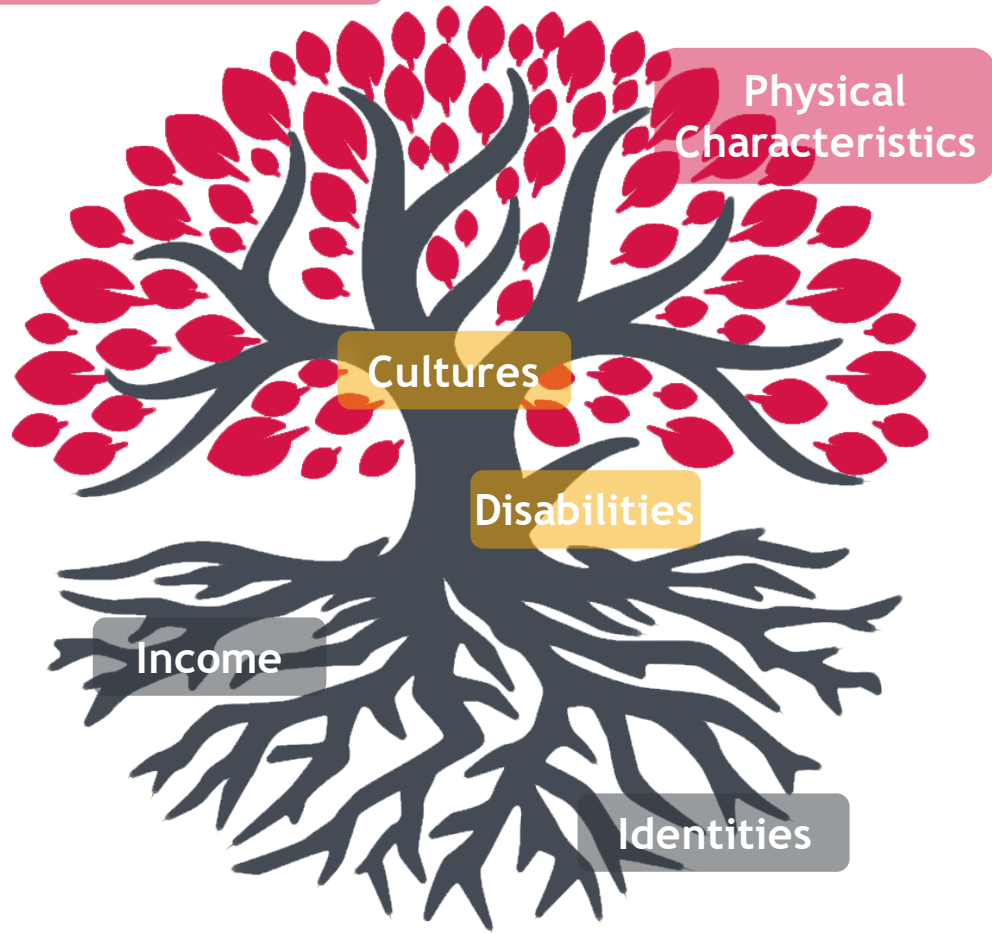


# DE&I Statement

Visible Differences



Less Visible Differences

## Great People Make Great Food

At Michael Foods, we have an unwavering commitment to Diversity, Equity, and Inclusion. This commitment means we support a culture where all employees belong, are respected, and feel valued for the unique differences they bring to our workplace. We are also committed to supporting diversity in our communities and our many valued partnerships with customers and suppliers.

We recognize that diversity accounts for many different dimensions, including gender, age, nationality/ethnicity, cultures, disabilities, identities, income and many more. Our workforce brings together a blend of diversity. Michael Foods defines our commitment to inclusion as a sense of belonging for all. Employees are encouraged to bring their true, authentic self to work. We believe equity occurs when we have fair and equal processes & systems that are free from biases and provide equal treatment for all. We commit to our customers to safely deliver our high quality, value-added portfolio by harnessing diverse perspectives to deliver positive business outcomes.

To support these commitments, we're passionately exploring opportunities to ensure fair and equitable talent processes throughout an entire career journey. We value an inclusive workplace, where all voices are heard. We are working on programs to help eliminate barriers and provide opportunities to employees through housing, daycare, and language training. We're strengthening our communities by supporting diverse suppliers and providing stable, rewarding careers. Michael Foods believes that as we strengthen DE&I practices, harnessing the potential within all employees, we will exceed our customers' expectations and together achieve our goals.

We are First in Food at Michael Foods because we are First in People, which is all centered around one very simple idea: Great People make Great Food!

Mark Westphal  
*President*  
Michael Foods, Inc.