



2023 Sustainability Report

OUR SELECTCARE COMMITMENT



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LETTER FROM OUR CEO

In today's world, sustainability takes on many definitions. At Iowa Select Farms, we are committed to innovation and stewardship through our four core pillars: people, animals, environment, and community care.

I am honored to present our sustainability report, highlighting our commitment to sustainable practices and our vision for the future. Since the establishment of Iowa Select Farms in 1992, our journey has been driven by a relentless pursuit of excellence in our work to produce high-quality pork for our customers and the food companies they serve.

Our people are our "why" and at the heart of everything we do. We firmly believe that by taking care of our employees, we ensure the sustainability of our business, and instill the hard work, skill and pride that comes with livestock production for future generations. That is why we invest in comprehensive training and leadership opportunities, empowering our team members to grow and develop as leaders. Additionally, we have established multiple award programs that celebrate and recognize the outstanding contributions of our employees throughout the year. We also have a Future Ag Scholarship program to support our employees' children throughout their future career endeavors in agriculture.

Our animals are the reason we get up every day, and their care is delivered through the dedication of our caretakers. We take immense pride in providing 24/7, 365-day care, supported by rigorous internal and external production well-being assessments. To ensure our caretakers have the skills needed to excel, we conduct regular training sessions and development opportunities, equipping them with the tools necessary to uphold our commitment to animal welfare.

Environmental stewardship is at the core of our business. We are committed to improving soil health on 160,000 acres of farmland by applying manure as an organic crop fertilizer and adhering to 4R Stewardship practices. Additionally, we are actively capturing methane emissions for renewable energy, implementing solar arrays, and adopting new practices that enhance water quality. Our Smart Soil Partnership Program stands as a testament to our commitment, enabling us to make significant strides toward a more sustainable future.

Beyond our operational endeavors, I am incredibly proud of the philanthropic work accomplished through the Deb and Jeff Hansen Foundation. Our community involvement recently hit a major milestone. In 2023, the Deb and Jeff Hansen Foundation achieved a remarkable milestone, contributing \$2,656,460 in donations to rural communities. These efforts brought joy and support to 1,096,823 families across all 99 Iowa counties. I am incredibly proud of the foundation's impact, which strengthens our commitment to building a brighter future for generations to come.

Thank you for your support and trust in our commitment to responsibly producing pork.

Jeff Hansen

Jeff Hansen, CEO
Iowa Select Farms



ABOUT IOWA SELECT FARMS

- Privately-owned by Jeff and Deb Hansen
- Headquartered in Iowa Falls, Iowa
- 242,500 sows
- Over 800 farms
- 1,200 employees and 650 contractors



OUR MISSION

To responsibly produce safe, nutritious and high-quality pork for our customers and the food companies they serve.

OUR VISION

To compete in a global marketplace for protein production by fostering a culture engaged in operational excellence and innovation.

OUR VALUES

We believe in doing the right thing every day, operating with character and integrity, and being stewards of our resources. We fulfill our values every day through SelectCare, and believe by taking care of our people, our animals, our environment and our communities we will achieve our mission.

OUR LOCATIONS



Sow regions



Office



Warehouses



Nursery, GDU and finishing region



PEOPLE *care*

2023 TARGETS AND PROGRESS

OUR GOAL: Provide a safe, rewarding and inclusive work environment



Our people are our greatest asset, and we are committed to providing a safe, rewarding and inclusive work environment for all our employees. This report highlights our efforts to ensure our workforce's well-being by focusing on providing a safe and healthy work environment, competitive compensation and benefits, and opportunities for growth and development. We understand that a motivated and engaged workforce is essential to our success, and we strive to create an environment that fosters employee satisfaction, productivity and loyalty. Our commitment to people care is an integral part of our sustainability strategy, and we are proud to share our progress in this report.

KEY TARGETS:

- Fostering a core values-driven workplace for everyone to succeed
- Provide training and leadership opportunities for our employees to grow
- Provide competitive wages and benefits package
- Retain 80% of our workforce
- Annually measure employee engagement and provide opportunities for feedback
- Provide a scholarship program for employee and contractor dependents
- Recognize employees through communications and award programs
- Provide appropriate safety tools and training for all employees

"My favorite part about working at Iowa Select Farms is that we are a family-oriented company and directly involved in the communities that employees live and work in. I appreciate that the company recognizes people and farms for the hard work they do and accomplishments they've achieved."

**BERT BECKER,
THAYER SOW FARM
MANAGER**

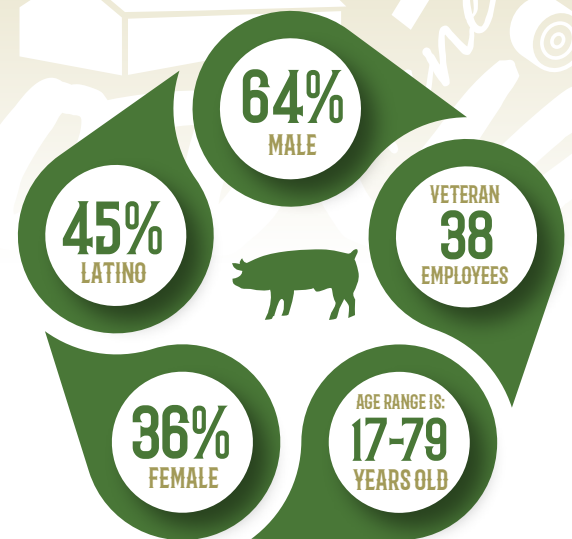


TARGET: ESTABLISH CORE VALUES FOR PEOPLE CARE IN OUR WORKPLACE

In 2022, our company established four core values—Respect, Accountability, Good Decision-Making, and Flexibility—that guided us throughout the year and carried into 2023. We upheld the belief in treating everyone with respect, taking accountability for our actions, making informed decisions based on analysis and experience, and remaining flexible and resilient in the face of change. These values shaped our actions and contributed to our success as a company.

APPRECIATING OUR DIVERSE EMPLOYEE BASE

At our company, treating everyone with respect is one of our core values, and we are committed to creating an environment where all employees feel appreciated and valued. Our current workforce is diverse in age, gender and ethnicity, comprised of 64 percent male and 36 percent female employees aged 17 to 79 years. Additionally, we are proud to have a workforce that is 45 percent Latino. Our workforce also includes 38 veteran employees.



CELEBRATING CULTURAL CUSTOMS IN OUR EVENTS AND PROGRAMS

To support our Latino employees, we proudly incorporate cultural customs into company events and hold special social occasions celebrating Latino heritage, such as recognizing Las Posadas during Christmas time. By embracing and celebrating the diversity within our workforce, we can create a more inclusive and welcoming workplace for all employees.



TARGET: PROVIDE TRAINING AND LEADERSHIP OPPORTUNITIES FOR OUR EMPLOYEES TO GROW THROUGH PEOPLE CARE LEADERSHIP PROGRAM

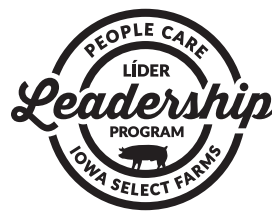
PEOPLE CARE LEADERSHIP PROGRAM

One of the many ways we recognize the importance of providing our employees with opportunities for growth and development is through our People Care Leadership Program (PLP).

PLP offers a yearlong course that focuses on nurturing leadership and professional development at multiple levels within the company. The program is structured around the *Habitudes Growing Leaders* book series and includes custom content tailored to our individual animal care and food production role. Employees who participate in the program engage in reading assignments and thought-provoking group discussions.

The 2023 program included two tracks: Leading Yourself and Leading Others. In 2023, 240 employees participated in the program, and we are proud to say that the program is open to all employees, regardless of position, department or tenure with the company.

The skills and lessons employees learn through PLP can be applied to their daily work and personal lives. This approach benefits the individual and contributes to our company's overall success.



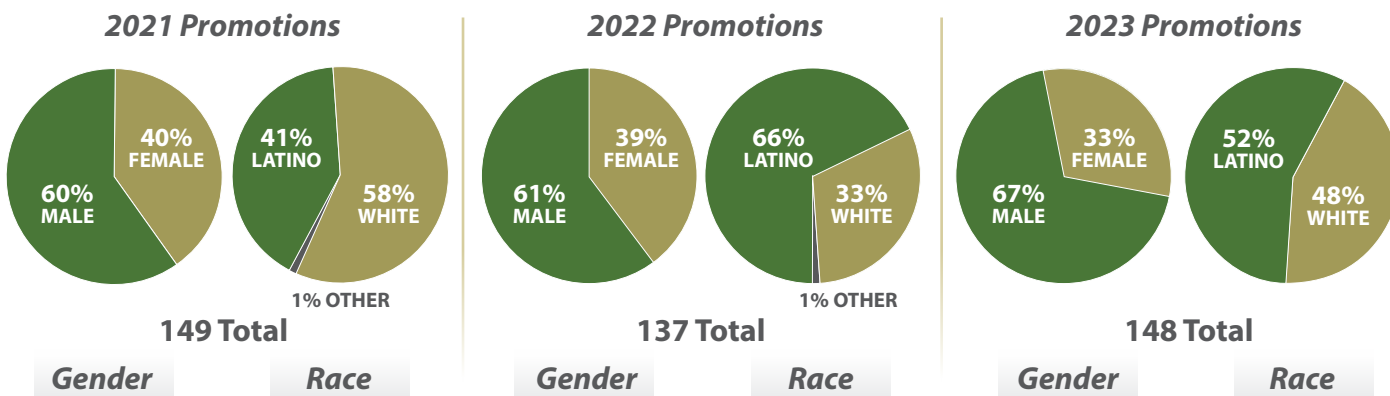
"It's all about doing the job properly and keeping the farms operating as they should. We're committed to investing in people through training and certification. It's essential for building a confident workforce."

