

MPS EGG FARMS

impact report

Sustainability Starts Here 2023





This MPS Egg Farms Sustainability Report has interactive elements to help you navigate through the document and access the information you need quickly.



TABLE OF CONTENTS

Mission

Vision

01 People

Engagement

Community

Diversity, Equity and Training

Wellness

Safety

02 Planet

Resource and Waste Management

Renewable Technology

Sustainability

03 Poultry

Animal Welfare

Quality Control

Health and Nutrition

Biosecurity

Kipster

Closing

Farm Locations

MPS EGG FARMS

mission



MPS always goes above and beyond, striving to reach our highest potential to enable everyone—our people, our customers, and our community—to achieve theirs.

With roots dating back to 1875, MPS Egg Farms is one of the largest and most reliable shell egg producers in the United States. We're driven to do what's best for our people, our hens, and the environment—all while offering the highest-quality, safest eggs to our customers in the most efficient way possible.

MPS Egg Farms seeks to be the premier supplier of shell eggs by meeting the highest standards of customer service, quality, food safety, and animal husbandry.



MPS EGG FARMS VISION

Our Family. Our Farm. Our Future.

MPS Egg Farms' purpose is behind everything we do, and it's how we have impact in the world. We strive to enable the best in others—our MPS team, our customers and our neighbors—so that they can go and do something extraordinary in their lives and communities. This purpose comes from the values our family has carried for six generations, and it's carried on in the work each of our team members do every single day.

At MPS, we live by our values: To practice honesty and integrity in everything we do, to produce safe, nutritious eggs at the best value using the fewest resources possible, and to provide fair pay, safe working conditions, and transparent communication for all our employees. Taken together, these values enable business excellence, but they also lead to impact and sustainability—both today and through our many generations.

As we go forward, MPS will continue to grow and excel, so that we may bring our impact to more lives. From our beginnings in Indiana, we've grown

to work with incredible teams and communities in Illinois, Texas, and Georgia. Thanks to our growth, we're able to feed even more people with our incredible eggs, enabling them to have better days thanks to the nutritious goodness eggs provide.

Here in our first MPS Egg Farms Impact Report you'll learn more about the ways our team lives our purpose and values each and every day through the commitments to excellence we make for our people, planet and poultry. Everything we've created here is thanks to the hard work of so many people at MPS and throughout our communities, and we're deeply thankful for everyone's contribution. We hope you enjoy learning about the impact we can have, and we look forward to growing this impact year after year.

Two handwritten signatures in black ink. The first signature is 'Dan Krouse' and the second is 'Sam Krouse'. Both are written in a cursive, flowing style.

Dan & Sam Krouse
Co-CEOs



MPS EGG FARMS

overview

01 people

02 planet

03 poultry



01

impact overview

people



Engagement

Community

Egg Nutrition

Diversity, Equity & Training

Wellness

Safety

01 people Engagement

The Mighty Hens did it again!

A Spartan Race is a rigorous physical and mental test, and each year MPS employees and family members compete in a Spartan Sprint. The race features numerous challenging obstacles with intensely steep hills, water, and mud. They work together to support, uplift, and drive each other to reach their fullest potential!



Ensuring Well-Being. Encouraging Engagement.

As leaders in the agricultural field, MPS Egg Farms understands the importance of employee engagement and well-being. To help every employee feel safe, valued and respected, we practice open communication, proactively prevent accidents, encourage collaboration and empower employees to suggest and implement improvements.

When employees are fully engaged, they feel they make a difference, they are motivated, passionate, and dedicated to their work, leading to higher levels of productivity and performance. Fully engaged employees take true ownership in what they do, focus on helping others to promote teamwork, and have a sense of shared responsibility to achieve success.

For MPS Egg Farms employee engagement is crucial because it builds passionate company advocates who do their best work to help achieve our goals, vision, and mission. Our proactive approach prevents accidents and injuries while fostering a positive work environment.

01 people Engagement



RESPECT summarizes what employees want: exciting work and a chance to shine; to be paid fairly; a clear path for their working future; positive working conditions and to be told the truth.

