



Real Impact

Report 2024



Family



Vision



Values



Purpose



Legacy



People



Planet



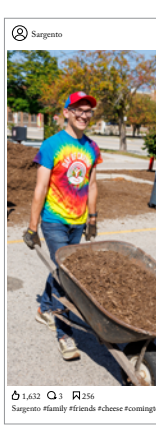
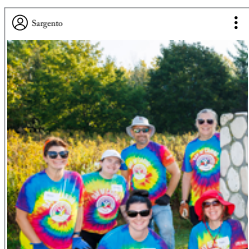
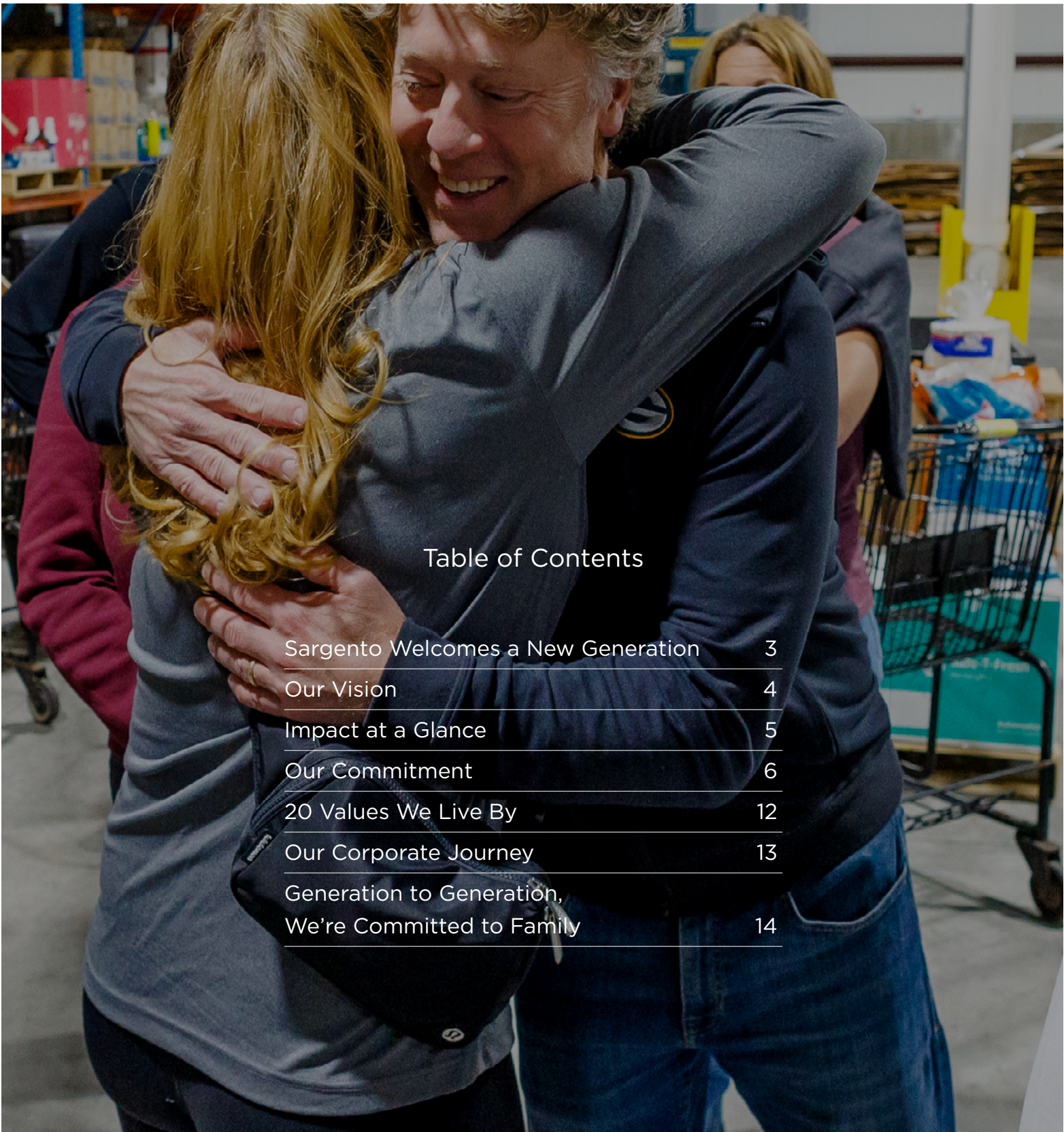
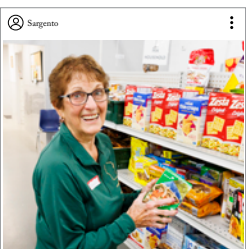
Product

POSTS

REELS

TAGGED





Sargento Celebrates the Power of Family

In 2023, we celebrated the achievements of our 70-year journey as Sargento Family. In 2024, we looked ahead to what we might achieve with new manufacturing capabilities, new leadership, and a new generation of Family.



