



2023 Sustainability Report

(Issued March 2024)





Heartland 2023 Sustainability Report

Contents

- Message from Ted.....3
- Governance.....4
- About Heartland.....5
- Mission.....9
- Culture.....10
- Innovation.....11
- Sustainability.....17
- Corporate Responsibility.....20





Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility



Ted Gelov
Chairman & CEO

Message from Ted

We are proud to present the 2023 Heartland Food Products Group Sustainability Report. In the following pages, you will find information about our company, employees, products, community engagement, and data regarding our sustainability metrics. We believe you will discover that Heartland is a global company managing advanced technologies, processes, and equipment, developing and producing the best food products anywhere.

2023 was a challenging year for our team with economic constraints, supply chain shortages, and false attacks about our products. We found bold solutions to the financial and supply chain challenges while delivering an exemplary On-Time In-Full record. In response to a false report about our products, we have initiated a campaign to provide facts, truth, and credibility to defend the category and our brand.

We are in the third year of our mission, “To Help People Live Happier, Healthier, Healthier, and Longer Lives by making it easier to reduce sugar” (H2L2), kicked off in 2021. It has continued to be a prime platform for our company through 2023 and will extend into the future. Consumers are turning to our brand more than any other in the sweetener category. Our plans to drive awareness and trial of Splenda® nutritional shakes and Splenda® Pitcher Perfect Pods. Additionally, we have received a positive response to both initiatives as evidence that our brand can extend across multiple categories. In Mexico, the launch of powdered drink mixes has begun with early success and grand expectations for this new business.

We have leveraged industry-leading universities to bring top engineering talent to Heartland operations. Through our “*Engineered for Success*” approach, we have become more efficient while innovating and delivering solutions for our customers and consumers. The start of production at our Heartland Florida stevia farms highlight our investments in vertical integration. Growing stevia in the United States reduces our dependency on overseas suppliers, strengthening the supply chain with *Made in America* raw materials.

Looking into 2024, we will continue investing in our employees, manufacturing, Research & Development, and communities. Our Leadership Team will pursue strategies to maintain Heartland as an employer of choice, providing tremendous opportunities for growth. And lastly, we will continue developing and delivering great products enabling people to “*Live Happier, Healthier, Longer Lives, by making it easier to reduce sugar.*”

God Bless

Ted



Governance

Heartland Food Products Group is a privately owned company led by Ted Gelov, Founder, Chairman, and CEO. Indianapolis, Indiana, is the home of the company, Executive Leadership Team (ELT), and a majority of our employees. All of whom reflect Heartland's core pillars of being, Fast, Flexible, and Innovative.

Corporate Responsibility (CR) falls under the guidance of Human Resources. However, the leadership and accountability of CR and Sustainability belong to the Executive Leadership Team. Additionally, the ELT craft's the vision, goals, and guidelines for responsible corporate stewardship, community engagement, and philanthropy.

As the Company evolves in its Corporate Responsibility and Sustainability journey, the ELT will continue to sharpen the focus of engagement, investment, and philanthropic initiatives. This strategic approach will enhance, impact, and impart a proud legacy.

Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility



Ted Gelov
Chairman & CEO

Corporate
Leadership ELT



William O'Connor
VP General Counsel

Corporate
Leadership ELT



Eddie Pellegrino

President
Corporate
Leadership ELT



Rich Doppelfeld
VP Global Human
Resources

Corporate
Leadership ELT



Kris Govindadas

Chief Financial
Officer
Corporate
Leadership ELT



Ricardo Reyes
Executive VP Global
Manufacturing,
Quality, R&D

Corporate
Leadership ELT



Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility

About Heartland

Heartland Food Products Group is a global leader in the consumer-packaged goods (CPG) industry, producing low-calorie sweeteners, creamers, flavors, and a variety of beverages including liquid water enhancers, protein shakes, coffee and teas. Simply put, we make coffee, tea and water taste better. Our sweeteners are also great for baking and using as a replacement for sugar in all applications. From peanut butter cookies to banana bread, low-calorie sweetness starts with Splenda®. Start your day with coffee, fruit, and oatmeal sweetened with delicious, low-calorie products made by Heartland.

