

2023

Sustainability Highlight Report



SEABOARD
foods

WE
BRING
excellence
to the TABLE

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A message from the CEO

As we reflect on the past year and I conclude my career at Seaboard Foods, I am proud to share with you our 2023 Sustainability Highlight Report.

At Seaboard Foods, we recognize commitment to sustainability is part of our goal to bring excellence to the table as we relentlessly seek a better way to produce wholesome pork by purposefully connecting every step between our farms and family tables around the world.

Our responsibility to the animals in our care is paramount. We believe that healthy, well-cared-for animals result in high-quality products. In 2023, we continued to invest in animal welfare practices, ensuring that our pigs are raised in environments that prioritize their well-being.

Quality and safety are non-negotiable. Our rigorous food safety protocols ensure that every product meets the highest standards. We remain committed to transparency, traceability, and continuous improvement in our processes.



Our employees are the heartbeat of Seaboard Foods. Their dedication and hard work drive our success. In 2023, we focused on employee well-being by opening a new employee welfare area in our Guymon pork processing plant.

Preserving our planet for future generations is a shared responsibility. We continued to reduce our environmental footprint by investing in sustainable practices, including our significant investment in Renewable Natural Gas production on our farms.

When disaster struck Perryton, Texas, where Seaboard Foods has farms, we stood by our employees and neighbors and called on Operation BBQ Relief to bring the healing power of BBQ to the community. Seaboard Foods and its Prairie Fresh brand have officially supported OBR since 2015.

Our customers trust us to deliver safe, nutritious pork products that conform to their specifications. We take this responsibility seriously. In 2023, we continued to listen to our customers, adapt to their needs and provide exceptional service and products.

As we move forward, we remain steadfast in our commitment to excellence, innovation, and sustainability. Thank you for being part of our journey.

A handwritten signature in black ink, appearing to read "P. Brown", with a long horizontal line extending to the right.

Peter B. Brown

*President and Chief Executive Officer
Seaboard Foods*

About Us

We have one important job: raising pigs for high-quality pork to feed people all over the world, and we have an obligation to operate in a sustainable way to bring value to our customers, employees, communities, animals and the products we sell across the globe.

Seaboard Foods increased its reporting status with The Protein PACT to include not only the baseline metrics as previously reported, but also the achievement metrics. With achievement metrics, protein companies must commit, track, and deliver. The achievement metrics on which Seaboard Foods reported included:

- **Animal Welfare:** Animal Transport, Live Animal Holding & Slaughter, and Industry Engagement
- **Food Safety:** Food Safety Program, Foreign Material Control and Prevention Plan, and Third-Party Audit
- **Environment & The Planet:** Energy Use, Greenhouse Gas Emissions, and Water & Effluent Programs
- **Labor & Human Rights:** Employee Complaints, Hiring Process, and Social Accountability Audits
- **Worker Safety:** Hazard Recognition and Employee Engagement



For the People, Animals
& Climate of Tomorrow

The 2023 Seaboard Foods Sustainability Highlight Report provides insights into our sustainable practices throughout our company-owned operations, including the wholly owned subsidiary, Seaboard Energy, LLC.

2023: By the numbers



281 employees work in our corporate office
48 hourly and **233** salaried employees work in the corporate office



336,000 sows owned¹
532 company-owned farms and **414** contract farms



2,615 employees in our Guymon, Okla., pork processing plant
2,455 hourly and **160** salaried pork processing plant employees



362,000 tons of corn, sorghum and wheat purchased from local grain farmers



2,620 employees work in farm operations
2,050 hourly and **570** salaried farm operations employees



107.8 million gallons of renewable biofuels produced



239 employees work in energy operations
164 hourly and **75** salaried energy operations employees



\$2.5 billion in total sales from Seaboard Foods consolidated operations

Employees

At Seaboard Foods, our more than 5,500 employees are the cornerstone of our business success. We know that providing them with the opportunity to make a good living, offering training and advancement programs and helping them feel connected to why they do what they do each day leads to a passionate, productive workforce.



We paid **\$363,514,358** in salaries and wages



Women make up **32.09% of managers**



44.75% of open positions are filled by current employees

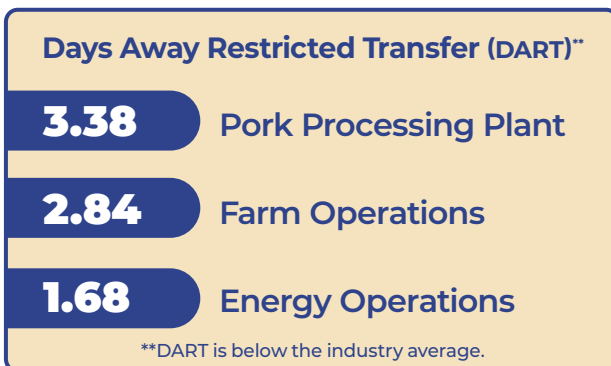
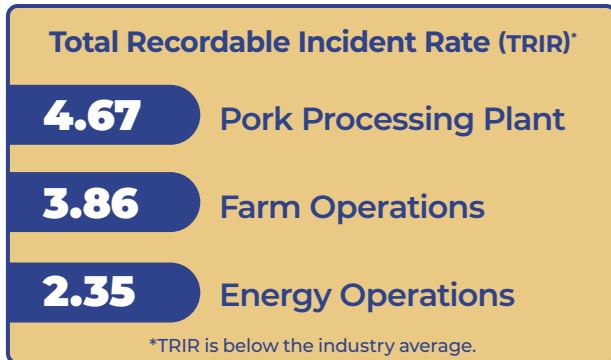


