



**T.Marzetti®**



A LANCASTER COLONY COMPANY

# Candidate Introduction

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# The Better Food Company

## Our Purpose



## Our Mission

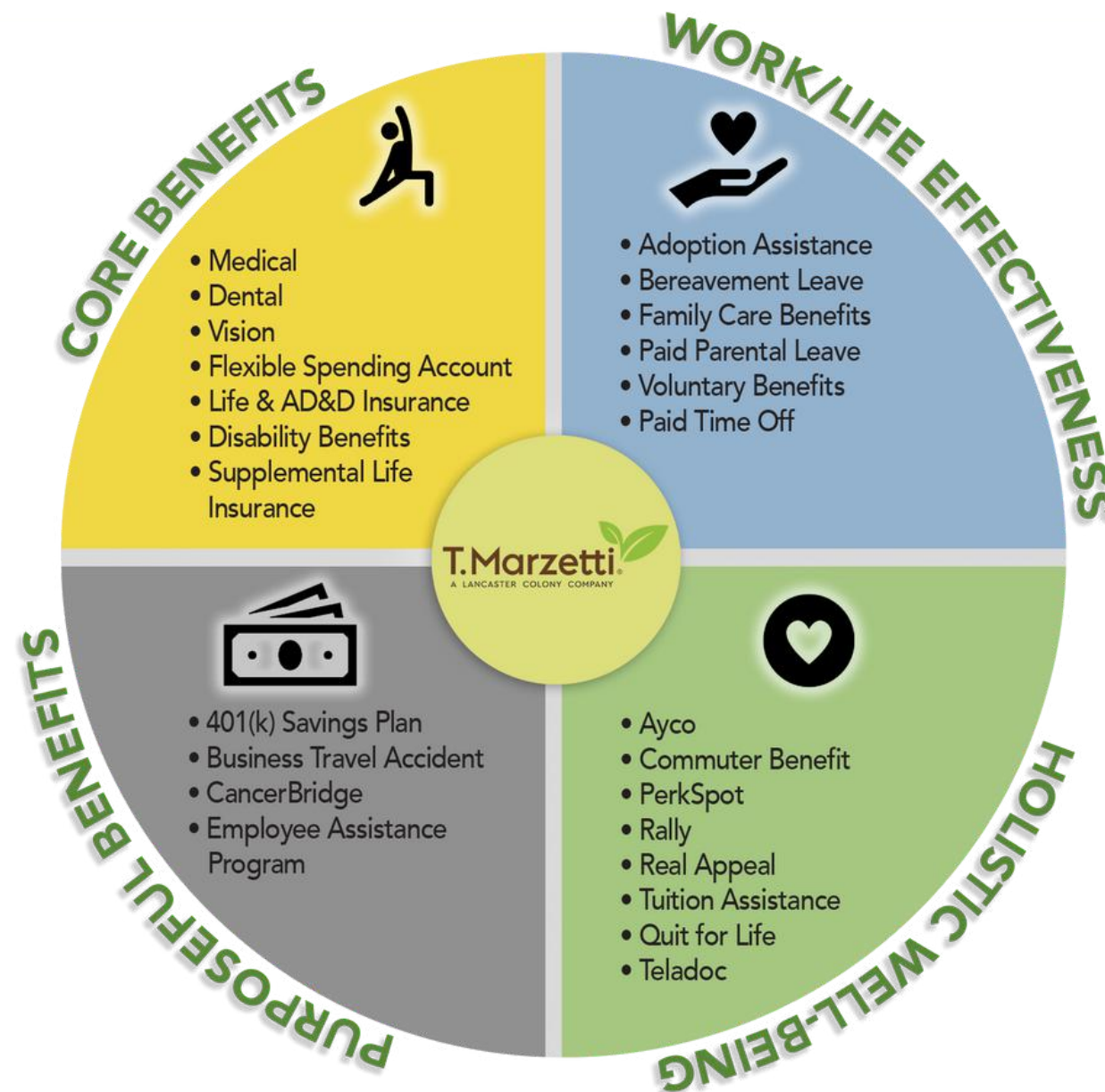
*The Better Food Company – Better people, who make better products, in a better corporate culture, who work in unison to make the world a little bit better place.*





# Working at T. Marzetti

We believe in engaging, developing and rewarding our people. We offer our team members competitive compensation, purposeful benefits, holistic well-being and work/life effectiveness.