Our portfolio includes a variety of branded, licensed, and private label products within multiple categories. We also provide strategic co-manufactured partnerships with many category leaders.

On the branded side of the business, we manufacture and market Splenda, the #1 brand in the low-calorie sweetener (LCS) category and the most recognizable in the world. Since the acquisition of the Splenda Brand in 2015, Heartland has launched new and natural sweeteners in many new formats such as Splenda Stevia Sweeteners and Splenda Monk Fruit Sweeteners, Splenda Liquid Sweeteners, Splenda Coffee Creamers, Splenda Diabetes Care Shakes, Splenda Sweet Teas, and more. To learn more about Splenda, visit <https://www.splenda.com/>.

We are the leading provider of private label sweeteners and liquid water enhancers in the U.S.

Our fast-growing team of product, packaging, and process innovators helps retailers, foodservice operators, and brand owners create consumer-preferred products in a competitive, ever-changing market. We are a vertically-integrated company, investing in manufacturing, supply chain, and distribution. Heartland can execute every element from ideation to placement on-shelf, away from home, or direct to consumer.



Company History



October, the company originates as a small injection and blow mold company.

Plastics business was sold to focus on packaged foods and relocates to Indianapolis.

First case of sucralose sweetener was sold, marking the expansion of Heartland Sweeteners' business as the first alternative sweetener to Splenda®.

Indianapolis Plant and Distribution Facilities are expanded. Adds a spray dry plant and an aseptic bottling line to produce shelf stable beverages.

Heartland develops a cutting-edge cold brewing technology, Java House Coffee®.

Heartland expands into Stevia farming by purchasing 1,465 acres in Lake Panasoffkee and Archer, FL. This is the first successful Stevia Farm in the USA.

1991

1995

1997

2004

2005

2011

2013

2015

2016

2020

2021

2022

Heartland develops its first disposable salt and pepper shakers under its own Everyday brand.

A second factory opens in Dallas, TX to produce portion control condiments.

Expansion into liquid water enhancers (LWE). First to market private labeled liquid water enhancer.

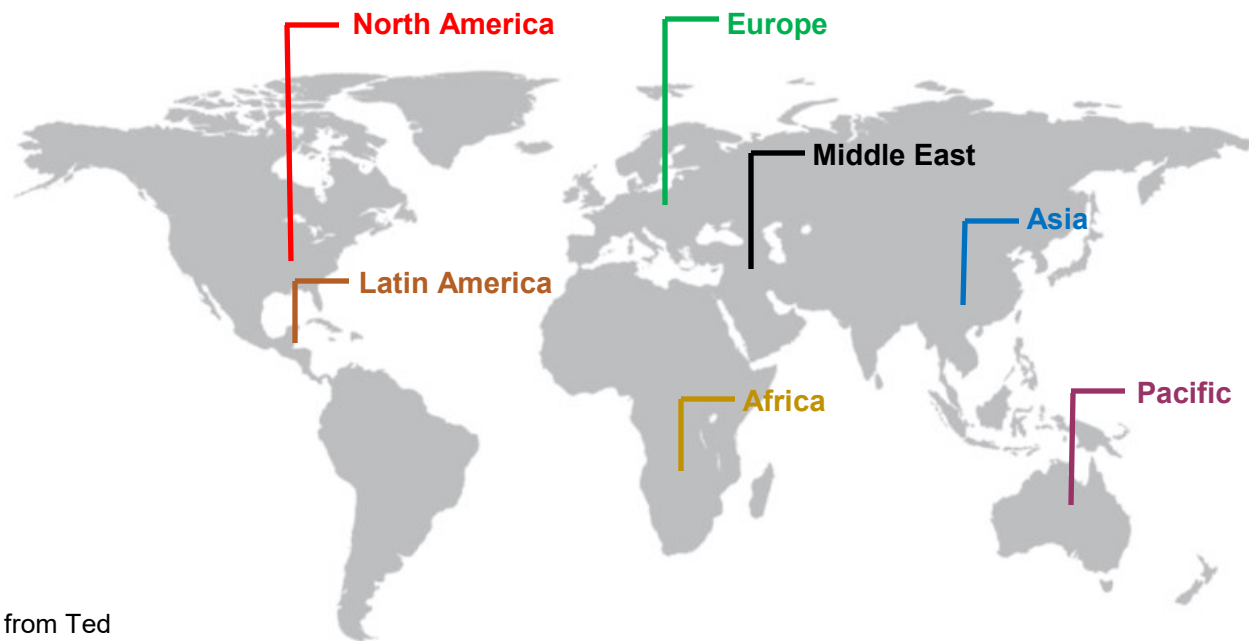
In October, Heartland acquires Splenda® from Johnson & Johnson and became the global leader in tabletop sweeteners.

