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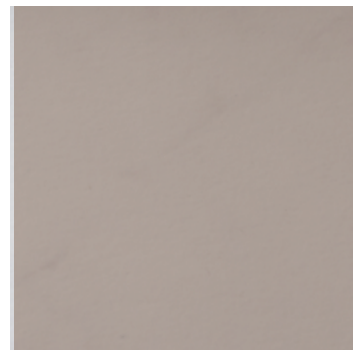
Corporate Stewardship Responsibility

T. MARZETTI

Lancaster Colony Corporation



2024 Corporate Sustainability Fact Book



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Letter from our CEO

At Lancaster Colony, sustainability is not an afterthought—it's part of our DNA. Our drive to be The Better Food Company guides everything we do, from developing healthier products to focusing on quality and safety. The values behind our mission are inextricably linked to stewardship—managing all resources entrusted to us for the betterment of our people, products, and planet.

Our inspiring purpose—to nourish growth with all that we do—goes beyond meeting consumer expectations and expanding our business. It has enabled us to create a place where people believe in what they do, knowing they're contributing to the greater good.

We maintain a comprehensive stewardship strategy, articulating our commitment to creating a more sustainable future. We identified key topics and performance indicators to measure our environmental, social, and governance practices and quantify our impact. The mechanisms we're putting in place today will help us gather the data needed to build a comprehensive view of our sustainability performance in the coming years.

We are individually and collectively committed to achieving meaningful change. When we developed our mission, we intentionally chose the word 'Better'—because no matter what we achieve, we always want to strive to go further, to do more, and to make an impact wherever we can. With new targets and clearer metrics, we are reinforcing our commitment to our sustainability journey and to being The Better Food Company.

Dave Ciesinski

President and Chief Executive Officer



The Better Way

At T. Marzetti, we are constantly striving to make ourselves, our products and our company better. It's all for the purpose of making the world around us a little bit better, every day – while fulfilling our corporate purpose: Nourish Growth With All That We Do. We aim to bring delicious food to the table by attracting, retaining and rewarding top talent, while simultaneously delivering top financial performance and product quality, along with safety and customer satisfaction.

Striving for better is the T. Marzetti way.

Our Mission

To be the Better Food Company—Better people, who make better products, in a better corporate culture, who work in unison to make the world a little bit better place.

Who We Are

Founded in 1896, T. Marzetti Company, a wholly owned subsidiary of Lancaster Colony Corporation (NASDAQ: LANC), is a manufacturer and marketer of specialty food products for the retail and foodservice markets.

Today, we:

- Have a leading market share position in retail food categories
- Serve as supplier to 18 of the top 30 national restaurant chains
- Hold court as Chick-fil-A® Supplier of the Year in 2020 & 2022
- Have been named a “Great Place to Work” in 2020 & 2021

