



2024-2025
C&S Wholesale Grocers
Sustainability Report



Dear Customers, Partners and Friends:

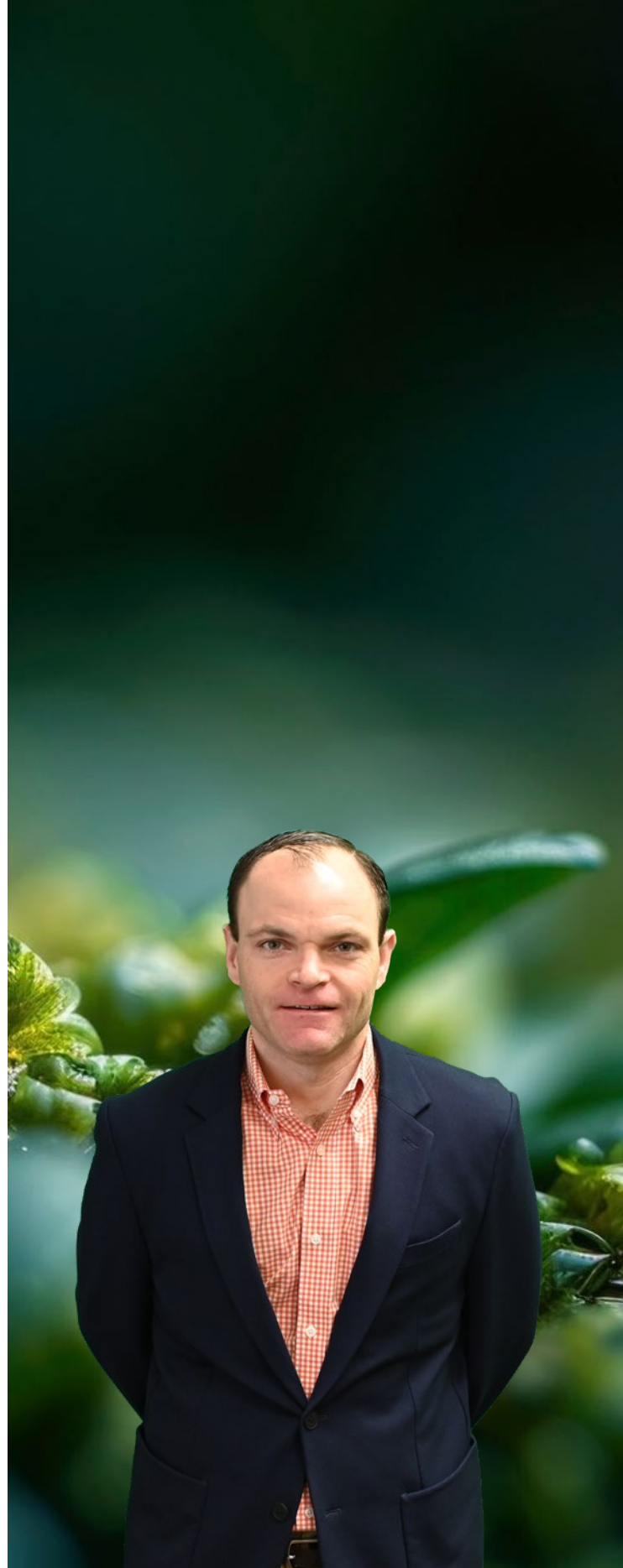
When we say that C&S's legacy has always been ensuring *braggingly happy customers*, it's more than just a catchphrase. It encompasses the core of our culture as a Company. It means that we go above and beyond every day for our customers, team members and communities. Our work is more than a job. We feed families, we bring people together, we build neighborhoods.

An essential part of this legacy is that we operate in a way that also helps our larger community — our planet. Since 2020, *The Green Path Forward* has been our north star to achieve this mission. It lays out a clear plan to achieve our environmental goals. The amazing part has been that almost all the initial goals have been achieved in less time, and we continue to add plans, best practices and processes to amplify our sustainability efforts.

