



Wholestone Farms







Sustainability Report



Doing the right thing from farm to table – caring for our land, our animals, our communities, and our customers.

OUR SIX PILLARS

- Good Employee Practices
- Food Safety & Quality Assurance
- Community Involvement
- Consumer Choice
- Animal Welfare
- 6 Environment



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SUSTAINABILITY REPORT 2022 3

CEO Message

I am passionate about transparency, consumer choice and sustainable food production. The Wholestone team, including our farmer' owners make extensive efforts to record, tabulate and share this information each year.



DR. LUKE MINION

As a farmer owned company, we believe that simple reports and straight talk work well. You should be able to read and understand our report in 30 minutes or less.

Please do not conclude that the length of this report equals the measurement of our commitment. In fact, we believe the opposite, that short reports full of key information are the most beneficial in communicating to our supply chain partners and final pork consumers what they are choosing in a Wholestone Farms pork product.

For those that want to learn more, we are happy to engage in conversations. I hope you take the time to review this report and we welcome your questions as we continue to support transparency, consumer choice, and sustainable pork production.

Be well.

Dr. Luke MinionCEO, Wholestone Farms



Welcome to our Sustainability Report

We represent the ultimate sustainable system as our farmers are fully integrated — caring for the land and their animals across multiple generations.

At Wholestone Farms we want to have a conversation with you about sustainability. There continues to be a growing focus from people wanting to better understand the sustainability impact of their food.

We are committed to striving for continuous improvement. In this report, we want to highlight some of our most impactful measures taken in the last year that support our sustainability strategy across our six pillars — Good Employee Practices, Food Safety & Quality, Community Involvement, Consumer Choice, Animal Welfare and Environment. I am proud of the progress we have made and excited about even greater advancements and innovation in the future.

Thank you to our 240 farmer-owners and over 1270 Fremont team members for their extensive work to make these sustainability endeavours possible. We are committed to doing the right thing from our farms to your table — caring for our land, our animals, our communities, and our customers.

Dr. Carissa Odland, *Manager of Sustainability*

Carissa Colland

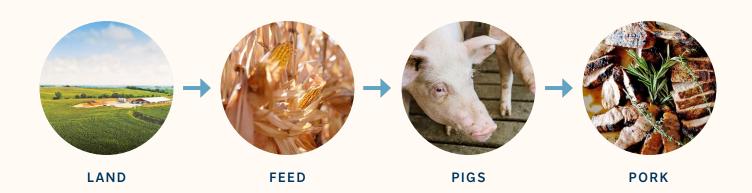
About us. What sets us apart?

WHO WE ARE

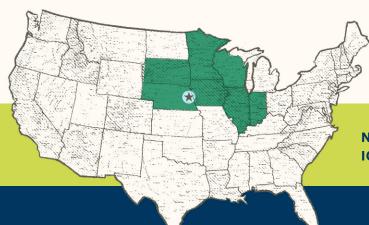
- We are farmer owned.
- We own and care for our pigs.
- We raise Duroc pigs to provide delicious pork.



WE ARE INTEGRATED



200 Farmer-Owners



NEBRASKA, SOUTH DAKOTA, MINNESOTA, IOWA, WISCONSIN, ILLINOIS, INDIANA

Together we produced 585 million pounds of wholesome high-quality pork.

WHAT WE DO

From the Midwest to tables across the globe.

Founded in 2018, we achieved a milestone in 2022 when our farmer-owned pork began shipping to customers under the Wholestone Farms brand. Markets we served in 2022 included Africa, Canada, Chile, China, Colombia, Dominican Republic, Guatemala, Japan, Mexico, Philippines, South Korea, and USA.

WHAT DRIVES US

Our vision.

We are an integrated pork supplier who creates growth and opportunity for the next generation of our family farmers. Our vision to bring the consumer closer to the farmer drives us every day.