\$1.9 Billion
in sales

13
production facilities

3,400
employees

Producing in
7 states



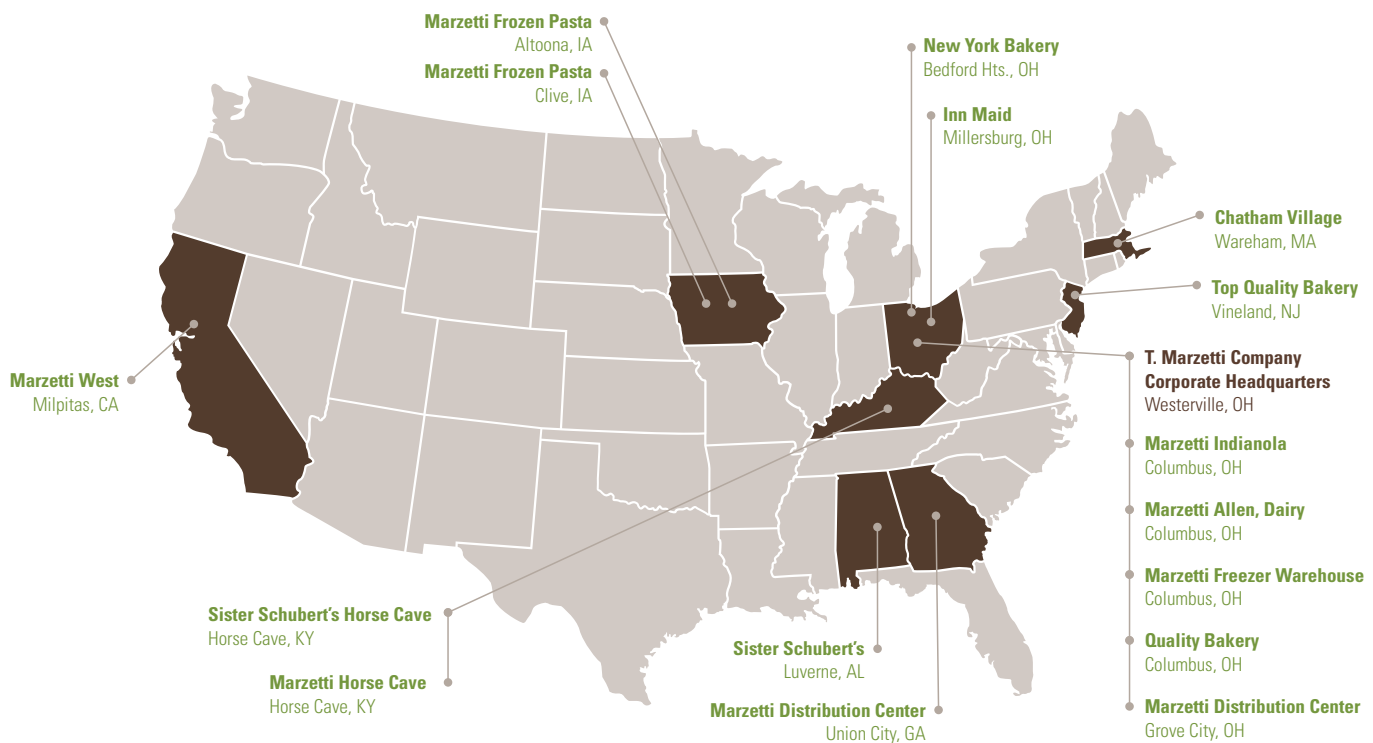
Our Brands

Our retail brands include Marzetti®, New York Bakery™ and Sister Schubert's®, in addition to exclusive license agreements for Olive Garden® dressings, Chick-fil-A® sauces and Buffalo Wild Wings® sauces. Our foodservice business supplies many of the top restaurant chains in the United States.

Supporting Growth

- **Facilities:** We are committed to bettering the places where we do business. Recent years have seen investments exceeding \$135 million to expand and update our facilities in order to work more efficiently and reliably.
- **People:** We believe in engaging, developing and rewarding our people. We offer our team members competitive compensation, purposeful benefits, holistic well-being, and work/life effectiveness.

Our Locations



Our Approach to Sustainability

Our Sustainability Governance

The Board of Directors of Lancaster Colony Corporation recognizes the importance of sustainability impacts, risks, and opportunities to our business and stakeholders. The Board has delegated primary oversight of sustainability issues to the Nominating and Governance Committee. The Nominating and Governance Committee reports to the full Board on sustainability, including issues related to corporate social responsibility and environmental risks.

Lancaster Colony has integrated sustainability matters into its existing management structure, primarily through the Executive Sustainability Disclosure and Compliance Committee (ESDC). Supporting the ESDC is the Corporate Sustainability Taskforce, which comprises various business functions and subject matter experts. The Taskforce plays a crucial role in implementing sustainability initiatives and managing sustainability risks and opportunities across the organization.

This robust governance structure ensures sustainability is integrated throughout our operations and receives appropriate attention at the highest levels of the organization.

Prioritizing Our Sustainability Efforts

To focus our sustainability efforts where they matter most, we undertake a rigorous process to identify and prioritize environmental and social topics that matter most to our business and our stakeholders. Our approach includes:

1. **Stakeholder Engagement:** We engage with internal and external stakeholders to understand their priorities and concerns regarding sustainability impacts, risks, and opportunities. This includes:
 - Discussions with investors
 - Feedback from customers and consumers
 - Internal initiatives for employees
 - External assessments of suppliers
 - Annual company-wide employee engagement surveys
 - Town hall meetings to inform employees of key initiatives and gather feedback
 - Monthly brand tracking studies measuring brand health based on insights from nearly 600 customers
2. **Priority Topics:** We conduct assessments to identify sustainability topics and performance indicators that influence our stakeholder engagements and potentially impact the economy, environment, and society. This process considers:
 - Perspectives of management and other subject matter experts
 - Customer priorities
 - Investor priorities
 - Peer performance and disclosure
 - Industry-specific sustainability standards and frameworks (e.g., GRI, SASB, TCFD, and the SDGs)
3. **Strategy Development:** Based on these assessments, we develop and update strategies for continuous improvement aligned with our priority issues, guiding our ambitions and demonstrating appreciation for issues of most concern to our stakeholders.

Our Sustainability Framework

Our sustainability strategy aims to deliver long-term sustainable performance for Lancaster Colony. We believe we will create a more resilient company that generates enduring value for our shareholders by combining operational excellence with business strategies to yield:



Better People: Attracting and retaining a purpose-driven workforce by building a culture aligned with our values that prioritizes holistic well-being, safety, growth & development, diversity, and community engagement.



Better Products: Maintaining an unwavering focus on innovation, quality, safety, sustainability, service, and value to deliver top quartile product quality, safety, and customer satisfaction.



Better World: Strengthening our environmental practices and measurement to drive improvement across our energy, water, and waste management.

Looking Ahead

As we evolve our approach to sustainability, we are committed to:

- Extending awareness of our environmental and social priorities throughout our operations
- Educating colleagues and stakeholders about how even small choices can have substantial impacts
- Encouraging our suppliers to make more sustainable choices
- Setting ambitious goals and focusing our efforts on initiatives that make the most impact
- Enhancing our data collection and reporting to drive continuous improvement

We acknowledge several sustainability standards and initiatives, including:



Global Reporting Initiative



United Nations Global Compact / Sustainable Development Goals



Carbon Disclosure Project



ENERGY STAR®, WaterSense®, and other voluntary EPA initiatives



Sustainability Accounting Standards Board (SASB)



Global Food Safety Initiative



Occupational Health and Safety Assessment Series 18001



Task Force on Climate-Related Financial Disclosures

Environmental Management

Our Approach

As a food manufacturer, Lancaster Colony relies on natural resources to create our products. We recognize that responsible resource management is crucial for the long-term sustainability of our business, the communities we serve, and the planet. Efficient use of energy and water, along with effective waste management, not only reduces our environmental impact but also drives operational efficiency and cost savings. Our commitment to being The Better Food Company extends to being better stewards of the resources we use.