Louie Gentine
CEO
Third-generation family owner



The people who work here continue to distinguish us and our culture, as *ABC World News Tonight* with David Muir affirmed when it featured Sargento in its “Made in America” series in August 2024. Two of our most distinctive family members — Mike “Mac” McEvoy, EVP of Operations, and Kristi Jankowski, EVP of Innovation — announced their retirements this year. Mac, whose first job was working second

shift at the plant, oversaw during his tenure the expansion of our Hilbert facility, ensuring we could sustain the explosive growth that Balanced Breaks® snacks kicked off in 2015. And it’s thanks to Kristi and her team that innovations such as Balanced Breaks® snacks have earned us Nielsen’s top honor not once but three times. We will miss them dearly and always honor their contribution.



Our St. Cloud facility, acquired from Baker Cheese in 2022, achieved record output this year thanks to facility upgrades and the integration of the Baker Cheese family into our own.



But as with all families, the Sargento Family embraces new members even as it says goodbye to tenured ones. Michael Pellegrino, who has been with us since 2009, has moved from Chief Growth Officer to Chief Operating Officer. With his decades of experience and a strong pipeline of young talent from our programs, Sargento will continue the growth that is Mac’s and Kristi’s legacy.



Our Vision

To be the most innovative, best loved, real food company

We accomplish this by:

- Making high-quality, natural cheese products
- Leading the cheese industry in innovation, such as developing award-winning products and progressing recyclability
- Endearing ourselves to our customers with products that add value to their lives.




Impact at a Glance



People


 **2,848 hours**
of company-led community service; 48,990 hours since 1992

 **39 homes + 27,000 volunteer hours + \$2.6 million**
donated to Milwaukee Habitat for Humanity since 1992

 **\$1.9 million**
in *Touchdowns for Hunger* donations since 2002, making possible 1,000,000+ meals


 **\$1.2 million + 1,200 Day of Caring hours**
contributed to United Way

 **17 truckloads of cheese**
donated to area food pantries


 **19 college degrees**
earned using \$613,000 (in aggregate) in tuition reimbursement assistance

 **\$297,200**
in Double Helping for Hunger donations since 2018

 **\$184,500**
in Tipoff for Homes donations since 2019

 **40 beds**
built for local children through Sleep in Heavenly Peace

Planet

 **15 million gallons of water saved**
at our Kiel plant, reducing corporate usage overall by 10%

 **91% of waste diverted**
from landfills

 **33% of primary packaging can be recycled**

- Cardboard = widely recyclable
- Sargento® Balanced Breaks snack trays = check locally
- Outer packaging = store drop-off

 **100% of our patron farms**
are engaged in environmental and/or sustainable initiatives

Product

 **100% supplier compliance**
100% of our patron farms are engaged in environmental and/or sustainable initiatives

★★ AA+ food-safety ratings by BRC —
the highest rating awarded by an independent auditor benchmarked to the Global Food Safety Initiative — across all four production facilities

 **Launched Fun! Balanced Breaks®**
snacks and flavored Sargento® String Cheese





Our Commitment

People Caring for Our Communities

Relieving Hunger

For 22 seasons, Sargento has teamed up with the Green Bay Packers to fund area food pantries by donating \$2,000 for every touchdown scored during the regular season. As of 2024, *Touchdowns for Hunger* has raised \$1.85 million for Paul's Pantry in Green Bay and Hunger Task Force (HTF) in Milwaukee. This year, for the first time, *Touchdowns for Hunger* included a Day of Action where the Packers and Sargento showed up at Paul's Pantry to help sort donations for the shelves and repackage bulk items. CEO Louie Gentine and COO Michael Pellegrino lent their hands and their teams alongside Green Bay Packers President and CEO (through July 2025) Mark Murphy.

