

2025 Sustainability Report

Our Commitment to a Better Future:

Building sustainable practices across our operations, supply chain, and communities



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About This Report



A Letter From Our CEO

At Monogram Foods, trust is fundamental to our relationships with customers, suppliers, team members, and the communities we serve. Our approach to sustainability is grounded in that responsibility and in a commitment to doing the right thing the right way across our business. It is reflected in how we make decisions, set expectations, and measure performance.

Sustainability is embedded throughout our business. It influences how we evaluate risk, invest resources, and support our team members. Our approach to building a sustainable business recognizes the realities of operating within a complex supply chain and reflects our commitment to managing impacts in a consistent and transparent manner. It also requires ongoing attention as conditions evolve and our business continues to grow.

In our most recent report, you will see a refined focus on our People, Products, and Partners. When we focus on these key elements, we are able to drive sustainable Performance. At Monogram, People includes our team members, those in the communities where we operate, and others who contribute to our success. Our Partners include our valued customers, suppliers, and team members. Our Products are the crave-worthy, quality foods that help our customers make their mark in a competitive marketplace.

Progress in sustainability takes time and requires coordination. Our focus remains on steady progress and disciplined execution, with an emphasis on actions that can be measured.

This report reflects our ongoing commitment to operating responsibly and providing transparency into how we manage our priorities. We are focused on strengthening our business while maintaining the trust placed in us by our People and our Partners.



Jeff Frank
Chief Executive Officer
Monogram Foods



Our Company

We are a trusted partner to some of the world's most valued food companies. Guided by our 4Ps framework of People, Products, Partners, and Performance, we fuel strategic growth for our customers with crave-worthy food solutions, including frozen appetizers, bacon, protein snacks, USDA bakery items, and more. Our diverse and talented workforce drives the culinary expertise, speed to market, and operational excellence that define our business.



OVERVIEW

Mission

We deliver continuous profitable growth for our customers, team members, suppliers, and owners through our partnership and innovation.

Foundations of Monogram

In 2025, we introduced our **North Star Statement**, which is our commitment to our customers.

“As a trusted partner, we fuel strategic growth for our customers through crave-worthy food solutions with culinary acumen, speed-to-market, and operational excellence every time.”

We achieve this by committing to our guiding principles, the **4Ps**, which define the priorities that guide how Monogram Foods operates and delivers results.



Our **Ways of Working (WoW)** represent the behaviors that guide how work is performed across the organization and how team members contribute to achieving shared goals.

WOW
Ways of Working

Powered by People
"I recognize the value of every team member's voice and contribution."

Win Together
"I seek and create clarity and alignment to drive Monogram forward."

Champion Change
"I embrace change with openness and purpose."

One Monogram
"I collaborate to achieve shared goals."

Challenge Accepted
"I own my role in Monogram's success."

Facilities, Products, and Capacity

- **Bristol, Indiana**
 - Corndogs
 - 124,500 square feet
- **Chandler, Minnesota**
 - Meat Sticks, Jerky, and Refrigerated Sausage
 - 137,400 square feet
- **Denison, Iowa**
 - Ready-to-Cook Bacon
 - 104,500 square feet
- **Harlan, Iowa**
 - Fully Cooked Bacon
 - 50,000 square feet
- **Haverhill, Massachusetts**
 - Sandwich Assembly
 - 138,000 square feet
- **Martinsville, Virginia**
 - Meat Snacks and Portable Snacks
 - 296,000 square feet
- **Memphis, Tennessee**
 - Corporate Support Center
- **Medford, Massachusetts**
 - USDA Bakery
 - 56,000 square feet
- **Plover, Wisconsin**
 - Frozen Appetizers
 - 159,200 square feet
- **Wilmington, Massachusetts**
 - USDA Bakery and Sandwich Assembly
 - 86,000 square feet

Our Distribution Channels



History

2005 Acquired **King Cotton** and **Circle B** brands

2009 Debuted on Inc. 5000 "Fastest Growing Companies" list

2012 Acquired facility in **Bristol, Indiana**

2015 Acquired facility in **Plover, Wisconsin**

2019 Recognized for the 10th year by Inc. 5000 as a "Fastest Growing Company"

2021 Monogram Foods Loves Kids achieves **\$15 million in fundraising**

2022 Acquired facility in **Medford, Massachusetts**

2024 Monogram Foods celebrates **20 years in business** with 3500 team members across 13 facilities in 7 states

2025 Monogram Foods welcomes **Jeff Frank as CEO**

2004 Wes Jackson and Karl Schledwitz found **Monogram Foods**

2006 Acquired facility in **Chandler, Minnesota**

2009 Acquired **Wild Bill's®** and **Hannah's®** brands

2012 Founded the **Monogram Foods Loves Kids Foundation**

2013 Acquired facility in **Harlan, Iowa**

2016 Acquired facility in **Wilmington, Massachusetts**

2021 Investment by **Pritzker Private Capital (PPC)**

2021 Acquired facility in **Denison, Iowa**

2023 Built facility in **Haverhill, Massachusetts**

2024 In honor of 20 years, Monogram Foods Loves Kids raises **\$1 million**

2025 **Support Center** moves to new, LEED certified facility

PEOPLE AND PARTNERS

Customers

We are dedicated to delivering exceptional performance through high-quality, crave-worthy products and reliable service that drives customer satisfaction. Customer relationships are central to our business. We engage closely to understand priorities and expectations, particularly in sustainability and responsible sourcing. Through industry collaboration, we gather insights and share learnings that strengthen partnerships and support the delivery of responsibly sourced products aligned with customer objectives.



Team Members

We intentionally foster a workplace where team members feel supported and empowered. We invest in our people through competitive pay, meaningful development opportunities, and training that helps team members build skills and advance their careers. These efforts strengthen our culture and support our position as an employer of choice in the communities where we operate.



Suppliers

Our suppliers play a vital role in our success, and we work collaboratively to maintain high standards for food safety and quality, as well as advanced responsible sourcing practices. Through regular engagement, including our annual supplier conference, supplier scorecards, and continuous improvement initiatives, we partner closely with suppliers to drive shared progress across our supply chain.



Consumers

In partnership with our customers, we are committed to delivering safe, high-quality products to consumers. Food safety and quality are embedded throughout our operations, from sourcing ingredients to manufacturing and distribution. Strong safety and quality programs, along with careful supplier selection and oversight, ensure our products consistently meet both our internal standards and customer expectations.



Together, these stakeholders help shape how Monogram Foods operates and guide our responsible practices for long-term success.

Sustainability at Monogram

We approach sustainability through practices that support efficient operations and responsible use of resources across our facilities. Our efforts and goals are focused on areas where our day-to-day operations have the greatest impact on our communities and the world around us.

We address these priorities through facility improvements and strategic investments that strengthen long-term performance. Teams across Monogram identify opportunities to improve performance while maintaining operational standards, ensuring changes are practical and aligned with how work is performed.

This approach supports consistent execution across our company while enabling measurable progress over time as our approach and capabilities continue to evolve.





OVERVIEW

We manage sustainability through a structured approach that aligns governance with accountability and operational execution. Responsibility for sustainability is integrated into existing business functions, ensuring that priorities are addressed as part of day-to-day decision making rather than through a separate process.

Oversight is provided by our Board of Managers and executive leadership and is supported by our Sustainability Committee, which helps guide priorities and monitor progress. This structure allows sustainability considerations to be integrated into broader business decisions while supporting operational performance and meeting customer expectations. Clear roles and responsibilities help maintain consistency across both corporate functions and our facilities.

