



# 2024 Sustainability Report

## OUR SELECTCARE COMMITMENT



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## LETTER FROM OUR CEO

Since Iowa Select Farms was founded in 1992, our mission has remained clear: to produce safe, high-quality pork while continually setting the bar high for how we care for our people, our animals, our communities and the environment. That mission drives every decision we make and shapes the goals we set for the future. I'm proud to share the progress we've made in 2024 and highlight the meaningful impact we've had across our farms, our communities, and the state of Iowa.



Our people are our purpose—the heart of our farms and the driving force behind our continued growth and success. In 2024, we welcomed new talent across the organization, including our President, Nick McCulley, whose leadership brings fresh perspective and continued momentum. We remain committed to cultivating a strong, values-driven workplace through ongoing training, leadership development, and recognition programs that honor the pride and professionalism of livestock production. And through our Future Ag Scholarship program, we're investing in the next generation—supporting the children of our employees as they pursue careers in agriculture and carry forward the legacy of feeding and serving others.

Our animals are our responsibility and livelihood. Providing exceptional care to our animals 24 hours a day, 365 days a year, is at the core of who we are and what we do. Through our production well-being program, internal auditing system, and third parties, we've built a culture of continuous improvement, accountability, and hands-on involvement from every level of our organization. Animal care isn't just a job—it's a mindset, and one that starts on day one. Every new employee receives hands-on animal welfare training, followed by ongoing education to sharpen their skills and deepen their understanding of animal behavior, comfort, and health. We are proud of our caretakers and support departments—their compassion, dedication, and professionalism drive the level of care that defines Iowa Select Farms and reflects the values we hold close: doing what's right, even when no one is watching.

Our land is our legacy. Environmental responsibility is not a box we check—it's a core value. Water quality is a top priority for Iowans, and we're proud to be part of the strategic solution to promote Batch and Build projects and safely and sustainably improve Iowa's soils through manure application, just as nature intended. Our work doesn't stop there—we invested in methane digester technology for renewable energy, and expanded solar use to continually decrease our carbon footprint.

Our communities are our calling. Through the Deb and Jeff Hansen Foundation, we expanded our reach in 2024—delivering an average of 5.5 programs to each Iowa county and investing more than \$2.6 million in critical resources for Iowans in need. Whether supporting families facing food insecurity, military heroes, or children battling illness, the impact of this work inspires us to do more, give more, and care more.

Thank you for taking the time to explore our 2024 report. Your support helps make our continued progress possible, and we're proud to share this journey with you.

With gratitude,

*Jeff Hansen*

**Jeff Hansen, CEO**  
**Iowa Select Farms**



## ABOUT IOWA SELECT FARMS

- Privately-owned by Jeff and Deb Hansen
- Headquartered in Iowa Falls, Iowa
- 270,000 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



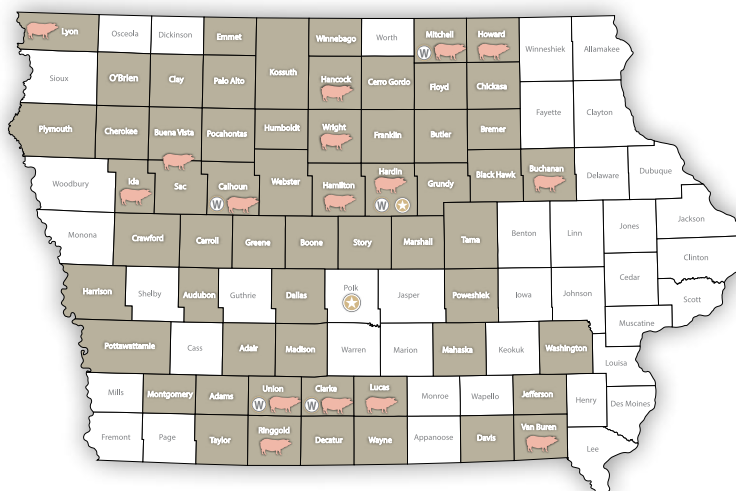
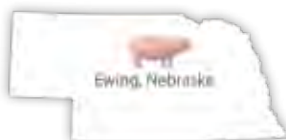
Office



## Warehouses



Nursery, GDU  
and finishing region



# PEOPLE *care*

## 2024 TARGETS AND PROGRESS

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

Our employees are our greatest strength, and we're committed to creating a workplace where they feel safe, supported, and valued. In this report, we share the steps we've taken to ensure a positive and productive work environment—one that offers competitive pay and benefits, prioritizes health and safety, and provides clear pathways for growth and development. We recognize that a strong, engaged team is essential to delivering on our mission, and we take pride in building a culture where people are motivated to do their best work and grow their careers. Supporting our team is a key part of our long-term sustainability efforts—and we're proud of the progress we're making together.

### 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

### TARGET: ESTABLISH CORE VALUES FOR PEOPLE CARE IN OUR WORKPLACE

Our four core values—Respect, Accountability, Good Decision-Making, and Flexibility—serve as the foundation of our culture and expectations. These principles guide how we show up for our work, our animals, and each other every day.

We believe in treating everyone with respect, taking ownership of our actions, using sound judgment rooted in experience and insight, and staying adaptable in the face of change. These values shape our decisions, strengthen our teams, and drive our continued success.



