



2025 IMPACT REPORT



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A MESSAGE FROM OUR OWNERS

Glenn Bullock, CEO

At Antunes, we are a people first and growth-minded company guided by an Infinite Mindset. As a family-owned and operated business, we are committed to building an enduring, great company that will thrive for generations to come—rooted in our values and looking confidently toward the future.

Today, the third generation of family members are actively working in the business, and we are intentionally developing the next generation of leaders through thoughtful succession planning for our key executives. This long-term approach allows us to invest in our people, strengthen our culture, and continue growing with purpose.

Antunes is grateful to have strong, dedicated team members and we aim to positively impact our team, their families, and our communities. Our legacy is to keep making a difference for a better world.

As well as celebrating our 70 years as a company in 2025, we celebrated a devoted team member, Salomon Garcia. With over 53 years at Antunes, Salomon, hired as our seventh team member in 1972, exemplifies our values of passion, integrity, excellence, and commitment. We're proud to have him as part of our family.

We celebrate all of our team members whose dedication and embodiment of our values and purpose pillars continue to inspire us and drive our mission forward every day.



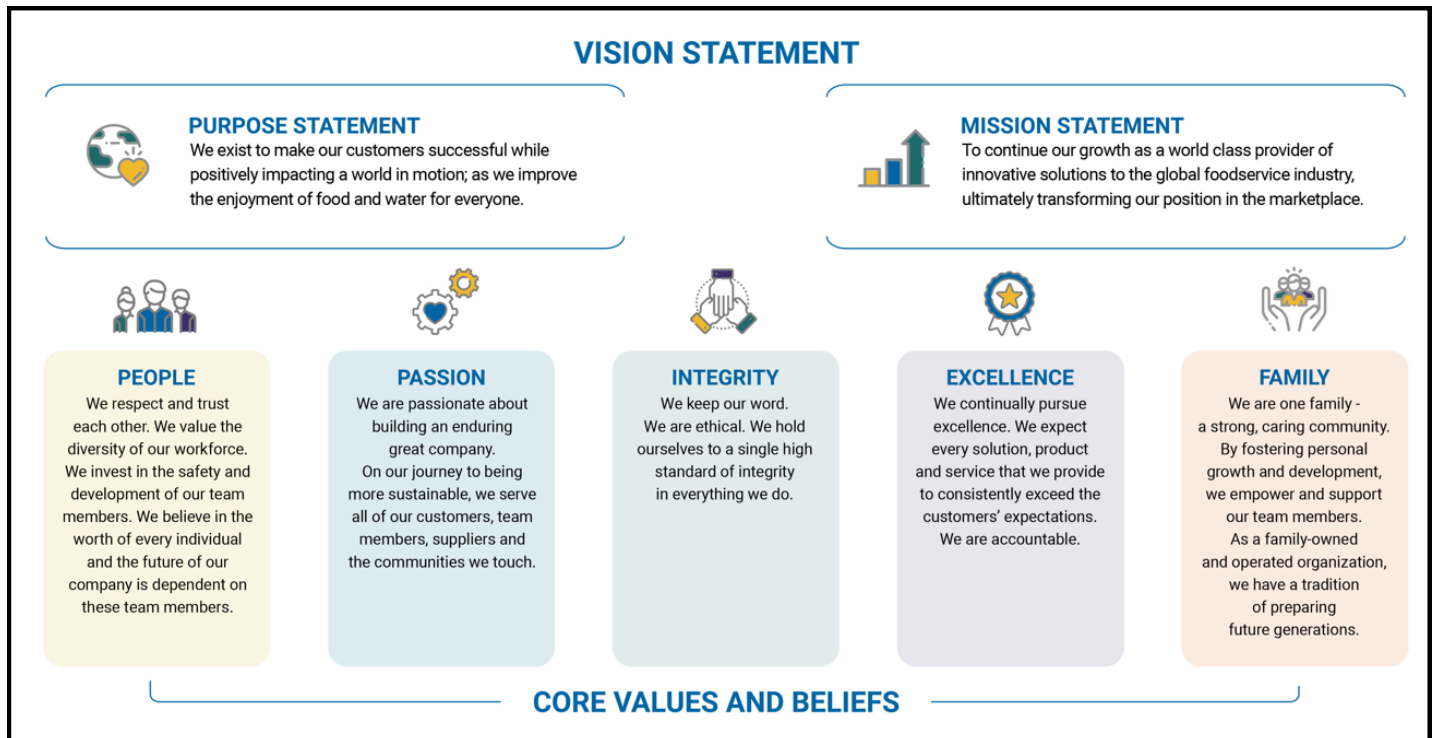
**TRUSTED
SINCE
1955**



Jane Bullock, Chief Purpose Officer

The Antunes Company has had 70 years of growth. As the founder's daughter, I am proud to witness our transformation from a small manufacturer's representation to a global food service and water filtration business serving millions worldwide. We have intentionally built a People First, Purpose Driven company, striving for team member success and positive impact on our customers, suppliers, and communities. In the next 70 years, we will continue to act with purpose to make a difference in the world.

OUR VISION STATEMENT



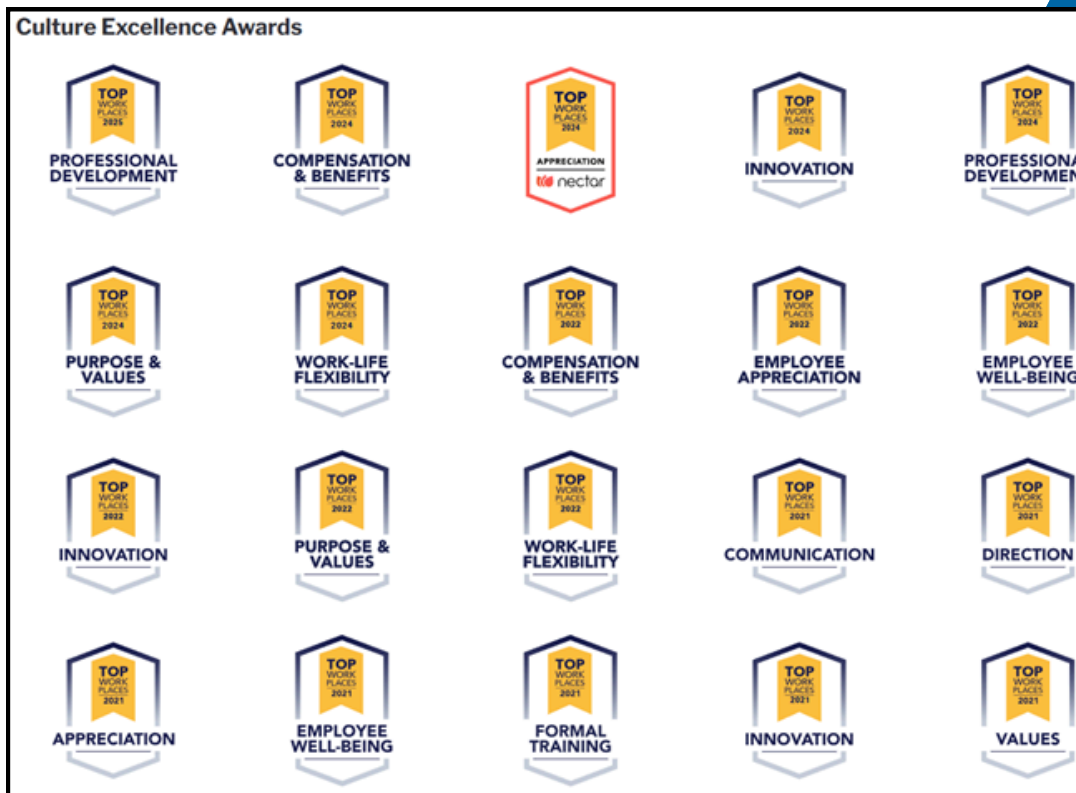
OUR PURPOSE PILLARS

The Purpose Pillars at Antunes serve as the foundation for how we live out our Core Values and Beliefs every day. They were intentionally created to put our values and beliefs into action by empowering every team member to make a positive impact on the world.



