



2019 CORPORATE SUSTAINABILITY REPORT

The Middleby Corporation (NASDAQ: MIDD) is a world leader in commercial foodservice solutions, residential appliances and industrial processing and baking solutions. In 2018 Middleby employed 9,346 people, operated 60 domestic and international manufacturing facilities producing 90 brands in their three business platforms, generating nearly \$2.8 billion in revenues.

This report covers the 2018 fiscal year.

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Social Responsibility Statement

Since our founding in 1888, Middleby has embodied the true spirit of corporate social responsibility and we are committed to the highest standards of corporate citizenship. 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 make a difference in 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 our public accountability.

The Middleby corporate social responsibility commitments are built around key areas:

- **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.
- **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.
- **Code of Business Conduct and Ethics** – The Middleby Code of Conduct provides mechanisms to prevent dishonest or unethical conduct, and fosters a culture of honesty and accountability. This policy 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.

Letter from the CEO

Dear Stakeholders,

I am pleased to present to you our Sustainability Report for 2018. The Middleby Corporation has long-held the belief that our sustainability practices directly reflect our growth and success. We are a world leader in our industries and know that to be a true leader, we not only have to create products that maximize performance for our customers, we must also maintain an impeccably high standard in how we conduct our business in the global market.

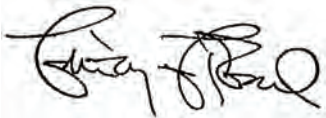
The bar is set high by our stakeholders, and we work hard to exceed expectations every day. In 2018, our goal was to engage employees, customers, partners and suppliers to best identify how to make changes in our industry, and in turn, our community. Working together as a team we accomplished this goal and we are committed to continuing this effort and raise our standards.

We realize our actions will have impact, both today and in the years to come. We believe it is a priority to balance the management of people, profits and our planet. Running our business in this way will enable us to consistently expand and introduce new innovations to the market while maintaining profitability and continuing to grow.

The culture at The Middleby Corporation is unique. While maintaining an ongoing, open dialog about the future and what's ahead, our commitment today to making our work environment and our world a better place is just as strong.

On behalf of our nearly 9,500 employees worldwide, thank you for challenging us every day to position sustainability as one of the most significant pillars of our business. Sustainability is an ongoing journey that will continue to have us reflect on our past and encourage our decisions in the future.

Sincerely,



Timothy J. FitzGerald

Corporate Governance

Audit Committee

The Company's standing 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 the additional independence criteria. The Audit Committee has a written charter which was approved by the Board on March 4, 2003, and modified as of February 25, 2004, and is currently available in the "Investor Relations" section of the Company's website, located at www.middleby.com.

Compensation Committee

The Company's standing 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 additional independence criteria. The Compensation Committee has a written charter which was effective as of June 28, 2013, and is currently available in the "Investor Relations" section of the Company's website, located at www.middleby.com.

Governance and Nominating Committee

The Governance and Nominating 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, as the case may be, pursuant to the Bylaws. The Board then considers the potential director candidates who have been recommended by the Nominating Committee. In identifying and selecting director candidates, the Nominating Committee and the Board consider a variety of factors, including, but not limited to, a candidate's experience, skills, expertise, diversity, personal and professional integrity, character, business judgment, time availability in light of other commitments, dedication, conflicts of interest and such other relevant factors that the Nominating Committee considers appropriate in the context of the needs of the Board. The Nominating Committee has a written charter which was effective as of February 22, 2013, and is currently available in the "Investor Relations" section of the Company's website, located at www.middleby.com.

Company Profile

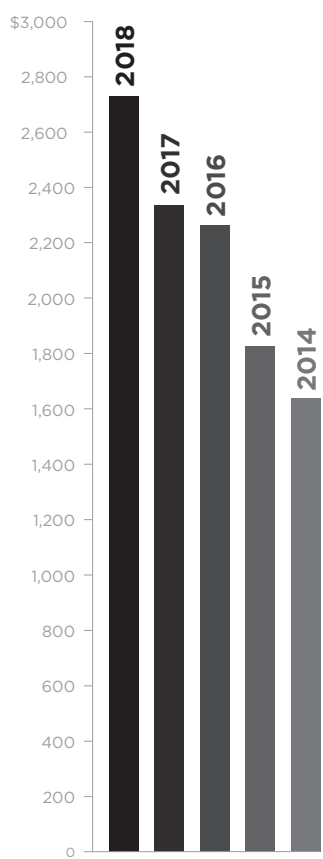
The Middleby Corporation is a global leader in the production of equipment for commercial foodservice, residential kitchens and industrial processing and bakery. The company develops and manufactures a broad line of highly innovative product in three business platforms with offices, manufacturing facilities and sales around the world.

