



Sprouting Seeds

Chobani®



Friends,

At Chobani, we stand for more than the food we make.

Doing the right thing has never been the job of one department. Every employee, every team plays a part in standing up, speaking out, and helping others.

That's the Chobani Way.

In 2018, we introduced our most ambitious goal: Make universal wellness happen sooner—for our communities and for the planet.

Each year, our goals have grown. Goals that stand for more than profits. Goals that put people first. Reach new people. Help new people. Welcome all people.

There's a new way for business—and it isn't about checking the box when it comes to "doing good." This is about truly helping our own people, about being part of the communities that help us succeed in an authentic and genuine way.

I started Chobani with the simple idea of making a quality cup of yogurt that's accessible by all. But even from that first cup, a portion of the proceeds went right back into the community—to the same people who believed in our dream of providing better food for everyone.

The impact we can have on people is what motivates this company. We've been able to impact communities directly—like lifting up industry in Upstate New York where Chobani began or helping kids in school get the nutrition they need to learn and grow—because we care.

There's a new way of business that isn't just about making money. Humanity first, and making a difference in people's lives—that's what we do at Chobani.

Come join us on this journey as we clear the path for changing how business is done and bringing wellness to everyone.

Hamdi

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Food is a force for good

Food is a force for good. That's a belief held deeply at Chobani. We may make yogurt, but our business is wellness. That means we're a company that cares about the nutritional, physical, and emotional well-being of our people—especially employees and consumers.

Chobani's founding mission continues to be “**better food for more people.**” As we've grown from just a yogurt company to a modern food-focused wellness brand, we've expanded our guiding vision to include more goals. Leading the change is our ambition “**to make universal wellness happen sooner.**” In short, we're a company that applies food as a force for good for **all Americans in all communities.**

As we reflect on our decade plus of offering good-for-you nutrition, we've assessed the impact we've had on the food supply, the economy, and most importantly, on communities and people's lives. **We're proud of the work we've done together—hand-in-hand with our friends and partners.** Thus, we decided to look deeper at how we interact with communities, where we facilitate people to thrive and help ideas flourish. What we've found is detailed here, with our particular focus on 2018 with our first-ever **Impact Report.**

It started with a seed

2005
Chobani founder Hamdi Ulukaya finds a shuttered plant in South Edmeston, New York, and with the help of an SBA 504 loan, Hamdi purchases the plant

2007
The very first cup of Chobani® Greek Yogurt hits shelves

2010
Chobani becomes the No. 1-selling Greek Yogurt in America, and Chobani's charitable arm is formed

2012
Chobani opens its second U.S. production facility in Twin Falls, Idaho—the world's largest yogurt plant

2015
Hamdi joins the Giving Pledge, a commitment to give away the majority of his wealth in his lifetime

2016
Chobani launches a profit sharing program. Chobani first becomes certified as a Great Place to Work®, which it still is today. Launches Chobani™ Incubator

2017
Chobani becomes No. 2 manufacturer in overall yogurt

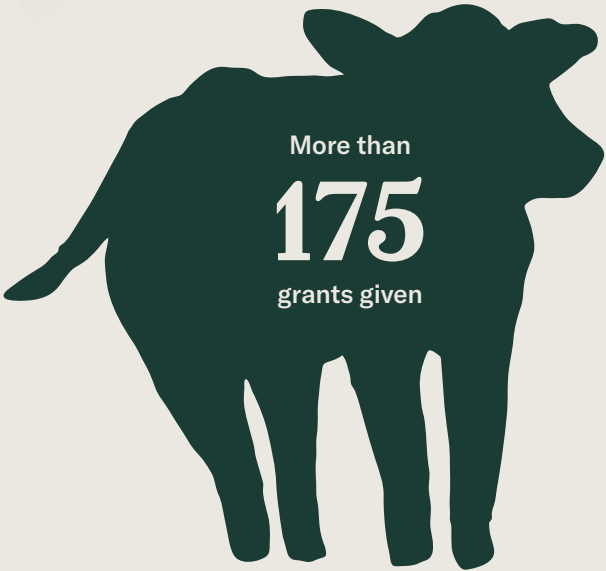
2018
Chobani offers free yogurt to people across America to celebrate its 10-year anniversary

