KEEPING OUR EYES AHEAD:
CORPORATE SOCIAL RESPONSIBILITY REPORT 2019
Now in our 75th year of operation, Milk Specialties Global is excited to release our first corporate social responsibility report. The contents of this report look back from 2018, highlighting the sustainability achievements made throughout our operations that set us up for progress in the years ahead.
ACCELERATING CHANGE, ADOPTING INSIGHT

For 75 years, Milk Specialties Global has provided nutritional solutions to the world while investing in the local communities that are foundational to our business. As a company strongly rooted in agriculture, our market success goes hand in hand with our commitment to the people, animals, and land that sustain us.

We are early in our sustainability journey. True to our Midwestern values, we believe in always doing the right thing and are proud of the actions we have already taken to reduce both our dependency on natural resources and our carbon footprint. But we also recognize that our planet is changing, and as a global business leader it’s our responsibility to rise to the occasion with continued, concerted action.

Taking action begins with strengthening the many partnerships at the heart of our business. Advancing on our path toward sustainability calls us to support family farmers who are careful custodians of their land, providing care and health to their livestock. It leads us to cheese suppliers who strive to meet consumer expectations while helping us increase the transparency of our ingredients. It connects us with logistics partners who help identify and implement the most efficient and emissions-friendly transportation methods for our products. It keeps us in conversation with environmental policymakers who drive action on the pressing issues of our time. Finally, it moves us to support charitable organizations that improve the communities where our employees live and work.

In the last decade at Milk Specialties, we’ve grown tremendously through hiring hundreds of employees, reaching new markets, and discovering new ways to meet growing demand for our human and animal nutrition products. This period has delivered great value to our employees and the many small towns where we operate. With growth also comes insight: about our processes, our workplace culture, our impact in the world. To accelerate change at Milk Specialties, we are rapidly adopting these insights and pressing on.

While much work remains to be done, I couldn’t be more confident in the talents and spirit of the people I’m proud to lead at Milk Specialties. In this, our first sustainability report, we highlight efforts and achievements made throughout our operations—and set our sights on the opportunities that lie ahead.

Sincerely,

David Lenzmeier
Chief Executive Officer
BRINGING PURPOSE TO PERFORMANCE

Seek the next level, unlock opportunities, innovate for a fast-paced world. At Milk Specialties, the horizon of performance draws us onward, but our values ground us along the way.

SAFETY
Our first consideration is the health and safety of our workers and the animals in our supply chain.

ENTREPRENEURIAL SPIRIT
We start with “yes,” approaching challenges and opportunities with the belief that we can get the job done.

CONTINUOUS IMPROVEMENT
We believe humility is the best response to both success and failure, knowing we can get better every day.

RESULTS DRIVEN
We expect passion and strong work ethic of each other and view the outcomes of our work as the key measure of success.

INTEGRITY
Our business is built on trusting relationships and doing right by suppliers, partners, and each other is non-negotiable.

THRIVE & GROW
We strive to create a workplace environment where all employees can develop, thrive and grow.
DEEP ROOTS IN DAIRY

Founded in Illinois in 1944, Milk Specialties Global has always specialized in functional whey products, working in close collaboration with dairies and cheesemakers across North America. Our products historically focused on animal nutrition, but since 2008 have also included whey and milk equivalents for human nutrition applications. Today, our company employs more than 900 people and delivers dairy protein ingredients for human consumption and dairy livestock supplements.

Strong supplier relationships and specialized processing capabilities position us to innovate quickly with focus on value-added protein ingredients such as organic, rBGH-free and lactose-free options. Our human nutrition division delivers whey and milk protein ingredients used primarily in sports nutrition and functional food formulations. Our animal nutrition division is known for science-based solutions, lipid-based livestock-dietary supplements and milk replacer made with a wide range of dairy ingredients sought out by farmers all around the world.

