SCOULAR®

Annual Sustainability Report

FISCAL YEAR 2026

OUR VALUES

INTEGRITY

Our word is our bond. We do what is right, not just what is easy or allowable. We are candid in our relationships.

CURIOSITY

It is the root of our creativity, innovation and flexibility. We seek deep understanding of markets and customers' unique needs. Coupled with knowledge, curiosity leads to creative, unique solutions for mutual benefit.

PERSEVERANCE

We commit to shared goals, knowing there are many paths to reach them. Success means that we deliver results in the right way.

INCLUSION

We win when we bring a diverse set of ideas and people together to collaborate for company success.

COMPASSION

Our employees are people first. We show compassion when adversity affects any of us. Each of us is stronger because of our compassion.

STEWARDSHIP

We deploy the assets of the company to win, while being disciplined to safeguard them for the next generation.

CANDOR

We foster honest, respectful, and open communication to improve ideas, processes, and outcomes. We strengthen our business and achieve operational excellence by challenging the status quo and embracing constructive feedback.

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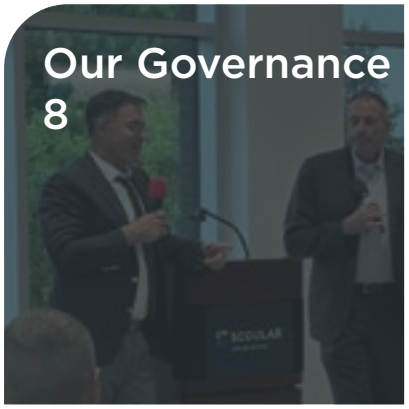

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GOODLAND, KS

DOWNS, KS

SALINA, KS

WAVERLY, IL

Trust Builds A Sustainable Future

At Scoular, we're proud to play a critical role in creating a safe and sustainable global supply chain solutions for our feed, food, and fuel customers.

Our agricultural solutions are only as good as our people and the trust they cultivate with producers, customers, community partners, and each other.

I see this trust, built over time and with great intention, in the stories we are sharing in our FY26 Annual Sustainability Report, including:

- How our teams are educating Kansas producers on regenerative agriculture, instilling confidence to experiment with new practices in their fields. PAGE 11
- How a Scoular originator and her co-workers are connecting a Japanese tofu maker to Illinois soybean farmers, providing assurance in the bean's quality, traceability and reliability. PAGE 12
- How we develop employees by investing in their growth, including a leadership program that provides laborers with the skills to lead as facility superintendents in our rural communities. PAGE 20

As you read this report, I hope you see how Scoular's people are building a stronger, more sustainable foundation for our company, our customers, and the communities we serve.

Paul Maass
Chief Executive Officer

About this Report

This report covers data and achievements from Scoular's fiscal year 2026 (June 1, 2025-May 31, 2026). The report covers Scoular's global operations. As we continue to refine our data collection and methodologies, figures may be occasionally updated.

SALINA, KS

ABOUT SCOULAR

Scoular by the numbers (FY26)

133-year-old company

1250+ Employees

100+ Facilities Globally

$7B Annual Sales

$1.6B Sales of Feed Ingredients & Proteins

1.5B Bushels Traded

14th Largest U.S. Exporter *(JOC, 2026)*

85th Largest Privately-Held Company in the U.S. *(Forbes, 2025)*

80+ Countries: Shipping Goods Locally & Internationally

What we do

We facilitate solutions for our customers at every step in the agricultural supply chain.

- Animal Feed Ingredients
- Food Ingredients
- Grains
- International Trade
- Pet Food Ingredients
- Transportation

Who we serve

We deliver innovative supply chain solutions in food and feed that help meet industry goals.

- Animal Feed Manufacturers
- Aquafeed Manufacturers
- Distilleries
- Farmers
- Food, Beverage & Supplement Manufacturers
- Grain Processors
- Petfood Manufacturers
- Renewable Energy Producers

SCOULAR **GOVERNANCE**

Strong governance supports Scoular's commitment to responsible business practices, ethical conduct and long-term value creation. Our governance framework is designed to promote accountability, transparency and disciplined decision-making as we advance our sustainability strategy and respond to evolving stakeholder expectations.