2019
Pays off student school lunch debt for select districts in Rhode Island, Idaho, and New York

Chobani opens the doors to a new, state-of-the-art Innovation and Community Center, a 70,000-square-foot extension of the world's largest yogurt plant



Chobani is committed to feeding families and communities in times of need



Providing financial support to the causes we care about is integral to our culture





Throughout this Impact Report, you'll see how Chobani defines wellness and where the brand invests to achieve it. **Wellness is what we do**, and Chobani's commitment to wellness runs across three fundamental pillars.

Back in 2017, we made the decision to evolve from a yogurt company to a modern food company that includes wellness in our mission. We've defined these pillars to allow us to reach as many people in as many ways as possible.

- i. **Nutritional Wellness**
Scaling our efforts to provide better food for more people
- ii. **Social Wellness**
Increasing our investment in the communities we serve and the people who help us craft our food
- iii. **Environmental Wellness**
Playing an active role in transforming our food system to protect the health of our planet and a comfortable future for everyone

We've invested in these three pillars as guiding principles to help us achieve universal wellness for all.

The Chobani Way: Three Pillars

In an effort to make the greatest impact, we've separated our work across these three pillars of wellness. We're totally and deeply committed to playing an active role in transforming our food system for the betterment of our planet, our people, and our communities. **Real change, never just "checking the box."** The foundation of our program is based on authenticity, our values, and our mission. At Chobani, we don't define ourselves only by what we make, but by our impact. **That's the Chobani Way.**

i.
Nutritional
Wellness

ii.
Social
Wellness

iii.
Environmental
Wellness

We believe every food maker has a responsibility to provide better options. Simply put: **Better food** for more people fosters **healthier lifestyles**. We’re doing our part to make it easier for everyone to achieve **personal wellness** by expanding access to **affordable, nutritious, delicious food**. This mission remains core to our future.

We’re so proud of the way our food is made. The story is well known about **Hamdi Ulukaya**, who started Chobani with the simple mission of making a quality cup of yogurt. Though we’ve grown, every day we make wholesome products by taking a **back-to-basics** approach that captures our innovation philosophy: **crafting quality food using simple ingredients**. Instead of cutting corners, we take the time to make our **authentic Greek Yogurt** by using a time-honored traditional recipe with **real ingredients**.



DNNA

Delicious, nutritious, natural, and accessible. And don’t forget it. DNNA is what it sounds like: our DNA. Our company and our products always hold these tenets to be true—it’s what we make, it’s what we do. **Call it a mantra or call it our principles**, but our DNNA ensures that we’re always bringing the best and bringing it to everyone. As a modern food-focused wellness company, we’re constantly looking to nourish people and DNNA is a clear signal to how we keep ourselves in check in order to take us further on our mission to bring **better food to more people**.

What criteria do we hold ourselves to for nutritional wellness?

-  **Milk**
Our milk is locally sourced from dairy farms near our manufacturing plants in Central New York and Idaho. Likewise, some of the things we test for are temperature and water content, all before the milk get processed in our plants.
-  **Non-GMO**
In addition to being natural, our ingredients are not genetically modified (non-GMO). We require our suppliers to certify that every ingredient supplied to Chobani is non-GMO. We also conduct our own testing with a third party to verify there has been no cross contamination across our supply chain.
-  **Real ingredients**
From the very first batch of Chobani® Greek Yogurt, every cup has been crafted using only natural ingredients. That means the fruit you taste is real fruit and the honey is real honey. We refuse to use any artificial preservatives.
-  **Authentic straining**
We turn our milk into yogurt using an authentic straining process that’s been around for generations. This special process makes our yogurt extra thick, so our dairy products offer an excellent source of protein.



Real change is never just checking the box

Where has our work in nutritional wellness led us in 2018?