Data Summary & Sustainability Goals

Pillar	Metric	Units	2021	2022	2023 Goals	
	Total employees at Fremont Plant	number of people	1281	1278		
	% Female	% of total employees	35.4%	35.2%		
	% Male	% of total employees	64.6%	64.5%	Maintain employee retention by enhancing	
TNC	Years of service at Fremont Facility				team member communication and	
FREMO	1-3 years		44.6%	52.0%	engagement resources including WSF app.	
ICES,	3-5 years	0/ - 5	8%	8%	Enhance employee surveys to generate	
PRACT	5-15 years	% of total employees	25%	19%	feedback with outcome- based measures.	
OYEE	Over 15 years		23%	21%	Build an engaged team by improving turnover	
EMPL	Employee Turnover Rate	% of employees leaving	39.72%	30.42%	rate year-over-year	
GOOD EMPLOYEE PRACTICES, FREMONT	Total Case Incident Rate	number of work-related injuries per 100 full-time employees	3.5	4.34	Maintain Total Case Incident rate ≤3.5 Maintain <1.9 Lost Time	
	Lost Time Case Rate	number of cases that involve days away from work per every 100 full- time employees	1.9	1.7	Case Rate	
JALITY MONT	Salmonella Category	scale 1-3, 1 being the best	1	1	Improve shelf life by 5 days	
OD SAFETY & QUALITY SURANCE, FREMONT	Safe Quality Food facility certification	scale 1-3, 3 being the best	3	3	Maintain best Salmonella Category 1	
FOOD SAFE ASSURANO	Public Health Rate (PHR) rate	# findings / # tasks associated with food safety risk	.15%	.26%	Achieve over 90% on SQF Assessment Achieve <0.5% PHR	
	Farmer-owners, Volunteer hours	hours	49,820	33,835		
ΔEN-I	Farmer-owners, Monetary donations	US dollars	\$2,410,554	\$2,854,860		
VOLVE	Farmer-owners, Pork donations	US dollars	\$284,945	\$232,910	Continue to grow	
COMMUNITY INVOLVEMENT	Fremont Facility, Volunteer hours	hours	265	597	community involvement year-over-year.	
СОМК	Fremont Facility, Monetary donations	US dollars	\$207,042	\$275,000		
	Fremont Facility, Pork donations	US dollars	\$8,760	\$11,000		

DATA SUMMARY & SUSTAINABILITY GOALS

Pillar	Metric	Units	2021	2022	2023 Goals
	Antibiotic Use	milligrams of antibiotic per pound of liveweight	31.89	41.40	
	Critically important	milligrams of critically important antibiotics per pound of liveweight	5.89	8.69	
DICE	Highly Important	milligrams of highly important antibiotics per pound of liveweight	24.70	30.24	
CONSUMER CHOICE	Not medically important	milligrams of not medically important antibiotics per pound of liveweight	5.96	3.95	Continue to investigate opportunities to enhance sow housing styles and other consumer preferred practices.
	Not on FDA list	milligrams of antibiotics not on FDA list per pound of liveweight	6.06	6.34	
	Sow housing with open pen gestation	% of sows	N/A	33%	
	Proposition 12 compliant Sow housing	% of sows	N/A	3%	
MAL FARE, FARM	Third Party Common Swine Industry Audits	number of farms audited	23	30	Continue to verify welfare
ANIMAL WELFARE, ON-FARM	Third Party Common Swine Industry Audits	average score	97%	96%	practices on farm. Achieve >95% scores.
ANIMAL WELFARE, FREMONT	Internal Animal Welfare Fremont Facility Audits	# audits conducted (% of total days harvesting)	243 (92%)	246 (94.9%)	Continue to audit >90% of harvest days
	Third Party Virtual Monitoring of Animals at the Fremont Facility	# hogs	290,400	303,400	Provide the most humane care and continue to
	Third Party Fremont Facility Welfare Audit	score achieved	100%	100%	verify welfare practices at our harvest facility.



