

WAYNE SANDERSON[®]



OFFICIAL SEC SPONSOR



2026

THE POWER OF TEAM

CORPORATE RESPONSIBILITY REPORT

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A MESSAGE FROM OUR PRESIDENT & CEO



On the field and in our facilities, peak performance is never a solo effort; it requires a shared playbook, absolute trust, and commitment to the team beside you. As the Official Chicken of the Southeastern Conference, Wayne-Sanderson Farms is bringing championship-level execution to our corporate responsibility goals, and I am honored to present this report that outlines how team-driven innovation is unlocking new milestones in workforce retention, local conservation, and product excellence, among other initiatives.

As I reflect on my first full year as President & CEO, I am continually reminded that our greatest victories are achieved together. This has been a defining year for Wayne-Sanderson Farms, marked by strategy and structural alignment. With the implementation of our new five-year strategic plan, we have established a clear, long-term roadmap for sustainable growth, corporate stewardship, and operational excellence.

It's important to note that this strategic plan is built on the core values we established last year. RISE (Respect, Integrity, Stewardship, and Excellence) remains woven into our decision-making processes and serves as the guiding principle for this plan.

To execute this vision successfully, we introduced a reorganization of the company this past year, clearly separating our commercial and operations units. This strategy clarifies our internal playbook, enabling our teams to deliver maximum impact. It is exactly this type of team-driven innovation that is unlocking new milestones across our four pillars: People, Planet, Animal, and Food.

Building a sustainable future requires a deep commitment to the people who make our success possible. Our focus on fostering a safe, supportive, and rewarding work environment has led to meaningful improvements in workforce retention. By aligning our facilities with a shared playbook of mutual respect and continuous professional development, we ensure that every team member has the training, tools, and trust needed to thrive.

Our responsibility extends equally to the communities and natural resources that sustain us. Through local conservation partnerships, optimized resource management, and innovative waste-reduction initiatives, our teams are actively reducing our environmental footprint. We approach environmental stewardship not as a regulatory obligation but as a team competition, where raising the bar yields long-term benefits for our planet and local communities.

Ultimately, our shared dedication culminates in the product excellence we deliver every day. Championship-level execution means upholding the highest standards of food safety, biosecurity, and quality control from farm to table. By uniting our growers, facility teams, and supply chain partners in an unwavering commitment to quality, we proudly uphold our reputation as a trusted leader in the poultry industry.

Thank you for your continued partnership as we drive meaningful progress together.

Kevin McDaniel

President & Chief Executive Officer



OUR COMPANY AT A GLANCE

COMPANY SNAPSHOT



27,000
Employees



24
Plants/Facilities



\$8.8B
FY26 Revenue



#3 U.S. Poultry
Market Position



Fresh/Retail/FS/Exp.
Channels

Vertically Integrated Model



Breeding



Hatcheries



Grow-out

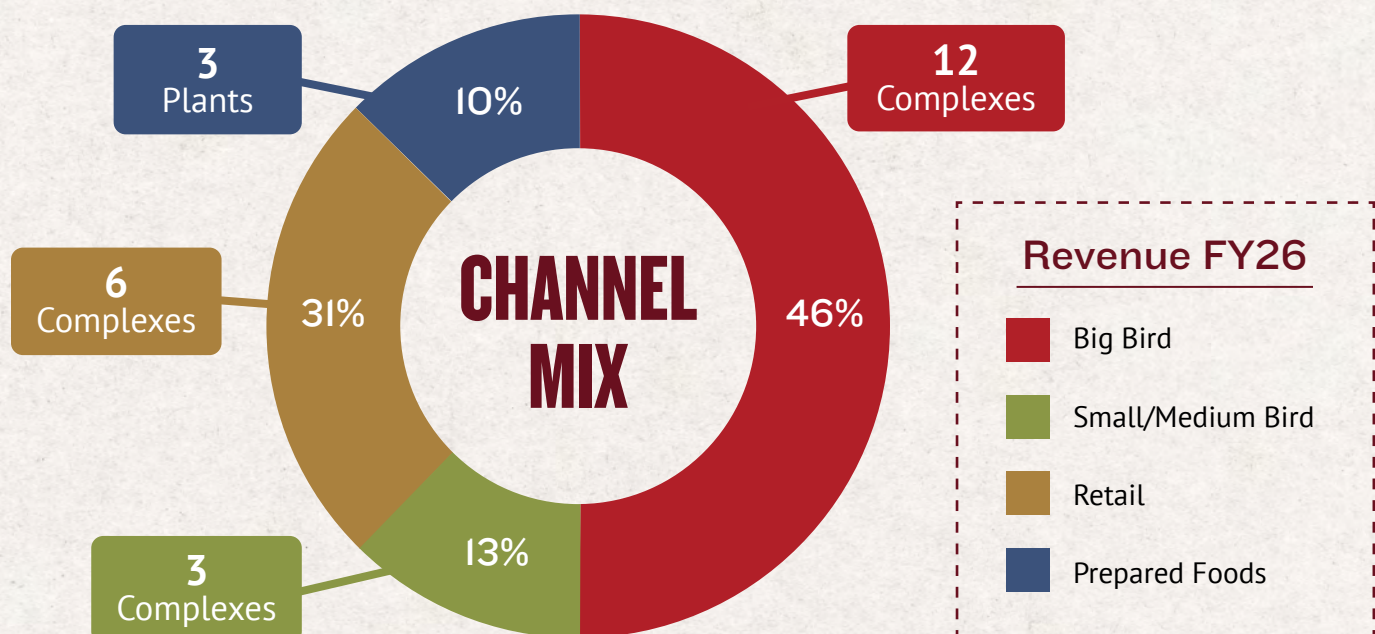


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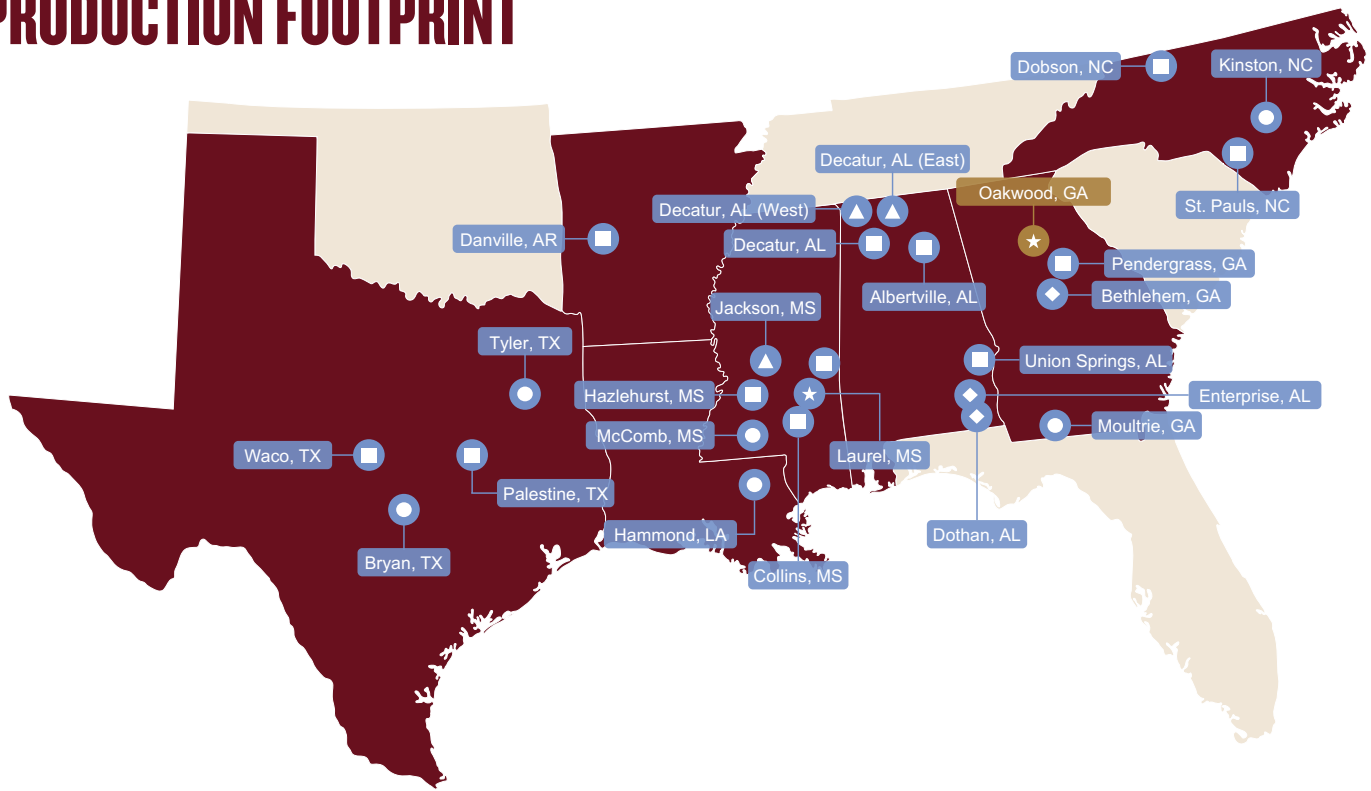


