

A LETTER FROM
OUR CEO

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FOODS

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SUSTAINABILITY REPORT



2025



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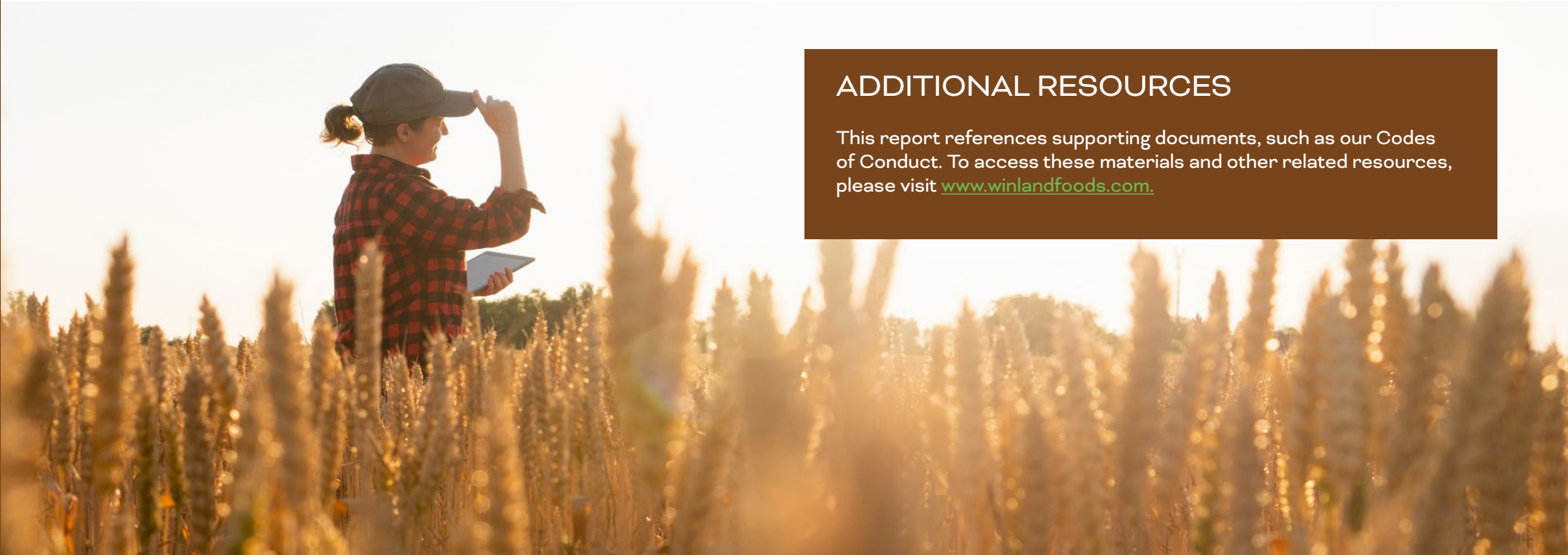
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ABOUT THIS REPORT

This report covers key sustainability-related activities and accomplishments of Winland Foods from January 1, 2025, to December 31, 2025, 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, 2025 data reflects operations as of December 31, 2025, including recent acquisitions and excluding divestments completed in the first half of 2025. 2024 data includes these acquisitions but not the divestments, while 2023 data has not been adjusted for either. However, our 2023 goal baselines have been updated to reflect both the recent acquisitions and divestitures. As a result, year-over-year comparisons may vary. All reported figures are rounded for presentation purposes.

FORWARD-LOOKING STATEMENTS AND 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.



ADDITIONAL RESOURCES

This report references supporting documents, such as our Codes of Conduct. To access these materials and other related resources, please visit www.winlandfoods.com.

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A LETTER FROM OUR CEO

Dear Stakeholders,

At Winland Foods, we're helping to build the food system of the future—meeting customer needs today while laying the groundwork to serve generations to come. We do this by producing high-quality food through a long-term mindset grounded in sustainability and responsible operations. From ingredient sourcing through processing, packaging, and delivery, we apply a balanced, measured approach—one that strengthens our business while caring for the resources and communities we depend on.

Over the past year, our teams continued to embed sustainability across our business. We expanded regenerative agriculture, advanced responsible sourcing, invested in our people, and improved operational efficiency—all while maintaining uncompromising quality and value for customers. Together, these efforts reinforce a more resilient and sustainable path from farm to table.

In 2025, we improved performance related to energy, water, and waste, and advanced our decarbonization strategy as we work toward science-aligned climate goals. We strengthened supply chain resilience by introducing a new Supplier Code of Conduct and Sustainable Agriculture Policy, rolling out new tools to support human rights due diligence, and further optimizing logistics to move products more efficiently.

This year also marked the largest product launch in Winland Foods' history, introducing new products and brands focused on nutritional enhancement—particularly protein and fiber. In packaging, we significantly increased the use of post-consumer recycled (PCR) content and partnered with customers to develop newly recyclable packaging, reflecting our continued investment in a more circular future.

Equally important is our people and our culture. We continued to strengthen our winning culture by investing in growth and development, launching our Leadership Academy, introducing an enhanced wellness benefit, and hosting meaningful community events across our sites. These efforts reinforce the collaborative spirit and shared accountability that enable us to lead with purpose.

As we look ahead, we are also preparing for an important evolution. Following the combination of Winland Foods and La Doria and the acquisition of Al-Fursan, we will begin transitioning to a global sustainability strategy under Windoria in 2026. This next chapter reflects the strength of the complementary organizations coming together with a shared commitment to quality, responsibility, and long-term value creation. As Windoria, we will continue to build on the progress we have made, further embedding sustainability into our business and strengthening the governance and systems that support responsible growth.

Together, we are shaping a food system that is balanced, resilient, and built to endure. With clear priorities, strong partnerships, and a dedicated global team, we remain focused on delivering exceptional products while stewarding our resources thoughtfully—for our customers, our communities, and future generations.

Warm regards,
Brian Schiegg, CEO




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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 13 key categories—including pasta, sauces, dressings, and dry dinners—we play a pivotal role in the global food chain. We believe everyone deserves access to affordable, nutritious options that make healthy eating simple and enjoyable.

We integrate environmental, social, and governance priorities across our operations to help generate a balanced, positive impact on the world around us. Our approach focuses on caring for our people, responsibly managing the material and financial aspects of our business, and supporting the broader value chain we both depend on and contribute to. Sustainability is not simply a goal for us—it is a driver for innovative solutions that help strengthen our business and advance the broader food system.

We hold ourselves accountable for continuous improvement through close engagement with stakeholders, from strategic suppliers to the consumers who enjoy our products. As part of this commitment, we work to promote resource efficiency, reduce costs, and strengthen the resilience of our supply chain. These efforts position us to adapt to market changes and global challenges while maintaining reliable service and consistent product quality.

Through ongoing optimization of our manufacturing and distribution network, we are building strategic, built-in redundancy that enhances flexibility and resilience. This approach allows us to better meet customer demand, respond effectively to business continuity challenges, and operate efficiently across our footprint. At the same time, we continue to advance practices such as regenerative agriculture and responsible sourcing, supporting environmental and economic health without compromising quality.

Today and for the future, we are focused on delivering high-quality food people love, while responsibly managing resources and strengthening the resilience of the food system we help sustain.

WINLAND FOODS AT A GLANCE

INCORPORATED:
OCTOBER 2022

HEADQUARTERS:
OAK BROOK, ILLINOIS

GLOBAL MANUFACTURING FACILITIES:
15¹

EMPLOYEES WORLDWIDE:
3,500+ PERMANENT

NEW PRODUCTS:
530 SKUs

TOTAL PRODUCTS:
6,200 SKUs

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PURPOSE

To be exceptional from the land to the table.



MISSION

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
- PASTA SAUCES
- MEXICAN SAUCES
- SPOONABLE DRESSINGS
- SYRUPS
- SOUPS
- DRY BLENDS & BAKING
- PITA CHIPS
- PIE FILLINGS
- DRY DINNERS

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

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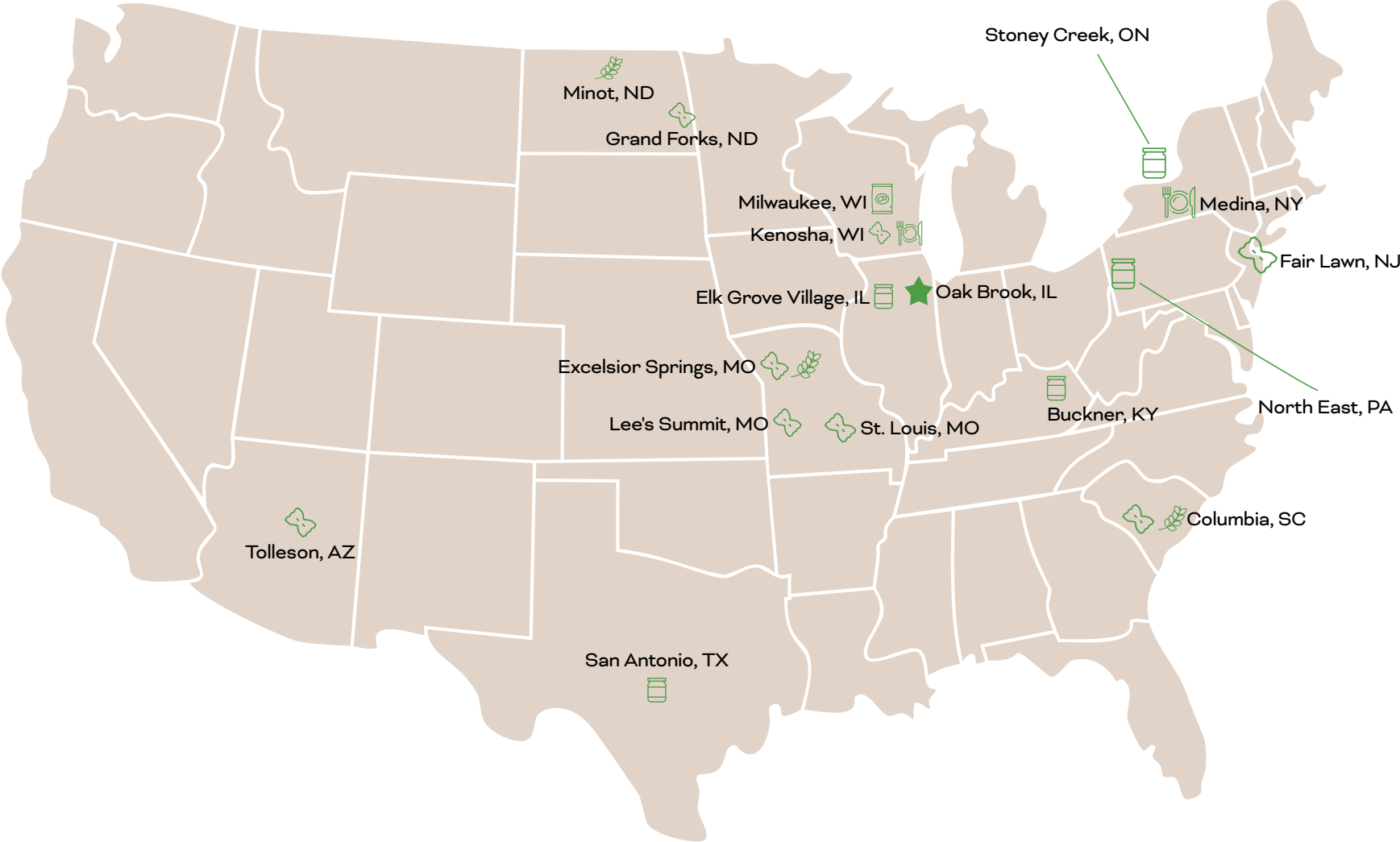
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MANUFACTURING NETWORK

North America



★ 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, 2025.

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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

- 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



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OUR SUSTAINABILITY APPROACH

At Winland Foods, sustainability is a core 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 strengthen our market position and support long-term portfolio resilience.

We embed sustainability into daily operations through collaboration with internal and external stakeholders, enabling us to identify relevant risks and opportunities, set meaningful goals, and track progress. As we advance our own efforts, we also support our customers in achieving their goals.

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

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MATERIALITY ASSESSMENT

To better understand and address its most significant sustainability impacts, Winland Foods conducted a comprehensive materiality assessment spanning its full value chain.