Dr. Jack Wiley
Chief Scientific Officer,
Engage2Excel



Employee engagement and well-being is evident when looking at the results of our 2023 employee survey, completed by Dr. Jack Wiley from Engage2Excel. The overwhelming majority of employees at MPS Egg Farms believe safety is a priority at MPS and say that managers treat employees with dignity and respect. Furthermore, most employees indicate that they like their work and believe it makes good use of their skills and abilities. They also say that they believe MPS' products and services are of higher quality than competitors, that customers are very satisfied, and that MPS has an outstanding future.



01 people Engagement

impact overview

According to the employee engagement survey, MPS' results outpace industry norms on all five categories addressed. The key drivers of the Employee Engagement and Performance Confidence capabilities relate to the attributes of Security, Education and Career Growth, and Truth. Quite dramatically, Index scores improved by almost six points and Dimension scores by nearly five points, producing the most favorable overall profile of results yet seen in the history of MPS.

TOP FIVE HIGHEST RATED MEASUREMENTS



According to this same survey, MPS results outpace industry norms on all five categories addressed. The key drivers of the Employee Engagement and Performance Confidence capabilities relate to the attributes of Security, Education and Career Growth, and Truth. Quite dramatically, Index scores improved by almost six points and Dimension scores by nearly five points, producing the most historically favorable overall profile of results.



01 people **Community**

impact overview

3.7 million
eggs donated



In 2023, we donated more than 650,000 eggs to local organizations and more than 3.1 million eggs to HATCH.



Sustaining Health and Supporting Communities

Two eggs each morning can change a child's day — and their life. For families struggling to put high-quality food on the table, eggs can be an essential tool to fill nutritional gaps and keep bellies full. For this reason, food banks continually seek out eggs for the adults and children they serve, and HATCH for Hunger is meeting that need. HATCH seeks to create a sustainable solution to America's hunger crisis by connecting food banks directly with egg producers. Since 2018, MPS Egg Farms has proudly partnered with HATCH to ensure that donated eggs are refrigerated, distributed and delivered daily to food pantries nationwide. It's an easy way for MPS to make an impact in our community and our country—helping to ensure that our high-quality eggs end up on every family's table.



Unscrambling Egg Nutrition

As an essential part of supporting a healthy diet, one large egg...