This report is truly the collective efforts of more than 15,000 C&Sers who are dedicated to making our communities better and ensuring *braggingly happy customers!*

A handwritten signature in black ink that reads "Eric".

ERIC WINN
Chief Executive Officer





C&S: Operating as ONE Team to Make Our Communities Better

The Green Path Forward
Sustainability Committee Leaders



Preserving the Environment

The Conservation Fund

- » Building Climate Resiliency
- » Securing America's Farmland
- » Supporting Innovative and Equitable Food Systems



Eliminating Waste and Rescuing Food

Eliminating Waste

Rescuing Food

- » Feeding America
- » United Way Worldwide
- » American Red Cross



Lessening Our Carbon Footprint

Fleet Sustainability

Battery Technology

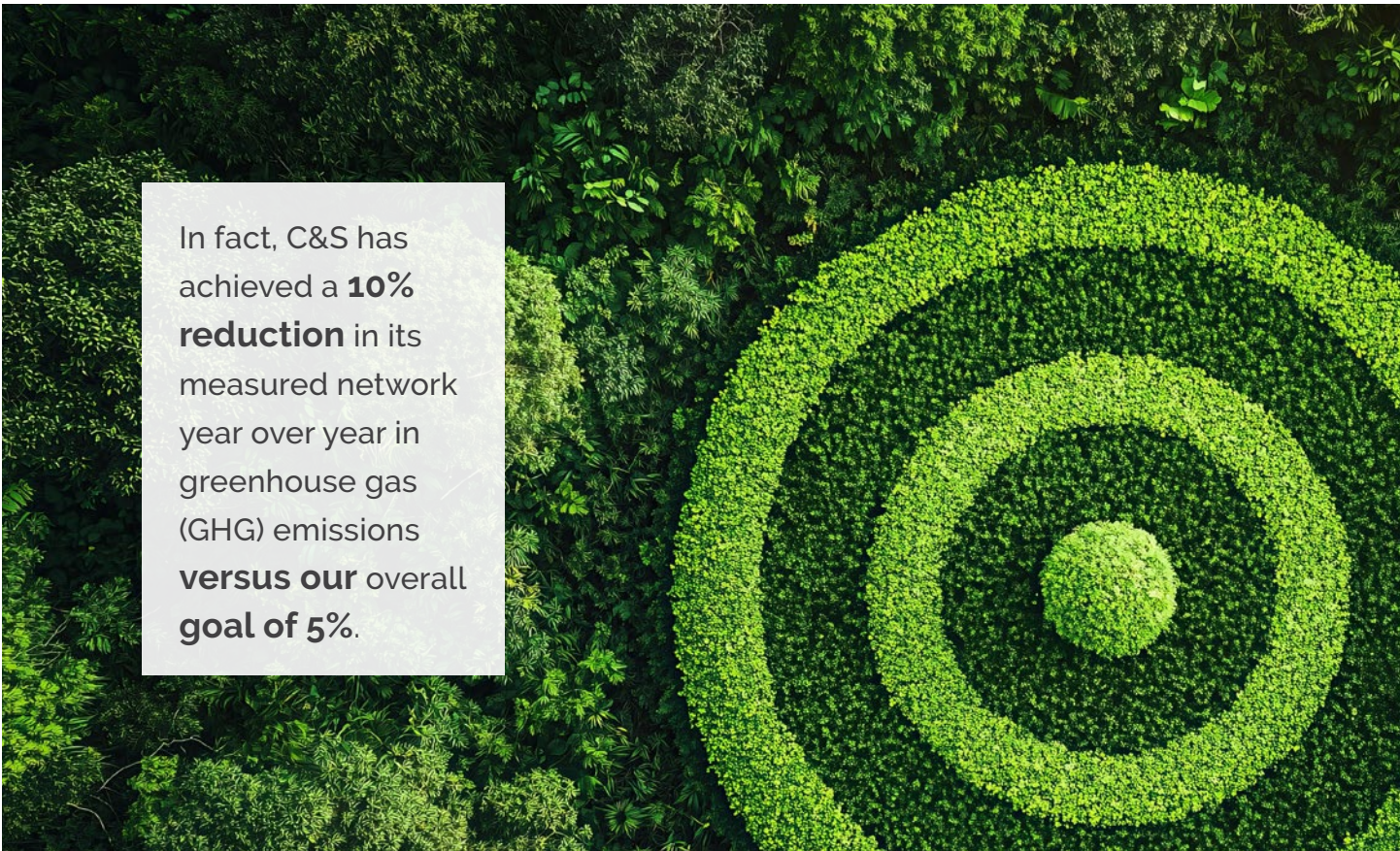
Green Refrigeration

Demand Response

Retail Operations



C&S: Operating as ONE Team to Make Our Communities Better



In fact, C&S has achieved a **10% reduction** in its measured network year over year in greenhouse gas (GHG) emissions **versus our** overall **goal of 5%**.

The Green Path Forward

In 2020, C&S formalized our strategic sustainability mission and established the C&S Sustainability Committee focused on compiling industry best practices, creating meaningful actions and tracking our progress. To make a measurable impact, we did a thorough review of every aspect of our daily operations — from our warehouses and grocery stores to our offices — and created our strategic plan, ***The Green Path Forward***, which focuses on the following sustainability priorities:

- » Preserving the Environment
- » Working to Eliminate Waste
- » Lessening Our Carbon Footprint



