

FRESHPET, INC.

CORPORATE GOVERNANCE GUIDELINES

Freshpet, Inc. (the “Company”) is committed to developing effective, transparent and accountable corporate governance practices. These Corporate Governance Guidelines (“Guidelines”) were approved by the Company’s Board of Directors (the “Board”) as a set of guiding principles by which the affairs of the Company will be governed. The Board intends that these guidelines serve as a flexible framework within which the Board may conduct its business, not as a set of binding legal obligations.

These Guidelines do not change or interpret the Company’s bylaws or any amendment or restatement thereof, certificate of incorporation or any amendment or restatement thereof, or any other governing documents, including, without limitation, the charters of any committee of the Board. These Guidelines are not intended to change or augment the obligations of the Company or its directors or management under the federal securities laws or rules and regulations of the applicable stock exchange on which the Company’s securities are then listed or to create new standards for determining whether directors or management have fulfilled their duties, including fiduciary duties under applicable law.

These Guidelines are subject to modification by the Board.

1. BOARD RESPONSIBILITIES

(a) Responsibilities of the Board

The business of the Company is conducted by management under the direction of the Chief Executive Officer (the “CEO”). The Board’s responsibility is to oversee, on behalf of stockholders, the conduct of the Company’s business, to provide advice and counsel to the CEO and senior management, to protect the Company’s best interests and to foster the creation of long-term value for stockholders. The core responsibility of a Board member is to fulfill his or her fiduciary duties of care and loyalty and otherwise to exercise his or her business judgment in the best interests of the Company and the stockholders. More specifically, the Board has responsibilities to review, approve, and monitor fundamental financial and business strategies and major corporate actions, assess major risks facing the Company and consider ways to address those risks, select and oversee management and determine its composition and oversee the establishment and maintenance of processes and conditions to maintain the integrity of the Company. Directors must act with integrity, and we expect them to demonstrate a commitment to the Company, its values, its business and to long-term stockholder value.

Among other things, the Board’s decision-making responsibilities include:

- (i) Review and approval of the Company’s plans, strategies, objectives and policies, as developed by the CEO and senior management;
- (ii) Approval of director candidates recommended by the Nominating and Governance Committee for election by stockholders at the Annual Meeting; and
- (iii) Approval of material investments or divestitures, strategic transactions, related party transactions and other significant transactions not in the ordinary course of the Company’s business.

Among other things, the Board's oversight responsibilities include monitoring and/or making inquiries concerning:

- (i) The Company's performance in relation to its plans, strategies, financial and non-financial objectives;
- (ii) The performance and effectiveness of the Company's management team;
- (iii) Succession and development plans for key Company executives, including the CEO;
- (iv) The various committees of the Board;
- (v) Through the Audit Committee, evaluating the integrity of the Company's accounting and financial reporting systems, including the audit of the Company's annual financial statements by the independent auditors, and that appropriate systems of control are in place. The Audit Committee reports to the Board on a regular basis and the Board, upon the recommendation of the Audit Committee, takes the actions that are necessary to ensure the integrity of the Company's accounting and financial reporting systems and that appropriate controls are in place;
- (vi) Through the Board's Audit, Compensation and Human Capital Management, Nominating and Governance, and Operations & FSQA Committees, evaluate the Company's plans, strategies and objectives relating to matters relating to environmental and sustainability considerations, diversity and culture considerations, key projects, and cybersecurity, and
- (vi) The Company's compliance with legal and regulatory requirements.

In carrying out their responsibilities, Board members will exercise their business judgment and act in ways that they reasonably believe will serve the best interests of the Company and its stockholders. As appropriate, the Board may also consider the interests of other stakeholders, including employees, customers, lenders and the members of the communities in which the Company operates.

(b) Expectations of Board Members

Service on the Board requires significant time and attention on the part of directors. Board members are expected to:

- (i) Become and remain informed about the Company, its business and its industry;
- (ii) Attend all meetings of the Board and of Board committees on which they serve, having read and considered any materials distributed in advance of the meeting; and
- (iii) Participate constructively in Board and committee meetings, drawing upon their individual experience, knowledge and background, as appropriate, to provide perspectives and insights. In so doing, directors are expected to maintain an attitude of constructive involvement, ask relevant, incisive, and probing questions, and require honest and accurate answers.