Our Why

Global challenges such as climate change, water scarcity, and waste accumulation are directly linked to how businesses manage resources. Responsible resource use by companies like Lancaster Colony contributes to broader efforts to mitigate climate change, conserve water resources, and reduce pollution. By demonstrating leadership in resource management, we can influence industry practices and contribute to global sustainability goals.

Governance

Board: The Board's Nominating and Governance Committee oversees environmental topics, including resource use. In FY24, we completed an aspects and impacts analysis to examine how our products and activities interact with the environment, opportunities for efficiencies, and mitigation of negative impacts.

Management: Our resource management efforts are led by:

- Chief Supply Chain Officer
- Vice President, Corporate Sustainability & Government Relations
- Senior Director, Corporate Stewardship & Employee Safety
- Environmental Engineer

Policies: Our commitment to responsible resource use is reflected in the following policies:

- Environmental Policy and Statement
- Statement on Sustainability



Our Actions and Impacts

Lancaster Colony is committed to reducing our environmental footprint through responsible resource management:



Environmental Management:

- Completed our first environmental aspects and impacts analysis to enhance identified key impact areas, ensure compliance with regulatory standards, and enhance risk management by identifying and mitigating potential environmental hazards
- Implemented systems to monitor energy use, water consumption, and waste generation across our facilities
- Conducting end-to-end data gathering to benchmark our current performance and identify improvement opportunities
- Embarking on a multi-year effort to design and implement a management system based on ISO 14001 and ISO 45001
- Employ third-party experts to ensure environmental and safety compliance including audits, industrial hygiene monitoring, and machine guarding assessments



Energy Consumption:

- Launched initiatives to reduce energy use, including replacing inefficient manufacturing equipment and installing monitoring devices to optimize fuel economy in our truck fleet
- Implementing a program to retrofit LED lighting and install light sensors throughout our facilities
- Actively monitoring industry trends and concepts to identify renewable energy options for our operations



Water Management:

- Implementing water conservation measures and best management practices for stormwater runoff
- Carefully monitoring and treating wastewater to prevent potential contamination
- Focusing additional attention on water reduction strategies at sites with higher water usage



Waste Management:

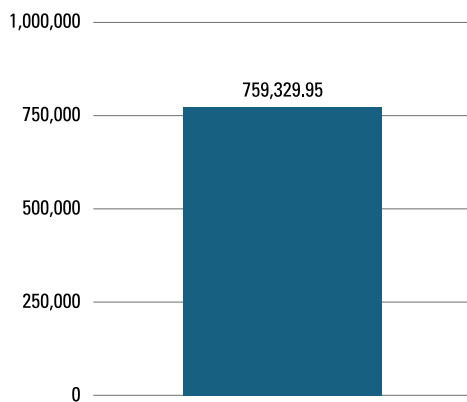
- Implementing Lean Six Sigma projects and other operational excellence initiatives to reduce waste and prevent food loss
- All sites have recycling programs for various waste streams, that often include food scrap, cardboard, paper, electronic waste, batteries, aluminum, glass, and plastics
- Focusing waste reduction strategies on high-impact sites, such as Marzetti Horse Cave and Sister Schubert's Horse Cave, which account for a significant portion of our waste

Environmental Management

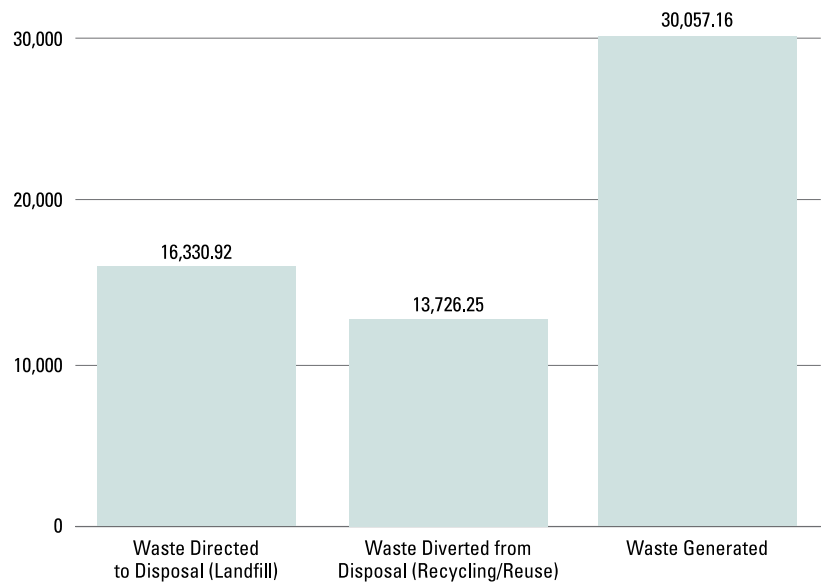
Our Performance

Lancaster Colony is dedicated to reducing our environmental footprint through responsible resource management. Key metrics for FY2024 include:

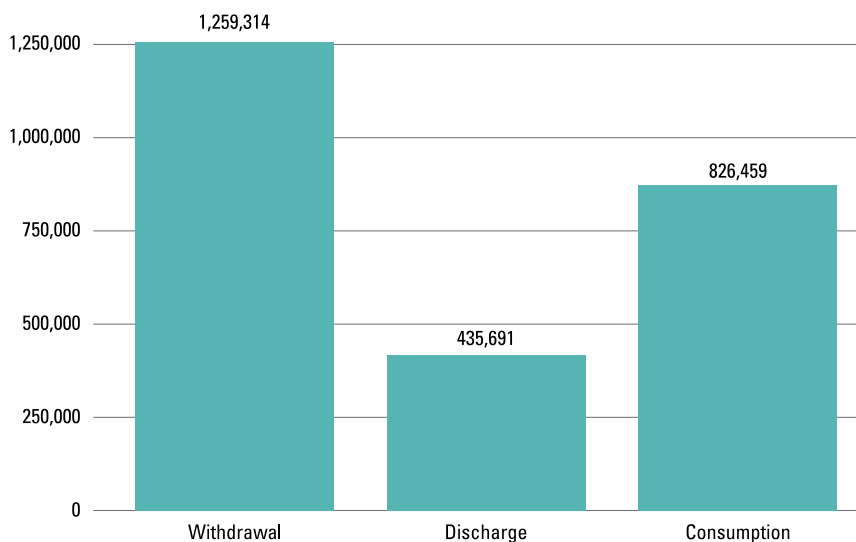
Total Energy Consumption (gigajoules)



Total Waste Generated (metric tons)



Total Water (cubic meters)



Lancaster Colony is committed to continuous improvement in our environmental management practices. We regularly review and update our goals and strategies to ensure we are addressing the most critical environmental issues and making meaningful progress towards more sustainable operations.

Employee Health, Safety and Well-Being

Our Approach

The health and well-being of our employees is paramount, and we are proud to be a leader within our industry in our safety record and initiatives. Our approach to occupational health and safety centers around three elements: education, continual risk reduction, and data analytics. Within our Total Rewards program, the strategic pillar of holistic well-being includes a focus on physical, financial, emotional, and social well-being.

Our Why

Employee health and well-being is a critical factor in building a strong and sustainable business and a healthy, productive society. When employees are happy, healthy, and engaged, they are more likely to perform well in their jobs and contribute positively to their communities.



Governance

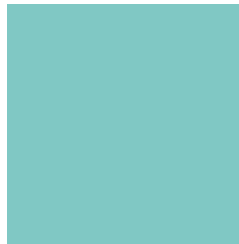
Board: The Board monitors the effectiveness of the human capital management strategy closely, including matters related to employee health and well-being, with one Board meeting each year dedicated to a full review of talent.

Management: The leadership team is responsible for implementing the company's human capital management strategy, including matters related to employee health and well-being, and regularly reports performance back to the Board. Key roles include:

- Chief Human Resources Officer (HR)
- Vice President, Corporate Sustainability and Government Relations
- Senior Director, Corporate Stewardship and Employee Safety (EHS&S)
- Assistant General Counsel & Director of Compliance (Legal)

Policies: Our commitment to employee health and well-being is reflected in documents such as our:

- Environmental Health & Safety Statement
- ESG Policy Statements
- Human Rights Statement and Approach
- Anti-Harrassment Policy
- Contractor Work Rules



Employee Health, Safety and Well-Being

Our Actions and Impacts

Lancaster Colony has a strong commitment to employee safety, health, and well-being:

Education and Training: We maintain a rigorous education and training program that strives for employee competence in every aspect of workplace safety. We execute training through various mediums, including in-person, video conferencing, and an online Learning Management System. Lancaster Colony staff and management with direct responsibility for the Environment, Health, Safety & Security (EHS&S) function also receive comprehensive professional development and certification training.

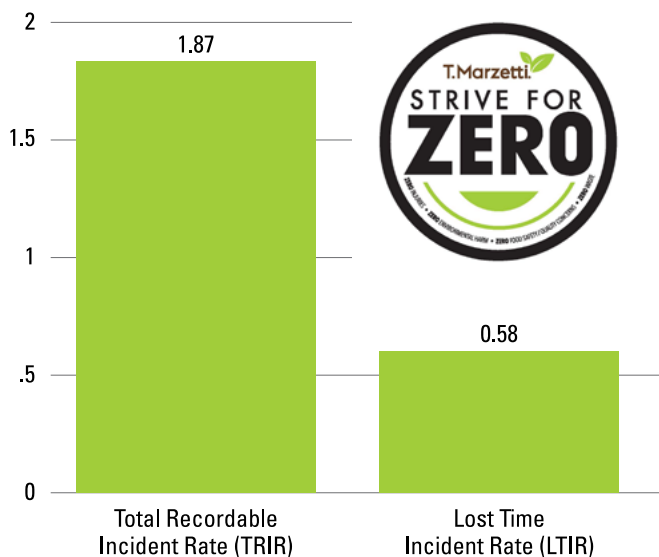
Continual Risk Reduction: We leverage multiple tools to continually assess, quantify, and mitigate EHS&S risks in our organization. These tools include, but are not limited to, root cause analysis, risk assessments, job hazard analysis, third party audits, and industrial hygiene testing. We recently added a new artificial intelligence platform to quantify ergonomic risk in an effort to reduce sprains, strains, and longer-term muscular skeletal disorders (MSDs).