- i. We gave the **New York Botanical Garden's Edible Academy** project a **\$200,000 grant** to help it **double its reach from 50,000 people to 100,000**. Its new state-of-the-art facility that reopened in 2018 for education, hands-on activities, and programs help children, families, teachers, and the general public learn about growing and preparing vegetables, fruit, and herbs, while encouraging a lifelong interest in gardening and healthy living. **This facility grants access for underserved youth in the Greater NYC area to grow, learn about, and prepare fresh vegetables and fruits that often aren't available on their plates.** Its three-acre campus features a classroom building with a green roof, demonstration kitchen, teaching greenhouse, solar pavilion, and display gardens.
- ii. Through a new partnership with **Save the Children**, we expanded our efforts to improve childhood nutrition and wellness for families in some of the country's most under served communities. Last year, we donated more than **80,000 yogurt pouches and tubes to toddlers in 14 Save the Children Head Start locations throughout Louisiana and Arkansas**. These donations were also matched by \$50,000 in direct funding and nearly \$50,000 in in-kind services, bringing our total donation to nearly \$150,000.
- iii. As part of our 10-year anniversary, we teamed up with **Share Our Strength | No Kid Hungry** to donate 21,000 cases of Chobani® yogurt to support hungry kids across America. We even created a participatory installation in **New York City's Grand Central Station based on Shel Silverstein's *The Giving Tree*—for every virtual seed planted, we donated a case of yogurt to No Kid Hungry**. Additionally, we made a \$150,000 commitment, helping to provide 1.5 million meals through this nationwide effort.
- iv. Through a \$200,000 grant to **Wholesome Wave**, we are addressing together the challenge of access to quality, nutritious food for those in need. **Our partnership provides 300 families with a monthly credit of \$60 to purchase fresh fruits and vegetables, as well as free yogurt to support healthful eating.** The grant also supplies healthy recipes to these families who have at-risk children due to diet-related illnesses or food insecurity in Twin Falls, Idaho, and Chenango County, New York, where our manufacturing plants are based.



Giving Tree Installation, Grand Central Station, February 2018

For us, real change is rooted in the communities we call home in **Upstate New York**, the **Magic Valley, Idaho**, and now **New York City**, too. We know when business is done right, it has the power to change lives and strengthen our communities.

And where is a better place to be than one's own backyard—or yards in our case. That means supporting small-scale organizations and large-scale philanthropic groups through financial means, but also with time volunteered and in yogurt donated. The Special Olympics games in New York and Idaho? We were there. Gus Macker Basketball tournaments? New York City's Bowery Mission? Norwich's weekly Farmers' Market? We were there, too.

In fact, in **2018 alone, Chobani gave over \$1 million in sponsorships, grants, and in-kind donations to our communities**. Our employees and company leadership participated in 100 local events across all our locations and beyond—because around here, we really do believe that the **most important thing we can give is our time**.



Our
business is
welcoming
all people

“This industry has taught me so much, and this is where families are truly born. There’s not many other places that will give you that family bond at the workplace like a dairy farm will.”

Lalo Vargas, Chobani Scholar
(Idaho)

“This investment in the people of the Magic Valley—and its own future workforce and supply chain partners—is a perfect example of the culture behind Chobani’s civic virtue.”

(Former) Idaho Gov. C.L. “Butch” Otter



“Chobani is providing a real, tangible example of how a corporation can help build the Beloved Community.”

Bernice King, CEO of the King Center
for Nonviolent Social Change



“The entire Chobani team clearly shares our unwavering commitment to ensuring this very special and deserving group of our fellow Americans have the opportunity to thrive in the communities they have worked so hard to protect.”

Brig. Gen. (ret) John I. Pray Jr.,
Operation Homefront President & CEO



“We are grateful to partner with Chobani to provide a daily snack to preschoolers in our Head Start programs in Louisiana and Arkansas. For many children participating in our early learning programs, there are few options outside of preschool to get the daily nutrients they need.”

Carolyn Miles,
President & CEO of Save the Children



“When Hurricane Maria hit us, the people from Chobani came to our rescue. There’s a child somewhere who will have milk for the first time because of you. Thank you for not forgetting us.”

