

CREATING A SUSTAINABLE
TODAY AND TOMORROW **2024**



MPS EGG FARMS

IMPACT REPORT



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MPS EGG FARMS mission

Founded in 1875, MPS Egg Farms is one of the largest and most reliable shell egg producers in the U.S.

With operations across Indiana, Illinois, Georgia and Texas, our family-owned company continues to lead the industry in food safety, animal care and environmental stewardship. 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 an 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 stems from the values our family has upheld for six generations, and it's carried on in the work each of our team members does every single day. We're more than an egg company—we're a purpose-driven team committed to creating opportunity and delivering impact that lasts generations.

Handwritten signatures of Dan and Sam Krouse in black ink.

Dan & Sam Krouse
Co-CEOs



MPS EGG FARMS

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01

impact overview

our people



- Core Values in Action
- Engagement
- Community
- Every employee. Every day.
- Safety

01 people Core Values in Action



We become a living testament to our MPS core values of consistently approaching all people with empathy, compassion, and understanding while helping to contribute significantly to the collective success of our team.

Jason Wallis

General Manager - Georgia



Do Right by Every Creature

We are committed to ensuring a safe work environment for our people, pursuing the highest standards of care for our hens and handling every situation with integrity.

We demonstrate this by:

- Encouraging employees to report safety concerns and incidents.
- Proactively identifying ways to make our workplace safer.
- Maintaining a zero-tolerance policy on any animal welfare concerns.
- Continuously working to improve the ways we care for our hens.
- Always doing the right and honest thing, even if it's the hard thing.



01 people Core Values in Action

impact overview



Strive for Excellence

Our team goes above and beyond to solve problems and deliver excellent results.

We demonstrate this by:

- Delivering exactly the eggs our customers need when they need them.
- Achieving the highest possible performance in our operations.
- Maintaining a zero-tolerance policy on any animal welfare concerns.
- Finding creative solutions to any challenge.
- Working as a team to create innovative and unconventional ways to approach our work.

01 people **Core Values in Action**

Care for and Support Our Families

We consistently approach all people with empathy, compassion and understanding.

We demonstrate this by:

- Allowing employees to prioritize themselves and their families.
- Demonstrating genuine concern and empathy for people.
- Maintaining a positive, supportive culture throughout MPS.
- Helping one another in times of need and celebrating one another in times of success.



01 people Core Values in Action

New Benefit Programs

In 2024, MPS Egg Farms introduced several new benefit programs that reflect our commitment to supporting employees personally, professionally and financially, consistent with our core values. We continue to focus on providing world-class benefits for every employee.

- **Paid Sick Days**

Employees can now take time off due to illness while retaining full pay, promoting both health and financial stability.

- **Paid Parental Leave**

This new benefit provides time for mothers and fathers to bond with their growing families, reinforcing our family-first culture.

- **Tuition Reimbursement Program**

Designed to foster personal and professional growth, this program supports employees in furthering their education and skill development.

- **Enhanced 401(k) Matching**

A newly expanded employer match helps team members build long-term financial security with greater confidence.



Not having to worry about finances after having a baby made becoming a parent that much easier. Paid maternity leave was a great blessing for our family!"

Morgan Magiera

Pullet Services Manager

01 people Core Values in Action

impact overview



Pursue Growth and Opportunities for All

As MPS grows, we cultivate an environment where people can flourish personally and professionally.

We demonstrate this by:

- Ensuring all team members enjoy the benefits of MPS's growth and success.
- Creating opportunities for team members to develop their professional skills.
- Encouraging and enabling team members' personal growth.
- Providing pathways for team members to advance their careers.

