



**BUTTERBALL®**

**A Company Led by Purpose**

2024 Corporate Social Responsibility Report



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BUTTERBALL'S PURPOSE:

**We Exist to Help People Pass Love On.**



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## A Letter from Our President and CEO Jay Jandrain

**We focused on meaningful talent experiences, growing our Management Trainee Program and internship pipeline, while local HR teams elevated line worker support with education, advancement and people-first benefits.**

Every year, we review our strategic priorities to ensure they align with Butterball's long-term goals and position us for sustainable success. In 2024, our objectives remained on target, and every initiative was approached through the lens of our Purpose: *We exist to pass love on.*

### Our five strategic initiatives were:

1. Transform our business and brands
2. Provide meaningful talent experiences
3. Mitigate priority risks
4. Increase operational excellence
5. Drive better decisions with business intelligence and analytics

Thanks to the dedication of our leadership and team members, we achieved significant progress across each area, which is highlighted in each pillar of this report.

In transforming our business and brands, our marketing and sales teams expanded into new markets, launched innovative products and deepened customer connections. Notable initiatives included two editions of the Butterball Togetherness Report™, redesigned packaging for our retail portfolio, and impactful marketing campaigns that drove sales and brand awareness.

Providing meaningful talent experiences was another major focus. Our enhanced Management Trainee Program, supported by a strong internship pipeline, saw record growth and retention. Local HR teams elevated the experience for

team members with engaging education, advancement opportunities and people-first benefits.

We also advanced risk mitigation through new processes and systems that improved efficiency and strengthened industry-leading safety practices. This included supporting contract growers as turkey-health challenges impacted the industry and evaluating and strengthening third-party partnerships.

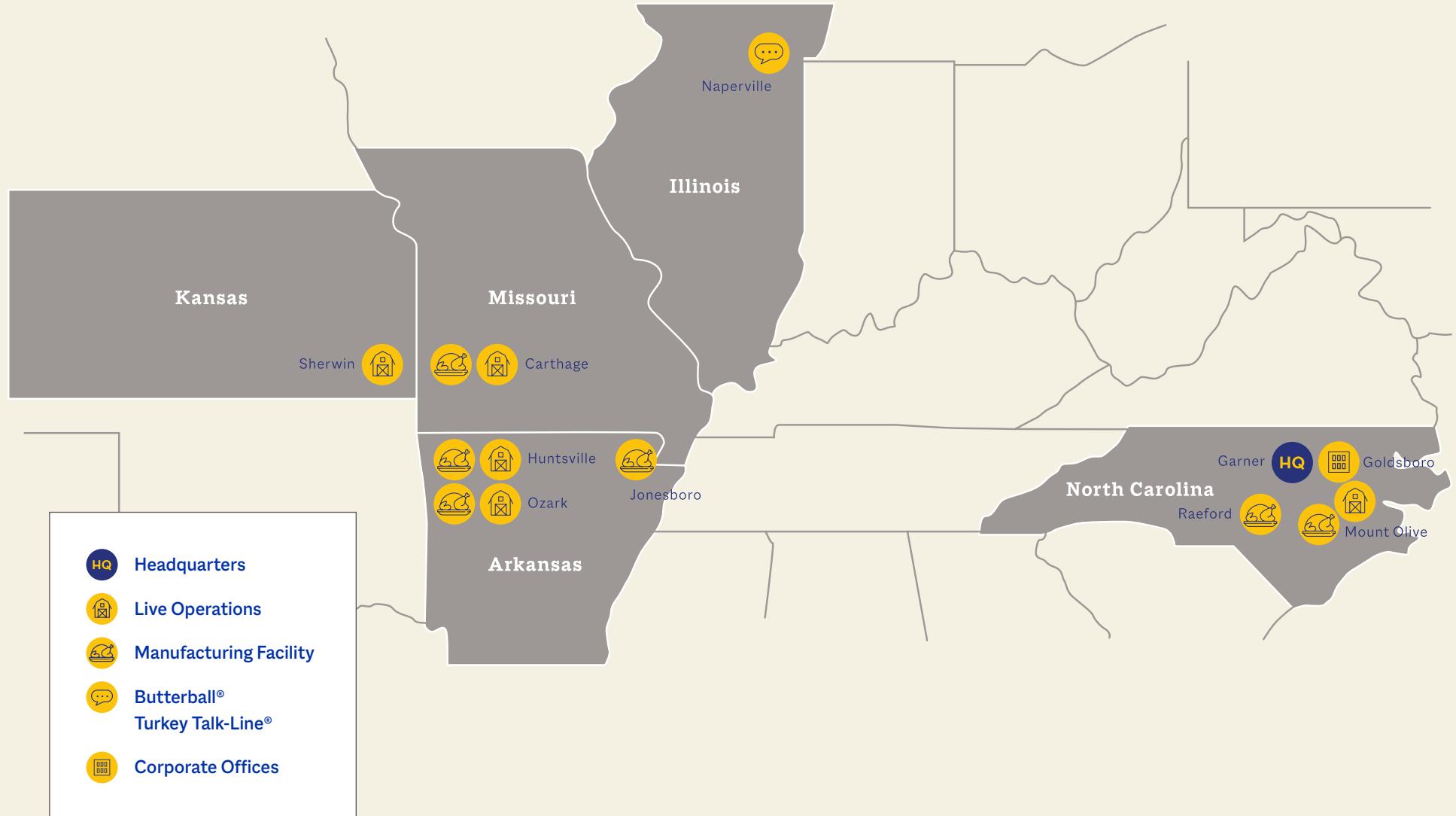
Operational excellence gained momentum with the introduction of our Balanced Scorecard, providing real-time performance insights to the entire organization. This directly fueled our fifth initiative – driving better decisions with business intelligence and analytics – supported by investments in business systems like our SAP upgrade and the onboarding of Cority, a system to help us track sustainability efforts and achievements.

It's an exciting time at Butterball. By leading with a purposeful and persistent focus on continuous improvement, workplace culture and industry-leading initiatives, we are shaping a stronger future for our business and our people while continuing to serve consumers and customers with excellence.

*Pictured right: Jay Jandrain, President and CEO, regularly visits Butterball facilities to engage with team members and share updates on business performance and strategic initiatives. His collaborative leadership also extends industry-wide through his role on the Executive Board of the National Turkey Federation.*



# Our Facilities and Headquarters



# Leading with Purpose at Butterball



**A**t Butterball, our Purpose is simple but powerful: *We exist to help people pass love on.* It's the foundation of our brand and the heart of our culture. For our consumers, that love shows up in meals shared with people you care about, in traditions, and in memories made around the table.

For our team members, our Purpose is a meaningful part of our culture, reflected in how we lead, collaborate and connect with each other. We use our Purpose as the center point of our culture because it is what sets us apart from other places to work. Our Butterball Way behaviors – Safety First, Integrity, Enthusiastic Attitudes, Continuous Improvement and Stewardship – are expectations for the ways we work, and they are non-negotiables for anyone that is part of the Butterball team. But our Purpose is something that is unique to Butterball and helps our team members be part of something bigger than themselves or the jobs they do. Team members across Butterball say they

see and feel our Purpose every day in leadership, in our culture, and in how we treat one another.

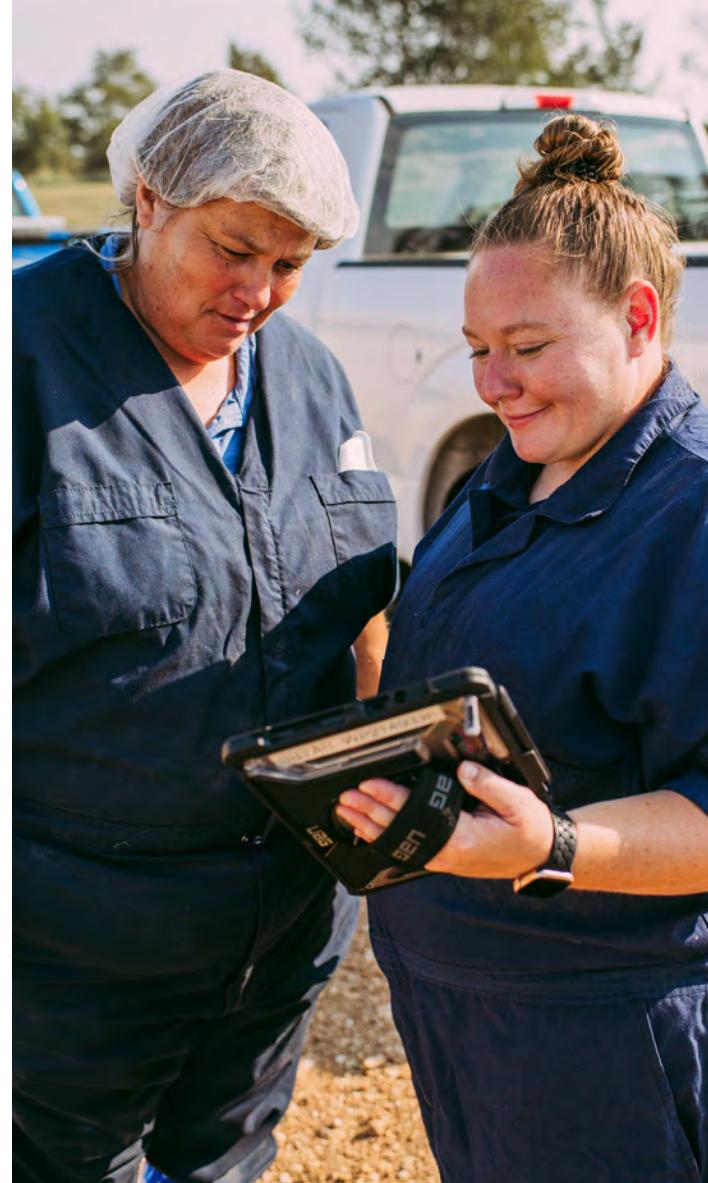
Leading with Purpose is about showing up for each other, taking pride in what we do, and believing that every role matters. It means acting with integrity, doing things the right way even when no one's watching – especially when no one is watching.

When people feel a sense of purpose, they do their best work. That's why we're committed to embedding our Purpose into everything we do – recognition programs, communications, development opportunities, and more – and building a culture where people want to stay, grow and thrive. You'll see this exemplified throughout the report, in every pillar.

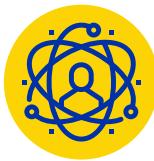
When we put purpose in our work, we don't just create great food, we create something that truly connects people, and that's what makes Butterball special.



***When people feel a sense of purpose, they do their best work. That's why we're committed to embedding our Purpose into everything we do – recognition programs, communications, development opportunities, and more – and building a culture where people want to stay, grow and thrive.***



# People



***This redesign was about more than structure – it was about intent. We’re developing high-performing leaders who understand not just what we do, but how we do it – embedding our culture and behaviors at every step.”***

– Emily DePalmo, Talent Programs Manager

## PROGRAM HIGHLIGHT

# Butterball’s Management Trainee Program Cultivates Next-Gen Leaders

**B**utterball overhauled its Management Trainee Program (MTP) in 2024 as part of a broader talent strategy aimed at developing frontline leaders from the inside out. The redesigned program is already paying dividends – creating a deeper, more agile leadership bench while offering recent college graduates an immersive, well-rounded start to their careers.

The one-year rotational program places trainees in a series of three key assignments across the company’s facilities and support functions. Trainees are immersed in everything from production and quality assurance (QA) to sustainability, supply chain, information technology and marketing. The objective is to build well-rounded, leadership-ready employees who understand the full breadth of the business.

“This redesign was about more than structure – it was about intent,” said Emily DePalmo, who leads Butterball’s talent programs. “We’re developing high-performing leaders who understand not just what we do, but how we do it – embedding our culture and behaviors at every step.”

Previously, the program was location-based and decentralized, limiting collaboration among participants. Now, the MTP operates in cohort style – encouraging camaraderie, shared learning and professional growth. Rotations span multiple sites, including Garner and Mount Olive, N.C., and Huntsville, Ark., with housing provided during the program. That flexibility is key to attracting top-tier talent.

The shift to a cohort model was also driven by a business need: high turnover in frontline supervisor and plant support roles. Butterball saw an opportunity to fill these

*continued next page »*

*Pictured right: From learning to leading, our talent program empowers future leaders through collaboration, innovation and knowledge-sharing every step of the way!*

*Pictured on the previous page: Butterball team members are at the heart of our business. They live our Purpose – to help people pass love on – from our farms to tables globally.*



# People

essential positions with trainees – many who started as interns – who already know the company and its culture.

In fact, Butterball's internship program now serves as a feeder system for the MTP, with several former interns joining the 2024 class of 18 trainees. Recruiting efforts are focused on college campuses in North Carolina, Arkansas, Missouri and beyond – targeting students in poultry science, animal science, supply chain and business disciplines.

Housing and relocation assistance have also proven to be attractive benefits.

"It's a big differentiator," said Mishlee Fernandez, who oversees hourly and salaried talent acquisition. "It allows us to bring in people from across the country and help them get rooted in our local communities."