Distribution

Fully integrated model drives cost control, supply reliability, and margin consistency



PRODUCTION FOOTPRINT



- ★ Corporate Headquarters
- ★ Regional Office
- Fresh Processing | Jumbo
- Retail Tray Pack
- ▲ Further Processing | Prepared Foods
- ◆ Fresh Processing | Small



Alabama

- Albertville
- Decatur
- Dothan
- Enterprise
- Union Springs



Mississippi

- Collins
- Flowood
- Hazlehurst
- Laurel
- McComb



Arkansas

- Danville



North Carolina

- Dobson
- Kinston
- St. Pauls



Georgia

- Bethlehem
- Moultrie
- Oakwood
- Pendergrass



Texas

- Bryan
- Palestine
- Tyler
- Waco



Louisiana

- Hammond

Our Operations

24

Total plants
21 processing and
3 prepared foods

27,000

Total employees
~3,100 salaried
~23,900 hourly

10 OF 23

Unionized facilities

STRATEGIC LEADERSHIP & ACQUISITION MOVES

To execute our new operational strategy and support the clear separation of our commercial and operations units, we have realigned our leadership roster. Placing the right captains in the right positions ensures our growing teams have the guidance, resources, and structural accountability needed to thrive.

The following organizational moves reflect our commitment to optimizing internal expertise, streamlining our shared playbook, and positioning our expanded workforce for long-term success.



AARON LEACH

Chief Commercial and Supply Chain Officer

As Chief Commercial and Supply Chain Officer, Aaron Leach leads sales, marketing, research and development, and the supply chain. He most recently served as Senior Vice President of Supply Chain and General Manager of the Prepared Foods Business Unit. Leach joined Wayne-Sanderson Farms in 2005 and has held several roles, including Director of Financial Planning, Director of Strategic Planning, and Senior Director of Supply Chain. He also led the integration following the Wayne Farms and Sanderson Farms merger.

MICHAEL CRUMP

Chief Operations Officer

As Chief Operations Officer, Michael Crump leads operations and live production across the company's 24 facilities in Alabama, Arkansas, Georgia, Louisiana, Mississippi, North Carolina and Texas. He also oversees the company's Engineering Department, which supports critical equipment and facilities, and manages construction and improvement projects across plants and live production operations. Michael previously served as Senior Vice President and General Manager of the Fresh Business Unit. Crump joined Wayne-Sanderson Farms in 2014 as Senior Director of Fresh Operations.



WAYNE SANDERSON FARMS





Roster Expansion: Acquisition of Harrison Poultry

A championship strategy relies on identifying opportunities to strengthen the overall roster, and our recent growth initiatives reached a major milestone with the acquisition of Georgia-based Harrison Poultry, Inc. This strategic expansion unites two proud traditions of poultry excellence under a single, shared playbook.

Operating since 1958, Harrison Poultry brings a dedicated workforce of more than 1,000 employees and a strong legacy of producing nearly 400 million pounds of high-quality poultry products annually. The integration expands our team's capabilities by incorporating Harrison's comprehensive operations in the Bethlehem and Crawfordville areas, including live production, hatchery, feed mill, manufacturing, production, and transportation assets. It also adds their proprietary "Golden Goodness" range of traditional, international, and halal poultry products to our diverse portfolio.

This addition was the result of deliberate strategic planning. Leadership initiated discussions after a thorough evaluation confirmed that the two organizations had highly complementary product portfolios and closely aligned workplace cultures.

By bringing this prominent producer into the Wayne-Sanderson Farms family, we have strengthened our regional footprint and ensured that day-to-day operations continue smoothly with minimal disruption. Uniting our staff, growers, and operational assets positions us to deliver peak performance and product excellence.

THE POWER OF TEAM IN ACTION



On any championship team, the name on the front of the jersey matters, but it is the people wearing it who drive performance. For Wayne-Sanderson Farms, achieving our corporate responsibility goals starts with an unwavering commitment to the individuals who show up every day across our facilities, hatcheries, and the entire supply chain.

A winning culture is built on absolute trust and mutual respect. This section outlines how team-driven innovation is unlocking critical milestones in workforce retention, employee well-being, and professional development.

By investing heavily in a safe, supportive, and rewarding work environment, we ensure that every member of our team has the tools and training needed to perform at the highest level. Because when our people succeed, the whole team wins.



INVESTING IN THE HEALTH OF OUR TEAM

A championship team is only as strong as the health and well-being of its players. We are proud to offer a comprehensive, accessible range of health and wellness options to ensure every team member has the support needed to perform at peak levels. When we look after one another, our collective strength grows, a commitment reflected in our rising benefits plan participation.

This year, 76% of our workforce elected to participate in our benefits plan, with 96% of employees actively completing their plan elections.

To keep our team healthy, resilient, and thriving, we provide convenient, affordable on-site healthcare at some of our operational locations. These clinics are accessible to all team members and their dependents enrolled in a Wayne-Sanderson Farms health plan and offer essential on-site support, including preventive care, urgent care, mental health resources, and chronic disease management.

Over the past year, our clinics have served as a vital safety net, **handling more than 8,461 visits. In 2025, 329 team members used the clinics for preventive care for the first time.** The critical role these facilities play in daily well-being is underscored by significant health improvements: **485 employees lowered their blood pressure from “high risk” hypertension to “not high risk,” and 44 individuals reduced their elevated BMI to move out of the high-risk category.** These positive health outcomes underscore the essential role these clinics play in the daily health and long-term well-being of our workforce.

While our team members incur little to no cost for these services, **Wayne-Sanderson Farms invested \$2.6 million this past year to offer on-site advanced primary care** at these facilities, ensuring our shared playbook always prioritizes the health of the people beside us.



Clinic Success Stories: Keeping Everyone Healthy

Our on-site health clinics are more than a convenient medical resource. They are a vital lifeline for our workforce, providing immediate access to care that protects our people when it matters most. The following real-life experiences from Wayne-Sanderson Farms team members highlight the profound, and sometimes lifesaving, impact these clinics and their dedicated medical professionals have on the families we employ.



