



ESG Program Overview





Who We Are

The Chefs' Warehouse, Inc. is a premier distributor of specialty food and center-of-the-plate products serving top chefs for over 35 years. We connect artisan producers from 40+ countries with valued customers in 23 key markets across North America and the world. With personalized service and cutting-edge technology, we empower 50,000+ customers.

ESG is central to The Chefs' Warehouse's long-term value creation, risk management, and stakeholder engagement. Our program is designed to meet investor, regulator, and customer expectations.

Our Values

- C**URIIOUS
- H**UNGRY
- E**NTREPRENEURIAL
- F**ORWARD THINKING
- S**UPPORTIVE

ESG Program Highlights

<p>GHG EMISSIONS</p> <p>TCW performed its first emissions foot printing exercise for FY 2024, measuring Scope 1 & 2 emissions</p>	<p>CLIMATE RISK</p> <p>TCW conducted its inaugural Climate Risk Assessment for Physical and Transition Risks & Opportunities</p>	<p>FOOD WASTE DIVERSION & CHARITABLE GIVING</p> <p>In FY 2024, TCW diverted over \$3.7 million of food waste from landfill by donating to local community efforts and charitable foundations</p>
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Oversight of ESG



Our Company

 **\$4B+**
Sales

 **50K**
Customers

 **23+**
Markets

 **50**
Distribution Centers

 **88K+**
Stock Keeping Units

 **4K**
Suppliers



Social

Human Rights Policy

1. We recognize that upholding human rights is a moral and ethical imperative that requires proactive and continuous effort.
2. We believe that all individuals should be treated with dignity, fairness and respect.
3. This commitment extends not only to our employees but also to our suppliers, contractors, private security forces and other business partners.

Human Capital Management

At The Chefs' Warehouse, we believe that our employees are the backbone of our success, and we will continue to strive to provide them with the best possible work experience.



WE PROVIDE OUR TEAM WITH THE BEST AVAILABLE BENEFITS:

Medical Coverage

All Members of The Chefs' Warehouse team are eligible for Medical, Pharmacy, Dental, and Vision Plans.

401k Plan

Employees can select from a variety of registered mutual funds and can contribute from 1% to 100% percent of their gross pay.

Paid Time Off

Paid time off and paid sick leave are offered through accrual of work hours and position.

Insurance Coverage

We offer Critical Illness Protection, Life Insurance, Pet Insurance, Legal Plan Coverage, Employee Assistance Program, and more.

Discounts

We provide discounts for travel and events through Working Advantage, and employees can purchase our products at a discounted price.

Employee Stock Purchase Plan (ESPP)

Eligible employees will have the opportunity to purchase company shares at a 15% discount through after-tax payroll deductions with no broker fees.

Charitable Giving

The Chefs' Warehouse is proud to support charitable organizations and worthy causes in our local communities and around the world.

In 2024, CHEF donated \$3.7 million to organizations spanning Food and Community programs.





Environmental

Climate Risk Assessment

In 2025, The Chefs' Warehouse proactively conducted a Climate Risk Assessment aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework to strengthen our resilience to climate-related risks. This assessment evaluates both physical and transition risks, as well as opportunities, reinforcing our commitment to sustainable growth and long-term value creation.

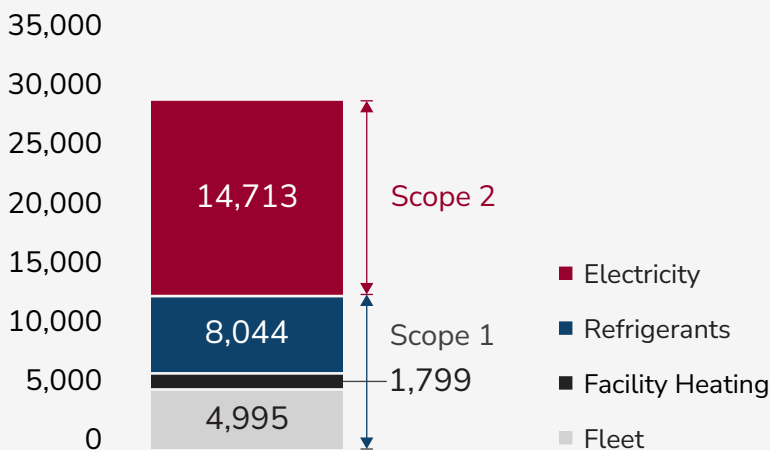
See [here](#) on our website for the full report.

