



Corporate Social Responsibility Report

2022

Introduction

Antunes is proud to be family-owned and operated, with the second and third generation currently working inside the company today. From our headquarters in Carol Stream, Illinois, we've grown to become a leading custom solutions provider of countertop cooking equipment and water filtration systems for the global foodservice market.

At Antunes, we don't just solve problems for our customers. We create the right solutions. That means offering innovative products of the highest quality, backed by our team of industry experts and our commitment to personal service. It's what we've been doing for more than 65 years — and it's what we continue to do every day for our customers around the world.

From our founding in 1955, August J. Antunes built our company on values that are instilled in our work to this day — principles like integrity, respect for people, excellence, passion and family.

Antunes' Corporate Social Responsibility is rooted in our desire to positively impact our team members and the world. We understand that to become an enduring great company, we must be good stewards to our team members, customers, communities, and environment.

We have an infinite mindset. It is about the next generation and generations to come.



Table of Contents

Working with Purpose.....	3
Antunes Uniques	4
Team Member Highlights	5
Responsible Culture	6
Awards Received	8
Environmental Sustainability	9
Giving Back & Community Involvement	11
Product Solutions	12
2023 Goals	13
Acknowledgements	14

Working with Purpose

Antunes' Corporate Social Responsibility is led by the rooted desire to positively impact the world while building an enduring, great company. As a family owned and operated company, we are uniquely positioned to have a strong purpose-driven culture. In our vision statement, we highlight family as one of our values. "We are one family, a strong and caring community. We foster personal growth and development and support our team members."

Antunes would not be successful without our amazing team members. Our goals align with our team members growth and finding new team members that meet our culture. This positive responsible culture does not happen without being intentional in our hiring process, in our onboarding program and our constant attention to stating and FOLLOWING our Core Values and Beliefs.



As we continue on our Social Purpose and Sustainable journey, we have found that the more we push out sustainability, a learning culture, and giving back through volunteering and donations, people are excited to step up and make a change. We are looking forward to continuing these values in the next generation and generations to come. We hope through our actions, it helps encourage others to do the same.

Purpose Statement

We exist to make our customers successful while positively impacting the world in motion; as we improve the enjoyment of food and water for everyone.

Mission Statement

To continue our growth as a world class provider of innovative solutions to the global foodservice industry, ultimately transforming our position in the marketplace.



INTEGRITY

We keep our word. We are ethical. We hold ourselves to a single high standard of integrity in everything we do.



EXCELLENCE

We continually pursue excellence. We expect every solution, product and service that we provide to consistently exceed the customers' expectations. We are accountable.



PEOPLE

We respect and trust each other. We value the diversity of our workforce. We invest in our team members. We believe in the worth of every individual and the future of our company is dependent on these team members.



PASSION

We are passionate about building an enduring great company. By doing so, we serve all of our customers, team members, suppliers, and the societies we touch.



FAMILY

We are one family - a strong, caring community. By fostering personal growth and development, we empower and support our team members. As a family-owned and operated organization, we have a tradition of preparing future generations.

Antunes Uniques



"As a family owned and operated organization, we have a tradition of preparing future generations. We set our goals for the long term. Part of our company bonus program is based on Infinite Mindset Goals such as 25 learning and training hours per team member; less than 10% voluntary turnover; and over 40% of our promotions are from internal candidates.

If we are a People First company, all of the other financial and profit goals will fall into place. We will have engaged and innovative team members who will help to grow the company and themselves into the future.

- Glenn Bullock, Chief Executive Officer

"As good corporate citizens, Antunes takes Sustainability seriously. We empower our team members to seek out new ways to make continual improvements in all aspects of our company.

We can't wait for others to make a positive impact on the world. We don't have a Plan B; we don't have Planet B. Antunes needs to make a positive impact on our planet, and we are taking positive steps now."