A legacy of partnership with cheesemakers

Our business works because of strong relationships with regional cheesemakers. When we got our start in the middle of the last century, refrigeration wasn’t widely available. Every county in Wisconsin had its own creamery, which made cheese in small batches because large volumes of milk couldn’t easily be stored or transported. We purchased the liquid whey leftover from the cheesemaking process to dehydrate and create whey-based milk replacer and other products that allowed farmers to supplement their calves’ nutrition without drawing high-value milk from the bulk tank. Three quarters of a century later, our partnership with small Midwest communities is still going strong. We work symbiotically with small- and medium-sized cheese producers and dairies, who produce the whey and milk equivalents for our products.

Milk Specialties is now the world’s largest producer of whey protein isolate and a global market leader in dairy protein ingredients. We purchase 45 million pounds of dairy equivalents every day, which translates to more than 16 billion pounds of dairy equivalents per year. Now a global company, we’re still strongly rooted in local communities and economies. Our team works on a first-name basis with more than 70 local cheese makers and hundreds of dairy farmers, whose hard work is vital to the quality of our human and animal nutrition products.

Creating a loop of positive value for all involved, dairy farmers feed their cows our whey-based nutritional supplements in order to deliver a strong fluid-milk supply to cheesemakers. We then buy the cheesemakers’ whey and produce animal and human nutrition products, effectively starting the circle again.

“Baker Cheese is a 4th generation family owned cheese manufacturer and has been a supplier of Milk Specialties for more than 20 years. With a key focus on sustainable growth and economic development, we thrive on strong relationships with local farmers who supply our milk and our long-term employees who are also members of our community.”

Brian Baker
Baker Cheese President & Chief Executive Officer
St. Cloud, Wisc.
1944
Founded in Dundee, Illinois

1976
First to market with a calf milk replacer made with dried whey

1989
Launched Energy Booster™, our signature dairy cattle supplement

2007
Reached 250 employees

2008
Expanded into food-grade production with acquisition of Mountain Lake, Minn. facility

2009
Started contract manufacturing following acquisition of facility in Wautoma, Wisc.

2012
Reached 500 employees

2013
Saved 55 million gallons of water through installation of water-recovery equipment at Visalia, Calif. facility

2014
Initiated “Whey Better Communities,” a charitable-giving program designed to support the communities where we live and work

2014
Became the single largest producer of whey protein isolates in North America

2014
Began offering an organic-certified option for lactose and milk protein

2014
Launched the Milk Specialties Global Scholarship Program to support secondary education for children of our employees

2016
Reached 750 employees

2017
Received Validus Certification for Dairy Animal Welfare at Norfolk, Neb. facility

2018
Received “Exporter of the Year” award from the U.S. Dairy Export Council for leadership in advancing U.S. dairy exports

2018
Reached 900 employees
GOING GLOBAL BY KEEPING IT LOCAL

By situating our production facilities close to our network of small-town suppliers primarily concentrated in the Midwest, we support the regional dairy industries while also optimizing the efficiency of freight and transportation in our supply chain. Our facilities receive more than 45 million pounds of milk equivalent every day and produce animal nutrition products and dairy ingredients for human consumption sold all around the world.

World market distribution

Made exclusively in the United States, the Milk Specialties Global portfolio of human and animal nutrition products reaches markets in 38 countries across six continents.

Our dairy protein in world markets

By region, our customers meet a wide variety of nutritional needs with Milk Specialties Global dairy protein ingredients.

CONTINENTS:
North America, South America, Asia, Europe, Australia/New Zealand, Africa

CATEGORIES:
Sports nutrition, active nutrition, life-stage nutrition, functional foods

APPLICATIONS:
Ready to mix, ready to drink, bars, baked goods, yogurt, cheeses, aseptic pack milk, protein fortification

ANIMAL NUTRITION:
All continents
FULL CIRCLE PRODUCTION

Excellence in whey processing for excellence in human and animal health

We have a special way with whey— it’s called Full Circle Production. Our commitment to operational efficiency drove us to develop a virtually zero-waste production process. With each Improvement, we get closer to using 100 percent of our raw materials and by-products, closing the resource loop and reducing our overall impact on the environment.

