
SUSTAINABILITY REPORT



2023

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A Word from Our CEO



This is my first letter as CEO regarding MGP's sustainability strategy. I am pleased to share our progress in 2023 against our environmental, social, and governance (ESG) objectives. Most of all, I am proud that our belief in "people first" is at the heart of this work.

Even as the company has experienced significant growth, we have maintained a commitment to the principles of sustainable development. Respect for people and the planet form the foundation of our sustainability philosophy. Sustainable development supports prosperity not only for MGP and its stakeholders, but the well-being of our neighbors and communities as well.

Our ESG strategy holds us accountable across all areas of business and operations. In 2022, we completed a comprehensive ESG materiality assessment to better align our priorities with those of our stakeholders, and we continued to build on that momentum in 2023. This work ensures we are focusing our time and resources on the areas that matter most and helped us to establish four main pillars of our ESG strategy: People, Planet, Products, and Process. You will learn more in this report about our actions under each of these pillars.

While we remain in the early stages of our sustainability reporting journey, we are proud of our progress to date and steadfast in our commitment to responsible conservation of our people and natural resources, as well as ESG principles. We bring our passion for creating the exceptional to this important work.

Thank you for your interest in our 2023 report. We look forward to sharing continued, sustainable progress in the years ahead.

DAVID BRATCHER

CEO & President, MGP Ingredients, Inc.

April 10, 2024



OVERVIEW

BORN WITH A PASSION TO CREATE EXCEPTIONAL

MGP began as a humble grain belt distillery in 1941. We have since grown and evolved to offer consumer-facing branded spirits and premium contract distilling solutions. Specialty wheat proteins and starches from MGP are used worldwide in consumer food products.

We partner with startups and global brands alike in the sourced spirits category and in the food science industry, serving not only as reliable producers but as extensions of their R&D processes. Additionally, we innovate and create some of the finest whiskeys, ryes, bourbons, tequilas, gins, and vodkas in the world within our award-winning branded spirits segment

Our products are created at the intersection of science and imagination. As we continue to advance the business, we remain committed to minimizing our impact on the environment and strive to leave our communities and the world a better place for those to follow.

Learn more at www.mgpingredients.com.

We have focused our expertise and energy on formulating excellence and collaborating with our customers to bring product ideas to life through the following business units:

Distilling Solutions



Distilling Solutions is a leading third-party provider of premium spirits to craft and multinational distillers. Products include bourbons; corn, rye and wheat whiskeys; distilled gins; and grain neutral spirits. The segment also sells distillers' feed and related co-products.

Branded Spirits



Our established portfolio of brands includes a wide range of products with a focus on premium and premium-plus American Whiskeys, bourbons, and tequila. Additionally, a diversified mid and value portfolio is positioned at different price points.

Ingredient Solutions

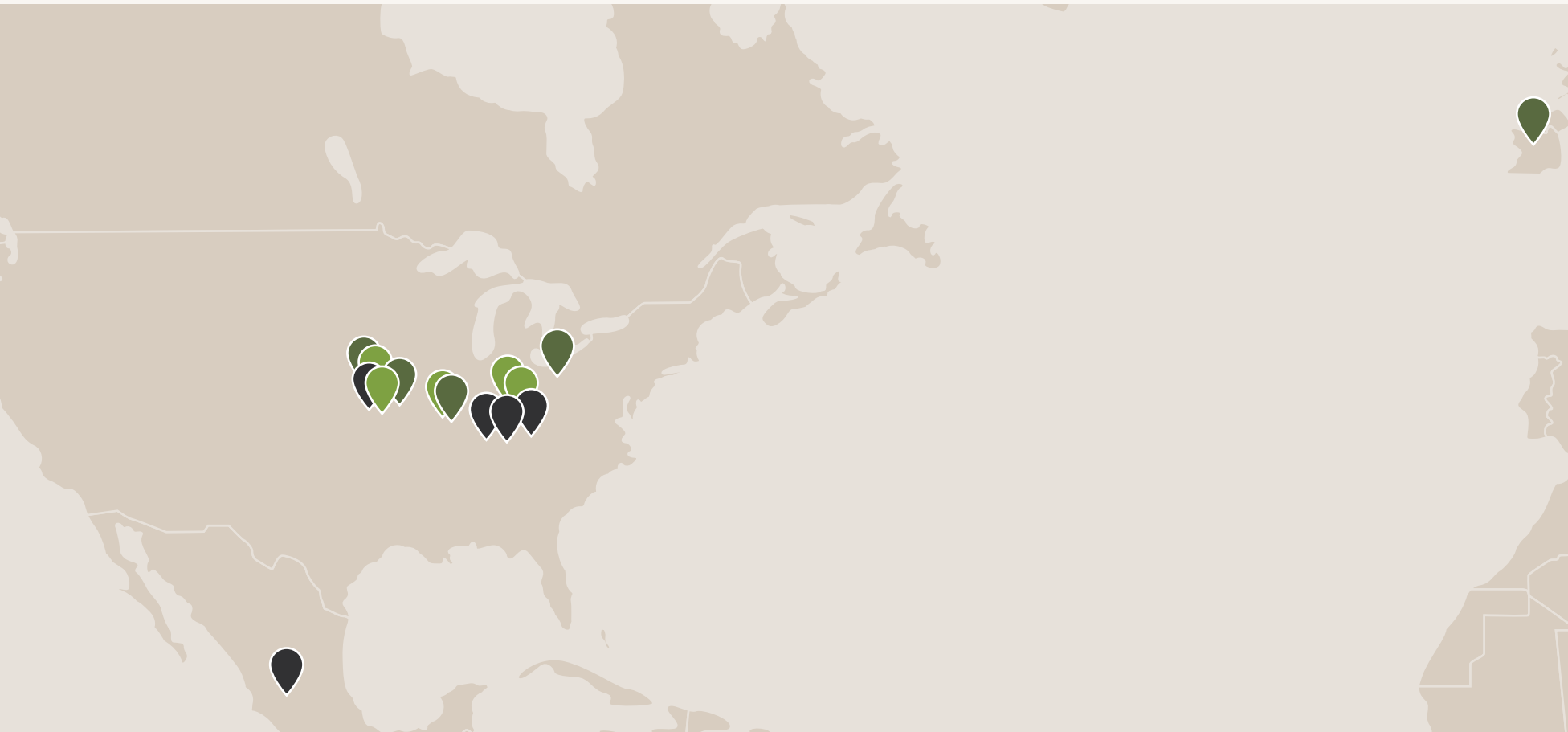
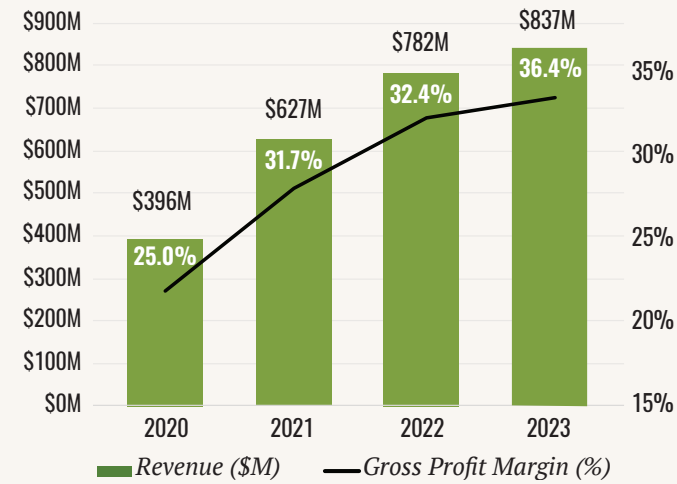


Combining innovation and food-science expertise, the Ingredient Solutions segment delivers food manufacturers functional and nutritional ingredients aligned with consumer trends. These include textured proteins for plant-based meat formulations; plant-based crisps for use in snack applications; and starches and fibers used in baking and pastas.