Our Sustainability Committee meets regularly to review progress and maintain alignment on our direction. This group plays an active role in shaping how sustainability efforts are implemented across our business.

SUSTAINABILITY COMMITTEE

Our sustainability program is led by our Chief Legal Officer and supported by the Sustainability Committee, creating a direct connection between leadership oversight and day-to-day execution across the organization.

Implementation of our sustainability efforts is guided by established policies and supported through collaboration across the business. Facilities and functional teams are responsible for applying these expectations in a way that aligns with their operations while maintaining consistency with our broader priorities.

We monitor performance through operational data and regular reviews of key initiatives. As our data capabilities continue to develop, we are consistently working to strengthen how performance is tracked and reported. This supports informed decision making and helps identify opportunities for improvement over time.

2025 Sustainability Committee Members

- **Jason Brewer**, Senior Director, IT Infrastructure
- **Gary Brooks**, Senior Vice President, Food Safety, Regulatory and Quality Reassurance
- **Larry Elliott**, Executive Vice President and Chief Operations Officer
- **Fernando Garcia**, Vice President, Engineering
- **Beverly Gates**, Executive Vice President and Chief Legal Officer
- **Jana Haynes**, Executive Vice President and Chief Financial Officer
- **Kim Lunceford**, Vice President, Enterprise Transformation
- **Nika Martin**, Director, Culture and Inclusion
- **Scott Mills**, Executive Vice President, Protein Business
- **Ricky Reynolds**, Director, Environmental Compliance
- **Jeff Starecheski**, Vice President, Customer Supply Chain and Logistics
- **Javier Ysunza**, Vice President, Strategic Sourcing

Recognizing that sustainability priorities will continue to evolve, our approach is intended to support steady progress by reinforcing discipline, maintaining alignment, and ensuring expectations are clearly understood across the organization.

Materiality Assessment

Our sustainability strategy is guided by a materiality assessment that helps us identify the environmental, social, and governance topics most relevant to our business and stakeholders.

We developed the assessment by reviewing industry trends and customer expectations, supported by recognized sustainability frameworks and standards. Input from internal stakeholders and external benchmarking provided additional context and informed the sustainability topics most material to our business. These insights continue to guide our reporting practices and support alignment with frameworks such as the Global Reporting Initiative and SASB Standards.

ENVIRONMENTAL ALIGNMENT

- Environmental Compliance
- Greenhouse Gas and Energy Management
- Sustainable Packaging
- Transportation Logistics and Efficiency
- Waste Management
- Water Management

SOCIAL ALIGNMENT

- Community Engagement
- Diversity, Equity, and Inclusion
- Human Rights and Fair Labor Practices
- Team Member Engagement
- Team Member Health and Safety
- Talent Attraction, Retention, and Development

GOVERNANCE ALIGNMENT

- Anti-Bribery and Anti-Corruption
- Conflict of Interest & Fraud Management
- Data Security
- Food Safety and Quality
- Non-Discrimination and Anti-Harassment
- Sustainable Supply Chain

United Nations Sustainable Development Goals (UNSDG) Alignment

Our alignment with the United Nations Sustainable Development Goals is informed by these material topics. The focus areas highlighted in this report align with the UNSDGs related to responsible consumption and production, climate action, decent work, and strong institutions. Together, these goals provide context for how our operations connect to broader sustainability priorities.



GUIDING INFLUENCES

- CDP
- EcoVadis
- Ethical Trade Initiative
- Global Reporting Initiative
- International Labour Organisations Conventions
- Sedex
- UN Global Compact
- UNSDG

Bronze Medal From EcoVadis

In our second year of reporting, we earned a Bronze medal from EcoVadis, a globally recognized assessment of environmental, social, and governance performance. This recognition places us among the top 35% of companies evaluated by EcoVadis.

The assessment evaluates performance across environment, ethics, labor and human rights, and sustainable procurement. We have established the policies, governance, and processes needed to support these areas and continue to strengthen consistency and accountability across our organization.



Environment

We manage environmental impact through practices that support efficient operations, responsible resource use, and compliance across our facilities. Our approach prioritizes opportunities to reduce environmental impacts while supporting reliable, high-performing operations.

We advance these efforts through facility improvements and targeted investments that strengthen environmental performance over time.



ENVIRONMENTAL STEWARDSHIP

Our efforts to improve logistics efficiency extend beyond our facilities through transportation practices that help reduce fuel consumption and associated emissions. By consolidating freight and reducing miles traveled, we continue to identify opportunities to improve efficiency across our distribution network.

We work closely with third-party logistics providers to support efficient transportation strategies and optimize freight movement. These efforts help reduce environmental impacts while maintaining the service our customers expect.

10-YEAR
ENVIRONMENTAL SUSTAINABILITY GOALS (2025 – 2035)

Reduce GHG Scope 1 and Scope 2 emissions by 10%

Reduce water use by 10%

Reduce waste to landfill by 10%



Climate Risk Assessment

To support business resilience and long-term readiness, we conducted a comprehensive climate risk assessment to evaluate physical and transition climate risks across our operations. The assessment examined how climate-related risks could affect our business over time, including evolving regulations, changing customer expectations, and shifts in technology. The results helped inform our approach to risk management and strategic planning.

Key findings include:

- Evaluation of six physical climate categories (inland flooding, sea level rise, wildfires, tropical cyclones, heatwaves, water stress) across Monogram Foods’ facilities over a 30-year timeframe (2025-2055).
- Low risks for inland flooding, sea level rise, and wildfire risks, while tropical cyclones, heatwaves, and water stress emerge as the most relevant physical risks.
- Four of twelve locations were identified as having at least one high physical climate risk, primarily driven by tropical cyclone exposure, which also represents the largest contributor to projected asset value-at-risk and potential business interruption.
- Projected financial impacts from physical climate risks are limited and concentrated, with approximately one-third of the facility portfolio, largely associated with the potential for cyclone-related impacts rather than chronic flooding or wildfire exposure.
- Transition risks were identified as more material than physical risks, with higher potential risks related to mandatory emissions reporting and climate disclosure requirements, escalating customer sustainability expectations, and the cost of scaling low-carbon technologies across our manufacturing footprint.
- The assessment also identified opportunities to enhance resilience and competitiveness, including improving resource efficiency, transitioning to lower-emission energy sources, strengthening supply chain resilience, and aligning product and packaging solutions with evolving customer and regulatory sustainability expectations.

Greenhouse Gas Emissions Scope 1 and 2

We collect greenhouse gas (GHG) emissions data across all manufacturing facilities to better understand and manage the impacts of our operations. Scope 1 emissions represent direct emissions from sources that we own or control, while Scope 2 emissions represent indirect emissions associated with the purchase and consumption of electricity. Our Scope 2 inventory also includes the Memphis Support Center.

In 2025, our **Scope 1 emissions totaled 41,606.9 metric tons of CO₂e**, while our location-based **Scope 2 emissions totaled 48,598.7 metric tons of CO₂e**.



