

# 2025 Corporate Social Responsibility Report



Building Extraordinary Together



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# Introduction

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# Message to Our Stakeholders

Dear Valued Stakeholders,

I am proud to present Ventura Foods' 2025 Corporate Social Responsibility (CSR) Report. It explores how our company creates our products responsibly, supports our people and communities, and cares for the planet.

Our CSR approach is driven by our corporate strategic plan and is aligned with our broader business goals in order to create value for all our stakeholders. Our approach is further underpinned by our FY23 materiality assessment, which identified eight key focus areas, including greenhouse gas emissions and decarbonization, as well as employee health and safety.

In FY25, we continued to strengthen our approach to CSR, as highlighted in this report. You'll read about how we prepared for new climate-related and packaging regulations in the U.S. We spotlight our continued focus on workplace safety, reflected by our lower than industry average incident rates and our expansion of SMETA audits, designed to evaluate a company's ethical performance across its operations.

Furthermore, we have remained committed to giving back to the communities where we live and work, supporting local and national charities throughout the year. In fact, Ventura Foods was honored by Civic 50 Orange County, OneOC, and Points of Light,

underscoring our standing among the region's most civic-minded companies.

This year, we acquired DYMA Brands, a leader in liquid portion control and bulk condiments, seasonings, and dry blend mixes for the food service industry. The transaction included more than 500 employees, four manufacturing facilities, and the company's corporate headquarters in Atlanta. We look forward to further integrating their data, and progress, into our future reporting.

We're immensely proud of the work highlighted in these pages because it is made possible by our company's owners, customers, employees, and community partners. Together, we're advancing Ventura Foods' commitment to be a responsible corporate citizen and a trusted community leader.

Sincerely,

**Chris Furman**  
**President and CEO**



# Report Highlights

At Ventura Foods, we strive every day to make quality products, support our people, and help care for the planet. Highlights from across our CSR Pillars in FY25 include:

## Products



ALL MANUFACTURING PLANTS RECEIVED GLOBAL FOOD SAFETY INITIATIVE (GSFI) CERTIFICATIONS



VENTURA FOODS-OWNED BRANDS USED 100% MASS BALANCE PALM OIL



RECEIVED SUPPLIER OF THE YEAR AND SIMILAR AWARDS FROM SEVEN CUSTOMERS



ESTABLISHED A CROSS-FUNCTIONAL TEAM TO SUPPORT NEW EXTENDED PRODUCER RESPONSIBILITY REGULATIONS

## People



COMPLETED 350,590 HOURS OF TRAINING



IMPLEMENTED A SAFETY CENTER OF EXCELLENCE



RECORDED A TRIR OF 1.98, SIGNIFICANTLY LOWER THAN THE INDUSTRY AVERAGE



RECOGNIZED AS ONE OF THE 50 MOST COMMUNITY-MINDED COMPANIES IN ORANGE COUNTY, CALIFORNIA

## Planet



DISCLOSED SCOPE 1 AND 2 GHG EMISSIONS



IMPLEMENTED AN ISO 14001-BASED EMS



OVER HALF OF OUR PLANTS MET OR EXCEEDED OUR GOAL TO REDUCE ENERGY USAGE BY 3%



REDUCED OVER 162,000 LBS OF CARBON BY RECYCLING OVER 74,000 LBS OF USED COOKING OIL

# About this Report

Ventura Foods' 2025 Corporate Social Responsibility (CSR) Report covers activities in the company's U.S. and Canada operations unless otherwise noted, from April 1, 2024, to March 31, 2025, the company's 2025 fiscal year (FY25). The report describes our performance across material issues for our business. This is Ventura Foods' tenth annual CSR report.

During the reporting period, Ventura Foods acquired DYMA Brands, representing an exciting next chapter of strategic growth for the company. Information related to DYMA Brands is not included in this report, except where specifically noted, as integration activities are ongoing. Ventura Foods has strategic partnerships in Mexico and the Philippines - both locations are excluded from this report.

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



# About Ventura Foods

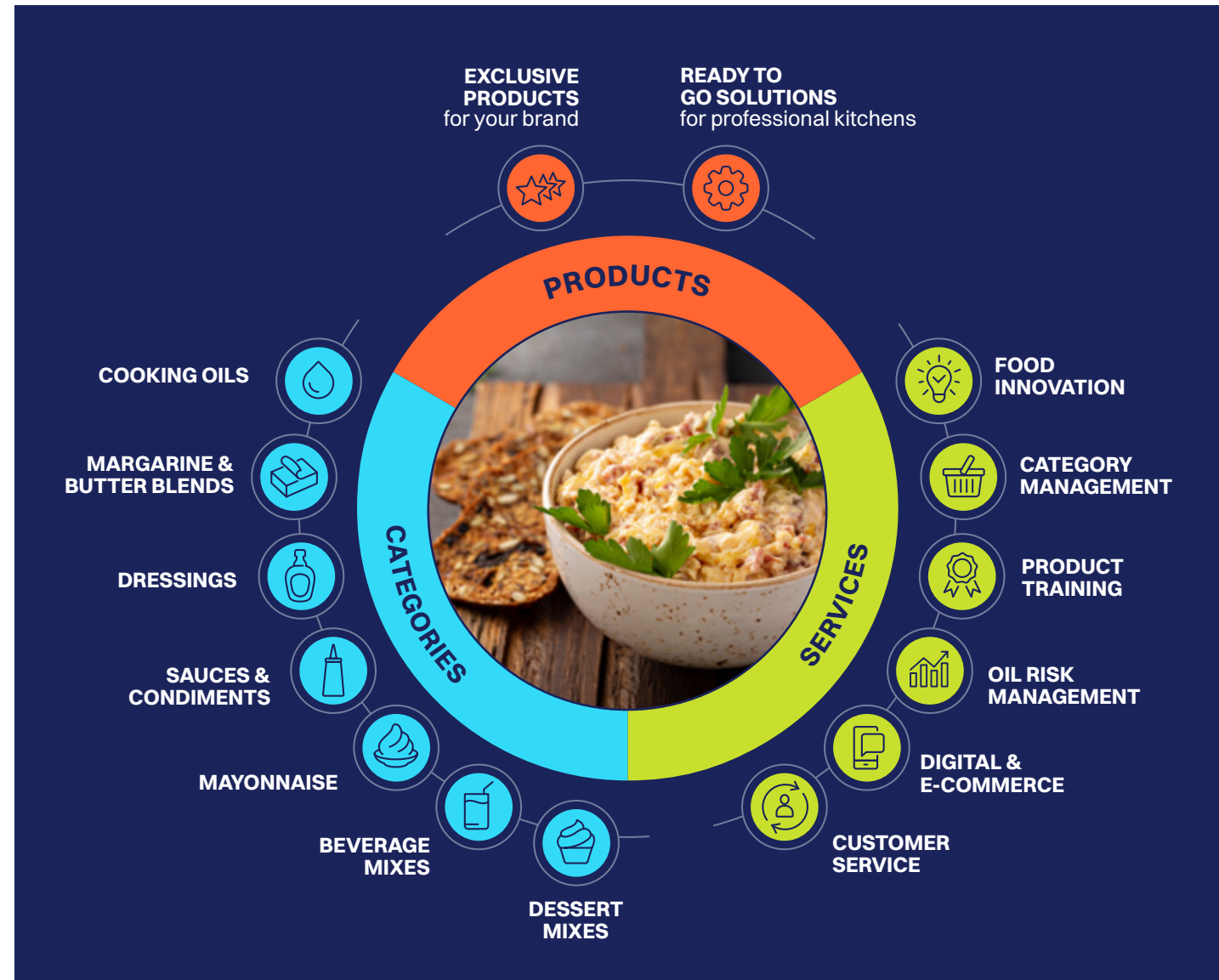
Ventura Foods innovates and manufactures food solutions for food service and retail businesses.