The assessment 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. It incorporated input from a broad range of stakeholders, including our employees, customers, investors, regulators, and suppliers, supported by 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 significance to both our business and our external stakeholders:

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

This assessment continues to serve as a roadmap for our sustainability efforts. By assigning ownership, setting clear goals, and implementing targeted management strategies, we aim to ensure focused attention across each priority area. Ongoing stakeholder engagement further informs our approach, which helps us identify emerging opportunities and proactively address challenges.

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



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SUSTAINABILITY STRATEGY AND FRAMEWORK

Our success depends on delivering high-quality products that exceed customer expectations, while responsibly stewarding our resources and supporting the people who work to make our food system work. These priorities are embedded in our sustainability framework, which serves as the foundation of our strategy and shapes how we deliver impact across our value chain.

Four core pillars guide our sustainability efforts:

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

Governance and transparency underpin our strategy and extend across all four pillars. Each pillar is sponsored by a member of our Executive Leadership Team, who works closely with functional experts to develop and implement meaningful, actionable programs and initiatives. To drive progress and accountability, we have set goals aligned with our sustainability strategy objectives. We are committed to providing regular updates on our progress. See our Goals & KPIs table on [page 13](#) for additional detail.

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Goals:

- ✓ By end of year (EOY) 2027, we aim to have 10% of revenue come from innovation and new products from a 2023 baseline.
- ✓ 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 (PCR) content, with a focus on reducing the use of virgin plastic.



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

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

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 have 100,000 acres under regenerative agriculture practices.
- ✓ 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 continue to provide competitive healthcare benefits while maintaining costs below industry standards.



- Community Engagement
- Inclusive Culture
- Employee Engagement

Governance and Transparency

Exceptional Products

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

Resilient Supply Chain

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

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 2025, we will work to achieve a Total Recordable Incident Rate (TRIR) of 1.8, with a 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. For additional information, see Forward-Looking Statements and Disclaimers on [page 3](#).

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Goals	KPIs	Performance
Sustainable Operations²		
By EOY 2027, we will work to reduce total energy consumption (kWh) by 10% from a 2023 baseline.	% of kWh reduced	-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.	% of absolute gallons of water consumed	All Operations: -9% High Baseline Stress Sites: -16%
By EOY 2027, we strive to reduce waste-to-landfill by 20% across our manufacturing operations from a 2023 baseline.	% tons reduced	+4%
By EOY 2025, work to achieve a TRIR of 1.8, with a longer-term ambition of achieving 1.0.	TRIR	1.8
Resilient Supply Chain		
By EY 2027, have 100,000 acres under regenerative agriculture practices. ³	# of acres	34,200+
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 for wheats, edible oils, eggs, and tomatoes.	Progress on laying the foundations of our sustainable sourcing strategies in 2025.	In 2025, we introduced several foundational elements of our sustainable sourcing strategy, including our new Sustainable Agriculture Policy and Supplier Code of Conduct. For additional details, see our Resilient Supply Chain chapter, starting on page 27 .
Exceptional Products		
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	2%
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	98%
By EOY 2027, we target having 30% of our primary and secondary packaging be made from PCR content, with a focus on reducing the use of virgin plastic. ⁴	% overall PCR content by weight for primary and secondary packaging	36%
Winning Culture		
By 2027, each location will work to coordinate two community engagement or giving events annually.	# of locations meeting goal	17 of 18 ⁵
By 2027, we aim to increase employee participation in retirement savings programs by 7%.	% 401(k) participation increase	15%

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2025 HIGHLIGHTS

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- DELIVERED THE LARGEST PRODUCT LAUNCH IN WINLAND FOODS' HISTORY, FOCUSED ON FUNCTIONAL NUTRITION TO SUPPORT EVOLVING CONSUMER PREFERENCES AND HEALTH NEEDS
- COMPLETED ENTERPRISE-WIDE IMPLEMENTATION OF OUR SUSTAINABILITY TREASURE HUNT PROGRAM ACROSS OUR MANUFACTURING PLANTS
- DEVELOPED A NEW SUPPLIER CODE OF CONDUCT AND A SUSTAINABLE AGRICULTURE POLICY
- EXPANDED REGENERATIVE AGRICULTURE PRACTICES FOR DURUM WHEAT
- PRIORITIZED WORKPLACE DEVELOPMENT, OFFERING EXPANDED BENEFITS TO SUPPORT OUR EMPLOYEES' GROWTH AND WELL-BEING



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BY THE NUMBERS



130

NEW PRODUCTS LAUNCHED



94%

LANDFILL DIVERSION RATE



38%

ABSOLUTE REDUCTION IN SCOPE
1 AND 2 EMISSIONS COMPARED TO
OUR 2023 BASELINE⁶



36%

PCR IN PRIMARY AND SECONDARY
PACKAGING



98%

PACKAGING BY WEIGHT IS
RECYCLABLE, REUSABLE, OR
COMPOSTABLE



51

51 COMMUNITY GIVING/VOLUNTEER
EVENTS ACROSS OUR OPERATIONS



-16%

REDUCTION IN WATER
CONSUMPTION AT SITES IN HIGH
WATER STRESS LOCATIONS

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SUSTAINABLE OPERATIONS

Our Sustainable Operations approach is grounded in a commitment to workplace safety and minimizing environmental impact across all facilities. We apply the same rigor and accountability to safety, resource efficiency, and emissions reductions as we do to other core operational priorities. Through clear performance metrics, site-level ownership, and practical, data-driven improvements, we continue to strengthen our operations while reducing our footprint and enhancing long-term operational resilience.

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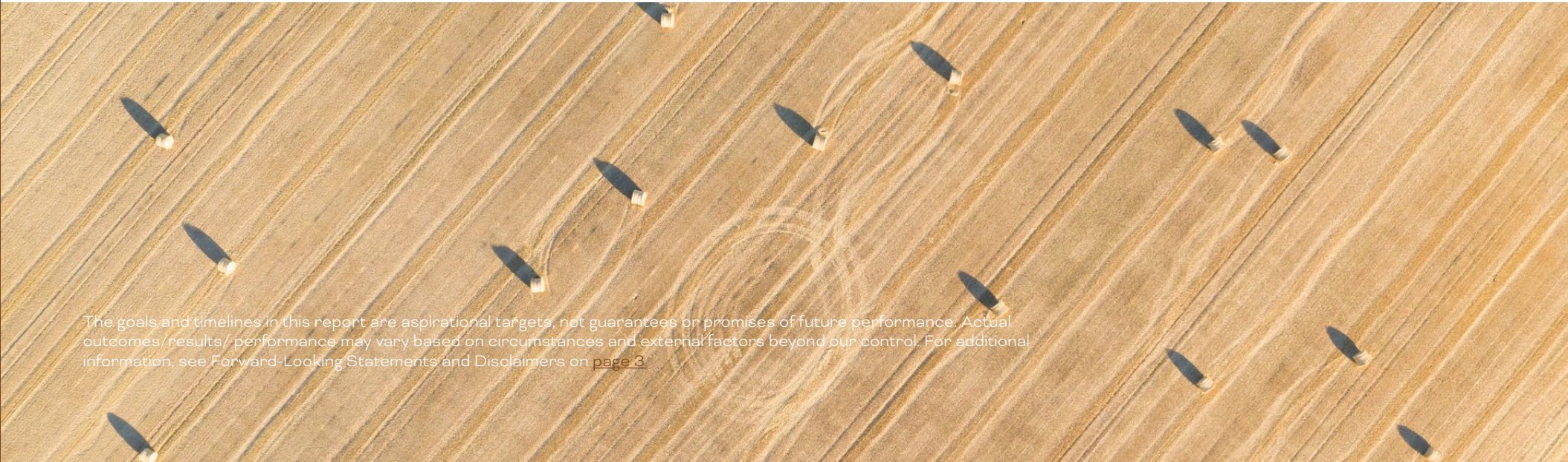
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CLIMATE RISK

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

We apply disciplined, data-driven management to monitor and improve climate-related performance. We track and report facility-level consumption to monitor performance over time, refine baselines, align internal teams, and support more targeted and effective goal setting. We periodically update our GHG inventory to reflect changes in our business, including the integration of acquisitions and the addition of forest, land, and agriculture-related (FLAG) emissions categories. In parallel, we are assessing science-based targets and developing a roadmap to reduce emissions across our value chain, taking into account both technical and financial feasibility.

	GOALS		2025 PROGRESS
	Reduce total energy consumption (kWh) by 10% by the end of 2027 (2023 baseline)		Reduced total energy consumption by approximately 3%
	Increase use of intermodal transportation to 10% of shipments by the end of 2027		Intermodal transportation accounts for approximately 1% of shipments
	Have 100,000 acres under regenerative agriculture programs		Expanded regenerative agriculture practices on an additional 18,200+ acres of durum wheat, for a total of 34,200+ acres



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We are strengthening climate governance to support effective strategy execution and accountability. Our Board maintains oversight of climate-related risks and opportunities as part of its governance responsibilities, and several of our Board members complete external sustainability training. As our organization transitions to the broader Windoria, this oversight will encompass topics such as the setting of emissions reduction goals and compliance with international climate regulations. Our day-to-day climate risk management is led by functional and plant leadership, who work with our sustainability, supply chain, and risk teams to integrate climate considerations into operations, sourcing, and logistics.

As part of a broader climate scenario analysis conducted at the Windoria level in 2025, Winland Foods participated in its first qualitative climate scenario analysis to better understand potential physical and transition risks across our operations, suppliers, and customers. The analysis considered three distinct climate scenarios (SSP1–2.6 degrees of warming, SSP2–4.5 degrees of warming, and SSP5–8.5 degrees of warming) over short-, medium-, and long-term time horizons (2030, 2035, and 2050). Key drivers of physical risk identified for Winland include water stress, cyclones, and extreme heat, while transition risks and opportunities relate primarily to changes in technology and market conditions. Insights from this analysis are being reviewed to inform future planning, enhance operational resilience, and identify potential value-creation opportunities.

As an agriculture-dependent business, Winland Foods is focused on strengthening our sustainable sourcing practices and risk-management strategies across our supply chain. We are also improving the quality of our Scope 3 emissions data as we integrate 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 risks in our supply chain, see the Supply Chain Due Diligence section on [page 28](#).

Given the extensive geographical distribution of our facilities across the U.S. and Canada, 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, particular attention is given to those in the U.S. South and Southwest, where the heat-related health and safety risks are elevated. Adaptations such as spot-cooling units and cooling stations are standard in these locations to protect our workforce from heat stress.

We maintain location-specific Emergency Action Plans aligned with our Corporate Emergency Preparedness Standard, which address severe weather preparedness and response. These plans include annual drills and defined response procedures to promote readiness. We have also engaged a third-party expert to help us conduct a comprehensive business continuity analysis, with the aim of developing a formalized business continuity plan. In addition, we 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, including severe weather events.

We recently enhanced our enterprise risk management (ERM) framework by formally designating climate-related risks as their own standalone risk, supported by a set of associated sub-risks. This update incorporates both physical and transition climate risks and strengthens the integration of climate considerations across our broader ERM processes.

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
- Enhancing facility-level and supply-chain emissions tracking and reporting
- Integration of climate-related risks into our enterprise risk management process

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ENERGY & EMISSIONS

Advancing our energy and emissions management efforts is an important part of building up operational efficiency and supporting long-term resilience. 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, with a focus on identifying high-utilization areas where improvements can be made. These efforts support progress toward our environmental goals while promoting more efficient use of resources.

Increasing energy efficiency remains a key priority across our facilities. The backbone of our energy efficiency efforts is our Sustainability Treasure Hunt program, which consists of internal, cross-functional audits designed to identify opportunities to reduce energy use. A range of energy efficiency projects have been implemented since this program began in 2023, including 16 in 2025.

Seeking to take the next step in our energy management journey, we partnered with a third-party provider in 2025 to conduct advanced energy audits and decarbonization studies at our sites. These audits extended beyond typical energy efficiency measures. They include identifying ways to reuse waste heat from our processes, identify upgrades to plant utilities and conduct thermal mapping of our process conditions. This will help us evaluate opportunities to replace non-renewable fuel sources with more sustainable technology such as heat pumps, electric steam or hot water generators, or even renewable energy. This further advancement of our energy management efforts reflects our commitment to evaluating science-based targets. Looking ahead, we plan to evaluate additional opportunities to scale renewable energy and further improve energy efficiency.

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HUNTING FOR SUSTAINABILITY SAVINGS

Our Sustainability Treasure Hunt Program is a two- to three-day, kaizen-style event that brings plant teams together to identify energy, water, and waste-reduction opportunities across their facilities. Led by our sustainability team, these events include both production-day and non-production-day walkthroughs to uncover behavioral improvements (such as leak repairs, optimized equipment shutdowns, and HVAC setbacks) as well as more complex opportunities like equipment upgrades and waste-heat recovery. Treasure Hunts also help plant personnel view their operations through an energy-efficiency lens and better understand the cost impacts of inefficient practices.