Sustainability Committee Leaders

C&S Sustainability Committee Leaders are committed to furthering our sustainability priorities and driving results across the Company.

CHAIR

Bryan Granger

Senior Vice President of Operations Law & Compliance

MEMBERS

Andrew Bonnette

Senior Analyst of Strategic Sourcing

Jeanne Burns

Vice President, Operations Law & Real Estate

Kate Cote

Senior Specialist of Community Relations & Events

Victor DeJesus

Program Manager of Continuous Improvement, Operations Support

Carmela Hinderaker

Senior Director of Business Resilience & Regulatory Compliance

Mike Hunsicker

Senior Analyst of Logistics Programs

James Jones

Senior Director of Automation, Design & Construction

Jamielee King

Vice President of Non-Perishable Procurement

Lauren La Bruno

Senior Vice President of Communications & Marketing

Zulia Martinez

Specialist of Communications

Derek Medders

Senior Manager of Refrigeration, Facilities

Alex Murch

Vice President of Fleet & Warehouse Asset Management

Erin Rausch

Purchasing Manager of Strategic Sourcing

Lesley Schafer

Senior Manager of Refrigeration, Facilities

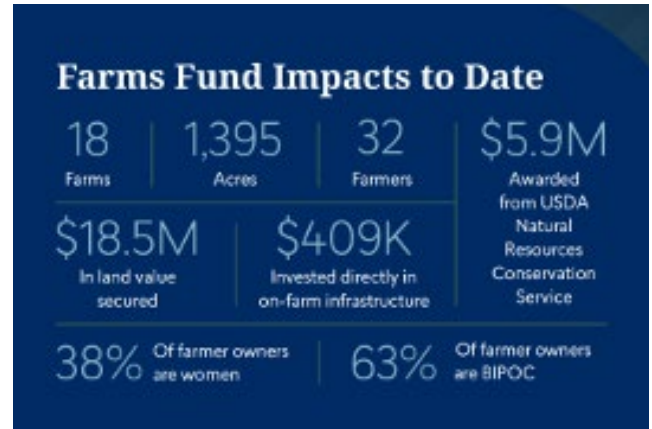
Warren Wilhoit

Director of Environment & OSHA Compliance

A man wearing a light-colored long-sleeved shirt, blue jeans, and a wide-brimmed cowboy hat is walking away from the camera down a dirt path in a coffee plantation. The rows of coffee plants are lush and green, stretching into the distance. The background shows rolling hills and a forest under a warm, golden light, suggesting sunrise or sunset. The overall scene conveys a sense of stewardship and connection to the land.