- \$451M from Distilling Solutions
- \$254M from Branded Spirits
- \$132M from Ingredient Solutions

Revenue and Gross Profit Margin Percentage



11 LOCATIONS GLOBALLY

Distilleries or Production Operations:

- Atchison, Kansas
- Arandas, Mexico¹
- Bardstown, Kentucky
- Lawrenceburg, Indiana
- Lebanon, Kentucky

Warehousing:

- Atchison, Kansas
- Bardstown, Kentucky
- Lawrenceburg, Indiana
- St. Louis, Missouri
- Sunman, Indiana
- Williamstown, Kentucky

Corporate & Bottling Operations:

- Atchison, Kansas
- Cleveland, Ohio
- Leawood, Kansas
- Londonderry, Northern Ireland²
- St. Louis, Missouri

¹ Owned by our joint venture. Other than revenue and gross profit margin information in this report, the data and information in this report does not include our joint venture.

² Other than (i) revenue and gross profit information, (ii) number of worldwide employees, and (iii) specific references to our Northern Ireland operations and products produced by our Northern Ireland operations in this report, the data and information in this report does not include our Northern Ireland operations.

OUR APPROACH TO SUSTAINABILITY

Our sustainability efforts are overseen by our Board of Directors. In May 2023, the Nominating and Governance Committee of the Board of Directors updated its charter to provide that it will oversee practices and disclosures related to ESG matters, except to the extent overseen by another Board committee. Furthermore, the Human Resources and Compensation Committee of the Board of Directors revised its charter in May 2023 to expressly include oversight of matters relating to our human capital management in addition to its oversight of human resources, labor, and compensation matters. We have an ESG Executive Steering Committee, which is chaired by our Vice President and Chief Human Resources Officer and includes other members of our senior leadership team. In addition, we have an ESG working group comprised of a cross functional group of internal subject-matter experts.

At MGP, we are dedicated to operating in harmony with people and the environment and are committed to a culture of continuous improvement in which our approximately 700 employees worldwide, stockholders, and local communities all benefit from a business platform based on sustainable growth.

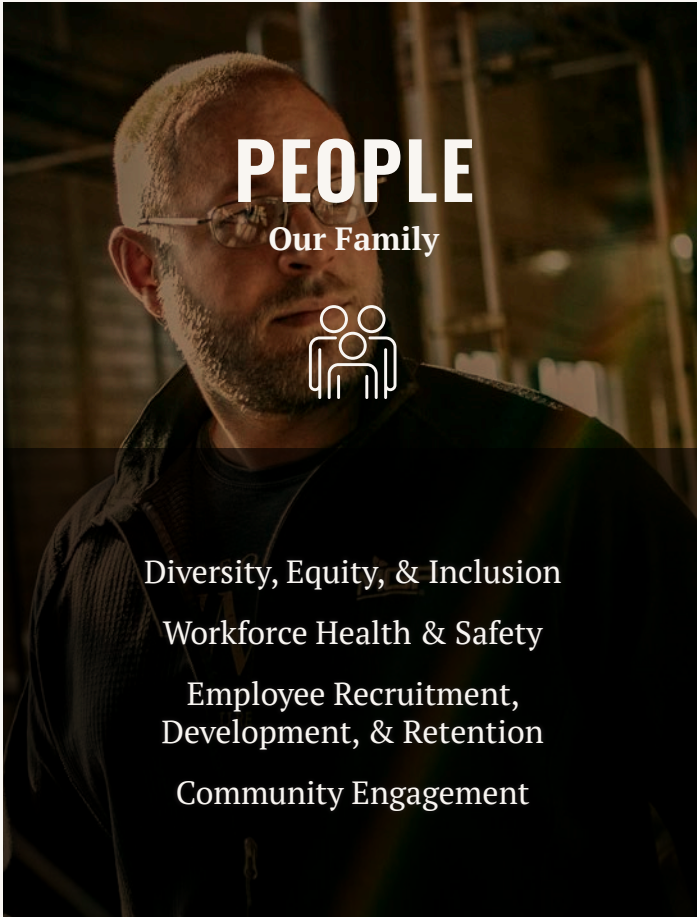
Our dedication to implementing an ESG strategy supports the United Nations Sustainable Development Goals (UN SDGs) and highlights our existing commitments to sustainable development for the prosperity of the company and communities we serve.

We recognize our actions have significant societal and environmental impacts, and are taking a proactive approach to managing these impacts by working to create a strategy that can be distilled down into four main pillars:


PRIORITIZING OUR ESG FOCUS AREAS

Identifying and developing an understanding of our most important ESG topics is critical to MGP’s strategic planning initiatives and reporting. To help focus our ESG leadership efforts, MGP enlisted the help of a leading professional services firm to conduct our first ESG materiality assessment, which was completed in 2022.

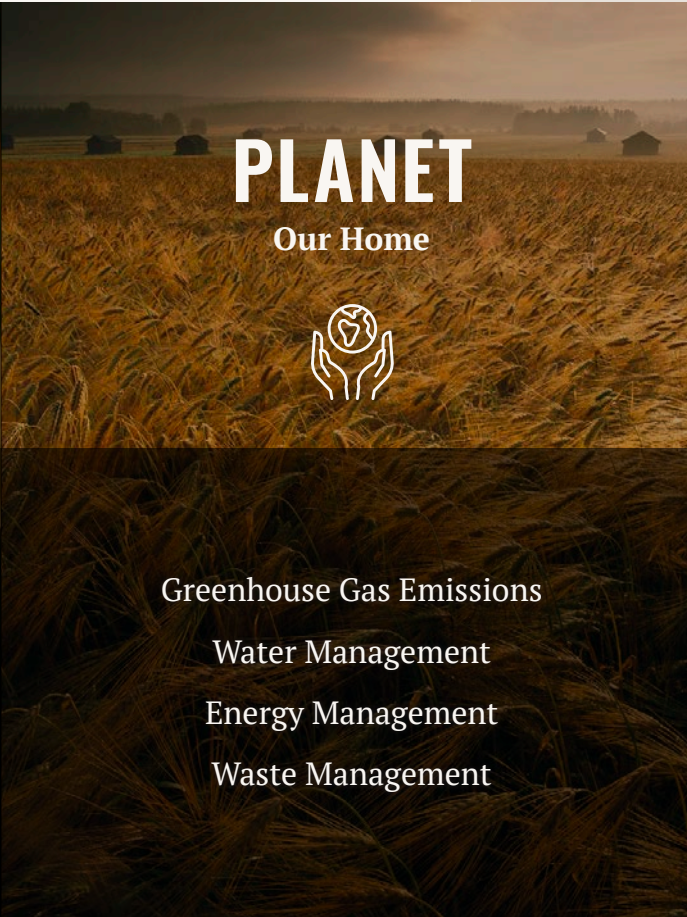
Following the guidelines set forth by the Global Reporting Initiative (GRI), this assessment referenced industry standards and engaged internal and external stakeholders, including colleagues, investors, customers, suppliers, and partners. As determined by our assessment, our most pressing sustainability topics include: greenhouse gas emissions, water management, energy management, and environmental and social impacts of supply chain.




PEOPLE
Our Family



- Diversity, Equity, & Inclusion
- Workforce Health & Safety
- Employee Recruitment, Development, & Retention
- Community Engagement



PLANET
Our Home



- Greenhouse Gas Emissions
- Water Management
- Energy Management
- Waste Management



PRODUCTS
Our Success



- Product Quality & Safety
- Sustainable Innovation
- Packaging Lifecycle Management
- Responsible Drinking & Marketing



PROCESS
Our Foundation



- Ethics & Compliance
- Risk Management & Cybersecurity
- Environmental & Social Impacts of Supply Chain



INVESTING IN OUR PEOPLE

At MGP, we believe that a skilled workforce and strong relationships with communities are at the core of our success. We recognize the importance of a diverse and inclusive workforce where all our employees feel appreciated and welcome to express their values, ideas, and perspectives.

We offer our people the opportunity to contribute to something greater than themselves, and pursue initiatives that enhance the health, well-being, and development of our people, our communities, and the world around us.





