



Schreiber®

DOING GOOD THROUGH FOOD.® REPORT

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WE'RE FEEDING THE WORLD

Anytime you get a burger with cheese from a restaurant, a dessert with yogurt or a bagel with cream cheese, there's a pretty good chance you're eating some of our delicious food. We also make plant-based options, including some of the popular nutritional beverages you see on store shelves.

We recognize our responsibility to do good in the world – for our people, our food, our earth and our communities. It's our vision as a company. But more than that, it's the right thing to do.

We want to be a leader that inspires positive change and drives meaningful impact in each of these areas.



We call ourselves “partners,” not employees, because we help each other grow and take care of each other along the way.



OUR PEOPLE



OUR FOOD



OUR EARTH



OUR COMMUNITIES



A MESSAGE FROM OUR PRESIDENT AND CEO

Since Schreiber started in 1945, we've shown that we're capable of big things. We've embraced change and innovation while staying true to our roots. We've grown and expanded without forgetting what's important – to do well AND do good.

Doing well is about being financially healthy and operationally strong. It's about unquestionable integrity and a relentless commitment to quality. It's about winning in the right way so our customers can count on us for generations to come.

But equally as important, we have a responsibility to our partners, our food, our earth and our communities. We have an obligation to do good in this world. These responsibilities have become core to who we are as a company and as individuals.

Our vision can be summarized in five words: To Do Good Through Food. A more detailed

explanation can be found by understanding "our core," which is the combination of our values, our culture, our responsibilities, and our strategic priorities.

Our partners bring our vision to life every day. These are not simply words written on our walls. They are etched in our hearts and minds, and manifested by our actions.

As you'll see in this report, our team of 10,000 Schreiberians are making a meaningful difference. With all of us working together, there's no limit to what we can accomplish. The best is yet to come.

Ron Dunford
President and CEO
Schreiber Foods





OUR HISTORY

Our company was founded in 1945 when L.D. Schreiber, a butter and egg businessman from Chicago, partnered with Merlin G. Bush and Daniel David Nusbaum to form the L.D. Schreiber Cheese Company in Green Bay, Wisconsin. From day one, the company followed the “16 ounces to the pound” philosophy. One pound of cheese would weigh just that – one pound. Not more. Not less. Back in 1945, that wasn’t always the case with other companies, but being honest and trustworthy was important to our founders.

They were right, and today we still use “16 ounces to the pound” as shorthand for two cornerstones of our character: **unquestionable integrity and an ongoing commitment to quality**. While we’ve grown in size and capabilities in the past seven decades, our values are the same, and we don’t intend to change.