Total Emissions

Scope 1	Scope 2
41,606.9 MT CO ₂ e	48,598.7 MT CO ₂ e
Scope 3	
44,465.92 MT CO ₂ e	838.4 MT CO ₂ e Category 6 - Employee Business Travel
9,877.7 MT CO ₂ e Category 3 - Fuel and Energy-Related Activities (not included in Scope 1 or 2)	6,782.8 MT CO ₂ e Category 7 - Employee Commuting and Remote Workers
11,437.2 MT CO ₂ e Category 4 - Upstream transportation and distribution	15,529.8 MT CO ₂ e Category 9 - Downstream transportation and distribution

Scope 3

Scope 3 emissions are indirect emissions that occur throughout our value chain, outside our direct operations. While we have not yet completed a full Scope 3 inventory, we continue to expand our understanding of emissions associated with transportation, energy-related activities, and employee travel. In 2025, the Scope 3 categories we evaluated totaled **44,465.92 metric tons of CO₂e**.



Energy Efficiency

We address energy efficiency through equipment upgrades, facility improvements, and operational practices across our facilities. Our teams continue to implement projects that reduce energy use while supporting production needs.

Most of our facilities are nearing full conversion to LED lighting. We have also invested in improvements that enhance the efficiency of critical systems and equipment throughout our operations. In addition, facilities conduct routine maintenance activities to identify inefficiencies and reduce unnecessary energy consumption.

Participation in external energy programs has further supported efforts to reduce consumption during peak demand periods. Together, these actions reflect a consistent approach to managing energy use through practical improvements at the facility level.

Memphis Support Center Moves to New LEED Certified Home

In 2025, Monogram Foods relocated its Support Center to Crosstown Concourse in Memphis, Tennessee, placing its corporate operations within a LEED-certified building designed with sustainability in mind. The move aligns our physical workplace environment with our broader approach to responsible operations.

A former Sears warehouse and distribution center, the building supports reduced energy use through efficient systems and thoughtful design. Its redevelopment from a historic structure represents adaptive reuse, preserving existing materials while creating a modern and functional workspace. These characteristics contribute to a lower overall environmental impact compared to traditional office environments.

The location also enhances team member experience. Crosstown Concourse provides access to ample amenities and community spaces, creating a workplace that is connected to the surrounding neighborhood. This setting supports engagement and day-to-day convenience while strengthening our presence in Memphis.

The transition to Crosstown Concourse demonstrates how Monogram Foods evaluates operational decisions with long-term efficiency and responsible resource use, extending sustainability considerations beyond manufacturing and into our broader footprint.



Water Efficiency

Water plays an important role in supporting food production, equipment cleaning, and food safety processes across our operations. We manage water use and wastewater discharge at the facility level, where those levels are closely linked to production activities and sanitation requirements. In 2025, total wastewater discharge across our facilities was **184.6 million gallons**, reflecting a **3.96% decrease** from the prior year.

Wastewater volumes varied across facilities throughout the year, depending on production activity and operational demands. Several facilities recorded reductions following periods of higher utilization, while others experienced increases associated with operational changes. Other facilities maintained relatively stable discharge levels, reflecting consistent operating practices.

We manage wastewater through compliance with applicable permit requirements and ongoing operational controls. Our efforts focus on improving sanitation practices, evaluating infrastructure, and promoting efficient water use across our facilities. We also continue to assess opportunities to strengthen water management practices and support efficient resource use throughout our operations.

Water Consumption and Discharge

We recognize the importance of managing the impact of our operations on water sources. We manage wastewater discharge in accordance with permits and regulatory requirements in the communities where our facilities operate, and wastewater is treated through facility systems designed to support compliance and responsible water management.

We implement facility-level practices that promote efficient water use across our operations. These efforts are integrated into day-to-day activities through established operating standards, team member training, and ongoing evaluation of equipment, sanitation processes, and infrastructure. In some facilities, water management practices also support more efficient use of water within production, cooling, and wastewater processes.

Plant	2024 Total	2025 Total
Bristol	33,390,000	38,258,834
Chandler	20,832,557	20,233,949
Denison	30,541,000	22,483,400
Harlan	11,497,410	15,109,408
Haverhill	3,652,872	3,639,086
Martinsville	29,394,300	24,937,000
Medford	4,353,017	5,248,677
Plover Facility 1	22,802,305	23,802,610
Plover Facility 2	31,281,521	26,252,651
Wilmington Facility 1	3,375,230	2,813,169
Wilmington Facility 2	931,235	1,466,540
TOTAL	192,157,490	184,551,234

Capital Improvement Project Impacts Resource Management

At our Harlan, Iowa, facility we completed a targeted rebuild of a key wastewater treatment component to improve performance. This system plays an important role in managing wastewater flow and separating fats, oils, and grease during treatment.

The rebuild restored the system to full operating condition by replacing critical components. As a result, the system can now process wastewater more effectively and manage full-flow conditions.

The project significantly increased the recovery of fats and oils during treatment. Improved separation reduces the amount of material entering the wastewater stream while increasing the volume of recoverable byproduct. This creates both operational and financial benefits by converting material that might otherwise be treated as waste into a usable resource.

The project also supports broader environmental objectives. Improved separation reduces demand on downstream treatment systems and contributes to a more efficient wastewater process. By restoring system performance rather than replacing the entire process, the investment reflects a practical approach to improving efficiency within existing infrastructure.





Waste, Pollution, and Resource Outflows

We manage waste generated through our operations and administrative activities through established handling, recycling, and disposal practices. All facilities, including the Support Center, participate in recycling initiatives that help divert materials from landfill and support responsible management of operational byproducts.

When materials cannot be reused or recycled, we work with licensed third party providers to ensure they are managed in accordance with applicable regulatory requirements. Through these practices, we seek to minimize waste and support responsible management of resources across our facilities.

Reduction and Material Use

We continually evaluate opportunities to improve resource efficiency and reduce the amount of material leaving our operations as waste. By identifying beneficial uses for materials generated during production, we can extend their value beyond their original purpose and support more efficient use of resources.

Several facilities capture and recover materials such as grease and oil for productive second use rather than disposal. These efforts reduce waste volumes while helping ensure valuable byproducts are put to beneficial use. In addition, facilities implement reuse and recovery practices that extend the useful life of materials and reduce the need for new inputs.

Reduce, Reuse, Recycle

Supporting effective waste reduction starts with both strong operational practices and reliable data. Across our facilities, we have implemented programs that help extend the life of materials while improving visibility into waste and recycling performance.

One example is our corrugated reuse program, which collects, inspects, and reuses boxes that might otherwise be discarded. In 2025, we reused **882.96 tons of corrugated material**, contributing to an estimated reduction of **4,944.57 metric tons of greenhouse gas emissions** and saving more than **16.2 million gallons of water**.

To strengthen waste management efforts, we also started a partnership with a specialized waste and recycling data management provider to establish a more consistent approach to tracking waste streams across our facilities. Tracking from this new partner will begin in 2026.

Together, these efforts demonstrate how operational improvements and stronger data management can support measurable progress over time.



People

At Monogram, sustainability is grounded in our commitment to our People. This includes supporting team members through workplace practices that promote safety and create opportunities for growth. It also includes investing in the communities where we operate.

These priorities shape how we support our workforce and engage with our communities. By fostering a culture built on respect and accountability, we help create an environment where team members can succeed and contribute to our long-term success.



TEAM MEMBER HEALTH AND SAFETY

Protecting the health and safety of our team members is fundamental to how we operate and how we measure success. We are committed to fostering a workplace culture where every individual returns home safely each day, feels supported in their well-being, and is empowered to contribute to continuous improvement. Our approach integrates robust safety programs, disciplined performance measurement, and a commitment to our People pillar of the 4Ps, fostering care, accountability, open communication, and engagement, with the ultimate goal of zero harm.



