

2021 **SUSTAINABILITY** **REPORT**



MESSAGE FROM OUR CEO

Dear Stakeholders,

We are pleased to present to you our 2021 Sustainability Report, building upon our commitments set forth in our inaugural 2019 Sustainability Report.

We are committed to making a positive impact in the communities in which we live and work. We realize that the way we conduct business today impacts both current and future generations to come. We have made it priority to balance the management of people, profits, and our planet.

This Sustainability Report summarizes measurable progress toward our goals, as we have implemented policies and taken actions advancing our objectives pertaining to health and safety, the environment, human rights, ethics, diversity and inclusion, and giving back to our communities. Our leadership and management teams are focused on making continual progress in each of these areas.

Middleby is uniquely positioned to have a broader impact by developing sustainable equipment solutions for the many customers we touch around the world operating restaurants, food manufacturing operations, and in the home. Our financial investments and product innovation efforts are focused on solutions that reduce energy consumption, lessen water usage and food waste, minimize emissions and carbon footprint, and enhance safety in the workplace and at home. We have built these sustainability objectives into our development and innovation processes, which is core to our culture. We are proud to highlight a few of our most recent product innovations in this report.

On behalf of our employees worldwide, thank you for encouraging us every day to position sustainability as one of the most significant pillars of our business. Our continued journey has involved reflection upon our past and will shape our decisions in the future.

Sincerely,



Timothy J. FitzGerald
Chief Executive Officer

COMPANY PROFILE

The Middleby Corporation is a worldwide leader in the production of equipment for commercial foodservice solutions, residential kitchens and industrial food processing and baking.

Headquartered in Elgin, Illinois, with offices and manufacturing facilities around the world, we develop and manufacture a broad line of highly innovative products across three principal business segments. Our common stock is traded on NASDAQ under the symbol MIDD.

9,300

Middleby professionals

65

Domestic and international manufacturing facilities (37 U.S., 28 international)

\$2.5 Billion

2020 revenues



COMMERCIAL FOODSERVICE

Middleby is the worldwide leader in commercial kitchens, offering the most advanced innovations for cooking and warming, refrigeration, and beverage solutions for top restaurant and institutional customers.



RESIDENTIAL

Middleby is the leader in the ultra-premium, residential kitchen appliance market, providing the most recognizable and technologically-advanced consumer brands in use worldwide.



FOOD PROCESSING

Middleby develops industry leading solutions for industrial protein processing and large scale bakery.

Throughout the dramatic growth of our business over the past 20 years, Middleby has embodied the true spirit of sustainability and we are committed to the highest standards of environmental, social and governance performance and transparency. Our culture and values are rooted in service, integrity and taking personal responsibility for our actions, outcomes, and reputation.

As a provider of solutions in commercial, residential and industrial settings, we believe it is our duty to positively impact the businesses that we serve and their workforces, and to leverage our position as a leader to support the communities in which we live and work. Given the global span of our employees, customers, suppliers and partners, we recognize the wide reach of our business practices and public accountability strategy.

2021 IMPACT HIGHLIGHTS

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) MANAGEMENT

Conducted an ESG materiality assessment to identify priority non-financial issues and aligned priorities with the United Nations Sustainable Development Goals.

PANDEMIC RESPONSE

Quickly implemented procedures at manufacturing locations and offices, including enhanced workplace sanitation, staggered shifts, and work-at-home protocols for non-production employees to continue to serve critical infrastructure of food security while protecting employee health and safety.

SUPPLIERS

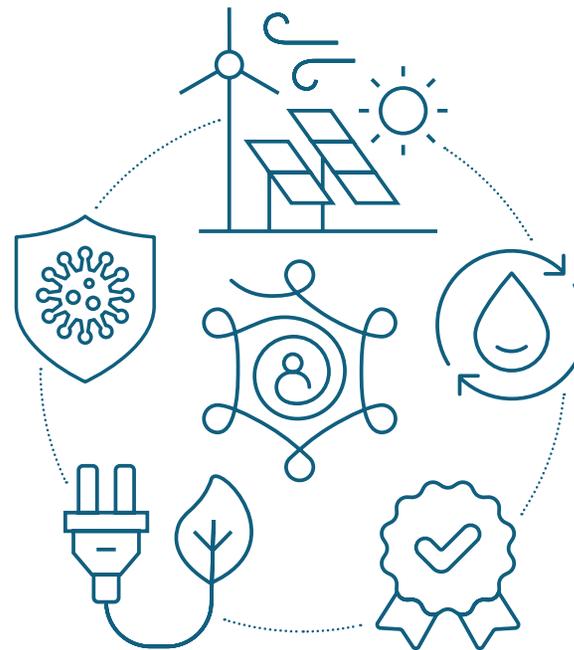
Implemented a Supplier Code of Conduct that reflects our values of sustainability and human rights.

RENEWABLE ELECTRICITY

Over 17 percent of our energy use is generated by renewable sources such as hydroelectric, wind, and solar energy.

WATER RECYCLING

Continued development and execution of environmental water conservation practices to recycle or reuse water.



DIVERSITY AND INCLUSION

Established Diversity and Inclusion Committee to further prioritize our strong culture of diversity and inclusion, both internally, and with our supplier partners.

COMMUNITY INVOLVEMENT

Expanded employee engagement across local and national giving initiatives to support over 100 charities tackling food insecurity, education, and other social causes.

2021 MIDDLEBY INNOVATION

“Improving the Sustainability of Our Global Customer Base”

At Middleby, we believe the greatest impact we can make upon sustainability is in the products we innovate and deliver to our customers. Product innovation is central to our value proposition to our customers, and is consistent with our commitment to **Affordable and Clean Energy, Responsible Consumption and Production, and Industry Innovation and Infrastructure** as United Nations Sustainable Development Goals, as further described on page 12.