Provides
70 CALORIES
of energy

Contains
6 GRAMS
high-quality protein

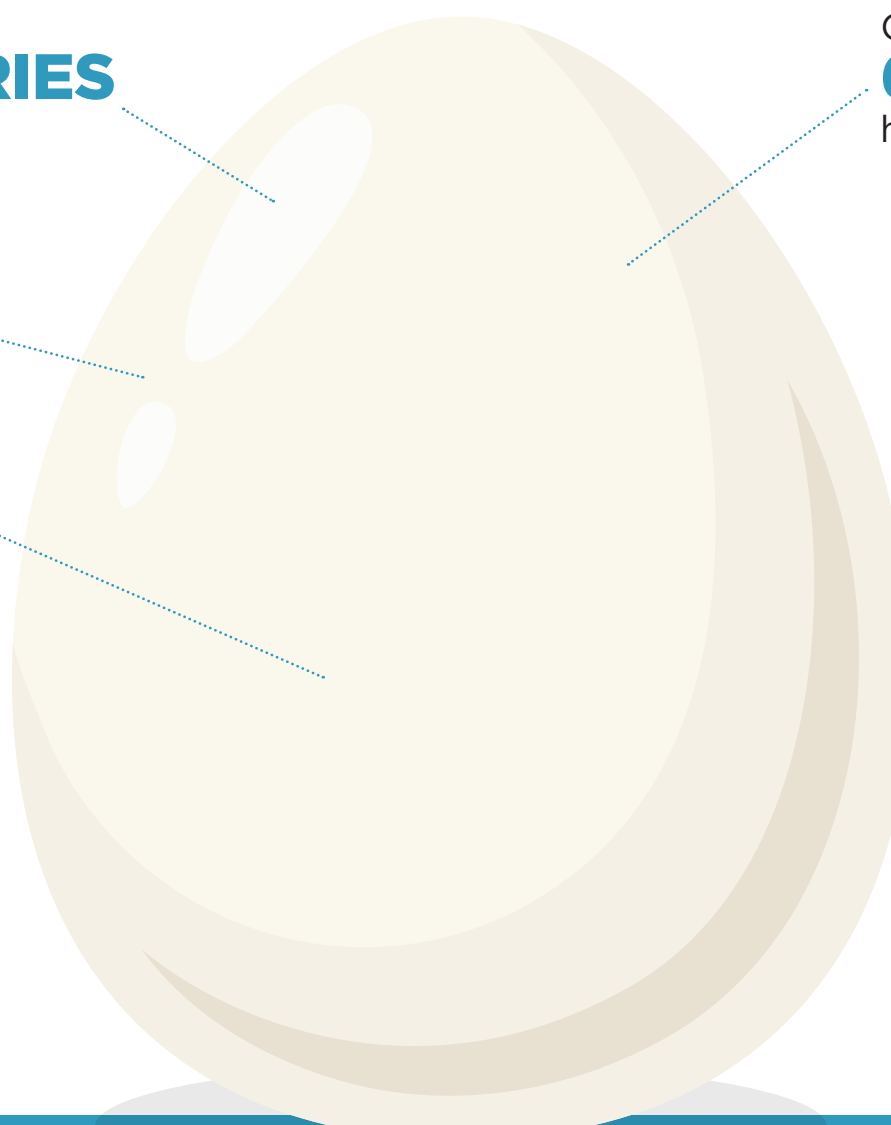
1 GRAM
polyunsaturated
fat

2 GRAMS
monounsaturated
fat

Contains all nine **essential amino acids**, as well as the antioxidants **lutein** and **zeaxanthin**.

Is an excellent source of **vitamin B12, biotin, iodine, selenium,** and **choline**, and a good source of **riboflavin** and **pantothenic acid**.

Holds half of its protein and most of its vitamins and minerals — including those essential for supporting our brains and bodies — within the yolk.



01 people Diversity, Equity & Training



Every Employee, Every Day

At MPS Egg Farms, we embrace diversity, encourage equitable practices, and expect inclusivity at every level of our operation. Our managers are encouraged to regularly attend leadership training in order to better support our employees. In addition, all of our employees have access to a wide range of benefits, including paid time off, a matching 401k retirement program, paid life insurance, short- and long-term disability, and health, dental and vision insurance.



01 people Diversity, Equity & Training

impact overview



English Language Learning

At MPS Egg Farms, we understand that English is a second language for many of our employees. As part of our dedication to promoting and embracing diversity, MPS Egg Farms began offering English Language Learning Classes in 2023, through a partnership with North Manchester's Learn More Center. During the 12-week program, students received instruction to increase their English reading, writing, speaking, and listening skills, with a focus on using English in the workplace. In total, 29 students graduated from the program in Indiana and were awarded a \$500 incentive upon completion. The program expanded in the fall of 2023 to include our Georgia location, which has graduated 20 students so far.

Attending the ELL classes has greatly improved my ability to communicate with my supervisor in my workplace.

Jose Cardenas
Production Maintenance,
Sunny Side

Diversity, Equity & Training



Recognizing Leadership at Every Level

Hispanic Leadership Development Program

Each year we provide Leadership Development classes for Hispanic employees who have been recognized for their exceptional leadership skills. With guidance from an outside training consultant, these employees are offered four courses per year to identify their strengths and develop their skills.

The training went well. We even took a short walk while we discussed the concepts we learned. I closed by going over important concepts we covered in past trainings, to make sure they remember to incorporate them into their everyday leadership duties. They were very excited to be there, and I could tell the concepts and reasoning were sinking in. The lessons incorporated discussion, engaging activities, and big-picture thinking to help them imagine themselves creating better outcomes and to better remember what we learned.