- (iv) Attend the Company's annual meeting of stockholders, either in person or, if the meeting is held virtually (exclusively or in conjunction with an in person setting) by remote communication.
- (v) Be familiar with and comply with all applicable Company policies, including without limitation the Company's Conflict of Interest Policy for Directors and Designated Officers.

2. BOARD OPERATIONS

(a) Board Size

Subject to the conditions outlined in the Company's bylaws and certificate of incorporation, the number of directors which shall constitute the Board shall be fixed from time to time by resolution adopted by the affirmative vote of a majority of the total number of directors then in office.

(b) Board Independence

It is the Board's policy that a majority of the directors will be "independent" as that term is defined in the listing standards of The NASDAQ Stock Market, Inc. ("NASDAQ"), to the extent such exchange requires a majority of the directors to be "independent." The Board may also examine other factors that will contribute to effective oversight and decision-making by the Board, provided, however, that so long as the Company is subject to NASDAQ rules and regulations, the Company will meet any requirements therein, including with respect to director independence.

(c) Board Meetings

The Board generally holds at least four regular meetings each year and may hold additional or special meetings whenever necessary. Regular Board meetings are generally held in person, although Board members may participate by conference call. Special meetings may be held either in person or by conference call. The Board may also act by unanimous written consent.

(d) Board Agendas

In preparation for meetings of the Board, the Chair (in consultation with the CEO, if such positions are held separately), with support from the Secretary of the Company and such other officers as the CEO or Secretary shall designate, shall disseminate to directors on a timely basis briefing materials regarding matters to be included in the meeting agenda, as well as minutes from prior meetings and any written reports by committees. Each Board member may suggest inclusion of items on the agenda and raise at any Board meeting subjects that are not specifically on the agenda for that meeting.

(e) Board Materials

Information and materials that are important to the Board's understanding of the agenda items and other topics to be considered at a Board meeting should, to the extent practicable and appropriate, be distributed sufficiently in advance of the meeting to permit prior review by the directors. Directors are expected to have reviewed and be prepared to discuss all materials distributed in advance of any meeting.

(f) Board Committees

The Board currently has the following standing committees: Nominating and Governance Committee, Audit Committee, Compensation and Human Capital Management Committee and Operations & FSQA Committee. The Audit, Compensation and Human Capital Management, and Nominating and Governance committees each have specific oversight of ESG targets and progress. The committees' charters are posted on the Company's website. From time to time the Board may form a new committee or disband a current committee depending on the circumstances. Each committee will comply with the independence and other requirements established by applicable law and regulations, including Securities and Exchange Commission and NASDAQ rules, within any required timeframes.

The Nominating and Governance Committee may make recommendations to the Board relative to committee members and chairmen consistent with the membership criteria outlined in the applicable committee charter. Committee appointments are subject to approval of the majority of the full Board. The Board shall periodically (and no less than at least once every three years) review the composition of the committees and the chairs thereof, and make such changes to the composition or the chairs as the Board may deem appropriate.

Members of all standing committees are appointed by the Board. The Board determines the exact number of members and can at any time remove or replace a committee member. The chair of each committee of the Board will, in consultation with appropriate committee members and members of management, and in accordance with the committee's charter, determine the frequency and length of committee meetings and develop the committee's agenda.

(g) Separate Sessions of Independent Directors

NASDAQ rules require independent Board members to meet in regularly scheduled executive sessions without non-independent directors. The Board's policy is to hold executive sessions without the presence of management, including the CEO and other non-independent directors in connection with each regularly scheduled Board meeting or as is otherwise required by NASDAQ rule or regulation, and at other times as necessary. Committees of the Board may also meet in executive session as deemed appropriate.

3. DIRECTOR QUALIFICATIONS AND BOARD COMPOSITION

(a) Director Criteria

The Company seeks to align Board composition with the Company's strategic direction so that Board members bring skills, experience and backgrounds that are relevant to the key strategic and operational issues that they will oversee and approve. Director candidates are typically selected based on their integrity and character, sound, independent judgment, track record of accomplishment in leadership roles, as well as their professional and corporate expertise, skills and experience. Criteria that are typically considered by the Board in the selection of directors include:

- (i) the independence, judgment, strength of character, reputation in the business community, ethics and integrity of the individual;
- (ii) the business or other relevant experience, skills and knowledge that the individual may have that will enable him/her to provide effective oversight of the Company's business;

- (iii) the fit of the individual's skill set and personality with those of the other Board members so as to build a Board that works together effectively and constructively; and
- (iv) the individual's ability to devote sufficient time to carry out his or her responsibilities as a director in light of his/her occupation and the number of boards of directors of other public companies on which he or she serves.