Dating to our earliest supply contracts, we have always brought in fresh whey every day for use in creating animal nutrition products. In the past decade, as the market demand for protein-rich foods has expanded to include human nutrition, we upgraded our facilities to meet food-grade requirements and developed resourceful evaporation and filtration methods that eliminate waste and use every component of our raw material: protein, fat, and carbohydrates. Producing nutritional ingredients to meet diverse market needs ensures that our raw material is fully used. We then clean and recycle water by-product from production processes for use in boilers and to clean facilities.

Creating a loop of positive value for all involved, dairy farmers feed their cows our whey-based nutritional supplements in order to deliver a strong fluid-milk supply to cheesemakers. We then buy the cheesemakers’ whey and produce animal and human nutrition products, effectively starting the circle again.
OUR PORTFOLIO

Building on a history of commitment to top-quality nutrition ingredients, Milk Specialties Global creates innovative, science-driven products that deliver functional benefits to farm managers and increasingly health-minded consumers.

Animal nutrition

Supported by state-of-the-art laboratory science, our animal nutrition products have set the standard for livestock producers for generations. Our solutions offer the dairy industry proven benefits, advancing animal productivity and profitability all over the world.

We offer a wide range of milk replacers, milk additives, whole milk fortifiers, and nutritional supplements. Our ingredients are used in applications for many species, including: dairy, calf, equine, swine, lamb/kid, dog/cat, and multi-species.

Human nutrition

Focused on the formulation of high-quality dairy protein ingredients designed to optimize the health & nutrition of people around the world. Our ingredients are the product of continuous exploration & innovation, and we partner with our customers from concept through finalization to achieve their desired results.

Our market-leading whey and milk protein products include many functional variations and are available in clean label options such as organic, grass fed, rBST/rBGH-free, and non-GMO.

Portfolio highlights

- **Energy Booster™**: Our signature product line dating to the 1980s, Energy Booster™ delivers a rumen-inert blend of C16 and C18 proven by research to increase milk production and milk composition in cows, improve body condition, and support reproduction.

- **Whey Protein Isolate**: Available in a wide array of conventional, sustainable, and diet-friendly formats—including organic, non-GMO, rBGH-free, kosher, and halal—our Whey Protein Isolate provides a high-protein ingredient with neutral flavor and aroma for use in active and functional nutrition formulations.

- **Lactose**: Highly effective for use in ice cream, dark chocolate, bakery goods and standardization of other dairy products, our lactose improves products in all categories, including products where customers are seeking conventional, organic, non-GMO, rBGH-free, kosher, and halal options.

COMMITTED TO FOOD SAFETY & QUALITY

First trust, then performance. As a leader in human and animal nutrition products, food safety is essential to our business. We are proud to have a 100 percent pass rate in Safe Quality Food (SQF) certifications in both the food safety and quality codes for food manufacturing.

Recognized by the Global Food Safety Initiative (GFSI), the SQF food safety and quality codes are designed to meet industry, customer, and regulatory requirements for each link in the food supply chain.
ENERGY AND ENVIRONMENT

At Milk Specialties Global, we strive to be a responsible steward of the places where we operate. Climate and energy policy at the state and federal levels are key to our progress as they provide helpful guidance to our strategic roadmap for capital investments and plant improvements affecting our adoption of renewable resources, reducing greenhouse emissions, and fighting climate change.

Water stewardship: conserving a vital resource

Water flows in impressive volumes in the dairy plant—both during the manufacturing process and as a by-product of processed raw materials. For example, in every 90 pounds of whey, there are approximately 5 pounds of solids and 85 pounds of water. Milk Specialties recognizes the importance of treating water as a limited resource and conserving it wherever possible as part of our effort to operate in an environmentally responsible way.

In 2010, we piloted an infrastructure project at our Fond du Lac, Wisc. facility to determine what resource-savings we could gain from improved membrane filtration. The new, highly specialized equipment allowed us to recover the condensate from evaporated dairy products and perform microfiltration (reverse osmosis and polishing) on by-product wastewater at a whole new level. Recycled water is then collected and reused in boilers and for cleaning throughout the facility. The total result was a savings of 26 million gallons of water in a single year at just one facility.

In subsequent years, we expanded our use of filtration technology at our Fond du Lac, Wisc., Visalia, Calif., and Mountain Lake, Minn. facilities, leading to an annual savings of more than 110 million gallons of wastewater in 2018 compared with a 2016 baseline.

