



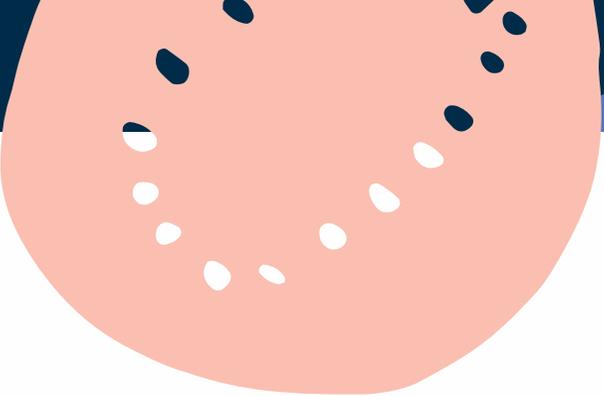
Chobani[®]



New York State Cheese Manufacturers' Association

Spring 2022

Chobani[®]



Who We Are

Our Founding Mission

Better Food for More People





Food Is a Force for Good

Delicious
Nutritious
Natural
Accessible



Our Founder

“We believe everyone has great taste. They just need great options.”

Hamdi Ulukaya





Our Plants

South Edmeston
New York



Twin Falls
Idaho



Dandenong
Australia



What We Do

Milk Receiving



NO rBST⁺

- Milk arrives at the Chobani facility in a “raw” state usually direct from farm.
- It has not been separated, pasteurized or homogenized.
- Each batch is tested against our specs, which include specifications for aroma, color, solids/protein.
- Each tanker contains approximately ~65,000 pounds of milk.
- In total, Chobani receives ~4M pounds of milk each day.

How Much Milk Do We Need?

- It takes 3 gallons of milk to make one gallon of Chobani Greek Yogurt.
- Once the yogurt is strained it is sent to a large tank where it waits to be called on by the filler.
- We call the final yogurt our “white mass.”
- The by-product of straining is whey.



3 gallons of milk

||



1 gallon of yogurt

+



fermented whey

Sleeving



- Blank cups are sleeved individually before being bagged and placed in a tote.
- 10 total sleeving lines – Can produce up to 500 cups per minute on some lines.
- Gives us a lot of flexibility to run different flavors.
- Sleeving can store up to 7 million cups.
- One of our first quality checks to ensure cups are free of debris or foreign objects.

Fruit Room



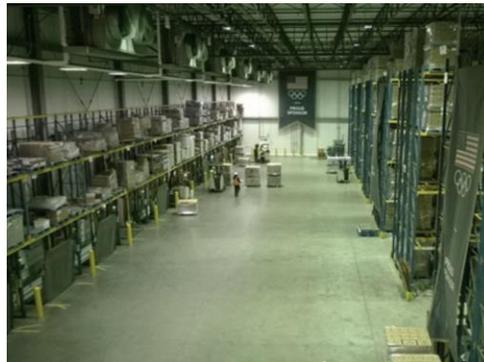
- Every filler has its own fruit skid/line.
- Fruit is the most expensive raw material we use in production.
- Fruit comes in 2000lbs stainless steel totes that are connected using a product hose. The fruit is pumped out of the tote sent to the filler a couple different ways depending on the order

Filler Room



- 12 different fillers
- High production lines can fill 640 cups per minutes

Where Does It Go From There?



Cold Warehouse

- Able to store up to 2 million cases
- Temperature set at 35°F
- There are ~10,500 pallet locations
- When pallets arrive from production, they are set up in racks for 3-5 days and are checked for quality before shipping
- 14 dock doors utilized for incoming and outgoing product

What Does Chobani Do Differently?



Chobani Diversity & Inclusion Objectives

Build an internal environment of unity and inclusiveness while demonstrating a commitment to equity that bolsters our ability to be the best food company in the world.

A culture that celebrates the voices of every person while elevating the voice of historically under-represented and marginalized people groups.

From our founder and CEO, Board of Directors, Executive Leadership, to individual business units and our frontline workers; our promise to keep employees first, our diversity and inclusion efforts will be a constant strategic pillar.



Chobani Circles

- Voluntary, employee-led groups that foster a diverse, inclusive workplace aligned with Chobani’s mission, values, goals, business practices and objectives.
- Chobani Circles are Employee Resource Groups formed by Chobani employees who share a common characteristic – ethnicity, gender, generation, sexual orientation, etc.
- Chobani Employees can join as many Circles as they want.