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

Our portfolio of dressings, sauces, mayonnaise, margarine, oils, as well as beverage and dessert mixes, combined with our range of services, turns these flavor and performance ingredients into extraordinary menu items and meal ideas for our customers.

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

Ventura Foods operates eleven manufacturing plants, two offices, three innovation centers, and a refinery across the U.S. In Canada, Ventura Foods operates two manufacturing plants.



**FOUNDED  
IN 1996**



**4,500+  
EMPLOYEES**

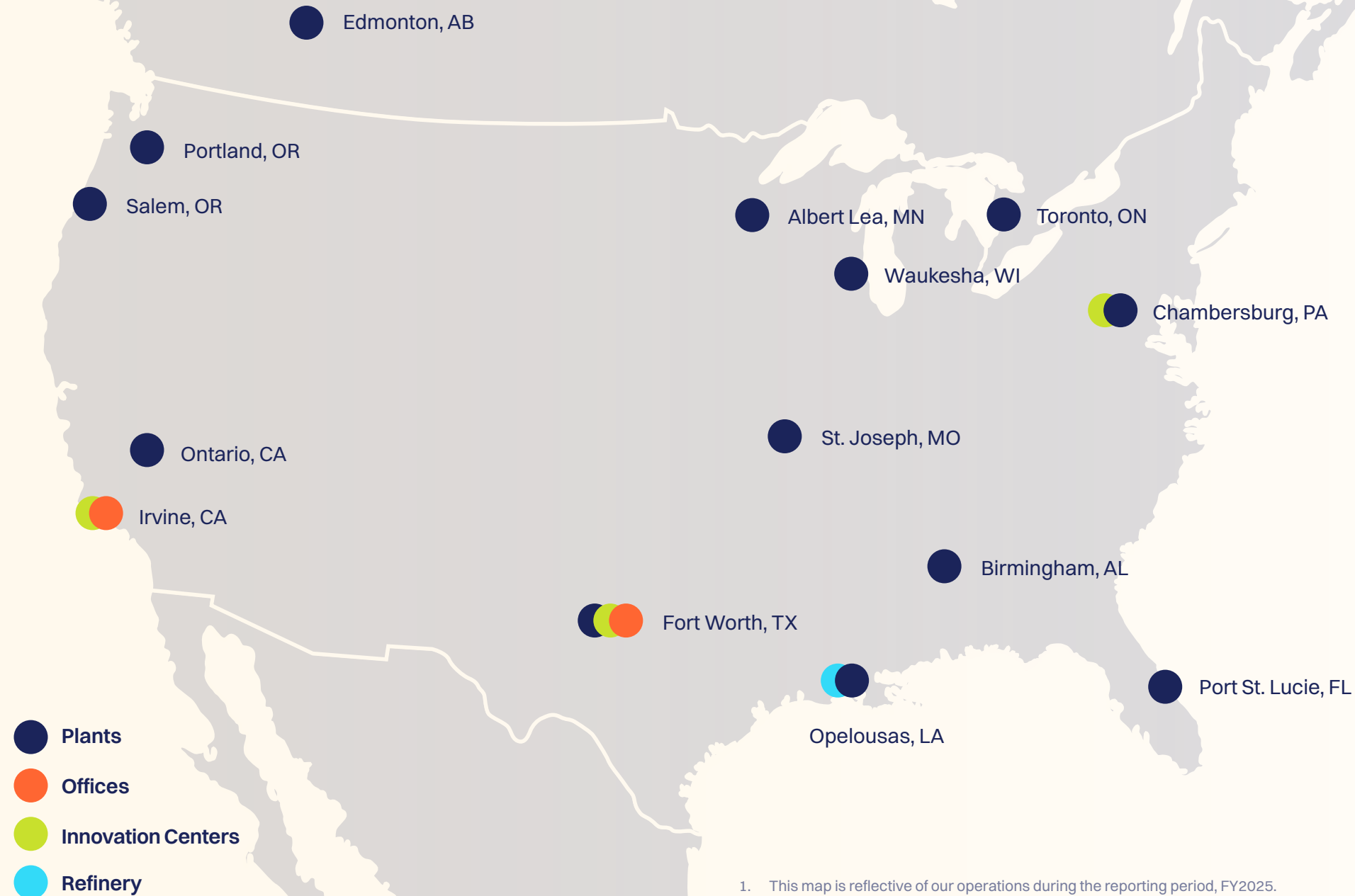


**HEADQUARTERED  
IN IRVINE, CA**



**ONE OF THE LARGEST  
FOOD SOLUTIONS  
MANUFACTURERS  
IN THE U.S.**

## Our Operations<sup>1</sup>



## Our Purpose and Values

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

Our Core Values are the qualities that unite us:



### Integrity

I do what's right, even when nobody's looking



### Customer Focus

I make our customers my priority



### Teamwork

I've got your back



### Personal Ownership

I'm on it

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

# CSR Approach

At Ventura Foods, we strive to make better products, support our people, and help care for our planet. Our strategy is built around the three pillars of Products, People, and Planet – elements that our business relies on.

Every employee at Ventura Foods contributes to our CSR efforts; however, our President/CEO and his executive leadership team are accountable for delivering on our CSR program. The Corporate Responsibility Committee is comprised of representatives from our owners – CHS Inc. and Mitsui & Co. – and oversees our progress.

Our CSR program is driven by our CSR Leadership Team, consisting of senior leaders responsible for the strategies, goals, objectives, and activities within their respective functions. Our Senior Manager of Corporate Social Responsibility leads our strategic CSR projects and supports our CSR Leadership Team.

This year, we established an internal system for collecting customer requests for information related to our CSR program. This system is linked to our customer relationship management portal and allows us to ensure our activities are aligned with our key stakeholder expectations.

To monitor our progress, we report annually to EcoVadis. Through the assessment and scorecard, we identify our strengths and areas for improvement within EcoVadis' pillars of Environment, Labor and Human Rights, Ethics, and Sustainable Procurement.

The United Nations' Sustainable Development Goals (SDGs) provide clear guidelines and targets for countries and governments, although industry has a vital role in helping achieve these goals. Our CSR work supports the following SDGs:



## Materiality

In FY25, we continued to analyze and integrate the results of our previously completed materiality assessment into our CSR approach. The assessment followed the Sustainability Accounting Standards Board (SASB) standards and included interviews, surveys, and focus groups with key internal and external stakeholders.

We identified eight high-priority topics as most important to stakeholders and our business: food safety, product traceability, biodiversity and deforestation, greenhouse gas

(GHG) emissions and decarbonization, packaging materials, materials sourcing and efficiency, employee health and safety, and diversity, equity, and inclusion.

This assessment helps direct our efforts and resources towards the issues of the greatest importance to our stakeholders while aligning with our business goals, long-range strategic plan, and customer priorities.

# Products

- ⊕ Food Safety
- ⊕ Responsible Sourcing
- ⊕ Packaging
- ⊕ Product Innovation and Industry Engagement

Ventura Foods strives to source and manufacture our products in a responsible and sustainable manner. Food safety and quality are at the forefront of everything we do, and innovation is a core component of our mission.



# Food Safety

Food safety and quality are central to everything we do. Our approach is guided by our Food Safety Commitment, overseen by our Vice President of Food Safety, and carried out by all employees.

As with past years, in FY25 we continued to advance our Food Safety Culture (FSC) plan, built on three pillars: educate, communicate, and engage. Each pillar has a team of experts to implement, champion, and advance this critical work.



## Processes and Systems Improvements

At Ventura Foods, we're always looking for ways to improve our processes and systems at our plants. In FY25, we explored opportunities for improving the technology used to validate the sanitation of our production lines. We have now selected a system that has greater sensitivity during testing as well as improved reporting capabilities. This new system was piloted at our Waukesha, Wisconsin facility and will have a full network rollout in FY26.

In FY25, we also simplified the user experience of Quality One, a tool used to identify and action continuous improvement opportunities at our sites. We have now created a 'quick entry' version of this tool called Quality Kick. The easier to use interface has already helped promote increased adoption at our plants, kick-starting positive change that promotes food safety and quality.

## Training and Engagement

In FY25, we developed a customized, interactive training course to introduce our Food Safety Culture program to all front-line employees at Ventura Foods. Partnering with an external expert, we created a course that features engaging activities and validation exercises. To further engage our employees, we celebrate World Food Safety Day annually as a reminder that food safety is a shared responsibility, only achieved through teamwork and a strong commitment to best practices.

### Highlights from FY25 include:



**1,800 EMPLOYEES COMPLETED TRAINING ON FOOD SAFETY CULTURE**



**52 FOOD SAFETY MESSAGES WERE SENT ACROSS THE COMPANY**



**ALL 13 OF OUR MANUFACTURING PLANTS ARE GLOBAL FOOD SAFETY INITIATIVE (GSFI) CERTIFIED**

# Responsible Sourcing

As a leading manufacturer for the food service industry, we continue to align our responsible sourcing priorities with key issues that impact our business and supply chain.

## Sustainable Palm Oil Sourcing

Ventura Foods sources palm oil products in an ethical, transparent, and sustainable manner. As a member of the Roundtable on Sustainable Palm Oil (RSPO) since 2010, Ventura Foods is committed to advancing the production of certified sustainable palm oil (CSPO).

Ventura Foods has also been a member of the [North American Sustainable Palm Oil Network](#) (NASPON) since its founding in 2017. Created by RSPO, NASPON is an independent group of associations, consumer goods manufacturers, retailers, and palm oil traders committed to achieving 100 percent use of CSPO in North America.

We report on our sustainable palm oil sourcing performance annually through our RSPO Annual Communication of Progress Report. In our calendar year 2024 RSPO Shared Responsibility scorecard, we enhanced our disclosures to increase our average score to 7.1, making us well above the sector average of 2.7, and higher than the sector average in all sub-categories: transparency and legality, social, environmental, and resourcing.

