## ESSENTIAL INGREDIENTS CORE VALUES

AUTHENTIC OWNERSHIP WHO BEFORE WHAT 100 YEAR MINDSET IN THE ARENA DO THE RIGHT THING



We own it- individually and collectively. We think and act like owners because we are.



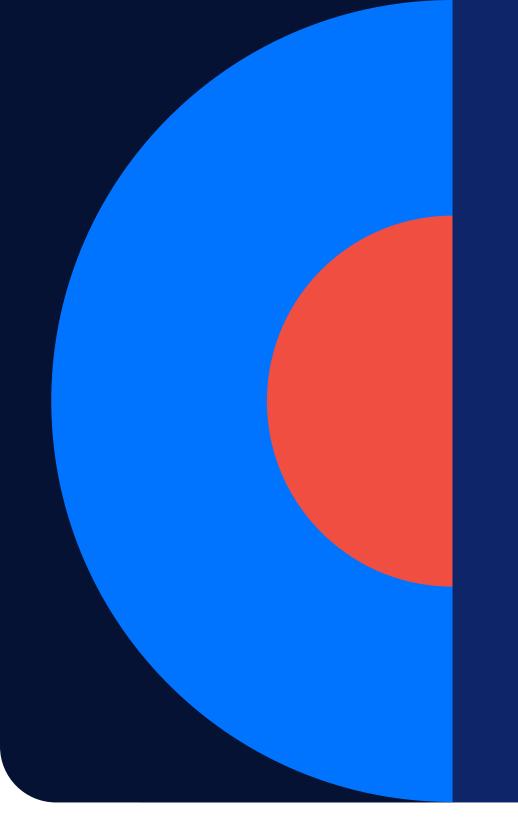
We care- and we mean it! In every situation, we put people first. We win and lose as a team, focusing on each others' success before our own.

## 100-YEAR MINDSET

We think on a generational scale. In every decision, we seek to add value to our customers, suppliers, team, and communities over the long term.



We have a bias for action and meet challenges with grit. We're not afraid to take risks or get our hands dirty.



## DO THE RIGHT THING

We do the right thingeven when it's hard or counterintuitive. Because it's the right thing to do. Period.