Preserving the Environment

For more than 17 years, C&S has partnered with The Conservation Fund (TCF), which operates in all 50 states to protect land and advance nature, economic opportunity and strong, vibrant communities. To date, C&S's contributions have helped support TCF to protect more than 9 million acres across the U.S. C&S's partnership focuses on the following initiatives that achieve significant sustainability efforts throughout all communities.



Building Climate Resiliency

Forests in the U.S. sequester more than half a billion metric tons of greenhouse gases annually — 60 times more than any other natural land ecosystem. C&S continues to support TCF's efforts to protect and maintain California's critical North Coast forests. These iconic redwood forests are known for their beauty and diversity of wildlife. However, decades of harvesting, changing timber owners and development have diminished the landscape. Across more than 74,000 acres, TCF manages forests through an environmental and economic lens, ensuring these forests remain viable ecosystems for generations to come.

In 2024, C&S supported the establishment of a 100-acre shaded fuel break along Fish Rock Road in Mendocino County. The fuel break will reduce fire severity by removing understory brush and small trees. It will also provide a potential area to safely fight fire, which remains a critical threat within these forests and for the surrounding communities. Fish Rock Road runs along a trending ridge between the Garcia and Gualala watersheds and serves as the property line between TCF's Garcia River Forest and TCF's Gualala Forest, allowing the fuel break to serve both properties. The fuel break was completed using a combination of track mounted mulchers and hand falling.



Image courtesy of The Conservation Fund | Ivan LaBianca



Image courtesy of The Conservation Fund
Stacy Funderburke

Securing America's Farmland

The Working Farms Fund program helps secure at-risk farmland before it is lost to urban sprawl and provides opportunities for diverse, next-generation farmers to access affordable farmland, building a healthier and more resilient food system that provides resources for generations to come. The program focuses on:

- » Creating a pathway to affordable land ownership for entrepreneurial next generation farmers;
- » Growing a more resilient and equitable local food system by increasing the supply of healthy, locally grown food;
- » Protecting at-risk farmland in growing metro regions;
- » Breaking down barriers to capital and business support for diverse agricultural businesses ready to scale; and
- » Accelerating farm innovation and adoption of sustainable agricultural practices.

First piloted in metro Atlanta area in 2021, the program has successfully launched in metro Chicago and Charlotte with studies underway to increase the program to additional geographies.

Supporting Innovative & Equitable Food Systems

In 2024, C&S continued support for TCF's Freshwater Institute, which addresses seafood sustainability challenges by advancing sustainable practices that create a robust aquaculture industry. Its goal is to reduce dependence on seafood imports and ensure everyone has access to high-quality, safe and nutritious seafood. In addition, the Institute produces thousands of pounds of fresh salmon and trout annually at their research facility in West Virginia. Support from C&S for processing whole salmon created 10,000 meals of high-quality, heart-healthy protein to be donated to local food banks in the region through DC Central Kitchen. C&S support also enabled salmon donations to DC Central Kitchen's job training program, which provides culinary arts and career readiness training for adults who have experienced barriers to employment.

C&S is proud to sponsor this important Institute's work in furthering innovation and collaboration across industries to address climate change challenges, while meeting the needs of at-risk communities.