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

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

## Targets and Progress

Our responsible sourcing target is to ensure that 100 percent of the palm oil we source is Deforestation and Conversion Free (DCF) by the end of calendar year 2025. We have developed a time-bound roadmap to achieve this goal and are using the [No Deforestation, No Expansion on Peat, and No Exploitation Implementation Reporting Framework](#) to access data on our DCF risks.

Ventura Foods-owned brands have used 100% mass balance palm oil since 2020. We are also partnering with our customers to increase the uptake of RSPO mass balance palm oil for our customers' products.



# Packaging

As a food manufacturer, we recognize the environmental impacts of our product packaging. We also recognize the critical role packaging plays in maintaining food safety and quality from the moment our products leave our doors through consumption.

Our approach to packaging includes three key areas:

- Supporting our customers to invest in packaging options that are better for the environment, including packaging that is recyclable, recycle-ready (designed to be easily recycled), and/or contains recycled content.
- Researching, developing, and evolving our equipment to improve our sustainable packaging offerings.
- Exploring alternative material options to improve recyclability, reduce material usage, and reduce our packaging carbon footprint.

## Extended Producer Responsibility Preparations

In FY25, we established a cross-functional project team to monitor and ensure compliance with state-level Extended Producer Responsibility (EPR) laws.

A few critical steps taken include filing data for our applicable products in the state of Oregon and registering with state-level Producer Responsibility Organizations. We are also supporting our customers by providing them with packaging data, upon request, to submit their state filings. Following this process, the team is well prepared to report against additional state-level EPR laws due in FY26 and annually thereafter.



### Highlights from FY25 include:



**WE TRANSITIONED NEARLY HALF OF OUR MARGARINE PORTION CONTROL (PC) CUP PACKAGING AWAY FROM HIGH IMPACT POLYSTYRENE (HIPS) TO POLYPROPYLENE (PP).**



**WE TRANSITIONED A SIGNIFICANT PORTION OF OUR PRESSURE SENSITIVE LABEL LINER MATERIAL TO A PLASTIC LINER, ENABLING RECYCLING AFTER LABEL APPLICATION AND IMPROVING UTILIZATION.**



**AT ONE PLANT, WE TRANSITIONED TO DIRECT PRINT BARCODES FOR ALMOST ALL OF OUR CUSTOMERS, REMOVING THE NEED FOR A LABEL OR BACKING MATERIAL.**



**FOR ONE OF OUR CUP PLATFORMS, WE REDUCED THE NUMBER OF LINER SHEETS IN A CASE, MARKING A SIGNIFICANT REDUCTION IN PACKAGING MATERIAL USAGE.**

# Product Innovation and Industry Engagement

Innovation is a core component of our mission, and we are dedicated to creating new and exciting products to match our customers' needs. This not only means expanding our product portfolio, but also collaborating across our industry, and supporting the future generation of the culinary world.



## Product Launches and Development

In FY25, we launched hundreds of new products, creating more choice for our customers. As the leading foodservice producer of mayonnaise in North America, we are especially proud of the launch of the MayoNeeds framework, an application-based portfolio that supports chefs to identify the best product for their recipe.

With the support of our Wilsey mayonnaise brand, the MayoNeeds framework has supported a significant education and training drive for the industry, along with numerous collaborations with industry partners.

## Industry Awards and Engagement

We are extremely thankful to have been awarded Supplier of the Year or similar vendor excellence awards by three major foodservice distributors and four major restaurant chains in FY25.

We understand that industry engagement and collaboration are vital for the success of Ventura Foods. As such, we are a member of the National Restaurant Association (NRA) and supporters of the NRA Education

Foundation. Through these organizations, we are supporting a thriving restaurant industry and empowering current and future workers in launching successful careers.

We are proud to continue to support MenuMasters, the food industry's premier event, as we have done for the last 27 years. The event honors menu development executives and industry luminaries, with more than 500 people in attendance each year, celebrating food innovation in the industry.

## Supporting the Next Generation

Furthering our goal of supporting the next generation in the food industry, we hold strong ties with educational institutes. We run a gift-in-kind program with the Culinary Institute of America and support Johnson & Wales University Culinary School through events, product donations for training, and a student scholarship program.

# People

- ⊕ People Safety
- ⊕ Labor and Human Rights
- ⊕ Employee Well-Being
- ⊕ Our Culture
- ⊕ Learning and Development
- ⊕ Community Engagement



At Ventura Foods, our success is built on the talent, dedication, and passion of our people. We prioritize our employees' safety, well-being, and development. We are also deeply committed to giving back to the communities where our employees live and work.

# People Safety

The health, safety, and well-being of our employees is of the utmost importance. Our approach to people safety is stipulated in our Environmental, Health, and Safety (EHS) Policy, and is ultimately the responsibility of every employee in the company.

Our EHS policies and procedures safeguard workers and the communities in which we operate. We have EHS Committees in place at all locations to ensure employee safety and improve awareness of EHS risks and solutions. Our teams are supported by standard operating procedures (SOPs) for activities such as providing emergency equipment, evacuation procedures, first aid procedures, and evacuation drills in case of emergency.

This year, we revamped our EHS Playbook, which has enabled us to standardize our EHS programs across all facilities and supports the application of our compliance efforts over time.



# 1.98

**TOTAL RECORDABLE INCIDENT RATE,  
SIGNIFICANTLY LOWER THAN THE  
INDUSTRY AVERAGE**

## Highlights from FY25 include:

- We implemented a Safety Center of Excellence, built around the ‘Stop, Think, Act’ framework, with the intent to empower employees and leaders to operate with care, stay present in the moment, and prioritize safety above all else. It encourages everyone to pause, assess risk, and make deliberate, safe choices.
- We’ve focused on early injury prevention, particularly at sites with higher exposure to musculoskeletal disorders. We’ve introduced early injury intervention strategies that address discomfort, preventing small issues from becoming significant injuries, and keeping our team safe.
- We continued to advance our operational safety through capital investments, modernizing processes, and reducing risk exposure. In FY25, we introduced automation technologies such as robotic palletizers and case packers, allowing us to both improve efficiency and support our employees’ health and safety.
- We updated the EHS Core Compliance Training in FY25, equipping employees with the knowledge required to work safely around products and equipment. Training topics include personal protective equipment, machine guarding, hazard communication, electrical safety, and more.