DATA SUMMARY & SUSTAINABILITY GOALS

Pillar	Metric	Units	2021	2022	2023 Goals
	Energy use intensity	kwh per pound of liveweight, including electricity, propane and natural gas	0.18	0.16	
	Feed use intensity	pounds of feed per pound of liveweight	2.94	2.69	
	Manure production intensity	gallons of manure per pound of liveweight	0.53	0.87	
Ļ L	Water use intensity	gallons of water consumed and used per pound of liveweight	0.83	1.07	Increase accuracy and consistency of on-farm data.
ONME FARM	Farms utilizing renewable energy	# of producers	30	38	Investigate efficiency comparisons on-farm.
ENVIRONMENT, ON-FARM	Wind	# of producers utilizing wind / total producers utilizing renewable energy	5/30	6/38	Explore next gen technology options for enhanced tracking of resources on-farm.
	Solar	# of producers utilizing solar / total producers utilizing renewable energy	25/30 32/38		
	Renewable energy of KWH, on farm	% of total KWH utilizing renewable energy	6.8%	6.4%	
	Total pounds of liveweight (hogs) produced	total number of hogs x market weight	788,470,730	779,885,115	
	Electricity use intensity	kwh per pound of pork produced	0.0736	0.1022	Continue to decomposit
ENVIRONMENT, FREMONT	Water use intensity	gallons per pound of pork produced	0.8914	0.8746	Continue to document resource usage and establish goals by end of 2023.
	Gas use intensity	CCF per pound of pork produced	0.0065	0.0067	Continue to investigate renewable energy options for Fremont Facility.
	Sewage intensity	gallons per pound of pork produced	0.8081	0.67	Conduct energy consumption audit across
	Total number of harvest operations	number of facilities in operation	1	1	harvest facility.

Wholestone Farms II, LLC (commonly known as "Wholestone Farms") is a privately owned limited liability company based in Fremont, NE. The Board of Directors oversees all activities and provides guidance to the leadership team at Wholestone Farms on items related to economic, environmental, and social topics.



Employee Engagement & Retention at our Fremont Facility

WHAT SETS US APART?

The dedicated caretakers and team members at our farms and harvest facility are Wholestone Farm's most valuable resource. Each person plays a critical role in producing the highest quality pork products. We strive to provide our team members with a professional & transparent work environment that fosters engagement & success. We are committed to diversifying our team and providing advancement opportunities.

Comprehensive healthcare provides peace of mind.

- Wholestone Farms covers 81% of healthcare benefits for team members and offers competitive deductible plans.
- Wholestone Farms healthcare benefits offerings are ranked in the top 1/3 of the manufacturing industry.*

Planning for the future goes a long way.

▶ Wholestone Farms offers a 401(k) plan with a generous employer match and a wide variety of investment options. Team members are eligible to begin contributing to the 401(k) upon hire and the company will match 100% of the first 6% a team member contributes to the plan once they have met the eligibility period.



IN 2022 WE ACCOMPLISHED

- ▶ Reduced turnover by 11% year-over-year and accomplished a lower turnover rate compared to industry average based on Bureau of Labor Statistics for Meat Packers.
- Enhanced new team member training and development experience with additional production specific training resources and curriculum.
- Enrolled new team members in the Maintenance Sponsorship program.
- ► Involvement in local policy efforts to promote our farmerowners, business, and industry by defeating an antiagriculture ballot initiative.

Creating a good work environment starts with employee training & providing benefits to take care of employees and their families.



> 28,000 hours

NEW HIRE TRAINING > 7,600 hours

CONTINUED TRAINING WITH ALL TEAM MEMBERS

^{*} Based on the 2022 Gallagher National Benchmarking Survey

Worker Safety at our Fremont Facility

WHAT SETS US APART?

We prioritize having a safe and healthy workplace to ensure our teams are ready to do what we are passionate about on our farms and at our harvest facility.



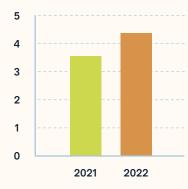


IN 2022 WE ACCOMPLISHED

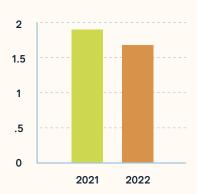
- ► A dedicated Safety Campaign was introduced to reignite and expand safety efforts.
- Initiated a partnership with a professional in-house
 Occupational Therapist and implemented:
 - Enhanced health maintenance program that encourages and allows team members to attend injury prevention clinics.
 - Conducting physical evaluations by job and responsibilities to ensure safe working conditions and practices to prevent strains and injuries.
- Achieved an OSHA Recordable Rate and Lost Time
 Case Rate that are lower than industry average based
 on Bureau of Labor Statistics for Meat Packers.
- Conducted over 450 safety inspections across all 19 departments at our Fremont facility.

