

Caring^{TLC} for your needs today, tomorrow and beyond

TLC Ingredients

2025 Corporate Social Responsibility Report

Reporting period: January 1, 2025 – December 31, 2025

Prepared by: TLC Ingredients Corporate Social Responsibility (CSR) Team

The TLC Ingredients Corporate Social Responsibility (CSR) Team is pleased to publish our first Corporate Social Responsibility (CSR) Annual Report.

What Corporate Social Responsibility Means at TLC

At TLC Ingredients, Corporate Social Responsibility (CSR) is about doing business the right way—reducing our environmental impact, supporting education, giving back to our communities, and working with responsible partners across our supply chain. This report highlights how we put those commitments into action in 2025.

Environmental Sustainability

We focus on minimizing waste and pollution while expanding sustainability initiatives that make a real, measurable difference:

Energy Efficiency & Renewable Energy

- TLC has implemented several energy-saving measures throughout our facility, including occupancy sensors, low-energy LED lighting, and low-flow plumbing fixtures.
- In addition, TLC installed a solar panel array that offsets approximately 70% of our overall electricity needs.

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Waste Management & Recycling

- We maintain an active recycling program for paper, aluminum cans, plastic, and batteries. All employees are expected to participate, and employees are encouraged to bring used batteries from home to support our universal waste program.
- In 2025, TLC hosted an electronics recycling event, where obsolete company electronics employees' personal electronics are recycled properly.
- We also brought in a company for shredding sensitive company and employee paper documents.

Supporting Education and STEM Programs

Education—especially STEM, Food Science and Sustainability education—is a key focus of TLC's CSR efforts.

- We are active supporters of the Chemical Educational Foundation (CEF) and regularly promote its flagship program, You Be The Chemist. TLC Ingredients donates annually to CEF and is a member of CEF's President's Club, contributing \$2000 in 2025.
- The TLC President serves on the Chicago Drug & Chemical Association (CD&CA) Education Committee. Through TLC's involvement with the Chemical Industry Council of Illinois, we also support the Illinois Chemical Educational Foundation (ICEF) and its STEM-focused initiatives.
- In addition, TLC provides \$4,000 of financial support to the Chicagoland Food Science Foundation.
- In 2025, we made our first contribution to EcoRise, which provides opportunities for education and leadership to students in all areas related to Sustainability.

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Philanthropy and Community Involvement

Giving back to our communities is an important part of who we are at TLC. Our philanthropic efforts are organized through three primary programs:

Contribution Matching Program

TLC matches qualified employee donations to not-for-profit organizations, up to \$250 per employee per year, subject to the annual budget. In 2025, TLC employees submitted matching requests to the CSR Committee for a total of \$2,000, to eight different organizations.

Fashion Fridays Program

Each year, all TLC employees have the opportunity to nominate their favorite charity to be the recipient of our annual Fashion Friday program. We have five worthy nominees in 2025 and the winner of the most votes was Lightways Hospice (Joliet, IL).

One Friday per month, employees are encouraged to pay \$5, to dress down for the day. Employee contributions of \$330, plus \$1500 from the TLC Ingredients Charitable Fund, will be donated to Lightways. In addition, all four runners up received \$250 donations.

Community Outreach & Volunteerism

We encourage employees to get involved in charities, schools, and service organizations of their choice. The CSR Committee identifies group volunteer opportunities and sets annual outreach goals.

Truck Driver and First Responder Appreciation

The TLC CSR Team prepared 100 goodie bags with treats, as a token of appreciation for truck drivers, as well as First Responders, including Crest Hill Police and Lockport Fire Protection District.



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Sustainable Supply Chain

As a distributor of food ingredients and chemicals, TLC's sustainability impact is closely tied to the practices of our suppliers. Our customers, suppliers, employees, and communities expect us to take responsibility for social and environmental practices across our supply chain.

We have established clear expectations for suppliers related to environmental management, safe working conditions, fair labor practices, and ethical business conduct. These expectations are documented in the TLC Supplier CSR Code of Conduct. In 2025, 90% of TLC's suppliers provided evidence of compliance with our CSR expectations.

Governance and Reporting to External Stakeholders

In 2025, TLC Ingredients again achieved a Silver Rating on the EcoVadis scorecard. This score places TLC in the top 91% amongst our peers.