



**2023
SUSTAINABILITY
REPORT UPDATE**

ABOUT THIS UPDATE

We are pleased to present this Middleby Sustainability Report Update. Our purpose with this publication is to provide an update on the progress we have made in the ESG metrics that were outlined in our 2021 Sustainability Report. These metrics include our greenhouse gas (GHG) emissions, energy and waste generation metrics along with other environmental and safety performance indicators.

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MESSAGE FROM OUR CEO



Dear Stakeholders,

We are pleased to present this Sustainability Report Update showing our progression to advance our ESG objectives as well as those of our customers.

At Middleby facilities we have enhanced the measurement of our environmental footprint by adding more global manufacturing locations. We are in the process of establishing targets to reduce CO2 emissions in line with current standards along with setting specific objectives for our impact on energy and water consumption, and waste generation. Further development of these initiatives will be outlined in future reports.

Addressing our customer-focused goals, we are excited to have added new products and solutions to our portfolio, both through strategic acquisitions and internal innovation. Our commitment to deliver sustainability solutions to the marketplace ensures we meet the evolving needs of our customers. It is a great responsibility, and one we take very seriously, to partner with our customers in their sustainability efforts.

For example, Middleby now offers additional energy efficient advancements for hot beverage dispense, as well as a patented oil filtration technology that provides energy savings while extending oil lifespan and food quality. We now provide customers improved sanitation capabilities and efficient logistics within their operating facilities. These and other recent additions to our portfolio expand our suite of sustainable solutions to our customers who are prioritizing their environmental goals and social impact.

We are proud to highlight the expansion of Middleby Cares and our continuing commitment to our local communities as well as globally. We have expanded our corporate partnerships, recently joining the Red Cross as a corporate partner, enabling the organization to have resources readily available to act in a timely manner during worldwide crisis situations. We also believe it is important to encourage the engagement of our workforce in volunteer and service activities within their communities. We highlight this effort and other philanthropic activities in this report.

Sustainability continues to be a priority for Middleby, and increasingly shapes our future strategic decisions. We are making progress in reducing environmental impacts within our own and our customers' operations. Continuing to advance our sustainability initiatives is a top priority companywide. I want to thank the many stakeholders who have supported our team and efforts.

Sincerely,

A handwritten signature in black ink, appearing to read 'Timothy J. FitzGerald'.

Timothy J. FitzGerald
Chief Executive Officer

MIDDLEBY AT A GLANCE

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

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



COMMERCIAL FOODSERVICE

\$2.41 bn
FY 2022 SALES

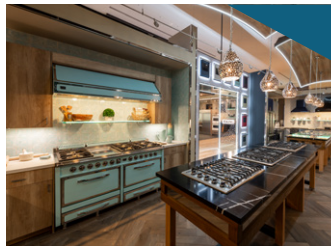
6,556
EMPLOYEES



FOOD PROCESSING

\$0.57 bn
FY 2022 SALES

2,068
EMPLOYEES



RESIDENTIAL

\$1.05 bn
FY 2022 SALES

2,581
EMPLOYEES

11,268

MIDDLEBY
PROFESSIONALS

\$4.03 bn

2022 REVENUES

74

MANUFACTURING FACILITIES
(42 U.S., 32 INTERNATIONAL)

► GEOGRAPHIC FOOTPRINT

Region	2022 Revenue (US\$ bn)	Principal Manufacturing Facilities
US/Canada	2.88	42
Europe/Middle East	0.77	23
Asia	0.26	8
Latin America	0.12	1
Total	4.03	74

ESG APPROACH

Middleby recognizes a shared responsibility to protect our planet. Our environmental priorities focus on reducing the impact on air, water, and land across our footprint.

Middleby's Sustainability Objectives Are Two-Fold:



1. TO REDUCE THE ENVIRONMENTAL IMPACT OF OUR OPERATIONS, while providing a diverse and equitable workplace for our employees, and conducting our business ethically and with integrity.



2. TO PROVIDE SUSTAINABLE SOLUTIONS TO OUR CUSTOMERS, partnering with them to advance their sustainability initiatives.

To track our progress on reducing our environmental impact within our own operations we measure four key aspects:



ENERGY CONSUMPTION



GREENHOUSE GAS (GHG) EMISSIONS



WATER USAGE



WASTE MANAGEMENT

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 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.



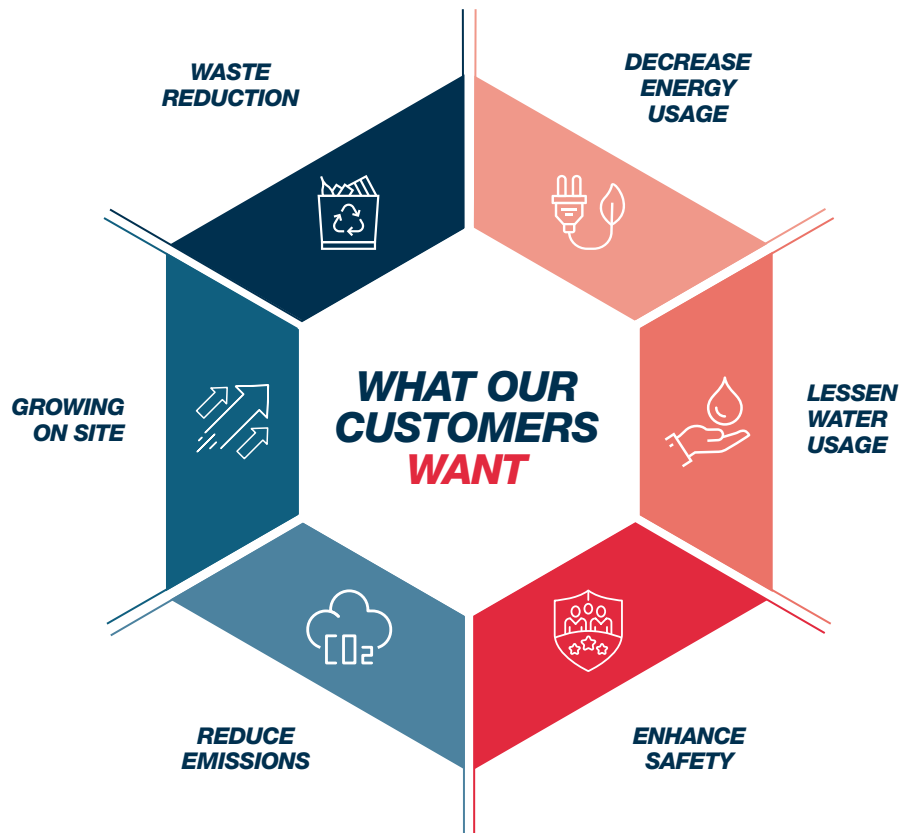
ENVIRONMENT

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.

Supporting our Customers' Sustainability Objectives

Middleby's customers are continually seeking innovative solutions to address their sustainability priorities. With a pressing need to put strategies into place to achieve their long-term goals, our partners are experiencing a rising demand from their stakeholders to develop and implement sustainable solutions.