10,000+ 
EMPLOYEES
around the world

95+
SHIPPING TO
COUNTRIES

30 
MANUFACTURING
FACILITIES

40+ WORLD
LOCATIONS WIDE

OUR FOOD AND SERVICES REACH

BILLIONS
OF PEOPLE





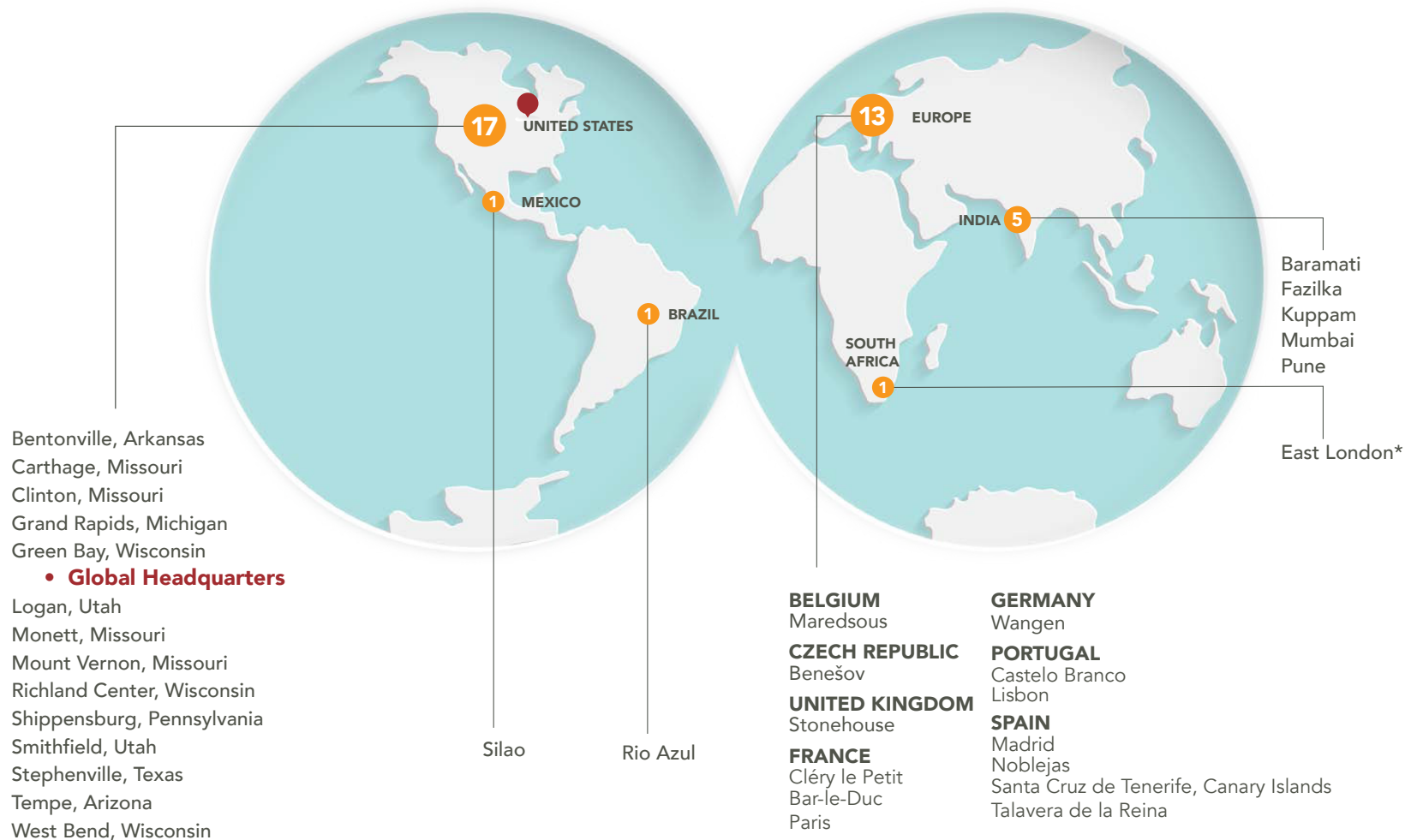
WE OWN OUR FUTURE

One of the things that makes Schreiber special is our ownership mentality. We're each responsible for our actions and performance every day. That means each of us makes decisions that will help us continue to be successful for years to come.





OUR LOCATIONS



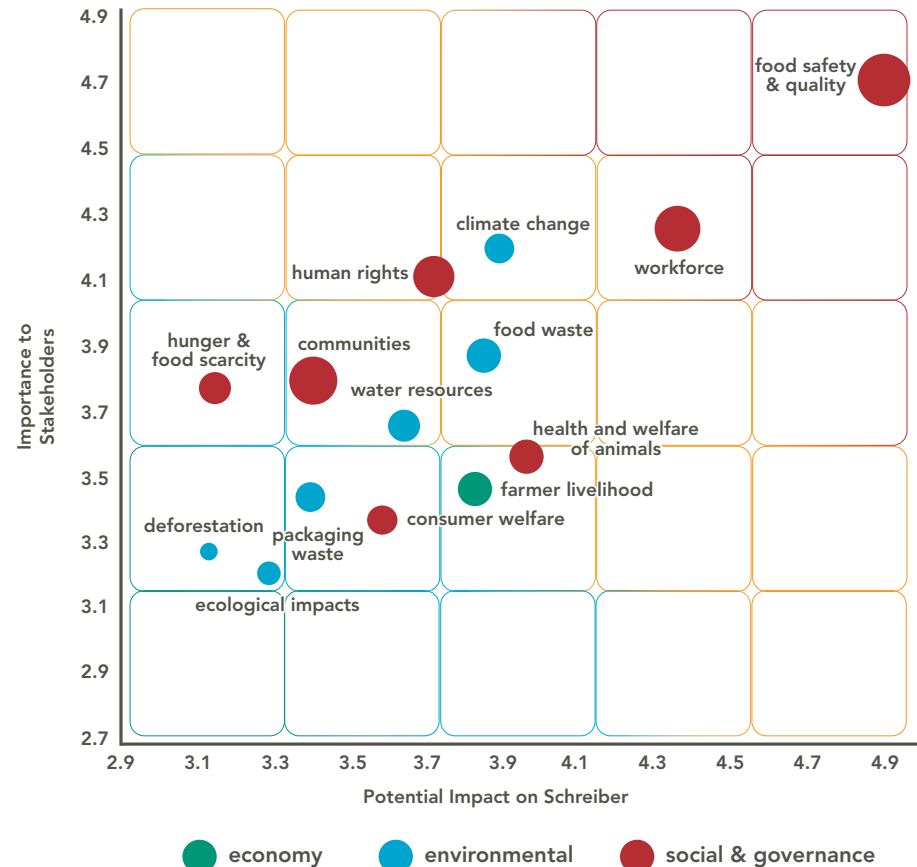


PRIORITIZING OUR EFFORTS

We want to make sure we're focusing on things that matter most. That's why we did a materiality assessment to prioritize our environmental, social and governance (ESG) efforts.

We asked a diverse group of our employees and external stakeholders for feedback that's helped us identify our risks and opportunities.

By prioritizing these areas, we can best serve our customers and deliver on our commitment to do good through food.





GOVERNANCE

We execute our ESG programs and strategies with clear, compelling actions plans that continue to ensure global alignment, strengthen accountability, and harness the full power and potential of the Schreiber spirit to do good through food.





GOVERNANCE

Bringing our mission to life

We understand that every employee plays an indispensable role in bringing Schreiber's vision to life. This is evident in our ESG governance structure and policies, which are designed to unify our partners' efforts around the world.

To enable that global connectivity and collaboration, we created our ESG Leadership Council, composed of board members, senior management, and subject matter experts across each of our four pillars: **Our People, Our Earth, Our Food and Our Communities**.

The ESG Leadership Council is responsible for directing the company's ESG strategy; developing and monitoring initiatives based on this strategy; overseeing communications internally and externally with respect to ESG; and ensuring accurate, efficient, relevant, and timely disclosure to stakeholders.



In coordination with the Board of Directors, the duties of the ESG Leadership Council also include:

- Reviewing and recommending policies, practices and disclosures that align with the organization's ESG strategy
- Reviewing and monitoring operational, regulatory, and reputational risks
- Ensuring organizational progress toward key ESG objectives
- Considering emerging ESG matters that may affect the company and its stakeholders



OUR VISION | PEOPLE

We're committed to doing good for all our employees. We want to be recognized as the employer of choice and the best place to work in every community we're a part of.





UNENDING FOCUS ON SAFETY

We feel one accident is one too many. So, until these numbers are zero, we won't be satisfied. That's why we've increased safety observations (up 200% in 2023) and invested in new safety software to help leaders identify and eliminate the future occurrence of safety incidents.



We're proud to have a safety incident rate that's 20% of the industry average.