Our common stock is traded on NASDAQ under the symbol MIDD.

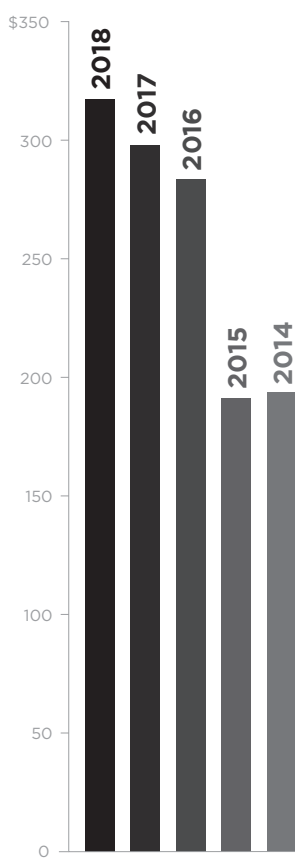
2018 Financial Highlights

(dollars in thousands)

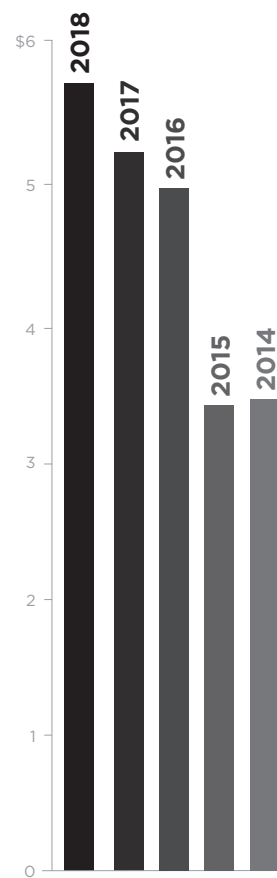
	2018	2017	2016	2015	2014
NET SALES	\$2,722,931	\$2,335,542	\$2,267,852	\$1,826,598	\$1,636,538
GROSS PROFIT	\$1,004,140	\$912,741	\$901,180	\$706,505	\$640,585
INCOME FROM OPERATIONS	\$445,966	\$378,613	\$419,018	\$299,385	\$300,519
NET EARNINGS	\$317,152	\$298,128	\$284,216	\$191,610	\$193,312
EPS ON NET EARNINGS	\$5.70	\$5.26	\$4.98	\$3.36	\$3.40
WEIGHTED AVERAGE SHARES	55,604,000	56,719,000	57,085,000	56,973,000	56,784,000
CASHFLOW FROM OPERATIONS	\$368,914	\$304,455	\$294,110	\$249,592	\$233,882
TOTAL ASSETS	\$4,549,781	\$3,339,713	\$2,917,136	\$2,761,151	\$2,066,131
TOTAL DEBT	\$1,892,105	\$1,028,881	\$732,126	\$766,061	\$598,167
STOCKHOLDERS' EQUITY	\$1,665,203	\$1,361,148	\$1,265,318	\$1,166,830	\$1,006,760



NET SALES
(dollars in millions)



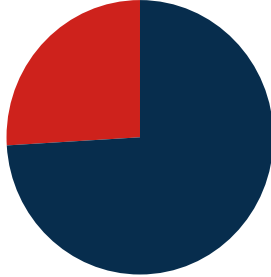
NET EARNINGS
(dollars in millions)



EPS ON NET EARNINGS

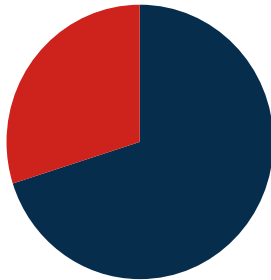
Operating Segments

Middleby Corporation



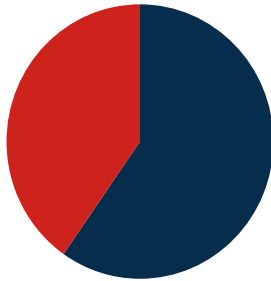
\$2,723 Billion in Revenues
19 Countries
9,346 Global Employees

Commercial Foodservice Equipment Group



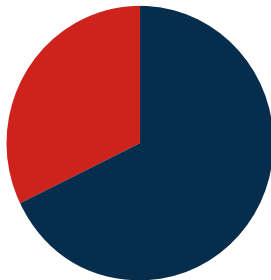
\$1,730 Billion in Revenues
32 Manufacturing Locations
5,425 Employees