TOP WORKPLACE AWARDS

In 2025, Antunes continued its tradition of excellence by earning multiple Top Workplace Awards, including recognition for its outstanding culture and team member engagement. The company was honored for achievements in Innovation, Work-Life Flexibility, Compensation & Benefits, and Purpose & Values, reinforcing its commitment to creating a supportive and dynamic work environment. These accolades highlight Antunes' dedication to fostering a people-first culture and maintaining its reputation as one of the best places to work in the industry.



TEAM MEMBER HIGHLIGHTS

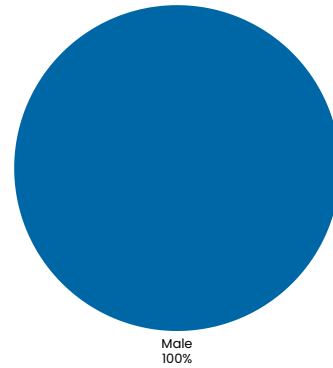
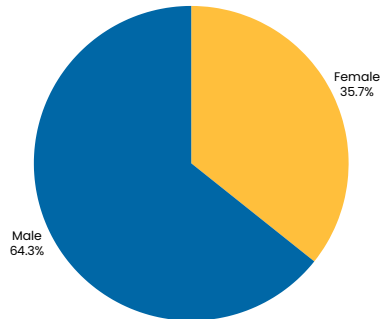
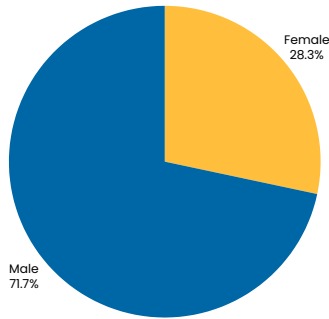
Carol Stream, IL, USA

Suzhou, China

Chennai, India

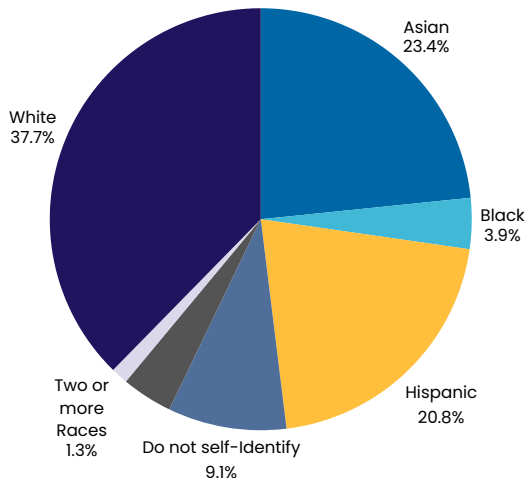


Leadership Team

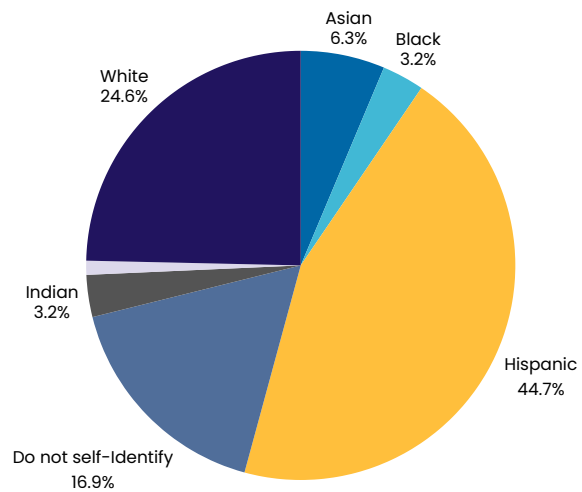


All Antunes Locations

Leadership Team



All Team Members



Team Member Longevity All Antunes Locations



CELEBRATING 70 YEARS OF ANTUNES: HONORING OUR HISTORY AND LEGACY



This year marks Antunes' 70th anniversary. Since its founding in 1955 by August J. Antunes, the company has grown from a small team to a global organization rooted in people, passion, integrity, excellence, and family. These values have driven our progress and shaped our relationships with customers, partners, and our team members. As we celebrate this milestone, we honor our history, recognize those who contributed to our success, and look forward to continued growth and positive impact. Thank you for being part of our journey.



