

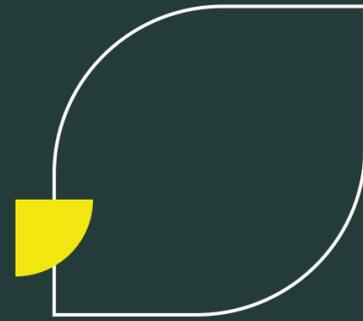
Impact Report

An Environmental, Social, and Governance Summary

2022



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Primient At-a-Glance

Locations:

- 6 Manufacturing facilities
- 3 Offices
- 13 Grain elevators
- 2 Joint venture manufacturing facilities
- 4 Bulk stations



Sustainability:

Active programs, delivering on our commitments



Products:

- Acidulants
- Animal nutrition
- Industrial starches
- Personal care
- Sweeteners



Annual Revenue:
\$2.4 billion



Partnerships:
Active community stakeholder



Values:
Safety
Excellence
Integrity
Growth

Our sustainability story starts with our 100+ year heritage and continues today as Primient. To reflect that commitment, Primient’s name was selected with meaning and intention.

Our name, Primient – the blend of “primary or prime” and “ingredients” - echoes the unique role we play in the delivery of high-quality products for our customers across a diverse set of industries. Our logo, too, captures the essence of what we do by graphically representing the building blocks of our business. Our Expressive P’s distinctive shape is built from nature and science:



Circle:
Our connection to the sun and seasons



Rows:
Our tie back to the land and fields



Arc:
Our science, expertise, and innovative spirit



Leaf:
Our ingredients and plant-based focus

Welcome

“ One of the reasons I am proudest to work for Primient is because sustainability isn't just a function, it's part of what we do every day. ”



Laura Kowalski
Global Sustainability Manager

I am pleased to share with you Primient's first ever Impact Report. 2022 was an exciting year – it's the year we broke out as our own company and had the opportunity to do things our way. This past year we carefully crafted our sustainability strategy and plans. Determining which issues were material to us as a company and setting our plans within these categories. We are committed to reducing our impact – from the field to our manufacturing plants to the use of our products at our customer sites.

While 2022 was all about stabilizing the business and setting our intentions, we were able to accomplish quite a bit:

- Our Loudon, Tennessee and Lafayette, Indiana plants achieved EnergyStar status for the 6th and 8th consecutive years. They are the only corn wet mills to achieve this status.
- We moved away from fuel oil use at our Santa Rosa, Brazil plant and will now derive all of the plant's heat from eucalyptus woodchips using a biomass boiler
- 2022 was our first full year off of coal – Primient is the first corn wet milling organization to reach this status.

I couldn't be more excited for the years to come with Primient. We've built a solid foundation and we're committed to continue making our mark.

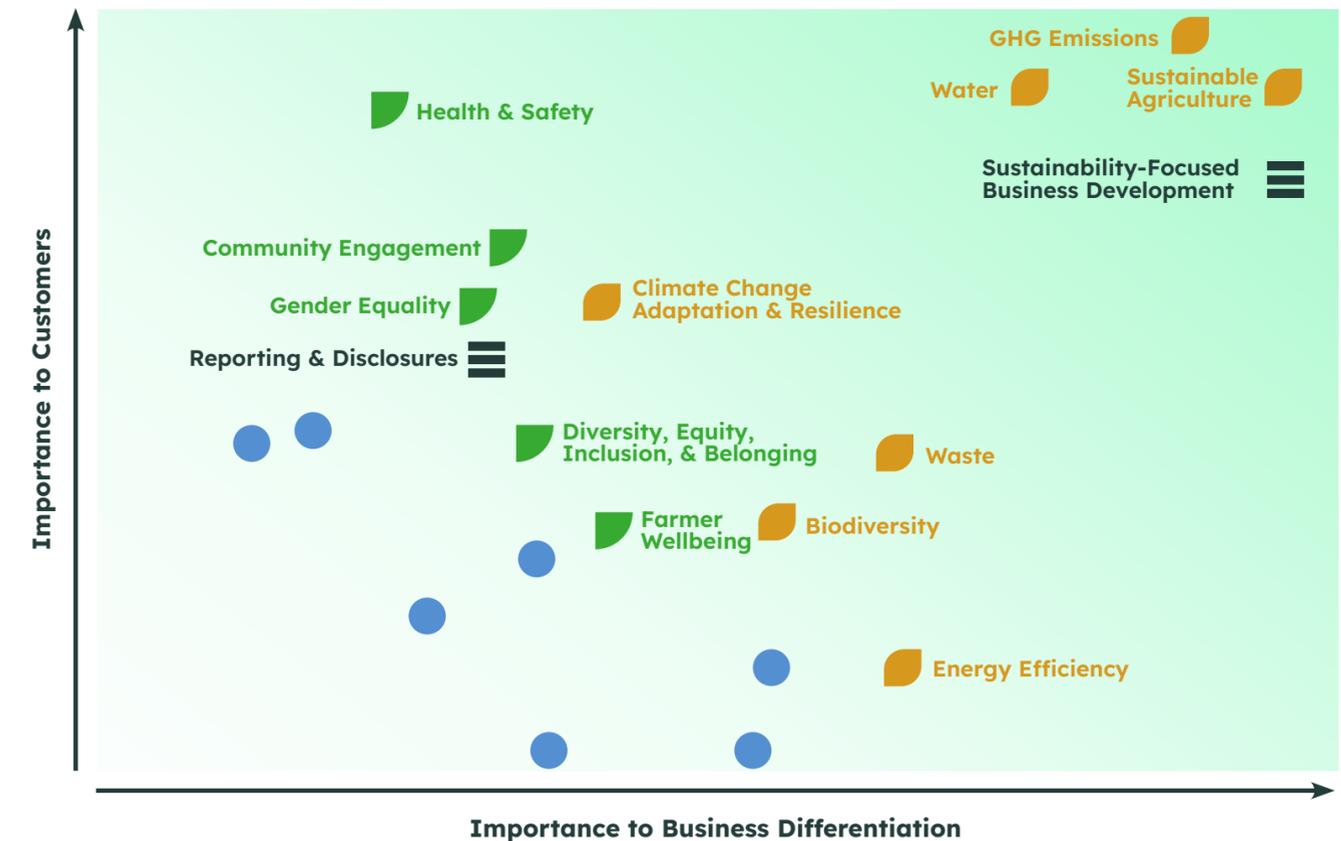
We are committed to:

- Setting a science-based target (SBT). We anticipate an approved SBT in 2023.
- Continuing to enroll 1.2 million acres of corn in a sustainable agriculture program, equivalent to the amount of corn we procure each year.
- Evolving our sustainability program.

Materiality Assessment

In 2022 we conducted a materiality assessment to ensure we focused our resources on the ESG topics most closely aligned to our business.

The assessment was conducted by a neutral third party and included external benchmarking against industry peers, internal interviews with key function and business leaders, and external interviews with customers and stakeholders. In this process, 22 ESG-related topics were raised during the interviews. While we don't view any of these topics as more or less important than others, we did weigh external stakeholder perspectives more heavily than internal. This exercise informed our understanding of how Primient should manage and develop each of these topics.



KEY Environmental Social Governance Other material issues

A Letter from our CEO

“ Our top priorities will always be caring for our people, community, and environment. ”

Jim Stutelberg
Chief Executive Officer



I'm honored to lead a company that is on the right side of history, contributing to a more sustainable future as a leading producer of plant-based ingredients. For more than 100 years, our legacy of progress and innovation has set a solid foundation for Primient. We will continue to build upon this heritage.

I am proud to say we have signed the United Nations Global Compact. The compact represents the standard for how businesses work together to contribute to positive, sustainable progress. Making these commitments is the right move for our business. We will win by delivering sustainable value for our customers and our stakeholders on a consistent basis over the course of time. Our journey is just starting. We look forward to sharing our progress and our learning along the way.

In 2018, we backed Truterra in launching a ground-breaking agriculture program which continues to make meaningful progress by supporting farmers in the Midwest and beyond as they adopt the best in regenerative agriculture practices. In total, we enrolled 1.2 million acres - the equivalent amount of corn we buy each year.



Primient currently has active sustainability-related capital projects and investments across our facilities. We will announce our fuller sustainability program and commitments later in 2023.

Primient also continues to drive sustainability-focused innovation as we look for new, bio-based solutions for our corn-derived sweeteners and starches. There is a clear trend of plant-based technologies replacing other less sustainably sourced ingredients in a wide variety of applications across food and industry. We see this trend accelerating and we will continue to play an important role in that ecosystem.

We are proud to continue a century-old tradition of giving back to the communities we call home. In addition to corporate support for these initiatives, you'll find our local teams personally and actively involved with our charitable partner, leading, and supporting meaningful projects and programs.