Heartland's Training & Development Department creates and implements the Career Path Program (CPP) for production employees.

Heartland expands Stevia Operations through the construction of the first successful stevia extraction facility in the USA.



Heartland FPG Around the World - Selling to 40 Countries



1200 Heartland employees around the world are researching, developing, manufacturing, and selling the best sugar replacement products on the market.

Heartland's Worldwide Headquarter office is located in Carmel, Indiana, with additional offices in Bentonville, Arkansas; Amsterdam, Netherlands; Mexico City, Mexico; and Bogota, Colombia.

Our manufacturing facilities are located in Indianapolis, Indiana; and Tultitlan, Mexico. Our products are distributed throughout North America, Europe, the Middle East, Africa, Latin America and Asia-Pacific.

Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility

Featured Business Unit



LATAM - 2023

Heartland Latin America (LATAM), established in 2016, is the regional hub for manufacturing, sales, and distribution in Central and South America. Operating seamlessly, LATAM has become an integral part of the local business landscape, contributing to the growth and development of low-calorie sweeteners.

The near-term goal at Heartland LATAM is to continue expansion in the region and grow as a megabrand with flawless processes and procedures in alignment with the comprehensive mission of Heartland Food Products Group LLC.

Heartland LATAM has a regional corporate office with 50 employees in Punta Santa Fe (Mexico City), Mexico, and a subsidiary office in Bogota, Colombia. The 13,400 m² Tultitlan manufacturing plant with 120 employees produce ten different Splenda® products shipped to customers in Colombia, Costa Rica, Panama, Uruguay, Ecuador, Chile, Dominican Republic, Puerto Rico, Guatemala, and other locations in the Caribbean, Central and South America.

As the sweetener market continues to grow in Central and South America, Heartland LATAM will be there setting the standard for the industry.



Punta Santa Fe Corporate Office



Tultitlan Manufacturing Plant

Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility



Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility

OUR MISSION

We help people live happier, healthier, and longer lives by making it easier to reduce sugar.



WE MAKE IT EASIER TO REDUCE SUGAR

Heartland Food Products Group is a global leader in the consumer-packaged goods (CPG) industry, producing low-calorie sweeteners and liquid water enhancers. Simply put, we make coffee, tea and water taste better. Our sweeteners are also great for baking and sprinkling! From peanut butter cookies to banana bread, low-calorie sweetness starts with Splenda®. Start your day with coffee, fruit, and oatmeal sweetened with delicious, low-calorie products made by Heartland.

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On the branded side of business, we manufacture and market Splenda, the #1 brand in the low-calorie sweetener (LCS) category and the most recognizable in the world. Since the acquisition of the Splenda Brand in 2015, Heartland has launched natural sweeteners such as Splenda Stevia Sweeteners, Splenda Liquid Sweeteners, Splenda Coffee Creamers, Splenda Diabetes Care Shakes, Splenda Sweet Teas and part of the brand's portfolio of products. To learn more about Splenda, visit Splenda.com.





Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility



Heartland is a private company which affords the Chairman and Executive Leadership Team (ELT) the ability to form valuable relationships with employees. Members of management are guided by the servant leadership model of being Friendly, Competent, and Available. This creates an atmosphere where employees often speak in terms of family at Heartland and are celebrated as such.