Residential Kitchen Equipment Group



\$604 Million in Revenues
9 Manufacturing Locations
2,474 Employees

Food Processing Equipment Group



\$390 Million in Revenues
17 Manufacturing Locations
1,411 Employees

 U.S.
 International

Commercial Foodservice Equipment Group

The Commercial Foodservice Equipment Group is a world leader in the innovation and manufacture of commercial cooking equipment, refrigeration, and beverage solutions for the restaurant and institutional foodservice industry. Middleby products include conveyor cooking systems, convection and combi ovens, fryers, speed cook ovens, ranges, charbroilers, griddles, warming and holding stations, panini grills, steam and baking equipment, ventless hoods, beverage dispensing systems, frozen drink units, ice and ice cream machines and coffee dispensing. Customers in the Commercial Foodservice Equipment Group include quick serve, fast casual and fine dining restaurants along with convenience and grocery stores, retail outlets, schools, hospitals, government and other commercial institutions.

OUR PRODUCTS



Pitco ROV Fryer



Blodgett Combi Oven



Southbend X Range



Taylor Shake HT



JoeTap



TurboChef ECO ST



EVO Event



Follett Tempo Ice Machine



Beech Smart Oven

Residential Kitchen Equipment Group

The Residential Kitchen Equipment Group consists of highly-recognized, ultra-premium global brands for residential indoor and outdoor food preparation and refrigeration. Products include free standing ranges, cooktops, wall ovens, cookers, outdoor grilling and specialty cooking equipment, upright and under-counter refrigeration and wine coolers, beverage centers and ice machines. Middleby brand products can viewed in retailers around the world and in our exclusive, award-winning U.S. showrooms.

OUR PRODUCTS



Food Processing Equipment Group

The Food Processing Equipment Group offers broad portfolio of food processing, industrial bakery, and packaging solutions for global customers with needs for large-scale meat and baked goods production. Through its line varied products, the Food Processing Equipment Group is able to deliver a wide array of solutions to serve the global food processing and bakery marketplace. Notable products include batch ovens, baking ovens, proofing ovens, conveyor ovens, continuous processing ovens, frying systems and automated thermal processing systems.

OUR PRODUCTS



Innovation

Developing innovative, industry-leading commercial foodservice, food processing and residential kitchen equipment designed that conserve environmental resources is the foundation of our sustainability commitment. Our engineering teams are tasked with developing equipment that meets consistently changing customer

requirements which also take into consideration energy efficiency, user safety and other regulations as required by governmental agencies. Our product development engineering teams focus on addressing end user market needs. These trends include designing products that are able to exceed energy efficiency standards, reduce water usage, shrink equipment footprint specifications, operate intuitively and simplify training to address labor issues, operate safely, cook and bake quickly and automate production processes.

Innovation is in our DNA and we are committed to continuously taking our products to the next level. We are proud to offer the most advanced solutions to the industries we serve. It is important to us to maintain our reputation for advanced innovations and industry leadership.

Our business units establish environmental objectives that are in line with these principles and that are publicly reported through this Sustainability Report which documents our progress in continuous improvement around pollution prevention, energy conservation and waste minimization.



TURBOCHEF ECO ST

The latest small footprint, high-power, ventless, speed-cook oven from TurboChef made its debut in 2018.



EVO EVent

The Evo EVent is a ventless, high-efficiency electric griddle with a built-in ventilation system that removes smoke and grease.



WELLS GK VENTLESS HOOD LINE

A ventless hood that works with virtually

any piece of commercial cooking equipment and eliminates the need for traditional outside ventilation.



PITCO ROV RACK FRYER

The newest Pitco fryer offers high production frying on racks with a 13% reduction in oil volume with loading and unloading tray hooks.

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Innovation



FOLLETT TEMPO ICE MACHINE

A compact 15" wide icemaker producing an industry-leading 90 lb of ice per day with a 30 lb storage capacity.



JOETAP BARISTA NITRO COLD BREW COFFEE DISPENSER

This advanced nitro brew coffee dispenser has a built-in nitrogen generator and uses barista post-mix coffee concentrate.



TAYLOR SLIM7 SERIES

An efficient, high-performing soft serve freezer built in a smaller footprint, to meet high demand.



CROWN/FIREX CUCIMIX

Take the labor out of large volume production with a fully automated stirring and heating steam cooking.