While the MTP supports professional growth by exposing trainees to all areas of the business, it isn't just about moving through departments. It's about leadership preparation and the behavioral and people-management side of the equation. Trainees participate in DiSC and StrengthsFinder assessments, HR-led roleplay scenarios and simulated challenges like climbing Mount Everest (figuratively). One-on-one coaching, monthly social events and a midyear retreat reinforce the importance of community and continual learning.

Throughout the program, trainees are supported by "connection champions" at each site, while weekly check-ins keep the cohort engaged throughout the 12-month

journey. The experience culminates in a graduation celebration each May, when trainees learn their post-program placements – typically as frontline supervisors in production, QA or safety roles.

MTP participant Shawna Emmons said the experience has already been transformational.

"Butterball made a wonderful impression on me through its exceptional work atmosphere," Emmons said. "This program deepened my knowledge as a manager and really helped me hone my leadership skills."

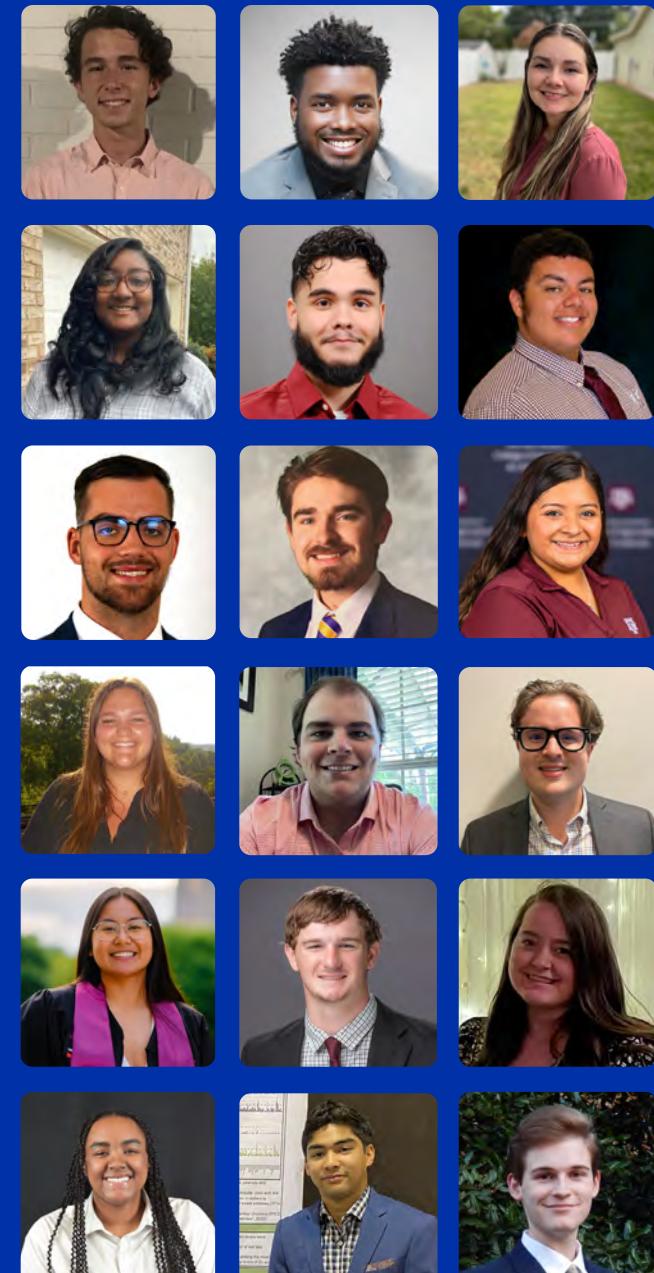
The Butterball Executive Leadership Team views the MTP as an investment in long-term continuity and smart succession planning. The company is deeply focused on developing talent who can carry forward its culture and operational excellence.

"At Butterball, professional and personal development is an ongoing strategic initiative that is essential to our culture and Purpose," said Jay Jandrain, President and CEO. "We're dedicated to selecting the best-fit candidates and placing them in meaningful, challenging roles that contribute to measurable business impact. Our management trainee and intern programs have been a great way to discover future full-time team members."

With more trainees expected in 2025, the program is scaling steadily. Butterball's approach reflects a growing trend in food manufacturing: blending hands-on training with strategic development to create a new generation of leaders ready for the complex challenges of the industry.

***"My most valuable experience from the Management Trainee Program was working across three different facilities and meeting hundreds of people who come to work every day to help pass love on. I found it valuable to be able to travel to the Midwest and see parts of the country I would not have otherwise."***

***- Garrett Smitherman, 2024 Management Trainee***



## PROGRAM CALLOUTS

### Poultry Pals Designed to Encourage Mentorship

**Peer-led program builds confidence, cuts turnover, and grows future leaders**

Butterball experienced early success with a new mentorship initiative aimed at improving retention, onboarding and leadership development. Launched in 2024 at the Raeford, N.C. processing facility, Poultry Pals is a peer buddy system pairing new team members with experienced colleagues during their first eight weeks on the job.

The program was developed by Butterball team members after internal data revealed the company's highest turnover occurred within an employee's first 60 days. Raeford supervisors noted that new hires often had basic questions – like who to call if they're sick – that weren't always answered early enough. Poultry Pals aims to close that gap.

Each new team member is matched with a peer mentor who meets with them regularly, using a guide created by Lindsey Bullerman, an organizational development analyst. The program outlines weekly 15-minute conversations focused on building workplace familiarity and connection. In return for their time and support, mentors receive \$250 worth of Butterball Rewards upon completing the eight-week program.

The results at Raeford were impressive. Early turnover dropped, and veteran team members appreciated the opportunity to take on informal leadership roles. That momentum sparked plans to expand the program to other plants in 2025, starting with Carthage, Mo.

"We wanted to create a simple, people-first solution to improve retention and build confidence," said Art Lankford, vice president of operations. "Poultry Pals gives new team members a familiar face and veterans a chance to lead. It's a win-win."



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**– Art Lankford, Vice President of Operations**



***Onboarding got a boost with Poultry Pals, a mentorship program piloted at Raeford, which matched new hires with experienced team members for eight weeks of guided check-ins. Designed to address turnover in the first 60 days, the program proved effective and will expand to other locations.***

## PROGRAM CALLOUTS

### Listening, Learning, Leading: Butterball's People-First Culture in Action

Butterball's human resources (HR) and organizational development teams made 2024 a landmark year by translating employee feedback into real, measurable progress. Insights gathered from the company's Belonging & Inclusion (B&I) survey shaped several new and expanded initiatives focused on team member development, workplace flexibility and engagement.

One example: Product sales at significant discounts were reintroduced in response to team member input, generating 982 orders, totaling 3,125 cases sold in employee purchases. This benefit was just one way Butterball responded to feedback from team members across its facilities.

Learning and career development also took center stage. The pilot of Quick Bites with MasterClass at Work brought

short-form, engaging content directly to the plant floor. Butterball team members – 60% of whom are millennials or Gen Z – embraced the flexible format, which paired weekly leadership topics with discussions for team leads.

B YOU! Centers continued to open across our facilities, this year in Raeford and Mount Olive, N.C. The centers provide a dedicated workspace for language learning, MasterClass access and personal development. These on-site hubs reinforce Butterball's Purpose by making resources accessible where team members work.

Lastly, enhanced policies around paid time off and attendance – rooted in conversations during B&I sessions – also reflect Butterball's evolving approach to flexibility and fairness.

By listening first and acting with intention and purpose, Butterball continues to build a workplace where team members feel seen, heard and supported.

***B YOU! Centers serve as dedicated spaces where team members can utilize professional development resources, engage in continuous learning and access company resources during their workday.***



### Moments of Purpose

In April, our Ozark, Ark. facility sponsored Ozark High School's Signing Day. Participants were entered into a drawing to win dorm or apartment supplies donated by Butterball, including mini-fridges, TVs, microwaves, laptops, tablets and more. Providing support to the next generation of the local workforce is essential to cultivating future leaders within our community and industry.





## PROGRAM CALLOUTS

### Always Talking Turkey: Butterball's Turkey Talk-Line Gets a Purpose-Forward Refresh

Spanning more than four decades, the Butterball® Turkey Talk-Line® has been a holiday mainstay, offering confident support to home cooks from November 1 through Christmas Eve. In 2024, that tradition found vibrant new life with a full renovation of the Turkey Talk-Line's headquarters outside of Chicago, Ill., designed to better reflect Butterball's Purpose and the passion of the culinary experts behind the calls.

The newly branded space - complete with a mural by a local artist, a test kitchen and the cleverly named "Blue Room" media lounge - is more than just eye-catching. It's purposeful. The design pays tribute to the Turkey Talk-Line's 43-year

history, showcases milestones and features a "Celebration Wall" highlighting how experts pass love on during the holidays. The launch event, dubbed the "Wishbone Party," brought together both retired and current Talk-Line experts and their loved ones, who give up holiday time with their families to help others preserve theirs.



*Our newly renovated Turkey Talk-Line office blends decades of tradition with modern resources, equipping our experts to support hosts with trusted guidance for holiday hosting and turkey preparation.*

Leah Conover, a first year "freshman" expert, reflected fondly on her most memorable call that came from a widow grateful for the Turkey Talk-Line, which once saved her Thanksgiving. Leah said, "The Talk-Line brings such simple, uncomplicated joy in a time when we all could use a little more."

That spirit is echoed by longtime contributors like Carol Miller (40 years) and Phyllis Kramer (20+ years), who retired this season, as well as multigenerational and culinary family teams like Roni McDaniel and daughter Coren Hayes, and chefs Susan and Michael Maddox.

In its new digs, the Turkey Talk-Line also achieved a record number of media interviews - 170 total - including 60 conducted through a satellite media tour supporting new Butterball's Cook from Frozen whole turkey.

True to its mission, the Turkey Talk-Line continues to champion home cooks and foster confidence in the kitchen - one delicious Butterball turkey at a time.



***“Frontline employees can now raise issues during pre-shift huddles and see real-time data displays on the production floor, giving them ownership of both challenges and solutions. At the same time, corporate leaders use the system to inform strategy and track execution.”***

**- Vicki Jansen, Vice President of Research & Development and Process Optimization**

## PROGRAM CALLOUTS

### Empowering People Through Transparency

As Butterball continues to evolve into a more proactive and performance-focused organization, a new tool was introduced in 2024 to support the Butterball Operating Systems Solutions (BOSS). BOSS is a continuous improvement initiative that empowers team members to identify problems and suggest efficiencies from the production line level, which are then raised to the next level for consideration. The new Balanced Scorecard reflects how those suggestions are implemented and drives success through transparent performance tracking across all levels of the company.

At its core, the scorecard delivers data-driven reporting anchored by key performance indicators, objectives and key results. These metrics are carefully balanced, ensuring that progress in one area doesn't come at the expense of another. The scorecard spans eight crucial categories of the business and provides a single source for operational information.

“The Balanced Scorecard is one consistent, reliable view of performance that can be accessed and understood from the shop floor to headquarters,” said Vicki Jansen,

*Team members use the Balanced Scorecard to turn data into action, empowering everyone at every level of the business to see how we’re doing and where we can improve.*

vice president of research development and process optimization. “Frontline employees can now raise issues during pre-shift huddles and see real-time data displays on the production floor, giving them ownership of both challenges and solutions. At the same time, corporate leaders use the system to inform strategy and track execution.”

The implementation of the Balanced Scorecard has been transformational. Team members are gaining confidence in using the data to drive action, developing new habits, problem-solving and aligning strategies. We’re also seeing improved safety scores, reduced injury rates, enhanced food safety and quality assurance tracking, and the integration of environmental metrics – many of which were previously delayed or disconnected. As the system continues to mature, Butterball will benefit from greater visibility, engagement and accountability at all levels.



# Plate



## PROGRAM HIGHLIGHT

# Innovation Meets the Moment

## *Cook from Frozen Premium Whole Turkey and New Foodservice Products Deliver on Convenience and Quality*

In 2024, Butterball launched two new product innovations designed to meet the evolving needs of its consumers and customers. Consumers were introduced to the new Cook from Frozen Premium Whole Turkey, making preparing and cooking the Thanksgiving turkey effortless; Butterball's Foodservice team launched a line of pre-cooked ground turkey products for its K-12 customers, providing kid-approved, healthy turkey choices for school-aged children. These introductions reflect Butterball's ongoing commitment to inspiring togetherness through products that make mealtime easier.

***With a simple two-step process - unwrap and roast - Cook from Frozen eliminates prep time and thawing. From freezer to the oven, hosts become the holiday hero in hours, serving a golden-brown, juicy centerpiece that consumers have come to expect from Butterball.***

### **A Game-Changing Holiday Solution**

After years of research, consumer testing and a pilot launch, Butterball's Cook from Frozen Premium Whole Turkey officially debuted in October 2024 at select retailers across the country. The product solves for the biggest pain point when preparing a whole turkey at the holidays identified by both Butterball® Turkey Talk-Line® data and national surveys: thawing the turkey.

With a simple two-step process - unwrap and roast - Cook from Frozen eliminates prep time and thawing. From freezer to the oven, hosts become the holiday hero in hours, serving a golden-brown, juicy centerpiece that consumers have come to expect from Butterball. It's also a seasonal

category breakthrough. Shopper data from a participating retailer revealed that 51% of its buyers had not purchased a whole turkey from their chain in the past four years, equating to true growth in the whole turkey marketplace. Perhaps most importantly, post-holiday surveys showed that Cook from Frozen reduced holiday stress for consumers by 89%. It didn't just sell - it solved a problem.

