MIDDLEBY

2025 SUSTAINABILITY METRICS UPDATE

ABOUT THIS DOCUMENT

We are pleased to present this Middleby Sustainability Metrics Update to make publicly available our fiscal year 2024 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. We have also reported these metrics and other ESG data in our 2025 CDP Corporate Questionnaire.

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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 22 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. These sustainability objectives are core to our business and are built into our development and innovation processes.

COMMERCIAL FOODSERVICE

$2.42bn
FY 2024 SALES

5,904
EMPLOYEES

FOOD PROCESSING

$0.73bn
FY 2024 SALES

2,508
EMPLOYEES

RESIDENTIAL

$0.72bn
FY 2024 SALES

2,116
EMPLOYEES

10,616
MIDDLEBY PROFESSIONALS

$3.88bn
2024 REVENUES

82
MANUFACTURING FACILITIES (44 U.S., 38 INTERNATIONAL)

➤ GEOGRAPHIC FOOTPRINT

Region	2024 Revenue (US$ bn)	Principal Manufacturing Facilities
US/Canada	2.61	45
Europe/Middle East	0.83	29
Asia	0.26	7
Latin America	0.17	1
Total	**3.88**	**82**

EMISSIONS DATA AND OTHER SUSTAINABILITY METRICS

Middleby, with the assistance of an outside service provider, assessed its Scope 1, 2 and 3 Greenhouse Gas (GHG) emissions, energy and water consumption, safety incident rate and waste generation with respect to fiscal year 2024.

Generally, variation observed between the 2024 and 2023 data sets are minimal with a few notable exceptions:

- Our reported Greenhouse Gas (GHG) emissions have increased modestly over the past three years. This is attributable to a focus on improved data collection and facility education for multiple years in a row.
- Energy usage has shifted away from direct fuel combustion (largely driven by natural gas usage) and towards electrical grid usage for three years in a row. Overall, total energy usage has decreased over the same time period.
- Employee injury rates have fluctuated over the last three years; however, a notable decrease was observed from 2023 to 2024. Middleby is implementing a corporate-wide safety program which will aim to drive incident rates lower.

In this Update, we are reporting metric intensity per 1,000 square feet of operating facility, based upon a total of 9.37 million square feet with respect to fiscal year 2024 data.

Setting Targets

Middleby updates and refines its assessment of Scope 1, Scope 2 and Scope 3 emissions, disclosing 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_2 emissions by 2050. We are evaluating the timeline for establishment of these targets in connection with the spin-off of our Food Processing business anticipated to take place during FY2026. We look forward to sharing additional details on this commitment in future disclosures.

Greenhouse Gas (GHG) Emissions

Overall emissions (Scope 1 and 2) increased between 2023 and 2024, reflecting the growth of our business as well as the impact of additional Middleby locations reporting metrics. Our CO_2e Intensity also increased 17.83% from 2023 to 2024.

Expressed in metric tons of CO_2e, except intensity	2023	2024
Scope 1 Emissions	36,813	42,834
Scope 2 Emissions	26,463	25,467
Total Emissions	**63,276**	**68,301**
CO_2e Intensity*	6.18	7.28

* *CO_2e emissions/1,000 square feet of operating facility.*

Emissions measured for 2023 and 2024 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. With fiscal year 2024, Middleby began collecting data for an additional Scope 3 category: employee commuting. Middleby intends to include additional Scope 3 categories in future reports.

Expressed in metric tons of CO_2e	2023	2024
Scope 3 Emissions – Capital Goods	360	407
Scope 3 Emissions – Waste Generated in Operations	3,210	3,904
Scope 3 Emissions – Employee Commuting	–	83.7

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; and
- Refrigerant fugitive emissions.

In 2023, refrigerant fugitive emissions accounted for 33% of all Scope 1 emissions. In 2024, refrigerant fugitive emissions accounted for 30% of all Scope 1 emissions.

Scope 2 emissions were calculated using location-based assumptions to determine CO_2 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); and
- Public data sources such as USEPA eGRID and the IEA.

CO_2e Intensity for the purposes of this report is defined as metric tons of CO_2 equivalent emissions per 1,000-square feet of facility.