Dobson, North Carolina: The Critical Power of Being Heard

When a team member at our Dobson Complex spent months struggling with a worsening cough, severe fatigue, night sweats, and shortness of breath, repeated visits to outside medical providers left her feeling dismissed, with her symptoms repeatedly attributed to minor causes. Knowing instinctively that something was deeply wrong, she visited the on-site clinic, where a provider truly listened and recognized the severity of her condition. The clinician immediately ordered imaging, which led to urgent hospitalization. There, medical teams discovered she was severely ill and required immediate blood transfusions.

Further evaluation revealed Stage 4 Hodgkin's lymphoma. What followed was a physically and emotionally grueling journey through multiple rounds of chemotherapy, but the clinic provider's early intervention caught what others had missed. Today, after a full recovery, she has successfully returned to her life and her work at the complex, crediting the clinic's swift clinical intuition and the vital importance of patient self-advocacy for saving her life.



Decatur, Alabama: From Struggle to Strength

Faced with a daunting combination of chronic conditions, including obesity, depression, hypertension, hyperlipidemia, diabetes, and gout, a team member at our Decatur Complex felt discouraged by a healthcare routine that focused solely on adding new medications rather than addressing the root causes of her illness. A turning point came when she established care at the on-site clinic, where the medical team shifted her treatment to a holistic approach centered on lifestyle changes, sustainable weight management, and the careful reduction of unnecessary prescriptions. With consistent guidance, she embraced healthier daily habits and achieved a monumental physical transformation, dropping her weight from over 300 pounds to a healthy 172 pounds.

This dramatic weight loss resolved several of her chronic conditions and completely renewed her mental and emotional outlook on life. Inspired by her journey from struggle to strength, she has become an active health advocate on the production floor, routinely encouraging her co-workers to use the clinic and even accompanying them to their appointments. Her incredible success story gained national attention when she was invited to take the stage at the 2025 Marathon Health Client Summit in Colorado Springs, Colorado, to share her transformation, proving that targeted, compassionate care can truly change a life.



Dothan, Alabama: Overcoming Barriers to Crucial Care

When a Spanish-speaking team member at our Dothan complex experienced a lapse in her medical care, she was without her routine prescriptions for several months. By the time she visited our on-site clinic, she was facing severely uncontrolled diabetes, hyperlipidemia, early-stage kidney disease, and an active urinary tract infection. Recognizing the critical nature of her health risks, the clinic team immediately used a professional translation line to bridge the communication gap, helping her fully understand her diagnosis, treatment plan, and the vital importance of consistent follow-up care.

To ensure her recovery was sustainable, the clinic staff went a step further, diligently sourcing her medications at the lowest possible cost so they fit comfortably within her budget. This comprehensive, compassionate approach completely turned her health around; within six months, her lab results returned to normal limits, allowing her to safely discontinue several medications and adopt positive lifestyle changes. By breaking down language and financial barriers, our Dothan clinic team didn't just manage an illness: they empowered a valued employee to take control of her health and her future.



Employee Engagement Through Onsite Events

Bringing health and wellness resources directly to our facilities is key to fostering a culture of care across Wayne-Sanderson Farms. In 2025, we strengthened employee engagement and access to health and wellness resources through a series of onsite initiatives designed to make comprehensive health benefits and wellness education convenient, approachable, and accessible to everyone.

A central part of this initiative was our **monthly table setups**, designed to provide employees with convenient access to information on benefits, wellness education, and preventive care resources. By aligning each setup with timely health topics and company programs, employees were able to ask questions, explore services, and take proactive steps toward improving their well-being. These efforts also helped build trust and increase awareness of key programs such as the MyRewards preventive care and wellness incentive program.

In addition, we hosted **20 health fairs throughout the year**, bringing together a diverse group of healthcare providers, wellness vendors, and community organizations. These events provided meaningful opportunities for employees to engage directly with resources, access screenings and services, and deepen their understanding of their benefits in a supportive, accessible setting. Employees and their families were able to receive immediate health screenings, access vital clinical services, and gain a much clearer understanding of the robust care networks available to them.

Because total well-being extends far beyond physical health, we also prioritize responsive mental and emotional support for our workforce during challenging times. **Our Employee Assistance Program (EAP) with ComPsych provides “boots-on-the-ground” crisis management support.** This includes immediate access to professional resources, on-site assistance when needed, and confidential support services to help employees navigate personal or workplace challenges. This proactive approach ensures employees receive timely care and reinforces our commitment to their mental, emotional, and overall well-being.

By weaving together consistent wellness education, comprehensive health fairs, and reliable emotional support, Wayne-Sanderson Farms continues to cultivate a workplace where health is accessible and where every employee feels valued.

Supporting our Team on and off the Field

A championship roster requires comprehensive support to remain resilient, focused, and performing at its best. Beyond the workplace, we ensure our team members and their families have the resources to manage their health, financial security, and personal growth. By investing heavily in these shared benefits, we build a stronger, more united team.



Specialty Drug Administration Program: Our co-pay assistance program provided significant relief during the 2025 plan year, helping employees save \$5.9 million. As a result of this collaborative effort, plan participants paid \$0 out of pocket for their specialty medications.



Telemedicine Accessibility: Ensuring our team members have quick access to care is vital to maintaining momentum. We covered the cost of 1,355 medical and behavioral telehealth visits. These virtual consultations saved employees roughly \$233,020 annually compared with traditional care options, keeping health support accessible when it is needed most.



Disability Benefits: The company continued to provide 100% company-paid Short-Term and Long-Term Disability benefits for all employees in 2025, at a cost of \$6.8 million, to support team members through difficult periods.



Health Care Savings Contributions: To set our team up for long-term success, Wayne-Sanderson Farms contributed \$600 to employees with single coverage and \$1,200 to those in other coverage tiers. Total company contributions to health care savings reached \$1.5 million in the 2025 plan year.



Fitness Reimbursements: We promote an active lifestyle by reimbursing eligible fitness expenses, such as memberships to pools, gyms, and health clubs, virtual fitness classes, or weight loss programs, for full-time hourly and salaried employees, up to \$250 annually. In 2025, these health reimbursements totaled roughly \$141,000.



Marketplace Chaplains: Our dedicated group of 169 chaplains provides vital care to our workforce. They conducted more than 10,000 worksite visits, offered more than 410,000 personal care activities, and referred employees to more than 1,492 resources to help them navigate personal challenges.



401(k) Plan Success: Financial security is a long-term team goal. As our shared retirement plan continues to grow, it now boasts an impressive 93.6% participation rate and an average balance of \$22,879. To help our team build for the future, the company's contribution and match to the 401(k) plan totaled a significant \$41.2 million.



Employee Wellness Incentives: To encourage proactive health management, Wayne-Sanderson Farms rewards employees who complete their annual preventive care visits. Through the MyRewards wellness program, participants who completed their 2025 preventive exams were eligible for a \$100 digital gift card. This initiative drove a 7% increase in preventive visit adherence, as 32% of enrolled medical members earned the incentive. Additionally, the company offers a maternity wellness program that provides up to \$200 in incentives to support expectant mothers.

COACHING FOR TOMORROW: CONTINUOUS LEARNING AND LEADERSHIP

Peak performance requires continuous improvement, upskilling, and a commitment to unlocking the potential of every player on the bench. We invest in educational opportunities and professional pathways to develop the next generation of company leaders.

Tuition Reimbursement: To help our team members develop skills for current or future roles, we offer financial assistance through an updated educational reimbursement policy. This policy covers a wide range of accredited courses, certifications, and degree programs aligned with professional growth and company needs. Available to eligible full-time salaried employees with at least one year of service, the company provided **more than \$183,000 in tuition support** during the fiscal year.