Recovering and recycling wastewater

Water content gradually diminishes in the transition from milk to cheese to finished product.

• 100 pounds of milk yields 10 pounds of cheese and 90 pounds of whey.
• 90 pounds of whey yields approximately 5 pounds of solids and 85 pounds of water removed as condensate by evaporation.
• Condensate is filtered through polishing and reverse osmosis.
• Recovered water is recycled for use in boilers and cleaning.

The total result was a savings of 110 million gallons of wastewater in 2018 compared with a 2016 baseline.

110 MILLION GALLONS ANNUAL WASTEWATER SAVINGS
THAT’S MORE THAN A YEAR’S SUPPLY OF WATER FOR 5,300 WISCONSINITES

- Fond du Lac, Wisc. 26 million gallons*
- Mountain Lake, Minn. 28 million gallons*
- Visalia, Calif. 55 million gallons*

*On annual basis vs. 2016 baseline
REDUCING CO2 EMISSIONS

Since 2014, proactive improvements to our supply chain and distribution have reduced our CO2 emissions by 7,800 tons annually.

For example, by reducing total truck-miles traveled, we cut our freight-related annual CO2 emissions by 110 metric tons compared with our 2013 starting point.

SHRINKING OUR CARBON FOOTPRINT

At Milk Specialties Global, we are always looking for innovative ways to operate more efficiently. Since 2014, proactive improvements to our supply chain and distribution have driven down CO2 emissions by 7,800 tons annually.

Location, location, location

Wisconsin is America’s dairyland, and Milk Specialties is the state’s largest purchaser of whey and milk equivalents. Positioning dairy protein processing facilities close to where the raw material is produced is critical to our business strategy. The priority is to keep the dairy products fresh in transit and reduce the mileage transport trucks cover en route.

We’ve learned that our geo-targeted production strategy yields considerable environmental benefit, with reduced carbon emissions coming from fewer trucking miles. In 2016, we acquired a facility in Monroe, Wisc. as a means to process whey and expand capacity for our Fond du Lac, Wisc. facility, the world’s largest producer of whey protein isolate. The facility allowed us to decrease the number of trucks heading to Fond du Lac, amounting to an emissions reduction of 64 percent per year (the equivalent of 2,600 metric tons) from the 2015 baseline.

Optimized loads, quieter roads

In pursuit of leaner operations, starting in 2013 we optimized the hauling capacity of our short- and long-run routes to maximize the potential of every load on the road. We can now pack approximately 56 million pounds of additional whey annually into our trucks, decreasing the number of transport vehicles we need out on the road. By reducing total truck-miles traveled, we cut our freight-related annual CO2 emissions by 110 metric tons compared with our 2013 starting point.

Rail transport reduces fuel intensity

All Milk Specialties products are made in the United States, but our markets extend all over the world. Reaching our customers efficiently drives business and environmental performance in tandem. Over the last three years, we’ve increased our use of intermodal transport—shipping that links multiple modes of freight—to depend more on fuel-efficient rail as we move product from our facilities to distributors to customers. This shift decreased shipping-related CO2 emissions by 73 percent per year since 2015.
REDUCING ENERGY CONSUMPTION

As part of our commitment to continuous improvement and compliance with environmental policy, we look for new ways to decrease our draw on the energy grid. We are constantly refining our production processes, sometimes with minor adjustments and at other times with full-scale infrastructure installations. Updates replace legacy processes with modern, energy-saving technology. As demand for our products rises, each facility is responsible for carefully evaluating how to increase production while decreasing energy use.

We have met rising demand without increasing energy use by focusing capital investments in 2015 to 2018 on ways to efficiently increase output through expanded capacity. Since 2014, we have decreased energy intensity (kWh / unit of end product) by 21 percent.