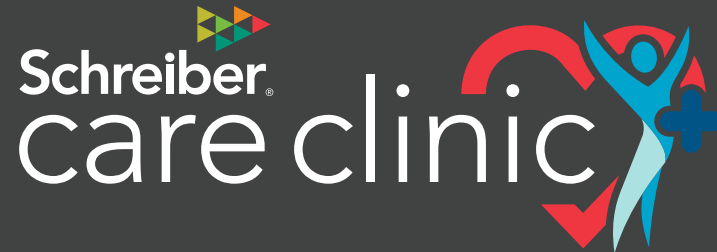


FOCUSING ON HOLISTIC HEALTH

Good health is more than just physical. It's about mental health, too, and we want to do what we can to see our employees healthy, happy and comfortable in all aspects of their lives. Here are a few of the resources we've made available:

- Our Employee Assistance Program is now available globally, offering employees and family members eight free sessions per issue they're experiencing.
- We offer onsite counselors, virtual therapists, nurses, nutritionists, onsite yoga, gardening classes, mental health workshops and more at different locations around the world.
- Our U.S. employees can get a Lifestyle Spending Account giving them up to \$600 to go toward health, fitness, weight management, mental health, and social wellness.





Waiting two months to get into a doctor is too long. That's why we jumped into action in Utah, opening our **Schreiber Care Clinic**. Now our employees and their families can get the medical care, mental wellness support and physical therapy services they need in an affordable, timely manner.



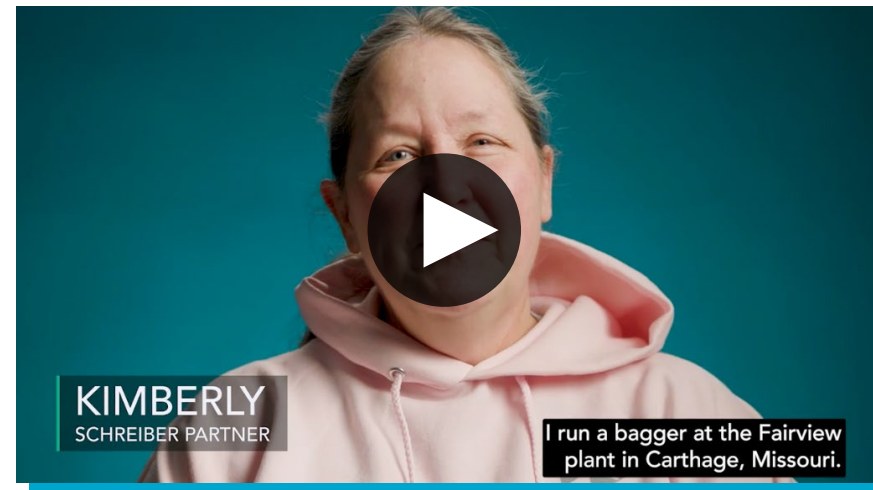


SCHEDULES THAT MEET EMPLOYEES WHERE THEY ARE

Different stages of life mean work schedule needs can change, too. That's why our plants are offering dozens of different shift configurations to meet employees where they're at, including 3-, 4- and 5-day work weeks.

When Kimberly's mother was diagnosed with dementia, her life drastically changed.

About that same time, the plant she works at began offering premium shifts, which are Friday, Saturday and Sunday nights. Kimberly jumped at the opportunity.



"They didn't realize it was going to be such a help to those of us who need to have alternate hours and need to have that option," Kimberly said.



CREATIVELY DIVERSIFYING OUR TALENT POOL

- In 2023, our plants in Richland Center, Wisconsin, and Stephenville, Texas, welcomed their first workers from Nepal and other countries as part of the EB-3 work visa program.
- Our Logan, Utah, plant's long-time relationship with a local English Language Center brought about the opportunity to hire Afghan refugees.
- We're reaching a broader, more diverse candidate pool by posting positions externally at the same time we post them internally.





CREATIVELY DIVERSIFYING OUR TALENT POOL

- Diverse candidate slates are a must and required for all U.S. salaried and home office hourly positions. This helps ensure we have candidate pools that enable us to increase representation at each level.
- Our Multicultural Leadership Scholarship supports students of color in the Green Bay community on their educational journey, while creating long-term relationships that position us as an employer of choice.

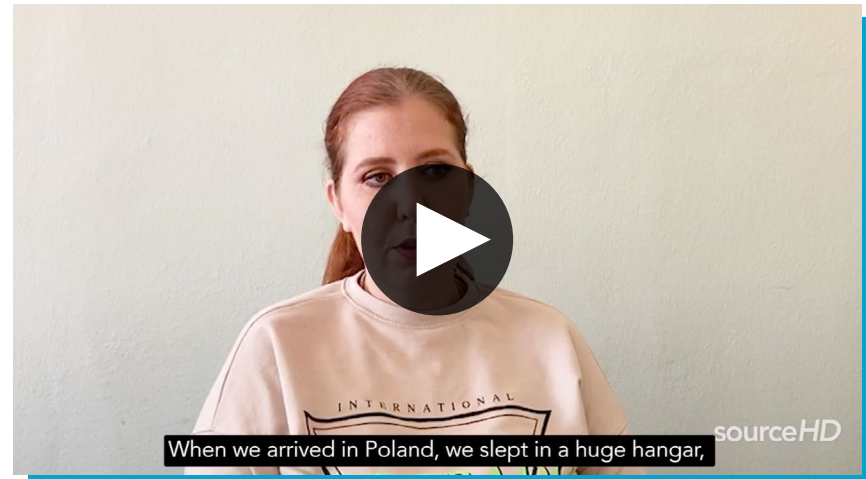




CREATIVELY DIVERSIFYING OUR TALENT POOL

Displaced Ukrainians have found meaningful work at our Benešov plant in the Czech Republic. The plant didn't stop there, however, also establishing a program to employ inmates from a local, overcrowded prison.

With rockets exploding in the night sky, Natalia Slakva fled Ukraine with her three children and mother, who uses a wheelchair. Little did Natalia know that her journey would take her to the Czech Republic – and eventually to the Schreiber family.