Building a Strong Safety Culture

We believe a strong safety culture is built on trust, transparency, and shared responsibility.

Team members are encouraged and expected to speak up about hazards, stop work when conditions are unsafe, and participate in safety improvement efforts without fear of retaliation.

Our culture is reinforced through:

- Open communication and reporting, including anonymous reporting options
- Team member led safety committees that provide local ownership and diverse perspectives
- Recognition of safe behaviors and continuous improvement
- Ongoing engagement and listening, using surveys, focus groups, and regular feedback channels
- Celebrating the wins

By treating safety as a core value, not just a priority, we aim to embed health and safety into everyday decision-making and operational discipline.

Safety Programs and Preventive Practices

Our health and safety strategy emphasizes prevention, early intervention, and continuous learning. We maintain comprehensive safety management systems aligned with recognized occupational health and safety standards and tailored to the unique risks of our operations.

Key elements of our safety programs include:

- Proactive risk identification, including job hazard analyses, ergonomic assessments, and routine workplace inspections
- Standardized safety training for new hires and ongoing refresher training for team members and leaders
- Stop Work and near miss reporting, enabling teams to identify and address risks before injuries occur
- Leadership engagement, with leaders accountable for modeling safe behaviors and reinforcing expectations through regular safety conversations
- Incident management to ensure our team members receive prompt care and that the factors contributing to the incident are identified, and corrective and preventative measures are implemented to eliminate future incidents.

We continually evaluate and strengthen these programs through audits, team member feedback, and benchmarking against industry best practices.

Key Performance Indicators and Accountability

We use clearly defined health and safety Key Performance Indicators (KPIs) to track progress, identify trends, and reinforce accountability at all levels of the organization. Performance is reviewed regularly by operational leaders and senior management to ensure timely action and sustained improvement.

Our Safety KPIs include:

- Total Recordable Incident Rate (TRIR)
- Lost Time Incident Rate (LTIR)
- Stop Work and Near Miss Reporting Frequency
- Safety Training Completion Rates

Where performance falls short of expectations, corrective actions are developed collaboratively, and progress is monitored to closure.

Results

In 2025, we achieved a **TRIR of 2.1**. While this was a slight increase from the prior year, it remained significantly below the industry average of 3.7, performing **43% better than our peers**.

We also achieved a **LTIR of 0.6, the lowest in our history**. This result reflects continued progress in reducing serious injuries and was **50% lower than the industry average of 1.2**.

THE TEAM MEMBER EXPERIENCE



Workplace Respect and Equal Opportunity

We are committed to maintaining a workplace where team members are treated fairly and with respect. Equal opportunity and non-discrimination are fundamental expectations across our organization and are supported through defined policies, training, and oversight.

Expectations related to respectful conduct, non-discrimination, and anti-harassment are established through our Code of Ethics and Business Conduct and reinforced through team member training. These standards apply to all roles and facilities and are intended to support professional and respectful working environments.

We maintain multiple channels for reporting concerns, including confidential and anonymous options through our ethics reporting platform. Reports are reviewed and addressed through established processes to ensure appropriate follow-up and resolution. The anonymous reporting line supports our commitment to a workplace where team members are treated equitably and are expected to uphold our standards of respect, integrity, and accountability.



TOTAL REWARDS

- Competitive pay and incentive programs
- Medical, dental, and vision coverage
- 401(k) + employer match and financial planning resources
- Paid time off and family support benefits, including paid parental leave, for both primary and secondary caregivers
- Employee Assistance Program and wellness resources

At Monogram Foods, supporting team members is a core part of how we operate. Total Rewards are designed to go beyond compensation, providing programs that support financial security, health and well-being, and overall quality of life.

The Total Rewards framework is built on four pillars that ensure a consistent approach to supporting team members and their families: compensation, benefits, well-being, and recognition. Competitive pay and incentive opportunities support financial stability, while healthcare coverage, retirement benefits, and paid time off provide essential protection and flexibility.

Well-being programs are designed to support physical, mental, and financial health, including access to an Employee Assistance Program, wellness resources, and financial planning tools. These programs are complemented by a work environment that fosters open communication and practical support, helping team members do their best work.

Compensation and Benefits

We provide compensation and benefits designed to support workforce stability and attract and retain team members across our operations. Our compensation approach reflects role requirements, market conditions, and business needs while supporting consistency across our facilities.

Our benefits programs support the overall well-being of our team members and provide access to health coverage along with other support resources. These offerings are reviewed and adjusted as needed to remain aligned with workforce priorities and changing business conditions.

We regularly review compensation and benefits to help ensure they remain competitive and aligned with the needs of our organization.





Culture and Engagement

Our commitment to sustainability and responsibility begins with our People. We work to maintain a workplace that is supportive, stable, and grounded in shared expectations. A culture built on respect and accountability guides how we make decisions, work together, and support team members in contributing effectively to our success.

Engagement Survey

Monogram continues to strengthen our approach to listening to team members through an annual engagement survey, providing structured opportunities to gather feedback and inform continuous improvement.

In 2025, Monogram introduced an enhanced survey platform with expanded access via email and text messaging in multiple languages, improving accessibility across the workforce. As a result, participation reached 72%, an increase of 11 percentage points from the previous survey, reflecting broader reach and growing confidence in the process.

The new platform also enables consistent year-over-year comparisons for the first time, improving the organization’s ability to track trends and measure progress over time.

Survey results are reviewed by leaders in partnership with Human Resources, with teams developing targeted action plans to address key themes. We prioritized four focus areas: recognition, two-way communication, role clarity, and one location- or department-specific goal based on individual team results. Action planning efforts are led by Team Leaders selected by leadership, reinforcing accountability and local ownership of outcomes.

Recognition Matters

Following our 2025 engagement survey, results showed that recognition is an important driver of team member engagement, prompting the development of a more consistent approach across our organization.

In 2025, a cross-functional task force designed the One Monogram Recognition Program to unify and strengthen recognition practices across our facilities.

Rolling out in 2026, the program establishes a consistent approach to recognition across all facilities. It is designed to promote fair and meaningful recognition while reinforcing the 4Ps and Ways of Working (WoW). By recognizing behaviors that reflect our values and expectations, the program helps strengthen our culture and support high performance across the organization.



Connection and Belonging

We foster a culture of connection and belonging through programs that support meaningful engagement across our organization.

Our Employee Resource Groups (ERGs) provide opportunities for team members to connect, learn, and grow together. Open to all team members, ERGs help strengthen relationships across our facilities while encouraging collaboration and shared experiences.

In 2025, our ERGs included:

- **Monogram WAVE (Women Achieving Vision and Empowerment)**, supporting women and their allies through leadership development and networking
- **Monogram BIG (Black Inclusion Group)**, focused on fostering connection, honoring culture, recognizing the black experience in the workplace, and supporting professional growth

These efforts contribute to a workplace where team members feel supported and connected.



MonogramCares

MonogramCares is our team member relief fund, designed to provide financial assistance to individuals experiencing significant personal hardship or qualified disasters. Eligible situations may include serious illness or injury, death of an immediate family member, or loss of housing due to catastrophic events. Team members earning \$90,000 or less annually are eligible to apply.

The program is funded primarily by Monogram Foods, our Executive Team, and other stakeholders, and is supplemented by voluntary team member contributions through one-time donations and payroll giving.

MonogramCares reflects Monogram’s commitment to supporting team members during critical life moments. By providing timely financial assistance, the program helps reduce uncertainty and supports stability for team members and their families.

