



**BUILDING
EXTRAORDINARY
TOGETHER**



Message to Our Stakeholders

Dear Valued Stakeholders,

I am proud to present Ventura Foods' 2024 Corporate Social Responsibility (CSR) Report, which shares how our company invests in our people and communities, responsibly sources and manufactures our products, and protects our environment.

Our CSR initiatives are guided by our corporate strategic plan, which was redefined in FY24 to deliver an extraordinary customer experience that will drive growth. By aligning our CSR activities to our broader business goals, we are creating value not just for our company's owners (CHS, Inc. and Mitsui and Co.), but for all our stakeholders.

To ensure our efforts meet our stakeholders' needs and expectations, we conducted a materiality assessment in FY23 that identified eight key areas of focus for our CSR strategy: food safety, product traceability, biodiversity and deforestation, greenhouse gas (GHG) emissions and decarbonization, packaging materials, materials sourcing and efficiency, employee health and safety, diversity, equity, and inclusion.

In FY24, we continued to integrate the results of this assessment into our CSR approach, and you will see our efforts highlighted in this year's report.

You'll read about our three-year Food Safety Culture plan which underscores our dedication to delivering exceptional products. We spotlight our unwavering commitment to workplace safety, reflected by incident rates that are lower than the industry safety average. And, for the first time, we report on our Scope 1 & 2 emissions, demonstrating our commitment to environmental transparency and accountability.

As we move forward, we remain committed to the principle that doing well and doing good are inseparable, striving to create meaningful impact for our business, our people, and our communities.

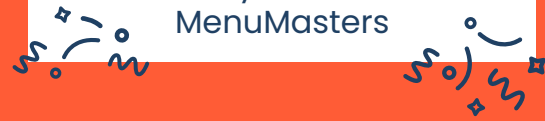
Sincerely,
Chris Furman
President and CEO

Ventura Foods 2024 CSR Report Highlights

At Ventura Foods we strive every day to make quality products, support our people and help care for our planet. Here are a few highlights from our 2024 Report.

Products

Celebrating 26 years
of culinary innovation at
MenuMasters



13 manufacturing sites

earned Global Food Safety
Initiative certification with Safe
Quality Food Level 2 Audits



Ventura Foods-owned brands used

100% mass balance palm oil

People

FY24 TRIR  **1.81**

(Total Recordable Incident Rate)

Total Training Hours:

381,350+



80% of employees

completed biometric screenings

Planet

**Scope 1 & 2 Emissions
Totals Disclosed** 

Converted

1,000,000+ lbs

of waste oil & water into

806,725 lbs

of biodiesel at our Saginaw, TX site

156,000 lbs

of CO² emissions prevented
at our Ontario, CA site

About Ventura Foods

Ventura Foods innovates and manufactures food solutions for food service and retail businesses.

We make exclusive products for the world's most iconic restaurants and retailers, provide ready-to-go product solutions for professional kitchens, and make consumer brands everyone knows and loves.

Our portfolio of Dressings, Sauces, Mayonnaise, Bases, Margarine, and Oil, combined with our slate of services, turns these flavor and performance ingredients into extraordinary menu items and meal ideas for our customers.

Ventura Foods is a privately held joint venture of CHS, Inc. and Mitsui & Co.



About Ventura Foods

Ventura Foods operates eleven manufacturing plants, two offices, and three innovation centers in the U.S.. In Canada, Ventura Foods operates two manufacturing plants and one office.

Founded in **1996**

4,000+ Employees

Headquartered in **Brea, CA**

» One of the largest food solutions manufacturers in the U.S. «



 **PLANTS**
 **INNOVATION CENTERS**
 **OFFICES**
 **REFINERY**



Our Purpose & Values

Every day at Ventura Foods, we're helping people reach extraordinary heights. Our success relies on each of us understanding what we do as a company, why our work matters, and the behaviors we must exhibit to succeed. The Ventura Edge guides our decision-making. It's what makes Ventura Foods special. It's our identity.

Our Core Values are the qualities that unite us:

INTEGRITY – I DO WHAT'S RIGHT, EVEN WHEN NOBODY'S LOOKING

CUSTOMER FOCUS – I MAKE OUR CUSTOMERS MY PRIORITY

TEAMWORK – I'VE GOT YOUR BACK

PERSONAL OWNERSHIP – I'M ON IT

These values represent how we do what we do, drive our success, and underpin our company's purpose of 'Building Extraordinary Together.'

**BUILDING
EXTRAORDINARY
TOGETHER**

About this Report

Ventura Foods' 2024 Corporate Social Responsibility (CSR) Report covers activities in the company's U.S. and Canada operations unless otherwise noted, from April 1, 2023, to March 31, 2024, the company's 2024 fiscal year (FY24). Ventura Foods has strategic partnerships in Mexico and the Philippines to expand our operational capabilities. Those partner locations are excluded from this report. The report describes our performance across material issues for our business.

This is Ventura Foods' ninth annual CSR report.

