



# 2024 SUSTAINABILITY METRICS UPDATE

MIDDLEBY

# ABOUT THIS DOCUMENT

We are pleased to present this Middleby Sustainability Metrics Update to make publicly available our fiscal year 2022 and fiscal year 2023 emissions data and other sustainability metrics. These metrics include our greenhouse gas (GHG) emissions, energy, water and waste generation metrics along with certain other environmental and safety performance indicators.

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# MIDDLEBY AT A GLANCE

The Middleby Corporation is a world leader in solutions for commercial foodservice, residential kitchens and industrial processing and baking.

Headquartered in Elgin, Illinois with global offices and manufacturing facilities in 23 countries, Middleby develops and manufactures a broad line of highly innovative products in three business segments. The company and its brands are recognized worldwide in the Commercial Foodservice, Food Processing and Residential Kitchen industries which allows us an opportunity to have a far-reaching environmental impact. By developing sustainable solutions for our global customer base, we directly impact operations in restaurants, food manufacturing facilities and home kitchens. Our strategic external growth and product innovation efforts are increasingly focused on solutions that reduce energy consumption, decrease water usage and food waste, minimize greenhouse gas (GHG) emissions and enhance safety. We have built these sustainability objectives into our development and innovation processes; they are core to our culture.



## COMMERCIAL FOODSERVICE

**\$2.52bn**

FY 2023 SALES

**6,276**

EMPLOYEES



## FOOD PROCESSING

**\$0.72bn**

FY 2023 SALES

**2,130**

EMPLOYEES



## RESIDENTIAL

**\$0.79bn**

FY 2023 SALES

**2,245**

EMPLOYEES

**10,722**

MIDDLEBY  
PROFESSIONALS

**\$4.04bn**

2023 REVENUES

**79**

MANUFACTURING FACILITIES  
(44 U.S., 35 INTERNATIONAL)

### ► GEOGRAPHIC FOOTPRINT

Region	2023 Revenue (US\$ bn)	Principal Manufacturing Facilities
US/Canada	2.82	45
Europe/Middle East	0.77	25
Asia	0.29	8
Latin America	0.16	1
<b>Total</b>	<b>4.04</b>	<b>79</b>

# EMISSIONS DATA AND OTHER SUSTAINABILITY METRICS

Middleby, with the assistance of an outside service provider, assessed its Scope 1 and 2 Greenhouse Gas (GHG) emissions, energy and water consumption, and waste generation with respect to fiscal years 2022 and 2023.

The number of facilities and brands that provided data for fiscal years 2022 and 2023 increased from our previous reporting of fiscal year 2020 and 2021 data in December 2023. 93 Middleby facilities representing a facility footprint of approximately 9.17 million square feet reported metrics for fiscal year 2022. 101 Middleby facilities representing a facility footprint of approximately 10.24 million square feet reported metrics for fiscal year 2023. Variations between the 2022/2023 and 2020/2021 data sets relate primarily to a significant expansion of our data collection efforts as compared to prior years.

In this Update, we are reporting carbon intensity per 1,000 square feet of operating facility, based upon a total of 9.17 million square feet with respect to fiscal year 2022 data, and a total of 10.24 million square feet with respect to fiscal year 2023 data.

In general terms, resource use modestly increased from 2022 to 2023 primarily due to an increase in the number of reporting Middleby facilities either through the acquisition of additional businesses and associated facilities or enhanced reporting by existing facilities.

## Setting Targets

Middleby updates and refines its assessment of Scope 1, Scope 2, and Scope 3 emissions, disclosing Greenhouse Gas (GHG) information on an annual basis.

We also continue to progress towards establishment of GHG emission reduction targets in line with the Science-Based Targets initiative (SBTi) business ambition to limit the global temperature rise to 1.5°C above pre-industrial levels, and reach net-zero CO<sub>2</sub> emissions by 2050. We look forward to sharing additional details on this commitment in future disclosures.

## Greenhouse Gas (GHG) Emissions

Overall emissions (Scope 1 and 2) slightly increased between 2022 and 2023, reflecting the growth of our business as well as the impact of additional Middleby locations reporting metrics. After accounting for the increase in reporting square footage, our CO<sub>2</sub>e Intensity also increased 3.9% from 2022 to 2023.

Expressed in metric tons of CO <sub>2</sub> e, except intensity	2022	2023
Scope 1 Emissions	75,230	89,986
Scope 2 Emissions	25,120	26,463
<b>Total Emissions</b>	<b>100,350</b>	<b>116,449</b>
CO <sub>2</sub> e Intensity*	10.94	11.37

\* CO<sub>2</sub>e emissions/1,000 square feet of operating facility.

Emissions measured for 2022 and 2023 included Scope 1 (direct emissions) and Scope 2 (emissions from purchased energy generation). Beginning with fiscal year 2023, Middleby began collecting data for two Scope 3 (indirect emissions) categories: capital goods and waste generated in operations. Middleby intends to include additional Scope 3 categories in future reports.

Expressed in metric tons of CO <sub>2</sub> e	2023
Scope 3 Emissions – Capital Goods	360
Scope 3 Emissions – Waste Generated in Operations	3,210

All emissions were calculated using GHG Protocol Corporate Accounting and Reporting Standards, the industry standard and the guidance preferred by the Science Based Targets initiative (SBTi), and United States EPA guidance. GHG Protocol measures seven greenhouse gases covered by the Kyoto Protocol.