### **Commitment to K-12**

On the Foodservice side, Butterball launched fully cooked ground turkey taco filling and spaghetti sauce with ground turkey, delivering versatile, time-saving solutions for K-12 foodservice operators. The new offerings deliver consistent, flavorful turkey-based meals at scale and are easy to prepare and ideal for time-pressed kitchens. While launched for schools, these items have broader foodservice appeal in hospitals and senior living facilities.

Looking forward, Butterball is poised for continued innovation in retail and foodservice, providing mealtime solutions for both home cooks and foodservice professionals.

*Previous page: We believe people should feel good about what they eat. Our team members bring care and dedication to every step of production, delivering trusted, high-quality turkey products that families can confidently serve to their loved ones.*

*Pictured right: The Cook from Frozen Premium Whole Turkey launch generated unprecedented media coverage like the nationwide broadcast from the Turkey Talk-Line kitchen. Innovative solutions like Cook from Frozen and ready-to-serve fully cooked ground turkey taco filling are expanding our reach into new markets and meeting real consumer and customer needs.*





# Plate



*Our network of over 550 contract growers and our animal care experts play a vital role in fulfilling our mission to deliver delicious, trusted turkey products enjoyed by families every day.*



## PROGRAM CALLOUTS

### Strong Roots: Butterball Grows Loyalty Through Support and Recognition

At Butterball, supporting our independent contract turkey growers goes beyond business – it's about building a relationship grounded in trust and confidence. In 2024, growers' flocks faced serious health challenges, including outbreaks of avian metapneumovirus (aMPV) and highly pathogenic avian influenza (HPAI). While HPAI-related losses were partially covered by federal indemnities, Butterball stepped up to fill the gaps during non-covered disease events. The company provided more than \$3 million in supplemental financial assistance last year – funds that helped growers cover operating costs and avoid devastating income shortfalls during disease events. In addition, Butterball also invested in new infrastructure and training in 2024 to improve biosecurity and mitigate future outbreaks.

“Our contract growers are an incredibly important part of the team,” said Dr. Vernon Felts, vice president of Live Operations. “Providing tools to protect our turkeys from devastating health events builds trust and strengthens relationships with our growers.

“Recognizing excellence is just as important as the financial support Butterball offers,” Felts continued. “As a company, Butterball consistently honors top-performing growers across our regions with quarterly and annual awards based on operational efficiency and care standards.”

***“Recognizing excellence is just as important as the financial support Butterball offers. As a company, Butterball consistently honors top-performing growers across our regions with quarterly and annual awards based on operational efficiency and care standards.”***

**- Dr. Vernon Felts, Vice President of Live Operations**



### 2024 Grower of the Year Recognitions



#### Missouri

Carthage Brooder of the Year – Campbell Hub  
Carthage Finisher of the Year – Cedar Road #5-8

#### Arkansas:

Ozark Grower of the Year – Mike Walker  
Huntsville Brooder of the Year – Luna  
Huntsville Finisher of the Year – Ricketts  
Huntsville All In All Out of the Year – Harris

#### North Carolina:

BBS Brooder of the Year – Lewis Turkey Farm  
BBN Brooder of the Year – BSM Brooders  
BBS Finisher of the Year – Gon Gon Gobblers  
BBN Finisher of the Year – Nahunta Community Farm



## PROGRAM CALLOUTS

### Food Safety: Continuous Improvement and Industry Leadership

Butterball's commitment to food safety was marked by advanced technology in 2024. The company remained at the forefront of food safety innovation, expanding trials of novel interventions throughout multiple areas of production. This included applying new technologies designed to reduce microbial risk in raw products without altering other quality-related attributes.

In parallel, Butterball proactively reassessed and reaffirmed its protocols related to environmental monitoring and response practices, reinforcing its long-standing prevention programs for ready-to-eat foods. In addition, sanitation services were brought in-house to standardize processes companywide.

A continued focus on enhanced root cause analysis, more rigorous protocols, and daily touchpoint reviews drove strategies that yielded significant success.

To further improve speed, accuracy and sustainability, Butterball began digitizing its food safety quality assurance systems in 2024. The initiative – launched



in our Carthage, Mo. facility – eliminates paper-based records, accelerates response times and strengthens audit readiness. These efforts will extend throughout the company in 2025.

Butterball's leadership in food safety and quality assurance extends beyond its own facilities. Team members contribute their expertise through service on nationally recognized professional committees including the National Advisory Committee on Microbiological Criteria for Foods, U.S. Poultry & Egg Association and the National Turkey Federation. These partnerships support Butterball's ability to help shape industry standards, from traceability enhancements to lotting protocols.

By leveraging technology and expertise, Butterball continues to enhance food safety and quality assurance protocols – ensuring the delivery of safe, high-quality products to families and foodservice providers across the globe.

### Investing in Smarter Processing and Safer Facilities

In 2024, Butterball took another step forward in modernizing its operations by introducing automated deboning systems at our Carthage, Mo. and Huntsville, Ark. facilities. The advanced production lines replaced a manual process. The automation now allows workers to oversee and support the equipment, increasing efficiency without eliminating jobs.

The shift to automation not only improves ergonomics and consistency but reflects Butterball's commitment to responsible innovation. Team members remain vital to quality control, providing oversight and stepping in for trimming and support as needed.

*Butterball upholds rigorous food safety protocols to ensure every product is delivered with the trust, quality and confidence our consumers expect and deserve.*



*We set high expectations for quality, accountability and performance while also fostering a workplace where team members enjoy their roles and take pride in their contributions.*

This past year also marked the completion of a major safety milestone: Butterball was awarded Highly Protected Risk (HPR) status by FM Global for its fire prevention and systems upgrades. This designation, rare in the food industry, follows tens of millions in infrastructure investments across facilities, including new construction materials and safety system enhancements.

Continued investment in enhanced operations illustrates how Butterball is committed to creating a more productive work environment while keeping "Safety First" at the heart of the business.



## PROGRAM CALLOUTS

### Bringing Butterball to More Tables

#### *Igniting Go-to-Market Strategies*

Butterball's go-to-market strategies in 2024 reflected a dynamic, consumer-first approach to growing brand awareness while gaining market share in strategic domestic and international markets.

In the U.S., Butterball leveraged strong consumer familiarity with its whole turkeys to expand westward, securing new retail opportunities on the West Coast with ground turkey products and introducing the brand to new households. In addition to this expansion, Butterball continued to close distribution gaps across the Midwest and Eastern Seaboard, strengthening its national footprint.

Working with both large national retailers, as well as trusted regional grocers, we are poised to ensure that our products are accessible in every community. To further

support availability, our online product locator helps consumers find Butterball items wherever they shop, making it easier than ever to bring trusted, high-quality turkey to their tables.

Meanwhile, international momentum has soared. The brand re-entered the UK market for the first time in two decades, picking up business with a popular British food retailer and selling whole turkeys for the holidays.

Turkey hot dogs, bacon, and burgers were launched in Latin American club stores. And in Puerto Rico and the Dominican Republic, social-forward campaigns helped bring cultural relevance to the Butterball brand.

To support the new business and enhance relationships with buyers and policymakers, the international team participated in USDA trade missions and presented at global food expos, such as the Paris-based Salon International de l'alimentation (SIAL) event. Team members also met with trade officials and congressional leaders to advocate for fair market access and promote U.S. poultry exports.

Looking ahead, Butterball's expansion into untapped domestic and international markets will continue to be a growth opportunity.





## PROGRAM CALLOUTS

### “Influencing” Brand Awareness

In 2024, Butterball engaged social media influencers to connect to audiences in a fun and unique way, launching one into a hot air balloon to make turkey burgers, and tapping international content creators to show off their turkey-cooking prowess to reach followers interested in healthy meals.

In the U.S., May through September, we turned summer into an elevated grilling event – literally! At the center of our Elevated Grilling campaign – a wordplay that highlighted both high-altitude cooking locations and the elevated flavors of turkey – was social media influencer, Kena Peay. As an active outdoorswoman and foodie, Kena was perfect for the job.

She grilled turkey smashburgers in a hot-air balloon and prepared smoked turkey sausages on a mountainside. Her ability to bring our idea to life with scroll-stopping content, combined with retail promotions at major grocers and media pulses prior to peak grilling weekends, helped Butterball achieve a year-over-year increase in summer portfolio sales.

Internationally, the brand extended its influencer strategy to Puerto Rico and the Dominican Republic, emphasizing

*Both domestically and internationally, social media influencers were key to introducing Butterball products to new audiences in 2024.*



turkey's health benefits. Capitalizing on a trend for delicious and nutritious protein options, influencers used video and creative turkey recipes to promote Butterball products to a new global audience.

From elevated grilling to multinational exposure, Butterball's 2024 sales and marketing initiatives delivered strong results and laid the foundation for an even more ambitious 2025.



#### TURKEY EGG ROLLS

Recipe created by: Blaine Fulton  
Prepared by: Herberttinary Brown

### Moments of Purpose

Butterball partnered with the Culinary Institute of Charleston at Trident Technical College to bring turkey innovation to the next generation of chefs. Through a donation to the program and hands-on collaboration in the kitchen, students created original recipes – like Hot Honey Crispy Turkey & Waffles, Southern Turkey Patties, and Turkey Egg Rolls – highlighting turkey's versatility across trending menus. Butterball filmed the

culinary students preparing their dishes, showcasing their creativity and giving them real-world experience and participation credits. This partnership not only supported a diverse group of second-year culinary students but also strengthened peer-to-peer learning among chefs and inspired a broader conversation around modern applications of turkey in foodservice. Filmed in the heart of Charleston's thriving hospitality scene, the initiative reflects Butterball's commitment to giving back while celebrating purpose-driven partnerships that shape the future of food.



## Butterball Togetherness Report:

Capitalizing on Consumer Appetite for Shared Meals



August 2024

## Butterball Togetherness Report

2024 Thanksgiving Outlook



September 2024

*In September, Butterball released the second Togetherness Report, which focused on consumers' plans for Thanksgiving. The 2024 Thanksgiving Outlook confirmed a deep commitment to celebrating the holiday together – even amid inflation.*

## PROGRAM CALLOUTS

### Butterball's Togetherness Reports Deliver Timely Consumer Insights

Butterball strengthened its role as a thought leader in 2024 with the release of two Togetherness Reports, each delivering timely insights into the powerful role food plays in bringing people together – not only during the holidays, but year-round.

The *Butterball Togetherness Report™: Capitalizing on Consumer Appetite for Shared Meals*, published in August, explored how consumers shop for and experience shared meals with family and friends. Based on a nationwide survey of over 2,000 grocery shoppers, the report found that 87% prefer to shop in-store when preparing a meal to share, and 69% wish they had more opportunities to host others. While time and space are common barriers, cost was notably not a deterrent – especially among younger consumers, who spend significantly more than older generations when hosting.

The report also offered grocery retailers strategic takeaways for better serving shared-meal shoppers:

recipe inspiration, smarter store organization, and an enjoyable, inclusive shopping experience that fosters confidence and community.

In September, Butterball released the second Togetherness Report, which focused on consumers' plans for Thanksgiving. The *2024 Thanksgiving Outlook* confirmed a deep commitment to celebrating the holiday together – even amid inflation. The report revealed that 86% planned to gather for Thanksgiving and that gathering sizes were expected to be larger than the year prior, at nine people. Turkey would still be the centerpiece on 87% of holiday tables, and while rising costs did influence decisions, most consumers (52%) didn't plan to change their traditions. Cost cuts to the celebration were more likely in paper goods and side dishes – not the turkey.

Butterball's proprietary research is a valuable resource for customers and an opportunity to provide expertise that grocery retailers seek. The Butterball Togetherness Reports also reinforce the importance of shared moments around food and how retailers can help to create those moments of connection.

## Giving Business Operations a BOOST

Butterball's Project BOOST – short for "Butterball Operational and Organizational Strategic Transformation" – is a comprehensive digital transformation initiative aimed at integrating and modernizing the company's primary business systems. BOOST is not merely a system upgrade; it constitutes an enterprise-wide transformation intended to reinforce operational alignment, improve data accuracy and increase responsiveness across all functions.

Central to this initiative is a next-generation Enterprise Resource Planning (ERP) system that consolidates multiple business operations within a unified digital framework. The objective extends beyond adapting to technological changes; it focuses on fostering innovation and leveraging advanced ERP capabilities, such as artificial intelligence integrations and predictive analytics, to support future growth.

The transformation will facilitate quicker access to real-time data and critical performance indicators throughout departments, improve audit preparedness, significantly reduce customer response times and promote consistent data integrity. Additionally, sustainability considerations are addressed by digitizing quality assurance processes in production facilities, thereby minimizing paper usage and streamlining reporting procedures. Initiated in early 2024, the project is expected to progress through 2027, equipping Butterball with enhanced efficiency, transparency and organizational resilience.