DIVERSITY, EQUITY, & INCLUSION

To thrive in a dynamic and evolving world, it is important we reflect, support, and nourish diversity, and we embrace our responsibility to promote diversity, equity, and inclusion (DE&I) in the workforce. The MGP culture is focused on integrity, performance, and DE&I, which makes it even more important for our company to be authentic in our approach. We believe that a diverse workforce is essential to business growth given the valuable background, talents, and experiences each person brings to the table.

In 2023, we embraced our core value of inclusivity and took steps to further promote DE&I within our organization. We continued to build on strong relationships with partner organizations who share our commitment to diversifying our industries and identified where there are opportunities to expand our talent pipeline. We believe the engagement of every employee helps us better understand and serve our customers, and in doing so, strengthens our competitiveness.

OUR COMMITMENTS:

Our DE&I strategy includes several strategic initiatives that are essential to our DE&I commitments and reinforce our dedication to embracing a culture built on respect and inclusivity. In 2024, MGP will:

- Continue to invest in and grow *ElevateU: Professional Growth Alliance*, an employee resource group (ERG) that celebrates our talented workforce and fosters a supportive and inclusive workplace
- Utilize our new learning management system (LMS) *Skill Build* to expand upon training initiatives that generate awareness of core DE&I principles and enable diversity through education
- Expand recruiting outreach and relations with diverse organizations, colleges, and universities

FEATURED HIGHLIGHTS

Fostering a Culture of Allyship

MGP continues to engage with a leading strategic recruiting firm for consumer brands to expand our reach among minorities and the LGBTQ+ community. MGP held quarterly DE&I focus groups and roundtables in 2023 that provided employees a safe place to learn about and discuss the issues most important to them. Focus groups were held on International Women’s Day, during Pride Month, and Juneteenth. The last focus group of the year was an informational session on Employee Resource Groups (ERGs), which led to the launch of *ElevateU: Professional Growth Alliance*, MGP’s first ERG.



MGP’s Approach to Workforce Development

Hiring and retaining our talented employees is critical to our success as a company. We are committed to providing students in areas that are underrepresented with an opportunity to learn and pursue a career with MGP. With that in mind, in 2023 we expanded our participation in career fairs at technical schools in the communities in which we operate to encourage students to pursue a possible career with us, but also establish a pipeline of

Fostering Inclusion and Diversity from Within

We embrace our responsibility to promote diversity and inclusion in the workforce. To us, DE&I are key business priorities that will enable us to continue innovating for growth and deliver for our customers and stockholders. To that end, we recognize the importance to elevate the prominence of diversity at MGP.

In 2023, “Respect in the Workforce” and “Managing Within the Law” training was conducted by outside legal experts to reinforce our commitment to creating and maintaining a respectful workplace for all employees. This training empowers our employees to contribute to a safe, inclusive environment. For more information about this training, see “Ethics & Compliance—Employee Training to Ensure Organizational Understanding and Compliance” in this report.

In 2023, we increased our participation in career and job fairs and partnered with organizations that would provide a more diverse pool of candidates including a Kentucky Chamber Inclusive Workforce Summit, the Kentucky Distillers Association (KDA) Versailles Distillery Job Fair for nontraditional workers, and the Pink Boots Society.

Promoting a Responsible Future for Distilled Spirits

MGP is a member of the Distilled Spirits Council of the United States (DISCUS) trade association. In 2023, MGP continued our involvement with DISCUS by being a member of the DISCUS DEI Committee. Our membership has improved the way we think and has also helped us promote new diversity strategies within our own organization. We remain committed to building upon this foundation and look forward to developing these practices and strategies further.



WORKFORCE HEALTH & SAFETY

Safety is paramount at MGP, and we strive to ensure the physical and mental well-being of our people are cared for. The health and safety of our employees—as well as our entire network of customers, suppliers, and partners—is of utmost importance to MGP. We hold ourselves to the expectation that our entire workforce returns home safely to their families each day.

Throughout our journey, the company and its operations have transformed into a people-first mentality. As part of our plan to improve health and safety in the workplace, we have organized safety teams and safety committees. These groups help ensure regular and timely reporting of accidents, track events, and identify risks and opportunities for improvement and prevention. Alongside this, there is a commitment at the executive level to reinforce our framework for a workplace rooted in continuous improvement and accountability.

OUR COMMITMENTS:

MGP’s proactive approach to safety, which values our people and encourages progressive improvement, will always be a top priority. As we remain committed to improving the health and safety of our workplace, in 2024 we will:

- Achieve full implementation of our new LMS solution that offers enhanced safety training modules, ensures uniformity in safety protocols, and engages employees in interactive learning experiences
- Continue internal safety audits at each U.S. site to assure compliance with company policies, site procedures and regulatory standards
- Continue to build out our safety teams and committees at all U.S. sites

2023 Safety Data

Measure	Rate
TRIR ¹	3.35
DART ²	2.56
DAFWII ³	0.64

¹Total recordable incident rate

²Days Away, Restricted, or Transferred

³Days Away from Work, Injury and Illness

FEATURED HIGHLIGHTS

Safety Trainings

In 2023, we successfully launched a new learning management system (LMS) that further strengthens and promotes our safety culture. Employees are required to participate in general safety training exercises and courses during onboarding. Employees may also be expected to take part in additional safety training exercises or courses that are more specialized and based on their individual role at MGP.

Safety Dashboards

Safety dashboards for each facility are compiled and shared with executive leadership. These dashboards help MGP track safety incidents, and ultimately develop solutions to avoid or reduce the likelihood of certain events occurring.





EMPLOYEE RECRUITMENT, DEVELOPMENT, & RETENTION

MGP constantly evaluates ways to promote the development and advancement of our employees' careers. We recognize the importance of talent acquisition, employee development, and retention of the right person for the right role.

In 2023, MGP continued efforts to increase investments in employee benefits and offerings that are designed to improve professional and personal development for every member of our team. As part of our benefits standardization efforts, MGP re-evaluates our programs to determine relevance, use, and inclusion. We continue to encourage our employees to take advantage of attractive benefits offerings as part of their employment.

OUR COMMITMENTS:

We will continue to develop a culture that offers upskilling and reskilling opportunities across the organization. With that in mind, our goal is to improve the overall experience of our employees and ensure our benefits and perks are up to standard and support the retention of talent. In 2024,

- **Launch a new mentorship program**
- **Launch *Celebrate Exceptional*, a new reward and recognition program**
- **Sponsor selected employee participation in the Kentucky Distillers Association Leadership Academy**
- **Participate in Q4 Leadership Training**
- **Implement *Skill Build*, a new learning management system**
- **Implement a new leadership development program in partnership with the Center for Creative Leadership (CCL)**
- **Offer companywide *Everything DiSC* training**

FEATURED HIGHLIGHTS

Intentional Efforts in Talent Acquisition

In 2023, we launched a companywide internship program hosting interns across our locations and business functions. The comprehensive program included consistent activities and networking opportunities. The program culminated in a final project presented to management where the intern showcased what they learned.

We also increased the frequency of career and job fair attendance in 2023 to assist in building a workforce pipeline and connecting to those in our communities.

New Training Offerings & Development Programs

In addition to training referenced elsewhere in this report, MGP facilitated leader-sponsored training events and developed new coursework in 2023.

Our new leadership development program provides:

- Executive coaching
- 360° feedback
- On-site and web-based training

Over 40 leaders completed various leadership programs including Q4, DISCUS, KDA, and Everything DiSC Leadership Training.

Facilitating Opportunity through Employee Scholar Program and Fee Assistance

Our tuition assistance program provides up to \$5,250 per year for employees to continue their education. Additionally, MGP has dedicated funding to support membership in professional associations and to enable them to seek relevant certifications.

ENHANCING EMPLOYEE BENEFITS, APPRECIATION, AND REFERRAL INCENTIVES IN 2023



We expanded access to voluntary benefits to all employees and improved features of 401(k) plans for U.S. employees.



We launched a wellness app that financially incentivizes employees to participate in health-related events, challenges, and activities.



Quarterly company newsletter including updates from different departments about key happenings around the company, employee spotlights, and more.



MGP employees are kept up to date of all new hires and team member promotions across the company via company-wide *HR Happenings* emails.



