and invest in low-carbon technologies to address our Scope 1 and 2 emissions, and we intend to engage with suppliers and other stakeholders to help drive Scope 3 emissions reductions.

2024 GHG Emissions⁷



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WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

- Climate Risk
- Energy & Emissions
- Water Management
- Waste Management
- Packaging Life Cycle Management

SOCIAL IMPACT

GOVERNANCE

APPENDIX

Improving Efficiency
Across our Footprint

First On-Site Renewable Energy Project

Site: Verolanuova, Italy
Project: Photovoltaic (solar energy) system
Impact: ~350 MWh electricity generated annually (~8% of site's total energy needs) and ~109 MT CO₂e in Scope 2 emissions⁹ saved annually

Upgrading Lighting for Greater Efficiency

Sites: Atlanta, GA; Buckner, KY; and Excelsior Springs, MO
Project: LED lighting upgrades
Impact: Over 996,000 kWh of electricity, 480 MT CO₂e reductions, and \$92,000 in savings annually

Compressed Air Reduction Efforts

Sites: Six plants across North American footprint
Project: Identify, quantify, and repair plant air leaks and opportunities to lower total plant air pressure
Impact: Over 583,000 kWh of electricity, ~240 MT CO₂e, and ~\$60,000 in savings annually

High-Performance Upgrades

Site: Tolleson, AZ
Project: Installed high-efficiency chiller system
Impact: Over 945,000 kWh, 350+ MT CO₂e, and ~\$110,000 in estimated annual savings

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WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

- Climate Risk
- Energy & Emissions
- Water Management
- Waste Management
- Packaging Life Cycle Management

SOCIAL IMPACT

GOVERNANCE

APPENDIX

WATER MANAGEMENT

Water plays a critical role in our manufacturing processes, from product creation to cooling and cleaning. Our approach to water management focuses on reducing water consumption and improving operational efficiency across our facilities.

✓ In 2024, we set a goal to reduce water consumption by 10% at sites with high water risk and by 5% across all operations by the end of 2027, using 2023 as our baseline.

This goal aligns with our broader climate risk strategy, recognizing water scarcity as a growing concern, especially in areas facing increased water stress.

Leveraging our Sustainability Treasure Hunt program, we achieved a 2.8% reduction in water usage compared to the previous year.¹⁰ This reduction results from a series of combined efforts, such as enhancing operational efficiencies, implementing water reuse practices, and improving system processes. While we are encouraged by this progress, further work is needed to reach our goals.

Wastewater is another area of focus. Since much of the water used in manufacturing processes cannot be reused, we treat wastewater before discharge. We work with local municipalities to maintain compliance with required discharge limits. In addition, some of our facilities operate on-site treatment systems that reduce the volume of water released and minimize environmental impact, in line with local regulations. We also continue to explore new methods for improving wastewater management at our sites.

To refine our water management strategy, we conducted a Water Risk Assessment using the World Resources Institute (WRI) Aqueduct Water Risk Atlas. This assessment was used to identify baseline water stress at each of our manufacturing facilities. We identified eight of our facilities to be in areas of high or extremely high risk for water scarcity. These facilities will be prioritized for future water-saving measures, and strategies for minimizing water use at these sites are already under development.

By investing in these efficiency measures, we’re making headway toward our water conservation goals while also reducing operational costs. Moving forward, we will continue monitoring water risks and refining our strategies to work towards making our operations more sustainable, responsible, and resilient in the face of ongoing climate challenges.

Water Efficiency Projects

In 2024, we completed 36 water management projects.¹¹ Our ongoing water-saving projects have delivered key savings, including:



Salsa Steam Savings

Site: San Antonio, TX
Project: Upgrades to kettle cooker steam and heat
Impact: Over 3.3 million gallons of water and 470 MT CO₂e in savings annually

Water Flow Reductions

Site: San Antonio, TX
Project: Optimized flow rates and running times
Impact: Approximately 1.4 million gallons of water saved and nearly \$50,000 in savings annually

Leak Repairs

Site: Six plants
Project: Collaborative efforts to improve water infrastructure
Impact: Over 6.8 million gallons of water and more than \$80,000 in savings annually

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WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

Climate Risk

Energy & Emissions

Water Management

Waste Management

Packaging Life Cycle
Management

SOCIAL IMPACT

GOVERNANCE

APPENDIX

WASTE MANAGEMENT

Effective waste management is essential to reducing our environmental footprint and responsibly managing natural resources. Within our operations, waste can come from inefficiencies in the manufacturing process, ingredient spoilage, or products that do not meet our quality standards. Waste in our value chain and distribution network can also be generated through spoilage, not meeting quality standards, and distribution errors. Packaging is also a major source of waste, both upstream in production and downstream at the retail and consumer levels.

✓ We've set a goal to reduce waste-to-landfill by 20% across our manufacturing operations by the end of 2027, compared to a 2023 baseline.

Through this commitment, we aim to drive year-over-year improvements in our landfill diversion rate (the volume of waste from each facility sent to recycling, reuse, or any destination other than landfill, divided by total waste generated at the site), with intensity metrics helping us monitor progress and adjust for changes in production volumes and other factors.

Our operations team works to prevent waste generation at every phase by making our manufacturing process and inventory management as efficient as possible. Where waste is unavoidable, we aim to repurpose food products that can be used elsewhere (for example, in animal feed or for composting) and to recycle or reuse materials in our own waste streams.

In 2024, we improved our landfill diversion rate by 3.5%, or ~8,900 tons.¹²

By implementing targeted waste reduction initiatives and partnering with recycling providers, we are working to minimize landfill contributions, protect the environment, and encourage others across our value chain to do the same. We will continue to refine our waste management practices as we work toward our 2027 goal.

Food Waste Diversion

As a private-label food manufacturer, we align our efforts with the EPA's Food Waste Scale, concentrating on reducing waste at the source and diverting it from landfills.

Waste Reduction Projects

In 2024, we implemented several waste reduction initiatives across our operations:

Diverting Packaging Waste

Sites: Columbia, SC

Project: Divert distressed packaging to recycling

Impact: ~58 tons of waste, ~58 MT CO₂e avoided, and ~\$100,000 in savings annually

Reducing Food Waste

Sites: North East, PA; Atlanta, GA; and Erie, PA

Area: Distribution Centers

Project: Diverted expired products to composting, biofuel, or animal feed

Impact: Over 510 tons of food waste recycled, ~300 MT CO₂e avoided and ~\$100,000 in annual savings

Site: Buckner, KY

Area: Manufacturing

Project: Expanded mayonnaise recycling program

Impact: Over 630 tons of bulk and packaged waste diverted from landfills and ~340 MT CO₂e avoided

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In 2024, we diverted food waste¹³ as follows:



93%

to animal feed



1%

composted or anaerobically digested, with beneficial use of digestates/biosolids



3%

sent for anaerobic digestion or applied to land



0.3%

donated to food banks or charities



WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

Climate Risk

Energy & Emissions

Water Management

Waste Management

Packaging Life Cycle
Management

SOCIAL IMPACT

GOVERNANCE

APPENDIX

PACKAGING LIFE CYCLE
MANAGEMENT

Managing the packaging lifecycle can help reduce our environmental impact as a food manufacturer. Packaging is key in product safety, functionality, and transportation, but it also contributes to waste and resource consumption, including GHG emissions. Through initiatives that prioritize recyclability, post-consumer recycled content, and collaboration with customers and suppliers, we aim to balance quality and value with responsible resource use.

✓ We are working to make 100% of our primary and secondary packaging recyclable, reusable, or compostable by the end of 2025.

While we are making progress, challenges remain—from food safety requirements and limited recycling solutions to the deep customer collaboration on packaging design that private-label manufacturing requires. Nevertheless, we continue working to identify and implement solutions.

✓ We have set a second packaging goal for 30% of Winland Foods primary and secondary packaging to be made from post-consumer recycled content, with a focus on reducing virgin plastics, by the end of 2027.




Achieving this will require collaboration with suppliers and continued innovation in recycling.

Currently, 97% of Winland Foods primary and secondary packaging is recyclable by weight. We are actively working to support recycling among consumers by pre-screening 95% of our primary packaging designs through How2Recycle, an initiative to reduce consumer confusion around recycling by providing clear, consistent, and transparent labeling information about proper packaging disposal. Additionally, we're working to increase the use of post-consumer recycled content in our packaging, while reducing reliance on virgin plastics. We are also transitioning from single-use pallets to rental pallets across all manufacturing and distribution centers, which helps reduce waste by enabling the reuse of pallets up to four times per year, enhancing both sustainability and operational efficiency.

