



# Animal Goals

SUSTAINABILITY GOALS		2020 RESULTS
	<b>LAMENESS</b> Incidence of lameness consistently 35%* below 2012 baseline *3-year average	<b>ON TARGET</b> 53%* below 2012 baseline
	<b>DEHORNING</b> Consistently minimize dehorning on farms	<b>ON TARGET</b> We select for animal health traits, and we strive to use semen from polled bulls that also meet the health traits criteria
	<b>MONITORING</b> 3 <sup>rd</sup> party video monitoring of <i>all</i> dairy farms 24/7, by 2020	<b>OFF TARGET</b> 3 <sup>rd</sup> party video monitoring at High Plains Dairy and Platteville Dairy Farms 24/7
	<b>OVERALL HEALTH<sup>1</sup></b> Incidence of early culling consistently 40%* below 2012 baseline *3-year average	<b>IN PROGRESS</b> 33%* below 2012 baseline
	<b>CALF HOUSING</b> No individual calf housing by 2019	<b>ACCOMPLISHED</b> Implemented at all of our dairy farms

<sup>1</sup> Incidence of early culling is one indicator of overall herd health. The rate reflects cows <60 days in milk that were removed from the herd. Typically, a healthy cow would not be removed from the herd at this early stage in the lactation cycle.





# People Goals

SUSTAINABILITY GOALS		2020 RESULTS
	<b>SAFETY AT FARMS<sup>1,2</sup></b> Farm injury rate* consistently lower than industry average *3-year average	<b>OFF TARGET</b> 5.3 injury rate* was higher than the latest industry average rate of 5.2
	<b>SAFETY AT PROCESSING PLANTS<sup>2</sup></b> Processing plant injury rate* consistently lower than top quartile of industry *3-year average	<b>OFF TARGET</b> 6.8 injury rate* was higher than the latest industry top quartile rate of 2.4
	<b>WELLNESS</b> Improve participation in health and wellness initiatives to 70%	<b>OFF TARGET</b> 69% of AOD employees who were eligible <sup>3</sup> for health care coverage enrolled in the company's medical insurance plan
	<b>COMMUNITY</b> Elevate our philanthropic efforts and support of local communities	<b>OFF TARGET</b> Due to COVID-19, the volunteerism program was on hold in 2020

- 1 Targeting a farm injury rate lower than the top quartile of the industry will be considered as more robust data become available for the dairy cattle and milk production sector.
- 2 Latest data available for industry rates for farms and processing plants at time of publication was 2019 data.
- 3 Full time employees with at least 60 days of employment.





# Planet Goals

SUSTAINABILITY GOALS		2020 RESULTS
	<b>GREENHOUSE GAS EMISSIONS</b> Reduce by 30%* per kg of product vs. 2012 baseline by 2025 *3-year average. Denominator excludes water weight	<b>IN PROGRESS</b> 23%* reduction vs. 2012 baseline
	<b>ENERGY EFFICIENCY</b> Reduce by 15%* per half gallon equivalent of product vs. 2012 baseline by 2025 *3-year average	<b>ON TARGET</b> 13%* reduction vs. 2012 baseline
	<b>PROCESSING PLANT WASTE</b> Divert 75%* of solid waste from landfill by 2025 *3-year average	<b>IN PROGRESS</b> 69%* recycled
	<b>FARM WASTE</b> Divert 25%* of solid waste from landfill by 2025 *3-year average	<b>IN PROGRESS</b> 3%* recycled
	<b>PROCESSING PLANT WATER USE</b> Reduce by 20%* per half gallon equivalent of product vs. 2012 baseline by 2025 *3-year average	<b>ON TARGET</b> 40%* reduction vs. 2012 baseline
	<b>FARM IRRIGATION WATER USE</b> Consistently utilize variable rate irrigation on all applicable pivots during 100% of the growing season	<b>IN PROGRESS</b> 89% utilization
	<b>CARBON-NEUTRAL ENERGY</b> 100% by 2020 for Company-owned farms and processing plants, headquarters office, and all raw milk transportation to our Company-owned processing plants	<b>ACHIEVED</b> During 2020 we supported third-party carbon-reduction and renewable energy projects and had an independent, third-party verify our 100% carbon-neutral energy claim