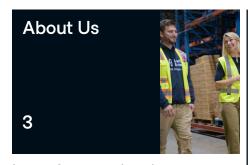


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About This Report





Letter from our Leaders

For Martin Brower, being a leader in supply chain goes beyond just moving products. We are united by a shared purpose: to architect progress and build a better world for future generations. We understand that a responsible future requires collective action. That's why "Impact for Good" is one of our four organizational pillars. Through this initiative and our MB Cares program, we leverage our global reach to drive measurable progress in environmental sustainability and community development. By working in close partnership with our employees, customers, and suppliers, we are turning today's challenges into tomorrow's opportunities—strengthening our business, reducing our environmental impact, and enriching our communities.

This Corporate Social Responsibility (CSR) report captures this ongoing journey. It celebrates our 2024 achievements and serves as a catalyst for continued growth and ambition. Among the progress we're proud to share:

- Recycling: 93% of total distribution center waste was diverted from landfills.
- Energy: 56% of our global electricity was sourced from renewable energy.
- Fuel and Emissions: 25% absolute reduction in greenhouse gas (GHG) emissions since 2018.
- Community: 21,344 volunteer hours contributed globally.

These accomplishments would not have been possible without the dedication and collaboration of our customers and partners. Your continued support drives our journey toward a more responsible future. As we reflect on the progress of the past year, we remain focused on the work still to be done. We look forward to the meaningful impact we'll continue to create together in 2025 and beyond.

Thank you for being part of this mission.



Sarah Burke. Chief Executive Officer



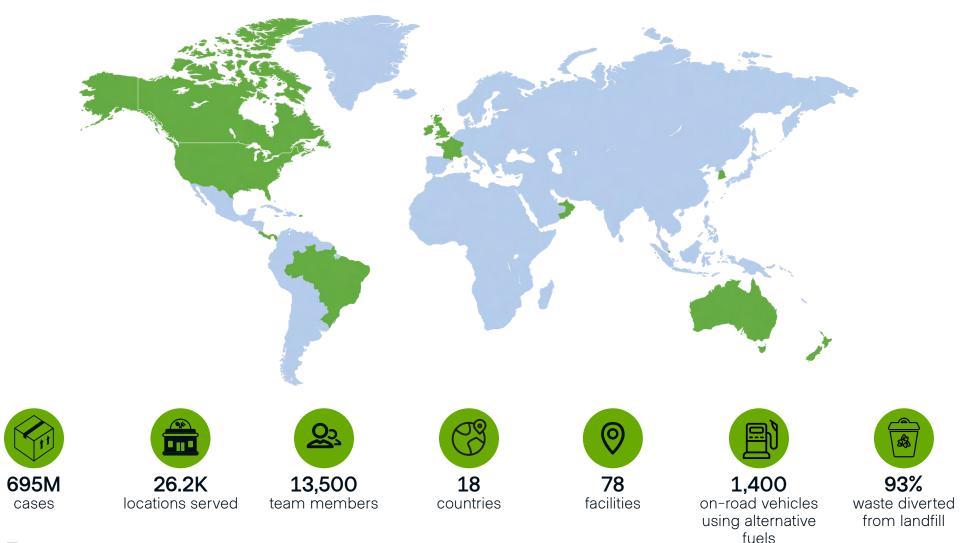
Orier

Olivier Chasseloup, Chief Supply Chain Officer

About Us

We partner with leading organizations to architect smart, sustainable supply chains that fuel our customers' growth and positively impact people, communities, and the planet.

We are dedicated to creating an outstanding work environment for our Team Members, who combine our expertise with the latest technologies to deliver unmatched value for our customers and help protect the integrity of their brands.