Scope 1 emissions included the following:

- Fuel combustion (natural gas, boilers, furnaces);
- Mobile vehicle use;
- Stationary equipment and machinery;
- Refrigerant fugitive emissions.

In 2022, refrigerant fugitive emissions accounted for 3% of all Scope 1 emissions. In 2023, refrigerant fugitive emissions accounted for 4% of all Scope 1 emissions.

Scope 2 emissions were calculated using location-based assumptions to determine CO<sub>2</sub> equivalency per kWh of purchased electricity. For facilities in the United States, this was done using data provided by the US Environmental Protection Agency's eGRID database; for facilities outside of the United States, we used the International Energy Agency (IEA) country-level grid data. We derived the data used to calculate Scope 2 emissions from the following sources:

- Utility bills (natural gas or purchased electricity);
- Ticket orders of purchased fossil fuels (propane tanks, diesel or gasoline deliveries);
- Public data sources such as USEPA eGRID and the IEA.

CO<sub>2</sub>e Intensity for the purposes of this report is defined as metric tons of CO<sub>2</sub> equivalent emissions per 1,000-square feet of facility.

## Energy

Unlike with GHG emissions, energy usage and GJ-intensity decreased in 2023 versus the previous year. This was primarily due to an improved data collection process, which precluded the use of the most conservative estimations, as well as energy reduction initiatives at the facility level.

Expressed in Gigajoules (GJ) except intensity	2022	2023
Indirect Purchased Energy (Electrical Grid)	288,790	277,559
Direct Energy (Fuel Combustion)	230,990	191,697
Self-Generated Renewable Energy	1,203	1,924
<b>Total Energy</b>	<b>520,983</b>	<b>471,180</b>
GJ-Intensity*	56.81	46.01
Renewable Energy Percentage	0.23%	0.41%

\* Gigajoules per 1,000 square feet of facility.

For the purposes of these calculations, renewable energy is defined as solar, wind, geothermal, bioenergy, hydro and tidal energy. Energy intensity for this report is defined as GJ per 1,000-square feet of facility.

## Waste

Available waste metrics point to a 16.2% decrease in hazardous waste in 2023 compared to 2022. Non-hazardous waste increased in 2023 compared to 2022, primarily as a result of acquisitions made of additional businesses and facilities while Waste Intensity decreased.

Expressed in metric tons, except intensity	2022	2023
Non-Hazardous Waste	37,910	39,767
Hazardous Waste	77	64
<b>Total Waste</b>	<b>37,987</b>	<b>39,831</b>
Waste Intensity*	4.14	3.88
Recycled Waste	21,455	22,150

\* Metric tons per 1,000 square feet of facility.

The number of facilities generating hazardous waste has remained relatively constant at 43%.

Waste Intensity in these calculations is defined as metric tons of total waste per 1,000-square feet of facility. For this report, hazardous waste, for US facilities, was defined as waste that is considered hazardous per the guidelines of the Resource Conservation and Recovery Act (RCRA hazardous waste). For facilities outside the United States, the definition provided to data collectors was waste which is defined as hazardous per Annex III of the Basel Convention. The reason for this difference in measurement standards is that "RCRA hazardous waste" is a US-specific legal term which may not be properly understood by facilities outside the United States.

For facilities which provided waste metrics in units other than mass (such as 55-gallons of dry cell batteries, whole laptops, or 6-cubic yard dumpsters), the US Environmental Protection Agency's Volume-to-Weight Conversion Factors Factsheet, published in 2016, was used to convert all units to metric tons.

## Water

Reported water withdrawals in fiscal year 2023 increased slightly from the previous reporting year as a result of the acquisition of additional businesses and facilities. However, the Water Intensity, which is defined as total water withdrawal per 1,000-square feet of facility, decreased slightly. Water reduction initiatives at the facility level worked to offset the acquisitions.

Tracking water usage within areas of water stress is an important indicator. Using the geospatial relationships between each facility and the World Resource Institute (WRI)'s Aqueduct 4.0 model, Middleby is able to tabulate the total water withdrawn from water stressed regions, which is defined as regions with high and extremely high water risk in WRI's Aqueduct 4.0 model. Middleby's withdrawal of water from water stressed regions increased significantly from 2022 to 2023 due to a large percentage of acquisitions being located in regions of water stress.

Expressed in megaliters, except intensity	2022	2023
<b>Withdrawn</b>	<b>588</b>	<b>608</b>
Discharged	261	336
Consumed	297	272
Water Intensity*	0.064	0.059
Withdrawn from Water Stressed Regions	69.31	146.18

\* Megaliters per 1,000 square feet of facility.

Water consumption was calculated from water bills which were provided by the various facilities. Recycled or reused water is defined as water that is put back into process operations (such as in a closed loop system), which may or may not be treated on-site before re-use. Unless a facility otherwise stated that a recycling system was in place, discharge volumes were set to equal consumption volumes. Water intensity for this report is defined as megaliters of water withdrawn per 1,000-square feet of facility.

## Safety

The rate of recordable cases due to work-related injury or illness increased in 2023 versus 2022.

No fatalities or near misses were reported at Middleby facilities in the United States during 2022 and 2023.