Scoular's Board of Directors oversees the company's sustainability program and delegates specific responsibilities through its committees:

- **Compensation Committee**
  Oversees Scoular's compensation framework, philosophy, governance and guidelines.
- **Audit Committee**
  Oversees Scoular's compliance and ethics program, enterprise risk management program, and financial and accounting controls and compliance practices.

Scoular's Senior Leadership Team helps shape and integrate our sustainability strategy across the business, aligning priorities with our operating model, corporate strategy and risk management processes.

Our compliance and ethics program, led by the Chief Legal Officer, reinforces our commitment to integrity and responsible conduct. Core elements include:

- **Scoular's Code of Conduct and Supplier Code of Conduct**
  Foundational resources that define expectations for employees and certain third parties.
- **Companywide policies**
  Policies that guide ethical decision-making and compliance, including Anti-Bribery and Anti-Corruption, Anti-Trust and Fair Competition, Conflicts of Interest, Travel and Expense, and Acceptable Use.
- **Complaint hotline**
  A confidential reporting channel managed by an external third party that allows employees and other stakeholders to raise concerns or ask questions about potential unlawful or unethical behavior. The hotline is available 24/7 in multiple languages by phone or online.
- **Non-retaliation policy**
  Encourages good-faith reporting of unethical or unlawful behavior without fear of retaliation.

For Scoular, governance is more than compliance. It is how we build trust with employees, customers, suppliers, producers, business partners and the communities where we operate. By setting clear expectations and maintaining strong oversight, we support our sustainability goals while continuing to deliver responsible supply chain solutions.

This was seen in action through these FY26 highlights:

Compliance and Ethics Charter

In FY26, Scoular formalized its ethics program with the launch of a Compliance and Ethics Charter, now available to all employees on the company Hub. The Charter establishes the structure, ownership, and guiding principles for how Scoular manages ethical conduct and regulatory compliance across the business, giving employees a single, accessible reference point for the standards expected of them and the resources available to support them.

Annual Code of Conduct training

Scoular delivered annual Code of Conduct training to all employees in FY26, reinforcing a shared understanding of the company's expectations around integrity, respect, and responsible business practices. Making this training an annual, company-wide requirement ensures our standards stay top-of-mind and evolve alongside the business.

Conflict of Interest process

Scoular rolled out an annual Conflict of Interest process in FY26, giving employees a structured, recurring channel to disclose potential conflicts so they can be reviewed and managed transparently. A formal conflict of interest process is a hallmark of a mature ethics program and demonstrates our commitment to identifying and addressing integrity risks before they affect our people, partners, or reputation.

OUR PARTNERS

Commitments & Goals

DEFORESTATION
Adopt a deforestation policy.

REGENERATIVE AGRICULTURE
Target 200,000 of regeneratively sourced acres annually by 2030.

HUMAN RIGHTS
Adopt and enforce a human rights commitment.

SUPPLIER ENGAGEMENT
Launch supplier sustainability program.

MAC KINCAID
REGENERATIVE FARMER
ADRIAN, MO

Grupo Trimex and Scoular Partner to Scale Regenerative Sourcing

For the last three years, Scoular and Grupo Trimex have explored the rapidly growing field of regenerative agriculture. Grupo Trimex, a major Mexican flour milling company, is a large buyer of U.S. wheat from Scoular.

The two companies began a joint regenerative ag pilot project in 2024 in Adrian, Mo., where Scoular operates a grain handling facility. Scoular, with longstanding producer relationships in the area, recruits and enrolls farmers into the program. The farmers grow soft red winter wheat using regenerative ag practices. Employees at Scoular's Adrian facility collect farm management data from growers. Grupo Trimex compensates producers for their data and Scoular for the project oversight.