(b) Regulatory Requirements

The Nominating and Governance Committee reviews Board and committee composition at least annually to ensure that the Company complies with NASDAQ and any other regulatory requirements. In so doing, the Nominating and Governance Committee conducts a review of the independence of all members of the Board for the purposes of determining whether Board members are "independent" under applicable NASDAQ rules and regulations. Board members must notify the Chair of the Nominating and Governance Committee, as soon as practicable, in the event that their circumstances change in a manner that may impact the committee's view of their independence.

(c) Nominating Process

The nominating process outlined herein applies only with respect to the nomination of director candidates who will be presented to the Company's stockholders for election at the Annual Meeting, if any.

- (i) The Nominating and Governance Committee is responsible for screening and recommending to the Board nominees for election as directors of the Company, including nominees recommended by stockholders of the Company. When formulating its Board membership recommendations, the Nominating and Governance Committee will consider advice and recommendations from stockholders, management, and others as it deems appropriate, and will also take into account the performance of incumbent directors in determining whether to recommend them to stand for re-election at the annual meeting of stockholders.
- (ii) After the completion of interviews (including, as appropriate, with other Board members, the CEO and other members of senior management) and reference checks of identified candidates, the Nominating and Governance Committee will meet in person or by conference call to discuss and make recommendations to the Board with respect to the candidates. The full Board will then vote on the committee's recommendations. Those candidates approved by a majority of the Board shall be nominated for election by the Company's stockholders at the next Annual Meeting.

The Chair or CEO of the Company will contact any candidate(s) so approved, invite them to attend the Company's Annual Meeting and to join the Board at its first meeting thereafter, if they are elected by the Company's stockholders at the Annual Meeting. In the case of a Board candidate appointed between Annual Meetings, the same nominating process will generally apply except that the approved candidate will be invited to join the Board at its next meeting after his/her approval by the Board and will stand for election by stockholders at the first Annual Meeting thereafter.

(d) Director Terms

Beginning with the election of directors to be held at the Annual Meeting held in 2024, directors will be elected annually and shall serve for a term of one year. Directors will be subject to re-nomination on the recommendation of the Nominating and Governance Committee and approval by the majority of the Board. Directors who are appointed by third parties having the right to appoint one or more Board members shall be subject to the terms of appointment established by such third party pursuant to its legal rights with the Company.

(e) Change of Position

Any director who retires from their present employment, or who materially changes their position, should offer to resign from the Board. Promptly following receiving such offer of resignation, the Nominating and Governance Committee will evaluate whether to accept the resignation based on a review of whether the changes in employment or position of the director in question affect the continued appropriateness of the director remaining on the Board.

(f) Limitations on Board Service

The Board does not believe that its members should generally be prohibited from serving on boards and/or committees of other organizations, and the Board has not adopted any guidelines limiting such activities. However, prior to becoming a director of another public company, a director shall notify the Chair of the Nominating and Governance Committee and the Chair of the Board and CEO to address whether the aggregate number of directorships held by such director would interfere with his or her ability to carry out his or her responsibilities as a director of the Company. (Additionally, the Audit Committee will be informed if there is concern that any directorship with another company might create a conflict of interest, as contemplated in the Company's General Code of Ethics.) If either Chair has concern that there might be a conflict of interest or interference, then he or she shall refer the matter to the Nominating and Governance Committee. In the event that the Nominating and Governance Committee determines that the additional directorship constitutes a conflict of interest or interferes with such director's ability to carry out his or her responsibilities as a director of the Company, it shall refer such matter to the Board for consideration and if the Board determines that the additional directorship constitutes a conflict of interest or interferes with such director's ability to carry out his or her responsibilities as a director of the Company, such director, upon the request of the Board, shall either offer his or her resignation or not accept the other directorship

(g) Retirement of Non-Employee Directors

A non-employee director after attaining the age of 75 shall not be nominated for re-election or reappointment to the Board at any time thereafter. Upon the recommendation of the Committee, the Board may waive this policy in individual cases. A non-employee director who has attained the age of 75 shall not participate in the deliberations of the Committee or the Board with respect to the waiver of this policy.