We continually add products and solutions to enhance our environmentally friendly offerings, through internal innovation and strategic acquisitions. Growing our portfolio allows us to address the sustainability needs of our customers, which include: reducing emissions, improving energy efficiency, decreasing water use, lessening waste, and enhancing safety.



Middleby offers a range of products and solutions addressing sustainability and our customers' priorities. As we continue to grow we are keenly focused on solutions to meet these needs which include:

Sustainability Solutions

ELECTRIFICATION AND INDUCTION

VENTLESS COOKING

ENERGY MANAGEMENT SYSTEMS

DATA MANAGEMENT FOR OPERATIONAL EFFICIENCY

HOLDING AND SPEED COOK TO REDUCE FOOD WASTE

MINIMIZING WATER USAGE

PROPRIETARY CHEMICAL FREE CLEANING

ENERGY STAR RATED PRODUCT

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Middleby is committed to the 17 Sustainable Development Goals (SDGs) established by the United Nations General Assembly in 2015. We believe in the purposed of the SDGs, namely *to achieve a better and more sustainable future for all by the year 2030.*

Our commitment to the SDGs focuses on topics most material to our industry and issues where we believe we can have the largest impact. Our sustainability efforts are most closely aligned with the following UN Sustainable Development Goals:

Zero Hunger

We reduce hunger and improve food security through community involvement partnerships with Feeding America, the American Red Cross, and others. We have an ongoing meal delivery program in Mykolaiv, Ukraine.



Gender Equality

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



Affordable and Clean Energy

We source over 23% 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.



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.



Responsible Consumption and Production

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



UPDATED HIGHLIGHTS

This Sustainability Report Update provides key environmental performance indicators which were last reported in our 2021 Sustainability Report.

In the following pages, we highlight notable products and solutions recently added to our portfolio, both through strategic acquisitions and internal innovation.

We also provide an update on our Middleby Cares philanthropic programs.

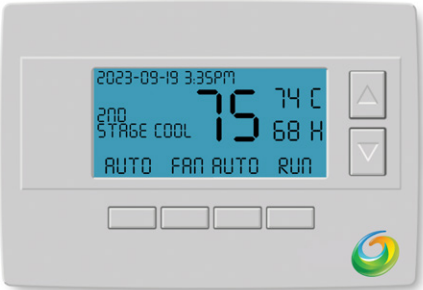
MIDDLEBY INNOVATIONS

Powerhouse Dynamics – Open Kitchen

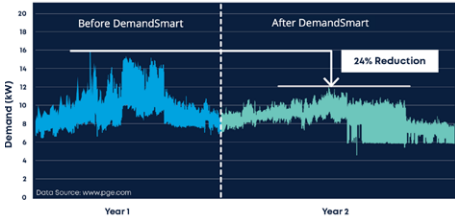
Leader in Internet-of-Things (IoT) Solutions for Managing and Automating Key Equipment for Multi-Site Foodservice Operators

With Open Kitchen, restaurants, convenience stores, and food retailers can connect, analyze, and control key equipment, including HVAC, refrigeration, and a wide range of kitchen equipment brands, to automate essential facility functions, reduce their carbon footprint, cut use of natural resources, and eliminate many other forms of waste. At Powerhouse Dynamics, we despise waste, and we love efficiency. Our team is passionate about creating solutions that help our customers deliver fantastic experiences to their guests while minimizing costs and the environmental impact of their operations.

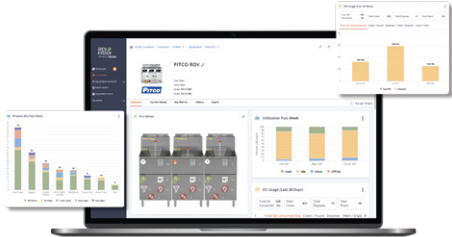
EXAMPLES INCLUDE:



Open Kitchen’s internet-connected thermostats and energy sensors help food service operators cut energy consumption by 10%-20%, sometimes more, year-round. Across our 10,000+ locations, we have helped our customers avoid nearly 2 billion pounds of CO₂ emissions. This number is growing every year. This is the equivalent of removing over 150,000 cars from the road for a year. And we’re only getting started.



Our **AI-driven “DemandSmart”** feature automates the cycling of heating and air conditioning equipment, reducing the stress on the local utility grid, and helping our customers reap even more savings from reduced demand charges from their local utilities.

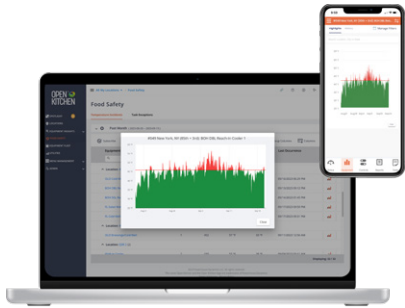


Connecting fryers to Open Kitchen helps our customers control the consumption of another natural resource – cooking oil. Through data and analytics, our **online enterprise tools** can identify and help prevent operators from using their fryers improperly, avoiding excessive cooking oil consumption. This has the additional benefit of bottom-line savings, as well as ensuring food coming out of the fryer is cooked to perfection.

MIDDLEBY INNOVATIONS

Powerhouse Dynamics – Open Kitchen

MIDDLEBY INNOVATIONS



Industry data suggests reactive equipment repairs are three times the cost of preventive maintenance. With the **advanced equipment diagnostics** available through Open Kitchen, our customers can prevent what would ordinarily be reactive, expensive, and disruptive equipment repairs. By ensuring their key equipment is running effectively and efficiently, not only are our customers avoiding these very expensive repairs, but they are also ensuring their equipment will last longer and stay out of the landfill for a longer period.

MIDDLEBY INNOVATIONS



According to the US Food & Drug Administration, food waste is estimated at 30-40% of the food supply. With our **remote refrigeration monitoring solution**, Open Kitchen can help prevent refrigeration failure and the loss of food as a result. Not only is Open Kitchen helping to ensure safe storage for food, but we're also helping to cut down on some of this food waste.