Looking ahead, we are preparing for Extended Producer Responsibility (EPR) by working to improve how we track and report packaging materials. We've also joined the Circular Action Alliance and Circular Materials to stay connected to industry-wide conversations, and we are monitoring emerging regulations to adapt as needed.

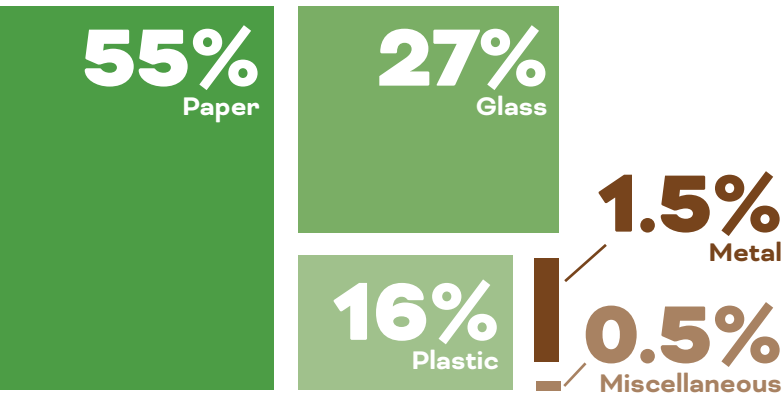
Packaging Categories

We categorize packaging into three key types:

		
Primary	Secondary	Tertiary
Used directly in contact with the product (e.g., bottles, jars, cans); supports product safety and often includes labeling.	Used to group primary packages for transport and retail display (e.g., boxes, cartons).	Used for bulk handling and transportation (e.g., pallets, crates).

Product Packaging
Material Breakdown

Winland Foods' 2024 packaging material by type (% of total purchased weight):



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WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

Climate Risk

Energy & Emissions

Water Management

Waste Management

Packaging Life Cycle
Management

SOCIAL IMPACT

GOVERNANCE

APPENDIX

Minor Changes, Lasting Impacts

At Winland Foods, we know that seemingly small changes can lead to large impacts. Here are some key packaging-related initiatives from 2024 that demonstrate this principle:



Product cap redesign: Collaboration with supplier saved 20,000 pounds of plastic annually



Glass jar optimization: Design consolidation saved over 27,100 pounds of glass



Paper label downsizing: Shrinking saved over 12,600 pounds of paper

Collaborations in Action

We also collaborate with suppliers and customers on innovative, more sustainable packaging substitutes that increase recyclability, along with designs to reduce weight and optimize packaging for transport, all while maintaining consumer safety and product freshness. Examples of customer collaborations in 2024 include:

Increasing Post-Consumer Content

Project: Increased post-consumer recycled content in corrugated packaging by switching from white to kraft paper

Impact: Increased post-consumer recycled content by ~26 tons

From Plastic to Pre-Printed Fiber

Project: Changed from a non-recyclable cup to a pre-printed, industrially compostable fiber design, certified by the Programme for the Endorsement of Forest Certification and the Biodegradable Products Institute

Impact: Eliminated ~700,000 pounds of single-use plastic

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WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

Food Safety

Occupational Health & Safety

Product Labeling & Marketing

Health & Nutrition

Product Affordability

Employee Engagement

GOVERNANCE

APPENDIX

SOCIAL IMPACT

At Winland Foods, creating social impact means building a winning culture, prioritizing the well-being of our people and communities, and delivering safe, high-quality products that create lasting value.

Through ongoing engagement and responsible practices, we’re committed to promoting health and safety, supporting our workforce, and strengthening the communities where we live and work.

FOOD SAFETY

Food safety is at the core of everything we do. We implement a rigorous Food Safety and Quality Management system that spans the entire product lifecycle—from sourcing ingredients to delivering finished goods. Our approach includes supplier quality management processes, adherence to Good Manufacturing Practices, and maintaining certifications like the Global Food Safety Initiative, Safe Quality Food, and British Retail Consortium. Through rigorous monitoring and regular protocol updates, we strive to ensure that each product meets or exceeds the safety standards our customers and regulatory bodies expect.

We assess our product recall plan biannually, helping to ensure that our team is prepared to act swiftly and effectively to protect consumer health in the unlikely event of a product recall. To further enhance product traceability and transparency, we introduced 2D matrix codes in 2024, enabling quicker and more efficient product tracking. This ongoing work is an important step in continuing to improve our recall capabilities and reducing response times should issues arise. The 2D matrix code also allows for electronic inspection of each unit produced to help ensure the proper label has been applied.

We are preparing for the expanded traceability requirements under Section 204 of the Food and Drug Administration’s Food Safety Modernization Act. While our assessment showed that none of Winland Foods’ finished products fall under these new regulations, we are working with impacted suppliers to confirm their compliance before the deadline.

Through these efforts, Winland Foods works to remain at the forefront of food safety, providing our customers with the assurance they need to trust in the quality and safety of our products every day.

Food Safety Management at Winland Foods

Food safety plans:

Identify potential biological, chemical, and physical hazards that must be controlled within our supply chain or via programs and processes at our facilities.

Food defense & food fraud prevention programs:

Protect food from adulteration or tampering intended to create harm or substitute less expensive ingredients.

Supplier quality/management processes:

Allow Winland Foods to manage, monitor, and respond to changes in our suppliers’ ability to meet our Food Safety & Quality expectations and material specifications.

Good manufacturing procedures (GMPS):

Describe the methods, equipment, facilities, and controls implemented to produce safe, quality food that meets industry standards.

Product recall plan:

Enumerates roles and responsibilities for retrieving products that may have been contaminated with harmful bacteria, allergens, or foreign objects, or whose ingredients may have been mislabeled.

Warehouse/logistics quality management program:

Outlines our expectations for warehouse facilities that store our manufacturing ingredients and food products.



WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

Food Safety

Occupational Health & Safety

Product Labeling & Marketing

Health & Nutrition

Product Affordability

Employee Engagement

GOVERNANCE

APPENDIX

OCCUPATIONAL
HEALTH & SAFETY

We strive to create a workplace where everyone stays safe and potential health risks are minimized. Our approach is grounded in strong foundations of leadership, risk assessment, collaboration and engagement, training and awareness, due diligence, and continuous improvement. We have implemented a Health and Safety Management System (HSMS) that is structured to comply with relevant regulations, including Occupational Safety and Health Administration guidelines and other applicable local, state, and national requirements. The scope of our HSMS covers all employees, contractors, and any workers whose activities or workplaces are under the supervision of the organization. Our ongoing investment in the development, implementation, and continuous improvement of this system not only helps to keep our team members safe, but also helps to enhance our organizational performance and aligns with our sustainability goals.

We rely on data and insights to continuously improve our performance, including heat mapping to support incident trend analysis and conducting safety blitz events at sites with higher incident rates. This data-driven approach helps us prioritize high-risk areas and target safety measures where they will have the greatest impact.

✓ By the end of 2025, Winland Foods aims to achieve a Total Recordable Incident Rate (TRIR)¹⁴ of 1.8, with a longer-term ambition of reaching 1.0.

This goal is part of our broader commitment to continuously improve our occupational health and safety performance and help ensure that all employees return home safely each day.

In 2024, our TRIR across all sites was 1.9, as a result of our top-down and bottom-up commitment to safety as a core value and central aspect of our culture. This progress represents an annual rate improvement of 0.2, inclusive of our recent acquisitions, keeping us on track to reach our goal of 1.8 by the end of 2025.

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Plant Spotlight: Stoney Creek, Ontario

We've made significant strides in safety at our Stoney Creek facility, achieving a 71% reduction in recordable incidents in 2024 compared to 2023.

This progress is driven by:

- ✓ Targeted safety initiatives
- ✓ Strong commitment from both management and employees
- ✓ Continuous effort to enhance our safety culture
- ✓ Implementing new processes to address potential safety concerns in real time

Building a Culture of Safety for All Ages

As part of our efforts to engage employees and their families in promoting safety, Winland Foods organizes activities to raise safety awareness at home and work. These initiatives reflect our broader commitment to safety beyond the workplace, extending to our homes and communities.

Safety Calendar Art Contest

Children of Winland Foods employees create safety posters, which are featured in a company-wide calendar.

- ✓ 10 sites participated in creating the 2025 safety calendar.
- ✓ 2,400 calendars were printed and distributed to employees.
- ✓ The winning safety posters are chosen by the Safety Committee and are used to highlight important safety messages throughout the year.

Safety through Illumination

- ✓ Over 8,000 LED bracelets distributed to Winland Foods' employees and their families to enhance visibility and safety during Halloween festivities.
- ✓ By encouraging safety in all aspects of life, these bracelets play a key role in building a safer environment for all.



WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

Food Safety

Occupational Health & Safety

Product Labeling & Marketing

Health & Nutrition

Product Affordability

Employee Engagement

GOVERNANCE

APPENDIX

Health and Safety at Winland Foods

Joint Safety Committees:

Our management and workers collaborate to identify risks, improve safety programs, and quickly resolve issues.

Risk Assessments:

We regularly assess risks across all operations and supply chain partners to prevent incidents and ensure safety.

Incident Reporting:

Employees can report hazards through supervisors, safety systems, or committee members. All incidents and near-misses are thoroughly investigated, with corrective actions taken. We enforce a strict no-retaliation policy.

Safety Inspections:

Regular internal audits, site checks, and third-party evaluations help us stay compliant and continuously improve.

Supplier Safety Standards:

We assess and engage with suppliers and contractors to ensure they meet our safety standards by establishing contractual agreements that prioritize safety standards and compliance requirements.

Emergency Plans:

Clear emergency response procedures are shared with employees and partners to help ensure quick, effective action when needed.

Training & Education:

All employees and supply chain workers receive annual safety training, including for specific hazards like confined spaces or heavy machinery. New hires complete mandatory training, and updates are provided regularly.

Communication:

We keep employees informed with regular updates on safety metrics and practices via meetings, emails, signage, and bulletins.

Recognition:

Our Safety Performance Awards Program honors employees who demonstrate strong safety practices, encouraging a culture of vigilance.





WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

Food Safety

Occupational Health & Safety

Product Labeling & Marketing

Health & Nutrition

Product Affordability

Employee Engagement

GOVERNANCE

APPENDIX

PRODUCT LABELING
& MARKETING

We blend creative design with rigorous compliance in our product labeling and marketing to ensure each package reflects the quality inside while adhering to regulatory standards. Our in-house graphics team works closely with customer feedback to create packaging that captures the essence of our products and stands out on retail shelves.

We prioritize label accuracy, especially in verifying ingredients and claims. Each label undergoes a detailed review to ensure it meets both federal and local regulations, as well as certifications such as organic, kosher, non-GMO, and gluten-free distinctions. We verify these in-house or with third-party experts, ensuring every label is reliable.

Regulation in the food industry can be fast moving. Recent updates, like Canada’s Front-of-Package (FOP) labeling and new organic and gluten-free requirements, highlight the evolving landscape we navigate to ensure compliance and keep our consumers informed.

By focusing on details and taking a proactive regulatory approach, Winland Foods ensures our product labeling and marketing strategies meet today’s standards and can adapt to future challenges.

HEALTH &
NUTRITION

We understand that food preferences are as diverse as our consumers themselves. Our mission is to cater to a spectrum of tastes and dietary needs, offering everything from rich, indulgent treats to options that are organic, low-calorie, high-fiber, and high-protein. We actively engage in health and nutrition industry research to continuously improve our products, focusing on ingredient optimization and recipe refinement to enhance health benefits. By optimizing ingredients and recipes, we aim for offerings that meet and exceed consumers’ high expectations as well as dietary needs and preferences.

One example of how we promote nutritional benefits is through pasta. A staple food in many cultures, pasta also plays an important role in promoting balanced nutrition. [Studies show](#) that eating pasta is associated with a higher consumption of vegetables. We are proud to provide versatile pasta options that can help consumers meet their nutritional goals.

✓ In 2024, we set a goal to work toward generating approximately 10% of revenue from new and innovative products by 2027, compared to a 2023 baseline.

Our continued research and development focus on products that help meet customers’ health and nutritional needs—such as offering product options with increased fiber and protein—is one way we intend to drive progress against this goal.

In addition, we prioritize transparency by providing comprehensive nutrition information on all product packaging. Our products also hold a range of third-party certifications to meet different health and nutritional profiles.

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WINLAND FOODS

2024 SUSTAINABILITY REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

Food Safety

Occupational Health & Safety

Product Labeling & Marketing

Health & Nutrition

Product Affordability

Employee Engagement

GOVERNANCE

APPENDIX

PRODUCT AFFORDABILITY

We believe everyone deserves great food at a fair price. Our culinary innovation teams develop recipes that deliver premium taste without the premium price. Through sensory testing, we ensure our products meet diverse consumer needs and aim to exceed expectations. By exploring new ingredients, refining processes, and creating innovative formulations, we uphold our high quality standards while keeping costs low.

Packaging is also a key area where we focus on increasing value and sustainability. By optimizing materials and designs, we strive to preserve product quality while reducing costs for Winland Foods, our customers, and the end consumers. Sustainable packaging choices also help minimize environmental impact, while keeping products affordable.



Facilitating Sustainable Savings

Our sustainability approach, with its emphasis on thoughtful use of resources, can improve affordability by:



Optimizing Packaging Designs

Refined packaging configurations reduce space during transportation, cutting both costs and emissions



Reducing Material Waste

Streamlined use of cardboard and other materials drives down costs while lowering the environmental footprint



Reducing Ingredient Variations

Doing so enhances production efficiency and lowers costs, allowing us to pass on savings to our customers

These initiatives help reduce costs and improve affordability without sacrificing the quality our customers demand—all while supporting customers in managing their environmental priorities. Amid continued economic uncertainty for many, we will continue to prioritize optimizing resources and delivering value.



WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

Food Safety

Occupational Health & Safety

Product Labeling & Marketing

Health & Nutrition

Product Affordability

Employee Engagement

GOVERNANCE

APPENDIX

EMPLOYEE ENGAGEMENT

ATTRACTING & DEVELOPING TALENT

Our success as a business is a direct result of our employees’ hard work and skills. In 2024, we focused on attracting top-tier talent and fostering a dynamic, engaged workforce through targeted recruitment, development, and engagement strategies. Progress highlights on our 2024 strategic initiatives include:

Build for the Future: Attracting High-caliber Talent and Nurturing a Dynamic Workforce

- Strengthened employee recruitment, engagement, and retention.
- Refined onboarding programs to provide new hires with enhanced support from day one.
- Provided specialized training to help new hires integrate more quickly, enabling them to contribute to our collective growth sooner.

We Win: Optimizing Employee Fulfillment and Driving Organizational Growth

- Updated compensation structures, policies, and standard job titles across functions to provide clearer career advancement pathways.
- Expanded wellness initiatives and refined benefits to meet employees’ varied needs.
- Elevated brand and employer value proposition to attract top talent, including expanding our outreach and highlighting Winland Foods’ values, achievements, and community involvement.
- Celebrated team and individual contributions through our Plant Spotlight program and an updated recognition system.

Development Opportunities for Growth: Supporting a Range of Learning Opportunities

- Provided a People Leader Development Training program to equip leaders with essential skills needed to engage and manage their teams more effectively, from increased self-awareness to improved accountability and facilitating more open, honest, and direct conversations in pursuit of meaningful change.
- Offered personality assessment training to improve employee communication and teamwork.
- Hosted development Lunch ‘n Learns to offer informal, ongoing learning opportunities for employees.

These programs helped equip employees at all levels with tools to grow both professionally and personally in 2024. We continue to strive toward fostering an environment where employees feel supported to reach their full potential and driving the necessary efforts to further build and sustain a highly skilled—and engaged—workforce.





WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

Food Safety

Occupational Health & Safety

Product Labeling & Marketing

Health & Nutrition

Product Affordability

Employee Engagement

GOVERNANCE

APPENDIX

EMPLOYEE
ENGAGEMENT
& TEAM BUILDING

Employee engagement is integral to our long-term success. We believe that a thriving workforce is one where employees feel supported, challenged, and recognized for their contributions. By consistently fostering active communication, creating meaningful engagement opportunities, and recognizing outstanding performance, we work to strengthen our culture and align our team with Winland Foods’ mission and values.

Our approach to engagement starts with active listening. We prioritize regular, open communication channels so that our employees’ feedback directly shapes our operations. From town halls to one-on-one conversations, we provide opportunities for our team members to communicate and be heard. This approach has fostered a culture where employees across Winland Foods feel listened to and empowered. In addition, we have focused on initiatives that foster deeper engagement across all levels of the organization, including:

- **Functional Conferences:** In 2024, we hosted multiple conferences to provide employees from various functions with the opportunity to connect, share ideas and work together on projects, strengthening interdepartmental teamwork and innovation.
- **Employee Recognition & Rewards:** We celebrate employee achievements through recognition programs, including service awards, site celebrations, promotions, and significant contributions to company goals. These celebrations are designed to reinforce each individual’s role in driving Winland Foods’ success.

Engagement Survey Results & Response

In 2024, we launched our annual Engagement Survey, which saw a 91% participation rate,¹⁵ underscoring the strong interest our employees have in shaping the company’s direction. The survey highlighted three key strengths:



1. **Safety:** Employees expressed high confidence in our safety culture and measures, reinforcing our commitment to a safe and secure workplace.