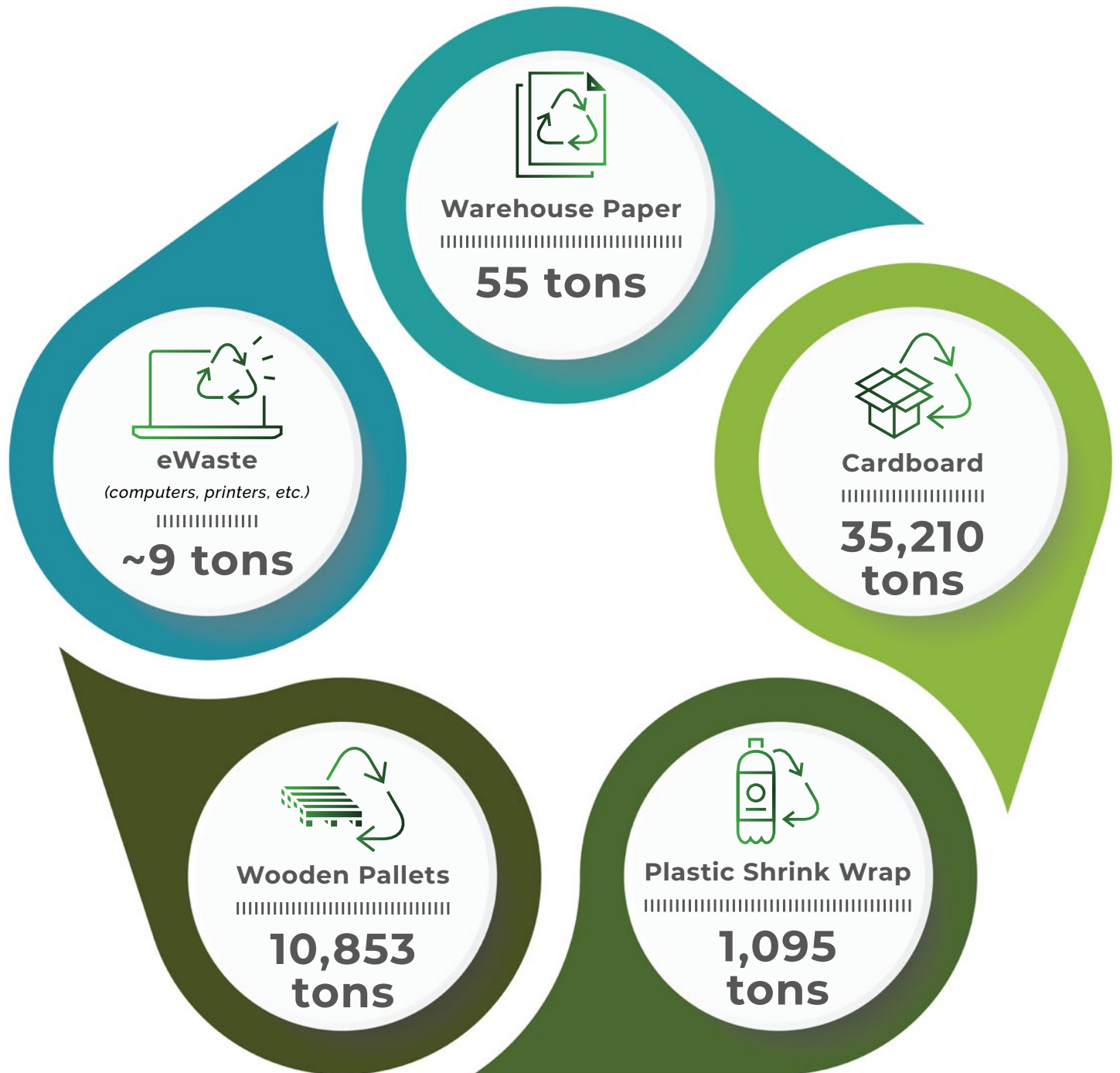
Eliminating Waste and Rescuing Food

Image courtesy of the American Red Cross | Marko Kokic

Eliminating Waste



Over the last year, C&S employees have worked as ONE Team across the Company to keep all this waste out of our landfills. Pretty impressive!





Rescuing Food

Ensuring that we keep our communities fed is not only our job but also our legacy. In 2024, C&S donated more than 4,340 tons of food from our warehouses and grocery stores to local community food donation resources, as well as to 25 Feeding America® member food banks across the country.