CREATIVELY DIVERSIFYING OUR TALENT POOL

"We want Schreiber to be a place where our people feel safe, welcomed and valued. We're constantly working to make sure they have support and opportunities to thrive in an equitable and inclusive workplace. It's core to who we are and what we believe."

- Jenene Calloway
Vice President and Chief Diversity Officer





EQUITY FOR EVERYONE

Pay equity – We review our pay practices every year to ensure employees are fairly compensated compared to others who perform comparable work – regardless of their gender, race/ethnicity or other categories protected by law.

Benefits to meet employees in different stages of life. For example, we know finding childcare can be difficult and expensive. To help on this front, we offer a \$5,000 childcare benefit at several of our U.S. plants.

Equitable development for underrepresented groups. We've rolled out a women's development circle and a multicultural leadership development program as part of our initiative to develop and retain women and ethnic minorities. We've also expanded our women's business resource group – LIFT – to include chapters in India, Missouri, Pennsylvania and Utah.





BUSINESS RESOURCE GROUPS HELP CREATE AN INCLUSIVE EXPERIENCE

A new mural leads into the heart of our home office, representing our desire to welcome and embrace everyone.

You'll notice logos for each of our business resource groups. These employee-led groups help us better support each other and broaden our awareness of other cultures, perspectives and points of view.





IT'S A NEVER-ENDING JOURNEY

Our focus goes beyond creating a safe and enriching space for employees to work.

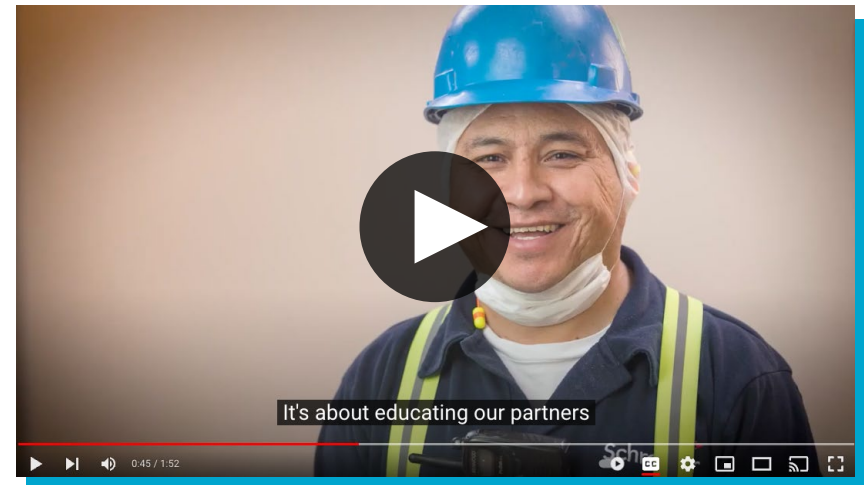
It's about acknowledging that difficult conversations belong in the workplace.

It's about educating our employees on how to support their loved ones.

It's about approaching problems differently than we have in the past.

It's about leading inclusively through difficult moments.

It's about every single person being able to say, "I see a place for myself here."





DEVELOPMENT THAT'S RELEVANT

- Our Logan, Utah, plant is partnering with a local technical college to provide an automation course to help Operators learn new skills.
- We deployed a job leveling program in Europe and Latin America to enable career growth.
- We launched numerous leadership development programs for current and future leaders and implemented a plant development strategy for the U.S. to make sure our Operations employees have a clear growth path.

Employees worldwide
put in just shy of
70,000
training & development
hours in 2023 alone.

"We're going to continue to develop world-class development programs. As we improve as individuals, we improve as an organization."

- Ron Dunford
President and CEO



DEVELOPMENT THAT'S RELEVANT

The beeping of his alarm stirred him from sleep. It was noon, time to get up and pack in a full day of helping his wife homeschool their four kids – and complete his own schoolwork – before heading back to his night-shift role in Stephenville, Texas.

Clint has been pursuing his bachelor's degree **with the help of Schreiber's Education Assistance Plan**. In May, he graduated with a degree in Manufacturing and Industrial Management from Tarleton State University. Now he's eager to use that education to further his career at Schreiber.

"Schreiber has given me both hands-on experience and financial support to get the education I need to pursue a leadership role," Clint said. "I'm really excited about my future with Schreiber."

Hundreds of employees like Clint have taken advantage of our Educational Assistance Plan, which provides tuition reimbursement to employees enrolled in approved courses at an accredited technical school, college or university.





WE'VE GOT EACH OTHER'S BACKS

One of the hallmarks of our company is the way employees take care of each other. We even have a program focused on exactly that – Partners Helping Partners. When someone is going through a tough time, others step up and raise funds. To make it even more impactful, Schreiber matches those dollars.

In 2023 employees organized
83 EVENTS that
raised **\$307,045**
– the most ever.

When one of our employee's 3-year-old son, Ben, was diagnosed with stage 3 liver cancer, home office employees in Green Bay, Wisconsin, didn't hesitate to organize a BBQ fundraiser to help his family pay medical bills.





WE HAVE A LOT TO CELEBRATE

- 2023: IDFA's inaugural Workplace of the Year award
- 2023: Top Women In Store Brands DEI Company of the Year award
- 2023: Named No. 45 in the 50 best companies to work for in Spain out of more than 80,000 companies
- 2023: Workplace Diversity, Inclusion and Workflex Award from the Wisconsin Society of Human Resource Management (SHRM)
- 2023: Workplace Diversity and Inclusion Award from the Green Bay chapter of the Society of Human Resource Management (SHRM)
- 2023: Recognition from U.S. Department of Defense for providing scheduling flexibility for our team members serving in the armed forces
- 2020: Diversity Best Practices' Inclusion Index Company





OUR VISION | FOOD

Our employees are champions of food safety and quality who feel proud to feed our food to their loved ones. All our customers trust Schreiber to be an essential, safe ingredient in their success.