CHARITY & COMMUNITY ENGAGEMENT

MGP’s responsibility as a good corporate citizen is to promote positivity in the communities where we live, work, and play. We have a deep-rooted history of philanthropic activity, and we are proud to build on this legacy in 2024 and beyond. Currently, 100% of our operations have implemented local community engagement and impact programs. We aspire to work closely with experts in the communities where we operate to explore how MGP can contribute to improved quality of life and promote a more natural and healthier environment.

We are continuously looking for ways to expand and diversify the organizations we partner with and the cause-related efforts we support, which is why MGP continues to offer options for employees to direct their company-supported donations to charities they connect with personally.

OUR COMMITMENTS:

As our approach to community engagement matures, we plan to continue data-based decision-making practices that account for our collective time and monetary investment. This will allow us to focus on increasing intentional efforts year over year.

In 2024, we will continue to expand our direct giving and hours volunteered capabilities. Existing efforts to support this commitment include:

- **Continue our Workplace Giving initiative matching up to \$250 in employee donations to non-profit organizations, on top of covering any associated administrative costs**
- **Expand our MGP Serves initiatives that include:**
 - **Food and personal hygiene donations for local food pantries, pet shelters, and other non-profit organizations**
 - **Employee volunteer opportunities for both on-site and remote employees**

FEATURED HIGHLIGHTS

Sustaining Our Commitment through Voluntary Payroll Giving and Corporate Match Program

MGP has a longstanding history of supporting charitable causes through voluntary payroll contributions made by its employees. In 2023, this initiative resulted in contributions to the Atchison Area United Way, World Wildlife Fund, and Ronald McDonald House Charities, among others.

MGP Serves: Featured Charity Partners in 2023

- Atchison Salvation Army – Toy Drive
- Jewish Federation of St. Louis
- Blues for Kids
- Valley Hope of Atchison
- The Ellis Foundation
- 812 Day Events – Indiana
- Bardstown Collection Bottle Sales
- Bardstown Toys for Tots



Making an Impact

MGP, through its Ross and Squibb Distillery brands Remus and Rossville Union, partnered with the Chris Long Foundation’s Waterboys Initiative (top photo at left) aiming to combat water scarcity in Kenya by bringing clean, safe water to the community of Oloile.



With support from MGP, the Amelia Earhart Hangar Museum opened in 2023 in Earhart’s birthplace of Atchison, Kansas (second photo at left). The museum features the world’s last remaining Lockheed Electra 10-E, an identical aircraft Earhart flew on her final flight, and interactive STEM exhibits of Earhart’s adventurous life, from growing up in Atchison to her worldwide fame as the first woman to fly solo across the Atlantic Ocean.

MGP participated in the ribbon-cutting ceremony for Patriots Landing, which is a part of the organization “Operation Honor,” in Williamstown, Kentucky. Patriots Landing produces patriotic products such as American flag signs. MGP donated to Operation Honor which was created to provide jobs to veterans as they transition back to civilian life.



Our Yellowstone Bourbon has enjoyed an affiliation with its namesake national park for more than 150 years. In 2018, it established a formal partnership with the National Parks Conservation Association (NPCA) that has continued to grow, and in 2023 became one of the organization’s largest donors at the \$250,000 level for a total donation of nearly \$500,000 over the past six years.



MGP and community partners distributed 25,000 pounds of non-perishable foods to Atchison, Kansas, residents in need during the 10th annual Boxes of Blessing event. Since 2014, the program has provided 370,000 pounds – 185 tons – of food in Atchison.



OPERATING WITH A GENUINE RESPECT FOR OUR PLANET

MGP is committed to responsible and sustainable growth. We recognize the future impacts climate change may have on our business operations and are committed to implementing strategies that align with and support our [Environmental and Sustainability Policy](#).

When we began our journey to understand the current state across the numerous “Planet” topics, our goal was to establish a baseline that would help guide targeted strategies that reduce operational risks and minimize waste.

This approach is rooted in:

- Implementing data-driven initiatives in areas such as energy management, greenhouse gas emissions (GHG), water conservation, and more.
- Finding ways to improve efficiency and sustainability by reusing resources that are essential to our operations.

We firmly believe we are on the right path to mature our sustainability operations and minimize our impact on the planet in the years to come.



GREENHOUSE GAS EMISSIONS

After establishing the baseline year (2022) for Scope 1 and Scope 2 GHG emissions through its Greenhouse Gas Inventory Management initiative, MGP has continued to gain a thorough understanding of the contributing sources of GHG emissions for its U.S. sites. MGP uses the operational control approach to set the organizational boundaries. For operational boundaries, MGP considers sources that are both direct (Scope 1) and indirect (Scope 2) GHG emissions. The following emissions sources are included in the GHG inventory operational boundaries:

Scope 1

- Stationary combustion
- On-road mobile combustion from vehicles
- Off-road mobile combustion
- Refrigerants from HVAC systems
- Emissions from wastewater treatment plant
- Biogenic emissions from fermentation

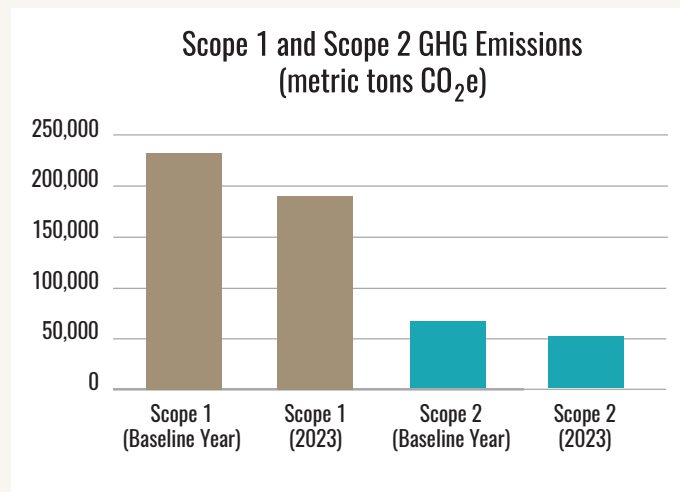
Scope 2

- Purchased electricity (Scope 2)

The total direct emissions (Scope 1) for 2023 was 187,378 metric tons CO₂e compared to 232,216 metric tons CO₂e for the 2022 baseline year. The total biogenic carbon emissions were 108,131 metric tons CO₂e for 2023 and it was 148,138 metric tons of CO₂e for 2022.

The total indirect emissions (Scope 2) for 2023 was 51,539 metric tons CO₂e compared to 58,036 metric tons CO₂e in 2022. MGP quantifies and reports GHG emissions from purchased electricity using a location-based methodology and a market-based methodology.

As stated in our 2022 sustainability report, MGP documents the sources of all data (e.g., utility bills, fuel spend invoices, etc.) within our GHG inventory to meet the GHG protocol’s accounting and reporting principles of consistency and transparency and to aid in future third-party verifications. GHG emissions other than carbon dioxide (CO₂) such as methane (CH₄) and nitrous oxide (N₂O) are adjusted to a carbon dioxide equivalence (CO₂e) emission rate via global warming potential (GWP) correction factors.



OUR COMMITMENTS:

2022 was MGP’s baseline year for GHG emissions for its U.S.- based operations and MGP continues to develop a data-informed greenhouse gas reduction strategy that is both feasible and effective for our company. This data-driven approach helps MGP to identify significant contributors to its overall GHG emissions.

- **Achieving a 50% absolute reduction in Scope 1 + Scope 2 GHG emissions over 2022 baseline level by 2027**

FEATURED HIGHLIGHTS

Absolute Reduction in Scope 1 and Scope 2 GHG Emissions in 2023

MGP’s 2023 GHG emissions (Scope 1 and Scope 2 combined) were reduced by 17.7% compared to the 2022 baseline level, primarily from continuous improvement efforts and decreased operating rates at the Atchison, Kansas distillery. The highlights of MGP’s Scope 1 and Scope 2 GHG reductions are as follows:

- Scope 1 GHG emissions reduced by 19.3%
- Scope 2 GHG emissions reduced by 11.2%
- Biogenic GHG emissions reduced by 27.0%

Also, MGP discontinued distilling operations at its Atchison, Kansas, facility in December 2023. Distilling at the Atchison facility has historically been a significant contributor to MGP’s Scope 1 and Scope 2 GHG emissions, and a substantial absolute reduction in Scope 1 and Scope 2 GHG emissions will be achieved in 2024 compared to our 2022 baseline emissions due to ceasing Atchison distillery operations.