COOKTEK SOUPER

An induction warmer eliminates the use of water without compromising food quality. The highly-stylized "soup well" holds a variety of food items and can also rethermalize food.



SOUTHBEND X RANGE

The newly-designed Southbend X Range is both functional and beautiful. Quality, heavy duty burners designed for consistent use and the busiest of kitchens.



CARTER-HOFFMANN TENDER CHEF

The TenderChef Dry Aging Refrigerator uses the latest technology to produce outstanding flavor. Temperature and humidity can easily be controlled to produce delicious product.



STAR ROLLING TORTILLA WARMER

The Star Rolling Tortilla Warmer heats up to 24 (6-inch) or 10 (12-inch) tortillas per minute to a target temperature of 160F. Radiant heating uses less energy and reduces heat loss.

Our Material Impacts

In line with the Sustainability Accounting Standard Board (SASB) five-factor test to identify which issues Middleby has the best chance to make material impacts, our materiality assessment is outlined as follows:

SUSTAINABILITY ISSUE/OPPORTUNITY	DIRECT FINANCIAL IMPACTS & RISK	LEGAL, REGULATORY & POLICY DRIVERS	INDUSTRY NORMS & COMPETITIVE DRIVERS	STAKEHOLDER CONCERNS & SOCIAL TRENDS	OPPORTUNITIES FOR INNOVATION	TOTAL SCORE
Environment						
Energy Use	8	2	9	9	9	37
GHG Emissions	5	5	9	9	7	35
Waste Management	8	8	8	8	8	40
Human Capital						
Diversity	8	4	9	9	9	39
Employee Safety	10	10	9	9	9	47
Leadership & Governance						
Ethics	9	4	9	9	5	36
Innovation	10	4	10	6	10	40
Community Involvement	8	2	8	10	9	37

0 = No impact
 5 = Potential for impact
 10 = Significant impact

36-40 **High risk/opportunity** likelihood of significant impacts
 21-35 **Medium risk/opportunity** potential for modest impacts
 0-20 **low risk/opportunity** not significant at this time

Environmental Philosophy

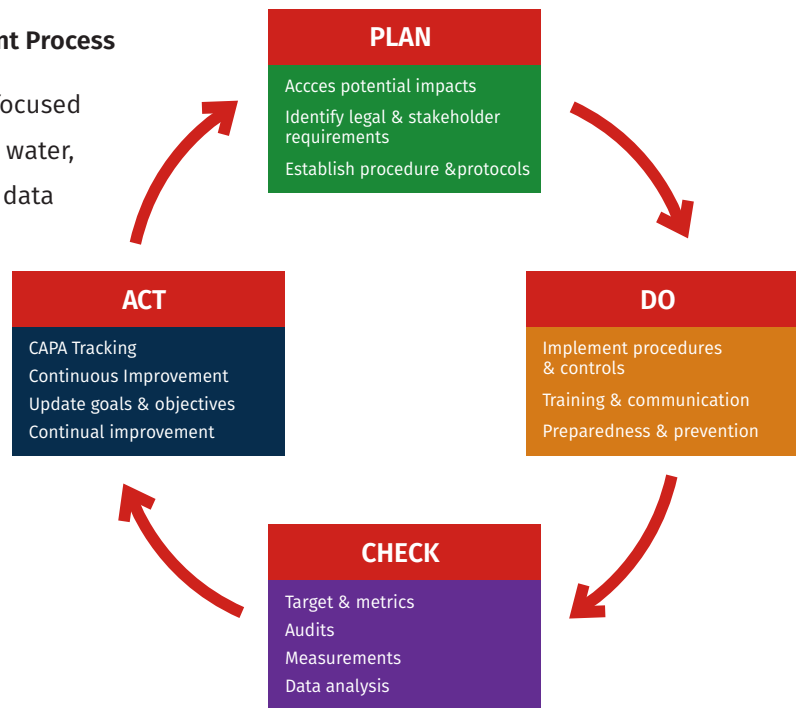
At Middleby, we believe that environmental management is an integral part of running a sustainable and responsible business. Each of our businesses units operates under an environmental framework that incorporates these guiding principles:

- 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 and that will meet or exceed applicable environmental regulations.

Across the company, we have leading operations that maintain LEED and AIB certifications, including our GS Blodgett Corporation and Wunder-Bar facilities. Many of our manufactured products bear the Energy Star certification, including AGA, Marvel, Carter-Hoffman, 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.