Energy

Unlike with GHG emissions, energy usage decreased overall, with GJ-intensity remaining relatively unchanged. A shift away from direct fuel combustion, particularly natural gas usage, towards electrical grid usage over the past three years has contributed to total energy usage decreasing for the third year in a row and GJ Intensity holding steady.

Expressed in Gigajoules (GJ) except intensity	2022	2023	2024
Indirect Purchased Energy (Electrical Grid)	288,809	277,559	315,144
Direct Energy (Fuel Combustion)	229,842	191,697	122,354
Self-Generated Renewable Energy	1,203	1,924	1,000
Total Energy	**519,854**	**471,180**	**438,498**
GJ-Intensity*	56.69	46.01	46.78
Renewable Energy Percentage	0.23%	0.41%	0.23%

* *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.

In order to further reduce our usage of non-renewable energy, we actively consider any opportunities to invest in solar projects at our facilities to the extent they have an acceptable return on investment and otherwise fit within our strategic plan.

Waste

Waste metrics have remained stable for the past three years, with overall Waste Intensity remaining relatively unchanged. Hazardous waste generated by our operations accounts for less than 1% of overall waste generated by mass.

Expressed in metric tons, except intensity	2022	2023	2024
Non-Hazardous Waste	37,910	39,767	37,808
Hazardous Waste	77	64	60
Total Waste	**37,987**	**39,831**	**37,868**
Waste Intensity*	4.14	3.88	4.04
Recycled Waste	21,455	22,150	21,256

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

The number of facilities generating hazardous waste has remained relatively constant at 41%.

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

Overall water usage increased by approximately 3% year over year for the past three years. However, Water Intensity, which is defined as total water withdrawal per 1,000-square feet of facility remained relatively stable.

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.

Expressed in megaliters, except intensity	2022	2023	2024
Withdrawn	588	608	629
Discharged	261	336	334
Recycled / Reused / Consumed	297	272	295
Water Intensity*	**0.064**	**0.059**	**0.067**
Withdrawn from Water Stressed Regions	69	56	58

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

Water consumption was calculated from water bills provided by our 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. Information regarding water withdrawn from water stressed regions is included in our CDP Corporate Questionnaire.

Safety

The rate of recordable cases due to work-related injury or illness has fluctuated for the past three years.

No fatalities or near misses were reported at Middleby facilities in the United States during 2022, 2023 or 2024.

	2022	2023	2024
Recordable Case Rate	4.58	5.12	3.68
Lost Time Rate per 100 Employees	0.79	0.05	0.04
Fatality Rate	0	0	0
Near-Miss Rate	0	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.

Middleby is currently in the process of developing a corporate-wide health and safety program for all US-based facilities, which will include direct incident reporting and streamlined safety training.

Trend Comparison

➤ Greenhouse Gas (GHG) Emissions

Year	Scope 1 (metric tons)	Scope 2 (metric tons)	CO_2e-I
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	35,240	25,121	6.58
2023	36,813	26,463	6.18
2024	42,834	25,467	7.28

CO_2e Intensity = metric tons CO_2e 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	519,854	229,842	288,809	56.69	0.23%
2023	471,180	191,697	277,559	46.01	0.41%
2024	438,498	122,354	315,144	46.78	0.23%

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
2024	37,808	60	37,868	21,256	4.04

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
2024	629	334	295	0.067

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	0.05
2024	3.68	0.04

DATA TABLES

GREENHOUSE GAS (GHG) EMISSIONS

Expressed in metric tons of CO_2e, except intensity	2023	2024
Scope 1 Emissions	36,813	42,834
Scope 2 Emissions	26,463	25,467
Total Emissions	**63,276**	**68,301**
CO_2e Intensity*	6.18	7.28

* *CO_2e emissions/1,000 square feet of operating facility.*

ENERGY

Expressed in Gigajoules (GJ) except Intensity and renewable electricity	2023	2024
Indirect Purchased Energy (Electrical Grid)	277,559	315,144
Direct Energy (Fuel Combustion)	191,697	122,354
Self-Generated Renewable Energy	1,924	1,000
Total Energy	**471,180**	**438,498**
GJ-Intensity*	46.01	46.78
Renewable Electricity	0.41%	0.23%