**DAN CHILDS,
DIRECTOR OF MAINTENANCE**



strong communities PEOPLE *care*

FORMALIZED PROGRAMS FOSTER INTERNAL GROWTH AND DEVELOPMENT



At Iowa Select Farms, feedback and goal setting are essential to helping our employees grow and succeed. As part of our sustainability efforts, we have implemented multiple tools to ensure that our employees receive the information they need to be successful.

One of these tools is our annual review process, centered around our four people care competencies. The review process includes self-assessment, supervisor assessment and a one-on-one meeting to generate productive and thorough discussion. This process helps employees identify areas where they excel and areas where they can improve.

Another method we use to support employee growth is job training. Our Class A CDL Trainee Program is specifically designed to train aspiring truck drivers in the transportation of animals. As a company that coordinates over 1,300 loads weekly, we recognize the critical role of CDL truck drivers in our business operations.

However, recruiting skilled and knowledgeable drivers has become increasingly difficult in recent years.

Our training program aims to alleviate the financial burden of obtaining a CDL license while offering participants a clear pathway to full-time employment upon completion. Once candidates are hired, the emphasis on animal transport ensures that participants receive comprehensive training on the safe and humane transportation of livestock and other animals. This includes instruction on proper loading and unloading procedures, ventilation and temperature control as well as animal handling techniques that adhere to the regulations and guidelines set forth by the Iowa Department of Transportation and other regulatory bodies.

By investing in our employees through feedback and job training initiatives, we can support their growth and development, ultimately contributing to our company's success and sustainability.



TARGET: PROVIDE COMPETITIVE WAGES AND BENEFITS PACKAGE

As a pork production company, we recognize the importance of benchmarking our benefits to remain competitive. We value flexibility in the workplace, employees have flexible time off policies that consolidate all earned hours into a single balance that can be rolled over from year to year. Additionally, our parental leave and birth recovery policies ensure that all employees are entitled to one consecutive week of paid time off upon the birth or adoption of a child. Employees who need time to recover from pregnancy and childbirth can take up to seven weeks of paid time off at full pay.

PROVIDE MEANINGFUL AND MEMORABLE EXPERIENCES FOR OUR EMPLOYEES AND FAMILIES

We have two time-honored company traditions to support this priority: Adventureland and Iowa State Fair family days. These days allow employees to take time off work and enjoy unique Iowan attractions with their families. Families are given a cash gift and coupons to help make the day even more enjoyable. In addition, our employees receive hearty meat bundles several times throughout the year.

We also take pride in spreading joy around the holidays with a Christmas Cheer Challenge at the farms and offices. One of the most highly anticipated events of the year, dozens of farms and departments are encouraged to decorate their space and receive prizes and bragging rights for most fun and creative displays!

Our updated time off and leave policies, competitive benefits and commitment to providing memorable experiences for our employees and their families are vital to our sustainability efforts. By offering competitive benefits and providing memorable experiences for our employees and their families, can create a positive and productive work environment that benefits our company and the industry as a whole.



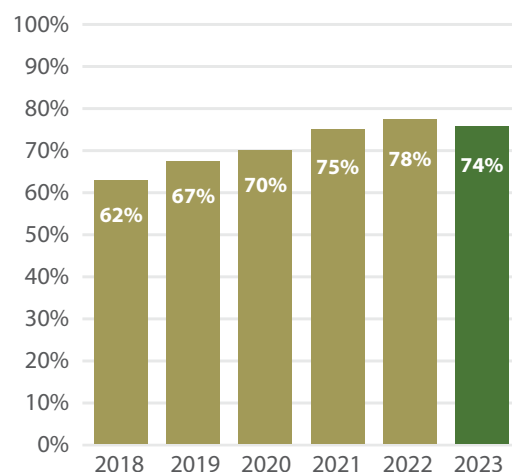
TARGET: DRIVE UP RETENTION RATE TO 80 PERCENT AND ANNUALLY MEASURE EMPLOYEE ENGAGEMENT BY PROVIDING OPPORTUNITIES FOR FEEDBACK

We recognize that demonstrating our commitment to people care is about achieving targets and being open and transparent about the progress we have made, even when we have fallen short. In 2023, we achieved a retention rate of 74 percent, an increase of 28 percent over the past ten years. As we strive for continuous improvement and employee satisfaction to drive our retention rate up to 80 percent, we provide an annual confidential Employee Engagement Survey to provide metrics and guide decision-making. These were just a few of the key wins and highest-scoring statements from employees:

- Iowa Select Farms operates with strong values
- My job makes me feel like I am part of something meaningful
- I have the flexibility I need to balance my work and personal life
- My direct manager/supervisor cares about my concerns

Retention is a crucial aspect of this pillar, which includes offering a flexible work environment, competitive compensation and benefits, and fostering an inclusive and respectful workplace for all employees.

Retention Rate



PEOPLE *care*

ADAPTING TO REAL-WORLD CHALLENGES TO IMPROVE THE LIVES OF EMPLOYEES

As a company operating in the pork industry, we recognize the impact that years of inflation and cost of living has on our business and our employees' daily lives. The Consumer Price Index indicates that the food-at-home index increased by over 12 percent in 2022, with the index for meats, poultry, fish, and eggs increasing even higher. In 2023, the average rate of inflation was at 4.1%. To support employees through these challenging times, we launched the Food and Fuel Bucks program in quarter three (Q3) of 2022, which ran until quarter two (Q2) of 2023. This program provides each employee with a \$100 voucher in coupons that can be used to offset the rising cost of groceries, especially meat, milk, eggs, and bread, which have been most affected by inflation. Despite these economic challenges, we are committed to recognizing and rewarding our employees' hard work and dedication.



PEOPLE CARE COUNCIL CAPTURES EMPLOYEE IDEAS TO HELP IMPROVE RECRUITMENT, RETENTION AND ENGAGEMENT

The People Care Council is a group of employees from diverse departments and regions across the state who meet regularly to ensure our employees' voices are heard in decision-making processes.

The Council is critical in collecting employee feedback and implementing programs based on that feedback. In 2023, they hosted several gatherings to help employees build relationships and improve department communication. Our first-ever Iowa Select Farms Intramural Tournament was a hit—demonstrating the grit, determination and resilience we see on the farm shine through on the baseball diamonds and volleyball courts.

The People Care Council also hosted three simultaneous Las Posadas celebrations in Webster City, Osceola and Osage. The word posada means inn or lodge. The Mexican tradition is a celebration and recognition of the Christmas story of Mary and Joseph searching for a place to stay where Jesus could be born. Posadas is a cherished tradition in Mexico, and we love to celebrate with an evening of food, drinks, sweets, music and pinatas!

As the People Care Council continues seeking new opportunities and ideas, they remain a valuable resource for our organization, helping to create a supportive and inclusive work environment that empowers our employees to thrive.



TARGET: PROVIDE A SCHOLARSHIP PROGRAM FOR EMPLOYEE AND CONTRACTOR DEPENDENTS

We are proud to report on the success of the Jeff and Deb Hansen Future Ag Leaders Scholarship Program, which provides financial support for dependents of our employees pursuing higher education at two-year or four-year colleges and universities. In 2023, we awarded \$34,000 to 24 deserving students from rural Iowa communities. By investing in the education of future agricultural leaders, we aim to support the long-term sustainability of food production in the United States.

In addition to supporting students, this scholarship program also promotes Iowa colleges and universities, which contribute to the strong educational infrastructure in our state. Investing in educating our employees' dependents is a crucial way to show our commitment to the future of agriculture and the communities we serve. We look forward to continuing this program in the years to come and supporting even more students in their educational pursuits.

"My dad has always been my biggest role model and seeing him be around animals and working on farms has made me want to pursue a career in it."

**TRISTON BARNCASTLE,
IOWA SELECT FARMS
FUTURE AG LEADERS
SCHOLARSHIP RECIPIENT**



"I appreciate being a part of a rich agriculture community which has taught me how to work hard for the things I've always dreamed of doing."

**EMMA NOHRENBURG,
AN IOWA SELECT FARMS
FUTURE AG LEADERS
SCHOLARSHIP RECIPIENT**



24 SCHOLARSHIPS \$34,000



PEOPLE *care*











TARGET: RECOGNIZE EMPLOYEES THROUGH COMMUNICATIONS AND AWARD PROGRAMS

We take pride in creating awards programs celebrating our employees' achievements and contributions to the company. We know that our employees are the backbone of our success and are committed to recognizing and rewarding their hard work and dedication.

Our awards programs are designed to acknowledge employees who go above and beyond, demonstrate our company values, and celebrate the years of service they have dedicated to our organization. We understand that each employee is unique and tailor our awards programs to reflect that. Our programs recognize individual and team contributions so that all employees can be acknowledged for their efforts.

