**Diversity (Percentage of workforce)**

<table>
<thead>
<tr>
<th>FEMALE</th>
<th>MINORITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>28%</td>
<td>54%</td>
</tr>
</tbody>
</table>

We are working to close the gender gap in the dairy product manufacturing sector – where women are 23% of the workforce. Our female representation increased by 0.7% and our minority representation increased by more than 1% in 2020.

**Employee Engagement**

Overall employee engagement increased by 4 points to 75% in 2020, placing us at our world’s best target of employees being satisfied or highly satisfied at work.

**Employee Retention**

![Bar chart showing employee retention by years of employment.](image)

An important indicator of employee satisfaction and engagement is the high number of employees who choose to build long careers with our company.

**Key milestone reached in journey toward zero municipal water use**

We received approval from the California Department of Food Agriculture (CDFA) for full reuse of water purified on-site at our plants. This achievement is the result of years of research and collaboration with experts within and outside of the company to chart a bold path to reduce water use while meeting food safety and regulatory requirements.

**Safety performance improved**

- **21% fewer injuries in 2020 than in 2019**
- **OSHA Recordable Incident Rate:** 2.43
- **DART Rate:** 2.26

Our safety performance was 40% better than the dairy products manufacturing industry average.

**We increased product donations and foundation grants in 2020 to support local communities**

- **350K+ pounds of cheese donated to 20+ local and national organizations**
- **The Leprino Foods Company Foundation has donated nearly $636K to 21 organizations in 2021**
- **Since inception, ~$2.6M in grants supported 146 organizations**

Energy Intensity
(MMBtu per 1,000 lbs. of milk processed)

<table>
<thead>
<tr>
<th></th>
<th>Direct</th>
<th>Indirect</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>0.354</td>
<td>0.165</td>
<td>0.519</td>
</tr>
<tr>
<td>2019</td>
<td>0.397</td>
<td>0.139</td>
<td>0.536</td>
</tr>
<tr>
<td>2020</td>
<td>0.328</td>
<td>0.137</td>
<td>0.525</td>
</tr>
</tbody>
</table>

GHG Emissions Intensity
(MTCO2e per 1,000 lbs. of milk processed)

<table>
<thead>
<tr>
<th></th>
<th>Direct</th>
<th>Indirect</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>0.0188</td>
<td>0.0207</td>
<td>0.0395</td>
</tr>
<tr>
<td>2019</td>
<td>0.0211</td>
<td>0.0155</td>
<td>0.0365</td>
</tr>
<tr>
<td>2020</td>
<td>0.0209</td>
<td>0.0150</td>
<td>0.0357</td>
</tr>
</tbody>
</table>

Every drop counts in our drive to reduce water use

Our water-reduction strategies are aimed at conserving water and increasing opportunities for reuse, as highlighted in these 2020 projects at Lemoore West:

- An adjustment to hand washing sinks is saving more than 17 million gallons per year.
- Increased storage for the water captured from the cheesemaking process maximizes the opportunities for its reuse in clean-in-place processes.
- A project to capture and reuse a slip stream of the blowdown water in cooling towers, will save more than 4.8 million gallons per year.
- Enhancements to metering, monitoring and reporting systems are enabling faster identification and resolution of issues.

Almost all food and non-food waste is used in beneficial ways:

- Used to feed people and animals
- Recycled or composted
- Used for industrial purposes or energy recovery

WATER INTENSITY REMAINED SIMILAR TO THE PREVIOUS YEAR: 194.17 GALLONS/1,000 LBS OF MILK PROCESSED

Results as of Oct. 31, 2020. The intensity measures calculate reported values per 1,000 pounds of milk processed to enable us to compare performance across plants of varying sizes and production levels and to assess the organization as a whole. For energy intensity, Direct represents natural gas usage and Indirect is purchased electricity. Performance data covers our U.S. plants and excludes our headquarters.