*"The first thing that comes to mind when I think of Iowa Select Farms is a family culture. Even though we're all over the state, we still work together and rely on each other."*

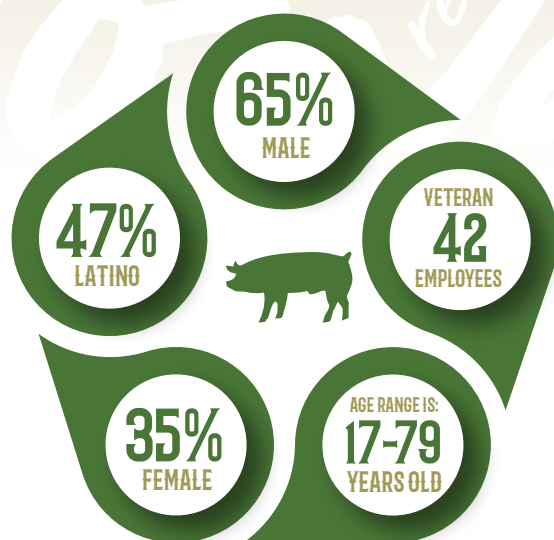
**MACKINZE HORA,  
WEAN-TO-FINISH  
SUPERVISOR**



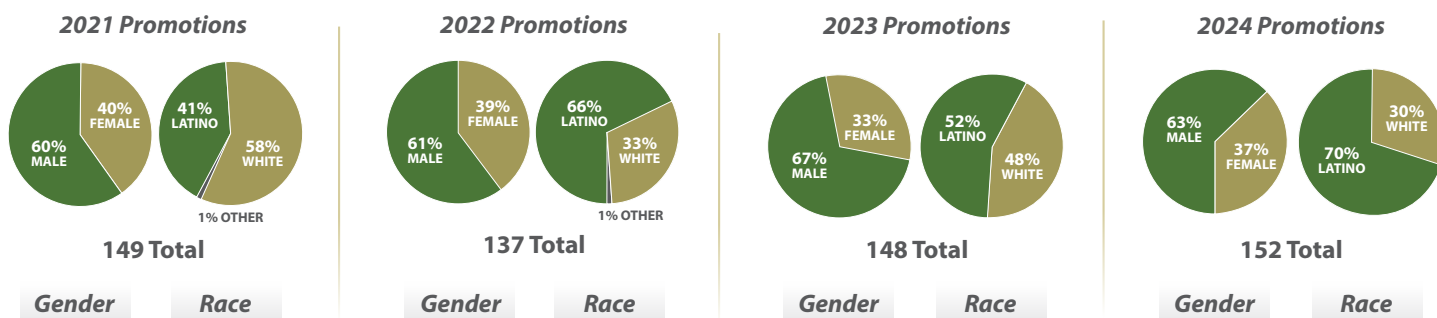


## APPRECIATING OUR DIVERSE EMPLOYEE BASE

Respect is one of our core values, and we're committed to fostering an environment where all employees feel valued and appreciated. Our team reflects a rich diversity in age, gender, background, and life experience—proof that there's a place for everyone in agriculture. Our workforce is 65% male and 35% female, ranging in age from 17 to 79. We're proud that 47% of our team identifies as Latino, and we're equally honored to employ 42 veterans whose service and leadership continue to strengthen our culture. Our annual Employee Days at the Iowa State Fair are a highlight of the year—a meaningful time to pause, connect with our families, and celebrate the hard work and dedication that fuels our farms.



## FOSTERING INTERNAL GROWTH AND DEVELOPMENT



At Iowa Select Farms, we believe that feedback and goal setting are essential to helping our employees grow, succeed, and stay engaged in their work. As part of our commitment to sustainability and long-term success, we've implemented a range of tools designed to ensure our team members have the guidance and support they need to thrive.

We invest in professional growth through targeted job training programs. One example is our Class A CDL Trainee Program, developed to prepare individuals for careers in livestock transportation—a critical role in our daily operations, with more than 1,300 loads moving each week. Recognizing the shortage of skilled drivers and the cost barriers that come with earning a CDL license, this program covers the cost of training and offers participants a clear pathway to full-time employment. Once hired, trainees receive hands-on instruction focused on the safe, humane transportation of animals. Training includes loading and unloading protocols, ventilation and temperature control, and proper animal handling in compliance with Iowa Department of Transportation and industry regulations.

By providing technical training and setting records for internal growth and career mobility, we're not only supporting our people—we're also strengthening the future of our farms and the communities we serve.

*"Getting my CDL was a game-changer. It opened up a whole new path for me, and I'm grateful Iowa Select Farms believed in me and provided the training to make it happen."*

**TRENT HOLDGRAFER**  
CDL DRIVER



# PEOPLE *care*

## **TARGET: PROVIDE COMPETITIVE WAGES AND BENEFITS PACKAGE**

At Iowa Select Farms, we value flexibility in the workplace and are committed to supporting employees through every stage of life. Our flexible time-off policy consolidates all earned hours into a single, easy-to-manage balance that rolls over year to year—giving employees the freedom to use their time when and how they need it most.

We also offer parental leave and birth recovery policies that reflect our commitment family. All employees are entitled to one full week of paid time off following the birth adoption of a child. Additionally, employees recovering from pregnancy and childbirth eligible for up to seven weeks of paid time off at full pay.

Beyond benefits, we believe in creating meaningful and memorable experiences for our team members and their families. One of our most cherished traditions is our Iowa State Fair Family Days—a celebration that brings everyone together to enjoy Iowa's best attractions. Employees receive a day off, a cash gift, and coupons to help make the experience even more enjoyable for the whole family.

And because we're passionate about feeding people, we extend that to our own team. Throughout the year, employees receive hearty meat bundles to take home and enjoy—a small way of saying thank you for all they do.

Collectively, our hope is that these efforts help foster a workplace where employees feel supported, valued, and motivated—strengthening not only our company, but the future of agriculture as a whole.