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

WASTE

Expressed in metric tons, except intensity	2023	2024
Non-Hazardous Waste	39,767	37,808
Hazardous Waste	64	60
Total Waste	**39,831**	**37,868**
Recycled Waste	22,150	21,256
Waste Intensity*	3.88	4.04

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

WATER

Expressed in millions of gallons, except intensity	2023	2024
Withdrawal	608	629
Discharged	336	334
Recycled / Reused / Consumed	272	295
Water Intensity*	**0.059**	**0.067**
Withdrawal from Water Stressed Regions	56	58

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

SAFETY

	2023	2024
Recordable Case Rate	5.12	3.68
Lost Time Rate per 100 Employees	0.05	0.04
Fatality Rate	0	0
Near-Miss Rate	0	0

REPORTING STANDARDS INDICES

TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD) INDEX

TCFD RECOMMENDED DISCLOSURE	MIDDLEBY DISCLOSURE	SOURCE
GOVERNANCE		
Disclose the organization's governance around climate-related risks and opportunities.		
a) *Describe the Board's oversight of climate-related risks and opportunities.*	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. 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.	2025 Proxy Statement, pg. 23; 2025 CDP Corporate Questionnaire, pg. 2-3
b) *Describe management's role in assessing and managing climate-related risks and opportunities.*	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. Each of the company's business units operates under a framework that incorporates guiding principles around environmental issues (including climate-related impact); • Working toward continuous and measurable **environmental improvement;** • Employees and management work together to identify environmental risks and create management tools to minimize potential exposure to **environmental impacts;** • Creation and maintenance of systems applicable to the nature and scale of operations that can **meet or exceed applicable environmental regulations.** 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 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. 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.	2025 CDP Corporate Questionnaire, pg. 2-3 2023 Sustainability Report Update, pg. 29 2025 Proxy Statement, pg. 26

TCFD RECOMMENDED DISCLOSURE	MIDDLEBY DISCLOSURE	SOURCE
STRATEGY		
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.		
a) *Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term.*	**The company is subject to potential liability under environmental laws.** 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. Environmental laws could also 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. **We are subject to risks associated with climate change legislation, regulation and international accords. In addition, failure to achieve or demonstrate progress towards our climate goals may expose us to liability and reputational harm.** 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. Additionally, as discussed further in our 2023 Sustainability Report, accessible at www.middleby.com/sustainability, we have made commitments to reduce the environmental impact of our operations and provide sustainable solutions to our customers, including setting targets for reducing our Greenhouse Gas ("GHG") emission and consumption of non-renewable resources. There can be no assurance that we will achieve our climate-related goals on the timeline anticipated or at all. Further, future events or circumstances could lead us to prioritize other business interests over progressing toward our current climate goals due to factors such as business strategy, economic conditions, regulatory changes or pressure from stakeholders. If we fail or are perceived to fail to progress toward achieving our climate-related goals and commitments or if our investors, customers or other stakeholders become dissatisfied with the level of GHG emissions produced by our production process or our products, we could face adverse publicity, which could have a material adverse impact on our business, financial condition and results of operations.	2024 Form 10-K, page 21

TCFD RECOMMENDED DISCLOSURE	MIDDLEBY DISCLOSURE	SOURCE
a) *Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term.*	For a full list of the climate-related risks identified, please see page 5 of Middleby's 2023 CDP Report.	2025 CDP Corporate Questionnaire, pg. 5
b) *Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.*	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.	2024 Form 10-K, pg. 21
c) *Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.*	Not reported.	N/A

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 Update, pg. 29 2025 CDP Corporate Questionnaire, pg. 4

TCFD RECOMMENDED DISCLOSURE	MIDDLEBY DISCLOSURE	SOURCE
b) *Describe the organization's processes for managing climate-related risks.*	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. 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.	2025 CDP Corporate Questionnaire, pg. 4 2024 Form 10-K, pg. 21
c) *Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.*	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. 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.	2025 CDP Corporate Questionnaire, pg. 4 2024 Form 10-K, pg. 21