Data Analytics: We monitor and measure our safety performance closely, against a range of key leading and lagging indicators mapped out in our EHS&S scorecard. These metrics are shared and discussed at monthly meetings throughout the enterprise and are analyzed to identify patterns, trends, and root causes of incidents. We also audit our environment, health, and safety programs with a third party, engineering, and legal firm to ensure they remain effective.

Our Performance

Our key performance indicators for FY2024:

Total cases for every 200,000 hours worked



Lancaster Colony is committed to continuous improvement in our employee health and well-being practices. We regularly review our performance indicators and update our goals and strategies as needed to ensure the health and safety of our workforce remains a top priority.

Human Capital

Our Approach

Our people are essential to our vision of being The Better Food Company. We recognize that our success depends on the talent, dedication, and well-being of our employees. By investing in our human capital, we not only enhance our operational effectiveness and innovation capacity but also fulfill our purpose to nourish growth with all that we do. Our commitment to our people is fundamental to creating a collaborative, purpose-driven culture that attracts and retains top talent.

Our Why

Effective human capital management is crucial for building a sustainable, equitable, and productive global economy. Companies that prioritize employee development contribute to promoting decent work and fostering innovation. By setting high standards for human capital management, businesses can drive positive change that extends beyond their own operations, influencing industry practices and societal norms.

Governance

Board: The Board of Directors oversees the human capital management strategy and dedicates one Board meeting each year to a full review of talent.

Management: The leadership team is responsible for implementing the human capital management strategy.

Key roles include:

- Chief Human Resources Officer
- Vice President, Total Rewards
- Director, Talent Development
- Director, COE Talent Acquisition
- Director, People Analytics & Systems
- Senior Director, HR Business Partners

Policies: Our commitment to human capital management is reflected in the following policies:

- Code of Business Ethics
- Anti-Retaliation
- Sexual Harassment
- Non-Sexual Harassment
- Open Door
- Drug Free Workplace
- FMLA, Non-FMLA, and Military Leaves of Absence
- Paid Parental Leave
- Diversity and Inclusion



Human Capital

Our Actions and Impacts

We've expanded our focus on holistic well-being, introducing programs that address physical, financial, emotional, and social aspects of our employees' lives. Lancaster Colony's human capital management strategy emphasizes five key areas:

Talent Acquisition:

- Build a collaborative and purpose-driven culture to attract talented individuals
- Enhance tools and processes to improve candidate experience and eliminate barriers
- Standardize onboarding processes across locations

Employee Engagement:

- Establish a continuous feedback loop between employees and leadership
- Conduct annual employee engagement surveys with a strong response rate (76% in 2024)
- Hold regular town hall meetings and provide consistent communication channels
- Implement improvement action plans based on survey feedback

Total Rewards:



Training and Development:

- Invest in comprehensive training and development programs for all employees
- Offer leadership training and coaching for those in leadership roles and high-potential employees
- Offer tuition assistance of up to \$5,250 per year for external education

Diversity and Inclusion:

- Foster a collaborative environment where all employees can thrive and feel they belong
- Monitor workforce diversity to identify trends and areas of opportunity
- Participate in benchmarking studies to measure our workforce representation and policies/programs against other organizations in our industry
- Support employee-led initiatives like Employee Resource Groups (ERGs) which provide employees mentorship and growth opportunities



T.Marzetti
AFRICAN AMERICAN
employee resource group



T.Marzetti
PRIDE
LGBTQIA+ Associates & Allies
employee resource group



T.Marzetti
HISPANIC
employee resource group



T.Marzetti
VETERANS
employee resource group



T.Marzetti
YOUNG PROFESSIONALS
employee resource group



T.Marzetti
WOMEN'S
employee resource group

Our Performance

Lancaster Colony is dedicated to fostering an inclusive and engaging workplace. Key metrics for FY2024 include:

3,400

Total employees

22%

Percentage of employees under collective bargaining contract

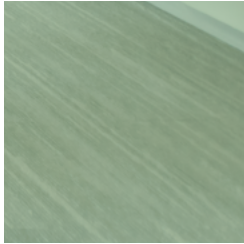
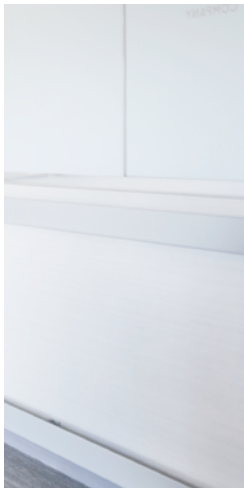
36%

Percentage of women in our workforce

44%

Percentage of workforce represented by minority races or other ethnicities

Lancaster Colony is committed to continuous improvement in our human capital management practices. We regularly review and update our goals and strategies to ensure we are addressing the most critical issues and making meaningful progress towards creating a workplace where all employees can thrive and contribute to our shared success.