The MPS Egg Farms Educational Assistance Program is a great opportunity for any employee looking to further their education. My motivation for taking advantage of this program was to provide added value to my current role, while also preparing for any future career opportunities that may be presented within MPS. The application and review processes were easy, and once my program was approved, the grade report and financial statement submissions at the end of each term to HR are even easier yet. An unexpected added bonus to the program beyond the financial aid, which I am extremely thankful for, is the level of accountability I have derived from the process. The check-ins each term with Dave Melton from HR and my direct supervisor, Kurt Henderson, provide that extra little nudge of motivation to gear up and be ready for the next round of classes. I am humbled and forever grateful for this opportunity and proud to work for a company like MPS that truly lives by its values and invests in its people. Thank you to the Krouse family and anyone else who played a part in making this program a reality!

Charles Lovett

Trucking Fleet Manager



01 people **Core Values in Action**

impact overview



Nourish Our World

We provide safe, high-value nutrition to support our communities.

We demonstrate this by:

- Providing safe, nutritious, economical eggs for retail, food service and food pantries.
- Contributing time and resources to programs that are important in our communities.
- Addressing the needs of all our stakeholders, not just our shareholders.
- Being the reason someone else has a better day.



01 people Engagement

Ensuring Well-Being. Encouraging Engagement.

When employees are engaged, they bring passion, creativity and dedication to everything they do. We cultivate engagement through celebration, appreciation and shared purpose.

MPS Family Day

Our 2024 Family Day saw record attendance, bringing together employees and their families from every location. A day filled with rides, games, food and fun, this event celebrates our people and reinforces our community spirit.

Family Day reminds us that we're more than coworkers—we're a community."

impact overview



01 people Community

impact overview



Employee Appreciation Day

Each year, MPS Egg Farms celebrates Employee Appreciation Day company-wide to honor the hard work and dedication of our team. The event brings employees together to share a meal, receive a token of appreciation and connect with colleagues across departments and locations.



01 people Community



Honoring Years of Service

At MPS Egg Farms, we take pride in recognizing the dedication and loyalty of our team members through our Service Milestone Recognition Program. Employees who reach key anniversaries are celebrated with a certificate and a gift of their choice—presented among peers to honor their contribution. In 2024, we proudly recognized several employees for reaching 40 years of service, a testament to the deep commitment that drives our success.



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 allows employees and their spouses to participate in a Wellness Biometric Screening.

01 people Community

impact overview

6.3 million
eggs donated

In 2024, we donated 6.3 million eggs—our highest total yet:

- **1.46M** to local communities
- **4.86M** through our national partnership with HATCH for Hunger



Sustaining Health and Supporting Communities

Eggs are a powerhouse of nutrition—and for many families, an essential food. We're proud to provide eggs to those who need them most through partnerships and direct donations.