Selene de la Peña

Hispanic Leadership Development Trainer



01 people Diversity, Equity & Training

impact overview



Participating in the Hispanic Leadership Development workshop was a wonderful and unique experience. I learned a lot about how to succeed as a supervisor and as a person.

Otilia Lopez
Cage Free Supervisor, Hi-Grade

Leadership Development Seminar

On November 14, 2023, twelve of our North Manchester employees attended a Leadership Development Seminar at the main office. The seminar was designed to help employees communicate better in business, see themselves as honest and professional leaders, seek collaborative solutions, envision themselves growing within the company, and learn to lead by example. Program participants practiced growing their awareness, knowledge and skills, and each received a certificate for completing the training.

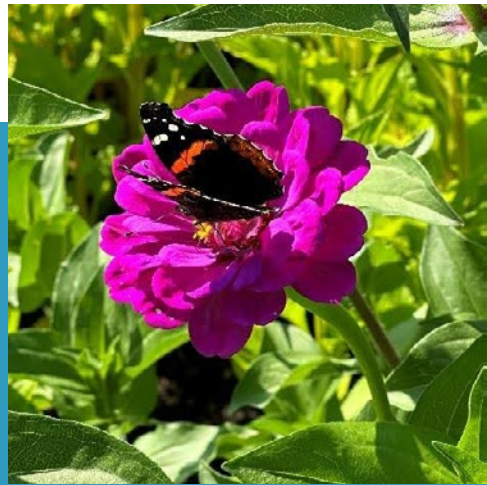
01 people Wellness

impact overview

The Mike Casper Nature trail adjacent to MPS headquarters was created in honor of our late employee Mike Casper. The walking trail was created to help encourage mindfulness, peace and support a healthy lifestyle.



The newly built employee flower garden supports employee health and well-being. Team members can volunteer to maintain the garden and enjoy free access to cut flowers all summer long.



Participating in the Health Wellness Fair is beneficial because it's easy to attend and helps prevent health issues.

Martha Johnson
Processing Associate, Hi-Grade



Making Time for Wellness

MPS Egg Farms helps employees put a focus on health through our annual Employee Wellness Event. Held in November at each location, the event gives employees and their spouses an opportunity to participate in a Wellness Biometric Screening. The screening measures key metrics that are important to health, such as blood pressure, blood sugar levels and PSA. In 2023, a total of 228 employees and spouses participated in this valuable event.

01 people Safety

impact overview

Spotlight on Safety

At MPS Egg Farms, our safety team is dedicated to preventing risks and hazards to employee safety. Every spring we conduct an annual safety inspection to pinpoint issues throughout our facilities. The goal of this inspection is to make sure our farms and facilities are safe for our employees, our hens, and our eggs.

Our on-farm team completes ammonia testing three times per week to ensure levels stay in check and do not present a danger to hens or employees.

Our Hazard Identification Incentive Program was introduced in 2019 to address emerging safety concerns that have not yet been addressed by management or training guidelines. The program encourages employees to spot hazards in the workplace and report them to their supervisors, in accordance with OSHA guidelines. If the hazard is deemed an item of concern, the employee is recognized for their proactive approach.



**TOTAL
RECORDABLE
INCIDENT
RATE (TRIR)**

5.6

per 100 full-time employees

The industry TRIR average is 6.0

This is due in part to our safety team, which conducts new employee safety training during the onboarding process.

01 people Safety

impact overview

Safety is very important for the company. The company has an important role in ensuring every employee is safe at work, so every employee is responsible for following all safety steps.

Jerry Farmer
Truck Driver,
Service Department



The MPS Egg Farms safety team hosts monthly trainings on a variety of safety topics:



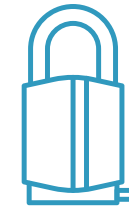
BIOSECURITY



PERSONAL PROTECTIVE EQUIPMENT
GLOVES, MASKS, CLOTHING



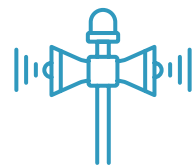
FALL PREVENTION AND PROTECTION



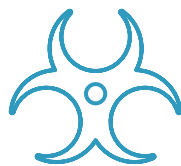
LOCK OUT/TAG OUT



EMERGENCY RESPONSE AND ACTION PLANNING



ACCIDENT RISK AND PREVENTION
INCLEMENT AND EXTREME WEATHER CONDITIONS



BLOODBORNE PATHOGENS



HANDWASHING PROTOCOLS



DUST AND POLLUTANTS



HAZARD COMMUNICATIONS



FIRE EXTINGUISHER USE

02

impact overview

planet



Resource and Waste Management

Renewable Technology

Sustainability

Resource and Waste Management

Resource Mitigation: Small Steps. Big Impact.