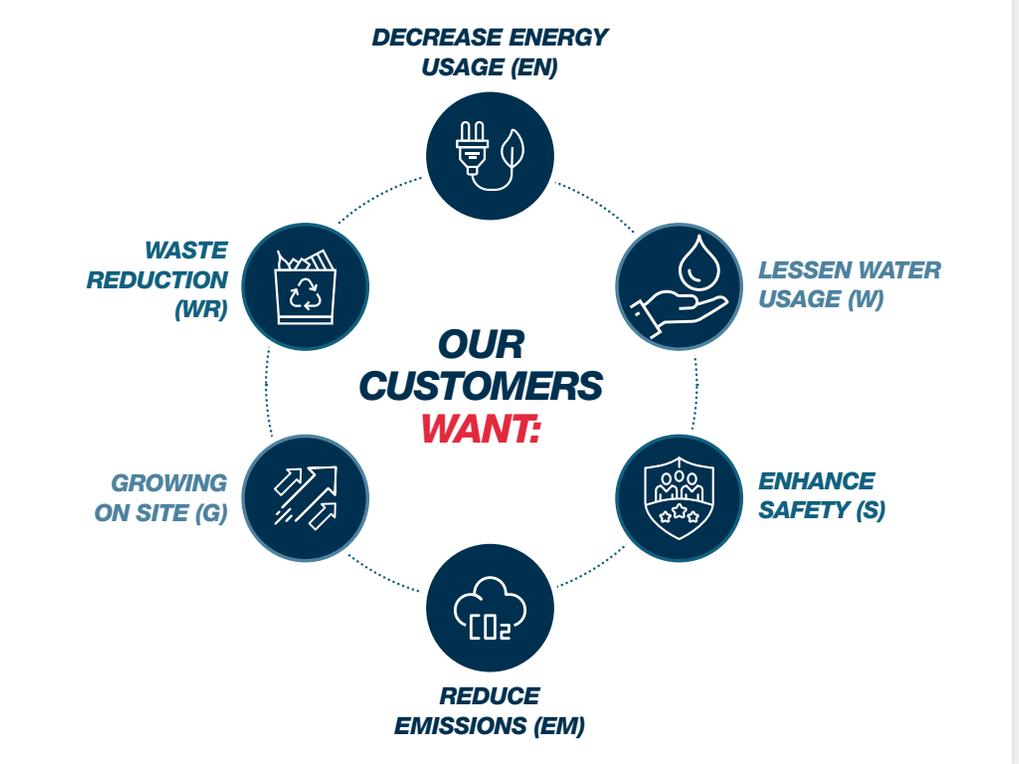


When we introduce sustainable products to the marketplace, we are allowing hundreds of thousands of restaurants to become more sustainable and reach their goals. We develop processing systems that use less water, energy and plastics. We are also placing our Energy Star rated products in consumer homes for them not only to save energy costs, but our planet. Our customers, and their consumers are asking about and doing business keeping sustainability top of mind.

While we are proud of steps we have taken at our factories to reduce energy, water, emissions and use sustainable packaging, we believe Middleby can make the greatest impact by continuing to develop innovative, sustainable solutions to our global customer base. Our commercial foodservice customers operate foodservice operations around the world, and their patrons are asking about sustainability. Our customers are publicizing their targets on reducing greenhouse gases and cutting emissions and promoting environmentally energy efficient equipment will be key in these efforts.

We are focused on the global reach of sustainable innovation which will have a direct impact on our customers and the future of their businesses. From the large chains that are household names, to big industrial facilities all the way to a single residence, we know Middleby has the potential to make a difference when it comes to the sustainability of our customers. We take this responsibility seriously as we continue a heavy focus on R&D in all of our business units to bring sustainable products to the marketplace.

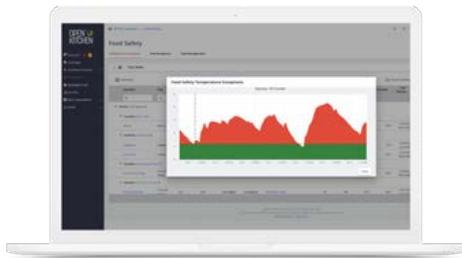
We develop innovative, industry-leading commercial foodservice, food processing, and residential equipment designed to reduce pollution, conserve energy, and minimize waste.



Commercial Foodservice

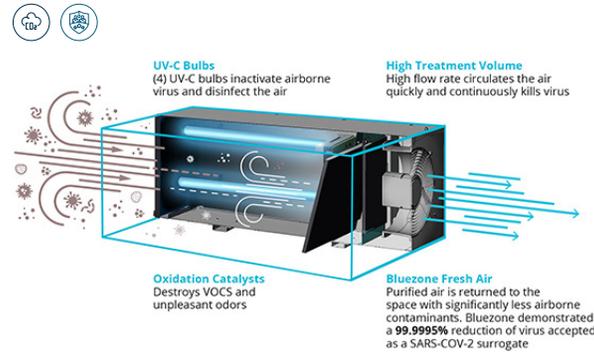
We see tremendous opportunity to create significant global impact through our broad global customer base and continuous new product introductions. According to a recent FCSI (Foodservice Consultants Society International) published report, the **Tastewise 2020** database found 23% of consumers now prioritize sustainable choices at restaurants.

Powerhouse Dynamics Open Kitchen IoT Solution



Restaurant operators and other customers using Open Kitchen realize energy savings by monitoring restaurant equipment, HVAC and energy usage. Open Kitchen gathers real-time data to recommend operational decisions that reduce operating costs, and increase equipment efficiency, including water usage. Open Kitchen also alerts operators of potential safety issues with restaurant equipment, contributing to a safer work environment for our customer's employees and customers.

Bluezone® by Middleby



In 2020, Middleby made a commitment to our customers to deliver the most advanced viral kill technology on the market. Bluezone® by Middleby UV and UVC air purification technologies provide a patented solution that kills 99.9% of viruses, bacteria, mold and other contaminants for use in indoor spaces such as restaurants, bars, hotels, healthcare facilities, schools, offices and churches. Bluezone® by Middleby technology also has food preservation applications for walk-in refrigerators or coolers.

Pitco Reduced Oil Volume (ROV) Fryer Series



The Pitco ROV series fryer platform is a reduced oil volume (ROV) fryer utilizing 30% less oil than a conventional cold zone fryer platform. The reduced volume of oil and the enhanced oil utilization performance optimizes oil management and reduces the frequency of waste disposal required. These fryers come equipped with automatic filtration which improves labor efficiency and reduces waste.

Residential

We continue to look for ways to reduce energy consumption and GHG emissions in our residential portfolio of products without compromising on performance and design. We also pursue sustainable solutions in our packaging.

Brava Energy Savings



For our residential customers, Brava cooks food using pioneering light technology that brings unparalleled heat, speed, and precision to all your favorite meals. In traditional cooking, hot air fills an entire convection oven chamber, and that air cooks the food. Alternately, Brava directly transfers energy to cook the food via its light technology. This allows the Brava to cook food faster with no preheat and with significantly less energy usage.

Marvel Energy Efficient Refrigeration



For over 125 years, Marvel has engineered and manufactured premium undercounter refrigeration for the residential market, most of which are ENERGY STAR® certified. In 2021, a select number of Marvel products were recognized as the Most Efficient of ENERGY STAR® in 2021. These Marvel products reduce GHG emissions by meeting rigorous energy efficiency performance levels set by the U.S. Environmental Protection Agency.

Viking Range Commitment to Sustainable Packaging



Viking has actively sought environmentally friendly practices in their packaging. From January 2008 through January 2021, Viking has used packaging made from 100% recycled paper, which has resulted in the following:

- 40,985,000 gallons of water saved
- 99,535 trees saved
- 5,855 tons of CO2 prevented
- 23,420,000 kilowatt hours of power saved
- 19,322 cubic yards diverted from landfill

Viking Range, LLC received the 2020 Environmental Impact Award through their pursuit of sustainable solutions by utilizing recycled paper and other sustainable packaging.

Viking uses high-quality, cost-effective packaging solutions for their products while limiting the impact on the environment. It starts with the production of 100% recycled containerboard and then customized packaging for Viking.

Food Processing

Large scale food processing facilities have traditionally been energy heavy and labor intensive. The Middleby brands are changing the food processing landscape with sustainable technologies, often cross-pollinated with our other business segments, to improve efficiency, conserve water and energy, and enhance employee and food safety.

TurboChef by Alkar



The newly introduced linear TurboChef by Alkar oven provides food processing facilities with the flexibility of microwave and convection heating. Aspects of this technology increase the microwave energy rate absorption, resulting in a significant reduction in energy consumption as compared to a typical microwave line at a food processing facility. Middleby's cross-pollination of innovation among its three business segments is one way that Middleby supports its commitment to **Responsible Consumption and Production** as a United Nations Sustainable Development Goal.

Danfotech Bacon Presses



Danfotech bacon presses utilize a 3-dimensional press chamber to press bacon, Philly steak, roast beef and other products to increase slicing yield and efficiencies. Danfotech's technology does not use a conventional hydraulic press in the system. This results in water savings because water is not needed to cool the conventional hydraulic operated press.