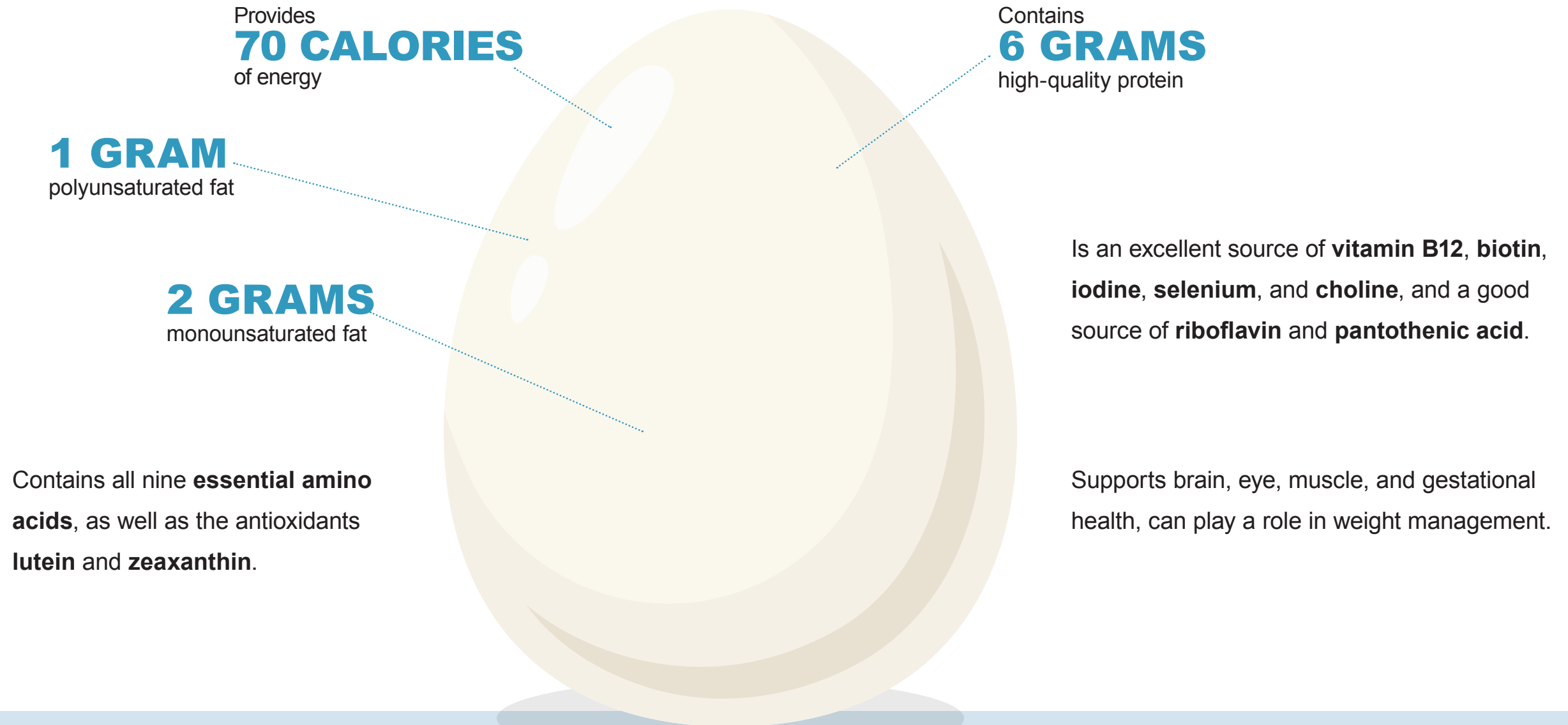
Did you know, the FDA now considers eggs to be a healthy and nutritious food, just like fruits and vegetables!

One large egg packs 6 grams of high-quality protein and 13 essential vitamins and minerals—all in just 3 bites!



Why Eggs?

Eggs aren't just a great source of high-quality protein—they support cognitive function, brain health and critical nutrient intake across all life stages.



01 people Community

impact overview



We support and nourish our communities through local egg donations. In North Manchester alone, we donate approximately 5,400 dozen eggs each month to church-run food pantries, veteran organizations, youth camps, and many others. I take pride in working for a company that not only states its core values but also actively demonstrates them through our giving efforts."

Paige Martin
Communications Manager

HATCH for Hunger

MPS partners with HATCH to deliver fresh, refrigerated eggs daily to food pantries nationwide. Since 2018, we've helped close nutritional gaps and fight hunger in sustainable, meaningful ways.



01 people Every Employee. Every Day.

We are building a workplace where every voice is heard and every person is empowered.



We Supply America

In September, MPS Egg Farms was honored to be featured in the national docuseries We Supply America. The docuseries is on a mission to discover stories of leaders and frontline employees in the independent and entrepreneurial distribution businesses that define the innovative spirit and purpose-driven cultures that supply America.

Filming took place at our Hi-Grade production facility, the innovative Kipster farm, and our North Manchester headquarters. Upon release, employees across the U.S. gathered to celebrate with a live premiere viewing—a proud moment for our entire team.



Watch the film: We Supply America – Featured Films

01 people **Every Employee. Every Day.**

At MPS Egg Farms, we embrace diversity, encourage equitable practices and expect inclusivity at every level of our operation.