As you read through our report, take note of the ways we are dedicated to sharing our time, talent, and resources. You'll find that we are deeply invested in making a positive and lasting difference in areas of critical need that we know are essential building blocks for the years ahead.

United Nations Sustainable Development Goals

Primient is a proud signatory of the United Nation's (UN) Global Compact and upholds its ten principles in the areas of human rights, labor, environment, and anti-corruption.

The United Nations Sustainable Development Goals (SDGs) provide a pathway to achieving a better future for all. Each of the 17 SDGs provide tangible goals to ensure meaningful progress by 2030. Following our materiality assessment results, Primient has aligned with four priority SDGs. These issues reflect both our stakeholder's interest and the scale of opportunity for Primient to take the lead in meaningful change.

WE SUPPORT



End Hunger, Achieve Food Security and Improved Nutrition and Promote Sustainable Agriculture

Supporting this goal starts in the field. Our sustainable agriculture partnership with Truterra drives sustainable agriculture practices on 1.2 million acres of row crop farmland in the US Midwest. Primient's Fuller Plates for All program works to increase access and availability of nutritious and affordable food in the communities in which we operate. Learn more about our sustainable agriculture program on page 7 and our community programs on page 17.



Ensure Sustainable Consumption and Production Patterns

Nearly all of our products are bio-based, so responsible consumption and production is at the core of our business strategy. Our corn-based sweeteners and starches can play a role in reducing our planet's reliance on petroleum-based products. Learn more about our customer impact story on page 9.



Ensure Availability and Sustainable Management of Water and Sanitation for all

As a corn wet milling organization, we recognize our impact on the planet's water cycle. Our plants are always focused on water efficiency and continuous improvement. We will continue to evaluate our water impact as we evolve our sustainability programs. Learn more about our water journey on page 10.



Take Urgent Action to Combat Climate Change and its Impacts

In 2023, we committed to setting science-based targets aligning with 1.5°C. Over the past 3 years we have increased our use of bio-based energy sources, moved away from using coal entirely, and expanded our business initiatives in the sustainability space. Learn more about our climate journey on page 8.



Environment

We're committed to making an impact.

As an organization, we are aligning our strategies with the Paris Agreement. We launched our sustainable agriculture program in 2018 and it continues to drive meaningful change today. We will continue to lead in this space and ensure our programs are aligned with our values and our material impact areas.

Sustainable Agriculture



Each year we procure 1.2 million acres of corn that feed into our grain elevator network.

By the numbers



65%
grower retention in the program

This means over 1,250 growers that enrolled in our program in 2019 are still enrolled today.



1,500
growers enrolled

These growers span over 18,000 fields in the US Midwest.



93%
of enrolled acres have a nutrient management plan

A nutrient management plan is developed with an agronomist, conservation planner, or crop consultant.



39%
of enrolled fields have at least 1 conservation practice

There are 26 types of USDA identified conservation practices aimed to reduce erosion and water pollution.



7%
improved nitrogen use efficiency

Nitrogen helps to maximize a grower's yield.



4%
improved soil quality

Soil quality is measured based on cropping systems, tillage practices, and the status of soil organic matter.



92%
of enrolled acres are using soil sampling

Soil sampling gives the grower primary data to make decisions on nutrient management.



31%
of enrolled fields are practicing no-till

No-till reduces soil erosion, increases water infiltration and soil organic matter, and can lead to carbon storage.

At Primient, we are proud of our rich agricultural history, which dates back to 1906 when A.E. Staley founded the business we continue to lead today.

This is why we feel such a responsibility to invest in the acres that sustain us. Each year we buy 1.2 million acres of US Midwestern corn that feeds into our grain elevator network and eventually our corn wet mills in Illinois, Indiana, and Tennessee. Ensuring the land that grows this corn is prosperous and sustainable for many years to come is our responsibility as a business.

In 2018 we began our partnership with Truterra, enrolling the equivalent amount of corn we procure in Truterra's farmer-driven sustainable agriculture program. By partnering with farmers' trusted local advisers - agricultural retailers - Truterra helps farmers better understand and mitigate their production risk through the adoption of more sustainable farming practices. Thanks to data-driven insights, Truterra helps farmers envision how such practice changes will impact their yield, soil health, and profitability.



Who is Truterra?

Truterra is the sustainability business that sits within the Land O' Lakes umbrella. Land O' Lakes is the largest farmer owned co-operative in the United States and a Fortune 200 company. Truterra provides climate-smart agricultural services to growers and ESG goal support to food companies.



Ensuring my farm's success for future generations is of the highest priority to me. The balancing act required in regards to soil health, productivity, and profitability are constantly being analyzed. The data we get from the Truterra platform is invaluable in making decisions to secure our future.



Kelly Garrett
Owner and operator,
Garrett Land & Cattle





Carbon



Energy Star Certified

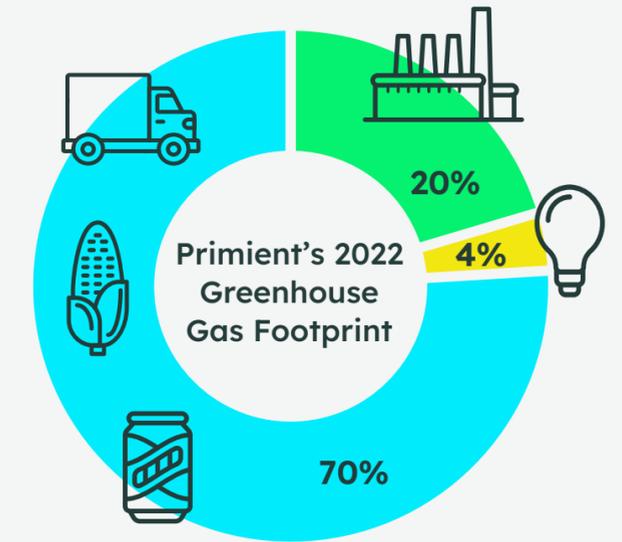
We celebrate that two of our corn wet mills were among the 86 manufacturing sites recognized by the EPA's Energy Star Certification.

Our Lafayette, Indiana and Loudon, Tennessee plants have received Energy Star status since 2015 and 2017, respectively. They are the only corn wet mills to receive this recognition.

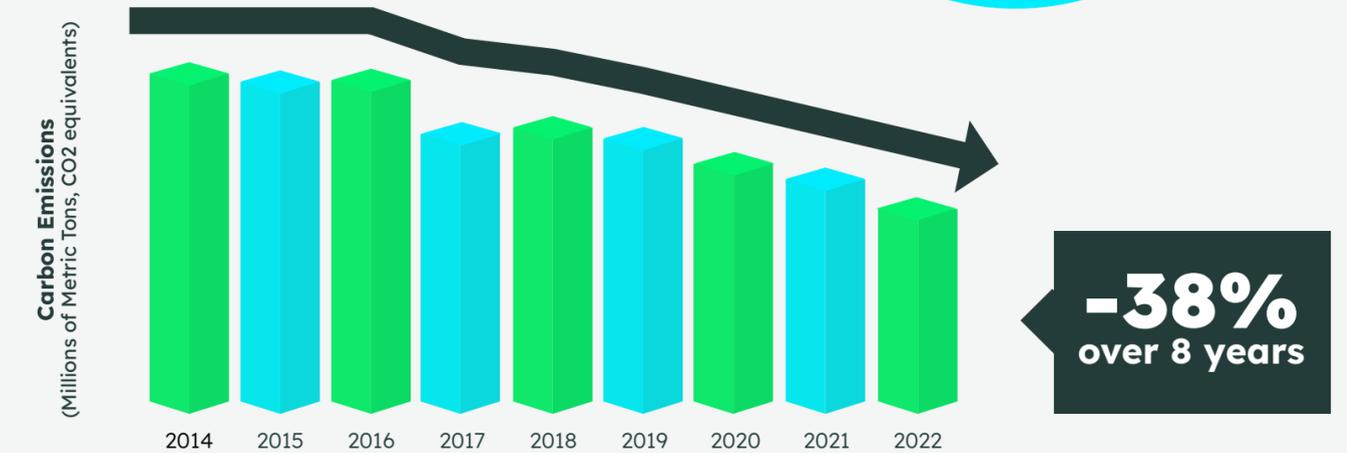
The Lafayette, Indiana cogeneration system project also received a recognition from the EPA Energy Star program as one of the Top Industrial Energy Projects in the country in 2022. This was a huge recognition for the team's work in reducing greenhouse gases, sulfur dioxide emissions, particulate matter emissions, freshwater use, and solid waste.

Making Continuous Improvement

Primient's carbon reduction journey began in 2014. Through continuous improvement and positive step changes, we've achieved a 38% reduction in absolute scope 1 and 2 emissions at our six manufacturing plants. The investments we have made and will continue to make are for our future and the future of our partners and planet.