Pacproinc Packaging Technology



Newly developed Pacproinc technology allows deli customers to reduce the amount of single use plastics in their packaging. Using Pacproinc technology, customers who currently use plastic dividers and trays in their packaging process can replace the plastic tray underneath product slices with one paper that is folded around the cheese. This technology allows paper to be sliced and folded over the food product, enabling consumers to easily remove the product slices from the packaging. The paper tray replaces plastic, resulting in more environmentally friendly packaging.

ESG APPROACH

ESG COMMITMENTS

EMPLOYEES

We take seriously our responsibilities to protect, support and prepare workers for successful careers, and to advocate on their behalf. We believe in opportunity for all and are steadfast in our commitment to equal employment opportunity.



ETHICS

Middleby is committed to doing the right thing, conducting ourselves in a legal, ethical and trustworthy manner, upholding our regulatory obligations and complying with our business policies.

At Middleby,
our sustainability commitments
are built around four key areas:

ENGAGEMENT

Middleby understands that it takes all of us working together to truly have an impact. We gladly partner with organizations to improve lives and society as a whole, by engaging in activities such as community service and philanthropy.



ENVIRONMENT

Middleby recognizes a shared responsibility to protect our planet. We endeavor every day to reduce the environmental impact of our business through preservation, conservation and waste reduction practices.

SUSTAINABILITY ACCOUNTING AND STANDARDS BOARD (SASB)

Data collection and reporting were conducted in alignment with the Sustainability Accounting Standards Board (SASB) framework and in consultation with the United Nations Sustainable Development Goals. Middleby is classified by SASB as part of the Industrial Machinery & Goods industry within the Resources Transformation category. Middleby chose to focus our efforts on these issues because they are of interest to investors, are relevant across the industry, have a potential to affect corporate value, are reflective of stakeholder engagement, and are actionable by Middleby.

SASB Reporting Standards

ENVIRONMENT

- GHG Emissions
- Air Quality
- **Energy Management**
- Water & Wastewater Management
- Waste & Hazardous Materials Management
- Ecological Impacts

LEADERSHIP & GOVERNANCE

- Business Ethics
- Competitive Behavior
- Management of the Legal & Regulatory Environment
- Critical Incident Risk
- Management
- Systemic Risk Management

BUSINESS MODEL & INNOVATION

- **Product Design & Lifecycle Management**
- Business Model Resilience
- Supply Chain Management
- **Materials Sourcing & Efficiency**
- Physical Impacts of Climate Change
- Selling Practices & Product Labeling

HUMAN CAPITAL

- Labor Practices
- **Employee Health & Safety**
- Employee Engagement, Diversity & Inclusion

SOCIAL CAPITAL

- Human Rights & Community Relations
- Customer Privacy
- Data Security
- Access & Affordability
- Product Quality & Safety
- Customer Welfare
- Selling Practices & Product Labeling

UNIVERSE OF SUSTAINABILITY ISSUES

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Middleby is committed to the 17 Sustainable Development Goals (SDGs) set up by the United Nations General Assembly. We believe in the purpose of the SDGs, namely that of being a *blueprint to achieve a better and more sustainable future for all by the year 2030*.

Middleby's commitment to the SDGs focuses on topics most material to our industry and issues where we can have the most impact. Our sustainability efforts are most aligned with the following United Nations Sustainable Development Goals:

2 ZERO HUNGER

Zero Hunger
 We reduce hunger and improve food security through community involvement partnerships with Feed My Starving Children, Feeding America and Food for Friends.

5 GENDER EQUALITY

Gender Equality
 We pay our employees equitably and are committed to increasing gender diversity on our board, senior leadership and throughout the company.

7 AFFORDABLE AND CLEAN ENERGY

Affordable and Clean Energy
 We source over 17% of our electricity from renewable energy and work closely with energy providers to identify new opportunities to purchase clean power. We develop energy-efficient products for our customers.



8 DECENT WORK AND ECONOMIC GROWTH

Decent Work and Economic Growth
 We strive for a safe, injury-free workplace by integrating safety into our daily business decisions and processes improving our health and safety metrics over the last 3 years. Middleby strives to provide fair wages, excellent benefits and continuous professional development and recognition.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Peace, Justice and Strong Institutions
 We are an ethical, accountable and transparent company that has increased efforts to reduce corruption and bribery in all their forms.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Responsible Consumption and Production
 We recognize that food waste is a significant environmental and social challenge that we can impact through our products.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

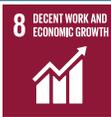
Industry Innovation and Infrastructure
 We value research and development to identify technologies and processes that are more sustainable, increase resource-use efficiency and can be easily adopted by our customers.

MATERIALITY ASSESSMENT

Middleby performed a materiality assessment in effort to determine how the company is impacted by ESG issues and which issues are most important to stakeholders. In consultation with SASB and SDG frameworks, investor feedback, and stakeholder engagement, we are prioritizing the following issues:

- / Employee safety
- / Innovation
- / Waste management
- / Diversity and inclusion
- / Energy use
- / Community involvement
- / Ethics
- / Greenhouse gas emissions

► MIDDLEBY'S 2021 PRIORITY ESG ISSUES

ESG Issue	Aligned SDG
Employee Safety	
Innovation	  
Ethics	
Greenhouse Gas Emissions	 
Energy Use	 
Waste Management	
Diversity and Inclusion	 
Community Involvement	

GOVERNANCE



GOVERNANCE

Strategic Direction

In 2021, the Middleby Board of Directors adopted Corporate Governance Guidelines. These reflect the Board’s goal to ensure that the company operates in an effective, efficient and ethical manner in order to produce value for our stockholders. We intend to increase transparency surrounding our leadership structure and prioritize diversity and inclusion.

A majority of our Board of Directors are underrepresented people of color or women. The Board is committed to supporting diversity and inclusion throughout the organization and ensures, within the Corporate Governance Guidelines, that Board-level candidates include both underrepresented people of color and different genders.

The Corporate Governance Guidelines will guide our governance goals moving forward.

The governance guidelines encompass:

- / Board Roles & Responsibilities
- / Board Leadership
- / Board Composition
- / Board Meetings
- / Board Access
- / Board Compensation & Self-Evaluation
- / Committee Matters
- / Executive Development
- / Review, Amendment & Waiver of Guidelines

Ethical Business Practices

CODE OF CONDUCT

We are dedicated to promoting integrity, honesty, and professionalism in all of the business activities within the company. We strongly believe that our business success is a direct correlation of our reputation for fairness and integrity. Accordingly, it is essential that our board members and employees practice the highest standards of conduct and professionalism in any interactions with our stakeholders including customers, creditors, stockholders, suppliers and other employees. Our recently updated Code of Conduct provides guidance to our employees on the conduct that is expected as they represent Middleby and participate in company business.

Our Code of Conduct provides mechanisms to prevent dishonest or unethical conduct, and fosters a culture of honesty and accountability. This Code outlines the responsibilities of our employees, including ensuring that our suppliers are aware of their obligation to conduct themselves in a legal and ethical way. It also includes high level overviews and context for ethics topics such as “appropriateness” of interactions, baseline for respectful/healthy business relationships, organizational growth and progress, and applicable financial disclosures.