Since 2023, 14 Treasure Hunts have been completed across Winland's manufacturing sites, with over 200 improvement opportunities identified, representing:

23M kWh
in potential energy savings

44M gallons
in potential water savings

5,700 MT CO₂e
reductions

\$2.8M
in potential cost savings

Of these opportunities, over 80 projects have already been completed, delivering:

8M kWh
in energy reductions

22M gallons
of water reductions

2,400 MT CO₂e
reductions

\$1.1M
in annual cost savings

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IMPROVING ENERGY EFFICIENCY ACROSS OUR FOOTPRINT

In 2025, we improved our overall energy efficiency through a series of high-impact efficiency upgrades across multiple facilities. In total, 16 projects were completed, resulting in a reduction of over 660 MT CO₂e and \$138,000 in annual savings.

LED Lighting Upgrades

Tolleson, AZ, and Grand Forks, ND, transitioned to high-efficiency LED lighting including motion sensors and automatic dimming, reducing over 135,400 kWh, approximately 50 MT CO₂e, and

over \$21,000 in annual costs.

Eliminating Diesel Reefer Trucks

At our North East plant, a new freezer/cooler system replaced diesel-powered reefer trucks, electrifying over 150 MT CO₂e of Scope 1 emissions and saving over \$20,000 in annual energy costs.

High-Efficiency Equipment Upgrades

Three sites modernized core utility systems with high-efficiency, variable-speed-drive equipment:

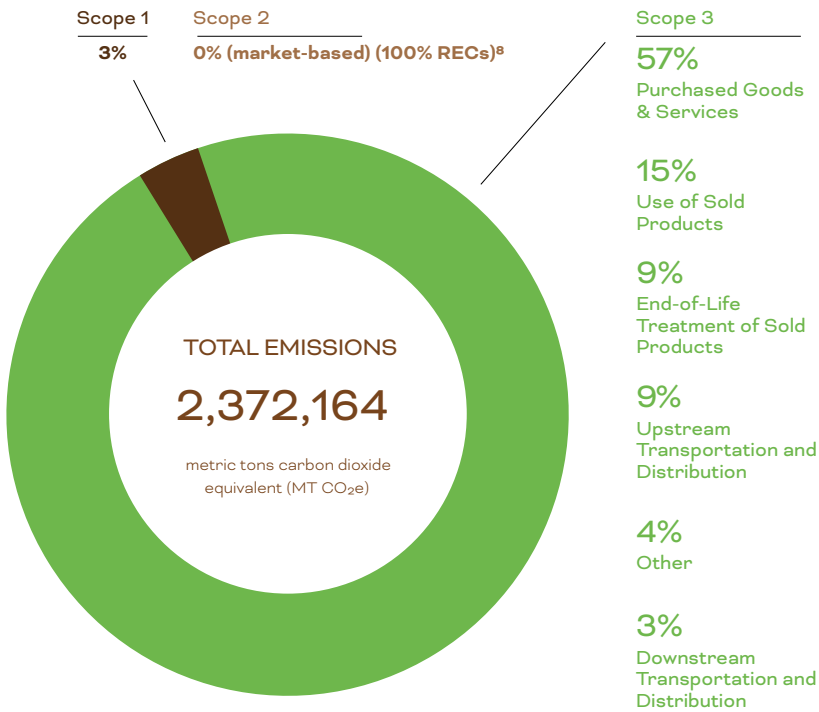
- New chiller in Lee’s Summit, MO: 218,000 kWh, 120 MT CO₂e, \$15,000 in savings
- New air compressor in Kenosha, WI: 130,000 kWh, 50 MT CO₂e, \$16,000 in savings
- New air compressor in Elk Grove Village, IL: 138,000 kWh, 55 MT CO₂e, \$12,000 in savings

Our GHG inventory indicates that purchased electricity represents approximately 58% of our Scope 1 and 2 (location-based) and 0% (market-based, reflecting our Renewable Energy Certificate [REC] claims) emissions, while the majority of our total emissions are attributed to Scope 3 sources. These Scope 3 emissions reflect our broader value chain, underscoring the importance of working collaboratively with suppliers and partners to collectively reduce our environmental impact. We have also continued to advance our FLAG GHG inventory to better understand and account for emissions related to land use and agricultural sourcing, improving data accuracy and alignment with evolving standards.

In 2025, we achieved an approximately 38% reduction in absolute Scope 1 and 2 emissions compared to our 2023 baseline.⁶ Addressing Scope 3 emissions—particularly those related to purchased goods and transportation—remains an important focus area. We are actively optimizing transportation and engaging with suppliers to advance emissions reductions across our value chain. To learn more about how we work to enhance supply chain resilience, see the Resilient Supply Chain section, starting on [page 27](#). We are also continuing to evaluate low-carbon technologies to further reduce our Scope 1 and 2 emissions.

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2025 GHG EMISSIONS⁷



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WATER MANAGEMENT

Water plays a critical role in our manufacturing processes, from product creation to cooling and cleaning. Our water management approach focuses on reducing consumption and improving operational efficiency across our facilities, particularly in areas facing elevated water-related risks. We leverage our Sustainability Treasure Hunt program to identify opportunities to improve water efficiency, helping reduce overall water use and wastewater generation through both operational improvements and targeted projects.

	GOALS		2025 PROGRESS
	Reduce water consumption by 10% at sites in high water risk areas by the end of 2027 (2023 baseline)		Achieved 16% reduction in water consumption at sites in high water risk areas
	Reduce water consumption by 5% across all operations by the end of 2027 (2023 baseline)		Achieved 9% reduction in water consumption across all operations

This progress reflects a series of combined efforts, including enhanced operational efficiencies, expanded water reuse practices, and key process improvements.

Wastewater management is another area of focus. As much of the water used in manufacturing processes cannot be reused, we treat wastewater before discharge in accordance with applicable regulations. We work with local municipalities to maintain compliance with required discharge requirements, and several facilities operate on-site treatment systems that reduce discharge volumes, minimizing environmental impact. We continue to evaluate opportunities to further improve wastewater management practices across our operations.

To further inform our water management strategy, we conducted a Water Risk Assessment using the World Resources Institute (WRI) Aqueduct Water Risk Atlas, evaluating baseline water stress at each of our manufacturing facilities. This assessment identified six facilities located in areas of high or extremely high water-scarcity risk. These facilities are being prioritized for additional water-saving measures, and strategies for minimizing water use at these sites are actively being developed.

By investing in these efficiency measures, we’re making progress toward our water conservation goals while also supporting operational efficiency and reducing costs. Moving forward, we will continue to monitor water-related risks and adapt our approach as needed to maintain sustainable, responsible, and resilient operations amid ongoing climate challenges.

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IMPLEMENTING WATER-SAVING PROJECTS

In 2025, we strengthened our water-efficiency performance through targeted projects that reduced consumption, improved system reliability, and lowered operating costs.

Tolleson, AZ-Vacuum Pump Water Recycling

Single-pass water-cooled vacuum pumps were replaced with new units that use recycled water from the plant's chilled-water loop. This project saved approximately 5.2 million gallons of water and over \$37,000 annually.

Stoney Creek, ON-Pasteurizer System Improvements

Treasure Hunt findings uncovered significant water loss within pasteurizer systems. Leak repairs and system adjustments delivered approximately 806,000 gallons in annual water savings and over \$10,000 in cost reductions.

Stoney Creek, ON-Lake Water Filtration

Additional filtration capabilities now allow the plant to use fresh lake water from Lake Ontario instead of purchased city water—resulting in approximately \$175,000 in annualized cost savings.

In total, eight projects were completed, resulting in nearly 6.5 million gallons of water saved and over \$225,000 in annual savings.

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WASTE MANAGEMENT

Effective waste management is an essential component of reducing our environmental footprint and responsibly managing natural resources. Within our operations, waste can result from manufacturing inefficiencies, ingredient spoilage, or products that do not meet quality standards. Waste can also arise across our value chain and distribution network due to spoilage, quality issues, or distribution errors. Packaging also contributes to our waste footprint, both upstream in production and downstream at the retail and consumer levels.

	GOALS		2025 PROGRESS
	Reduce waste sent to landfill by 20% across manufacturing operations by the end of 2027 (2023 baseline)		Increased waste sent to landfill by 4% compared to our 2023 baseline.

Our operations team works to prevent waste generation at every stage by making our manufacturing process and inventory management as efficient as possible. Where waste is unavoidable, we aim to repurpose food products for alternative uses, such as animal feed or composting, and seek to recycle or reuse materials wherever feasible.

To support progress towards our waste goal, we focus on improving our landfill diversion rate—the portion of waste sent to recycling, reuse, or other non-landfill destinations relative to total waste generated at each facility. We also use waste-intensity metrics to monitor performance over time and account for changes in production volumes and other operational factors. In 2025, we achieved a 94% diversion rate, diverting over 247,000 tons away from landfill. Through targeted waste reduction initiatives and partnerships with recycling and recovery providers, we are working to minimize landfill waste, protecting the environment, and encouraging similar practices across our value chain.

FOOD WASTE DIVERSION

As a private-label food manufacturer, we align our efforts with the U.S. Environmental Protection Agency’s Food Waste Scale, concentrating on reducing waste at the source and diverting it from landfills.

Minimizing Waste Across Our Operations

In 2025, we advanced our waste-reduction efforts by implementing projects that expanded recycling outlets, reduced landfilled materials, and lowered disposal costs across our operations.

Expanding Recycling Through Supply Chain Partnerships

We identified a gap in our distribution network where expired or obsolete product that could not be donated or resold was sent to landfill. By partnering with a third-party recycler and coordinating with warehouse and inventory teams, we began redirecting this material to outlets such as biofuel production, anaerobic digestion, animal feed, and composting. In 2025, this effort diverted over 1,100 tons of material from landfill and generated over \$103,000 in cost savings.

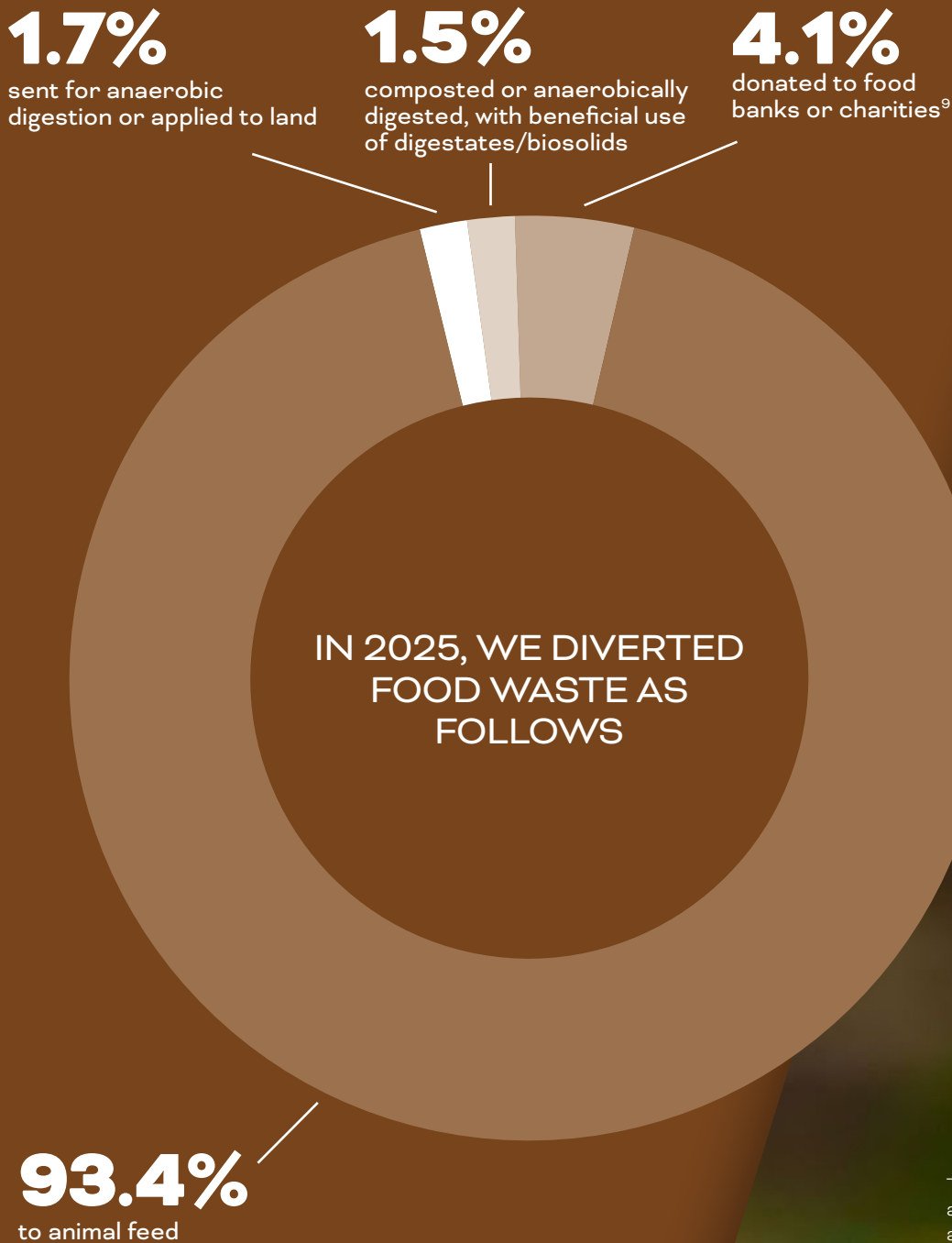
Converting Food Waste into Renewable Fuel

Our North East, PA, plant implemented a system to collect all plant food waste—including scrap product, packaged product, obsolete product, and unused ingredients—and send it for anaerobic digestion. Launched in July 2025, the program is projected to divert over 770 tons of material annually.