2. **Living the Values:** A strong alignment with Winland Foods’ core values was evident, emphasizing that employees feel connected to the company’s mission.



3. **Trust in Management:** Employees trust their managers, indicating a positive leadership dynamic that supports collaboration.

In response, we took several actions to maintain these strengths and address opportunities. This included hosting department-specific town halls to discuss results, offering targeted project management and change management training, hosting Lunch ‘n Learn sessions to strengthen employee development, and introducing value-based awards to recognize employees who exemplify our core values.

Winning in Action Awards

Our Winning in Action awards program is a central pillar for recognizing employees who exemplify our values. These awards, nominated by peers, spotlight individuals and teams whose actions go above and beyond in demonstrating a commitment to excellence, quality, integrity, respect, and collaboration. In celebrating role models, we hope to encourage others to follow their lead, reinforcing a culture of excellence and shared purpose.

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WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

Food Safety

Occupational Health & Safety

Product Labeling & Marketing

Health & Nutrition

Product Affordability

Employee Engagement

GOVERNANCE

APPENDIX

A CULTURE OF
GROWTH

We believe that developing a culture of growth is essential for both personal and organizational success. Our approach is founded on pragmatic, tangible actions that create an environment where all employees have access to the tools and opportunities to reach their goals.

Inclusion Initiatives

We are proud of the growing network of Employee Resource Groups (ERGs) at Winland Foods, which are key to our inclusivity efforts. These groups provide employees with a sense of community and a platform to connect, learn, and grow together. In 2024, we launched ASCEND, our new ERG to support employee growth and professional development. We also continued to support groups like The Women’s Network through Women in Solution Excellence (WISE), which gives employees access to resources, mentorship, and networking opportunities.

As we look ahead to 2025, we are excited to launch additional ERGs, including WoW—Women of Winland, a new ERG dedicated to supporting and empowering women across our organization. This initiative builds on the successful relationships we have already established with organizations like WISE.

Spotlight on Excellence

Karen Swartzentruber, Production Supervisor at North East, PA, was awarded the WISE 2024 Top Woman in Store Brands Operations Award.

This prestigious recognition highlights Karen’s leadership, dedication, and significant contributions to the Winland Foods team and the industry as a whole. Spence Richardson, our Chief Operating Officer, specifically commended Karen’s commitment to excellence and ability to inspire those around her, making a lasting impact on the company’s operations and its winning culture.

Elevating our Values through ASCEND

In 2024, we launched ASCEND, an ERG focused on advancing skills, cultivating expertise, and nurturing development across Winland Foods. The mission of ASCEND is to empower growth and foster excellence. The group aims to create a thriving community where personal development is prioritized, and individuals are equipped to unlock their fullest potential. Through shared knowledge, support, and offering a range of perspectives, ASCEND aims to foster a culture of continuous learning, resilience, and empowerment.

ASCEND’s values—empower, encourage, advocate, develop, and diversity—are foundational to its work, and its various committees, such as Networking, Professional Development, and Membership and Communications, play an integral role in executing its mission. ASCEND has already hosted events like book/podcast clubs, networking lunches, and career development panels, with plans to scale these activities in frequency and scope.





WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

- Food Safety
- Occupational Health & Safety
- Product Labeling & Marketing
- Health & Nutrition
- Product Affordability
- Employee Engagement

GOVERNANCE

APPENDIX

EMPLOYEE BENEFITS

Winland Foods provides comprehensive benefits designed to prioritize our employees' health, financial security, and overall well-being.

We offer competitive healthcare benefits while maintaining costs below industry standards, ensuring that our employees have access to essential medical, dental, and vision care. We offer employees health insurance that includes coverage for non-occupational medical care, including general health check-ups, specialist consultations, hospital care, mental health services, and preventive care. Additionally, we facilitate on-site health screenings and flu shot clinics to promote early detection of health conditions and prevent illness. Winland Foods also partners with employee assistance programs (EAPs) to offer employees counseling and support services for personal and family health issues.

Winland Foods matches employee contributions to 401(k) retirement plans up to 5% and offers multiple supplemental plans to assist in areas such as legal, identity theft, and financial protection for extreme health care events.

✓ In 2024, we set a goal to increase employee participation in our retirement savings programs by 7% by 2027 (compared to a 2023 baseline).

To support this effort and promote greater participation in our retirement savings program, we implemented auto-enrollment for new hires starting in 2025.

In 2024, we expanded our parental leave policy to include both birth and non-birth parents, offering 100% paid time off during parental leave. This update reflects our commitment to providing inclusive benefits to all employees, helping them to thrive at work and at home. Another new addition this year is our financial wellness platform, which provides employees with access to expert coaching from financial planners. This platform offers personalized financial action plans and a wellness score, allowing employees to track their progress and make informed decisions about their financial futures. It also includes a hub for ongoing resources and live webcasts, further supporting employees' financial health.

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COMMUNITY ENGAGEMENT

Our community engagement efforts align closely with our belief that every individual should have access to nourishing, high-quality foods.

Employees are encouraged to participate in year-round volunteer opportunities, with site-specific events focused on giving, education, and other local causes.

✓ By 2027, our goal is for each location across our footprint to host two community engagement events annually, empowering teams to choose initiatives that matter most to them.

In this way, we continue to nurture a spirit of volunteerism and deepen connections within the communities where we operate.

Our partnership with Feeding America and their network of local food banks, anchors our community engagement efforts across the United States. In 2024, we streamlined product donations through their network, increasing our impact and efficiency. We also supported local food banks and directed additional product donations to relief efforts for Hurricanes Helene and Milton. In addition, we matched employee donations during Hunger Action Month, amplifying support for those experiencing food insecurity.

Meaningful Support

- Total donations of \$1.3M worth of food totaling ~730M pounds,¹⁶ plus company-matched fundraisers to encourage individual employee philanthropy
- Volunteering events year-round across regional teams, like sponsoring and packing holiday meal boxes through partnerships with Feeding America and the Northern Illinois Food Bank
- Employee-driven causes including on-site drives for toys, clothing, and school supplies, not-for-profit walks and hourly donations for causes such as breast cancer, and other tangible support for local organizations



WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

Corporate Governance

About Our Board

Enterprise Risk Management

Ethics & Compliance

Data Privacy & Security

Supply Chain Management

APPENDIX

GOVERNANCE

Our commitment to transparency and ethical governance fosters integrity, accountability, and resilience across our value chain—which we believe enables us to deliver exceptional products, uphold high standards, and strengthen stakeholder trust.

CORPORATE GOVERNANCE & ABOUT OUR BOARD

Winland Foods' governance is layered with two distinct boards overseeing the activity of the company. Our primary board, which includes an Audit committee, oversees Winland Foods' operations, ensuring that our activities align with the needs of our stakeholders. The group level board provides an additional layer of oversight ensuring alignment with long-term strategic goals. Both boards bring a range of expertise—spanning food and beverage manufacturing, food retailing, finance, operations, capital markets, corporate development, and strategy—strengthening decision-making and governance. They also bring multinational perspectives and balance the interests of management and shareholders. They are designed to hold our leaders accountable, helping to ensure decisions consider employees, customers, partners, and society as a whole.

Sustainability Governance

Our sustainability governance framework prioritizes strong risk management, sustainability, and ethical practices.

- ✓ **Strong Risk Management:** Combining learnings from our [materiality assessment](#) with input from leaders like our Chief Financial Officer and General Counsel, our Enterprise Risk Management (ERM) program integrates operational and sustainability-related risks. This approach helps us make informed, long-term decisions and effectively mitigate risks.
- ✓ **Sustainability at the Center:** Sustainability remains a core priority, with the Sustainability Steering Committee leading initiatives across the organization. Supported by the Executive Leadership Team, the committee works to embed sustainability into business decisions and functional strategies. This work is championed by the executive sponsor of each of our [strategic pillars](#).
- ✓ **Ethical Foundations:** Our [Code of Conduct](#) is more than a set of rules. It's a cornerstone of our culture, ensuring everyone in our network acts with integrity and upholds our high ethical standards.

The Sustainability Steering Committee provides focused oversight on our [sustainability goals](#), working with topic owners and executive sponsors to drive progress. This structure aligns Winland Foods' sustainability strategy with our business operations, reinforcing our commitment to responsibly manage natural resources, reduce waste, and positively impact the environment and society.