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

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. In 2024, we achieved a retention rate of 76 percent, just shy of our goal. 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

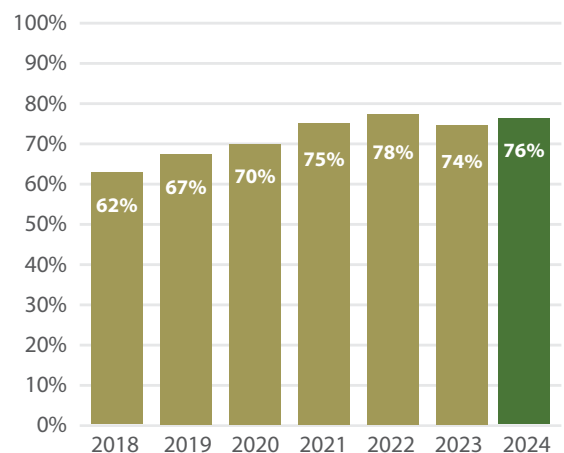
Retention is a crucial aspect of this pillar, which includes offering a flexible work environment, competitive compensation and benefits, and fostering an inclusive and respectful workplace for all employees.



*"I strive to create a workplace environment where everyone feels empowered. Watching my team gain confidence and succeed is the best part of my job."*

**MIKEY SHIELDS, RINGGOLD  
SOW 28 MANAGER**

### Retention Rate





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

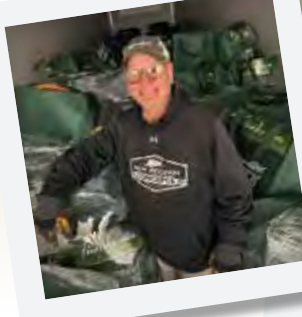
As a company rooted in pork production, we understand how years of inflation and rising living costs affect both our business and our employees' day-to-day lives. One way we show appreciation and provide meaningful support is by putting the final product of our work—delicious pork—on our employees' plates. Throughout the year, we gift employees with hearty meal bundles. In the summer of 2024, employees received a cooler of ground pork, and during the holiday season, every team member received a full bundle including a ham, turkey, bacon, and sausage to help make the season a little brighter.

## TARGET: PROVIDE A SCHOLARSHIP PROGRAM FOR EMPLOYEE AND CONTRACTOR DEPENDENTS

We are proud to report continued 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 2024, we awarded \$33,750 to 31 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 and beyond.

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.

31 STUDENTS  
\$33,750



*"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









# 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 2024
 <b>Safety Award</b>	Recognizes sow farms that achieve a quarter without a safety incident	<b>122</b> Sow Farms
 <b>SelectPride Award</b>	Recognizes production performance and is based on numerous operational metrics	<b>50</b> Sow Farms
 <b>SelectPride Most Improved Farms</b>	Recognized farms and production divisions for overcoming adversity	<b>4</b> Sow Farms
 <b>Years of Service</b>	Recognizes employees at their 5, 10, 15, 20, 25 and 30-year milestones	<b>121</b> Individuals
 <b>Retirements</b>	Honoring the contributions of those retiring	<b>6</b> Individuals
 <b>8% Club</b>	Recognizes extra efforts that drive health and productivity through good animal care, daily observations, and proactive prevention of health issues	<b>317</b> Finishing Sites
<b>TOTAL</b>		<b>620</b> Awards

## TARGET: PROVIDE APPROPRIATE SAFETY TOOLS AND TRAINING FOR ALL EMPLOYEES

At Iowa Select Farms, the safety of our employees is a top priority. We are committed to maintaining a safe, secure, and healthy work environment—one that meets or exceeds OSHA requirements and builds a culture where safety is everyone's responsibility.

Our safety program focuses on awareness, prevention, and accountability. Employees receive targeted training on a wide range of topics, including animal handling, caretaking, sanitation, maintenance and transportation. Access to Personal Protective Equipment (PPE) is not only provided—it's reinforced through training and strict use protocols. From hearing protection and gloves to gas monitors, masks, rain suits, and boots, we ensure our teams have what they need to stay safe on the job.

To further support a strong safety culture, we launched a recognition program that rewards sow farm teams for their commitment to safety. In 2024, 65% of our sow farms were recognized for meeting training goals, eliminating hazards and upholding safety-first practices. As a result, we saw a 49% reduction in lost time injuries—clear signs that training, awareness and recognition are making an impact.

Our Intentionally Safety Focused (ISF) initiative and #SafeEight training series reinforce that every team member is a safety leader. These programs encourage engagement, foster awareness, and remind employees to always do the right thing—even when no one is watching.

**65%**  
**OF SOW FARMS  
RECOGNIZED  
FOR SAFETY**



# ANIMAL *care*

## 2024 TARGETS AND PROGRESS

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

At Iowa Select Farms, producing high-quality pork goes hand in hand with our commitment to animal health and welfare. We believe transparency is essential—and we're proud to share how we care for the animals who also take care of us and our families.

Our approach to animal care is grounded in science and built on proven best practices. From nutrition and climate-controlled housing to advanced genetics, veterinary care, biosecurity protocols, and daily management, every element of our production system is designed to promote the well-being of our animals.

This report outlines the comprehensive measures we take to ensure a safe, healthy, and low-stress environment for our pigs. It also highlights our ongoing efforts to continuously improve—from technology adoption to training advancements—as we work to meet the evolving expectations of our customers, stakeholders, and global food partners.

In 2024, thanks to this dedication to responsible animal care, we proudly produced 1.58 billion pounds of high-quality pork for families and consumers around the world.