# Planet



*From the program's implementation in October 2024, it's estimated that a total of 11,000 tons of shavings will be processed in the first six months - a reduction of about 500 loads of new wood shavings.*

#### PROGRAM HIGHLIGHT

## Canal Wood Litter Project

In 2024, Butterball partnered with Canal Wood to implement a program to sustainably reuse wood shavings from our North Carolina turkey brood houses. The shavings are taken from our brood houses and transported to the Canal Wood facility, located outside of Turkey, N.C. Here, the shavings are sent through a natural gas-powered dryer system, reaching temperatures upwards of 700 degrees Fahrenheit. This process sterilizes the shavings via heat and moisture removal to destroy all pathogens. Once dried, the shavings are collected and transported via truck to our finisher farms where they are used as recycled bedding.

The facility currently operates five days a week, 24 hours a day, processing upwards of 200 tons of shavings a day. In a week, that equates to approximately 100 loads of clean shavings that can be reused at our finishing farms. From the program's implementation in October of 2024 to March of 2025, a total of 11,000 tons of shavings have been

processed through the Canal Wood facility. This equates to a reduction of about 500 loads of new wood shavings we have avoided during this timeframe.

We are excited to continue the program into 2025 and onward to achieve even more savings, with planned upgrades to the facility set to further improve the efficiency of this operation.

*Pictured to the right: The Canal Wood Litter project is a sustainability program that reuses wood shavings from our North Carolina turkey brood houses.*

*Pictured on the previous page: Butterball continues to make sustainability a priority by tracking key metrics such as water, waste, electricity and greenhouse gas emissions.*



## PROGRAM CALLOUTS

### Carrier + Broker Sustainability Survey

Butterball continues to conduct an annual greenhouse gas inventory to quantify our organization's carbon footprint. Results in 2024 showed that Scope 3 Category 4 remains Butterball's second largest category of emissions, ensuring that the sustainable transportation of our product remains an area of focus as we look to reduce our overall greenhouse gas emissions. As a part of the ongoing efforts to engage with our transportation supply chain, Butterball conducted its first-ever Broker and Carrier Sustainability survey in 2024.

This survey and its contents aimed to help quantify the impacts of our supply chain and to assess any current and planned initiatives by our carriers and brokers that will improve the sustainability of our product distribution. Additionally, the survey engaged participants on their involvement in the EPA's SmartWay Program. This voluntary program focuses on advancing sustainable transportation within supply chains. SmartWay offers

many benefits to companies that choose to partake, such as providing benchmarking tools for reporting greenhouse gas emissions, offering training webinars on SmartWay tools and fleet performance, and providing resources on improving overall efficiency of your operations. SmartWay also categorizes participants into five ranked performance ranges using the data they provide, further enhancing visibility into the efficiency of our supply chain.

The survey was a success, and with the results, we can better evaluate the sustainable practices ongoing within our supply chain and how they relate to our Scope 3 emissions. We will also encourage business partners to partake in the EPA's SmartWay program in an effort to ensure our transportation partners are aware of the many potential benefits provided through the SmartWay program. The survey will be distributed on an annual basis as a part of our ongoing effort to continue engaging with our supply chain on sustainability initiatives.



***Inventory results in 2024 showed that Scope 3 Category 4 remains Butterball's second largest category of emissions, ensuring that the sustainable transportation of our product remains an area of focus as we look to reduce our overall greenhouse gas emissions.***



### Regenerative Agriculture Questionnaire

As part of Butterball's continued engagement within our supply chain, we completed our first-ever Regenerative Agriculture Questionnaire in 2024 – a questionnaire formulated to assess the farming practices of some of the top corn and wheat suppliers within our supply chain. Regenerative agriculture and its practices are aimed at conserving and restoring soil health when growing crops. Practices that are deemed regenerative may increase biodiversity, reduce synthetic fertilizer application, contribute to carbon sequestration in the soil, among many other benefits.

Butterball's questionnaire assessed suppliers' knowledge of regenerative agriculture, as well as the practices that were in place at the time. Topics included tillage and reduced till, cover crops, crop rotation, polyculture, pesticide use, fertilizer use, and livestock grazing.

Although the number of respondents in this survey was limited to some of our top suppliers, the results provided key insights into what practices are currently utilized. Of the suppliers surveyed, notable results include: 25% practice crop rotation, 21% utilize cover crops, 14% utilize reduced till, and 14% utilize no till. As we continue to engage with our supply chain, we intend to conduct this survey again with a broader pool of suppliers in the future, with the goal of educating respondents on the benefits of regenerative agriculture.



As a part of our ongoing sustainability efforts, all plant and feed mill facilities set annual usage and intensity goals for water, electricity and natural gas.

## PROGRAM CALLOUTS

### Feed Mill Sustainability Company Goals

As a part of our ongoing sustainability efforts, all plant and feed mill facilities set annual usage and intensity goals for water, electricity and natural gas. These goals are reviewed monthly, with progress reports and updates discussed at our Environment and Sustainability calls to ensure each facility is aware of, and tracking, their progress against their goals.

In 2024, our feed mills excelled against their company goals – meeting all six company goals at the year's end, reflecting the efforts of all feed mill facilities to manage their resources effectively. Our most notable success was via our water usage and intensity goals: At the end of the year, our feed mills used 12% less water than their company goal projected. In regard to their water intensity goal, the feed mills came in 13% lower than their company goal, indicating their efficiency in using water throughout

their process. As we set both company and facility goals for 2025, we strive to mirror this same success in the years to come.

***Our feed mills excelled against their company goals – meeting all six company goals at the year's end. Our most notable success was via our water usage and intensity goals:***

 **12%**  
Less water used  
than company-  
projected goal

 **13%**  
Lower water intensity  
than company-  
projected goal

## Moments of Purpose

As part of its ongoing community support, Butterball donates two pallets of wood shavings each month from its Turkey, N.C. facility to the North Carolina Troopers Association Caisson Unit, which honors fallen first responders across the Southeast. The shavings provide clean, safe bedding for the unit's horses, which are housed in Stedman, N.C., and travel to funeral services in neighboring states. Maintained entirely through donations, Butterball's shavings help offset costs, as the caisson unit receives no state funding for ceremonial services.



Caisson unit photo credit: Michael A. Anderson Photography



## PROGRAM CALLOUTS

### Cority System Implementation

In 2024, Butterball made the strategic decision to upgrade our greenhouse gas (GHG) emission calculation capabilities.

Previously, we conducted our GHG emissions inventory on an annual basis, but we wanted the ability to retrieve more timely results. An upgrade would help us to better manage GHG emissions, overall sustainability initiatives, and provide real-time reports for customers, consumers and government entities who may request this information.

To achieve our goal, we partnered with Cority, an Environmental Health, Safety and Quality software company offering Environmental, Social and Governance management solutions. Through this partnership, Butterball began configuration of the Cority Sustainability Cloud, a software to collect sustainability data and enhance forecasting and reporting capabilities. We will now be able to capture sustainability data across the organization with real-time GHG emissions calculations being done inside the system. These timely calculations will allow us to effectively monitor our emissions throughout the year, providing visibility into the real-time impacts of sustainability initiatives or operational changes.

Additionally, as a part of the ongoing efforts to reduce GHG emissions, team members will be able to view and manage their facility's GHG emissions with greater visibility than ever before. The Cority Sustainability Cloud also contains industry standard reports that can be distributed across the organization for timely and efficient response gathering. CDP's Climate Change questionnaire, Global Reporting Initiative Standards, and the Task Force



on Climate-Related Financial Disclosures, among other reports, can be answered and managed within the system, streamlining the reporting process. These upgrades reflect our commitment to the continuous improvement of our sustainability program.

We are very excited to continue the Cority system configuration into 2025, with the anticipation of rolling out the completed system sometime next year.

*We will now be able to capture sustainability data across the organization with real-time GHG emissions calculations being done inside the system. These timely calculations will allow us to effectively monitor our emissions throughout the year, providing visibility into the real-time impacts of sustainability initiatives or operational changes.*



## PROGRAM CALLOUTS

### Key Metrics Highlight Sustainability Progress

Butterball continues to make sustainability a priority across the organization and throughout the supply chain. Key metrics such as water, waste, electricity and GHG emissions are continually tracked and showcase our progress over the last few years. This data will continue to inform sustainability projects and guide our strategies in the future.



## 14.01%

Decrease in water supplied from 2021 to 2024



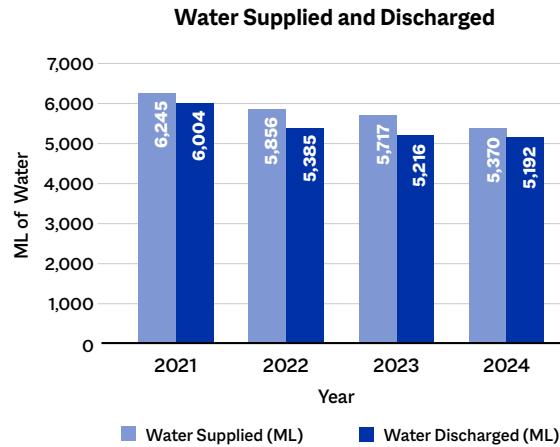
## Continued improvement

in energy intensity year-over-year (2021-2024)

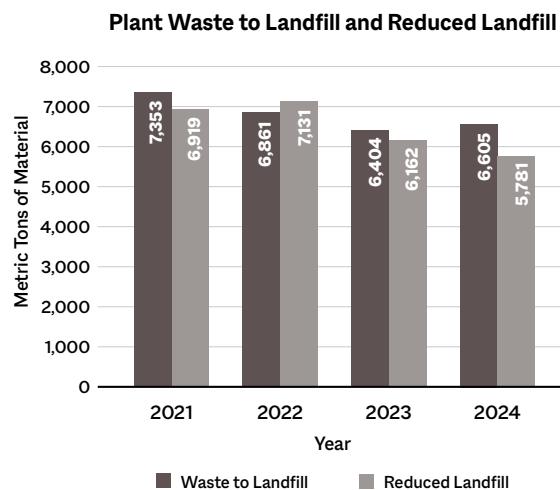


## 7.78%

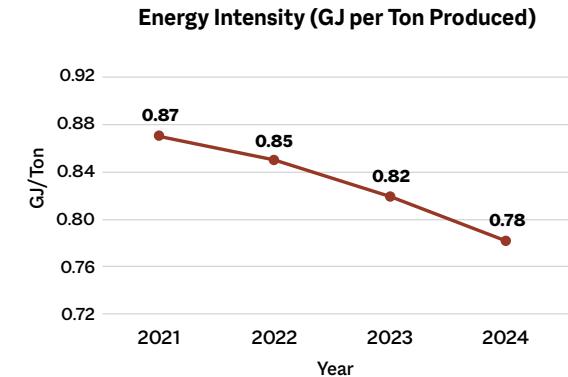
Decrease in facility natural gas use from 2021 to 2024



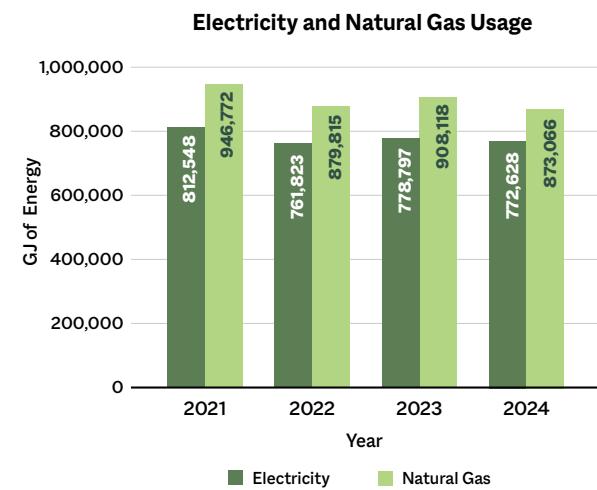
*These values represent water supplied and discharged across our processing facilities and feed mills.*



*This data represents waste to landfill and reduced landfill from our six processing facilities.*



*Energy Intensity represents energy consumed per ton of finished product.*



*These values represent electricity and natural gas use across our processing facilities and feed mills.*



## PROGRAM CALLOUTS

### Calculating Our Greenhouse Gas Footprint (Scope 1, 2 and 3)

Butterball again completed a full accounting of our Greenhouse Gas (GHG) emissions for the calendar year 2024. These emissions are representative of our carbon footprint for 2024:

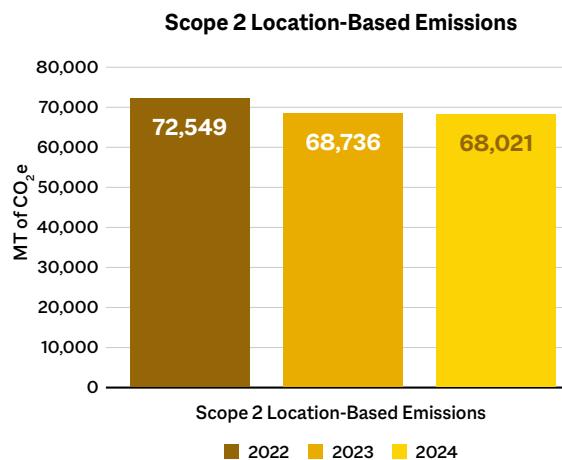
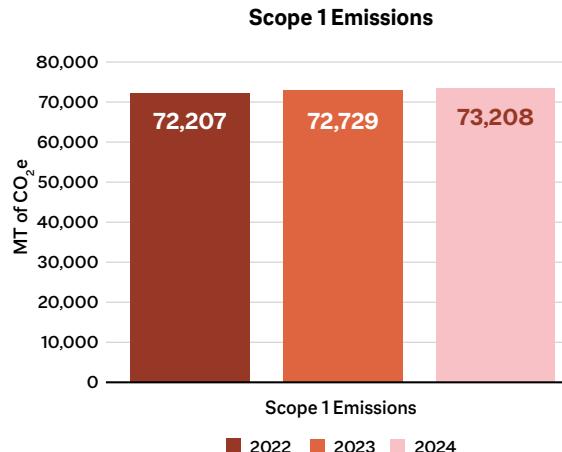
- Scope 1 represents direct emissions (e.g., stationary fuel combustion).
- Scope 2 represents indirect emissions (e.g., purchased electricity).
- Scope 3 represents indirect emissions (upstream and downstream value chain activities).