Sustainability Steering Committee

- Oversees materiality assessment and disclosures, including evaluating and aligning on priority topics
- Defines high-priority topic ownership and aligns on goals and objectives
- Integrates sustainability goals into performance management
- Communicates sustainability topic management with internal and external stakeholders





WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

Corporate Governance

About Our Board

Enterprise Risk Management

Ethics & Compliance

Data Privacy & Security

Supply Chain Management

APPENDIX

ENTERPRISE RISK MANAGEMENT

Our ERM approach is strategically designed to identify and mitigate risks that could impact our operations and long-term success, helping to ensure we remain resilient in a dynamic business environment.

This program is overseen by a dedicated ERM Committee, which includes our Director of Internal Audit, Chief Financial Officer, Chief Information Officer, General Counsel, and Senior Sustainability Director. This team incorporates multiple perspectives and expertise to create a holistic approach to risk management.

Our ERM framework is designed to proactively identify, assess, and address risks across our business operations, from supply chain vulnerabilities to emerging cybersecurity threats. We continuously refine this framework to better align with our evolving business environment. In 2024, we focused on expanding our risk inventories and enhancing alignment with the results of our materiality assessment. This includes closer collaboration with our executive team to not only mitigate traditional risks but also increase awareness of sustainability-related risks throughout our business.



ETHICS & COMPLIANCE

Business integrity is based on ethics and compliance, and we work to create a culture where ethical behavior is ingrained in everything we do. Our Code of Conduct provides expectations for all employees, suppliers, and business partners. It guides us on important matters like food safety, workplace safety, and data security.

The Code of Conduct also reflects our evolving environment, making clear our position on issues like sustainability and human rights and how we embed these topics in our operations and decision-making. Our [Code of Conduct](#) is publicly available, reinforcing our commitment to transparency and responsible management.

We expect and require everyone associated with Winland Foods to adhere to our Code of Conduct. We provide training and monitoring to support full compliance with these standards. To further promote transparency and accountability, we offer a 24-hour anonymous hotline operated by a third party, allowing individuals to report unethical or illegal activities without fear of retaliation. Further, our strict zero-tolerance policy against retaliation enables employees to raise concerns from any corner of the organization without fear of reprisal. Through these initiatives, we uphold our commitment to maintaining the highest ethical standards across our operations.

Key Themes from our Code of Conduct

- **Ensuring the Best Workplace:** Respect, health, and safety
- **Doing What’s Right:** Product quality and safety, conflicts of interest, and fair dealing
- **Protecting Information and Assets:** Data privacy and confidential information
- **Building a Better World:** Sustainability, human rights, and environmental stewardship



WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

Corporate Governance

About Our Board

Enterprise Risk Management

Ethics & Compliance

Data Privacy & Security

Supply Chain Management

APPENDIX

DATA PRIVACY & SECURITY

We believe protecting personal data is fundamental to maintaining trust and safeguarding our integrity as a company, and we remain committed to protecting the personal data of employees and others who engage with Winland Foods. We adhere to all applicable laws that regulate the collection, storage, and use of personal data wherever we do business, and we seek to continuously update our tools and practices to address the evolving landscape of digital risks.

Our information security infrastructure includes advanced technology tools that help identify and protect critical assets, prevent exploitation, and enforce compliance with internal policies. We take proactive steps to limit and secure the collection, storage, and transmission of personally identifiable information (PII), implementing robust safeguards to protect against unauthorized access. To reinforce these safeguards, we require all employees to undergo annual training, helping them to stay informed about the latest data security practices and legal requirements. Through our cybersecurity training and awareness program, employees regularly receive training, communications, and guidance for best practices in identifying threats and securing data.

We also subscribe to a 24x7x365 Security Operations Center that monitors and responds to potential threats, so we are ready to take timely action when needed.

Fostering a Culture of Vigilance

Strengthening our organization’s defense starts with empowering our employees at work and home. Through an educational Cybersecurity Hints and Tips campaign, we emphasized the importance of robust security practices, including the use of artificial intelligence for phishing and scams, different avenues scammers use to obtain personal information, and how to use cybersecurity in everyday life.

During Cybersecurity Awareness Month in October, we presented an episodic training series produced as a gripping drama, featuring an individual who faced challenges including social engineering, CEO fraud, and AI deepfakes. By fostering a culture of awareness and vigilance, the campaign aimed to turn every employee into a proactive line of defense against cyber threats and to make security second nature.





WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

Corporate Governance

About Our Board

Enterprise Risk Management

Ethics & Compliance

Data Privacy & Security

Supply Chain Management

APPENDIX

SUPPLY CHAIN
MANAGEMENT

We believe that a responsible and efficient supply chain is key to delivering quality products and advancing our sustainability strategy and goals. We are working to integrate sustainable practices across our supply chain—from ingredient sourcing to product distribution. In doing so, we aim to further reduce our environmental impact and improve resilience across our entire value chain.

This year, we have strengthened our supply chain management through strategic investments, innovative collaborations, and establishing goals and metrics to enhance transparency and evaluate progress.

✓ We set a goal in 2024 to have sustainable sourcing strategies in place for critical ingredients like wheat, edible oils, eggs, and tomatoes by the end of 2027.

We are also working to set near-term climate targets aligned with a 1.5°C threshold, focusing on reducing Scope 3 emissions in our supply chain—including both non-agricultural and forest, land, and agricultural emissions. In addition, we made our first-ever CDP submission in 2024, providing a clear baseline for our emissions and environmental impacts.

As part of our efforts to create a more resilient and sustainable supply chain, we’ve made substantial progress in identifying and addressing risks, particularly in our ingredient supply chain. This year, we completed a comprehensive Supply Chain Risk Assessment to evaluate environmental and social risks across 10 key commodities with known impacts. Additionally, we have developed a tool to provide insight into risks at the country and commodity level, which will inform future sourcing decisions.

Strengthening Our Ingredient
Supply Chain

We expect all food ingredients and food contact suppliers to acknowledge our Supplier Quality Expectations Manual, which contains clear guidelines that outline our expectations for everything from food safety to environmental considerations. This ensures all partners align with our standards in addition to compliance with all applicable laws and regulations.

As part of our ongoing drive to improve transparency and accountability, we are developing a separate Supplier Code of Conduct and implementing systems to score and qualify suppliers, including sustainability metrics. By embedding sustainability directly into our sourcing processes, we will hold our suppliers accountable for their environmental and social performance. This work will help to enhance the alignment of our suppliers’ priorities and our values and expectations across our supply chain—from mill to fork.

Key Ingredient
Spend



Grains: Durum, spring wheat, corn, rice, and oats



Edible Oils: Soy, canola, olive, and sunflower



Fruits & Vegetables: Tomatoes, onions, peppers, stone fruits, and berries



Flavoring: Sugar, salts, herbs, and spices



Functional Ingredients: Acids, texturants, gums, and starches



Eggs: Liquid, frozen, and dried



Dairy Products: Cheeses, milks, and butter



WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

Corporate Governance

About Our Board

Enterprise Risk Management

Ethics & Compliance

Data Privacy & Security

Supply Chain Management

APPENDIX

Advancing Resilience through Relationships

We continue to collaborate with organizations that share our goals to promote responsible sourcing and environmental stewardship. One example is our involvement in the Roundtable on Sustainable Palm Oil. In 2024, we made progress by publishing a [Sustainable Palm Oil Policy](#) that aims to help us achieve deforestation and conversion-free verification for palm oil sourced directly by 2025, recognizing that this goal depends on supply chain traceability capabilities and supplier participation.

In addition, we’ve deepened our relationships with key agricultural partners to support regenerative practices. This includes ongoing work with our suppliers and other stakeholders to foster a more resilient agricultural ecosystem. We’ve also introduced regenerative agriculture into our sourcing approach, piloting programs in areas such as durum and hard spring wheat.

Supply Chain Logistics & Optimization

Our commitment to improving sustainability extends to logistics and distribution. We are investing in our existing manufacturing footprint to meet future capacity and capability needs. Our Supply Chain 2.0 initiative is an ongoing effort to optimize distribution networks and minimize emissions. Our Pasta Network Optimization Strategy has been key to this transformation as we integrate new facilities and improve manufacturing efficiency.

To further reduce emissions, we’ve emphasized sustainable logistics. We work to focus our warehouse and logistics strategies on enhancing inventory management and reducing our carbon footprint, especially as we expand our use of rail freight, which offers greater efficiency and lower environmental impact. Additionally, by co-locating milling operations near pasta manufacturing plants, we’ve reduced transportation needs and associated emissions.

We also continue to partner with transportation companies to identify ways to reduce waste and make packaging and transportation more efficient. These efforts are aimed at driving down costs while lowering our overall environmental footprint.

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Regenerative Agriculture Pilot Program

A core component of our supply chain sustainability strategy is supporting regenerative agriculture. We expanded our capacity for this work in 2024 through the acquisition of Philadelphia Macaroni Company. We will expand our efforts in 2025 by working with multiple stakeholders to establish the first commercial durum wheat crop in Kansas using regenerative agriculture practices.