RESPONSIBLE SOURCING

Milk Specialties Global is a supply-driven business, closely connected with hundreds of farmers and cheesemakers across the United States. We understand that we have a responsibility to assess our supply chain as an extension of our values and sustainability performance. We contract only with liquid suppliers whose whey and milk are 100 percent rBGH-free, and many suppliers achieve further certifications. Because we partner with responsible cheese producers and dairies, we can proudly offer the following certifications:

- rBGH-free
- Organic
- Non-GMO
- Non-GMO Project Verified
- Validus Certified
- Kosher
- Halal
- EU Compliant
- Grade A

"Milk Specialties takes pride in the long-standing relationships we have with our cheese and milk producers. We view our supplier partners as a key driver of our success and an extension of our quality and sustainability goals."

Tom Benson
Executive Vice President
Milk Specialties Global
POWERING EFFICIENCY IN DAIRY

Nutrition-enhancing products from Milk Specialties boost production and advance the U.S. dairy industry

Since 1950, the U.S. population has grown by more than 100 percent. Alongside a rising population, total demand for dairy products has also increased, with doctors and federal nutrition agencies recommending dairy as part of a healthy, balanced diet. Yet in the same time period, the number of cows in the United States has declined by 64 percent, from 25 million to 9 million.

At Milk Specialties, we love a challenge, not the least of which is how to make fewer cows meet a growing U.S. demand. Our solution? Nutrition research and development that unlocks the production potential of dairy cows.

Creating a herd-efficient milk supply is not only critical to healthy diets but to the environmental impact of every gallon produced.

Major advancements in animal nutrition and farming efficiency over the last 70 years drove a 60-percent increase in national milk production, even as the number of cows declined. With 16 million fewer cows in the milking parlor, the carbon footprint of a gallon of milk has shrunk dramatically since 1950.

Milk Specialties is proud to offer animal nutrition products grounded in scientific insight that contribute to a more efficient dairy industry with reduced climate impacts. Calf milk replacer, which we first took to market in the 1940s, has become an industry standard in helping cows produce more milk through advanced nutrition. We support farms large and small across North America, where our products promote dietary health, reproductive success, and strong milk production for dairy animals globally.

ADVANCED NUTRITION IMPROVES MILK PRODUCTION

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<thead>
<tr>
<th></th>
<th>(baseline)</th>
<th>+98%</th>
<th>(baseline)</th>
<th>+60%</th>
<th>(baseline)</th>
<th>-64%</th>
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<tbody>
<tr>
<td>1950</td>
<td>2018</td>
<td>1950</td>
<td>2018</td>
<td>1950</td>
<td>2018</td>
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<tr>
<td>U.S. population*</td>
<td>(percent growth)</td>
<td>U.S. milk production**</td>
<td>(percent growth)</td>
<td>Number of cows in U.S.**</td>
<td>(percent growth)</td>
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</table>

* Source: U.S. Census
** Source: United States Department of Agriculture, National Agricultural Statistics Service
BUILDING THE TEAM

Thriving employees are the foundation of our business. Whether it’s on transportation routes, the manufacturing floor, or sales trips—safety is our priority. Our award-winning workplace environment integrates safety training into every aspect of operations through training, outreach, education, and assistance.

Proactive safety management

As a reflection of our commitment to progressively decreasing risk in the workplace, we use an advanced data-tracking system from Environmental Risk Communications, Inc. to manage critical safety information. The system allows us to track all reported incidents and provides employees a single location to reference all environmental health and safety (EHS) policies, procedures, training materials, records, and safety data sheets. Strong historical tracking enables us to measure progress over time and conduct root-cause analyses and meet our year-over-year incident-reduction targets.

Auditing outcomes

Each Milk Specialties manufacturing site undergoes an annual OSHA mock audit to help prevent preventable injuries and illnesses in the workplace. Designed to spur innovation and ideation that supports a safer environment for all employees, these audits provide an occasion to review health and wellness outcomes. These audits, along with our ongoing effort to stay ahead of EHS regulations, inform our annual capital investment strategy, with focus on engineering that mitigates workplace injury risk.

In it together

A performance mindset relies on strong team-building and commitment to individual development. Employees are our most important asset. Over the past 10 years, we’ve grown our workforce rapidly to keep pace with our business.