In July, CEO Louie Gentine joined Milwaukee Brewers baseball stars to serve nutritious lunches to 82 children in Merrill Park for another new Day of Action that ultimately fed 1,550 kids across Milwaukee Community Meal sites. Summer is the season when upwards of 60% of Milwaukee schoolchildren go hungry. Sargento helps feed them with donations of cheese and with *Double Helping for Hunger*, which donates \$200 to HTF for every double the Brewers hit. This year, with 249 doubles, we donated \$49,800, for a total of \$297,200 since the program's inception.





Building Housing

In September, Louie welcomed Tayana and her son Josiah to the 39th home that Sargento has helped construct with Milwaukee Habitat for Humanity. Meanwhile, in July, 47 of our employees started building two more homes in Milwaukee’s Harambee neighborhood that will welcome homeowners in 2025.



Building Beds

This year for the first time, our Supply Chain team enlisted 150 volunteers to build 40 beds for area kids who needed one. In partnership with the Fond du Lac chapter of Sleep in Heavenly Peace, a national nonprofit. Volunteers cut, sanded, and branded bed components for local distribution and assembly. “Sargento is changing 40 lives,” says Chapter Co-President Tom Otte.



Tipoffs for Homes, our partnership with the Milwaukee Bucks, raised \$23,500 for Milwaukee Habitat this year, bringing our donations since 2019 to \$184,500.

Easing Sheboygan County’s Housing Shortage

In 2021, to address a shortfall of affordable housing for entry-level employees, Sargento and three other Sheboygan County employers created the Forward Fund, donating \$2 million each to kick-start the Fund’s goal of building 500 homes. In August, 11 families moved into Founders’ Pointe, a 54-home subdivision in Sheboygan Falls that is the Fund’s first project. Developed by the Sheboygan County Economic Development Corporation, a nonprofit, each house sells for close to the cost of construction, with proceeds going into the Fund to seed the next round of development. To qualify, buyers must be employed locally and have household incomes under \$134,474. “Sargento’s future growth depends on the County meeting local housing demand,” says CEO Louie Gentine. “We want every employee to be able to raise their children here and be contributors to the community.”





People
Educating Our Youth

In 2024, we welcomed 80 high-school and college students to explore careers at Sargento through programs and positions created just for them. Students of all ages showed up for our two Career Experience days, where they spoke with employees in their area of interest, toured a plant, and learned how to apply for positions. High-school sophomores and juniors served as Youth Apprentices, getting paid and mentored to train in areas such as Information Technology, Engineering, Quality, and Supply Chain. College juniors and seniors earned credit and income working as co-ops in Engineering, R&D Packaging, Public Relations, and Quality and as interns in R&D, IT, Marketing, Sales, Finance, Supply Chain, and Production.



Workforce Development
Goes 4.0

With the help of four local manufacturers, four area high schools are learning the skills and using the equipment that define the Fourth Industrial Revolution. Known as MFG 4.0, the program takes technical education to the next level by exposing students to the robotics that have transformed manufacturing — both to spark their interest and connect them to employment opportunities upon graduation. Sargento has funded and staffed the program since 2020. “We’re showing these kids that a four-year degree isn’t the only path to an exciting career,” says Sargento Foods Director Bruce Wisnefske.

■■■■
Northeast Wisconsin Manufacturing Alliance (NEWMA) recognized Sargento with its Excellence in Manufacturing/K-12 Partnerships Award for Youth Apprenticeship



■■■■
NEWMA recognized Sargento with its Excellence in Manufacturing/K-12 Community Partnerships Award for Community Partnership – MFG Business Education Partnership and Collaboration



People
Investing in Our Employees

Benefits That Make a Difference

- 401(k) plans, even for interns
- On-site Health & Wellness Centers
- Tuition assistance (\$613,000 total in 2024) for lifelong learning

Site Improvements

- More welcoming break rooms
- A new truck garage in Plymouth Transportation featuring:
 - Four wide pull-through bays
 - A mural depicting Sargento's fleet since the 1960s
 - A plaque honoring drivers who've logged at least 1,000,000 miles
 - Restrooms with showers

1. Sargento's 2024 annual employee survey
2. The source for this is a proprietary database that collects data from millions of employees in global organizations.



Congrats to the 19 employees who earned associate, bachelor's, and master's degrees in 2024!



Driver trainees keep us truckin'.