In 2024, the project included 5,000 acres across 12 producers. Scoular hosted "More Than Dirt," a field day and conference for educating producers about regenerative agriculture and the project's vision. Grupo Trimex's Sustainability Manager, Mar Gutiérrez, traveled from Mexico City to share her insights.

In 2025, Scoular enrolled 10,000 acres with 13 producers. Additionally, the wheat produced within the project had a farmgate emissions factor of 0.503 kgCO2 / kg Yield, which is notably lower than the baseline emissions of 1.034 kgCO2 / kg Yield. Regenerative agriculture calls for lower fertilizer use, fewer tillage passes, and beneficial land-management practices, all of which likely contributed to the lower emissions factor.

Today, the program has transitioned from a "pilot" to a "staple" initiative and includes 35,000 acres across 40 producers in two regions. While projects like these provide numerous benefits to Scoular, the most significant is building stronger, long-term relationships with direct mill customers and farming communities.

"Scoular has been a trusted and committed partner, demonstrating flexibility in understanding the local realities of the regions where we work, while also ensuring alignment with different standards," says Gutiérrez of Grupo Trimex.

> "This program has been built on the strong, trust-based relationships Scoular maintains with its farmers."
>
> **Mar Gutiérrez**
> Sustainability Manager
> Grupo Trimex

Scoular believes that in a competitive and quickly evolving industry, excelling in projects like these helps the business remain closely connected to milling customers, consumers, and the entire food industry.

Building Trust Through Identity-Preserved (IP) Soybeans

At Scoular's Andres, Ill., facility, soybeans are a big deal. The facility is a central spot in Scoular's network for processing food-grade, non-GMO and organic soybeans, known as identity-preserved (IP) soybeans. These specialty beans are held to a higher quality and traceability standard than traditional grains. Moving them from field to consumer requires close relationships with producers.

Amanda Host, a Scoular senior originator, links the farmers who grow these specialty beans to the customers who turn them into food. Her role is built on honest communication, fair pricing, and a willingness to advocate for both sides.

"As an originator, I'm the liaison between the farmers and the sales team – working with both to explain each others' risks and concerns," Host says.

That communication doesn't stop at contracting. Throughout the growing season, Host and the Andres team proactively address potential issues with growers. This due diligence helps to ensure a streamlined process at harvest.

That trust came full circle after the 2025 harvest, when farmers, Scoular's leadership, and leadership from a large U.S. tofu manufacturer gathered at the facility for a celebration: a Tofu Hot Pot Party. The manufacturer's CEO met growers face-to-face, and the farmers tasted tofu made from their soybeans.

By investing in long-term relationships, Scoular continues to show the value of visibility. With only 3 to 4 percent of all U.S. soybean production classified as non-GMO, domestic programs like the one at Andres play a vital role in food security and supply chain resilience.

> "At Andres, the grower relationship is built on long-term partnerships, transparency, and shared success rather than transactional buying."
>
> **Amanda Host**
> Sr. Originator

"That matters because it creates a more resilient food supply chain. Growers can plan and invest with confidence, while customers benefit from more consistent quality, reliability, and traceability from farm to table."

AMANDA HOST
ANDRES, IL

GIORGIO 09/24

Turkey Tail Trametes versicolor

FEATURED SUPPLIER

Giorgi Mushroom Company

Giorgi Mushroom Company is one of Scoular's newest suppliers, and sustainability is built into their business. Scoular is partnering with Giorgi to bring proprietary mushroom blends to the pet food market. This includes continuing the sustainability journey by using mushroom stems in formulation, which are often a byproduct of mushroom production.

> "Our customers appreciate both the sustainability story and functional benefits that our mushroom ingredients provide."
>
> **Amanda Rosequist**
> Senior Merchant

"By finding innovative uses for mushroom stems, we're helping customers reduce waste while delivering ingredients that support pet health and nutrition," says Rosequist.