- Jane Bullock, Chief Purpose Officer

Team Member Highlights

285

Team Members in
Carol Stream

43

Team Members in
Suzhou, China

7

Team Members in
Chennai, India



65+
Years Family Owned
and Operated



500+
Global Restaurant
Chains Served



150+
Countries Using
Our Products

GLOBAL REACH

UNITED STATES
CORPORATE HEADQUARTERS
Carol Stream, Illinois, USA

CHINA FACILITY
Suzhou, China

INDIA FACILITY
Madhavaram, Chennai

WORLDWIDE REACH
SALES CENTERS
Africa

150+ COUNTRIES SERVED
North America, Latin America, Europe, Africa, and Asia



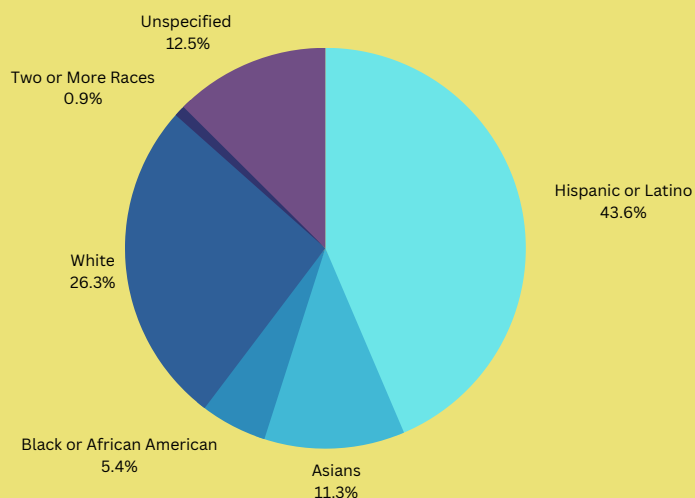
38% of women in
management roles

14,090 Training
Hours Recorded

50 Average Hours
per Team Member



Team Member Nationalities



61%
Internal
Promotions

6%
Voluntary
Turnover

75 Team Members 10+ years
25 Team Members 20+ years
13 Team Members 30+ years
2 Team Members 40+ years
1 Team Member 50+ years

Responsible Culture

Antunes would not be successful without our team members. In our vision statement, we highlight family as one of our values because we are one family, a strong and caring community.

Antunes has a culture of learning where we foster personal growth and development to support our team members. We offer training courses, LinkedIn Learning memberships, higher education reimbursement and apprenticeship programs to promote career development for our team members. The apprenticeship program offers training in welding, fabrication and maintenance for our team members and local high school students.

We also offer a scholarship program for the children of our team members to support their college careers. The scholarship is offered to team member's children payable for 4 years of education. The application requires high school transcripts, two references, and a creative project to be completed. We awarded the scholarship to four individuals for the first time this year!

Antunes is passionate about helping our community in by offering local volunteer opportunities during work hours. We've raised over 900 hours of volunteer hours with donating \$23,000 to various organizations with our Dollars for Doers program.

We believe it is always better to give than to receive and that's one thing that we do, because it's the right thing to do.

Career Development

- Internal Team Member Promotions
- Individual Career Development Plans
- Apprenticeship Program to learn Welding, Fabrication, & Maintenance



Culture of Learning

- Learning Hours Requirement- 25 minimum per Team Member
- Learn and Grow into their ideal careers with Antunes
- Summer Internship Program

Responsible Culture



Wellness Programs

- Onsite Medical Clinic
 - Easy Access Medical Care for Team members & their families
 - Free Biometric Screenings
 - Free Flue Shots
- Onsite Fitness Gym
- Preventative Health Updates

Diversity brings Innovation

- Cross Functional Diversity Teams
- Celebrate Heritage of Team Members
- Engage Team Members
- Team Building Initiatives



**SCHOLARSHIP
PROGRAM FOR TEAM
MEMBERS CHILDREN**



**REDUCTION
OF PAPER**



**TRAINING
OPPORTUNITIES**



**CELEBRATION OF
HERITAGE OF
TEAM MEMBERS**



Awards Received

Antunes has been privileged to receive many awards through the years, and it only encourages us to move forward as a company and continue to make a difference however we can. Whether it's our work in the community through respected charities or our relationships with suppliers and business partners, Antunes is proud to make a difference at every level.

Antunes participates in a Top Workplace engagement survey every year. The survey, which has cumulatively collected more than 23 million other responses from over 70,000 organizations, compares responses from our Antunes team members.

In 2021, Antunes placed 3rd for Top Workplaces in USA for manufacturers in the 150-499 employee's category. In 2022, we were recognized by Top Workplace USA as the 14th best midsize organization in the Chicagoland area. The Manufacturing Industry, as well as Culture Excellence awards in Innovation, Compensation & Benefits, Work-Life Flexibility, Purpose & Values, Employee Appreciation, & Employee Well-Being.

In 2022, Antunes also received reputable awards through the Water Quality Association and the DuPage County Environmental Committee for our Environmental Initiatives. The Water Quality Association gave Antunes The WQA Excellence Award which is given to WQA member companies who excel in their operations, innovation, customer service or community involvement.

Antunes partnered with SCARCE, a local environmental non-profit organization, to complete a Green Audit of our building's energy use, water consumption, indoor air quality, green cleaning, resource conservation, and recycling initiatives. DuPage County Environmental Committee then recognized Antunes for our initiatives to conserve resources, create a healthy environment, and commitment to clean water by awarding Antunes with an Earth & Water Flag Proclamation.