Recycling Efforts

We strive to recycle all plastic and cardboard packaging at our plants, and continue to develop waste management programs to address additional recycling opportunities.

ENERGY and GHGs

Today's farms release significantly less polluting emissions, as egg farmers understand they have a responsibility to care for the environment. Improvements in hen housing technology and manure management have helped MPS Egg Farms reduce our energy use and emissions. As an industry, we have made impressive achievements in the last 50 years and continue to work to reduce our environmental footprint.



In egg production, feed is the largest contributor to greenhouse gas emissions. At MPS Egg Farms, we reduce our carbon footprint by producing our own feed and sourcing grains from local farmers.

Today's hens use a little over



the amount of feed to produce a dozen eggs
as compared to the mid-1900s

Resource and Waste Management

Resource Mitigation: Small Steps. Big Impact.

Facility Efficiencies

Our buildings use IMP (insulated metal panels) to improve insulation and energy retention. Since 2017, all new construction also uses LED lighting.

Measuring water usage is another way we manage resources. We monitor 100% of the water used in our facilities during the egg washing process, to better understand our usage and reduce consumption moving forward.

On-Farm Efficiency

Our hens are essential to our success and ongoing sustainability efforts. Every mature hen lays one egg per day—which means taking care of them is of the utmost importance. We utilize a conveyor belt system underneath nesting boxes to efficiently collect the eggs, so that hens remain comfortable and customers receive only the freshest eggs in stores.

Manure Management

We support the utilization of organic soil amendments in the form of manure. At MPS, 100% of our manure is managed under a defined nutrient management plan, then dried using a sustainable process. Manure is transferred to a manure belt system and dried using existing air flow from the barn's ventilation fans.



02 planet **Resource and Waste Management**

impact overview

Environmental Benefits of Chicken Manure

At MPS Egg Farms, manure is routinely removed from our barns and immediately dried using our state-of-the-art manure drying systems (MDS). When manure is dried properly, the process supports the reduction of greenhouse gas emissions associated with manure production. Once dried, the manure is applied on crop fields to support soil organic matter. Dry manure produces very little ammonia, has almost no odor, and makes an excellent all-natural, organic fertilizer.



Chicken manure is an organic, all-natural form of fertilizer that many producers utilize to restore nutrients to their soil. Nourishing the soil with manure helps producers increase their crop yields, for a better harvest at the end of the growing season. Using chicken manure as fertilizer also replaces the need for more synthetically manufactured fertilizers, which require large amounts of resources to produce. When properly applied, chicken manure has the potential to increase soil carbon, therefore reducing atmospheric carbon. It also has the potential to reduce erosion and runoff, harnessing the valuable nutrients in the soil instead of losing them to the watershed. For these reasons and more, crop producers rely on chicken manure as a sustainable fertilizing solution.

02 planet Renewable Technology

impact overview



Empowering Innovation

In 2020, MPS Egg Farms invested in a 1.1 megawatt solar system at our Hi-Grade facility in North Manchester, Indiana. The solar system contains 3,456 panels and produces about 1,256,000 kilowatt hours of electricity every year. That's enough to power Hi-Grade's house 1, or about 120 homes. However, because most of that power is generated in the middle of the day, it's also used to power houses 2, 3 and the processing plant.

02 planet **Renewable Technology**

impact overview



Barns at our southern farming operations use water-powered cooling cells—to reduce heat while minimizing energy expenditure.