IPPE – Young Leaders Program: Cultivating the Next Generation

The International Production & Processing Expo (IPPE) Young Leaders program brings together high-performing professionals from across the poultry industry for intensive leadership development, networking opportunities, and an introduction to the latest innovations and processes transforming the industry. Selection is highly competitive and a distinction of accomplishment for emerging leaders, as it signifies their professional excellence, leadership potential, and long-term commitment to advancing the industry.

Last year, four Wayne-Sanderson Farms team members were recognized as IPPE Young Leaders, representing a cross-section of operations and corporate functions across the organization. Each was recognized for the impact they are making on their team and work site, as well as the leadership they have demonstrated. They are:

- ***Sarah Bowden, Lead Business Applications Specialist, Corporate Office***
- ***Thomas Carpenter, Assistant Complex Purchasing Manager, Flowood Complex***
- ***Maliq Holmes, Shift Manager, Union Springs Complex***
- ***Joel Sanchez, Superintendent, Poultry Processing – Retail/Further Processing, Bryan Complex***

This recognition highlights the exceptional depth of talent across the company. By supporting our emerging professionals, Wayne-Sanderson Farms continues to invest in forward-thinking leaders who champion our RISE values and drive our operations into the future.

Facing the Storm: Honoring Resilience as One Team

As part of this year's State of the Business visits, leadership traveled to complexes across the company to share performance updates and align our goals for the year ahead. These sessions offered a powerful opportunity to connect directly with our Field teams and reinforce the vital role each complex plays in our collective success. Peak performance is never a solo effort, and these visits celebrated the shared playbook that drives us.

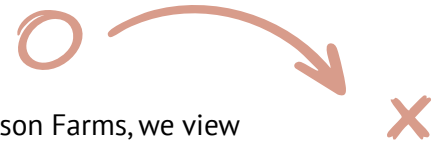
To honor the ultimate team players, this year's meetings introduced a new Field-led recognition, the **Face the Storm Award**, which celebrates team members who exemplify resilience and courage in the face of adversity.

The award is inspired by the behavior of the buffalo on the American plains. When a storm approaches, most animals flee, prolonging their hardship. The buffalo, however, turns and charges directly into the storm as a herd, enduring the elements for a shorter time and emerging stronger together on the other side.

This metaphor perfectly captures our Field teams, who face challenges head-on to keep our operations moving. The Face the Storm Award honors individuals who don't back down but instead lift up their colleagues and lead their teams through adversity with focus.

To celebrate this championship-level execution, each complex presented the award locally to one outstanding team member during its State of the Business meeting.

SAFETY FIRST: PROTECTING THE TEAM



On any team, watching each other's backs is a fundamental rule. At Wayne-Sanderson Farms, we view safety not as a rigid set of compliance rules but as an active, daily choice to protect the person working next to us. We foster a transparent culture of absolute trust and personal accountability, where every team member is fully empowered to speak up and report unsafe conditions immediately.

Recognizing that true operational excellence requires continuous improvement and proactive risk reduction, we consistently support our workforce by investing in advanced workplace safety technologies, deploying everything from state-of-the-art protective machinery in our processing plants to custom slip-resistant flooring across our poultry houses.

Milestones in Accountability

Our collective focus on a zero-accident culture directly translates into industry-leading safety metrics. For example, Wayne-Sanderson Farms consistently maintains a Days Away, Restricted, or Transferred (DART) rate well below the national poultry industry average. Our current DART rate is 1.50 (compared to the industry benchmark of 1.70).

Standout facilities like the Decatur Prepared Foods Complex drive this strong performance, exemplifying how our safety culture operates at the ground level. This complex recently surpassed one million man-hours without a single lost-time work injury, a testament to the dedication of the facility's 1,000+ employees to safety.



National and Regional Team Honors

When an entire roster commits to safety excellence, external industry professionals take notice. Our facilities earned significant recognition this past year for outstanding injury-prevention performance, as evidenced by rigorous two-year statistical reviews and operational evaluations. Here are just two examples:

The Joint Poultry Industry Safety & Health Council Awards

Presented annually by the Joint Industry Safety & Health Council, which comprises members from the U.S. Poultry & Egg Association, National Chicken Council, and National Turkey Federation, these awards recognize outstanding safety performance across the poultry industry. This year's recipients were selected based on injury statistics from the past two years and a review of written applications by academic and safety professionals. In total, Wayne-Sanderson Farms earned:

7 *Awards of Distinction:*
Earned by only the top-performing facilities, these are the highest safety honors.

9 *Awards of Honor:*
Awarded to individual facilities maintaining exceptionally strong safety records.

North Carolina Department of Labor (NCDOL) Safety Awards

Presented by the state's Labor Commissioner and co-hosted by the Safety and Health Council of North Carolina, the prestigious Gold Award is the state's highest level of safety recognition. It honors operational facilities that reduce their DART rates by at least 50% below the national industry average.

Five Wayne-Sanderson Farms' Complexes in North Carolina were recognized, including:

- ***Dobson Plant: Earned its THIRD consecutive Gold Award.***
- ***Elkin Hatchery: Achieved its FOURTH consecutive Gold Award.***
- ***Newton Feed Mill: Secured its FIRST Gold Award.***
- ***Mocksville Feed Mill: Earned its FIRST Gold Award.***
- ***Elkin Feed Mill: Brought home its FIRST Gold Award.***



By continually refining our safety playbooks and investing heavily in our people's health, Wayne-Sanderson Farms ensures that our facilities remain secure, supportive environments where every team member can thrive.

EMPLOYEE PROFILE

From Pre-Med to Safety Leadership

Neena Kao's journey into the poultry industry started quite unexpectedly, but it soon turned into her lifelong passion. Although she grew up dreaming of becoming a doctor and earned a pre-med biology degree at the University of Georgia with plans to attend medical school, her path changed during a gap-year job in a health and safety role at the Pendergrass Complex.

Neena started her journey as an hourly worker and gradually moved up through various positions within the safety department, eventually becoming the Complex Health and Safety Manager. This important early experience provided her with a solid understanding of operations and reminded her of the vital importance of staying connected to frontline workers.

Today, as a Regional Health and Safety Manager supporting operations across North Carolina and Georgia, she focuses on people development, compliance, risk mitigation, and regional innovation. In this role, she partners with local Complex teams to share best practices, learn from location-specific strengths, and align operational success with high safety standards.

For Neena, effective safety leadership is rooted in building a genuine, trust-based culture in which safety and operations are equal partners. She views safety not as a set of rules enforced from behind a desk, but as a deeply personal responsibility centered on protecting real people so they return home whole and healthy every day.

This relational approach and focus on team-driven innovation earned her national recognition when she received the Frank Cruice Innovation in Safety & Health Award at the 2026 International Production and Processing Expo (IPPE), an honor that recognizes facilities advancing operational excellence through creative health and safety initiatives.

Mentorship has also played a defining role in Neena's career, particularly through the guidance of women leaders who modeled strength, empathy, and confidence. Today, she pays that support forward by developing emerging leaders and advocating for the wide range of career pathways available to women across the dynamic agricultural sector.