Professional development

Milk Specialties Global employees receive job-specific training the first day they walk through our doors. Progress is an expectation at every level, and we know can’t grow as a company if we aren’t growing as professionals. We invest in continuing education and career advancement through several programs:

- Supervisors and managers receive ongoing leadership training.
- Non-exempt employees receive on-the-job training to enhance skills and professional potential, allowing Milk Specialties Global to hire and promote from within the organization whenever possible.
- Our Maintenance and Apprenticeship Program provides production employees the opportunity to train with the maintenance team in a 250-hour program focused on plant-specific operations. Upon successful completion of the program (which includes one external industrial maintenance course), employees are compensated for their time, class expenses, and earn a financial bonus.
- Production employees receive OSHA 10 & 30 and LECO instruction to ensure the operational efficiency and safety of manufacturing facilities.

Recognized for hard work

Since 2015, Milk Specialties has received a number of safety accolades from the Minnesota Safety Council. Among them:

- Award of Honor for Exceptional Workplace Safety Performance
- Outstanding Achievement Award for excellence in injury prevention and occupational safety

Drive SAFE Work SAFE Live SAFE

MINNESOTA SAFETY COUNCIL

"We are incredibly proud of our low incident rates, which consistently beat industry averages. This success stems from our employees who take individual ownership of workplace safety, ensuring policy turns to practice.”

— Luke Vincent, Environmental Health & Safety Manager, Milk Specialties Global

"Our plant managers train every employee to identify safety risks and correct them carefully in a timely manner. Taking action before incidents arise drives the strong safety performance of our company.”

— Mark Hoyord, Director of Environmental Health & Safety, Milk Specialties Global
Taking care of the team

In an effort to attract and retain the best and brightest, we offer all employees a competitive benefits package, fostering economic and social stability for hundreds of families in Minnesota, Wisconsin, Illinois, Nebraska, and California.

<table>
<thead>
<tr>
<th>Pay</th>
<th>Employees earn a competitive salary with incentive opportunities based on company performance.</th>
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<tbody>
<tr>
<td>Medical, dental, and vision</td>
<td>Employees and eligible dependents have the option to enroll in medical, dental, and vision plans.</td>
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<tr>
<td>Retirement planning</td>
<td>All employees are automatically enrolled in the Milk Specialties 401(k) Savings Plan and are also offered tools and resources to help manage their financial goals.</td>
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<tr>
<td>Insurance</td>
<td>Employees can participate in life, critical illness, and accident insurance policy pools. Milk Specialties pays for short- and long-term disability insurance.</td>
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<tr>
<td>Educational assistance</td>
<td>Employees are eligible to receive reimbursement for job-related education courses, and scholarship opportunities support employees and family members.</td>
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<tr>
<td>Parenting benefits</td>
<td>All birth mothers and adoptive mothers receive maternity leave benefits.</td>
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<tr>
<td>Fitness reimbursement</td>
<td>Employees receive a monthly stipend for membership to a fitness facility or for health and wellness classes.</td>
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Note: Benefits may vary for employees by location and other factors.
From the Great Lakes to the rolling fields of Nebraska to California’s Central Valley, Milk Specialties operations make an impact on small towns and agricultural communities across the United States. We are deeply invested in the vitality of these places. They aren’t just the sites of our facilities but also the communities where our employees live, play, and raise families. We are proud to make a positive, lasting impact on the counties where we have a strong presence. Our facilities depend on a local supply chain in order to produce milk and whey products.

In many cases, the supervisors, equipment operators, and packing technicians that transform the raw materials of our supply chain into world-class products drive short distances down country roads to work. Local by nature, we find fulfillment in bringing the benefits of global to rural America.

The dairy industry generates about half of Wisconsin’s annual industrial agriculture revenue of $45.6 bn, with 90% of Wisconsin milk being used in cheesemaking. Milk Specialties is the state’s largest purchaser of whey and a prominent manufacturer of dairy proteins and calf milk replacer, positively contributing to the state’s economy and job growth.

In the town of New Holstein, Wisc., where we manufacture milk replacer and Energy Booster™ products, our operations provide:

- **70 jobs**
- **$34.61 million in-region purchases**

Directly impacts 70 jobs in the region, including 49 jobs at the New Holstein facility and 21 additional jobs directly connected to the dairy supply chain, supporting the procurement, manufacturing and transportation of Milk Specialties products. $34.61 million in-region purchases, supporting the region’s economic development, as measured by a percentage of industry impact on the dairy ingredients supply chain.