We also believe in creating an inclusive environment where everyone feels valued and recognized for their contributions, regardless of their position or tenure. Our awards programs reflect this by celebrating employees at all levels of the company and recognizing their achievements, whether they are new to the company or have been with us for many years.



PROGRAM	PURPOSE	EMPLOYEES RECOGNIZED BY THE PROGRAM IN 2023
 Safety Award	Recognizes sow farms that achieve a quarter without a safety incident	126 Sow Farms
 100% Club Transport	Recognizes truck drivers who earn a 100% score on their biosecurity assessments	69 Individuals
 100% Club Biosecurity	Recognizes farm teams and individuals who earn a 100% score on their biosecurity assessments	23 Farms
 100% Club Production Well-Being	Recognizes farm teams and individuals who earn a 100% score on their production well-being assessments	18 Farms
 SelectPride Award	Recognizes production performance and is based on numerous operational metrics	156 Farms
 SelectPride Most Improved Farms	Recognized farms and production divisions for overcoming adversity	7 Farms (GDUs, Sows)
 SelectPride Partner Award	Recognizes individuals or teams who provide outstanding service to our farm teams, nominated by our farm teams	1 Individual or Department
 SelectCare Excellence Award	Recognizes individuals or teams who demonstrate an exceptional commitment to one or more of our core values	16 Individuals, 1 Farm or Group
 Years of Service	Recognizes employees at their 5, 10, 15, 20, 25 and 30-year milestones	122 Individuals
 Retirements	Honoring the contributions of those retiring	9 Individuals
TOTAL		548 Awards

TARGET: PROVIDE APPROPRIATE SAFETY TOOLS AND TRAINING FOR ALL EMPLOYEES

We're committed to the safety of our employees and providing a safe workplace. Our safety program aligns with the Occupational Safety and Health Administration (OSHA) requirements and is centered around creating a culture of safety awareness. We provide tailored training on various aspects such as animal handling, caretaking, sanitation, maintenance and transportation. Personal Protective Equipment (PPE) access and training are given utmost importance, with provisions of hearing protection, rain suits, masks, gloves, boots, and gas monitors (as required) and their use is strictly enforced.

Our recognition program acknowledges and rewards the efforts of our sow farm employees in implementing a safety-first approach. The program encourages meeting training requirements, hazard awareness and eliminating controllable safety issues on the farm.

In 2023, we recognized 67% of our sow farms through this program and recorded a 15% decrease in OSHA recordable injuries from the previous year.

Our Intentionally Safety Focused (ISF) and #SafeEight training efforts emphasize that everyone is a safety leader, while also fostering engagement, promoting workplace awareness and highlighting the importance of doing the right thing. We ensure all our employees receive safety training, refreshers from their managers and supervisors, and routine safety communication. Our training also includes courses on automated external defibrillators (AED), CPR, and active shooter scenarios. We constantly update our safety programs to prepare our employees for unforeseen circumstances.

67%
**OF SOW FARMS
RECOGNIZED
FOR SAFETY**



ANIMAL *care*

2023 TARGETS AND PROGRESS

OUR GOAL: To humanely raise healthy and productive animals in a comfortable and safe environment.

As a company committed to producing high-quality pork while ensuring the health and welfare of our animals, we believe it is essential to be transparent about our animal care practices.

Our approach to animal care is rooted in scientific principles for nutrition, housing environment, genetic improvement, veterinary science, biosecurity and proven production management practices.

This report highlights the measures we take to provide a safe and healthy environment for our animals, the steps we take to improve our animal care practices continually and our commitment to meeting the evolving needs of our customers and stakeholders.

Through this commitment to high-quality pig care, in 2023, we produced 1.43 billion pounds of pork for the global food supply chain.

KEY TARGETS:

- Train, coach and empower a workforce committed to top-notch pig care 24/7/365
- Enhance our existing animal care culture through the lens of the Five Domains of Animal Welfare
- Improve birth-to-market livability and promote health stewardship
- Conduct unannounced internal production well-being assessments
- Achieve an average score of 97% or higher on all external, third-party, unannounced production well-being audits
- Draw on the expertise of our Production Well-Being Advisory Committee
- Show animal care firsthand to customers and key stakeholders

TARGET: TRAIN, COACH AND EMPOWER A WORKFORCE COMMITTED TO TOP-NOTCH PIG CARE 24/7/365

At Iowa Select Farms, we recognize the importance of caretaker training, coaching and empowerment as the foundation of our animal care commitment. Our comprehensive training programs provide our caretakers with the skills and knowledge they need to ensure that our pigs receive the best possible care. Investing in our caretaker team improves our pigs' well-being and helps the team grow in their roles and careers overall.

In addition to our caretakers, our support service teams are in place to ensure our targets are met. This team consists of veterinarians, production well-being specialists, livability specialists, farm supervisors, and specialized teams overseeing human resources, transportation, nutrition and maintenance. Each role is critical in our animal care program, working together to provide a comprehensive approach to responsible pig production. These unique programs are outlined here.



1.43B
POUNDS OF
PORK

"There is a saying in Spanish, 'mi granito de arena,' which means 'little grain of sand.' We use this to refer to one tiny contribution to a collective goal. My work is a drop in the larger ocean or a grain of sand in the desert because I am part of something bigger. I identify with our Iowa Select Farms values and am happy to be part of this great family."

ANDREA RUIZ CAMPOS,
CARTWRIGHT SOW FARM
BREEDING DEPARTMENT HEAD



NEW HIRE ORIENTATION AND TRAINING PROGRAMS PRIORITIZE ANIMAL CARE, PROPER HANDLING, BIOSECURITY AND SAFETY

The objective of the orientation and training program for new hires is to extend a warm welcome to the newly recruited caretakers, administer human resources and benefits paperwork and provide comprehensive biosecurity, animal handling and safety training.

For the training portion, every newly-hired caretaker receives personalized, face-to-face training from a member of the production well-being team and their respective supervisor or manager. The training program applies to both in-house and contract caretakers. To ensure uniformity in the training program, a training log documenting specific competencies and skills is maintained for each new hire, completed once they demonstrate proficiency. On-farm, in-person training is pivotal to developing competent and successful caretakers.



BIOSECURITY TRAINING MINIMIZES DISEASE INTRODUCTION

Biosecurity is our frontline of defense when it comes to protecting herd health. To minimize disease introduction into our farms, every employee showers in and out of the farms, double-bags their lunches, and places any other belongings into a UV chamber. Biosecurity training remains a part of annual training for all caretakers, including all employees and contractors.

The goal of the training is to review current practices and compliance, provide updates on any changes and receive feedback for process improvement. This approach ensures that all caretakers are up-to-date on the latest biosecurity protocols and are trained to adhere to them daily.



PORK QUALITY ASSURANCE PLUS (PQA PLUS)

Every two years, we host PQA Plus certification as part of our commitment to properly train employees and give them the tools necessary to succeed. Last year, Iowa Select Farms completed PQA Plus certification for all employees and contractors through our in-person training program, Swine Sight 2.0. The PQA program is an industry-leading education and certification program focusing on improving production practices, including food safety and animal well-being.

Our Production Well-Being Team put the PQA Plus content into an interactive format at 23 regional in-person training sessions, which provided hands-on learning opportunities for caretakers and taught them applicable knowledge. Over 1,000 people were PQA Plus certified in 2022, demonstrating the company's commitment to promoting sustainable and responsible animal agriculture.

We complete re-certification for PQA Plus on a biannual basis and will complete the certification process again in 2024.



ANIMAL *care*

TRUCK DRIVER TRAINING PROGRAM EMPHASIZES SAFE ANIMAL TRANSPORT THROUGH TRANSPORT QUALITY ASSURANCE (TQA) CERTIFICATION

As a company that coordinates over 1,300 animal movements a week, we recognize the critical role of truck drivers in our business operations.

Once candidates are hired, the emphasis on animal transport ensures that participants receive comprehensive training on the safe and humane transportation of livestock and other animals. This includes instruction on proper loading and unloading procedures, ventilation and temperature control and animal handling techniques that adhere to the regulations and guidelines set forth by the Iowa Department of Transportation and other regulatory bodies.

Our transportation team is also Transport Quality Assurance (TQA) certified every two years. The TQA certification program trains pig transporters, producers and handlers how to handle, move and transport pigs. It includes training on the potential impacts transporting can have on pig well-being and pork quality.

In 2023, eight of our employees received certification as a TQA Advisor, which allows individuals who have been trained by the Pork Checkoff to offer TQA certification training and administer exams.

650

MARKET HAULS PER WEEK



STANDARD OPERATING PROCEDURES (SOPS) AND BEST PRACTICES ENSURE CONSISTENT ANIMAL CARE

SOPs and Best Practices serve as vital communication tools highlighting the importance and key components of various animal care, health stewardship and livability practices relevant to the business. These topics can range from farm security to animal health, and they help ensure that all employees and contractors are well-informed and well-trained in these critical areas.

After the review and training of Best Practices are completed, all Iowa Select Farms employees must review and sign off on them by a specific deadline. This process ensures that all caretakers are familiar with and understand the importance of these practices and SOPs and are committed to adhering to them in their daily work. This also ensures that the company can maintain high standards for responsible animal agriculture practices, essential for building trust with customers and stakeholders.