MIDDLEBY INNOVATIONS



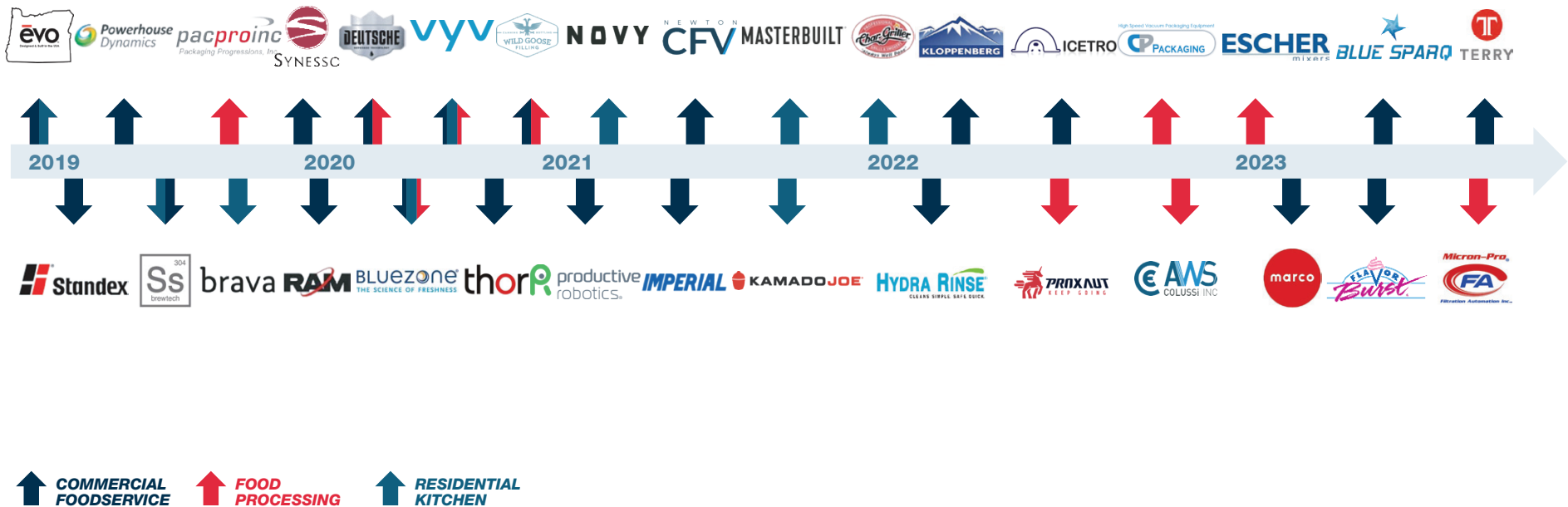
Let's talk about our most important natural resource: **human capital**. No one goes to work in the foodservice industry because they love administrative work. Open Kitchen helps people in the hospitality industry do what they love to do: be hospitable. By automating much of the data collection in the kitchen, Open Kitchen has saved one national foodservice chain 3,000,000 hours of administrative time, freeing staff to focus more time on their customers and their customers' experience. That's a lot of time to be hospitable.



[Click this link](#) to hear how a customer used Open Kitchen (branded "SiteSage" at the time) to great success in achieving energy savings, labor savings, and overall sustainability goals.

ACQUISITIONS AND PARTNERSHIPS

At Middleby, we pursue a long term strategy of investing in innovation, technology, and solutions to drive transformational growth, targeting customer needs and long term trends. As part of this growth, we completed **30+** acquisitions since 2019, adding to Middleby’s portfolio of brands and technologies in Commercial Foodservice, Food Processing and Residential Kitchens. A central component of our strategy is providing meaningful sustainability advantages for our customers.



COMMERCIAL FOODSERVICE

HYDRA RINSE

CLEANS SIMPLE. SAFE. QUICK.

Hydra Rinse (United States)

World Leader in Safe, Reliable Sanitizing and Cleaning of Frozen Dessert Dispensing Equipment

Acquired: March 2022

Hydra Rinse has developed an environmentally friendly process that cleans soft serve ice cream machines with less water and chemicals in half the time. The product was selected as a recipient of a 2023 Kitchen Innovations Award from the National Restaurant Association due to its industry changing attributes.

Hydra Rinse reduces environmental impact by leveraging the cleaning power of LEXX™, a naturally-derived and readily biodegradable liquid sanitizer and cleaner concentrate. As a low pH acidic-based sanitizer, it can remove and prevent milkstone, a stubborn substance that is found on milk heating surfaces.

The Hydra Rinse process consumes less than 10 gallons of water, representing a significant water savings of greater than 56% compared to traditional cleansing methods. Food safety is also maximized with NSF-listed self-lubricated compounds, o-rings and seals for protection against bacteria, yeast and fungi.



Marco Beverage Systems (Ireland)

Energy-Efficient Hot Water Dispensers and Coffee-Brewing Systems

Acquired: December 2022

Known worldwide for over a decade with the ECOBOILER and MIX products, Marco produces hot water dispensers and coffee-brewing systems that help customers decrease energy consumption over the course of the products' lifecycles.

Marco designs its products with the goal of reducing energy consumption while delivering exceptional performance. All plastics used by Marco are 100% recyclable, and recyclability is incorporated into product packaging at the design phase. The company's disposal of electrical equipment is carried out within the guidelines of the EU's WEEE directive (Waste Electrical and Electronic Equipment).

Marco partners with suppliers and customers to drive sustainability, and supports the 20/20 Project, an organization working in Asia and Africa to achieve equitable coffee production that links the producer, roaster and consumer.

Marco's sustainable offerings include:

POUR'D, a cold brew coffee solution, is designed for operators who seek ease of delivery and sustainability for their coffee needs. The advantages of the POUR'D system include: 1) packaging in reusable bottles instead of single use plastics; 2) dispensing coffee from concentrate, resulting in lower shipping volume and decreased carbon emissions related to shipping; 3) reducing beverage waste to zero.

FRIIA is a hot water dispensing system that uses innovative technology with vacuum insulation. This innovation enables FRIIA to deliver an efficiency rate that is 22% higher than similar systems, and 70% more efficient than many other kinds of water dispensers. The system also helps to eliminate the massive carbon footprint that comes with usage of plastic water bottles.



Sustainable Beverage Technologies (United States)

Technologically Advanced Brewing and Dispense Applications

Strategic Partnership Announced: February 2023

Sustainable Beverage Technologies (SBT) re-imagines the beer marketplace through revolutionary technological innovations that eliminate traditional beer kegs and replace them with disposable bag-in-boxes. This packaging requires less space for refrigeration and reduces the need for logistics associated with bulky kegs. The beer is concentrated, providing a compact sustainable distribution model.

The SBT innovation reduces carbon footprint by requiring fewer delivery trips, including the elimination of return keg logistics, significantly reducing fuel consumption. The equivalent consumable volume of beer is shipped at approximately one sixth the weight and volume of traditional kegs. There is no keg washing, resulting in water savings.



TERRY

Terry Water Treatment Solutions (United States)

Proprietary Citrine® Scale Removal Technology

Acquired: July 2023

Terry Water Treatment Solutions provides a proprietary, environmentally friendly solution to eliminate and prevent scale build up associated with water usage in commercial foodservice.

Terry's biodegradable cleaning solution has proven effective in the removal and prevention of water scale. Our customers have greatly benefitted from this solution with improved equipment performance, reduced maintenance, and consistent high quality of food, ice and beverage.



CITRYNE

FOOD PROCESSING



Colussi Ermes (Italy)

Leading Worldwide Manufacturer of Automated Washing Solutions

Acquired: July 2022

Colussi Ermes develops washing solution product concepts, offering energy savings and environmentally friendly technologies to provide customers with sustainable choices in washing and sanitation. Colussi Ermes' solutions prioritize health, safety and the environment, and their systems are designed in line with the principles of eco-sustainability, ensuring the maximum protection of operators while significantly reducing energy consumption and the amount of water and detergents used.