The Enhanced Worker Safety
Agreement was signed in 2022 with
the Union to further signify our
commitment to our current and future
safety practices. This commitment
includes safety committees
encompassing a cross functional
team across all areas of the Fremont
Facility, dedicated training time to
those on the safety committee, and
continued comprehensive reporting of
medical visits and injuries.

OSHA INCIDENT RATE BY YEAR



LOST TIME CASE RATE BY YEAR





Engage in third party ergonomics review in 2023-2024 to reinforce our commitment to safety.

Food Safety & Quality Assurance

WHAT SETS US APART?

We are dedicated to producing safe, wholesome protein for our customers and consumers to enjoy. Food safety starts with raising healthy animals on our farms. We prioritize health from birth through the growing phase. Our strong focus on food safety continues through the harvest process.

Our processing facility in Fremont, Nebraska, has a strong food safety program and we are committed to continuous improvement. New systems implemented in 2022 have shown great improvements in the shelf life of our product. Upgrading to a new snap chill cooler and implementing additional pre-chilling interventions has allowed us to enhance meat quality. In 2023, we plan to implement the final initiatives, including a state-of-the-art fabrication facility, to improve our shelf-life above industry standards. This opportunity provides the customer with more time to use our delicious products safely and confidently.





Safe Quality Food (SQF) is a globally recognized audit standard that verifies food safety and quality programs in food manufacturing. It provides peace of mind for our customers and builds trust with our consumers.



Continue to achieve best category for Salmonella standard:

SALMONELLA CATEGORY 1 Approved for USDA AMS:

PQA+ EXPORT PROGRAM

Continue to maintain:

SQF LEVEL 3



Improve shelf life by 5 days by end of 2023.

Community Involvement

WHAT SETS US APART?

Our farmer-owners have a legacy of being involved in our communities. We recognize that strong partnerships create strong communities.



	FARMER OWNERS	FREMONT TEAM
Volunteer	33,835 hours	597 hours
Monetary Donations	\$2,854,860	\$275,000
Pork Donations	\$232,910	\$11,000

WHOLESTONE'S PILLARS OF COMMUNITY INVOLVEMENT

7 EVENTS

Feed our Community

(Fremont Facility)

12 EVENTS

Educate our Community

(Fremont Facility)

10 EVENTS

Health & wellbeing of our Community

(Fremont Facility)







Consumer Choice

WHAT SETS US APART?

We own and care for our animals and we have flexibility to meet consumer choices for practices on our farms and at our harvest facility.



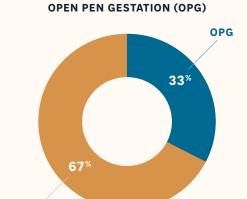
SOW HOUSING STYLE

Our animals can be well cared for in multiple different housing style options.

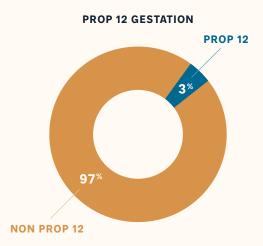
There are sustainability benefits and trade-offs for different housing styles for adult swine. In 2022, we continued our efforts on Traditional Stall Housing, Open Pen Gestation, and Housing that meets CA Prop 12 requirements. Sow housing styles can vary based on the housing design, social interactions, and provision of additional enrichment.

We desire to be transparent about the practices that we use on our farms.

- We are committed to aligning our farmer-owners and attribute programs to create choices for customers. There are sustainability benefits and tradeoffs for different practices implemented on our farms.
- Consumer choice preferences may include sow housing style, antibiotic use, and nutritional requirements (vegetarian diet, ractopamine-free, etc.).



NON OPG



ANTIBIOTICS

Our farmer-owners prioritize raising healthy animals.

Antibiotics are a tool that we use to care for our pigs. We are committed to preserving our tools, such as antibiotics, through sound health programs and antibiotic stewardship. There are sustainability benefits and trade-offs for different antibiotic programs.