Scope 1 & 2 Carbon Emissions



Our Commitment to Carbon Reduction

Primient made its official commitment to setting science-based targets in 2023. Our targets are pending approval by the Science Based Targets Initiative and we will announce them later this year.

Using Locally Available Biomass

In 2022, our Santa Rosa, Brazil site implemented a biomass boiler that uses woodchips from eucalyptus trees to power its cogeneration boiler. This biomass boiler makes all the site's steam used for heating in the manufacturing processes, and 18% of the site's electricity by utilizing heat that would otherwise be wasted. With this investment, the Santa Rosa plant was able to reduce its carbon footprint by 36,000 metric tons of carbon dioxide equivalents. That is equivalent to the emissions from 4,500 homes' energy use for one year.



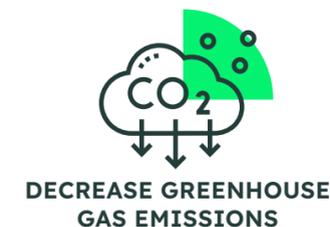
A More Sustainable Fuel

In 2021, our two largest wet mills switched from coal to natural gas – a huge step that made Primient the first corn wet miller in the United States to move entirely away from coal.

Not only did we stop using coal, we also implemented cogeneration technology that allows us to produce steam and electricity from a single fuel source. In taking this step forward, we improved our fuel to energy efficiency rate by 23%, reduced our scope 1 emissions significantly, and eliminated daily coal deliveries and ash removal hauling. Natural gas is now seamlessly piped via an underground pipeline.

The investment in these cogeneration systems allowed for the reduction of almost 486,000 MT of carbon dioxide equivalents at the Decatur, Illinois and Lafayette, Indiana plants, combined, per year. This level of emissions is equivalent to 61,000 homes' energy use for one year. To remove this amount of greenhouse gas emissions from the air, you would need to plant more than 8 million trees.

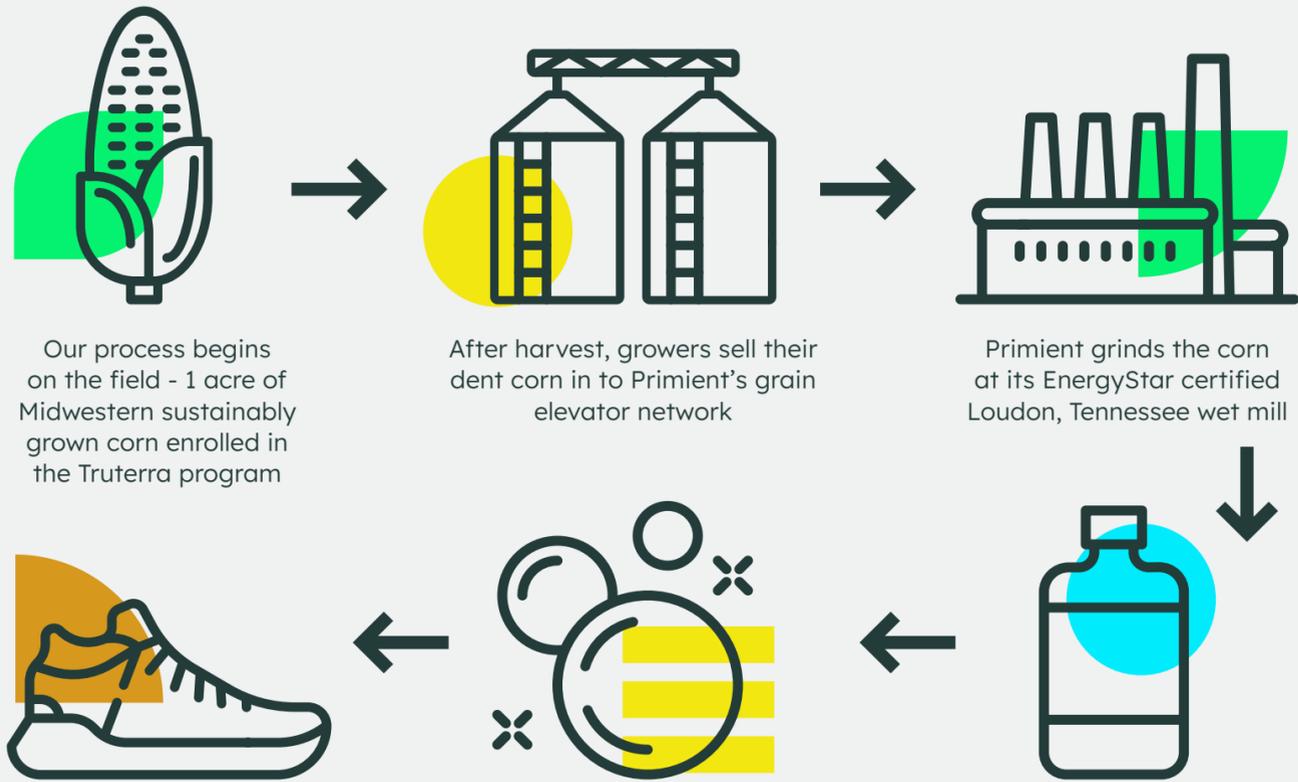
While this project was a huge stride for Primient's sustainability story – it is also important to mention that both projects were executed safely during a global pandemic.



Customer Impact

Primient partners with CovationBio forming a joint venture, Primient Covation LLC, in Loudon, Tennessee. In this partnership, Primient provides a corn-based sweetener that feeds a fermentation process, creating 100% plant-based 1,3 propanediol, or Bio-PDO®. This material is a high-performance bio-based alternative to petroleum-based ingredients in personal care products, cooling fluids, polymers in apparel and footwear, and more.

CovationBio partners with Primient to enroll all of its purchased corn in a sustainable agriculture program with Truterra. The Truterra program provides growers with technology and solutions that allow them to focus and assess the effectiveness of sustainable farming initiatives on the ground. Learn more about our Truterra program on page 7.



Our process begins on the field - 1 acre of Midwestern sustainably grown corn enrolled in the Truterra program

After harvest, growers sell their dent corn in to Primient's grain elevator network

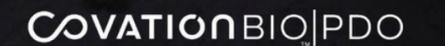
Primient grinds the corn at its EnergyStar certified Loudon, Tennessee wet mill

This bio-based polymer is shipped to downstream partners and can create up to 7,300 pairs of plant based sneaker insoles

Primient Covation's fermentation process creates Bio-PDO® at a final purity of 99.7%

8,600 pounds (3.9 metric tons) of corn syrup are manufactured and piped to neighbor Primient Covation

Bio-based production in action
Converting sugar via fermentation into Bio-PDO® at the Primient Covation joint venture in Loudon, Tennessee. These 10 story tall fermentation tanks are the largest of their kind.



BIO-PDO® is a U.S. registered trademark of CovaPDO.

Water

Our plants can't run without water. In fact, by mass, we use five times as much water as we do corn across our process. Since water is a shared resource, it's important that we use it responsibly.

More than 80% of the water that enters our wet mills is used more than once before it is discharged. But we know there's still more opportunity to reduce our impact.

2022 was a year of internal stabilization and process review for our business. We are ensuring our business is well-prepared for future growth and innovation. We will continue to identify opportunities for continuous improvement in our manufacturing plants, as well as opportunities to work with our value chain partners to make an impact.

Today, our plants focus on the basics of water management:

 **Reduce**
We are continuously improving water efficiency improvements in our plants: repairing leaks, installing pump seals, and optimizing treatment on our cooling towers and boilers.