WATER MANAGEMENT

Water usage and its release to the environment has been a focus area at MGP for many years. As part of MGP’s work in continuous improvement, we recognize that good water management practices are not only good for the planet, but also an integral part of operating our facilities effectively, as well as efficiently. In 2022, MGP started monitoring water intake, water consumption, and water released to the environment for all of our U.S. sites. It used the tool *Aqueduct Water Risk Atlas* provided by the World Resource Institute to evaluate if any of the sites are located in water-stressed areas in the U.S. Although none of its U.S. sites are currently located in water-stressed areas, MGP understands the vital role that water plays and aims to be well prepared for water stress risks.

MGP follows a reduce, reuse, and recycle strategy to improve its water usage efficiency and diligently monitors the required parameters for water discharge to the environment. MGP’s Atchison facility has its own wastewater treatment plant, and for other U.S. sites, MGP discharges to local wastewater treatment plants before being released to the environment.

The criteria for wastewater discharge includes pH, total suspended solids, and biological oxygen demand (BOD) depending on the requirements by the U.S. EPA’s National Pollutant Discharge Elimination System (NPDES) and local treatment facilities.

2023 Water Management Results

Water Withdrawal	
Water withdrawal by source	All sites (megaliters)
Groundwater (total)	10,973
Third-party water (total)	2,404
Total water withdrawal	13,377

Water Discharge	
Water discharge by destination	All sites (megaliters)
Surface water (total)	9,357
Third-party water (total)	1,541
Total water discharge	10,898

Water Consumption	
	All sites (megaliters)
Total water consumption	2,479

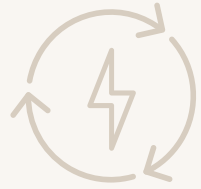
OUR COMMITMENTS:

As MGP continues to keep track of its water usage for all U.S. distilleries, production, and bottling sites, the company is committed to understanding the process-specific water usage within these facilities as well as to further improve quality of water before discharging to the environment.

In 2024, MGP will focus on:

- **Beginning a water assessment to better understand water usage at our distilling, production, and bottling sites**
- **Making substantial progress on our project to reduce the nutrient level of wastewater discharge at**



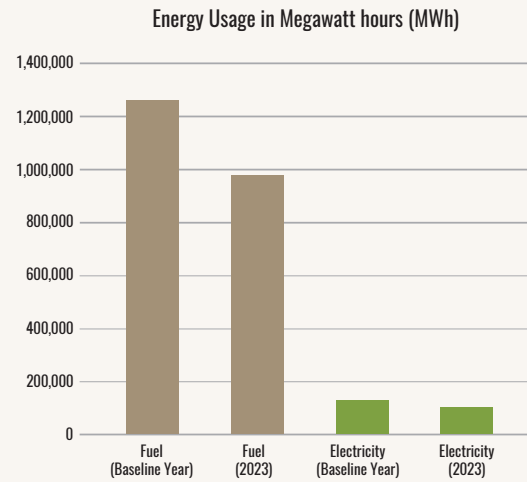


ENERGY MANAGEMENT

The total energy consumption (fuel usage + electricity usage) for all U.S. sites for 2023 was 1,106,362 megawatt hours (MWh). Specifically, fuel and electricity usage was 995,214 MWh and 111,148 MWh respectively. The graph on the right shows energy usage compared to its baseline year (2022). MGP’s total energy consumption has been reduced by 18.5% from its baseline year.

Conserving natural resources is a key tenant of our [Environmental and Sustainability Policy](#) – the team at MGP are makers and innovators, and we know that our collective knowledge and ingenuity can help us uncover ways to make energy conservation a cornerstone of our operations in the future.

The EPA’s Energy Star program has recently published energy performance indicators (EPI) and energy guides for distilleries. MGP has contributed to developing these EPI’s by working with both DISCUS and the Energy Star program since 2021.



OUR COMMITMENTS:

MGP continues to focus on optimizing our energy conservation opportunities, and we have been using Energy Star guidelines for our multi-year energy management plan. In 2024, MGP will focus on:

- **Achieving a 35% absolute reduction in energy usage over 2022 baseline levels by 2027**
- **Beginning to develop best practices for energy efficiency for our distilling, production, and bottling sites**
- **Identifying energy conservation projects for each distilling, production, and bottling site**

FEATURED HIGHLIGHTS

Superior Energy Performance

MGP distillery in Bardstown, Kentucky, earns EPA’s Energy Star® Certification

The U.S. Environmental Protection Agency (EPA) announced the list of the first-ever Energy Star-certified distilleries on November 17, 2023. MGP’s Lux Row distillery in Bardstown, Kentucky, facility was one of eight distilleries to receive the certification. “MGP uses the EPI not only to get scores for our facilities’ current levels of energy performance, but also to forecast the scores for future projects,” said Munim Hussain, MGP’s Corporate Director, Environmental Sustainability. “And, for our employees, the certification is a source of pride.”

More information can be found in the EPA’s press release: <https://www.epa.gov/newsreleases/epa-announces-first-ever-energy-star-certified-distilleries>





WASTE MANAGEMENT

As part of our reduce, reuse, and recycle approach to waste management, MGP is looking at every aspect of our processes that generates waste to avoid our products ending up in a landfill.

MGP is an avid participant in the the DISCUS sustainability committee, where waste minimization, along with other sustainability focus areas, receives rigorous evaluation. MGP continuously evaluates not only the best waste management practices but also has partnered with several companies to study the potential of converting waste into value-added applications.

Packaging is another area that can contribute to waste generation during the lifecycle of the product. In 2023, MGP began developing a framework to better understand all the materials and packaging involved in the life cycle of waste management. MGP plans to continue the work of developing a robust framework for all its materials used. See the Packaging Life Cycle Management section of this report for more information about our waste reduction efforts.

MGP generates different waste streams consisting of non-hazardous waste and an immaterial amount of hazardous waste at its processing facilities.

For non-hazardous waste streams, MGP minimizes waste sent to landfills by evaluating waste produced through everyday process operations and maximizing waste recycled or reused by third parties. The company is committed to implementing continuous improvement projects that help significantly reduce the waste generated from our process operations.

Recycling efforts are carried out in all our facilities for materials, including scrap metals, paper shred, e-waste, stretch wrap, cardboard boxes, used batteries, used oils, and used lamps. Regarding hazardous waste, MGP is a small- quantity generator and hazardous waste is transported and disposed by an approved treatment, storage, or disposal facility (TSDF).

2023 WASTE MANAGEMENT RESULTS

Waste generated by composition, in metric tons

Waste Consumption	Waste Generated	Waste Diverted from Disposal	Waste Directed to Disposal
Hazardous waste	7.68	-	7.68
Non-hazardous waste	52,864.45	51,683.72	1,180.73
Total waste	52,872.13	51,683.72	1,188.41

Waste diverted from disposal by recovery operation, in

Hazardous Waste	Total
Reuse	-
Recycling	-
Total	-
Non-Hazardous Waste	Total
Reuse	51,371.72
Recycling	312.00
Total	51,683.72

Waste directed to disposal by disposal operation, in

Hazardous Waste	Total
Landfilling	-
Other disposal operations	7.68
Total	7.68
Non-Hazardous Waste	Total
Landfilling	1,180.73
Other disposal operations	-
Total	1,180.73

OUR COMMITMENTS:

Our goal is to minimize our waste generation and reduce the waste we send to landfills. In 2024, MGP will focus on:

- **Formulating a plan to reach a landfill diversion rate of 90%**
- **Continue work to develop a framework to understand the materials' impact on waste minimization**

FEATURED HIGHLIGHTS

Electronics Recycling & Shredding Event

In November 2023, our Ross & Squibb Distillery in Lawrenceburg, Indiana co-hosted an electronics recycling and shredding event with Dearborn County Recycling and the City of Greendale. The event was open to the citizens of Dearborn County and all Ross & Squibb employees. Over 200 people participated, collecting 3.7 tons of electronic waste and 3.8 tons of paper to shred.