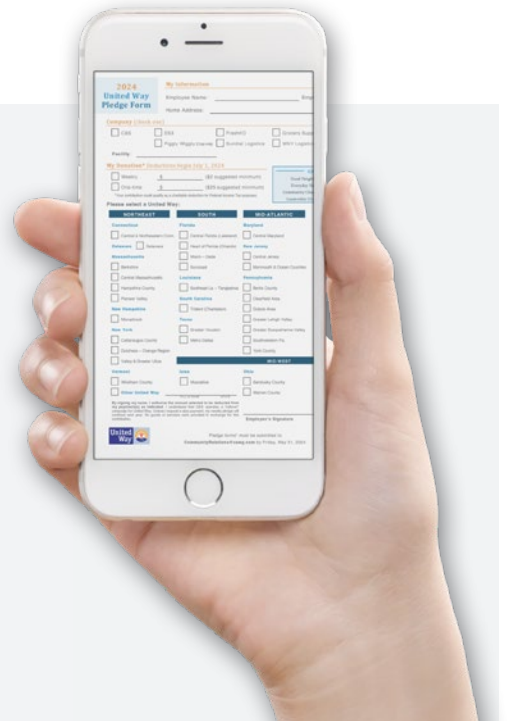
C&S has supported the Feeding America network of food banks since 1994 and together, we provided millions of meals to neighbors in need. For millions of people in America, a daily meal isn't a choice between different dishes. It is a difficult decision between food and other crucial needs — like medicine, electricity or childcare. C&S partners with Feeding America on child hunger initiatives, including the Backpack and School Pantry programs, as well as the donation of food, funds and disaster-relief items to its member food banks.



Grocers Supply | Center Point, Texas



This year, C&S celebrated its 20th United Way Workplace Campaign. This C&S tradition is an exciting part of our legacy. Through our partnership with the United Way, we help our local communities drive early childhood success, build healthy communities and create financial stability for families in the neighborhoods that we call home. This beloved partnership has a special month-long campaign, where every C&S team member gets involved in creating workplace events and special site competitions. In celebration of our 20th year, the C&S family of companies collectively raised **more than \$921,968**, including the Company match.



American Red Cross

Since 2004, C&S has partnered with the American Red Cross to support communities facing the impacts of climate-related disasters. Over the past year, we have contributed to relief efforts following major storms, hurricanes and wildfires across the U.S., ensuring affected families receive critical aid when they need it most.

Recent efforts include:

- » **Hurricane Helene & Milton Relief:** C&S provided financial support to the Red Cross to assist communities devastated by Hurricanes Helene and Milton. Red Cross responders mobilized across the Southeast, delivering emergency shelter, food, water and critical supplies to those affected by flooding and widespread power outages.
- » **Support for SEG Employees:** In addition to aiding broader relief efforts, C&S made a special donation to the SEG Employee Relief Fund, helping Southeastern Grocers Inc. employees recover from hurricane-related damage and disruption.
- » **Houston Storm Response:** Following destructive storms and power outages in Houston, C&S donated funds to the Red Cross for local relief efforts. C&S also provided cases of bottled water to CenterPoint Energy to support their teams working around the clock to restore power to impacted neighborhoods.
- » **California Wildfire Assistance:** As wildfires ravaged communities in California, C&S contributed financial assistance to the Red Cross to support emergency response efforts to help displaced families.

Disaster response is a collaborative effort, and we are proud to stand with the Red Cross in helping communities rebuild and recover.



Image courtesy of the American Red Cross California Wildfires. January 14, 2025. Pasadena, California.



Image courtesy of the American Red Cross California Wildfires. January 11, 2025. Los Angeles, California.



Image courtesy of the American Red Cross Hurricane Milton. October 17, 2024. Hudson, Florida.