### 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.



**1.58B**  
**POUNDS OF**  
**PORK**

*"Biosecurity is a huge part of our pig care. When we prioritize biosecurity, it ensures that we keep our herd healthy and lays the groundwork for achieving our goals."*

**JASON PAYSON, SENIOR  
WEAN-TO-FINISH SUPERVISOR**

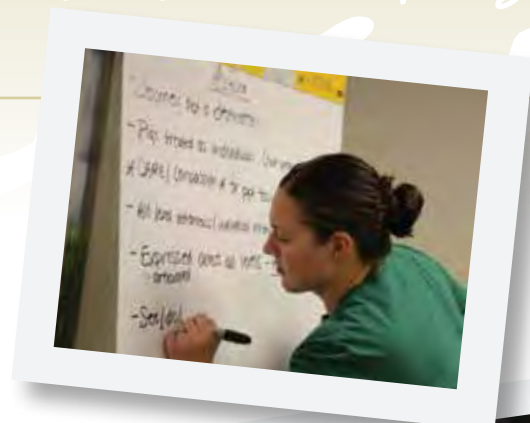


# ANIMAL *care*

## 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.

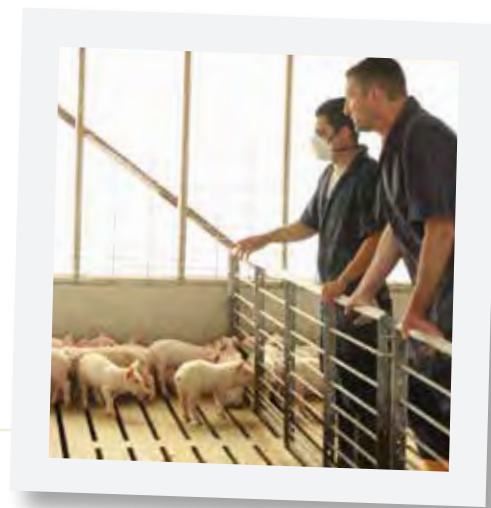
For the training portion, every newly-hired caretaker receives personalized, face-to-face training from a member of the production well-being team and their respective supervisor or manager. The training program applies to both in-house and contract caretakers. To ensure uniformity in the training program, 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. In 2024, Iowa Select Farms completed PQA Plus certification for all employees and contractors through our in-person training program. 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 24 regional in-person training sessions, which provided hands-on learning opportunities for caretakers and taught them caretaking best practices. Over 1,000 employees were PQA Plus certified in 2024, demonstrating the company's commitment to promoting responsible animal care.

We complete re-certification for PQA Plus on a biannual basis and will complete the certification process again in 2026.





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

As a company that coordinates on average over 1,000 production loads weekly, we recognize the critical role of CDL truck drivers in our business operations.

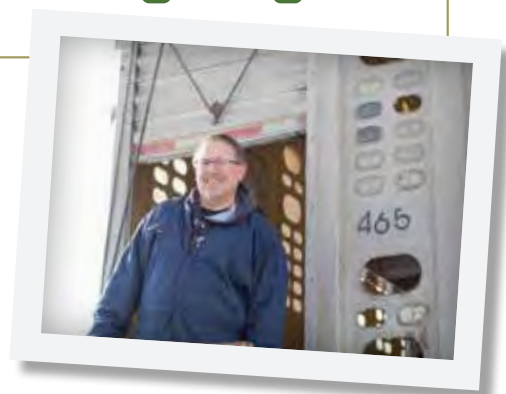
Once candidates are hired, the emphasis on animal transport ensures that participants receive comprehensive training on the safe and humane transportation of livestock and other animals. This includes instruction on proper loading and unloading procedures, ventilation and temperature control and animal 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 2024, seven 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.

# 53,590

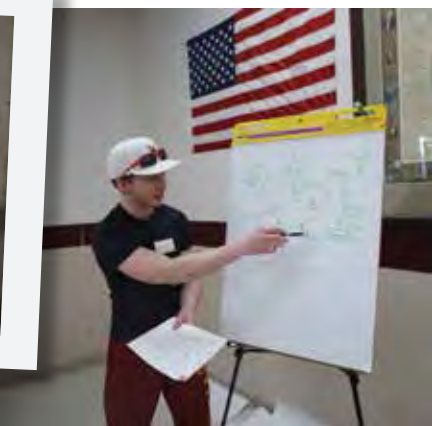
LOADS IN 2024



## 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.



# ANIMAL *care*

## 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 850 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.

**850**  
**CAMERAS**



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

The Production Well-Being Team annually presents Top Notch Tactics (TNT!). TNT is an educational series that focuses on an animal caretakers impact on Top-Notch Pig Care, 24/7/365. The series provides animal care dialogue using the Five Domains of Animal Welfare as a platform. Each training includes 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.

The Five Domains of Animal Welfare is a framework that evaluates an animal's overall well-being by assessing nutrition, physical environment, health, behavior, and mental state. By addressing each of these areas, the model emphasizes not only minimizing negative experiences like hunger or discomfort, but also promoting positive experiences that contribute to an animal's overall quality of life.



## 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.





## TARGET: 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 setting 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.



*"Seeing the personal impact we have and the difference we can make in nurturing pigs is rewarding. The first 24 hours are critical for helping a piglet latch on, keeping them warm, or ensuring they get colostrum. Every small action matters."*

**LENA POWELL, ROVT  
SOW FARM FARROWING  
DEPARTMENT HEAD**



# ANIMAL *care*

## INCREASING LIVABILITY FROM FARROW-TO-FINISH

For years, Iowa Select Farms created 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.

Our wean-to-finish team is structured into "pods" which consist of nine senior supervisors, each of whom has four supervisors. The structures also allow for a routine cadence of site visits. Each wean-to-finish 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 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.

This 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.

*"I want my team to work with conviction, to understand their care's impact on the animal's well-being and overall performance. I hope we leave the farm every day knowing that we have carried out activities with a positive attitude and worked as a team for the animals."*

**ALEXIS CHARLES BAZALDUA,  
CLARKE SOW FARM  
MANAGER**





## 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.

## 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 multiple veterinarians who work closely with our caretakers, managers, and supervisors to monitor herd health trends and develop tailored disease prevention and treatment strategies.

