Media Kit

Chobani®



CHOBANI MEDIA KIT

What's Inside

Who We Are **3**
Our Founding Story **4**
What We Stand For **5**
Our Business Philosophy **6**
Our Food Philosophy **7**
Our Portfolio **8**
Our Locations **9**
Our Journey **10–12**
What Comes Next **13**
Our Leaders **14–16**
Our Impact **17**
Our Food **18**
Our Production Facilities **19**
Our People **20**
Our Communities **21**

OUR STORY

Who We Are

Since our founding in 2005, Chobani has always been a different kind of company. After moving to New York from Turkey, our CEO and founder Hamdi Ulukaya discovered that yogurt in America simply wasn't as delicious nor widely available as it was back home. He thought everyone deserved better options, so he set out to make high-quality, delicious Greek Yogurt right here in the U.S.

Today, Chobani is so much more than a yogurt company. Chobani is a values-driven, people-first, modern food company. We employ more than 3,000+ U.S. employees, sell our products in approximately 95,000 retail locations, and operate primarily in three countries.

Hamdi's "founder mentality"—rooted in disruption, innovation, consumer-centricity, and inclusion—fuels our success. This mindset and culture enable us to reinvent multiple food categories, redefine consumer expectations for the food they eat, and change the model for how companies operate responsibly. We aspire to be the most innovative and impactful food company in the world.



Our Founding Story

Our Founder, Hamdi Ulukaya, is from a small village in eastern Turkey, near the Euphrates River. His family members are dairy farmers and part of a semi-nomadic, Kurdish community. In the summers, Hamdi traveled into the mountains where he would make yogurt and cheese with the shepherds and sleep under the stars.

Hamdi attended Ankara University and became passionate about social and political issues, especially as they relate to the Kurdish community. He immigrated to the United States in 1994 seeking opportunity and freedom from a strict political and economic environment. After writing a paper on cheese-making in an English class, Hamdi was invited by his professor to visit her farm in Central New York. At that time, Hamdi had no idea there were farms in New York. Making cheese on the farm re-energized Hamdi and led him to relocate to Central New York to work full-time on a dairy farm and continue his education at the State University of New York-Albany.

To Hamdi, the land and the people in Central New York felt like home, and he continued to pull inspiration from his upbringing into his new life in America. Hamdi's first step at becoming an entrepreneur started when he began importing the family's feta cheese from Turkey, which ultimately led him to open a small feta cheese operation in Johnstown, New York, called Euphrates. Through this journey, Hamdi knew he had not only a passion to share good food with everyone, but for entrepreneurship as well.

Hamdi's foray into commercial yogurt-making began fatefully when he came across an advertisement for a fully equipped yogurt factory for sale in New Berlin, New York. He was intrigued and the next day took the most important drive of his life to visit this factory. It was old and in bad shape. It was being shuttered and all those who worked there would lose their jobs, drastically affecting their families and an entire community.

In 2005, Hamdi took a leap of faith and bought the factory using a small business loan. He hired back five of the employees—the ones who were bold enough to work for an immigrant with no money and no timeline for paying them. The first thing they did was paint the walls together—a simple act of teamwork that would forever define the company. In 2007, Hamdi sold his first cup of Chobani™ yogurt.



Hamdi's dedication to local and global communities only continued to grow and evolve. In 2016, he launched the Tent Partnership for Refugees. Tent is a business network of more than 250 organizations, including Amazon, Pfizer, and FedEx, that mobilizes the business community to help refugees integrate economically into their new communities. That same year, he also signed the Giving Pledge, a commitment by the world's wealthiest individuals and families to give away the majority of their wealth during their lifetimes.

OUR STORY

What We Stand For

From the very first batch of yogurt that came off the line in Central New York in 2007, our mission has been to make high-quality, nutritious food accessible to all people, while elevating communities and making the world a healthier place. In short, we use food as a force for good.

We believe people deserve food that is Delicious, Nutritious, Natural, and Accessible. We call it our DNNA. But our company doesn't just create high-quality, delicious food—we are on a journey to make a social and environmental impact.

We believe good food has the power to improve bodies, families, communities, economies, and the environment. At Chobani, we work with thousands of talented colleagues from diverse backgrounds, support our local farmers, and are committed to making a positive impact on the places where we live and work. We prioritize giving back to our communities and beyond: working to eradicate child hunger; supporting immigrants, refugees, and members of underrepresented groups; honoring veterans and protecting the planet.



Our Business Philosophy



At Chobani, we know the most important thing we make is a difference. Since day one, Chobani has aspired to a new way of doing business—one that prioritizes our people, our communities, and our consumers. We know that business done right has the ability to change lives and strengthen communities. For us, that comes to life through how we operate internally and what we do to create further sustainable change outside our own walls.

In our plants, we welcome people from around the world. Chobani's manufacturing workforce includes hundreds of refugees and immigrants who have resettled in America. Approximately 20 different native languages are spoken by our employees.

In 2012, we opened our manufacturing facility in Twin Falls, Idaho—a $450 million investment in the Magic Valley region, creating jobs and opportunities for the local community.