RESPONSIBLE CULTURE

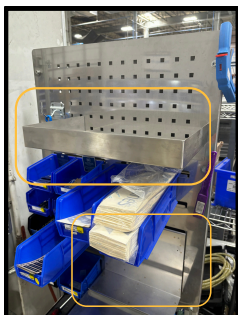
Responsible Culture means putting people first by promoting integrity, respect, and continuous learning. Targeted training like our Yellow Belt and LEAN programs, along with mentorship for interns, supervisors, and line leads, empowering team members to grow and collaborate. These efforts support ethical decision-making, transparency, and a safe, thriving workplace aligned with Antunes' core values.

- **People-first values:** Encouraging continuous learning, development, and growth among team members
- **Training Opportunities**
 - Yellow Belt Programs in Manufacturing assists with process improvement by gathering data, mapping workflows, and tracking progress under Green or Black Belt guidance.
 - LEAN Training teaches that even small process changes can boost efficiency and quality. Key takeaways include using visual management, working together, and continuously improving through data.
 - STEP Learning Opportunities are seminars led by Antunes team members that cover technical and strategic topics, helping employees enhance skills and support ongoing professional growth.

Yellow Belt Project

Before: Daily production tools: laptop and gloves positioned at the workstation.

After: Team Member worked with OPS engineer to design and fabricate tool/inventory bin holder for items.



LEAN Training

A total of 54 team members were trained, resulting in 108 cumulative training hours.



RESPONSIBLE CULTURE

Mentoring Summer Interns

Antunes hosted 15 interns this summer in departments such as engineering, marketing, supply chain, IT, and accounting. Interns gained hands-on experience through projects and teamwork, praised the company's inclusive culture and values, and appreciated opportunities for mentorship and cross-department collaboration.



View our Website for Full Blog:
[In Their Own Words: 2025 Antunes Summer Intern Reflections - Antunes](#)

Safety

Weekly safety audits and ongoing first aid training keep Antunes compliant with OSHA standards and ensure staff are ready for emergencies. These initiatives, tied to our broader commitment to safety and inclusion, contributed to achieving 1,000 days without a lost-time incident—a milestone reached through daily safety practices, teamwork, and shared responsibility.

Cultural Celebration and Inclusion

Antunes promotes inclusion and cultural appreciation through events designed to connect team members like Diversity Day potluck, International Women's Day speed chats, Company Social Hours, and monthly Anniversary and Birthday Celebrations with our Owners. These events as well as strategic planning, cross-functional diversity teams, and themed Corporate Social Responsibility focused events foster community, responsibility, and empower employees to lead meaningful projects.



DIVERSITY TEAMS

The Diversity Teams at Antunes lead a wide range of cultural, community, and inclusion-focused efforts designed to strengthen connection, build awareness, and empower team members to contribute to a more inclusive workplace.

Change Maker Events

The Change Makers group organizes cultural events to promote participation and raise awareness of our diversity at Antunes. This year, the Diversity Team is highlighting team members from the Dominican Republic, Jamaica, and Romania.



Team Unity promotes Community Involvement & Volunteering

Team Unity organizes blood drives at the Carol Stream headquarters, enabling staff to donate during work hours. Through the Dollars for Doers program, we contribute \$25 per volunteer hour to Versiti, supporting blood donation and related efforts in the Chicagoland area.

**Blood Drive
2025
Donations**

53 Team
Member
Donations

160
Patients
Helped

**Blood Drive
2023 - 2025
Donations**

190 Team
Member
Donations

570
Patients
Helped

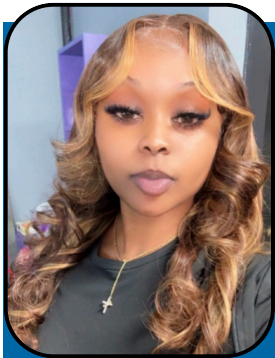
The Wolf Pack facilitates The Glenn Bullock Scholarship Award

The Glenn Bullock Scholarship Award provides four years of educational aid to children of Antunes team members. Its goal is to help students advance beyond high school and helps families support their children's academic ambitions.