PRODUCTS



BORN WITH A PASSION TO CREATE EXCEPTIONAL

We've been perfecting the art of grain since 1941, creating premium spirits and exceptional ingredient solutions with some of the best people – and brands – in the business.

In addition to beverage spirits and food ingredients products like specialty starches and proteins, MGP produces distillers' feed as a co-product that can be used in livestock rations. From a grain optimization standpoint, the value is clear: the more total use of a resource, the greater the impact on production efficiencies, in addition to conservation efforts.





PRODUCT QUALITY & SAFETY

In 2023, our two main manufacturing sites earned BRCGS food safety certifications, achieving a Grade AA, which is the highest possible score. The BRCGS Global Food Safety Standard is a third-party certification program that shows we comply with the Global Food Safety Initiative (GFSI) safety guidelines for food grade products. Additionally, we continue to enhance food and beverage safety practices at our bottling facilities and distilleries.

We believe that building a strong food safety culture must involve everyone from the shop floor to the boardroom. Last year, we continued publication of our internal food safety newsletter, *Food for Thought*, covering a variety of topics from traceability to good food and beverage safety.

OUR COMMITMENTS:

We are committed to providing safe, high-quality food and alcohol products to our customers. We continuously monitor new regulations to determine applicability to our business and adjust wherever needed when new information is available. In 2024, we will:

- Continue to develop a strong food and beverage safety culture by educating employees in food and beverage safety practices and implementing these practices
- Implement key principles of the BRCGS food safety standards at MGP's bottling facilities and smaller distilleries

SUSTAINABLE INNOVATION

ProTerra® Proteins

MGP finished construction on a brand-new extrusion facility for textured protein production in Atchison, Kansas in late 2023. This state-of-the-art operation will produce a variety of plant-based meat alternative ingredients, allowing customers to minimize their environmental impact when compared to animal proteins. Additionally, this facility will enable MGP to continue to innovate in meat alternatives, bringing sustainable products to market.

Ingenient Inclusions™

In 2023, MGP launched a new line of high-protein and ancient grain crisps, Ingenient Inclusions, marking the first gluten-free product line from MGP supporting the snack market.

The initial ancient grain focus is millet, a highly nutritious and sustainable crop for human food. Millet is one of the most robust cereal grains and can be grown in semi-arid, less fertile agricultural areas of the planet. With one of the lowest water requirements for any cereal crop, millet requires minimal inputs, making it a highly sustainable part of the global food chain.

The high-protein crisp is made from peas and is used for protein enhancement.





PACKAGING LIFECYCLE MANAGEMENT

MGP continues to make strides in minimizing the long-term impact of our packaging materials used in operations. Our priority for our packaging partners and internal development teams is clear – first, use as little material as needed to safely and efficiently distribute our products to their final destination. Second, if a certain packaging material must be used, ensure it can be reused, repurposed, or recycled. MGP provides recycling opportunities at all of our locations.

Internal Case Label Printing

In 2023, MGP invested in new equipment at our St. Louis bottling location to print case label information directly onto packaging. Previously, stickers were printed and applied individually to each case. This change not only improved the efficiency of our production lines, but also reduced the amount of packaging waste generated.

Utilizing Bulk Packaging for Food Ingredients

Most of MGP’s Ingredients Solutions products are packaged in recyclable bags. While being able to recycle that part of our packaging is certainly a good thing, we have made progress in reducing packaging waste by offering ingredients in larger bulk deliveries – either totes that can be repurposed by others several times over, or in bulk tanker trucks which have virtually no packaging. Since 2011, the amount of our Ingredient Solutions products shipped in totes has increased 1,500%.

In 2022, we implemented a change to increase the number of bags per pallet for certain Arise® specialty protein products in order to maximize the amount of product transported per truck load. In 2023, this change resulted in 17% fewer truck loads to move the same quantity of product compared to 2022.

Increasing recyclability of Food Ingredients Packaging

In 2023, MGP discontinued the use of poly-lined plastic bags in its food ingredients packing operation. Unlike standard paper bags, poly-lined bags are not easily recycled, meaning the packaging would most likely end up in a landfill. Our team identified that as a source of unnecessary waste and phased out the packaging in early 2023.





RESPONSIBLE DRINKING & MARKETING

MGP is committed to promoting the responsible consumption of spirits and supports campaigns that help prevent underage drinking as well as encourage consumers and employees to make informed and responsible choices about alcohol.

We pride ourselves on our iconic brands and encourage those who choose to enjoy spirits to indulge in a safe and responsible manner. Through our premiumization strategy, we are promoting the consumption of our higher quality, better-tasting drinks. Naturally, this promotes a more positive experience for the consumer where our products are being consumed in moderation.

OUR COMMITMENTS:

As an industry leader, it is our duty to lead by example. It is important our messages are directed at legal, drinking-age consumers. To that point, our participation in industry trade associations and campaigns that help educate our team on how to promote responsible drinking and prevent underage consumption is critical. In 2024, we will focus on:

- Utilizing resources from *The Foundation for Advancing Alcohol Responsibility* [Responsibility.org] to:
 - Partner with local schools to educate teens about the dangers of underage drinking
 - Incorporate Responsibility Works, an eLearning tool for alcohol education in the workplace
- Continuing to support campaigns against underage drinking, such as the DISCUS “We Don’t Serve Teens” campaign

FEATURED HIGHLIGHTS

Tackling Underage Consumption

In partnership with DISCUS, throughout 2023 MGP participated in the nationwide “We Don’t Serve Teens” campaign, which actively promotes against underage drinking.

The “We Don’t Serve Teens” campaign utilized social media, point-of-sale materials, and an online presence to educate and provide strategies to discourage selling, serving, or supplying underage drinkers.

MGP’s Branded Spirits segment shared the campaign across its family of premium spirits including Yellowstone® Select Kentucky Straight Bourbon Whiskey; Rebel® Bourbon; El Mayor® Tequila; and Remus® Straight Bourbon Whiskey, and everyday favorites like Everclear® and Salvador’s. Our visitor centers at Lux Row Distillers and Limestone Branch Distillery also promoted the campaign.

The company also participated via the MGP and Luxco LinkedIn pages.

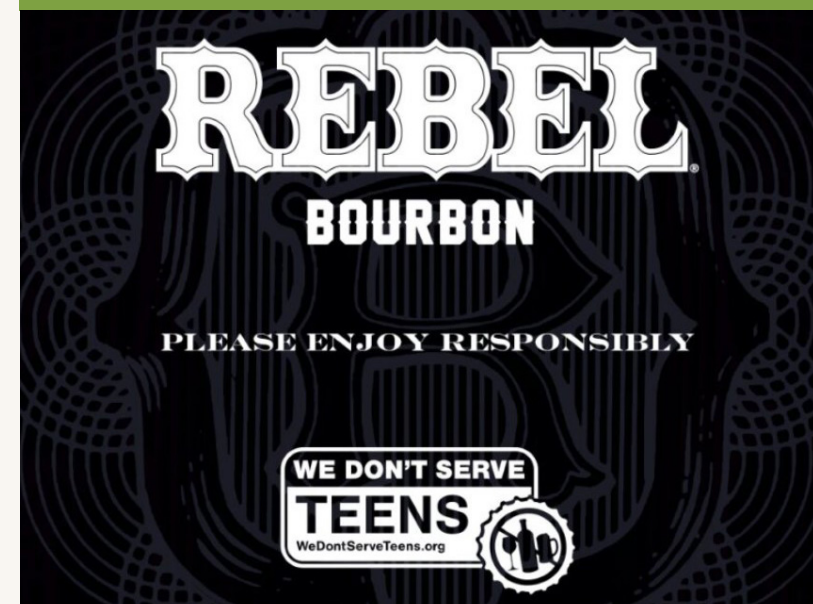
Responsible Drinking

In partnership with Uber and The Quiet Man Irish Whiskey from our Branded Spirits portfolio, MGP promoted the Irish Goodbye Program on St. Patrick’s Day.