In 2016, we introduced Chobani Rewards, an initiative to give every full-time employee the opportunity to share in the growth of Chobani over time. That same year, we also announced a new paid parental leave policy for parents—regardless of gender—of newly born, adopted, or fostered children, offering six weeks of 100% paid parental leave for all full-time hourly and salaried employees. This runs concurrently to paid family leave (PFL).

To support and scale small food entrepreneurs who share the same beliefs as Chobani, we launched the Chobani® Incubator in 2016. It was the first-of-its-kind, equity-free, no-strings-attached grant program for mentoring and cultivating emerging food companies. More than 47 inspiring food startups have been part of the program. It's our vision to transform the broken food system—inside and out. We continue to support our alumni corporations across many areas including fundraising, mentorship, and peer-to-peer networking.

Our success confirms that Americans want high-quality food and that how a company is run is just as important as what it makes. We have the numbers to prove it. For the full year 2022, we drove 27% of net sales growth on a consolidated basis, delivering net sales of $2.1 billion. Chobani continued to lead as the number one yogurt brand in the category. For 2022, Chobani grew total Nielsen reported sales by 16% and ended the year with 21% market share in the yogurt category. Chobani® Oatmilk continued to perform well, growing 42% in total Nielsen reported sales in 2022, outpacing the category which was up 28% versus the prior year. Chobani® Coffee Creamer continues to gain momentum, growing 81.9% for 2022.

Our Food Philosophy

Hamdi started Chobani with the simple mission of making a quality cup of yogurt. We've since grown well beyond yogurt, but every day we make wholesome products by taking a back-to-basics approach that captures our innovation philosophy: crafting quality and nutritious food using simple ingredients.



We believe in a clean label and deliberately sourcing ingredients that consumers value. As a company known for innovation, we believe in evolving with the changing behaviors and nutritional needs of consumers. No matter what, we hold ourselves to high-quality standards that remain consistent across our portfolio. For one, our milk is locally sourced from farms near our manufacturing plants in Central New York and in Southern Idaho. Our milk is sourced from cows not treated with rBST[1] and our yogurt products contain no GMO ingredients. We take pride in using wholesome ingredients—from the fruits we use to the mix-ins we add, our products don't contain artificial flavors, artificial sweeteners, or modified cornstarch.

Our fans know us for high-quality, delicious, and wholesome food. Our trusted brand and expertise in the food value chain has enabled us to convert Chobani loyalists into new categories, like oatmilk and coffee creamers.



[1]Milk from rBST-treated cows is not significantly different.

Our Portfolio

As we perfected our original Greek Yogurt recipes, we set our sights on the future and the possibility of creating more options and doing more good. In addition to our Blended and Fruit on the Bottom Greek Yogurt offerings, we also make:

Chobani® Flip® Greek Yogurt
Chobani® Limited Batch flavors
Chobani® Whole Milk Greek Yogurt
Chobani® Greek Yogurt drink, which is a wholesome on-the-go snack
Chobani® Complete yogurt drink, a line of lactose-free yogurt shakes that are high in protein
Chobani® Less Sugar Greek Yogurt, with 40% less sugar than other yogurts[2]
Chobani® Zero Sugar* Greek Yogurt, a lactose-free, dairy snack with no sugar[3]
Chobani® Zero Sugar* Drinks
Chobani Creations® Greek Yogurt

In 2019, Chobani entered the non-dairy oatmilk category with Chobani® Oat, as well as the dairy-based coffee creamer category with Chobani® Coffee Creamer, made with natural ingredients including milk, cream, and sugar.

Following the 2023 acquisition of La Colombe—a leading coffee roaster with a shared commitment to quality, craftsmanship, and impact, Chobani began selling cold-pressed espresso and lattes on tap at 32 cafés, as well as Ready to Drink (RTD) coffee beverages at retail, under the La Colombe brand.



[2]Chobani® Less Sugar Greek Yogurt: 9g sugar per 5.3oz; similar yogurts without sugar substitutes: avg. 16g sugar per 5.3oz.
[3]Not a low calorie food.

Our Locations

We're proud to be part of the communities where we live and work and continue to identify ways we can make a difference in the places we call home.

Central New York
Our first plant in the hamlet of New Berlin, purchased in 2005

Our 900+ jobs in New York State contribute to the 58,000+ direct jobs in the New York dairy industry community[4]

Twin Falls, Idaho
Our second plant, opened in December 2012

The yogurt manufacturing facility is more than 1 million sq. ft. in size

In June 2019, we unveiled an expansion of our Twin Falls plant with a 70,000-square-foot facility, which houses our state-of-the-art Global Research & Development Center and provides common space such as a subsidized cafeteria for our 1,000 local employees. Also houses the global R&D and Innovation team that ideates and commercializes our new products

New York, New York
Home to Chobani Marketing, Communications, Impact & ESG, Creative, Finance, Legal, Logistics, and IT