Since our last report, we have completed the integration of our U.S. and Canadian operations and systems. We are proud to report on our combined U.S. and Canada operations and business for the first time. We also divested our retail Marie's Dressings and Dean's Dip's brands. This resulted in the sale of our Thornton, IL facility, which has been excluded from this report.

A Certified Internal Auditor from our Internal Auditing team reviewed the accuracy of the information presented in this report.



 **Ventura Foods**

GOVERNANCE

CSR Approach
& Governance

Materiality Assessment
& Progress

Compliance & Ethics

Information Privacy
& Data Security

CSR Approach & Governance

Ventura Foods’ CSR strategy is built around the three pillars of Products, People, and Planet, guided by the input of stakeholders. The United Nations’ [Sustainable Development Goals \(SDGs\)](#) provide clear guidelines and targets for countries and governments, although industry has a vital role in helping achieve these goals. Our CSR work supports the following SDGs:



Every employee at Ventura Foods contributes to our CSR efforts; however, our governance demonstrates our company’s commitments at the highest levels. Ventura Foods’ President/CEO and his executive leadership team are accountable for delivering on our CSR program. A CSR Leadership Team comprising senior leaders is responsible for the strategies, goals, objectives, and activities discussed in this report. The Corporate Responsibility Committee of our Board of Directors consists of representatives from our owners – CHS Inc. and Mitsui & Co. – and reviews our progress.

Materiality Assessment & Progress

In FY23, Ventura Foods engaged a third party to assess where Ventura Foods can impact issues of the greatest importance to our stakeholders while aligning with our business goals, long-range strategic plan, and customer priorities. Our materiality methodology followed the Sustainability Accounting Standards Board (SASB) standards, which included interviews, surveys, and focus groups with key internal and external stakeholders. The assessment identified eight high-priority topics as most important to stakeholders and our business: Food safety, product traceability, biodiversity and deforestation, greenhouse gas (GHG) emissions and decarbonization, packaging materials, materials sourcing and efficiency, employee health and safety, diversity, equity, and inclusion.

In FY24, we continued to analyze and integrate the results of the CSR materiality assessment into our CSR strategy and decisions. This assessment helps Ventura Foods direct its efforts and resources towards issues most important to our stakeholders. One of the major initiatives undertaken in FY24 was addressing GHG emissions and decarbonization. We detail this work in the Planet section of this report.

Compliance & Ethics



Code of Conduct and Ethics

At Ventura Foods, we are committed to providing quality products and exhibiting high ethical standards in the conduct of our business. Our [Code of Conduct](#) and ethics guide all officers, employees, and representatives of Ventura Foods in their daily interactions with our owners, customers, consumers, regulatory agencies, supply chain partners, and fellow employees.

Supplier Code of Conduct

Ventura Foods believes a strong relationship with our suppliers, one that is ethical, honest, and transparent, is consistent with our core values and is essential to ensuring our company's success. Accordingly, our [Supplier Code of Conduct](#) communicates our expectations of our suppliers. We partner with a third-party risk management organization, NAVEX Global, and have implemented their risk assessment platform. The site can screen for material changes in our supplier companies, evaluate risk, monitor for adverse media, and support customized onboarding questionnaires.

Compliance Training

Ventura Foods takes seriously efforts to ensure all employees are aware of the importance of compliance and act with integrity while preventing compliance violations. To that end, all new employees are trained on our Employee Code of Conduct and ethics. Ventura Foods regularly offers virtual training on emergent ethical and compliance issues based on specific business activities.

Ethics Hotline

We provide our employees, customers, suppliers, and others with an ethics hotline, email address, and web reporting form where they may anonymously raise concerns or report perceived violations of our Code. We take all reports seriously and conduct prompt, fair, and thorough investigations of all reports. Ventura Foods values the integrity of employees who, in good faith, identify potential problems. Retaliation against reporters violates our Employee Code of Conduct and is grounds for discipline up to and including termination.