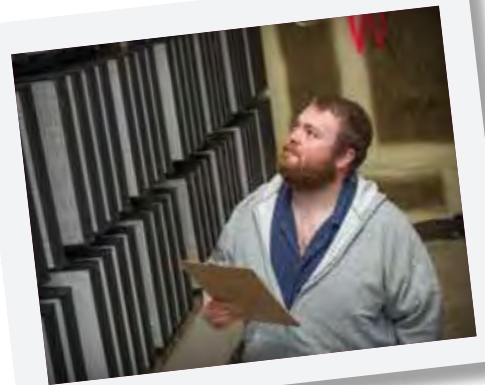
Our veterinarians conduct regular site visits to evaluate each farm's biosecurity, environment, pig health and pig care practices. During these visits, they review production data, monitor vaccinations and treatments and provide feedback on herd health plans. This collaborative approach ensures that 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 2024, our veterinary team and members of our production well-being and production leadership team completed 15,610 site visits, demonstrating our commitment to maintaining high standards of herd health and biosecurity across all our farms.

**15,610**  
**SITE VISITS IN**  
**2024**





# ANIMAL *care*

## 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.

## **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.

TOTAL ASSESSMENTS						
PIG TYPE	YEAR					
	2019	2020	2021	2022	2023	2024
<b>Wean-to-Finish</b>	688	471*	662	702	683	381
<b>Boar Stud</b>	3	3	3	3	3	2
<b>Sows</b>	46	47	46	48	48	48
<b>GDUs/ Multiplication</b>	54	56	53	50	66	38

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

\*Boar stud reduced due to consolidation

\*GDU reduced due to gilt flow changes



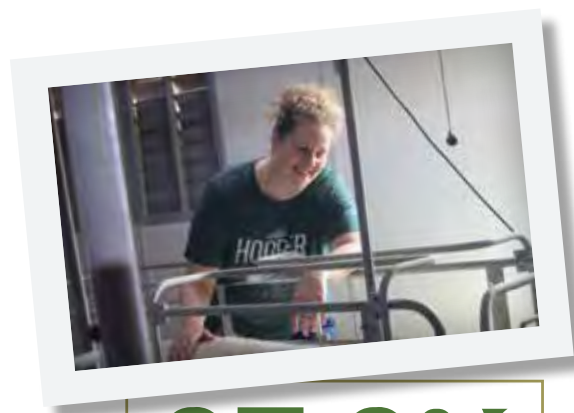
## **TARGET: ACHIEVE AN AVERAGE SCORE OF 97 PERCENT OR HIGHER ON ALL EXTERNAL, THIRD-PARTY, UNANNOUNCED PRODUCTION WELL-BEING AUDITS**

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 2024, we achieved our target of averaging 97.9 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.



# 97.9%

## ACHIEVED

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

Since 2011, Iowa Select Farms has had 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 and identifying areas for improvement.

In addition to reviewing assessment results, the Production Well-Being Advisory Committee provides technical expertise on animal care, housing and handling practices. It also identifies areas for research projects and advises 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.

### **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

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

**Dr. Janeen 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





# ANIMAL *care*

## **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*

## 2024 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 the sustainability space and explore 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
- Actively participate in environmental studies and pilot projects

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

Healthy soil is the foundation of sustainable agriculture. It retains more water, supplies essential nutrients to plants, and helps crops withstand droughts and floods. It also plays a critical role in carbon sequestration—pulling carbon from the atmosphere and storing it underground while feeding a rich network of biological life. Research continues to show that replacing synthetic fertilizer with organic sources like manure can significantly enhance soil health across multiple indicators.

At Iowa Select Farms, our dedicated Nutrient Management team oversees all aspects of nutrient services and environmental compliance. This includes working closely with farmers, production staff, and our animal health services team to coordinate responsible manure application. The team also manages our compliance with the Iowa Department of Natural Resources (DNR), maintaining up-to-date Manure Management Plans (MMPs) and facilitating routine inspections.

In 2024, we completed 89 full DNR inspections—including site visits and record reviews—and 52 additional lagoon and basin inspections. Out of 141 total inspections, we are proud to report zero violations.

We're also proud of our strong partnerships with more than 1,900 farmers and 95 independent manure applicators. By supporting small businesses and reducing the need for commercial fertilizers, these partnerships continue to promote soil health and environmental sustainability across Iowa.

172,373  
ACRES

141 TOTAL SITE  
INSPECTIONS  
0 DNR VIOLATIONS

# ENVIRONMENT *care*

## **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 better understand 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 1,900 farmer stakeholders and build partnerships throughout the state that help us achieve these goals.



**MIKE NAIG**  
Iowa Secretary of  
Agriculture

## **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.



*“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**



## ADVANCING SUSTAINABILITY THROUGH BIOGAS PRODUCTION

We are proud to partner with Roeslein Alternative Energy to convert manure into renewable energy and advance our commitment to carbon neutrality. After extensive collaboration, we invested in covering five manure lagoons to ultimately use manure to power the planet through anaerobic digestion. In 2024, the system generated enough biogas to produce 33,352 MMBtu/yr, enough to 368 homes a year or equivalent to removing 412 automobiles from the road.



**“THERE ARE NO MIRACLES IN AGRICULTURAL PRODUCTION,”**

NORMAN BORLAUG, GREEN REVOLUTION PIONEER

**1,765 METRIC TONNES**  
of captured CO<sub>2</sub> / year

## 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  
412 VEHICLES  
FROM THE ROAD



POWERING  
368 HOMES





# ENVIRONMENT *care*

## 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.

## ENVIRONMENTAL AND COMMUNITY BENEFITS

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: ACTIVELY PARTICIPATE IN ENVIRONMENTAL STUDIES AND PILOT PROJECTS**

### **FEED STUDY ON MANURE QUALITY**

In 2024, 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. Back 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 jumpstarting the fermentation process and break down solids more effectively. We're eager to await results upon the studies conclusion in 2025.

### **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 326 megawatt hours, which is equivalent to powering 32.6 million smartphone batteries or powering approximately 10,867 homes for a day.