	2022	2023
Recordable Case Rate	4.58	5.12
Lost Time Rate per 100 Employees	0.79	0.53
Fatality Rate	0	0
Near-Miss Rate	0	0

The Recordable Case Rate is a measurement of the number of workplace injuries or illnesses standardized across the total manhours worked for that time period.

The Lost Time Rate calculation is the lost time (missed or modified work due to workplace injury or illness) per 100 employees. These values are official calculations that are reported by US employers to OSHA on an annual basis.

Going forward, Middleby will endeavour to implement a corporate-wide protocol for documenting injuries and fatalities so that facilities outside the United States may contribute to the data set.

## Trend Comparison

### ► Greenhouse Gas (GHG) Emissions

Year	Scope 1 (metric tons)	Scope 2 (metric tons)	CO <sub>2</sub> e-l
2018	9,666	50,583	n/a
2019	4,935	13,716	7.01
2020	16,565	23,827	4.65
2021	17,748	29,619	5.46
2022	75,230	25,120	10.94
2023	89,986	26,463	11.37

CO<sub>2</sub>e Intensity = metric tons CO<sub>2</sub>e per 1,000-square feet of operating facility.

### ► Energy

Year	Total Energy (GJ)	Direct Energy (Fuel Combustion) (GJ)	Indirect Purchased Energy (Electrical Grid) (GJ)	Energy Intensity (EI)	Self- Generated Renewable Energy %
2018	409,000	192,230	216,770	n/a	n/a
2019	183,000	94,000	89,000	68.79	n/a
2020	519,704	256,595	263,109	59.92	n/a
2021	610,071	282,504	327,567	70.34	n/a
2022	520,983	230,990	288,790	56.81	0.23%
2023	471,180	191,697	277,559	46.01	0.41%

Energy Intensity = GJ per 1,000-square feet of operating facility.

### ► Waste

Year	Non- Hazardous Waste (metric tons)	Hazardous Waste (metric tons)	Total Waste (metric tons)	Recycled Waste (metric tons)	Waste Intensity
2018	–	–	<10,000	–	–
2019	8,734	3,973	12,707	1,274	4.77
2020	35,286	3,894	39,180	25,591	4.51
2021	35,129	3,283	38,412	25,592	4.42
2022	37,910	77	37,987	21,455	4.14
2023	39,767	64	39,831	22,150	3.88

Waste Intensity = metric tons of total waste per 1,000-square feet of operating facility.

### ► Water

Year	Water Withdrawn (megaliters)	Water Discharged (megaliters)	Water Consumed (megaliters)	Water Intensity
2018	–	–	–	–
2019	74	27	46	0.073
2020	138	136	2	0.042
2021	168	160	8	0.051
2022	588	261	297	0.064
2023	608	336	272	0.059

Water Intensity = megaliters withdrawn per 1,000-square feet in responding facilities.

### ► Safety

Year	Recordable Case Rate	Lost Time Incident Rate per 100 employees
2018	4.38	1.06
2019	4.00	0.70
2020	3.80	1.24
2021	5.11	1.77
2022	4.58	0.79
2023	5.12	0.53

# ***DATA TABLES***



► **GREENHOUSE GAS (GHG) EMISSIONS**

Expressed in metric tons of CO <sub>2</sub> e, except intensity	2022	2023
Scope 1 Emissions	75,230	89,986
Scope 2 Emissions	25,120	26,463
<b>Total Emissions</b>	<b>100,350</b>	<b>116,449</b>
CO <sub>2</sub> e Intensity*	10.94	11.37

\* CO<sub>2</sub>e emissions/1,000 square feet of operating facility.

► **ENERGY**

Expressed in Gigajoules (GJ) except Intensity and renewable electricity	2022	2023
Indirect Purchased Energy (Electrical Grid)	288,790	277,559
Direct Energy (Fuel Combustion)	230,990	191,697
Self-Generated Renewable Energy	1,203	1,924
<b>Total Energy</b>	<b>520,983</b>	<b>471,180</b>
GJ-Intensity*	56.81	46.01
Renewable Electricity	0.23%	0.41%

\* Gigajoules per 1,000 square feet of facility.

► **WASTE**

Expressed in metric tons, except intensity	2022	2023
Non-Hazardous Waste	37,910	39,767
Hazardous Waste	77	64
<b>Total Waste</b>	<b>37,987</b>	<b>39,831</b>
<b>Recycled Waste</b>	<b>21,455</b>	<b>22,150</b>
Waste Intensity*	4.14	3.88

\* Metric tons per 1,000 square feet of facility.

► **WATER**

Expressed in millions of gallons, except intensity	2022	2023
<b>Withdrawal</b>	<b>588</b>	<b>608</b>
Discharged	261	336
Recycled / Reused / Consumed	297	272
Water Intensity*	0.064	0.059
Withdrawal from Water Stressed Regions	69	146

\* Millions of gallons per 1,000 square feet of facility.