Carmen Yulín Cruz, San Juan Mayor



“This is truly a great day for Sherburne-Earlville school district, but it’s also a great day for agriculture here in Chenango County and this part of New York State. It’s important to know where your food comes from.”

New York Senator James Seward on the Chobani-funded school greenhouse unveiling

“It’s the first time in 20 years at Cornell that someone from the dairy processing sector has made a direct reach like that and said, ‘Hey, what more can we do?’”

Tom Overton, Professor Dairy Management at Cornell,
PRO-DAIRY Program Director



What do we, as a company, do to hold ourselves accountable in social wellness?

- Since Chobani began, a little over a decade ago, we have put people before profits:
- We believe in **profit sharing**: Our employees have the opportunity to participate in up to **10% of the long-term value accretion** of the company
 - Full-time employees receive six weeks additional to State Law minimums of parental leave for **both mothers and fathers** of newly born, adopted, or fostered children
 - An inclusive work environment with **Inclusion & Diversity** initiatives at every location to ensure that all voices are heard within our company
 - Up to **eight hours of paid volunteer time** for all employees, with **4,540 hours logged** company wide in 2018

Fundamental to our business is welcoming all people, wherever they come from. We are proud our workforce is made up of **immigrants and refugees** from all over the world, because as our founder Hamdi, himself an immigrant, believes, “**This is the American way. This is what our country was built on.**” We work with local refugee centers to support those who have come to the U.S. in search of safety and the opportunity of a better life.

Where has our work in social wellness led us in 2018?

- We’re on the ground when people need us the most—in particular with natural disasters. In 2018, we responded to Hurricanes Michael and Florence, and to the California wildfires by partnering with the **American Red Cross** and other organizations to **provide free Chobani products and much-needed supplies to emergency shelters, local food banks, and pantries**, as well as donations of needed supplies. We’ve also formed a partnership with the American Red Cross’ Disaster Operations Coordination Center to provide products to its hard-working staff and volunteers whenever major disasters strike in the U.S. We’ve also matched employee donations to **Save the Children** following major natural disasters—critical funding that helps to repair and rebuild child care centers in the impacted regions.
- Last year we created the **Chobani Scholars** programs at **Cornell University** and the **University of Idaho**. These **multi-year scholarships** support **eight new students annually** who have a family connection to dairy farming and plan to **pursue a career in the dairy industry**. In addition to \$20,000 in financial support, each scholar has the opportunity to intern with Chobani during their college career.
- Our communities, where we work and live, are at the heart of everything we do. So we launched the **Community Impact Fund**, a partnership with both the **Community Foundation for South Central New York** and the **Idaho Community Foundation**. We’ve invested a total of \$200,000 in big ideas that expand economic opportunity and promote entrepreneurship across **Central New York and Idaho’s Magic Valley**.



Charitable SKUs

At Chobani, we believe that business can and should be a force for good. Our first-of-its-kind **Hero Batch** was developed by military veterans within Chobani to support a cause close to home. Through our unique partnership with **Operation Homefront**, we developed a special yogurt

flavor called “Red, White, and Blueberry,” a creamy vanilla Greek Yogurt with mixed berry on the bottom. **Operation Homefront** is a national nonprofit that serves America’s military families by delivering critical financial assistance, transitional and permanent housing, and recurring family

support programs year-round. Through **Hero Batch**, we pledged the goal of raising up to \$1 million to support military families. On top of our contribution of \$500K, Chobani is matching customer donations up to \$250K.



Community Impact Fund

Chobani partnered with the Community Foundation for South Central New York and the Idaho Community Foundation to launch Community Impact Funds that invest in big ideas to expand economic opportunity and promote entrepreneurship in the region. See where we distributed our inaugural Impact Fund this year:



New York Community Impact Fund

Delaware County FoodWorks+
Grant amount: \$28,150
As the county's first shared commercial kitchen, this grant funds the Agri-preneur Program to offer training and skills building to a selected group of 10-12 aspiring food and agricultural entrepreneurs.

Oxford Academy and Central School District
Grant amount: \$30,000
Funding goes to the Career Pathways Program that enables Oxford to pay the wages and payroll costs of 25 students for a 10-month work experience which includes 150 hours of on-site experience.

