

2022
Sargento
Impact Report





Table of Contents

- 3** A Milestone Year
- 4** Our Vision
- 5** Our Responsibilities
- 6-7** Our Impact at a Glance
- 8-14** Caring for Our Communities
- 15** Caring for Our Natural Resources
- 16-18** Caring for Our Customers
- 19** Living Our Values
- 20** Our Company Journey
- 21** Thank You



A MILESTONE YEAR



Louie Gentine
CEO

Treat people like family. Always do the right thing, no matter how costly or inconvenient. And share your success with everyone who contributed to it.

These are the values that define Sargento. We live by them—as our fathers and grandfathers did before us. As a result, Sargento has grown and thrived for 70 years.

But our values haven't just made the Sargento brand successful. They have made and continue to make the Sargento Family—our customers, employees, suppliers, and partners—incredibly impactful.

This report testifies to what we as a collective have achieved in 2022 and in years past. All through our history, however, we have sought to make a real difference. Our grandfathers helped feed and shelter

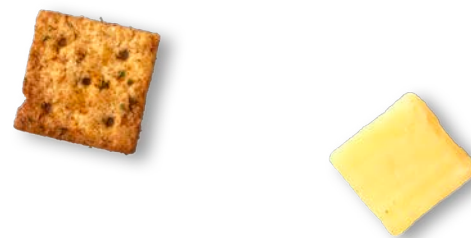
those in need in our community. Our fathers set high bars for food safety and quality—and consistently exceeded them. All three generations have always strived to be good stewards of all of our resources—natural, financial, and human. Going forward, we hope to convey the connection between the values we live by and the vision we work toward, the moral commitments we honor and the growth objectives we endeavor to meet.

Social responsibility isn't an afterthought for us. It has been and always will be integral to who we are, what we do, and why we do it.

—Louie Gentine, CEO, & Mike “Mac” McEvoy, EVP Operations
Third-generation family owners



Mike “Mac” McEvoy
EVP Operations



Our Vision

We strive to become America's most innovative, best-loved, real-food company.

...

To serve as a model of American corporate citizenry, we will find new ways to make a real difference.

...

What will get us there, we believe, is what's gotten us here: Relentless innovation of our processes and product. Steadfast commitment to fulfilling our moral and social responsibilities.

Milestones we met in 2022 suggest we're making real progress on both fronts. Sargento won another NielsenIQ BASES Breakthrough Innovation award, our third in eight years. We achieved record market share and revenues—two pretty good indicators that Americans love our products and esteem our brand. We welcomed Baker Cheese, a fourth-generation family operation, into the Sargento Family, endowing us with the capacity to make, as well as package and distribute, real, natural cheese. We celebrated 20 years of partnership with Hunger Task Force, the Milwaukee non-profit, and 30 years as Milwaukee Habitat for Humanity's very first corporate sponsor.



We're proud of these achievements. We're even prouder of the 2,400 employees whose ingenuity, teamwork, and generosity made them possible.

But milestones only clarify the journey ahead. To delight our customers—while championing their wellbeing, taking care of our employees and neighbors, and reducing our environmental impact—we will intensify the pace of our innovation. And to serve as a model of American corporate citizenry, we will find new ways to make a real difference.



Our Responsibilities

At Sargento, our vision and values compel us to take care of our communities, our natural resources, and our customers.



People

We strive to make a real difference in the food security and wellbeing of our neighbors and employees by...

- Supporting local, regional, and national hunger relief networks with funding, food donations, and volunteers;
- Partnering with Milwaukee Habitat for Humanity to build homes for families and increase access to affordable housing;
- Funding national and international disaster relief organizations;
- Investing in local, regional, and statewide initiatives to equip our youth with the skills, mentorship, and networks needed to participate in and contribute to our economy;
- Supporting our local United Way affiliates

with financial and in-kind donations;

- Building a workplace culture that fosters belonging through mutual respect and support; and
- Providing resources to address the physical, emotional, mental, spiritual, social, financial, educational, and logistical needs of our employees.

Planet

We work to make our packaging and processes more sustainable by...

- Striving toward recyclability of our packaging material;
- Minimizing packaging materials and reusing them wherever possible;
- Diverting waste from landfills and waterways wherever possible;
- Conserving energy by using high-efficiency lighting, refrigeration systems, appliances, motors, and drives; and
- Reducing the volume and concentration of the wastewater we generate.

Product

We endeavor to satisfy our customers and protect their wellbeing by...

- Rigorously vetting and monitoring our suppliers and vendors for compliance with the industry's high standards for ethical animal treatment, environmental stewardship, food quality, food safety, and workforce safety;
- Earning an AA+ BRC (British Retail Consortium) food safety certification, the highest possible rating awarded by a globally recognized auditor benchmarked to the Global Food Safety Initiative; and
- Innovating award-winning products and processes that burnish our brand and grow our business.

Our Impact at a Glance

People



\$6 million

donated since 2016 to our local communities through the annual United Way campaign.



1,836 hours

of company-led community service by our employees in 2022, for a total of 44,306 hours since 1992.



\$102,000

Touchdowns for Hunger™

donation in 2022. Over the course of our 20-year partnership with the Green Bay Packers, we've donated more than \$1.8 million.