In 2012, we opened our first brick-and-mortar, Mediterranean-inspired restaurant in Soho, the Chobani Café®. With our talented culinary team, we're focused on stretching guests' imaginations by showing the versatility of our food, with sweet and savory Chobani creations including sandwiches and spreads to soups and salad dressings and more

Satellite Offices
Remote sales offices are also located in Cincinnati, Ohio; Minneapolis, Minnesota; Bentonville, Arkansas; Plano, Texas; and Costa Mesa, California

New Jersey
Home to our Chobani Labs facility with a dedicated group of microbiologists, molecular biologists, and biochemists to help realize the future of food and unlock groundbreaking innovation

Melbourne, Australia
Chobani entered the Australian market in 2011 through the acquisition of Victorian dairy company Bead Foods

Local production commenced in our Dandenong South factory in December 2012

Since its national launch in Australia in 2012, Chobani has become Australia's No. 1 yogurt brand, reshaping the Australian yogurt category with a yogurt uniquely crafted using an authentic straining process

Chobani Australia also produces the category-leading Gippsland Dairy brand under the Gippsland Dairy label

Some products are exported to China, Singapore, Thailand, Malaysia, New Zealand, the Maldives, and Bangladesh

Chobani Mexico
Chobani opened its first office in Mexico in 2022 to support export markets for Latin America. Chobani Mexico is home to many teams including marketing, retail execution, sales, finance, and many others

Philadelphia, Pennsylvania
La Colombe was born in the Philadelphia neighborhood of Rittenhouse Square. Today, with 32 café locations across the U.S., La Colombe's flagship café sits in a giant refurbished Fishtown warehouse that is part restaurant, part bakery, and part bar.

Norton Shores, Michigan
La Colombe first established a production facility in Norton Shores, Michigan, in 2016. It expanded beyond its original 25,000-square-foot facility on Norton Center Drive, adding operations to a nearby 50,000-square-foot building on East Pontaluna Road.



[4]IDFA, Dairy Delivers® The Economic Impact of Dairy Products in New York (2019).

Our Journey, 2005–2017



First cups of Chobani® Greek Yogurt



Chobani in Australia



Chobani production facility in Twin Falls, Idaho



Chobani® Flip® Greek Yogurt



Chobani® Greek Yogurt drink



Fast Company cover story

2005
In New Berlin, New York, Kraft closes a yogurt dairy plant built in 1885

Chobani founder Hamdi Ulukaya stumbles upon a postcard that said the shuttered plant was for sale. After initially throwing the ad away, Hamdi decides to purchase the plant with the help of a small business loan

With the help of a small group, Hamdi works for nearly 18 months to perfect the recipe for Chobani® Greek Yogurt

2007
The very first cup of Chobani® Greek Yogurt hits shelves in Long Island, New York

2010
Chobani becomes the No. 1-selling Greek Yogurt in America

2011
The first cup of Chobani is sold in Australia

Chobani breaks ground on a new production facility in Twin Falls, Idaho

2012
Chobani opens its second U.S. production facility in Twin Falls, Idaho

Chobani Café® Soho, the first Chobani brick-and-mortar store, opens in New York City, to serve as an incubation hub for the company

Chobani becomes an official sponsor of the 2012, 2014, 2016 & 2018 U.S. Olympic teams

2013
Hamdi wins Ernst & Young World Entrepreneur of the Year™ Award

2014
Chobani introduces Chobani® Flip® Greek Yogurt and Chobani® Limited Batch flavors

2015
Hamdi joins the Giving Pledge

USDA selects Chobani as the main provider of Greek Yogurt for its national K-12 school meal program

2016
Hamdi forms the Tent Partnership for Refugees, a non-profit that is committed to ending the global refugee crisis

Chobani launches Chobani® Greek Yogurt drink

Chobani introduces an employee profit-sharing program called Chobani Rewards

Announces Paid Parental Leave for all parents, regardless of gender

Chobani enters Mexico

The Chobani® Incubator is created to help small companies with big hearts and ideas challenge the food industry, improve broken systems, and make a difference

2017
Chobani becomes No. 1 yogurt brand in Australia

Recognized by Fast Company as one of the top 10 most innovative companies in the world (No. 9 overall; No. 1 food company and No. 1 social good company)

Fortune recognizes Chobani as one of the top 50 Companies Changing the World

Chobani unveils the evolution of our brand identity with a new logo and packaging across our portfolio

Launch of The Hamdi Ulukaya Initiative by Chobani, an entrepreneur support program and incubator in Turkey

Our Journey, 2018–2020



Chobani® Less Sugar Greek Yogurt*



Chobani launches scholarship program



Chobani® Hero Batch



Twin Falls Innovation & Community Center



Chobani® Coffee Creamer

2018
Chobani offers free yogurt to everyone in America to celebrate its 10-year anniversary

PEOPLE Magazine recognizes Chobani as one of its Companies that Care

Launches Chobani® Less Sugar* Greek Yogurt

Launches Chobani Scholars, a scholarship program for students pursuing a career in dairy farming at Cornell University and the University of Idaho