86% of our employees would recommend Sargento to friends and family as a good place to work,¹ which is 13 points higher than our U.S. manufacturing peers.²



New CDL Apprenticeship

In 2024, our fleet delivered some 2,150 truckloads. To keep our product moving, we've enlisted our most seasoned pros to mentor and train two or three apprentices a year. This year, the first enrollees in our program earned their CDL (commercial driver's license), ensuring that we can grow the next generation of truck drivers without a hitch.

Mental Health

Headspace, part of our new Employee Assistance Plus program, provides employees and their families with preventive, everyday mental health support through:

- On-site access to a mental-health professional
- On-site workshops
- On-demand and self-guided content via an app
- Confidential access to local mental-health resources

Alison Schneider
R&D Manager

Master of Science, Agriculture
Washington State University

Adam Schulz
Production Sanitation Utility

Associate degree, Arts & Science
University of Wisconsin-Oshkosh



Jarret Parrish
Production Sanitation Utility
Associate degree, Lakeshore College

Jim Parrish
Plymouth Support Supervisor
Associate degree, Lakeshore College

Kyleigh Parrish
Associate Production Supervisor
Associate degree, Lakeshore College

“

It's good to build your career, and that's what I want to do. But there are other reasons to get educated, too. Maybe it's a hobby you always wanted to pick up. There's a whole multitude of reasons why it's a good idea to further your education.

—Jim Parrish

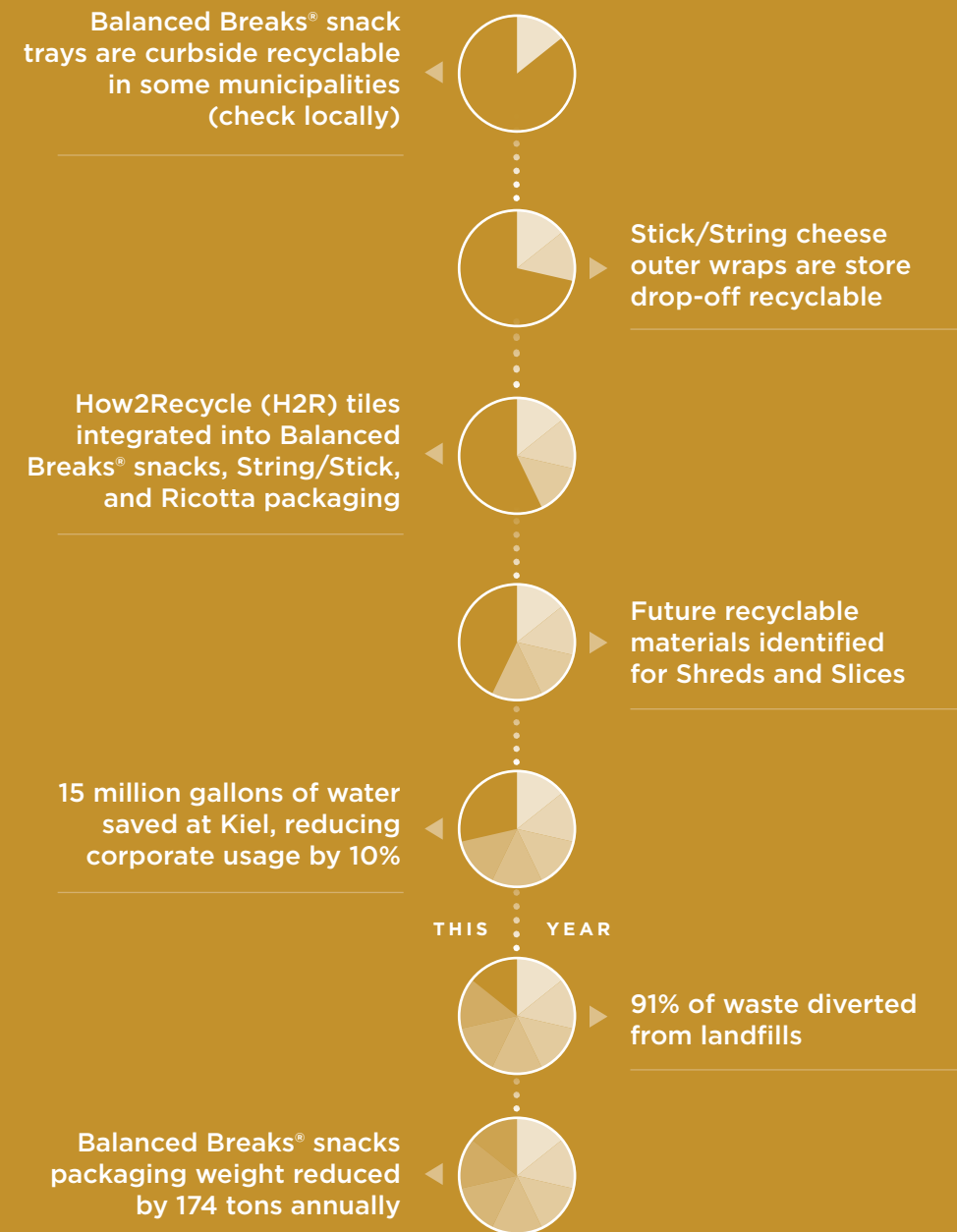
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Planet
Caring for Our Natural Resources