35 Habitat for Humanity homes

built for deserving families in Milwaukee by our employees since 1992, marking 30 years of partnership with Habitat for Humanity.

\$50,200

Double Helping for Hunger™

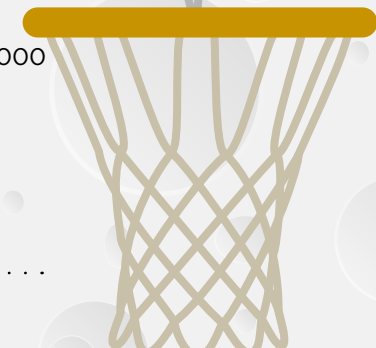
donation in 2022. Since creating DHFH with the Milwaukee Brewers in 2018, we've donated \$195,000.



\$33,500

Tip Off for Homes™

donation in 2022, for a total of \$111,000 since starting the program with the Milwaukee Bucks in 2019.



607,651 pounds

of cheese donated to community non-profits in 2022. That's over 15 truckloads of cheese!

Planet



35
million gallons

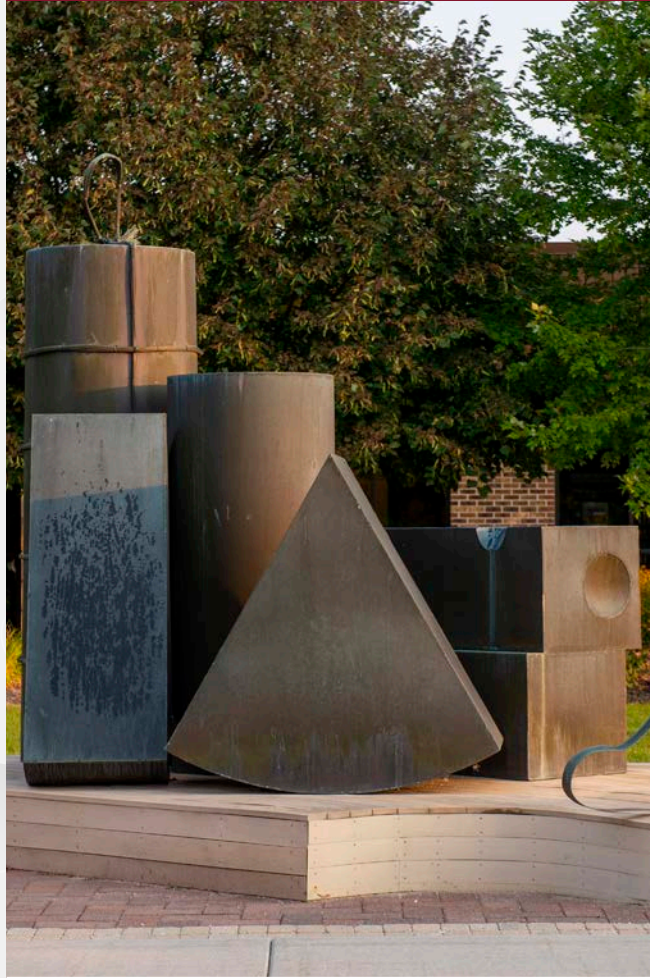
of water saved in 2022.

As measured against a 2019 baseline.



86.7%
of waste

diverted from landfills in 2022.



Product



100%
supplier compliance

with FARM animal care program.



100%
of Balanced Breaks[®]
snack trays

(excluding overwrap film) on track to be recyclable by end of 2024.



100%
of string- and
snack-cheese
overwrap

on track to be in-store-drop-off recyclable by 2024.

People: Caring for Our Communities



We're committed to making a real difference in the wellbeing of our neighbors and employees.

For 70 years, we've strived to be great neighbors not just here in Sheboygan County area and nearby in Milwaukee and Green Bay, but also model citizens throughout Wisconsin and America. We focus our efforts on relieving hunger, providing affordable homes, enriching youth education, and caring for our employees and their families. By strengthening families, we make the communities where our customers, suppliers, and employees live more prosperous and resilient.

In 2022, Deloitte recognized our efforts by designating Sargento not only one of Wisconsin's top 75 companies, but also a Distinguished Performer in the Community category. Known as the Wisconsin 75, the annual list celebrates the contributions that companies like Sargento have made to the state's workforce and economy. While 94 firms have been recognized with Distinguished Performer designations, Sargento is one of only 23 to have received the honor multiple times in the 20 years that Deloitte has published its list. That's due

to our employees' unwavering commitment to our ethics—the 20 behaviors we codify as People, Pride, & Progress.