Top Workplaces USA Awards



Top Workplaces Regional Awards

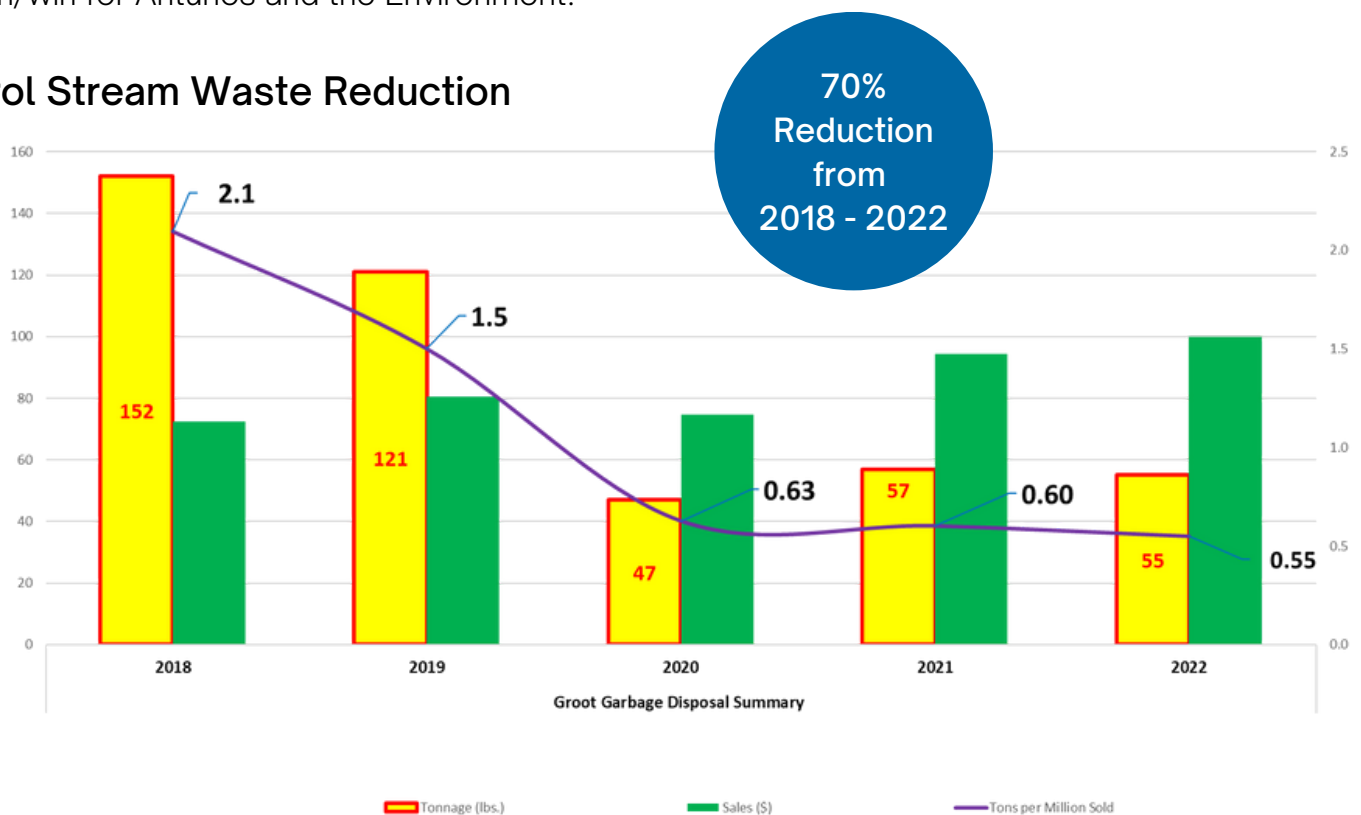


Environmentally Sustainable

In 2018, as we expanded our facility, we made the decision to enhance our environmental sustainability in our building by installing parking pavers, offering bike racks, and electric car recharge stations to promote lowering our carbon footprint.

As part of this dedication to becoming more sustainable, we chose a goal to reduce our waste going to the landfill by 5% each year. In doing so, we partnered with a local recycling company to recycle our steel, aluminum, wood pallets, plastics, cardboard, and paper. In 2022, we started composting food scraps, paper towels and toasted burger buns for testing our customer's product. We found that by taking the time to review our waste streams, we actually decreased our waste collection costs while greatly reducing the amount of garbage going to the landfill. A win/win for Antunes and the Environment.

Carol Stream Waste Reduction



We reduced our waste by 70% in 2018 to 2022 by recycling paper, cardboard, plastic and steel by partnering with a local company, United Scrap. We started composting in August 2022.

573,000

Pounds of Recycled
Stainless, Steel, &
Aluminum

348,000

Pounds of Recycled
Corrugated, Wood,
and Plastic

Composting
Average **73 lbs**
a week

Food Scraps, Toasted
Burger Buns, and Paper
Towels

Being Environmentally Sustainable

1

Installed 936 Solar Panels which provides 12% of our energy usage; Increased green energy purchases from 35% to 50%.