VIDEO MONITORING AND REVIEW VERIFY ANIMAL CARE PRACTICE COMPLIANCE AND OFFER TRAINING OPPORTUNITIES

Video monitoring plays a critical role in verifying and continuously improving our biosecurity and animal care practices. Across all our sow farms and filtered GDUs, we have a total of 798 video cameras. These cameras serve as both a valuable training tool and a means of assessing adherence to our protocols.

Our health services and supervisor teams routinely conduct video reviews to identify gaps in biosecurity and animal handling. These reviews help drive areas of emphasis for on-farm visits and new hire orientation and serve as a scored portion of the production well-being and biosecurity assessments for farms with video monitoring systems installed.

798
CAMERAS



TARGET: ENHANCE OUR ANIMAL CARE CULTURE THROUGH THE LENS OF THE FIVE DOMAINS

In 2023, the Production Well-Being Team presented Top Notch Tactics (TNT)! TNT is an educational series that focused on an animal caretakers impact on Top-Notch Pig Care, 24/7/365. The series provided animal care dialogue using the Five Domains of Animal Welfare as a platform. Each training included a tactical tip, an action step that teams could do to further understand the material. The goal is to ensure that all our employees and contractors have a deep understanding of the five domains model and can effectively apply it in their daily work to promote the health and well-being of our pigs.

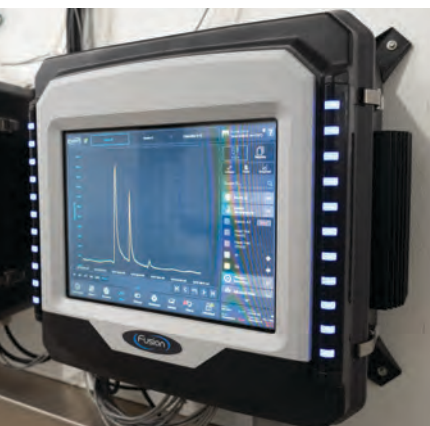


TOOLS TV PROVIDES VISUAL DEMONSTRATIONS ON CRITICAL PRACTICES

Visual demonstrations are a powerful tool for providing practical training to all employees. To support this belief, we have created a unique platform called Tools TV within our Tools intranet. This platform serves as a space where we post specific training videos that can be utilized on the farm, covering a wide range of topics, from basic maintenance fixes to more complex procedures such as vaccine mixing and administration.

In addition to training videos, Tools TV also serves as a valuable resource for production update meetings, where employees can stay informed about the latest industry trends and developments. Utilizing this platform offers a convenient and accessible mode of communication and training, ensuring that all our employees have access to the resources they need to perform their tasks correctly.

Overall, Tools TV is another creative way we support our workforce's ongoing development and growth. By providing visual demonstrations and other training resources, we aim to equip our employees with the knowledge and skills they need to excel in their roles and contribute to the success of our company



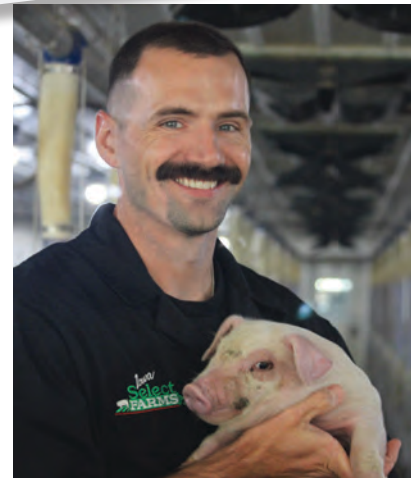
ANIMAL *care*

TARGET: PROMOTE AND IMPROVE BIRTH TO MARKET LIVABILITY AND HEALTH STEWARDSHIP

In 2023, Iowa Select Farms launched ONE MORE PIG, an internal production goal that took the fundamental responsibilities of animal care, animal health and pig livability to the next level. Rooted in strategic production flow, scientific biosecurity principles, as well as advanced nutrition and treatment plans for our animals, all designed to continuously improve herd health and achieve our goal of being a best-in-class production system.

In 2023, we produced 1.43 billion pounds of pork for the global food supply chain while prioritizing our biosecurity protocols to overall improve herd health and well-being. Our commitment to health stewardship, including prevention, treatment and control measures, helps promote and protect herd health, ultimately improving livability to market ONE MORE PIG to feed the globe.

**ONE
MORE PIG**



MEETING NUTRITIONAL NEEDS PROVIDES FOUNDATION FOR PIG LIVABILITY

Time is of the essence! Our caretaker team ensures newborn piglets latch onto their mothers to receive milk and colostrum. Colostrum is vital to the piglet's survival, offering antibodies that are essential for building the piglets' immune system, preventing them from disease and infection at a young age and set the foundation for a healthy start to life.

As piglets grow and eventually wean off of their mothers. Our feed quality and nutrition team is routinely adjusting our 20 formulated diets to meet the specific nutritional needs of our pigs. The overall health and well-being of pigs heavily depends on their nutrition, making a balanced and nutritious diet high in energy, protein, vitamins and minerals crucial. To meet these dietary needs, we utilize corn as the primary energy source, soybean meal for protein and energy, and dried distillers' grain (DDGS) for energy and phosphorus.

In addition to a balanced diet, our caretaker teams always provide clean, fresh water to our pigs. Water plays a crucial role in digestion, nutrient absorption and regulating body temperature. By working closely with our nutritionists and veterinarians and using high-quality ingredients, we can tailor our pigs' diets to their specific needs at each stage of their development. This approach supports our pigs' health and enables us to produce high-quality pork products that meet consumers' nutritional needs.



"When we focus our efforts on farrowing and newborn pig care, we can make a big impact on the sows health and increase the livability of her piglets."

**ENOCH VASQUEZ,
MVZ (MEDICO VETERINARIO
ZOOTECNISTA), KRAMER
SOW FARM**



ANIMAL *care*

INCREASING LIVABILITY FROM FARROW-TO-FINISH

In 2021 Iowa Select Farms implemented the Sow Livability Task Force, a dedicated, cross-disciplinary group of technical experts, veterinarians and production leaders committed to increasing sow retention and improving sows' overall health and well-being.

Since then, the task force has evolved as our sow retention specialists Alex Umbaugh and Val Leija have been working alongside sow and gilt teams to help increase sow livability by timely identifying lame sows, implementing new treatment protocols, performing two-person choring, improving pen and gilt management, and focusing on body condition and feed intake.

Over the past few years, the team has identified several factors that can significantly impact sow livability. One of the most important factors is the early identification of health issues. By closely monitoring the health of sows, farm staff can quickly identify and address any health concerns before they become more serious.

The team strongly emphasizes body condition scoring, a tool used to assess the overall health and nutrition of sows. By regularly assessing body condition, farm staff can adjust feed rations and ensure that sows receive the proper nutrition to support optimal health and reproduction.

Another important intervention is the environment in which our pigs live, the pen-making process. Farm staff can optimize pen design to create environments that promote optimal sow health and reduce stress.

In 2023, our Wean-to-Market team made some very exciting changes. First, the team successfully transitioned to a "pod" leadership structure which consists of ten senior supervisors, who each have four supervisors. The structures also allow for a routine cadence of site visits. Each wean-to-market site and our managers and caretakers benefit from two weekly supervisor visits for the first six weeks post-wean pig placement, followed by a similar approach after feeder pig placement. This helps get more eyes on the pigs, catch problems earlier and better support the site managers. This new organizational method draws on the strengths of each team member, and team meetings are held with members of the health services and maintenance teams. Coordinating feeder pig movements, feed ordering, vaccinations, site visit schedules, site inspections and marketing is now easier.

The restructure also allows the team to execute full wash inspections, ensuring that our sites are thoroughly cleaned and sanitized and that site setup inspections are conducted to verify that the farms are ready (temperature, environment, farm supplies, feeder settings and water settings, etc.) are perfect for the pigs. More communication and better coordination equal better pig care.



FILTRATION ADDS ADDITIONAL LAYER OF PROTECTION

We are committed to the health and well-being of our pigs, and we recognize the importance of farm filtration in protecting them from aerosolized disease exposure. Currently, 67 percent of our sow farms, 45 percent of our GDUs and 100 percent of our gene transfer centers are raised in farms equipped with positive pressure filtration. Our air filtration system is designed to prevent the entry of viruses, ultimately safeguarding herd health and improving livability.

To ensure the effectiveness of our filtration system, our farm staff conducts weekly inspections on the filters and filter rooms. In addition, our support team performs detailed inspections twice yearly to identify areas for improvement and ensure compliance with our high biosecurity standards.

By regularly monitoring and maintaining our filtration system, we can ensure the optimal performance of this critical technology. We are committed to being efficient with our investment in technology and biosecurity and will continue to prioritize the health and safety of our pigs through our farm filtration practices.

16,627
SITE VISITS IN
2023



ON-STAFF VETERINARY TEAM DRIVES HERD HEALTH STRATEGY

At Iowa Select Farms, we understand the importance of having a strong veterinary oversight program to ensure the health and well-being of our pigs. Our team includes five veterinarians who work closely with our caretakers, managers, and supervisors to monitor herd health trends and develop tailored disease prevention and treatment strategies.