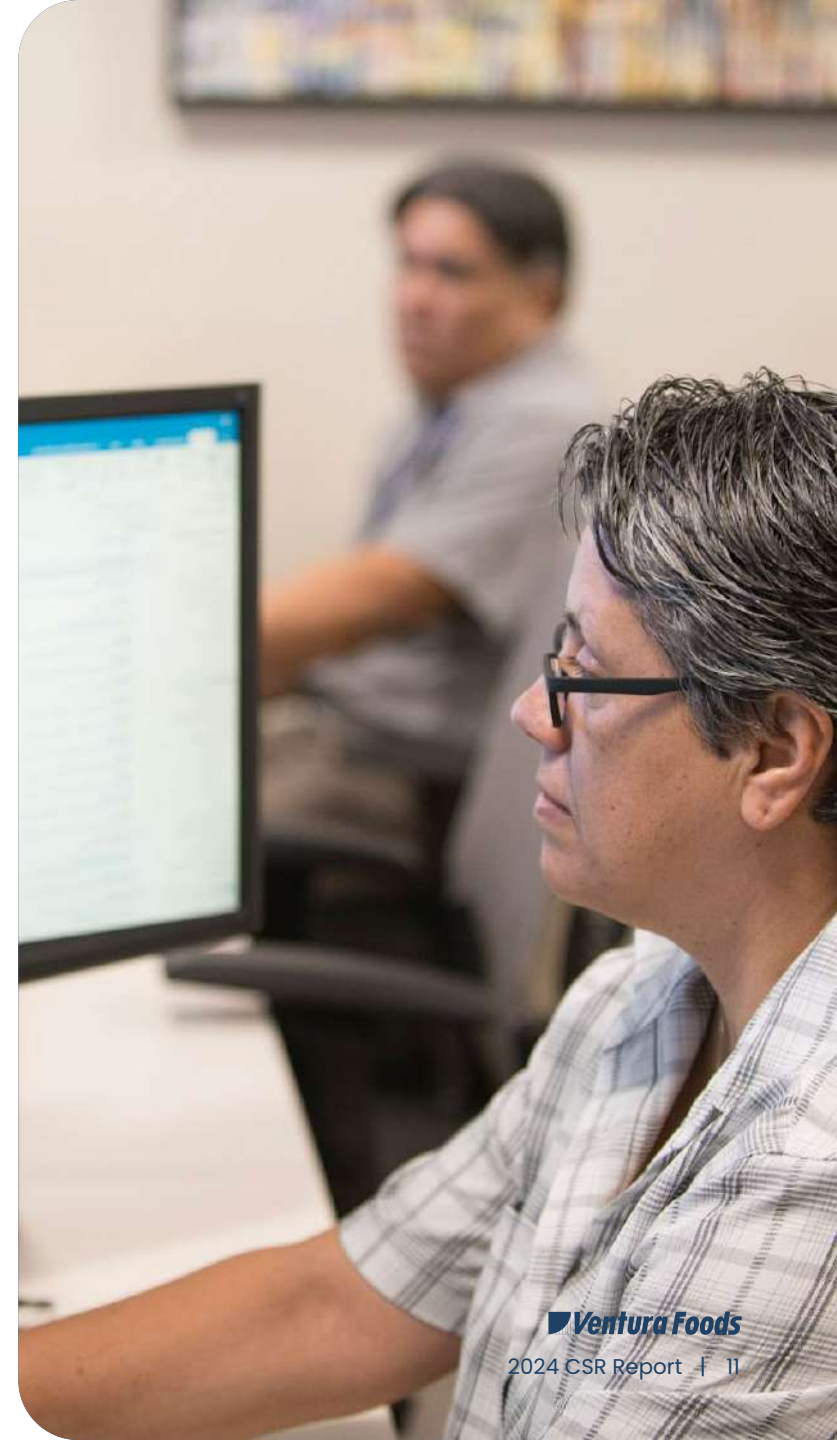
Information Privacy & Data Security

At Ventura Foods, we uphold the highest cybersecurity and data protection standards. Our commitment is rooted in our core values guiding our actions as we safeguard the privacy and security of our stakeholders' and customers' information. We recognize that robust cybersecurity practices and comprehensive data protection are fundamental to our operations and essential for maintaining the trust of those we serve.

We employ state-of-the-art security technologies and best practices to protect our systems and data from unauthorized access, breaches, and other cyber threats. Our governance framework encompasses comprehensive policies, procedures, and controls that align with industry-recognized National Institute of Technology (NIST) Cybersecurity Framework (CSF) standards and regulations. In addition, our Board of Directors and executive leadership actively oversee our cybersecurity strategy and initiatives.

Our cybersecurity infrastructure is designed to detect, prevent, and respond to real-time threats, ensuring our assets' continuous protection. We adhere to stringent data protection protocols and implement rigorous data handling practices to ensure that personal information is collected, processed, and stored securely. We conduct regular training programs to ensure all employees are well-versed in cybersecurity protocols and understand their role in maintaining a secure environment. This includes educating staff on recognizing phishing attempts, securing sensitive information, and adhering to our data protection policies.

As we navigate the digital landscape, we remain steadfast in our commitment to cybersecurity, data protection, and governance. We pledge to maintain the highest standards of security and privacy, fostering a safe and trustworthy environment for all stakeholders.





 **Ventura Foods**

PRODUCTS

Food Safety

Responsible Sourcing

Product Innovation

Our Culture of Food Safety & Quality

Food safety and quality are at the forefront of everything we do. All employees have an essential role in creating a robust enterprise-wide culture of food safety. We are proud of our 11 U.S. and two Canadian manufacturing plants that have earned Global Food Safety Initiative (GSFI) certification with Safe Quality Food (SQF) Level 2 audits. In FY24, our focus on continuous improvement included enhanced allergen validations on production lines, a corporate comparative program to improve quality across our plants, and Redzone Compliance software was implemented and activated at all of our manufacturing facilities. RedZone Compliance activities included focusing on weights, first case checks, packaging appearance, and metal detection. Furthermore, 100% of Ventura Foods' facilities conducted risk assessments to build preventive control-based food safety plans for their sites.