Across all facilities, four projects were completed, diverting approximately 2,250 tons of waste from landfill and generating over \$189,000 in annual savings.

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OCCUPATIONAL HEALTH & SAFETY

We strive to create a workplace where everyone stays safe and potential health risks are proactively managed. Our approach is grounded in strong leadership, risk assessment, collaboration and engagement, training and awareness, due diligence, and continuous improvement.

To support this approach, we have implemented a Health and Safety Management System (HSMS) structured to comply with applicable Occupational Safety and Health Administration guidelines and other applicable local, state, and national requirements. The scope of our HSMS extends to all employees, contractors, and individuals working under the supervision of our organization. Our ongoing investment in the development, implementation, and continuous improvement of this system helps protect our workforce, strengthen organizational performance, and support our broader safety goals.

GOALS

Achieve a Total Recordable Incident Rate (TRIR)¹⁰ of 1.8 by EOY 2025, with a longer-term ambition of achieving 1.0

2025 PROGRESS

We achieved a TRIR of 1.8. This reflects efforts such as improving equipment safety, strengthening procedures, managing incidents more quickly, bringing new sites into our safety program, and encouraging employee participation through activities like safety contests and our safety calendar. Our teams also stayed proactive by sharing updates, discussing best practices, holding regular meetings, and providing ongoing training.

We use data and insights to continuously improve our health and safety 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 focus resources where they can have the greatest impact.

CELEBRATING SAFETY ACHIEVEMENTS ACROSS OUR OPERATIONS

Strong safety performance is achieved through everyday actions—when teams take ownership, work together, and look out for one another. In 2025, several Winland Foods sites reached meaningful safety milestones, while others continued to build on longer-term achievements that reflect the strength and consistency of our safety culture.

- **125,000 hours without a recordable injury:** Elk Grove, Fair Lawn, Lee’s Summit, Minot, North East, Tolleson, and St. Louis.
- **250,000 hours without a recordable injury:** Columbia and San Antonio.
- **500,000 hours without a recordable injury:** Kenosha.
- **Six consecutive months without an injury:** Tolleson.
- **One full year without a recordable injury:** Minot.
- **Three consecutive years without a recordable injury:** Milwaukee.

Together, these achievements highlight our dedication to safe behaviors, proactive leadership, and a culture that values prevention, awareness, and everyday risk management. They serve as a meaningful reminder of what strong safety cultures can deliver and provide continued inspiration to build and sustain a safe workplace across our operations.

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HEALTH AND SAFETY AT WINLAND FOODS

Joint Safety Committees: Management and employees collaborate to identify risks, improve safety programs, and promptly address safety concerns.

Risk Assessments: We regularly assess risks across our operations and supply chain partners to help prevent incidents and maintain a safe working environment.

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, and a strict nonretaliation policy is enforced.

Safety Inspections: Regular internal audits, site reviews, and third-party evaluations support compliance and continuous improvement.

Supplier Safety Standards: We hold suppliers and contractors accountable to our safety standards through assessment, engagement, and clear contractual expectations.

Emergency Plans: Clear emergency response procedures are communicated to employees and partners to support timely and effective action when needed.

Training & Education: All employees and applicable supply chain workers receive annual safety training, including training for role-specific hazards like confined spaces or heavy machinery. New hires complete mandatory safety training, with updates provided regularly.

Safety Communication: We keep employees informed through regular safety updates shared via meetings, emails, signage, and safety bulletins.

Recognition: Our Safety Performance Awards Program recognizes employees who demonstrate strong safety practices, encouraging accountability and a culture of vigilance.

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RESILIENT SUPPLY CHAIN

As a food manufacturer, our supply chain spans a wide range of ingredients—from fruits and vegetables and functional inputs like acids and starches to herbs, spices, cocoa, vinegars, and other essentials. We are committed to fostering environmental sustainability and social responsibility throughout this supply chain, recognizing that responsible sourcing is fundamental to delivering high-quality products and advancing our broader sustainability strategy.

Over the past year, we have strengthened supply chain management through targeted investments, enhanced governance and due diligence, and clearer metrics to evaluate progress. We continue to build capabilities to better understand and reduce Scope 3 emissions, including both non-agricultural and FLAG emissions, and evaluate near-term climate targets aligned with a 1.5°C threshold.

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SUPPLY CHAIN DUE DILIGENCE

Across the value chain—from ingredient procurement to product distribution—we embed practices that reduce environmental impacts, strengthen resilience, and create long-term value for customers, consumers, and investors. We encourage suppliers to adopt responsible agricultural practices that support soil health, biodiversity, water stewardship, and climate resilience, while we continue to secure quality ingredients at competitive prices and deliver consistently high-quality products to market.

Over the past year, we have scaled up our supply chain due diligence to support responsible sourcing, manage risk, and reinforce resilience across our value chain. Our approach focuses on setting clear expectations, risk-based oversight, and continuous improvement, helping to ensure alignment with our values while supporting long-term business performance.

All food-ingredient and food-contact suppliers are required to meet our Supplier Quality Expectations Manual, which outlines standards for food safety, regulatory compliance, and social and environmental responsibility. We also introduced a Supplier Code of Conduct in 2025 that defines expectations for ethical behavior and sustainability performance, and we are integrating it into our supplier onboarding and qualification processes, with ongoing communication to support adoption. In addition, we established a Sustainable Agriculture Policy covering priority commodities—including eggs, wheat, tomatoes, and edible oils—which represent roughly 50% of our commodity spend. This policy provides a consistent framework for engaging suppliers on responsible agricultural practices and promoting environmental stewardship across our ingredient supply chain.

We’ve also made substantial progress in identifying and addressing risks, particularly in our ingredient supply chain. We completed a comprehensive Supply Chain Risk Assessment to evaluate environmental and social risks across 10 key commodities with known impacts. We continue to enhance visibility into supply chain risks through targeted assessments and monitoring tools. This includes assessing environmental and social risks across priority commodities, incorporating country- and commodity-specific insights into sourcing decisions, and using independent supplier-assessment tools to track emerging issues through third-party audits and publicly available data.

For example, in 2025, we enhanced our approach to monitoring our vendor community through a sustainability-focused lens by leveraging a widely used industry platform designed to promote responsible and ethical sourcing. This enables greater visibility into supplier practices related to labor standards, ethics, environmental performance, and health and safety. In addition, we maintain a database of our top 75+ suppliers that is actively monitored for risk across multiple dimensions, including sustainability factors, weather-related impacts, human rights considerations, and global and geopolitical risks. This approach allows us to monitor and manage our supply chain across Tier 1, 2, and 3 levels, supporting greater transparency and resilience.

In parallel, we are advancing a risk-based human rights due diligence approach focused on priority risks such as working hours and overtime, forced and child labor, and protections for migrant workers. To build internal capability, relevant teams have completed training through the United Nations Global Compact Business & Human Rights Accelerator and begun integrating these principles into supplier management processes, with further implementation planned.

To better understand supplier capabilities and identify opportunities for alignment, we also conducted a comprehensive supplier sustainability survey in 2025. This was a 40–50 question survey to understand suppliers’ sustainability platforms, reporting practices, and alignment with benchmarks. The results are informing future engagement, capacity-building, and onboarding strategies as we continue to evolve our due diligence program.

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SUSTAINABLE INGREDIENT SUPPLY CHAIN

Creating a sustainable ingredient supply chain is central to our long-term strategy. By sourcing responsibly and partnering with suppliers who share our values, we advance practices that ensure consistent quality while supporting a more resilient, future-ready supply network.

 GOALS	 2025 PROGRESS
Establish sustainable sourcing strategies for critical ingredients—including wheat, edible oils, eggs, and tomatoes—by the end of 2027	Implemented a Sustainable Agriculture Policy covering priority commodities representing ~50% of total commodity spend Introduced a Supplier Code of Conduct, further embedding environmental, social, and ethical expectations into supplier onboarding and qualification

We strengthened our risk-based sourcing approach in 2025 by completing detailed assessments across key commodities, applying country- and commodity-level risk tools, and enhancing supplier screening and monitoring. We also advanced several on-the-ground initiatives, including regenerative agriculture pilots in wheat, improvements to animal-welfare practices within our egg supply chain, and logistics upgrades that support more sustainable ingredient movement. Collectively, these efforts are helping us shift from strategy development to consistent execution while maintaining clear progress toward our 2027 sourcing objective.

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PARTNERING TO SUPPORT RESPONSIBLE SOURCING

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. As part of this engagement, we have established a [Sustainable Palm Oil Policy](#) that outlines our expectations for responsible production and sourcing and supports progress toward deforestation- and conversion-free palm oil for directly sourced volumes. The policy provides a framework for working with suppliers to improve traceability and transparency across the supply chain, recognizing that progress depends on supplier participation and the continued evolution of traceability capabilities.

We are also broadening our collaboration across priority commodities. In 2025, we began engaging with Fair Trade Cocoa to explore opportunities to support fair trade cocoa sourcing.

KEY INGREDIENT SPEND



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



Flavoring:
Sugar, salts, herbs, and spices



Edible Oils:
Soy, canola, olive, and sunflower



Functional Ingredients: Acids, texturants, gums, and starches



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



Eggs:
Liquid, frozen, and dried



Dairy Products:
Cheeses, milks, and butter

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REGENERATIVE AGRICULTURE

Regenerative agriculture is a core component of our supply chain sustainability strategy. We are piloting and scaling regenerative practices that restore soil health, improve water management, increase biodiversity, and help sequester carbon. As one of the largest pasta producers in North America, we have centered our efforts on wheat—particularly durum and hard spring wheat—with plans to expand to other key ingredient categories, such as corn and tomatoes.

	GOALS		2025 PROGRESS
	Have 100,000 acres under regenerative agriculture programs		Scaled regenerative agriculture pilots into commercial production, with these practices applied to over 34,200 acres

Grain from our regenerative agriculture program is now shipping into our operations, creating a new rotational crop opportunity for regional farmers while reducing transportation distances to our milling facilities. These efficiencies help lower associated emissions and strengthen our overall supply chain resilience. In addition, we have deepened our relationships with key suppliers and other stakeholders to support regenerative practices and foster a more resilient agricultural ecosystem.

We also implement practices such as widespread adoption of no-till farming and other erosion control measures to protect soil structure, reduce runoff, and preserve long-term productivity. Efficient nitrogen application further supports soil and nutrient management, while cover cropping is strategically used to manage low moisture conditions and shorter growing seasons where feasible. Together, these soil health and erosion control practices advance our regenerative agriculture efforts and contribute to a more sustainable and resilient agricultural system.

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SUPPLY CHAIN LOGISTICS & OPTIMIZATION

To further reduce emissions, we are advancing more sustainable logistics practices across warehousing and transportation. Our approach focuses on enhancing inventory management, improving network design, and increasing the use of lower-carbon transportation modes, including rail and intermodal freight, which offer greater fuel efficiency and lower carbon intensity than road transport.