Sidney Central School
Grant amount: \$21,000
The grant goes by creating the student-run Food Truck. Students are responsible for managing the food-truck, developing menus and graphics, working on budget and feasibility of menu options, and serving meals to peers.

Cornell Cooperative Extension of Madison County
Grant amount: \$20,850
Chobani's grant goes towards the Product Marketing Initiative project that helps direct-to-market farmers in Madison County who are open to new and expanding farm operations by giving them the tools to brand their businesses.



Idaho Community Impact Fund

College of Southern Idaho Workforce Training Center
Grant amount: \$28,500
The grant went to expanding the School to Registered Apprenticeship Program, which helps 24 high school students build skills, credentials, and apprentice in the manufacturing industry in rural communities such as in Jerome, Lincoln, and Gooding Counties.

Jannus, Inc
Grant amount: \$30,000
The Chobani grant allowed the funding of 50 new clients in the Magic Valley through Jannus' Economic Opportunity program, a community initiative that offers microloans, emergency personal loans, credit education, business development, and financial coaching.

Junior Achievement of Idaho
Grant amount: \$21,500
The Chobani funding goes towards the JA 'Inspire to Hire' career exploration event, JA entrepreneurial 'Launch Lesson' program for high school students, and JA 'Be Entrepreneurial' course.

Dairy Industry
Our 700+ jobs in our Twin Falls, Idaho, location contributes to 8,000+ indirect jobs in Idaho.

Our 900+ jobs at Chobani in Norwich, South Edmeston, and New York City locations contribute to 58,000+ indirect jobs in New York.

Central New York
Over the past 10 years, unemployment rates in New York have decreased by more than 20%, from 5.6% in 2008 to 4.4% in 2018.
Chobani's efforts to direct jobs to local residents in Central New York includes recruiting employees through local newspapers, penny savers, job fairs, refugee centers, and local staffing companies.

Magic Valley, Idaho
Our second plant opened in Twin Falls, Idaho, in December 2012.

It's the world's largest yogurt manufacturing facility, more than 1 million sq. ft. in size, with over \$700 million investment.

Since Chobani arrived in 2012, Magic Valley unemployment has decreased by more than 60% from 6.9% to 2.8% (seasonally adjusted).

In the summer of 2019, the Chobani Innovation and Community Center opens, a 71,000-square-foot, state-of-the-art facility that includes our Global Research and Development Center. With a cafeteria, fitness center, and gathering spaces, the LEED-certified (pending) building is home to our 1,000 local employees and offers a symbolic "open door" to guests and visitors from around the world.

Sources:
IDFA, Dairy Delivers® *The Economic Impact of Dairy Products in New York 2019* study. *The Economic Impact of Dairy Products in New York Congressional District 22*
Dept. of Labor, March 2019, Idaho Dept. of Labor Local Area Unemployment Statistics Program (LAUS), NYS Dept. of Labor



Dairy Industry

Chobani Greenhouse for Sherburne-Earlville

DONATED BY
Chobani Foundation

Greenhouse Ribbon Cutting,
Central New York, June 2018

It's not hard to understand why a company that uses only **natural ingredients** would care deeply about the **environment**. Without land and our cows, where would we be? Just as much as we put people first, we feel the same about the planet. Essential to Chobani's guiding mission is to achieve a food system that better protects and ensures Earth's well-being. We see environmental wellness pertaining to many facets of our business: **our farmers, their farms and cows**, our company's footprint, and the **future** of the planet.

We're committed to playing a meaningful role in the **transformation of our food system**. In a recent materiality assessment, we uncovered where we can make the most significant impact throughout our operations and supply chain. This year we also made a big promise to ourselves: our **"north stars,"** our goals. We have **big goals**. Nine in total. Clear. Tangible. Achievable. These are our compass, which will guide our path forward to keep us aligned with our commitment to sustainability and the planet.

What do we, as a company, hold ourselves accountable for in environmental wellness?