GLENN BULLOCK SCHOLARSHIP AWARD WINNERS: WHERE ARE THEY NOW

In five years, twenty students have received the Glenn Bullock Scholarship Award. Recipients say the scholarship helped them pursue education, earn degrees, and clarify career goals. Many described its positive impact on their lives. Below are messages from a few of our scholarship winners.



Amareya New, 2022 Winner

"I graduated with my associates of science majoring in biology. I will be transferring to Loyola. I am beyond grateful. It would have been extremely rough to have to pay for school and I would not have gotten to where I am as quickly as I did if it wasn't for this scholarship."



Staciana Adan, 2024 Winner

"I'm so grateful for this opportunity which has really helped me to pursue something that I love. I'm currently in my second year of my Bachelor's in Finance, which I plan to graduate by February 2029. I hope to do an accounting internship at Antunes to help gain hands-on experience and continue to work with Antunes after I graduate."

Oswaldo Arreguin, 2024 Winner

"It has helped me tremendously these first two years of my college journey. I am currently in my 4th semester, and am currently on track to graduate in the next four semesters."



Narjis Tahir, 2022 Winner

I am eternally grateful to Antunes and the team to help me get to where I am today. Antunes provided not just financial support but also professional support as I worked through my education and started my career. I graduated from DePaul University in June 2024 with my BSB in Accounting. I have been working as an auditor at Plante Moran since January 2025 and plan to work towards getting my CPA in the future.



Ludwing Velasquez, 2024 Winner

I'll be graduating in May, 2028. This semester has been great as I pursue a double major, the first one being in Information Systems and Analytics, and the second one being International Business. With these two majors my main plan is to become a Business Intelligence Analyst.

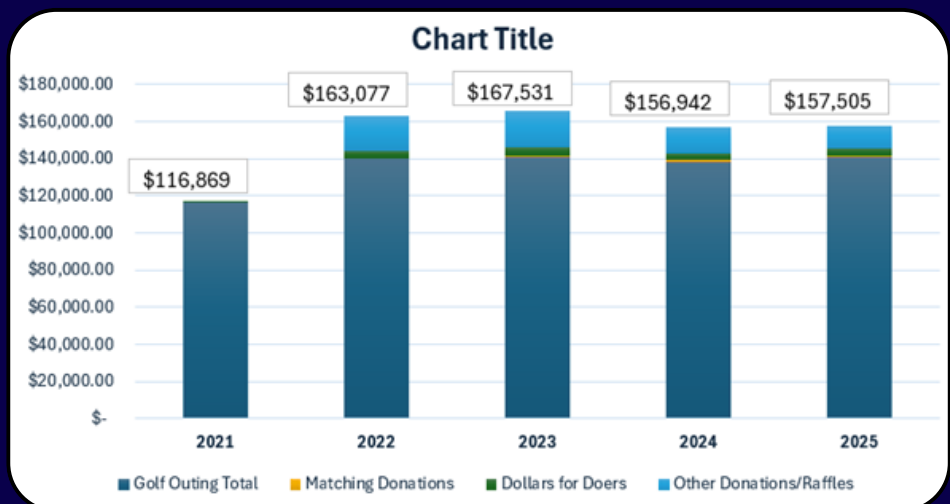
GIVING BACK

Antunes is dedicated to making a positive impact through charitable outreach, volunteerism, and supporting causes important to our team members and communities, especially its corporate charity, Splash. Guided by core values and strategic planning, the company's robust volunteer program, matching donations, and humanitarian efforts drive meaningful change locally and globally, making social responsibility a central part of its culture.

CORPORATE CHARITY: SPLASH

Antunes' official charity partner since 2007, Splash provides clean water and hygiene solutions to children globally. Antunes supports Splash Fundraising events like Spirit Day, Raffles and the Annual Charity Golf Outing.

TOTAL 2025
SPLASH
DONATIONS:
\$157,505



Matching
Donations
\$5,950

Other
Donations
\$65,820

Antunes matches employee donations up to \$200 per year/per team member and supports various non-profit organizations and customer charities, including equipment donations.