- Generous holiday and PTO schedule
- Paid parental leave
- Adoption assistance
- Financial counseling
- 30-day bereavement for spouse or child
- Transgender benefits
- Hearing aid coverage
- Voluntary benefits



Foster  
Nourish  
Enrich  
Grow  
Foster  
Care  
Tend  
Nourish  
Enrich  
Grow  
Foster  
Care  
Tend



# Purposeful Leadership

Dave Ciesinski, President & CEO

**"WHEN IN CHARGE,  
TAKE CHARGE"**

**"SEEK TO MAKE BIG  
CHANGES TO BIG  
THINGS"**

**"THE MAIN THING IS  
TO REMEMBER  
THE MAIN THING"**

**"***Life is a journey — define what  
you personally and professionally  
stand for and stick to it.***"**

**"BAD NEWS  
DOES NOT GET BETTER  
WITH TIME"**

**"REMEMBER, AN ERROR  
OF OMISSION IS JUST  
AS RISKY AS AN ERROR  
OF COMMISSION"**

**"SEEK TO BUILD  
AND MAINTAIN  
ORGANIZATIONAL  
MOMENTUM"**

**"BUILD AN  
ORGANIZATION AND  
PROCESSES FOR  
SUCCESS"**

**"BUILD AN  
ORGANIZATION THAT  
IS SCALABLE"**

**LEAD FROM THE FRONT  
"BE THE BOSS YOU'D  
LIKE TO WORK FOR"**



# Strategic Growth Initiatives

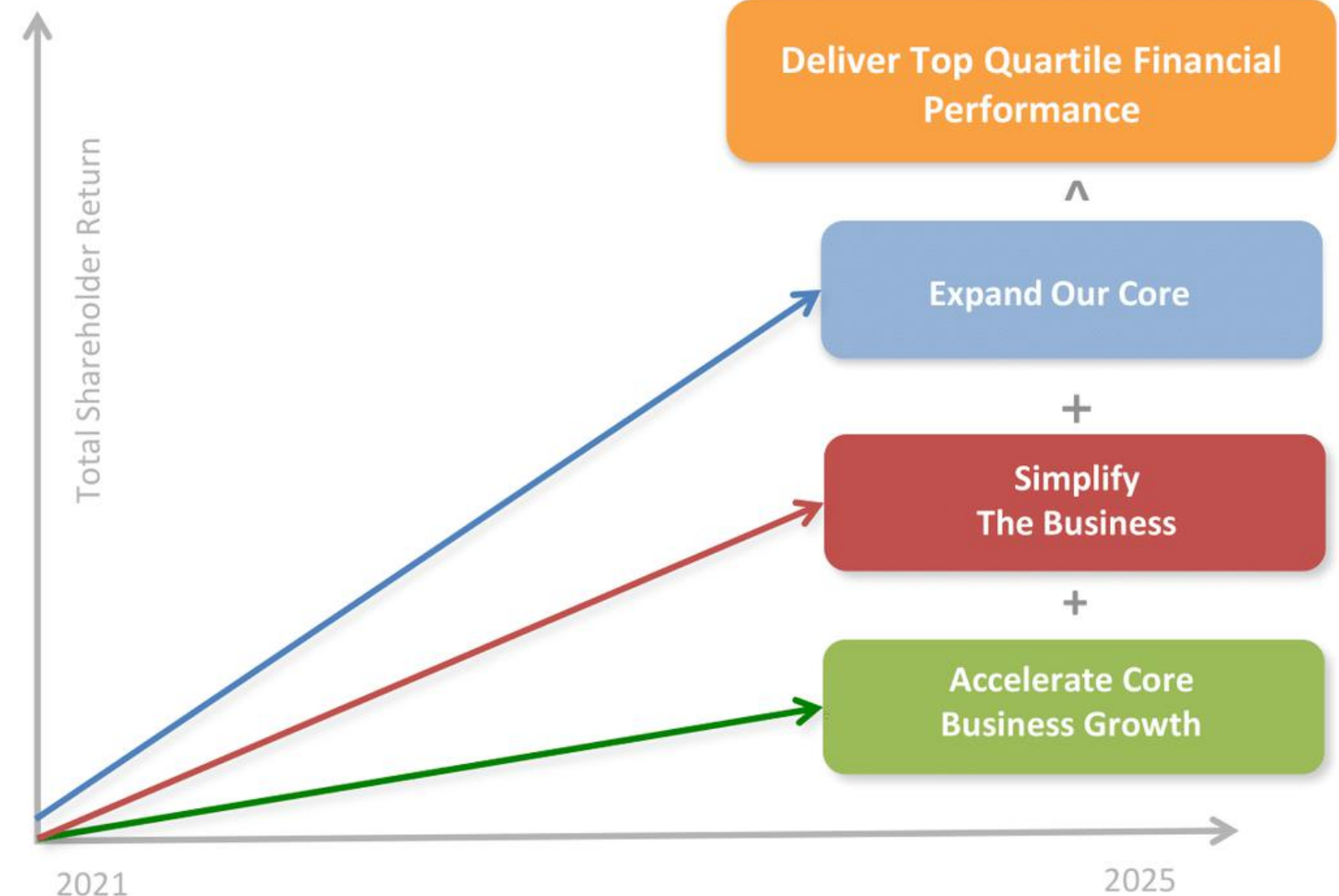
To Achieve Our Goals



We'll Focus on 3 Imperatives

We'll nourish growth with all that we do:

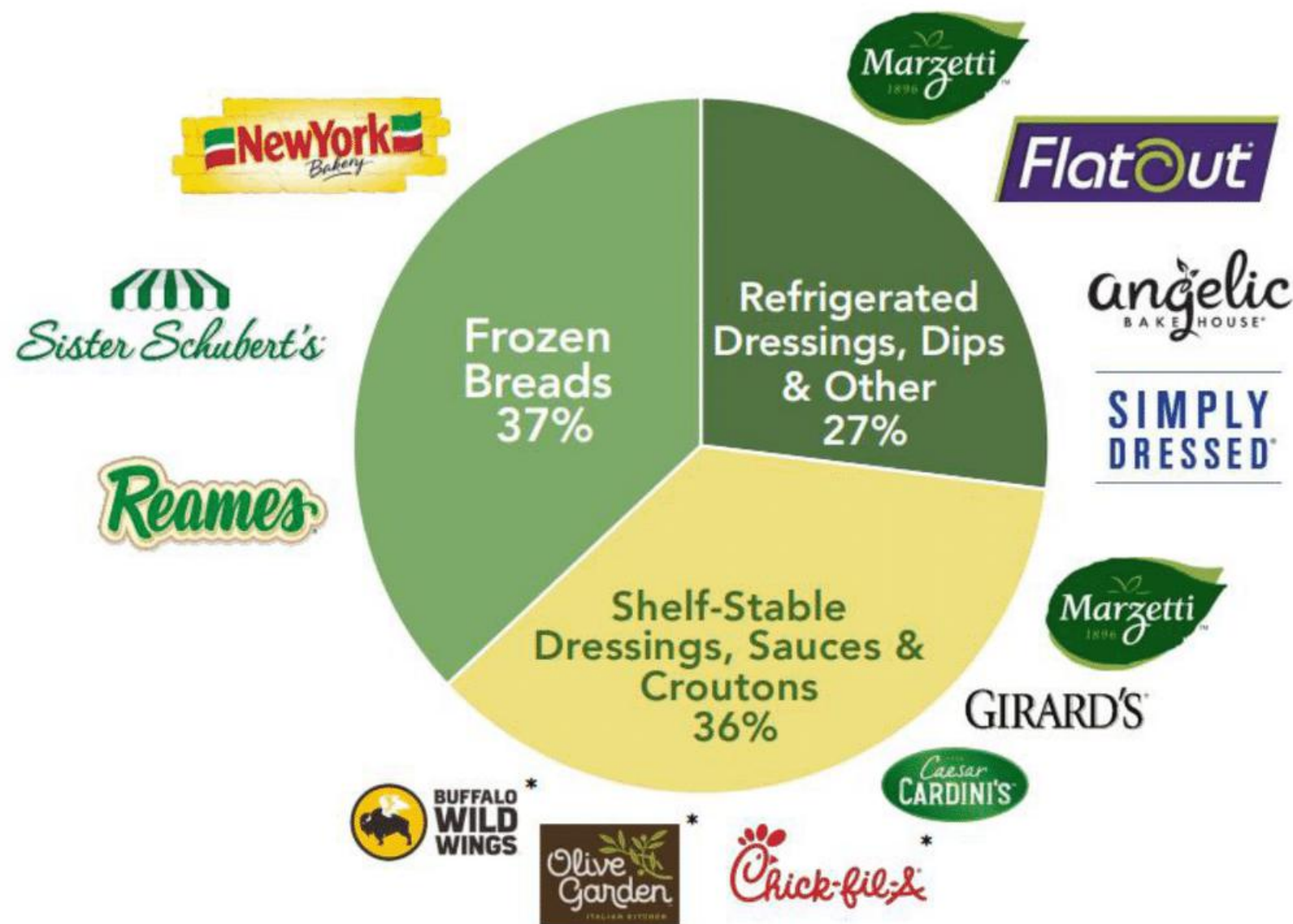
- Delivering Top Quartile Financial Performance
  - Sales Growth
  - Earnings Growth
  - Cash Flow Performance
  - Total Shareholder Return
- Delivering Top Quartile Product Quality, Safety & Customer Satisfaction
- Engaging, Developing & Rewarding Top Quartile People