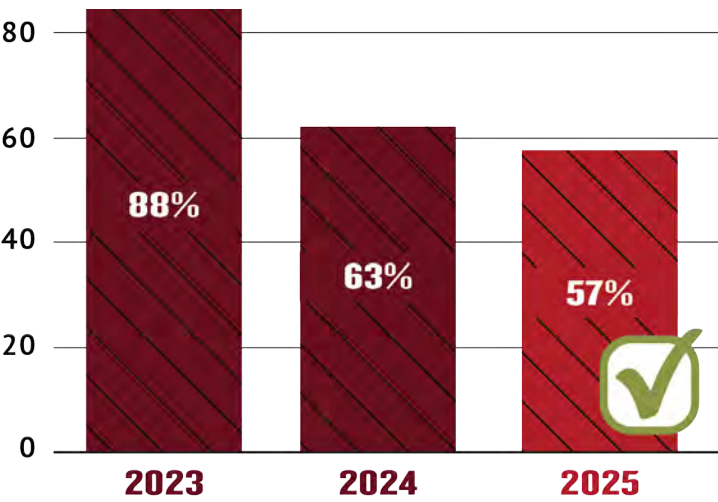


EMPLOYEE DIVERSITY DATA FOR FISCAL YEAR 2026

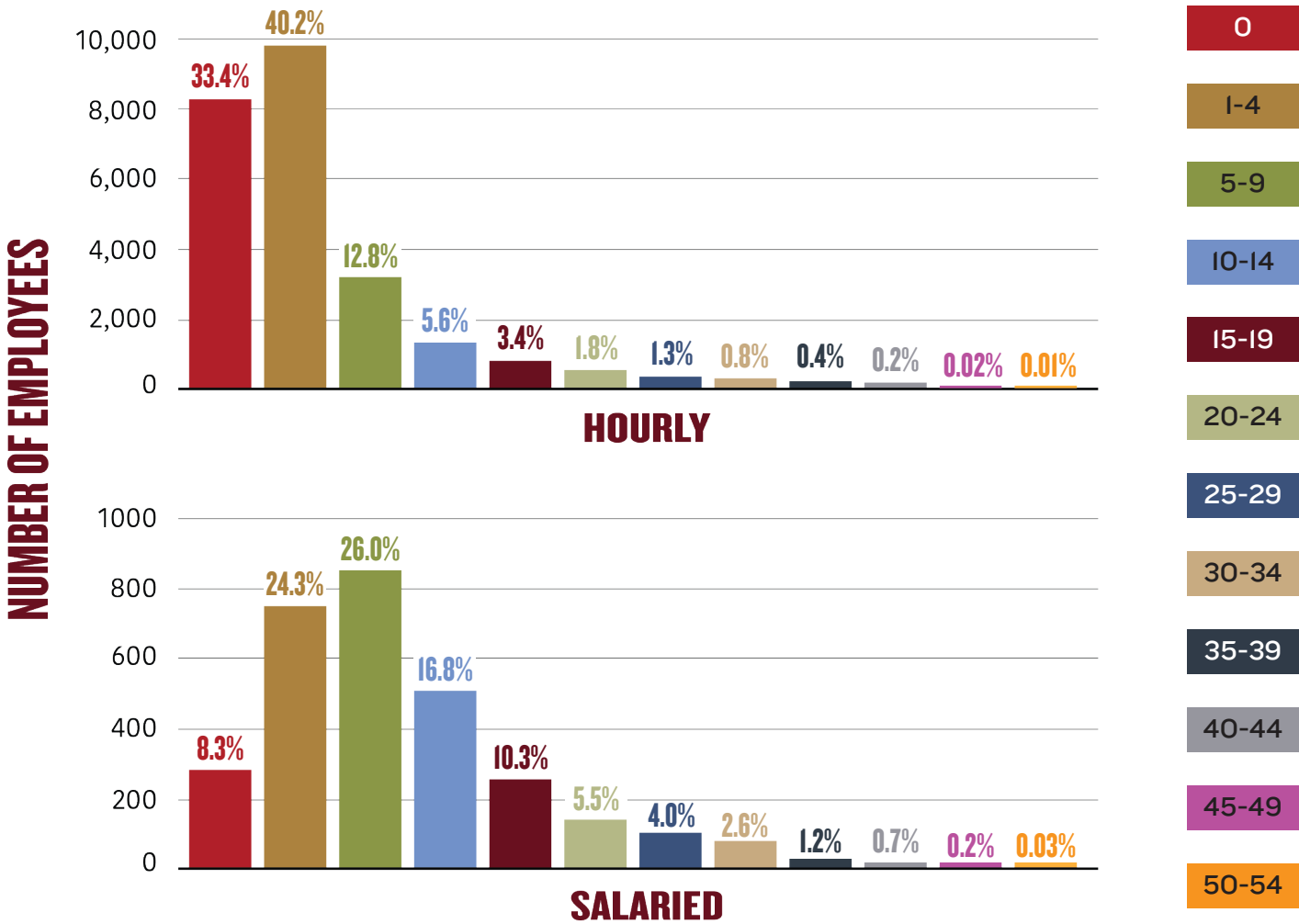
Total Headcount



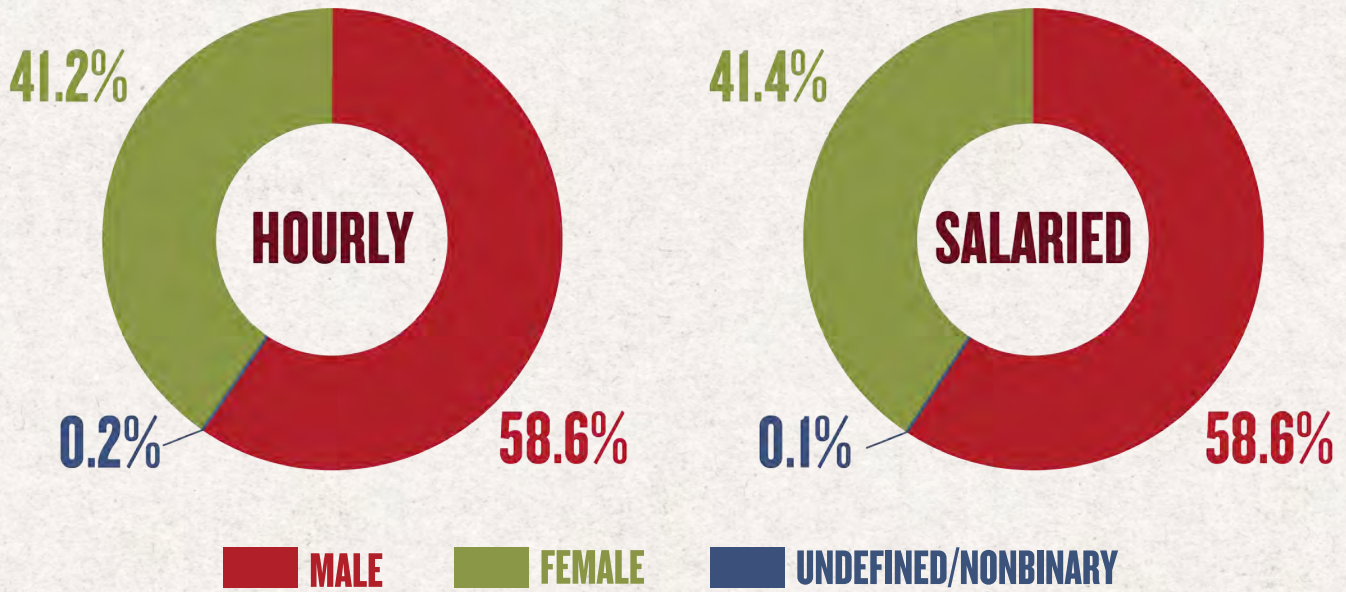
Employee Turnover



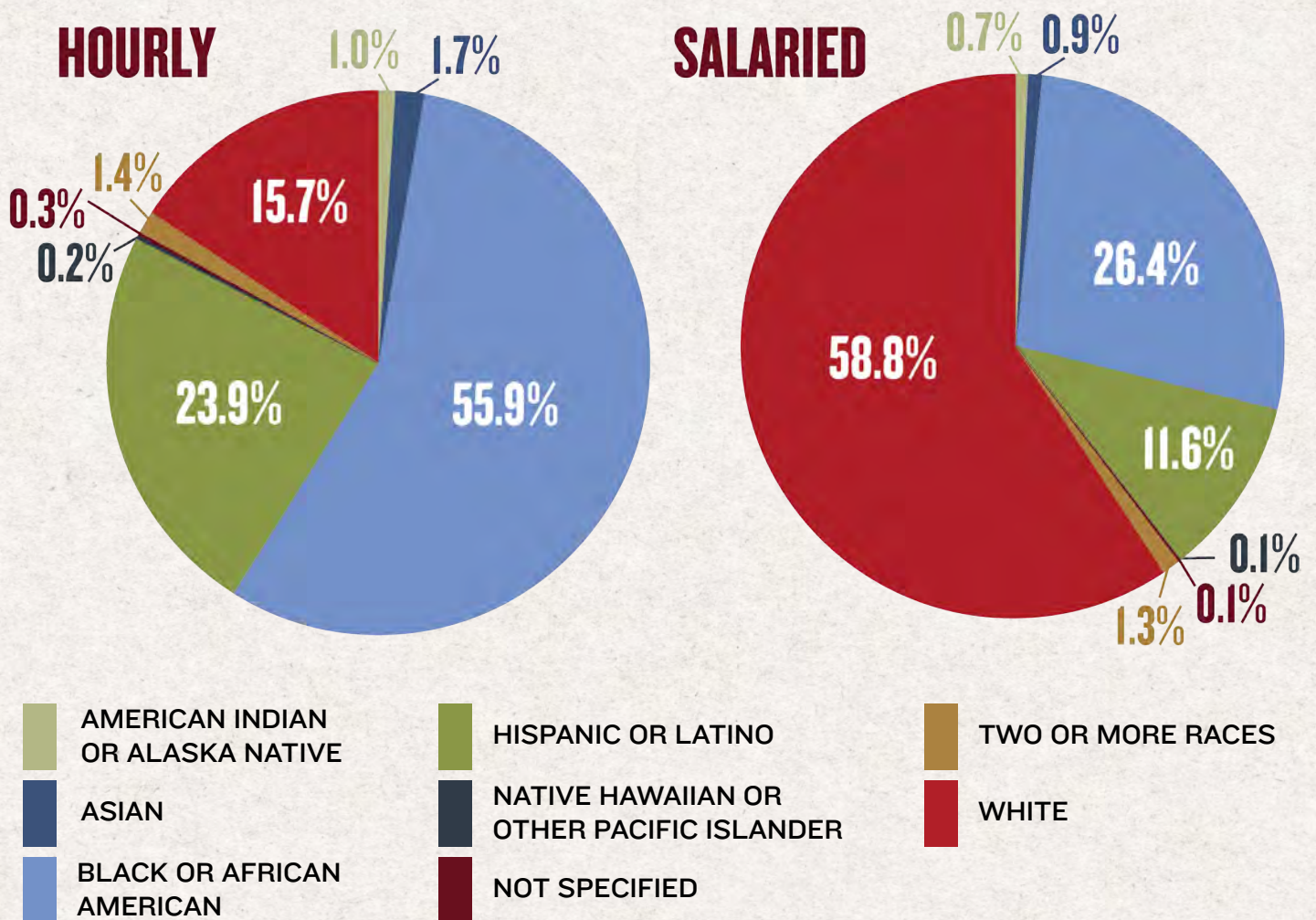
Years of Service



Gender



Race/Ethnicity

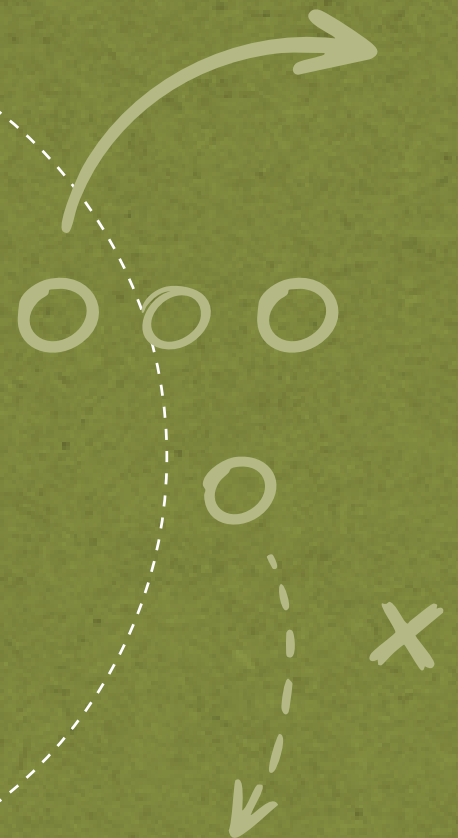


WINNING FOR THE PLANET - TOGETHER



Sustainable poultry production is the ultimate team sport. At Wayne-Sanderson Farms, we recognize that protecting our shared environment, our air, water resources, and land, requires a unified strategy and absolute discipline across every facility and farm partner.

Stewardship isn't a solo achievement; it is a core organizational value that drives our entire roster to minimize our footprint and protect the local communities where we operate. By combining innovative, team-driven technology with field-tested conservation practices, we are executing a coordinated playbook to ensure a sustainable future for the next generation.



PRECISION NUTRITION

In our operations, efficiency is a team victory that starts at the foundation of live production. Our feed conversion ratio, the precise metric that tracks how much feed a chicken requires to gain one pound of body weight, directly reflects how cohesively our nutritionists and local farmers work together.

When our live production teams execute their playbooks flawlessly, our birds reach market weight with fewer resources. This collective breakthrough dramatically reduces our reliance on row crops such as corn and soybeans, effectively shrinking the agricultural footprint needed to sustain our supply chain.

Thanks to continuous collaboration between our internal specialists and independent growers, our optimized feed formulas are projected to **save 21,075 acres of farmland** this year, based on a **standard benchmark of 186.5 bushels of corn and 53 bushels of soybeans per acre**.

EXECUTING THE GAS EMISSIONS PLAYBOOK