The ELT encourage and recognize employee engagement, problem solving, goal setting and achievement, demonstrating Heartland's core values consistently, which serve as part of the culture change strategy. Annually, US employees are acknowledged with Heartlife Awards for suggestions concerning improvements in process, product, customer experience, and culture. LATAM employees are recognized annually through the LOVE Awards (Living Our Values Everyday) Program.

Additional appreciation is provided in July for US employees and their families through the Annual Heartland Picnic at Heartland Indianapolis. Each year, this event continues to grow in popularity. In 2023, we had a record of an estimated 1,000 attendees enjoying, food, drink, door prizes, music, and rides for the children. On August 26th, Heartland Mexico kicked off their first "Family Day" event in Tlalnepantla de Baz, Mexico. Many employees and their families participated and enjoyed this inaugural annual event.





**We make coffee, tea and water
taste unbelievably good.**

Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility

Innovation

Everyday we wake up with a purpose, a mission to improve people's lives. We're passionate and take great pride in our work. From humble beginnings as a plastic packaging and novelties manufacturer, Heartland Food Products has grown to become a global leader in the Consumer-Packaged Goods (CPG) industry. From ideation to shelf, no one gets to market quicker, and no one innovates like we do.

Message from Ted
Governance
About Heartland
Mission
Culture
Innovation
Sustainability
Corporate Responsibility



Heartland machine operators, asset technicians, food scientists, engineers, and managers, work together leading innovation and setting the standard for the food industry.

The technology developed and utilized fueling this innovation has resulted in multiple scientific and process patents. Collectively, the result has been health and wellness products which enhance the quality of life for millions of consumers.

H2O2
Happier Healthier Longer Lives

Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility

Daily we are challenged to leverage automation, stream-line operations, and elevate efficiencies to improve quality, productivity and delivery, while keeping sustainable practices and outcomes foremost. Examples include:

- Producing Splenda® packets at a rate of 4,500 per minute
- Reconfiguring a product box size to allow for 29% more product per shipment
- Developing a used coffee grounds drying process to avoid an average of 73 tons a month being sent to landfill and repurposed into chicken bedding



Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility

New Products in 2023

Our innovative spirit provides motivation finding ways to make it easier to enjoy foods and drinks while reducing sugar. Splenda® Multi-Use Syrup, Pitcher Perfect Pods, Diabetes Care Shakes and Food Service Syrups, are the latest products developed in the Heartland Research & Development lab.

Splenda Multi-Use Syrup is not only sugar free but also corn syrup and sodium free. With the introduction of Splenda Pitcher Perfect pods a new marketing segment has been created to compete with other stir-in drink additives. It is sugar free and a great replacement for equivalent products which may require one cup of sugar or more to sweeten adding 96 calories per 8 oz. serving.



Pitcher Perfect

- One liquid pod makes 2 quarts (64oz.) of refreshing pink lemonade flavored water
- Zero sugar
- Zero calories
- No messy powder, easy to make
- No caffeine
- No preservatives
- No corn syrup
- Sweetened with Splenda® Sucralose
- Made with natural flavors

Splenda Multi-Use Syrup

- Versatile and multi-purpose
- Zero calories, No Sugar
- Delicious brown sugar taste
- Replaces maple syrup, honey & sugar
- No preservatives
- Perfect for recipes and usage occasions for both **sweet and savory**



Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility

New Products in 2023

Splenda® Diabetes Care Shakes offer an alternative to more established brands with three delicious flavors of shakes that are a perfect meal replacement or snack because of the 16g of protein and no added sugar. Our Splenda Syrups have arrived! These smooth and flavorful syrups will bring new life to hot coffee, iced beverages, and more to make your day a little sweeter while reducing sugar and helping you reach your health and wellness goals.



Diabetes Care Shakes

- No added sugar+
- 16g protein
- Delicious nutrition shake formulated with the right nutrient balance to help manage blood sugar
- For at home or on-the-go, the perfect snack or meal replacement
- Available in three delicious flavors – Milk Chocolate, French Vanilla, Strawberry Banana
- From the #1 sweetener brand recommended by doctors and dietitians*
- Gluten free, soy free
- Suitable for lactose intolerance
- Available in the Pharmacy Aisle

Splenda Coffee Syrup

- Versatile and multi-purpose
- Great taste
- Perfect for sweetening coffee, tea, and cocktails
- The 50% reduced sugar blend has only 40 calories per serving
- The sugar free blend has absolutely zero calories and sugar per serving





100% Recyclable Pouch

The demands of a global market continue daily. Consumers worldwide becoming more aware of sustainability and sustainable practices, are placing new demands on manufacturers for more environmentally friendly products and packaging.