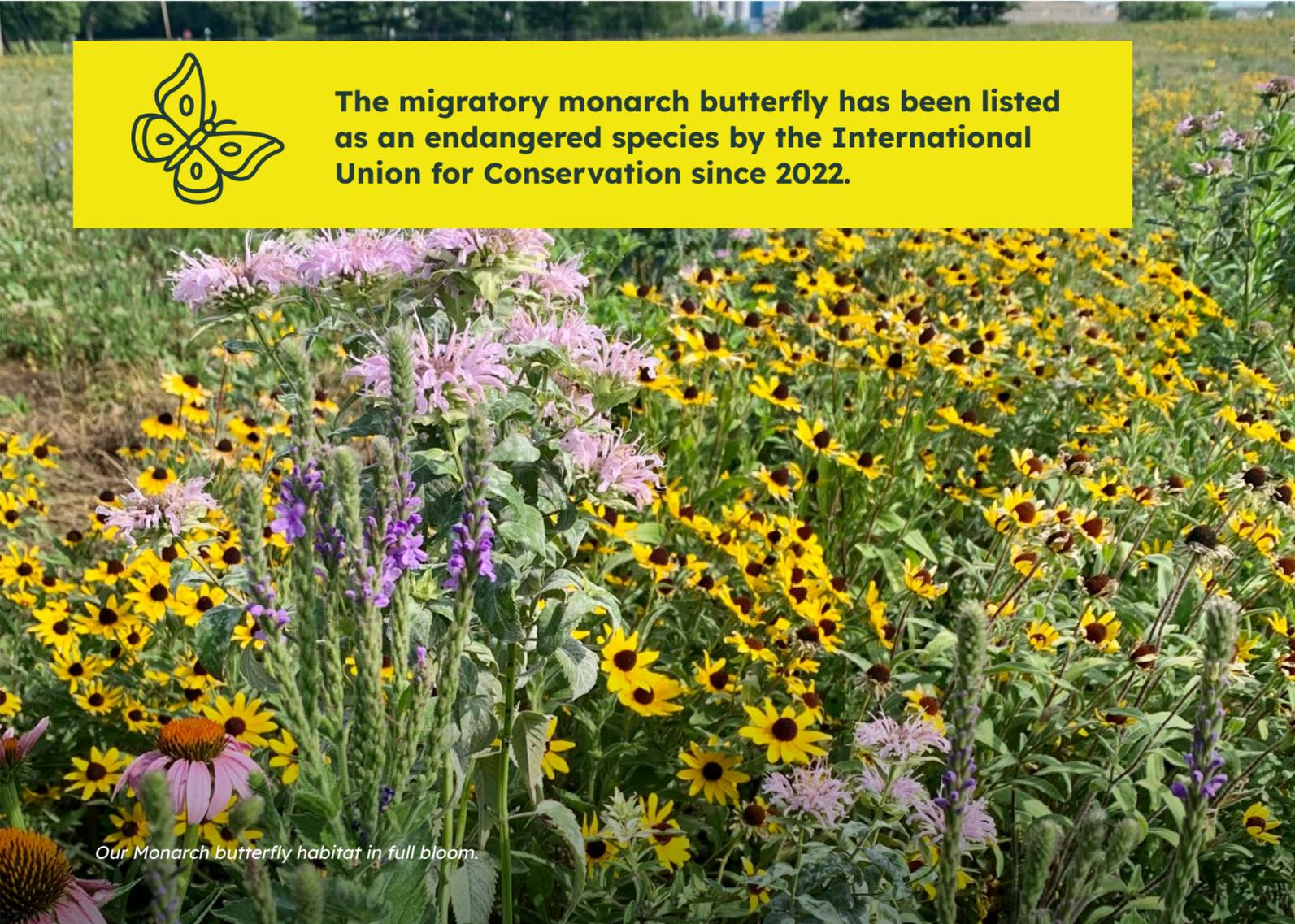
 **Reuse**
Water in our wet mills is generally cascaded upstream of our process. Water interacts first with the purest form of our product and cycles back through our process, being used for the last time in our initial steeping process, where corn enters our plant.

 **Recycle**
In 2021, we began piloting a large-scale water recycle project at our largest wet mill in Decatur, Illinois. We will continue to monitor the progress of that pilot and look to understand its scalability to other plants in our network.

Biodiversity

Protecting our planet's biodiversity is critical to the agricultural industry. Pollinators play a key role in promoting biodiversity and we are doing our part to help protect them. At our flagship manufacturing facility in Decatur, Illinois, we have repurposed 20 acres of land to create a monarch butterfly habitat. This area of land was seeded with 34 species of pollinator seeds to support Monarchs and other pollinators.

Primient is committed to zero deforestation in its supply chain, which is an important first step to ensuring a biodiverse planet.



 **The migratory monarch butterfly has been listed as an endangered species by the International Union for Conservation since 2022.**

Our Monarch butterfly habitat in full bloom.

Waste

The majority of our raw materials are bio-based and so is the waste we produce. Due to the organic composition of our waste, we have a unique opportunity to ensure most of the waste that leaves our sites is reused beneficially.

In 2022, 42% of our nonhazardous waste was reused beneficially. We achieve this through recycling and land application.

Three of our plants have a partnership with an organization in Northwest Indiana called BioTownAg. Our Decatur, Illinois, Dayton, Ohio, and Lafayette, Indiana plants all send waste to BioTownAg for reuse.

BioTownAg takes a circular approach to managing waste, including an anaerobic digester that recycles organic waste into methane gas which is used to produce electricity for the grid. The digester also produces digestate which can go on to be made into fertilizer, animal bedding, and compost. In 2022, Primient sent 12,000 metric tons to BioTownAg, enough waste to fill 940 garbage trucks, or the equivalent of the waste produced annually by 800,000 homes.



Piles of digestate ready to be used for fertilizer, animal bedding, compost and potting soil.



Social

**Our People. Our Partners.
Our Communities.**

We are proud to carry a 100-year heritage forward as Primient. With this legacy comes significant responsibility to continue building positive and lasting change.

Whether we're evolving benefits for our employees, adding programs which embrace new ways of thinking and learning, or providing service and funding to charitable partners in the communities we call home, Primient stands ready for the next 100 years together!

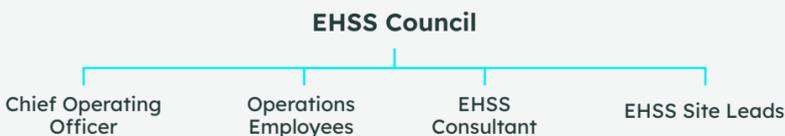
Safety

At Primient, we believe all injuries and occupational illnesses are preventable. This is why we strive to have a zero harm culture.

0 ZERO HARM CULTURE

This means that every single person goes home from work every day in the same condition in which they arrived. Safety is one of our core values as a company.

We recently launched our Environmental Health, Safety, and Security (EHSS) Council that oversees our EHSS resources, priorities, and initiatives by working with and through our plants to achieve a zero harm culture. The group is employee lead and is intended to govern and direct company efforts in this space.



Structure of EHSS Council

In addition to our EHSS council, our site EHSS committees meet monthly. These committees are made up of both salaried and hourly employees; these representatives are selected by their peers to represent 100% of our workforce. While the committee members' attendance at the monthly meetings is mandatory, the meetings are also open to all employees. These committees are led by the EHSS site leads, who represent each site on our EHSS Council.

Management Systems

Our EHSS Policy guides the way that we approach safety. We work safely, promote wellness, and protect the environment. Across our value chain, we prioritize environmental compliance and operational excellence, pursuing opportunities to minimize our environmental footprint and mitigate risk.

Our EHSS Management System is integral to how we do things each day. The system includes our both corporate and site level policies, procedures, and permits. These tools help with the development of our culture and our people through education and engagement and are rolled out at 100% of our manufacturing sites. Routine audits of the policies, procedures, and permits provide guidance on our areas for improvement and validate that our systems are functioning as intended.

Annual site level regulatory style compliance audits are conducted by both internal and external parties in an effort to ensure the safety of our people, the environment, and our customers.

Each of our sites has a risk register that addresses all components of EHSS. The register identifies controls for each risk, and we regularly evaluate our legal/compliance registers to ensure we pick up on any emerging risks or regulations.

Environmental risk is addressed through the components built into the management system. Each site has an environmental risk register that describes all the legal requirements and special site circumstances that describe the environmental risk at the site.



Safety Moment

Our safety culture is embedded in everything we do. We start every meeting with a safety moment to ensure safety is at the top of every employee's mind.



Our Lafayette, Indiana plant was recognized by the Corn Refiner's Association for having zero injuries in 2022!



ZERO LOST WORKDAYS AWARD

Safety



Training

We utilize a training matrix that identifies every job classification and the training requirements for that specific job. Training is conducted both in person and virtually, and tests are administered to verify employee’s understanding of the training. Special focus is given to cover Primient’s Life Saving Principles which focus on the 12 key principles which our organization has identified as the highest risk to our employees.

Wellbeing

We know that safety and wellbeing go beyond physical security and fitness. Our holistic approach to safety is built on the foundation that each member of our team should feel completely comfortable in bringing their whole self to work every day.

For us, this philosophy means ensuring our portfolio of safety and wellness benefits includes partners and programs which support both our minds and bodies.

From comprehensive programs like our Employee Assistance (EAP) program which provides mental, fiscal, and wellness services to employees and their families, to our Wellness Wednesday active learning sessions, we’re raising the bar of what it means to feel better inside and out for the long term through expert-led actionable and sustainable change.



Stop work authority

All people who are conducting work or work-related activities under the control of Primient have the authority and responsibility to stop any activity they believe is not being completed safely, no matter how critical the activity is to our operations. We will always support the decision to stop work that is not being done safely.



Noise Management

Noise is managed via our annual industrial hygiene monitoring campaigns. These campaigns are conducted by a third party. Our goal is to engineer out noise exposure. If this is not possible then hearing protection is provided.

Health & Safety of Our Customers

The health and safety of our customers is very important to us. This is why we utilize a Hazard Analysis and Critical Control Points (HACCP) program to ensure the quality of our raw materials, ingredients, packaging materials, and finished products. Our HACCP program includes a systematic review of infrastructures, hazard analysis, testing procedures, product storage and distribution systems and we have conclusively demonstrated that any contaminant - physical, chemical or microbiological - is excluded from our processes. As always, our goal is to do zero harm.