COMMUNITY INVOLVEMENT

Antunes defines Community Involvement as a core Purpose Pillar that reflects its commitment to meaningful, consistent participation in activities that support and improve the lives of others in the communities where its team members live and work.

Headquarters: Carol Stream, IL

- **Annual Pond & Stream Cleanups** offers team members the chance to volunteer during work hours by helping clean up the Antunes property, including the pond and stream areas.
- Partnerships with local nonprofits like **Northern Illinois Food Bank** for meal packaging.
- Mentorship programs and facility tours with **local high school students** interested in manufacturing careers.
- Packaging 200 Hygiene Kits for foster children 14 years and older through a partnership with **Dave Thomas Foundation for Adoption**.
- **Blood drives with Versiti** to help ensure a steady blood supply for patients who depend on donations in our community.

COMMUNITY IMPACT



COMMUNITY INVOLVEMENT

Suzhou:

- Suzhou team members engaged in community service by visiting impoverished elderly residents who live alone. They also donated daily necessities and food
- Volunteers at a nearby school to assist with their community engagement initiatives



Chennai:

- Visited the Menadora Foundation's ECRC Sholavaram Campus with the aim of offering support, fostering positive relationships, and establishing meaningful connections with the residents
- Supported ECRC members by delivering essential items, healthy meals, and meaningful interaction. The visit showed our commitment to community service and spreading positivity

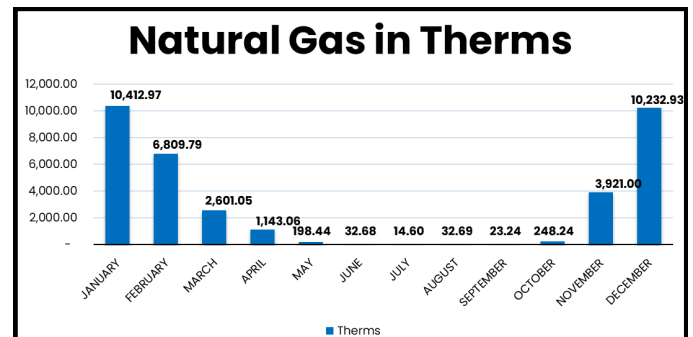
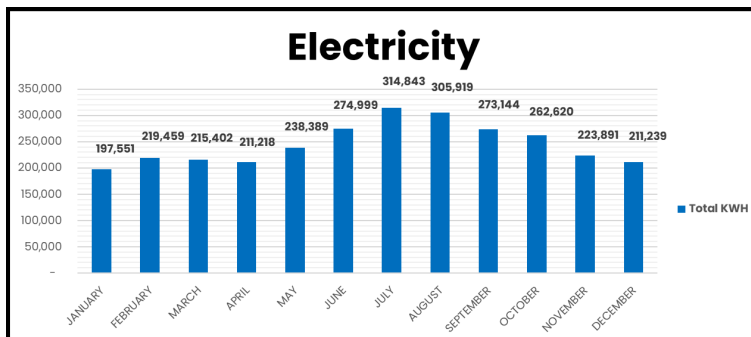


ENVIRONMENTAL SUSTAINABILITY

Antunes is about preserving resources, preventing pollution, and minimizing environmental impact across all levels of the organization. The company installed 936 solar panels and monitors energy and water use quarterly to cut its environmental impact and pursue further sustainability goals. Antunes also puts its environmental values into action by reducing waste through recycling, composting, and working with local facilities.