► **SAFETY**

	2022	2023
Recordable Case Rate	4.58	5.12
Lost Time Rate per 100 Employees	0.79	0.53
Fatality Rate	0	0
Near-Miss Rate	0	0



# ***REPORTING***

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# ***STANDARDS***

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# ***INDICES***

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# TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD) INDEX

TCFD RECOMMENDED DISCLOSURE	MIDDLEBY DISCLOSURE	SOURCE
<b>GOVERNANCE</b>		
<b>Disclose the organization’s governance around climate-related risks and opportunities.</b>		
<p>a) Describe the Board’s oversight of climate-related risks and opportunities.</p>	<p>The Board of Director’s Nominating and Corporate Governance Committee oversees ESG reporting, and evaluates the Company’s environmental, social and governance policies, including climate-related issues.</p> <p>The Nominating and Corporate Governance Committee receives updates on these matters from management and provides feedback on a quarterly or as-needed basis, and reports on them to the full Board so that the Board is informed to fulfill its risk oversight responsibilities.</p>	<p>2024 Proxy Statement, pg. 18;</p> <p>2023 CDP Report, pg. 2-3</p>
<p>b) Describe management’s role in assessing and managing climate-related risks and opportunities.</p>	<p>Middleby’s General Counsel and other members of senior management oversee the company’s ESG reporting process and develops and implements the Company’s environmental, social and governance policies.</p> <p>Each of the company’s business units operates under a framework that incorporates guiding principles around environmental issues (including climate-related impact);</p> <ul style="list-style-type: none"> <li>• Working toward continuous and measurable <b>environmental improvement</b>;</li> <li>• Employees and management work together to identify environmental risks and create management tools to minimize potential exposure to <b>environmental impacts</b>;</li> <li>• Creation and maintenance of systems applicable to the nature and scale of operations that can <b>meet or exceed applicable environmental regulations</b>.</li> </ul> <p>A key function of our environmental metrics is to drive environmental performance. Therefore, each of our business units is encouraged to develop their own methods for engaging local employees, in an effort to identify and drive environmental projects that will make the most difference for that business unit.</p> <p>Our management process uses consistent data collection and benchmarking to identify risks, plan management strategies, implement solutions, measure success rates, and adjust systems for continuous improvement across our environmental management activities.</p> <p>Middleby’s environmental priorities are focused on reducing environmental impact to air, water, and land across our footprint and specifically with respect to our customers; improving data analysis and benchmarking to identify opportunities for improvement; identifying and implementing cost-effective and innovative solutions to reduce energy usage; and encouraging more environmentally friendly business practices within our business units.</p>	<p>2023 CDP Report, pg. 2-3</p> <p>2023 Sustainability Report Update, pg. 29</p> <p>2024 Proxy Statement, pg. 24</p>

TCFD RECOMMENDED DISCLOSURE	MIDDLEBY DISCLOSURE	SOURCE
<b>STRATEGY</b>		
<b>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.</b>		
<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term.</p>	<p><b>The company is subject to potential liability under environmental laws</b>                      The company's operations are regulated by a number of federal, state and local environmental laws and regulations that govern, among other things, the discharge of hazardous materials into the air and water as well as the handling, storage and disposal of these materials. Compliance with these environmental laws and regulations is a significant consideration for the company because it uses hazardous materials in its manufacturing processes. In addition, because the company is a generator of hazardous wastes, even if it fully complies with applicable environmental laws, it may be subject to financial exposure for costs associated with an investigation and remediation of sites at which it has arranged for the disposal of hazardous wastes if these sites become contaminated. In the event of a violation of environmental laws, the company could be held liable for damages and for the costs of remedial actions.</p> <p><b>We are subject to risks associated with possible climate change legislation, regulation and international accords</b>                      Government mandates, standards or regulations intended to reduce greenhouse gas emissions or projected climate change impacts have resulted in, and are likely to continue resulting in, increased energy, manufacturing, transportation and raw material costs. Governmental requirements directed at regulating greenhouse gas emissions could cause us to incur expenses that we cannot recover or that will require us to increase the price of products we sell, which could impact the demand for those products.</p> <p>For a full list of the climate-related risks identified, please see page 5 of Middleby's 2023 CDP Report.</p>	<p>2023 Form 10-K, page 21</p> <p>2023 CDP Report, pg. 5</p>
<p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.</p>	<p>Environmental laws could become more stringent over time, imposing greater compliance costs and increasing risks and penalties associated with any violation, which could negatively affect the company's operating results. There can be no assurance that identification of presently unidentified environmental conditions, more vigorous enforcement by regulatory authorities or other unanticipated events will not arise in the future resulting in additional environmental liabilities, compliance costs and penalties that could be material. Environmental laws and regulations are constantly evolving, and it is impossible to accurately predict the effect they may have upon the financial condition, results of operations, or cash flows of the company.</p>	<p>2023 Form 10-K, pg. 21</p>
<p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>Not reported.</p>	<p>N/A</p>

**TCFD RECOMMENDED DISCLOSURE**

**MIDDLEBY DISCLOSURE**

**SOURCE**

**RISK MANAGEMENT**

**Disclose how the organization identifies, assesses, and manages climate-related risks.**

a) Describe the organization's processes for identifying and assessing climate-related risks.

Employees and management work together to identify environmental risks and create management tools to minimize potential exposure to environmental impacts.

**Value chain stage(s) covered:** Direct operations Upstream Downstream

**Risk management process:** Integrated into multi-disciplinary company-wide risk management process

**Frequency of assessment:** More than once a year

**Time horizon(s) covered:** Short-term Medium-term

**Description of process**

As disclosed in our Form 10-K, we are subject to risks associated with possible climate change legislation, regulation and international accords. Government mandates, standards or regulations intended to reduce greenhouse gas emissions or projected climate change impacts have resulted in, and are likely to continue resulting in, increased energy, manufacturing, transportation and raw material costs. Governmental requirements directed at regulating greenhouse gas emissions could cause us to incur expenses that we cannot recover or that will require us to increase the price of products we sell, which could impact the demand for those products.