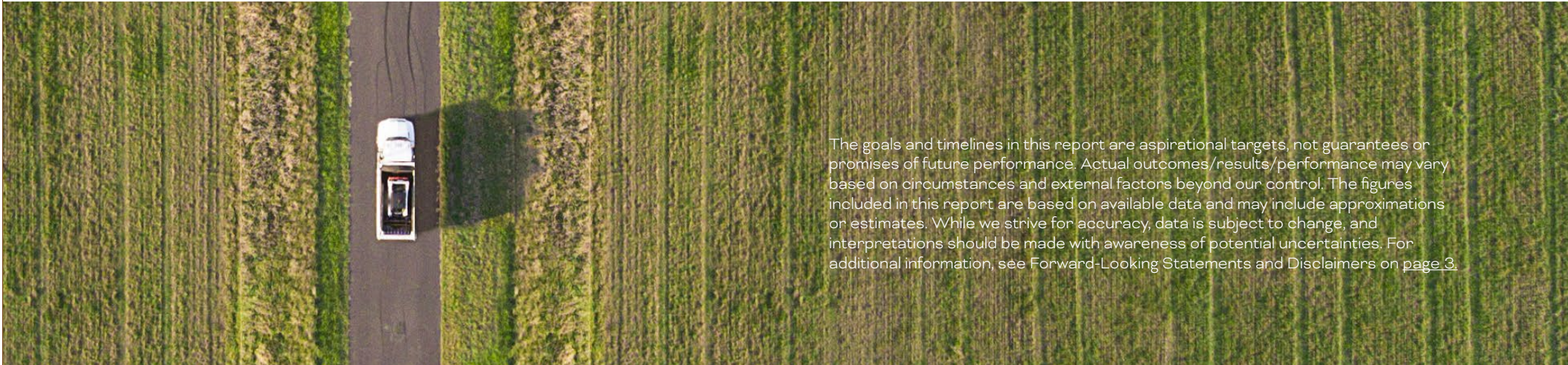
 GOALS	 2025 PROGRESS
Increase the use of intermodal transportation to 10% of shipments by 2027	Shipped approximately 1% of total shipments by intermodal transport

In addition, co-locating milling operations near our pasta manufacturing plants has reduced transportation distances, helping to lower associated emissions while strengthening supply chain reliability. We also work closely with transportation and packaging partners to reduce waste, improve load efficiency, and optimize packaging and material flows—supporting cost discipline while contributing to a smaller overall environmental footprint.

IMPROVING LOGISTICS EFFICIENCY

Winland Foods purchases tens of millions of pounds of tomatoes annually, making packaging and transportation efficiency a meaningful opportunity to reduce environmental impact. Historically, tomatoes were delivered in wooden bins that required dismantling, backhauls, and sorting—adding cost, handling complexity, and transportation-related emissions.

To address these challenges, we began transitioning to reusable steel totes with plastic liners in 2025. These totes are designed to collapse after use and are collected locally, eliminating long return trips and reducing associated emissions. Beyond reducing waste, the reusable design enables optimized stacking, allowing more product to be shipped per load and driving additional transportation and emissions efficiencies across the supply chain.



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EXCEPTIONAL PRODUCTS

We are committed to advancing product safety, quality, and sustainability to empower more positive choices across our portfolio. This commitment guides our efforts to deliver safe and nutritious products, ensure transparent and responsible labeling and marketing, support affordability, and manage packaging with a lifecycle-based approach. By integrating these priorities into product development and stewardship, we continue to strengthen the resilience, trust, and long-term sustainability of our offerings.

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FOOD SAFETY

Food safety is central to everything we do. Our rigorous Food Safety and Quality Management system spans the entire product lifecycle—from ingredient sourcing to the delivery of finished goods. Our approach includes robust supplier quality management processes, adherence to Good Manufacturing Practices, and maintaining certifications under globally recognized standards like the Global Food Safety Initiative, Safe Quality Food, and the British Retail Consortium. Through continuous monitoring and regular protocol updates, we strive to ensure our products consistently meet or exceed customer expectations and regulatory requirements.

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. We continue to enhance product traceability and transparency through the use of 2D matrix codes, which enable quicker and more efficient product tracking. These 2D matrix codes also allow for electronic inspection of each unit produced to help verify that the proper label has been applied. Together, these measures strengthen our recall capabilities and reduce response times should issues arise.

We are also 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 continuing to work closely with impacted suppliers to confirm their compliance ahead of the deadline.

Through these efforts, Winland Foods reinforces food safety as a shared responsibility and a continuous commitment—helping us remain at the forefront of food safety while providing our customers with confidence in the quality and safety of every product we deliver.

FOOD SAFETY MANAGEMENT AT WINLAND FOODS

FOOD SAFETY PLANS:

Identify and control potential biological, chemical, and physical hazards across our supply chain and within our facilities.

FOOD DEFENSE & FOOD FRAUD PREVENTION PROGRAMS:

Protect products from adulteration, tampering, or the substitution of unauthorized or lower-quality ingredients.

SUPPLIER QUALITY/ MANAGEMENT PROCESSES:

Enable 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, high-quality food in accordance with industry standards.

OUR PRODUCT RECALL PLAN:

Establishes roles and responsibilities for the effective retrieval of products that may pose a risk due to contamination, allergens, or foreign materials, or labeling inaccuracies.

WAREHOUSE/LOGISTICS QUALITY MANAGEMENT PROGRAM:

Outlines clear expectations for warehouse and logistics partners responsible for storing ingredients and finished food products.

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HEALTH AND NUTRITION

Consumers approach food with a wide range of tastes, lifestyles, and nutritional priorities. Our portfolio is designed to meet this breadth of needs—from rich, indulgent favorites to options that are organic, lower-calorie, high in fiber, and high in protein. We actively engage in health and nutrition research to continuously improve our offerings, with a focus on ingredient optimization and recipe refinement that enhance nutritional value while maintaining the quality and taste consumers expect.

 GOALS	 2025 PROGRESS
Generate approximately 10% of revenue from new and innovative products by 2027 (2023 baseline)	Advanced nutritional innovation and introduced new products and line extensions, accounting for 2% of 2025 revenue

A core pillar of our innovation strategy is nutritional enhancement, particularly through increased protein and fiber. In 2025, this focus shaped development across both branded and private label products, including expanded high-protein and protein-plus-fiber offerings across our pasta portfolio and a growing range of protein-enhanced products developed in partnership with key retail customers. These efforts also reflect our intent to make functional nutrition more accessible.

We are seeking to simplify and improve our ingredient profiles in response to evolving consumer expectations and regulatory considerations. While the most significant impact of this work will be realized over time, 2025 marked an important acceleration. Across product development pipelines, we initiated a shift toward cleaner pantry formulations with fewer, more recognizable ingredients, starting with the removal of synthetic petroleum-based colors. Further, we prioritize transparency and choice by providing clear and comprehensive nutrition information on all product packaging, including compliance with new front-of-package labeling in Canada, alongside a range of third-party certifications that support different health and nutritional preferences.

As a result of these efforts, Winland delivered its largest-ever brand launch in 2025, introducing new products across multiple categories and reinforcing our ability to bring differentiated, consumer-relevant solutions to market. We will continue to advance this strategy, integrating consumer insights with retailer expectations to drive scalable innovation and long-term value creation.

ADVANCING FUNCTIONAL NUTRITION

In 2025, our innovation efforts resulted in new products designed to deliver meaningful nutritional benefits aligned with evolving health and wellness priorities. The following highlights offer a few examples:

IrResistible™ Gut-Friendly Pasta

Designed for consumers seeking digestive wellness, IrResistible™ pasta is made with resistant starch—a naturally occurring ingredient that functions like fiber and acts as a prebiotic to support beneficial gut bacteria. The product delivers great taste and texture while supporting gut health and digestive wellness and is GLP-1 friendly, with 16 grams of protein and 10 grams of fiber per 2-ounce serving.

No Yolks® Product Expansion

No Yolks® continues to build on its positive nutrition halo with higher-protein and higher-fiber pasta offerings, alongside an expanded portfolio that now includes avocado oil mayonnaise.

Retailer-Led Protein Innovation

In collaboration with a key innovation partner, we developed a line of protein-enhanced products spanning multiple categories, including protein oatmeal, brownie and blondie bake mixes, macaroni and cheese, and soups—extending functional nutrition across everyday meals and snacks.

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PACKAGING LIFE CYCLE MANAGEMENT

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

 GOALS	 2025 PROGRESS
Make 100% of primary and secondary packaging recyclable, reusable, or compostable by EOY 2025	98% of primary and secondary packaging is recyclable, reusable, or compostable
Make 30% of Winland Foods primary and secondary packaging from PCR content, with a focus on reducing virgin plastics by EOY 2027	36% of Winland Foods' primary and secondary packaging is made from PCR content

Throughout the year, we continued advancing our work to make 100% of our primary and secondary packaging reusable, recyclable, or compostable by progressing multiple packaging projects focused on material substitution, redesign, and supplier collaboration, to improve recyclability and reduce reliance on non-recyclable components. In 2025, approximately 98% of Winland Foods' primary and secondary packaging was recyclable by weight. To support effective recycling, we pre-screen 97% of our primary packaging designs through How2Recycle, helping reduce consumer confusion by providing clear, consistent disposal guidance.

While these efforts kept us close to our goal, we did not fully achieve 100% by year end. In certain specialized packaging formats—particularly those governed by food safety, quality, or customer specifications—technically viable or commercially scalable alternatives are not yet feasible or available. Despite these constraints, we remain focused on innovation, incremental improvement, and pursuing solutions as technologies and infrastructure evolve.

Our progress in increasing the percentage of PCR content in our primary and secondary packaging reflects a deliberate and sustained investment in sourcing PCR materials—including recycled corrugate, resins, and films. We remain committed to expanding the use of PCR content and continue working with suppliers to further this progress, while also reducing reliance on virgin plastics.

Looking ahead, we are actively preparing for the evolving landscape of Extended Producer Responsibility (EPR) regulations in the United States, as well as similar regulations in Canada. As EPR programs expand across states and provinces each with its own requirements—we are closely monitoring developments and investing in education to help ensure readiness and compliance. We have strengthened our internal processes for tracking and reporting packaging materials for both customer-branded and Winland-branded products, while supporting customers with the data needed for EPR reporting. This proactive approach to data collection and engagement positions both Winland and our customers to navigate emerging EPR programs effectively.

PACKAGING CATEGORIES

We categorize packaging into three key types:

Primary: Used directly in contact with the product (e.g., bottles, jars, cans); supports product safety and often includes labeling.

Secondary: Used to group primary packages for transport and retail display (e.g., boxes, cartons).

Tertiary: Used for bulk handling and transportation (e.g., pallets, crates).

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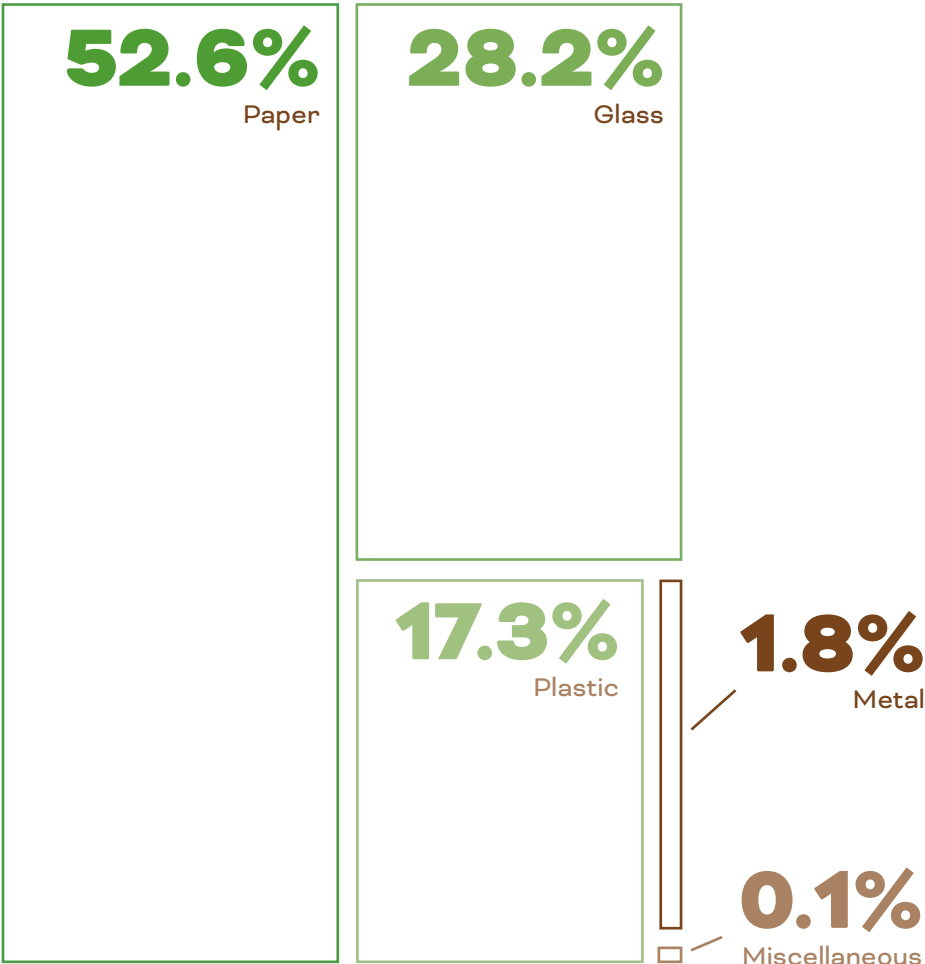
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PRODUCT PACKAGING MATERIAL BREAKDOWN

Winland Foods’ 2025 packaging material by type (% of total purchased weight):



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DESIGNING FOR RECYCLABILITY

Winland Foods is advancing the use of post-consumer recycled (PCR) content across its own packaging while partnering with key customers to reduce the environmental impact of their packaging portfolios.