Environmental Priorities and Management Process

Middleby’s environmental priorities are focused on reducing environmental impact to air, water, and land across our footprint; 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.



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These priorities are all closely linked to production and resource efficiency. We believe that using consistent data collection and benchmarking allows our business units (which have individual strategic and operational responsibilities) to allocate and oversee resources as they see fit to achieve our overall performance objectives. We believe that best practice sharing across our units drives progress and encourage our business units to leverage each other in identifying and managing environmental challenges.

Our process uses a reinforcing cycle of continuous improvement to identify risks, plan management strategies, implement solutions, measure success rates, and adjust systems for continuous improvement across our environmental management activities.

Environmental Compliance

Ensuring compliance with environmental regulations is critical to Middleby's success and license to operate.

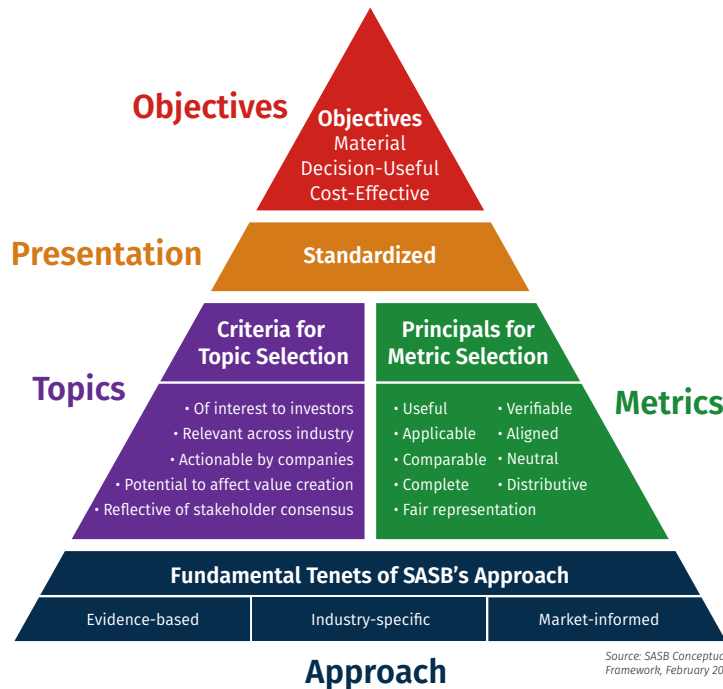
Our business units do not incorporate the use of significant amounts of hazardous products. When we must use such materials, we ensure they are managed in an environmentally responsible manner and in accordance with applicable environmental regulations. If any wastes are generated from these materials, 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 operations.

No monetary fines for non-compliance with environmental laws and regulations occurred at our business units during 2018. At the end of 2018, only two facilities had outstanding minor violations listed with the United States Environmental Protection Agency, which are in the process of remediation.

We executed 9 acquisitions in 2018. 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.

Environmental Metrics

Data collection and reporting in 2018 were conducted in alignment with the framework used by the SASB in developing their standards, seen in this graphic.



Middleby is considered under SASB to be part of the Resources Transformation industry, under the Industrial Machinery & Goods category. For purposes of reporting, we selected aspects of the environment (e.g., the use of nonrenewable natural resources in production or harmful releases into the environment) that we have control of and can make a meaningful impact on. The three key aspects measured in 2018 at our operations are:

Energy Consumption

Greenhouse Gas (GHG) Emissions

Waste Management

These aspects are considered to meet the SASB requirements, namely that they are of interest to investors, are relevant across the industry, have a potential to affect corporate value, are reflective of stakeholder consensus, and are actionable by Middleby.¹ Each aspect is discussed further below.

A key function of the environmental metrics is to drive environmental performance. Therefore, each of our business units is encouraged to develop their own methods for engaging local employees to identify and drive environmental projects that will make the most difference for that unit.

¹ Although a commonly measured metric in the industry, we opted to exclude water use from the data collection and analysis because Middleby's use of water is minimal, and Middleby determined that its resources are more effectively spent on the three areas above, in which we can make a material difference.

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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 2018 (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.