Chobani launches the Community Impact Funds, offering grants to support organizations, programs, and projects that promote entrepreneurship and expand economic opportunity for individuals in the Magic Valley region of Idaho and Central New York

Chobani's brand transformation wins Cannes Bronze Lion (including a number of other awards)

Introduces its first-ever Hero Batch, "Red, White and Blueberry," a vanilla Greek Yogurt with mixed berry on the bottom multi-pack that was designed by veterans at Chobani, to help raise money for Operation Homefront's military families, an ongoing partnership for the company

The Healthcare of Ontario Pension Plan (HOOPP) becomes a minority investor in Chobani

2019
Opens new state-of-the-art Twin Falls Innovation & Community Center

Hamdi delivers a TED Talk on his "Anti-CEO Playbook" at the TED2019 conference

Chobani pays off student school lunch debt in Warwick, Rhode Island; Twin Falls, Idaho; and in Edmeston, Oxford, and Sherburne, New York, to support childhood nutrition and end "lunch shaming"

Announces Milk Matters™, the company's comprehensive, industry-leading vision for the future of dairy

Chobani expands outside of yogurt, entering the oat market with Chobani® Oatmilk

2020
Chobani launches Chobani® Coffee Creamers

Launches Chobani® Complete, an all-in-one functional yogurt that's high in protein and lactose-free

Fast Company recognizes us as one of its Most Innovative Companies for the 4th year in a row

In response to the global COVID-19 pandemic, Chobani donates 7.5 million products across 30 states to help feed those on the frontlines and those in need

Chobani launches its third limited-edition charity flavor, called Food Bank Batch, donating 100% of profits from every multi-pack purchased to Feeding America

*Chobani® Less Sugar Greek Yogurt: 9g sugar per 5.3oz; similar yogurts without sugar substitutes: avg. 16g sugar per 5.3oz.

Our Journey, 2021–today



Chobani partners with The Idaho Foodbank



*Chobani® Zero Sugar**



Chobani increases the company's starting hourly wage



Chobani Café® supports Ukraine



Chobani® Zero Sugar Drinks*

2021
Chobani launches Chobani® Oat in Australia

Chobani increases the company's starting hourly wage to at least $15 per hour, more than double the federal minimum wage. The average across the company's manufacturing plants is approximately $19 per hour

Launches Chobani® Zero Sugar*, a first-of-its-kind dairy product with zero sugar, sweetened with only natural, non-GMO sweeteners

Chobani hosts first virtual Child Hunger Summit to push for collective action to address America's child hunger crisis

Chobani partners with Swipe Out Hunger and Vice News for a College Hunger Summit to bring much needed attention to the issue of hunger on college campuses

2022
Expands coffee creamer offering with new Chobani® Non-Dairy Coffee Creamers

Chobani opens first office in Mexico City

Chobani pledges to continue the Chobani Scholars program for five additional years, which includes an additional $1 million to support underserved students who wish to pursue a broad set of agricultural interests

Chobani pledges to donate $1 million to the University of Idaho-led Center for Agriculture, Food and the Environment to help fund the construction of the nation's largest research dairy and advance scientific research to ensure a sustainable future for the U.S. dairy industry

As a member of the B Team, a global collective of business and civil society leaders working to create new norms of corporate leadership, Hamdi signs a joint statement of principle in response to Russia's invasion of Ukraine. Chobani joined more than 40 major global companies in solidarity to stand with the people of Ukraine and provide for their immediate needs and additional support as millions flee or are under siege

Chobani partners with HBCU NC A&T to develop a scholarship program supporting students majoring in food and nutritional science, agribusiness, and biological engineering

Chobani launches its newest national initiative, Food Access In Reach (FAIR)

2023
Chobani partners with Upwards to offer childcare benefits to all full-time employees

Chobani increases minimum starting hourly wage to $20 per hour for all full-time hourly employees in manufacturing and corporate positions

Chobani launches Chobani® Zero Sugar* Drinks

Chobani launches Child Hunger Batch in an effort to support global non-profit Edesia to help end child hunger and malnutrition

Chobani acquires La Colombe, a Philadelphia-based coffee roaster, with a shared commitment to quality, craftsmanship, and social impact—and a belief that delicious, quality-crafted, more nutritious products should be available to all

2024
Chobani debuts Chobani Creations®, a collection of dessert-inspired flavors crafted with rich, creamy Whole Milk Plain Greek Yogurt and natural flavors, or real fruit

*Not a low calorie food.

