

Animal Goals



LAMENESS

Incidence of lameness consistently 35%*
below 2012 baseline

ON TARGET

65%* below 2012 baseline

*3-year average



MONITORING

3rd party video monitoring of all dairy farms daily, by 2020

IN PROGRESS

Installed at 3 of 4 dairy farms
— completed as of 2024



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



OVERALL HEALTH

Incidence of early culling consistently 40%* below 2012 baseline

OFF TARGET

28%* below 2012 baseline

*3-year average



CALF HOUSING

Paired and group calf

ACCOMPLISHED

Implemented at all of our dairy farms

1 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.

Aurora Organic Dairy | Performance update as of the end of 2023



People Goals



SAFETY AT FARMS 1,2

Farm injury rate* consistently lower than industry average

OFF TARGET

5.1 injury rate* was higher than the latest industry average rate of 4.1

*3-year average



SAFETY AT PROCESSING PLANTS²

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

OFF TARGET

6.3 injury rate* was higher than the latest industry top quartile rate of 2.8

*3-vear average



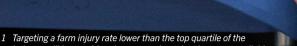
WELLNESS

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

IN PROGRESS

64%* of AOD employees who were eligible³ for health care coverage enrolled in the company's medica insurance plan

*3-year average



industry will be considered as more robust data becomes available

- 2 Latest data available for industry rates for farms and processing plants at time of publication was 2022 data.
- 3 Full time employees with at least 60 days of employment.

for the dairy cattle and milk production sector.

4 Excludes seasonal Employees.

Aurora Organic Dairy | Performance update as of the end of 2023

EMPLOYMENT OPPORTUNITIES & RETENTION

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

IN PROGRESS

7%* of positions filled internally⁴

*3-vear average







Planet Goals



GREENHOUSE GAS EMISSIONS

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

ON TARGET

2012 baseline



ENERGY EFFICIENCY

IN PROGRESS

2012 baseline



FARM WASTE

from landfill by 2025

IN PROGRESS



PLANT WASTE

Divert 75%* of solid waste

IN PROGRESS



PLANT WATER CONSUMPTION

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

ON TARGET



FARM IRRIGATION

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

OFF TARGET



CARBON-NEUTRAL ENERGY

Company-owned plants

ACCOMPLISHED

and renewable energy projects and had an independent, thirdparty verify 100% carbon-neutral