Harnessing the power of the sun reduces our greenhouse gas emissions by over 1,000 tons of carbon dioxide every year, which is the equivalent of taking 200 cars off the road. From the way we produce eggs to the way we consume energy, we're committed to sustainable practices—and solar power is one more way we're reducing our footprint.

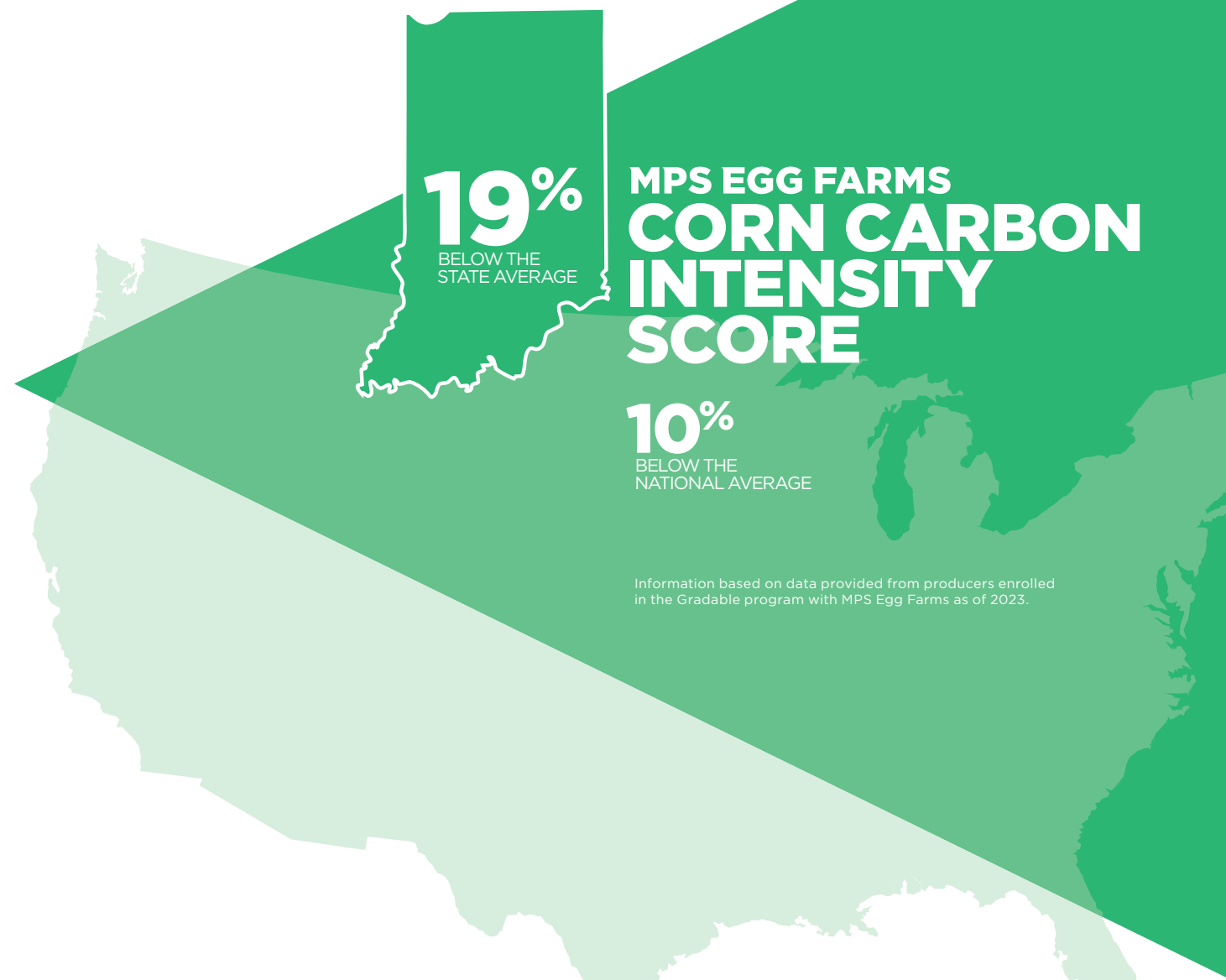
02 planet Sustainability

impact overview

Embracing Regenerative Agriculture

MPS recently launched a project with Farmer's Business Network through their Gradable platform. The program focuses on encouraging low-carbon grain production and utilizing that grain in our chicken feed. Low-carbon grain is grain grown using regenerative farming practices such as reduced tillage, crop cover integration, and upcycled chicken manure in place of synthetically produced fertilizers.