Lessening Our Carbon Footprint

Fleet Sustainability

In 2024, C&S continued our perpetual asset replacement strategy and maintained the optimal average equipment age. Our tractor fleet, 100% replaced with new models, continues to enjoy the benefits of annual efficiency improvements from our partnership with Volvo. The fleet finished the year with an average age of 3.2 years. In addition, our trailer fleet is 100% replaced, exceeding our 2027 target date. C&S continues to equip our assets with preferred SmartWay certified components and ensure driver safety, including cameras and real-time AI-drive coaching.



Reduced diesel gallon consumption and emissions remain a top focus. Infrastructure improvements continue to support shore power for electric standby refrigerated trailers and electric yard trucks in California. Early measurements indicate a realized energy savings and the future elimination of diesel yard trucks. Smart profiles have been installed in 100% of C&S's refrigerated trailer fleet, reaching our goal of 100% by the year 2025. C&S continues to deploy and upgrade transportation equipment technologies as we adapt to changing markets enabling us to reach our goal.

Battery Technology

C&S continues to integrate Advanced Charging Technologies (ACT) — the industry leader in forklift battery and charging technologies — at several of our warehouse facilities. The ACT View online portal allows real-time monitoring of site usage. In 2024, we expanded our investment in this technology, adding 111 additional Quantum chargers throughout the network. Under our current policy, every charger replacement is upgraded to an ACT. Facilities are fully integrated into their digital platform, which tracks multiple performance categories, including CO2 usage reduction.



Green Refrigeration

C&S is making significant strides in our commitment to sustainable refrigeration, with nearly 100% of our warehouses now utilizing anhydrous ammonia (NH₃) as a natural refrigerant. Ammonia offers three distinct advantages over other commonly used industrial refrigerants:

- » It is the most environmentally friendly refrigerant, with both Global Warming Potential (GWP) and Ozone Depletion Potential (ODP) equal to zero.
- » It has superior thermodynamic qualities, requiring less electricity for refrigeration.
- » It is essential to the earth's nitrogen cycle and is immediately recycled if released into the atmosphere.

In line with this commitment, we have been working to switch our entire warehouse network to ammonia-based systems. One of our most ambitious projects — the three-year phased conversion of our Robesonia, Pennsylvania, warehouse — is nearing completion. This project involves decommissioning the existing system, which uses synthetic refrigerant Freon (R-22), and replacing it with ammonia-rated equipment. We are approximately 63% complete with the overall project.

In July 2024, the facility took an ammonia delivery, and over 60% of the warehouse is now running on ammonia. Throughout the remainder of the year, work will continue with new piping and the replacement of evaporators. The full conversion is expected to finish by early 2026, marking a major milestone in C&S's sustainability efforts.



Phase 1

✓ **100%**
complete

Phase 2

✓ **60%** complete
— Compressors and condensers are nearly ready to be brought online.

Phase 3

✓ **30%** Complete
— Main header piping runs, however freezer equipment still awaiting replacement.



Refrigeration Team Enhancements

A robust, nationwide evaporative condenser water treatment program was developed and rolled out in 2024. In partnership with our external water treatment contractors, our facility technicians implement this program on a daily, weekly, monthly and annual cadence. The program involves testing and maintenance, as well as coordination and communication activities with the contractors. It contributes significantly to our ongoing sustainability efforts in several ways:

- » **Water Conservation:** By optimizing blowdown and reducing water waste, the program minimizes the amount of fresh water needed.
- » **Energy Efficiency:** Preventing scale formation and biofouling ensures that heat exchange surfaces operate efficiently, reducing the energy required for the system to function.
- » **Extended Equipment Life:** By controlling corrosion and maintaining proper water quality, the program prolongs the lifespan of equipment, reducing the need for frequent replacements and the associated resource consumption and waste.
- » **Reduced Chemical Use:** Effective water treatment can lower the necessity for harsh chemicals, leading to less environmental impact from chemical production, transportation and disposal.
- » **Sustainable Practices:** Implementing a water treatment program often involves using environmentally friendly biocides and scale inhibitors, promoting greener practices within the industry.