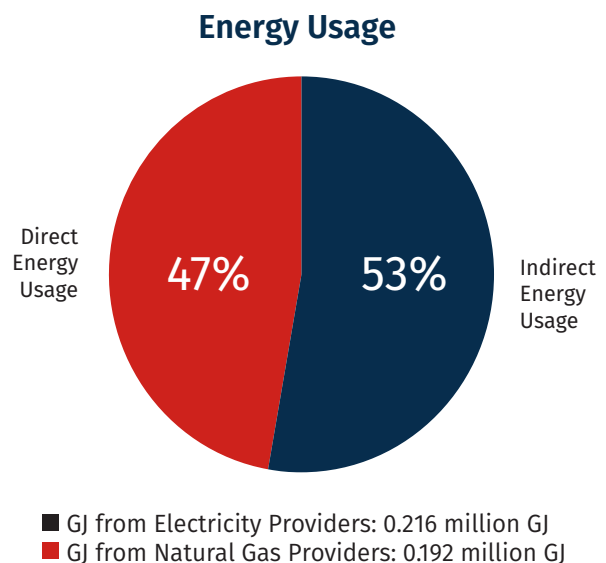
Our total energy consumption reported in 2018 was 0.409 million gigajoules (GJ), comprised largely of electricity and natural gas. Of the total energy we consumed in 2018, 53 percent was electricity and 47 percent was from natural gas; of the electricity consumed, 100 percent of electricity was purchased 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 2018 was 226.3.*

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. 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, when applicable, landlords 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.



*Our EI for 2018 was calculated using net sales for US entities, which was \$1,806.4 million for 2018.

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GHG Emissions

We have 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):

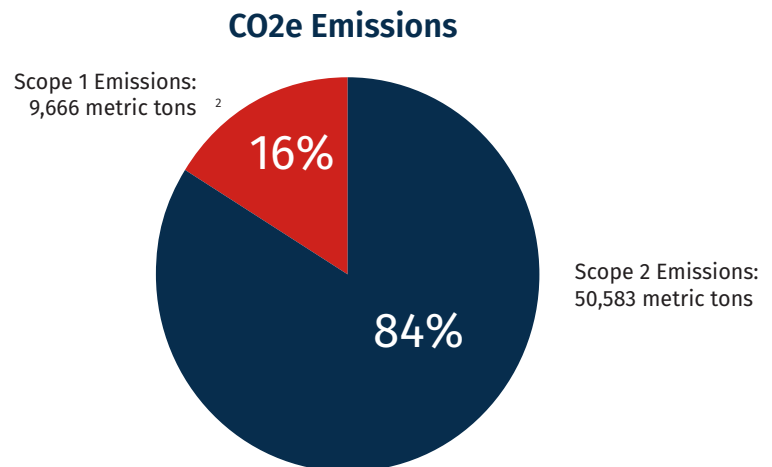
- Scope 1 emissions are considered emissions that are under our operational control (e.g., emissions from combustion in boilers, furnaces, and process equipment).
- Scope 2 emissions are considered emissions that are not under our operational control (e.g., electricity purchased from the grid).

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 2018 were 9,666 metric tons for Scope 1 and 50,583 metric tons from Scope 2.

At least 3% of our Scope 2 emissions come from renewable sources such as hydroelectric, wind, and solar energy.

We define our CO₂e Intensity (CI) as metric tons of CO₂e per million dollars net sales. By focusing on our CI, we can expand and make acquisitions and compare our improvements in net emissions reductions over time. Our CI for 2018 was 33.353.³

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.



¹<https://www.epa.gov/energy/greenhouse-gases-equivalencies-calculator-calculations-and-references>

²Scope 1 also typically includes emissions from transportation of raw materials or products in company controlled vehicles; however, Middleby does not have materially reportable transportation by company owned or operated vehicles.

³Our CI for 2018 was calculated using net sales for US entities, which was \$1,806.4 million for 2018.

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Waste Management

Proper waste management and increases in waste minimization 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.