Better Products

Our Approach

At Lancaster Colony, our mission to be The Better Food Company is at the heart of everything we do. Creating better products is not just about taste and quality; it's about meeting the evolving needs of our customers and consumers while minimizing our environmental impact. Our commitment to better products drives innovation, enhances our competitive edge, and aligns with our purpose to nourish growth with all that we do.

Our Why

As global concerns about health, nutrition, and environmental sustainability grow, the food industry plays a crucial role in addressing these challenges. Better food products can contribute to improved public health, reduced environmental impact, and more sustainable food systems. By developing products that are healthier, more sustainably sourced, and packaged responsibly, we can make a positive impact on both people and the planet.

Governance

Board: The Board's Nominating and Governance Committee oversees the company's product sustainability initiatives as part of its ESG responsibilities.

Management: Our product development and sustainability efforts are led by:

- Chief Research, Development & Quality Officer
- Vice President, Food Safety, Quality & Regulatory
- Senior Director, Packaging
- Vice President, Technical Services

Policies: Our commitment to better products is reflected in the following policies:

- Food Safety & Quality
- Food Safety & Regulatory Compliance
- Crisis Management & Recall
- Control of Non-Conforming Materials



Our Actions and Impacts

Lancaster Colony is committed to continuously improving our products to meet the highest standards of quality, nutrition, and sustainability:



Better-for-You (BFY) Products: We've developed a range of Better-for-You products that offer cleaner and simpler ingredients to foster healthy lifestyles. All products within the BFY range meet or surpass food safety and labeling standards. These include GMO-free sprouted grain breads, high-fiber flatbread wraps, preservative-free reduced calorie dressings, and reduced fat, calories, and salt veggie dips.



Product Innovation: Our focus on product innovation helps us meet the demand for products that promote health and well-being. We continuously explore new formulations and ingredients to enhance the nutritional profile of our products.



Enhancing Sustainability: We've commenced a review of our product packaging across all our brands to identify opportunities to minimize environmental impact. This includes efforts to reduce packaging weight, eliminate PVC, increase the use of recycled materials, and improve recyclability.



Quality Assurance: We maintain rigorous quality control processes throughout our supply chain. Our facilities have traceability systems that allow us to identify specific raw materials and link them to finished products, ensuring product safety and quality.



Responsible Sourcing: We work closely with our suppliers to identify more sustainable ingredients and packaging choices. This includes exploring options for sustainably sourced raw materials and increasing our use of recycled content in packaging.



Transparency: We are committed to providing clear and accurate product information to our consumers. This includes transparent labeling practices and efforts to educate consumers about the nutritional value and sustainability aspects of our products.



Food Safety: We adhere to strict food safety standards, going above and beyond regulatory requirements. We conduct regular audits and tests throughout our supply chain to assure the quality of our ingredients and the safety of our products.



Reducing Food Waste: Through initiatives like our Lean Six Sigma projects, we've significantly reduced overfill losses at our production plants, minimizing food waste in our operations.



Customer Collaboration: We work closely with our foodservice customers to develop custom formulations that meet their specific nutritional and sustainability goals, leveraging our culinary expertise to support healthier menu offerings.

Better Products

Our Performance

Lancaster Colony is committed to continuously improving our product offerings and managing related impacts. Through membership in The Sustainability Consortium and How2Recycle, we monitor and actively participate in industry-wide efforts to comply with sustainable packaging and Extended Producer Responsibility laws.



How2Recycle

Lancaster Colony is committed to continuous improvement in our product offerings. We regularly review and update our goals and strategies to ensure we are addressing the most critical issues and making meaningful progress towards creating better, more sustainable products that meet the evolving needs of our consumers and customers.



Supply Chain Responsibility

Our Approach

As a manufacturer and marketer of specialty food products, Lancaster Colony relies on a complex supply chain to deliver high-quality ingredients and materials. We recognize that our supply chain has significant impacts on the environment, communities, and individuals involved in the production and distribution of our products. Ensuring responsible practices throughout our supply chain, including respect for human rights, is essential to our mission of being The Better Food Company and nourishing growth with all that we do.

Our Why

Responsible supply chain management and respect for human rights are critical for creating a more sustainable and equitable global economy. By promoting ethical practices, fair labor conditions, and environmental stewardship throughout supply chains, companies can contribute to reducing poverty, protecting vulnerable workers, and mitigating climate change impacts.

Governance

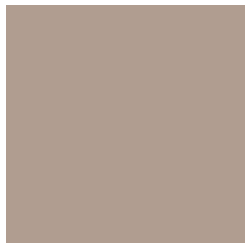
Board: The Board's Nominating and Governance Committee is responsible for overseeing the company's supply chain responsibility and human rights initiatives.

Management: The leadership team is responsible for implementing the supply chain strategy. Key roles include:

- Chief Supply Chain Officer
- Chief Human Resources Officer
- Vice President, Operations
- Vice President, Corporate Sustainability and Government Relations
- General Counsel

Policies: Our commitment to responsible supply chain management and human rights is reflected in the following policies:

- Supplier Code of Conduct
- Human Rights
- Child Labor
- Environmental
- Procurement



Supply Chain Responsibility

Our Actions and Impacts

Lancaster Colony is committed to responsible supply chain management and upholding human rights throughout our operations:

Supplier Code of Conduct: We have established a Supplier Code of Conduct that outlines our expectations for ethical business practices, labor standards, environmental responsibility, and human rights. All suppliers are required to adhere to this code.