Recognizing Leadership at Every Level

MPS Egg Farms is committed to cultivating strong, inclusive leadership across all levels of the organization. Our annual Leadership Development Program engages a diverse group of current and emerging leaders from across our geographic footprint—including Indiana, Illinois, Texas and Georgia.

Now, several years in practice, the program continues to evolve to meet the changing needs of our business. It is designed to strengthen key leadership capabilities, preparing participants to lead teams effectively, drive business results and embody our core value of providing opportunities for all.

By intentionally including participants from a wide range of backgrounds and roles, we are building a more resilient, forward-thinking and representative leadership pipeline, ensuring long-term growth for both individuals and the organization as a whole.



01 people **Every Employee. Every Day.**

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, 21 students graduated from the program in 2024, and each was awarded a \$500 incentive upon completion.

In Mexico, I worked as a high school teacher, and education has always been important to me. The ELL classes stood out because effective communication is essential—both at work and in daily life. Participating in the program was a great opportunity, and the company's support made me feel valued. It also reconnected me with my passion for learning and teaching. I hope more employees are able to take advantage of opportunities like this."

Yadira Guerrero



01 people **Every Employee. Every Day.**

impact overview



In 2024 there were a total of 17 individuals that completed the Leadership Development Classes, and one of those individuals received a promotion to production manager upon the conclusion of the program.

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.



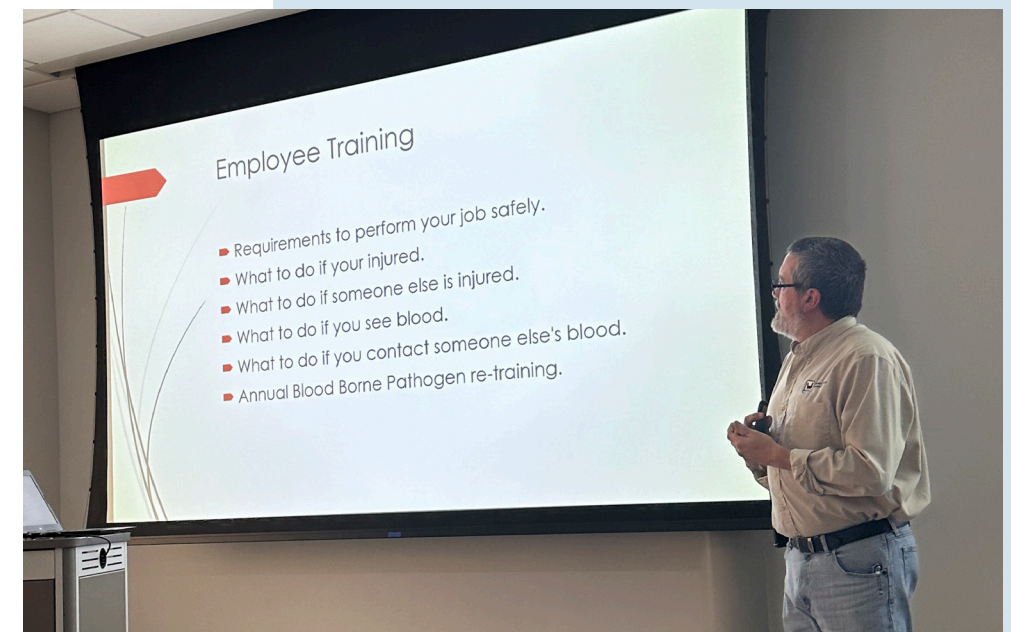
01 people **Safety**

Spotlight on Safety

At MPS Egg Farms, safety is a proactive, year-round commitment. Each spring, our safety team conducts comprehensive inspections across all facilities to identify and resolve potential risks—protecting not only our employees, but also our hens and eggs. Ammonia levels are monitored three times a week to ensure air quality remains safe.