Our veterinarians conduct regular site visits to evaluate each farm's biosecurity, environment, pig health and pig care practices. During these visits, they review production data, monitor vaccinations and treatments and provide feedback on herd health plans. This collaborative approach ensures that each farm receives individualized attention and tailored care to address its unique needs.

Our herd health plans are a critical component of our veterinary oversight program. Developed by our veterinarians, these plans include biosecurity, vaccination plans, treatment administration and management, food safety, pig flow and diagnostic testing. Our plans are dynamic and continuously adjusted to address the current health status of each farm.

FDA compliance is an essential component of our veterinary oversight program. Our veterinarians ensure that all treatments are administered according to FDA regulations and that withdrawal times are observed.

This commitment to compliance ensures the safety of our pigs and the quality of our pork products. In 2023, our veterinary team and members of our production well-being and production leadership team completed 16,627 site visits, demonstrating our commitment to maintaining high standards of herd health and biosecurity across all our farms.

FOREIGN ANIMAL DISEASE (FAD) PREPAREDNESS EFFORTS EMPHASIZE BIOSECURITY AND BUSINESS CONTINUITY

FAD preparedness is critical for any pork production company, and it is essential to have a robust plan in place to ensure business continuity in case of an outbreak. Our company understands the importance of FAD preparedness and is committed to internal and external measures to protect our operations and the industry.

To this end, we have taken several proactive steps to ensure our preparedness for FAD events. We are active participants in the National Pork Board's AgView program, which provides real-time animal health information to producers, veterinarians and regulatory officials. Additionally, we participate in the Emergency Management Response System (EMRS), the US Swine Health Improvement Plan (SHIP), and the Secure Pork Supply program to ensure a coordinated approach to managing an FAD event.

We conduct regular exercises to test and refine our preparedness plans, and we advocate for industry-wide involvement in these exercises to ensure a coordinated response in case of an outbreak. We have certified sample collectors and mortality management subject matter experts (SMEs) on staff to ensure effective and safe sample collection and disposal in case of a FAD event.

Our staff is also active on industry task force teams and committees focused on traceability and ensuring open markets in the event of an outbreak. We recognize that FAD events can have far-reaching impacts on the industry and are committed to doing our part.



ANIMAL *care*

TARGET: CONDUCT UNANNOUNCED INTERNAL PRODUCTION WELL-BEING ASSESSMENTS TO MEASURE ANIMAL CARE

Our company is committed to ensuring the highest standards of animal care in all aspects of our operations. To measure our progress and identify areas for improvement, we conduct unannounced internal production well-being assessments. These assessments follow the Common Swine Industry Audit (CSIA) core areas and are tailored to our SOPs.

Our assessments are 100 percent unannounced, and our production well-being team members conduct them. All farms receive an annual production well-being assessment, and all production phases receive the same on-farm assessment (except for farms with video cameras, which also include a video review portion).

Following each assessment, the results are reviewed by the farm team, supervisors and production leaders to identify areas of strength and opportunities for improvement. We aim to use the assessment tool to ensure compliance and demonstrate continuous improvement in animal care.

PIG TYPE	TOTAL ASSESSMENTS				
	YEAR				
	2019	2020	2021	2022	2023
Wean-to-Market	688	471*	662	702	683
Boar Stud	3	3	3	3	3
Sows	46	47	46	48	48
GDUs/ Multiplication	54	56	53	50	66

**Only two-thirds of the finishers were completed in 2020 due to COVID-19.*

TARGET: ACHIEVE AN AVERAGE SCORE OF 97 PERCENT OR HIGHER ON ALL EXTERNAL, THIRD-PARTY, UNANNOUNCED PRODUCTION WELL-BEING AUDITS

In addition to our robust internal well-being assessments, Iowa Select Farms recognizes the importance of external, third-party audits to ensure the highest standards of animal care. These audits provide an unbiased and objective evaluation of our animal care practices, which can help identify areas of strength and opportunities for improvement.

These audits are conducted by trained professionals who are animal welfare experts and have no stake in our company's success or failure. The third-party auditors evaluate our animal care practices against a set of standards and provide recommendations for improvement if needed.

In addition to our third-party audit program, we participate in customer audits and assessment programs. These programs require us to meet specific standards for animal welfare, and they provide a valuable opportunity for us to receive feedback and suggestions for improvement from our customers.

In 2023, we achieved our target of averaging 97 percent on all third-party audits. This achievement demonstrates our commitment to animal welfare and our willingness to work with external partners to ensure the highest standards of animal care are met. We are proud of this achievement and will continue to strive for excellence in animal welfare.



TARGET: DRAW ON THE EXPERTISE OF OUR PRODUCTION WELL-BEING ADVISORY COMMITTEE

At Iowa Select Farms, we take the welfare of our animals very seriously. In 2011, we established a Production Well-Being Advisory Committee comprised of experts in animal welfare and production to ensure that we meet the highest animal care standards.

The committee meets annually to review the results of our internal and external animal care assessments. This includes reviewing data on production metrics, animal behavior, and health, as well as identifying areas where we can improve our animal care practices.

In addition to reviewing assessment results, the Production Well-Being Advisory Committee provides technical expertise on animal care, housing and handling practices. They identify areas for research projects and advise our senior leadership team on production well-being matters.

The Production Well-Being Advisory Committee is essential to our commitment to animal welfare. Their expertise and guidance ensure that we continuously improve our animal care practices, meet the highest standards of animal care and ensure our animals' health and well-being.

Dr. Paul DuBois retired at the end of 2023, we are beyond grateful for his time and the expertise he shared with us throughout his impressive career.



MEMBERS:

Dr. Anna Johnson—Iowa State University, Professor of Animal Welfare; Professor, Animal Behavior and Welfare; and Tyrone D. Artz, M.D. Chair for Faculty Excellence in Animal Science

Paul DuBois, DVM—Retired, Consulting Food Animal Veterinarian

Collette Kaster—American Meat Science Association (AMSA), CEO and Professional Animal Auditor Certification Organization, Executive Director

Dr. Jannen Salak-Johnson—Oklahoma State University, Temple Grandin Professorship in Animal Behavior and Well-Being

Lyndsey Jones—JBS USA, Corporate Humane Handling Manager

Samantha Conrad—Tyson Foods, Manager- Office of Animal Welfare

Howard Hill, DVM—Consulting Food Animal Veterinarian

TARGET: SHOW ANIMAL CARE FIRSTHAND TO CUSTOMERS AND KEY STAKEHOLDERS

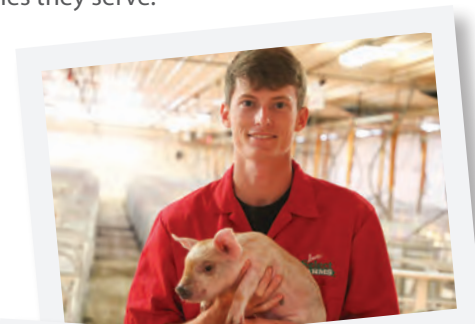
Iowa Select Farms operates three tour farms—Hooper Sow Farm, Last Chance Sow Farm and Sandy Hill Sow Farm. These farms serve as venues for up to 25 tours annually designed for our customers and the food companies they serve. These tours aim to provide an interactive and informative experience, showcasing our commitment to animal welfare and the production of high quality, safe pork.

The customer tour team, comprising members from the production leadership, health services and communication teams, collaboratively organizes these farm tours. Their collective expertise ensures that customers and food companies gain a comprehensive understanding of our animal care practices and the stringent quality control measures we implement.

The tour program originated 25 years ago at Stockdale Sow Farm, a few miles away from Ackley. This particular farm, constructed during that period, mirrored our other sow farms, with the exception of three small guest showers, an additional bathroom, and a conference room.

These facilities were added to accommodate meetings and presentations during the tours. The customer feedback received through survey scores and comments have been consistently positive, highlighting our tour team's high level of knowledge, expertise, and overall satisfaction. Visitors are also given the opportunity to capture memorable moments by having their photographs taken while holding a piglet.

Overall, our farm tours testify to our dedication to transparency, animal welfare, and the production of safe and high-quality products.



ENVIRONMENT *care*

2023 TARGETS AND PROGRESS

OUR GOAL: Stewarding our natural resources through innovation and technology



We demonstrate our care for the environment through continuous efforts to reduce energy and material inputs, all while prioritizing environmental stewardship. An essential component of this mission is to partner with experts in sustainability space and explore our areas of opportunity to help us pinpoint greenhouse gas emission reduction opportunities.



KEY TARGETS:

- Advance soil health on 170,000 acres of farmland using 4R Stewardship practices
- Utilize the Smart Soil Partnership Program to cultivate partnerships with stakeholder farmers
- Using Pigs to Power the Planet to transform manure into renewable energy
- Advance the work of the Iowa Select Farms' Resource Reduction Working Group

TARGET: ADVANCE SOIL HEALTH ON 170,000 ACRES OF FARMLAND USING 4R STEWARDSHIP PRACTICES

Soil health is at the core of sustainable agriculture. Healthier soil can hold more water, supply more nutrients to plants and increase resilience to floods and droughts. It can also more effectively pull carbon out of the atmosphere and store it underground, restoring nutrients and feeding an array of biology and life. Research shows that off-setting synthetic fertilizer with organic, natural fertilizer improves multiple measures of soil health.