Who We Are

Purpose Our

To architect progress

Positioning

We partner with leading organizations to architect smart, sustainable supply chains that fuel growth and positively impact customers, communities and the planet

Our Mission

We move the things that matter



Our **Values**

Change

Act as One Relationships

Equity & Inclusion

Safety & Wellness

2024 in Numbers



People First Culture



Community



Recycling



Energy



Fuel & **Emissions**

82%

Team Member engagement

distribution centers with zero recordable workplace injuries

14

Great Place to Work® country certifications

404

internal promotions

2.000+

participants in leadership training programs

179

internships and apprentices \$2.1M

total charitable donations in 2024

\$1.8M

donated to Ronald McDonald House Charities®

21.344

volunteer hours

107%

of our 2024

93%

waste diverted from landfill

49.3M

kg of waste diverted across our global distribution centers

64.4M

kg of waste diverted from landfill at customers' restaurants 56%

global electricity from renewable power

410.000

kWh of solar power generated at distribution centers

73%

reduction in electricity related emissions globally 25%

reduction in absolute emissions since 2018

1.400

on-road vehicles were deployed in 2024 using alternative fuels

99.75%

of material handling equipment is electric or hydrogen powered



People First Culture

We believe our people are the heartbeat of excellence. That's why Martin Brower and the entire Reyes Family of Businesses are centered around a People Vision that reiterates our commitment to an environment where all are valued, respected, and encouraged to achieve their highest potential.

At Martin Brower, we bring this vision to life through the actions of our People First strategy.









INVESTORS IN PE PLE™ We invest in people Silver

People Highlights

404 internal promotions

2,000+ participated in leadership development programs

179 internships & apprentices



Employee Engagement

82% employee engagement

79% management effectiveness

People First Culture

Fostering a Culture of Care

Safety and wellness are foundational to our culture at Martin Brower. We push each other to continuously improve the way we work with the belief that a workplace with zero injuries is not only a goal, but a shared responsibility. They are cornerstones of our CARES values and sit at the heart of everything we do.

From the US to Singapore, from France to Australia, our teams around the world are committed to implementing the processes and technologies that advance our zero injury ambition.

2024 marked a significant reduction in safety incidents across the globe:

20% reduction in recordable injury rate

US had **181** fewer workplace accidents than in 2023

UK & Ireland had a **42%** reduction in their workplace accident rate

6 of our global sites reported zero recordable workplace injuries



Our CSR Approach

Our global "Impact for Good" strategy is one of Martin Brower's four strategic priorities.

We consider corporate social responsibility (CSR), including employee engagement and sustainability, as a key board-level priority. Risks and opportunities are regularly reviewed with the Executive Leadership Team.

We report progress on our key priorities to the Board of Directors. Our executive leadership is structured to oversee, challenge, and support risk management, operations, and strategies, to ensure CSR is integrated into our daily business practices.



Global Focus: CSR Pillars

MB Cares embodies our commitment to making a positive impact in the communities where we live and work. As part of our commitment, we believe in the power and necessity of working together to lift up those around us and leave a better world for future generations. MB Cares encompasses four focus areas where we feel we can have the most meaningful impact:



Community

We know that when the communities where we live and work thrive, our business thrives. Whether it be through volunteerism, product donations, philanthropic support, or partnerships, we strive to have a positive and lasting impact in our communities, especially in times of need.



Recycling

We seek to support a circular economy and keep waste out of nature by finding innovative ways to encourage our Team Members to recycle – at work, at home, and in our communities. Similarly, we work to minimize, recycle, and reuse materials involved in our distribution operations around the globe.



Energy

Energy plays a critical role in our ability to be a global leader in the distribution of food and beverage products. In all of our facilities, we focus on identifying opportunities for efficient use of energy. This includes investments in energy-saving features and use of renewable energy.



Fuel & Emissions

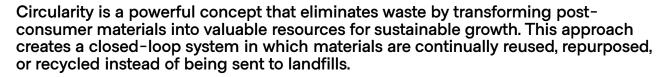
As a distribution company operating a privately managed fleet of more than 10,000 vehicles, we are dedicated to optimizing fuel efficiency and continuously improving our operations to reduce fuel-related emissions.



2024 FEATURE STORY

Value from Waste

Embracing the Potential of Circularity



Today, implementing circularity is challenging. It ranks among the most complex issues businesses face, impacting brand trust, operations, and finance. Regulations, such as extended producer responsibility, vary from country to country and even from city to city. This results in nearly all circularity solutions being tailored to specific situations, relying on data that is often scattered across organizations and involves stakeholders with differing priorities and levels of knowledge. Due to this complexity, many companies view managing circularity as merely an added cost—a drain on resources and an ongoing compliance burden.