# Corporate Overview

## RETAIL SALES MIX



Based on approximated net sales for the 12 months ending June 30, 2021. Calculation of Retail Sales at 57% of Total Net Sales excludes Foodservice sales attributed to a temporary supply agreement resulting from the November 2018 acquisition of Omni Baking that was terminated effective October 31, 2020.

\* Products for these brands are produced and sold under exclusive licensing agreements.

## FOODSERVICE SALES MIX



Based on approximated net sales for the 12 months ending June 30, 2021. Excludes Foodservice sales attributed to a temporary supply agreement resulting from the November 2018 acquisition of Omni Baking that was terminated effective October 31, 2020.



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# Our Family of Brands

## RETAIL BRANDS

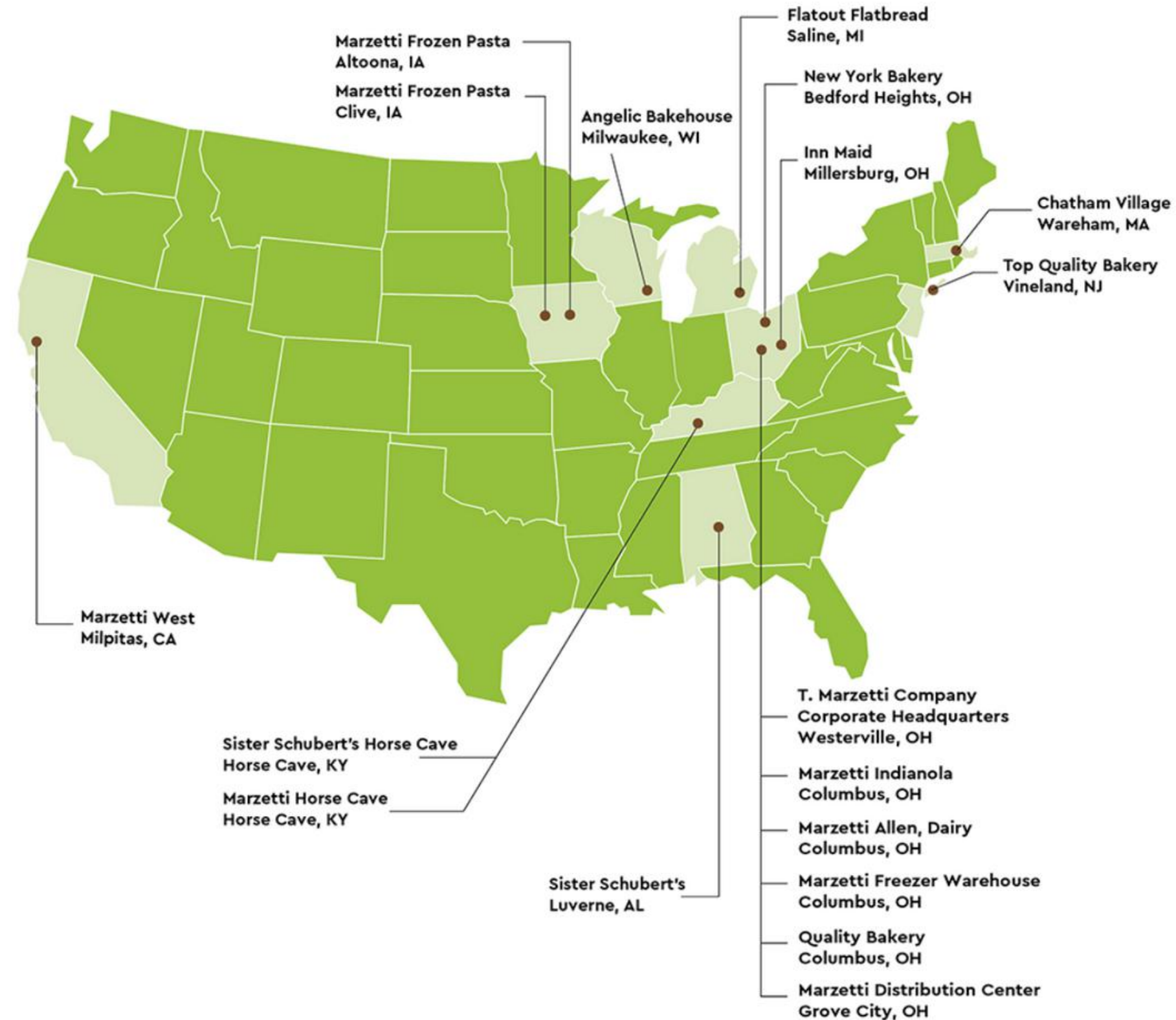


## FOODSERVICE BRANDS



# Our Locations

We have more than 3,500 team members across 15 manufacturing facilities, 2 distribution centers, our corporate office, and an innovation center.





# Sustainability

Environmental, social, and governance (ESG) criteria are the resource through which we measure the progress of our commitment to sustainable business practices and improving the world around us. Our focus on ESG conveys the story of our business to investors, employees, suppliers, customers, and the communities that comprise our footprint.



Clarence Mingo  
Vice President  
Corporate Affairs & ESG



## Environmental

- Energy efficiency
- Carbon reduction
- Pollution
- Waste management
- Carbon Emissions
- Water Management



## Social

- Human capital management
- Impact on local community
- Diversity, Equity, and Inclusion/Equality
- Health & safety
- Corporate philanthropy



## Governance

- Director training
- Management structure
- Anti-money laundering
- Conflicts of interest
- Cybersecurity and data privacy

*Nourishing growth in a sustainable way.*



# Making the World a Better Place

We believe in engaging with our communities to understand and support them beyond our business interests. Through organized philanthropy and employee-inspired engagement, we impact the environment around us and strive to reduce poverty and food insecurity while promoting good health and quality education for all.

We regularly contribute funds and volunteer time to many community organizations and foundations. Our giving is aligned with the United Nations Sustainable Development Goals.





# Additional Resources

For more information, visit our parent company's website at [www.lancastercolony.com](http://www.lancastercolony.com) and follow us on LinkedIn [@T. Marzetti Company](https://www.linkedin.com/company/t-marzetti-company)

