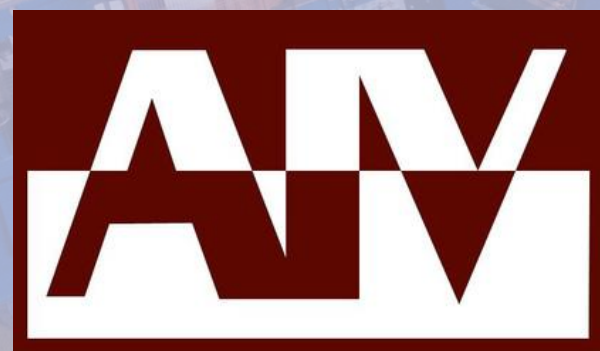




Vermont Manufacturing Day



Industry Partners





Maple Landmark[®]

Middlebury, Vermont





®



VERMONT MANUFACTURING DAY 2025

Our Dairy Cooperative

400+ Farm Families, 7 states

3 Billion Pounds of Milk

4 Production Plants

1 Cut & Wrap Facility

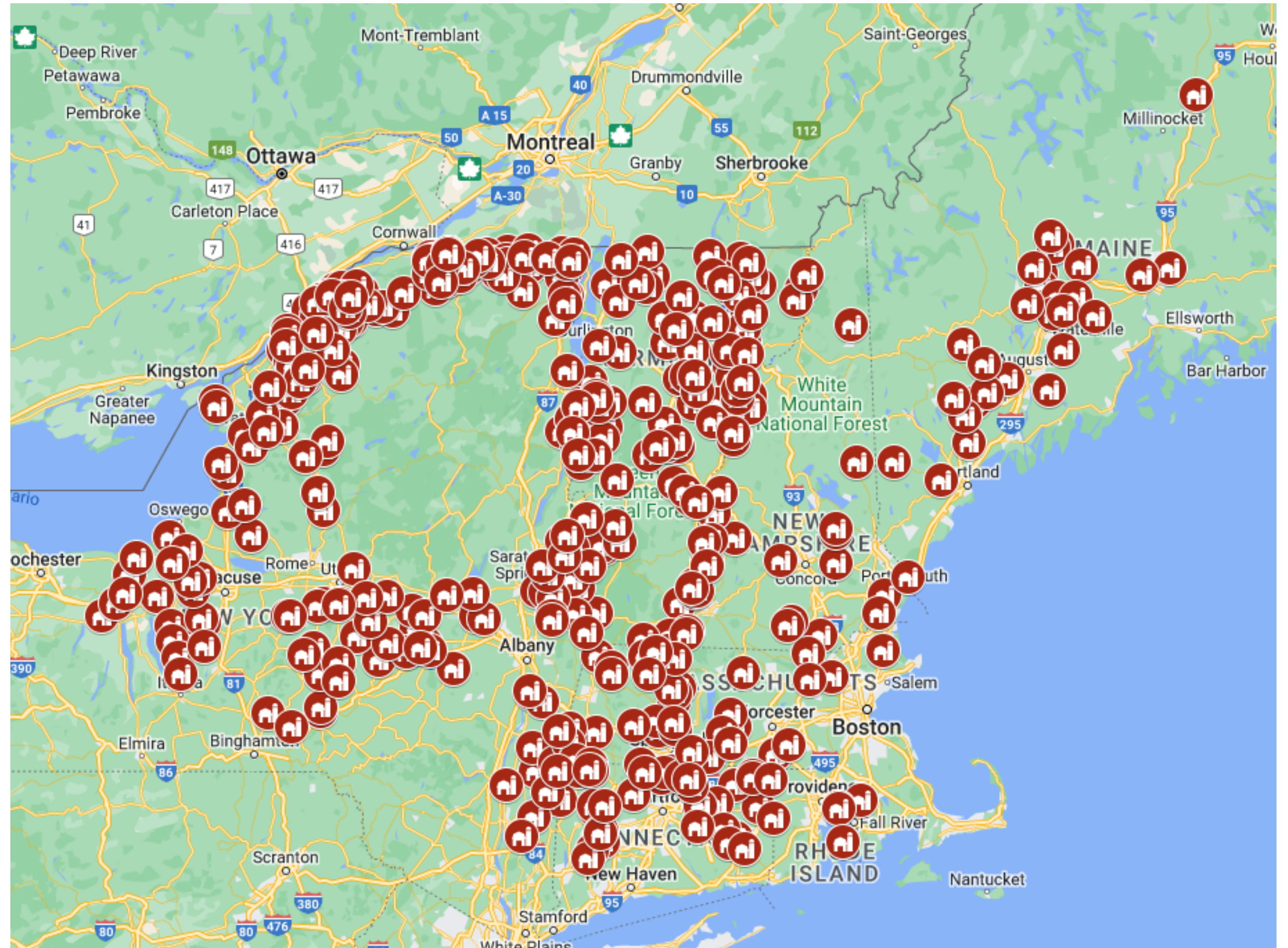
2 Retail Stores, 1 Farm Store

1,000+ Employees

\$1 Billion in Annual Sales



Farmer Footprint



Who We Are & What We Make



400+
MEMBER
FARMS



153