ANONYMOUS ETHICS AND COMPLIANCE HOTLINE

In order to identify, prevent, and address actual or suspected violations of our Code of Conduct, all stakeholders are encouraged to report such concerns to the Middleby Ethics and Compliance Hotline. Reports may be made confidentially and anonymously. All persons who report suspected violations in “good faith” will be protected from retaliation as outlined in the Code of Conduct. By extension, stakeholders are able to report potential issues relating to our EHS Policy and Human Rights Policy or other issues concerning our company’s commitment to sustainability.

Our Code of Conduct, Ethics and Compliance Hotline and other policies, including many implemented or updated in 2021, support our commitment to **Gender Equality**, **Decent Work and Economic Growth**, and **Peace, Justice and Strong Institutions** as United Nations Sustainable Development Goals.



Board Governance

The Middleby Board of Directors and the Nominating and Corporate Governance Committee oversee ESG matters and collaborate with Middleby management to implement increasingly sustainable systems. In our 2019 Sustainability Report, we shared our adoption of expanded lines of communications with stakeholders. We take pride in our Board’s commitment to organizational success, and a strategic approach to continued growth and innovative improvement – for both product and planet.

In 2021, the Board and the Nominating and Corporate Governance Committee approved Corporate Governance Guidelines that include a commitment to consider (and ask any search firm that it engages to provide) a set of candidates that includes both underrepresented people of color and different genders.

While our board of directors and governance committees work together to address sustainability issues, we acknowledge the value of a dedicated team with the sole purpose of ESG oversight. Moving forward, we intend to uphold our commitments to the best of our ability and evolve with our growing capacity to achieve our goals.

BOARD COMMITTEES

Audit Committee

The Audit Committee is responsible for approving the selection of the company’s independent auditor, reviewing the arrangements for and scope of the audit and pre-approving permitted non-audit services, reviewing the company’s interim and annual financial statements or other results of the audit; reviewing the company’s internal accounting procedures and controls and the recommendations of the company’s independent auditor and oversight of the external audit activities. All of the members of the Audit Committee have been determined by the Board to meet relevant independence criteria.

Compensation Committee

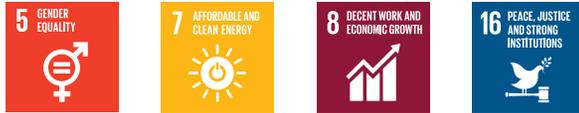
The Compensation Committee is responsible for making recommendations concerning the compensation of the Board of Directors and CEO, and other executive officers of the company. The Compensation Committee is also responsible for the administration, establishment, and certification of performance goals of all company compensation plans. All of the members of the Compensation Committee have been determined by the Board to meet relevant independence criteria.

Nominating and Corporate Governance Committee

The Nominating and Corporate Governance Committee discusses, reviews and evaluates potential director candidates and recommends potential director candidates to the Board for election by the stockholders or appointment to the Board. The Nominating and Corporate Governance Committee also develops and recommends to the Board corporate governance principles applicable to the company, and oversees and reviews ESG policies and procedures, including this Sustainability Report.

Supplier Code of Conduct

In 2021, Middleby implemented a Supplier Code of Conduct that requires our suppliers to reflect our values regarding sustainability and human rights. Through our Supplier Code of Conduct, we extend workplace policy and practice expectations related to environmental management and pollution control, human rights and labor rights, and other issues important to our stakeholders. Middleby suppliers and partners are expected to ensure the safety, security and fundamental human rights of their employees, while taking steps to safeguard the environment; all of which are consistent with our Code of Conduct. We screen our partners and suppliers to ensure we engage in business with entities who match our commitment to environmental stewardship and safeguarding human rights. This initiative supports our commitment to **Decent Work and Economic Growth, Gender-Equality, Affordable and Clean Energy, Peace, Justice and Strong Institutions**, and our other identified United Nations Sustainable Development Goals.



CERTIFICATION

Upon request, suppliers will certify that materials incorporated into the products they provide comply with our Supplier Code of Conduct.

ESG Policies

- Anti-Bribery Policy
- Conflict Minerals Policy Statement
- Code of Conduct
- Drug and Alcohol Testing Policy
- Environmental Health and Safety Policy
- Equal Employment Opportunity Policy
- Ethics and Compliance Hotline Policy
- Harassment Policy
- Human Rights Policy
- IT Policy
- Supplier Code of Conduct
- Workplace Violence Policy



ENVIRONMENT



ENVIRONMENT

Strategic Direction

At Middleby, we believe that environmental management is an integral part of running a sustainable and responsible business. Each of our business units operates under a framework that incorporates these guiding principles:

- Accountability of management provides leadership and resources necessary for continuous and measurable environmental improvement.
- Stakeholder engagement by having employees and management work together to identify environmental risks and create management tools to minimize potential exposure to environmental impacts.
- Creating and maintaining systems applicable to the nature and scale of operations that will meet or exceed applicable environmental regulations.

The company's environmental lead coordinates environmental reporting with subsidiary executives. Across the company, we have leading operations that maintain

LEED and AIB certifications, including our Blodgett and Wunder-Bar facilities. Many of our manufactured products bear the Energy Star certification, including AGA, Marvel, Carter-Hoffmann, NU-VU Foodservice, Southbend, U-Line, and Viking Range.

In addition, we have several units that are embracing environmental management and energy reduction, such as Star Manufacturing, which follows the ISO 14001 environmental management system standard and Taylor Foodservice, which is actively pursuing energy and water reduction activities throughout their production facility.

For purposes of reporting, we identified aspects of the environment that we have control of and upon which we can make a meaningful impact (e.g., the use of nonrenewable natural resources in production or harmful releases into the environment). 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.

Our environmental management and reporting supports our commitment to **Affordable and Clean Energy** and **Responsible Consumption and Production** as United Nations Sustainable Development Goals.



The four key metrics measured in 2019 at our US operations are:



Energy

Energy sources used by our facilities include direct sources (e.g., combustion of fossil fuels such as natural gas) and indirect sources (e.g., purchased electricity). Natural gas represents the main source of direct energy, as the use of other fuels at our facilities would be in case of emergency (e.g., diesel in emergency generators) or as back-up fuel that was not materially used in 2019 (e.g., fuel oil backup for boilers). Indirect energy sources for each facility consists of purchased electricity, including energy that is purchased from providers that rely on hydroelectric, wind, and solar sources energy. At least 17% of our purchased electricity came from renewable sources.

Our total energy consumption reported in 2019 was 183,000 gigajoules (GJ), comprised largely of electricity and natural gas. Of the total energy we consumed in 2019, 49 percent was electricity and 51 percent was from natural gas; of the electricity consumed, 100 percent of electricity was purchased from the grid.

We define our Energy Intensity (EI) as GJ per million dollars net sales. By focusing on our EI, we can ensure that we have proper benchmarks in place to set objectives and targets for the future. Our EI for 2019 was 98.1. Our EI for 2019 was calculated using net sales for US entities, which was \$1.866B for 2019.

Our total energy consumption reported in 2018 was 409,000 GJ, and our reported EI for 2018 was 226.3. The primary driver of our decreased reported total energy consumption in 2019 was improved energy reporting from our subsidiaries and decreased reliance upon conservative estimates.