This program focuses on farming in harmony with nature, by implementing practices that restore soil health, improve water management, and increase biodiversity. Regenerative farming methods can also help sequester carbon and protect ecosystems.

Currently, we are piloting these practices in wheat crops, with plans to expand to other key ingredient categories, such as corn and tomatoes. We will expand our efforts in 2025 by working with multiple stakeholders to establish additional durum wheat crops using regenerative agriculture practices.





WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

GRI and SDG Index

Performance Data Tables

Sustainability Goals & KPIs

APPENDIX

GRI	SDG Target	Disclosure
General Disclosures 2021		
GRI 1: Statement of Use	-	Winland Foods, Inc. has reported the information cited in this GRI content index for the period January 1, 2024, to December 31, 2024, with reference to the GRI Standards.
2-1 Organizational details	-	Winland Foods at a Glance, page 7
2-2 Entities included in the organization's sustainability reporting	-	Winland Foods is a privately held company composed of the following legal entities: Winland Foods, Inc., Winland Foods Canada, Inc., American Italian Pasta Company, Pasta Lensi S.r.l., Associated Brands, Inc., S.T. Specialty Foods, Inc., The Carriage House Companies, Inc., Philadelphia Macaroni Company, A. Zerega's Sons, Inc. and Quality Pasta Company LLC. Our reporting covers the scope of these entities unless otherwise noted and has not been adjusted.
2-3 Reporting period, frequency and contact point	-	Winland Foods reports annually on its sustainability progress and performance. This report was published in June 2025. Please email questions to maureen.desanzo@winlandfoods.com , Maureen DeSanzo, Sr Director Sustainability. About this Report, page 4
2-4 Restatements of information	-	To correct previous calculation errors, we have restated the following 2023 data: <ul style="list-style-type: none">• Total Emissions• Surface Water Discharged
2-5 External assurance	-	Scope 1 and Scope 2 GHG emissions have been independently verified by WAP Sustainability in accordance with ISO 14064-3 to a limited level of assurance.
2-6 Activities, value chain and other business relationships	-	About Winland Foods, page 6 Product Categories, page 7 Our Capabilities, page 9 Supply Chain Management, pages 34 & 35
2-7 Employees	8.5	Performance Data Tables, page 44
2-8 Workers who are not employees	8.5	Winland Foods' most common worker, who is not an employee and whose work is controlled by the organization, is a consultant in the IT space. Overall headcount at the end of the reporting period is 633. This number will fluctuate annually to meet business needs.
2-9 Governance structure and composition	5.5	Corporate Governance & About our Board, page 31
2-10 Nomination and selection of the highest governance body	5.5	Board members are elected by shareholders in accordance with the company's governance policies, including evaluation of potential nominees across the management team, shareholders and independent directors.
2-11 Chair of the highest governance body	-	The Chairman of the group level board is also member of the primary board; There was not a designated chairman of the primary board.

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WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

GRI and SDG Index

Performance Data Tables

Sustainability Goals & KPIs

GRI	SDG Target	Disclosure
2-12 Role of the highest governance body in overseeing the management of impacts	-	Sustainability Governance, page 31
2-13 Delegation of responsibility for managing impacts	-	Sustainability Governance, page 31
2-14 Role of the highest governance body in sustainability reporting	-	Sustainability Governance, page 31
2-16 Communication of critical concerns	-	An overview of hotline reports was provided to the primary board Audit Committee.
2-22 Statement on sustainable development strategy	-	A Letter From Our CEO, page 5
2-23 Policy commitments	-	Ethics & Compliance, page 32
2-24 Embedding policy commitments	-	Winland Foods is committed to embedding policy commitments into all aspects of our operations, ensuring that our practices reflect our core values and ethical standards. We are working to align our policies with international guidelines and frameworks, including the United Nations Global Compact and the OECD Guidelines for Multinational Enterprises, to promote sustainable and responsible business practices.
2-26 Mechanisms for seeking advice and raising concerns	-	Ethics & Compliance, page 32
2-28 Membership associations	-	<ul style="list-style-type: none">• Association for Dressings and Sauces• Canadian Association of Importers and Exporters• Food Allergy Research and Resource Program• International Association for Food Protection• National Pasta Association• Private Label Manufacturers Association• Society of Consumer Affairs Professionals• United Nations Global Compact• US Chamber of Commerce• Whole Grains Council
2-29 Approach to stakeholder engagement	-	Our Sustainability Approach, page 10 Materiality Assessment, page 10
2-30 Collective bargaining agreements	8.8	Non-Union employees' working conditions are not based on collective bargaining agreements (CBAs). By prioritizing workplace culture, Winland Foods strives to create an environment where employees feel valued, respected, and satisfied, leaving ~3.5% of our permanent employees covered by CBAs.
Material Topics 2021		
3-1 Process to determine material topics	-	Materiality Assessment, page 10
3-2 List of material topics	-	Materiality Assessment, page 10

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WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

GRI and SDG Index

Performance Data Tables

Sustainability Goals & KPIs

GRI	SDG Target	Disclosure
Market Presence 2016		
202-2 Proportion of senior management hired from the local community	8.5	Winland Foods hires locally and globally in an effort to find the most qualified team. Locality is based on a 50-mile radius from our plants and corporate offices as well as work from home locations. Over 50% of our Senior Management team were hired locally. Senior Management is defined as the highest-ranking executives in the company and their direct reports.
Materials 2016		
301-1 Materials used by weight or volume	8.4, 12.2, 12.5	Total Weight: 147,296 short tons Non-renewable (glass, plastic, metal): 65,348 short tons Renewable (corrugated, paper board, paper): 81,947 short tons
301-2 Recycled input materials used	8.4, 12.2	Post Consumer Recycled Content: ~32%
301-3 Reclaimed products and their packaging materials	8.4, 12.2, 12.5	Winland Foods does not have reclaimed products or product packaging in the reporting year.
Energy 2016		
302-1 Energy consumption within the organization	7.2, 7.3, 8.4, 12.2, 13.1	Performance Data Tables, page 43
302-3 Energy intensity	7.3, 8.4, 12.2, 13.1	Performance Data Tables, page 43
302-4 Reduction of energy consumption	7.3, 8.4, 12.2, 13.1	In 2024, Winland Foods completed multiple projects that resulted in 26,196 GJ savings of energy. Energy sources directly impacted were fuels and electricity, which resulted in savings for building and process equipment energy consumption as well as heating, cooling and steam generation
Water and Effluents 2018		
303-1 Interactions with water as a shared resource	6.3, 6.4, 6.A, 6.B, 12.4	Water Management, page 18 Water is used in our facilities for the production of products (food - pasta, condiments, meals), cleaning, generation of steam, heating and cooling and general human interactions. The majority of water that comes to our plants is purchased from local municipalities, however, our Ontario, Canada facility also draws water from Lake Ontario via the plant's current approved Permit to Take.
303-2 Management of water discharge-related impacts	6.3	Water Management, page 18 All water discharges are regulated on the basis of the constituent limits imposed by the municipality operating the Publicly Owned Treatment Works that each of our sites discharge to.
303-3 Water withdrawal	6.4	Performance Data Tables, page 43
303-4 Water discharge	6.3	Performance Data Tables, page 43 Water discharges are treated for constituent pollutant concentrations as required in facility wastewater permits. These pollutants include Total Suspended Solids (TSS), COD, BOD, Fats Oil and Greases (FOG), Total Kjeldhal Nitrogen (TKN) and Total Phosphorous (TP). Three formal Notices of Violation for wastewater permit exceedances were issued to Winland Foods in 2024.

