Land O'Lakes, Inc.

Statement on the Prevention of Modern Slavery and Human Trafficking

This statement is submitted by Land O'Lakes, Inc., a Minnesota Cooperative Corporation, parent company of subsidiaries including Winfield United Canada ULC; Winfield Solutions, LLC; Forage Genetics International, LLC; Nutra-Blend, L.L.C.; and Kozy Shack, LLC. For purposes of this statement, these businesses are referred to collectively as "Land O'Lakes", "Company", "our", "us" and "we" for the financial reporting year ended December 31, 2024, (the "Reporting Period"). This report has been prepared and filed pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act").

At Land O'Lakes, fair labor and human rights practices are a top priority. Land O'Lakes is committed to treating everyone who works at the Company with respect and dignity. The Company expects this same commitment from our suppliers and vendors with whom it does business as referenced in our Supplier Code of Conduct. Land O'Lakes does not engage in human trafficking, child labor, nor do we use forced or involuntary labor within the Company. Such practices are also not tolerated within our supply chain base. These expectations of fair labor practices extend to prohibiting forced, bonded, or indentured labor, exploitation of prison labor, and other forms of modern slavery.

Structure and Business Operations.

Land O'Lakes, Inc. is a Minnesota cooperative corporation and is one of America's premier agribusiness and food companies and has more than 8500 employees. We are a farmer and retailer-owned cooperative with industry-leading operations that span the agricultural system – from production to consumer foods. Built on a legacy of more than 100 years of operation, we have some of the most respected brands in agribusiness and food products within our four businesses – Dairy Foods, Animal Nutrition, Crop Inputs and Truterra. We operate in all 50 United States and more than 60 countries.

Land O'Lakes is a good corporate citizen and acts with integrity to do the right thing, every time. Careful stewards of the earth, we work to preserve our natural resources for the generations to come. We are committed to product quality and worker safety. Our suppliers and business partners must share our unwavering commitment to integrity and meet our high-quality standards and expectations that business be conducted ethically and fairly at all times. Our Land O'Lakes Code of Conduct establishes key expectations of our employees to always act with integrity.

We choose suppliers that follow high ethical standards and apply the same core principles articulated in our Global Supplier Code of Conduct. Like Land O'Lakes, our suppliers are expected to immediately address any shortcomings, and we encourage our suppliers to continuously improve their operations.

To foster a culture of integrity and ethical decision making, employees, suppliers and other stakeholders who have questions or concerns about unethical or unlawful behavior are encouraged to raise concerns directly to management or the Land O'Lakes Connect Hotline, which is a confidential hotline managed by an independent third party. The hotline is available at all times either by telephone or through web interface, and persons can report concerns in a multitude of languages.

Risks of Modern Slavery and Human Trafficking.

Land O'Lakes has an ethical culture and long-standing commitment to doing business the right way. As permitted by law for vocational training under appropriate supervision, the Company does employ a limited number of persons under the age of eighteen in our production facilities.[1] We are committed to fair employment practices including: equitable and competitive pay; provision of safe workplaces; and highest ethical corporate conduct. The Company expects our suppliers and partners to also commit to ethical conduct and fair employment practices throughout their organizations.

The Winfield United Canada business is a distributor of agricultural products including those manufactured by Land O'Lakes' businesses outside of Canada. No one under the age of 18 is involved in the direct manufacture or sale of Winfield's products nor is unlawful forced labor or human trafficking used in any part of the Company's operations. These same expectations apply to third party suppliers.

Assessment of Third-Party Suppliers

Land O'Lakes procures supplied goods from third parties that share our ethical values and commitment to fair business practices. Care is taken when selecting suppliers and vendors with whom to do business, and it is common for the Company to conduct due diligence with new companies to ensure an understanding of the reputations of the prospective businesses and their ownership. Contracts with suppliers and agreements for purchase commonly include provisions requiring compliance with all applicable laws, including lawful employment practices. Increasingly the Company is adding provisions that more specifically address prohibitions against use of forced or compulsory labor, child labor, and human trafficking of any kind.

Actions taken in 2024-2025

In 2025, Land O'Lakes began rolling out a human rights assessment questionnaire for our suppliers of goods as part of our commitment to continuously improving how we address risks related to human trafficking.

Annually, Land O'Lakes conducts enterprise-wide training to ensure awareness of the importance of compliance with the Code of Conduct, which includes fair and lawful employment opportunities. Training completion rates are also tracked.

The Company regularly provides our Supplier Code of Conduct to vendors and suppliers when entering into and updating agreements. Accountability for compliance is taken seriously, and if a concern is brought forward about a third party, it is taken seriously and addressed promptly and appropriately.

Company policies provide for equal employment opportunities for all persons and address expectations regarding compliance matters including fair pay practices, anti- discrimination and harassment. In 2023, the Company earned the maximum score possible on the 2023

[1] Land O'Lakes partners with a small number of non-profit agencies and high schools whereby students may be present at a work site for a short period/limited number of hours to observe or apprentice with an experienced worker to gain insights into types of careers offered within the company. The students typically are supervised by school representatives and receive school credit for work/shadowing opportunities. Work is also compensated at not less than applicable minimum wage.

Disability Equality Index. Presently, we continue to offer nondiscriminatory and equal employment opportunities for all persons without regard to protected statuses. The Company also offers many employee resource groups that welcome participation from all within our workforce to ensure belonging, development, and advancement opportunities.

The Company regularly participates in SMETA audits which provide comprehensive assessment of our ethical and responsible sourcing practices as well as our consistent efforts to meet fair labor, health and safety standards throughout our supply chain.

The Company provides a confidential, free reporting tool (phone and online) to express any concerns. These options are accessible to employees and third parties, including suppliers.

Updates regarding compliance matters and summaries of hotline reports received are regularly provided to the Audit Committee of the Land O'Lakes Board of Directors.

The Company does not charge workers for recruitment fees and obtains proper work authorizations without requiring that workers surrender identity documents such as passports, birth certificates, and the like.

The Company complies with applicable pay transparency laws and periodically conducts pay parity reviews to ensure market pay standards are met without regard to status including race, gender and ethnicity.

The Company treats all workers fairly and does not engage in the use of physically abusive or humiliating discipline or termination practices, nor is corporal punishment, mental or physical coercion, abuse, sexual violence threats or intimidation tolerated.

Approval and Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information provided is true and accurate in all material respects for the purposes of the Act, for the Reporting Period referenced.

Date: May 30, 2025

Name: Sheilah E. Stewart

Title: Senior Vice President and General Counsel,
Assistant Secretary of the Board of Directors

I affirm that I am authorized by the Land O'Lakes Board of Directors to oversee submission and affirmation of this statement on behalf of the Company.