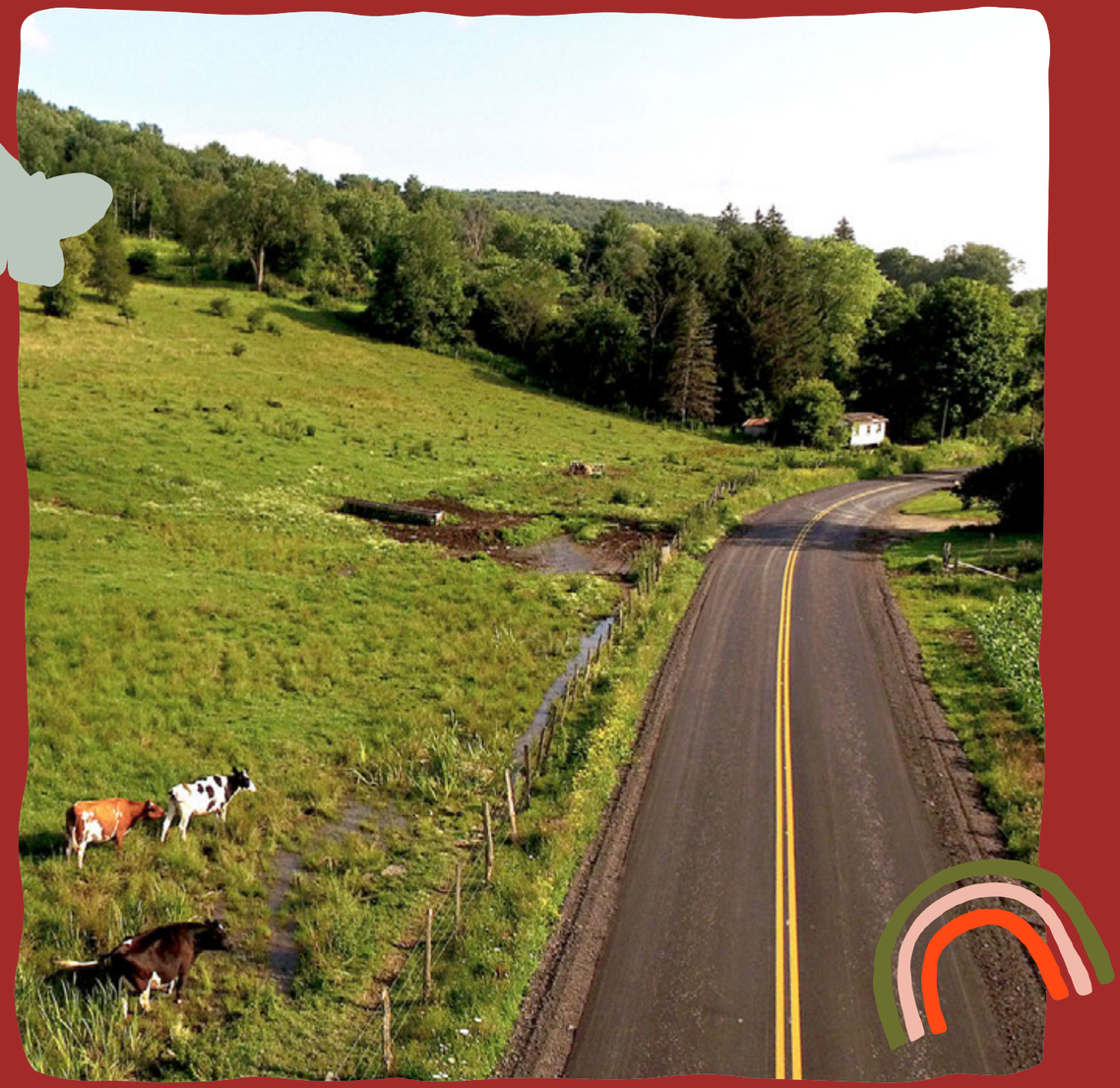
OUR FUTURE

What Comes Next

Chobani has been busy since our founding in 2005. Along our journey, we've taken our belief in better food further than anyone imagined, leading with our values and putting our people first.

As we look to the future, Chobani continues to redefine consumer expectations for the food they eat and change the model for how companies operate responsibly.

We want our next decade to be even more impactful than the first two—and we can only accomplish that with the help of our dedicated employees and loyal fans.



Our Leaders



Hamdi Ulukaya
Chief Executive Officer

Hamdi Ulukaya was raised in a dairy-farming family in a small village in eastern Turkey. After moving to the United States, he launched Chobani in 2007 with the mission and vision of making high-quality food more accessible. Five years after selling the first cup of yogurt, Chobani was a billion-dollar brand, and today is the No. 1-selling yogurt brand in the U.S. The company has since expanded to an innovative modern food portfolio, adding coffee creamers and oat milk. In 2023, Chobani acquired La Colombe, a leading coffee roaster with a shared commitment to quality, craftmanship, and impact. As a result, the company began selling cold-pressed espresso and lattes on tap at 32 cafés, as well as Ready to Drink (RTD) coffee beverages at retail.

As a leader in the food manufacturing industry, Ulukaya built Chobani on the foundation that it would do well by doing good. Since 2020, the company donated approximately 15 million products to fight food insecurity across America, and advocated for policies that work toward ending hunger for 17 million American children.

Ulukaya is well-known for his employee-first policies, including instituting innovative profit-sharing and paid parental leave programs for Chobani's 3,000-plus employees, and implementing competitive hourly wage increases well above the federal rate. He has also become a leading voice in the movement to hire refugees, having discovered through his own experience hiring them that "the minute a refugee gets a job is the minute they stop being a refugee."