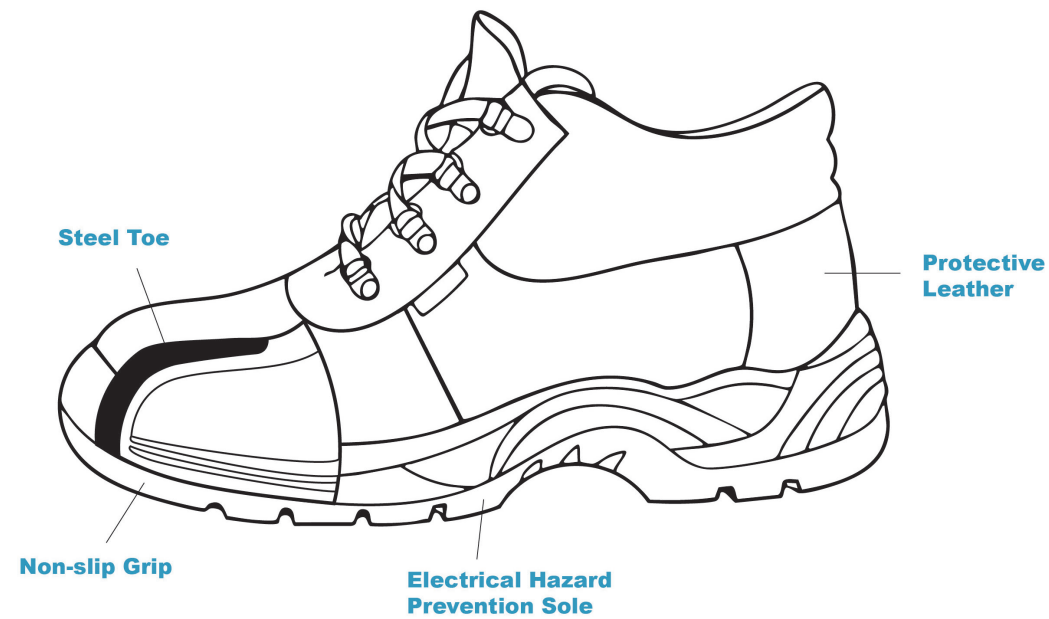
Launched in 2019, our Hazard Identification Incentive Program encourages employees to report workplace hazards in line with OSHA guidelines. When valid concerns are raised, employees are recognized for their vigilance, reinforcing a culture of shared responsibility.

We also equip employees with the tools they need to work safely. New hires are eligible for our safety shoe voucher program within their first 60 days, providing access to approved protective footwear that meets job-specific requirements.



01 people Safety

impact overview



Safety shoes are an essential part of workplace safety programs. They provide critical foot protection against hazards such as falling objects, and slippery surfaces. By reducing the risk of injuries, safety shoes help maintain a safer work environment and contribute to overall employee well-being. This company-wide program was launched in January 2025 and has helped provide safety footwear for over 100 MPS employees and that number continues to grow!

Taylor Smith
Safety Specialist



02

impact overview

caring for our planet

- Resource and Waste Management
- Renewable Technology
- Sustainability



02 planet Resource and Waste Management

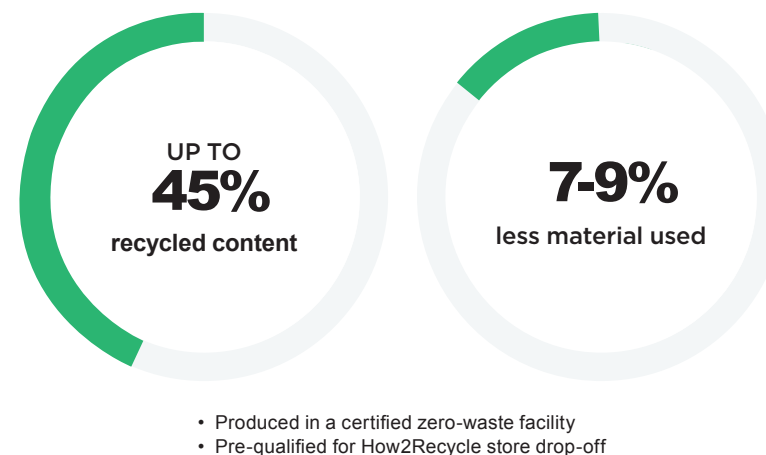
Small Steps. Big Impact.

