

Land O'Lakes, Inc.

Statement on the Prevention of Modern Slavery and Human Trafficking

This statement is submitted by Land O'Lakes, Inc., a Minnesota Cooperative Corporation, parent company of subsidiaries including Winfield United Canada ULC; Winfield Solutions, LLC; Forage Genetics International, LLC; Nutra-Blend, L.L.C.; and Kozy Shack, LLC. For purposes of this statement, these businesses are referred to collectively as "Land O'Lakes", "our", "us" and "we" for the financial reporting year ended December 31, 2023, (the "**Reporting Period**"). This report has been prepared and filed pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Act**").

At Land O'Lakes, fair labor and human rights practices are a top priority. Land O'Lakes is committed to treating everyone who works at the company with respect and dignity. The company expects this same commitment from its suppliers and vendors with whom it does business. Land O'Lakes does not engage in human trafficking, child labor, nor do we use forced or involuntary labor within the company. Such practices are also not tolerated within our supply chain base. These expectations of fair labor practices extend to prohibiting forced, bonded, or indentured labor, exploitation of prison labor, and other forms of modern slavery.

Structure and Business Operations.

Land O'Lakes, Inc. is a Minnesota cooperative corporation and is one of America's premier agribusiness and food companies and has more than 8500 employees. We are a farmer and retailer-owned cooperative with industry-leading operations that span the agricultural system – from production to consumer foods. Built on a legacy of more than 100 years of operation, we have some of the most respected brands in agribusiness and food products within our four businesses – Dairy Foods, Animal Nutrition, Crop Inputs and Truterra. We operate in all 50 United States and more than 60 countries.

Land O'Lakes is a good corporate citizen and acts with integrity to do the right thing, every time. Careful stewards of the earth, we work to preserve our natural resources for the generations to come. We are committed to product quality and worker safety. Our suppliers and business partners must share our unwavering commitment to integrity and meet our high-quality standards and expectations that business be conducted ethically and fairly at all times. Our Land O'Lakes Code of Conduct establishes key expectations of our employees to always act with integrity.

We choose Suppliers that follow high ethical standards and apply the same core principles articulated in our Global Supplier Code of Conduct. Like Land O'Lakes, our Suppliers are expected to immediately address any shortcomings, and we encourage our Suppliers to continuously improve their operations.

To foster a culture of integrity and ethical decision making, employees, suppliers and other stakeholders who have questions or concerns about unethical or unlawful behavior are encouraged to raise concerns directly to management or the Land O'Lakes Connect Hotline, which is a confidential hotline managed by an independent third party. The hotline is available at all times either by telephone or through web interface, and persons can report concerns in a multitude of languages.

Risks of Modern Slavery and Human Trafficking.

Land O'Lakes has an ethical culture and long-standing commitment to doing business the right way. The company does employ persons under the age of eighteen in its production facilities,¹ and is committed to fair employment practices including: equitable and competitive pay; provision of safe workplaces; and highest ethical corporate conduct. The Company expects its suppliers and partners to also commit to ethical conduct and fair employment practices throughout their organizations.

The Winfield United Canada business is a distributor of agricultural products including those manufactured by Land O'Lakes' businesses outside of Canada. No one under the age of 18 is involved in the direct manufacture or sale of Winfield's products nor is forced labor or human trafficking used in any part of the Company's operations. These same expectations apply to third party suppliers.

Assessment of Third-Party Suppliers

Land O'Lakes procures supplied goods from third parties that share its ethical values and commitment to fair business practices. Care is taken when selecting suppliers and vendors with whom to do business, and it is common for the company to conduct due diligence with new companies to ensure an understanding of the reputations of the prospective businesses and their ownership for ethical practices. Contracts with suppliers and agreements for purchase commonly include provisions requiring compliance with all applicable laws including lawful employment practices. Increasingly the company is adding provisions that more specifically address prohibitions against use of forced or compulsory labor, child labor, and human trafficking of any kind.

Actions taken in 2023

Land O'Lakes conducts annual training to ensure awareness and compliance with its Code of Conduct. Training completion rates are also tracked.

The Company regularly provides its Global Supply Chain Code of Conduct to vendors and suppliers when entering into and updating agreements. Accountability for compliance is taken seriously and if a concern is brought forward about a third party, it is taken seriously and addressed promptly and appropriately.

Company policies provide for equal employment opportunities for all persons and address expectations regarding compliance matters including fair pay practices, and anti-discrimination and harassment. In 2023, the Company earned the maximum score possible on the 2023 Disability Equality Index and continues to be a leading company on the Human Rights Campaign's Corporate Equality Index for LGBTQ+ and Workplace Inclusion.

¹ Land O'Lakes partners with a small number of non-profit agencies and high schools whereby students may be present at a work site for a short period/limited number of hours to observe or apprentice with an experienced worker to gain insights into types of careers offered within the company. The students typically are supervised by school representatives and receive school credit for work/shadowing opportunities. Work is also compensated at not less than applicable minimum wage.

The Company regularly participates in SMETA audits which provide comprehensive assessment of the Company's ethical and responsible sourcing practices as well as its consistent efforts to meet fair labor, health and safety standards throughout its supply chain.

The Company provides a confidential, free Hotline that is accessible to employees and third parties, including suppliers.

Updates regarding compliance matters and summaries of hotline reports received are regularly provided to the Audit Committee of the Land O'Lakes Board of Directors.

The Company does not charge workers for recruitment fees and obtains proper work authorizations without requiring that workers surrender identity documents such as passports, birth certificates and the like.

The Company complies with applicable pay transparency laws and periodically conducts pay parity reviews to ensure market pay standards are met without regard to status including race, gender and ethnicity.

The Company treats all workers fairly and does not engage in use of physically abusive or humiliating discipline or termination practices, nor is corporal punishment, mental or physical coercion, abuse, sexual violence threats or intimidation tolerated.

Approval and Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information provided is true and accurate in all material respects for the purposes of the Act, for the Reporting Period referenced.

Date: May 30, 2024

Name: Sheilah E. Stewart



Title: Senior Vice President and General Counsel,
Assistant Secretary of the Board of Directors

I affirm that I am authorized by the Land O'Lakes Board of Directors to oversee submission and affirmation of this statement on behalf of the Company.