Employment is
freely chosen



Freedom
of association



Working conditions are
safe and hygienic



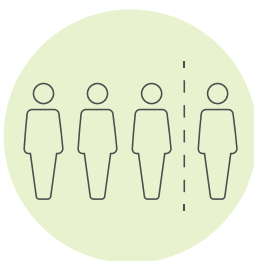
Child labor shall
not be used



Compensation
and Benefits



Working hours by
policy and agreement



No discrimination
is practiced



Adherence to local, state, and
federal employment laws



Respect and dignity
for all employees

Traceability Systems: Our facilities have implemented traceability systems that allow us to identify specific raw materials and link them to finished products. This enables us to quickly address any quality or ethical issues that may arise in our supply chain. We're continuously improving these systems to enhance transparency and responsiveness.

Human Rights Due Diligence: We are implementing a human rights due diligence process to identify, prevent, mitigate, and account for how we address human rights impacts in our supply chain. This includes risk assessments, stakeholder engagement, and remediation processes where necessary.

Fair Labor Practices: We are committed to ensuring fair labor practices throughout our supply chain. This includes efforts to prevent forced labor, child labor, and human trafficking, as well as promoting fair wages and safe working conditions.

Supplier Diversity: We are committed to promoting diversity within our supply chain. We actively seek out and support minority-owned, women-owned, and veteran-owned businesses as part of our supplier network.

Sedex | **Member**

As a Sedex member we are committed to being a responsible business, sourcing responsibly, and improving ethical standards and working conditions within the supply chain.

Sustainable Sourcing: We work with our suppliers to identify more sustainable ingredients and packaging choices, aiming to reduce our environmental footprint and promote responsible resource management. For example, we monitor the commodities market carefully to assess the availability of key ingredients and seek to understand potential risks and impacts to our supply chain.

Packaging Reduction: We're collaborating with suppliers to reduce packaging waste throughout our supply chain. This includes initiatives to minimize packaging materials, increase the use of recyclable or compostable materials, and improve the efficiency of our packaging processes.

Supplier Feedback Mechanism: We've implemented a confidential feedback mechanism for suppliers to report concerns or violations of our Supplier Code of Conduct, ensuring that issues can be identified and addressed promptly.



Supply Chain Responsibility

Our Performance

Lancaster Colony is committed to responsible supply chain management and upholding human rights. Key metrics for FY2024 include:

100%

Percentage of manufacturing sites monitored for Scope 1 and Scope 2 emissions

40%

Percentage of manufacturing sites assessed for human rights, labor, and ethical risks

100%

Percentage of principal commodities assessed for human rights risks

Lancaster Colony is committed to continuous improvement in our supply chain responsibility and human rights practices. We regularly review and update our goals and strategies to ensure we are addressing the most critical issues and making meaningful progress towards a more sustainable and ethical supply chain.



Community Impact

Our Approach

At Lancaster Colony, we believe that our success is intrinsically linked to the well-being of the communities where we operate. Our commitment to community impact aligns with our vision of being The Better Food Company and our purpose to Nourish Growth With All That We Do. By actively engaging in and supporting our local communities, we not only fulfill our corporate social responsibility but also strengthen our relationships with stakeholders and create a positive environment for our business to thrive.

Our Why

Strong, vibrant communities are the foundation of a healthy society and a sustainable future. When businesses actively contribute to community development, they help address critical social issues, reduce inequalities, and create opportunities for individuals to thrive. By focusing on areas such as education, health, hunger relief, and poverty reduction, companies like Lancaster Colony can play a crucial role in achieving broader societal goals and supporting global initiatives like the UN Sustainable Development Goals.

1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



Community Impact

Our Actions and Impacts

Lancaster Colony, through its T. Marzetti subsidiary, is committed to making meaningful impacts in our communities:

Community Involvement: We actively support community initiatives and encourage staff volunteerism to strengthen local neighborhoods. We've partnered with organizations such as Dress for Success, Families Flourish, and Ronald McDonald House.



Education: We invest in educational programs and resources to enhance learning opportunities for students of all ages and develop our future workforce. We've made contributions to local school districts and workforce development programs.

Health and Wellness: We enthusiastically fund a host of health and wellness programs to promote better outcomes and improve public health.

Hunger Relief: Recognizing the importance of food security, we contribute to food banks and hunger relief efforts to ensure access to nutritious meals for those in need. We are proud to hold meaningful partnerships with community food banks and student weekend meal programs.

Poverty Reduction: We address poverty through financial support and partnerships aimed at improving economic stability for disadvantaged families.

Employee Assistance Fund: Since 2020, we've provided over \$115,000 in tax-exempt grants to support our own team members facing unexpected hardships.

Employee Engagement: We encourage our employees to participate in fundraising and volunteer efforts. For example, since 2019, our employees have raised \$261,600 for Pelotonia, a cancer research organization and since 2022 have joined Bonzy Charities in assisting over 1,000 children with shopping for and selecting a free winter coat.



Governance

Board: The Board's Nominating and Governance Committee oversees the company's community impact initiatives as part of its ESG responsibilities.