In 2025, Winland Foods partnered with a major strategic customer to redesign its microwaveable mac n’ cheese cups, which were previously non-recyclable due to a permanently adhered plastic foam label. The updated design replaces the foam label with a removable paper wrap featuring a zipper-style separation, allowing the plastic cup and paper label to be separated and recycled through existing systems. The new format is also supported by How2Recycle labeling, to provide clear disposal guidance for consumers. In addition, Winland Foods collaborated with another significant customer to transition microwaveable mac ‘n’ cheese packaging from plastic to fiber-based cup formats, reducing plastic where technically feasible.

Beyond cups, Winland Foods has implemented additional packaging improvements across its operations and customer base, including:

- Increasing PCR content in folding cartons, with select formats transitioning to 100% PCR.
- Modifying resin formulations in select bottles and jugs to be recyclable.
- Down-weighting packaging to reduce virgin plastic use while increasing PCR percentages.
- Shifting select glass packaging to suppliers with higher PCR content.
- Engaging suppliers to improve transparency and documentation of PCR content.

Together, these efforts reflect Winland’s continued investment in PCR content and its commitment to advancing practical, scalable packaging solutions—through thoughtful design, supplier engagement, and close collaboration with customers.

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PRODUCT AFFORDABILITY

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

Packaging is another critical area where we focus on delivering value. By optimizing materials and designs, we work to preserve product quality while reducing costs for Winland Foods, our customers, and the end consumers. Thoughtful packaging choices also help minimize environmental impact, supporting sustainability without compromising affordability.

FACILITATING SUSTAINABLE SAVINGS

Our sustainability approach emphasizes the efficient use of resources, helping improve affordability while reducing impact:

- **Optimized Shipping Configuration:** Refined pallet configurations to reduce space during transportation, lowering both costs and emissions.
- **Reducing Material Waste:** Streamlined use of glass, cardboard, and other ingredients cut storage and waste costs.

- **Ingredient Optimization:** Reducing ingredient variations improves production efficiency, enabling costs savings that can be passed on to customers.

These initiatives help reduce costs and improve affordability without sacrificing the quality our customers expect—while also supporting their environmental priorities. As economic uncertainty continues for many consumers, we remain focused on optimizing resources and delivering value through thoughtful innovation.

PRODUCT LABELING & MARKETING

Our product labeling and marketing combine creative design with regulatory compliance, so that every package reflects the quality inside while meeting all applicable requirements. Our in-house graphics team works closely with customer feedback to develop packaging that captures the essence of our products, resonates with consumers, and stands out on retail shelves.

Accuracy and transparency are central to our labeling approach, particularly for ingredient declarations and product claims. Each label undergoes a detailed review to confirm compliance with federal and local regulations, as well as certification standards such as organic, kosher, non-GMO, and gluten-free. These claims are validated through internal processes and, when appropriate, third-party experts—helping to ensure that labels are reliable, consistent, and trustworthy.

Food labeling regulations continue to evolve, requiring ongoing attention and adaptability. Recent developments, including Canada's Front-of-Package (FOP) labeling requirements, highlight the dynamic regulatory environment in which we operate. By emphasizing detail, accuracy, and proactive regulatory engagement, Winland Foods maintains labeling and marketing practices that meet current standards, while remaining well positioned to adapt to future requirements. We actively monitor regulatory changes to maintain compliance and provide consumers with clear, accurate information to support informed choices.

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WINNING CULTURE

We foster an inclusive culture that supports our employees' growth and strengthens the communities we serve. Our approach emphasizes development, engagement, and well-being across our workforce, paired with meaningful community partnerships that create lasting social value. Together, these efforts form the foundation of a winning culture that advances both our people and performance.

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TALENT ATTRACTION, DEVELOPMENT, & RETENTION

Our success as a business is a direct result of our employees' hard work, skills, and dedication. At Winland Foods, we put people first—grounding our decisions in how they impact our employees' lives while supporting both personal and professional growth. In 2025, we focused on attracting top-tier talent and fostering a dynamic, engaged workforce through targeted recruitment, development, and engagement strategies. Progress highlights on our 2025 strategic initiatives include:

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

- Strengthened employee recruitment, engagement, and retention efforts
- Refined onboarding programs to provide new hires with enhanced support from day one.
- Delivered 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 better support employees' varied needs

- Elevated our employer brand and value proposition by expanding outreach that highlights Winland Food's values, achievements, and community involvement.
- Celebrated team and individual contributions through our Plant Spotlight program and our recognition system, reinforcing a culture of appreciation and shared success

Development Opportunities for Growth: Supporting a Range of Learning Opportunities

- Provided a People Leader Development Training program designed to equip leaders with essential skills needed to engage and manage their teams more effectively
- Offered personality assessment training to enhance communication, collaboration, and teamwork
- Hosted development-focused Lunch 'n' Learns to provide accessible, informal, and ongoing learning opportunities for employees at all levels.

These programs helped equip employees across the organization with tools to grow both professionally and personally in 2025. Our focus remains on fostering an environment where people feel supported, valued, and empowered to reach their full potential, while continuing to build and sustain a highly skilled and engaged workforce.



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EMPLOYEE ENGAGEMENT

Employee engagement is fundamental to our long-term success. We believe a thriving workforce is one in which employees feel supported, challenged, and recognized for their contributions. By fostering communication, creating meaningful engagement opportunities, and celebrating outstanding performance, we aim to strengthen our culture and reinforce alignment with our mission and values.

Our approach begins with active listening. We prioritize regular, open communication channels to capture and integrate employee feedback into our operations and decision-making. Through town halls, one-on-one conversations, and ongoing dialogue, employees are encouraged to share their perspectives and experiences. This approach has helped cultivate a culture in which employees across Winland Foods feel heard, valued, and empowered.

We continue to focus on initiatives that promote deeper connection and engagement across all levels of the organization, including:

- **Functional Conferences:** In 2025, we hosted multiple functional conferences that brought together employees from throughout the company to connect, share ideas, and collaborate on projects, strengthening cross-functional teamwork and driving innovation. These conferences also included volunteering events to further build teamwork while supporting the local community.
- **Employee Recognition & Rewards:** We recognize employee achievements through a variety of programs, including service awards, site celebrations, promotions, and recognition of significant contributions to company goals.

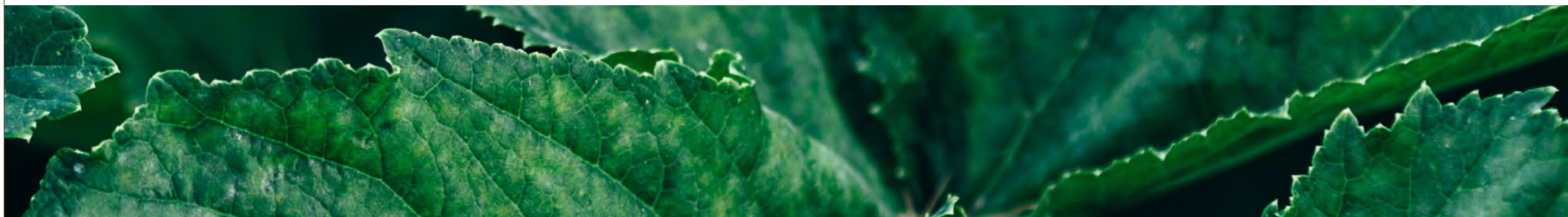
ENGAGEMENT SURVEY RESULTS & RESPONSE

In 2025, we continued our focus on listening to and learning from our employees through our annual Engagement Survey. The survey achieved an 80% participation rate, reflecting strong employee interest in sharing feedback and contributing to our ongoing success. Conducting the survey reinforces our belief that a workplace grounded in integrity, collaboration, and innovation thrives when employee voices are heard and valued.

The 2025 survey highlighted three key strengths:

- **Safety:** Employees reported strong confidence in our safety culture and practices, reinforcing our shared responsibility to maintain a safe and secure workplace.
- **Living the Values:** Results demonstrated strong alignment with our core values, indicating that employees feel connected to the company’s mission and how it shows up in day-to-day work.
- **Values-Aligned Leadership:** Employees indicated that their immediate supervisors consistently demonstrate behaviors aligned with company values, reflecting trust in leadership, and reinforcing a positive, values-driven work environment.

In response to survey feedback, we focus on maintaining strengths while addressing opportunities for growth. We host department-specific town halls to review and discuss results, and provide formal training and continuous learning opportunities to build project and change management capabilities. We also continued recognizing employees who exemplify our core values, through value-based recognition efforts.



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A CULTURE OF GROWTH

We believe that cultivating a culture of growth is essential to both personal and organizational success. Our approach is grounded in pragmatic, tangible actions that foster an environment where every employee has access to the tools, resources, and opportunities needed to achieve their goals.

ACTING WITH COURAGE

Our Be Courageous campaign, introduced in 2025, encourages employees—supported by leaders—to take thoughtful risks, challenge the status quo, and act with integrity to move our organization forward. Employees are invited to share stories of courage they see around them, highlighting actions both large and small. These stories range from operational improvements and innovative problem-solving to deeply human moments, including instances where employees acted decisively to support the safety and well-being of others. Through this campaign, we recognize individuals who identify opportunities, have the confidence to speak up, and help implement meaningful change—for the benefit of their teams, their colleagues, and Winland Foods as a whole.



INCLUSION INITIATIVES

We are proud to have several Employee Resource Groups (ERGs) at Winland Foods, which play a key role in advancing our inclusivity efforts. These groups are open to all employees, and aim to foster connection, support professional development, and provide a community where employees can learn and grow together.

In 2024, we launched ASCEND, an ERG focusing on supporting employee growth and professional development. By the end of 2025, ASCEND had 75 active members and sponsored six companywide events, each attracting an average of 180–200 participants. In 2025, we also launched Women of Winland (WoW), building on the momentum and connections established through earlier development efforts.

As part of our continued efforts to create a safe, respectful, and inclusive workplace, we introduced two new required trainings in 2025: one for all employees focused on preventing harassment in the workplace, and one for managers on understanding the Americans with Disabilities Act. These trainings reinforce our expectations for respectful behavior and help ensure employees understand their rights, responsibilities, and available resources.

We aim to further strengthen our ERGs and inclusion-focused initiatives by expanding development opportunities, increasing engagement, and supporting programs that promote learning, connection, and long-term growth across the organization.

THE WOMEN OF WINLAND ERG

The Women of Winland ERG brings colleagues together to support professional growth, connection, and shared learning. Through networking, development opportunities, and collaborative initiatives, the group helps create an environment where all participants can build skills and strengthen relationships. Its activities are open to all employees who want to learn, connect, and contribute to a positive workplace community.

Women of Winland Key Objectives

-  Professional Development & Leadership
-  Collaboration & Recognition
-  Networking Opportunities & Community
-  Service Inclusivity

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EMPLOYEE BENEFITS

Winland Foods provides a comprehensive benefits program designed to support employees’ health, financial security, and overall well-being. Our approach balances competitive offerings with disciplined plan design, ongoing evaluation, and regular benchmarking. This allows us to manage costs responsibly while maintaining comprehensive, high-quality coverage and promoting long-term cost stability.