TCFD RECOMMENDED DISCLOSURE	MIDDLEBY DISCLOSURE	SOURCE
METRICS & TARGETS		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.		
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Greenhouse gas emissions (CO_2e MT) • Scope 1 emissions • Scope 2 emissions • Scope 3 emissions (Categories 2, 5 and 7) • Total GHG emissions • CO_2e intensity Energy Consumption • Indirect purchased energy (electrical grid) • Direct energy (fuel combustion) • Total GHG emissions • CO_2e intensity • Total energy • Gigajoule intensity • Renewable energy as a percentage of total	2023 Sustainability Report Update, pg. 17-19 2024 Sustainability Metrics Update
b) Disclose Scope 1, 2 & (if appropriate) 3 greenhouse gas (GHG) emissions and the related risks.	See table below	2024 Sustainability Metrics Update
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	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

Expressed in metric tons of CO_2e, except intensity	2022	2023	2024
Scope 1 Emissions	35,240	36,813	42,834
Scope 2 Emissions	25,121	26,463	25,467
Total Emissions	**60,361**	**63,276**	**68,301**
CO_2e Intensity*	6.58	6.18	7.28
Scope 3 Emissions – Capital Goods (Category 2)	n/a	360	407
Scope 3 Emissions – Waste Generated in Operations (Category 5)	n/a	3,210	3,904
Scope 3 Emissions – Employee Commuting (Category 7)	n/a	n/a	83.7

** CO_2e emissions/1,000 square feet of operating facility*

PERFORMANCE DATA

Indicator	Description	Units		2023	2024
ACTIVITY	Sales Revenue	$ Millions USD		4,037	3,880
	Number of Employees			10,722	10,616
SAFETY	OSHA Total Recordable Rate			5.12	3.68
	OSHA Lost Day Rate			0.05	0.04
ENERGY	Indirect Purchased Energy (Electrical Grid)	Gigajoules		277,559	315,144
	Direct Energy (Fuel Combustion)	Gigajoules		191,697	122,354
GREENHOUSE GAS	Direct Emissions (Scope 1)	Metric Tons		36,813	42,834
	Indirect Emissions (Scope 2)	Metric Tons		26,463	25,467
	Other Indirect Emissions (Scope 3)				
	Capital Goods (Category 2)	Metric Tons		360	407
	Waste Generated in Operations (Category 5)	Metric Tons		3,210	3,904
	Employee Commuting (Category 7)	Metric Tons			83.7
WATER	Water Withdrawn	Megaliters		608	629
WASTE	Non-Hazardous	Metric Tons		39,767	37,808
	Hazardous	Metric Tons		64	60
	Recycled	Metric Tons		22,150	21,256

SUSTAINABILITY ACCOUNTING AND STANDARDS BOARD (SASB) INDEX

Reporting Period	2024			
TOPIC	**ACCOUNTING METRIC**	**UNIT OF MEASURE**	**CODE**	**DISCLOSURE**
ENERGY MANAGEMENT	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Gigajoules (GJ) Percent	RT-IG 130a.1	1. 438,498 2. 71.8% 3. 0.23%
EMPLOYEE HEALTH & SAFETY	(1) Total recordable incident rate (TRIR) (2) Fatality rate (3) Near miss frequency rate (NMFR)	Rate*	RT-IG 320a.1	1. 3.68 2. 0 3. 0
FUEL ECONOMY & EMISSIONS IN USE-PHASE	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
MATERIALS SOURCING	Description of the management of risks associated with the use of critical materials	N/A	RT-IG-440a.1	Not Disclosed
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	10,616

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

Reporting Period	2023			
TOPIC	**ACCOUNTING METRIC**	**UNIT OF MEASURE**	**CODE**	**DISCLOSURE**
ENERGY MANAGEMENT	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Gigajoules (GJ) Percent	RT-IG 130a.1	1. 471,180 2. 58.9% 3. 0.41%
EMPLOYEE HEALTH & SAFETY	(1) Total recordable incident rate (TRIR) (2) Fatality rate (3) Near miss frequency rate (NMFR)	Rate*	RT-IG 320a.1	1. 5.12 2. 0 3. 0
FUEL ECONOMY & EMISSIONS IN USE-PHASE	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
MATERIALS SOURCING	Description of the management of risks associated with the use of critical materials	N/A	RT-IG-440a.1	Not Disclosed
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	10,722