Tackling emissions requires a coordinated effort across all divisions of our expanding company. We maintain full accountability by tracking energy consumption, fuel use, and transportation emissions across our entire operational footprint to understand our full impact.

Wayne-Sanderson Farms is advancing its long-term climate strategy by aggressively pursuing company-wide emissions-reduction targets across Scopes 1, 2, and 3. By implementing leading reporting standards to ensure absolute transparency, our teams are moving toward the following shared performance goals:

Direct & Purchased Energy (Scopes 1 & 2): Overall, we reduced our overall emissions intensity from our direct facility operations and electricity use by 3.8% this year.

Supply Chain Integration (Scope 3): Actively collaborating with our logistics and agricultural partners to track emissions throughout our broader network. Last year, our Scope 3 emissions were 9,926,848 MTCO₂e.

By consistently refining our environmental strategies and treating sustainability as a shared team effort, we continue to maintain our position as a leader in responsible, sustainable food production.

Greenhouse Gas Emissions Summary Chart:

	FY24	FY25	FY26
Scope 1 Emissions (Activity Based Methodology)	545,686 MTCO ₂ e	494,409 MTCO ₂ e	512,613 MTCO ₂ e
Scope 2 Emissions (Location Based Methodology)	323,943 MTCO ₂ e	311,300 MTCO ₂ e	327,289 MTCO ₂ e
Total Emissions	869,629 MTCO ₂ e	805,709 MTCO ₂ e	839,902 MTCO ₂ e
Saleable Product	7.92 billion lbs	7.74 billion lbs	8.40 billion lbs
Emissions Intensity	0.110 MTCO ₂ e/1,000 lbs	0.104 MTCO ₂ e/1,000 lbs	0.100 MTCO ₂ e/1,000 lbs

FY26 ENVIRONMENTAL IMPACT AT A GLANCE



Materials Recycled:

We recycled 5,649 tons of materials, including pallets, plastics, cardboard, and metal. When rendered product is included, this figure rises to an impressive 1,186,327 tons, and with the addition of recycled breadding, it further increases to 1,187,774 tons.