“My family is truly grateful for the help. We really appreciate it more than I can ever express. Thank you for valuing me as a person as well as an employee.”

Together, these efforts reflect Monogram’s commitment to ensuring team members feel respected, supported, and able to contribute, fully strengthening engagement and long-term workforce sustainability.



Learning and Growth

We offer a structured approach to learning and development for all team members that supports a safe, knowledgeable, and engaged workforce.

Our development efforts combine training, leadership development, and role-specific learning opportunities that help team members grow while supporting business needs. These programs are designed to provide a consistent experience across our facilities and reinforce clear expectations aligned with operational requirements.

Leadership development focuses on strengthening core capabilities and supporting effective decision making across the organization. Team members have ongoing access to learning resources that help them build skills over time and apply them in their day-to-day work. By integrating learning into our operations, we help ensure our workforce is prepared to contribute as our business continues to grow.

“Developing our people requires more than training alone. It requires clarity in expectations, consistency in how skills are built, and a commitment to preparing team members for the demands of the business today and into the future. Our approach focuses on building capability across all levels of the organization in a way that strengthens both individual performance and long-term growth.”

-Kirsten Patchett
Chief People Officer

Sustainability Stories

In 2025, we introduced Sustainability Stories as an internal education initiative to strengthen sustainability awareness across our organization. The program provides a consistent way to share updates and increase visibility into sustainability efforts taking place across our facilities and business functions. These stories highlight ongoing work in a clear and accessible format.

Sustainability Stories help create a shared understanding of sustainability across the organization and support more consistent communication around key initiatives. The program continues to evolve as new priorities and areas of focus emerge.

Sustainability Stories have included:

- Carbon Footprinting
- EcoVadis Recognition
- Cardboard Recycling
- Sustainable Packaging
- Roundtable on Sustainable Palm Oil
- Responsible Sourcing
- Crosstown Move to LEED Certified Building



Our Programs

360 Leader Assessment Program offers multi-source feedback from peers, supervisors, and direct reports to support leadership development, improve self-awareness, and guide targeted growth.

Catalyst Frontline Leadership Program builds frontline leadership capabilities through training in communication, team engagement, performance management, and accountability, supporting consistent leadership and execution across teams.

Compliance Training introduces team members to required laws, regulations, and company policies. Covers areas such as ethical conduct, harassment prevention, data privacy, workplace behavior, and reporting concerns.

DISC Assessment Training Program helps team members understand personality styles and how they impact communication and collaboration, supporting stronger teamwork and more effective working relationships.

Food Safety Training provides team members with the knowledge to handle, prepare, and store food safely. Covers key practices such as hygiene, temperature control, cross-contamination prevention, sanitation, and regulatory compliance to support strong food safety standards.

LinkedIn Learning provides exempt team members with on-demand access to a broad library of professional development courses to support continuous learning and skill building.

New Team Member Orientation and Onboarding Program provides a structured introduction to the organization, its culture, expectations, and key processes, equipping new hires with the tools needed to succeed and integrate into their roles.

Team Member Safety Training prepares team members to work safely and prevent injuries through training on hazard identification, safe work practices, the use of PPE, emergency procedures, and incident reporting, supporting a safe work environment.

COMMUNITY

Monogram Foods Loves Kids Foundation

The Monogram Foods Loves Kids Foundation (the Foundation) is focused on improving the lives of children in the communities where Monogram Foods operates. Through targeted giving, community partnerships, and team member involvement, the Foundation supports organizations and programs that provide meaningful impact for children and families.

The 2025 Engagement Survey identified the Foundation as a powerful reflection of Monogram’s values and a meaningful source of pride for team members, highlighting its role across the organization.



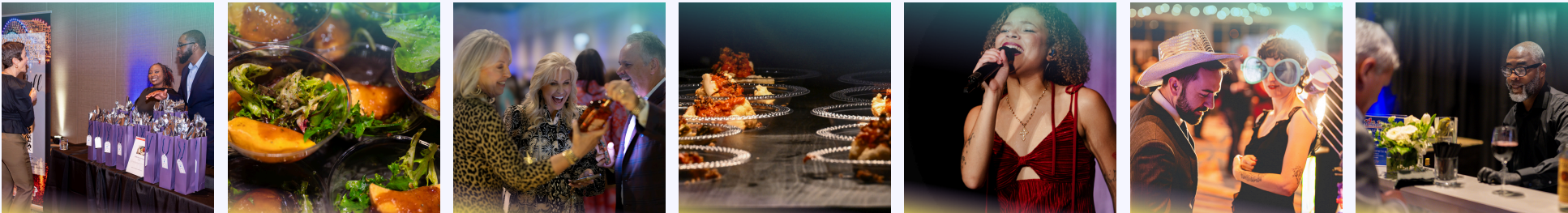
High-Impact Community Projects

Commitment Years	Project	Location	Impact
2022 - 2032	Monogram Foods Smith River Sports Complex	Martinsville, Virginia	Drives sports tourism and community engagement by attracting approximately 100,000 visitors annually, supporting local economic activity and providing accessible space for youth sports and regional events
2024 - 2034	Monogram Foods Loves Kids Splash Park	Memphis Zoo Memphis, Tennessee	Supports a high-visibility, family-focused attraction within the Memphis Zoo, which welcomes approximately 1 million visitors annually, creating accessible recreational opportunities for children and families across the region each season
2025 - 2045	Monogram Foods JJ Jenson Park	Harlan, Iowa	Enhances community recreation and safety through improved park lighting, extending usability and supporting youth activities, gatherings, and everyday access for local residents.
2025 - 2055	Denison YMCA Sports Complex	Denison, Iowa	Strengthens access to youth sports and recreation by providing a modern, multi-use facility that supports athletic programming, community events, and long-term community engagement

14TH ANNUAL ‘MEAT’ ME IN MEMPHIS GALA

The Monogram Foods Loves Kids Foundation hosted its 14th Annual “Meat” Me in Memphis Gala on October 23, 2025, bringing together supporters to advance the Foundation’s mission. The event is the largest fundraiser for the foundation and in 2025, raised more than \$730,000 in support of the foundation’s annual giving.

Proceeds from the gala directly support grant funding and community investments across Monogram Foods’ operating locations, enabling the foundation to deliver consistent, locally driven impact year-round.



Annual Grants Program

The Annual Grants Program is the Foundation's primary community investment initiative, ensuring that *at least* \$60,000 is directed back into each Monogram community each year. The program is designed to support organizations that address local needs and create meaningful impact for children and families in the communities where we operate.

What makes the program unique is its team member-led approach. Grant Selection Committees at each facility are composed entirely of team members, with no senior management involvement in funding decisions. Committee members review applications, evaluate community needs, and determine how funds are allocated. This structure ensures grant decisions are informed by local knowledge and guided by those who live and work in the communities being served.

By empowering team members to direct charitable giving, the program ensures Foundation resources are invested where they can have the greatest impact while giving the tools for personal and professional growth to our People.