Corporate leadership regularly engages with site locations to evaluate sustainable innovation opportunities with respect to new technologies, increase use of renewable energy, reduce consumption of resources, and improve our company's environmental, health and safety metrics.

2023 Sustainability Report, pg. 29

2023 CDP Report, pg. 4

TCFD RECOMMENDED DISCLOSURE	MIDDLEBY DISCLOSURE	SOURCE
<p>b) Describe the organization's processes for <u>managing</u> climate-related risks.</p>	<p>As disclosed in our Form 10-K, we are subject to risks associated with possible climate change legislation, regulation and international accords. Government mandates, standards or regulations intended to reduce greenhouse gas emissions or projected climate change impacts have resulted in, and are likely to continue resulting in, increased energy, manufacturing, transportation and raw material costs. Governmental requirements directed at regulating greenhouse gas emissions could cause us to incur expenses that we cannot recover or that will require us to increase the price of products we sell, which could impact the demand for those products.</p> <p>Corporate leadership regularly engages with site locations to evaluate sustainable innovation opportunities with respect to new technologies, increase use of renewable energy, reduce consumption of resources, and improve our company's environmental, health and safety metrics.</p> <p>The Nominating and Corporate Governance Committee oversees our ESG reporting, and evaluates the Company's environmental, social and governance policies. Our General Counsel and other members of senior management are responsible for developing and implementing our ESG reporting structure and our environmental, social and governance policies.</p>	<p>2023 CDP Report, pg. 4</p> <p>2023 Form 10-K, pg. 21</p>
<p>c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>As disclosed in our Form 10-K, we are subject to risks associated with possible climate change legislation, regulation and international accords. Government mandates, standards or regulations intended to reduce greenhouse gas emissions or projected climate change impacts have resulted in, and are likely to continue resulting in, increased energy, manufacturing, transportation and raw material costs. Governmental requirements directed at regulating greenhouse gas emissions could cause us to incur expenses that we cannot recover or that will require us to increase the price of products we sell, which could impact the demand for those products.</p> <p>Corporate leadership regularly engages with site locations to evaluate sustainable innovation opportunities with respect to new technologies, increase use of renewable energy, reduce consumption of resources, and improve our company's environmental, health and safety metrics.</p> <p>The Nominating and Corporate Governance Committee oversees our ESG reporting, and evaluates the Company's environmental, social and governance policies. Our General Counsel and other members of senior management are responsible for developing and implementing our ESG reporting structure and our environmental, social and governance policies.</p>	<p>2023 CDP Report, pg. 4</p> <p>2023 Form 10-K, pg. 21</p>

TCFD RECOMMENDED DISCLOSURE	MIDDLEBY DISCLOSURE	SOURCE																					
<b>METRICS &amp; TARGETS</b>																							
<b>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</b>																							
a) <i>Disclose the <u>metrics</u> used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</i>	Greenhouse gas emissions (CO <sub>2</sub> e MT) <ul style="list-style-type: none"> <li>• Scope 1 emissions</li> <li>• Scope 2 emissions</li> <li>• Scope 3 emissions (Categories 2 and 5)</li> <li>• Total GHG emissions</li> <li>• CO<sub>2</sub>e intensity</li> </ul> Energy Consumption <ul style="list-style-type: none"> <li>• Indirect purchased energy (electrical grid)</li> <li>• Direct energy (fuel combustion)</li> <li>• Total GHG emissions</li> <li>• CO<sub>2</sub>e intensity</li> <li>• Total energy</li> <li>• Gigajoule intensity</li> <li>• Renewable energy as a percentage of total</li> </ul>	2023 Sustainability Report Update, pg. 17-19  2024 Sustainability Metrics Update																					
b) <i>Disclose Scope 1, 2 &amp; (if appropriate) 3 greenhouse gas (GHG) emissions and the related risks.</i>	<table border="1"> <thead> <tr> <th data-bbox="531 943 961 1003">Expressed in metric tons of CO<sub>2</sub>e, except intensity</th> <th data-bbox="1104 943 1163 967">2022</th> <th data-bbox="1272 943 1331 967">2023</th> </tr> </thead> <tbody> <tr> <td data-bbox="531 1011 730 1036">Scope 1 Emissions</td> <td data-bbox="1094 1011 1173 1036">75,230</td> <td data-bbox="1262 1011 1341 1036">89,986</td> </tr> <tr> <td data-bbox="531 1052 730 1076">Scope 2 Emissions</td> <td data-bbox="1094 1052 1173 1076">25,120</td> <td data-bbox="1262 1052 1341 1076">26,463</td> </tr> <tr> <td data-bbox="531 1092 716 1117"><b>Total Emissions</b></td> <td data-bbox="1083 1092 1184 1117"><b>100,350</b></td> <td data-bbox="1251 1092 1352 1117"><b>116,449</b></td> </tr> <tr> <td data-bbox="531 1133 688 1157">CO<sub>2</sub>e Intensity*</td> <td data-bbox="1104 1133 1163 1157">10.94</td> <td data-bbox="1272 1133 1331 1157">11.37</td> </tr> <tr> <td data-bbox="531 1174 1035 1198">Scope 3 Emissions – Capital Goods (Category 2)</td> <td data-bbox="1104 1174 1163 1198">n/a</td> <td data-bbox="1272 1174 1331 1198">360</td> </tr> <tr> <td data-bbox="531 1214 961 1271">Scope 3 Emissions – Waste Generated in Operations (Category 5)</td> <td data-bbox="1104 1214 1163 1239">n/a</td> <td data-bbox="1262 1214 1341 1239">3,210</td> </tr> </tbody> </table> <p data-bbox="520 1279 1087 1304">* CO<sub>2</sub>e emissions/1,000 square feet of operating facility</p>	Expressed in metric tons of CO <sub>2</sub> e, except intensity	2022	2023	Scope 1 Emissions	75,230	89,986	Scope 2 Emissions	25,120	26,463	<b>Total Emissions</b>	<b>100,350</b>	<b>116,449</b>	CO <sub>2</sub> e Intensity*	10.94	11.37	Scope 3 Emissions – Capital Goods (Category 2)	n/a	360	Scope 3 Emissions – Waste Generated in Operations (Category 5)	n/a	3,210	2024 Sustainability Metrics Update
Expressed in metric tons of CO <sub>2</sub> e, except intensity	2022	2023																					
Scope 1 Emissions	75,230	89,986																					
Scope 2 Emissions	25,120	26,463																					
<b>Total Emissions</b>	<b>100,350</b>	<b>116,449</b>																					
CO <sub>2</sub> e Intensity*	10.94	11.37																					
Scope 3 Emissions – Capital Goods (Category 2)	n/a	360																					
Scope 3 Emissions – Waste Generated in Operations (Category 5)	n/a	3,210																					
c) <i>Describe the <u>targets</u> used by the organization to manage climate-related risks and opportunities and performance against targets.</i>	Middleby is in the process of defining climate-related targets (Scope 1 & 2 emission targets), and will seek to align with the SBTi standards.	2023 Sustainability Report Update, pg. 17  2024 Sustainability Metrics Update																					

