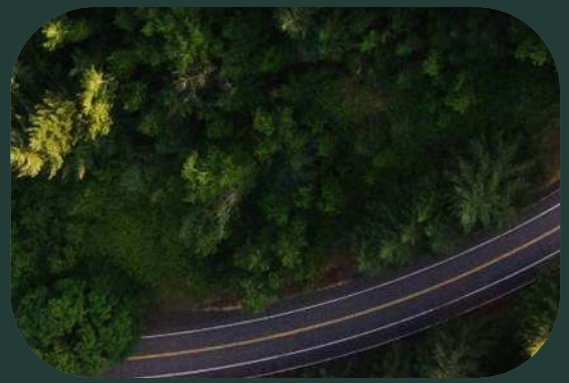
Impact that Delivers

2025 Corporate Social Responsibility Report



Martin Brower®

Contents

Overview 3

People First Culture 7

CSR Approach 8

Community 9

Recycling & Circularity 10

Energy & Fuel 11

Emissions 12

Future Focus 13

Community

Recycling & Circularity

Energy & Fuel

Emissions

Letter from our Leaders

For years, businesses have relied on supply chains to deliver products and cost savings. But they offer more than that. Now more than ever, a smart, resilient supply chain delivers measurable value—driving customer growth, reducing risk, and strengthening communities.

At Martin Brower, this is the heart of what we do. That's why we've named this year's report Impact that Delivers. Reflecting how sustainability and responsibility are embedded in our execution—we help customers achieve efficiency, reliability, resilience, and operational improvements that may support cost savings and environmental objectives.

We work closely with our employees, customers, and partners to embody this in everything we do. We are proud to share our values, ambitions, and progress in this year's report.

We're excited to celebrate the achievements we've had over the last year. It's exciting to see how Martin Brower will continue to fuel Impact that Delivers for our employees, communities, customers, and business.

Thank you for being part of this mission.

Sarah Burke
Chief Executive Officer

Olivier Chasseloup
Chief Supply Chain Officer

2025 in Numbers

$3.6M
Total charitable donations in 2025 including $1.5M in product donations

81%
Team member engagement

58.7M kg
Waste diverted from landfill at customers' restaurants

93%
Waste diverted across our global distribution centers

67%
Global electricity from renewable sources

135K
Gallons of fuel saved using electric refrigerated trailers

25%
Estimated reduction in absolute Scope 1 & 2 emissions since the 2018 baseline

**All data reflects company-reported figures for 2025 and is subject to ongoing validation. Certain statements in this CSR Report are aspirational and forward-looking in nature. Certain figures rely on internal reporting, estimates, operational assumptions, third-party data, and evolving calculation methodologies. For data methodology and limitations, please see the full disclaimer on page 14.*

About Us

We partner with leading organizations to architect smart, sustainability focused 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 differentiated value for our customers and help protect the integrity of their brands.

695M cases

26.2K locations served

18 countries

79 facilities

14,000 team members

**All data reflects internal reporting for the 2025 calendar year and may be subject to rounding, methodology updates, or third-party verification. See page 14 for the full disclaimer.*

Canopy

By Martin Brower

Canopy is Martin Brower's dedicated sustainability brand—built to help customers unlock hidden value across their supply chains while reducing environmental impact. It operates as a focused business unit with its own market-by-market structure and dedicated resources, allowing us to scale sustainability solutions globally.

Canopy was created in response to the growing need to ensure that sustainability delivers business value. Regulations vary, data is scattered, and priorities often conflict. Canopy helps customers make sense of complexity—and turn it into business advantage.

Our Purpose

To architect progress

Our Mission

We move the things that matter

Our Positioning

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

Our Values

CARES

Change — We value flexibility, innovation, and a learning culture with a willingness to take risks.

Act as One — We value thinking and acting globally, doing what we say we will do and helping one another succeed.

Relationships — We value acting with integrity and building lasting relationships with our team members, customers, suppliers, and communities.

