

2024

Sustainability Highlight Report



SEABOARD
foods

WE
BRING
excellence
to the TABLE

Table of Contents



- 2** A Message from the CEO
- 3** About Seaboard Foods
- 4** Employees
- 5** Employees Highlight:
Championing career development
- 6** Animal Care
- 7** Environment
- 8** Environment Highlight:
Counting every drop
- 9** Food Safety and Quality
- 10** Community
- 11** Community Highlight:
Celebrating community
and heritage

A message from the CEO



Stepping into the CEO and president role in 2024, I knew the company had a strong foundation—built on values like integrity, responsibility and a relentless drive to bring excellence to the table. Over the past year, I've seen those values in action across every part of our connected food system.

In 2024, we continued to make meaningful progress in our sustainability journey:

Supporting Our People: We expanded our training programs to help employees grow their skills and careers and we strengthened our focus on workplace safety and well-being—because our people are at the heart of everything we do.

Protecting Natural Resources: Water conservation remained a top priority. We introduced new tools and practices to reduce water use on our farms and protect this essential resource for future generations.

Caring for Our Communities: We continued to support the communities where we live and work—including local events like Pioneer Days in Guymon, Oklahoma. Being a good neighbor means being present, involved and ready to lend a hand.

Caring for Our Animals: We continued to invest in training and innovation to ensure the proper care and treatment of our animals.

Delivering Quality and Safety: Our customers count on us for safe, high-quality pork products. In 2024, we upheld that trust through rigorous food safety standards and a commitment to continuous improvement.

Looking ahead, I'm excited about the future. We have a passionate team, a clear purpose and a shared commitment to bringing excellence to the table—for our people, our animals, our communities, our products and our customers.

A handwritten signature in black ink that reads "Chad Groves".

Chad Groves

President and Chief Executive Officer Seaboard Foods

About Us

At Seaboard Foods, our work begins with a clear purpose: producing high-quality pork that nourishes families around the world. As our business grows, so does our responsibility—to operate sustainably and deliver lasting value to our customers, employees and communities through the products we proudly share across the globe.

In our second year of enhanced reporting with The Protein PACT, we've continued to elevate our transparency and accountability. Building on our baseline metrics, we again reported achievement metrics—demonstrating progress and our commitment to continuous improvement. These metrics require companies to set clear goals, track performance, and show results. In 2024, Seaboard Foods reported on the following achievement metrics, which closely align with Seaboard Foods' sustainability pillars.



- **Labor & Worker Safety**
- **Animal Welfare**
- **Environmental Impact**
- **Food Safety**
- **Nutrition & Product Quality**

2024: By the numbers



313 employees work in our corporate office
53 hourly and **260** salaried corporate office employees



308,910 tons of corn, sorghum and wheat purchased from local grain farmers



2,803 employees in our Guymon, Oklahoma, pork processing plant
2,628 hourly and **175** salaried pork processing plant employees



\$2.055 billion in total sales from Seaboard Foods consolidated operations



2,693 employees work in farm operations
2,098 hourly and **595** salaried farm operations employees

¹ During 2024, changes to Seaboard Corporation's organizational structure became effective, and Seaboard Corporation's Chief Executive Officer assumed direct oversight of the liquid fuels business, previously also referred to as Energy Operations in our 2023 Sustainability Highlight Report. As a result, the liquid fuels business is no longer included in the financial and operational results of Seaboard Foods.

Employees

At Seaboard Foods, our team of more than 5,800 employees is the foundation of everything we accomplish. We are committed to creating a workplace where people can grow, contribute and feel part of something greater. Through meaningful career paths, strong training and development programs and a shared purpose, we are building a culture that empowers individuals and drives a passionate, high-performing team. Together, we are bringing excellence to the table—every day, in every role.



We paid **\$376,540,000** in salaries and wages



Women make up **32.8% of managers**



54.3% of open positions are filled by current employees



10 years average tenure of senior management

Safety Is A Priority

Total Recordable Incident Rate (TRIR)*

Pork Processing Plant

2024 - 2.56

2023 - 4.03

Farm Operations

2024 - 2.21

2023 - 3.86

*TRIR is below the industry average.