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.

Smarter Packaging

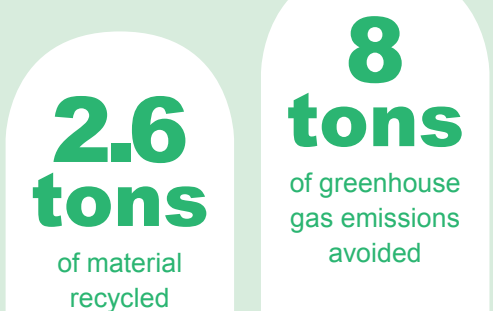
In 2024, we transitioned to post-consumer recycled film for shipping eggs. This move supports our goal of zero-waste operations and delivers meaningful environmental benefits:



This change marks a meaningful step toward our long-term goal of operating zero-waste facilities and advancing responsible packaging across our supply chain.

Recycling Impact

This year's packaging and recycling efforts had tangible outcomes:



Equal to removing **919 gallons** of gasoline from the environment



02 planet Resource and Waste Management

impact overview

ENERGY and GHGs

We continuously reduce our carbon footprint through efficient design and smart management:



At our Indiana farms, we produce one egg for every 7.34 kilowatt-hours consumed



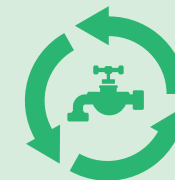
Since 2017, all new buildings feature LED lighting and insulated metal panels (IMP) for improved energy retention



Our birds consume ½ to 1 cup of water per day



Evaporative cooling is a cost-effective, energy-saving way to keep poultry cool and prevent heat stress.



We monitor 100% of egg washing water use to reduce waste

02 planet **Resource and Waste Management**



Facility Efficiencies

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

02 planet **Resource and Waste Management**



On-Farm Efficiency & Manure Management

We've designed our barns to balance sustainability with animal comfort. Eggs are gently transported from nesting boxes via conveyor systems, minimizing disruption to the hens and ensuring freshness for consumers.

Manure is managed with equal care. At MPS, 100% of manure is dried through a sustainable process and guided by a defined nutrient management plan. We utilize our barns' ventilation systems to remove and dry manure using a manure belt system. Once processed, this manure serves as an organic soil amendment.

Dried chicken manure offers numerous benefits. It emits less ammonia and virtually no odor, enhances soil health, and supports organic crop production. This natural fertilizer helps farmers reduce reliance on synthetic products, retains more nutrients in the soil, and contributes to stronger harvests—while also reducing carbon in the atmosphere and minimizing runoff into watersheds.

02 planet Resource and Waste Management

impact overview



One of the most visible signs of our environmental commitment is the solar installation at our Hi-Grade facility in North Manchester, Indiana. **This 1.1 megawatt system includes 3,456 panels and generates approximately 1,256,000 kilowatt hours of electricity per year.** That's enough energy to fully power one of our barns and contribute to powering two additional barns plus the processing facility. By generating energy at peak daylight hours, this system helps offset our consumption during critical production periods.

02 planet **Resource and Waste Management**

As proud members of the U.S. Roundtable for Sustainable Poultry and Eggs since 2019, we completed our first sustainability framework in 2024. This initiative establishes baselines and creates a system for measuring our progress moving forward.

We also deepened our partnership with Farmer's Business Network to support regenerative agriculture practices. By sourcing low-carbon grain grown with reduced tillage, cover crops and organic fertilizers—including upcycled chicken manure—we're helping reduce Scope 3 emissions and enabling retailers to offer lower-impact eggs. Our focus on regenerative supply chains is one way we're reimagining the future of food systems from the ground up.