That inspired him to start the Tent Partnership for Refugees in 2016, a foundation that mobilizes the business community to connect refugees to work. Tent's network of more than 300 corporate members include Amazon, Hilton, Mariott, and Pfizer. Ulukaya also signed the Giving Pledge, committing the majority of his personal wealth to help bring an end to the refugee crisis.

For those efforts, Ulukaya was named an Eminent Advocate by the United Nations Refugee Agency (UNHCR) and received the United Nations Foundation Global Leadership Award, among other recognitions. UN Secretary-General António Guterres has also named him as a Sustainable Development Goals Advocate. Ulukaya has received the Oslo Business for Peace Award and the George H.W. Bush Points of Light Award, is a Global Citizen Prize winner, and was named one of TIME's 100 Most Influential People in the World for his work on the refugee crisis and his innovative approach to business.



Kevin Burns

Chief Operating Officer & President

Kevin Burns is President and Chief Operating Officer at Chobani where he oversees all functional departments including operations, sales, and marketing. He re-joins the company from Alto, a patient-centric telehealth pharmacy, where he held the position of Chief Executive Officer. Previously, Burns served as Chobani's President from 2014-2016 before joining Juul Labs in 2017, where he served as Chief Executive Officer. Prior, Burns spent 12 years as a partner at TPG Capital.



Tarkan Gürkan

Chief Financial Officer

Tarkan Gürkan currently serves as our Chief Financial Officer. Gürkan joined Chobani with more than 25 years of experience in both the public and private sectors. Prior to joining Chobani, he was Chief Investment Officer at Shepherd Futures, LLC. Before that, Gürkan was Senior Vice President, Corporate Mergers & Acquisitions, at PepsiCo responsible for leading, sourcing, and the execution of M&As and partnerships. Previously, he served as Vice President, Corporate Development, at Campbell Soup Company. Gürkan also held financial leadership positions at Lehman Brothers Inc. and Nabisco Holdings Corp.



Marjorie De La Cruz

Chief Legal Officer

Marjorie De La Cruz joined Chobani in 2022 as our Chief Legal Officer. Previously, she spent 18 years at PepsiCo, including serving as Global Chief Compliance and Ethics Officer. With her diverse background, she brings extensive commercial and international experience working with teams to enhance and grow their businesses and has been a value-added strategic partner in all her executive in-house counsel roles. Prior to PepsiCo, she was Corporate Associate at Davis & Gilbert LLP and White & Case LLP. De La Cruz also serves on multiple boards including as a Director of The United Way Westchester/Putnam and LatinoJustice.



Shari Eaton

Chief People Officer

Shari Eaton currently serves as Chobani's Chief People Officer. She comes to Chobani with more than 20 years of experience leading teams and partnering with executive leadership to grow and transform organizations. Prior to joining Chobani, Eaton held numerous positions at Peloton Interactive, where she led the Global People/Safety & Security function, and most recently was Chief People and Culture Officer. Prior to Peloton, Eaton led teams at Amazon, Teavana, and Starbucks.



Niel Sandfort

Chief Innovation Officer

Niel Sandfort currently serves as our Chief Innovation Officer taking a holistic approach to innovation and connecting customer and consumer needs with manufacturing capabilities and technology. Since joining in 2010, he launched over 400 products and lead multiple functions across the organization including Research & Development, New Product Development, and Supply Chain Planning. Sandfort grew up in and around food manufacturing as well as dairy farming. Prior to joining Chobani, he focused his efforts on an entrepreneurial venture in dairy and previously served as Market Insight Specialist for The Food Group.



Tom Cullen

Chief Information Officer

Tom Cullen serves as our Chief Information Officer where he is working to build out an enhanced function that aligns, connects, and powers the Chobani team. Prior to joining Chobani, Cullen served as Chief Information Officer at Corsair, a leading global developer and manufacturer of high-performance gaming and streaming gear, where he played a critical role leading their digital technology transformation strategy and journey. Prior to Corsair, Cullen also held CIO roles at JUUL Labs, Inc., Driscoll's, and Peet's Coffee & Tea.



Nishant Roy

Chief Communications & Impact Officer

Nishant Roy currently serves as Chobani's Chief Communications & Impact Officer where he oversees corporate communications, government relations, sustainability, community impact, and philanthropy. Roy joined Chobani in 2017 serving as Chief of Staff for Hamdi Ulukaya, Founder and CEO, and most recently served as Chief of Strategic Operations. Prior to joining Chobani, he worked at the United States Agency for International Development and Goldman Sachs. Roy started his career as an Airman in the United States Air Force, serving with the Security Forces, and deploying to Iraq and Afghanistan. Roy is a Term Member of the Council on Foreign Relations, working group lead at the Partnership for Central America, and serves as the Treasurer of the Tent Foundation.