HEALTH & WELLNESS BENEFITS

We offer competitive medical, dental, and vision coverage that includes non-occupational medical care such as preventive services, specialist consultations, hospital care, mental health support, and general wellness visits. To further promote employee well-being and early intervention, we facilitate on-site health screenings and seasonal flu shot clinics. Employees also have access to confidential counseling and support services through our Employee Assistance Program, which provides resources for personal, family, and mental health concerns.

	GOALS		2025 PROGRESS
	Provide competitive healthcare benefits while maintaining costs below industry standards		Continued to provide competitive healthcare benefits, while stabilizing annual increases in cost

In 2025, we advanced our focus on proactive health and wellness by introducing a company-wide Wellness Program in partnership with WellWorks. The program launched in the fourth quarter with our first wellness challenge—a walking challenge—which saw 317 employees participate, demonstrating strong engagement. We also introduced ongoing wellness communications, including monthly newsletters and weekly wellness highlights. We plan to build on this foundation by expanding wellness challenges and introducing health screenings and wellness checks.

Our parental leave policy supports employees during important life events by providing paid time off for both birth and non-birth parents. This policy reflects our focus on inclusive benefits that support employees and their families, helping them balance personal responsibilities and career growth.

FINANCIAL SECURITY & RETIREMENT BENEFITS

Winland Foods supports long-term financial well-being by matching employee contributions to 401(k) retirement plans up to 5% and offering supplemental benefits that provide additional protection, including legal services, identity-theft coverage, and financial protection for high-cost healthcare events.

	GOALS		2025 PROGRESS
	Increase employee participation in our retirement savings programs by 7% by 2027 (from a 2023 baseline)		Increased retirement plan participation by 15%

To accelerate progress against our goal, we implemented an automatic enrollment process for all employees, including new hires, with the option to opt out. This effort, combined with workforce growth and the acquisition of the Philadelphia Macaroni Company in 2024, helped us surpass our original target ahead of schedule. This achievement reflects our focus on making financial wellness accessible and encouraging employees to take advantage of long-term savings opportunities.

We also offer a financial wellness platform that provides access to professional financial coaching, personalized action plans, and tools to help employees better understand and manage their financial health. The platform includes ongoing educational resources and live webcasts, supporting informed decision-making and long-term financial confidence.

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COMMUNITY ENGAGEMENT

Our community engagement efforts are rooted in the belief that everyone deserves access to nourishing, high-quality food and the support to foster strong, resilient communities. Volunteerism is deeply embedded in our culture, and employees across Winland Foods are encouraged to participate in year-round opportunities that reflect local needs and causes—from hunger relief and education to environmental stewardship and family support. These efforts strengthen our relationships within local communities and help demonstrate our role as an active, invested community partner.

	GOALS		2025 PROGRESS
	Host two community engagement events annually at each of our locations by the end of 2027		Hosted at least two engagement events at nearly every manufacturing site and corporate locations, with many sites exceeding our goal

Employees play a central role in shaping and leading these initiatives. While Winland Foods provides support and partnerships, many efforts are employee-sponsored, driven by personal commitment, shared values, and a desire to give back. Contributions often extend beyond financial support to include meaningful donations of time and expertise, which frequently serve as the most impactful element of our engagement.

Our partnership with Feeding America and its nationwide network of local food banks serves as an anchor for our hunger-relief efforts across the United States. Through this partnership, employees volunteer at food banks, organize food drives, and coordinate product donations at facilities and corporate offices. We also support local pantries and community-based food programs, tailoring efforts to the needs of each location.

PROVIDING MEANINGFUL SUPPORT

Beyond hunger relief, teams across our footprint participate in a wide range of community activities, including back-to-school supply drives, clothing and hygiene drives, holiday giving programs, environmental cleanup efforts, youth and sports sponsorships, animal shelter support, and local festivals and parades. In 2025, select examples of broader community engagement efforts included:

- Oak Brook, IL:** Partnered extensively with the Northern Illinois Food Bank through volunteer events, community fundraisers, and seasonal giving initiatives, combining hands-on service with employee engagement.
- Green Bay, WI:** Supported local shelters through volunteer shifts, food and hygiene drives, and an AdoptaFamily program, addressing immediate needs while strengthening community ties.
- Fair Lawn, NJ:** Participated in Toys for Tots, supported local faith-based and nonprofit organizations, and engaged in a regional Day of Service, reinforcing a strong culture of volunteerism.
- Excelsior Springs, MO:** Provided community Fire Extinguisher Training, organized a Halloween candy drive, and joined a local parade to engage neighbors.
- Minot, ND:** Engaged the community through back-to-school support, family-friendly events, and fundraising efforts benefiting a local animal shelter.
- San Antonio, TX:** Organized turkey donations for holiday meals and led a tree-planting effort to support local green space.

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GOVERNANCE & TRANSPARENCY

As part of our broader transition to a global sustainability strategy under Windoria, the company is undergoing an evolution in its leadership and governance structure. These developments are intended to support effective oversight, strengthen accountability, and reinforce sound risk management, reflecting our commitment to responsible governance.

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CORPORATE GOVERNANCE & ABOUT OUR BOARD

Winland Foods’ governance includes two distinct boards that oversee the company’s activities. Our primary board 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.

Together, the two boards contribute a wide range of expertise across food and beverage manufacturing, retail, finance, operations, capital markets, corporate development, and strategy, strengthening governance and decision-making. Their multinational perspectives help balance the interests of management and shareholders, while holding leadership accountable and helping to ensure decisions consider employees, customers, partners, and society as a whole.

As part of our broader organizational transition to Windoria, the company is undergoing an evolution in its leadership and governance structure. These developments are intended to support effective oversight, strengthen accountability, and reinforce sound risk management, reflecting our commitment to responsible governance.

The Executive Leadership Team (ELT) provides focused oversight of our sustainability goals, working closely with topic owners and executive sponsors to drive progress. This governance structure aligns Winland Foods’ sustainability strategy with our business operations and reinforces our commitment to responsibly manage natural resources, reduce waste, and create positive environmental and social impact. For more detail on our Sustainability Goals & KPIs, see [page 13](#).

SUSTAINABILITY GOVERNANCE

Our sustainability governance framework is designed to support effective risk management and embed ethical and sustainable practices throughout the organization.

Strong Risk Management: Drawing on insights from our materiality assessment and input from leaders like our Chief Financial Officer and General Counsel, our Enterprise Risk Management (ERM) program integrates both operational and sustainability-related risks. This approach supports informed, long-term decisions and helps us effectively identify and mitigate risk. See [page 10](#) for additional detail on our materiality assessment.

Sustainability is an important focus for the organization, with the ELT providing oversight and direction across the business. The ELT supports the integration of sustainability considerations into business decisions and functional strategies, while day-to-day execution is led by the executive sponsor of each of our strategic pillars and supported by our sustainability team.

Ethical Foundations: Our [Code of Conduct](#) is a cornerstone of our culture, guiding how we operate and helping ensure that everyone across our organization and broader network acts with integrity and upholds our ethical standards.

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ENTERPRISE RISK MANAGEMENT

Our ERM approach is 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.

The program is overseen by a dedicated ERM Committee that includes our Director of Internal Audit, Chief Financial Officer, Chief Information Officer, General Counsel, and Sustainability Director. This cross-functional team brings together a wide range of perspectives and expertise to support a holistic, enterprise-wide approach to risk management.

Our ERM framework provides a structured, proactive approach to identifying, assessing, and managing risks across our operations, ranging from supply chain vulnerabilities to emerging cybersecurity threats. This framework is continuously refined to better align with our evolving business environment. For example, we have expanded our risk inventories to enhance alignment with the outcomes of our materiality assessment. This work continues through ongoing collaboration with the ELT to manage traditional risks and further integrate sustainability-related risks across the organization.

ETHICS & COMPLIANCE

We are committed to fostering a culture in which ethical conduct is embedded in all aspects of our operations. Our Code of Conduct establishes clear expectations for employees, suppliers, and business partners, and provides guidance on key areas like food safety, workplace safety, and data security.

Our Code of Conduct reflects our evolving environment, clearly articulating our position on issues like sustainability and human rights and how these considerations are integrated into our business and decision-making. Our [Code of Conduct](#) is publicly available, reinforcing our commitment to transparency and responsible management.

All employees are required to read, understand, and adhere to our Code of Conduct. Those who act on behalf of or as an extension of Winland Foods, such as consultants, contractors, agents, suppliers, and vendors, are also expected to comply. We support compliance through training, ongoing monitoring, and clear reporting mechanisms. To promote transparency and accountability, we offer a 24-hour anonymous hotline operated by an independent third party, enabling individuals to report unethical or illegal behavior without fear of retaliation. Our strict zero-tolerance policy against retaliation further ensures that concerns may be raised safely from any part of the organization. Together, these measures reflect our commitment to upholding 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, conflicts of interest, and fair dealing
- Protecting Information and Assets: Data privacy and confidential information
- Building a Better World: Sustainability, human rights, and political involvement

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DATA PRIVACY & SECURITY

We believe that protecting personal data is fundamental to maintaining trust and safeguarding our integrity as a company. We are committed to protecting the personal data of our employees and others who engage with Winland Foods, and we comply with all applicable laws governing the collection, storage, and use of personal data wherever we operate. We also seek to continuously enhance our tools and practices to address the evolving landscape of digital risks.

Our information security program incorporates advanced technology tools that help identify and protect critical assets, prevent exploitation, and support 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 measures, all employees are required to complete annual training covering data security practices and applicable legal requirements. In addition, our cybersecurity training and awareness program provides ongoing communications and guidance to promote best practices in identifying security threats and protecting data.

In addition, we subscribe to a 24x7x365 Security Operations Center that continuously monitors our environment and responds to potential security threats, enabling timely detection and response.

ENABLING RESPONSIBLE AI ADOPTION

In 2025, Winland Foods introduced a new Artificial Intelligence (AI) Policy to guide the ethical, transparent, and secure use of AI across our operations.

The policy applies to all employees and third-party vendors who use AI solutions or services on behalf of Winland Foods. It establishes clear expectations for ethical use, including transparency when AI is involved in generating work products, protection of confidential and personal data, and compliance with our Code of Conduct and Information Technology (IT) Acceptable Use Policy. We have also implemented a formal AI System Approval Process requiring business sponsorship, legal review, and approval by our IT Architecture Review Board before any new AI solutions are deployed.

To support responsible adoption, employees are required to acknowledge the AI Policy, and foundational AI training is being rolled out, complemented by ongoing guidance and awareness. These measures help promote ethical use, protect data, maintain compliance, and mitigate risk.



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GRI AND SDG INDEX

GRI Standard	SDG Target	Disclosure
General Disclosures 2021		
GRI 1: Statement of Use	-	Winland Foods, Inc. has reported the information cited in this Global Reporting Initiative (GRI) content index for the period January 1, 2025, to December 31, 2025, with reference to the GRI Standards.
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. Pasta Lensi S.r.l. was transferred from Winland Foods to La Doria S.p.A., effective April 1, 2025. Our reporting covers the scope of these entities for the applicable time periods 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 May 2026. Please email questions to Andrew.arnett@winlandfoods.com, Andrew Arnett, Director of Sustainability. About This Report, page 3
2-4 Restatements of information	-	No restatements were identified in this year's report.
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 5 Product Categories, page 6 Our Capabilities, page 8 Resilient Supply Chain, page 27
2-1 Organizational details	-	Winland Foods at a Glance, page 5
2-7 Employees	8.5	Performance Data Tables, page 59
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 or a Broker used by the Branded Pasta team. Overall headcount at the end of the reporting period is 740. This number will fluctuate annually to meet business needs.
2-9 Governance structure and composition	5.5	Corporate Governance & About Our Board, page 45

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GRI Standard	SDG Target	Disclosure
General Disclosures 2021		
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 a member of the primary board; There was not a designated chairman of the primary board.
2-12 Role of the highest governance body in overseeing the management of impacts	-	Sustainability Governance, page 45
2-13 Delegation of responsibility for managing impacts	-	Sustainability Governance, page 45
2-14 Role of the highest governance body in sustainability reporting	-	Sustainability Governance, page 45
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	-	Letter From Our CEO, page 4
2-23 Policy commitments	-	Ethics & Compliance, page 46
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 Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, to promote sustainable and responsible business practices.
2-26 Mechanisms for seeking advice and raising concerns	-	Ethics & Compliance, page 46
2-28 Membership associations	-	• 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

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GRI Standard	SDG Target	Disclosure
General Disclosures 2021		
2-29 Approach to stakeholder engagement	-	Our Sustainability Approach, page 9
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 ~8.3% 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
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. In 2025, 43% 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: 132,202 short tons Non-renewable (glass, plastic, metal): 62,716 short tons Renewable (corrugated, paper board, paper): 69,986 short tons
301-2 Recycled input materials used	8.4, 12.2	Post Consumer Recycled Content: 36%
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 57
302-3 Energy intensity	7.3, 8.4, 12.2, 13.1	Performance Data Tables, page 56
302-4 Reduction of energy consumption	7.3, 8.4, 12.2, 13.1	In 2025, Winland Foods completed multiple projects that resulted in 6,680 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.