In FY24, we proudly continued to advance our three-year Food Safety Culture (FSC) plan, built on three pillars: educate, communicate, and engage. Each pillar has a team of experts to implement, champion, and advance this critical work.



Employee engagement is crucial to our food safety culture. In FY24, we launched a Food Culture Survey, completed by more than 1,800 eligible plant employees across our 13 U.S. and Canadian plants. The feedback gathered will be used to establish metrics for improving food safety culture and to create action plans to address any identified culture gaps. The survey results were presented to our Food Safety Culture Steering Committee, QA leaders, and plant leaders during our regular KPI meetings.

Additionally, we launched Ventura Foods Sanitation University, a major initiative to enhance sanitation practices within our operations. The university offers a tailored curriculum covering food safety regulations, the sanitation program, industry best practices, the chemistry of cleaning agents, and clean-in-place (CIP) methods. Sanitation leaders from nine plants participated in the inaugural class, taught by our quality assurance and sanitation experts. Ensuring flawless sanitation is critical to our operations. This initiative reflects our commitment to educating all leaders and team members on our programs.

Responsible Sourcing

We strive to operate as responsible and sustainable corporate citizens. As a leading manufacturer of food products for the foodservice industry, we continue to align our responsible sourcing priorities with key issues that impact our business. These include sustainable oil sourcing, deforestation, and human rights.

Sustainable Palm Oil Sourcing

Ventura Foods sources palm oil products in an ethical, transparent, and sustainable manner. As a member of the [Roundtable on Sustainable Palm Oil](#) (RSPO) since 2010, Ventura Foods is committed to advancing the production of certified sustainable palm oil (CSPO). We report on our sustainable palm oil sourcing performance annually through our RSPO Annual Communication of Progress Report. We adhere to all RSPO guidelines and commitments, and in FY24, we passed a rigorous on-site RSPO conducted audit. Ventura Foods has also been a member of the [North American Sustainable Palm Oil Network](#) (NASPON) since its founding in 2017. NASPON is an independent group of associations, consumer goods manufacturers, retailers, and palm oil traders committed to achieving 100 percent use of CSPO in North America.

Additionally, Ventura Foods is working to ensure that 100% of the palm oil it sources is Deforestation- and Conversion Free (DCF). We have developed a timebound roadmap for transitioning our palm oil supply to source 100% Deforestation and Conversion-Free palm oil by the end of 2025. Today, Ventura Foods-owned brands use 100 percent mass balance palm oil, contributing to the production of CSPO. Ventura Foods will increase uptake of RSPO mass balance palm oil for its customers and utilize the [NDPE IRF](#) (No Deforestation, No Expansion on Peat, and No Exploitation Implementation Reporting Framework) tool to access real-time data on our DCF risks.

As a responsible corporate citizen, we continue to uphold the RSPO principles and criteria for the production of sustainable palm oil, including:

- No deforestation of environmentally sensitive high conservation value (HCV) lands or high carbon stock (HCS) areas.
- No development on environmentally important peatlands that absorb carbon that would otherwise make its way into the atmosphere.

We continue to support our customers who are committed to the use of sustainable palm oil.



Labor & Human Rights

We take human rights seriously and require everyone we do business with, including our suppliers, contractors, agents, and consultants throughout our supply chain, to demonstrate the same high ethical standards.

All suppliers are expected to adhere to our company's Supplier Code of Conduct, which includes provisions of the Ethical Trading Initiative Base Code, an internationally recognized code of labor practice:

- Employment is freely chosen.
- Freedom of association and the right to collective bargaining are respected.
- Working conditions are safe and hygienic.
- Child labor shall not be used.
- Living wages are paid.
- Working hours are not excessive.
- No discrimination is practiced.
- Regular employment is provided.
- No harsh or inhumane treatment.

We are committed to protecting the human rights of our employees and all those connected to our supply chain, including our suppliers and partners. Our Health and Safety commitment also extends to our suppliers. We expect them to prohibit harassment and promote strict workplace and food safety policies and procedures.



Innovation



Our Deep Culinary Roots

Ventura Foods is proud to sponsor MenuMasters, the premier event celebrating culinary innovation. To extend the event’s impact, we partnered with Nation’s Restaurant News to create the “MenuMasters Winner Collaboration.” This [mini-video series](#) showcases the exciting new menu at the awards event.

Our Sales, Culinary, R&D, Insights, and Marketing teams attended the 2023 MenuMasters Awards in Chicago, celebrating culinary innovation and honoring the latest foodservice industry winners. This year’s event, hosted by Nation’s Restaurant News, marked Ventura Foods’ 26th year as the sole sponsor.

Renowned chef Lidia Bastianich was inducted into the MenuMasters Hall of Fame, joining notable chefs like Wolfgang Puck and Emeril Lagasse. This year’s menu featured collaborative dishes developed by chefs from Arby’s, Friendly’s, Twin Peaks, and others. At this notable event, our teams connect with customers and reinforce Ventura Foods’ commitment to our customer value proposition to be extraordinary every day.