2

Reduced Landfill Waste by composting food scraps, compostable paper towels and toasted burger buns for testing. Accumulating an average of 73 pounds per week since August 2022.



3

Eliminate plastic and paper cups, plates & silverware by using Eco Plates. Antunes team members received reusable hot/cold cups. We also replaced our paper business cards to digital cards using QR codes.



4

We found new ways to use sustainable packaging for our equipment. We purchased a box making machine to customize our equipment packaging and lessened packaging waste.



Giving Back & Community Involvement

Antunes is proud to support a variety of non-profit organizations and their missions by dedicating time, resources, and matching donations from our team members. Our responsible culture empowers team members to help others. We give back not because we need to, but because we want to. We have boundless enthusiasm to make a positive impact on the world.

Antunes engages in meaningful, consistent participation in activities that support and improve the lives of others in both the communities we work and live in. We host an annual Carol Stream clean up of the stream and pond near our building. We host fundraising events at our Carol Stream facility to donate winterwear, school supplies, holiday gifts and donations for Splash. We host an annual golf outing to raise money for Splash by golf participation and a silent auction. In 2022, we partnered with Northern Illinois Food Bank to host their Easy Eats packaging program and created over 500 meals for local families. Through these collaborations, we make a difference as we positively impact our community.

Corporate Charity Splash

Since 2007, we have worked with Splash to not only equip them with quality water treatment systems but also to raise awareness and funds for their goal of providing clean drinking water and hygiene solutions to children around the world.

Donations Raised: \$147,700

Matching Donations Program

We love to support the non-profit organizations that our team members are passionate about by matching their donation. Throughout the year, we will match up to \$200 per team member, per year.

Team Members Donated: 23
Matched Donations: \$4,050

Commitment to Volunteering

Antunes offers volunteer opportunities for team members during work hours for individuals that are unable to volunteer in their free time. We donate \$25 per hour to the organization our team member volunteers with our Dollars for Doers Program.

Total Volunteer Hours: 935
Total Dollars for Doers: \$23,365

Other Charity Donations

We support our customers that share values aligned with ours by donating to their corporate charities. We also donate to other charities that are important to our team members and our organization including Breast Cancer Research, MS Research, and Ukraine Relief.

Total Customer Donations: \$61,500



Product Solutions

Antunes is committed to developing reliable, energy efficient equipment solutions that are designed for the most challenging foodservice operations. We're obsessed with quality and reliability, developing equipment that lasts longer and stays out of landfills. Through this commitment and collaborative efforts, we make a lasting positive impact on our communities, customers and the world.



Energy Savings

- Recognized by 3rd Party for Leading Energy Efficiency on 6 Toasters
- Incorporate fewer moving parts
- Using less energy when operating and emitting less heat

Improved Food Yield or Reduction in Food Waste

- Sauce Dispenser utilizes all of the product
- Steam food for prethermalization instead of wasting product
- Toaster settings for consistent product



Use Eco-Friendly or Sustainable Materials

- VZN Cartridge Lifespan
 - Reduction of Cartridges to the Landfill
 - 1:8 based on End of Year sales
- Reduction of Packaging Materials

2023 Goals

1

Continue to offer volunteer opportunities during work hours in hopes to increase our team members Volunteering efforts and Dollars for Doers Donations initiative.



2

Set Design Standards for our equipment to be made with energy efficiency and sustainable parts in mind.



3

Work with our suppliers to share our values and educate them on Antunes expectations in being more ethical and sustainable in their everyday work.



4

Continue telling Antunes' story and share our passion for Corporate Social Responsibility and Sustainability with other companies in the Food Service Industry and our local community.



Acknowledgements

Antunes published this report to provide an overview of our company's Corporate Social Responsibility & Sustainability Initiatives.

This report is for the calendar year ended on December 31, 2022, with select data included with respect to subsequent years. Below, list down the names of those committed to these projects, such as:

2022 Purpose Champions Team:

Jane Bullock, Chief Purpose Officer
Tom Krisch, Executive VP of Sales & Marketing

Michael DeBonis, VP of Operations
Melissa Neckopulos, VP of Marketing
Daniel Schmidt, Managing Director of International Business
Sarah Bullock, Corporate Social Responsibility Coordinator

Juan Ortiz, Corporate EHS & Facilities Manager

Antunes Marketing Team including:

Daniela Urrutia, Creative Design Supervisor
Krystel Moran, Social Media Manager

We could not be a successful company without our Team Members. We thank them for their loyalty and support in our efforts to contribute and continuously improve our Corporate Social Responsibility & Sustainability Goals.

Contact

Antunes
180 Kehoe Blvd. Carol Stream, IL 60188
630-784-1000
www.antunes.com