# PERFORMANCE DATA

Indicator	Description	Units	2022	2023
<b>ACTIVITY</b>	Sales Revenue	\$ Millions USD	4,033	4,037
	Number of Employees		11,268	10,722
<b>SAFETY</b>	OSHA Total Recordable Rate		4.58	5.12
	OSHA Lost Day Rate		0.79	0.53
<b>ENERGY</b>	Indirect Purchased Energy (Electrical Grid)	Gigajoules	288,790	277,559
	Direct Energy (Fuel Combustion)	Gigajoules	230,990	191,697
<b>GREENHOUSE GAS</b>	Direct Emissions (Scope 1)	Metric Tons	75,230	89,986
	Indirect Emissions (Scope 2)	Metric Tons	25,120	26,463
	Other Indirect Emissions (Scope 3)			
	Capital Goods (Category 2)	Metric Tons	n/a	360
	Waste Generated in Operations (Category 5)	Metric Tons	n/a	3,210
<b>WATER</b>	Water Withdrawn	Megaliters	588	608
<b>WASTE</b>	Non-Hazardous	Metric Tons	37,910	39,767
	Hazardous	Metric Tons	77	64
	Recycled	Metric Tons	21,455	22,150

# SUSTAINABILITY ACCOUNTING AND STANDARDS BOARD (SASB) INDEX

Reporting Period		2023		
TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	DISCLOSURE
<b>ENERGY MANAGEMENT</b>	(1) Total energy consumed	Gigajoules (GJ)	RT-IG 130a.1	1. 471,180
	(2) Percentage grid electricity	Percent		2. 58.9%
	(3) Percentage renewable			3. 0.41%
<b>EMPLOYEE HEALTH &amp; SAFETY</b>	(1) Total recordable incident rate (TRIR)	Rate*	RT-IG 320a.1	1. 5.12
	(2) Fatality rate			2. 0
	(3) Near miss frequency rate (NMFR)			3. 0
<b>FUEL ECONOMY &amp; EMISSIONS IN USE-PHASE</b>	Sales-weighted fuel efficiency for medium and heavy-duty vehicles	Gallons per 1,000 ton miles	RT-IG-410a.1	Not Disclosed
	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour	RT-IG-410a.2	Not Disclosed
	Sales-weighted fuel efficiency for stationary generators	Watts per gallon	RT-IG-410a.3	Not Disclosed
	Sales-weighted emissions of: 1) nitrogen oxides (NOx) and 2) particulate matter (PT) for: a) marine diesel engines, b) locomotive diesel engines, c) on-road medium- and heavy-duty engines and d) other non-road diesel engines		RT-IG-410a.4	Not Disclosed
<b>MATERIALS SOURCING</b>	Description of the management of risks associated with the use of critical materials	N/A	RT-IG-440a.1	Not Disclosed
<b>REMANUFACTURING DESIGN &amp; SERVICES</b>	Revenue from remanufactured products and remanufacturing services	Reporting currency	RT-IG-440b.1	Not Disclosed
	ACTIVITY METRIC	UNIT OF MEASURE	CODE	DISCLOSURE
	Number of units produced by product category	Number	RT-IG-000.A	Not Disclosed
	Number of employees	Number	RT-IG-000.B	10,722

\* Measurement of the number of workplace injuries or illnesses standardized across the total manhours worked for the full year.