Lost Time Incident Rate (LTIR)**

Pork Processing Plant

2024 - .42

2023 - 1.14

Farm Operations

2024 - .41

2023 - .81

***LTIR is below the industry average.

Days Away Restricted Transfer (DART)**

Pork Processing Plant

2024 - 1.18

2023 - 3.38

Farm Operations

2024 - 1.71

2023 - 2.84

**DART is below the industry average.



In 2024, Seaboard Foods saw a marked improvement in key safety metrics across both farm operations and pork processing.

* 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: Championing career development with online learning

In 2024 Seaboard Foods deepened its commitment to employee growth by launching LinkedIn Learning for team members in salaried and clerical roles. This leading online platform offers more than 20,000 expert-led courses in business, creative and technology skills — available anytime, anywhere.

Team members now have the opportunity to build technical and professional skills at their own pace. From leadership and communication to emotional intelligence, these tools help support career development and strengthen workplace collaboration.

To boost engagement, Seaboard Foods introduced company-wide LinkedIn Learning Challenges —

friendly competitions that encourage exploration and promote a culture of continuous learning.

The platform also features structured and customizable learning paths, role-specific guides, career-pathing tools and AI-powered coaching. With access to more than 1,400 learning paths, nearly 40 role guides and 100-plus career development tracks, employees can take ownership of their learning journeys with confidence.

Seaboard Foods believes that when employees grow, the entire organization moves forward. By investing in flexible learning opportunities, the company is shaping a more skilled, engaged workforce—one course at a time.

LinkedIn Learning

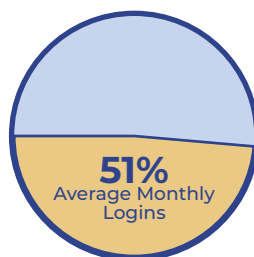
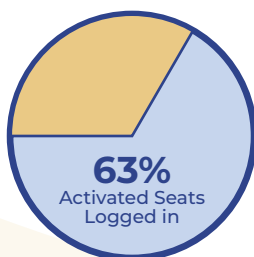


SEABOARD FOODS

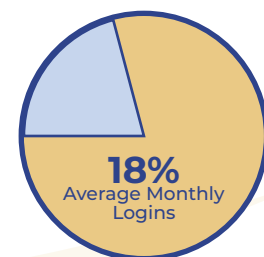
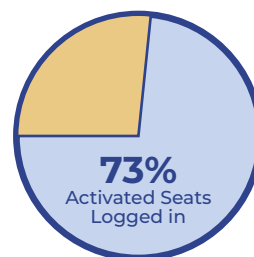
870
ACTIVATED
SEATS

283
AVERAGE
MONTHLY LOGINS

SEABOARD FOODS



PEER MEDIAN

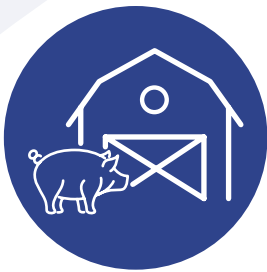


June 2024 - December 2024

Animal Care

We're committed to the humane care of our pigs. Our connected food system features a comprehensive animal care program directed 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****



✓ **98%** pass rate of third-party animal welfare random audits

✓ **96.5%** average third-party audit score

✓ **97%** pass rate of internal animal welfare random audits

✓ **93.9%** 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.

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 2024:

- Goal:** We will produce 1 million MMBtu of renewable natural gas (RNG) through biogas production at livestock farms.
 - Seaboard Foods has nine active RNG facilities at livestock farms, with one more under construction. About 1.1 million MMBtu of RNG has been produced since 2022.
- Goal:** We will have 3,000 acres engaged in fertilizer optimization.
 - Seaboard Foods has more than 6,000 acres engaged in fertilizer optimization, surpassing the set goal.
- Goal:** We will reduce 215,000 miles of diesel transport through better truck routing.
 - Seaboard Foods has reduced 486,003 miles of diesel transport through 2024, surpassing the set goal.



Produced enough MMBtu biogas to provide energy¹ for **14,323** average American homes a year.



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



2.99 gallons of water to produce **1 pound** of hog weight.²
3.45 gallons in 2023



Recycled **1,140,479 pounds** of cardboard at the Guymon pork processing plant.

¹Site energy including electricity, natural gas, fuel oils, steam and renewable energy sources. Source: U.S. Energy Information Administration.

²From pig birth to delivery to the processing plant. Does not include water for processing.



Environment Highlight: Counting every drop

Water conservation is a key priority, particularly in pork production, where efficient water use directly impacts both sustainability and animal welfare.