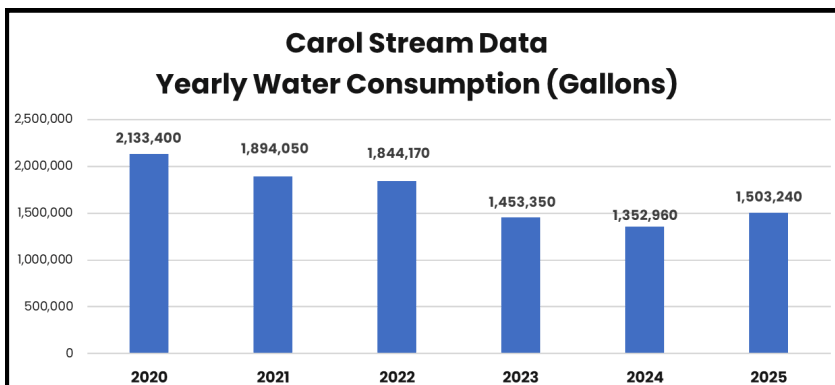
• Energy Reduction

- Antunes reduces its carbon footprint by installing solar panels, increasing the use of green energy, and improving energy efficiency to lower electricity and natural gas consumption across its operations.



• Water Reduction

- Antunes reduces water usage by implementing conservation initiatives such as optimizing irrigation systems, monitoring facility water consumption, and designing product solutions that use water more efficiently.



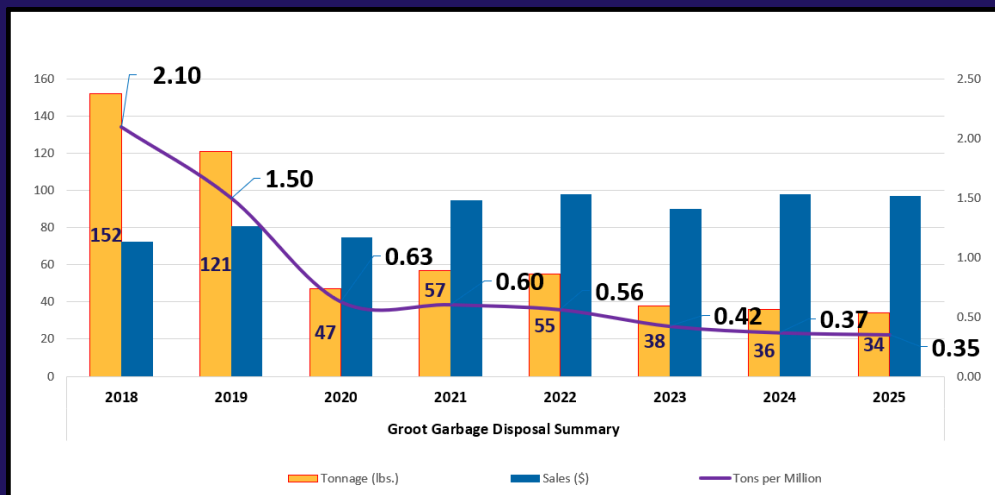
30% Reduction of Water Consumption from 2020 – 2025

ENVIRONMENTAL SUSTAINABILITY

• Waste Reduction

- Our waste reduction initiatives focus on diverting waste from landfills by expanding recycling and composting programs, eliminating single-use plastics, and partnering with a recycling organization, United Scrap to significantly reduce landfill waste.
- Through composting we successfully diverted 1,920 pounds of food scraps from landfill disposal.

ANTUNES WASTE DATA



• Recycling with United Scrap reduces waste to the landfill and saves energy

- **Recycled 23,000 pounds of Plastic**
 - 345 Yards of Landfill Space saved
 - 66,400 Kilowatts of Energy saved
- **Recycled 122,000 pounds of Cardboard**
 - 183 Yards of Landfill Space saved
 - 244,000 Kilowatts of Energy saved
- **Recycling 230,944 pounds of Steel**
 - 460 Yards of Landfill Space saved
 - Saved 74,149 kilowatts of Energy
- **Recycling 12,800 pounds of Aluminum**
 - 64 Yards of Landfill Space saved
 - Saved 89,600 kilowatts of Energy



Single Source Provider

259,000 pounds

Corrugated: 122,000 pounds
Wood: 114,000 pounds
Plastic: 23,000 pounds



Volume Recycled

725,048 pounds

Stainless: 481,254 lbs
Aluminum: 12,800 lbs
Steel: 230,994 lbs

PRODUCT SOLUTIONS

Antunes' Product Solutions Pillar promotes operational excellence and sustainability by innovating and improving equipment. We help customers boost energy efficiency, cut food waste, and simplify labor. Our solutions address major challenges and support Antunes' mission of customer success and global benefit through upgraded equipment, optimized water filtration, and enhanced technical services.