We have a team of ten who oversee our nutrient services and compliance department. Their responsibilities include overseeing manure application with farmers, production staff and the health services team. They are also responsible for complying with the Department of Natural Resources (DNR) through a collaboration of manure management plans (MMPs) and inspections.

Last year, we completed 97 site inspections, including site visits and a review of records. The DNR also conducted 54 lagoon/basin site inspections. We had zero violations out of the 151 total inspections completed by the DNR in 2023.



151 TOTAL SITE INSPECTIONS
0 DNR VIOLATIONS

TARGET: UTILIZE THE SMART SOIL PARTNERSHIP PROGRAM TO CULTIVATE PARTNERSHIPS WITH STAKEHOLDER FARMERS

The Iowa Select Farms Smart Soil Partnership Program was created in 2022 to understand better the agronomic and societal benefits of hog manure as an organic, natural fertilizer. The program works to cultivate farmer and funding partnerships that improve soil health, further protect water quality and store more carbon in our soil.

In 2023, Iowa Secretary of Agriculture Mike Naig announced that the Iowa Pork Producers Association (IPPA), the Iowa Nutrient Research and Education Council (INREC) and Iowa Select Farms partnership with the Iowa Department of Agriculture and Land Stewardship on a “batch and build” water quality project in targeted Iowa watersheds. By working with pork producers and other farmers and landowners who utilize manure as fertilizer, the batch and build model increases edge-of-field practices such as bioreactors and saturated buffers, using a modernized approach by installing batches of conservation practices on multiple farms at once, therefore allowing a faster acceleration of water quality progress.

Through the Smart Soil Partnership Program, we’re cultivating farmer and funding relationships to increase in-field and edge-of-field conservation practices for our 1,700 farmer stakeholders and building partnerships throughout the state that help us achieve these goals.

BATCH AND BUILD MODEL TO INCREASE EDGE-OF-FIELD IMPLEMENTATION

Under our Smart Soil Partnership Program, we will be work alongside the Iowa Department of Agriculture and Land Stewardship (IDALS), the Iowa Pork Producers Association and our manure customers to implement saturated buffers and bioreactors in three priority watersheds that are outlined under the state of Iowa’s Water Quality Initiative. These watersheds include the North Raccoon River Watershed, Boone River Watershed and the Middle Cedar River Watershed.

HOW DOES THE BATCH AND BUILD MODEL WORK?

Batch and Build projects consist of saturated buffers and bioreactors which immediately improve water quality by filtering 40-50% of nitrates that flow through drainage water. They also require minimal ongoing maintenance when compared to other management practices.

In 2020, the Central Iowa Water Quality Infrastructure Project, better known as the Batch and Build model, was launched to improve the adoption rate of these practices. Before implementing this model, 115 saturated buffers and bioreactors were installed over ten years. After the launch of the Batch and Build model, 51 structures were constructed in 18 months, and an additional 180 site installations are planned over the next two years.

Batch and Build projects are planned in a specific watershed area, designing and batching sites that meet the criteria for the EOF structure and providing the infrastructure for the efficient construction of these projects.

IDALS currently provides 100% of the funding for saturated buffers and 75% for bioreactors through cost-share infrastructure. They also supply technical assistance and public project coordinators to help with surveying, design, contract development and construction.

Not only are these efforts significant to the state of Iowa but to Iowa pork producers as well. Iowa Select Farms has partnered with the Iowa Pork Producers Association to incentivize farmers with \$1,000 for each outlet treated to drive adoption rates.



ENVIRONMENT *care*

ADVANCING SUSTAINABILITY THROUGH BIOGAS PRODUCTION

In 2023, Iowa Select Farms partnered with Roeslein Alternative Energy to transform manure into renewable energy, reducing our carbon footprint. Through extensive collaboration, we invested in covering five manure lagoons, leveraging anaerobic digestion to convert methane emissions into biogas that powers the planet. The system generated 23,790 MMBtu of biogas, enough to power 2,500 homes annually or remove 3,000 cars from the road.



**12,609 METRIC
TONNES**
of captured CO2 is equivalent to...

MODERN NUTRIENT MANAGEMENT

A small percentage of our manure—approximately 7%—is stored in lagoon systems each year, with the remainder stored in advanced concrete deep pits beneath our farms. While lagoon systems are safe and regulated by the Iowa Department of Natural Resources (DNR), they are less efficient and sustainable than underground storage.

The manure stored in lagoons was identified as a renewable energy source to improve sustainability. By covering the lagoons and capturing methane through anaerobic digestion, we have significantly reduced emissions while creating clean energy.



**REMOVING
3,000 VEHICLES
FROM THE ROAD**



**POWERING
2,500 HOMES**



THE PROCESS OF CONVERTING MANURE TO RENEWABLE ENERGY

The transformation begins with our pigs, whose well-balanced diets ensure optimal health and growth. Nutrients not absorbed by their digestive systems are excreted as manure, offering an opportunity to repurpose this unused energy. On average, a pig consumes around ten bushels of corn throughout its lifetime, enabling efficient energy utilization from feed to renewable energy.

Manure stored in lagoons undergoes anaerobic digestion, where bacteria break it down in an oxygen-free environment, producing biogas. Covered lagoons trap methane emissions, reduce odors, and prevent rainwater accumulation, minimizing waste and maximizing sustainability. The byproduct, called digestate, is nutrient-rich and provides nearby row crop farmers with a natural fertilizer high in nitrogen, phosphorus, and potassium, reducing the need for synthetic alternatives.

Biogas produced in the covered lagoons is processed to remove impurities, creating a clean energy source. This renewable fuel is then transported to Missouri and distributed to high-demand markets like California, serving as an eco-friendly alternative to natural gas.



"Agriculture is what Iowa is known and celebrated for. It's woven into our landscape, our culture, and it's a source of pride for most Iowans. We live, work, shop, and send our kids to school in Iowa, so naturally, we take pride in being good neighbors."

**JAMIE HORBACH, DIRECTOR
OF PUBLIC AFFAIRS
IOWA SELECT FARMS**



ENVIRONMENT *care*

ENVIRONMENTAL AND COMMUNITY BENEFITS

Anaerobic digestion represents one of agriculture's most effective solutions for reducing greenhouse gas emissions, removing more carbon from the atmosphere than it emits. Iowa Select Farms submitted data supporting a carbon intensity score of -410.54 gCO₂e/MJ, underscoring the environmental benefits of this system.

In addition to reducing greenhouse gas emissions, anaerobic digestion also lowers odors and creates additional revenue opportunities for farmers. This innovative approach advances sustainable farming practices, generates renewable energy, and supports Iowa Select Farms' mission to improve agriculture's environmental impact.

By transforming manure into renewable energy, Iowa Select Farms demonstrates how modern agriculture can balance production with sustainability, powering homes and vehicles while reducing its environmental footprint.



"Compared to solar and wind energy, anaerobic digestion is truly one of the only efforts that creates a negative carbon footprint."

**JAMES THOMAS, ROESLEIN
ALTERNATIVE ENERGY**



TARGET: ADVANCE THE WORK OF THE IOWA SELECT FARMS' RESOURCE REDUCTION WORKING GROUP

FEED STUDY ON MANURE QUALITY

In 2023, we partnered with United Animal Health to conduct a two-year study to analyze if animal diets had an impact on manure quality. To effectively analyze the nutrient quality, we began with three test sites to compare alongside three control sites. We introduced *Lactobacillus* into the feed at the test sites. *Lactobacillus* acts just like a probiotic, a non-spore-forming bacteria and works by jump starting the fermentation process and break down solids more effectively. After one year, metrics showed that more nutrients were mobilized and pumped out of the test sites and also had higher nutrient values compared to the control sites.

SOLAR ARRAY PILOT PROJECT

We've installed solar power arrays at our Justin and Addison finishing farms to produce renewable solar energy and offset the total energy use for these sites. As a renewable power source, solar energy is crucial to reducing greenhouse gas emissions and mitigating climate change. To date, these solar panels have produced 242 megawatt hours, which is equivalent to powering 2.42 million smartphone batteries or powering approximately 8,067 homes for a day.

WATER METER READING SYSTEM

Every day, Iowa Select Farms collects the farm water usage throughout the system to ensure best practices are being followed and any potential issues are being identified and mitigated at each site. Yearly reviews are also conducted to understand trends and other good production practices are being met.

242 MEGAWATT
HOURS



EQUIVALENT TO POWERING
2.42M SMARTPHONE BATTERIES
OR 8,067 HOMES FOR ONE DAY



COMMUNITY *care*

2023 TARGETS AND PROGRESS

OUR GOAL: To strengthen rural communities and families through economic drivers of pork production and the Deb and Jeff Hansen Foundation



By investing in programs that uplift communities and provide critical support, the Deb and Jeff Hansen Foundation is helping build strong, vibrant towns that benefit everyone who lives in them.

In 2023, the Foundation's dedication to making a difference in Iowa was evident in its programs and outreach, which totaled \$2,656,460 and supported a remarkable 1,096,823 families in all 99 Iowa counties. This work has undoubtedly made a significant impact on countless families and communities throughout the state. By continuing to prioritize the well-being of Iowans, the Deb and Jeff Hansen Foundation is helping create a brighter future for all who call Iowa home.