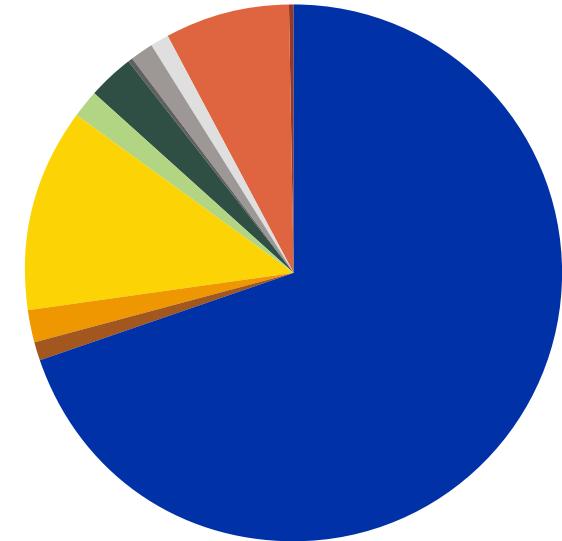
Butterball is a proud founding member of The U.S. Roundtable for Sustainable Poultry & Eggs (US-RSPE).

The US-RSPE is an initiative developed to advance, support and communicate continuous improvement in the sustainability of the entire poultry and egg value chain through leadership, innovation, multi-stakeholder engagement and collaboration. As a result of this collaboration, the development of a new framework allowing sustainability programs in the US Poultry and Egg sector to enhance, improve and share ESG initiatives was achieved. Butterball completed the framework in 2023 and will continue to utilize the framework in 2024 and onward to identify further opportunities to enhance our ESG initiatives.

Butterball utilizes a financial control boundary when calculating our GHG inventory.



Butterball recalculated Scope 1 and Scope 2 emissions for 2022 [Previously Stated Scope 1: 72,171 MT CO<sub>2</sub>e, Scope 2: 72,379 MT CO<sub>2</sub>e] and 2023 [Previously Stated Scope 1: 72,755 MT CO<sub>2</sub>e, Scope 2: 72,191 MT CO<sub>2</sub>e] during the implementation of our new Sustainability Software, Cority Greenstone. Previously stated Scope 1 emissions for 2022 and 2023 included minor erroneous values and miscategorizations that were corrected during recalculations. During recalculations, Butterball also opted to recalculate Scope 2 using the most up-to-date eGRID emission factors for these years (eGRID 2022 and eGRID 2023).



#### Scope 3 Emissions (Values reported in MT of CO<sub>2</sub>e)

- Cat 1 / Purchased Goods & Services – 791,833
- Cat 2 / Capital Goods – 12,810
- Cat 3 / Fuel- and Energy-Related Activities (not included in Scope 1 or 2) – 22,379
- Cat 4 / Upstream Transportation & Distribution – 139,992
- Cat 5 / Waste Generated in Operations – 16,389
- Cat 6 / Business Travel – 1,331
- Cat 7 / Employee Commuting – 32,542
- Cat 8 / Upstream Leased Assets – 2,034
- Cat 9 / Downstream Transportation & Distribution – 14,840
- Cat 10 / Processing of Sold Products – 14,597
- Cat 11 / Use of Sold Products – \*Not relevant
- Cat 12 / End-Of-Life Treatment of Sold Products – 85,403
- Cat 13 / Downstream Leased Assets – 0.10
- Cat 14 / Franchises – \*Not relevant
- Cat 15 / Investments – \*Not relevant

\*Scope 3 Category 11 is not material to Butterball's products and has been excluded.

\*Scope 3 Category 14 has been excluded as we do not operate franchises.

\*Scope 3 Category 15 is not applicable to Butterball and has been excluded.



# Philanthropy



## PROGRAM HIGHLIGHT

# Butterball's Natural Response to Natural Disasters

Butterball is a long-standing partner of Operation BBQ Relief (OBR). This powerful and rewarding relationship is central to how Butterball gives back to its local communities, especially in times of crisis. In late September 2024, Hurricane Helene devastated Florida, Tennessee and North Carolina. While our operations were not impacted, several of our team members, as well as many of their families, friends and loved ones, were in the direct path of the storm.

Immediately after the devastation, Butterball contacted OBR to see how we could help. OBR had established cook sites in all three states – they just needed product. Butterball took quick action to ship three truckloads of turkey roasts to each state to feed victims and emergency responders.

Several weeks later, Butterball and OBR joined forces again to bring hope through a Thanksgiving meal to those displaced from their homes. Butterball team members traveled to Western North Carolina to cook and serve Thanksgiving meals alongside 45 OBR volunteers. Over 3,000 meals were served across Swannanoa, Mount Mitchell, Bakersville and beyond.

"It was an incredibly meaningful day of service," said Christa Leupen, Director of Purpose and Consumer Communications. "It was rewarding to work alongside our partners at OBR and provide a sense of community and fellowship for folks devastated by the storm."

In addition to donating Butterball product, our team members came together and raised over \$10,000 for the American Red Cross Disaster Relief Fund. CEO and

*In 2024, Butterball donated over half a million meals to Feeding America and Operation BBQ Relief, in addition to 1.7 million servings of turkey contributed to other partners throughout the United States.*

President, Jay Jandrain, offered a company match, totaling \$20,000 from Butterball to:

- Provide overnight stays in emergency shelters for disaster survivors.
- Supply meals and snacks along mobile feeding routes and in shelters.
- Fuel Emergency Response Vehicles across the Southeast.
- Deploy thousands of Red Cross Responders to impacted areas.

In 2024, Butterball donated over half a million meals to Feeding America and Operation BBQ Relief, in addition to 1.7 million servings of turkey contributed to other partners throughout the United States.

*Pictured right: Operation BBQ Relief and Butterball served thousands of Thanksgiving meals to disaster relief workers and Western N.C. residents in the wake of Hurricane Helene.*

*Pictured on the previous page: Purpose is a meaningful part of our culture, reflected in how we lead, collaborate and connect, both internally and with our local communities.*





# Philanthropy

## PROGRAM CALLOUTS

### Butterball Community Engagement Across the Company

#### Ozark, Arkansas:

*“During Halloween, families from Ozark gathered for an evening of fun, laughter and festive activities. Kids enjoyed trick-or-treating, costume contests and decorations. The positive energy and strong turnout showed the power of coming together. It was a memorable night that strengthened community bonds and reminded us how meaningful shared celebrations can be. We are honored to be part of this memorable moment.”*

**- Xochitl Stocker, Human Resources Supervisor**

#### Mount Olive, North Carolina:

*“We support Chamber of Commerce organizations in our surrounding counties’ facilities through sponsorships and events. A highlight was Foodie Week, which celebrated local food retailers and their contributions to the community. As part of the event, a video showcased local food company representatives discussing the importance of farming and agriculture. Butterball was featured, highlighting our full-scale operations, from live production, such as growers and feed mills, to production in our manufacturing facilities.”*

**- Craig Leviner, Complex Manager**

#### Raeford, North Carolina:

*“At Thanksgiving, we donated turkeys to local businesses, including the local domestic violence shelter as well as the senior center. We were also excited to be able to deliver some much-needed gifts, such as clothes and food, to Mr. John, one of our local seniors. We are incredibly proud to work in our local community and live out Butterball’s Purpose of passing love on.”*

**- Michelle Dial, Human Resources Manager**

#### Carthage, Missouri:

*“We partnered with Laferia Wilson Orthodontist out of Joplin to help the Dream Big Little Ones organization reorganize their new space. They are a not-for-profit that secures essentials for children in need, mostly beds. Together, team members helped clean, organize and set up several new beds in the organization’s new space.”*

**- Bill Montalvo, Plant Manager**

#### Live Operations:

*“Butterball Live Operations proudly supported the Mount Vernon, Missouri, FFA Chapter during their Mountaineers Serve Meals of Hope packing event, which provided meals to local families facing food insecurity. This event was organized by Reagan Pendleton, daughter of Jeremy and Rachel Pendleton, who raise turkeys for Butterball on their farm in Mount Vernon, Missouri.”*

**- Kabel Robbins, Director of Live Operations**

#### Huntsville, Arkansas:

*“The Huntsville plant was proud to help sponsor the Hispanic Heritage Month celebration event. Butterball team member and band musician, Jose Velez Torres, played at the event on the keyboards. Shelia Willcutt from Human Resources serves on the Economic Development Board committee that helped coordinate the event.”*

**- Debbie Masterson, Human Resources Supervisor**

#### Garner, North Carolina:

*“The Garner office supported a local “pay what you can” restaurant called A Place at The Table by enjoying lunch with Founder Maggie Kane and Director of Operations Andrew Gravens. After lunch, the Garner team presented Maggie with a \$1,000 donation from Butterball, providing 100 meals for the community.”*

**- Monica Ragsdale, Organizational Engagement Specialist**





# Philanthropy



*Butterball once again supported communities around the country with whole turkey donations.*

## PROGRAM CALLOUTS

### Feeding America Coast to Coast

Butterball continues to help combat food insecurity by providing product donations throughout the year to food banks and food pantries. We ship turkey from coast to coast to support organizations that nourish families who struggle to put food on the table.

Another rewarding opportunity is volunteering with those organizations. In 2024, Butterball team members took a break from the company's annual Kickoff Meeting to help sort and package food at the Food Bank of Central & Eastern North Carolina in Raleigh, N.C. Over 100 volunteers attended the event, bagging potatoes for distribution. At the end of the 2-hour session, the team had packaged 43,200 pounds of potatoes, providing 36,000 meals for local residents.

On the other side of the country in Portland, Oregon, a member of our sales team, Anthony Fronzenza, led an effort to support the Sunshine Division. The Sunshine Division is an influential nonprofit organization in the Portland metro area that relies solely on donations to fund the collection and distribution of food and clothes. In partnership with a



retail customer in the region, Anthony packaged 500 food boxes for Thanksgiving that included a Butterball Bone-in Breast Roast. Each box contained a variety of food items and weighed nearly 25 pounds each! Anthony said, "It was a truly rewarding experience and an amazing opportunity to help to pass love on in a community still struggling from the effects of the pandemic."

Building on the holiday spirit, Butterball once again supported communities around the country with whole turkey donations. Twenty-five organizations received Butterball turkeys or gift checks to help ensure someone's holiday was a little brighter. Butterball is proud of this important work to bring people together and create meaningful moments to be remembered forever.

## Moments of Purpose

Each year, the Carthage Chamber of Commerce recognizes citizens and businesses for their important contributions to the community. Our Carthage, Mo. facility was presented with the Excellence in Industry Award for their active community participation, including volunteerism, donations to kids' food programs, summer camps and support of the annual Maple Leaf Festival.



# 2024 Butterball Award Winners



## 1. National Turkey Federation Lifetime Achievement Award Presented to J. Walter 'Gator' Pelletier III:

"Gator" was the recipient of this prestigious award, recognizing his decades of leadership, innovation and commitment to the turkey industry. He dedicated his career to advancing best practices in animal welfare, production efficiency and industry collaboration.

## 2. 2024 Coaching Champion Presented to Tim Dodd:

This award is presented to a member of the Live Operations team who selflessly teaches others and passes love on through their mentoring efforts.

## 3. 2024 FSQA Butterball Way 'Everyday Award'

**Presented to Tracy Atkinson:** This award is presented to a team member for their outstanding contribution in delivering the highest degree of Food Safety and Quality Assurance excellence.

## 4. 2024 Kerry Doughty Award for Outstanding Work Servicing Our Customers Presented to Diane Perry:

This award is presented to a team member who demonstrated great passion, collaboration and the Butterball Way in delivering outstanding service to our customers.

## 5. 2024 On Purpose Award Presented to Heather Ness:

The "On Purpose Award" is presented to the team member who best exemplifies the Butterball Purpose in their daily life. This recipient is someone who fosters and inspires togetherness and shows positivity and creativity in ways that uplift the people around them.

## 6. 2024 FSQA Butterball Way 'Saves the Day Award'

**Presented to Billy Williams:** This award is presented to a team member for their outstanding contribution in continuously stepping up and using their quick thinking to help assist all teams in crucial moments.



# Service Awards

## Honoring Team Members

We are proud to recognize the 461 team members who achieved significant service award milestones during 2024. These dedicated team members make a difference every day at Butterball, living out our Purpose to help people pass love on. Their commitment to the Butterball Way and contribution to our culture of belonging and inclusion is apparent in their daily work. Thank you for all you do!