Lost Time Injury Frequency Rate (LTIR): 0.23

Total Recordable Incident Rate (TRIR): 1.0

Life Saving Principles

In alignment with the values and foundation of the House of Primient, Primient has developed its Life Saving Principles campaign, intended to strengthen workplace safety. By highlighting these specific principles, we focus our commitment to preventing life changing consequences, while conducting some of our most routine tasks.

-  **Permit to Work**
-  **Electrical Safety**
-  **Lock-Tag-Try**
-  **Railcar Safety**
-  **Working at Heights**
-  **Process & Chemical Safety**
-  **Mobile Powered Equipment**
-  **Combustible Dust**
-  **Vehicular Safety**
-  **Emergency Response**
-  **Critical Safety Barriers**
-  **STOP Work**

Culture

House of Primient

The House of Primient is a visual representation of our culture, values, and purpose.

Primient's foundation starts with our people and the way we operate. Our core values of safety, excellence, integrity, and growth guide the way we do business both within our four walls and outside. We make decisions using a set of guiding principles which allow us to do what we do best: Enriching lives through plant-based solutions.



Vision



Building a better future through nature and science for our employees, our customers, and our communities.

Purpose

Our customers are why we do what we do
Enriching lives through plant-based solutions.

Guiding Principles

Our guide to consistency in decision making
Data-Driven • Inclusive • Continuous Improvement Mindset • Decisive • Kind

Core Values

Safety

We believe physical and psychological safety are non-negotiables.



Excellence

We never settle for "good". We are uncompromising when it comes to quality.



Integrity

We always do the right thing, speak up against inappropriate actions, say what we mean.



Growth

We think like business owners: investing in our people, ourselves, and back on our business.



Foundation

The Primient Operating Model - A systematic process
We hold ourselves accountable to deliver on our strategic business goals daily.

Our People - Attracting & retaining the best talent
YOU help us win by achieving our organization goals and objectives and realizing our Purpose.

Employee Engagement

A winning culture leans into open dialogue with employees across all departments and levels of the organization. To get a clear picture of employee engagement, Primient checks in with 100% of its employees at least three times per year through surveys and regular one on meetings between employees and their managers.

Employee survey participation is just the beginning – real change happens when we take the feedback and act on those changes. Our leaders take the feedback we receive to create an action plan to continuously improve.

Culture Roundtables

Over the course of several months, 45 1-hour Culture Roundtables were conducted across Primient's office and plant locations. Over 400 employees joined these sessions to learn more about the House of Primient and to share additional feedback.

“ Primient culture is all about who we are and who we aspire to be. Our ‘why’ is all about enriching lives. We lead with our why when interacting with our employees, our customers, and the communities we serve. ”

Precious Jones
Director, Talent & Culture

Learning & Development

With ‘Growth’ as a core value at Primient, we empower employees to take control of their future career by learning new skills, gaining new experiences, and learning from others around the business. In addition to our formal training programs, we offer self-serve virtual learning opportunities to all employees.

Early Career

Primient partners with various US-based universities, offering unique experiences tailored to student’s interests and their educational paths. Through this partnership, we give students and young professionals the tools, guidance, training, and mentorship they need to build successful careers.

Operations

For the operators at our manufacturing plants, we have a progressive skill development program known as skill blocks. Operators work over the course of several months to gain new skills, while increasing their pay potential. With more advanced skill blocks, operators can become subject matter experts or move into leadership roles within the plant.

Engineering

Primient’s developmental training program for engineers is known as the engineering career ladder. Through the program, engineers get the hands-on experience and technical projects which help them to grow and progress into management or become a subject matter expert.

People Managers

In 2023, Primient launched our its first leadership development program for people managers and strategic leaders with the University of Wisconsin’s Center for Professional & Executive Development.

Training topics included conflict resolution, communication style, giving/receiving feedback, coaching, financial acumen, and performance management.

- 211 people managers experienced 2.5 days of in-person learning, followed by 12 hours of continual virtual learning totaling **6,752 hours of learning amongst Front Line Leaders**
- 37 Strategic leaders participated in a combination of in-person learning, virtual trainings, and 1:1 coaching sessions totaling **759 hours of learning amongst our strategic leaders**



Employee Educational Assistance Program

Primient’s educational assistance program provides tuition assistance to employees wishing to continue their formal education through for credit coursework at an accredited college or university. Approvals for education assistance are made without regard to age, race, religion, sex, disability, color, or national origin.

Career Management

Primient strives to create a working environment in which all employees feel motivated and empowered to produce their best work daily. Performance calibrations are held annually to mitigate bias and produce performance ratings, inform merit increases, and that are reflective of on-the-job performance.

We also encourage all employees to create their own individual growth plan using our employee growth toolkit. The toolkit covers topics such as development on-the-job, coaching, mentoring, feedback, and continuous learning.

Operators and technicians, along with any collective bargaining units (approximately 28% of employees), have their own remuneration process and schedule based on current agreements.

Recruiting & Benefits

Our newly refreshed recruitment policy ensures that our recruiting process is fair, merit-based, equitable, and transparent for all qualified candidates. This policy reflects our commitment to ethical recruitment. To learn more about our ethics and compliance programs, please see page 19 or our [Code of Ethics](#).

We offer our employees a comprehensive benefits package that includes medical, dental, and vision healthcare, paid time off, parental leave, retirement savings, life insurance, employee assistance, and educational assistance. Our compensation and benefit team regularly benchmarks our benefits programs to ensure we remain fair and competitive.

Career Fairs

Primient conducts at least two local career fairs every year, with the goal of recruiting qualified applicants for open plant roles. In 2023, our teams were pleased to engage with over 100 potential applicants at our Decatur, Illinois and Loudon, Tennessee career events, providing on-site interviews, benefits information, and additional career opportunities.

Diversity, Equity, Inclusion, and Belonging

“ We are committed to being an organization that celebrates diversity and fosters a culture of inclusivity by listening and responding to the needs of all employees. ”

Yanick Wilson
Chief People Officer

Diversity, equity, inclusion, and belonging begins with each one of us. This means that we embrace our uniqueness and lend our allyship. Together we are determined to make a positive and lasting impact.

Fostering an Inclusive Workplace

We prioritize accessibility for all team members. As part of this effort, we plan to conduct an inclusion audit in 2024, focused on some of our physical spaces and disability access. This is a necessary first step towards driving meaningful change and promoting diversity and inclusion. Additionally, we conduct an annual internal audit to ensure wage equality across all roles based on qualifications, experience, and job performance.

Driving Change Through Transparency

We recognize that meaningful change takes time and consistent effort, which is why it's important for us to continually reassess our progress and share findings with the public. Today, the overall diversity of the company is 27% women and people of color. Transparency helps increase accountability and provides us with an opportunity to reflect on what has been achieved thus far while allowing us to keep pushing forward towards greater equality in the workplace. We look forward to sharing our diversity goals in 2024.

Investing In Our Future Through Diverse Teams.

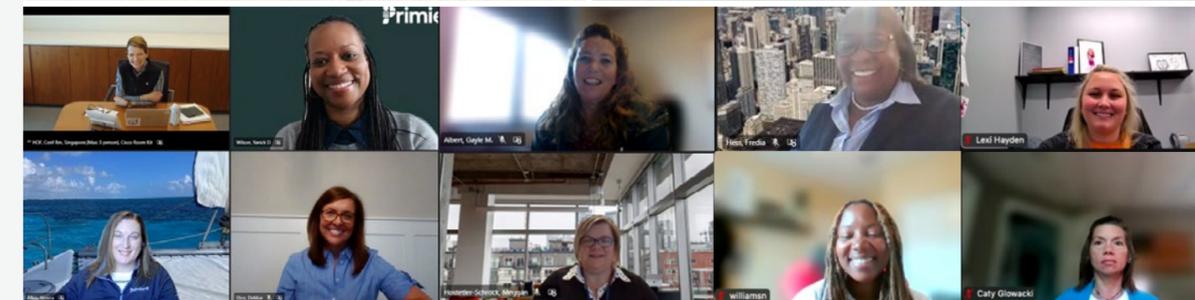
In order to embrace change and foster an environment of comfort and authenticity, we are supporting leaders in setting the example through our inclusive leadership training. By participating in inclusive leadership training, our leaders gain the knowledge and tools they need to create a positive work environment where everyone feels supported, respected, and valued. Primient's culture encourages innovation and growth for both the organization and its employees. We are dedicated to ensuring our leaders remain well-equipped so that together we can build a more equitable future—one driven not just by innovation but also inclusion.