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WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

GRI and SDG Index

Performance Data Tables

Sustainability Goals & KPIs

GRI	SDG Target	Disclosure
303-5 Water consumption	6.4	Performance Data Tables, page 43
Biodiversity 2016		
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	6.6, 15.1, 15.5	Leveraging the World Database of Protected Areas, Winland Foods identified that our Fara Gera d'Adda production site in Fara Gera D'Adda, Italy, totaling 0.014 km ² is adjacent to the Adda Nord Natural Park, an International Union for Conservation of Nature (IUCN) Management Category V area. The site operates within an industrial area and is given authorizations related to operations for this industrial zone. We are not currently aware of any biodiversity impacts related to our operations.
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	6.6, 15.1, 15.5	Winland Foods does not currently evaluate for Red List species.
Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	3.9, 12.4, 13.1, 15.2	Performance Data Tables, page 43
305-2 Energy indirect (Scope 2) GHG emissions	3.9, 12.4, 13.1, 15.2	Performance Data Tables, page 43
305-3 Other indirect (Scope 3) GHG emissions	3.9, 12.4, 13.1, 15.2	Performance Data Tables, page 43
305-4 GHG emissions intensity	13.1, 15.2	Performance Data Tables, Page 43
305-5 Reduction of GHG emissions	13.1, 15.2	Performance Data Tables, page 43 In 2024, Winland Foods completed Scope 1 & Scope 2 GHG emissions reductions initiatives totaling 2,018 MT CO ₂ e in annualized savings. Emissions reductions represent projects completed in the reporting year CY 2024 over the baseline year of 2023. Emissions reductions are reported in units of CO ₂ e which include CO ₂ , CH ₄ , and N ₂ O.
Waste 2020		
306-1 Waste generation and significant waste-related impacts	3.9, 6.3, 6.4, 6.6, 12.4	Waste Management, page 19
306-2 Management of significant waste-related impacts	3.9, 6.3, 12.4, 12.5	Waste Management, page 19
306-3 Waste generated	3.9, 6.3	Performance Data Tables, page 43
306-4 Waste diverted from disposal	3.9, 12.4	Performance Data Tables, page 43
306-5 Waste directed to disposal	6.6, 15.1, 15.5	Performance Data Tables, page 43

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2024 SUSTAINABILITY REPORT

A LETTER FROM OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

GRI and SDG Index

Performance Data Tables

Sustainability Goals & KPIs

GRI	SDG Target	Disclosure
Environmental Assessment 2016		
308-1 New suppliers that were screened using environmental criteria	-	The primary focus of our supplier qualification activity is currently related to food safety and quality. All food ingredient and food contact suppliers are required to acknowledge our Supplier Quality Expectations Manual, which indicates that suppliers should work to continuously improve environmental performance and are expected to comply with all environmental laws and regulations. We are considering how to further integrate environmental screening criteria as part of our supplier development initiatives.
308-2 Negative environmental impacts in the supply chain and actions taken	-	Supply Chain Management, page 34 There were no significant negative environmental impacts reported within our supply chain for this period.
Employment 2016		
401-1 New employee hires and employee turnover	5.1, 8.5, 8.6	Performance Data Tables, page 44
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.2, 5.4, 8.5	Employee Engagement, pages 27 & 28 Employee Benefits, page 30
401-3 Parental leave	5.1, 5.4, 8.5	Employee Benefits, page 30 2,031 Male and 895 Female employees were entitled to parental leave in 2024.
Occupational Health and Safety 2018		
403-1 Occupational health and safety management system	8.8	Occupational Health & Safety, pages 23 & 24 Our Health and Safety Management System (HSMS) was implemented to include our broader commitment to operational excellence and continuous improvement. In instances where certain workers, activities, or workplaces fall outside the scope of this system, we work to ensure that their safety is managed in accordance with relevant safety management systems.
403-2 Hazard identification, risk assessment, and incident investigation	8.8	Occupational Health & Safety, pages 23 & 24
403-3 Occupational health services	8.8	Our occupational health services assist with routine industrial hygiene health assessments, ergonomic evaluations, monitoring of workplace conditions, and assessments of potential exposure to harmful substances. Additionally, they help identify risks related to work-related injuries or illnesses. Our occupational health services are available to all employees, and any worker can access support for health concerns, injury management, or work-related health risks through these resources.
403-4 Worker participation, consultation, and communication on occupational health and safety	8.8	Occupational Health & Safety, pages 23 & 24 Worker participation and consultation are integral to the development, implementation, and evaluation of our HSMS. We prioritize collaboration with our employees to ensure that their voices are heard, and their input is incorporated at every stage of the process.
403-5 Worker training on occupational health and safety	8.8	Occupational Health & Safety, pages, 23 & 24

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WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

GRI and SDG Index

Performance Data Tables

Sustainability Goals & KPIs

GRI	SDG Target	Disclosure
403-6 Promotion of worker health	3.3, 3.5, 3.7, 3.8	Employee Benefits, page 30 In addition to supporting access to non-occupational healthcare, our organization offers a variety of voluntary health promotion services and wellness programs designed to address major non-work-related health risks. These programs are aimed at promoting a healthy lifestyle and helping workers manage health conditions that may affect their quality of life, productivity, and overall well-being.
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8.8	Occupational Health & Safety, pages 23 & 24
403-8 Workers covered by an occupational health and safety management system	8.8	Winland Foods has implemented an Occupational Health and Safety management system to capture EHS data. Winland Foods employees and non-employee workers are covered by the system that has been certified by an external party. No workers are excluded from this process.
403-9 Work-related injuries	3.6, 3.9, 8.8	Performance Data Tables, page 44 Winland Foods leverages comprehensive incident data analysis to identify workplace hazards. In 2024, nip points continue to be the leading cause of work-related injuries.
403-10 Work-related ill health	3.3, 3.4, 3.9, 8.8	Performance Data Tables, page 44
Training and Education 2016		
404-1 Average hours of training per year per employee	8.2	On average male employees spent 4.4 hours in training and female employees spent 4.3 hours.
404-2 Programs for upgrading employee skills and transition assistance programs	8.2, 8.5	Performance Data Tables, page 44
404-3 Percentage of employees receiving regular performance and career development reviews	8.5	22% of male and 14% of female employees receive regular performance and career development reviews.
Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees	5.1, 5.5, 8.5	Performance Data Tables, page 44 The primary board consists of 87% male and 13% female, 62% of the primary board is over 50, while 38% is 30-50. The group level board consists of 71% male and 29% female. 29% of the primary board is over 50, while 71% is 30-50.
Local Communities 2016		
413-1 Operations with local community engagement, impact assessments, and development programs	2.3	Community Engagement, page 30

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WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

GRI and SDG Index

Performance Data Tables

Sustainability Goals & KPIs

GRI	SDG Target	Disclosure
Supplier Social Assessment 2016		
414-1 New suppliers that were screened using social criteria	5.2, 8.8	Supply Chain Management, pages 34 & 35
414-2 Negative social impacts in the supply chain and actions taken	5.2, 8.8	Supply Chain Management, pages 34 & 35 There were no significant negative social impacts reported within our supply chain for this period.
Public Policy 2016		
415-1 Political contributions	-	Winland Foods' Code of Conduct does not allow for support of political parties or candidates for public office or reimbursement of employees for political contributions.
Customer Health and Safety 2016		
416-1 Assessment of the health and safety impacts of product and service categories	-	100% of product and service categories were assessed on the basis of their health and safety impacts. Assessments for improvements are triggered by customer request or regulatory/labelling changes.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	No cases of non-compliance concerning the health and safety impacts of products and services resulting in fines, penalties or warnings were recorded in 2024.
Marketing and Labeling 2016		
417-1 Requirements for product and service information and labeling	12.8	Packaging & Life Cycle Management, page 20 Product Labeling & Marketing, page 25



WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

GRI and SDG Index

Performance Data Tables

Sustainability Goals & KPIs

Performance Data Table¹⁷

Environment	2023	2024
GHG Emissions intensity		
GHG Emissions Intensity including Scope 1, 2 Market, and 3 emissions (metric tons CO ₂ /production pounds)	0.001	0.001
GHG Emissions (metric tons CO₂e)^{18, 19}		
Total Emissions²⁰	1,343,779	2,393,218
Scope 1	51,508	75,841
Scope 2		
Location-Based ²¹	76,172	113,516
Market-Based	3,602	3,588
Scope 3		
Purchased Goods & Services	788,187	1,273,193
Capital Goods	7,875	13,256
Fuel and Electricity - Related Activities	28,866	36,259
Upstream Transportation and Distribution	162,153	171,046
Waste Generated in Operations	18,211	18,781
Business Travel	659	860
Employee Commuting	4,039	5,490
Downstream Transportation and Distribution	44,859	50,964
Processing of Sold Products	889	12,289
Use of Sold Products	80,163	481,867
End-of-Life Treatment of Sold Product	152,768	249,784
Energy		
Energy Intensity (kWh/production pounds)	0.315	0.256
Energy Consumption (GJ)		
Total Energy Consumption (kWh)	1,691,803	2,470,858
Diesel	12,854	16,181
Distillate Fuel Oil No. 2	9,237	6,638
Propane	549	5,300
Gasoline	59	121
Natural Gas	1,041,114	1,464,416
Electricity Consumption	627,990	978,202
Water		
Total Water Withdrawal (ML)	1,557	1,987
Surface Water	227	174
Groundwater	-	-
Seawater	-	-
Produced Water	-	-
Third-Party Water	1,330	1,813