Mushroom production starts with agricultural byproducts that become the foundation of a circular growing system. Materials such as corn stover, hay, cocoa shells and horse bedding are blended into a custom compost recipe that creates the ideal environment for mushroom growth.

In the past year alone, the company composted about 282,800 tons of agricultural by-products, representing about 90% of its compost ingredients. Rather than relying on synthetic fertilizers or added nitrogen, Giorgi uses carefully managed natural inputs and the power of microbial activity to prepare its growing substrate

During composting, naturally occurring microbes break down organic materials into complex sugars that nourish mushroom mycelium. The process is powered in part by metabolic heat generated by the microbes themselves, reducing the need for external energy inputs.

After harvest, the remaining spent mushroom compost is returned to the land as a valuable soil amendment. Some of it goes directly back to the fields of Giorgi's corn stover suppliers, helping improve soil structure, support microbial life, retain water and stabilize nutrients before those same agricultural materials re-enter the system. This closed-loop approach reflects how circular partnerships can create value beyond a single crop cycle.

By transforming agricultural by-products into nutritious food and then returning organic matter to the soil, Giorgi demonstrates how innovation, resource efficiency and regenerative thinking can work together in practice. The result is a supplier rooted in stewardship, resilience and long-term value for agriculture.

OUR IMPACT

Commitments & Goals

SCOPE 1 & 2

Reduce absolute scope 1&2 footprint by 10% market-based (5% location based)

SCOPE 3

Develop scope 3 inventory. Continue to explore collaborations for supply chain emissions reductions.

WATER

Complete water site risk assessment.

JASON OCHS
SCOULAR PRODUCER
SYRACUSE, KS

FY26 Emissions

Scoular's Scope 1 & 2 emissions have been recalculated for the previous reported years to reflect materially significant divestures. These facilities surpassed the threshold for recalculation. These calculations show an increase in Scope 1 and 2 emissions that reflect the full operations of the Goodland Crush facility in Goodland, Kansas, which continues to provide a regional market for High Plains Canola growers. Part of the increase can also be attributed to higher energy usage in regions that saw higher yields in last year's harvest. Higher volumes moved through our facilities results in higher electricity and stationary fuels usage. Scoular will continue to improve its internal Scope 1 & 2 monitoring to identify great opportunities for emissions reduction.

GHG Emissions by Scope	MT CO2e
Scope 1	26,974
Scope 2	23,650
Scope 3	13,547,786
Total	**13,598,410**

Scope 1 Breakdown	MT CO2e
Stationary Combustion	24,074
Mobile Combustion	2,900
Total	**26,974**

Scope 3 Largest Categories	MT CO2e
C1. Purchased Goods & Services	10,788,793
C4. Upstream T&D	1,103,277
C11. Use of Sold Products	1,655,716
Total	**13,547,786**

GOODLAND, KS

Focus on Scaling Energy Efficiency

Over the last few years, Scoular has investigated multiple types of energy efficiency improvement projects. Some projects, like Adrian, Missouri's variable frequency drive upgrade, have already cut electricity purchases significantly, reducing the electricity use per bushel by up to 50%. In FY26, Scoular began the process of rolling out similar studies across the enterprise by focusing on projects that both reduce carbon emissions and reduce operational costs.

The approach starts with a fundamental shift toward running equipment as needed. Across Scoular's grain network, teams are installing programmable logic controllers (PLCs) at our facilities to enable equipment-level monitoring. These PLCs will allow Scoular to further understand what equipment is producing the highest costs and associated carbon emissions, while empowering operators to adjust fans based on wind speeds, power down equipment between operations, and identify other inefficiencies.

At Scoular's Salina, Kansas, terminal, this transition is already underway. Equipment-level energy monitoring gives operators and managers visibility into exactly what is running and when. This can be paired with other Scoular tools to make smarter daily operational decisions, such as aeration schedules.

The scalability of PLCs is what makes these projects compelling. By saving energy and costs across a variety of locations, Scoular can gain meaningful insights while reducing operational costs. By targeting terminals, like Salina, these learnings can scale to smaller sites over the next few years.