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

MIDDLEBY 2024 GLOBAL REPORTING INITIATIVE (GRI) INDEX

This index corresponds to information presented by Middleby in its 2024 Form 10-K, 2025 Proxy Statement, 2021 Sustainability Report, 2023 Sustainability Report Update, 2024 Sustainability Metrics Update and 2025 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	**2024-2025**	
Disclosure	**Reference**	**Information or Data**
GRI 2: GENERAL DISCLOSURES		
2-1 Organizational details	2024 Form 10-K: cover page; page 1	
2-2 Entities included in the organization's sustainability reporting	2024 Form 10-K: page 1; Note 10 to Consolidated Financial Statements (p. 78)	• Commercial Foodservice • Food Processing • Residential Kitchen
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	2024 Form 10-K: page 1-10	
2-7 Employees	2024 Form 10-K: page 9-10 (Human Capital) 2021 Sustainability Report: page 32 (Employee Demographics – Global) 2025 Proxy Statement, pages 26-27	Total number of employees at YE 2024: 10,616
2-8 Workers who are not employees		Not reported
2-9 Governance structure and composition	2025 Proxy Statement, pages 20-21, 24 2023 Sustainability Report Update, pages 23-24 Corporate Governance Guidelines	
2-10 Nomination and selection of the highest governance body	2025 Proxy Statement, page 13	

Reporting Period	2024-2025	
Disclosure	**Reference**	**Information or Data**
2-11 Chair of the highest governance body	2025 Proxy Statement, page 20	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 2025 Proxy Statement, page 20 (Risk Oversight)	
2-13 Delegation of responsibility for managing impacts		Not reported
2-14 Role of the highest governance body in sustainability reporting	2025 Proxy Statement, page 26	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	2025 Proxy Statement, page 16-18 Corporate Governance Guidelines	
2-18 Evaluation of the performance of the highest governance body	2025 Proxy Statement, page 21 Corporate Governance Guidelines	
2-19 Remuneration policies	2025 Proxy Statement, pages 24-25 Corporate Governance Guidelines	
2-20 Process to determine remuneration	2025 Proxy Statement, pages 24-25, 30-50	
2-21 Annual total compensation ratio	2025 Proxy Statement, page 47	
2-22 Statement of sustainable development strategy	2023 Sustainability Report Update, pages 5-8 2025 Proxy Statement, page 26	
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	2024-2025	
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	2025 Proxy Statement, page 21	
2-30 Collective bargaining agreements	2024 Form 10-K, page 9	
GRI 302: ENERGY		
302-1 Energy consumption within the organization	2023 Sustainability Report Update, page 18 2025 Sustainability Metrics Update	
302-2 Energy consumption outside of the organization	2025 Sustainability Metrics Update	
302-3 Intensity	2023 Sustainability Report Update, page 18 2025 Sustainability Metrics Update	
302-4 Reduction of energy consumption		Not reported
302-5 Reductions in energy requirements of products and services		Not reported
GRI 303: WATER AND EFFLUENTS		
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 2025 Sustainability Metrics Update	
303-4 Water discharge	2023 Sustainability Report Update, page 18 2025 Sustainability Metrics Update	
303-5 Water consumption	2023 Sustainability Report Update, page 18 2025 Sustainability Metrics Update	
GRI 305: EMISSIONS		
305-1 Direct (Scope 1) GHG emissions	2023 Sustainability Report Update, page 17 2025 Sustainability Metrics Update	
305-2 Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report Update, page 17 2025 Sustainability Metrics Update	
305-3 Other indirect (Scope 3) GHG emissions	2025 Sustainability Metrics Update	
305-4 GHG emissions intensity	2023 Sustainability Report Update, page 17 2025 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	2024-2025	
Disclosure	**Reference**	**Information or Data**
GRI 306 - WASTE		
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 2025 Sustainability Metrics Update	
306-4 Waste diverted from disposal		Not reported
306-5 Waste directed to disposal		Not reported
GRI 403 - OCCUPATIONAL HEALTH & SAFETY		
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	2024 Form 10-K, page 10 2025 Proxy Statement, pages 26-27	
403-6 Promotion of worker health	2025 Proxy Statement, pages 26-27	
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 2025 Sustainability Metrics Update 2025 Proxy Statement, page 27	
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 year ended December 31, 2024, 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, 2024.

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 2024 report. External assurance is limited to financial data from the consolidated financial statements in our Annual Reports on SEC Form 10-K.