Equity & Inclusion — We value a diverse and inclusive environment where everyone is treated fairly and inspired to achieve their potential.

Safety & Wellness — We value the safety and health of our team members and our communities.

People First Culture

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 focused on injury prevention and continuous safety improvement is not only a goal, but a shared responsibility. Our commitment to People First helps us recruit and retain the best talent who bring the best everyday.

Spotlight Proactive Safety in Action

This year, we advanced our safety journey in the US by investing in smarter, more proactive systems that give our teams greater visibility and control. Through the implementation of Infolink, we can now see equipment performance and driver behavior in real time to support earlier identification of potential risks and proactive response efforts.

At the same time, we expanded the use of RackEye technology across our key US sites, providing instant alerts when racking systems experience impact. This early warning enables faster response and remediation, helping reduce the likelihood of potential racking-related incidents and strengthening the safety of our operations.

Building on these efforts, we deepened our focus on injury prevention by establishing site-level ergonomic committees in partnership with Biokinetix. By empowering team members to identify risks and drive practical improvements, we are embedding safer work practices into everyday decisions and fostering a culture that supports long-term employee well-being.

At a Glance*

13%
Injury frequency rate improvement

5%
Lost time injury rate improvement

81%
Employee engagement

79%
Manager effectiveness

20
Industry-recognized workplace awards

*Safety and engagement metrics are based on internal reporting methodologies.

Our CSR Approach & Governance

The four pillars of MB Cares encompass 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.

We consider corporate social responsibility (CSR) topics a board-level priority. Risks and opportunities related to climate, waste, health & safety, cybersecurity, inclusion, ethics & compliance, and food safety 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 support the integration of CSR considerations into business operations and decision-making.

We maintain policies and practices intended to support ethical business conduct, workplace safety, human rights, data protection, food safety, and compliance with applicable laws and regulations.

We disclose progress on priorities through our CSR Report and applicable mandatory disclosures. In addition to People First, our 2025 Impact that Delivers CSR Report covers the four pillars listed on the right.

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 & Circularity

We seek to help build a circular economy and keep waste out of the environment by finding innovative ways to minimize, recycle, and reuse materials involved in our distribution operations around the globe. We also support our customers in reducing their waste and environmental impact.

Energy & Fuel

Energy and fuel play a critical role in our ability to deliver services as a global leader in the distribution of food and beverage products. In all of our facilities and fleet, we focus on identifying opportunities for efficient use of energy and fuel. This includes investments in energy-saving features, use of renewable energy, and alternative fuels.

Emissions

As a supply chain company operating a privately managed road fleet of more than 2,600 trucks and distribution centers in 18 countries, we are committed to reducing the GHG emissions from our operations and achieving a Net Zero Climate Target.

Community

Martin Brower is proud to make a difference in our community through volunteerism, product donations, philanthropic support, and partnerships. These engagements demonstrate to customers and employees our Company's values and support the communities where we operate, especially in times of need.

Spotlight Global Volunteering

Over recent years, our Moving Communities Forward program has strengthened our commitment to community impact across our global network. In 2025, we set an ambitious target of 25,000 volunteer hours—and surpassed it, with employees contributing over 27,000 hours of hands-on service in the communities where they live and work. This achievement reflects both the scale of our global footprint and a shared belief that giving back is fundamental to our culture and how we operate as a business.

Our 2026 Goal: 26,000 hours*

108%
2025 volunteer hour goal achieved

$3.6M
Charitable donations

390 +
Organizations supported

Volunteer hours, donations, and organizations supported are based on internal tracking and may include employee-reported activity and in-kind contributions.

Recycling & Circularity

Martin Brower creates waste solutions that support circular economy initiatives and deliver value for our customers. We're advancing toward Zero Waste to Landfill—diverting over 90% of waste—with 53 global sites already meeting this standard. In parallel, our waste category management services help customers lower costs and deliver on their sustainability commitments.