## Tracking Our Performance

We have strengthened the monitoring of safety performance with additional indicators, including recordable incidents, lost time days, days away, transfers, and restricted work cases. Our FY25 total recordable incident rate (TRIR) of 1.98 significantly outperforms our industry average of 3.65, as reported by the U.S. Bureau of Labor Statistics.

In addition, we have increased the scope and effectiveness of corporate-led EHS audits. They measure site performance against our internal EHS management systems and mandatory policies and requirements.



# Labor and Human Rights

At Ventura Foods, we are committed to upholding human rights and expect all our business partners, including suppliers, to uphold our high ethical standards.

## Supplier Code of Conduct

Suppliers play a key role in our efforts to ensure that we manage our global supply chain in a responsible way. As set out in our [Supplier Code of Conduct](#), we only work with suppliers who share our commitment to socially responsible and ethical business practices. Our Supplier Code of Conduct is built on the Ethical Trading Initiative (ETI) Base Code and sets out our high legal, moral, and ethical standards.

## Audits

Ventura Foods periodically audits potential new and existing suppliers to determine whether they are meeting our requirements. Suppliers are selected for audit using a risk-based approach.

In our own operations, we audit our sites to monitor labor practices and ensure alignment with our expectations. We also use third-party auditors to conduct Sedex Member Ethical Trade Audits (SMETA) which are aligned with the ETI and were developed by Sedex, an organization that helps manage supply chain risk.

The audits help identify and address potential risks related to SMETA's four pillars of labor standards, health and safety, environmental practices, and business ethics. In FY25, we conducted two SMETA audits and plan to conduct six more in FY26 to expand our program.



# Employee Well-Being

At Ventura Foods, we support the long-term success and well-being of our employees. We offer a variety of initiatives and resources to support their physical, financial, and emotional health, helping both employees and their families live better.

## Well-Being Programs

In FY25, we continued our Live Better program which provides fitness rewards, engaging challenges, virtual healthcare options, mental health support, and more through the Personify app for easy access.

We also partnered with Omada®, a Personify program designed to help employees achieve their health goals. This year, we ran two programs focused on weight loss and hypertension. Both had impressive results, lowering employee risk of diabetes, stroke, and high blood pressure.

We also support our employees with their mental health, offering virtual therapy through Talkspace and by implementing 'No-Meeting Wednesday Afternoons' to allow a dedicated time for our employees to focus on individual tasks mid-week.

## Total Rewards

Our well-being initiatives fit into a wider suite of benefits and are part of our competitive Total Rewards package which supports employee growth and goals. The package includes competitive pay, comprehensive benefits and time away, long-term wealth and retirement saving support, holistic well-being support, recognition opportunities, and more.



# Our Culture

At Ventura Foods, we foster an environment that reflects our company culture and core values. This includes ensuring that we attract the best talent to help drive innovation, exceed our customers' expectations, and create a culture of respect and inclusion.

Our success depends on our employees, which is why it is essential that we provide them with a respectful, values-driven work environment where they have the tools they need to succeed.



## A Culture of Inclusion

In FY25, we continued to evaluate and update our talent programs and people processes to be more accessible and inclusive. Three examples include:

- Our executive leadership team and Ventura Leadership Council, composed of our company's top 100 leaders, have grown both in talent and diversity in the last year, bringing together a broader range of perspectives, experiences, and backgrounds that reflect the strength of our organization.
- To support recruitment efforts, we ran several initiatives, including unconscious bias training and improving the accessibility of our recruitment processes and applications.
- We also hosted a training session at one of our sites focused on fostering a respectful work environment and exploring how respect may look different to different people.

## Empowering Women

Our membership and involvement with Women in Manufacturing (WiM), a national association of women and men dedicated to supporting, promoting, and inspiring women in all manufacturing job functions, continues to be an important partnership for us. We are proud to celebrate women building careers in manufacturing, which we continuously showcase in our monthly employee newsletter, The Ventura Voice. We attended the WiM 2024 Summit in Boston, MA, which was a great opportunity to learn, grow, and be inspired for our 17 employees who attended.

Two of our associates completed the WiM Women in Production program, a 20-week program providing leadership skills to team members working in production and shop floor roles.

Similarly, we are proud to continue our support for the Women's Foodservice Forum (WFF) in FY25, which works to accelerate the advancement of women leaders in the foodservice industry. Ventura Foods employees participate annually in Leadership Development Circles, which bring together both women and men to enhance leadership skills, boost performance, and strengthen the future leadership pipeline.

# Learning and Development

We are dedicated to investing in our people by creating a learning environment that promotes continuous growth and development at every stage of their career.

Our Learning and Development (L&D) programs go beyond the typical safety and compliance training to include strengthening personal performance, building job skills, and developing future leaders.

## Extraordinary Leadership Competencies

In FY25, we launched our new Extraordinary Leadership Competencies to all leaders in Ventura Foods. These competencies are foundational to the Individual Development Planning component of our annual performance planning process.

## Talent Planning

This year, we looked at improving internal recruitment processes so that we can continue to invest in the growth of our employees' careers at Ventura Foods.

We launched a Talent Development and Planning Module in Success Factors where we invited employees to complete details of their career aspirations, recent awards, and project experience. This enables leaders to get a non-biased view of talent within the business and allows employees the opportunity to highlight their strengths and experience.

A key part of our talent planning process is supporting the development of young people, and providing opportunities for their growth and development. We were proud to continue our internship program for another year.