Management: Our community impact efforts are led by:

- Vice President, Corporate Sustainability & Government Relations
- Senior Manager, Corporate Sustainability & Government Relations

Policies: Our commitment to community impact is reflected in the following policies:

- Philanthropy

Our Performance

Lancaster Colony is committed to making a positive impact in our communities. Here are key metrics for FY2024:

\$489,404

FY24 Total
Corporate Philanthropy

\$11,934

FY24 Employee Assistance
Fund Awarded

\$477,470

FY24 Non-Profit Partnerships &
Community Investments

\$115,052

Employee Assistance Fund
Total Awarded (FY20 — FY24)

\$336,475

Employee Funds Raised for Marzetti Cares
and Pelotonia (cumulative since 2019)

These metrics reflect Lancaster Colony's dedication to creating positive change in our communities and supporting our employees. We will continue to monitor and expand our community impact initiatives, aiming to increase our positive influence and address critical social issues in the areas where we operate.



About This Report

Reporting Frameworks

We report our environmental stewardship efforts using the Greenhouse Gas Protocol as our main framework for tracking emissions and energy usage. We also reference GRI, CDP, and ISSB-SASB standards to provide qualitative and quantitative performance information. This approach aligns with stakeholder preferences and allows us to communicate our environmental performance effectively.

Scope and Boundary

Lancaster Colony uses an operational boundary approach to determine its reporting scope. Presently, the scope and boundary of our reporting include manufacturing and related sites we own and exclude leased facilities such as our corporate headquarters. Facilities owned by external manufacturers are not included in our reporting. The content of this report only pertains to sites based in the United States.

Acquisitions and Divestitures

We recognize that structural changes such as transfer of ownership or control of emissions-generating activities or operations from one company to another may significantly impact our emissions reporting. Lancaster Colony will recalculate baseline emissions when a change occurs such that the impact on emissions is equal to or greater than 10%. We adhere to the GHG Protocol requirement to recalculate base-year data when specific events or changes in circumstances occur, and our significance threshold is met.

Data Errors and Recalculations

If substantial discrepancies are identified in the historical data during data validation and assurance, we will amend this information in our annual CSR

report. Any restatements resulting from significant errors will be prominently disclosed in the footnotes of all relevant reporting documents. A significant error is defined as a variance of more than 5% from the previously reported value.

Data Governance

Our management-level Corporate Sustainability and Compliance Committee is responsible for reporting on our environmental and social stewardship. The committee is comprised of functional teams, including the Supply Chain, Human Resources, Research Development Engineering and Quality, and Legal departments. Our Corporate Sustainability Team oversees data aggregation and stakeholder engagement, coordinates CSR reporting, and monitors performance. Individual business functions are responsible for executing goals and targets and for implementing, delivering, monitoring, and reporting progress on their respective indicators.

Data Input and Review Process

All environmental data reported by our facilities is consolidated and reviewed by our CSR team, key functional teams, leaders, and retained third-party subject matter experts. We are developing data processes and controls and employing technology to calculate our emissions and energy usage. We leverage third-party legal and environmental experts to support aggregating, measuring, and calculating performance metrics.

Data Assurance

Our Fact Book undergoes a review process to assess the accuracy of the metrics included herein.

Forward-Looking Statements

This report contains various “forward-looking statements” that involve substantial risks and uncertainties. Such statements can be identified by the use of the forward-looking words “anticipate,” “estimate,” “project,” “believe,” “intend,” “plan,” “expect,” “hope,” “indicated” or similar words. These statements discuss future expectations; contain projections regarding future developments, operations, or financial conditions; or state other forward-looking information. Such statements are based upon assumptions and assessments made by us in light of our experience and perception of historical trends, current conditions, expected future developments, and other factors we believe to be appropriate. These forward-looking statements involve various important risks, uncertainties, and other factors, many of which are beyond our control and could be amplified by the COVID-19 pandemic, which could cause our actual results to differ materially from those expressed in the forward-looking statements.

Some of the key factors that could cause actual results to differ materially from those expressed in the forward-looking statements include: significant shifts in consumer demand and disruptions to our employees, communities, customers, supply chains, operations, and production processes resulting from COVID-19 and other epidemics, pandemics, or similar widespread public health concerns and disease outbreaks; fluctuations in the cost and availability of ingredients

and packaging; dependence on contract manufacturers, distributors, and freight transporters; adequate supply of labor for our manufacturing facilities; efficiencies in plant operations; cyber-security incidents, information technology disruptions, and data breaches; stability of labor relations; adverse changes in freight, energy, or other costs of producing, distributing, or transporting our products; changes in demand for our products, which may result from loss of brand reputation or customer goodwill; the success and cost of new product development efforts; the extent to which recent and future business acquisitions are completed and acceptably integrated; the impact of any regulatory matters affecting our food business, including any required labeling changes and their impact on consumer demand; the outcome of any litigation or arbitration; risks related to other factors described under “Risk Factors” in other reports and statements filed by us with the Securities and Exchange Commission, including without limitation our Annual Report on Form 10-K and Quarterly Reports on Form 10-Q (available at www.sec.gov).

Forward-looking statements speak only as of the date they are made, and we undertake no obligation to update such forward-looking statements, except as required by law. Management believes these forward-looking statements to be reasonable; however, you should not place undue reliance on such statements that are based on current expectations.