2025 GRANT RECIPIENTS

BRISTOL, INDIANA

A Rosie Place for Children
Babies Basic Needs
Cultivate Food Rescue
Healthier Moms and Babies
Hearts United for Bristol
Iris Family Support Center
Love Way, Inc.
The Source

CHANDLER, MINNESOTA

Adrian ISD 511
Friends of the Slayton Public Library
GrowSWMN
Minnesota West - Kid's Camp
Murray County Food Shelf
Murray County United Soccer
Pipestone County Food Shelf
Poco 4H Club
WHS Business Professionals of America
Women's Rural Advocacy Program
Wonder World Preschool
Worthington Area Youth Baseball Association
Worthington Christian School
Worthington United

DENISON, IOWA

Broadway Elementary Lego Club
Caring Hearts of West Central Iowa
Children's Imagination Station
City of Dow City, Iowa
Crawford County Hunger Fighters
Crawford County Memorial Hospital
Denison Community Schools Dual Language
Denison Community Schools
Scouting America Boy Scout Troop 55
Unity Ridge Lutheran Schools
Vail Volunteer Fire Department

HARLAN, IOWA

Avoca Youth Baseball
Dream Playground Reimagined
Earling Commercial Club
Elevate Students
Harlan Area Mom Community
Harlan Community School District
Little Hawks Child Care Center
Manilla Fire and Rescue
Shelby County Fair Corporation
Shelby County Historical Museum
St. Mary's Youth Group
Time for Tots
West Central Community Action Head Start

HAVERHILL, MASSACHUSETTS

Beyond Soccer
Boys & Girls Club of Greater Haverhill
Merrimack Valley Young Men's Christian Assn.
New Generation
Ozzie Kids
Ruth's House
St. Ann's Home & School
YMCA of the North Shore

MARTINSVILLE, VIRGINIA

Community Storehouse
God's Storehouse
Martinsville Salvation Army Service Center
Simply Said
SRC Productions
The Community Dream Center
United Way of Henry County and Martinsville

MEDFORD, MASSACHUSETTS

American Assistance Center
Artists for Humanity
Doc Wayne Youth Services
EVkids
Food for Free
Summer Search
The Allston Brighton Food Pantry
The Home of the Little Wanderers
The NAN Project
YMCA of Metro North

MEMPHIS, TENNESSEE

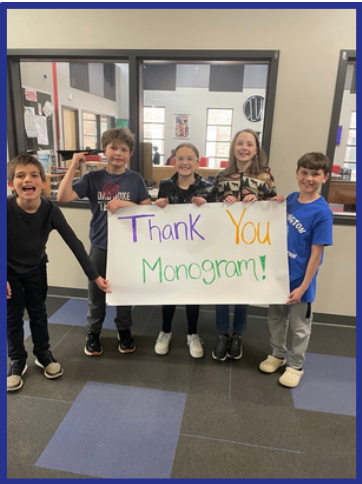
2911 Project
Arc of NWMS
Arise2Read
Bodine School
CodeCrew
Developing Noblemen Academy
Down Syndrome Association
Faith Hope Charity
Forrest Spence Fund
Girls on the Run - Memphis
Isaiah 117 House - Shelby County
Lifedoc Health
MDCDC Inc.
Multinational Memphis
Peer Power Foundation

PLOVER, WISCONSIN

Boys & Girls Club of Portage County
Central WI Children's Museum
Evergreen Community Initiative
Hunger and Poverty Prevention
Portage County Cultural Festival
Portage County Health and Human Services
Steven's Point Child Safety Center
Steven's Point Firefighters
The Salvation Army Hope House
The Salvation Army Milk Fund
Wisconsin Rapids Family Center
Wood County Head Start

WILMINGTON, MASSACHUSETTS

Casa Mariposa
Community Play Workshop
Lovelane Special Needs Horseback Riding Program
Perkins School for the Blind
The Barton Center for Diabetes Education
The Carroll Center for the Blind



In 2025, the Foundation contributed \$1.2 million to non-profit work across our footprint and supported more than 120 organizations.

Products and Partners

Our Products and Partners are essential to how we create value and maintain trust. We are committed to producing safe, high-quality food products while building strong relationships with the suppliers and customers who help make our business successful. Through disciplined food safety practices, responsible sourcing, and ongoing collaboration across our supply chain, we work to deliver products that meet expectations and reflect our commitment to quality, integrity, and continuous improvement.



FOOD SAFETY AND QUALITY

Governance and Standards

Our Food Safety and Quality Assurance team oversees the systems and policies that govern product safety and quality across our operations. All facilities are audited against Global Food Safety Initiative (GFSI) requirements, supporting a consistent and externally validated framework for food safety. We manufacture our products in accordance with United States Department of Agriculture and Food and Drug Administration regulations, with these requirements embedded throughout our operating standards and oversight processes.

Monitoring and Verification

Performance is monitored through a combination of internal controls and independent validation. Facilities undergo regular third-party audits, including GFSI and Brand Reputation through Compliance Global Standards (BRCGS) assessments, to confirm compliance with established standards and identify potential risks. Findings are addressed through defined corrective action processes to support continuous alignment with requirements and maintain system integrity over time.



Operational Food Safety Practices

We maintain food safety through defined control systems that are integrated into daily operations. Production follows Hazard Analysis Critical Control Point guidelines to help identify and manage risks throughout the manufacturing process.

Our facilities operate under Good Manufacturing Practices and Sanitation Standard Operating Procedures, which establish clear expectations for sanitation, hygiene, and process control. We also continue to invest in technologies that strengthen our ability to manage food safety risks and maintain control within our manufacturing environments.

Training and Accountability

Responsibility for food safety is defined across both corporate and facility levels. Team members are trained on the standards and procedures relevant to their roles, and accountability is reinforced through operational oversight and performance expectations. This structure supports consistent application of food safety practices and ensures that requirements are understood and maintained across the organization.

Slice Room Cooling System Upgrade at Harlan

At our Harlan, Iowa, facility, we completed a capital project to increase cooling capacity within the raw slice area and strengthen temperature control. The project replaced two existing evaporator units with four new units designed to improve system performance and reliability while supporting compliance with food safety requirements.

The existing system was running at maximum capacity in an inefficient operating condition to consistently maintain required temperatures during warmer periods, creating operational challenges and requiring additional administrative controls to manage regulatory risk. Temperature control in this area is essential to maintaining product safety and meeting processing standards.

The upgrade included new evaporator units, a higher capacity recirculating vessel, and enhancements to the refrigeration system. Additional facility modifications helped reduce temperature variability and improve environmental control within the production area.

These improvements allow the facility to maintain stable operating conditions and support compliance with established food safety requirements. The project also improves the work environment by reducing heat exposure and strengthening process control.

This initiative demonstrates how targeted infrastructure investments can strengthen food safety performance while reducing operational risk in critical production areas.



RESPONSIBLE SOURCING

Building Value Through Our Supply Chain

Strong supplier relationships are essential to our success. We actively engage suppliers through structured forums and collaborative activities that strengthen alignment, encourage innovation, and reinforce shared expectations.

Key engagement activities include:

- Innovation forums that connect suppliers with Monogram manufacturing facilities and Research and Development teams to explore new capabilities, process improvements, and product ideas
- Strategic top-to-top meetings with core supplier partners to align priorities and strengthen long-term collaboration
- Annual Supplier Conference, held each October, bringing together leaders from our top suppliers for high-level alignment
- Ongoing engagement through our Supplier Onboarding Program, which supports supply chain sustainability and supplier diversity

These initiatives help ensure suppliers are well-positioned to meet evolving customer needs while reinforcing Monogram’s commitment to responsible business practices.

Responsible sourcing is central to Monogram Foods’ mission to deliver safe, high-quality products while operating with integrity and accountability.

Through clear expectations, structured supplier engagement, and proactive risk management, we work to build a supply chain that reflects our values and supports the long-term success of our customers, suppliers, and communities.