The program offered consumers a free ride home with a complimentary Uber trip by scanning a QR code where the whiskey is sold.

The Irish Goodbye Program supports responsible drinking and the importance of getting home safely.

To further encourage customers to consume responsibly, MGP has continued to incorporate the “Please Enjoy Responsibly” or similar taglines to products, advertising, digital media, and print campaigns.





PROCESSES



BUILDING AN EXCEPTIONAL FUTURE THROUGH SUSTAINABLE PRACTICES

In order to secure a sustainable future for our business and stakeholders, MGP is dedicated to achieving excellence in its operations and supply chain.

Our processes are the foundation of everything we do, and our stringent standards and attention to detail in our processes means we go above and beyond to ensure we are establishing ethical and compliant practices, protecting data privacy and cybersecurity, managing risks effectively, and minimizing the environmental and social impacts of our supply chain.





ETHICS & COMPLIANCE

At MGP, we have a robust infrastructure and culture for ethics and compliance. The company’s Code of Conduct, which includes anti-bribery and anti-corruption policies, applies to all directors, officers, and employees. In 2023, we also adopted a Vendor Code of Conduct that sets forth our expectation that all suppliers comply with anti-corruption laws and other critical ethical practices.

Using industry best practices as a guide, we continue to evolve the way we drive ethics and compliance across the organization and will do so in 2024 and beyond.

Our legal and compliance teams also stay connected with updates from our industry associations and other educational sources as part of our regulatory monitoring process.

OUR COMMITMENTS:

- Continue to require MGP employees to annually review and acknowledge our Code of Conduct
- Continue providing relevant ethics and compliance training to our employees
- Adopt a Human Rights Policy

FEATURED HIGHLIGHTS

Our Ethics Policies

As part of the onboarding process, new hires are required to review and acknowledge our Code of Conduct and Insider Trading Policy prior to starting their employment with the company. Additionally, MGP requires employees to review and acknowledge both the Code of Conduct and Insider Trading Policy

Employee Training to Ensure Organizational Understanding and Compliance

Training is a key component of our compliance efforts. In 2023, U.S. hourly employees completed mandatory “Respect in the Workplace” training and U.S. salaried employees completed mandatory “Managing within the Law” training.

The “Respect in the Workplace” training focused on:

- Respect as a core value and important workplace imperative,
- Strategies our employees can use to foster a respectful workplace, and
- Employee responsibilities under company policies and applicable law.

The “Managing within the Law” training focused on:

- Respect as a core value and important workplace imperative,
- Our expectations of company leaders to model our company’s values and abide by company policies, and
- Defining the role and responsibility of company leaders to ensure company policies are enforced and followed by other employees, as well as the consequences if these leaders do not follow or enforce company policies.

Providing Anonymous, Safe Reporting Mechanisms

MGP has an anonymous compliance and ethics reporting line operated by an independent third-party that allows any employee to anonymously raise issues of concern. The compliance hotline is a demonstration of our commitment to ensuring all employees have a way to raise concerns they are not comfortable reporting to a supervisor or other leader.

Employees are made aware of the hotline and how to access it through numerous channels, including through MGP’s employee intranet and in our Code of Conduct.

Managing and Monitoring Legal Compliance

MGP maintains compliance with alcohol and food regulations via our internal regulatory groups and monitors compliance with industry-specific regulation via a cross-functional effort that includes our internal compliance and legal teams as well as consultation with expert outside counsel when needed. Additionally, employees at our facilities possess subject matter expertise on alcohol and food controls, licensing, and regulations to ensure we have a breadth of knowledge and expertise throughout our operational footprint.



RISK MANAGEMENT & CYBERSECURITY

Managing risks across the organization is critical to MGP’s success and one we take seriously. We embed responsibility for risk management in our business units, as these business leaders have the technical expertise to manage the risks in their departments.

As part of our Enterprise Risk Management (ERM) process, we regularly identify, evaluate, and prioritize potential risks with our executive management team and business unit leaders and create a register of these risks. Our executive management team and business unit leaders decide on actions and strategies to use to mitigate our risks based on this risk register. Our ERM process and risk register is reviewed with the Audit Committee of our Board of Directors, along with our strategies for managing our risks, at least three times per year. We also disclose risk factors in our [Annual Report](#) on Form 10-K.

We are also focused on continuously improving our cybersecurity policies and governance to align with industry best practices. Examples of initiatives we undertook in 2023 include end user trainings, phishing simulations, data encryption, and more. For more information about our cybersecurity risk management, strategy, and governance, see our [Annual Report](#) on Form 10-K.

FEATURED HIGHLIGHTS

Safeguarding Data through Oversight and Regulatory Compliance

MGP’s approach to data privacy and cybersecurity is rooted in C-suite-managed governance structures and policies that are in line with industry best practices.

MGP does not store private data and is compliant with all applicable data privacy and cybersecurity regulations in the jurisdictions in which we operate, including the European Union’s General Data Protection Regulation (GDPR) and the California Online Privacy Protection Act.

Staying on Top of an Ever-Changing Threat

To support continuous improvement of our cybersecurity and data privacy posture, MGP leverages numerous best practices, including:

- SYSTEM TESTING and Patching
- End-User TRAINING
- INTERNAL AUDIT
- REDUNDANCY Mechanisms
- Multi-Layered SECURITY
- ENCRYPTION





ENVIRONMENTAL & SOCIAL IMPACTS OF SUPPLY CHAIN

MGP continues the process of learning and understanding the environmental and social impacts of our supply chain and is committed to advancing sustainability practices with our supply chain partners. We believe we will be able to continue to improve upon the environmental and social impacts of our supply chain by engaging with our suppliers and using our influence to encourage the implementation of best practices, continuous improvement, and sustainable agriculture practices.

Given the nature of our business, sourced grain and wood barrels constitute a significant portion of our overall direct materials sourcing. We are in an open dialogue with our grain and whiskey barrel suppliers and are gratified to recognize their efforts to advance sustainable practices within their respective organizations. In addition, where possible, we source products locally to minimize our carbon footprint, as well as find ways to reduce waste and inefficiency.

We also continue to monitor and assess our global supply chain risks. Despite these ongoing risks, we see a trend of increased focus on sustainability from our supplier partners, and therefore expect this ongoing positive trend to continue.

OUR COMMITMENTS:

- Continue to monitor and encourage the growth of sustainable agriculture and forestry practices in our supply chain, with the goal of establishing meaningful KPIs in the future to encourage the implementation of sustainable practices by our agriculture and forestry product supplier partners

FEATURED HIGHLIGHTS

Tackling Sustainability in Product Development and Manufacturing Processes

Having a continuous improvement mindset also applies to constantly thinking of ways we can improve our impact on the planet. This includes a commitment to managing waste and reducing the environmental impact of our packaging materials. For more details, see “Packaging Lifecycle Management.”

Implementing Future Initiatives

Our supply chain team remains committed to understanding the amount of MGP’s sourced grain and forestry products that are grown sustainably. This will help us identify the right key performance indicators (KPIs) to establish in the future as we continue to encourage the implementation of sustainable growing practices by our agriculture and forestry product supplier partners.

Vendor Code of Conduct

In 2023, MGP adopted a Vendor Code of Conduct which reflects our expectation that our vendors and suppliers uphold the same commitment to complying with the law and acting ethically in all matters, as we uphold in our business. This Vendor Code of Conduct includes our expectation that suppliers and vendors:

- comply with all applicable laws and regulations,
- compete fairly and ethically,
- respect and protect human rights,
- may not discriminate on the basis of race, ethnicity, sex, age or other characteristics and must maintain a workplace free from harassment, and
- conduct their business in a way that minimizes their environmental impact and actively work towards sustainability goals, such as reducing waste and conserving energy.