Food industry players of varying sizes that use systems designed and manufactured by Colussi Ermes have observed significant advantages over time, such as:

- an increase in production capacity
- a decrease in labor needs
- a reduction in wash times, while maintaining high standards of hygiene and sanitation
- a substantial reduction in energy consumption
- increased worker safety

Colussi Ermes is committed to eco-sustainability through:

- Less water consumption resulting from Colussi Ermes' innovative recovery system
- Reduced energy needs
- Smaller quantities of detergent required

Colussi Ermes' technology allows for a reduction in the use of chemical solutions, reducing cost and providing advantages for the environment.



CP Packaging (United States)

Provider of Industry-Leading Sanitation Solutions in Packaging

Acquired: July 2022

As the first packaging manufacturer to isolate critical components from aggressive wash-down areas, CP Packaging also developed a streamlined control system eliminating the need for many components found on conventional packaging machines. CP Packaging's state-of-the-art equipment incorporates streamlined operating and mechanical systems and provides customers with improved sanitation among other benefits.



Proxaut (Italy)

Manufacturer of Auto-Guided Vehicles (AGVs) for the Food Industry and Industrial Processing

Acquired: June 2022

Proxaut AGV technology is used by industry leading manufacturers in a variety of capacities to move materials and products safely and to operate alongside people. Proxaut automation decreases repetitive movements from traditional labor and ergonomically improves workflows. Proxaut uses electric vehicles, avoiding the use of propane and promoting clean air. The company has adopted a "sustainable corporation" model, basing its actions on a philosophy, mission, values, strategies, policies, processes, interactions, relationships, and products that are driven by environmental and social sustainability priorities.

Proxaut's strategic plan incorporates its sustainable values and ideals, in which value must be created through fair working policies geared toward satisfying all stakeholders (shareholders, employees, suppliers, creditors, communities). Proxaut seeks to engage its stakeholders in dialogue on technological, economic and social matters.

Micron-Pro®



Filtration Automation Inc.

Filtration Automation (United States)

Leader in Oil Filtration Technology with Patented Solutions for High-Capacity Systems

Acquired: June 2023

Filtration Automation is known for Micron-Pro brand high-capacity oil management systems. The company's innovative and patented technologies are used for poultry, fish, and snacks applications.

Micron-Pro is an industry leading oil filtration technology providing customers with substantial savings on oil, while enhancing the consistency of food quality. The Micron-Pro continuous filtration technology provides cost and labor savings while improving fryer performance. The addition of this innovation to the Middleby food processing portfolio extends of our frying system offerings and helps our customers reach their sustainability goals.

The Filtration Automation Micron-Pro high-volume, low pressure oil debris removal system is a patented process. Data from real-time usage in the field indicates the Micron-Pro patented process can be twice as effective as other similar systems with no downtime needed for oil changes. Oil life can be extended up to 200% with no consumables required for operation, resulting in reduced input costs, labor savings and increased throughput.

PHILANTHROPY - MIDDLEBY CARES

In serving our global customer base, Middleby also prioritizes connecting with and contributing to the communities where we live and work through philanthropic efforts and sustainable initiatives. Middleby is committed to being a responsive, responsible and respected corporate citizen. Our corporate giving supports impactful community outreach activities. We engage with organizations located in proximity to our facilities that support food insecurity, education initiatives, youth programs and needs for shelter and basic living necessities.

WORLD CENTRAL KITCHEN PARTNERSHIP

Middleby is a proud partner with World Central Kitchen (WCK) and support their mission of being first to the frontlines in response to humanitarian, climate and community crises. Our team at Middleby Poland built out a 52-foot trailer for World Central Kitchen to serve those in need of hot meals in Ukraine. The unit is outfitted with food preparation and cooking equipment, as well as electrical, plumbing and fire suppression. The Middleby WCK mobile food prep kitchen was launched into service in 2022 and has served thousands of meals a day in Mykolaiv, Ukraine since reaching the location. In the fourth quarter 2023 the truck will be back in Poland to be refurbished and updated to send out on a new assignment shortly thereafter.

WCK 2024 initiatives include the development and customization of several food delivery trucks with refrigeration and holding capabilities. The project is being finalized and Middleby is working closely with WCK to deliver this needed transport to the field as soon as possible.



Middleby received a Ukrainian flag with signatures of those on the front lines with thanks for all of the humanitarian aid contributions.



The WCK 52-foot trailer arrives at the QualServ Poland facility for cleaning and updates in from service in Ukraine.

POLAND/UKRAINE PROJECT

Middleby has offered humanitarian aid support for Ukraine which is managed through the QualServ-Follett facility near Gdansk, Poland. We continue to provide supplies which began as a global initiative launched at the start of the Ukraine war in 2022. Our Poland facility is the collection hub, and responsible for coordinating the transport for the supplies donated from 21 Middleby divisions across 10 European countries. The Middleby aid reaches more than 40 cities across Ukraine. Middleby partners delivered the aid from QualServ Poland which included more than 750,000 pounds of cooking equipment, food, clothing, hygienic and medical supplies. The Middleby European locations continue their contributions to support this effort.



Middleby is a corporate partner of Feeding America, the largest domestic hunger relief organization in the United States, with a far-reaching, powerful and efficient network of food charities nationwide. The Feeding America network served 5.2 billion meals in 2022.

Middleby’s financial contribution to Feeding America is distributed across the domestic locations where our company has operations; for every dollar we donate, Feeding America is able to buy \$8 of groceries for those in the need.

Middleby engages with Feeding America beyond our financial commitment by:

- Encouraging volunteer engagement and fundraising at our company’s various locations to support their local Feeding America branch. Our employees have participated in volunteer packing events to serve their communities across the United States.
- Middleby is proud to provide a new commercial kitchen for the Greater Chicago Food Depository, which will allow for large volume onsite meal preparation. The expanded facility with Middleby in-kind product donations is scheduled to open in the summer of 2023.

SUPPORTING LOCAL CHAPTERS



When the best treatment for a sick child is far from home, Ronald McDonald House Charities® (RMHC®) allows families to stay together while resting and recharging to remain strong for their child. They are able to interact with families going through similar experiences, enjoy home-cooked meals and receive compassionate hospitality from staff and volunteers — all just minutes from the hospital where their child is receiving care.

Over the last few years, Middleby has provided equipment for select Ronald McDonald House® locations, and in 2024 will begin to scale its support with a pilot program with RMHC. Middleby will provide in-kind donations for Ronald McDonald House kitchens to be used by their in-house culinary teams or by guest families to prepare their own meals. RMHC programs help alleviate some financial burdens for families with sick children and serve millions of families globally each year. Middleby is proud to support RMHC in this effort.



Middleby is a partner with the Red Cross supporting their Disaster Giving Program, aiding workers and locations before and during times of disaster, when relief is critical. Middleby is proud to contribute to the ability of Red Cross to respond immediately. Being a corporate partner, our financial support has on site impact, and it also supports the vehicles, warehouses and supplies, technology and trained volunteers who make help possible when time is of the essence.

In the U.S., the Red Cross responds to more than 60,000 disasters each year — providing safe shelter, hot meals, emotional support, and resources to aid in recovery. With an ongoing commitment, Middleby is helping to build the needed infrastructure to respond quickly. This includes supporting the vehicles, warehouses and supplies, technology and trained volunteers who make that help possible.