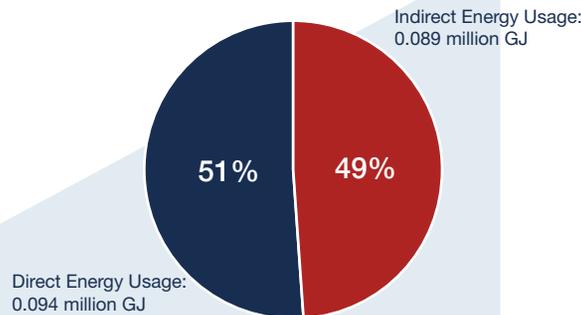
A large component of our energy consumption comes from production. We encourage our business units to explore avenues to reduce their total energy consumption, through streamlining production processes and increasing efficiency in terms of allocation of floor space and equipment, as well as machinery function and energy efficiency. Additionally, replacement of older machinery with new equipment that requires less space serves to help our overall energy consumption.

We also encourage our business units to look at factors independent of production, such as overall lighting, ventilation, and cooling of our facilities. Our business units work with their facility managers and landlords (when applicable), to identify projects that can reduce overall energy usage, e.g., implementing LED-lighting with occupancy sensors and encouraging employees to switch off machines and equipment.

► 2019 ENERGY CONSUMPTION

Total Energy Consumption	183,000 GJ
Direct Energy Use (natural gas)	94,000 GJ
Indirect Energy Use (electricity from grid)	89,000 GJ
Total Energy Intensity	98.1 GJ per million \$ of sales

Energy Usage



HIGHLIGHTED PROJECTS

TurboChef by Alkar



The newly introduced linear TurboChef by Alkar oven provides food processing facilities with the flexibility of microwave and convection heating. Aspects of this technology increase the microwave energy rate absorption, resulting in a significant reduction in energy consumption as compared to a typical microwave line at a food processing facility. Middleby's cross-pollination of innovation among its three business segments is one way that Middleby supports its commitment to Responsible Consumption and Production as a United Nations Sustainable Development Goal.

GHG Emissions

Middleby has established a standard that calculates annual GHG emissions under the World Resources Institute (WRI) and World Council on Sustainable Development (WBCSD) protocols for Scope 1 (direct emissions) and Scope 2 (indirect emissions).

In computing carbon dioxide equivalents (CO₂e), we include our consumption of electricity and natural gas, and our CO₂e emissions are calculated using US EPA recommended protocols.¹ Our CO₂e emissions in 2019 were 4,935 metric tons for Scope 1 and 13,716 metric tons from Scope 2. At least 17% of our Scope 2 emissions come from renewable sources such as hydroelectric, wind, and solar energy.

Our reported CO₂e emissions in 2018 were 9,666 metric tons for Scope 1 and 50,583 metric tons for Scope 2. The primary driver of our decreased Scope 1 and Scope 2 emissions in 2019 was improved reporting from our subsidiaries and decreased reliance upon conservative estimates. We were also able to reduce our Scope 2 emissions by purchasing electricity from utility companies that use renewable energy sources.

We define our CO₂e Intensity (CI) as metric tons of CO₂e per million dollars net sales. By focusing on our CI, we can expand organically and through acquisitions allowing us to compare our improvements in net emissions reductions over time. Our CI for 2019 was 10.0. Our CI for 2018 was 33.4. We are proud to report that the estimated direct GHG emissions (associated with on-site fuel combustion) for each of our individual facilities are all well below the U.S. EPA reporting threshold of 25,000 metric tons CO₂e.

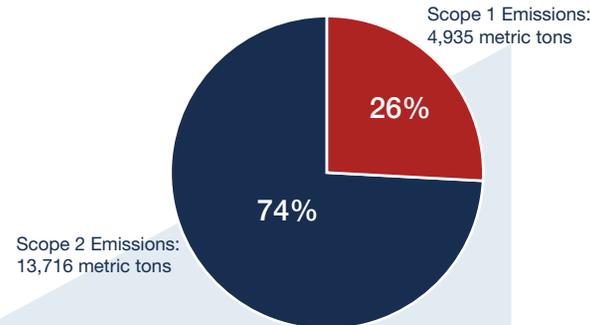
All Middleby facilities must operate in accordance with the National Ambient Air Quality Standards (NAAQs) and all other local, state, and federal environmental laws, which allow for control of significant source emissions and align with our goal to keep air emissions low. We encourage our facilities to achieve emissions reductions through increased

operational efficiency, minimization of maintenance time, and entertain ideas for installation, and implementation of increasingly sustainable practices.

► 2019 GHG EMISSIONS

Total Greenhouse Gas Emissions		18,651 metric tons
Scope 1 Greenhouse Gas Emissions		4,935 metric tons
Scope 2 Greenhouse Gas Emissions		13,716 metric tons
Greenhouse Gas Emissions Intensity		10.0 metric tons per million \$ of sales

CO₂e Emissions



Middleby understands there is increased urgency to address climate change. We are committed to further assessing our Scope 1, 2 and 3 emissions, disclosing greenhouse gas (GHG) information annually and establishing GHG Scope 1 and 2 reduction targets. We intend to publish our 2020 and 2021 GHG data in 2022.



Waste

Proper waste management can significantly reduce our environmental impact and contribute to overall financial savings. Our business units all work to find ways of minimizing waste from packaging materials and the manufacturing processes, and identifying solutions for recycling and reusing as much of these wastes as possible.

The wastes that are generated at Middleby manufacturing facilities include both hazardous and nonhazardous wastes, all of which are managed and disposed of in accordance with applicable regulatory requirements. The estimated total amount of waste generated in 2019, was 8,734 tons, all of which was removed for off-site treatment and disposal, recycling or re-use. In 2019, approximately 1,274 tons of waste was recycled and 7,460 tons of waste was sent to landfills. Of the total amount of waste that was disposed of in 2019, 4,761 tons was non-hazardous and 3,973 tons was hazardous material.

Our Waste Intensity (WI) is calculated based on tons of waste per million dollars in sales. Our WI for 2019 was 4.68 tons of waste per million dollars in revenue. Our WI for 2018 was 5.54 tons of waste per million dollars in revenue.

Less than half of our facilities generated federally-designated hazardous waste, and all of those facilities are considered to be small-quantity or very-small-quantity generators of such. None of our wastes are considered acutely hazardous waste, as defined by federal regulations. Our wastes are most commonly solid materials such as residual polishing dusts, or composed of typical maintenance oils or paints.

Non hazardous waste comprises the bulk of our waste generation and consists of scrap metal and packaging materials. Much of our product lines are comprised of stainless steel scraps, in which the majority are recycled. Where possible, our processes are optimized dimensionally to reduce the quantity of raw materials used. We encourage our business units to work with vendors that use limited or reusable packaging, and to consolidate and recycle as much packaging materials as possible.



Water

As part of our commitment to an efficient workflow, our business components report on their annual water usage. In 2019, we consumed 19,570,995 gallons of water and discharged 7,278,911 gallons of water. Our EHS strategy team is then able to devise ways in which we can conserve water consumption and repurpose wastewater generated. In 2019, we recycled, re-used, and consumed in processing a total of 12,292,084 gallons of water. At Middleby we are committed to practices that protect the well-being of the environment and our company by developing products that help our customers meet their sustainability goals.