Way to go!

### Team Members Celebrating 25+ Years at Butterball



**Donna Parker**  
Goldsboro Live Operations • 45 years

“Even though our Live Operations accounting team works in various locations, we have a wonderful team that always works together to get the job done. We can always count on each other for help when we need it. A word of encouragement or a listening ear is sometimes all someone needs to have a better day!”



**Vera Fleischman**  
Carthage Live Operations • 45 years

“I enjoy working at Butterball, mostly because of the people I’ve met and because I have the opportunity to make a living and work with bosses who have been good to me.”



**Larry Summerlin**  
Clinton Live Operations • 40 years

“I’ve been a shavings driver for 40 years, but I’ve enjoyed meeting different people throughout my time with Butterball. Ronnie Sanderson, Mike Sanderson and Kenneth Register have helped me and encouraged me along the way. I try to pass love on by treating people with respect.”



**Mike Huffman**  
Huntsville Plant • 40 years

“Becoming a Gold Hat was one of my proudest moments. My mother, Arlene Huffman, worked here, I’ve made lots of good friends here and I’ve tried to encourage others to stay at Butterball.”



**Russ Huffman**  
Huntsville Plant • 40 years

“I try to live the Butterball Purpose by being a friend to all. Hubert Burris and Dorlon Spock are both retired now, but they helped and encouraged me over the years.”



**Efrain Mira**  
Huntsville Plant • 30 years

“My special work memories are learning how to work different equipment and helping others. I pass love on by helping and protecting others and teaching others to be safe. Away from the plant, I like to work in my garden and spend time with my family.”



**Wayne Emitt**  
Huntsville Plant • 30 years

“My proudest moment at Butterball hasn’t happened yet – maybe when I get to retire! My family is definitely my inspiration and especially my dad. My favorite way to eat turkey is fried breast meat. Away from work, I enjoy golf, hunting and fishing, and family life.”



**Melissa Everett**  
Huntsville Plant • 30 years

“I’ve had many roles at Butterball: on the wing line, the breast line, lead yellow hat on debone and time in the knife room. I remember learning how to sharpen those big saw blades when they switched the debone system. When I’m not working, I enjoy spending time with my granddaughter.”



**Teressa Fields**  
Goldsboro Live Operations • 25 years

“Working on business enhancements at Mount Olive and getting to know the people and processes from beginning to end promotes continuous improvement. I’m always willing to help, being there to listen and doing what is needed to motivate team members to pass love on.”



# Service Awards

## *Honoring Team Members*

Way to go!

### **45 years of service**

Vera Fleischman  
Donna Parker

### **40 years of service**

Michael Huffman  
Russ Huffman  
Larry Summerlin

### **35 years of service**

Deborah Bostic  
Sharon Brown  
Irene Escudero  
Tuwanda Faison  
Charles Helton  
Tonya Howell  
Adan Mondragon  
Cynthia Powell  
Cecilia Quinn  
Jimmy Richard, Jr.  
Adrian Salazar  
Francisco Salazar  
Hector Salmeron  
Jose Sanchez  
Gregory Wall  
Salvador Zepeda  
Victor Zepeda

### **30 years of service**

Mark Abels  
Filogonio Aguilar  
Juan Aguilar  
Roberto Alday  
Julian Araujo  
Kathy Barwick  
Helen Broadhurst  
Teresa Brooks  
Jose Caamano  
Joel Ceballos  
Harold Emitt  
Melissa Everett  
Teresa Farmer  
Gilberto Garcia  
Lucia Garcia  
Wanda Kelly

### Angel Mejia Efrain Mira Tuoi Nguyen Octavio Parra Catherine Pickett Crescenciano Ramirez Jose Ramirez Miriam Reyes Luciano Sanic Maria Santillan William Schuyler Evelyn Thomas Mary White Maria Zepeda

### **25 years of service**

Travis Alphin  
Martin Avalos  
Danny Brock  
Danielle Davis  
Jackie Davis  
Ivonne Fernandez  
Paula Fernandez  
Teressa Fields  
Michael Garcia  
Guadalupe Gonzalez  
Larry Hallam  
Alvin Harrison  
Haywood Ingram  
Howard Inman  
Ysmael Loria  
Benigno Maqueda  
Rita McCullen  
Paul McKinley  
Willie Mobley  
Fernando Ramirez  
Severiana Ramirez  
Alberto Salazar  
Cynthia Strickland  
Becky Tilley  
David Tucker  
Machelle Vann  
Edward Wetherington  
Carlos Zaldivar

### **20 years of service**

Ricardo Aparicio  
Maria Araujo  
Maria Barrientos  
Blanca Barrios  
Joshua Batchelor  
Luis Celio  
Javier Diaz  
Mishlee Fernandez Gomez  
Sunny Fisher  
Guadalupe Gomez  
Reyna Gonzalez  
Chris Goodwin  
Melissa Harper  
Brian Hill  
Marion Hill  
Johnnie Hoskin  
Mable Jones  
Frankie Joyner  
Robert Linares  
Victoriano Lopez  
Ramona Maldonado  
Alba Matute  
Veronica Merida  
Maria Miranda  
Mitchell Moore  
Jose Nu  
Jesus Quintino, Jr.  
Yolanda Reyes  
Carlos Rodriguez  
Arnulfo Romano  
Quinton Spradlin  
Scott Thieman  
Emily Torres  
Pascual Vargas  
Ana Vasquez  
William Yeazel

### **15 years of service**

Blanca Aguilar  
Jose Avila  
Yolanda Avila  
Martha Bailey  
Tony Bland

### Maria Carrillo (Carthage) Maria Carrillo (Ozark) Carlos Castaneda Jose Cerdá Randall Chittick Francisco Colop William Davis Christine Douglas Tongia Edwards Brenda Ferguson Alejandro Flores Eduardo Garza Mario Gloria Victor Goeken Cesar Gomez Vickie Goodman Hector Guerrero Marco Guzman Angel Hagans Janet Hill Richard Jean Amelia Jones Linda Jones Ma Juanes Juno Kenan Robert Kiss Bernhard Kurre Vilma Leon Kyle Linde Gino Marroquin Keith McDonald Marcia McDuffie Christopher McGovern Enrique Mejia Leticia Oregon Jose Pena Jesse Perez Miguel Sanchez Silvia Sanchez Ofelia Sandoval Maria Saucedo Jeffry Shamblin Gail Shields



# Service Awards

(continued)



**Ricardo Aparicio**  
20 yrs

Carthage Live Ops



**Scott Thomas**  
20 yrs

Carthage Live Ops



**Yolanda Reyes**  
20 yrs

Carthage Live Ops



**Alejandro Flores**  
15 yrs

Ozark Plant



**Ma Zuniga De Juanes**  
15 yrs

Ozark Plant



**Maria Ramirez Saucedo**  
15 yrs

Ozark Plant

## 15 years of service (cont'd)

Kenya Smith  
James Taylor  
Luis Torres  
Nora Vega  
Lan Vu  
Susan Walston  
Cheryl Wiggins

## 10 years of service

Rafael Aleman  
Luis Alfaro  
Pablo Amaury  
Lamberto Ambriz  
Latora Armwood  
Leatrice Artis  
Adriana Avila  
Deana Avlos  
Celenia Aycock  
Luis Barcenas  
William Barwick  
Tammy Bennett  
Widnie Brimer  
David Brown  
Dora Carrillo  
Edelmira Cervantes  
Calvin Coward  
Keith Craig  
Jose Cruz  
Scott Dennis  
Leticia Discua  
Gary Duranay  
Elisa Ellis  
Forrest Farrior  
Leslie Fedorciw  
Markendy Fleurimond  
Mariannina Fulghum  
Jorge Garcia  
Margarita Garcia  
Maria Garcia  
Selam Gebrekidan  
Yvenie Geffrard  
James Gibbs  
Samuel Gibson

Matthew Goines  
James Hamm  
Herped Henry  
Boris Hernandez  
Annie Hicks  
Patricia Hill  
Taylor Jackson  
Alfred Jansen  
Vicki Jansen  
Maria Jaramillo  
Takeshia Jones  
Danie Jordonne  
Angelia Joyner  
Timothy Kennedy  
Sherita King  
Evan Lindemer  
Maria Lopez  
Agnes Louis  
Berline Louis  
Camela Louis  
Jerome Mathis  
Alfred Mercer, Jr.  
William Montalvo  
Juana Perry  
Quilson Pierre  
Noel Poliscar  
Athena Pulley  
Aleyda Quiroz  
Mia Ramirez  
Rosa Ramirez  
Htay Reh  
Edy Rios  
Mailen Rivero  
Reeann Robe  
Patricia Rodriguez  
Erika Ronco  
Elmer Rubio  
Betty Russell  
Cresencio Sanchez  
Joseph Sandlin  
James Savarro  
Marielen Selmour  
James Smith

Johnathan Smith  
Silvestre Solano  
Terry Suggs  
Lucy Tiningdad  
Mark Tooley  
Virginie Touloulou  
Anthony Turner  
Litsy Verde  
Shemeka Weeks  
Evelyn Whaley  
Bryan Williams  
Jimmy Williamson  
Lipeng Zhu

## 5 years of service

Moises Acosta  
Kevin Albertson  
Ronaldo Alcocer  
Omar Alonzo  
Wendi Ammann  
Christane Antoine  
Oscar Aparicio  
Iteria Armstrong  
Dalton Ashcraft  
Leticia Avila  
Sasha Aytch  
Haddy Badjie  
Bariagaber Bahilbi  
Matthew Bean  
Kethia Beausejour  
Lisa Bein  
Fany Benitez  
Jaymes Bishop  
Demetric Blue  
Derrick Blue  
Shawn Bomar  
Joyce Bragg  
Latoya Brake  
Sandra Braswell  
Konner Brock  
Kenjay Brown  
Pierre Bruno  
Mark Campbell  
Adrian Carrillo  
Eladio Castaneda  
Jose Cervantes  
Slade Chelbian  
Rolando Cipriano  
Garry Coleman  
Zachary Conn  
Timothy Cook  
Michelle Cortes  
Daniel Cox  
Richard Curtis  
David Davis  
Lisa Davis  
Pierre Dugue  
Eddie Faison  
Hua Fan  
Sara Frye  
Melody Fryhover  
Alejandra Galindo  
Eddie Galvan  
Rodolfo Gamboa  
Bigvai Garcia  
Carlos Garcia  
Eliser George  
Ursula George  
Glenda Gomez  
Kari Gonzales  
Yomary Gonzalez  
Chamera Goodwin  
Austin Green  
Kelvin Greenfield  
Docilia Guilloux  
Jamie Handy  
Jeffrey Harrell  
Joseph Harrington, Jr.  
Cody Harris  
Stephon Harrison  
Justin Hawver  
Noel Hernandez  
William Hernandez  
Marcela Herrera  
Brent Hicks  
Katie Hill  
Alvin Holland



# Service Awards

(continued)



## **Celenia Aycock 10 yrs**

## Mount Olive Plant



## Latora Armwood 10 yrs

## Mount Olive Plant



**Luis Alfaro  
10 yrs**

## Mount Olive Plant



## Christian Linares 5 yrs

## Raeford Plant



**Lisa Davis**  
**5 yrs**

## Raeford Plant



**Rocio Munoz**  
**5 yrs**

## Raeford Plant

### 5 years of service (cont'd)

Craig Hone  
Jeremiah Howard  
Brian Hughes  
Allen Hurt  
Canaan Hurt  
Roy Hykal  
Elsa Ixcoy  
Heather Jefferson  
Joshua Jennings  
Yesenia Jimenez  
Susan Joe  
Darran Johnson  
Eneida Johnson  
Katherine Johnson  
Reginald Johnson  
Hunter Jones  
Perrine Jules  
Billy Keel  
Matthew Keen  
Brian Krzeszewski  
Nelson Laguna  
Preston Lassiter  
Teresa Leach  
Flor Lemus  
Christian Linares  
Jeanetta Linzy  
Perla Littrell  
Katherine Lopez  
Berlande Louis  
Jean Louis  
Edwin Lugo  
Steven Lutz  
Carl Marsh  
Diego Martinez  
Kristen McAllister  
Patricia McCloud  
Erika McDonald  
Scott McIntyre  
Monicarose McLean  
Andrea McNeil  
Larry McNeil  
Felipe Mendez  
Anthony Mickens  
Michael Mohr  
Daniel Mojetic  
Ethan Montalvo  
Lamesha Moore  
Julio Morales  
Wendy Morales  
Celso Morente  
Mark Mullins  
Rocio Munoz  
Dillan Murphy  
James Murphy  
Khotamy Nammachack  
Van Nguyen  
Brandon Nicholas  
Jeffrey Niedermeyer  
Honey Nixon  
Breonna Oates  
Marcos Olivera  
Lusiana Pierre  
Joe William Powell III  
Nelson Price  
William Price  
Jerry Rains  
Wilfredo Reigosa  
Jeremy Richards  
Kimberly Rios  
Francisco Rivera  
Latisha Roberson  
Kelvin Robinson  
Tamekia Rouse  
Frank Samuelson  
Donna Sanchez  
Mackleen Sanel  
Dana Sauls  
Iwao Schmidt  
Bobby Shutters  
Marlene Sims  
Joseph Sloan  
Jessica Snodgrass  
Mark Starks  
Dennis Stone  
Patricia Supel  
Jasmin Tademy  
Enide Talcide  
Benita Tambel  
Michelle Thomas  
Timothy Thomas  
Jacqueas Thompson  
Ezra Timothy  
Andrea Torres  
Magdaleno Torres  
Jackie Turosk  
Nicholas Upton  
Francisco Valdivia  
Bryan Valle  
Timothy Van Buren  
Sharon Vann  
Zachary Vaught  
Kellie Vazquez  
Marie Voltaire  
Brett Walker  
Dennis Waters, Jr.  
Anre Watson  
Aaron Weaver  
Julie Webb  
Kendra Wheeler  
Terence Wicks  
Scott Wilkinson  
Sandra Williams  
Stephen Williams  
Justin Williamson  
Lydia Wilson  
Gregory Wingfield  
Agustina Wolfe  
Maria Zamora

# 2024 Butterball Global Reporting Initiative (GRI) Index

## CSR Materiality Matrix

In accordance with the Global Reporting Initiative (GRI) reporting framework, Butterball conducted surveys and sustainability report audits from a sampling of internal and external stakeholders in the summer of 2018, including: employees, growers/producers, trade unions, local communities, suppliers, specialized service providers, contractors, customers and consumers. We used these surveys and assessments to review the GRI Standard Disclosures and identify and prioritize topics material to the organization. The materiality matrix pictured on this page is a visual representation of some of the topics included in the GRI Core Standards that hold particular significance to Butterball.