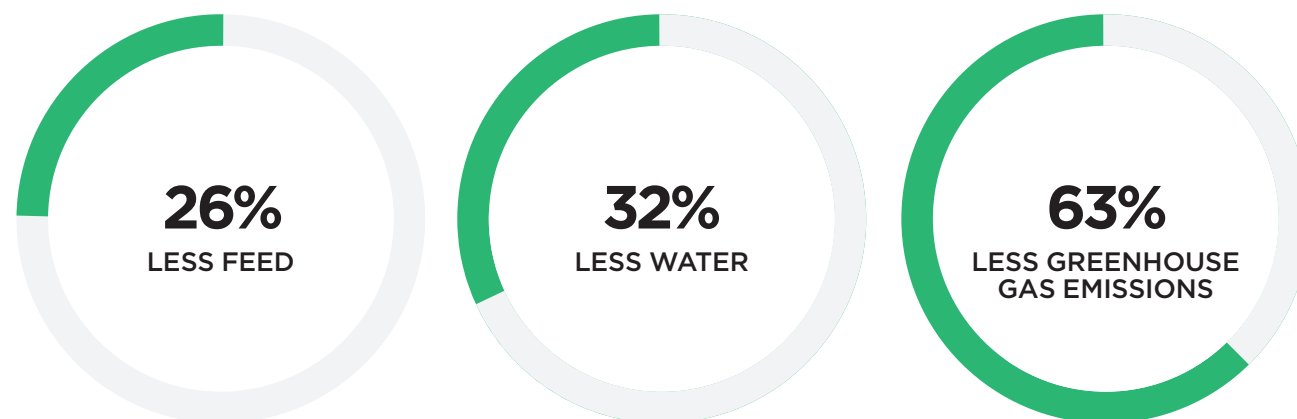
By sourcing low-carbon grain for our chickens, MPS will pave the way to allow retailers to sell eggs that have lower scope 3 emissions. The pilot program resulted in farm-level carbon intensity scores (a measure of greenhouse gas emissions that go into growing a bushel of corn) that were 19% below the state and 10% below the national average.



02 planet Sustainability

impact overview

**AS COMPARED TO 50 YEARS AGO:
MPS EGG FARMS PRODUCES A DOZEN EGGS WITH**



Based on the egg industry's 2010 lifecycle assessment

A Growing Commitment to Shrinking Our Footprint

Our newly created sustainability team is working to expand and improve our sustainability goals through numerous initiatives.

Eggs give consumers a high-quality protein with lower impacts on the environment. On a per-serving basis, compared to other animal protein sources, eggs have relatively low greenhouse gas (GHG) emissions, are associated with less land and energy use, and are a smaller contributor to soil, water, and atmospheric contamination.*

The egg industry has demonstrated its commitment to sustainability with the Poultry and Egg Sustainability Framework. This multi-stakeholder effort aims to continually improve sustainability metrics throughout the entire egg production value chain.

*According to the EAT-Lancet Commission and research conducted by J. Poore and T. Nemecek.

03

impact overview

poultry



Animal Welfare

Quality Control

Health and Nutrition

Biosecurity

Kipster

Animal Welfare

Welfare and Well-Being

MPS Egg Farms enforces strict standards for animal health and well-being. We work with veterinarians to raise our birds in conventional, cage-free and next-level cage-free houses. Every MPS barn is also certified and regularly audited by nationally accredited animal welfare organizations. For more information on animal welfare standards, visit the HFAC website at certifiedhumane.org.



The future of the poultry industry lies within the young minds we are able to educate through Ag Days or field trips to our Kipster location. What they learn from a young age will resonate with them and affect their consumer choices for a long time to come.