LEADING THE WAY IN FOOD SAFETY AND QUALITY

Our commitment to ensuring the food we make is always safe for people around the world to enjoy has gained accolades from industry leaders, grocery chains, restaurants and foodservice distributors around the world.

Recognition is great and setting quality records is pretty cool, too, but that's not why we're focused on food safety. We're focused on it because **we care about the people eating our food and know we need to earn their trust every day.**





LEADING THE WAY IN FOOD SAFETY AND QUALITY

We're honored to have received the **International Dairy Foods Association's (IDFA) 2023 Food Safety Leadership Award** for demonstrating outstanding leadership directed at enhancing food safety within the dairy-products industry.

"Their contributions have helped the industry develop fermentation risk assessments for yogurt and cream cheese, understand how to better reduce mold on cheese, develop rapid pathogen testing for a number of products and processes and much more," said John Allan, IDFA Vice President of Regulatory Affairs and International Standards.



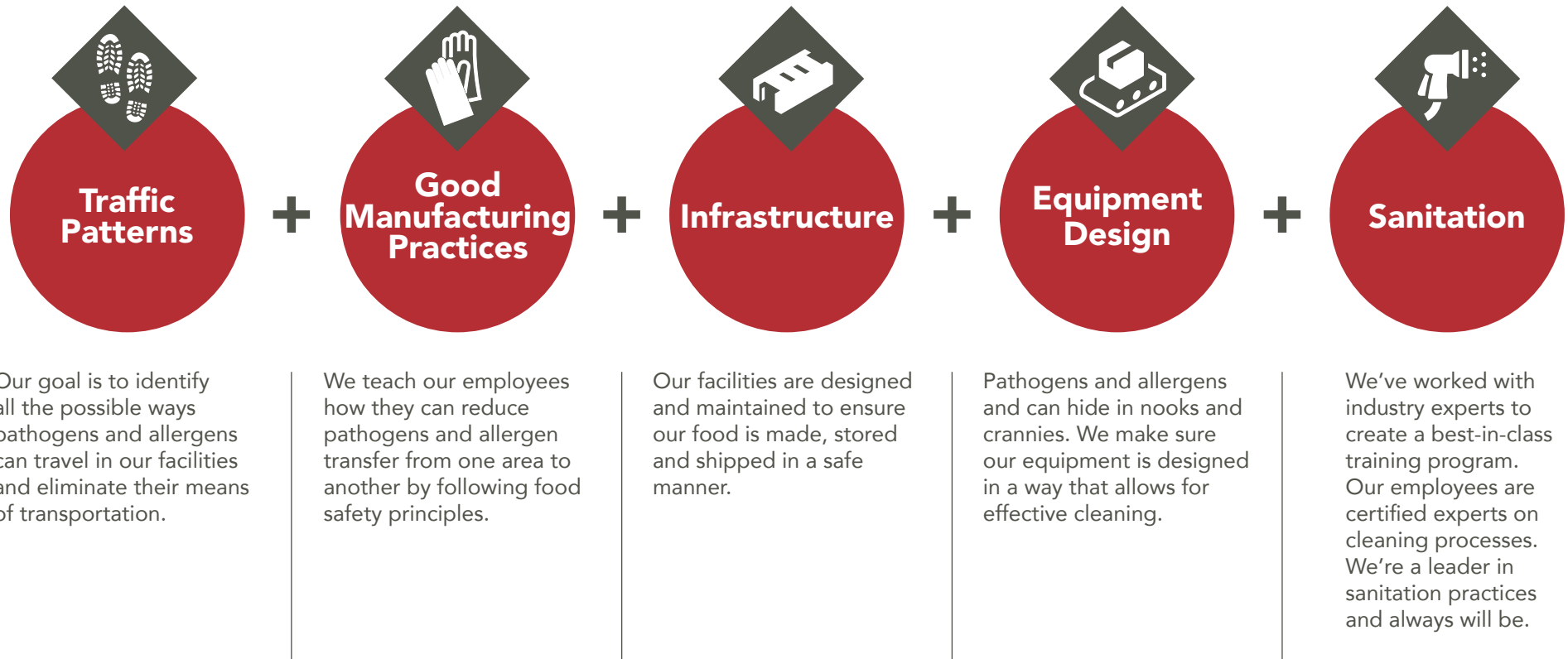
"Billions of people around the world eat our food. That's not a responsibility we take lightly. We've worked for decades to build a strong foundation of food safety and quality, and it's paying off. But we have more work to do."

- Staci Richardson
Vice President Enterprise
Quality & Food Safety



THE BIG 5

The cornerstone of our food safety program





ELEVATING OUR FOOD-SAFETY AND QUALITY CULTURE

In 2023, we asked our global workforce what they thought about our food-safety and quality culture. Our total company maturity score was **well above the dairy-industry average.**

This is affirmation that the work we've done for decades on building a strong foundation of food safety and quality is paying off. But we're not lifting our foot off the gas pedal.



**FOOD SAFETY
#1 PRIORITY**

Based on survey input, we're currently improving in two main areas:

- **Closing the feedback loop.** We've created a culture where employees feel comfortable bringing food-safety and quality concerns forward, but we need to ensure we always go back to the employees who raised the issue to let them know the outcome or how we resolved it. That's our No. 1 opportunity to do better.
- **Understanding impact.** One of the top themes for employees outside of plants and distribution centers was understanding how their area of business impacts food safety. Whether our employees are in HR or Finance or IT, they all play a big role supporting our food safety and quality culture. We're summarizing and sharing tangible examples of how each area of the business impacts food safety and quality.



EXPECTING THE BEST FROM SUPPLIERS

We have strong, strategic partnerships and high expectations of our suppliers around the world. It's what we call our Global Supplier Food Safety and Quality program.

We use **best-in-class tools and technologies** to assess risk in raw materials and suppliers, and evaluate emerging hazards. All new raw materials and suppliers go through a rigorous evaluation process to ensure food safety and quality. Part of that process is an in-depth, onsite assessment of our suppliers' manufacturing locations.