John Frost

Chief Commercial Officer

John Frost serves as Chobani's Chief Commercial Officer where he is focused on advancing Chobani's position in the marketplace for both Chobani and La Colombe branded products. Prior to joining Chobani, Frost served as Senior Vice President of Retail for PepsiCo Foods US where he was responsible for the commercial and retail P&L management of Frito-Lay products across national and regional customers. Frost joined PepsiCo in 2000 as a District Sales Leader and has held numerous positions in sales operations, customer leadership, and headquarter commercial sales roles specifically within Frito-Lay and across most U.S. geographies.



Thomas Ranese

Chief Marketing Officer

Thomas Ranese has been a senior marketing leader with some of the most innovative and culturally formative tech companies including Google and Uber. As the Global CMO at Uber, Ranese transformed the marketing function, drove 2X growth for Uber Eats, and led social impact initiatives to build trust for the brand during COVID. Previously, Ranese spent a decade at Google on the marketing leadership where his impact included renaming the company to Alphabet, building the company's first ecommerce platform called Google Store, and launching the Google Pixel and family of devices. A native New Yorker at heart, Ranese was also the first CMO for the State of New York revitalizing the famed I LOVE NY campaign to drive economic development upstate.

Our Food



We believe the most responsible thing one can do with natural resources is to use them to produce food that enhances the health and well-being of the population. Food that not only tastes great but is also good for you. We continue to focus on operating sustainably and crafting delicious, nutritious, and natural food that is accessible to all.

- Our Greek Yogurt is a wholesome nutrient-dense option in the supermarket and beyond, delivering not just high quantities of protein but high-quality protein with all nine essential amino acids present in every cup

- We are committed to minimizing waste, and we've implemented a number of solutions to reuse our three manufacturing by-products—whey, cream, and oat "cake"

- For every cup of authentically strained Greek Yogurt we make, we also produce three cups of whey. Instead of sending this by-product to landfills, approximately 90% of the whey we produce is sold to farms where it adds moisture and nutrients to dry feed. The remaining 10% is used as nutrient-added crop irrigation

- Excess cream generated from our yogurt-making process is either sold to butter and ice cream makers or used to produce our Chobani® Coffee Creamer products

- We continue to improve yield of the oat flour to reduce the amount of oat cake (insoluble fiber) created. All unusable oat cake is provided to a third party, which distributes it to local farmers as a nutritious feed stock

- Our latest product innovations—oatmilk and coffee creamers—come in recyclable paper-based packaging. In 2021, we piloted a paper-based cup with our oat yogurt, making us the first major food maker in the U.S. with a paper cup in the yogurt aisle

Our Production Facilities

When it comes to our manufacturing facilities and the communities in which we operate, we are deeply committed to creating an environmentally friendly footprint. Clean air and water are as fundamental to us as they are to the farmers who supply our milk, oats, and other ingredients. It's our duty to preserve these precious resources for our children, which drives our commitment to protect the earth with as much passion as we have for protecting our families and helping others.



From 2018 to 2021, we reduced our Scope 1 and 2 greenhouse gas (GHG) emissions by 2,800 metric tons of CO2e. We've done this in many ways, but one major factor is our move to more renewable energy sources. At our New Berlin plant, we've eliminated oil as our primary fuel source. In Idaho, nearly 60% of the power we use in our Twin Falls plant is sourced from hydro, wind, solar, and geothermal energy.

We've set an ambitious goal to be Zero Waste to Landfill* in 2022, and we are constantly refining our manufacturing processes to meet this target. Following a successful pilot initiative in 2021, our New Berlin plant is on track to be Zero Waste to Landfill by the end of 2022. We'll next look to achieve TRUE Zero Certification from Green Business Certification, Inc. (GBCI) in 2023. We're exploring similar efforts at our plants in Twin Falls, Idaho, and Australia.

We've invested in the development of a cutting-edge water reuse and recovery system at our Twin Falls production facility. The effort is designed to use the water more efficiently; we draw from the city of Twin Falls and reduced the outflow of water that needs to be treated by public infrastructure by allowing us to clean and reuse it in our manufacturing processes. This facility has been constructed and is on the verge of being commissioned. During commissioning, the system will be evaluated, and operations will be altered to ensure its efficiency.

We also continue to make improvements in our water utilization within our plants. Between 2018 and 2021, more than 80% of the water used across our plants was returned clean to the local rivers either directly or after additional treatment at municipal or Chobani-owned water facilities.



*Based on GBCI standard. >90% waste division from landfill, incineration, waste-to-energy, and the environment.

Our People

We invest as much time, energy, and dedication to the well-being of our people as we do our products. That's why we offer programs and benefits that put our employees first—because a company goes further when it invests in people and the people are invested in it.

Paid Parental Leave & Fertility Support
Our paid parental leave policy provides all employees who have completed at least 12 months of continuous employment as a full-time employee, with six weeks of 100% paid leave to bond with a new child following a birth, adoption, or foster care placement. We also offer a generous In Vitro Fertilization benefit covering up to three rounds per lifetime, in addition to coverage for fertility preservation.