Morgan Magiera
Pullet Services Manager



03 poultry Animal Welfare

Commitment to Compassion

At MPS, we carefully consider sustainability and animal welfare at every phase of the hen life cycle. After retirement, our hens are humanely euthanized at our farm to minimize stress. They are then sent to a rendering facility where they are processed into pet foods, products and oils that are used in various industries.



Everyone in our company, from our owners to production managers to house caretakers, looks out for the welfare of our birds. We pay attention to details and work closely with each other as well as with our nutritional and veterinary consultants to provide the care needed to get the best performance out of our birds.

Steve Taylor
Director of Production



Quality Control

impact overview



Commitment to Quality

At MPS Egg Farms, quality and sustainability go hand-in-hand—which is why 100% of our farms have committed to National Poultry Improvement Plans. By focusing on hen health and implementing best practices based on scientific research, we have improved the efficiency of our production processes and reduced the environmental footprint of our eggs.



03 poultry **Health and Nutrition**



impact overview



Commitment to Nutrition

Because our birds produce one egg per day, it's critical that they receive the highest care — and that starts with good nutrition. We work with trusted nutrition scientists to ensure our birds are fed a nourishing diet complete with all the vitamins and minerals they need. We also incorporate enzymes into hens' diets to increase their ability to release nutrients and reduce the need for inorganic phosphates.

03 poultry **Biosecurity**

impact overview

Commitment to Protection

To protect the health of our birds, all of our facilities require truck washes upon arrival for all employees and distributors. Employees and visitors must also wash in, put on clean uniforms, and change shoes. To further prevent the spread of disease, visitors and employees must also refrain from being around wild birds, other backyard poultry flocks, and dairy cows for a minimum of 72 hours before visiting our farms.



03 poultry Kipster

impact overview



It is an amazing opportunity to be the complex manager here at the Kipster Farm, which is a one-of-a-kind revolutionary farm in the United States. Kipster's goal is to have the highest animal welfare and the most environmentally friendly farm, and it is exciting to be a part of that challenge every day!

Shania Ray
Complex Manager, Kipster Farm



The Power of Partnership

At MPS Egg Farms, we believe that responsible farming means monitoring our carbon footprint—so that we can maintain a healthy planet and continue to produce sustainable animal proteins for years to come. By partnering with Kipster, MPS has successfully produced the first carbon neutral egg in the United States. To learn more about Kipster, guests are welcome to tour our visitor's center in North Manchester, Indiana. To view live webcam footage of our Kipster birds, visit Kipster.farm.



WHAT ARE THE BIRDS UP TO TODAY?

MPS EGG FARMS

sustainability

A Message from our Director of Sustainability

This report is the first of its kind for MPS Egg Farms, with many more to follow. It's been an honor to showcase all the incredible things MPS team members have accomplished this year, while also celebrating the contributions of years past.

In 2023, I joined the MPS Egg Farms team as Director of Sustainability. But long before my position was created, sustainability had grown to become an integral part of MPS Egg Farms mission as a family-owned, multigenerational organization.

As members of the US Roundtable for Sustainable Poultry and Eggs since 2019, MPS Egg Farms recently completed our first sustainability framework. This is an exciting step toward benchmarking our sustainability efforts and we look forward to tracking our

progress in the years ahead.

At MPS, our legacy for safety, quality and innovation runs deep.

As we look to the future, our commitment to sustainability remains strong. I'm inspired by the many ways MPS Egg Farms continues to impact our industry and our world, and I look forward to sharing our sustainability journey with you.



Rachel Sanborn, MS, MBA
Director of Sustainability





HEADQUARTERS



HI-GRADE



AUTOMATED



SUNNYSIDE



LODA



COUNTRY CHARM



FEATHER CREST



PINEYWOODS

**MPS
EGG
FARMS**



To learn more about our egg production processes and facilities, visit mpseggfarms.com

For more information about our Kipster partnership and carbon-neutral eggs, stop by our facility or visit kipster.farm