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

MGP Ingredients, Inc. has reported the information cited in this GRI content index for the period from January 1, 2023 to December 31, 2023 with reference to the GRI Standards. The index uses GRI 1: Foundation 2021 and corresponds to sustainability information presented in this sustainability report, our proxy statement, and our annual report, as well as information located on our website. For a detailed explanation of the GRI

GRI Disclosure	Description	Location
GRI 2: General Disclosures 2021		
2-1	Organizational details	2023 Form 10K - Cover Page and pages 1 and 19 Sustainability Report - pages 5 - 7
2-2	Entities included in the organization's sustainability reporting	2023 Form 10K - pages 1-3
2-3	Reporting period, frequency and contact point	Calendar year ended December 31, 2023, annually Publication date - April 10, 2024 Contact us
2-4	Restatements of information	No restatements of information in 2023
2-5	External assurance	No external assurance received
Activities and workers		
2-6	Activities, value chain and other business relationships	2023 Form 10K - pages 1-4, 48, 64, and 65
2-7	Employees	2023 Form 10K - page 4 Sustainability Report - page 8
2-8	Workers who are not employees	Information not available
Governance		
2-9	Governance structure and composition	Corporate Governance Guidelines 2023 Proxy Statement - pages 5,11, and 37 Governance at a Glance
2-10	Nomination and selection of the highest governance body	Corporate Governance Guidelines 2023 Proxy Statement - page 11 Governance at a Glance
2-11	Chair of the highest governance body	Governance at a Glance
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance Guidelines - page 1
2-13	Delegation of responsibility for managing impacts	Corporate Governance Guidelines - page 1
2-14	Role of the highest governance body in sustainability reporting	MGP's Sustainability Report is reviewed by all relevant members of the executive team, including our CEO
2-15	Conflicts of interest	Code of Conduct - page 1 2023 Proxy Statement - page 14
2-16	Communication of critical concerns	Code of Conduct - page 4
2-17	Collective knowledge of the highest governance body	Corporate Governance Guidelines - page 5
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Guidelines - pages 3 - 4
2-19	Remuneration policies	Corporate Governance Guidelines - page 4 2023 Proxy Statement - pages 16 - 21
2-20	Process to determine remuneration	Corporate Governance Guidelines - page 4 2023 Proxy Statement - pages 17, 21, and 39
2-21	Annual total compensation ratio	2023 Proxy Statement - page 32

GRI Disclosure	Description	Location
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Sustainability Report - page 3
2-23	Policy commitments	Environmental & Sustainability Policy Statement Code of Conduct
2-24	Embedding policy commitments	Environmental & Sustainability Policy Statement Code of Conduct Sustainability Report - pages 40 - 41 Vendor Code of Conduct
2-25	Processes to remediate negative impacts	Code of Conduct - page 4 Compliance Hotline
2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct - page 4 Compliance Hotline Sustainability Report - page 41
2-27	Compliance with laws and regulations	2023 Form 10K - pages 10 - 13 and 17
2-28	Membership associations	Sustainability Report - pages 13 and 19
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Sustainability Report - pages 8 and 18 - 19
2-30	Collective bargaining agreements	2023 Form 10K - page 4
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Sustainability Report - page 8
3-2	List of material topics	Sustainability Report - pages 8 - 9
Topic Standards		
205	Anti-corruption 2016	
3-3	Management of material topics	Sustainability Report - page 40
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report - page 40
302	Energy 2016	
3-3	Management of material topics	Sustainability Report - page 26
302-1	Energy consumption within the organization	Sustainability Report - page 26
302-4	Reduction of energy consumption	Sustainability Report - page 26
303	Water and Effluents 2018	
3-3	Management of material topics	Sustainability Report - pages 24 - 25
303-1	Interactions with water as a shared resource	Sustainability Report - pages 24 - 25
303-2	Management of water discharge-related impacts	Sustainability Report - pages 24 - 25
303-3	Water withdrawal	Sustainability Report - pages 24 - 25
303-4	Water discharge	Sustainability Report - pages 24 - 25
303-5	Water consumption	Sustainability Report - pages 24 - 25
305	Emissions 2016	
3-3	Management of material topics	Sustainability Report - pages 22 - 23
305-1	Direct (Scope 1) GHG emissions	Sustainability Report - pages 22 - 23
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report - pages 22 - 23
305-5	Reduction of GHG emissions	Sustainability Report - pages 22 - 23

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GRI Disclosure	Description	Location
306	Waste 2020	
3-3	Management of material topics	Sustainability Report - pages 28 - 29
306-1	Waste generation and significant waste-related impacts	Sustainability Report - pages 28 - 29
306-2	Management of significant waste-related impacts	Sustainability Report - pages 28 - 29
306-3	Waste generated	Sustainability Report - pages 28 - 29
306-4	Waste diverted from disposal	Sustainability Report - pages 28 - 29
306-5	Waste directed to disposal	Sustainability Report - pages 28 - 29
308	Supplier Environmental Assessment 2016	
3-3	Management of material topics	Sustainability Report - pages 44 - 45
308-1	New suppliers that were screened using environmental criteria	Sustainability Report - pages 44 - 45
308-2	Negative environmental impacts in the supply chain and actions taken	None identified in 2023
400	Social topics	
401	Employment 2016	
3-3	Management of material topics	Sustainability Report - pages 16 - 17
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Form 10K - page 5
403	Occupational Health and Safety 2018	
3-3	Management of material topics	Sustainability Report - pages 14 - 15
403-1	Occupational health and safety management system	Sustainability Report - pages 14 - 15
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report - pages 14 - 15
403-3	Occupational health services	Sustainability Report - pages 14-15
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report - pages 14 - 15
403-5	Worker training on occupational health and safety	Sustainability Report - pages 14 - 15
403-6	Promotion of worker health	Sustainability Report - page 17
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	MGP uses multiple approaches in identification of occupational health and safety hazards. A combination of employee suggestions, safety committees, and action items identified out of near-miss incident analysis are implemented to minimize potential hazards.
403-8	Workers covered by an occupational health and safety management system	All employees and workers are covered by MGP's occupational health and safety management system
403-9	Work-related injuries	Sustainability Report - pages 14
404	Training and Education 2016	
3-3	Management of material topics	Sustainability Report - pages 16 - 17
404-2	Programs for upagerading employee skills and transition assistance programs	Sustainability Report - pages 16-17
405	Diversity and Equal Opportunity 2016	
3-3	Management of material topics	Sustainability Report - pages 12 - 13
405-1	Diversity of governance bodies and employees	2023 Proxy Statement - pages 5 and 37 Governance at a Glance

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GRI Disclosure	Description	Location
413	Local Communities 2016	
3-3	Management of material topics	Sustainability Report - pages 18 - 19
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report - pages 18 - 19
414	Supplier Social Assessment 2016	
3-3	Management of material topics	Sustainability Report - pages 44 - 45
414-1	New suppliers that were screened using social criteria	Sustainability Report - pages 44 - 45 Vendor Code of Conduct
416	Customer Health and Safety 2016	
3-3	Management of material topics	Sustainability Report - pages 32 - 33
416-1	Assessment of the health and safety impacts of product and service categories	Sustainability Report - pages 32 - 33
417	Marketing and Labeling 2016	
3-3	Management of material topics	Sustainability Report - pages 36 - 37 and 34 - 35
417-1	Requirements for product and service information and labeling	Sustainability Report - pages 36 - 37 and 34 - 35
418	Customer Privacy 2016	
3-3	Management of material topics	Sustainability Report - page 42
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	MGP is not aware of any complaints regarding breaches of customer privacy and losses of customer data in 2023.

This sustainability report may contain forward-looking statements within the meaning of the private securities litigation reform act of 1995. These forward-looking statements reflect management's current beliefs and estimates of future economic circumstances, operations intentions and predictions, industry conditions, company performance, company financial results, and company financial condition and are not guarantees of future performance. All forward-looking statements are subject to risks and uncertainties that could cause actual results to differ materially. For information on these risks and uncertainties and other factors that could affect the company's business, see the company's annual report on form 10-k for the year ended December 31, 2023, as well as the company's other sec filings. The company undertakes no obligation to update any forward-looking statements or information in this report, except as required by law. Certain information contained in this report relating to goals, targets, expectations, or commitments is subject to change, and no assurance can be given that such goals, targets, expectations, or commitments will be met.