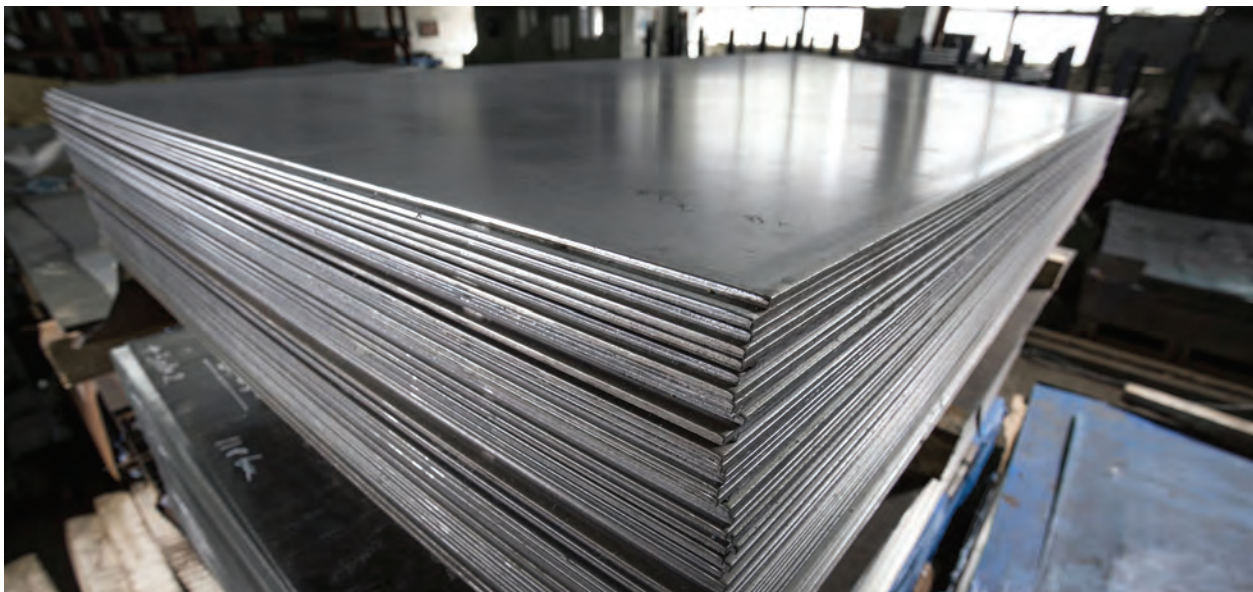
The wastes that are generated at Middleby manufacturing facilities include both hazardous and nonhazardous wastes, all of which are managed and disposed of in accordance with applicable regulatory requirements. The estimated total amount of waste generated in 2018 was less than 10,000 tons, all of which was removed for off-site treatment and disposal, or re-use.

Our Waste Intensity (WI) is calculated based on tons of waste per million dollars in sales. Our WI for 2018 was less than 5.536 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 are comprised of typical maintenance oils or paints.

Nonhazardous 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 the majority of which are recycled. Where possible, our processes are optimized dimensionally to reduce the amount 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.

*Our WI for 2018 was calculated using net sales for US entities, which was \$1,806.4 million for 2018.



Human Capital

Middleby believes its success is a direct result of the people we employ around the world. When our employees have the best environment, they can be their best. We strive to create a culture that encourages and celebrates collaboration, creativity and confidence. 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 so they may best serve our global business partners.



A Focus on Ethics

Middleby is 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 all our stakeholders including customers, creditors, stockholders, suppliers and other employees. The Middleby Corporate Code of Ethics provides guidance to our employees on the conduct that is expected as they represent Middleby and participate in company business.

The Middleby Code of Ethics is distributed to employees annually along with the following additional policies:

- Policy Against Employee Harassment
- Drug Free Workplace and Drug Test Policy
- Workplace Violence and Response Policy
- Confidentiality and Business Secrets Policy
- Middleby Information Technology Policy.



Diversity

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.

As a global corporation we embrace and celebrate our differences and endeavor to cultivate an environment where diversity and inclusion are a core value of our organization. With this principle firmly in place, Middleby encourages employees to bring their best to our working environment every day.

Our goal is to build and maintain a workforce that represents the diversity of the people and communities that we serve.

MIDDLEBY DIVERSITY HIGHLIGHTS:

- Middleby National Sales is a professional sales organization for the Commercial Foodservice industry which markets directly to the largest restaurant chain customers. This allows one marketing professional to introduce 100% of Middleby's diverse brands and product lines to our largest customers. The Middleby National Sales team consists of 29 highly experienced marketing professionals, 40% of whom are female vice presidents.
- The Middleby Corporate team is comprised of dedicated accounting, tax, finance, internal audit, human resources and administrative professionals. The corporate team is comprised of 50% female professionals.
- In 2018 Middleby named four females as managing directors with overall management responsibility over four key operating locations in Europe and the US.
- Middleby sponsored the Women's Foodservice Forum, which empowers and supports females in foodservice careers
- The Middleby Board of Directors is comprised of one third female Directors.



Employee Advancement

Middleby believes offering opportunities for career development within the company is integral to building and retaining an outstanding workforce. We are an equal opportunity employer and it is company policy to select, place and promote based on individual qualifications for the work to be performed, as required by applicable laws, without discrimination of race, religion, language, nationality, disability, age or gender.