Focus on your Operation and We'll Handle the Equipment

Our teams of various disciplines spent 5 days with a major chain customer and found ways to improve batch processes, prep line bottlenecks, and preparation tasks. The ideas generated turn into real projects to pursue and implement with our customers who realize the gains in operations."

– Zach Waas, Antunes Strategic Account Manager

Consistency is Everything

"Antunes tries to understand the challenges that are being faced in the kitchen to recommend the best solution and then provides products that are reliable and durable which gives our customers piece of mind that there is not going to be an issue with those products.

– Ron Zuehlsdorf, Antunes Strategic Account Manager



QUALITY ASSURANCE INITIATIVES

Antunes' quality management ensures products and services meet customer and regulatory standards in foodservice equipment design, manufacturing, sales, and service. In 2025, efforts are focused on process improvement and compliance across global sites.

Antunes aims to strengthen its quality system through implementing various initiatives like fast feedback and electronic tests. Standardizing the quality management systems across all global sites led to most procedures being implemented, highlighting safety and cost control. Additionally, ISO9001:2025 audits improved compliance from 40% to 82%, with a goal reached 90% coverage.

PRODUCT SOLUTIONS

New Innovative Product Solutions

Antunes is proud to be showcasing our latest innovations designed to power foodservice kitchens around the globe:

The **VZN Water Filtration series** continues to deliver reliable, cost-effective water quality for beverage and foodservice needs. Our carbon cartridges now support a **600,000-gallon capacity**, up from 500,000-gallons, meaning fewer replacements and less waste—just one cartridge replaces eight compared to our competitors.

Sustainability: Stainless steel housing is durable and requires less change outs, reducing landfill waste.



The HRT-4H is Antunes' newest Radiant Toaster, designed for consistent, high-quality toasting and reduced food waste in foodservice environments. This model efficiently toasts sandwiches, buns, and similar items with even results, combining adaptability and smart technology for optimal performance.

Sustainability: Consistent Toast Quality delivers a uniform golden finish and reduces food waste.

The GST-1V Gold Standard Toaster by Antunes is a compact, energy-efficient system with dual-belt technology that prevents sticking, slipping, and marking. It offers programmable controls for temperature, speed, and compression, allowing menu flexibility.

Sustainability: 30% more energy efficient than competitors; cool exterior minimizes heat loss. Continuous platform ensures consistent toasting and less food waste.



PRODUCT SOLUTIONS



The **VCTM-3NI Vertical Contact Toaster** is a compact, high-efficiency toaster for foodservice. It toasts three products at once in separate lanes and works with seven bread types, including sourdough, brioche, croissants, and biscuits.

Sustainability: Multiple toasting options requiring less equipment and small footprint saving counterspace.

The trusted **VCT-2000 Toasters** now bring even greater energy savings. Antunes updated the toaster with a new damper system, they now deliver +20% Greater Energy Efficiency.

Sustainability: 20% Lower Total Cost of Ownership with fewer part replacements and less consumables.



The Prep Timer App streamlines foodservice by improving food safety, cutting waste, and saving labor with a mobile interface that replaces manual labeling.

Sustainability:

- Assists with Food Safety & Compliance: Keeps digital logs to avoid stickers and lower contamination risks.
- Waste Reduction: Monitors ingredient hold times to reduce spoilage.
- Efficiency & Labor Savings: Speeds prep work by eliminating manual labels and stickers.



DISCLAIMER

This Impact Report presents a comprehensive overview of our organization's initiatives and achievements in corporate social responsibility and sustainability. While every effort has been taken to ensure the accuracy and integrity of the information contained within this document, we recognize that some data may be subject to error.

Additionally, as our practices and knowledge in corporate social responsibility and sustainability continue to develop, the information provided may be updated accordingly. We acknowledge the complexity and ongoing evolution of environmental sustainability, and remain dedicated to transparency and continuous improvement. Stakeholder feedback is welcomed, as it supports us in enhancing both the quality and relevance of our reporting.



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