- Chobani's sustainability efforts **touch everything** from our operations, to our supply chain, to people and communities, to corporate responsibility.
- We pledged our suppliers to also make this commitment with us. Already, we require our suppliers to adopt **National Milk Producers Federation FARM (Farmers Assuring Responsible Management) Program** that holds its members to the highest standards of animal care, as well as environmental and antibiotic stewardship.
- We've set shorter, quantitative **four-year goals** to track our progress along the way.
- A **new state-of-the-art facility** to join our Idaho complex that will greatly impact our operations and allow us to meet our **2022 target goals**.



North Star Goals

We believe that bold, ambitious goals help us think bigger and push our company to new limits. These **nine North Star goals** are big moves and guiding lights to help us achieve environmental **wellness sooner**. Some may be achieved in a few years and some may be decades away, but we believe it takes this type of courageous thinking to drive innovation and propel us forward. To make sure we’re making progress towards achieving our North Star goals, we’ve set tangible, trackable, and most importantly, meaningful targets for the business over the **next four years**.



100% renewable energy



Zero waste to landfill



Water neutral



Dairy worker well-being



Sustainable sourcing



Renewable fuels



Strengthening rural communities



Inclusion and diversity



Sustainable packaging

Twin Falls Innovation and Community Center

Opening in August, our **Twin Falls Innovation and Community Center** is a major feat for Chobani. A striking **71,000-square-foot facility**, adjacent to our manufacturing plant, houses our Global Research & Development team and provides a welcoming space for all our employees and guests alike. On track to earn the U.S. Green Business Council’s LEED Silver certification, the facility is designed to use **30% less water** and **25% less energy** for lighting, heating, and cooling than a typical U.S. office building, with some 11,000 square feet of “**smart glass**” windows that not only enhance natural light but regulate internal temperatures. Meanwhile the 30,000-square-feet of “**smart roofing**” reflects sunlight and reduces heat absorption that also contributes to overall energy usage reduction.

The building also offers a 7,000-square-foot, sun-filled gathering space for town halls, shared meals, and special celebrations; as well as a 2,000-square-foot fitness center that gives employees a convenient option for health and wellness, paramount to the company’s mission. It wouldn’t be a community center without a place for Magic Valley denizens to commingle as well.

Where has our focus on environmental wellness led us in 2018?

Packaging reduction

Since August 2015, we’ve reduced our packaging weight by 7.4% by redesigning our cups, saving over 2.1 million pounds of plastic resin, the weight of **eight adult blue whales**. We’re also proud to be new members of the **Sustainable Packaging Coalition’s How2Recycle** labeling program, which helps reduce consumer confusion about how to recycle single-use consumer packaged products with a clear, concise, harmonized label.

Sustainable ingredients sourcing

Chobani collaborated with the **World Wildlife Fund (WWF)** to conduct a supply chain analysis to identify important ingredients that have higher environmental and social risks due to where and how they are produced. We’re focusing our attention on **six high-priority ingredients** over the next few years: **dairy, strawberries, coconuts, vanilla, almonds, and palm oil**. With strategic guidance from WWF, we are building sustainable sourcing frameworks for each ingredient. Together with our suppliers, we’ll develop progressive sourcing programs for these important ingredients.

Energy reduction

Since 2014, we’ve cut overall energy consumption by 17%—enough electricity to power more than 100 homes in the United States for one year. It’s enabled us to lower our carbon footprint by up to 840 metric tons per year by reducing greenhouse gas emissions.

Whey recycling

For every cup of yogurt we make, we produce three cups of whey. Whey is largely water, lactose, and minerals—and has a vast range of other uses such as a renewable fuel source, animal feed, or land-applied fertilizer. We **recycle 100% of our whey** through our Research & Development team and partnerships with local businesses and dairy farm. This versatile byproduct provides basic nutrients, such as nitrogen and phosphorus, that help “recharge” the soil balance and support crop growth. Farms that receive whey from our facilities are required to have a nutrient management plan on file with appropriate local, regional, and state agencies to ensure they handle the byproduct properly.



Last year, Chobani introduced the Chobani Scholars program to invest in the future of the dairy industry, starting at the university level.