Specialized Care Policy & Benefits
For employees or dependents who must travel out of state (or further than 100 miles) to receive specialized healthcare, Chobani covers transportation, lodging expenses for the member receiving the service and one caregiver, as well as reimbursement for necessary childcare costs incurred. This policy applies to cancer treatment, transplant surgery, bariatric surgery, gender reassignment care, abortion, and any other specialized, non-routine procedure where it is medically necessary for the patient to travel.

Employee Rewards
In 2016, we established the Employee Rewards program, through which all full-time Chobani employees, regardless of level, get the opportunity to share in the growth of Chobani over time. The program consists of awards to every full-time employee, representing a stake in Chobani's future value and fostering internal motivation and driving top-quality performance.

Diversity and Inclusion
Our workforce includes employees from all over the world and represents more than 20 different native languages. We continue to center diversity as a core part of our business, making it part of all Executive Leadership Teams' and people managers' annual performance reviews. We're also ranked among the Best Places to Work for LGBTQ Equality by the Human Rights Campaign.



Additionally, we've set a goal to have both female and minority employees on the candidate slate for manager level positions and above to continue our work of equitable change.

Compensation
In 2021, we raised our starting hourly salary to at least $15 per hour, which resulted in an average hourly wage of $19 per hour at our manufacturing facilities. In 2022, we implemented additional hourly wage increases for our plant employees, increasing wages to a minimum of $18.50 per hour, resulting in an approximate average hourly wage of $23.50 per hour at our manufacturing facilities. In 2023, we increased minimum starting hourly wages for all full-time employees in manufacturing and corporate positions to $20 per hour, well above the U.S. minimum wage average. Hourly employees also qualify for special incremental bonuses tied to quarterly business objectives and targets. We also work with a third-party to analyze our wages to ensure that our employees working in similar job levels are paid fairly based on competitive factors like performance and tenure, and that compensation is not influenced by discriminatory factors such as race or gender.

Chobani Gives
To multiply our power of giving, we offer each employee paid hours of volunteer time through our Chobani Gives program to be used at a charitable organization or cause of their choice.

Childcare
In 2023, Chobani announced a partnership with Upwards—one of the largest childcare networks in the U.S. All full-time employees will have access to Upwards's network of quality, licensed, and affordable childcare professionals, and will be eligible to receive backup childcare credits and an annual cash stipend to put towards care costs.

Our Communities

We know when business is done right, it has the power to change lives and strengthen our communities. Since our earliest days, we've proudly supported our hometowns in New York and Idaho. By volunteering our time, donating our products, and supporting impactful charitable projects and programs, Chobani seeks to strengthen the communities we call home, improve childhood nutrition and wellness nationally, and help those in need wherever they may live. Our work includes:

Community Impact Fund that inspires local entrepreneurs and economic development. Since 2018, the company has invested nearly $1.5 million into its Chobani Community Impact Fund

Chobani Scholars who receive scholarships to Cornell University and the University of Idaho. By 2027, Chobani will have invested more than $1.4 million into its legacy program

Providing funding for infrastructure investments such as a new firehouse and community center for New Berlin, New York; a refrigerated truck for The Idaho Foodbank to make deliveries in the Magic Valley; and an advanced scientific research center for agriculture, food, and environment for the University of Idaho

Focusing on anti-hunger efforts in schools including paying off school meal debts in Warwick, Rhode Island; Twin Falls, Idaho; and Edmeston, Oxford, and Sherburne, New York—and its recently launched national Food Access In Reach (FAIR) program

Partnering with Swipe Out Hunger to fund food security efforts at 23 colleges and universities in 2021. We collaborated with Swipe Out Hunger and Vice News to host a virtual summit that brought together leaders from the non-profit, private, and public sectors who are pushing for stronger policies at the federal and state level to support college students

Creating charitable products tied to causes and communities we care so deeply about. In 2018, we launched our first-of-its-kind Hero Batch, developed by military veterans within Chobani, and have since raised over $3.9 million for Operation Homefront and the military families they serve

In 2022, we partnered with UNSTUCK to launch our Refugee Support Batch. Every purchase of Chobani and UNSTUCK Tropical Fruit helps generate jobs for refugees, supports host communities welcoming refugees, and supports the companies stepping up. In 2023, Chobani launched our Child Hunger Batch. A fan-favorite, Raspberry Lemonade became a permanent item to support Edesia, a non-profit on a mission to provide life-saving food to millions of malnourished children worldwide

Product donations to military bases and refugee camps, as well as monetary donations to national and local organizations that are supporting incoming refugees from Syria, Afghanistan, and Ukraine

Since 2020, the company donated **15 million products** to fight food insecurity across America, and advocated for policies that work toward ending hunger for 17 million American children

In October 2023, Chobani launched its first-ever **Let's Eat Week**. To mark World Food Day, we rolled out a weeklong initiative where employees and community members volunteered to assemble and distribute meals to feed over 8,000 children and families in need

In total, we packed and donated over 14,000 meals and 2,266 cases of Chobani® products

Over 900 Chobani employees participated and we partnered with 10 schools and 24 organizations to get meals into the hands of our local communities





For more information,
please contact media@chobani.com

©2024 Chobani, LLC