Activating our Vision through our Employee Resource Groups (ERGs)

ERGs at Primient promote allyship, advocacy, and are centered on intersectionality, recognizing that each team member has more in common than we are different. Coupled with this focus, our team members are activated and encouraged to get involved in the communities we call home.



At Primient, Employee Resource Groups (ERGs) celebrate the culture and identities of our employees. Our ERGs recognize and emphasize that our employees are more similar than they are dissimilar.



Community

Our local communities are essential to our success, so it is only right that we uphold a high standard of responsibility and support to these vital partners.

Our community outreach and support are built on a strong understanding of our local community needs and partners who are doing meaningful work to address those needs.

Areas of Focus

While there are many worthwhile causes across our communities, we focus in on three core areas:



Fuller Plates for All:

Ensuring access and availability of nutritious and affordable food for every table.



Learning for Life:

Supporting students of every age and background towards safer, healthier, and more stable lives for a lifetime.



A More Sustainable Future:

Continuously improving our practices and processes towards a brighter future.

Support and Alignment

Our community outreach is focused on the communities we call home, and we empower employees at each location to understand and connect with their communities more deeply, bringing their ideas for partners and projects to the program.

Our Partnerships and Projects

Our partners include registered charities, educational institutions, and non-governmental agencies that meet our high standards for delivering services and results and operate in line with our corporate values and Code of Ethics.

We evaluate our partners and projects regularly to understand their reach, results, reputation, and ability to deliver positive changes and outcomes over time.

Feeding



75,000
meals provided

Education



3,500
students supported
with education

Sustainability



75,000
pounds of food
waste saved

Data represents our fiscal year spanning April 2022-March 2023.

Community Storytelling

Lafayette, Indiana

Each year our Lafayette, IN team joins other community partners in a one-day community food drive - Feed the Need. The drive benefits Food Finders Food Bank, helping them to fill community pantries across the fall and winter. Our volunteers take center stage in the event - donating, packing, and connecting at retail locations around Lafayette. In addition to volunteering on the day, Primient supports local schools in raising donations through their Classroom Superstars competition.

Loudon, Tennessee

Our STEM Grant partnership with the Loudon County Education Foundation helps to lay a solid foundation for our future workforce. Each year, our sponsorship provides teachers with the opportunity to think outside of the box through grant requests that promote creativity, problem solving, and teamwork across classes and schools. We are continually impressed with the impact these one-of-a-kind projects drive.

Santa Rosa, Brazil

This year, our Santa Rosa, Brazil team proudly kicked off a partnership with the local municipality to raise awareness and skills for young students, with a focus on life and agricultural skills. The Young Farmer Program started in early 2023 and includes hands-on workshops led by instructors and community experts. Our #ProudlyPrimient team is excited to continue to be a part of the learning and growing this year!





Governance

How we do business matters.

We know how important it is to ensure we live our core value of integrity. Our governance structure is founded in our Code of Ethics and is upheld by our many policies, practices, committees, and - most importantly - our people. Primient believes that transparency and accountability are critical to the success of our business.



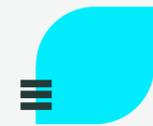
Ethics and Compliance Program

Primient conducts business ethically, fairly, and in compliance with applicable laws and rules. Each employee, director, and representative of the company is expected to uphold this commitment and safeguard our reputation as a good corporate citizen. We have zero tolerance for corruption.

Our Ethics and Compliance (E&C) program is designed to protect and promote ethical business operations, as well as align with Primient’s Core Values - Safety, Excellence, Integrity, and Growth. Through a system of controls, the E&C program helps to provide reasonable assurance that Primient, and each individual acting on our behalf, complies with applicable laws and manages the risks associated with our business.

Primient’s Code of Ethics outlines all the key elements of our program. The Code of Ethics defines what is expected of our employees and contractors. Primient’s focus and attention to ethics is reinforced through our core value of Integrity. We always do the right thing and speak up against inappropriate actions.

Annually, all employees are trained on the Code of Ethics through a mix of in-person led training as well as self-guided courses. In addition to the Code of Ethics, targeted employees are trained annually on various other risk topics, including anti-bribery. As part of any in-person ethics and compliance presentations and/or training, we cover a variety of compliance risk topics and provide an opportunity for discussion and small group learning. All of our E&C policies are available on our internal company website.



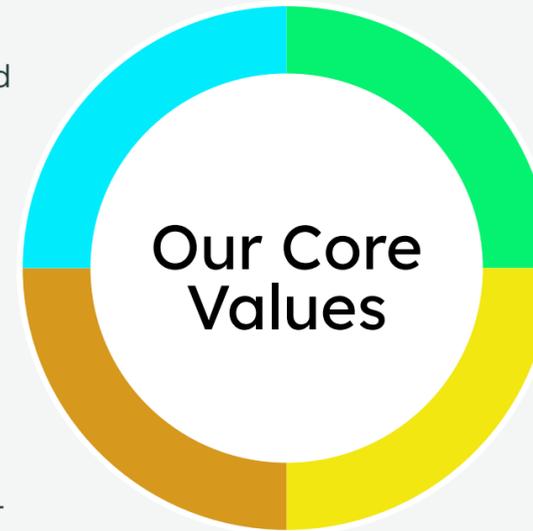
Safety

We believe physical and psychological safety are non-negotiables.



Integrity

We always do the right thing, speak up against inappropriate actions, say what we mean.



Excellence

We never settle for “good”. We are uncompromising when it comes to quality.

Growth

We think like business owners: investing in our people, ourselves, and back on our business.

Governance

The compliance committee maintains oversight of compliance operations and is led by the E&C senior manager. They meet no less than four times annually to review program progress, with other meetings upon request. The senior leadership team is responsible for ensuring implementation of the program, providing adequate resources and support for the program, and employment and management of appropriate personnel to administer the program on a day-to-day basis. The general counsel is responsible for implementing and monitoring the program in coordination with the leadership team.



In 2022, 99% of all active full-time employees hired on or before September 1, 2022 have been trained in-person on respect & anti-harassment

2023 Goals

100% of director level employees and above acknowledge and confirm compliance with the Code of Ethics and commit to reporting any potential violations.

100% of target employees complete Primient’s annual conflict of interest declaration.

Managing Risk

Primient identifies substantive financial and strategic impacts on our business through our company-wide risk management process. The board of directors determines the risk appetite for the business, annually. The senior leadership team is responsible for identifying risks in line with their responsibilities using both a bottom-up and top-down risk assessment. Primient implements a three line of defense risk management system. The first line of defense is our employees, the second line of defense is our monitoring and compliance functions, and the third line of defense is our independent assurance lead by our internal audit team.



Whistleblowing Policy & Ethics Line

Primient fosters an open culture where everyone feels comfortable and supported in raising concerns.

Primient has an established Whistleblowing Policy which is intended to assist employees in understanding what steps should be taken if an employee reasonably believes somebody is engaging in conduct that breaches the guidelines highlighted in the Code of Ethics or does not align with our core value of integrity.

In such situations, employees are obligated to raise these concerns so that appropriate action can be taken to correct the conduct or behavior. There are multiple reporting mechanisms employees can use to raise a concern, including the employee's supervisor, any member of the senior leadership team, human resources, legal, or ethics and compliance.

If an employee prefers to make an anonymous report, they may use our Ethics Line. Primient partners with Lighthouse to manage our hotline program, Ethics Line.



Ethics Line allows employees to report misconduct anonymously, 24 hours a day, 7 days a week, 365 days a year via telephone, website, or on their app.

Responsible Sourcing

In an effort to identify and reduce our supply chain risk, Primient launched a responsible sourcing program in 2022.

In the first phase of this program, we completed a risk analysis of our chemical suppliers, ingredient suppliers, packaging suppliers, toll manufacturers, and warehouses. This program utilizes the SEDEX platform and SEDEX Members Ethical Trade Audits (SMETA) to bring awareness to any potential issues in the areas of labor standards, business ethics, environment, and health and safety. This program includes anti-corruption, bribery, forced labor, human trafficking, and child labor metrics.

Additionally, many of our customers ask us to participate in their responsible sourcing programs that utilize SMETA 4 pillar audits. All of our manufacturing plants (100%) are required to complete the SEDEX assessment questionnaire annually, and complete an audit every 3 years, minimally.

Appendix



Appendix

Primient uses an operational control boundary for its greenhouse gas (GHG) accounting. This includes its 6 fully owned and operated manufacturing plants in the United States and Brazil. Primient excludes its offices, bulk stations, and grain elevator network from its greenhouse gas accounting as they represent less than 1% of the total greenhouse gases of the organization. Data below is for calendar year 2022.