Relieving Hunger

Each year we raise money for our neediest neighbors through our longstanding partnerships with Wisconsin professional sports teams and local food banks, which multiply our capacity to make a difference. For example:

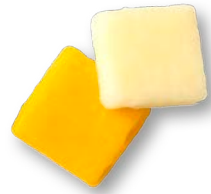
- For every double hit by the Milwaukee Brewers, we donate \$200 to Hunger Task Force, a safety net that provides food to some 75 food pantries, soup kitchens, and homeless shelters in Milwaukee. After the Brewers had racked up 251 doubles during the 2022 season, Sargento cut Hunger Task Force a Double Helping for Hunger™ (DHFH) check for \$50,200. All told, DHFH has raised \$195,200 since 2018, the first season we teamed up with the Brewers.
- For every touchdown made by the Green Bay Packers, we donate \$2,000 to Hunger Task Force and Paul's Pantry, a Green Bay food bank. 2022

marked the 20th year of our commitment to Touchdowns for Hunger™ (TDFH). With the Packers scoring 42 touchdowns during the 2022 season, Sargento's TDFH donation would have totaled \$84,000. But with a donation from the Foundation of all-time leading wide receiver Donald Driver, the check came to a very celebratory \$102,000. Our staff kicked in \$700 of that by holding a drawing for five employees to meet Driver during Sargento's takeover of "Inside the Huddle," the weekly Packers TV show that Driver co-hosted with Ryan Wing on December 20th. Since its inception in 2002, Touchdowns for Hunger™ has raised \$1.8 million for our Milwaukee and Green Bay food-bank partners.



We make the communities where our customers, suppliers, and employees live more prosperous and resilient.





In addition to funding area food banks, Sargento donates cheese—literally, tons of it. Since the pandemic, which intensified food shortages nationwide, we've maintained our commitment to our community and the wider world. Sargento's in-kind donations to non-profits added up to more than 607,000 pounds of cheese, supporting community fundraisers, stocking food-bank shelves, aiding first responders, and helping schools raise money to enhance students' educational experiences

And this year as in years past, Sargento employees have donated their time. For example, they show up Monday through Saturday at St. Luke UMC Church in downtown Sheboygan to help Sheboygan County Food Bank (SCFB) serve lunch at its Community Café. Launched in 2022 to address mounting food

insecurity, the Café provides a hot meal to about 50 people a day, no matter who they are or what their circumstance is.

Sargento leaders also give of their time, helping relief organizations by serving on their boards, mentoring staff, and providing strategic counseling. Sargento President and Chief Growth Officer Michael Pellegrino serves as board president of SCFB.

...
Sargento donates cheese - literally, tons of it.
...

The Power of Partnership

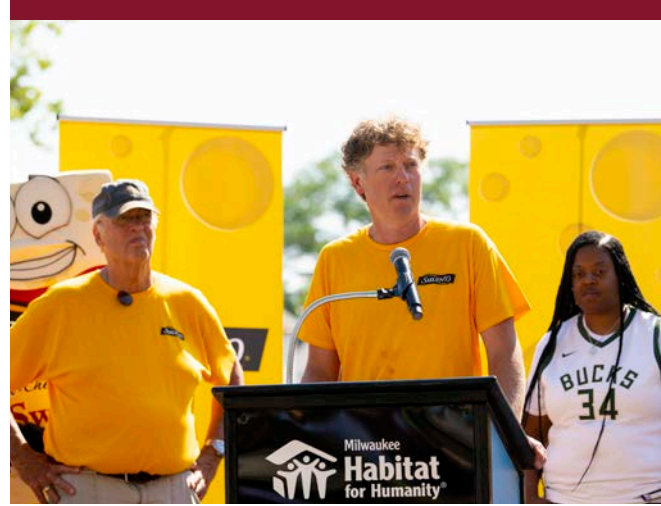
Twenty years ago, Sargento teamed up with the Green Bay Packers so that Hunger Task Force, Milwaukee's food bank network, could score some major funding. Back then, the idea was simple: for every touchdown, we'd kick in \$1,000.

As any fan can tell you, the Packers have made quite a few visits to the end zone since then. In 2020, realizing the great needs of our community during the COVID-19 pandemic, we increased our per-touchdown donation to \$2,000. To date, Touchdowns for Hunger™ has raised \$1.8 million for food pantries in Milwaukee and Green Bay—and brought stadium-sized attention to the needs of people right here in our backyard.

In celebration of that achievement, Hunger Task Force held a parade for us last December in their new warehouse. Led by Milwaukee's own Dancing Grannies, the parade sported cardboard cutouts of all the Packers who've partnered with Sargento over the decades, including Aaron Jones, James Jones, Jordy Nelson, Randall Cobb, John Kuhn, and Donald Driver—along with Louie Gentine, Lou Gentine, and Portia Young.

Driver, whose 61 career touchdowns generated at least \$122,000 for the cause, spoke for all of us when he thanked the food bank volunteers. "We're the names and faces behind this program, but this doesn't run without all of you," he said. "Your time and effort are what make the difference."





Home is where families bond.

Providing Homes

Home is where families bond.

As a third-generation family business, we know just how important it is to spend time together in a safe and stable environment. That's why Sargento is committed to building homes for families who would not be able to afford them otherwise.

We do so in partnership with Habitat for Humanity, a national non-profit organization. This year marks the 30th year Sargento has been a sponsor of Habitat's Milwaukee affiliate. That means our employees have assembled to build homes in Milwaukee's Washington Park and Midtown neighborhoods for every Habitat Volunteer Week since 1992.