► 2019 WATER USE

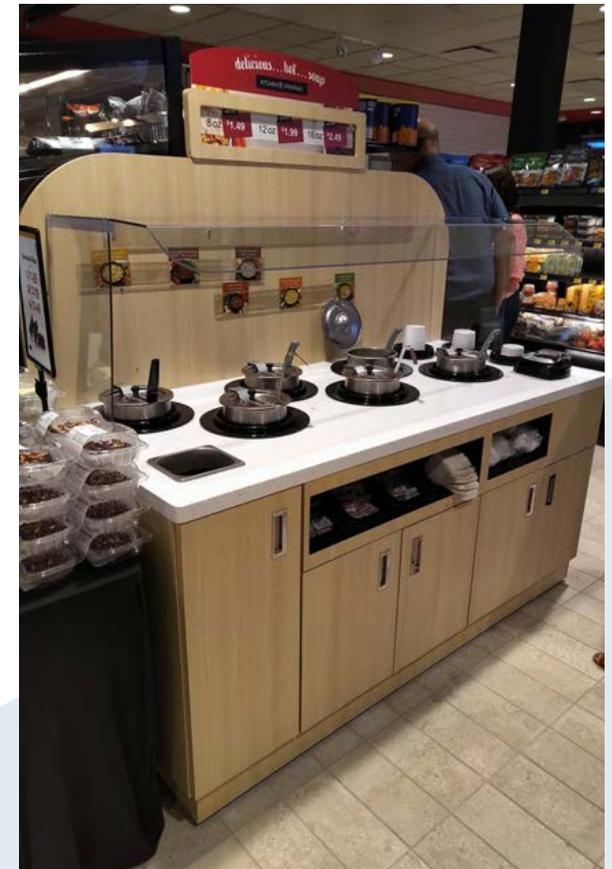
Water Withdrawn	19,570,995 gallons
Water Discharged	7,278,911 gallons
Water Consumed, Recycled and Reused	12,292,084 gallons

Middleby intends to publish water recycled and reused in future years.



Environmental Compliance and Disclosure

Ensuring compliance with environmental regulations is critical to Middleby's success. Large volumes of hazardous product and material usage is not required of our business units. When products and materials that are hazardous are involved in our operations, we ensure they are managed in an environmentally responsible manner and in accordance with applicable environmental regulations. If any wastes are generated from these materials, they are closely monitored to ensure compliance with applicable waste management laws. We encourage all of our business units to identify product substitutions that will further minimize the environmental impact of our products and operations, and various facilities have implemented programs which address this goal by reducing harmful chemicals in products.



HEALTH & SAFETY



HEALTH & SAFETY

Strategic Direction

Middleby is dedicated to supporting the success of our stakeholders, including our customers, employees, and communities, through the management of environmental, health and safety across our operations. We work to ensure the continuity and success of our company, by maintaining a work environment that is safe, healthy, and conducive to performance, and by protecting the environment. We are committed to compliance with all applicable EHS laws and regulations at all times, and we strive to exceed these standards where applicable.

Middleby believes that the proper approach is to strive that all injuries and occupational illnesses can be avoided. We are committed to a safe and healthy workplace culture in which no one is harmed in association with our business. We strive for a safe, injury-free workplace by integrating safety into our daily business decisions and processes. We promote the health and wellness of our employees by identifying and controlling workplace health risks.

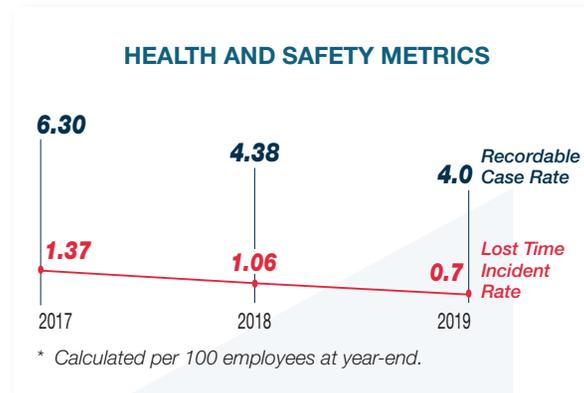
Each of our business units is committed to continual improvement of our EHS performance and measuring the progress by specific EHS performance indicators.

Each business unit holds regular communication meetings and training sessions to ensure that our employees have the knowledge to carry out their work safely, work responsibly, make decisions to carry out their duties, and to be accountable for the results.

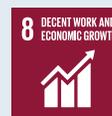
Further, each business unit requires suppliers, vendors, contractors and others associated with our operations to comply with our EHS requirements.

Safe Workplace

Middleby actively promotes a safe workplace for all of our employees around the world. We encourage a culture of safety due to the fact it reduces the risk of injury to employees, decreases expenses, and increases production. Each of our manufacturing locations maintains active safety committees that frequently review and assess the safety condition of their local work environment. We invest in safety training, share best practices, and review claim activity to continually review our progress in minimizing employee injury incidents in the workplace.



Our health and safety initiatives support our commitment to **Decent Work and Economic Growth** as a United Nations Sustainable Development Goal.



Health and Safety Compliance and Disclosures

We executed seven acquisitions - adding seven brands to the Middleby portfolio in 2019. Each transaction included thorough environmental and employee health and safety due diligence efforts, to identify and mitigate potential liabilities associated with legacy operations of the targets, as well as evaluations of the targets' compliance status at the time of acquisition, to ensure that the businesses being acquired would fit within the Middleby environmental management structure and that any deficiencies could be remediated within defined timeframes of acquisition.

In addition to potential liabilities associated with legacy operations of acquisition targets, Middleby has re-established focus on risk identification specific to environmental health, safety, and sustainability. Middleby acknowledges and anticipates risks and potential impacts associated with possible climate change legislation, regulation, and international accords, and we remain committed to our sustainability journey and addressing these challenges as they arise.



Product Stewardship

We work to ensure our products are safe throughout their life cycle. Our goal is to protect our customers and their employees and customers as well as communities and the environment from potential risks posed by these products and to comply with relevant laws.

We regularly assess and manage the products' potential health, safety and environmental risks. We work with our customers and suppliers, monitor changes in the science behind our products and support research to reduce risks. We communicate the potential hazards associated with our products and publish safe handling information on labels and safety data sheets.

COVID-19 Pandemic Response



The company is dedicated to providing a safe and healthy workplace by operating in accordance with established health and safety protocols. In response to the COVID-19 pandemic, the company quickly implemented procedures at its manufacturing locations and offices, including enhanced workplace sanitation, mask procedures, travel minimization, social distancing, staggered shifts and established work-at-home protocols for non-production employees while continuing to deliver results for our customers.

** This report discloses information for the reporting year 2019 but was published during the COVID-19 pandemic.*

COMMUNITY INVOLVEMENT



COMMUNITY INVOLVEMENT

Strategic Direction

Middleby recognizes that by actively engaging in philanthropic efforts where we have operations, we directly invest in our communities, building trust. We endeavor to be a strong corporate partner globally, with a focus on where our employees work and live. We believe our responsibility is greater than being an employer, it is being a true part of a community.

We evaluate our giving based on four pillars which are food insecurity, education initiatives, youth programs and providing shelter and basic living needs. Our giving supports our commitment to **Zero Hunger** as a United Nations Sustainable Development Goal.



Our giving is in the form of monetary support, in-kind gifts, and volunteer hours where we can be the most impactful.

Our goal is to expand our current programs while evaluating new opportunities that fit our criteria locally, domestically, and globally. We are proud to lead this impactful change for good across all of our businesses and the communities they serve.

To our stakeholders, we commit to transparency throughout our philanthropic endeavors and consistent evaluation of the societal and ethical impacts of our efforts.



Corporate Giving Initiative

Our corporate giving initiative, *Middleby Cares*, supports impactful community outreach activities within our defined giving parameters. We take our role in promoting corporate social responsibility seriously in the current philanthropic-focused environment. Heavily serving the foodservice and hospitality industry, we have first-hand understanding of our customers' unwavering commitments to their planned giving programs.