In 2022, Heartland received notice from the Australian market that the 9.7 oz. pouch used Splenda® granulated product would need to be 100% recyclable by the end of 2023. Otherwise, the product would no longer be able for export to that country.

After one year of development, the Heartland Packaging Research and Development team created a 100% recyclable pouch. This is the first and only recyclable pouch in the United States Sweetener Sector.

This accomplishment is yet another example of living our values in being *Fast*, *Flexible*, and *Innovative* in meeting and surpassing consumer expectations.

Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility



Sustainable Business Practice Results

Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility

3% Scope 1 emissions reduction 2023	33% Scope 2 emissions increase in 2023	17% Waste water decrease in 2023
0% Production waste increase in 2023	155% Improvement in LinkedIn Learning Hours in 2023	62% Improvement in Community Engagement Hours in 2023

NOTE:

Scope 1 Green House Gas: A combination of gases emitted from burning fuels (Natural Gas and Propane) and fleet

Scope 2 Green House Gas: Gases expended by other sources to provide electricity



Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility

Heartland Growing Stevia in Central Florida

Stevia rebaudiana Bertoni, better known as Stevia, is a small shrub native to the region of South America where the borders of Paraguay, Argentina, and Brazil meet. A perennial, stevia can also be grown as an annual plant. It is believed that this plant has been used as a sweetener by indigenous South American people prior to the 16th century.

Today, much of the raw stevia product is produced in China. However, for the past twenty years, researchers at Heartland Food Products Group have been developing their own variety of stevia. During that period, through natural selection, various strains have been grown in pursuit of the best tasting product. Now, that version of stevia has been identified and is being raised at the Heartland Stevia Farms in Central Florida.

The farms were designed with sustainability in mind for plant propagation, cultivation, and production. Once mature, the leaves are harvested and transported to an on-site extraction facility. The facility has a small foot-print and utilizes a cold-water extraction process reducing carbon emissions. We also recover and recycle 91% of the process water. The by-product of the process is spent stevia leaf. Instead of dumping into the byproduct into landfill or a nearby stream, Heartland converts it into high in nutrition animal feed. The last sustainable element is transportation. An additional 19 metric tons of emissions are avoided by shipping raw material from Central Florida to Heartland's Indianapolis, Indiana location instead of purchasing from a supplier in China and shipping to the Midwest.



H2O L2
Happier Healthier Longer Lives



Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility

Continuing the sustainability story, stevia being a perennial, minimizes the need for annual planting avoiding emissions from planting. It is harvested directly from the plant bush with a stevia stripper harvester. When harvesting sugar cane, growers often utilize a technique known as pre-harvest field burning which takes place every year from October through May.

Sugarcane is grown in several places around the world, however in and around the Everglades Agricultural Area (EAA), farmers of approximately 400,000 acres of sugarcane pre-harvest field burn to remove the leaves and tops of the sugarcane plant leaving only the sugar-bearing stalk to be harvested¹.

Other sustainable factors are in the local economy. We are helping America build a new agriculture industry, farming jobs and prosperity to Central Florida. The public surrounding the farms have shown tremendous interest in the project. And, although not full to scale in the venture, we have a line of people already wanting to come and join this effort.

1. <https://sierraclub.org/florida/sugar-field-burning>

H2L2
Happier Healthier Longer Lives





Corporate Responsibility

Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility

At Heartland, helping people live "*Happier, Healthier, Longer, Lives*" (H2L2) is a part of everything we do. Whether we are conducting research for our next Splenda® product, engaged in manufacturing, shipping to customers, training employees, or volunteering in the communities where we live and work, H2L2 is the motivation which drives us to succeed.