## Training hours

**350,590**

HOURS COMPLETED

**8,300**

SALES & COMMERCIAL

**6,000**

LEADERSHIP DEVELOPMENT

**336,290**

FUNCTIONAL JOB SKILLS

## Training

In FY25, we continued to invest in our employees through training opportunities. Our L&D team partnered with our business leaders to complete 350,590 training hours, of which 336,290 were targeted at functional job skills training, 6,000 targeted at leadership development, and 8,300 targeted at sales and commercial. Each of these training categories includes multiple topics critical to our employees' development and safety. For example, our functional job skills training includes modules on food safety, workplace safety, job skills, and more.

## Mentorship Program

Throughout FY25, we continued our mentorship program, strategically pairing high-potential, high-performing employees with senior-level mentors for focused development. The program supports key development areas such as SMART goal setting, personality assessment workshops, exercises to build trust, and managing difficult conversations.

In FY25, 11 mentor-mentee pairs completed the program, bringing the total number of completions to 33 since its inception. Feedback from both mentors and mentees consistently highlighted themes of trust, open communication, and cross-functional learning.

# Community Engagement

Ventura Foods is passionate about engaging with the communities where our employees live and work. We give back through community initiatives - whether it's local volunteering, employee giving campaigns, or partnerships with charities.

## Edging Out Hunger Together

As a food manufacturer, Ventura Foods recognizes the role we play in ensuring people have access to healthy, nutritious food throughout North America. That is why we annually partner with local hunger-relief organizations through our employee giving campaign, Edge Out Hunger.

This year, more than 840 employees joined together to raise nearly \$95,000 for local hunger relief organizations selected by each of our sites, surpassing our goal of \$75,000. We're incredibly proud of our employees' individual donations, which is why Ventura Foods proudly matched every donation, dollar-for-dollar, to make our employees' contributions go even further.

The donations helped provide meals to individuals facing food scarcity, including children and homebound seniors, enabled children to enjoy lunches and snacks at school to further their education, and stocked food banks with essential groceries.

## Raising Money for Wildfire Relief

We were devastated to see the damage caused in our neighboring communities by the California wildfires in January 2025. In response, our employees came together to donate \$29,500 to the American Red Cross's wildfire relief efforts.

The money donated by Ventura Foods and our employees helped the American Red Cross provide relief items, including comfort kits and other supplies, shelter, and meals and snacks.



# Community Engagement

## Ventura Foods Recognized for Community Impact

Ventura Foods was recognized for a second year as a leader in Corporate Social Responsibility by Civic 50 Orange County, OneOC, and Points of Light. This initiative celebrates the 50 most community-driven companies in Orange County. This accolade highlights our Southern California-based employees' dedication to social impact based on four factors: investment of resources, integration across business functions, institutionalization through policies and systems, and impact measurement. We are passionate about giving back to the communities where our employees live and work, so this honor is significant.

## A Collective Impact

Beyond our company-wide fundraising efforts, we continue to be inspired by fundraising and volunteering initiatives led by our sites. Each month, employees from our headquarters can get out into our community to make an impact on those facing food insecurity through our monthly volunteering events. Additionally, all of our sites host fundraising and volunteer events to directly support their local communities.

### Highlights from FY25 include:



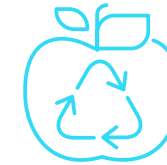
THE FORT WORTH CUSTOMER SOLUTIONS CENTER AND SAGINAW PLANT EMPLOYEES TEAMED UP TO RAISE MORE THAN \$3,000 FOR CANCER RESEARCH AND PATIENT CARE THROUGH THE SUSAN G. KOMAN MORE THAN PINK WALK.



THE PORT ST. LUCIE TEAM RAISED MORE THAN \$1,000 - AND THEIR HEART RATE - FOR THE OUT RUN HUNGER 5K IN SUPPORT OF THE TREASURE COAST FOOD BANK, WHICH BENEFITS CHILDREN, FAMILIES, AND SENIORS EVERY WEEK WITH NUTRITIOUS FOOD.



VENTURA FOODS DONATED \$25,000 TO THE RED CROSS TO SUPPORT THE RESPONSE TO HURRICANE HELENE, PROVIDING RELIEF TO PEOPLE IMPACTED, INCLUDING NOURISHING MEALS, SAFE REFUGE, CLEAN-UP SUPPLIES, HEALTH SERVICES, AND EMOTIONAL SUPPORT.



DURING THE WAUKESHA PLANT'S ANNUAL FALL FOOD DRIVE, EMPLOYEES DONATED MORE THAN \$1,000 TO WAUKESHA FOOD PANTRY, WHICH WAS THEN MATCHED BY VENTURA FOODS.



# Planet

- ⊕ Environmental Management
- ⊕ Climate
- ⊕ Energy
- ⊕ Water
- ⊕ Waste

At Ventura Foods, we are committed to reducing the environmental impact of our operations and products, with a focus on climate, energy, water, and waste.

# Environmental Management

In FY25, we implemented an ISO 14001-based Environmental Management System (EMS), an enhanced environmental compliance system, at our Chambersburg, Saginaw, and Toronto manufacturing facilities.

Our EMS processes and practices enable us to reduce our environmental impact and increase our operating efficiency. The plant leadership completed EMS training, identifying site-specific environmental risks, opportunities, and goals for the upcoming year.

Using the system, the selected plants identified activities that created significant environmental impact and subsequently implemented controls to mitigate and reduce them.

Remedies included reducing the usage of utilities, both water and energy, resulting in a 5% reduction in utilities compared to the previous year. They also tracked the completion of inspections required by the oil and stormwater spill plans to ensure that potential impacts to the environment were prevented. Based on the success of this implementation, we are assessing expansion or upgrade options at additional sites.



# Climate

We work to minimize our climate impact by reducing our emissions and managing our climate risks and opportunities. Our approach is underpinned by our Environmental Policy, setting out our responsibility to produce quality products while minimizing our impact on the planet across our operations.