10 years, 6 months average tenure of senior management



Opened a **new 30,000 square foot employee welfare area** at the Guymon pork processing plant including new locker rooms, employee cafeteria dining, training rooms and nurse care offices

Safety Is A Priority



* Total Recordable Incident Rate is a company's safety record measured by the number of recordable safety incidents, the number of workers, and the number of hours worked during a year.

** The DART rate is an OSHA measurement of the number of recordable workplace injuries/illnesses that result in days away from work, restricted duty, or transfer of duties.

*** Lost Time Incident Rate (LTIR) is a metric used to record the average number of incidents leading to an employee being unable to work for a minimum of one day during a set period.

Employees Highlight: Investing in employee well-being



In 2023, Seaboard Foods unveiled a sprawling 30,000-square-foot space at its Guymon pork processing plant dedicated to enhancing employee well-being and comfort.

At the heart of the new addition lies a nurse care manager, providing a range of services, including treatment for routine ailments, flu shots and coordination with other health providers. Additionally, the nurse care manager's office coordinates onsite mobile services, such as mammograms and dental and vision care.

The expanded facility now boasts state-of-the-art training rooms, accommodating over 135 individuals. These rooms host orientation sessions, complete with training materials available in both English and Spanish.

Beyond healthcare and training, the addition includes a new cafeteria dining room – a hub for nourishment and camaraderie, and new locker rooms ensure that employees have a dedicated space to store their belongings comfortably and securely.

The latest expansion isn't just about square footage; it's about investing in the well-being of Seaboard Foods' workforce.



Animal Care

We're committed to the humane care of our pigs. Our connected food system features a comprehensive animal care program, which is overseen by a team of veterinarians to create a healthy, comfortable environment for our pigs.

Our policies go beyond industry standards and align with the National Pork Board's Pork Quality Assurance Plus (PQA Plus) requirements. To hold ourselves accountable, we conduct both internal and third-party animal welfare audits to ensure we are meeting and upholding our animal care commitment.



100% of our market hogs can be traced to their finishing farm home



100% of animal transporters of six months or longer are **TQA Certified***



100% of farm employees handling animals are **PQA Plus Certified****



✓ **97.89%** pass rate of third-party animal welfare random audits

✓ **97.88%** average third-party audit score

✓ **98.1%** pass rate of internal animal welfare random audits

✓ **89.93%** average internal on-farm audit score

* National Pork Board Transport Quality Assurance: <https://www.pork.org/certifications/transport-quality-assurance/>

** National Pork Board Pork Quality Assurance: <https://www.pork.org/certifications/pork-quality-assurance-plus/>

Environment

As a leading pork producer, we understand the importance of integrating sustainable environmental practices throughout our operations from the farm to the transportation of our pork products. This helps ensure the long-term viability of our business and the preservation of the areas where we operate and throughout the world.

In 2022, Seaboard Foods set three measurable environmental objectives to achieve by 2025. The following is the list of objectives and the status as of 2023:

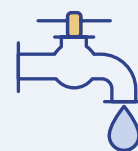
- We will produce 1 million MMBtu of renewable natural gas (RNG) through biogas production at livestock farms.
 - Seaboard Foods currently has four active RNG facilities at livestock farms, with six more under construction. About 258,740 MMBtu of RNG has been produced at livestock farms since 2022, and about 345,810 MMBtu of biogas has been produced at the Guymon pork processing plant.
- We will have 3,000 acres engaged in fertilizer optimization.
 - Seaboard Foods currently has more than 3,160 acres engaged in fertilizer optimization, surpassing the set goal.
- We will reduce 215,000 miles of diesel transport through better truck routing.
 - Seaboard Foods has reduced 351,355 miles of diesel transport through 2023, surpassing the set goal.



Produced enough MMBtu of biogas to heat **6,171** average American homes for a year



Provided **1.9 million pounds** of valuable nitrogen fertilizer to local farmers



3.45 gallons of water to produce **1 pound** of pork*



Recycled **2,391,352 pounds** of cardboard at the Guymon pork processing plant

**From pig birth to delivery to the processing plant. Does not include water for processing.*



Environment Highlight: Seaboard Foods RNG expands renewable natural gas production

Seaboard Foods RNG focuses on leveraging manure at Seaboard Foods' finishing farms to produce renewable natural gas (RNG).

Covered anaerobic digester lagoons capture methane gas from the farms' lagoons that is then transferred to biomethane upgrading facilities ultimately generating ultra-low carbon intensity (CI) RNG.