In 2022, working alongside the parents who would soon inhabit them, our employees, during paid hours, built Sargento's 34th and 35th homes. Ninety of our employees showed up for the team effort, bringing their know-how, their can-do, and lots of cheese snacks. We're proud to note that since our first-ever volunteer week, Sargento employees have devoted more than 20,000 workday hours to build more Milwaukee Habitat homes than any other corporate sponsor.

"From the moment Sargento partnered with our organization back in 1992, they demonstrated their teams could make a real, tangible difference in the lives of local families in our community," said Brian Sonderman, Executive Director of Milwaukee Habitat, at the organization's annual gala in October. "As our first corporate sponsor, they became our model for philanthropic partnerships."

Unfortunately, the pandemic, followed by soaring inflation, has undercut homeowners' ability to make tax or mortgage payments. So, in 2022, we decided to ease their burden. Sargento made a special donation to Milwaukee Habitat that enables 28 Sargento Habitat homeowners either to pay their property taxes or make mortgage payments for another year.

This 30th-anniversary donation is in addition to the funds we raised for Milwaukee Habitat through our partnership with the Milwaukee Bucks. Each basketball season, for every tip-off the Bucks win, Sargento donates \$500. With 30 tipoffs won in the 2022 season, Tipoff for Homes™ raised \$40,000 for Habitat Milwaukee, including our incremental donation of \$25,000. In recognition of the \$120,000 that Tipoff for Homes™ has contributed to Milwaukee Habitat since its inception three seasons ago, we named our 35th house after the initiative.

A Place to Call Home

Sophia and her two young children have done a lot of packing, moving, and unpacking over the years. But the move to Milwaukee's Washington Park neighborhood is likely to be her last.

Sophia is one of the hardworking parents who, with the help of Sargento, has achieved the American dream of owning her own home. As a participant in Milwaukee Habitat for Humanity, she's invested hundreds of hours in the project, taking financial literacy courses, getting credit counseling, and wielding a hammer to help build her future home.

As Milwaukee Habitat's first corporate sponsor, we have supported Sophia throughout every step of her Habitat journey. Indeed, for a week in July 2022, we were right by her side, raising walls, installing windows, and nailing roofing shingles. And when she took residence in spring 2023, we threw the housewarming party.

Sophia was overcome—especially upon learning she was one of the 28 homeowners Sargento designated to receive financial help in paying her mortgage for a year.

"I'm just so grateful," she said. "This will be a place my children can thrive in."



Sargento's investment in youth education begins in our offices and plants.

Positioning Sheboygan County for Growth

Affordable housing is a major workforce challenge facing families and employers across Wisconsin. In Sheboygan County, county leadership identified the lack of affordable housing as one of the top barriers to growth.

True to our Stakeholder Philosophy—that we share our success with those who contribute to it—Sargento partnered with three county employers and the Sheboygan County Economic Development Corporation (SCEDC) to create SCEDC's "Forward Fund." The \$10 million Fund, which Sargento seeded with \$2 million alongside \$2 million from Sheboygan County, will be facilitated and managed by SCEDC to drive new, entry-level residential development in the county. With plans to build 500 to 1,000 single-family homes priced at no more than \$225,000 per unit, the development will break ground in Sheboygan County in 2023.

Our commitment to providing shelter for families in need extends well beyond our neighborhoods. Every year, Sargento helps fund national and international

relief organizations whose networks are best positioned to help disaster victims rebuild their lives. We support:

- Catholic Relief Services (CRS), a non-profit that provides aid to the poor and vulnerable in more than 100 countries. With 93 percent of every dollar going directly into overseas aid, CRS is among the most efficient relief agencies in the world. In 2022, our support made a difference in Central America, Mexico, Haiti, Madagascar, Niger, Lesotho, and Ethiopia where CRS helped create and restore farmland so communities could grow their own food.
- The American Red Cross. When Hurricane Ian devastated Florida in September 2022, it was the American Red Cross that stepped in to provide shelter, thousands of meals, and financial assistance to the 35,000 households whose homes were lost or rendered uninhabitable.
- Safe Harbor. In addition to financial assistance, we provide strategic counsel and leadership to this Sheboygan County refuge for victims of domestic abuse and sexual assault.

Enriching Youth Education

Teaching, training, and supporting our local youth is not just an investment in their future. It's an investment in ours. One day, after all, they may be Sargento's customers. Or suppliers. Or employees. Or neighbors.

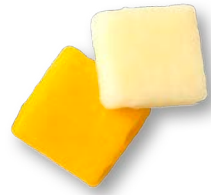
Sargento's investment in youth education begins in our offices and plants. Through our Future Talent programs, an initiative launched in 2016, we've given high-school grads and college students skills training, mentorship, professional networks, and invaluable work experience. In 2022, we hosted 15 interns, four co-ops, 11 apprentices, and 26 student production employees. We make a point of staying in touch with them through our Alumni Network, a talent pipeline that continues to yield great job candidates. Since 2017, we've hired 20 student alums into full-time positions in production, supply chain, sales, quality, accounting, and marketing. We're also building our talent pipeline by continuing to bring the "Manufacturing 4.0" co-operative to high-school students. Launched during the 2020-2021 school year in four area school districts, Manufacturing 4.0 advances juniors' and seniors' manufacturing education with coursework, hands-on learning opportunities, factory floor visits, and guest speakers. In cooperation with three other local manufactur-



ers, Sargento is proud to be part of an initiative that will help ensure local industry can meet its need for high-skilled talent even as the labor market continues to contract.