At Martin Brower, we are dedicated to helping our customers go beyond compliance and discover ways to unlock value from waste. We are collaborating with customers across ten countries worldwide to identify opportunities for reducing waste using supply chain data analytics. Our efforts aim to save money by leveraging reverse logistics, centralizing recycling, avoiding regulatory fines, and developing an integrated approach to waste management that supports circularity goals.

In the UK, Middle East, and France, we collaborate with customers to collect used cooking oil (UCO) from their restaurants. This waste is then processed by our third-party partners into biodiesel, which we use to fuel portions of our vehicle fleet in select regions. This circular initiative helps reduce transportation costs, increases recycling efforts, and significantly lowers emissions, all while allowing our customers to earn substantial income by selling their used cooking oil. This program is just one of several initiatives in our broader sustainability strategy. Currently, we collect seven different types of recycling streams worldwide, creating endless opportunities to contribute to the circular economy.





By Martin Brower

Canopy By Martin Brower helps the world's most loved brands navigate complex compliance requirements and unlock value throughout their supply chain—all while reducing environmental impact.

From smarter waste management to emissions reporting to decarbonization, Canopy takes you from data to insight to action. As part of the Martin Brower family, Canopy's solutions are powered by Sync—a cutting-edge data science platform that serves as a control tower, giving customers the visibility they need.

Think of Canopy as a one-stop sustainability partner. No jargon, no complex frameworks—just practical solutions that improve the bottom line.



Climate Action

Implementing Sustainable Solutions

We are on an ambitious, long-term journey to reduce our emissions through a planned global roadmap of fleet and facility improvements, alternative fuels, renewable energy, and operational efficiencies in partnership with our third-party logistics partners.

The Road to 2030

Our Goal

Our Net Zero Climate Target, approved by the Science Based Targets initiative (SBTi), includes a commitment to reduce absolute scope 1 and 2 GHG emissions by 51.8% by 2030 (from a 2018 baseline).

We have also committed to **reducing absolute scope 3 GHG emissions** from fuel and energy-related activities, upstream transportation and distribution, and downstream transportation and distribution **by 30% by 2030**.



Continue to design and upgrade Sustainable Distribution Centers (DCs) with energy efficient features, onsite renewable energy, and charging capacity to support a growing fleet of electric vehicles.

Install Shore Power at distribution centers to run refrigerated trailers on electricity instead of diesel, eliminating emissions while loading/unloading.

Scale the use of Renewable Diesel, a fuel made from non-fossil resources that can directly replace traditional diesel with significant reductions in GHG emissions.

Replace traditional diesel trucks with **Battery Electric Vehicles (BEVs)** producing zero tailpipe emissions, as appropriate technology becomes available.



Recycling & Circularity

Martin Brower creates waste solutions that support a circular economy and deliver value for our customers.

- We minimize waste in our distribution centers
- Partner with customers to build circularity and recycling programs

We are committed to identifying innovative opportunities that not only reduce waste, but also promote the efficient use of resources and contribute to a more sustainable future.

Our 2024 Progress



11.24% increase in UCO collection in UK restaurants over prior year



Launched program to replace plastic with reusable wrap for ambient deliveries in the Middle East



- Maintain Zero Waste to Landfill (ZWTL) globally and work towards achieving ZWTL at each facility
- Expand reverse logistics to support circular waste management for our customers by adding restaurants, waste types and trucking solutions in major markets
- Conduct feasibility analysis and trials for organic waste collection and anaerobic digestion into fuel
- Work with our customers to expand circularity offerings



Started UCO collection from restaurants in Singapore





Diverted 94% of waste from landfill in our operations in Brazil



Recycling & Circularity

Our Actions











Energy 2024 Highlights

Through innovative energy saving actions, including renewable energy investments and efficient practices, we continue to work toward our net zero goals.

In Australia, we increased our use of solar energy by 43% in 2024. Our New Zealand distribution centers are powered by 100% renewable energy.

Our US distribution centers continue to be powered by 100% renewable electricity through a virtual power purchase agreement, covering more than 7M kWh.

In Panama, we moved to a new DC that utilizes purchased renewable energy and is equipped with solar panels, covering 100% of our energy use.