### **WATER METER READING SYSTEM**

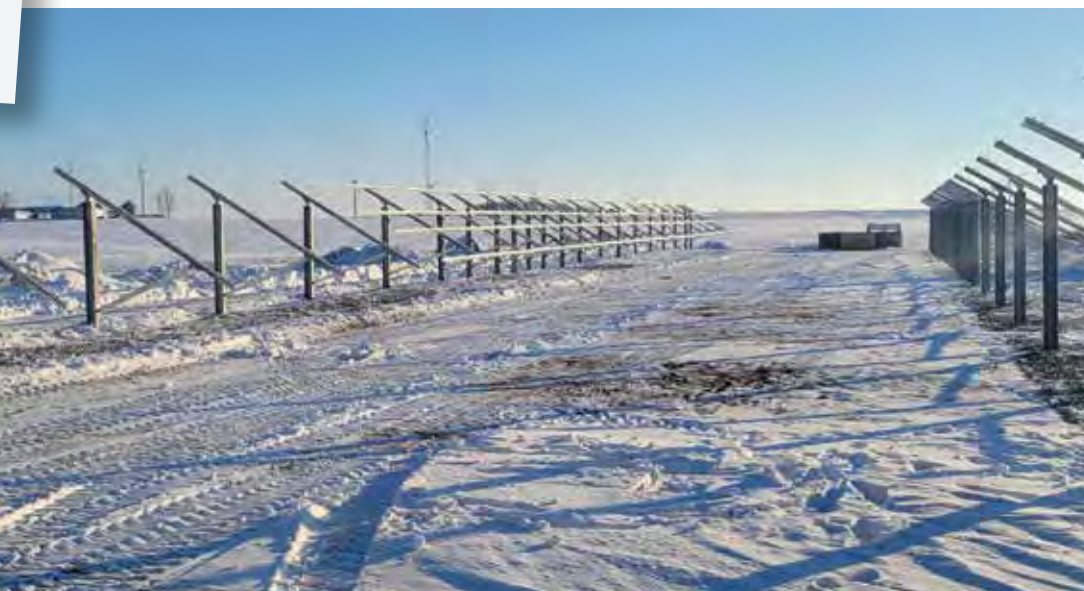
Every day, Iowa Select Farms collects the farm water usage throughout the system to ensure best practices are being followed and any potential issues are being identified and mitigated at each site. Annual reviews are also conducted to understand trends and ensure other positive production practices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



**326 MEGAWATT  
HOURS**



**EQUIVALENT TO POWERING  
32.6M SMARTPHONE BATTERIES  
OR POWERING APPROXIMATELY  
10,867 HOMES FOR A DAY**





# strong communities

## COMMUNITY *care*

### 2024 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 2024, the Foundation's dedication to making a difference in Iowa was evident in its programs and outreach, which totaled \$2,639,832 and averaged a reach of 5.5 programs 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.

### 2024 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**

According to Feeding America, about one in six children in Iowa are experiencing food insecurity. The Power Snack program is one way that the Deb and Jeff Hansen Foundation is working to fight childhood food insecurity. For 12 years, school districts in Iowa Select Farms's Homegrown Iowa communities have partnered with the Foundation to distribute Power Snack coupons to children on Free and Reduced Lunch.

Each participating student receives coupons for four pounds of free deli ham and four loaves of whole wheat bread annually. These resources allow for the creation of 48 high-protein, filling Power Snacks per year, supporting students' health and wellbeing. 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.

Students receive a coupon booklet with a \$8 ham coupon and a \$3 whole wheat bread coupon four times per year to coincide with the long breaks in the school year. The Power Snack program is crucial as school-based food assistance programs address immediate nutritional needs during school days, yet food insecurity often persists during weekends and holiday breaks.

Intended to be used as a quick snack during the school day, the Foundation also distributes shelf-stable pork sticks to the schools. Located in nurses' offices, counselors' offices, main offices, and teachers' classrooms, the sticks provide children with easy access to protein when needed.

In total, 106,050 coupons and 25,000 pork sticks were distributed to 84 school districts for the 2024-2025 school year. The Power Snack program provided 25,666 students with the means to make 1,272,600 ham sandwiches.

### **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.

Every summer, the Deb and Jeff Hansen Foundation is proud to support these vital organizations by hand-delivering frozen pork to stock freezers with a fresh protein source for the summer months. This year, the decision was made to offer a new product to food pantries—ground pork. This change was made with recipients in mind. Ground pork is versatile, easy and fast to prepare, and compatible with many food pantry staples. The change also allowed pantries to receive more individual portions of meat, which in turn allowed the food pantries to distribute the pork to more families. Alongside the pork, recipe books with affordable and easy-to-prepare ideas were distributed to each pantry to inspire meals. In 2024, teams delivered 34,440 pounds of ground pork over 14 delivery days in June and July. The pork was delivered to 105 food pantries, a 38% increase from 2023. Of the 105 pantries that received ground pork, 36 were new recipients. The pantries were spread across 41 counties and were located in 78 different communities. The pork distributed through Haul Out Hunger in 2024 created 137,760 meals for Iowans in need.



#### **POWER SNACK QUICK STATS**

- 25,666 children
- 84 schools/districts
- 1.2 million ham sandwiches



DEB & JEFF HANSEN FOUNDATION

#### **HAUL OUT HUNGER QUICK STATS**

- 105 food pantries
- 34,440 families
- 137,760 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.

In 2024, over 500 employee volunteers handed out 26,000 pork loins at Operation Christmas Meal events in Des Moines, Bedford, Diagonal, Afton, Osceola, Jewell, Fort Dodge, Sac City, Denison, New Sharon, Washington, Sioux Rapids, Laurens, West Bend, Gilmore City, Eagle Grove, Hampton, Sheffield, Garner, Osage, Greene, Allison, Ackley and Iowa Falls. This program is 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. Over the past 14 years, over 4.5 million pounds of pork have been given away at Operation Christmas Meal events in 56 communities.

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

Youth-based organizations, including FFA and 4-H clubs across Iowa, participate in Ignite the Spirit each December. Through the program, organizations are equipped with essential resources to fight hunger and food insecurity in their communities during the holiday season.