Chobani Circles

Shared Identities & Experiences

African American
and Black
& *Allies*

Asian & Pacific
Islanders
& *Allies*

Early Career
Professionals
& *Allies*

Hispanic
& *Allies*

LGBTQ+
& *Allies*

Parents and
Caregivers
& *Allies*

Women
& *Allies*

International
& *Allies*

Veterans
and First
Respondents
& *Allies*

Welcome to Twin
Falls



Chobani’s Leadership Attributes

Our leadership attributes spur the actions of all employees to live the Chobani Way. These attributes help Chobani create a culture where everyone can be their best.

<p>COLLABORATIVE</p> <p><i>“A leader who models trust, integrity and fairness – someone who frequently engages cross-functionally and communicates very effectively, in both perception and reality.”</i></p>	<p>INSPIRING</p> <p><i>“A leader with a proven ability to seize new and innovative market opportunities and lead and manage organizational change efforts to propel Chobani’s growth.”</i></p>	<p>CARING</p> <p><i>“A leader with a demonstrated focus on the individual – their safety, wellbeing, growth & development – and a proven ability for difficult conversations when they are necessary.”</i></p>
<p>COURAGEOUS</p> <p><i>“A leader with an exceptional ability to execute the work - continuously set priorities and get the right work done!”</i></p>	<p>PURPOSEFUL</p> <p><i>“A leader with a deep knowledge of the company's history, products, and objectives, and an abiding commitment to fulfilling our mission.”</i></p>	<p>INCLUSIVE (NEW)</p> <p><i>“A leader with a strong proven ability to build teams that are grounded in acceptance and belonging – and celebrate diversity, in all its forms.”</i></p>



“Inclusive”

Embraces Chobani's commitment to continually improve diversity and inclusion across the organization and to create real equitable change. Whether in thought, experience, or individualism: diversity, in all its forms, is recognized, celebrated, and encouraged. Committed to overcoming bias (subconscious or otherwise) for yourself and your team, to elevate our culture for current or prospective employees.

- A demonstrated commitment to diversity in recruitment
- Sets the example in participation in company-sponsored diversity trainings
- Mentorship of persons of different, diverse backgrounds
- Actively learns about other cultures & promotes diversity
- Listens and engages as an ally
- Uses inclusive language
- Considers our D&I policies, along with integration

**The employment policy of Chobani, LLC is to provide equal opportunity to all persons. Our company, therefore, has made a commitment to equal employment opportunity through a positive and continuing affirmative action program. No employee or applicant for employment will be discriminated against because of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, military and/or veteran status, or any other Federal or State legally-protected classes.*



ESL (English as Second Language)



History how it started

- 2019 started a pilot program with funding available through Workforce Development
- Ran a program for small group of learners
- Great success

2021 Reingaged with EnGEN (formerly VOXY)

- 300 employees with English as Second Language were given opportunity to complete a proficiency assessment to evaluate current levels of English — approximately 150 employees completed (50%) — was a volunteer, optional opportunity

2022 – Purchased learning seats for 100 learners

- Custom content built into learning platform
- Orientation sessions held across all shifts
- To date, 60 learners have successfully gone through orientation and have been active in the learning platform



Respect in the Workplace

- Annual training given to ALL employees (as required)
- Specific examples in our training decks relating to our diverse population
- Example scenarios for our interactive training:

Josef works as a fruit room operator primarily on the night shift, and is the only person of color on his shift. Recently, there have been several reports of theft in the locker room, all of which happen during the nightshift. Josef’s supervisor learns of these thefts and begins attending the nightshift to closely monitor the team.

Josef notices that each time he steps away from the line, whether to use the bathroom or take a break, his supervisor closely follows him and keeps close watch on him. Josef begins to notice that his supervisor does not do this with any of other team members.

Could his supervisor’s actions be a problem?



2021 & 2022 Diversity & Inclusion Review



- Held events as D&I learning opportunities:

- Frances Frei – Inclusive leadership
- Sharon Richardson – Soul Food Sunday
- Billie Bean – Pride month celebration
- Boston College Center for Work and Family
- Townhall – Justice & a Time to Heal
- Sara Blakely – Breaking Barriers
- Claudia Romo Edelman - Hispanic Heritage Month
- Thear Suzuki - Continuous improvement
- Bakari Sellers – Black History Month 2022

- Launched our fully paid, company-wide internship
- Continued heritage month reflections from employees – Black/AA & AAPI
- Successfully launched our ERG’s, Chobani Circles
- Partnered with Daymaker to raise \$16.6K to purchase 821 toys for 309 children for the holiday season

Questions?