We will continue to conduct a materiality audit on an annual basis to ensure we are reporting on the issues most critical to the way we do business and areas where Butterball can create value and have a significant impact.



# 2024 Butterball Global Reporting Initiative (GRI) Index

Section	Question Title	Response
<b>GRI 2: General Disclosures 2021</b>		
<b>General Disclosures</b>		
GRI 2: General Disclosures 2021	2-1 Organizational details	Butterball, LLC, is privately owned and operated as a joint venture of Maxwell Farms Inc. (an affiliate of the Goldsboro Milling Co.) and Seaboard Corporation. It is headquartered in Garner, North Carolina, and its operations are in the USA.
GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	Butterball, LLC.
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	Annual, Jan 1-Dec 31, 2024, <a href="mailto:mwharton@butterball.com">mwharton@butterball.com</a>
GRI 2: General Disclosures 2021	2-4 Restatements of information	Butterball's 2022 and 2023 GHG emissions were recalculated. See page 26 for details. Additionally, our 2023 water withdrawal value was updated as an erroneous value was found and corrected. Butterball's updated 2023 withdrawal value can be found on page 25.
GRI 2: General Disclosures 2021	2-5 External assurance	This report is not externally assured.
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Private sector, serving the United States and international markets, producing Agriculture Food and Beverage Products, selling to retailers, foodservice, military and industrial customers.
GRI 2: General Disclosures 2021	2-7 Employees	Total employees: 7,186 Female 2,963 Male 4,211 Undeclared 15
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	The highest governing body of Butterball, LLC is its board of directors. Butterball's routine operations including decision-making on economic, environmental and social topics are executed by our executive leadership. The board consists of non-executive members with independent leadership.
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Non-executive leadership

## 2024 Butterball Global Reporting Initiative (GRI) Index

Section	Question Title	Response
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Butterball's board members have shared oversight allocated by the shareholders.
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	The role of the board is to provide oversight over the company's business, including operations, policies and goals.
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Butterball's management is responsible for daily business activities. The board conducts routine informal communications and holds three official formal board meetings per year to discuss material impacts.
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	The Corporate Social Responsibility Report is shared with the board and shareholders as needed and upon request.
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Butterball has established a formal conflicts of interest policy applicable to all employees. In addition, directors and shareholders are subject to distinct obligations to ensure transparency and accountability. Any related party transaction must receive approval from disinterested parties to safeguard against potential conflicts and uphold ethical standards.
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Issues are reported to the board at three official formal board meetings per year.
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	Information unavailable.
GRI 2: General Disclosures 2021	2-19 Remuneration policies	Not applicable.
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	Not applicable.
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	Not applicable.
GRI 2: General Disclosures 2021	2-23 Policy commitments	Butterball, LLC assesses and manages risk for key sustainability issues, including animal welfare, employment practices, environmental stewardship, food safety and quality and our commitment to the local communities where our operations are based.
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Each aspect is routinely audited and managed by initiative leaders within the company, and audited and validated by third-party experts where applicable.

# 2024 Butterball Global Reporting Initiative (GRI) Index

Section	Question Title	Response
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	All aspects of our business are assessed for risks related to corruption, ethics and other non-compliance with policies put in place to prevent negative impacts. No material risks have been identified. The Butterball Code of Conduct is reviewed with all employees and 100% of Butterball employees receive training: anti-harassment, workplace violence and data security. There are no known incidences in this reporting period.
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	All team members have access to executive leadership, an ethics line, animal care and well-being hotline.
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Butterball has had no significant fines or non-monetary sanctions for non-compliance with environmental laws or regulations.
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Butterball Leading with Purpose > People
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	20% of total employees are covered by Collective Bargaining Agreements.
<b>GRI 3: Material Topics 2021</b>		
<b>Material Topics</b>		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Disclosure standards were assessed on a matrix of relative concern to stakeholders, low, medium to high, and relative impact to Butterball, LLC, low, medium to high. Disclosures that were mapped as moderate to high relative concern and relative impact are included in this report. Butterball, LLC conducts surveys and sustainability report audits from a sampling of internal and external stakeholders including: employees, growers, trade unions, local communities, suppliers, customers and consumers. We used these surveys and assessments to review the GRI standard disclosures and identify and prioritize topics material to the organization.
GRI 3: Material Topics 2021	3-2 List of material topics	Employment, environmental compliance, human rights assessment, occupational health and safety, anti-competitive behavior, diversity and equal opportunity, emissions, local communities, market presence, non-commission, training and education, anti-corruption, energy, customer health and safety, marketing and labeling, and water.
GRI 3: Material Topics 2021	3-3 Management of material topics	Management of material topics is covered under the People, Plate, Planet and Philanthropy pillars of the corresponding Corporate Social Responsibility Report.

## 2024 Butterball Global Reporting Initiative (GRI) Index

Section	Question Title	Response
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	There were no senior management hired during this time period.
<b>GRI 200: Economic Disclosures</b>		
<b>GRI 205: Anti-corruption 2016</b>		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	The organization's legal counsel reviewed all of the organization's operational and administrative facilities and activities related thereto for corruption-related risks. The risk assessment did not identify any significant corruption-related risks at any of the organization's operational or administrative facilities.
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	The organization's anti-corruption policies and expectations have been communicated to and endorsed by the organization's governance bodies, which include its board of directors and executive leadership team. The organization's anti-corruption policies and procedures are communicated to all of the organization's sales and procurement personnel. The organization's anti-corruption policies and procedures are communicated to all of the organization's business direct sales business partners operating outside of the United States to the extent the organization's anti-corruption policies and procedures are not previously established by the organization's business partners' corresponding anti-corruption policies and procedures. The majority of the organization's governance bodies' members have directly received anti-corruption training, and all of the governance bodies' members are aware of the organization's anti-corruption policies and procedures. At least annually, the organization's sales and procurement personnel participate in anti-corruption policy training with the organization's legal counsel.
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	The organization confirmed no incidents of corruption within the organization's operations. The organization confirmed no incidents in which employees were dismissed or disciplined for corruption. The organization is aware of one incident during the reporting period resulting in termination of a contract with a counterparty due to suspected violations related to improper conduct. The organization is not aware of any confirmed cases of corruption resulting in the termination or non-renewal of a contract with any business partner. No public legal cases regarding corruption were brought against the organization or its employees during the reporting period.

# 2024 Butterball Global Reporting Initiative (GRI) Index

Section	Question Title	Response
<b>GRI 206: Anti-competitive Behavior 2016</b>		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During the reporting period, the organization was involved in one pending and one completed legal action regarding allegations of violations of anti-trust legislation. The organization disputes the allegations in both actions. The organization settled with the plaintiffs in the action styled Jien, et al. v. Perdue Farms, Inc., et al., admitting no wrongdoing.
<b>GRI 300: Environmental Disclosures</b>		
<b>GRI 302: Energy 2016</b>		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	1,645,694 gigajoules (GJ) total energy consumption (873,066 GJ natural gas and 772,628 GJ electricity). Data is based on billing totals for all Plants and Feed Mills.
GRI 302: Energy 2016	302-3 Energy intensity	Total energy intensity ratio within the organization: 0.78 GJ per ton produced. Energy type: fuel and electricity.
GRI 302: Energy 2016	302-4 Reduction of energy consumption	41,221 gigajoules of fuel and electricity were conserved as a result of efficiency initiatives.
<b>GRI 303: Water and Effluents 2018</b>		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	All freshwater supply for Butterball facilities is from a third-party source with the exception of onsite wells at our Turkey, NC, Goldsboro, NC, and Yellville, AR feed mills and Mount Olive, NC processing plant. The Mount Olive processing plant relies on both onsite well and third-party water. Butterball does not have any sites that pose a significant risk from a water scarcity perspective.
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Water withdrawals across the company equaled 5,370 megaliters (ML), with 1,698 megaliters coming from onsite wells.
GRI 303: Water and Effluents 2018	303-4 Water discharge	Total water discharge to surface water: 1,377 ML Total water discharge to groundwater: 1,817 ML Total water discharge to third-party water: 1,998 ML Total water discharge: 5,192 ML
GRI 303: Water and Effluents 2018	303-5 Water consumption	Total Water Consumption: 178 ML

## 2024 Butterball Global Reporting Initiative (GRI) Index

Section	Question Title	Response
<b>GRI 305: Emissions 2016</b>		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	73,208 metric tons of CO <sub>2</sub> equivalent in 2024 (CO <sub>2</sub> , CH <sub>4</sub> , and N <sub>2</sub> O). Calculated using a financial control boundary. Emission factors include EPA's Emission Factor Hub 2023 and 2024. IPCC AR4 and AR5 global warming potentials are applied. Emissions value shown is rounded to the nearest whole number.
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	68,021 metric tons of CO <sub>2</sub> equivalent in 2024 (CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O). Location-based. Calculated using a financial control boundary. Market Based Scope 2 Emissions: 77,231 MT of CO <sub>2</sub> equivalent in 2024. Emission factors sourced from the US EPA Emissions & Generation Resource Integrated Database (eGRID 2023). AR5 global warming potentials are applied. Emission values shown are rounded to the nearest whole number.
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	1,134,150 metric tons of CO <sub>2</sub> equivalent in 2024. Emissions calculated for all Scope 3 categories excluding categories 11, 14 and 15. Emissions are calculated in accordance with the GHG Protocol and EPA methodologies. FLAG emissions within Scope 3 Category 1 are calculated using the Greenhouse Gas Protocol: Land Sector and Removals Guidance (draft). DEFRA is used to calculate Scope 3 Category 3 emissions. Other emission factors include Ecoinvent v3.11 and v3.10, EPA's Emission Factor Hub 2023 and 2024, US EPA eGRID2023, Supply Chain GHG Emission Factors v1.3 and V1.2 by NAICS-6, Agribalyse v3.2, and Exiobase v3.8.2. IPCC AR4, AR5 and AR6 global warming potentials are applied. Emissions value shown is rounded to the nearest whole number.
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Combined Scope 1 & 2 Intensity: 0.000033 MT CO <sub>2</sub> e/lbs. of product (across processing plants and feed mills). Scope 3 Intensity: 0.00027 MT CO <sub>2</sub> e/lbs. of product (across processing plants and feed mills).
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	Reduced direct GHG emissions across 6 facilities and reduced energy indirect GHG emissions across 7 facilities.
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	40,597 kg NOx, 30,621 kg SOx. Calculated using plant and feed mill electricity usage. Subregion Output Emission Rates (eGRID 2023).