In 2024, a record 101 student organizations in 47 counties participated in Ignite the Spirit. Of the participants, 45 were FFA chapters, 36 were 4-H Clubs, 15 were other school groups, including FCCLA, Student Council, and Special Education classrooms, and five were outside-of-school organizations, including Boy Scouts and church groups. Participation in Ignite the Spirit increased by 38% compared to 2023. By empowering students to take proactive measures, seek local partnerships and actively contribute to their communities, the Deb and Jeff Hansen Foundation's 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 of Iowans to be compassionate and actively engaged in their communities.

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.



### OPERATION CHRISTMAS MEAL QUICK STATS

- 24 events
- 26,000 pork loins
- 520,000 servings



### IGNITE THE SPIRIT QUICK STATS

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





## UPLIFTING DREAMS OF IOWA'S MOST VULNERABLE

Now in its fifth year, Henry's Heroes is an ever-evolving program that supports Iowa children. From providing STEM carts to local libraries, donating toy boxes to daycares, or equipping law enforcement with comfort kits to provide support to children during crisis calls, the program annually adapts with a new initiative.

In 2024, the Deb and Jeff Hansen Foundation created 500 Henry's Heroes Dream Kits for children living in or passing through domestic and sexual assault shelters. The kits included a wheeled tote, a large quilt, a pillow, a plush pig stuffed animal, and basic hygiene essentials, including hair brushes, shampoo and conditioner, toothbrushes, children's pain medication, combs, and a coloring kit to spark imagination and creativity.

The Dream Kits were distributed to six shelters and advocacy centers that service 52 Iowa counties. The centers then distributed the Dream Kits to children who came through their doors. In many cases, children leave unsafe situations suddenly, and these bags of essential supplies have helped children maintain some continued normalcy during difficult transitional times.



### HENRY'S HEROES QUICK STATS

- 500 Dream Kits
- 175,792 families
- 6 domestic violence shelters that service 2 counties



# COMMUNITY *care*

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

Those serving in the armed forces make many sacrifices for our country's freedom, and the Deb and Jeff Hansen Foundation is proud to continue to thank service members through various programs. The Pork Care Package program reminds us that service and dedication to our country are valued and respected, and it acts as a thank you to all who currently serve in Iowa.

Iowa Select Farms employees distribute coupons to active and reserve armed forces members across Iowa each year. Members receive a gift containing \$40 worth of coupons for various pork products, including fresh pork, ground pork, ribs and bacon. Through this program, the Foundation provides military families the means to prepare many meals that bring comfort and joy to their homes, football tailgates, and social gatherings.

In 2024, Iowa Select Farms employees delivered 16,304 Pork Care Packages to those serving in the military. Soldiers that received the coupons were in a variety of different military branches, including the Iowa Army National Guard, the Iowa Air National Guard, the U.S. Army Reserves, the U.S. Navy Reserves, U.S. Marine Corps Reserves, and ROTC program participants at Iowa State University and the University of Iowa. Pork Care Packages were also sent to the Iowa National Guard's Survivor Outreach Services to be delivered to 600 Iowa families of fallen soldiers.

## **BUILDING COMMUNITIES AND SUPPORT FOR VETERANS AND MILITARY FAMILIES**

The Deb and Jeff Hansen Foundation holds a deep belief that food brings people together. Designed to create memorable and enriching social experiences for Iowa military families, the Project: Food and Fellowship program offers micro-grants for military and veteran organizations seeking financial support. Organizations can apply for up to \$2,500 to help cover the cost of food for their social gatherings for active duty, reservists, veterans, Gold Star families and all military families in Iowa. In 2024, 55 organizations received funding from the Project: Food and Fellowship program. Over \$50,000 was awarded throughout the year. Examples of groups that received funds include troops of the Iowa Army National Guard, American Legions, the 185th Refueling Wing in Sioux City, and veteran groups focused on bringing together the Iowa veteran community. Projects included military balls and dances, holiday parties, summer picnics, and grill-outs.



### **PROJECT: FOOD AND FELLOWSHIP QUICK STATS**

- 55 grants to support military events
- 16,304 coupon packs
- 668,464 servings





## KEEPING HONORABLE TRADITIONS ALIVE THROUGH PORK FOR PATRIOTS

The Pork for Patriots program connects the Iowa military community with resources for successful Veterans Day celebrations and appreciation events. Born as a sub-program to Project: Food and Fellowship in 2023, Pork for Patriots fills a gap that the Deb and Jeff Hansen Foundation saw in resources for military organizations looking to celebrate local veterans in November. Each organization was offered up to 48 boneless pork loins and an event kit complete with placemats, cups, napkins, centerpieces, posters, aprons and t-shirts. In total, 6,396 pork loins were distributed in late October to allow event coordinators ample time to plan and prepare for their November events.

In 2024, 160 organizations received pork loins and event kits for their Veterans Day celebrations and events, a 45% increase in participation from the inaugural year. This included 84 new participants. The 160 organizations included 63 American Legions, 27 Veterans of Foreign Wars organizations, 17 Elks Lodges, 14 County Veteran Affairs Offices, 11 AMVETS, and 28 other veteran-based groups. In a survey of participants, 41 reported planning a brand new event due to the offer. Over 75% of the organizations reported that Pork for Patriots supplies significantly enhanced their programming.

## HONORING OUR GOLD STAR FAMILIES

Gold Star Mother's and Family Day, celebrated on the last Sunday of September, honors mothers, fathers, and family members of fallen military service members. To commemorate the holiday, each year, the Deb and Jeff Hansen Foundation sends every Gold Star family in Iowa a unique and thoughtful gift to remember and honor their fallen family member.