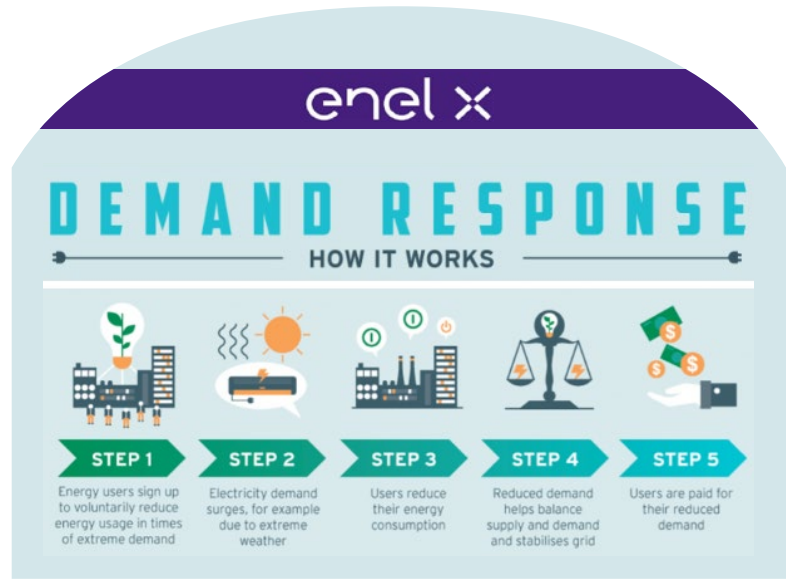
Refrigeration System Improvements

Over the last year, C&S focused on repair, maintenance and upgrades across our refrigeration systems, making strategic capital investments to enhance efficiency and reliability. Throughout the network, key improvements included compressor rebuilds, insulation repairs and replacements, motor starter upgrades and relief valve replacements. Additional enhancement projects, such as compressor panel upgrades and new pump installations, were also completed to optimize performance. These projects have significantly improved operating efficiency — particularly with new insulation and fresh compressors. Most importantly, these ongoing investments help maintain the integrity of our ammonia refrigeration systems, ensuring the safety of our employees and our communities, while keeping refrigerated products at optimal temperatures for our customers.



Demand Response

C&S actively participates in demand response programs with Enel X, the largest provider of demand response solutions worldwide. These programs allow us to contribute significantly to grid stability by reducing or shifting electricity usage during peak periods in response to time-based rates or other financial incentives. C&S facility leaders partner closely with Enel X to shift energy usage away from times when the grid is in high demand. When a curtailment occurs, Enel X notifies C&S about a strain on the utility grid, and our facility leaders execute a carefully orchestrated plan to reduce power consumption without interrupting operations. In 2024, eight C&S facilities participated in the program, delivering more than 10,000 kW in network curtailments.



Retail Operations

C&S ensures that *The Green Path Forward* is not just applied in our warehouses and offices, but also in our grocery retail operations. Some highlights include:

- » When our Grand Union grocery store in Rome, New York, was impacted by a tornado, C&S rebuilt its entire refrigerated system to R448 refrigerant.
- » In two of our Piggly Wiggly® Midwest stores, we upgraded the medium temp refrigeration racks to the R448A refrigerant (Dodgeville and Boscobel, Wisconsin).
- » Plans for the coming year include upgrades to two additional stores to R448A (Lancaster and Durand, Wisconsin).



About C&S Wholesale Grocers, LLC

C&S Wholesale Grocers, LLC is an industry leader in supply chain solutions and wholesale grocery supply in the United States. Founded in 1918 as a supplier to independent grocery stores, C&S now services customers of all sizes, supplying more than 7,500 independent supermarkets, chain stores, military bases and institutions with over 100,000 different products. C&S also proudly operates and supports corporate grocery stores and services independent franchisees under a chain-style model throughout the Midwest, South and Northeast. We are an engaged corporate citizen, supporting causes that positively impact our communities.