Middleby supports Café Momentum, a collective serving justice-involved youth as they endeavor to open cafes throughout the U.S. providing education and job training. Serving those aged 15-19, Café Momentum serves their communities while giving youth the support and guidance needed to have a second chance.

EMISSIONS DATA AND OTHER ESG INDICATORS

In this Sustainability Report Update, Middleby, with the assistance of an outside service provider, enhanced the measurement of its Scope 1 and 2 Greenhouse Gas (GHG) emissions, energy and water consumption, and waste generation.

The number of facilities and brands that provided data for the latest round of ESG reporting more than tripled from the last reading in 2019, with 60 brands representing approximately 8.67 million square feet of property reporting their metrics, up from 17 facilities accounting for approximately 2.66 million square feet in property in 2019. Variations between the 2019 and 2020/2021 data sets relate primarily to this broad expansion of our data collection efforts.

In prior reporting, we used sales metrics to determine carbon intensity values. However, the COVID pandemic significantly affected global markets and distorted yearly comparisons of sales figures. Consequently, we determined that for this update, a more accurate base for reporting carbon intensity would be the square footage of the facilities which contributed data (North America and European facilities) for a total 8.67 million square feet.

In general terms, resource use increased from 2020 to 2021 largely due to the decrease in operations in 2020 and a resurgence in 2021. A Trend Comparison is included at the back of this summary to show how these calculations differ from 2019 when adjusted for square footage of facilities reporting.

Setting Targets

Going forward, we intend to set targets for limiting and reducing our Greenhouse Gas (GHG) emissions and consumption of other non-renewable resources. We plan to share these targets with our stakeholders when they become available.

We also plan to establish 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 CO2 emissions by 2050. We will communicate those targets when they become available.

Greenhouse Gas (GHG) Emissions

Overall emissions (Scope 1 and 2) and carbon intensity increased between 2020 and 2021, reflecting resumed operating and commercial activity as the impact of COVID pandemic crisis shutdowns eased.

Expressed in metric tons of CO2e, except intensity	2020	2021
Scope 1 Emissions	16,565	17,748
Scope 2 Emissions	23,827	29,619
Total Emissions	40,392	47,367
CO2e Intensity*	4.65	5.46

* CO2e emissions/1,000 square feet of operating facility.

Emissions measured for 2020 and 2021 included Scope 1 (direct emissions) and Scope 2 (emissions from purchased energy generation). 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). GHG Protocol measures seven greenhouse gases covered by the Kyoto Protocol.

Scope 1 emissions included the following:

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

In previous reporting years, Scope 1 was calculated taking into account only natural gas use. The additional sources of emissions were added for 2020 and 2021 metrics in order to satisfy GHG Protocol standards and to meet SBTi requirements.

Scope 2 emissions were calculated using location-based assumptions to determine CO2 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);
- Odometer readings of mobile vehicles;
- Mileage estimations from site contacts in lieu of odometer readings;
- Refrigerant inventory lists provided by the sites;
- Public data sources such as USEPA eGRID and the IEA.

CO2e Intensity for the purposes of this report is defined as metric ton of CO2 equivalent emissions per 1,000-square feet of facility.

Going forward, Middleby will consider asking facilities if they conduct their own carbon offset activities (such as planting trees or other achievable goals). These efforts will be used to offset emissions at the corporate level.

Energy

As with GHG emissions, energy and intensity increased in 2021 versus the previous year, due to an increase in activities with the easing of COVID pandemic-related restrictions and measures.

Expressed in Gigajoules (GJ) except intensity and renewable electricity	2020	2021
Indirect Energy (Electrical Grid)	263,109	327,567
Direct Energy (Natural Gas)	256,595	282,504
Total Energy	519,704	610,071
GJ-Intensity*	59.92	70.34
Renewable Electricity	23.49%	23.19%

* 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 the future, Middleby will endeavor to collect more granular data regarding energy trading and renewable energy generation at the facility level. We expect it to become increasingly easier for our facilities to provide this type of information over time.

Waste

Available waste metrics point to a 15.6% decrease in hazardous waste in 2021 compared to 2020, with the general waste measurement also decreasing slightly by 1.6%.

Expressed in metric tons, except intensity	2020	2021
General Waste	9,695	9,537
Recycled Waste	25,591	25,592
Hazardous Waste	3,894	3,283
Total Waste	39,180	38,412
Waste Intensity*	4.51	4.42

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

The number of facilities generating hazardous waste has remained relatively constant at 46%, compared to the data reported in 2018 and 2019 which was “less than 50%.”

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

As with other resources, 2021 consumption increased along with production and commercial activity.

Expressed in millions of gallons, except intensity	2020	2021
Consumption	36.6	44.4
Discharged	36.0	42.2
Recycled / Reused	0.55	2.2
Water Intensity*	0.042	0.051

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

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

Safety

The rate of recordable cases and lost time due to work-related injury or illness increased in 2021 versus 2020, along with the resumption of operating activities after COVID pandemic-related slowdowns.

No fatalities or near misses were reported at Middleby facilities in the United States during 2020 and 2021.

	2020	2021
Recordable Case Rate	3.80	5.11
Lost Time Rate per 100 Employees	1.24	1.77
Fatality Rate	0	0
Near-Miss Rate	0	0

Safety data was collected only at facilities at the United States.

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

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

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

Trend Comparison

► Greenhouse Gas (GHG) Emissions

Year	Scope 1 (metric tons)	Scope 2 (metric tons)	CO ₂ e-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

CO₂e Intensity = metric tons CO₂e per 1,000-square feet of operating facility.

► Energy

Year	Total Energy (GJ)	Natural Gas (GJ)	Electricity (GJ)	Energy Intensity (EI)	Renewable Electricity %
2018	409,000	192,230	216,770	n/a	3%
2019	183,000	94,000	89,000	68.79	17%
2020	519,704	256,595	263,109	59.92	23.5%
2021	610,071	282,504	327,567	70.34	23.2%

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

► Waste

Year	General Waste (metric tons)	Recycled Waste (metric tons)	Hazardous Waste (metric tons)	Total Waste (metric tons)	Waste Intensity
2018	–	–	–	<10,000	–
2019	7,460	1,274	3,973	8,734	4.77
2020	9,695	25,591	3,894	39,180	4.51
2021	9,537	25,592	3,283	38,412	4.42

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

► Water

Year	Water Withdrawn (gal)	Water Discharged (gal)	Water Recycled/Reused (gal)	Water Intensity
2018	–	–	–	–
2019	19,570,995	7,278,911	12,292,084	0.073
2020	36,575,233	36,022,742	552,492	0.042
2021	44,369,704	42,163,111	2,206,592	0.051

Water Intensity = million gallons 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



DATA TABLES

► **GREENHOUSE GAS (GHG) EMISSIONS**

Expressed in metric tons of CO ₂ e, except intensity	2020	2021
Scope 1 Emissions	16,565	17,748
Scope 2 Emissions	23,827	29,619
Total Emissions	40,392	47,364
CO ₂ e Intensity*	4.65	5.46

* CO₂e emissions/1,000 square feet of operating facility.