2023 TARGETS:

- Provide **critical food and essentials** to our most vulnerable children and families
- **Recognize and support programs** for our veterans, active-duty and reservists and military families
- **Improve the quality of life** for children and families impacted by childhood cancer



TARGET: PROVIDING CRITICAL FOOD AND ESSENTIALS TO OUR MOST VULNERABLE CHILDREN AND FAMILIES

POWER SNACK PROGRAM INCREASES FOOD SECURITY AND DRIVES GOOD NUTRITION IN RURAL COMMUNITIES

The Deb and Jeff Hansen Foundation's Power Snack program, now in its eleventh year, is an initiative that helps Iowa children receive the essential nutrients they need to thrive. The program distributes coupons for ham and whole wheat bread, recipe booklets, and pork snack sticks to teachers to give to at-risk families and children. The coupons and recipe booklets help kids create 48 nutritious "Power Snacks" each year, while the snack sticks provide children with an immediate, healthy resource. Ham is an excellent source of several essential vitamins and minerals, including thiamin, niacin, riboflavin, vitamin B-6, phosphorus, protein, zinc and potassium, all critical for growth and cognitive development. By providing access to these nutrients, the Power Snack program helps to support children's overall health and well-being.

Four times throughout the school year, children identified by the school as food insecure receive an \$8 coupon for deli ham and a \$3 coupon for a loaf of whole wheat bread. This past school year, 92 schools and districts participated in the program. Power Snack provided 27,533 children the means to prepare over 1.3 million ham sandwiches—a true "power snack."

The program also features engaging and informative videos in both English and Spanish that teach children and families how to navigate small and medium-sized grocery stores and prepare healthy, kid-friendly recipes using deli ham. The Foundation's efforts to promote healthy eating habits among children and families are essential in addressing the growing problem of childhood obesity and its related health issues. By providing educational resources and support, the Foundation empowers families to make healthier food choices and improve their health outcomes, leading to a better quality of life.

HAUL OUT HUNGER ADDRESSES FOOD INSECURITY

Providing nutritious meals for children during the summer can be a significant challenge for families in financial need. Without the support of school breakfast and lunch programs, many parents may struggle to provide complete and balanced meals for their children, especially as food costs continue to rise.

Fortunately, we're working hard to fight food insecurity in Iowa. Over nine days, our outreach team delivered 8,136 pork loins to 76 food pantries across 28 counties. These nutrient-dense pork loins are a valuable source of protein and can be used to create multiple meals, making them an excellent option for families in need. Food pantry coordinators distribute the pork loins to those in need during summer. They may even create meal kits with additional ingredients for larger families to create complete and balanced meals. In other cases, the pork loins are delivered directly to elderly homebound clients, ensuring they have access to nutritious meals.



POWER SNACK QUICK STATS

- 27,533 children
- 92 schools/districts
- 1.3 million ham sandwiches



DEB & JEFF HANSEN FOUNDATION

OPERATION CHRISTMAS MEAL QUICK STATS

- 76 food pantries
- 8,136 families
- 162,720 servings



COMMUNITY *care*

OPERATION CHRISTMAS MEAL OFFERS FOOD SECURITY FOR AT-RISK FAMILIES

The Deb and Jeff Hansen Foundation's Operation Christmas Meal has become a beloved tradition for the organization and its employees since 2011. Each year, over 200 employee volunteers brave the cold to hand out five-pound pork loins and recipe books to families in need, providing a nutritious holiday meal for those who might not otherwise have access to one.

Over the years, the program has grown significantly, with 24,000 pork loins distributed over two weeks in 2023. With no required qualifications to receive a pork loin, participants picked up a loin for themselves or delivered it to another family in need.

In 2023, volunteers distributed an incredible 410,000 servings of pork through Operation Christmas Meal events held in Des Moines, Diagonal, Murray, Leon, Humeston, Chariton, Jewell, Dows, Belmond, Garner, Sac City, Rockwell City, Pocahontas, Alta, Ida Grove, Holstein, Cresco, Lime Springs, Riceville, Osage, Ackley, Hampton and Iowa Falls.

This program has become an essential part of the Deb and Jeff Hansen Foundation's mission to fight hunger in Iowa, and its continued success is a testament to the generosity and compassion of its volunteers and supporters.

PROJECT: IGNITE THE SPIRIT BUILDS COMMUNITY PARTNERSHIPS TO ADDRESS LOCAL HUNGER

As a part of this impactful program, selected FFA, 4-H, and school organizations are equipped with essential resources to address hunger during the holiday season. Each chosen group receives four cases of pork loins, insulated grocery totes, recipe booklets and a monetary grant of \$500 to purchase additional meal staples at their local grocery stores. This contribution enables these student organizations to prepare meals or organize food baskets for families in need, fostering a sense of community and solidarity.

In 2023, 76 student organizations from 36 counties participated, showcasing the widespread reach and engagement. Among these, 36 were FFA chapters, 24 were 4-H clubs, and 11 comprised National Honor Societies, Food and Culinary classes, Boy Scouts, and Girl Scouts.

The impact is seen in the numbers and the actions taken by the student groups. In 2023, 46 student groups assembled meal kits, while 25 prepared community meals.



OPERATION C CHRISTMAS MEAL QUICK STATS

- 23 events
- 138,983 families
- 410,000 servings



IGNITE THE SPIRIT QUICK STATS

- 76 community 4-H and FFA projects through Ignite the Spirit



Impressively, 29 student groups collaborated with local food pantries, 22 worked with their school administrations, and 19 partnered with local community groups, churches, or outreach programs.

By empowering students to take proactive measures, seek local partnerships, and actively contribute to their communities, the Deb and Jeff Hansen Foundation's Project: Ignite the Spirit program stands as a beacon in the fight against hunger.

Beyond providing essential resources, the program is vital in raising awareness of this critical issue and inspiring a new generation to be compassionate and actively engaged in creating positive change.

ENRICHING RURAL LIBRARIES AND CHILDREN THROUGH STEM RESOURCES

Libraries play a pivotal role in shaping the educational landscape of rural Iowa, serving as indispensable hubs for childhood development. Recognizing their crucial role, the Deb and Jeff Hansen Foundation created unique STEM Kits to supplement library programs.

As part of our Henry's Heroes Program, Iowa Select Farms employees nominated their hometown libraries to receive one of 47 STEM Kits to empower kids to be future innovators, creators and leaders.

STEM carts included a variety of STEM toys and kits that encourage organic and structured play grounded in science, technology, engineering and math concepts. For older kids, STEM pairs academic concepts with real-world applications to make connections between school and careers. Libraries are open to every member of the community and often serve as a space for gatherings and events, directly impacting 175,792 families in the state of Iowa with this new community-wide resource.

The selection process for these STEM carts involved Iowa Select Farms employees nominating their hometown libraries, thereby creating a connection between the community and the initiative. This approach ensured the donation's impact was widespread and tailored to each community's needs



HENRY'S HEROES QUICK STATS

- 175,792 families
- 47 Stem Kits



COMMUNITY *care*

TARGET: PROVIDING RECOGNITION EFFORTS AND PROGRAM SUPPORT TO OUR IOWA VETERANS, ACTIVE-DUTY AND RESERVISTS AND MILITARY FAMILIES

BUILDING COMMUNITIES AND SUPPORT FOR VETERANS AND MILITARY FAMILIES

The Deb and Jeff Hansen Foundation is dedicated to supporting and showing gratitude to active and reserve duty service members, veterans, Gold Star families and all military families who sacrifice our country's freedom. The Project: Food and Fellowship program works to further strengthen relationships with military families and their communities by facilitating food and fellowship at various events and outreach efforts throughout the year.

In 2023, we supported 37 military events and outreach efforts through our micro-grant program, offering up to \$2,500 to organizations needing funding to cover food, rental space, materials and entertainment to help drive overall attendance and event success.

By partnering with family readiness coordinators, military community volunteers and event coordinators, the program can reach a broader audience and make a meaningful impact on the lives of military families.

HONORING OUR GOLD STAR FAMILIES

To recognize our Gold Star families, this year, we extended an offering to all Gold Star family members served through Iowa's Survivor Outreach Services. The plan was simple but profound: a custom sweatshirt designed to commemorate the fallen service members and express appreciation for the resilience and strength displayed by their families.

The sweatshirts were carefully designed, incorporating elements that honored the service members' dedication and sacrifice. Gold Star Lapel Pin recipients and Next of Kin Lapel Pin recipients—widows, widowers, parents, children, and siblings—were the focus of this gesture, recognizing the immense loss they had endured.

All Gold Star families received the opportunity to order the sweatshirts. Of the 600 eligible families, 416 family members representing 178 fallen soldiers participated. Sweatshirts were fulfilled by the employees of Iowa Select Farms and shipped out in time for the Thanksgiving holiday.

Each sweatshirt was more than just a piece of clothing; it was a tangible symbol of respect and understanding. The Gold Star designation may have a somber connotation, but the sweatshirt was a reminder of the bravery and sacrifice that inspired it. The custom sweatshirts symbolized unity, resilience, and the enduring spirit of those who carry the legacy of their fallen service members.