(h) Tenure of Non-Employee Directors

The Board believes that directors who serve on the Board for extended period have the capacity, as a result of their experience and tenure, to provide valuable insight into the strategies, goals and operations of the Company, as well as the function of the Board. The Board thus does not believe that there should be a specific limit on the period for which a director may serve on the Board. Directors who have served on the Board. However, the Board also believes there is value in the Board being

periodically refreshed with directors having new perspectives, and as such, the Board intends to seek to maintain an average tenure of non-employee directors of 12 years or less.

(i) Director Resignation Policy

Under the Company's bylaws, in an uncontested election of directors (as defined below), a nominee for director to the Board is elected only if the votes cast for such nominee's election exceed the votes cast against such nominee's election. For purposes of this policy, an "uncontested election of directors" is any election of directors in which the number of nominees for election does not exceed the number of directors to be elected.

The Board expects a member of the Board to tender his or her resignation if he or she fails to receive the required number of votes for re-election in an uncontested election. The Board shall nominate for election or re-election as director only candidates who agree to tender, promptly following the annual meeting at which they are elected or re-elected as director, irrevocable resignations, substantially in the form of Exhibit A, that will be effective upon (i) the failure to receive the required vote at the next annual meeting at which they face re-election and (ii) Board acceptance of such resignation. In addition, the Board shall fill director vacancies and new directorships only with candidates who agree to tender, promptly following their appointment to the Board, the same form of resignation tendered by other directors in accordance with this policy.

If an incumbent director fails to receive the required vote for re-election, the Nominating and Governance Committee will act on an expedited basis to determine whether to accept the director's resignation and will submit such recommendation for prompt consideration by the Board. The Board expects the director whose resignation is under consideration to abstain from participating in any decision regarding that resignation. The Nominating and Governance Committee and the Board may consider any factors they deem relevant in deciding whether to accept a director's resignation.

This Section 3(i) of the Guidelines shall be referred to as the "Freshpet, Inc. Director Resignation Policy."

4. DIRECTOR ACCESS TO MANAGEMENT AND INDEPENDENT ADVISORS

(a) Access to Management

Directors shall have full and unrestricted access to any relevant Company records and may request that any officer or other employee of the Company or the Company's outside counsel or accountants meet with any members of, or consultants to the Board or any committee. As a courtesy, directors will exercise their judgment to ensure that this access does not impede or interfere with the conduct of the Company's business and is coordinated, where possible, through the CEO, so as not to undermine normal lines of management authority.

(b) Access to Independent Advisors

In their sole discretion, the Board and each of its committees shall have the sole authority and responsibility to select, employ, retain and terminate any financial, legal, executive search, consulting and other professional advisors as they deem necessary or appropriate to assist in the discharge of their responsibilities. The Company shall pay the professional fees and reasonable expenses of any such independent advisors retained by the Board or any of its committees.

5. DIRECTOR COMPENSATION

The Compensation and Human Capital Management Committee shall establish the amount and form of compensation to be paid to Company directors. In making its recommendations, the Compensation and Human Capital Management Committee shall consider the director compensation policies at the Company's competitors and other comparable companies to ensure that the total compensation the Company pays to its directors is reasonable. The Board shall review its directors' compensation policy annually. Members of management who are also members of the Board shall not receive any additional compensation for their service as directors, committee members or committee chairmen.

6. DIRECTOR ORIENTATION AND CONTINUING EDUCATION

(a) Director Orientation

New directors shall review such material as is provided by the Company and participate in an orientation session designed jointly by the Nominating and Governance Committee, the Chair and the CEO and the Company's senior management in order to become familiar with the Company, specifically including its:

- Existing operations and financial performance;
- Strategic plans and businesses;
- Financial plans, goals and projections;
- Core values, including its General Code of Ethics and Code of Ethics for Executive Officers and Principal Accounting Personnel; and
- Corporate governance practices, procedures and policies.