In FY25, we progressed our preparations for California’s Climate Laws. Key focus areas were continuing to monitor our carbon emissions and assuring our Scope 1 and 2 inventory. Not only does this ensure regulatory compliance, but it also increases transparency and supports our customers and owners in calculating their Scope 3 GHG emissions.

## Emissions

We continue to monitor our Scope 1 and 2 GHG emissions, with the aim of reducing our carbon footprint, while supporting our customers’ commitment to reduce their emissions.

This year, we completed two significant milestones in our emissions reporting journey:

- We included our acquired DYMA Brands’ sites in our FY25 Scope 1 and 2 inventory.
- We conducted third-party limited assurance on our FY25 emissions for the first time, supplementing our existing internal audit processes.

As we strive to continuously improve our data collection procedures, the emissions data presented here may undergo updates in future reporting and tables. As we continue to integrate DYMA Brands into our reporting, we have included our emissions data for FY25, both including and excluding DYMA, as indicated in the table.

Looking ahead, we are planning to conduct decarbonization assessments across our manufacturing plant network, focusing on our locations with the largest energy usage. These assessments aim to identify our carbon reduction opportunities, time horizons, and costs, and will serve as the foundation for the next phase in our decarbonization journey.

### Total Scope 1 & 2 Emissions for FY 2023 – FY 2025<sup>1</sup>

	Ventura Foods Only			Ventura Foods and DYMA Brands
	FY 2023 MT CO <sub>2</sub> e	FY 2024 MT CO <sub>2</sub> e	FY 2025 MT CO <sub>2</sub> e	FY 2025 <sup>2</sup> MT CO <sub>2</sub> e
Scope 1 Emissions	53,575	51,315	49,827	51,142
Scope 2 Location-based Emissions	40,681	39,316	38,740	43,592
Scope 2 Market-based Emissions	42,605	42,908	43,762	48,968
<b>Total Scope 1 &amp; 2 Location-based Emissions</b>	<b>94,257</b>	<b>90,631</b>	<b>88,567</b>	<b>94,734</b>
<b>Total Scope 1 &amp; 2 Market-based Emissions</b>	<b>96,180</b>	<b>94,223</b>	<b>93,589</b>	<b>100,110</b>

1. This data adheres to the GHG Protocol standards and is applied to all sites within Ventura Foods’ operational control.  
 2. The FY25 Scope 1 and Scope 2 GHG Emissions data including Ventura Foods and DYMA is limited assured by [Bureau Veritas](#).

# Energy

At Ventura Foods, our approach to energy reduction is to empower each of our sites to identify and execute utility reduction opportunities that are both site-specific and shareable across our plant network.

Supported by senior management, EHS Business Plans, and our Environmental Management System, each of our sites has a goal to reduce utility usage by 3% annually, compared to the previous year. To meet this goal, each site has a Sustainability Team to identify and implement sustainability projects that best meet the needs of each plant.

To further drive impact on a local level, all our teams must conduct one sustainability-related project per quarter, reporting results to leadership as part of our Sustainability Team Operating Procedures.

## Renewable Energy

Our responsible energy strategy is supported by our Producing Useful Renewable Energy (PURE) Program. Through this initiative, we partner with our customers to reclaim and convert used cooking oil into biofuel. By connecting our customers with experts in waste recycling, we are able to reduce waste and support a circular economy. Where possible, Ventura Foods also recovers waste from our sites, recycles it using local partners and continuously evaluates opportunities for improvement.



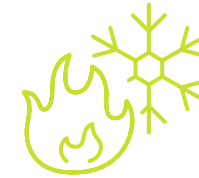
# 162,000

LBS OF CARBON WERE REDUCED THROUGH OUR PURE PROGRAM BY RECYCLING OVER 74,000 LBS OF USED COOKING OIL

### Highlights from FY25 include:



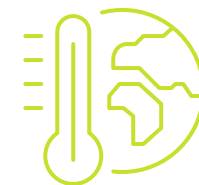
**DESPITE INCREASED PRODUCTION THIS YEAR, WE REDUCED OUR OVERALL NATURAL GAS USAGE BY APPROXIMATELY 2%. THIS IMPROVEMENT WAS DRIVEN BY TARGETED UPGRADES AT OUR OPELOUSAS PLANT, INCLUDING EQUIPMENT REPLACEMENTS.**



**OUR CHAMBERSBURG AND SALEM SITES REPORTED SOLID GAS EFFICIENCY, EVEN DURING THE COLDER WINTER MONTHS. THIS IS A RESULT OF IMPROVED BUILDING CONTROLS AND OUR HEAT TRANSITION STRATEGIES.**



**OVER HALF OF OUR PLANTS MET OR EXCEEDED OUR GOAL TO REDUCE ENERGY USAGE BY 3%.**



**AT OUR ST. JOSEPHS SITE, WE IMPROVED ENERGY EFFICIENCY THROUGH SMARTER TEMPERATURE CONTROL BY REPLACING THREE THERMOSTATS WITH SMART WI-FI-ENABLED MODELS, ALLOWING FOR MORE CONSISTENT TEMPERATURE CONTROL AND AUTOMATED ENERGY MANAGEMENT.**



# Water

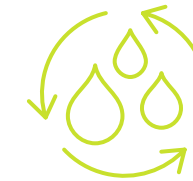
Across our corporate offices and manufacturing sites in the U.S. and Canada, we consistently work to improve operational efficiency and optimize use of natural resources.

As a food manufacturer, Ventura Foods recognizes the importance of water to ensure food safety and keep our equipment clean. As a result, our primary water use is through our cleaning processes. Water scarcity risks are of significant importance to us and our local

communities, so we are taking steps to reduce water withdrawals where we can, as outlined in our Environmental Policy.

We monitor water usage across our sites and support each location to identify and implement opportunities to improve efficiency. These ongoing efforts are part of our broader commitment to responsible resource management.