With a socially conscious younger generation making up approximately 50% of today's workforce, *Middleby Cares* strongly appeals to this group. Through philanthropy our reputation is enhanced in the marketplace where we have an opportunity to attract and retain employee talent, while encouraging current staff in their gifting patterns.

Through our formal corporate program, we can have impact at a community level through large organizations. For example, we support *Feeding America*, *The Boys and Girls Clubs of America* and *Habitat for Humanity* through corporate donations targeted toward domestic locations where we do business.

Outside of corporate support it is important that each operating location has the flexibility to direct its own philanthropic activities and support their community as needed. We encourage all facilities to be community

partners. Many of these facilities support local food insecurity efforts, youth programs and school needs, equipment donations and employee volunteer days. Together, Middleby locations supported hundreds charities both monetarily and through volunteer efforts.

To facilitate requests, we have developed an updated *Middleby Cares* webpage, accessible online at www.middleby.com/giving-back. The page highlights our Corporate Giving programs and our gifting criteria. In the future this page will expand to highlight the programs and people of our facilities around the world.

With a goal to have a direct and significant impact on our communities, we engage with key organizations supporting:

- Food Insecurity
- Education
- Youth Programs
- Shelter/Basic Living Needs

Philanthropic Corporate Partners:

- Boys and Girls Clubs of America and their regional affiliates
- Feeding America
- Habitat for Humanity
- Culinary institutions

2021 Corporate Giving Activity

FOOD INSECURITY SUPPORT

Middleby has a partnership with Feeding America. While being a large, trusted partner they have a local focus on those with food insecurity within the communities we serve:

- Reflects our outlined giving criteria of food insecurity through a trusted organization
- Middleby has Board representation on the Chicago-area Associate Board and national connections
- In addition to our ongoing giving program Middleby supports crisis needs including natural disasters
- Partnering with food equipment industry association NAFEM (North American Food Equipment Manufacturers) to double donation impact within local communities and presented opportunities for employees to contribute
- Internally promoted Hunger Action Month with multi-community plans and activities.



COMMUNITY EDUCATION SUPPORT

Our facilities engage in philanthropic efforts to further education initiatives.

- We support Boys and Girls Clubs locally and on a national level. Many of the communities we serve rely on the influence of the Boys and Girls Clubs for area youth to introduce opportunities and mentoring for students. We have supported the clubs monetarily and with in-kind donations such as a Viking range to teach cooking skills and for local chef demonstrations. We have a formal plan with the Boys and Girls Clubs of America in place for 2022, supporting the communities we serve.
- We support the Culinary Institute of America, Kendall College, James Beard Foundation, Elgin Community College and other culinary education programs with in-kind donations, student scholarship and monetary support.
- Our facilities partner with local schools to provide student coats, uniforms, school supplies and specific school and teacher needs.
- Middleby is supporting the first of its kind Culinary Science Center at Auburn University, providing microbrewery equipment and sponsoring the bakery innovation center with in-kind and monetary gifts. The center is scheduled to open in the fall of 2022. Auburn is the only university in the world to offer a Master of Science in Brewing Science and Operations.
- Middleby is the primary equipment provider for a new James Beard Foundation (JBF) project, at the highly recognized Pier 57 in NYC. We will aid in the training of future culinary professionals and support the JBF mission of “equalizing the playing field” for underrepresented groups entering the industry.
- Expanded support of Delta State University and school district initiatives in Greenwood, Miss. headquarters of Viking Range. We are also active with the Community Foundation of NW Mississippi, which serves more than 850 local charities in NW Mississippi.



Future Giving Goals

We are excited about how we supported our communities in 2020 and 2021. We will continue to support many of our existing partnerships and look forward to expanding our efforts to additional partners that support our giving parameters.

HIGHLIGHTED PROJECTS

“Middleby was very responsive and provided urgently needed kitchen equipment to the heart of operations following the December 2021 Kentucky tornado outbreak. With the donations from Middleby, we are able to serve families in the Paducah area affected by the disaster. We are able to offer hot meals to a community that has been through the unimaginable, thanks to Middleby. We are thankful for their generosity and efforts to serve this community in a time of dire need.”

- GARY LEBLANC, FOUNDER & CEO

HUMAN CAPITAL



HUMAN CAPITAL

Strategic Direction

At Middleby, fostering a culture that supports diversity among employees as well as professional growth and advancement is an integral part of our identity. We have a commitment to build our workforce from diverse backgrounds, experiences and talents among race, religion, language, nationality, disability, age and gender. Through our diverse workforce, we are able to attract the best talent, which allows us to consider our work on a global scale with many viewpoints. As a result, we are better aligned with our customers, and are able to more creatively and efficiently develop new products for the marketplace.

Our goal is to create a workplace that enables employees to develop their individual paths toward their career goals and encourages a long-term working relationship with us. We are committed to creating and maintaining an environment based on ethical values. These values embrace the diversity of our team members working within a safe and productive environment, while providing multiple, ongoing opportunities for career advancement.

The strength of Middleby is found within our company culture. We encourage our employees to present new ideas and empower them to move their ideas forward. We want our employees to progress in a way that inspires them to create and take risks while owning and being accountable for their actions. In giving our employees freedom and autonomy, we believe it fosters an environment of inclusion and empowerment, and all recognize they play a part in the success of Middleby.

The industries we serve are rapidly evolving, and for us to maintain our leadership position depends on consistently bringing new innovations to market and addressing trends before our customers ask for solutions. We believe it is important to build a strong workforce that reflects this evolution, and equip our employees in a way they may best serve our global business partners.

Diversity and Inclusion

Middleby believes diversity and inclusion within our workforce is a business imperative that benefits all Middleby employees, directors, officers, stakeholders and suppliers. In 2021, we formed a Diversity and Inclusion Committee that was tasked with supporting and promoting diversity and inclusion throughout our organization. Our belief and commitment in the power of our people is the foundation of our culture. We celebrate differences we possess based upon characteristics we are born with, our different backgrounds, capabilities and unique perspectives. By aligning our commitment with ideas, skills, and unique perspectives of each person our collaboration efforts show measurable innovation, larger market share, customer loyalty, and strong sense of community.

Middleby upholds a zero-tolerance discrimination policy in the workplace. We are committed to creating and maintaining an environment based on ethical values. These values embrace the diversity of our team members working within a safe and productive environment, while providing multiple, ongoing opportunities for career advancement. Diversity in our workforce is a business imperative that benefits all of us.

These policies and initiatives support our commitment to **Gender Equality and Peace**, and **Justice and Strong Institutions** as a United Nations Sustainable Development Goal.



Our goal is to build and maintain a workforce that represents the diversity of the people and communities that we serve. With this comes encouragement for all facilities, to be equal opportunity employers and recruit a diverse workforce, by attending career fairs hosted by campus diversity groups, black student groups, and recruiting at historically black colleges. These efforts are represented in the current facility labor statistics for 2019, our workforce is 28% female employees and 27% minority employees.