The company is dedicated to the professional development of all employees. Through our commitment of 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 to make similar commitments and we support their efforts to achieve this goal.

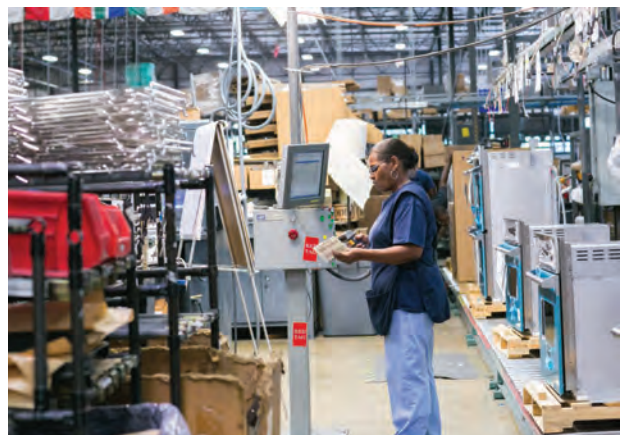
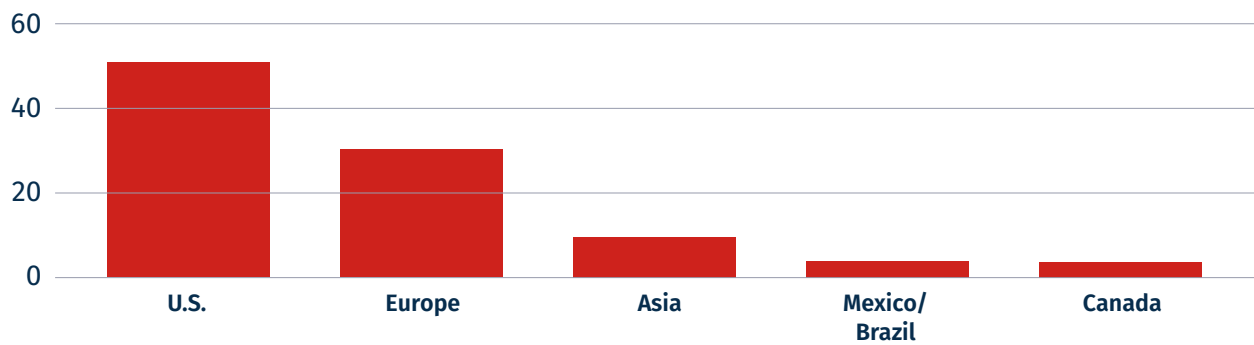
Many Middleby locations based in the United States partner with local educational institutions to attract motivated students to join our company through internship programs focused on engineering, operations, manufacturing, marketing, accounting or management. In 2018 Middleby sponsored approximately 60 internships and 10% of these interns joined the company on a full-time basis.



Operations

In the United States, Middleby operates 34 manufacturing facilities and 5 distribution/sales offices which employ a total of 5,299 full-time workers. Approximately 8% of all our U.S. employees are covered by collective bargaining agreement. The total Middleby domestic manufacturing facility square footage is 5,063,800. Outside of the U.S., Middleby has 4,047 employees who work at 26 manufacturing facilities and 10 distribution/sales offices. The largest international manufacturing presence is located in the United Kingdom.

Global Employees by Region



Employee Safety

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 who 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 ongoing efforts to promote a safe environment today will drive long term sustained improvement to workplace safety across the Company in the future.

Health and Safety Metrics	2016*	2017*	2018*
Recordable Case Rate	7.20	6.30	4.38
Lost Time Incident Rate	1.95	1.37	1.06

**Calculated per 100 employees at year-end.*



Giving Back

Middleby recognizes that by giving back to the communities we serve will greatly contribute to our long term prosperity. By contributing or volunteering our time to causes including education, the environment, poverty and social causes we as a company help improve our communities for the future. We focus on areas we can impact in a meaningful way.



Given our decentralized structure it is important that each operating location has the flexibility to direct its own unique philanthropic activities to local causes.

Success Story: The Middleby activities committee acts as a conduit to promote volunteerism at the corporate office in Elgin, Illinois. The committee charter states that the committee will arrange and organize two charitable events per year that directly impact the Elgin, Illinois local community.

Charitable efforts include:

Habitat for Humanity

United Way

Boys and Girls Club of Elgin Ill.

Boys and Girls Club of Dundee Township

Bassoul Dignity Foundation

Salvation Army

American Cancer Association

WINGS, Chicago