* Source: University of Wisconsin - Madison Department of Agricultural and Applied Economics.
WHEY BETTER COMMUNITIES

In 2014, we initiated a charitable giving program called Whey Better Communities with the goal of contributing to the well-being of towns where our employees live and work. The program empowers employees to nominate local non-profit organizations and programs that strengthen food security, support arts and athletics, increase access to education, and support civic events. Our financial donations encourage employee volunteerism and expand our presence in local communities.

Since its inception, Whey Better Communities has supported hundreds of organizations with financial contributions. Representative non-profits who have received financial contributions through Whey Better Communities in 2018 include:

Hendrickson Foundation
Minneapolis, Minn.

Rooted in a passion for hockey, the Hendrickson Foundation provides a venue for people who use a wheelchair, were injured serving our country in the military, or have intellectual disability to engage socially through sport. Being on the ice improves mental and physical health through friendly competition.

Project Homeless Connect
Norfolk, Neb.

This one-day, one-stop event provides homeless people access to a wide range of critical resources, including mental health support and housing assistance, in a single location. Helping individuals rebuild their lives and move in a positive direction, Project Homeless Connect shortens the timeline for rendering important services to this at-risk population from months to one day.

Green Cares Food Pantry
Monticello, Wisc.

A volunteer-run food pantry serving low-income households in Green County, Wisc., Green Cares Food Pantry provides a week’s worth of the nutritious food to those in need. The program also connects household members to employment opportunities, community resources, non-profit programming, and governmental benefits that collectively improve the economic condition of the household.

CHARITABLE INVOLVEMENT IN 2018

In 2018, we donated to 78 local charities recommended by our employees residing around our facility locations: Adell, Wisc., Boscobel, Ill., Fond du Lac, Wisc., New Holstein, Wisc., Norfolk, Neb., Monroe, Wisc., Mountain Lake, Minn., Paris, Ill., Visalia, Cali., Wautoma, Wisc. From the Norfolk Veterans Home Foundation to the Monroe Youth Center, we enjoy this annual opportunity to give back to the communities around us.

2018 DONATION FOCUS

78 Charities

- 12 Youth Activities & Programs
- 12 Fire Departments, First Responders & Community Safety
- 14 School Districts & Education
- 10 Health & Wellness Organizations
- 30 Other Community Organizations & Non-Profits
  - Veterans, Animals, Community Centers, Shelters, Nature Conservation
- 5 Academic Scholarships
**WHAT'S NEXT?**

Our path to sustainability: 2024 commitments

At Milk Specialties Global, we keep our eyes forward in belief that the future belongs to innovators focused on responsible, resource-efficient operations. Here at the beginning of our sustainability journey, we see a promising horizon before us where we can focus on building values deeper into our business. Doing so will allow us to find new ways to meet growing demand for high-quality dairy ingredients and products as we also strive to consume less and make a positive impact in the communities where we work.

Key commitments will guide us over the next five years:

<table>
<thead>
<tr>
<th>Water recycling</th>
<th>Environmental impact</th>
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<tbody>
<tr>
<td>We will continue to build on the success of our water-savings initiatives by expanding our in-house water recycling capabilities—leaving millions of gallons of water annually in community water supplies.</td>
<td>Environmental impacts will become a standard measure of performance when evaluating manufacturing improvements and capital investments, with new systems put in place to measure impact over time.</td>
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<tr>
<th>Employee commitments</th>
<th>Industry commitments</th>
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<tr>
<td>Starting in our 2020 fiscal year, every employee will include a sustainability goal in personal goal-setting for the year, with the expectation to report back on the impact to the workplace, people, and the planet.</td>
<td>Going forward from 2019, we will participate in the Dairy Sustainability Alliance™ with a commitment to embody the organization’s support for socially responsible, economically viable, and environmentally sound dairy-food systems that promote the current and future well-being of dairy consumers, communities, cows, employees, businesses, and the planet.</td>
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