Community volunteering has grown in popularity since the 2021 launch. We have aligned our time and philanthropic investments within our five priority areas of *Environment, Employees, Customers, Sourcing/Suppliers, and Community Viability*. In October of 2022, a dedicated Corporate Responsibility Leader was named to lead the CR initiative. This addition has improved employee volunteering through training, vetting in non-profit selection, and creating impact through community engagement.

Heartland produced its first Sustainability Report in 2022 and is now part of the Corporate website. The report has become a document of record for Heartland history, progress, contributions made by our employees, corporate community engagement and partnerships.



Social Compliance

Statement of Principles

Heartland strives to make our facilities a special place to work, with an atmosphere of mutual respect and professionalism. Heartland and our Partners all have a responsibility to uphold these principles by creating an atmosphere in which each employee knows they are valued as an individual and treated with respect and professionalism. Heartland's Code of Conduct enables us to conduct our business and to source production in a manner that is both profitable and socially responsible.

Implementation of this Code of Conduct enables Heartland and our Partners to continually improve performance on worker's rights, labor standards, and other human rights issues integral to the production process.

Compliance with this Code of Conduct is mandatory for all Heartland partners. Heartland reserves the right to immediately terminate its business relationship and cancel all orders with any partner who does not comply with this Code of Conduct.

Work Environment

We are committed to treating all of our employees with dignity and respect and providing our employees with a safe, healthy, clean work environment including appropriate and adequate facilities and protection from hazardous materials or conditions. We expect our Partners to maintain the same standards in their factories. All Heartland entities and Partners must comply with all applicable local laws and regulations governing working conditions.

Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility





Social Compliance

Engage in Fair and Ethical Employment Practices

Fair Wages and Reasonable Working Hours: All Heartland locations and Partners must fairly compensate their employees by providing wages, benefits, and reasonable work hours in compliance with local standards and applicable laws of the countries in which we are doing business. Heartland and our Partners must compensate their employees at a rate equal to, or greater than, the prevailing local minimum wage, including piece rate workers. Heartland and our Partners must not require employees to work more hours than the limits on regular and overtime hours prescribed by applicable law.

Child Labor: We will not accept the use of child labor in our operations under any circumstances and will not purchase product(s) from any Partner that uses child labor. In determining whether a laborer is a "child," we will refer to the local legal minimum age for employment or the age for completing compulsory education in the country of manufacture.

Forced or Compulsory Labor: We will not accept forced or compulsory labor in our operations under any circumstances and will not purchase product(s) from any Partner that utilizes forced or compulsory labor. Every employee must be a voluntary worker. Forced prison labor, or work against the will of an employee, including work required as a means of political coercion or punishment for expression of political views is strictly forbidden.

Our Employees: Heartland believes hiring decisions are based on selecting the most qualified candidate following the Equal Employment Opportunity principle that all people should have the

right to work and advance on the bases of merit and ability, regardless of their race, sex, color, religion, disability, national origin, or age.

Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility

Heartland employees treat each other with dignity and respect across various cultural dimensions guided by the servant leadership model of Friendly, Competent, and Available.





Social Compliance

Legal Compliance: Heartland and our Partners shall comply with the legal requirements and standards of their industry and the laws of the countries in which Heartland and/or our Partners are doing business. Heartland and our Partners shall comply with all applicable export and import requirements. Necessary invoices and required documentation must be provided in compliance with applicable law. All merchandise shall be accurately and clearly marked with its country of origin in compliance with applicable law.

Environment, Health and Safety

Heartland has maintained a long-standing commitment to protect the environment and safeguard the health and welfare of its employees, neighbors and consumers. We recognize nearly every aspect of a manufacturing business has a potential to impact the environment, human health or safety. It is Heartland's responsibility to minimize those impacts and develop solutions to protect people and the environment and allow Heartland to maintain the product quality and value consumers demand. Heartland's approach is to collaborate with its employees, suppliers, customers and consumers to identify, assess and minimize the environmental, health and safety impacts resulting from our manufacturing operations and the manufacturing operations of our Partners.

Monitor Compliance

Heartland conducts regular assessments of its facilities and the facilities of our Partners to ensure compliance with this Code of Conduct.

Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility



*As a brand,
Splenda® has the
highest percentage
of diabetic buyers!*



**DIABETES
CANADA**



Heartland North America Partnerships

Heartland aligns its primary partnerships with focused consumers of our products. More than one half billion people globally suffer from diabetes. In North America alone, 26% of our customers of Splenda products are diabetics.

In 2023, Heartland invested \$650,000 and over 700 hours in partnerships with North American Diabetes organizations. While there is much work to be done in pursuit of the management and cure of this disease, Heartland will continue to produce products that will help improve the quality of life for those needing to reduce their consumption of sugar.

Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility



**Asociación Colombiana
de Diabetes**



**Federación Mexicana
de Diabetes, A.C.**



Asociación de Diabéticos del Uruguay



**ASOCIACIÓN MEXICANA
DE DIABETES EN
NUEVO LEÓN A.C.**
ACÉRCATE Y TE AYUDAMOS

Heartland Latin America Partnerships

The estimated population of the South and Central America (SACA) Region is 467.6 million and 64% is in the age range of 20-79 years but the population pyramid and age distribution are changing. The average prevalence of diabetes in the Region is 8.0% and is expected to reach 9.8% by the year 2035.

Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility

Waste Diversion and Recycling: Heartland manufacturing facilities improvement

Reduce water usage in our production facilities

- 2023: 17% decrease in waste water to 2021 baseline

Reduction of nonvalue added movement of material

- 2023: Four silos have been installed and fully operational with the forecasted reduction of 13 tons of CO2 annually (carbon footprint)

Reduction of plastic totes

- Approximate 500 plastic materials totes are in inventory. Installation of the plant on-demand blending will remove 200 to 400 totes from in-process inventory

Repurpose spent raw materials avoiding going to landfill

- 2023: Drying coffee grounds for resale averts an average of 73 tons going to landfill each month

Increase manufacturing waste diversion from landfill

- 2023: Zero (0) increase in waste diversion to 2021 baseline
- 2023: 1,036 tons recycled

Working toward 100% recyclable product packaging

- 2023: 52% of our packaging is recyclable

Message from Ted

Governance

About Heartland

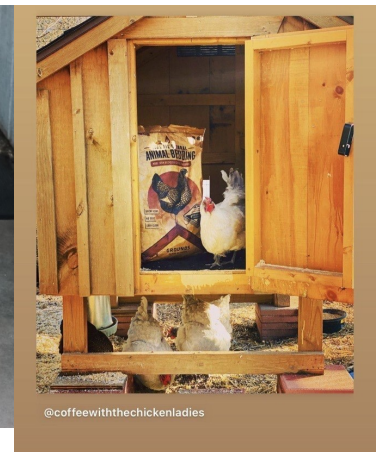
Mission

Culture

Innovation

Sustainability

Corporate Responsibility



Employees



Heartland is the only organization in the Township offering English as a Learned Language classes on site for employees

- Goal: Participation retention rate: 75%
- 2023 ELL Participation retention rate: 75%

Heartland Career Path Program (CPP) for all hourly production employees

- 2023 positions filled through CPP: Greater than 50% of positions filled through CPP

Heartland Compliance Wire Learning Management System

- Goal: Total hours of training per year: 11,000 hours
- 2023 Total hours of training : 43,370 hours a 68% improvement over 2022

Heartland LinkedIn Learning for all salaried professionals

- 2023 Total hours of training: 1,343 hours a 155% improvement over 2022



Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility



Sourcing/Suppliers



Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility

Becoming Less Dependent on Overseas Suppliers (Made in America)

- Carbon emissions reduction from the import of raw materials - Replacing stevia product grown in the United States will save approximately 19 mt CO2e in shipping product from China to Indianapolis
- 2023: Heartland uses 135 ingredients to make its products - 90 domestically sourced

Sustainable Farming: Invest in sustainable Stevia Farming in the United States of America