Water Stewardship:

Our water reuse initiatives reclaimed, reused, and recycled approximately 960 million gallons of water. Additionally, 1.65 billion gallons were responsibly returned to the groundwater through land application.



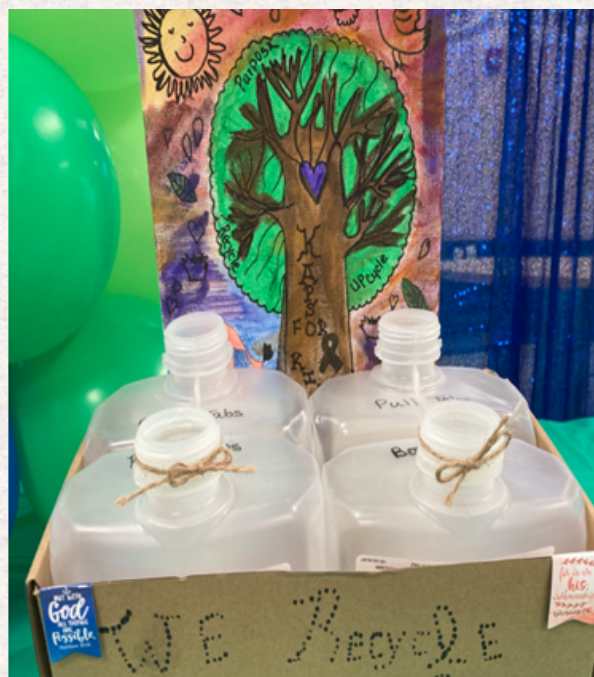
Biogas Production:

Across our operations, we produced 261,517 MMBTUs of biogas overall last year. Of this amount, 49,558 MMBTUs were sold to a third party in FY26, demonstrating our contribution to renewable energy.



Breadding Recycling Program:

Our commitment to circularity is reflected in our breadding recycling efforts at two key facilities. In FY26, Flowood recycled 1,081 tons of breadding, and Decatur Prepared Foods recycled 366 tons, each converting this material into animal feed.



STEWARDSHIP IN THE FIELD: TEAMWORK IN ACTION ACROSS OUR COMMUNITIES

True environmental stewardship extends far beyond our operational facilities; it is driven by our people on the ground. Across the company, our local complexes regularly come together to champion sustainability, resourcefulness, and community care. While our environmental goals are corporate-wide, our impact is local, personal, and team-driven.

The following initiatives are just a few examples of how our regional teams are putting our environmental playbook into action:



Hammond Complex (Community Clean Up):

To demonstrate that community care is a shared team effort, several members of the Hammond team participated in the statewide “Love the Boot Clean Up” campaign, organized by Keep Hammond Beautiful. Working side by side with the local Chamber of Commerce and area volunteers, the team helped beautify downtown Hammond while reinforcing our commitment to being an active, responsible local partner.



Decatur Prepared Foods Complex (Waste Reduction & Creativity):

In celebration of Earth Day, team members at both the East and West Decatur Prepared Foods facilities tapped into their collective creativity for an Upcycle & Repurpose Competition. Part of the Planet Pillar under the Amazing Starts With Me program, the competition challenged employees to transform discarded everyday materials into decorative or functional items. Submissions ranged from repurposed wood projects to inventive household goods, encouraging the roster to think outside the box about waste reduction both at work and at home.



Decatur Fresh Complex (Litter Prevention):

Also driving the Amazing Starts with Me Planet Pillar initiative for Earth Day, volunteers from the Decatur Fresh Complex formed a dedicated cleanup crew. Focused on preserving their local area's natural beauty, these team members spent the day removing litter and debris along nearby roadways.



Dobson Complex (Sustainability Education & Outreach):

The Dobson team brought environmental awareness directly to the public by returning as a sponsor of the annual Spring Folly celebration in downtown Dobson, North Carolina. The complex hosted an interactive booth where festival attendees were encouraged to properly sort recyclables, such as aluminum cans and paper waste, into designated bins in exchange for a spin on a prize wheel featuring company giveaways.

Additionally, back at the facility for Earth Day, the complex partnered with the local Master Gardeners Extension Office to distribute more than 1,500 complimentary vegetable, herb, and flower seed packets to employees, successfully bridging hands-on environmental education with sustainable practices at home.

Driving Sustainable Agriculture Through Modern Infrastructure

Modernizing our supply chain is vital to reducing our operational footprint while supporting regional agricultural ecosystems. In July 2025, Wayne-Sanderson Farms marked a major milestone in resource efficiency and community investment with the grand opening of a new, state-of-the-art feed mill at the Danville, Arkansas complex. Replacing an aging structure on the same site, this transformation establishes one of the region's largest and most advanced feed production facilities.



Standing 171 feet tall as a symbol of modern agricultural engineering, the Danville Feed Mill represents a significant investment in the future of sustainable poultry production. The highly automated facility is engineered to produce more than 8,500 tons of specialized feed per week, yielding nine distinct formulations tailored to the precise nutritional needs of birds at every life stage, from baby chicks to hens.

Equipped with two dedicated receiving systems capable of unloading up to 26,500 bushels of soy or corn grain per hour, the facility relies entirely on truck-delivered ingredients to optimize logistics and reduce supply chain transit time. High-speed mixing technology processes 160 tons of feed per hour, while twin pellet mills operate at 45 tons per hour, significantly improving production speed and capacity.

This infrastructure upgrade creates an interconnected loop of local economic and environmental benefits. By sourcing corn and other vital grains directly from regional growers, the mill provides a steady market for local crop farmers and supplies high-quality nutrition to approximately 130 family farm partners across the River Valley. These independent farms raise the birds for the adjacent Danville production facility, which processes more than 700,000 chickens each week and provides stable employment for nearly 700 local team members.

By integrating cutting-edge technology with local sourcing, the Danville feed mill maximizes operational precision, strengthens long-standing community partnerships dating back to 1962, and ensures efficient resource management from the ground up.



EMPLOYEE PROFILE

Caleb Sanford, Senior Manager of Sustainability

Long before Caleb Sanford joined Wayne-Sanderson Farms, he understood the company's deep ties to local communities. Growing up in a town where the company was a visible, trusted presence, he saw how vital its footprint was to the surrounding region. That early impression shaped his view of business responsibility, a value that now guides his work as Senior Manager of Sustainability.

A 2017 civil engineering graduate from Mississippi State University with a concentration in environmental engineering, Caleb began his career as an environmental consultant handling complex mitigation projects. Today, he applies that technical expertise to lead the company's enterprise-wide environmental tracking.

Caleb collects and compiles operational data across all facilities to quantify Scope 1, 2, and 3 emissions, manages customer sustainability disclosures, and represents Wayne-Sanderson Farms on industry platforms, including the framework committee for the U.S. Roundtable for Sustainable Poultry & Eggs (USRSPE).

For Caleb, sustainability is rooted in long-term stewardship rather than short-term metrics. Driven by a desire to ensure Wayne-Sanderson Farms remains a recognized leader in responsible production, he thrives on making strategic decisions that deliver environmental dividends for years to come. That long-range view is also personal: as a father of two young boys, he measures success by knowing his career helps leave a healthier environment behind.

Working alongside a collaborative team that pursues environmental excellence because it is the right thing to do, Caleb continues to advance sustainable practices that support company operations, protect natural resources, and strengthen local communities.



OUR COMMITMENT TO ANIMAL WELFARE



The health and welfare of our poultry are fundamental to our corporate objectives. Delivering compassionate, superior care is a strategic priority that requires seamless coordination throughout our operational network, supported by a significant commitment dedicated exclusively to ensuring optimal bird health.