PROJECT: FOOD AND FELLOWSHIP QUICK STATS

- 110 military organizations participating in free pork loin and event kits for Veterans Day celebrations



GOLD STAR FAMILIES QUICK STATS

- 416 Gold Star family gifts



PORK CARE PACKAGES RECOGNIZE MILITARY FAMILIES WHILE PROVIDING FINANCIAL SUPPORT FOR PROTEIN

Providing the means for many home-cooked meals through the Pork Care Package program is a thoughtful gesture that can bring comfort and joy to service members and their families.

This program is a great way to recognize and appreciate the sacrifices made by our service members and their families, and it serves as a reminder that their service and dedication to our country are valued and respected.

The Pork Care Package program provides Iowa Armed Forces members a gift containing \$35 worth of coupons for various pork products, including fresh pork, ground pork, ribs, and bacon.

In 2023, Iowa Select Farms employees delivered 14,582 Pork Care Packages to 151 military units, including all units of the Iowa National Guard along with the 132nd Fighter Wing, Iowa Air National Guard; 185th Air Refueling Wing, Iowa Air National Guard; U.S. Army Reserves; U.S. Navy Reserves and U.S. Marine Corps Reserves. Pork Care Packages are also sent to the Iowa National Guard's Survivor Outreach Services to deliver to 600 Iowa families of fallen soldiers.

SHOWING GRATITUDE TO IOWA'S VETERANS

Rooted deep within the rural values of hard work and doing the right thing, Iowans have consistently answered the call to serve our country. Our veterans should be recognized and thanked for their sacrifice, so we launched the My Veteran Hero Program in 2022.

Any Iowan can nominate an Iowa veteran to receive an apparel item from our unique, custom collection of Veteran clothing. The apparel includes a collection of crewneck sweatshirts, t-shirts and full-zip hoodies.

Each day, we receive submissions from friends, family, and community members who put forth special veterans in their lives to be recipients. Iowa Select Farms employees package the apparel each week and ship it directly to the veterans' home with a note identifying the nominator.

In 2023, the My Veteran Hero program significantly grew, recognizing 1,925 veterans—a 157 percent increase from the 750 veterans recognized in 2022. Within its two-year existence, the program successfully distributed My Veteran Hero gifts to 2,675 Iowa veterans through hand delivery or shipping.

Breaking down the demographics of those recognized, 1,110 veterans served in the Army, 399 in the Navy, 299 in the Air Force, 234 in the Iowa National Guard, 88 in the Air National Guard, 60 in the Army Reserve, 11 in the Coast Guard, 5 in the Air Force Reserve, 5 in the Marine Corps Reserves, and 1 in the Navy Reserves. Out of the 2,484 recipients who shared their military background, 234 were women.

Descriptions submitted by the nominators reveal that among the veterans who received gifts, three served in World War II, 48 in the Korean War and 425 in the Vietnam War. These statistics highlight the program's impact in reaching a diverse group of veterans and recognizing their service across different eras.



PORK CARE PACKAGES QUICK STATS

- 151 military units/ organizations
- 14,852 coupon packs
- 539,534 servings
- 182,893 military families



MY VETERAN HERO QUICK STATS

- 1,925 individual gifts
- 157% nomination increase since 2022



COMMUNITY *care*

TARGET: IMPROVE THE QUALITY OF LIFE FOR FAMILIES IMPACTED BY CHILDHOOD CANCER

The Deb and Jeff Hansen Foundation is astounded by the strength, bravery and courage of families impacted by childhood cancer. This is why we continue to support them in their journeys through our partnership with Children's Cancer Connection. In 2023, the Deb and Jeff Hansen Foundation was thrilled to support nearly 800 special families in Iowa.

CHILDREN'S CANCER CONNECTION PROGRAM *QUICK STATS*

- **\$150,000** donation for the Jeff and Deb Hansen Home for Hope renovations
- **776** families served across 435 communities
- **70** new family kits
- **26,378** Beads for Bravery
- **Granted 33** Iowa families a Special Adventure weekend
- **9** Star Boxes to provide comfort to families during a loss



JEFF AND DEB HANSEN HOME FOR HOPE

Previously housed at the Hansen Home for Hope in Des Moines, Children's Cancer Connection has significantly improved its facilities by relocating to the Jeff and Deb Hansen Home for Hope in Johnston, Iowa, thanks to a generous \$300,000 donation from the Foundation in 2022. In 2023, we proudly inaugurated our upgraded facility, featuring enhanced security and access systems, improvements to both the exterior and interior of the building, updated appliances, and the construction of a beautiful ADA-accessible playground.

The new location is fully ADA-compliant, situated in a family-friendly neighborhood, and offers expanded space for additional programs and activities. It is designed to be more inclusive and accommodating to all the families served by Children's Cancer Connection.

In the past year, the dedicated staff successfully organized a total of 11 Kids Club events, 8 Teen Hangouts, 3 Teen Lock-Ins, Spring Break Specials, CCC Family Picnic, Day Camp, Back-to-School Bash, Holiday Drop Off, and numerous parent meetings and Comfort Connections. These initiatives highlight our commitment to providing a supportive and engaging environment for the families we serve.

GOLD RIBBON WALKWAY

In 2023, the Deb and Jeff Hansen Foundation demonstrated their commitment by contributing \$150,000 to finalize exterior upgrades for the recently established Children's Cancer Connection Headquarters. Beyond the addition of a new sports court, the exterior has been transformed with the creation of the Gold Ribbon Walkway, a poignant path leading to the playground.

This walkway serves as a memorial, paying tribute to over 100 children who tragically lost their lives to cancer. This past summer, the dedication ceremony drew in hundreds of families, giving them a meaningful opportunity to honor their loved ones through personalized gold-hued bricks. The event also facilitated connections among families within the Children's Cancer Connection community, fostering support and understanding for those coping with the profound loss of a child.

SPECIAL INITIATIVES FOR FAMILIES IMPACTED BY CHILDHOOD CANCER

- Workshop with **20 families** for May Day baskets
- **650** New Year's wishing walls
- **130** Back-to-School Bash kiddos



NURTURING HOPE AND HEALING

For ten years, the Deb and Jeff Hansen Foundation has supported Children's Cancer Connection's My Journey Series®, benefiting families at Blank Children's Hospital and the University of Iowa Stead Family Children's Hospital. The program provides critical resources like personalized My Journey Books, bereavement programs, and Louie Lionheart plush toys to offer comfort and guidance.

In 2023, 70 families joined the program, receiving My Journey Boxes filled with tools for their cancer journey, and 69 My Journey Books were distributed to newly diagnosed patients. The Beads4Bravery® program distributed 26,378 beads, symbolizing each medical step children take during their treatment. The Courage Store® motivates children with Bravery Bucks®, which they earn during treatments and exchange for fun prizes. Additionally, nine Star Boxes were sent to grieving families, offering solace after the loss of a child.

CREATING MEANINGFUL FAMILY TIME AND HOLIDAY TRADITIONS

This past holiday season, the Deb and Jeff Hansen Foundation delivered joy to 776 families in 435 communities across Iowa's 99 counties. Each family received a doorstep gift filled with games like Clue Jr., The Floor is Lava, and Phase 10 to inspire laughter and create lasting memories.

For eight years, the Foundation has brightened holidays for cancer families with themed gifts for occasions like Valentine's Day, Thanksgiving, and Halloween. These efforts offer comfort and connection, especially to families navigating childhood cancer or grieving the loss of a child, making the holidays a little brighter.

Acknowledging the unique challenges that the holiday season can pose, especially for families navigating the complexities of childhood cancer or mourning the loss of a beloved child, the Deb and Jeff Hansen Foundation takes immense pride in initiatives that bring happiness and foster enduring memories for families that resonate throughout a lifetime.

A SPECIAL ADVENTURE

Childhood cancer imposes an unimaginable trauma on both children and their families, robbing them of the joys that healthy children typically experience during their formative years. In a heartfelt effort to support families confronting childhood cancer, the Deb and Jeff Hansen Foundation has introduced the "A Special Adventure" program. This initiative aims to offer Children's Cancer Connection families an all-inclusive weekend getaway, fostering quality time and fun.

Designed intentionally, the program is rooted in Iowa, facilitating easy travel and providing close access to healthcare providers if needed. Beyond offering respite, these adventures enable families to discover and appreciate the beauty of their home state.

In 2023, the Deb and Jeff Hansen Foundation generously granted 33 families the opportunity to choose from four local trips: "A Nature Lover's Dream," "Capital City Adventure," "Iowa State Fair Adventure," and "Fall in Love with Iowa." "A Special Adventure" underscores our commitment to supporting Iowa families in the fight against childhood cancer. In total, 108 children and 56 parents could partake in a weekend of relaxation and memory-making.

Each all-inclusive getaway package includes admission to all planned activities, a two-night hotel stay, a backpack containing the trip itinerary and details, family t-shirts, a Fujifilm Instax Mini Polaroid camera, a trip journal, and a set of specially curated surprise fun boxes. These boxes are filled with travel games, accessories, and activities, enhancing the overall experience and ensuring that families can unwind, create new memories, and find joy amid the challenges of childhood cancer.



**108 CHILDREN
& 56 PARENTS**



**COULD PARTAKE IN A WEEKEND OF
RELAXATION AND MEMORY MAKING**



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We Are Homegrown Iowa