- Goal: To be the sole source of Stevia for Heartland provided by the Lake Panasoffkee and Gainesville, Florida, Farms
 - 2023: Elements of sustainable farming in place
 - Stevia in production on 1,465 acres in Florida
 - First stevia crop harvested and converted to product
 - Use of cold-water extraction process
 - Use of soil moisture monitoring to minimize the use of irrigation
 - Recycle of 91% of the water for processing
 - 2023 employment grew to 19 associates including 16 Florida residents



Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility

Nutrition Reduction of Calories

- We are committed to supporting health and wellness through consumer awareness and education programs replacing sugar with Splenda® Brand products. In the past 25 years, consumers using Splenda Brand products have reduced 1,000,000,000 (1 trillion) plus calories from their diet and achieved an equivalent weight loss of 300,000,000 plus (300 million) pounds.

Product Quality

- The Splenda Brand is the #1 recommended sweetener brand by doctors and dietitians
- Safe Quality Food Institute: Global food safety and quality certification program, recognized by the Global Food Safety Initiative (GFSI) 15 consecutive years certified SQF (Safe Quality Food) supplier
- Ecocert ICO: #1 inspection and certification body for sustainable development worldwide
- Multiple dietary certifications

Community Viability



Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility

Employee Volunteering

2023 marked the second year of employee community engagement through use of the VTO (Voluntary Time Off) Program. The program has gained popularity with our employees verified by a 62% year over year increase in participation. As the program matures, and employees identify key non-profit partners, volunteering will evolve from a mobilization phase into a more focused approach. In focusing, employee groups will conduct needs analyses to understand gaps and where employee engagement can create impact.

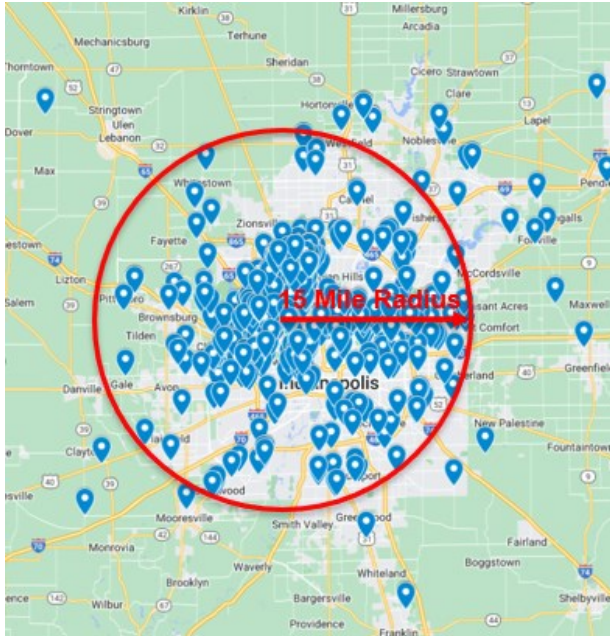


Non-profit Partners

- Diabetes Youth Foundation of Indiana
- American Diabetes Association
- Junior Diabetes Research Foundation
- Second Helpings
- Pink Ribbon Connection
- Versiti Blood Center
- American Red Cross
- Gleaners Food Banks of Indiana
- Hamilton County Parks & Recreation
- Carmel Clay Parks & Recreation
- Hoosier Burn Camp



Community Viability



The Volunteer Time Off (VTO) program is geared towards supporting volunteer activities to enhance and serve the communities in which we live and work

- 2023 volunteer hours: 920 hours a 62% YOY improvement

Heartland offers employment opportunities for residents within a township with the lowest family per capita income in the Indianapolis area

- Goal: Hire hourly production operators within a 15-mile radius of the 84th street manufacturing campus
2023: 90% of hourly production operators live within a 15-mile radius of the manufacturing campus

Heartland purchased our manufacturing facilities to solidify our long-term commitment to the community

- 2023: All United States Heartland manufacturing is performed in Indianapolis, Indiana
- 2023: Purchase of 5.5 acres of land adjacent to the manufacturing campus for future expansion

Community sport and charity sponsorships

- 2023: All Heartland philanthropy is aligned to our H2L2 mission statement

Message from Ted

Governance

About Heartland

Mission

Culture

Innovation

Sustainability

Corporate Responsibility



Heartland

FOOD PRODUCTS GROUP