While some farms in Oklahoma, Kansas and Texas have started capturing gas, construction continues on others. When all facilities currently under construction are complete, about 1.3 million hogs will produce manure that will eventually serve as the feedstock source for RNG.

Both RNG and traditional natural gas share identical chemical properties, allowing RNG to serve as a substitute for fossil natural gas in various industrial and commercial applications. RNG differs from traditional natural gas because it is primarily generated from waste, such as manure, rather than underground fossil fuel.

RNG can have significantly lower carbon intensity levels than its fossil fuel counterpart. By reducing

carbon intensity, RNG contributes to methane avoidance and an overall reduction in greenhouse gas emissions. This benefits the environment of the communities in which we operate.

Seaboard Foods remains committed to its vision of sustainable energy production, and Seaboard Foods RNG plays a pivotal role in achieving that vision. As the company continues its efforts, it moves closer to the 1 million MMBtu production goal in 2025, demonstrating leadership in renewable energy within the food industry.





Food Safety and Quality

Our goal is to deliver safe, premium-quality pork to our customers and consumers. We recognize that merely adhering to government and industry standards for food safety isn't sufficient. Instead, we aim to surpass these benchmarks. Our dedicated teams understand this commitment, and we want our customers and consumers to be equally aware that we actively seek better methods to produce high-quality, safe pork.

We produced delicious, safe pork with **ZERO** product recalls in 2023.



Guymon pork processing plant is **SQF certified**.

Guymon pork processing plant received a **Good (94%)** score in SQF audit.

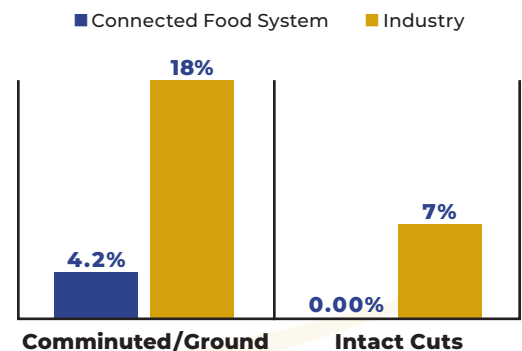
Annual food safety plant audits and data review with a multidisciplinary team



Our connected food system pork processing plants fall below the USDA's raw pork sampling dataset for the percent prevalence of salmonella in 2023.¹

¹ Represents all three fresh pork process plants.

2023 USDA Raw Pork Sampling Dataset For Salmonella % Prevalence



Community

We take an active role in community life where we operate because it's where our employees live, work and play. We're determined to make a positive difference in those communities and in 2023 our community activities focused on three primary areas:

- Bringing people together through food
- Fueling education
- Serving our hometowns



Investing in Our Communities

\$682,000 in financial and product donations to charitable causes

\$65,000 in scholarships to high school seniors

1,563 hours of volunteering

362,000 tons of grain purchased from local farmers

We work with **414 contract farms** to raise and care for our market pigs, providing opportunities for their families and communities



Serving Our Communities

\$134,930 donations to Guymon community events and club donations

322 organizations received product or financial support

821,350 total pork servings donated
188,035 servings to Oklahoma communities, including donations to Guymon Loaves & Fishes, Oakes of Mamre, Pivot, Homeless Alliance, Boys & Girls Club of Oklahoma County and Hinton Ministerial Alliance

633,315 pork meals to Operation BBQ Relief

\$42,000 in local school educator grants to support STEM education

\$22,500 matching donations with **CoBank's Sharing Success Program** Agricultural mechanics equipment purchased for **Beaver FFA, Hennessey FFA** and **Elkhart FFA** chapters.

Community Highlight: Healing power of BBQ

On June 15, 2023, a devastating tornado tore through the Texas Panhandle town of Perryton, leaving destruction and displacement in its wake. For Seaboard Foods, this disaster hit close to home. With employees living in Perryton and working at nearby company-owned farms or other operations in the Texas and Oklahoma Panhandles, more than 20 employees found themselves displaced from their homes due to damage or complete destruction.

Since 2015, Seaboard Foods and its Prairie Fresh® brand have had a long-standing partnership with Operation BBQ Relief (OBR), supplying more than 4.1 million meals of pork to OBR's relief efforts. However, this recent disaster marked a significant moment – the first time OBR deployed to a community where Seaboard Foods operates.

Davida Gomez, Seaboard Foods community enrichment specialist, expressed the unique impact of this collaboration: “This time supporting Operation BBQ Relief was much different because the disaster occurred in a place our employees call home. To see how much a hot barbecue meal matters to those facing the toughest of times is truly amazing. We’re so glad to support Operation BBQ Relief and are truly grateful they came to Perryton to bring the healing power of barbecue to the community.”

For the Perryton deployment, Prairie Fresh donated more than 3,500 pounds of pork produced at its nearby Guymon, Okla., pork processing plant. Additionally, several employee volunteers from Seaboard Foods assisted OBR in preparing and serving meals to those affected by the tornado.





seaboardfoods.com