► **ENERGY**

Expressed in Gigajoules (GJ) except Intensity and renewable electricity	2020	2021
Indirect Energy (Electrical Grid)	263,109	327,567
Direct Energy (Natural Gas)	256,595	282,504
Total Energy	519,704	610,071
GJ-Intensity*	59.92	70.34
Renewable Electricity	23.49%	23.19%

* Gigajoules per 1,000 square feet of facility.

► **WASTE**

Expressed in metric tons, except intensity	2020	2021
General Waste	9,695	9,537
Recycled Waste	25,591	25,592
Hazardous Waste	3,894	3,283
Total Waste	39,180	38,412
Waste Intensity*	4.51	4.42

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

► **WATER**

Expressed in millions of gallons, except intensity	2020	2021
Consumption	36.6	44.4
Discharged	36.0	42.2
Recycled / Reused	0.55	2.2
Water Intensity*	0.042	0.051

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

► **SAFETY**

	2020	2021
Recordable Case Rate	3.80	5.11
Lost Time Rate per 100 Employees	1.24	1.77
Fatality Rate	0	0
Near-Miss Rate	0	0

GOVERNANCE



ESG GOVERNANCE

In 2022, we amended our Nominating and Corporate Governance Committee Charter to include an updated description of its ESG oversight responsibilities. The Nominating and Corporate Governance Committee is responsible for evaluating risk associated with director and management succession planning, overseeing our ESG reporting, maintaining director training programs, and evaluating Middleby's environmental, social and governance policies and initiatives.

Specifically with respect to ESG matters, the Committee is responsible for overseeing Middleby's environmental, social and governance policies and initiatives, and reviewing disclosures included in Middleby's sustainability report disclosures regarding ESG matters.

CYBER SECURITY

Middleby devotes significant resources to secure its confidential information as well as the data and any personal information the company receives and stores about its customers and employees.

The company maintains a program, overseen by the Chief Financial Officer, that is designed to protect and preserve the confidentiality, integrity and continued availability of all information owned by or in the care of the company. The company has established systems to securely receive and store that information and to detect, contain, and respond to data security incidents.

All new and existing employees take part in a robust information security training and compliance program. Training is provided at least annually, with a formal communication cadence of additional components of training provided throughout the year. The company has not experienced a material cybersecurity or information security breach in the last three years.

Oversight responsibility for information security matters is shared by the Board (primarily through the Audit Committee) and senior management. The Audit Committee oversees the company's cybersecurity and information security program and receives periodic updates throughout the year from senior management on cybersecurity and information security matters. The company has implemented a cyber incident response plan that provides controls and procedures for timely and accurate reporting of any material cybersecurity incident.

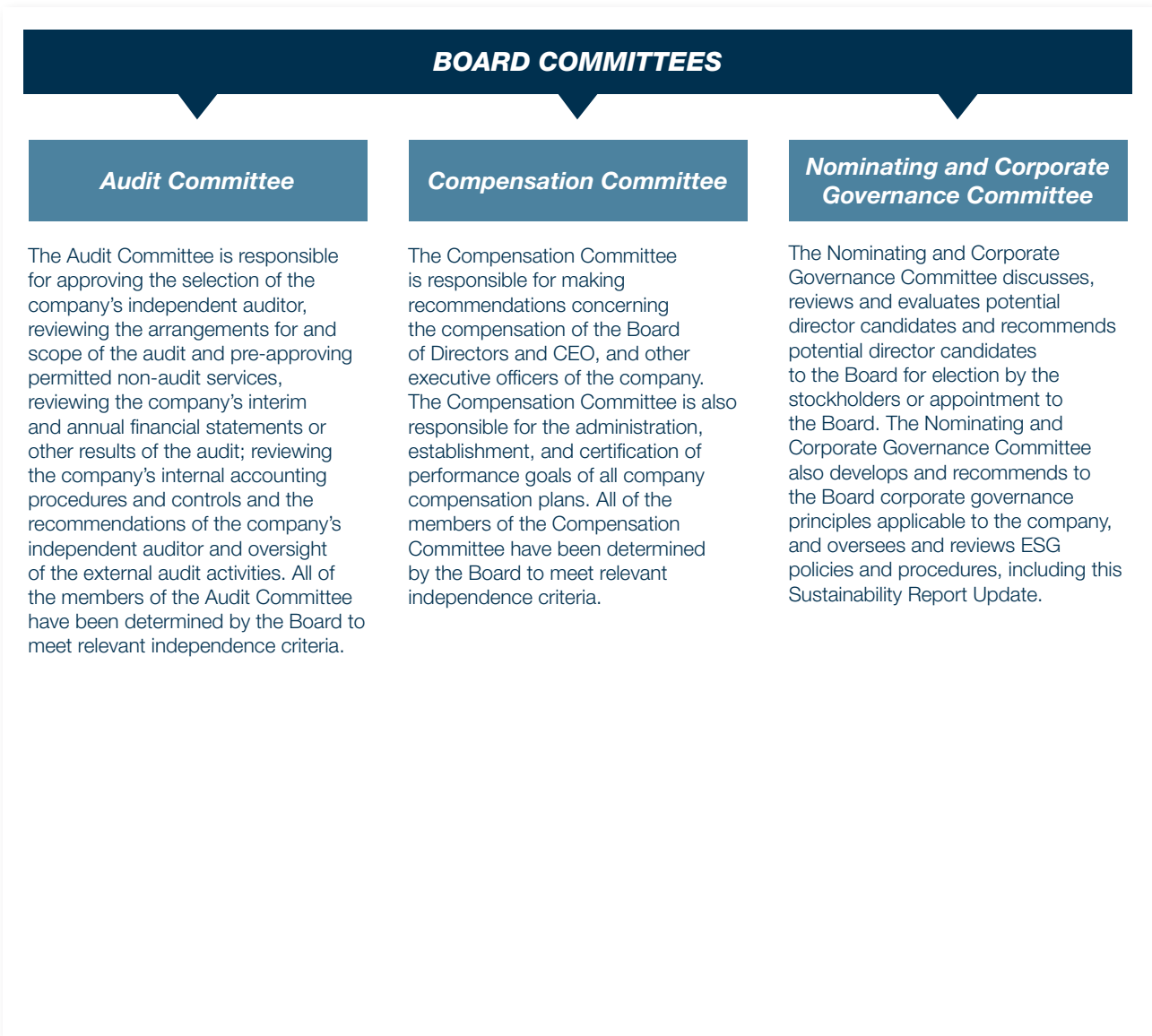


Board Governance

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. 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.



HUMAN CAPITAL

MIDDLEBY ELECTRIFICATION

 **CookTek** & **INDUC**[®]
INDUCTION SOLUTIONS



INDUCTION
95%



ELECTRIC
50%



GAS
35%

% OF ENERGY DELIVERED TO PAN



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. 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.

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

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.