Primient’s scope 1, 2, and 3 data has been verified by a third party using a limited threshold (+/- 5%)

Verification Criteria

- World Resources Institute (WRI)/World Business Council for Sustainable Development’s (WBCSD) “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)” dated March 2004
- WRI/WBCSD’s “Scope 2 Guidance Document: An Amendment to the GHG Protocol Corporate Standard” dated 2015
- WRI/WBCSD’s “Corporate Value Chain (Scope 3) Accounting and Reporting Standard” dated 2011
- The Investor CDP Information Request
- ISO 14064-3: 2019 Specification with guidance for the validation and verification of GHG assertions

Scope 3 calculation assumptions

Categories 5 and 12 calculations were made using 2018 actuals; categories 6 and 7 calculations were made using 2020 and 2021 actuals. All 4 of these categories are using 2019 DEFRA emissions factors. These factors will be updated next year when we refresh our activity-based scope 3 accounting.

Diversity Data

Overall Diversity	27%
Diversity in Top Executive Positions	22%

Overall diversity is the percentage of women and people of color. Data is as of April 2023.

Energy & Greenhouse Gas Emissions

Metric	Units	Quantity
Energy Consumed	GJ	25,974,531
Renewable Energy Consumed	GJ	111,972
Scope 1 Emissions	MT CO ₂ e	1,215,602
Scope 2 Emissions - Location	MT CO ₂ e	228,365
Biogenic Emissions	MT CO ₂ e	52,752
Scope 3 Emissions	MT CO ₂ e	4,702,746
Scope 3 non-FLAG Emissions	MT CO ₂ e	3,205,182
Scope 3 FLAG Emissions	MT CO ₂ e	1,497,564
Scope 3 Upstream Emissions	MT CO ₂ e	2,115,144
Scope 3 Downstream Emissions	MT CO ₂ e	2,587,602

Water & Waste Data

Metric	Units	Quantity
Nonhazardous Waste	Metric Tons	711,581
Beneficially Reused Waste	Metric Tons	674,589
Hazardous Waste	Metric Tons	14,916
Water Withdrawal	Cubic m	26,135,931

Governance		
a)	Describe the board’s oversight of climate-related risks and opportunities.	At Primient, the board is made aware of significant climate issues and risk, but the ultimate responsibility of environmental and sustainability issues remains with the sustainability steering committee. This committee meets quarterly and is made up of the Chief Executive Officer, all the function heads, and representatives from the business. This committee is led by the global sustainability manager.
b)	Describe management’s role in assessing and managing climate-related risks and opportunities.	It is the role of the global sustainability manager to assess and communicate climate-related risks with the sustainability steering committee. The steering committee holds the responsibility to ensure climate-related risks are considered in all decision making and cascaded to the appropriate teams.

Strategy		
a)	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>In 2022, Primient worked with AECOM to conduct a Climate Change Risk Assessment (CCRA). Through this process, Primient identified various climate-related risks and opportunities spanning short, medium, and long-term time horizons.</p> <p>Physical Risks Short-term (2020-39) Medium-term (2040-59) Long-term (beyond 2059)</p> <p>Primient’s major production facilities, strategic distribution network, and relevant corn growing regions were assessed for exposure to physical climate risks. It is expected that these hazards will persist with increased frequency and severity over the medium (2040-59) and long-term (beyond 2059). Potential hazards include:</p> <ul style="list-style-type: none"> Major production facilities: Frequent flood events, storm events, and droughts Strategic distribution network: More frequent extreme cold weather and flood events impacting road, rail, and waterborne freight Corn growing regions: Changes in total annual precipitation, increased seasonal variability, and more severe droughts <p>Transition Risks Short-term (2020-25) Medium-term (2026-35) Long-term (beyond 2035)</p> <p>Primient’s corporate, supply chain, production, and distribution operations were assessed for transition risks. Potential transition risks include:</p> <ul style="list-style-type: none"> Corporate: Increased attention from customers and stakeholders on the commitment of businesses to reducing carbon emissions Procurement and supply chain: Increased costs associated with adapting to lower carbon alternatives Major production facilities: Increased cost of raw materials and energy due to climate policy Distribution and logistics: A transition to lower emission transport modes due to market changes and climate policy <p>Transition Opportunities Short-term (2020-25) Medium-term (2026-35) Long-term (beyond 2035)</p> <p>Primient’s corporate, supply chain, production, and distribution operations were assessed for transition opportunities. Potential transition opportunities include:</p> <ul style="list-style-type: none"> Corporate: Influencing preferences towards lower-carbon alternatives and plant-based products Procurement and supply chain: Substitution of raw materials and packaging with lower carbon alternatives Major production facilities: Increased energy efficiency, leading a transition to lower carbon and renewable energy supply Distribution and logistics: Use of more efficient modes of transport
b)	Describe the impact of climate-related risks and opportunities on the organization’s business, strategy, and financial planning.	<p>Primient may face financial and reputational impacts from the cost of mitigating physical risks and adapting to regulation, policy, and technology changes. The outputs of Primient’s CCRA allows for these climate-related risks to be incorporated into their business, strategy, and financial planning processes.</p> <p>Potential Impacts of Physical Risks: Physical risks have the potential to cause operational disruptions, asset damage, equipment failure, occupational health risks, disruption in product distribution, and uncertainty surrounding crop yields.</p> <p>Potential Impacts of Transition Risks: Transition risks have the potential to cause increased costs related to: regulatory compliance, research and development related to lower carbon alternatives, and raw material and energy. Additionally, transition risks have the potential to cause reputational damage.</p> <p>Potential Impacts of Transition Opportunities: Transition opportunities present Primient with the possibility to access new markets and improve their position among competitors. Certain opportunities, such as replacing fossil-fuel based products with plant-derived ones, could also provide a reputational benefit for Primient among consumers and customers.</p>

Strategy Cont.	
<p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2C or lower scenario</p>	<p>Primient's CCRA took multiple climate-related scenarios into account using the following Representation Concentration Pathways (RCP):</p> <p>The first scenario was RCP 8.5, which is the 'high emissions' business as usual scenario. RCP 8.5 assumes no policy changes are implemented to reduce emissions.</p> <p>The second scenario is RCP 2.6, which is categorized as the most aggressive mitigation scenario and assumes that GHG emissions are halved by 2050. Additionally, RCP 2.6 assumes drastic action related to climate policy and emissions regulation. RCP 2.6 is a 2°C or lower scenario.</p> <p>Primient considers climate resilience in the continuous evolution of their business strategy. These considerations occur across the entire scope of operations. As certain Primient production facilities are within known areas of extreme storm events, Primient has already had to manage storm-related impacts. At the facility level, these risks are embedded in business continuity and incident response plans. Primient also has mitigation measures in place for facilities in these areas and continues to develop measures to maintain worker safety and increase production resilience.</p> <p>Primient has also started to implement climate resiliency measures throughout the supply chain. Through Primient's sustainable agriculture program with Truterra (see page 7), grower partners are empowered to adopt regenerative practices. This program allows for grower partners to develop a better understanding of the risks facing their farms and adapt to a changing climate. As Primient is highly reliant on corn, this program is mutually beneficial and increases resilience for both farmers and Primient.</p>

Risk Management	
<p>a) Describe the organization's processes for identifying and assessing climate-related risks.</p>	<p>To identify and assess the risks climate change poses to our business, we worked with climate change and sustainability specialists from AECOM to undertake a physical and transition climate change risk assessment (CCRA).</p> <p>Physical Risks</p> <p>Time horizons:</p> <ul style="list-style-type: none"> Short term: 2020-2039 Medium term: 2040-2059 Long term: beyond 2059 <p>Scope:</p> <ul style="list-style-type: none"> 6 Primient sites across the USA and Brazil 7 corn growing regions across the USA Transport, distribution, and logistics (upstream and downstream) <p>Emissions concentration pathway:</p> <ul style="list-style-type: none"> +4°C, RCP 8.5 pathway <p>The assessment of physical risks considered potential exposure of our production facility locations, nature of operations, primary corn supply regions, and core elements of the strategic distribution network to identify the potential physical climate-related risks.</p> <p>Climate variable data for observed and future climatic conditions were extracted from the World Bank Climate Change Knowledge Portal to assess incremental changes in the climate, along with hazard rating data for more acute risks such as wildfires and storm events from ThinkHazard. Data was gathered for a Representative Concentration Pathway (RCP) 8.5 high-emissions scenario considering impacts over three-time horizons: short term (2020-2039), medium term (2040-2059) and long term (beyond 2059).</p> <p>The datasets were reviewed to identify the potential likelihood of climate-related hazards occurring. Potential business risks resulting from these hazards were identified in the context of the nature of our operations, existing climate conditions and vulnerability to the climate hazard. The overall ratings were determined by assessing the likelihood of occurrence of potential risks and their magnitude of consequences, such as repair costs, for our business.</p> <p>Transition Risks and Opportunities</p> <p>Time horizons:</p> <ul style="list-style-type: none"> Short term: 2020-2025 Medium term: 2026-2035 Long term: beyond 2035 <p>Scope:</p> <ul style="list-style-type: none"> Countries in which production facilities are located - the USA and Brazil Transport, distribution, and logistics (upstream and downstream) Global policy trends in key geographies and markets <p>Emissions concentration pathway:</p> <ul style="list-style-type: none"> +2°C, RCP 2.6 pathway