MILLION LBS OF
CHEESE



43
MILLION LBS OF
CULTURED



56
MILLION LBS OF
BUTTER

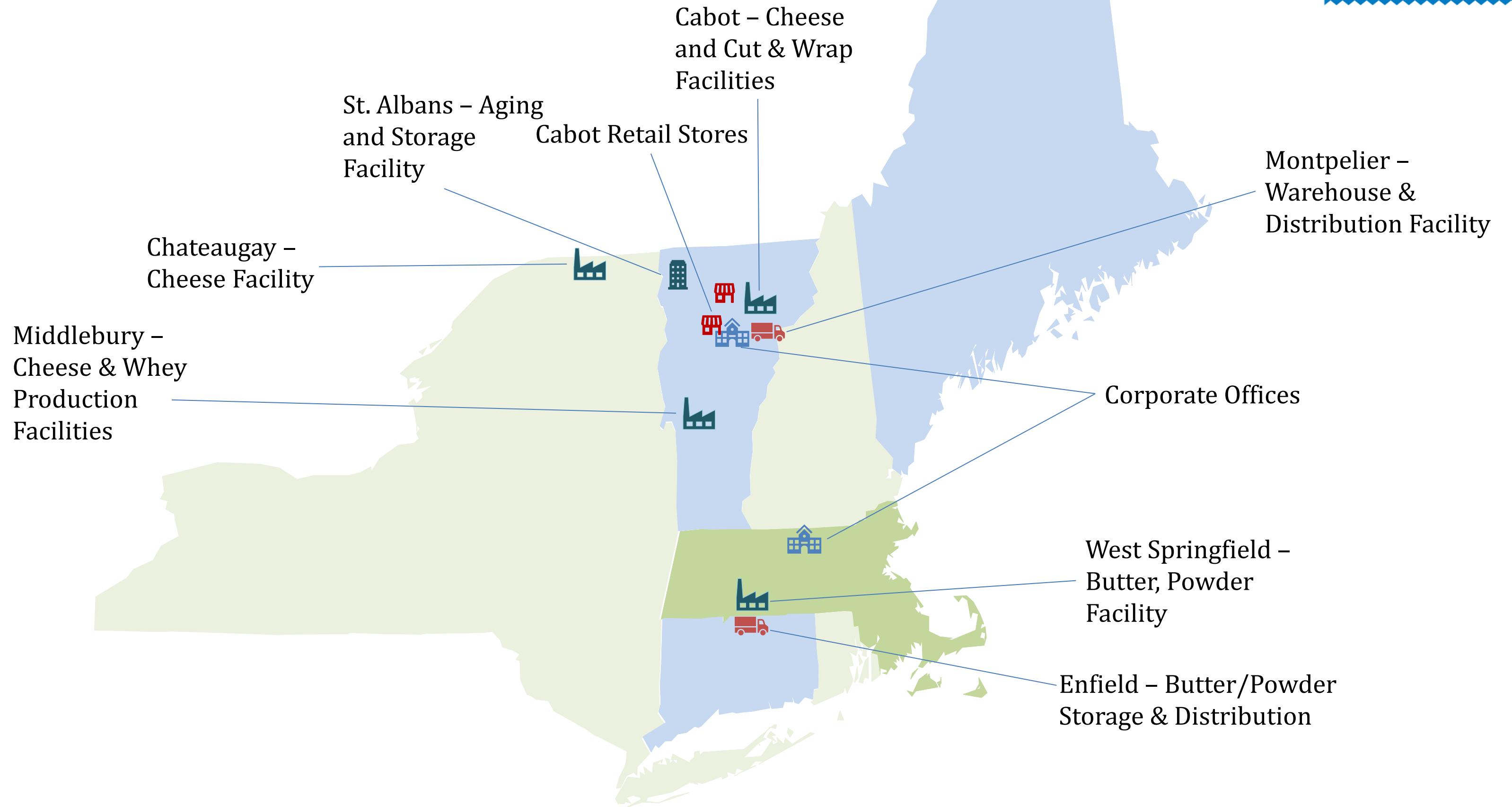


36
MILLION LBS OF
WHEY POWDER



71
MILLION LBS OF
NFDM

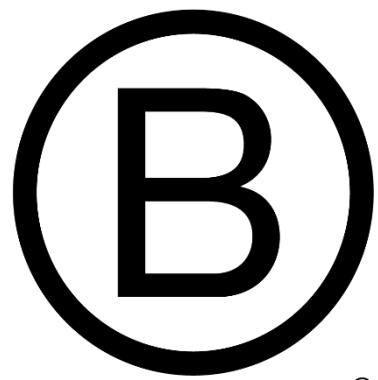
Operational Footprint



Certified B-Corp

- First Dairy Co-op in U.S. to Achieve B-Corp Certification in 2012
- B Corp Certification validates our attention to **environmental** and **social impacts** for our consumers, customers, employees, and our co-operative of dairy farm families.