- Our Commitment
- Good stewardship of natural resources
 - Packaging materials that minimize environmental impact

OUR PROGRESS



Our Partnerships

For five years across four plants, a cross-functional team has worked with our plastic-packaging suppliers to transition more of our packaging to recyclable materials.

We are also thoughtful partners in industry efforts to advance the infrastructure needed to recycle our recycle-ready packaging, working with:

- The Recycling Partnership
- The Association of Plastic Recyclers
- The Sustainable Packaging Coalition

100% of our patron farms are engaged in environmental and/or sustainable initiatives.





Product
Caring for Our Customers

Innovation
Fun! Balanced Breaks® snacks and
flavored String Cheese

Sourcing
100% of our suppliers are compliant
with FARM animal-care standards as
well as our rigorous code of conduct
to ensure high-quality ingredients.

Food Production
Thanks to staff integration and
facility upgrades, St. Cloud now
makes cheese 270 days per year,
exceeding our output goals for 2024.

Food Safety
We've earned AA+ food-safety
ratings by BRC — the highest rating
awarded by an independent auditor
benchmarked to the Global Food
Safety Initiative — across all four
production facilities.



■■■
**Sargento named
Manufacturer of the Year
by Sheboygan County
Chamber of Commerce**
■■■





20 Values We Live By

People, Pride & Progress

Our values and the way we put them into practice distinguish us among American employers. The folks at ABC *World News Tonight* thought so: In August 2024, they featured Sargento in David Muir’s “Made in America” series.



Ethics
Always act ethically.

Trust
Build trust by practicing collaboration.

Balance in Life
Put family first.

Employee Equality
Strive for objectivity by seeking others’ input.

Creativity
Foster creativity.

Humor and Fun
Have fun. Take your work, not yourself, seriously.

Accountability
Take responsibility for your actions.

Excellence
Commit to excellence in everything you do.

Effective Communication
Listen carefully to others, including the quietest voice.

Mutual Support
Rely on each other for support and cooperation.

Sense of Ownership
Take ownership of the projects you take on.

Recognition
Show appreciation for efforts big and small.

Community Outreach
Give back to our community.

Fair Compensation
Compensate and reward others fairly.

Career and Personal Development
Commit to lifelong learning and personal growth.

Customer Focus
Commit to meeting customer needs through excellent service.

Innovation
Innovate relentlessly.

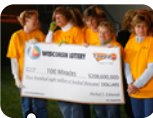
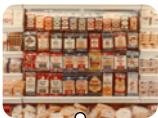
Risk-Taking
Embrace risk-taking.

Profitability and Growth
Share our financial results with those who contribute to that success.

Leadership
Lead with empathy.



Our Corporate Journey



Credit: Sheboygan Press, Gary C. Klein/
USA TODAY NETWORK-Wisconsin

70TH
ANNIVERSARY

1949195319551958

Leonard, Bill, and Norman “Bud” Dick prototype a cheese shredder, making meal preparation faster for millions of homemakers and transforming the cheese industry.
1958

Leonard and design partner Bill Lindstedt innovate a vacuum-seal plastic package that allows cheeses to last longer, pioneering prepackaged sliced natural cheese.
1955

Joe Sartori and Leonard Gentine Sr. launch Sargento, combining their names and their know-how to bring Americans real mozzarella, provolone, Parmesan, and Romano cheeses in ready-to-purchase portion sizes.
1953