NO SHORTCUTS IN TRAINING

CENTERS OF EXCELLENCE: These highly-specialized employees are technical experts in chemistry, microbiology, food allergens, sanitation and hygiene, sanitary design, quality systems, laboratory services and auditing that provide technical support to our manufacturing locations. They also work with universities, industry groups and across our value chain to understand new technologies and emerging risks to incorporate proactive elements into our programs and policies.

REFINING OUR AUDITING SKILLS: Through our Auditing Essentials program, employees receive a mixture of classroom and hands-on instruction to learn how to conduct effective and efficient food safety and quality audits, from start to finish.

SPECIALIZED TRAINING: We equip employees with the technical and leadership skills they need in their roles. Training programs are provided for auditing, laboratory testing and management, sanitation, and Preventive Controls Qualified Individual.



"Taking shortcuts will never win the race in exceptional quality."

- Brian Swiderski

Food Safety/Sanitation Manager



NO SHORTCUTS IN TRAINING

A big part of our Sanitation Essentials training is helping sanitation employees understand the “why” behind what they do.

“It gave me a sense of confidence,” said Nick, a Sanitarian who completed the training.

“Everybody has heard ‘See cheese, spray cheese’ and ‘Cover it all in foam,’” said Kyle, Sanitarian. “The training introduced us to why 95% of soils have to be removed before foaming and why those bubbles are vital to the process.”





COMPETITORS? NOT WHEN IT COMES TO FOOD SAFETY

There's no hiding secrets when it comes to food safety. We regularly partner with suppliers, competitors and customers to share industry best practices.

Schreiber co-hosted an interactive industry-wide workshop with a cheese competitor.

The workshop focused on helping dairy processing facilities improve food safety by covering topics such as allergen control and sanitation design and controls.

"Food safety is everybody's business. It's not proprietary to anyone. We all have the same goal: to make sure no one gets sick from the food we make."

- Shelley Ehlke
Quality Systems Manager





MORE THAN JUST DAIRY

Flexitarian consumers want options in what they eat. That's why we've entered the plant-based market with a focus on cream cheese-style products.

We understand the difficulty and importance of removing allergens from equipment. We rely on good sanitary design in our equipment, rigorous sanitation, strict good manufacturing practices and routine testing to understand and minimize allergen cross-contact risks.





ENSURING MILK QUALITY IN INDIA

At our plant in Baramati, India, we collect and process about 1 million liters of milk per day from nearly 50,000 farmers.

Our dairy development team works very closely with farmers and their family members to provide various dairy extension services that help ensure we get high-quality milk to serve customers.

This includes training them about clean and safe milk production, good veterinary practices, good feed and fodder management practices, animal welfare practices and the importance of using ethno veterinary medicines in place of antibiotics.

At the same time, we're empowering women dairy farmers by providing them with financial literacy and direct payments.





OUR VISION | EARTH

Taking care of our earth is one of the many ways we're doing good through food. We're proud to be recognized as a thought leader and responsible environmental steward that's making a positive impact on our earth.





COMBATING CLIMATE CHANGE

We're working across the globe to **reduce Scope 1 & 2 CO2e emissions by 27% by 2030**. These targets were approved by the Science Based Targets initiative (SBTi) in 2019.

We understand that our footprint goes far beyond the buildings we work in. From farms and forests to raw materials, Schreiber promises to **reduce Scope 3 CO2e emissions by 30% per metric ton of product by 2030**.

By committing to these targets that cover our entire footprint, we can continue to feed the world and protect our earth along the way.



"We recognize that sustainable practices are not an option, but a necessity for long-term success and positive impact. We're proud to transparently communicate our progress and inspire others to join us on this journey toward a more sustainable future."

- Josh Luth
Sustainability Program Manager



HARVESTING THE SUN'S POWER IN MEXICO AND INDIA

Mexico - The equivalent of planting 17,503 trees – that's how much less carbon dioxide the plant in Silao, Mexico, is emitting during the next 25 years, thanks to solar panels in the parking lot. Mexico has been working with a carbon-free energy producer since 2020. This means **solar and wind generation plants generate 100% of the facility's energy.**

India - Powering a large facility like our plant in Baramati requires a lot of electricity. With a desire to be better to our earth, Schreiber turned to the sun to conserve energy and reduce costs. The Baramati plant location has a good amount of solar radiation available for almost all months of the year, and the rooftop and ground-mounted solar power generation system **fulfills about 25% of the plant's overall power consumption.**





TURNING COW DUNG INTO FUEL IN INDIA

India is turning waste into sustainable energy by installing 250 mini biogas units at small family farms. The units rely on the natural interaction between microorganisms and organic waste – in this case, cow dung – to produce a clean and energy-efficient burnable gas that is used for cooking. The biogas units are also a win for the environment. They're expected to **reduce methane emissions in manure by 30%**.





CREATING A GREENER WORLD

A forest in Castelo Branco, Portugal, has **1,000 more trees**, thanks to our team members who planted them.



In Silao, Mexico, employees planted dozens of trees at a local elementary school and taught them the importance of reforestation.





REDUCING OUR CARBON FOOTPRINT IN THE U.S. AND SPAIN

US - The power sources at our Shippensburg, Pennsylvania, plant are carbon free until at least June 2025 through the purchase of **100% carbon-free energy** from Energy Harbor.

Spain - By doubling the semi-truck loads in Noblejas, Spain, we can store double the pallets, reduce transportation costs and be more socially responsible toward our earth and people. **Carbon dioxide emissions have been reduced by up to 30%** compared to one trailer load.





SUSTAINABLE MANUFACTURING IN SPAIN

Our team in Talavera de la Reina, Spain,
installed solar that will **offset 25% of
their emissions.**

THAT'S THE EQUIVALENT
OF PLANTING MORE THAN

**40,000
TREES** PER
YEAR





TRAVELING THE ROAD TO ZERO WASTE

We're doing everything we can to keep waste out of landfills. **We currently divert 93% of waste away from landfills** to sustainable disposal solutions.