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.		
<p>a) Describe the Board’s oversight of climate-related risks and opportunities.</p>	<p>The Board of Director’s Nominating and Corporate Governance Committee oversees ESG reporting, and evaluates the Company’s environmental, social and governance policies, including climate-related issues.</p> <p>The Nominating and Corporate Governance Committee receives updates on these matters from management and provides feedback on a quarterly or as-needed basis, and reports on them to the full Board so that the Board is informed to fulfill its risk oversight responsibilities.</p>	<p>2022 Proxy Statement, pg. 17;</p> <p>2022 CDP Report, pg. 2</p>
<p>b) Describe management’s role in assessing and managing climate-related risks and opportunities.</p>	<p>Middleby’s General Counsel and other members of senior management oversee the company’s ESG reporting process and develops and implements the Company’s environmental, social and governance policies.</p> <p>Each of the company’s business units operates under a framework that incorporates guiding principles around environmental issues (including climate-related impact);</p> <ul style="list-style-type: none"> • 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. <p>A key function of our environmental metrics is to drive environmental performance. Therefore, each of our business units is encouraged to develop their own methods for engaging local employees, in an effort to identify and drive environmental projects that will make the most difference for that business unit.</p> <p>Our management process uses consistent data collection and benchmarking to identify risks, plan management strategies, implement solutions, measure success rates, and adjust systems for continuous improvement across our environmental management activities.</p> <p>Middleby’s environmental priorities are focused on reducing environmental impact to air, water, and land across our footprint and specifically with respect to our customers; improving data analysis and benchmarking to identify opportunities for improvement; identifying and implementing cost-effective and innovative solutions to reduce energy usage; and encouraging more environmentally friendly business practices within our business units.</p>	<p>2022 CDP Report, pg. 2</p> <p>2021 Sustainability Report, pg. 19</p> <p>2022 Proxy Statement, pg. 23</p>

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.		
<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term.</p>	<p>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.</p> <p>We are subject to risks associated with possible climate change legislation, regulation and international accords Government mandates, standards or regulations intended to reduce greenhouse gas emissions or projected climate change impacts have resulted in, and are likely to continue resulting in, increased energy, manufacturing, transportation and raw material costs. Governmental requirements directed at regulating greenhouse gas emissions could cause us to incur expenses that we cannot recover or that will require us to increase the price of products we sell, which could impact the demand for those products.</p> <p>For a full list of the climate-related risks identified, please see page 5 of Middleby's 2022 CDP Report.</p>	<p>2022 Form 10-K, page 23</p> <p>2022 CDP Report, pg. 5</p>
<p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.</p>	<p>Environmental laws could become more stringent over time, imposing greater compliance costs and increasing risks and penalties associated with any violation, which could negatively affect the company's operating results. There can be no assurance that identification of presently unidentified environmental conditions, more vigorous enforcement by regulatory authorities or other unanticipated events will not arise in the future resulting in additional environmental liabilities, compliance costs and penalties that could be material. Environmental laws and regulations are constantly evolving, and it is impossible to accurately predict the effect they may have upon the financial condition, results of operations, or cash flows of the company.</p>	<p>2022 Form 10-K, pg. 23</p>
<p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>Not reported.</p>	<p>N/A</p>

TCFD RECOMMENDED DISCLOSURE

MIDDLEBY DISCLOSURE

SOURCE

RISK MANAGEMENT

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

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

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

2021 Sustainability Report, pg. 19

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.

2022 CDP Report, pg. 4

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.

TCFD RECOMMENDED DISCLOSURE	MIDDLEBY DISCLOSURE	SOURCE
<p>b) Describe the organization's processes for <u>managing</u> climate-related risks.</p>	<p>As disclosed in our Form 10-K, we are subject to risks associated with possible climate change legislation, regulation and international accords. Government mandates, standards or regulations intended to reduce greenhouse gas emissions or projected climate change impacts have resulted in, and are likely to continue resulting in, increased energy, manufacturing, transportation and raw material costs. Governmental requirements directed at regulating greenhouse gas emissions could cause us to incur expenses that we cannot recover or that will require us to increase the price of products we sell, which could impact the demand for those products.</p> <p>Corporate leadership regularly engages with site locations to evaluate sustainable innovation opportunities with respect to new technologies, increase use of renewable energy, reduce consumption of resources, and improve our company's environmental, health and safety metrics.</p> <p>The Nominating and Corporate Governance Committee oversees our ESG reporting, and evaluates the Company's environmental, social and governance policies. Our General Counsel and other members of senior management are responsible for developing and implementing our ESG reporting structure and our environmental, social and governance policies.</p>	<p>2022 CDP Report, pg. 4</p>
<p>c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>As disclosed in our Form 10-K, we are subject to risks associated with possible climate change legislation, regulation and international accords. Government mandates, standards or regulations intended to reduce greenhouse gas emissions or projected climate change impacts have resulted in, and are likely to continue resulting in, increased energy, manufacturing, transportation and raw material costs. Governmental requirements directed at regulating greenhouse gas emissions could cause us to incur expenses that we cannot recover or that will require us to increase the price of products we sell, which could impact the demand for those products.</p> <p>Corporate leadership regularly engages with site locations to evaluate sustainable innovation opportunities with respect to new technologies, increase use of renewable energy, reduce consumption of resources, and improve our company's environmental, health and safety metrics.</p> <p>The Nominating and Corporate Governance Committee oversees our ESG reporting, and evaluates the Company's environmental, social and governance policies. Our General Counsel and other members of senior management are responsible for developing and implementing our ESG reporting structure and our environmental, social and governance policies.</p>	<p>2022 CDP Report, pg. 4</p>

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) <i>Disclose the <u>metrics</u> used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</i>	<p>Greenhouse gas emissions (CO₂e MT)</p> <ul style="list-style-type: none"> • Scope 1 emissions • Scope 2 emissions • Total GHG emissions • CO₂e intensity <p>Energy Consumption</p> <ul style="list-style-type: none"> • Indirect energy (electrical grid) • Direct energy (natural gas) • Total GHG emissions • CO₂e intensity • Total energy • Gigajoule intensity • Renewable energy as a percentage of total 	2023 Sustainability Report Update															
b) <i>Disclose Scope 1, 2 & (if appropriate) 3 greenhouse gas (GHG) emissions and the related risks.</i>	<table border="1"> <thead> <tr> <th data-bbox="531 906 793 963">Expressed in metric tons of CO₂e, except intensity</th> <th data-bbox="877 906 940 930">2020</th> <th data-bbox="1045 906 1108 930">2021</th> </tr> </thead> <tbody> <tr> <td data-bbox="531 979 730 1003">Scope 1 Emissions</td> <td data-bbox="867 979 951 1003">16,565</td> <td data-bbox="1035 979 1119 1003">17,748</td> </tr> <tr> <td data-bbox="531 1019 730 1044">Scope 2 Emissions</td> <td data-bbox="867 1019 951 1044">23,827</td> <td data-bbox="1035 1019 1119 1044">29,619</td> </tr> <tr> <td data-bbox="531 1060 730 1084">Total Emissions</td> <td data-bbox="867 1060 951 1084">40,392</td> <td data-bbox="1035 1060 1119 1084">47,364</td> </tr> <tr> <td data-bbox="531 1101 688 1125">CO₂e Intensity*</td> <td data-bbox="877 1101 940 1125">4.65</td> <td data-bbox="1045 1101 1108 1125">5.46</td> </tr> </tbody> </table> <p>* CO₂e emissions/1,000 square feet of operating facility</p>	Expressed in metric tons of CO ₂ e, except intensity	2020	2021	Scope 1 Emissions	16,565	17,748	Scope 2 Emissions	23,827	29,619	Total Emissions	40,392	47,364	CO ₂ e Intensity*	4.65	5.46	2023 Sustainability Report Update
Expressed in metric tons of CO ₂ e, except intensity	2020	2021															
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Scope 2 Emissions	23,827	29,619															
Total Emissions	40,392	47,364															
CO ₂ e Intensity*	4.65	5.46															
c) <i>Describe the <u>targets</u> used by the organization to manage climate-related risks and opportunities and performance against targets.</i>	Middleby is in the process of defining climate-related targets (Scope 1 & 2 emission targets), and will seek to align with the SBTi standards.	2023 Sustainability Report Update															