Reporting Period		2022		
TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	DISCLOSURE
<b>ENERGY MANAGEMENT</b>	(1) Total energy consumed	Gigajoules (GJ)	RT-IG 130a.1	1. 520,983
	(2) Percentage grid electricity	Percent		2. 55.4%
	(3) Percentage renewable			3. 0.23%
<b>EMPLOYEE HEALTH &amp; SAFETY</b>	(1) Total recordable incident rate (TRIR)	Rate*	RT-IG 320a.1	1. 4.58
	(2) Fatality rate			2. 0
	(3) Near miss frequency rate (NMFR)			3. 0
<b>FUEL ECONOMY &amp; EMISSIONS IN USE-PHASE</b>	Sales-weighted fuel efficiency for medium and heavy-duty vehicles	Gallons per 1,000 ton miles	RT-IG-410a.1	Not Disclosed
	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour	RT-IG-410a.2	Not Disclosed
	Sales-weighted fuel efficiency for stationary generators	Watts per gallon	RT-IG-410a.3	Not Disclosed
	Sales-weighted emissions of: 1) nitrogen oxides (NOx) and 2) particulate matter (PT) for: a) marine diesel engines, b) locomotive diesel engines, c) on-road medium- and heavy-duty engines and d) other non-road diesel engines		RT-IG-410a.4	Not Disclosed
<b>MATERIALS SOURCING</b>	Description of the management of risks associated with the use of critical materials	N/A	RT-IG-440a.1	Not Disclosed
<b>REMANUFACTURING DESIGN &amp; SERVICES</b>	Revenue from remanufactured products and remanufacturing services	Reporting currency	RT-IG-440b.1	Not Disclosed
	ACTIVITY METRIC	UNIT OF MEASURE	CODE	DISCLOSURE
	Number of units produced by product category	Number	RT-IG-000.A	Not Disclosed
	Number of employees	Number	RT-IG-000.B	11,268

\* Measurement of the number of workplace injuries or illnesses standardized across the total manhours worked for the full year.

# MIDDLEBY 2022 GLOBAL REPORTING INITIATIVE (GRI) INDEX

This index corresponds to information presented by Middleby in its 2023 Form 10-K, 2024 Proxy Statement, 2021 Sustainability Report, 2023 Sustainability Report Update and 2024 Sustainability Metrics Update. In some cases we have made reference to where the disclosure is available, and in other cases we disclose the data or information that corresponds to the specific GRI code listed.

We have included the GRI topics on which we make disclosures in our annual reporting.

Reporting Period	2023-2024	
Disclosure	Reference	Information or Data
<b>GRI 2: GENERAL DISCLOSURES</b>		
2-1 Organizational details	2023 Form 10-K: cover page; page 1	
2-2 Entities included in the organization’s sustainability reporting	2023 Form 10-K: page 1; Note 10 to Consolidated Financial Statements (p. 84)	<ul style="list-style-type: none"> <li>• Commercial Foodservice</li> <li>• Food Processing</li> <li>• Residential Kitchen</li> </ul>
2-3 Reporting period, frequency and contact point		Annual
2-4 Restatements of information		No restatements have been made during the reporting period
2-5 External assurance		Not reported
2-6 Activities, value chain, and other business relationships	2023 Form 10-K: page 1-9	
2-7 Employees	2023 Form 10-K: page 9-10 (Human Capital) 2021 Sustainability Report: page 32 (Employee Demographics – Global) 2024 Proxy Statement, pages 24-25	Total number of employees at YE 2023: 10,722
2-8 Workers who are not employees		Not reported
2-9 Governance structure and composition	2024 Proxy Statement, pages 18, 20-21 2023 Sustainability Report Update, pages 23-24 Corporate Governance Guidelines	
2-10 Nomination and selection of the highest governance body	2024 Proxy Statement, page 13	

Reporting Period	2023-2024	
Disclosure	Reference	Information or Data
2-11 Chair of the highest governance body	2024 Proxy Statement, page 18	The Chairman of the Board and Chief Executive Officer positions are not held by the same person
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Guidelines 2024 Proxy Statement, page 18 (Risk Oversight)	
2-13 Delegation of responsibility for managing impacts		Not reported
2-14 Role of the highest governance body in sustainability reporting	2024 Proxy Statement, page 21	The Nominating and Corporate Governance Committee of the Board of Directors oversees all ESG matters
2-15 Conflicts of interest	Code of Conduct, page 11	
2-16 Communication of critical concerns	Code of Conduct, page 6	
2-17 Collective knowledge of the highest governance body	2024 Proxy Statement, page 14 Corporate Governance Guidelines	
2-18 Evaluation of the performance of the highest governance body	2024 Proxy Statement, page 19 Corporate Governance Guidelines	
2-19 Remuneration policies	2024 Proxy Statement, pages 22-23 Corporate Governance Guidelines	
2-20 Process to determine remuneration	2024 Proxy Statement, pages 22-23, 28-47	
2-21 Annual total compensation ratio	2024 Proxy Statement, page 44	
2-22 Statement of sustainable development strategy	2023 Sustainability Report Update, pages 5-8 2024 Proxy Statement, page 24	
2-23 Policy commitments	2021 Sustainability Report, page 34 2023 Sustainability Report Update, page 27 Supplier Code of Conduct Code of Conduct, page 22	Human Rights and Labor Standards
2-24 Embedding policy commitments	2021 Sustainability Report 2023 Sustainability Report Update	
2-25 Processes to remediate negative impacts		Not reported
2-26 Mechanisms for seeking advice and raising concerns	Code of Conduct, page 4 2021 Sustainability Report, page 15	
2-27 Compliance with laws and regulations		Not reported