Greenhouse Gas Emissions

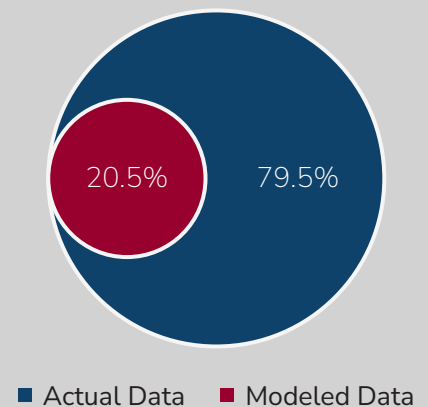
The Chefs' Warehouse is pleased to share our first Greenhouse Gas (GHG) emissions inventory, focusing on **Scope 1 (direct)** and **Scope 2 (indirect emissions from electricity generation)** emissions. This report tracks direct emissions from the company's fleet, refrigerants, stationary combustion, and purchased electricity. This inventory provides a clear baseline for future efficiency projects and climate-related reporting, demonstrating The Chefs' Warehouse's proactive approach to understanding and managing its carbon footprint.

SCOPE	DATA CATEGORY	MT CO ₂ e
Scope 1 (Direct)	Fleet (Gasoline, Diesel)	4,995
	Facility Heating (Natural Gas)	1,799
	Refrigerants	8,044
Scope 2 (Indirect)	Electricity (Market-Based)	14,713
	TOTAL	29,551

MT CO₂e by Source



Data Used in Calculations



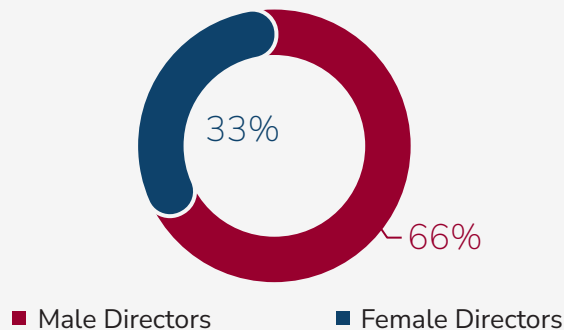


Corporate Governance

BEST IN CLASS CORPORATE GOVERNANCE STRUCTURE:

- **Board Independence** – 82% of board seats are held by independent directors
- **Committee Independence** – 100% of board committees are entirely comprised of independent members
- The Board has a **Lead Independent Director**
- **33%** of the Board is comprised of **Female Directors**
- **33%** are from **underrepresented groups**

Board Gender Diversity



Data Privacy & Cybersecurity

INDUSTRY-LEADING PRACTICES:

Risk-Based Cybersecurity Framework

aligned with recognized industry standards (e.g., Critical Security Controls).

Threat Identification & Assessment

through periodic evaluations, continuous monitoring, vulnerability testing, and third-party reviews.

Prioritization & Mitigation

based on likelihood and impact, supported by a multi-layered security program.

Safeguards Implemented

access controls, encryption, system monitoring, and incident response protocols.

Governance & Oversight

regular reviews to ensure effectiveness amid evolving threats and regulatory requirements.

Employee Training & Audits

to promote awareness and compliance with data security practices.

Board-Level Oversight

quarterly updates to the Board from the CIO on risks, incidents, and key security initiatives.

SASB Table

In 2025, The Chefs' Warehouse adhered to the Sustainability Accounting Standards Board's (SASB) Food Retailers & Distributors standard. This work reflects our commitment to transparency and prioritization of financially- and industry-relevant ESG metrics. By adhering to SASB, we provide investors and stakeholders with consistent, comparable data that reflects our focus on governance, risk management, and long-term value creation.

See [here](#) on our website for the full report.