We're also committed to reducing food waste in our operations. To hit our food waste reduction goal, we've joined the 10x20x30 initiative that includes 10 of the world's largest food retailers and 20 suppliers who are focused on cutting food waste in half by 2030.





INNOVATING TOWARD SUSTAINABLE PACKAGING

Given the challenges of recycle-ready packaging, we're focusing on categories that can make a more immediate impact and are least disruptive to our manufacturing network. For example, we're working with retail customers, whose end consumers are ultimately accountable for the packages' end of life. Our goal is to make it simple and intuitive so it's easily adopted by consumers. And we're doing it in a way that's the least cost intrusive.

"We're seen as a leader not only in the categories we service, but also in the communities we serve. Our customers expect us to continue to bring innovation and be an agent of change in the business we supply. Our core values, culture and ESG goals align with many of our customers. Prioritizing and delivering on these initiatives is just one of the many ways we do good through food."

- Ian McClaire

Sales Director-Retail





REDUCING PLASTIC AND FOOD WASTE IN SPAIN

Our teams in Noblejas and Talavera de la Reina, Spain, found an innovative way to reduce plastic and food waste. Instead of dumping unsellable product into landfills, we installed de-packaging equipment that separates dairy products from its plastic packaging. The packaging gets recycled, and the dairy products are sent to a local pig farmer for animals to eat.





NEARING ZERO WASTE IN BRAZIL

Our team in Rio Azul, Brazil, **reduced the amount of waste sent to landfills from 65% to just 2.4% as of April 2023.** We restructured the entire waste collection process and made visual identifications for proper disposal.

We also developed environmental education and ran a recycling campaign to collect electronic waste from the community for sustainable disposal. In total, **we diverted 285 pounds of landfill waste** that consisted of LED lamps, electronic circuits, computer parts, an air conditioner and much more.





DECREASING OUR ECOLOGICAL IMPACT

We work hard to provide safe and nutritious food to the world in a way that's good to the environment. Since 2016, we've procured sustainably sourced palm oil through the Roundtable on Sustainable Palm Oil (RSPO) mass balance program.

We believe the best way to promote a healthy environment is to collaborate with our suppliers and ensure all milk and cheese procured in the U.S. comes from farms certified by the FARM Animal Care program. Countries outside the U.S. follow all regulatory requirements and third-party schemes.





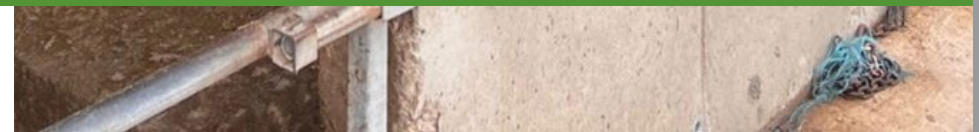
SUSTAINABLE MILK STARTS WITH ANIMAL WELFARE

We partner with dairy farms who are environmentally and socially responsible in milk production. We hold our suppliers to high standards to ensure they're providing proper care, nutrition and living conditions for dairy animals, while also managing waste and reducing the use of natural resources.

Together, we're working to minimize the environmental impact of dairy farming and ensure the dairy industry's long-term viability.



The Librán Brothers Farm in Talavera de la Reina, Spain, supplies milk to many of our European plants. The farm uses state-of-the-art equipment, cow comfort technology and a mindset that cow welfare comes first. "I do everything for the cow," said owner Pablo Librán. "We want them to be comfortable."





REDUCING METHANE EMISSIONS

Schreiber and other business partners are recipients of funding from the United States Department of Agriculture (USDA) for a project aimed at reducing greenhouse gas emissions.

Using \$3.1 million in Regional Conservation Partnership Program (RCPP) funding and \$1.6 million in partner contributions, the project will try to reduce methane emissions through manure and feed management practices on dairy farms. **The goal is a reduction of 37,500 tons of CO₂e.**





SUSTAINABLE SOURCING

In a groundbreaking initiative, Schreiber is **saving 690 tons of polystyrene annually in Spain** after implementing two environmental programs: thickness reduction and recycled content incorporation. Channeling process waste to the recycling experts translates to a **reduction of more than 36 tons of CO2e annually.**





OUR VISION | COMMUNITIES

We strive to be a leading, vocal, visible force in our communities, making the world a better place for everybody.





DOING MORE GOOD IN OUR COMMUNITIES

The Schreiber Foods Foundation came to life in 2022 with the goal of creating an even greater impact on our communities.

The Foundation aims to fight food insecurity and help people with basic needs by partnering with charitable organizations that are making a difference in our communities.

In 2022 and 2023 combined, we committed more than

\$1.8 MILLION IN GRANTS TO
116 ORGANIZATIONS.





WHAT AN IMPACT

Our employees are a big part of **doing good through food®**, too, and we like to give them a little extra boost through our **Matching Gifts** program. For every dollar an employee donates to a qualified charity, Schreiber matches it **\$1 for \$1 up to \$500** each year, giving that employee the opportunity to have an even bigger impact on their community through causes important to them.

In 2023, we saw a
47%↑
in employee contributions
which means more match dollars are getting into
OUR COMMUNITIES.





GIVING BACK

Volunteering is something our employees do really well. You constantly see our signature gold shirts doing good in the community, and we think it's important to recognize that. That's where our **Volunteer Rewards** program comes in.

For every hour an employee volunteers, **Schreiber gives them \$10 in volunteer rewards – up to \$500 for the year** – that they can donate to the charity of their choice. It's a great way to give back ... twice.



"It's really exciting to see how Schreiber and our employees are doing a lot more than just showing up; we're involved, engaged, and truly want to better our communities and make a difference in people's lives."