93%

Waste diverted across our global distribution centers

58.7M kg

Waste diverted from customers' restaurants

Feature Turning Waste into Value

Waste is no longer just an environmental challenge, it's a business one. As regulations tighten and costs rise, companies are being pushed to rethink how waste is managed.

At Martin Brower, we see this shift as an opportunity to unlock value. By applying data-driven category management, optimizing supplier networks, and expanding reverse logistics, we help customers reduce costs, avoid fees, and identify opportunities to recover value from waste streams.

For example, we helped a customer significantly increase revenue from used cooking oil by improving pricing, optimizing quality, and streamlining collection, contributing meaningful operational and financial value.

By transforming waste into a resource, we're helping customers support compliance objectives while advancing operational sustainability initiatives.

Our Goals:

- Work toward zero waste to landfill objectives across applicable operations by diverting over 90% of our waste
- Maximize value from waste for our customers through circularity
- Enable customers to boost their on-site recycling through effective waste category management

Energy & Fuel

Martin Brower drives innovation, performance, and efficiency in everything we do. That extends to how we power our distribution centers (DCs) and our fleet.

Powering a Lower-Emissions Fleet

We are accelerating the shift to lower-emissions transportation, with more than 75% of our global fleet utilizing alternative fuels in some capacity, including biodiesel, renewable diesel, natural gas, and battery electric technologies.

Across our markets, we continue to scale impact—from Canada's introduction of renewable diesel and the UK's expansion of low-carbon fuels, to France transitioning to a fully "zero diesel" fleet. We are also advancing electrification, with new battery electric vehicles launched in Canada and the US, delivering strong early performance on regional routes.

Alongside fleet electrification, we are improving efficiency across our refrigerated trailer network. Shore power installations enable trailers to run on electricity rather than diesel while stationary, reducing fuel use, emissions, and noise. New installations across five North American sites in 2025 are already delivering measurable environmental and community benefits. Through these initiatives, we are reducing emissions while enhancing operational efficiency—supporting fleet operations designed to reduce emissions, fuel use, and operational noise for the future.

Our Goals:

- Expand use of biofuels and renewable diesel in our global fleet
- Grow electrification in our fleet of trucks and refrigerated trailers
- Increase use of renewable electricity in our distribution centers

67%
Global electricity from renewable sources

6.5M
Gallons of biofuel and renewable diesel powering our fleet

135K
Gallons of fuel saved using electric refrigerated trailers

Emissions

We are on an ambitious, long-term journey to reduce our greenhouse gas (GHG) emissions.

Our Goals:

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#.

25% Reduction in scope 1 & 2 emissions[1]

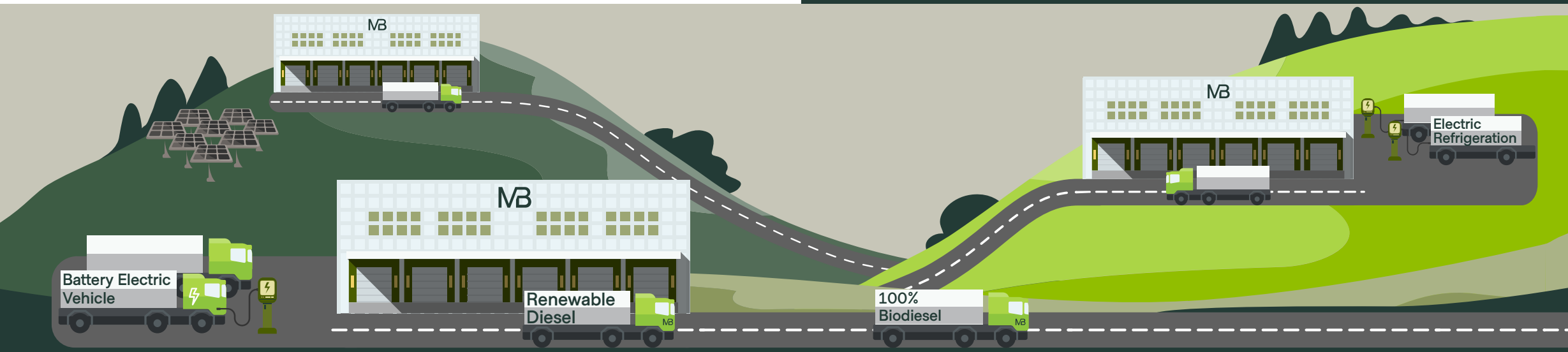
16% Reduction in scope 3 emissions[2]