(b) Continuing Education

The Nominating and Governance Committee shall endeavor to assure that all directors' continuing education is adequate to permit them to fulfill their responsibilities. Management shall make presentations to or arrange educational programs for the Board on different aspects of the business of the Company, which may include business strategy, risk management, financial reporting, products and services, industry trends and developments, corporate governance and other relevant topics. Such presentations or sessions may be provided by management on its own initiative or at the request of, or in conjunction with, the Nominating and Governance Committee. From time to time, the Company shall arrange, after consultation between the Board and management, for an outside advisor or consultant to meet with the Board to provide the Board with information regarding topics of interest to the Board, such as (without limitation) cybersecurity, environmental, social and corporate governance considerations, and legal developments affecting companies in the Company's industry or public companies generally. Board members are also encouraged to take advantage of any other available educational opportunities that would further their understanding of the business of the Company and enhance their performance on the Board.

7. EXECUTIVE SUCCESSION PLANNING AND RETENTION

The Board will receive updates and recommendations from the Compensation and Human Capital Management Committee regarding retention and succession planning for the CEO and other key members of the Company's senior management team. The plan of succession includes an assessment of the experience, performance, skills and planned career paths for possible successors for the CEO position and other key executive roles. The Compensation and Human Capital Management Committee leads the annual review of CEO performance, in which all Board members provide input, and oversees the CEO's performance review of senior executives for purposes of compensation decisions, succession planning and leadership development. The CEO shall also provide the Board with an assessment of potential successors to key executive positions within the Company.

8. ANNUAL SELF-EVALUATION

The Board and each Committee thereof shall perform an annual self-evaluation of its performance, with a particular focus on overall effectiveness. The Nominating and Governance Committee is responsible for overseeing the self-evaluation process and for proposing any modifications or alterations in Board or Committee practices, procedures or charters. The self-evaluation results and any recommendations made by the Nominating and Governance Committee to enhance the Board's functioning will be discussed by the full Board.

9. STOCKHOLDER ACCESS TO THE BOARD

(a) Communications to the Board of Directors

Stockholders and other interested parties may contact any member (or all members) of the Board by U.S. mail. Such correspondence should be sent c/o Corporate Secretary, Freshpet, Inc., at the Company's corporate headquarters as set forth on the Company's website. Other methods by which a person may contact the Board may be set forth on the Company's website.

All communications received as set forth in the preceding paragraph will be opened by the Corporate Secretary for the sole purpose of determining whether the contents represent a message to the Company's directors. The Corporate Secretary will forward copies of all correspondence that, in the opinion of the Corporate Secretary, deals with the functions of the Board or its committees or that he or she otherwise determines requires the attention of any member, group or committee of the Board. The Corporate Secretary will not forward other correspondence.

(b) Stockholder Recommendations for Board Candidates

Stockholders wishing to recommend candidates to serve on the Company's Board may do so by sending to the attention of the Chair of the Nominating and Governance Committee at the above address the following: The candidate's name, a detailed biography outlining the candidate's relevant background, professional and business experience and other significant accomplishments, an acknowledgement from the candidate that he or she would be willing to serve on the Board, if elected, a statement by the stockholder outlining the reasons why this candidate's skills, experience and background would make a valuable contribution to the Board and a minimum of two references from individuals that have either worked with the candidate, served on a Board of Directors or Board of Trustees with the candidate, or can otherwise provide relevant perspective on the candidate's capabilities as a potential Board member.

The number of seats that are subject to stockholder election and the deadline by which such recommendations must be received by the Chair of the Nominating and Governance Committee will be published in the Company's annual proxy statement each year. Stockholder recommendations provided to the Chair of the Nominating and Governance Committee within this timeframe will be reviewed using the nominating process outlined in the Nominating and Governance Committee charter.

Adopted effective as of February 22, 2024.

RESIGNATION LETTER

[DATE]

Chair of the Board of Directors
Freshpet, Inc.
400 Plaza Drive, 1st Floor
Secaucus, NJ 07094

Dear Ladies and Gentlemen:

In accordance with the Freshpet, Inc. Director Resignation Policy, I hereby tender my irrevocable resignation as a member of the board of directors (the “Board”) of Freshpet, Inc. (the “Company”), effective upon (i) my not receiving the required vote for re-election at the next annual meeting of the stockholders of the Company at which I am nominated for re-election and (ii) acceptance by the Board of my resignation.

Please note that my resignation is a result of compliance with the Director Resignation Policy and not as a result of any disagreement between myself and the Company, its management, the Board or any committee of the Board.

Sincerely,

[NAME]