Our founder, Hamdi, built Chobani to take on Big Food, challenge the food industry, improve broken systems, and change what’s in the grocery aisle. **We’re here to help small companies.** Incubator participants receive a no-strings-attached, **equity-free grant of \$25,000.** Capital for growth isn’t the only thing we offer, though: Chobani® Incubator startups receive access to our **vast network** and **expertise** in order to scale up their operations and grow.

So far, we’ve helped **36 food-based startups.** To date, our collective alumni are **valued at over \$100 million,** have raised



Edesia/MeWe grant presentation

over **\$40 million** since their time in the Incubator, and have created over **115 full-time jobs.** Within one year of completing the program, they’ve collectively seen average distribution growth increase by 143%, and an

average YoY growth of annual revenue increase by 67%.

In 2018, the Chobani® Incubator added the Food Tech Residency (FTR) program. Through our new residency program, we bring tech entrepreneurs working on emerging green technologies to front lines of food manufacturing.



Kettle & Fire

Bone broth founded by brothers Justin and Nick Mares

Based in Austin, Texas

Grown their revenue by 10 and distribution 23 times since the Incubator

In late 2018, the company raised an \$8 million Series B investment



Delicious allergen-free cookies founded by former-CPG sales executive Denise Woodward

Based in Jersey City, New Jersey

Raised a \$1 million seed round from Jay-Z’s venture fund, Marcy Ventures, which focuses on backing entrepreneurs of color



Frozen Mediterranean products founded by wife-and-husband team Farrah Sibai and Yassin Sibai

Based in Austin, Texas

Successful co-manufacturing as well as branded revenue streams

Syrian immigrants employing extended family



Grain-free granola, hot cereal, and snack mixes, founded by husband-and-wife Kelli and Kyle Koehler

Based in San Antonio, Texas

Launched their product in the American Airlines breakfast box in Q2 of 2019



Nut butter nutrition focused on kids founded by Navyn Salem

Based in North Kingstown, Rhode Island

Incubator’s first non-profit company: 100% of their profits go towards ending malnutrition globally. Over 2 million children will be reached in 2019.

MeWe/Edesia Nutrition employs over 100 people who hail from 25 countries

Chobani Gives

Giving back to our communities has always been in our DNNA. Volunteering our time, empowering our people, and encouraging employees to live our values—that’s **Chobani Gives**. That’s why in 2018, we launched a new employee benefit under Chobani Gives. Now we offer employees **eight hours of paid volunteer time** to support causes they care about each year. Last year, our employees collectively volunteered **4,540 total hours** through Chobani-sponsored community events.

Milk Matters™

At Chobani, we’re on a mission to support positive change across the many aspects of dairy farming—from cow to people to planet. That is why we’ve developed **Milk Matters™**, a six-pillar program to support positive change across the many aspects of dairy farming. Those six pillars are: **environmental stewardship, animal care, worker well-being, local sourcing, economic opportunity, and support for dairy farms**. Through Milk Matters™, we’ve collaborated with Fair Trade USA to explore the development of a first-of-its-kind standard and certification program for U.S. dairy that will support dairy workers and provide meaningful premiums to benefit farmers and farm workers.



Giving Back

In 2018, we launched several important initiatives to deepen our ties with our home communities. Our program strengthens the communities we call home, improving childhood nutrition and wellness nationally, and helping those in need wherever they may live.

- **Chobani Scholars**
The Chobani Scholars program is a **multi-year scholarship** available at **Cornell University** and the **University of Idaho**, supporting students who have a family connection to dairy farming and plan to pursue their own career in the dairy industry.
- **Wholesome Wave**
Together, Chobani and Wholesome Wave are addressing the challenge of access to quality, nutritious food by providing **free fresh fruits and vegetables, yogurt**, and healthy recipes for **six months** to families who have at-risk children due to diet-related disease or food insecurity in Twin Falls, Idaho, and Chenango County, New York.
- **Impact Fund**
This year we launched our **Community Impact Funds**, partnerships with the Community Foundation for South Central New York and the Idaho Community Foundation to invest in big ideas that expand economic opportunity and promote entrepreneurship in the region. See page 25 for more information.