Strategies to Achieve Diversity

- / Board Roles & Responsibilities
- / Recruitment and retention strategies that consider future employment
- / Training – management and HR
- / Includes a commitment to hire and promote people of color
- / Create a culture of inclusion that creates a place for all Employees to contribute
- / Position employees and management as the responsibility of everyone in the organization
- / Broaden our D&I Efforts to implement a supplier diversity initiative

MIDDLEBY DIVERSITY HIGHLIGHTS

- Two female Directors on the Middleby Board of Directors and two male Directors that self-identify as an underrepresented person of color. Combined, a majority of the Board of Directors is female or an underrepresented person of color.
- Named four new female Managing Directors in 2019; with overall management responsibility of four key operating locations in Europe and the US.
- 55% female employees on the Middleby National Sales Team.
- 39% female employees on the Middleby Corporate Team; comprised of accounting, tax, finance, internal audit, human resources and administrative professionals.
- Women's Foodservice Forum Sponsor; which empowers and supports females in foodservice careers.

► EMPLOYEE DEMOGRAPHICS (GLOBAL)

ALL	Male	Female	Unreported	TOTAL
African American	9%	6%	0%	15%
Asian	2%	1%	0%	3%
Caucasian	52%	15%	0%	67%
Hispanic Latino	8%	3%	0%	11%
Native American	1%	0%	0%	1%
Two or more Races	1%	0%	0%	1%
Unreported	1%	0%	0%	2%
TOTAL	74%	26%	0%	100%

EEO EMPLOYER

Middleby is an equal opportunity employer. Our policy is to select, place, pay, and promote employees on the basis of qualification for work to be performed, as required by applicable laws, without discrimination in terms of race, religion, gender, gender identity, sexual orientation, age, color, national origin, status as a qualified individual with a disability or other status protected by laws. We insist that all employees refrain from any act that is designed to cause or does cause unlawful employment discrimination with respect to any term or condition of employment.

Middleby is also committed to the goal of providing a safe, secure, productive and healthy work environment - free from harassment of any kind. We insist that all employees refrain from any act that is designed to cause or does cause harassment or intimidation of any kind, including sexual harassment. We will not tolerate any form of harassment or intimidation by any employee.

Employee Development and Engagement

Middleby strives to provide fair wages, excellent benefits, and a fun work environment. The strength of Middleby is found within our company culture. We encourage our employees to present new ideas and empower them to move their ideas forward. We want our employees to progress in a way that inspires them to create and take risks, while owning and being accountable for their actions. In giving our employees freedom and autonomy, we believe it fosters an environment of inclusion and

empowerment, and all recognize they play a part in the success of Middleby. The company is dedicated to the professional development of all employees. Through our commitment to a diverse and engaging culture, we are able to build a platform that promotes equal opportunities for advancement for everyone. Likewise, we encourage our partners to follow our lead with similar commitments and we support their efforts to achieve this goal.

Educational and Vocational Programs

Middleby believes an investment in our people is a key pillar to the success of the whole company. Our locations equip employees with various tools for success through access to continued education, professional development, and recognition of those who continue to demonstrate their commitment to improving the workplace. This year, Middleby subsidiaries enriched the quality of their workforce through hosting additional skill-based and cross-functional training. Many of these programs are overseen by employee engagement committees and employee recognition programs.

Many Middleby locations based in the United States partner with local educational institutions, in an effort to attract motivated students to join our company through internship programs focused on engineering, operations, manufacturing, marketing, accounting or management.

Wellness

Middleby encourages all of our partners to promote wellness in their workforce, which includes a variety of free clinic offerings and educational tools, gym membership programs, support for tobacco cessation, and beyond. This year, several of our locations participated in the JP Morgan Corporate Challenge, which is an annual wellness event that raises funds for local charities, creating positive teamwork and community amongst our employee teams.

HIGHLIGHTED PROJECTS

WELLNESS AT BURFORD FACILITY

Burford facility employee wellness service offerings:

- Monthly safety meetings hosted by the local vocational tech;
- Annual wellness fair at no cost to employees
- Annual personal health benchmarks including physical exam, BMI and BP check, full blood work analysis, flu shots and other vaccinations;
- Bi-Annual CPR training courses;
- Ergonomic resources upon request; including anti-fatigue mats, ergonomic chairs and/or technical devices;
- Physical activity outlets for break time exercise;
- Mental Wellness Employee Assistance Program; which includes short-term counseling, information and resources regarding emotional, work-life, legal and financial issues.

Labor Rights

Middleby believes all employees should be guaranteed a safe and fair working environment. To that end, Middleby is committed to:

- Freedom of association and the recognition of the right to collective bargaining provided by law.
- Elimination of all forms of forced and compulsory labor including but not limited to prison and bonded labor.
- Complying with all applicable wage and hour laws.
- Strict prohibition of human trafficking and effective abolition of child labor.
- Providing safe and secure working conditions for employees, suppliers, contractors, and all others working on Middleby's behalf.



Human Rights

Middleby has a culture that supports human rights internally as an organization. While we work with suppliers and other stakeholders that we believe generally share our values, we have identified the most salient risk to our company's values regarding human rights is the activities of our suppliers and other external stakeholders. Our Human Rights Policy addresses this risk by communicating the way we do business and what we expect and require from our suppliers and other external stakeholders.

We are committed to a work environment that is free from human trafficking, forced labor and unlawful child labor, and support a level of human rights to which all people are entitled. As stated in our Code of Conduct, we are committed to compliance with all applicable human rights-related laws and regulations, and strive to exceed these standards where applicable. We are proud to have identified no internal salient risks to our operations related to human rights. While we are working to achieve greater transparency with our suppliers, we acknowledge their operations have potential to create human rights associated risks.

Middleby is committed to conducting our business in a manner that respects and advances human rights based on the Universal Declaration of Human Rights as well as the United Nations Global Compact, a strategic policy initiative for businesses that share similar values, to commit to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption. Our values and operating principles directly align with these principles.

Our Human Rights Policy and Code of Conduct apply to all Middleby employees, subsidiaries, and suppliers. As part of our policy, we expect members of our supply chain to comply with our Supplier Code of Conduct, which is aligned with our own internal policies. Middleby suppliers and partners are expected to ensure the safety, security, and fundamental human rights of their employees while taking steps to safeguard the environment, all of which are consistent with our core corporate values.



SASB INDEX



INDEX: SUSTAINABILITY ACCOUNTING STANDARDS BOARD

To support investors and stakeholders, Middleby is disclosing information and data under Sustainability Accounting Standards Board (SASB) standards, an independent organization that sets standards to guide the disclosure of financially material sustainability information by companies to their investors. We have included topics and metrics related to the Industrial Machinery and Goods industry - Resource Transformation category.

For additional information on SASB, please see www.sasb.org.

► SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Industry: Industrial Machinery & Goods Category: Resource Transformation

Reporting Period		2019		
TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	DISCLOSURE
ENERGY ENGAGEMENT	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	RT-IG-130a.1	1. 183,000 2. 100% 3. 17%
EMPLOYEE HEALTH & SAFETY	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Rate	RT-IG-320a.1	1. 4.0* 2. Not Disclosed. 3. Not Disclosed. * Calculated per 100 employees a year-end
FUEL ECONOMY & EMISSIONS IN USE-PHASE	Sales-weighted fleet 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 (PM) 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
MATERIALS SOURCING	Description of the management of risks associated with the use of critical materials	N/A	RT-IG-440a.1	Environment - p. 19 Products - p. 26 Materiality Assessment - p. 13
REMANUFACTURING DESIGN & SERVICES	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	9778 employees

ABOUT THIS REPORT

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 year ended on December 31, 2019, 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, 2019.

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 2019 report, published in 2019. External assurance is limited to financial data from the consolidated financial statements in our Annual Reports on SEC Form 10-K.