2023 Grocery Vendor of the Year

Ventura Foods was honored with the 2023 Grocery Vendor of the Year Award by U.S. Foods at its annual Vendor Forum in Austin, Texas. This prestigious recognition, awarded to only four of nearly 2,000 suppliers, highlights our commitment to excellence. This is Ventura Foods’ second major award in three years, following the 2021 Innovation Partner of the Year Award. To make our partnerships successful, employees across every company function live our core values of customer focus and teamwork every day.



 **Ventura Foods**

PEOPLE

People Safety

Employee Well-Being

Learning & Development

Diversity, Equity,
& Inclusion

Community Engagement

People Safety

As part of our commitment to our people, we are diligent in preventing workplace illness and injuries and promoting a culture centered on health and safety. Workplace safety is the responsibility of every employee, from our CEO to our frontline workers.

All our facilities have clear, documented procedures frequently communicated to employees in case of incident or injury. These include standard operating procedures (SOPs) for providing emergency equipment, evacuation procedures, first aid procedures, and evacuation drills. Our SOPs and procedures provide a plan to guide all employees in a variety of emergency scenarios. Each of our facilities has an Environmental, Health, and Safety (EHS) team with a member dedicated to executing business plans across each EHS system.

In FY24, we formalized our EHS policies and procedures to safeguard workers and the communities in which we operate. EHS systems and programs ensure that Ventura Foods' sites manage operational risks, which supports continuous improvements year over year. These efforts included the development of company EHS Programs to unify and strengthen continuity across our manufacturing facilities,

innovation centers, field sales teams, and offices. The program topics address Confined Space, Electrical Safety, Machine Guarding, Powered Industrial Trucks, Job Safety Analysis, Post Injury Management, Fall Protection, Incident Investigation and Reporting. An EHS Core Compliance Training and Learning Standard was also created as part of this work and will be completed by all eligible employees to elevate our enterprise-wide efforts.

Our record reflects our relentless focus on our employees' health and safety. We carefully track all safety incidents and near misses. Our FY24 total recordable incident rate (TRIR) of 1.81* significantly outperforms our industry average of 3.65, as reported by the [U.S. Bureau of Labor Statistics](#).

Highlights for FY24 include:

1. Eleven of our U.S. sites, including offices and innovation centers, had total incident rates that met or exceeded our company target.
2. We continued to make capital investments to reduce manual handling (e.g., palletizing, packing, and wrapping pallets), reduce sprains, and improve our process systems infrastructure.

*Includes the Thornton, IL plant for the dates owned and operated by Ventura Foods through July 31, 2023.

Additionally, we increased the utilization of EHS technology to capture meeting minutes, documents, attendance, and actions, improving employee engagement, visibility, and accountability. We accomplished the following:

61 MEETINGS

related to Sustainability, Safety, and Process Safety Management.

2,898 ACTIONS

related to incidents, audits, compliance, risk analysis, and safety meetings were addressed and closed.

106 JOB SAFETY ANALYSIS

developed.

In FY25, we will focus on standardizing the EHS programs and continuing to build the organization's EHS systems by including additional initiatives. We will add new EHS leading indicators to the business plans, Action Closure Rate, and Sustainability Operating Procedure. A safety center of excellence named Stop, Think, and Act will be launched to strengthen situational awareness and management of risk across the organization.

Employee Well-Being

At Ventura Foods, we care about the long-term success of our people. We are committed to whole health – physical, financial, and emotional so that our employees and their families can LIVE BETTER. Our LIVE BETTER program helps our employees and their families live happier, healthier lives. The program offers goal setting, progress tracking, and total rewards to support employee well-being journeys. In FY24, 80% of employees completed biometric screening, earning reduced medical costs for themselves and their spouses. Additionally, 76% earned Virgin Pulse cash that can be redeemed for merchandise, gift cards, or charitable donations for completing various wellness improvement activities.

In FY24, 203 employees and family members living with or at risk for diabetes or heart disease engaged with Omada®, a Virgin Pulse personalized program that empowers employees to achieve their health goals. These employees experienced positive health outcomes that reduced the risk of stroke and heart disease. Thirty-five percent achieved a 5% weight loss and had improved blood pressure.



Participating employees receive a dedicated health coach and care team, smart devices, and interactive weekly lessons tailored to their health goals, such as weight management, diabetes, and hypertension support.

We also rolled out Teladoc 360, a virtual care program to deliver healthcare in a more accessible and convenient way. In the first three months, 115 employees and their family members received primary care, mental health care, dermatology care, and urgent care services virtually through this new program. Removing barriers to care is the first step in helping our employees build a trusted relationship with a provider.

Learning & Development

We are dedicated to fostering a learning environment that supports continuous personal and professional growth. By investing in our people and promoting development opportunities, we empower all employees to excel in their roles and achieve their short- and long-term goals.