Much of our investment in youth takes the form of mentorship. Our employees, our youth co-ops, and even our interns volunteer as Big Brothers and Big Sisters to the many young people in our area growing up without a parent or role model to guide them. Through Boys & Girls Club and Junior Achievement, our executives help at-risk youth acquire the financial literacy and professional exposure to pursue careers and break the cycle of intergenerational poverty.





Extending Our Community Outreach

For nearly five decades, we've raised funds for United Way to educate youth and to increase access to economic opportunity in our community. Sargento is currently the charity's biggest corporate donor, thanks not to our size, but rather, to the astounding generosity of our employees.

Living Your Giving, our annual United Way fundraising campaign, takes place each fall. In 2022 we began "10 Days of Giving" to incentivize donations in three ways: enabling donations to be made via payroll deductions; matching individual contributions dollar for dollar; and awarding a prize package (delivered with considerable fanfare by our 'Prize Patrol') to one randomly chosen donor each Day of Giving.



In 2022, despite the pinch members of our own Sargento Family were feeling from inflation, our United Way campaign raised more than \$1 million. Some 1,600 employees donated, the vast majority (89 percent!) in the first week. Many—222 new hires, and 55 St. Cloud facility employees—were first-time participants. The payroll-deduction incentive alone delivered \$40,000. Indeed, long after the campaign ended, those campaign prizes continued to stoke donor passions.

Our employees give generously their time, as well as their income, to improve the community for our youth. Nowhere is this more evident than during United Way's annual Day of Caring. For the last seven years, Sargento employees have shown up in droves to pitch in wherever the United Way partners identified a need. In 2022, 206 employees laid boardwalk, painted siding, packed lunches, cleaned conference rooms, washed windows, organized stockrooms and closets, and tidied daycare facilities. Collectively they contributed 1,236 volunteer hours, bringing Sargento's total contribution to United Way's Day of Caring to an estimated 2,017 hours since 2016.

A Donation Win-Win

For most baseball fans, a collective stretch signals the middle of the seventh inning.

Not for Milwaukee Brewers' fans. Come the 7th, they cheer on the Famous Racing Sausages, the five team mascots who sprint (or wobble) around the warm-up track. This past September, Sargento employee Taylor Rushing raced as one of them.

Taylor, who works in our St. Cloud facility, won the stadium-sized opportunity by participating in our annual Living Your Giving United Way campaign. She was one of the 10 donors chosen at random during our "10 Days of Giving" to be paid a visit by our Prize Patrol, led by our mascot, Sarge. Her prize included four Brewers tickets, a free parking voucher, signed memorabilia...and an invitation to run as one of the five Famous Racing Sausages at Milwaukee's ballpark!

As a lifelong Brewers fan, Taylor said she couldn't have imagined a nicer thank you for her United Way donation.

Yet her prize got even better. On game night, the Famous Sausages invited her dad, Adam, to race alongside her. Taylor ran as The Polish;

Adam, as The Chorizo. And the winner, by several sausage lengths? The Chorizo!

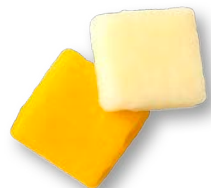
"We had the biggest smiles on our faces," she said, still aglow from the instant celebrity she and her father enjoyed from their section mates. "I still cannot believe I got this opportunity, especially next to my dad."

She added, "I hope this encourages others to participate in this amazing donation campaign and give back to the community."





In everything we do, we put our Sargento family first.



Caring for Our Employees

In everything we do, we put our Sargento family—Sargento customers, suppliers, and employees—first.

That philosophy is manifested in our workplace. Characterized by trust, fairness, respect, and mutual support, Sargento’s culture is what family should be all about. The sense of belonging is so powerful that, even when 100 of our employees won \$208 million in the lottery one year, just about all the winners showed up for work early the next day.

We have always welcomed all who are willing to embrace our People, Pride, & Progress values. In 2022, with the inception of our Diversity, Inclusion and Equity (DE&I) initiative, we made even more explicit our intention to be inclusive, fair, and respectful of each other. Our DE&I initiative strives to foster shared experiences and develop a common language, so every employee, vendor, and business partner feels a part of the Sargento Family.

Right now, DE&I achieves its objectives primarily through two Employee Business Groups (EBGs): Women’s Influence Network at Sargento (WINS) and Multicultural Alliance at Sargento (MAS). Both groups, open to all, help members find support and respect by connecting them with each other and with the larger Sargento family. We’re proud of the work they’ve done, as we know just how much of

our wellbeing as individuals derives feeling that we belong.

Of course, employee wellbeing depends on other needs—logistical, educational, physical, mental, spiritual, and financial—being met as well. With flexible scheduling options, tuition assistance, and Healthy Living, our health and wellbeing program, we work to address all of them. Having dedicated benefits coordinators and on-site fitness and wellness facilities certainly help us succeed. Staffed with personal trainers, nurse practitioners, physical therapists, dietitians, and phlebotomists, our Health and Wellness Centers offer employees and their families physical exams, nutrition counseling, life mentorship, and fitness training. Healthy Living also provides comprehensive mental and emotional health support—from mental health screenings and free therapy to individual emotional health strategies and the incentives to live by them.