## Highlights from FY25 include:



**THROUGH STRATEGIC SCHEDULE OPTIMIZATION AND A TANK UPGRADE, OUR ALBERT LEA SITE SAVED ALMOST 1,400,000 GALLONS OF WATER IN FY25.**



**AT OUR WAUKESHA SITE, WE'VE IMPROVED HOW WE COOL OUR COOK DECKS BY OPTIMIZING OUR SYSTEMS, CUTTING MONTHLY WATER USAGE BY APPROXIMATELY 313,000 GALLONS.**



**OUR PORTLAND, BIRMINGHAM, AND ST. JOSEPH SITES HAVE ACHIEVED YEAR-ON-YEAR REDUCTIONS IN WATER USAGE, DRIVING A 9% DECREASE IN THE COMPANY'S TOTAL USAGE IN FY25.**



# Waste

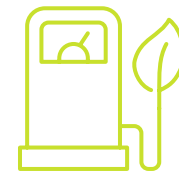
We aim to advance sustainability throughout our operations by actively seeking ways to reduce waste and minimize the amount of material sent to landfills. This commitment is reflected in our continuous efforts to improve waste management practices, enhance recycling programs, and adopt more efficient production methods.

Our approach to waste management is informed by local regulations, but goes beyond compliance. Each of our sites plays an active role in identifying ways to minimize waste, tailored to the specific needs and opportunities of its operations.

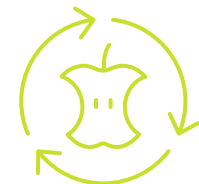


## Highlights from FY25 include:

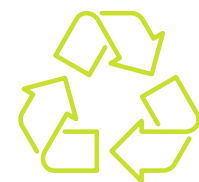
**WE LAUNCHED AN INITIATIVE AT OUR ONTARIO SITE USING ANAEROBIC DIGESTION TO DIVERT WASTE FROM LAND APPLICATION. THE SHIFT ALSO RESULTED IN A SUBSTANTIAL REDUCTION OF TRANSPORTATION DISTANCES.**



**OUR WAUKESHA PLANT COLLABORATED WITH A LOCAL PROVIDER TO RECYCLE SLUDGE AND OUT-OF-SPECIFICATION PRODUCTS INTO RENEWABLE ENERGY SOURCES, SUCH AS BIOFUEL.**



**WE PARTNERED WITH A LOCAL COMPOSTER AT OUR CHAMBERSBURG SITE TO PILOT A NEW WASTE SEPARATION INITIATIVE, IMPROVING COMPOSTING AND MATERIAL SEPARATION PROCESSES.**



**OUR CHAMBERSBURG, ONTARIO, PORT ST. LUCIE, AND PORTLAND SITES OUTPERFORMED THEIR LANDFILL INTENSITY TARGETS BY IMPROVING SORTING TECHNIQUES, PARTNERING WITH THE RIGHT VENDORS, AND RAISING AWARENESS ABOUT WASTE MANAGEMENT.**



# Governance

- ⊕ Compliance and Ethics
- ⊕ Information Privacy and Data Security

At Ventura Foods, we are dedicated to conducting business in an ethical manner. Our approach is supported by governance frameworks that contribute to our success as a responsible business.



# Compliance and Ethics

At Ventura Foods, we are committed to providing quality products and exhibiting high ethical standards in every aspect of our business operations.

## Code of Conduct

We are guided by our [Code of Conduct](#), which is aligned with our core values and applies to everyone at Ventura Foods — employees, managers, supervisors, executives, and our owners. We also expect that our suppliers, distributors, vendors, and other partners follow similar principles.

All new employees receive training on our Code of Conduct. Additionally, Ventura Foods provides regular virtual training on emerging ethical and compliance issues relevant to our business operations.

## Supplier Code of Conduct

We believe in building strong relationships with our suppliers, many of which have been our trusted partners for years. To support this, our [Supplier Code of Conduct](#) communicates our high expectations of our suppliers. Our approach is bolstered by our risk assessment platform, which we use to screen material changes in our supplier companies, evaluate risk, monitor for adverse media, and support customized onboarding questionnaires.

## Ethics Hotline

We do our utmost to ensure our employees work in a safe and supportive environment, and we value the integrity of employees who help identify potential problems. To that end, we provide our employees, customers, suppliers, and others with an ethics hotline, email address, and web reporting form where they can anonymously raise concerns or report perceived violations of our Code.

We take all reports seriously and conduct prompt, fair, and thorough investigations of all reports. Retaliation against reporters is a violation of our Code of Conduct and is grounds for discipline up to and including termination.



# Information Privacy and Data Security

At Ventura Foods, we uphold the highest cybersecurity and data protection standards. Guided by our core values, we safeguard the privacy and security of our stakeholders and customers while continuously strengthening our Information Security Program to meet a rapidly evolving threat landscape.

## Our Approach

Our comprehensive policies, procedures, and controls align with the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) standards and regulations. Furthermore, our approach is overseen by our Board of Directors and executive leadership team.

Throughout FY25, we realigned roles and responsibilities by maturing our Security Operations Center and launching dedicated Cyber Governance, Risk & Compliance, and Application Security teams. This proactive and people-first focus ensures we have the right expertise in place to address today's challenges and anticipate tomorrow's.

We employ state-of-the-art security technologies and best practices to protect our systems and data from unauthorized access, breaches, and other cyber threats. We have modernized our security technology, integrating advanced detection, response, and automation capabilities. This has included partnering with external providers who can provide 24/7 incident support, ensuring Ventura Foods and our stakeholders are always protected.

## Training

Our approach is supported by regular training programs for all employees, ensuring they are well-versed in cybersecurity protocols and their role in maintaining a secure environment. In FY25, our employees responded to 11 simulated email phishing tests, successfully identifying and reporting 5,895 fake emails.

As we navigate the digital landscape, we remain steadfast in our commitment to cybersecurity, data protection, and sound governance. By investing in our people, closing capability gaps, and embracing continuous improvement, we foster a safe, trustworthy environment for all those we serve - today and in the future.



## Disclosure statement

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