Our Learning & Development (L&D) team achieved a record year with over 381,350 training hours completed—375,000 hours in functional training and more than 6,200 hours in leadership training. Functional training hours increased by 30% compared to FY23, driven by a rise in employees with five years or less on the job. We improved orientation, onboarding, and plant resources, maintained strong feedback loops, and invested in building our bench strength.

We are proud of our FY24 highlights:

- We partnered with Operational Excellence to deliver the Department Leader Program, and over 90 of our 130 Manufacturing managers attended a 3.5-day training. The sessions covered operations leadership styles and coaching skills. Four cohorts will regroup quarterly, with a second program round planned for FY25.
- We expanded our Mentorship Program, pairing high-performing employees with mentors for targeted development, SMART goal setting, DISC profiles, and regular check-ins. Since inception, 22 pairings have completed it, with the latest cohort giving the program a 9.0/10 rating and recommending it to peers.
- We completed the launch of POKA, a connected worker platform, across all manufacturing plants to enhance operational excellence. Active users rose from 37 to over 668, supporting 213 skills with standardized work across our facilities.
- We partnered with the Maintenance Reliability team to train maintenance team members through a knowledge assessment and personalized learning plans. In FY24, 220 technicians completed assessments, 175 had active learning plans, and 776 courses were completed.



Total Training Hours:
381,350+

Job skills-based:
248,553

Food Safety:
47,269

Workplace Safety:
43,674

Diversity, Equity, & Inclusion

Ventura Foods is dedicated to fostering an environment that reflects our company culture and core values. We believe diversity, equity, and inclusion (DEI) are essential for attracting top talent, driving innovation, and meeting customer expectations in a dynamic global market.

In FY24, we continued supporting programs that develop women leaders in the foodservice and manufacturing industries and focused on DEI in our internal programs and recruiting practices.

Supporting Women in Foodservice

A group of Ventura Foods employees attended the Women’s Foodservice Forum (WFF) Annual Leadership Conference in Dallas, TX. The company continued to host Leadership Development Circles (LDC), a small cohort learning experience that aligns common leadership interests. Five to six employees work together on leadership topics, sharing resources such as podcasts and books and meeting monthly to discuss their learnings. This initiative fosters

meaningful networking and development opportunities.

Empowering Women in Manufacturing

In FY24, nine Ventura Foods leaders participated in the 2023 WiM Summit, representing various roles from plant managers to HR professionals. WiM’s mission is to support and inspire women in manufacturing through practical resources and networking opportunities. Locally, our Chambersburg facility hosted a WiM Central Pennsylvania chapter event featuring a plant tour and a panel discussion with Ventura Foods’ female leaders, who shared their inspiring journeys and experiences in manufacturing.



Enhancing our Talent Acquisition Program

We revamped our talent acquisition process to offer candidates a consistent experience and attract top talent. The updated process includes new guides, job aids, e-learning, and live training sessions with role-play to address hiring biases and ensure alignment with our Ventura Edge values.

Additionally, we launched a 10-week manufacturing internship program for college juniors and seniors from universities near our Texas, California, and Pennsylvania facilities. Three interns were selected and gained real-world experience in our plants, working on projects focusing on operational improvements, technology adoption, improved efficiencies, and cost savings. They received tailored mentoring and a comprehensive checkpoint development plan.

Ventura Foods is committed to creating a learning environment that supports continuous personal and professional growth, investing in our people, and promoting opportunities for our employees to excel and achieve their goals.

Community Engagement

Ventura Foods is deeply committed to giving back and engaging with the communities where our employees live, work, and play. We strive to make a meaningful impact through initiatives like our annual employee giving campaigns, local volunteer opportunities, and partnerships with hunger relief non-profits.

Edge Out Hunger

In FY24, our employees stepped forward to support our companywide annual Edge Out Hunger giving campaign. Each of our locations selected a hyperlocal hunger relief and prevention organization to support. Our work-from-home employees could give to one of the hyperlocal charities or Feeding America, a non-profit network of 200 food banks across the United States. Over a two-week period, Ventura Foods employees raised almost \$90,000 for families facing food insecurity in every community where we operate. We are proud of our employees who generously gave to help put nutritious food on the tables of their neighbors in need.



“We have been beyond blessed by the amazing support of Ventura Foods. Some people give of their time, and others their talent and yet others their treasure. Ventura Foods has done all three and we are so very grateful for all of them. Getting to know the teams of volunteers who have come to help us has enriched our lives and community in so many ways. Thank you Team Ventura.”

– Bill Bracken, Founder & Culinary Director of Bracken’s Kitchen

Ventura Foods Recognized for Community Impact

Ventura Foods was recognized as a leader in Corporate Social Responsibility by Civic 50 Orange County. This initiative by Points of Light, in collaboration with OneOC locally honors and celebrates the 50 most community-driven companies in Orange County. This accolade highlights our Brea-based employees’ dedication to social impact through initiatives like Walk for Kids, which benefits the Orange County Ronald McDonald House, food packing programs, the Community Action Partnership of Orange County, and the company’s support of Bracken’s Kitchen through its Edge Out Hunger fundraiser. The award reflects our commitment to resource investment, business integration, and impact measurement.