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GRI Standard	SDG Target	Disclosure
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 21 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	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. Water Management, page 21
303-3 Water withdrawal	6.4	Performance Data Tables, page 57
303-5 Water consumption	6.4	Performance Data Tables, page 58
Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	3.9, 12.4, 13.1, 15.2	Performance Data Tables, page 56
305-2 Energy indirect (Scope 2) GHG emissions	3.9, 12.4, 13.1, 15.2	Performance Data Tables, page 56
305-3 Other indirect (Scope 3) GHG emissions	3.9, 12.4, 13.1, 15.2	Performance Data Tables, page 56
305-5 Reduction of GHG emissions	13.1, 15.2	In 2025, Winland Foods completed Scope 1 & Scope 2 GHG emissions reductions initiatives totaling 663 MT CO ₂ e in annualized savings. Emissions reductions represent projects completed in the reporting year CY 2025. Emissions reductions are reported in units of CO ₂ e, which include CO ₂ , CH ₄ and N ₂ O. Performance Data Tables, page 56
Waste 2020		
306-1 Waste generation and significant waste-related impacts	3.9, 6.3, 6.4, 6.6, 12.4	Waste Management, page 23
306-2 Management of significant waste-related impacts	3.9, 6.3, 12.4, 12.5	Waste Management, page 23
306-3 Waste generated	3.9, 6.3	Performance Data Tables, page 58
306-4 Waste diverted from disposal	3.9, 12.4	Performance Data Tables, page 58
306-5 Waste directed to disposal	6.6, 15.1, 15.5	Performance Data Tables, page 58

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GRI Standard	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	-	Resilient Supply Chain, page 27 Supply Chain Due Diligence, page 28 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 59
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, page 40
401-3 Parental leave	5.1, 5.4, 8.5	2,529 male and 978 female employees were entitled to parental leave in 2025. Employee Benefits, page 42
Occupational Health and Safety		
403-1 Occupational health and safety management system	8.8	Occupational Health & Safety, page 25 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, page 25
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, page 25
403-5 Worker training on occupational health and safety	8.8	Occupational Health & Safety, page 26

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GRI Standard	SDG Target	Disclosure
Occupational Health and Safety		
403-6 Promotion of worker health	3.3, 3.5, 3.7, 3.8	Employee Benefits, page 42 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, page 26
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 environmental health and safety (EHS) data. Winland Foods employees and non-employee workers are covered by the system, which 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 60 Winland Foods leverages comprehensive incident data analysis to identify workplace hazards. In 2025, slips, trips, and falls were the leading causes of work-related injuries.
403-10 Work-related ill health	3.3, 3.4, 3.9, 8.8	Performance Data Tables, page 60
Training and Education 2016		
404-1 Average hours of training per year per employee	8.2	On average, male employees spent 44 hours in training per year, and female employees spent 38 hours per year.
404-2 Programs for upgrading employee skills and transition assistance programs	8.2, 8.5	Performance Data Tables, page 60
404-3 Percentage of employees receiving regular performance and career development reviews	8.5	25% of male and 15% of female employees receive regular performance and career development reviews.
Local Communities 2016		
413-1 Operations with local community engagement, impact assessments, and development programs	2.3	Community Engagement, page 43

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GRI Standard	SDG Target	Disclosure
Supplier Social Assessment 2016		
414-1 New suppliers that were screened using social criteria	5.2, 8.8	Resilient Supply Chain, page 27 Supply Chain Due Diligence, page 28
414-2 Negative social impacts in the supply chain and actions taken	5.2, 8.8	There were no significant negative social impacts reported within our supply chain for this period. Resilient Supply Chain, page 27 Supply Chain Due Diligence, page 28
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 in 2025. Assessments for improvements are triggered by customer request or regulatory/labeling 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 2025.
Marketing and Labeling 2016		
417-1 Requirements for product and service information and labeling	12.8	Product Labeling & Marketing, page 37 Packaging Life Cycle Management, page 35

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 on [page 3](#).

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PERFORMANCE DATA TABLES^{11, 12}

	2023	2024	2025
Environment			
GHG Emissions Intensity			
GHG Emissions Intensity including Scope 1, 2 Market, and 3 emissions (metric tons CO ₂ e/production pounds)	0.001	0.001	0.001
GHG Emissions (metric tons CO₂e)^{13, 14}			
Total Emissions	1,343,779	2,393,218	2,372,164
Scope 1	51,508	75,841	72,045
Scope 2			
Location-Based ¹⁵	76,172	113,516	99,721
Market-Based	3,602	3,588	0
Scope 3			
Purchased Goods & Services	788,187	1,273,193	1,304,106
Capital Goods	7,875	13,256	18,851
Fuel- and Energy-Related Activities	28,866	36,259	34,277
Upstream Transportation and Distribution	162,153	171,046	206,686
Waste Generated in Operations	18,211	18,781	14,374
Business Travel	659	860	1,176
Employee Commuting	4,039	5,490	9,171
Downstream Transportation and Distribution	44,859	50,964	66,477
Processing of Sold Products	889	12,289	8,103
Use of Sold Products	80,163	481,867	335,247
End-of-Life Treatment of Sold Product	152,768	249,784	201,930
Energy			
Energy Intensity (kWh/production pounds)	0.315	0.256	0.249

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	2023	2024	2025
Energy Consumption (GJ)			
Total Energy Consumption	1,691,803	2,470,858	2,287,665
Diesel	12,854	16,181	21,919
Distillate Fuel Oil No. 2	9,237	6,638	15,200
Propane	549	5,300	5,106
Gasoline	59	121	0
Natural Gas	1,041,114	1,464,416	1,346,674
Electricity Consumption	627,990	978,202	898,766
Water			
Total Water Withdrawal (ML)	1,557	1,987	1,733
Surface Water	227	174	231
Groundwater	-	-	-
Seawater	-	-	-
Produced Water	-	-	-
Third-Party Water	1,330	1,813	1,502
Total Water Withdrawal from areas with water stress (ML)	891	898	768
Surface Water	227	174	231
Groundwater	-	-	-
Seawater	-	-	-
Produced Water	-	-	-
Third-Party Water	664	724	537
Total Water Discharged (ML) ¹⁶	804	1,048	907
Surface Water	-	-	-
Groundwater	-	-	-
Seawater	-	-	-
Produced Water	-	-	-
Third-Party Water	804	1,048	907

	2023	2024	2025
Water			
Total Water Discharge from areas with water stress	485	478	413
Total Water Consumption¹⁷	754	939	826
Total Water Consumption from areas with water stress	406	420	355
Waste			
Total Waste Generated (MT)¹⁸	128,039	224,273	234,323
Animal Feed	75,773	161,491	175,950
Land Application	32,461	40,260	31,694
Compost	1,257	544	730
Anaerobic Digestion	-	1,655	2,064
Traditional Recycling	6,432	7,419	8,962
Hazardous Waste	63	9	41
Non-Hazardous Waste	12,053	12,895	14,884
Waste Diverted (MT) (Recycling)	115,926	211,372	219,408
Animal Feed	75,773	161,491	175,950
Land Application	32,461	40,260	31,694
Compost	1,257	544	730
Anaerobic Digestion	-	1,655	2,064
Traditional Recycling	6,432	7,419	8,962
Hazardous Waste	3	3	9
Non-Hazardous Waste	-	-	-
Waste Disposed (MT)	12,115	12,901	14,915
Landfill	11,605	12,485	14,406
Incineration with Energy Recovery	449	410	478
Hazardous Waste (landfilling)	61	6	32

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Social												
	North America 2023		North America 2024		North America 2025		Europe 2023		Europe 2024		Europe ¹⁹ 2025	
Employees	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Permanent												
Under 30	134	307	138	394	136	387	4	0	3	4	-	-
30-50	404	902	534	1,288	524	1,319	15	34	16	32	-	-
Over 50	303	654	361	858	322	830	8	16	9	9	-	-
Temporary												
Under 30	-	1	-	-	3	2	1	-	-	-	-	-
30-50	-	1	-	1	-	-	-	-	1	-	-	-
Over 50	-	1	-	1	-	-	-	-	-	-	-	-
Full-time												
Under 30	133	303	134	386	133	386	4	-	3	4	-	-
30-50	404	899	532	1,287	524	1,318	14	34	16	32	-	-
Over 50	298	654	356	856	321	825	8	16	9	9	-	-
Part-time												
Under 30	1	4	4	8	6	3	-	-	-	-	-	-
30-50	-	3	2	2	-	1	1	-	1	-	-	-
Over 50	5	-	5	3	1	5	-	-	-	-	-	-
New Hires												
Under 30	73	183	63	177	102	264	-	-	-	-	-	-
30-50	130	276	129	297	165	491	-	-	-	-	-	-
Over 50	46	82	33	88	35	144	-	-	-	-	-	-
Employee Turnover Rate ²⁰												
Under 30	44%	53%	42%	41%	46%	52%	-	-	-	-	-	-
30-50	24%	27%	19%	21%	24%	29%	-	-	-	-	-	-
Over 50	15%	15%	15%	13%	18%	19%	-	-	-	-	-	-

Social						
Work-Related Injury	2023		2024		2025	
	Number	Rate	Number	Rate	Number	Rate
Fatalities from work-related injury	-	-	-	-	-	-
High-consequence work-related injury	3	0.1	5	0.2	3	0.1
Recordable work-related injury ²¹	58	2.1	61	1.9	68	1.8
Total hours worked	5,478,098	-	6,272,444	-	7,447,366	-
Work-Related Injury						
Fatalities from work-related ill health	-	-	-	-	-	-
Recordable work-related ill health	-	-	-	-	-	-
Programs for Skills and Transition ²²						
	2023		2024		2025	
Compliance Training	36%		12%		10%	
Non-Compliance	64%		88%		90%	

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1. Data is as of December 31, 2025.
2. The 2023 baselines for our Sustainable Operations metrics were recalculated in 2025 to exclude divested facilities that were included in previous years.
3. This goal was updated in 2025 to include edible oils and tomatoes, in addition to durum wheat.
4. 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.
5. Locations include facilities and corporate offices.
6. Percentage reduction in absolute Scope 1 and 2 GHG emissions includes all operational locations, based on the recalculation of our baseline.
7. Our 2025 Scope 1 GHG emissions includes fugitive emissions from refrigerant leakage, but our 2024 and 2023 figures do not, due to the lack of available data during those periods.
8. Total market-based Scope 2 emissions. Includes all locations and emissions deductions from REC purchases.
9. Donation reporting was expanded in 2025 to include all manufacturing facilities.
10. TRIR is based on the ratio of total recordable incidents divided by the total number of employee hours worked.
11. 2023 data was not recalculated to reflect acquisitions or divestitures. All figures have been rounded.
12. 2024 data has not been recalculated to reflect recent divestitures. All figures have been rounded.
13. Gases included in calculations: CO₂, CH₄, and N₂O.
14. Inventory is reported in alignment with the Greenhouse Gas Protocol.
15. Location-based electricity emission factors are from EPA and Environment Canada emission factors (data year 2023) with the Global Warming Potential (GWP) 6th Assessment Report, 2021 (AR6). Market-based emission factors utilize Green-E Residual U.S. emission factors and Environment Canada for Canada emission factors (data year 2023).
16. Winland Foods is unable to provide a breakdown of total water discharge to all areas by category.
17. 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.
18. Information is collected from monthly waste invoices for each waste stream.
19. European employee data for 2025 is unavailable following completed divestitures.
20. European turnover data is unavailable.
21. The main type of work-related injury is from contusions. No recordables for non-employee workers.
22. Upon involuntary termination as a result of reduction in force, we partner with an outplacement service that offers these programs.

A LETTER FROM
OUR CEO

ABOUT WINLAND
FOODS

OUR SUSTAINABILITY
APPROACH

SUSTAINABLE
OPERATIONS

RESILIENT SUPPLY
CHAIN

EXCEPTIONAL
PRODUCTS

WINNING CULTURE

GOVERNANCE &
TRANSPARENCY

APPENDIX