Our producers have some of the lowest antibiotic usage in the industry.

Which reflects our focus on the health of our pigs, prioritizing animal care, and regular review of antibiotic usage.

Wholestone Farms requires all producers delivering to our harvest facility to report their total antibiotic usage on an annual basis.

Below is a summary of data from Wholestone producers in 2021 and 2022.

Resource Intensity	2021					2022					
Resource intensity	Units	N	% Included	Mean	SD	Range	N	% Included	Mean	SD	Range
Total Antibiotics	mg / lbs liveweight	177	97%	31.89	24.80	1.47 - 131.47	189	99%	41.40	34.16	1.03 - 186.04
FDA Critically Important	mg / lbs liveweight	137	91%	5.89	4.80	1.00 - 31.67	179	82%	8.69	7.08	1.07 - 42.13
FDA Highly Important	mg / lbs liveweight	170	96%	24.70	21.78	1.14 - 132.03	180	99%	30.24	26.12	1.08 - 155.80
FDA Not Medically Important	mg / lbs liveweight	114	81%	5.96	9.22	1.03 - 47.73	130	90%	3.95	3.79	1.00 - 28.45
Not FDA	mg / lbs liveweight	108	82%	6.06	7.73	1.06 - 9.15	62	73%	6.34	6.90	1.07 - 33.73

N represents number of farms initially reporting and % included represents the percent of farms included in final calculations (mean, min, max, SD) after analysis removing outliers and utilizing inclusion criteria of biological thresholds.

We are leading the industry with the most reported on-farm antibiotic data.

We will continue to gather and monitor antibiotic usage data to inform science-based decision making. Additionally, we are collaborating with partners in opportunities to better understand antibiotic resistance on farm and at the harvest facility to comprehend how our practices are impacting antibiotic stewardship and public health.



Animal Welfare

WHAT SETS US APART?

We are passionate about providing a high level of care for our animals every day from birth to harvest.

Animal welfare is a reflection of the state of the pig.

This includes nutrition, environment, health, and behavioral interactions. Regardless of what practices consumers choose, we are dedicated to ensuring our animals receive a high level of care every day.

We are dedicated to continuous improvement and proving our practices through certification and verification programs.

These include Pork Quality Assurance Plus (PQA+), Transporter Quality Assurance (TQA), internal welfare audits and third-party welfare audits conducted at our farms and Fremont facility. These programs are a core component of our welfare program and demonstrate our desire for transparency and authenticity to high standards in raising and caring for our pigs.







Continue to achieve >95% on audits at our farms and harvest facility.









Environment

WHAT SETS US APART?

Our farmer-owners and harvest facility team have a legacy of environmental stewardship. Farmers have been diligent in using less to produce more for generations. To monitor and report the resources that we use in a transparent manner, we track resource intensities on our farms and at our harvest facility. We continue to investigate how we can improve and maximize our resource efficiencies as well as identify new ways to use by-products and manage waste.

RESOURCE INTENSITIES ON FARM

Our carbon footprint on the farm is impacted primarily by energy, water, manure, and feed.

Resource		2021						2022					
Intensity	Units	N	% Included	Mean	SD	Range (min-max)	N	% Included	Mean	SD	Range (min-max)		
Electric	kwh / lbs liveweight	187	72%	0.04	0.016	0.02- 0.10	211	96%	0.05	0.017	0.02- 0.11		
Propane	gal propane / lbs liveweight	188	69%	0.004	0.0022	0.001- 0.014	208	96%	0.004	0.0025	0.001- 0.02		
Water	gal water / lbs liveweight	176	61%	0.75	0.16	0.52- 1.25	204	90%	0.78	0.18	0.51- 1.38		
Manure	gal manure / lbs liveweight	191	74%	0.44	0.16	0.17-1.11	220	99%	0.51	0.18	0.10- 1.12		
Feed	lbs feed / lbs liveweight	184	54%	2.44	0.25	2.00- 3.08	216	78%	2.43	0.28	1.91- 3.08		

N represents number of farms initially reporting and % included represents the percent of farms included in final calculations (mean, min, max, SD) after analysis removing outliers and utilizing inclusion criteria of biological thresholds.