Collectively, all of these initiatives create a workplace environment where Sargento Family members can find the support and sense of belonging they need to realize their full potential.



Sargento Makes Inspiring Workplace’s Top 50

Inspiring Workplaces Group (IWG), an organization based in the United Kingdom, has informed Europeans, Africans, and Australasians of great places to work for the last eight years. In 2022, it invited North American companies to apply for its annual recognition, the winners of which are determined by an independent panel of experts.

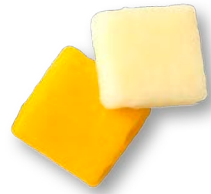
We’re delighted to announce that Sargento is among the Top 50 North American workplaces to have made IWG’s list.

Sargento was evaluated on six aspects that IWG considers essential to an inspiring workplace:

- Culture and Purpose
- Leadership
- Wellbeing
- Inclusion and Diversity
- Communication
- Employee Experience

While we will never know which of these aspects nudged us into the Top 50, we suspect it’s the way we live our values.

As our PR director, Portia Young, puts it, “Our culture—treating people with kindness and respect, and showing mutual support—is truly what sets Sargento apart.”



Sargento Family Reunion!

Where can you watch goats race, ducks compete, and the Gentines outpacing each other on a zipline?

The Sargento Family Picnic, of course—which in July 2022, after a three-year hiatus, reunited 3,400 Sargento Family members for a day of carnival games, rock climbing, trampolining, obstacle courses, animal races, petting-zoo visits, bingo, raffle opportunities (including one to get to throw the first pitch of the Brewers' season), and LOTS of food.

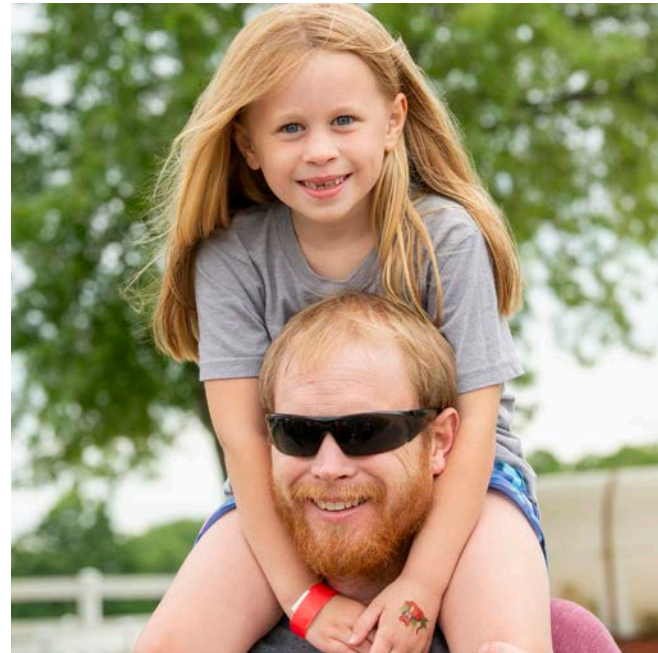
Always a ton of fun, this year's gathering was particularly notable for its firsts. It was our first large-scale in-person gathering to occur since the pandemic. It was the first opportunity for our new colleagues from Baker Cheese to find out what it



means to be part of the Sargento Family. And it was the first time we combined the picnic with our Health & Wellbeing Fair, which introduced a whole new level of activity.

But the fun didn't end there. Six months later, we brought the family together again for our second bash of 2022: the return, after a three-year hiatus, of the Sargento holiday party. With a jazz trio, live band, photo booth, and ample holiday cheer, attendees were just as energized on the dance floor as the fairgrounds.

It was yet another occasion to welcome employees who work in St. Cloud and show them how the Sargento Family celebrates all that we have achieved together: by ensuring everyone shares in our success.



Planet: Caring for our Natural Resources

We're committed to making our operations more energy- and water-efficient; generating less waste; and diverting waste from landfill as much as we can by recycling and reusing materials.

In our production facilities, we're reducing waste in several ways. We gather, bale, and sell the cardboard we cannot utilize to a vendor who recycles it into the boxes in which we ship our product—what's known as a closed-loop system. Across our plants, we have implemented better handling tactics, which reduce damage, a significant source of factory waste. The extensive employee education and training we've invested in helps ensure we do as much as possible, as consistently as possible, to prevent waste in the first place. Our efforts have kept 86.7 percent of our waste out of landfill.

We've also reduced by 28 percent (since 2019) the volume of wastewater that winds up at our local municipal treatment plants. This decrease in volume is also accompanied by a decrease in

concentration: there's simply less cheese scrap in the water, making it easier for our municipal partners to handle. Higher-concentration liquid waste is sent to a treatment facility where an anaerobic digester helps convert it into biogas. That fuel is turned into electricity, offsetting energy consumption.

Recycle-ready materials

While we seek to minimize the environmental impact of our packaging, developing packaging that consumers can recycle is a challenge, for two reasons.