> "Cost is the biggest driver, but energy efficiency also makes our equipment last longer. When you run smarter, you reduce wear, cut costs, and operate more sustainably — all at the same time."
>
> **Matt Westhusin**
> Operations Manager
> Salina, Kansas

WAVERLY, IL

Scope 3

In FY25, Scoular reported its Scope 3 greenhouse gas (GHG) emissions for the first time, establishing the foundation for understanding our full climate impact. In FY26, we began to turn that foundation into measurable action. Scope 3 emissions encompass all indirect emissions that occur within Scoular's value chain, both upstream and downstream. These include everything from the production of commodities, the transportation of those goods, and how those goods are used.

As an agribusiness, Purchased Goods & Services remains the single largest component of Scoular's Scope 3. This is driven by the production of commodities and ingredients sourced. Our expanding regenerative agriculture programs are a great opportunity to reduce emissions in this category. By uniting supply chains to develop projects that incentivize practices like cover cropping, reduced tillage, and extended crop rotation, we are working directly with producers to lower the carbon intensity of the commodities.

Upstream transportation and distribution are the second largest contributor to Scoular's Scope 3. Scoular moves millions of bushels by truck and rail each year, and understanding those movements is critical. We have utilized internal tools developed for business needs to map shipment-specific emission factors between origin and destination points, allowing for the development of more accurate carbon footprints.

As Scoular continues to grow its regenerative agriculture projects and relationships with biofuel producers, we will continue to monitor their impact on Scoular's Scope 3 emissions. We are committed to further enhancing our data collection through automation and robust reporting improvements.

For the most recent TCFD, please visit www.scoular.com.

OUR PEOPLE

SPRING SAFETY BLITZ
ADRIAN, MO

Getting Everyone Home Safely

Safety is part of every job, every day at Scoular. This year, we continued our annual Safety Week with the Spring Safety Blitz, an effort to reinforce safe practices across our facilities. The week's messages from leadership were direct: getting everyone home safely comes first.

Senior leadership played a visible role during the week by talking about how important safety is to our operations. They encouraged Scoular employees to use the Safe Work Plans and Job Safety Analyses developed in partnership with our Environment, Health and Safety (EHS) team. These Safe Work Plans help create safe processes for critical tasks.

> "Your safety comes before everything else. If you see a hazard, speak up. Speaking up has the full support of Senior Leadership."
>
> **Sandra Hulm**
> Sr. Vice President

Each day featured a "toolbox" talk on a key safety element:

- Safety and speaking up
- Preparing for severe weather
- Safe use of heavy equipment
- Proper use of PPE

We remain committed to reporting our Total Recordable Case (TRC) and Days Away, Restricted or Transferred (DART) rates, both of which were below the industry average in a large harvest year. These metrics are part of our Safety Management System, and allow our EHS team to quickly identify and implement improvements:

Metric	FY26	Industry Average
TRC Rate	2.26	2.3
DART Rate	1.34	1.4
Training %	91%	

GOODLAND, KS

Scoular Employees Connect Through Resource Groups

Scoular launched its first employee resource group (ERG) five years ago and since then has added three more to build community, foster inclusion, and offer professional development opportunities. ERG highlights from FY26 include:

SELO

SCOULAR EMERGING LEADERS ORGANIZATION

Developed emerging leaders through a new mentorship program and built employee connection and networking opportunities by launching the “Lunch & Collaborate program.”

SEPOC

SCOULAR ETHNICITIES AND PEOPLE OF COLOR

Launched ERG Summer Reading Series, "Let’s Tune In," to spark thought-provoking conversation and connection among employees. Teams across Kansas facilities *(pictured above)* celebrated Asian American and Pacific Islander Heritage Month and National Hispanic Heritage Month

SPAN

SCOULAR PROUD ALLY NETWORK

Shared employee spotlights and held celebrations in Scoular offices during Pride Month. Offered a cross-ERG Summer Book Club and focused on asynchronous member experiences with launch of SPAN Newsletter and SPAN Community Chatter group.