PERFORMANCE DATA

Indicator	Description	Units	2021	2020
ACTIVITY	Sales Revenue	\$ Millions USD	3,251	2,513
	Number of Employees		10,624	9,289
SAFETY	OSHA Total Recordable Rate		5.11	3.80
	OSHA Lost Day Rate		1.77	1.24
ENERGY	Direct Energy	Gigajoules	282,504	256,595
	Indirect Energy	Gigajoules	327,567	263,109
GREENHOUSE GAS	Direct Emissions (Scope 1)	Metric Tons	17,748	16,565
	Indirect Emissions (Scope 2)	Metric Tons	29,619	23,827
	Other Indirect Emissions (Scope 3)			
	Leased Equipment	Metric Tons		
	Energy and Fuel-Related Emissions	Metric Tons		
	Employee Commuting	Metric Tons		
	Business Travel	Metric Tons		
WATER	Water Withdrawn	Millions of Gallons	44.4	36.6
WASTE	Nonhazardous	Metric Tons	9,537	9,695
	Hazardous	Metric Tons	3,283	3,894
	Recycled	Metric Tons	25,592	25,591

SUSTAINABILITY ACCOUNTING AND STANDARDS

BOARD (SASB) INDEX

Reporting Period		2020		
TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	DISCLOSURE
ENERGY MANAGEMENT	(1) Total energy consumed	Gigajoules (GJ)	RT-IG 130a.1	1. 263,109
	(2) Percentage grid electricity	Percent		2. 100%
	(3) Percentage renewable			3. 23%
EMPLOYEE HEALTH & SAFETY	(1) Total recordable incident rate (TRIR)	Rate*	RT-IG 320a.1	1. 3.80
	(2) Fatality rate			2. 0
	(3) Near miss frequency rate (NMFR)			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	9,289

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

Reporting Period		2021		
TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	DISCLOSURE
ENERGY MANAGEMENT	(1) Total energy consumed	Gigajoules (GJ)	RT-IG 130a.1	1. 327,567
	(2) Percentage grid electricity	Percent		2. 100%
	(3) Percentage renewable			3. 23%
EMPLOYEE HEALTH & SAFETY	(1) Total recordable incident rate (TRIR)	Rate*	RT-IG 320a.1	1. 5.11
	(2) Fatality rate			2. 0
	(3) Near miss frequency rate (NMFR)			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	11,205

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

MIDDLEBY 2022 GLOBAL REPORTING INITIATIVE (GRI) INDEX

This index corresponds to information presented by Middleby in its 2022 Form 10-K, 2023 Proxy Statement, 2021 Sustainability Report and 2023 Sustainability Report 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	2021-2022	
Disclosure	Reference	Information or Data
GRI 2: GENERAL DISCLOSURES		
2-1 Organizational details	2022 Form 10-K: cover page; page 1	
2-2 Entities included in the organization’s sustainability reporting	2022 Form 10-K: page 1; Note 10 to Consolidated Financial Statements (p. 82)	<ul style="list-style-type: none"> • 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	2022 Form 10-K: page 1-8	
2-7 Employees	2022 Form 10-K: page 9-10 (Human Capital) 2021 Sustainability Report: page 32 (Employee Demographics – Global) 2023 Proxy Statement, page 23-24	Total number of employees at YE 2022: 11,268
2-8 Workers who are not employees		Not reported
2-9 Governance structure and composition	2023 Proxy Statement, pages 17, 19-20 2021 Sustainability Report, page 16 Corporate Governance Guidelines	
2-10 Nomination and selection of the highest governance body	2023 Proxy Statement, page 12	

Reporting Period	2021-2022	
Disclosure	Reference	Information or Data
2-11 Chair of the highest governance body	2023 Proxy Statement, page 17	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 2023 Proxy Statement, page 17 (Risk Oversight)	
2-13 Delegation of responsibility for managing impacts		Not reported
2-14 Role of the highest governance body in sustainability reporting	2023 Proxy Statement, page 20	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	2023 Proxy Statement, page 13 Corporate Governance Guidelines	
2-18 Evaluation of the performance of the highest governance body	2023 Proxy Statement, page 18 Corporate Governance Guidelines	
2-19 Remuneration policies	2023 Proxy Statement, page 21-22 Corporate Governance Guidelines	
2-20 Process to determine remuneration	2023 Proxy Statement, page 27-46	
2-21 Annual total compensation ratio	2023 Proxy Statement, page 43	
2-22 Statement of sustainable development strategy	2021 Sustainability Report, page 6 2023 Proxy Statement, page 23	
2-23 Policy commitments	2021 Sustainability Report, page 34 Supplier Code of Conduct Code of Conduct, page 22	Human Rights and Labor Standards
2-24 Embedding policy commitments	2021 Sustainability Report	
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		2021-2022
Disclosure	Reference	Information or Data
2-28 Membership associations	2021 Sustainability Report, page 29	Community affiliations
2-29 Approach to stakeholder engagement	2023 Proxy Statement, page 18	
2-30 Collective bargaining agreements	2022 Form 10-K, page 19	
GRI 302: ENERGY		
302-1 Energy consumption within the organization	2023 Sustainability Report Update, page 18	
302-2 Energy consumption outside of the organization		Not reported
302-3 Intensity	2023 Sustainability Report Update, page 18	
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		Not reported
303-4 Water discharge		Not reported
303-5 Water consumption	2023 Sustainability Report Update, page 18	
GRI 305: EMISSIONS		
305-1 Direct (Scope 1) GHG emissions	2023 Sustainability Report Update, page 17	
305-2 Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report Update, page 17	
305-3 Other indirect (Scope 3) GHG emissions		Not reported
305-4 GHG emissions intensity	2023 Sustainability Report Update, page 17	
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	2021-2022	
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	
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	2022 Form 10-K, page 10	
403-6 Promotion of worker health		Not reported
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	
403-10 Work related ill-health		Not reported

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 years ended on December 31, 2020 and December 31, 2021, 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, 2021.

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 2021 report, published in 2022. External assurance is limited to financial data from the consolidated financial statements in our Annual Reports on SEC Form 10-K.