In FY24, Ventura Foods was also proud to receive the prestigious lifetime achievement Giving is Living Award, which OneOC awards to honor three exceptional organizations for their impactful contributions to the Southern California community. Companies honored are recognized for their innovative or successful approach, which has enabled the nominated program to generate exceptional results for communities and the company.

Spotlight on Our Communities

Albert Lea, MN – Backpacks for Kids

Albert Lea employees gave over \$500 to support the Freeborn County School Backpack Program. Ventura Foods matched all money donated by its employees. The generous employee giving helped fill backpacks with nutritious food items. The backpacks are given to kids experiencing food insecurity to help bridge the weekend gap during the school year.



Brea, CA Headquarters – Team Building for Good

Ventura Foods employees gave their all during Orange County OneOC’s Community Cup. This vibrant event brings together over 1,000 participants for athletic games to boost employee engagement and support local charities. Our five teams, with more than 50 employees, competed to benefit hunger-prevention charities, and Ventura Foods proudly donated \$2,500 to each team’s chosen cause.

Brea, CA Headquarters – Walk for Kids

Sixty-five Ventura Foods employees raised over \$12,000 for the charity while participating in the 1.5-mile Walk for Kids 2023, supporting the Ronald McDonald House of Orange County (RMHOC). Ventura Foods has been involved with this charity for many years; EVP and Chief Compliance Officer Rebecca Walsh is a member of the RMHOC Board of Directors and spearheads Ventura Foods’ participation. Ventura Foods also matched every employee donation up to \$2,500.

Fort Worth, TX – Power of the Pie

For the fourth year, Ventura Foods’ Culinary and R&D teams, with help from the Customer Solutions Center, embraced the holiday spirit by baking 275 pies for the “Power of the Pie” event. Dozens of employees, including our chefs and team members from Opelousas, LA, skillfully crafted and rolled out pie dough for pumpkin and pecan pies. This effort exemplifies our commitment to giving back to help our neighbors in need. Pies were sold, and all proceeds were donated to the local Meals on Wheels, Visiting Nurses Association, and hospice care programs

Saginaw, TX – Spreading Holiday Cheer

The Saginaw manufacturing facility employees shared the holiday spirit by covering the cost of holiday meals for more than 200 seniors at Saginaw Senior Center’s annual holiday party. Team members also gifted crocheted blankets to every senior attending the party. This team’s generosity and time personify our company’s giving mission to support our neighbors and communities.

The logo for Ventura Foods, featuring a white square icon with a diagonal line to the left of the company name "Ventura Foods" in a white, sans-serif font.

Ventura Foods

PLANET

Reducing Emissions

Generating Renewable
Energy

Reducing Water

Reducing Waste to
Landfill

Reducing Our Footprint

Ventura Foods is committed to reducing its operational environmental footprint today and impacting a sustainable and better future.

In FY24, we began implementing the ISO 14001-based Environmental Management System (EMS), an enhanced environmental compliance system, at select manufacturing facilities. An EMS is a set of processes and practices that enable an organization to reduce its environmental impacts and increase its operating efficiency. The plant leadership completed EMS training, identifying site-specific environmental risks, opportunities, and goals for the upcoming year.

Across our sites, from headquarters in Brea, California, to facilities in the U.S. and Canada, we consistently work to improve operational efficiency. By reducing waste, minimizing landfill use, and optimizing natural resource use, we aim to advance sustainability.

Reducing Emissions

As part of Ventura Foods' commitment to being a responsible corporate citizen and community partner, we have identified GHG Emissions and Decarbonization as a top priority CSR topic through our materiality assessment. We have completed a full inventory of our organization's Scope 1 and 2 GHG emissions and report them here for the first time. This initial evaluation has provided a better understanding of our direct and indirect environmental impact, allowing us to identify key areas where we can make meaningful change. Our goal is to reduce our carbon footprint, support our customers' commitment to emissions reduction, and ensure that our sustainability practices align with the long-term health of our business.

Reducing Our Footprint

Reducing Emissions (cont.)

The Scope 1 and Scope 2 GHG Emissions are reported in metric tons of carbon dioxide equivalent (MT CO₂e) using both Location-Based (LB) and Market-Based (MB) methods for the fiscal years ending March 31, 2024. This data, prepared with the support of a third party, adheres to the GHG Protocol standards set by the World Resources Institute and the World Business Council for Sustainable Development. The protocol is applied to all sites within Ventura Foods’ organizational boundary, those under our ownership or control.

Total Scope 1 & 2 Emissions for FY 2022–2024^{1, 2, 3}

Amounts in Metric Tons of Carbon Dioxide Equivalent

	FY2022 MT CO ₂ e	FY2023 MT CO ₂ e	FY2024 MT CO ₂ e
Scope 1 Emissions	54,883	53,575	51,315
Scope 2 Location Based (LB) Emissions	42,341	40,681	39,316
Scope 2 Market Based (MB) Emissions	43,879	42,605	42,908
Total Scope 1 & Scope 2 LB Emissions	97,224	94,257	90,631
Total Scope 1 & Scope 2 MB Emissions	98,762	96,180	94,223

¹ As we strive to improve our data collection procedures continuously, the emissions data presented here may undergo updates in future reporting and tables.