## 2024 Butterball Global Reporting Initiative (GRI) Index

Section	Question Title	Response
<b>GRI 306: Waste 2020</b>		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste is generated in different forms throughout our 6 plant operations, and 5 feed mill operations. Our main types of waste generated include solid waste and sludge.
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	<p>Waste occurs throughout Butterball's value chain and our operations. Production and management of waste throughout the value chain is minimally influenced by the company, but efforts to encourage waste-related improvements within the value chain will be prioritized in the coming years. Consistent efforts are made to reduce waste generated, increase landfill diversion, and improve the percent of waste recycled across our processing plant locations. Goals are set for each calendar year for improvement in these areas. In 2024, we incorporated monthly waste tracking into our feed mill sustainability meetings. This data was used to inform waste and recycle goals for our feed mills that were established in 2025.</p> <p>We have implemented practices such as plastic and wood pallet reuse in our facilities as end-of-life interventions to increase material reuse and recycling, as well as working with third-party waste management companies to increase the organization's landfill diversion and waste recycling. Additionally, DAF sludge from our Mt. Olive plant is sent to composting.</p> <p>Waste data is collected and reported monthly at each of our plant facilities in a centralized database in order to track goals and progress. We use this data to identify areas for improvement and ensure proper waste management practices are being utilized.</p>
GRI 306: Waste 2020	306-3 Waste generated	Our plants and feed mills produced 7,300 metric tons of solid waste. Our plants produced 17,664 metric tons of sludge. This totals 24,964 metric tons of waste produced in 2024.
GRI 306: Waste 2020	306-4 Waste diverted from disposal	Total weight of non-hazardous waste diverted to recycling was 5,781 metric tons.
GRI 306: Waste 2020	306-5 Waste directed to disposal	Solid waste is primarily disposed of via landfill.
<b>GRI 400: Social Disclosures</b>		
<b>GRI 401: Employment 2016</b>		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2024 New Employee Hires 2024 Turnover 76.73%

## 2024 Butterball Global Reporting Initiative (GRI) Index

Section	Question Title	Response
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Basic Employee Life Basic Employee Accidental Death and Dismemberment (AD&D) Voluntary Employee, Spouse, and Child Life Voluntary Employee, Spouse, and Child AD&D Medical Insurance (PPO and CDHP Plans) Health Savings Account (HSA) Flexible Spending Accounts (Healthcare and Dependent Daycare) Dental Insurance Vision Insurance Basic Short-Term Disability Basic Short-Term Disability "Buy Up" Long-Term Disability 401k Retirement Plan (Part-Time and BB Temp employees also eligible.) Employee Assistance Program (Part-Time and BB Temp Employees also eligible.) Tuition Reimbursement Program (Part-Time employees also eligible.) Voluntary Supplemental Health Insurance (Critical Illness, Accident, Hospital Indemnity)  Significant Locations of Operation: Mount Olive Processing Plant Carthage Processing Plant Sherwin Feed Mill Carthage Live Operations Huntsville Processing Plant Ozark Processing Plant Alix Feed Mill Ozark Live Operations Naperville Office Garner Corporate Office Goldsboro Office Turkey Feed Mill Clinton Live Operations Office Clinton Live Haul Clinton Shavings Goldsboro Marketbird Farms Goldsboro Pathology Lab Goldsboro Shavings Goldsboro Live Operations Office Raeford Processing Plant Yellville

## 2024 Butterball Global Reporting Initiative (GRI) Index

Section	Question Title	Response
GRI 401: Employment 2016	401-3 Parental leave	Omitted - item does not exist.
<b>GRI 403: Occupational Health and Safety 2018</b>		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<p>Butterball has implemented a comprehensive occupational health and safety framework that requires company facilities to manage health and safety in such a way as to anticipate and prevent circumstances that may result in occupational injury and illness. Our safety and health program includes provisions for identification, evaluation, and prevention or control of general workplace hazards, specific job hazards and potential hazards that may arise from foreseeable conditions. The programs' major elements consist of management commitment and team member involvement, worksite analysis, hazard prevention and control, team member safety and health training.</p> <p>Multiple Butterball facilities have achieved federal or state level Occupational Safety &amp; Health Administration (OSHA) Voluntary Protection Program (VPP) status.</p> <p>Butterball's health and safety program has been developed based upon legal requirements, but also complies with the elements of OSHA VPP.</p>
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	<p>Consistent throughout the Butterball enterprise, hazard identification and risk assessment is carried out in numerous forms including daily equipment and facility start-up inspections, weekly supervisor inspections including identification of hazardous conditions and behavioral observations, monthly area audits of specific issues and an annual comprehensive corporate safety audit which consists of written program examination, interview and observations of employees, supervisors, managers and safety personnel and a visual inspection of the facility. Personnel conducting such inspections and audits are trained in hazard identification or have sufficient experience in safety related matters. Nonconformances are either resolved immediately upon determination, or included on a corrective action log and tracked until resolution.</p> <p>Investigation of incidents resulting in injury, property damage or near miss are investigated and corrective actions utilizing the hierarchy of controls are identified and completed in a timely manner. A formal documented Root Cause Analysis is conducted on specific events with identification and completion of corrective actions.</p>

## 2024 Butterball Global Reporting Initiative (GRI) Index

Section	Question Title	Response
GRI 403: Occupational Health and Safety 2018	403-3a Occupational health services	<p>Butterball operates onsite occupational health clinics staffed with trained and licensed personnel (Nurse RNs, LPNs and Emergency Medical Technicians) to administer basic care following a strict written set of directives for work-related injuries and illnesses. Butterball's Occupational Health Directives and Physician Standing Orders are reviewed and approved annually by a medical doctor. Butterball has established relationships with external medical facilities for care needed beyond the scope of the onsite clinic.</p> <p>Onsite health clinics are located in close proximity within the facility to the primary work location of employees which allows for prompt and easy physical access to medical care.</p> <p>Health records are maintained in confidential files accessible only to onsite health personnel and kept separate from human resource files.</p>
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>Butterball has implemented a unified framework for building capabilities in the organization in a sustained way for continual pursuit of zero defects and 100% total employee involvement, known as Butterball Operating Systems Solution (BOSS). The BOSS system has established a communication mechanism at all levels of the company to ensure safety-related matters are escalated to the appropriate level for resolution and communicate needed safety knowledge throughout the organization.</p> <p>Safety Committees with set agendas meet routinely and are comprised of both management and hourly employees. Committee meeting minutes are maintained and action items reviewed at each meeting.</p> <p>Mechanisms to allow employees to provide safety suggestions are also readily available. Employee engagement is critical in maintaining a safety culture at Butterball. Frequent activities involving employee participation in safety contests, games, and various other safety-related exercises provide opportunities for further communication and consultation.</p>
GRI 403: Occupational Health and Safety 2018	403-5a Worker training on occupational health and safety	<p>Safety orientation training is provided for new employees and specialized training for employees with the need for further understanding is provided which includes demonstration of knowledge and practical testing to validate understanding.</p> <p>Safety-focused briefings are provided daily during Butterball Operations Systems Solutions (BOSS) Tier meetings similar to department huddles. Safety training on topics pertinent to the facility are provided monthly following a training schedule.</p> <p>Safety training is provided to managers and supervisors emphasizing safety and health leadership responsibilities, maintenance and refrigeration personnel specific to pertinent health and safety issues, and more general training for all employees highlighting the safety and health management system, how to recognize hazardous conditions, understand safe work procedures, and hazard controls in place.</p>

## 2024 Butterball Global Reporting Initiative (GRI) Index

Section	Question Title	Response
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	<p>Butterball sponsors group health plans through various relationships with third parties that establish a network of providers, coordinate care and process claims for employees, dependents and other participants.</p> <p>In addition, Butterball provides annual onsite health and wellness events, including flu shot clinics, health fairs targeting employee demographics and wellness needs periodic wellness seminars regular wellness activities like blood pressure screening and glucose checks and active lifestyle education and awareness materials provided to employees, such as smoking cessation and dietary advice programs.</p>
GRI 403: Occupational Health and Safety 2018	403-7a Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Butterball currently does not have a process in place for the prevention or mitigation of occupational health and safety impacts directly linked by business relationships.
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	<p>All Butterball employees are covered by our company occupational health and safety management system. Contractors conducting work at Butterball locations are required to comply with company standards while working at any company location, as well as their own contractor occupational health and safety program.</p> <p>Internal audits against the company's occupational health and safety management system and regulatory requirements are conducted at all primary Butterball locations annually. In addition, external organizations and customers conduct periodic audits which include the company's occupational health and safety management system.</p>
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	Enterprise Total Recordable Injury Rate (TRIR) was 1.34 which is 48% better than Bureau of Labor Statistics (BLS) Industry average. Days Away/Restricted Time Rate (DART) was 0.94, which is 41% better than the BLS industry average. Approximately 11M hours were worked in 2024.
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	Included in the statistics provided for Disclosure 403-9.
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	We (Butterball) do not have access to governance bodies' data. We only have access to employee data.

## 2024 Butterball Global Reporting Initiative (GRI) Index

Section	Question Title				
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men				
Response					
Alix	Clinton Live Ops	Huntsville	Ozark	Yellville	
ESLO&M: n/a	ESLO&M: 100.00%	ESLO&M: n/a	ESLO&M: n/a	ESLO&M: n/a	
FMO&M: 100.00%	FMO&M: -21.07%	FMO&M: 12.71%	FMO&M: 7.78%	FMLO&M: 23.71%	
Professionals: 100.00%	Professionals: 1.46%	Professionals: 11.01%	Professionals: 8.35%	Professionals: 100.00%	
Technicians: n/a	Technicians: n/a	Technicians: 0.55%	Technicians: -6.45%	Technicians: n/a	
Sales: n/a	Sales: n/a	Sales: n/a	Sales: n/a	Sales: n/a	
Office and Clerical: 100.00%	Office and Clerical: n/a	Office and Clerical: -24.84%	Office and Clerical: -6.71%	Office and Clerical: n/a	
Craft Workers: 100.00%	Craft Workers: n/a	Craft Workers: 0.00%	Craft Workers: -12.93%	Craft Workers: 100.00%	
Operatives: 100.00%	Operatives: -9.08%	Operatives: 0.00%	Operatives: 0.00%	Operatives: -3.12%	
Laborers: n/a	Laborers: 100.00%	Laborers: 9.09%	Laborers: 0.00%	Laborers: n/a	
Service: n/a	Service: n/a	Service: 0.00%	Service: 0.00%	Service: n/a	
BBN - Butterball North	Garner Corporate Office	Jonesboro	Raeford	The ratios listed above reflect basic salary of women to men only. Pulling remuneration requires a complex work solution; however, we expect this data to be easily available in the future with our recent investment in a new HCM.	
ESLO&M: n/a	ESLO&M: -7.64%	ESLO&M: n/a	ESLO&M: n/a		
FMO&M: 18.14%	FMO&M: 24.42%	FMO&M: 100.00%	FMO&M: 0.81%		
Professionals: -1.14%	Professionals: 3.99%	Professionals: n/a	Professionals: 30.95%		
Technicians: 6.44%	Technicians: n/a	Technicians: n/a	Technicians: 1.45%		
Sales: n/a	Sales: 16.20%	Sales: n/a	Sales: n/a		
Office and Clerical: -6.14%	Office and Clerical: -16.93%	Office and Clerical: n/a	Office and Clerical: -11.02%		
Craft Workers: 100.00%	Craft Workers: n/a	Craft Workers: 100.00%	Craft Workers: 19.85%		
Operatives: 4.03%	Operatives: n/a	Operatives: n/a	Operatives: 0.00%		
Laborers: -2.88%	Laborers: n/a	Laborers: n/a	Laborers: 0.00%		
Service: n/a	Service: n/a	Service: n/a	Service: n/a		
Carthage	Goldsboro Corporate Office	Mt. Olive	Sherwin	The locations used in the above data are drawn from the locations used for Disclosure 2-7 (employees).	
ESLO&M: n/a	ESLO&M: n/a	ESLO&M: n/a	ESLO&M: n/a		
FMO&M: 4.09%	FMO&M: -8.50%	FMO&M: 7.07%	FMO&M: 100.00%		
Professionals: 2.33%	Professionals: 13.15%	Professionals: 13.01%	Professionals: n/a		
Technicians: -2.73%	Technicians: n/a	Technicians: -3.15%	Technicians: n/a		
Sales: n/a	Sales: n/a	Sales: 100.00%	Sales: n/a		
Office and Clerical: -0.50%	Office and Clerical: -29.57%	Office and Clerical: -5.34%	Office and Clerical: n/a		
Craft Workers: 100.00%	Craft Workers: n/a	Craft Workers: 7.23%	Craft Workers: 100.00%		
Operatives: 3.70%	Operatives: n/a	Operatives: 1.37%	Operatives: 100.00%		
Laborers: 0.00%	Laborers: n/a	Laborers: 0.00%	Laborers: 100.00%		
Service: 0.00%	Service: n/a	Service: 0.00%	Service: n/a		

Response Acronyms: ESLO&M - Executive/Senior Level Officials & Managers | FMLO&M - First/Mid Level Officials & Managers

## 2024 Butterball Global Reporting Initiative (GRI) Index

Section	Question Title	Response
<b>GRI 406: Non-discrimination 2016</b>		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	At any given time, the organization is communicating with the United States Equal Employment Opportunity Commission in connection with complaints filed by current or former employees. During the reporting period, the commission did not identify or pursue any claim against the organization for violation of an employee's rights against discrimination, which involved approximately six complaints. The organization's human resources team reviews all complaints of alleged incidents of discrimination within the organization and, when applicable, institutes remediation plans. During the reporting period, the organization was not aware of any complaint of alleged incidents of discrimination within the organization necessitating the institution of remediation plans.
<b>GRI 416: Customer Health and Safety 2016</b>		
GRI 416: Customer Health and Safety 2016	416-1a Assessment of the health and safety impacts of product and service categories	100% of our products are assessed for health and safety impacts and improvements.
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Omitted - Confidentiality Restraints
<b>GRI 417: Marketing and Labeling 2016</b>		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Butterball requires the following information for our procedures for product and service information and labeling: The sourcing of components of products and services content, particularly with regard to substances that might produce an environmental or social impact safe use of the product or service disposal of the product and environmental or social impacts. 100% of Butterball products are covered by and assessed for compliance with these procedures.
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	Omitted - Confidentiality Restraints
GRI 417: Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	Omitted - Confidentiality Restraints