Increase accuracy and consistency of on-farm data collection.

RESOURCE INTENSITIES AT OUR FREMONT FACILITY

At the harvest facility, we monitor energy, water, gas, and sewage.

	Electricity		Water		Ga	ıs	Sewer		
Year	KWH/lbs meat	KWH/head	Gal/lbs meat	Gal/head	CCF/lbs meat	CCF/head	Gal/lbs meat	Gal/head	
2022	0.1022	21.86	0.8746	187.01	0.0067	1.43	0.6761	144.56	
2021	0.0735	15.58	0.8914	188.78	0.0064	1.37	0.8081	171.13	

Environment

WHAT HAVE WE LEARNED from our first two years of tracking environmental resource intensities?

- Gathering resource intensity data has allowed us to learn and improve efficiencies on-farm and at our Fremont facility. Continuing to monitor and gather more data will assist us by grounding our decisions in facts and aligning our goals with evidence.
- 2. One of our goals for 2022 was to investigate carbon footprint calculators for on-farm activity. Through our research we have identified that reporting the resource intensity is currently the most transparent way to report our data authentically and accurately. We will continue to study and review carbon footprint calculator options as research continues to develop and evolve.



Pigs are the ultimate example of regenerative agriculture.

Wholestone producers recycle manure as organic natural fertilizer. Most of our farmer-owners own land where they raise crops to feed their pigs. The pigs produce manure which is utilized as organic natural fertilizer that replenishes the soil.





Renewable Energy

We are committed to investigating renewable energy technology options. We have 38 farmer-owners utilizing renewable energy on their farms. We are currently evaluating renewable energy options for our Fremont facility.

UN Sustainability Development Goals

Nearly all our daily activities on our owner's farms and at our harvest facility are contributing to or aligned with all 17 UN Sustainable Development goals.

Throughout this report, the different practices being highlighted will reflect our efforts across the six specific goals listed below.





END POVERTY IN ALL ITS FORMS EVERYWHERE



END HUNGER, ACHIEVE FOOD SECURITY AND IMPROVED NUTRITION AND PROMOTE SUSTAINABLE AGRICULTURE



ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL



PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL



ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS



PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION, AND HALT AND REVERSE LAND DEGRADATION AND HALT BIODIVERSITY LOSS

GRI Content Index

Wholestone Farms has reported the information cited in this GRI content index for the period of January 1 through December 31, 2022 with reference to the GRI Standards. Our organization reported this information with reference to the GRI Sustainability Reporting Standards (GRI Standards) to provide transparency on how we aim to contribute to sustainable development and to disclose our potential impact on the economy, environment, and people.

GRI Standard	Description	Location in the report			
	GRI 102: General Disclosure Organization	Profile			
Disclosure 102-1	Name of the organization	Wholestone Farms			
Disclosure 102-2	Activities, brands, products, services	About Us			
Disclosure 102-3	Location of headquarters	Fremont, Nebraska USA			
Disclosure 102-4	Location of operations	USA			
Disclosure 102-5	Ownership and legal form	About Us. Boundary & Data Summary.			
Disclosure 102-6	Markets served	About Us. Boundary & Data Summary.			
Disclosure 102-14	Statement from senior decision-maker	CEO message			
Disclosure 102-16	Values, principles, standards, etc.	Vision and Core Values			
Disclosure 102-18	Governance structure	About Us. Boundary & Data Summary.			
	GRI 302: Energy				
Disclosure 302-3	Energy intensity	Boundary & Data Summary. Environment. Includes energy consumption within the organization.			
	GRI 400: Social; GRI 401: Employmer	nt			
Disclosure 401-1	New employee hires and employee turnover	Boundary & Data Summary. Good Employee Practices.			
Disclosure 403-1	Occupational health and safety management system	Boundary & Data Summary. Safety.			
Disclosure 404-1	Avg hours of training per year per employee	Good Employee Practices			
	Governance				
102-47	List of material topics	Boundary and Data Summary			
103-1	Explanation of the material topic and its Boundary	Contained within each section of report			
103-2	The management approach and its components	Contained within each section of report			
103-3	Evaluation of the management approach	Contained within each section of report			