Plymouth Cheese Counter. Based on the success of his mail-order cheese business, Leonard Gentine Sr. converts a carriage house on his property into a specialty-cheese retail store.
1949

1964196919721981

Sargento’s Board of Directors unanimously elect Leonard’s son Lou president of the company — a role he would ably perform for the next 32 years.
1981

Sargento moves its headquarters from the retrofitted canning factory in Elkhart Lake, Wisconsin, back to Plymouth. Cutting and packaging continues in Elkhart Lake.
1972

Leonard and longtime associate Chuck Strobel adapt a metal pegboard system used for lunchmeats to display Sargento cheeses, revolutionizing the dairy aisle into what shoppers take for granted today.
1969

Leonard persuades his partner Joe to sell him his stake in the company. Joe stays on as Leonard’s adviser — and lifetime friend.
1964

1986198820012006

100 Sargento employees win the largest jackpot in Wisconsin lottery history: \$208.6 million. Only four do not show up for work the next day.
2006

Sargento pioneers the slide closure, a packaging first that wins the company a WorldStar Award for Packaging Excellence.
2001

Sargento introduces MooTown® Snackers for kids — and parents — on the go.
1988

Lee Gentine, a second-generation leader, spearheaded the implementation of a resealable Zip-Pak that would make it easy to reseal the cheese package after it was opened. This was the first perishable food item to be placed in a resealable package.
1986

2012201320192021

Sargento launches Balanced Breaks® Cheese & Crackers Snacks in partnership with Mondelez International in a groundbreaking partnership to bring RITZ®, TRISCUIT®, and WHEAT THINS® snack crackers to an on-the-go container with Sargento’s real cheese.
2021

Deloitte ranks Sargento Foods, Inc. No. 20 on its list of the 75 largest private companies in Wisconsin in recognition of its outstanding sales revenues.
2019

Louie Gentine succeeds his father Lou as head of Sargento, 32 years to the day after Lou succeeded his own father, Leonard. While holding true to the family’s people-first traditions, Louie modernizes the company’s operations and its products.
2013

CEO and Chairman Lou Gentine receives the National Cheese Institute Laureate Award, 21 years after his father Leonard won it.
2012

20222023

As part of our vision to become the most innovative and best-loved real food company, we launched the Real Impact platform, which encapsulates our continuing charitable initiatives in community engagement, sustainability, and quality production.
2023

Baker Cheese joins the Sargento Family, advancing the company toward its vision of becoming the most innovative, best-loved real food company.
2022

2024

Louie Gentine is appointed Chairman of the Board.
2024

Fun! Balanced Breaks® snacks and flavored String Cheese launch.
2024

Mac McEvoy retires after 27 years.
1997-2024

Kristi Jankowski retires after 25 years.
1999-2024



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Sargento #family #friends #cheese #comingtogether