- Heather Milbach
Community Relations Manager

In 2023, partners logged

4,600
volunteer hours

which is
→

\$46,000
they were able to put
back into their communities.



WEEK OF GIVING DOING GOOD THROUGH FOOD®

It's become a much-anticipated tradition in just two short years. It's our Week of Giving, and what a way it's become to make an impact. We have more than **40 locations** around the world, and every one of them participated in our second annual **Week of Giving in 2023**.

Employees volunteered, collected food and school supplies, donated blood and did countless other activities to support their local communities. Check out the impact we made in just one week:



OUR COMMUNITIES



WEEK OF GIVING DOING GOOD THROUGH FOOD®

Partners in Southwest Missouri planned on building two handicap ramps for Camp Barnabas, but the team built eight – and they would have built more if they hadn't run out of materials. Employees pulled together to support the camp, which provides a summer camp experience for individuals with special needs and chronic illnesses.



OUR COMMUNITIES



WEEK OF
GIVING
DOING GOOD THROUGH FOOD®



Furniture making and building repairs were on the docket for our employees in Benešov, Czech Republic, as they helped a nonprofit that provides social services to individuals with disabilities.

OUR COMMUNITIES



WEEK OF
GIVING
DOING GOOD THROUGH FOOD.



The smiles were plentiful in Silao, Mexico, where our employees donated supplies and served cheeseburgers to students at a local elementary school.



MUCH MORE THAN A WEEK

Our Week of Giving has an impact well beyond seven days. Many of the connections our employees have made during that week have turned into lasting relationships.

In Clinton, Missouri, our employees turned a week of Meals on Wheels into a year-round activity. In one of their deliveries, they were able to potentially save the life of a woman in medical need.





SUPPORTING WOMEN LEADERSHIP IN OUR COMMUNITIES

In Baramati, India, Schreiber's everyday heroes refused to be ordinary after COVID-19 took the life of one of our bulk-milk collection partners, leaving his wife and two children.





SUPPORTING WOMEN LEADERSHIP IN OUR COMMUNITIES

Personal growth and leadership development – especially for women leaders – is a staple at Schreiber. That's why we're proud to support and have our name tied to **The Schreiber Foods Institute for Women's Leadership**, an organization that advances women both personally and professionally.



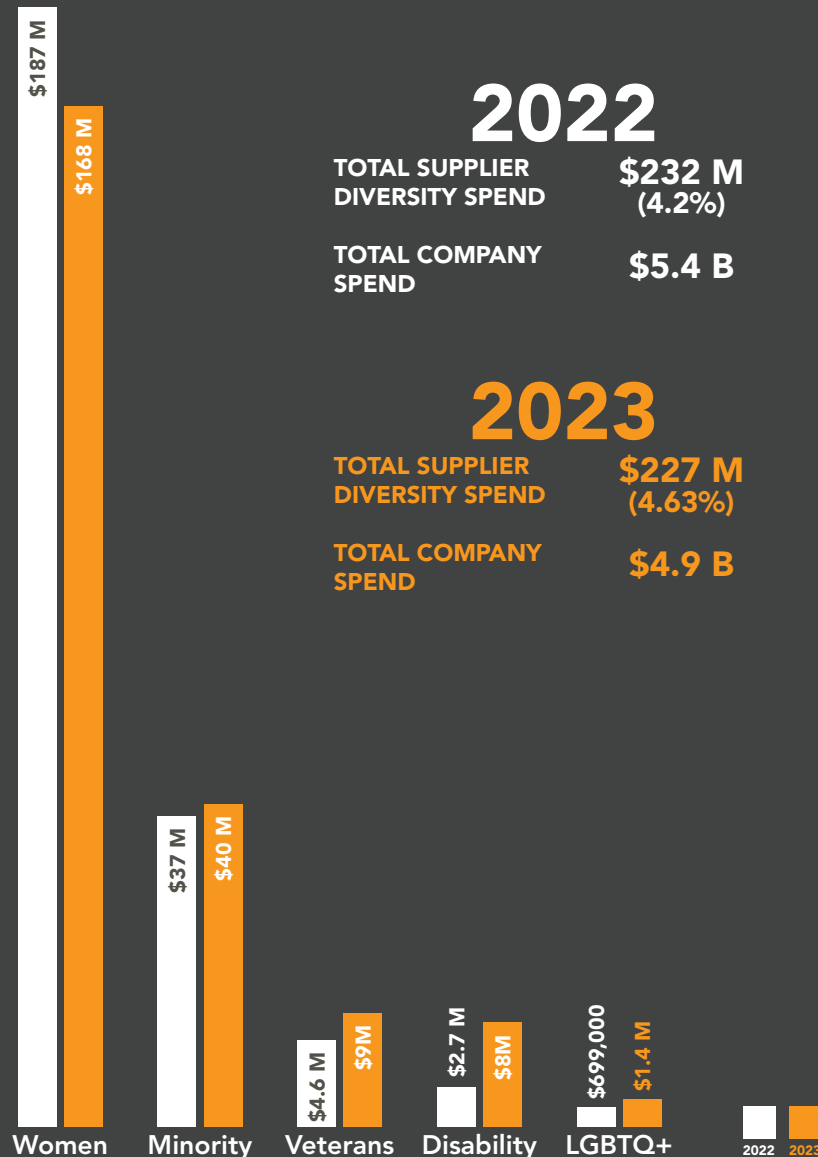


MAKING STRIDES IN SUPPLIER DIVERSITY

In 2023, we successfully trained all Sourcing team members on the importance of supplier diversity.

We also created a supplier diversity dashboard to distribute to all Sourcing and R&D teams to provide awareness on our diverse suppliers.

Our goal was to increase diverse spend by \$30 million in 2023. Although we fell short of this goal, we **increased our total supplier diversity spend by 5.8% over 2022**, and we made significant progress that has set us up to make an even bigger impact in 2024.



DOING GOOD THROUGH FOOD®