Risk Management Cont.	
<p>a) Describe the organization's processes for identifying and assessing climate-related risks.</p>	<p>The transition risks and opportunities assessment considered potential climate-related business impacts resulting from the transition to a low-carbon economy. A screening exercise was first conducted to identify the relevant risk and opportunities for Primient based on key activities, products, and markets.</p> <p>The likelihood of transition risks and opportunities occurring were assessed by undertaking desk-based research into carbon policy, legislation, and pricing in the countries and/or states in which we operate. Likelihood was analyzed under RCP 2.6, an aggressive mitigation scenario which assumes the most drastic climate policy and emission regulation actions, however some of the latest policy and legislation reviewed aligns with a more ambitious 1.5°C scenario.</p> <p>The nature and magnitude of potential business impacts, such as increased costs for regulatory compliance, for each risk or opportunity was assessed, and an overall rating determined based on the likelihood of the risk/opportunity occurring and the magnitude of the associated consequences on Primient's business.</p> <p>We will continue to periodically review and renew our assessment as required based on any changes to policy, legislation, or climate change projections, as well as if there are any significant changes to our business that requires us to do so.</p>
<p>b) Describe the organization's processes for managing climate-related risks.</p>	<p>As an output of the Climate Change Risk Assessment (CCRA), climate risks are categorized by likelihood, projected severity, and projected timing. These risks are prioritized by potential business impact and incorporated into the company-wide risk management process to ensure they are continuously managed and monitored.</p> <p>A CCRA will be conducted periodically to determine if any risks evolve over time and any new risks emerge.</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>Climate-related risks are identified and assessed through the Climate Change Risk Assessment (CCRA). The Global Sustainability Manager is responsible for communicating these climate-related risks to the relevant senior leadership team (SLT) member as part of Primient's ongoing bottom-up risk assessment process. The following components are included for each risk:</p> <ul style="list-style-type: none"> Risk Description Cause Related Business Objective Existing Controls Inherent Risk Impact and Risk Probability <p>The Global Sustainability Manager and the relevant SLT member discuss and rank all climate-related risks in line with Primient's internal risk impact and likelihood matrix. The SLT member is then responsible for carrying out the action-planning process, which consists of assessing the residual and target risk impact and risk probability.</p> <p>The climate-related risks are ultimately fed into Primient's company-wide risk management process, which consists of both a bottom-up risk assessment from all business functions and a top-down risk assessment conducted by the SLT. Primient's compliance and risk committee reviews and challenges how the business assesses risk. This committee meets quarterly to review principal and emerging risks and to track actions against these risks. Additionally, the internal audit team annually reviews the company's strategic, operational, and financial practices. Any risks that arise in these audits are brought to the attention of the SLT. Annually, the SLT agrees upon the organization's principal risks and these risks are presented to Primient's board.</p>

Metrics & Targets	
<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	Throughout this report we've reported on multiple climate and sustainability related metrics - see pages 7, 8, 10 and 22
<p>b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</p>	See pages 8 and 22
<p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	Primient has committed to setting a science-based target and will announce this goal once it is approved later this year.

Verification

The SCS Greenhouse Gas Footprint Verification Program has conducted a verification of GHG emissions based upon the following Scope, Objectives, and Criteria:

Verification Scope

Primient

5450 Prairie Stone Pkwy
Hoffman Estates, IL 60192
United States

Reporting Period: 01/01/2022 – 12/31/2022

Geographic Boundary: United States; Latin America

Facilities, physical infrastructure, activities, technologies, and processes:

6 manufacturing plants (excludes offices, grain elevators, and bulk/transfer stations: <1% of overall footprint). Operations include corn wet milling and acidulant manufacturing.

GHG Sources, Sinks, and/or Reservoirs:

Scope 1 - natural gas, diesel, gasoline, LPG, kerosene
Scope 2 - electricity, steam
Biogenic – biogas
Scope 3 Categories 1, 3-7, 9, 10, 12, 15

Boundary Method: Operational Control

GHG Gases: CO₂, CH₄, N₂O, HFCs

Level of Assurance: Limited

Materiality: +/-5% quantitative, qualitative based upon requirements specified within verification criteria

Verification Objectives

- Evaluate the organization's GHG inventory for material discrepancies based upon the specified level of assurance
- Evaluate the organization's GHG inventory is in conformance with the specified verification criteria

Verification Criteria

- World Resources Institute/World Business Council for Sustainable Development's "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)" dated March 2004
- World Resources Institute/World Business Council for Sustainable Development's "Scope 2 Guidance Document: An Amendment to the GHG Protocol Corporate Standard" dated 2015
- World Resources Institute/World Business Council for Sustainable Development's "Corporate Value Chain (Scope 3) Accounting and Reporting Standard" dated 2011
- The Investor CDP Information Request
- ISO 14064-3: 2019 Specification with guidance for the validation and verification of GHG assertions



Verification Opinion

This Verification Statement documents that SCS Global Services has conducted verification activities in conformance with ISO 14064-3: 2019, Specification with guidance for the validation and verification of greenhouse gas assertions. Based upon the reporting scope, criteria, objectives, and agreed upon level of assurance, SCS has issued the following verification opinion:

- Positive Verification (Limited Assurance) – No evidence was found that the GHG assertion was not prepared in all material respects with the reporting criteria

Verification Qualifications

– None

Verified Emissions

Emissions Summary – Tonnes CO ₂ e					
Scope	CO ₂	CH ₄	N ₂ O	HFCs	Total (tCO ₂ e)
Scope 1	Reported as total CO ₂ e only				1,215,601.9
Scope 2 - Location	Reported as total CO ₂ e only				228,364.8
Biogenic	Reported as total CO ₂ e only				52,751.6

Lead Verifier

Gregory Sills

DATE: 05-18-2023

Gregory Sills, Technical Specialist II, GHG Footprint Verification Program
Environmental Certification Services
SCS Global Services, 2000 Powell Street, Suite 600,
Emeryville, CA 94608 USA

Independent Reviewer

Tavio Benetti

DATE: 05-19-2023

Tavio Benetti, Senior Program Manager, GHG Footprint Verification Program
Environmental Certification Services
SCS Global Services, 2000 Powell Street, Suite 600,
Emeryville, CA 94608 USA



Verification Opinion

This Verification Statement documents that SCS Global Services has conducted verification activities in conformance with ISO 14064-3: 2019, Specification with guidance for the validation and verification of greenhouse gas assertions. Based upon the reporting scope, criteria, objectives, and agreed upon level of assurance, SCS has issued the following verification opinion:

- Positive Verification (Limited Assurance) – No evidence was found that the GHG assertion was not prepared in all material respects with the reporting criteria

Verification Qualifications

– None

Verified Emissions

Emissions Summary – Tonnes CO ₂ e					
Scope	CO ₂	CH ₄	N ₂ O	HFCs	Total (tCO ₂ e)
Scope 3 Category 1 – Purchased goods and services	Reported as total CO ₂ e only				1,774,018
Scope 3 Category 3 – Fuel-and-energy-related activities	Reported as total CO ₂ e only				221,385
Scope 3 Category 4 – Upstream transportation and distribution	Reported as total CO ₂ e only				88,741
Scope 3 Category 5 – Waste generated in operations	Reported as total CO ₂ e only				23,000
Scope 3 Category 6 – Business travel	Reported as total CO ₂ e only				6,000
Scope 3 Category 7 – Employee commuting	Reported as total CO ₂ e only				2,000
Scope 3 Category 9 – Downstream transportation and distribution	Reported as total CO ₂ e only				256,602
Scope 3 Category 10 – Processing of sold products	Reported as total CO ₂ e only				2,072,130
Scope 3 Category 12 – End-of-life treatment of sold products	Reported as total CO ₂ e only				98,000
Scope 3 Category 15 - Investments	Reported as total CO ₂ e only				160,871

Lead Verifier

Henry Bart

DATE: 06-02-2023

Henry Bart, Technical Specialist II, SCS Climate Services
Environmental Certification Services
SCS Global Services, 2000 Powell Street, Suite 600,
Emeryville, CA 94608 USA

Independent Reviewer

David Jonas

DATE: 06-07-2023

Dave Jonas, Manager, SCS Climate Services
Environmental Certification Services
SCS Global Services, 2000 Powell Street, Suite 600,
Emeryville, CA 94608 USA





This report represents Primient's efforts, initiatives, and goals in calendar year 2022 ending December 31, 2022 unless otherwise noted. This report was issued in August 2023.

For more information, please visit [Primient.com](https://www.primient.com)

If you have any questions or feedback, please reach out to sustainability@primient.com