Reducing Our Emissions

We continue to advance our 2030 Climate Roadmap across our global footprint, strengthening resilience in our distribution centers, fleet and wider supply chain. In 2025, we reduced emissions per case across more than 700 million cases, alongside a 12% reduction in electricity-related emissions driven by expanded onsite solar and renewable energy sourcing. We also scaled alternative fuels and electrification, introducing battery electric trucks and shore power to replace diesel in refrigerated trailer operations.

[1]Compared to 2018 baseline. Third-party verified limited assurance found no evidence that the GHG assertion was not prepared in all material respects with the reporting criteria.

[2]Compared to 2018 baseline. Includes scope 3 categories 3, 4, and 9 in our science-based target.



*GHG emissions are calculated using internal data, third-party information, emissions factors, and methodologies informed by the GHG protocol, which may be updated over time.
#Scope 3 emissions estimates rely in part on third-party data, assumptions, and emissions factors and may be refined as data quality and methodologies evolve.

Our Future Focus

The priorites, goals, and initiatives below are aspirational and subject to operational, technological, regulatory, financial, and market conditions.

Community

- Leverage our scale to support global environmental sustainability initiatives that positively impact the communities we serve
- Drive a community support agenda
- Increase annual Team Member volunteering to 26,000 hours

Recycling

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

Energy & Fuel

- Expand use of biofuel and renewable diesel
- Secure additional renewable electricity certificates and/or power purchase agreements to cover our remaining markets
- Add battery electric tractors and refrigerated trailers to our fleet

Emissions

- Integrate net-zero roadmap into capital planning
- Explore new collaboration models with our logistics partners to address Scope 3 transportation-related emissions
- Evaluate and implement opportunities, where feasible, to transition DC refrigeration systems toward lower GHG alternatives, including CO_2 cooling technologies

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.

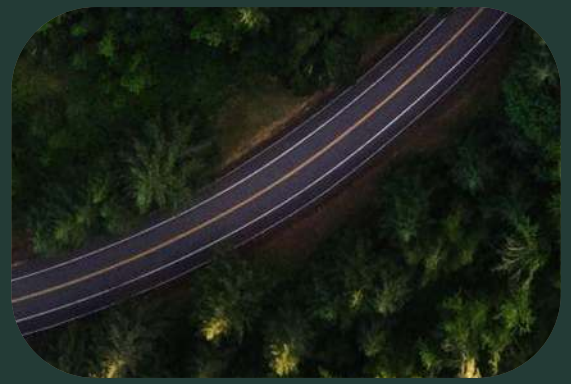
Nothing in this CSR Report should be interpreted as an admission, evidence of compliance (except as required for AB 1305 disclosures), or guarantee of performance, nor does it constitute investment, legal, or other professional advice.

Readers should not place undue reliance on forward-looking statements, sustainability metrics, goals, estimates, or aspirational initiatives contained in this report.

Sustainability reporting methodologies, assumptions, standards, and interpretations continue to evolve and may result in updates or changes to reported information over time. Applicable sustainability-related laws, regulations, standards, and disclosure expectations continue to evolve and may affect future reporting practices.

Certain emissions estimates, including Scope 3 emissions, rely on third-party information, emissions factors, and assumptions that may be incomplete or subject to revision.

Unless otherwise noted, data reflects internal tracking for the 2025 calendar year, with a reporting cutoff date of December 31, 2025. All figures are subject to rounding, estimation, and ongoing validation.

MartinBrower®

2025 Corporate Social Responsibility Report