



# Animal Goals



## LAMENESS

Incidence of lameness consistently 35%\* below 2012 baseline

### ON TARGET

69%\* below 2012 baseline

\*3-year average



## DISBUDDING

Consistently minimize disbudding on farms

### ON TARGET

We select for animal health traits, and strive to use semen from polled bulls that also meet our health trait criteria



## MONITORING

3<sup>rd</sup> party video monitoring of all dairy farms 24/7, by 2020

### OFF TARGET

Installed at 3 of 4 dairy farms — completion mid-2023



## OVERALL HEALTH<sup>1</sup>

Incidence of early culling consistently 40%\* below 2012 baseline

### OFF TARGET

29%\* below 2012 baseline

\*3-year average



## CALF HOUSING

Paired and group calf housing by 2019

### ACCOMPLISHED

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



## SAFETY AT FARMS<sup>1,2</sup>

Farm injury rate\* consistently lower than industry average

### OFF TARGET

5.4 injury rate\* was higher than the latest industry average rate of 4.3

\*3-year average



## SAFETY AT PROCESSING PLANTS<sup>2</sup>

Processing plant injury rate\* consistently lower than top quartile of industry

### OFF TARGET

5.9 injury rate\* was higher than the latest industry top quartile rate of 2.4

\*3-year average



## EMPLOYMENT OPPORTUNITIES & RETENTION

Increase rate of positions filled internally to 10%\* by 2025

### IN PROGRESS

7%\* of positions filled internally<sup>3</sup>

\*3-year average



## WELLNESS

Improve participation in health and wellness initiatives to 70%\* by 2025

### IN PROGRESS

67%\* of AOD employees who were eligible<sup>4</sup> for health care coverage enrolled in the company's medical insurance plan

\*3-year average

1/ Targeting a farm injury rate lower than the top quartile of the industry will be considered as more robust data becomes 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 2021 data.

3/ Excludes seasonal employees.

4/ Full time employees with at least 60 days of employment.



# Planet Goals



## GREENHOUSE GAS EMISSIONS

Reduce by 30%\* per kg of product vs. 2012 baseline by 2025

### ON TARGET

30%\* reduction vs. 2012 baseline

\*3-year average. Denominator excludes water weight.



## ENERGY EFFICIENCY

Reduce by 15%\* per half gallon equivalent of product vs. 2012 baseline by 2025

### IN PROGRESS

8%\* reduction vs. 2012 baseline

\*3-year average



## PLANT WASTE

Divert 75%\* of solid waste from landfill by 2025

### IN PROGRESS

67%\* diverted

\*3-year average



## FARM WASTE

Divert 25%\* of solid waste from landfill by 2025

### IN PROGRESS

5%\* diverted

\*3-year average



## PLANT WATER CONSUMPTION

Reduce by 20%\* per half gallon equivalent of product vs. 2012 baseline by 2025

### ON TARGET

44%\* reduction vs. 2012 baseline

\*3-year average



## FARM IRRIGATION

Consistently utilize variable rate irrigation on all applicable pivots during 100% of the growing season

### OFF TARGET

79% utilization

## CARBON-NEUTRAL ENERGY

100% by 2020 for Company-owned farms and processing plants, headquarters office, and all raw milk transportation to our Company-owned plants

### ACCOMPLISHED

During 2022 we supported third-party carbon-reduction and renewable energy projects and had an independent, third-party verify 100% carbon-neutral energy claim