Eggs themselves remain one of the most environmentally efficient animal proteins available. Compared to other animal-based products, eggs generate fewer greenhouse gas emissions, require less land and water, and contribute less to pollution. Through the Poultry and Egg Sustainability Framework, we're part of an industry-wide effort to enhance sustainability across every link of the value chain.



03

impact overview

our poultry



- **Animal Welfare**
- **Quality Control**
- **Health and Nutrition**
- **Biosecurity**
- **Kipster**

03 poultry **Animal Welfare**

Commitment to Compassion

Hen health and comfort are foundational to our business. At MPS Egg Farms, we raise our flocks in conventional, cage-free and next-level cage-free environments, in close collaboration with veterinary experts. Every barn is certified and routinely audited by nationally accredited animal welfare organizations to ensure that we meet the highest standards.

When a hen reaches the end of her laying cycle, she is humanely euthanized on-site to reduce stress. Her remains are then transported to rendering facilities where they are repurposed into useful byproducts including pet food, oils and industrial materials. This thoughtful process underscores our belief in honoring the full life cycle of every bird and minimizing waste wherever possible.



03 poultry Quality Control

impact overview



Commitment to Quality

To ensure that every egg meets the highest standards, all MPS farms participate in the National Poultry Improvement Plan. This initiative focuses on flock health, biosecurity and science-based best practices. Our commitment to continuous improvement has helped us optimize our processes, reduce waste, and produce a high-quality product with a lighter environmental footprint.



03 poultry **Health and Nutrition**

impact overview



Commitment to Nutrition

Producing a nutritious egg starts with giving our hens the best possible care. Every MPS hen lays approximately one egg per day, a feat that requires exceptional nutrition. We work with experienced animal nutritionists to provide a well-balanced diet containing all essential vitamins and minerals. We also add enzymes to the feed to help hens absorb nutrients more efficiently, which in turn reduces the need for inorganic phosphates and further lowers our environmental impact.

03 poultry **Animal Welfare**

Commitment to Protection

Avian influenza and other diseases put our birds and the egg supply chain at risk. The health of our flocks is safeguarded by rigorous biosecurity protocols. All trucks arriving on-site must undergo a full wash, and all employees and visitors are required to change into clean uniforms and footwear upon entry. To further protect against disease, we restrict access to individuals who have been around wild birds, backyard flocks or dairy cows within the prior 72 hours.

These strict practices help us uphold flock health and prevent the spread of pathogens between facilities or regions.



03 poultry **Kipster**

impact overview



In partnership with Kipster, MPS Egg Farms is proud to have introduced the first carbon-neutral egg to the United States. Kipster's innovative farming model, which emphasizes circular systems, humane treatment, and renewable energy, aligns closely with our values and long-term sustainability goals.

Guests are welcome to visit our Kipster visitor center in North Manchester, Indiana to learn more about the farm and its systems. We also offer a live webcam feed of our Kipster hens, which can be viewed at [Kipster.farm/live-cams/](https://kipster.farm/live-cams/)



LIVE ▶ CAM



**WHAT ARE THE
BIRDS UP TO TODAY?**

MPS EGG FARMS sustainability

A Message from our Director of Sustainability

As we reflect on 2024, our second annual Impact Report shares how MPS Egg Farms continues to build a responsible, innovative future. From enhancing employee benefits and leadership opportunities to expanding our sustainability initiatives and community outreach, we remain committed to doing what's right for our people, our hens and our planet.

Our goal is simple: create long-term value for our stakeholders while nourishing communities and driving continuous improvement across every part of our business.



Rachel Sanborn, MS, MBA
Director of Sustainability





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**



HEADQUARTERS



HI-GRADE



AUTOMATED



SUNNYSIDE



LODA



COUNTRY CHARM



FEATHER CREST



PINEYWOODS