Reporting Period		2023-2024	
Disclosure	Reference	Information or Data	
2-28 Membership associations	2021 Sustainability Report, page 29 2023 Sustainability Report Update, pages 15-16	Community affiliations	
2-29 Approach to stakeholder engagement	2024 Proxy Statement, page 19		
2-30 Collective bargaining agreements	2023 Form 10-K, page 19		
<b>GRI 302: ENERGY</b>			
302-1 Energy consumption within the organization	2023 Sustainability Report Update, page 18 2024 Sustainability Metrics Update		
302-2 Energy consumption outside of the organization	2024 Sustainability Metrics Update		
302-3 Intensity	2023 Sustainability Report Update, page 18 2024 Sustainability Metrics Update		
302-4 Reduction of energy consumption		Not reported	
302-5 Reductions in energy requirements of products and services		Not reported	
<b>GRI 303: WATER AND EFFLUENTS</b>			
303-1 Interactions with water as a shared resource		Not reported	
303-2 Management of water discharge-related impacts		Not reported	
303-3 Water withdrawal	2023 Sustainability Report Update, page 18 2024 Sustainability Metrics Update		
303-4 Water discharge	2023 Sustainability Report Update, page 18 2024 Sustainability Metrics Update		
303-5 Water consumption	2023 Sustainability Report Update, page 18 2024 Sustainability Metrics Update		
<b>GRI 305: EMISSIONS</b>			
305-1 Direct (Scope 1) GHG emissions	2023 Sustainability Report Update, page 17 2024 Sustainability Metrics Update		
305-2 Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report Update, page 17 2024 Sustainability Metrics Update		
305-3 Other indirect (Scope 3) GHG emissions	2024 Sustainability Metrics Update		
305-4 GHG emissions intensity	2023 Sustainability Report Update, page 17 2024 Sustainability Metrics Update		
305-5 Reduction of GHG emissions		Not reported	
305-6 Emissions of ozone-depleting substances (ODS)		Not reported	
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Not reported	

Reporting Period	2023-2024	
Disclosure	Reference	Information or Data
<b>GRI 306 - WASTE</b>		
306-1 Waste generation and significant waste-related impacts		Not reported
306-2 Management of significant waste-related impacts		Not reported
306-3 Waste generated	2023 Sustainability Report Update, page 18 2024 Sustainability Metrics Update	
306-4 Waste diverted from disposal		Not reported
306-5 Waste directed to disposal		Not reported
<b>GRI 403 - OCCUPATIONAL HEALTH &amp; SAFETY</b>		
403-1 Occupational health & safety management system		Not reported
403-2 Hazard identification, risk assessment, and incident investigation		Not reported
403-3 Occupational health services		Not reported
403-4 Worker participation, consultation and communication on occupational health and safety	Code of Conduct, page 21	
403-5 Worker training on occupational health and safety	2023 Form 10-K, page 10 2024 Proxy Statement, pages 24-25	
403-6 Promotion of worker health	2024 Proxy Statement, pages 24-25	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Not reported
403-8 Workers covered by an occupational health and safety management system		Not reported
403-9 Work-related injuries	2023 Sustainability Report Update, page 18 2024 Sustainability Metrics Update 2024 Proxy Statement, page 25	
403-10 Work related ill-health		Not reported

# ABOUT THIS UPDATE

The Middleby Corporation (the “Company”) published this report to provide an overview of our company’s products, services, and operations related to sustainability performance. This report is for the calendar years ended on December 31, 2022 and December 31, 2023, with select data included with respect to subsequent years. We intend to continue reporting annually.

This report was created in alignment with the Sustainability Accounting Standards Board (SASB) Standard for Industrial Machinery & Goods industry within the Resources Transformation category. This alignment is detailed in the SASB index. Data disclosed in the SASB index is reported through December 31, 2023.

For the purposes of this report, the concept of “material issues” refers to SASB and Global Reporting Initiative (GRI) reporting guidance on potential disclosures and does not correspond to the concept of materiality used in the securities laws and disclosures required by U.S. Securities and Exchange Commission rules.

This Sustainability Report contains certain forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Forward-looking statements, which are based on certain assumptions and describe the Company’s future plans, strategies and expectations, are generally identifiable by use of the words “believe,” “expect,” “intend,” “anticipate,” “estimate,” “project,” “will,” “forecast” or similar expressions, and include the Company’s expectations regarding statements regarding our sustainability goals and strategies and related business and stakeholder impacts. You should not rely on forward-looking statements since they involve known and unknown risks, uncertainties and other important factors which are, in some cases, beyond our control and which could materially affect our actual results, performance or achievements.

We have noted any significant changes in scope and boundary throughout the report that may vary from our 2023 report. External assurance is limited to financial data from the consolidated financial statements in our Annual Reports on SEC Form 10-K.