Future Goals

- Incorporate sustainable features in new facility builds planned in North America, Europe and Australia
- Continue installation of LED, motion sensing lights, and other energy efficiency modifications in existing facilities
- Explore power purchase agreement feasibility for remaining markets
- Explore new technology providers to track energy usage and reporting



Fuel & Emissions

n aborating

We are working closely with customers, vehicle manufacturers, and fuel providers to pilot and expand low-carbon technologies across our markets, recognizing this as one of our greatest opportunities for impact. We are also collaborating with our suppliers to identify and implement emission-reduction strategies within our inbound and third-party logistics operations, which contribute to our scope 3 emissions footprint.

Our 2024 progress



1.20%

13%
reduction in absolute scope 1 emissions since 2018







Five of our US distribution centers are using renewable diesel and electricity as part of our net zero journey



Future Goals

- Expand battery electric vehicles (BEVs) and/or eCool trailer trials in every major market
- Expand renewable diesel and 100% biodiesel by scaling existing markets and trialing in new locations
- Explore collaboration with logistics partners to reduce Scope 3 emissions in our supply chain
- Work toward third party verification of emissions data



10 new battery electric vehicles were added to our Canadian fleet in 2024





Our UK business reduced its fuel-related emissions by 35% in 2024 by rapidly scaling up its use of biodiesel produced from used cooking oil

Community

Moving Communities Forward



In 2024, our Martin Brower team committed to a bold goal: reaching 20,000 hours of volunteer service to support local causes that matter to us all. Our team members stepped up to the challenge in remarkable ways. And we did it—collectively, we made 21,344 hours of impact in the communities where we live and work. From walking rescue dogs to preparing meals at Ronald McDonald House Charities[®], our team has embraced this goal with passion and purpose.

2024 Progress





\$2.1M total charitable donations



\$1.1M in product donations



107% achievement of our 2024 goal



\$1.8M donations to Ronald McDonald House Charities®





In 2025, we will be raising the bar with an ambitious goal of 25,000 volunteer hours



Our Future Focus



- Leverage our scale to drive a global environmental sustainability agenda that positively impacts the communities we serve
- Drive a community support agenda
- Increase annual Team Member volunteering to 25,000 hours



- Work toward Zero Waste to Landfill at all owned distribution centers
- Increase customer waste diversion and maximize value from waste
- Assess the feasibility of organic waste collection and anaerobic digestion into fuel
- Expand reverse logistics to support circular waste management for our customers



- Increase renewable electricy use
- Incorporate sustainable design features into new facility builds globally
- Assess feasibility of power purchase agreements for remaining markets, where applicable
- Expand installation of LED, motion sensing lights, and other energy efficiency modifications in existing facilities



- Pursue a 51.8% reduction in Scope 1 & 2 emissions and a 30% reduction in select Scope 3 emissions by 2030
- Continue piloting and expanding Battery Electric Vehicles (BEVs) and/or eCool trailer trials across key markets
- Expand the use of renewable diesel and 100% biodiesel
- Explore new collaboration models with logistics partners to address Scope 3 transportationrelated emissions



About This Report

This CSR Report is provided for general informational purposes only. The Martin Brower Company, L.L.C., together with its subsidiaries and affiliates (collectively, the "Company") is a privately held organization and is not subject to public company disclosure requirements.

Nothing in this CSR Report creates any legal rights or obligations, nor should it be construed as a representation, warranty, or guarantee regarding the Company's operations, policies, or future plans.

Certain statements may be forward-looking in nature and reflect current expectations or beliefs about future events. These statements are based on assumptions and subject to risks and uncertainties that could cause actual outcomes to differ materially. The Company undertakes no obligation to update or revise any forward-looking statements.

This CSR Report may include goals, initiatives, and commitments that are aspirational and may not be achieved as planned or within stated timeframes.

References to third-party data or frameworks are for benchmarking or illustrative purposes only. The Company makes no representations regarding the accuracy or completeness of such information.

Nothing in this CSR Report should be interpreted as an admission, evidence of compliance (except as required for AB 1305 disclosures), or guarantee of performance, nor does it constitute investment, legal, or other professional advice.

Unless otherwise noted, data reflects internal tracking for the 2024 calendar year, with a reporting cutoff date of December 31, 2024. All figures are subject to rounding, estimation, and ongoing validation.