First, the plastic that keeps our products fresh and our consumer safe hasn't been, historically, recyclable. Having experimented with new materials and subsequently chosen vendors who can reliably furnish them, we are proud to report that the plastic trays (excluding the overwrap) that package our Balanced Breaks® products will soon be recycle-ready. So will the bags that contain our natural cheese stick products. The films we're currently testing for our shredded and sliced cheese products will be recycle-ready, we project, in the coming years.



We refer to our plastics as “recycle-ready” because the infrastructure needed to receive and process the recyclable plastic used in our packaging isn't available nationwide. We are committed to using packaging materials that can be recycled so that they can slip seamlessly into the recycling stream as soon as localities are ready. But we're not sitting on the sidelines and hoping change will come. We're working with leaders in the perishable food packaging industry and in packaging associations, sharing our expertise to come up with solutions together. We hope it will not be long before we will have helped create the infrastructure to recycle our recycle-ready packaging.



Product: Caring for our Customer

We're committed to practices that protect the wellness of our customers and add enjoyment and value to their lives.



Safeguarding our customers' wellness begins with responsibly sourcing our product. Sargento procures its cheese and milk solely from suppliers and dairy farmers that are National-Dairy-FARM (Farmers Assuring Responsible Management) certified. According to FARM's guidelines, this means they abide by the industry's highest standards in animal care, environmental stewardship, antibiotic usage, biosecurity, and workforce safety. Sargento has developed a robust framework to monitor supplier and farm practices and chooses only vendors who can help us meet our sustainability and food safety goals. We have also developed a supplier expectations manual and a supplier code of conduct—one of the many efforts we make to ensure our entire supply chain abides by our ethics and standards. Our customers and business partners count on our rigor. Our personal ethics compel it.

Sargento also takes care of its customers by strictly observing, throughout its four plants, food safety best practices. Over the years, external auditors have consistently confirmed our compliance. Since 2008, when our biggest customers started requiring



suppliers to meet international standards of food safety excellence, we have relied on BRC (British Retail Consortium) to audit our programs and processes.

BRC is a certification scheme benchmarked to the GFSI (Global Food Safety Initiative). Because a BRC certificate signals operational excellence across nine categories, more than 29,000 food and beverage suppliers in 130 nations seek its certification annually. Performed by one of BRC's accredited certifiers, the two-part audit includes an evaluation of policies, standards, and program documents, in addition to a thorough on-site plant assessment. Grades issued range from AA+ to D and "No certificate issued."

We're proud to say that, thanks to the year-round diligence of our internal audit team, Sargento earned BRC's highest rating of AA+ in 2022.



What Our AA+ BRC Rating Signifies

Senior management is committed to implementing and continuously improving upon food safety processes.

As part of hazard analysis and risk-based preventive controls, our food safety plan effectively mitigates risk by systematically identifying, evaluating, and controlling food safety hazards.

Our food safety processes and quality management activities are documented in thorough detail.

Food-handling and production sites are safe and clean.

The controls we've put in place allow us to manage allergens and test our products. We adhere to our preventive controls at every one of our plants.

Our employees demonstrate extensive training, wear the proper gear, and exercise hygienic behaviors.

The controls we've implemented prevent contamination in high-risk/high-care production zones.

The purchased goods we use in our products also meet BRC's stringent handling, processing, and packaging requirements.



Real Food Innovation

In 2022, in pursuit of becoming America’s most innovative, best-loved real food company, Sargento sourced, sliced, shredded, blended, packaged, and distributed high-quality, natural cheese. Now, with the June 2022 acquisition of Baker Cheese, a fourth-generation family operation in St. Cloud, Wisconsin, we also started making it.

Baker Cheese is best known for string cheese, a cheese snack staple that has been its sole product for nearly all of its 106-year history. Baker Cheese’s 250 employees will continue to produce it, in a variety of flavors and styles, at its 174,000-square-foot cheese-making facility. As an addition to our own portfolio of snacks, which includes blockbuster creations like Balanced Breaks® snacks and Balanced Breaks® Cheese & Crackers, string cheese promises to secure our leadership in the cheese-snacking market.

In welcoming the Bakers into the Sargento Family, however, we got far more than a cheese factory. With the Baker family expertise and passion for cheese, we foresee our product ingenuity increasing right along with our operational capacity.



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Family Values

Quality. Service. Sustainability.

Like us, the Baker family—brothers Brian, Jeff, and Kevin, plus cousin Eric—obsess about all three. That’s why what began as a one-vat, two-person cheese-making operation in 1916 is today a 200 SKU-per-year national producer, mostly for private labels.

Baker Cheese is a big cheese in the cheese industry: every day, the 24-hour plant processes 2.35 million pounds of milk into string cheese. In fact, in just the last five years, Baker Cheese has produced enough string cheese to stretch a rope from St. Cloud to the moon.

Yet because of the Bakers’ obsession with quality and service, their output has room to grow. The development of their jalapeno-flavored string cheese illustrates why. An innovation they undertook at the request of one of their customers, the cheese took nearly two years to bring to market while the Bakers adjusted temperatures and processes

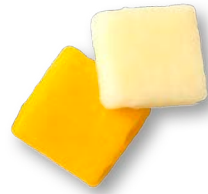
to perfect its flavor profile. “We’re not going to launch a product unless it meets our expectations,” says Eric.