In 2024, employees selected a unique handcrafted suncatcher ornament to be sent to the 600 Gold Star families in Iowa. Gifts were sent to both Gold Star Lapel Pin recipients and Next of Kin Lapel Pin recipients—widows, widowers, parents, children, and siblings of fallen service members. Intended to be hung on the tree at Christmas time or in a window year-round, the suncatcher ornament was selected to help keep the families' loved one's memories alive in their homes during the holidays and every day.

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.

## SHOWING GRATITUDE TO IOWA'S VETERANS

The Deb and Jeff Hansen Foundation launched the My Veteran Hero program in 2022 to thank and recognize veterans across Iowa for their sacrifice and willingness to answer the call to serve our country. Every day since its launch, Iowans have nominated veterans in their own lives to receive a custom apparel item, choosing between T-shirts, crewneck sweatshirts, and full-zip hoodies. Iowa Select Farms employees then package the apparel each week and ship it directly to the veterans' homes with a note identifying the nominator. In 2024, 2,501 veterans were recognized—a 29% increase from 2023. Since the start of the program, 5,176 veterans have received apparel items. The veterans who received an item in 2024 live in all corners of the state, as 91 of Iowa's 99 counties had at least one veteran who received a sweatshirt or T-shirt in 2024. Of the veterans who were recognized, 1,125 served in the Army, 404 in the Navy, 294 in the Air Force, 249 in the Marine Corps, 246 in the Army National Guard, 83 in the Air National Guard, 65 in the Army Reserve, 11 in the Coast Guard, and 11 in the Marine Corps Reserve. Three veterans who received sweatshirts in 2024 were Medal of Honor recipients



### PORK FOR PATRIOTS QUICK STATS

- 160 organizations
- 75% coupon packs
- 6,393 pork loins



### GOLD STAR FAMILIES QUICK STATS

- 600 Gold Star family gifts



### MY VETERAN HERO QUICK STATS

- 2,501 veteran gifts
- 91 counties reached
- 5,176 veterans recognized since 2022

# COMMUNITY *care*

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

## CREATING CHERISHED MEMORIES THROUGH SPECIAL ADVENTURES

Experiencing childhood cancer can impact families in many unthinkable ways, robbing them of the joys that healthy children typically experience during their formative years. For many, time is spent in doctor's offices and hospitals instead of on the playground or at home.

The Deb and Jeff Hansen Foundation is proud to continue to offer the "A Special Adventure" program to Children's Cancer Connection families. This program offers families a unique all-inclusive weekend getaway, fostering quality time together and creating memories for impacted families. These trips are designed with the families in mind. Many families experiencing childhood cancer do not have the luxury of traveling long distances away from their healthcare providers. By offering trips in the state, families have the peace of mind that comes with easy access to essential services.

In 2024, 27 families were granted the opportunity to choose from four Iowa-based weekend trips spanning from Memorial Day through October. Options included trips to the Iowa State Fair, Honey Creek Resort in Moravia, Iowa, a "Capital City Adventure" in Des Moines, and a Central Iowa trip for various fall activities, including Center Grove Orchard in Cambridge, Iowa.

In total, 73 children and 52 parents could partake in a weekend of relaxation and memory-making. Each all-inclusive getaway includes admissions to all planned activities, gift cards to local restaurants and ice cream shops, a two-night hotel stay, and 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, toys for the car and hotel, and more, enhancing the overall experience and ensuring that families can unwind, create new memories and find joy amid the challenges of childhood cancer.



## A SPECIAL ADVENTURE QUICK STATS

- 27 families
- 8 weekend trips to choose from
- 73 children and 52 parents





## CREATING RANDOM ACTS OF JOY THROUGHOUT THE YEAR

In 2024, the Deb and Jeff Hansen Foundation shipped two unique gift boxes to over 400 families' doorsteps. The first package came in the summer - an ode to the 4th of July, with outdoor toys including water balloons, bubbles, chalk, and a rocket sprinkler attachment, along with popsicle molds, festive sunglasses and necklaces, and a craft for families to do together.

Later in the year, families were surprised with a Halloween "Boo Basket" with fidget toys, candy, bouncy balls, a Halloween Squishmallow, and other things that children typically receive when going trick-or-treating. For nine years, the Foundation has consistently surprised cancer families across Iowa with uniquely themed seasonal or holiday gifts crafted to bring families closer together. Previous themes have included Christmas, Valentine's Day, Spring Gardening, Thanksgiving, New Year's, and Back to School. These care packages are built to bring families together, create memories and bring joy to children who are either personally experiencing cancer or watching a sibling go through the challenge.

Acknowledging the unique challenges that holidays 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 memories for families that resonate throughout a lifetime.

## 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 2024, 80 families were warmly welcomed into the Children's Cancer Connection community through these family boxes, acquainting them with resources and support. The My Journey Book, a personalized resource binder, is presented to each family during diagnosis. It is a comprehensive repository for families to organize and store information throughout their cancer journey, allowing for personalization with each new treatment phase.

In the past year, 58 books were distributed to new patients. The Beads4Bravery® program enables children to collect beads that symbolize each medical step of their unique experience. In 2024, 27,505 beads were sent to Blank Children's Hospital and Stead Family Children's Hospital. Another impactful initiative, the Courage Store®, empowers children facing childhood cancer during challenging treatments. Children earn Bravery Bucks® for their courage and resilience during hospital treatments. They can redeem these hard-earned coupons for fun prizes at the Courage Store®, located at Blank Children's Hospital in Des Moines.

Additionally, the Foundation shipped nine Star Boxes to families, providing comfort to those who have lost a child to cancer. This compassionate program acknowledges profound grief and offers support to families navigating the harrowing aftermath of their child's passing.



### CHILDREN'S CANCER CONNECTION QUICK STATS

- 27,505 Beads for Bravery
- 58 My Journey Books
- 80 new family boxes
- 9 Star Boxes to provide comfort to families during a loss
- 2 Surprise family care packages sent out for the 4th of July and Halloween





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