SWIC

SCOULAR WOMEN INFLUENCING CULTURE

Organized Women’s History Month leadership conversation featuring Scoular CEO Paul Maass and Ardent Mills CEO Sheryl Wallace. Continued quarterly speaker series featuring Scoular leaders.

Giving Back Through United Way

Scoular employees and the Scoular Foundation generously supported United Way organizations and the communities where they live and serve through charitable giving and hands-on service:

Scoular's FY26 United Way campaign generated $324,054, including $171,429 raised through employee giving and fundraising events and a $152,625 match from the Scoular Foundation.

Employees across Scoular's Omaha, Minneapolis, Overland Park and Salina, Kansas, locations contributed to the campaign.

In addition to financial contributions, employees supported their local communities through volunteer activities, including packing more than 1,000 snack packs in Omaha, preparing family meal packs and blankets in Minneapolis, and contributing 169 volunteer hours with Habitat for Humanity in Overland Park.

OVERLAND PARK, KS

Other Ways We Give

Employees across our company find many ways to give back to the communities they call home. Here are just a few examples:

Employees at our Overland Park, Kansas, office jumped into everything from volleyball to darts during the Kansas City Corporate Challenge, which shares part of each registration with local non-profit, Cornerstones of Care. ▲

Our Waverly, Illinois, team joined other volunteers to pick sweet corn at a Scoular customer's field. The group harvested two pickup truck beds of sweet corn that totaled 1,351 pounds and was donated to the Central Illinois Food Bank. ▼

WAVERLY, IL

MINNEAPOLIS, MN

The holiday season is always a special time for our employees to give back, whether donating over 50 Lego sets to local children or packing hundreds of pounds of food through pantries. ▲

Scoular employees joined other local ag companies through Habitat for Humanity of Omaha's 2025 Agricultural Build to help construct a home for an Omaha family.▼▶

OMAHA, NE

OMAHA, NE

SHANE TAVINER
WAVERLY, IL

Elevation Training Program: Growing Careers from Within

Shane Taviner joined Scoular a decade ago as a part-time laborer who unloaded grain trucks.

In spring 2026, he was promoted to superintendent at Scoular's high-speed, shuttle-loading facility in Waverly, Ill., after graduating from the company's Elevation Training Program.

Scoular is always looking for new ways to grow and develop high-performing employees, and the Elevation program is a key example. Launched in 2023, the program was created to promote elevator operators who have excelled in their roles into facility management positions. Participants learn the skills needed to become a Scoular superintendent through the 18-month apprenticeship, and eight employees have graduated.

> "One of the best things about Scoular is that growth is real. I'm building a career."
>
> **Shane Taviner**
> Superintendant
> Waverly, Illinois

He says the program's emphasis on safety was valuable. In his new role, he leads "toolbox talks" with the crew where conversations about safety – everything from weather to proper use of safety gear – kick off each day. He works closely with the facility's Environment, Health and Safety (EHS) partner to reinforce safety with the team. He knows his own actions make a big difference.

"I don't go to the elevator without my hard hat and safety glasses," he says. "It's leading by example."

Taviner likes the challenges of his new role. For example, when a train is on its way to Waverly, he tracks its schedule closely so the right-size crew is ready when it arrives.

The Elevation program also provided effective training for tackling the logistics and management essential for running a grain facility. During the program, Taviner spent time at Scoular facilities in Adrian, Mo.; Pratt, Kansas; Hancock, Iowa; and other locations, watching and learning from experienced leaders.

One of the best parts of his new role, he says, is serving as an example of the growth available through Scoular. His team knows he started as a laborer who advanced with the help of the Elevation program.

"It empowers them," Taviner says. "They know there is room to grow."

SCOULAR®

To learn more about Scoular's commitment to sustainability, contact Beth Stebbins, director of sustainability, at bstebbins@scoular.com.

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WAVERLY, IL