Environment	2023	2024
Total Water Withdrawal from areas with water stress (ML)		
Surface Water	227	174
Groundwater	-	-
Seawater	-	-
Produced Water	-	-
Third-Party Water	664	724
Total Water Discharged (ML)		
Surface Water	-	-
Groundwater	-	-
Seawater	-	-
Produced Water	-	-
Third-Party Water	804	1,048
Total Water Discharge from areas with water stress²²		
Total Water Consumption²³	754	939
Total Water Consumption from areas with water stress		
Waste		
Total Waste Generated (MT)²⁴		
Animal Feed	75,773	161,491
Land Application	32,461	40,260
Compost	1,257	544
Anaerobic Digestion	-	1,655
Traditional Recycling	6,432	7,419
Hazardous Waste	63	9
Non-Hazardous Waste	12,053	12,895
Waste Diverted (MT) (Recycling)		
Animal Feed	75,773	161,491
Land Application	32,461	40,260
Compost	1,257	544
Anaerobic Digestion	-	1,655
Traditional Recycling	6,432	7,419
Hazardous Waste	3	3
Non-Hazardous Waste	-	-
Waste Disposed (MT)		
Landfill	11,605	12,485
Incineration with Energy Recovery	449	410
Hazardous Waste (landfilling)	61	6

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WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

GRI and SDG Index

Performance Data Tables

Sustainability Goals & KPIs

Social

North America					Europe			
2023					2023		2024	
Employees	Female	Male	Female	Male	Female	Male	Female	Male
Permanent								
Under 30	134	307	138	394	4	0	3	4
30-50	404	902	534	1,288	15	34	16	32
Over 50	303	654	361	858	8	16	9	9
Total Employees	841	1,863	1,033	2,540	27	50	28	45
Temporary								
Under 30	-	1	-	-	1	-	-	-
30-50	-	1	-	1	-	-	1	-
Over 50	-	1	-	1	-	-	-	-
Full-time								
Under 30	133	303	134	386	4	-	3	4
30-50	404	899	532	1,287	14	34	16	32
Over 50	298	654	356	856	8	16	9	9
Part-time								
Under 30	1	4	4	8	-	-	-	-
30-50	-	3	2	2	1	-	1	-
Over 50	5	-	5	3	-	-	-	-
New Hires								
Under 30	73	183	63	177	-	-	-	-
30-50	130	276	129	297	-	-	-	-
Over 50	46	82	33	88	-	-	-	-
Employee Turnover Rate²⁵								
Under 30	44%	53%	42%	41%	-	-	-	-
30-50	24%	27%	19%	21%	-	-	-	-
Over 50	15%	15%	15%	13%	-	-	-	-

2023					2024	
Work Related Injury	Number	Rate	Number	Rate		
Fatalities from work-related injury	-	-	-	-		
High-consequence work-related injury	3	0.1	5	0.2		
Recordable work-related injury ²⁶	58	2.1	61	2.3		
Total hours worked	5,478,098	-	6,272,444	-		
Work Related Ill Health	-	-	-	-		
Fatalities from work-related ill health	-	-	-	-		
Recordable work-related ill health	-	-	-	-		

Programs for Skills and Transition ²⁷	2023	2024
Compliance Training	36%	12%
Non-Compliance	64%	88%

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WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

GRI and SDG Index

Performance Data Tables

Sustainability Goals & KPIs

Sustainability Goals & Key Performance Indicators

Target	KPIs	2024 Performance ²⁸
Exceptional Products		
By EOY 2025, we aim to have our primary and secondary packaging be 100% recyclable, reusable, or compostable.	% recyclable, reusable or compostable by weight for primary and secondary packaging	97%
By EOY 2027, we target having 30% of our primary and secondary packaging be made from post-consumer recycled content, with a focus on reducing the use of virgin plastic.	% overall post-consumer recycled content by weight for primary and secondary packaging	32% ²⁹
By EOY 2027, we aim to have 10% of revenue come from innovation and new products from a 2023 baseline.	% revenue from new products meeting criteria	1.5%
Resilient Supply Chain		
By EOY 2027, we will work to implement regenerative agriculture practices on 100,000 acres of durum wheat	# of acres	16,000 ³⁰
By EOY 2027, we will work to increase our use of intermodal transportation to 10% of our shipments.	% of shipments	1%
By EOY 2027, we strive to implement sustainable sourcing strategies in place for wheats, edible oils, eggs, and tomatoes.	We are working to lay the foundations of our sustainable sourcing strategies in 2025.	N/A
Sustainable Operations		
By EOY 2025, work to achieve Total Recordable Incident Rate of 1.8, with a longer-term ambition of achieving 1.0.	TRIR	2.3
By EOY 2027, we will work to reduce total energy consumption (kWh) by 10% from a 2023 baseline.	% kWh reduced	+0.3%
By EOY 2027, we aim to reduce water consumption by 10% at high baseline stress operations, and by 5% across all operations from 2023 baseline.	% absolute gallons of water consumed	All Operations: -1.1% High Baseline Stress Sites: -4.4%
By EOY 2027, we strive to reduce waste-to-landfill by 20% across our manufacturing operations from a 2023 baseline.	% tons reduced	-6.4%
Winning Culture		
By 2027 each location will work to coordinate two community engagement or giving events annually.	# of locations meeting goal	5 of 22
By 2027, we aim to increase employee participation in retirement savings programs by 7%.	% 401k participation increase	-3%

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WINLAND FOODS

2024
SUSTAINABILITY
REPORT

A LETTER FROM
OUR CEO

ABOUT WINLAND FOODS

OUR SUSTAINABILITY
APPROACH

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

GRI and SDG Index

Performance Data Tables

Sustainability Goals & KPIs

Endnotes

1. Data is as of January 1st, 2025.
2. Reduction in absolute Scope 1 and 2 GHG emissions excludes acquisitions made in 2024.
3. Percentage reduction in incoming water usage excludes acquisitions made in 2024.
4. Improvement in landfill diversion rate excludes acquisitions made in 2024.
5. The dollar amount of food donated through individual food banks and feeding America by Winland Foods in 2024 excludes acquisitions made in 2024.
6. Percentage reduction in absolute Scope 1 and 2 GHG emissions only includes plants that were part of Winland Foods' footprint prior to 2024 acquisitions.
7. Scope 1 GHG emissions do not include fugitive emissions from refrigerant leakage due to lack of available data. The company is assessing methods to estimate and report these emissions in future reporting periods.
8. Total Market-based Scope 2 emissions. Includes all locations and does not deduct emissions from REC purchases.
9. Location-based Scope 2 emissions. The market-based equivalent is 160 metric tons carbon dioxide equivalent.
10. Percentage reduction in water use intensity excludes acquisitions made in 2024.
11. Water management projects completed in 2024 excludes sites that were part of acquisitions made in 2024.
12. Our 2024 landfill diversion rate excludes acquisitions made in 2024.
13. Our 2024 food waste diversion data excludes acquisitions made in 2024.
14. TRIR is based on the ratio of total recordable incidents divided by the total number of employee hours worked.
15. Our annual Engagement Survey results exclude acquisitions made in 2024.
16. Total donations exclude acquisitions made in 2024.
17. 2023 data was not recalculated to reflect acquisitions. All figures have been rounded.
18. Gases included in calculations: CO₂, CH₄, and N₂O.
19. Scope 1 GHG emissions do not include fugitive emissions from refrigerant leakage due to lack of available data. The company is assessing methods to estimate and report these emissions in future reporting periods.
20. Inventory is reported in alignment with the Greenhouse Gas Protocol.
21. Location-based electricity emission factors are from EPA and IEA emission factors (data year 2022) with the GWP 6th Assessment Report, 2021 (AR6). Market-based emission factors utilize Green-E Residual emission factors, IEA for Canada and AIB Residual emission factors (data year 2022).
22. Winland Foods is unable to provide breakdown of total water discharge to all areas by category.
23. Winland Foods does not participate in water storage. Water consumption data is not available directly but is calculated using the difference of water withdrawal and water discharge.
24. Information is collected from monthly waste invoices for each waste stream. Hazardous waste for some locations is estimated based on the facilities Hazardous Waste Generator Status. When hazardous waste quantities were not available, the maximum allowable quantity according to the site's status was assumed. Actual Hazardous Waste totals are likely significantly lower.
25. European turnover data is unavailable.
26. The main type of work-related injury is from contusions. No recordables for non-employee workers.
27. Upon involuntary termination as a result of reduction in force, we partner with an outplacement service that offers these programs.
28. 2023 baselines were recalculated to reflect acquisitions, which is reflected in 2024 performance.
29. In integrating the primary and secondary packaging made with post-recycled consumer content from our recent acquisitions into our packaging portfolio, we have surpassed this goal. We are considering updates to this goal.
30. Program development in partnership with Unilever.