² In alignment with GHG Protocol’s guidance on divestments, we have updated our emissions in FY2022, FY2023, and FY2024 to reflect the divestiture of our retail Marie’s and Dean’s Dip’s brands. Emissions from the sold Thorton, IL facility are not included in this table.

³ As stated in the ‘About This Report,’ our Canadian operations are included in this FY2024 Report for the first time. We have recalculated our FY2022 and FY2023 emissions to include our Canadian operations.

Reducing Our Footprint

Energy Reduction Highlights

- In FY24, our Ontario, CA facility upgraded from conventional cooler doors to rapid-closing doors, saving around 70,000 kilowatt-hours (kWh) of electricity annually and improving cooling efficiency. This transition reduces our environmental impact and enhances operational effectiveness.
- The Ontario, CA team also procured the company's first electric yard truck, a significant step toward reducing emissions. By transitioning to electric mobility, we have reduced diesel consumption, preventing approximately 156,660 pounds (or around 78.33 tons) of CO2 emissions.
- The Opelousas, LA facility team replaced the water tube boiler economizer with new economizer tubes. This economizer improvement resulted in a significant impact on gas and steam efficiency. Additionally, new variable frequency drives (VFD) were installed on the deodorizer post cooler pumps, which allow changes in motor speed and loads. Changing the operating load of motors by only 15% significantly reduced energy use.

Generating Renewable Energy

Through our Producing Useful Renewable Energy (PURE) program, we work with our environmentally conscious customers to reclaim and convert used cooking oil into biofuel.

In 2023

**We recovered more than
62,769 lbs of used cooking oil...**

Recycled it into biofuel...

Reduced 137,749 lbs of carbon...

**the equivalent of planting
10,590 trees.**



Reducing Our Footprint

Reducing Water Usage

- To address rising water consumption at our Ontario, CA, facility, the team launched a targeted improvement project in FY24, focusing on leak detection and optimization. The efforts resulted in an estimated annual savings of around 3 million gallons of water. This accomplishment demonstrates the commitment to resource efficiency, sustainability, and operational excellence.
- Our St. Joseph, MO, facility invested in a steam cleaner to improve cleaning efficiency. This equipment enabled more efficient and effective cleaning while reducing water and chemical usage.
- The Toronto, CA, team removed three bypass lines on pump cooling systems that discharged water straight to drains and repaired or replaced leaking valves and main clean-in-place (CIP) system flange seals. These efforts prevented more than 705,000 gallons of water from being wasted annually.

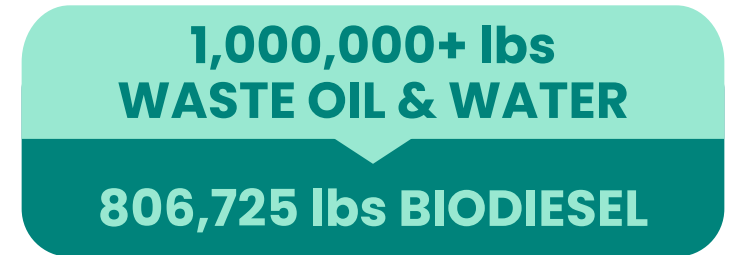
- The legacy barometric cooling tower and vacuum pump, which required excessive water for supplemental cooling during warm summer months, were replaced at our Opelousas, LA, facility. The new system provides sufficient cooling without needing additional water, leading to significant reductions in water consumption. This upgrade also decreases energy and chemical usage, requiring less wastewater treatment.

Reducing Waste to Landfill

- The Ventura Foods Portland, OR, manufacturing team earned the UCBZeroWaste Bronze Certification award for their exceptional waste management efforts. This recognition highlights the plant's success in diverting over 70% of manufacturing waste and 90% of non-manufacturing waste from landfills through recycling and reuse. In 2023, the plant diverted nearly 1,900,000 pounds of manufacturing waste from landfills.



- At our Opelousas, LA, facility, all excess oil is reprocessed through the refinery for use in other blended oil products.
- Our Saginaw, TX, plant team works with a third party to recycle waste oil and water mixture. In FY24, after extracting the water, more than 1 million pounds of waste oil was converted into 806,725 pounds of biodiesel.



- At the Birmingham, AL, facility, over 1,000,000 pounds of waste oil was sent to a third party for conversion to biodiesel in FY24. That equates to about 141,000 gallons of oil recycled. We have upgraded their waste oil collection abilities and expect a substantial increase in the reclaimed and recycled oil in FY25.



DISCLOSURE STATEMENT

Ventura Foods is proud to provide this update on our CSR journey. We thank you for taking the time to understand how we responsibly source our ingredients and make our products, support our people and communities, and help care for our planet.

We welcome your questions and feedback at www.venturafoods.com/contact/