Supplier Expectations and Ethical Standards

All suppliers are expected to operate in alignment with the Monogram Foods Supplier Code of Business Conduct (Supplier Code), which outlines the ethical, legal, and operational standards required to do business with us. Compliance with the Supplier Code is a condition of engagement and applies across our supply chain.

Our Supplier Code of Business Conduct addresses expectations in the following key areas:

- Compliance with applicable laws and regulations
- Human rights and fair labor practices, including prohibitions on forced labor and child labor
- Health, safety, and welfare of workers
- Animal welfare and humane treatment
- Environmental responsibility and resource stewardship
- Business integrity, including anticorruption and ethical conduct
- Confidentiality, data protection, and responsible information management

Our Supplier Code also provides a mechanism for reporting concerns or noncompliance, supporting transparency and accountability throughout the supply chain.

Supplier Onboarding, Qualifications, and Risk Management

Responsible sourcing begins at onboarding. We apply a structured supplier onboarding and qualification process designed to assess risk, verify capabilities, and ensure alignment with our standards before suppliers are approved.

Key elements of this process include:

- Review of supplier business, compliance, quality, and sustainability information
- Evaluation of new supplier facilities by Monogram food safety and quality specialists to identify potential risks and confirm mitigation plans are in place
- Required corrective actions for identified nonconformance, with continued noncompliance potentially resulting in removal from supplying ingredients to Monogram

Beyond onboarding, we follow a supplier quality management process to regularly evaluate suppliers based on condition, delivery, service, technology, and price. These evaluations support effective supply chain risk management and help promote product integrity and ethical practices across our supplier network.

Once a supplier is selected, we use contracts and purchase order agreements to formalize our requirements, including compliance with our Supplier Code.



Continuous Improvement and Supplier Accountability

Supplier accountability is an important component of our responsible sourcing framework. When suppliers do not meet our standards, we require corrective action to address the issue and prevent recurrence. If concerns are not adequately resolved, Monogram reserves the right to suspend or discontinue purchases from the supplier.

In 2024, we launched a Responsible Supplier Survey to identify areas of opportunity with strategic suppliers. Conducted annually, this survey informs our broader Supplier Scorecard, which evaluates suppliers on a range of performance metrics, including sustainability considerations.

Responsible Ingredient Sourcing

The decisions we make about where and how we source ingredients affect our entire value chain from agricultural production to the customers and consumers who rely on our products. We seek to embed our values for environmental sustainability and human rights even at the most basic farm level, wherever and whenever possible.

Some of the principal ingredients used in our products include, but are not limited to, casein, cheese, coconut oil, corn and corn syrup, eggs, fruit, nonfat dry milk, oats, palm oil, peppers, soybean oil, sugar, and wheat.

Changes in weather patterns, increasing frequency and severity of natural disasters, water scarcity, and other climate-related factors present risks to agricultural productivity and ingredient availability.



Responsible Sourcing: Beef and Palm Oil

While our Responsible Sourcing efforts span many ingredients, we prioritize enhanced monitoring and engagement for beef and palm oil given their prevalence in our products and the environmental and social concerns associated with their supply chain.

Monogram Foods sources beef from deforestation-free countries, where cattle production has been established without recent forest conversion. This approach addresses a key environmental risk in global beef supply chains and supports sourcing from regions with more stable land-use practices.

Monogram Foods sources palm oil certified by the Roundtable on Sustainable Palm Oil (RSPO), an internationally recognized certification system that establishes standards for responsible palm oil production. The RSPO framework addresses key environmental and social considerations, including land use, supply chain transparency, and responsible sourcing practices.

In 2025, 100% of the palm oil sourced by Monogram Foods was RSPO-certified, reinforcing a consistent approach to managing sourcing practices for this ingredient.



CYBERSECURITY

At Monogram Foods, protecting the confidentiality, integrity, and availability of information is a critical component of how we earn and maintain the trust of our customers, partners, and team members. As a food manufacturing company operating complex technology environments across corporate offices and manufacturing facilities, we recognize that cybersecurity is both a business imperative and a shared responsibility.

Our cybersecurity program is designed to reduce risk, protect sensitive information, and ensure operational continuity. It is anchored in industry-recognized frameworks and continuously assessed to ensure it evolves with the threat landscape. Annually, Monogram Foods completes a comprehensive Security Program Maturity Assessment conducted by an independent third party that examines our controls, governance, and operational practices against the National Institute of Standards and Technology (NIST) Cybersecurity Framework. As a result, we have seen year-over-year improvements in assessment scoring.

Cybersecurity Governance and Risk Management

We manage cybersecurity as an enterprise risk. Our program is integrated into broader enterprise risk management processes. Executive leadership receives regular updates on cybersecurity posture, key risks, and improvement initiatives, ensuring oversight and accountability.

Key elements of governance include:

- A formal information security policy is reviewed and updated annually
- Defined cybersecurity roles and responsibilities across our Information Technology organization, cloud, and manufacturing environments

Independent assessment results indicate that Monogram Foods operates at or near a “repeatable” level of maturity across most NIST framework categories, meaning we are demonstrating consistent, risk-informed practices.

Identity, Access, and Data Protection

Protecting access to systems and data is foundational to our program. We have implemented identity and access management controls designed to prevent unauthorized access and reduce risk.

We support data protection through a layered approach that combines encryption, data loss prevention tools, and secure information handling practices.

Continuous Improvement

Cybersecurity at Monogram Foods is not static. The results of independent assessments, internal audits, and real-world exercises inform a multi-year improvement roadmap focused on strengthening governance, extending cloud and manufacturing security controls, and formalizing policies where appropriate.

We recognize that team members are our biggest asset in protecting Monogram Foods’ data and network. Because of this, we have an extensive annual training program. We also provide current, real-life cyber threat scenarios so team members know how to protect themselves and the organization.

We remain committed to transparency, accountability, and continuous improvement as we protect our customers, our operations, and the trusted brands we support.

Manufacturing and Supply Chain Security

As a manufacturer, we place special emphasis on securing our extended supply chain. We evaluate our supply chain partners based on cybersecurity risk and the level of access they require to our systems and data. Security requirements are incorporated into contracts, and suppliers with elevated risk profiles are subject to additional review and ongoing monitoring.



Governance

Our governance framework establishes how expectations are set, how decisions are evaluated, and how accountability is maintained across our organization. It provides the structure that guides day-to-day operations and supports consistent execution across our business.

Through this approach, our company aligns leadership direction and operational execution, ensuring expectations are consistently applied and oversight is integrated into daily business practices.



OVERVIEW

Our governance framework is supported by leadership oversight and a structured approach to accountability across the organization. Our Board of Managers oversees our compliance and ethics program, while executive leadership supports its implementation and ongoing development.

Our compliance program is led by our Chief Legal Officer, who is responsible for program design and execution. Collaboration across business functions helps ensure compliance considerations are integrated into operations and strategic decision making.

Executive leadership regularly presents key areas of concern and emerging issues to the Board, including matters related to safety, compliance, and our Code of Ethics and Business Conduct. These discussions take place as part of the Board's quarterly review process and help maintain alignment across the organization.

Enterprise Risk Management

We integrate risk oversight into how we operate and manage performance across our business. Leadership and our Board of Managers maintain active involvement in risk oversight, helping ensure we are prepared to address challenges and adapt to changing conditions.

Monogram Foods maintains an Enterprise Risk Management program designed to identify, assess, prioritize, and manage risks that could impact business operations. Management regularly evaluates a broad range of risks, with particular focus on those that have the greatest potential impact and likelihood of occurrence.