Over the years, Seaboard Foods implemented a range of water-saving technologies and practices across its farm operations. These include:

- Installation of water meters at individual farms to monitor and analyze daily water usage patterns.
- Use of water timers to control and optimize water delivery schedules.
- Deployment of wet/dry feeders and cup waterers to reduce spillage and unnecessary water consumption.

These measures have contributed to a more data-driven and efficient approach to water management.

In 2024, Seaboard Foods introduced a new water conservation initiative focused on nursery barns. The project involved the installed water regulators designed to control the flow rate of water delivered through nipple drinkers in individual nursery barn rooms.

Key features of the water regulators include:

- Adjustable flow control: Each regulator allows

for fine-tuning of water pressure, ensuring that water is dispensed at a rate appropriate for the age and size of the pigs.

- Reduced water pressure: Lower pressure makes it easier for pigs to drink efficiently, minimizing spillage and waste.
- Room-specific calibration: Regulators are installed at the room level, enabling customized settings based on animal needs and facility layout.
- Improved monitoring: Integration with existing water meters allows for real-time tracking of water usage and performance evaluation.

Initial data from water meters at the nursery facilities indicate that the regulators are achieving the intended results of water reduction. Early readings show a reduction in water usage of approximately 0.1 to 0.2 gallons per head per day, or about 20-25 million gallons annually. This improvement not only supports Seaboard Foods' sustainable efforts but also enhances animal hydration efficiency and barn management.

The company continues to look for additional ways to improve and steward the natural resources we use. That responsibility never ends.



Food Safety and Quality

At the heart of our mission is a steadfast commitment to providing safe, premium pork to our customers and consumers. We believe that meeting regulatory and industry food safety standards is just the starting point—our true goal is to exceed them. Across every stage of our production process, our dedicated teams are driven to innovate and improve. We want those who enjoy our products to know we're continuously pushing for better, safer and more responsible ways to deliver excellence in every cut.



We produced delicious, safe pork with **ZERO** product recalls in 2024.



Conducted annual **food safety plant audits** and data review with a multidisciplinary team focused on enhancing shelf life & product quality.



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

Guymon pork processing plant received a **Good (96%)** score in SQF audit.

Increased 2% from 2023.

Community

We take an active role in community life where we operate because it's where our employees and families live, work and play. We're determined to make a positive difference in our communities and in 2024 our community activities focused on three primary areas:

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



Investing in Our Communities

\$665,448 in financial and product donations to charitable causes

\$65,000 in scholarships to high school seniors

1,045 volunteer hours



Serving Our Communities

\$361,086 in donations to community events and club donations in Oklahoma, Texas, Kansas, Colorado and Iowa

322 organizations received support

660,996 total pork servings donated
67,750 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

474,096 pork meals to Operation BBQ Relief

\$46,272 in local school educator grants to support STEM education

\$20,000 matching donations with **CoBank's Sharing Success Program** supporting projects for **Gruver FFA Chapter, District One DA Task Force** and **Guymon Public Schools**.

Community Highlight: Celebrating community and heritage

At Seaboard Foods, sustainability means more than environmental or economic responsibility — it includes investing in the communities where we live and work. Our ongoing support of Pioneer Days in Guymon, Oklahoma, reflects that commitment. Guymon is home to the Seaboard Foods pork processing plant and the main office for farm operations with more than half of all employees living in the area.

Pioneer Days honors the region's history and Western heritage. What began as a modest celebration more than 90 years ago grew into one of the country's top Professional Rodeo Cowboys Association events. The festival now includes a parade, carnival, craft shows and community races — all centered around the rodeo.

As a presenting sponsor, Seaboard Foods helps make this event more inclusive by offering free admission and parking for Saturday and Sunday afternoon rodeo performances. These efforts ensure families can take part in the festivities without financial strain.

Our involvement goes beyond sponsorship. Dozens of Seaboard Foods employees volunteer throughout the week, lending time and hands-on support to make the event a success. From coordinating rodeo logistics to assisting community booths, their work reflects a shared pride in Guymon's identity.



For many, Pioneer Days is more than a festival — it's a reunion. Former residents return, families gather and traditions are passed down. Supporting this event is one of the ways we build stronger, more connected communities — a key aspect of Seaboard Foods' approach to social sustainability.

As we continue to grow, our goal remains rooted in responsible practices that include supporting the people and places that make our work matter.



seaboardfoods.com