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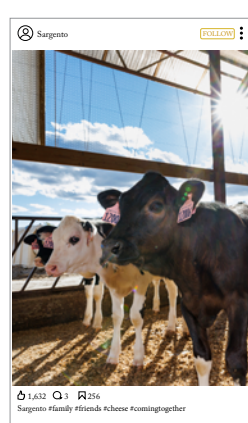
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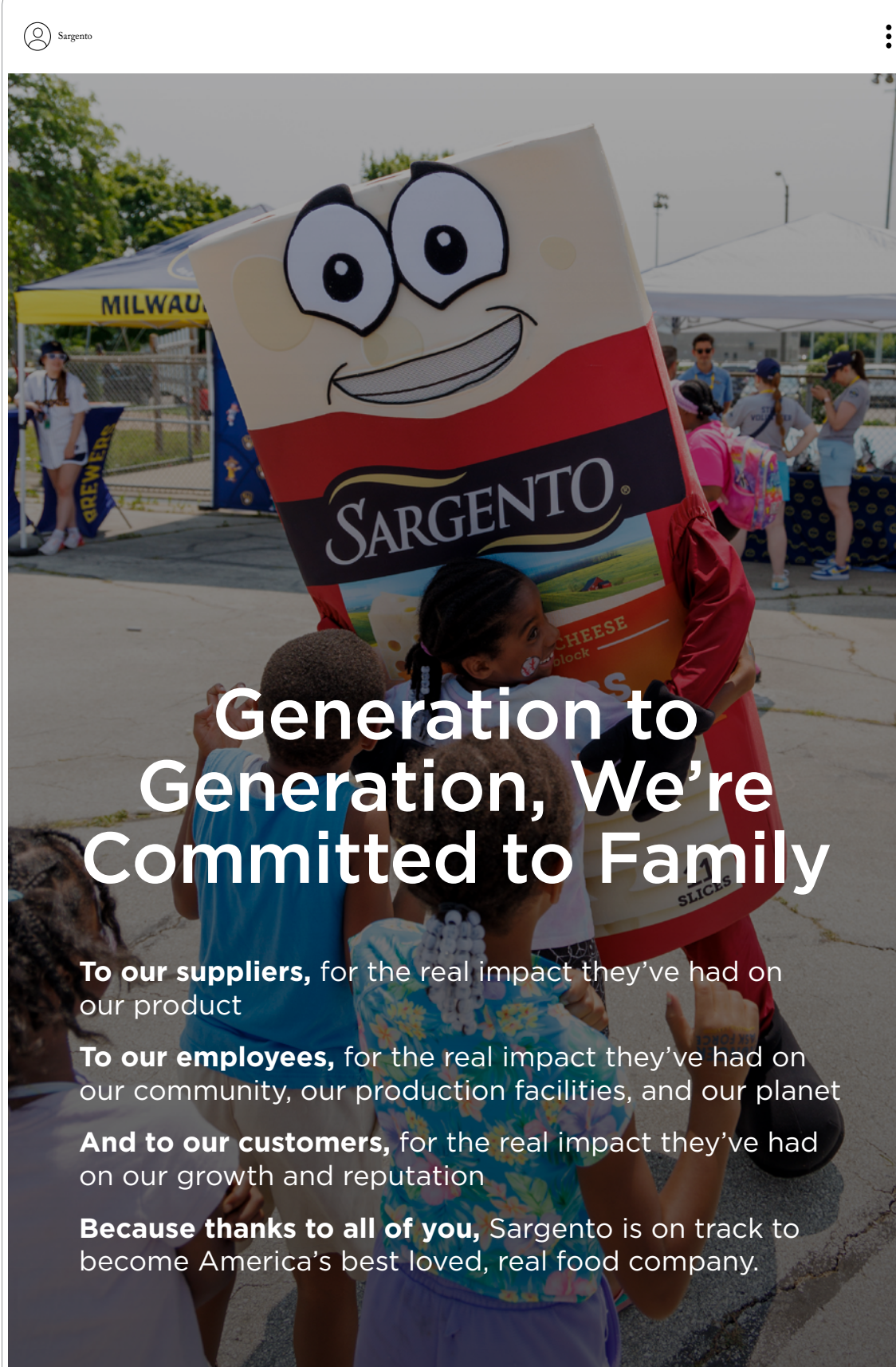
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Generation to Generation, We're Committed to Family

To our suppliers, for the real impact they've had on our product

To our employees, for the real impact they've had on our community, our production facilities, and our planet

And to our customers, for the real impact they've had on our growth and reputation

Because thanks to all of you, Sargento is on track to become America's best loved, real food company.

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Sargento #family #friends #cheese #comingtogether #community



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Sargento #family #friends #cheese #comingtogether



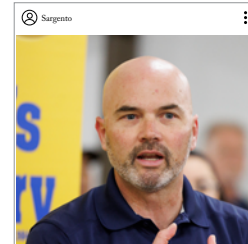
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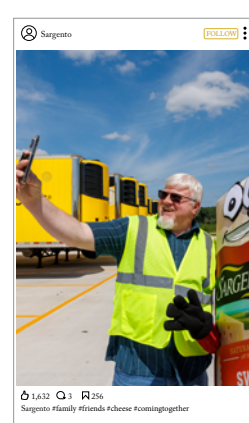
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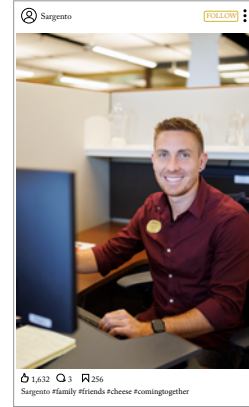
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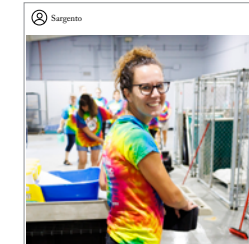
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