Risk assessments incorporate input from across the organization, and management provides the Board of Managers with ongoing updates on emerging risks, trends, and mitigation strategies. This approach helps ensure that risk considerations are embedded into strategic planning and operational execution while maintaining appropriate Board-level oversight.

We evaluate emerging risks and changes in the external environment on an ongoing basis to maintain alignment with evolving expectations.



Compliance and Integrity

Integrity is a core value at Monogram Foods and the foundation of how we do business. Our Code of Ethics and Business Conduct serves as the foundation of our compliance program and defines the standards expected of all team members and Board members. It reinforces our culture of integrity, ownership, and respect, and supports responsible decision-making at every level of the organization. Adherence to the Code is essential to maintaining trust and upholding the standards that guide Monogram Foods’ operations.

All team members are required to complete Code of Ethics and Business Conduct training upon hire and annually thereafter.

We require team members to uphold our standards and comply with all applicable laws and organizational policies. Violations of the Code of Ethics and Business Conduct or applicable laws may result in disciplinary action, up to and including termination of employment.

Compliance Programs

Our compliance program is risk-based and tailored to the complexity of our business. We regularly assess risks across our operations, including evolving business activities, third-party relationships, and regulatory trends.

Key elements of our program include:

- **Policies, Procedures, and Controls:** Clear policies and risk-based controls designed to guide behavior and ensure compliance
- **Training and Awareness:** Targeted training programs to reinforce expectations and support informed decision-making
- **Monitoring and Testing:** Ongoing review of program effectiveness through internal audits and third-party assessments
- **Continuous Improvement:** Regular program updates informed by data, benchmarking, and lessons learned

Monogram provides team members with access to policies, standards, guidance, and compliance resources through internal systems, ensuring expectations are readily understood and applied in daily work.

Policies and Standards

Monogram Foods maintains a framework of policies that defines expectations for how we conduct business and manage risk across our operations and supply chain. This framework aligns with widely recognized principles related to ethical conduct, fair competition, responsible sourcing, and respect for people. These principles are reflected in how policies are structured, communicated, practiced, and reinforced throughout our organization.

This policy framework is designed to support consistent decision-making and establish clear accountability at all levels. It addresses fundamental areas of business integrity, including compliance with applicable laws, responsible trade practices, and information protection. These expectations apply across functions and are integrated into daily operations rather than treated as standalone requirements.

Our internal policies provide clear direction on how these expectations are applied in practice.

- Our **Code of Ethics and Business Conduct** establishes the foundation for ethical behavior and guides decisions across the organization.
- Our **Supplier Code of Business Conduct** extends these expectations to external partners and defines the standards required to do business with Monogram Foods.
- Our **International Trade Compliance Policy** governs how we conduct business across borders and ensures adherence to applicable trade laws and regulations.
- Our **Antitrust Policy** establishes standards for lawful competition and guides interactions with customers, competitors, and suppliers.
- Our **Acceptable Use Policy** defines expectations for the responsible use and protection of the organization’s systems and data.
- Our **Health and Safety Responsibility Statement** sets expectations for maintaining safe working conditions and protecting the well-being of team members across all operations.
- Our **Environmental Responsibility Statement** outlines our approach to managing environmental impacts associated with our activities.
- Our **Sustainable Procurement Policy** defines how sourcing decisions incorporate environmental and social considerations alongside business requirements.

Policies are communicated through established internal systems and, where appropriate, supported by training. Team members are expected to understand and apply these standards in their roles, and we maintain defined processes for raising questions or concerns.

RESPONSIBLE BUSINESS PRACTICES

Anti-Corruption and Anti-Bribery

Monogram maintains strict policies prohibiting bribery, corruption, and improper payments. Our anti-corruption program includes risk assessments, targeted training, and third-party screening to help ensure compliance with applicable laws and regulations.

We are committed to fair competition and compliance with antitrust laws. Our teams are trained to protect sensitive information and engage responsibly with customers, suppliers, and competitors.

Conflicts of Interest

Monogram requires team members, Board of Managers members, and key functional roles to avoid situations where personal interests could interfere with objective business decisions. We maintain formal disclosure processes to identify, evaluate, and manage potential conflicts of interest across our organization.

Respectful and Inclusive Workplace

We are committed to maintaining a workplace free from harassment, discrimination, and retaliation. Expectations are clearly outlined in our Code of Ethics and Business Conduct alongside supporting policies and reinforced through training for all team members.

Responsible Supply Chain

We extend our commitment to ethical business practices throughout our supply chain. Monogram requires suppliers, vendors, and business partners to comply with standards consistent with our Code of Ethics and Business Conduct and Supplier Code of Conduct, including expectations related to integrity, compliance, and responsible business practices.

Suppliers are expected to uphold these standards and promote them throughout their own supply chains, reinforcing accountability across the value chain.

Continuous Improvement

We are committed to continuously strengthening our compliance and governance practices. Through ongoing risk assessments, training, monitoring, and stakeholder engagement, we evolve our programs to address new and emerging risks.

By embedding integrity into our culture and operations, we aim to build lasting trust and deliver long-term value to our stakeholders

Speaking Up and Accountability

We encourage all team members and suppliers to speak up if they have questions or concerns. Monogram provides multiple confidential and anonymous reporting channels, including our direct access to top-line leadership and online reporting tools, accessible 24/7/365.

Confidential Reporting

Monogram uses a third-party reporting platform to support confidential, anonymous reporting of concerns. The platform is accessible globally, available in multiple languages, and may be used by team members, suppliers, and external stakeholders.

Through this partner, individuals can report potential violations, ask compliance-related questions, or seek guidance in a secure environment. Reports are handled confidentially and routed for review based on subject matter and risk, in accordance with Monogram’s investigation and remediation protocols.

Our confidential reporting program reinforces our commitment to a “Speak Up” culture, supporting early identification of issues and continuous improvement across our compliance program.

We strictly prohibit retaliation against anyone who raises a concern or participates in an investigation in good faith. All reports are investigated promptly, and when issues are identified, we take appropriate corrective actions, including strengthening policies, controls, and training to prevent recurrence.



Looking Ahead

We continue to place increased priority on sustainability as part of our long term business strategy. We remain focused on strengthening the systems and capabilities that support responsible operations across our business.

This includes continuing to improve operational efficiency and reduce environmental impacts while making more effective use of resources within our manufacturing environments. Strengthening data quality, improving consistency across our facilities, and refining internal processes will remain important areas of focus as our approach continues to evolve.

We will also continue investing in our People through training, development, and engagement initiatives that support performance and long-term growth. At the same time, we will maintain our focus on product safety, quality, and responsible supply chain management to meet customer expectations and regulatory requirements.

As expectations continue to evolve, we will build on our existing foundation by expanding key programs and identifying new opportunities for improvement. We remain focused on steady progress through practical, measurable, and sustainable actions.

About This Report

Reporting Period

Unless otherwise noted, this report covers our sustainability performance for the 2025 calendar year.

Publication Date

This report was published June 1, 2026.

Cautionary Statement

Certain statements in this report are forward-looking based on management's views on future events and underlying assumptions. Forward-looking statements involve risks and uncertainties that could cause actual results to differ from those expressed or implied in such statements. The forward-looking statements contained in this report speak only of the date of publication, and Monogram Foods does not assume any obligation to update them.

The goals, projects, initiatives, and strategies described in this report are aspirational, and as such, no guarantees or promises are made regarding their success.