We completely understand.

Our families share values around safety and sustainability, too. For the milk they use, the Bakers rely on dairies that abide by FARM standards of animal care. To sanitize their equipment and validate its cleanliness and safety, they devote one out of every three shifts in every 24-hour period to this work. To keep wastewater to a minimum, they recover water by putting liquid by-products through filtration. To minimize truckloads of wastewater to municipal sites, they treat much of it on site.

But the most important synergy between us may be the value we place on family. Like us, the Bakers are keen to carry their forebears’ business forward. And like us, they’re doing everything possible to ensure that future generations benefit from their stewardship and investment.





While we dream into the future with Baker, product innovation continues to grow Sargento’s market share—and to advance us toward our goal of becoming America’s most innovative, best loved real food company.

The success of products like our 4 Cheese Mexican shredded cheese blend has opened our eyes to the enormous potential of the Latin cuisine-lovers’ market. In 2022 Sargento began cultivating that market by posting Central and South American recipes on its website and driving visitors with a coordinated social media campaign.

Two chefs renowned for their Latin cuisine ingenuity anchor the campaign: Mauricio Cruz, a certified executive chef from Mexico City who is also a

graduate of Le Cordon Bleu and Mariana Velasquez, an award-winning food stylist from Colombia. Each mouth-watering recipe they create for us and share with their fans features a Sargento® real natural cheese, from shredded Mexican blends to slices of Creamery Pepper Jack, Havarti, and Meunster to blocks of Fiesta Pepper Jack.



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Nielsen Recognizes Sargento for Breakthrough Innovation

We’ve done it again.

For the third time in eight years, Sargento won a NielsenIQ BASES Breakthrough Innovation award, one of the highest honors in the Consumer Packaged Goods industry. From the thousands of products launched in North America in 2020-2021, NielsenIQ, a leading market research firm, singled out Balanced Breaks® Cheese & Crackers as one of its 36 breakthrough innovations for two reasons: Not only did it fulfil an unmet consumer need (despite supply chain challenges and inflationary pressures), but it also exceeded \$100 million in sales in its first two years.

Balanced Breaks® Cheese & Crackers was certainly a winner for us. In its first year, it sold twice as many units as we estimated, spurring investment in our production capacity and bringing new and repeat consumers to our brand.

But then, breakthrough innovation has characterized Sargento’s entire history. Our founder anticipated consumer needs and was always the first among his competitors to

figure out a way to meet them.

NielsenIQ first recognized Sargento in 2014, designating Sargento® Ultra Thin® slices, an innovation which pushed our revenues past the billion-dollar threshold, a BASES Breakthrough. In 2017, Balanced Breaks® snacks—the cheese, fruit, and nut combinations that proved so popular our Hilbert plant became Hilbert’s largest employer—netted us another.

Three Breakthrough Innovation awards puts Sargento in the company of America’s biggest and best-loved brands.

“To have earned our third Nielsen Breakthrough Innovation award is a testament to the ingenuity, discipline and collaboration of the Sargento Family,” says Kristi Jankowski, Executive Vice President of Innovation. “This recognition demonstrates the clarity of our vision to be the most innovative, best-loved real food company.”





People, Pride & Progress:

20 Values We Live By



1. Build trust by practicing collaboration.

2. Put family first.

3. Strive for objectivity by seeking others' input.

4. Foster creativity.

5. Have fun. Take your work, not yourself, seriously.

6. Take responsibility for your actions.

7. Commit to excellence in everything you do.

8. Take ownership of the projects you take on.

9. Give back to our community.

10. Compensate and reward others fairly.

11. Commit to lifelong learning and personal growth.

12. Commit to meeting customer needs through excellent service.

13. Innovate relentlessly.

14. Embrace risk-taking.

15. Share success with everyone who contributed to it.

16. Listen carefully to others, including the quietest voice.

17. Seize opportunities to educate.

18. Lead with vision

19. Share our financial results with those who contribute to that success.

20. Always act ethically.



Our Company Journey

A brief history of Sargento Foods



1949 1953 1955 1958 1964 1969 1972 1981 1986 1988 2001 2006 2012 2013 2019 2021 2022

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

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

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

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

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

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

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

Lee Gentine, a second-generation leader, does his father's invention one better, launching a system that makes it easy for consumers to reseal the vacuum package after opening.
1986

Sargento introduces Moo Town® Snackers, for kids—and parents—on-the-go.
1988

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

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

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

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

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

With winning products like UltraThin® Cheese Slices, Balanced Breaks® snacks, and Creamery Sliced and Shredded Cheeses, Sargento books \$1.5 billion in net sales, a new record.
2021

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

Thank You



You are at the heart of everything we do.

Whether you work in our plants or at our headquarters—

Whether you supply our ingredients or service our equipment—

Whether you snack on our Balanced Breaks® products, lunch on our creamy slices, or cook with our shredded blends—

You are helping ensure that Sargento becomes America's most innovative, best-loved real food company.

Thank you for being a vital contributor to our success. It's been our pleasure sharing it with you.