Certified



Corporation





CABOT CREAMERY 2024

Purpose in Action

As the first dairy co-op to become a certified B Corporation, we believe that our business can be a force for good. We are excited to share how Cabot supported our employees, communities, and the environment in 2024.

SUSTAINABLE PACKAGING COMMITMENT

In 2024, we committed to transition our 8 oz. dairy bars to 30% Post Consumer Recycled Packaging (PCR). Coming in 2025, this change will result in a:



23% DECREASE
in fossil fuel emissions



30% RECYCLED
material was used to
make this package



19% DECREASE
in water usage



**1
NEW
DIGESTER**

PARTNER POWER

Cabot collaborated with local businesses to launch a digester for our Middlebury, VT plant in October 2024. At full capacity, it's expected to generate enough electricity to power 800 homes annually.

**1,444,487
KWH SAVED**

ENERGY SAVINGS

By improving our manufacturing, retail, and distribution centers, we saved the same amount of energy needed to power 131 homes for a year!

**~70%
OF FEED
PRODUCED ON
MEMBER FARMS**

LOCALLY GROWN

Most of our cows nutrition is grown on our co-op members' dairy farms or sourced within 100 miles.

**CO-OP
PRINCIPLE
#5**

EDUCATION FOR EVERYONE

Our co-op hosted 23 educational webinars for our dairy farmers.

**186,412
POUNDS OF
PRODUCTS DONATED**

for hunger relief.
That's enough to fill five
tractor trailer trucks!

**18
FIRST PLACE
AWARDS**

in national and
international dairy
competitions, including
World's Best Butter.

**MPG
MVP**

4% HIGHER MILES PER GALLON

than the national fleet
truck average. We also
improved our team's MPG
by 1.2% from last year.



**VISIT
FOR MORE
HIGHLIGHTS**



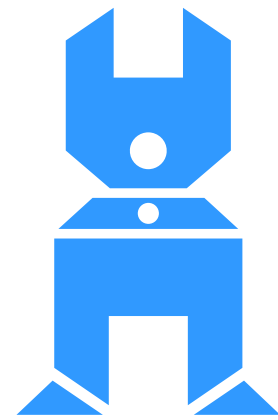
Challenges

- LABOR
 - Housing, Childcare, and Transportation
- Global Dairy Markets / Trade
- Energy Costs
- Healthcare Costs
- Interest Rates

THANK YOU!

CABOT CREAMERY





IKAD

Ideas brought to life



USA Brands

In House Manufacturing



**VERMONT
TEDDY BEAR**

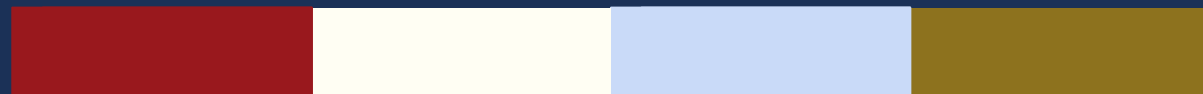
*The Vermont
Flannel Co*

GUSSET
-EST. 1987-

ALL
AMERICAN
CLOTHING CO
— USA MADE ★ EST. 2002 —™



Made In Vermont



Meet the manufacturing teams



East Barre

Unique flannel items for
Corporate customers



Johnson

Specializes in flannel pants



Shelburne

Where the bears are born!

What we do





In House Manufacturing Stats

- 503,445 bears
- 120,525 pairs of pants
- 33,625 beer koozies
- 27,620 mittens
- 23,425 scrunchies
- 18,415 bandanas
- 14,855 shirts
- 12,145 scarves
- 4270 blankets
- 2140 hats
- 155 robes

30

Vermonters

205

Cumulative years of manufacturing expertise

760k

units made in the last 5 years

Challenges & Risks



Staffing

A skilled labor shortage persists, driven by an aging workforce, rising cost of living, and the specialized nature of the needed skill set.

Lack of training

Most expertise is acquired through hands-on experience and self-teaching, making it difficult for new professionals to enter the field or to find qualified candidates.

Machine maintenance

Shortage of industrial sewing machine maintenance specialists in New England.

Thank you!

Manufacturing Day at the State House

April 2, 2025



Who we are.



<https://youtu.be/RFiuaOnySvk>



Opportunities and Challenges

PROFESSIONAL LABOR

- + Difficult to get at VT competitive salaries
- + Younger generation difficult to keep but some coming back (comes with a higher cost)
- + Affordable Housing
- + Automation Integrators



Opportunities and Challenges

DIRECT LABOR

- + Manufacturing less attractive for this generation
- + Affordable Housing
- + Immigration process (it might be helpful but mostly federal)
- + Automation (availability)
- + Lack of candidates (less of a problem now but likely to come back when production volumes increase)



Opportunities and Challenges

- **SALES**
 - + Isolated Market and shrinking market (incentives?)
 - + Shipping Costs (Central VT)
 - + Interstate Road?

- **ENERGY**
 - + High costs
 - + Higher Incentives

QUESTIONS?



GENERATOR
MAKERSPACE





RIGOROUS



**VERMONT
CHAMBER**
of Commerce

Vermont Manufacturing Day