STARTS WITH STANDARDS

Upholding our high standards for animal welfare is a responsibility shared by everyone across our network, from our dedicated facility teams to our independent family farmers. Because the humane treatment of our flocks is a non-negotiable commitment, we maintain clear, firm enforcement procedures that may include parting ways with any employee or farm partner who fails to meet these essential care requirements.

To continually raise the bar, we rely on the expert guidance of our Animal Care Advisory Committee (ACAC). Established in 2017, the panel brings together leading external poultry scientists, academic researchers, and our leadership team. Together, they review the latest welfare research and refine our daily practices to ensure our operations consistently align with the values of our customers and communities.

Transparency is at the heart of everything we do. We fully embrace independent, third-party audits and partner with nationally accredited professionals who carefully evaluate the care provided on our farms. To complement these external perspectives, our internal compliance teams monitor key welfare metrics daily across all locations, using real-time data to ensure consistent quality and care.

We measure the success of these efforts using precise, objective health indicators. These metrics enable our live production and facility teams to work in lockstep, quickly identify any variances, and deliver immediate, targeted support to any farm or flock that needs it.

Key Welfare Outcomes



Livability:

We track the percentage of chickens that arrive at our processing facilities relative to the number initially placed on partner farms. Despite industry-wide health and disease challenges, our localized management protocols enable Wayne-Sanderson Farms to consistently exceed national poultry industry livability averages.



Transportation Mortality Rate:

This metric measures the number of chickens lost per 1,000 moved from farm to facility. As extreme weather directly affects bird comfort, our logistics and live production teams follow specialized hot- and cold-weather handling procedures to safeguard flocks in transit, keeping our mortality rates well below the industry average across all bird size categories.



Transportation Injury Rate:

To monitor handling practices during catching, loading, and unloading, our processing facilities conduct daily quality checks to record injury rates, including broken wings. These findings are shared directly with field supervisors to continuously refine handling methods and ensure safe transitions.



Paw Score:

Proper litter management is essential to prevent paw irritation caused by ammonia. We record paw scores as a "ready-to-sell percentage" by flock. If a score falls below our quality threshold, our field tech teams immediately collaborate with the farm partner to implement corrective actions, such as improving ventilation, adjusting drinker management, or applying litter amendments.



Live Operations Metrics for Fiscal Year 2026

<i>METRIC</i>	<i>BIG BIRD</i>	<i>SMALL BIRD</i>	<i>TRAY PACK</i>
Livability	92.5%	96.7%	94.86%
Transportation Mortality Rate (per 1,000 birds)	1.20	0.49	1.03
Transportation Injury Rate (per 100 birds)	1.71%	0.89%	1.34%
Paw Score (percent sellable)	87.90%	97.78%	82.95%

*Figures in green indicate performance meets or exceeds fiscal year 2026 goals.

Wayne-Sanderson Launches First-of-its-Kind 401k Plan for Growers

Building a sustainable poultry business means investing in the financial future of the essential 2,000 independent family farmers who make our collective success possible. While these individuals work tirelessly to raise healthy flocks and feed the nation, agricultural workers have traditionally lacked access to structured, employer-sponsored retirement plans, often resulting in them having lower long-term savings than the national average.

To bridge this financial gap and provide our farming partners – and their families – with greater peace of mind, Wayne-Sanderson Farms has partnered with Vestwell to launch a retirement savings program tailored to them. Through this collaboration, farmers can now participate in a customized Group of Plans program that meets their individual needs.

By leveraging this unified platform, the program significantly reduces administrative costs and streamlines enrollment, making it easy and affordable for farming families to build secure financial foundations for retirement.

And to ensure the initiative directly addresses the realities of agricultural life, a dedicated committee of farmers has been appointed to oversee its rollout and ensure it delivers maximum value to the growing community.

This initiative marks a meaningful step toward extending comprehensive financial benefits to an essential yet traditionally underserved sector of the American economy. By empowering our farm partners to plan with confidence, Wayne-Sanderson Farms is investing directly in the long-term well-being, stability, and security of the families who form the heart of our everyday operations.



NEW HOUSE INCENTIVE (NHI) PROGRAM:



Empowering Independent Family Farms

The backbone of our production network is our independent contract growers. Because the vitality of our supply chain depends directly on the health and productivity of these farms, we actively invest in our growers' long-term operational success and financial independence.

Through our flagship New House Incentive (NHI) program, we provide farm partners with interest-free capital to construct state-of-the-art housing or complete comprehensive structural retrofits. These upgrades directly improve bird welfare through advanced environmental controls, enhanced ventilation, and heightened biosecurity protocols, while helping families build valuable farm equity without the burden of high-interest financing. In Fiscal Year 2026, we committed **\$22.2 million** through the NHI initiative, directly benefiting 35 grower families.

To support routine facility upgrades and smaller capital projects, we also maintained a zero-interest improvement loan program. This initiative provided an additional **\$4.8 million to growers** in Fiscal Year 2026, giving our partners targeted financial flexibility to modernize equipment and maintain optimal growing conditions.

By removing financial barriers to farm modernization, we reinforce our commitment to animal care, sustainable agriculture, and a prosperous future for rural farming communities.





INNOVATION ACROSS OUR HATCHERIES

Safeguarding flock health begins at the start of the life cycle. Across our hatchery operations and grower network, we are combining targeted infrastructure investments with cutting-edge robotics to strengthen biosecurity, protect animal welfare, and streamline critical sanitation processes.



Strengthening Farm Defenses with Biosecurity Entrances

Preventing disease starts at the farm perimeter. To help our independent growers maintain strict biosecurity protocols, we are fully funding the installation of new dedicated biosecurity entrances at hen houses across our breeder farm network, with an investment totaling \$1.47 million companywide, covering approximately 844 hen houses.

A biosecurity entrance serves as a controlled physical buffer zone between the outside environment and the clean interior of a poultry house. These specialized vestibules require anyone entering to pass through a designated transition zone, often featuring a "danish entry" bench system, footwear-changing stations, hand-sanitization units, and storage for protective outer clothing.

By creating a clear physical barrier, these entrances prevent outside pathogens, soil, and other contaminants from hitching a ride into the flock environment. Funding these upgrades directly removes the financial burden from our farm partners while standardizing high-level disease prevention across our entire grower community.

Automating Hatchery Sanitation with Robotic Precision

Inside our hatcheries, maintaining an impeccably clean environment is essential to giving every chick a healthy start. To raise the bar for daily sanitation, we have deployed autonomous robotic cleaning systems, featuring "Rosie" by CleanBotix, across five of our Texas hatcheries.

Rosie is an advanced automated cleaning robot engineered for high-intensity agricultural environments. Operating along precise, pre-mapped routes, Rosie delivers continuous, uniform floor washing and surface sanitation without fatigue or missed critical areas during long shifts. This consistency helps eliminate bacterial reservoirs and cross-contamination risks in high-traffic hatchery corridors, where traditional manual cleaning can vary.

Beyond elevating biosecurity standards, delegating repetitive, heavy chemical washing to robotics significantly improves workplace safety for our hatchery staff. And by reducing physical strain and chemical exposure, our team members can focus on higher-value animal care, welfare monitoring, and operational oversight.



EMPLOYEE PROFILE

Dr. Joel Cline, Corporate Veterinarian

For Dr. Joel Cline, poultry production is a lifelong passion that runs deep in his family roots. Raised in Waleska, Georgia, a small Cherokee County town steeped in the state's storied broiler history, Joel is at least the third generation of his family involved in the industry. That rich personal heritage, paired with decades of hands-on experience, shapes how he cares for our flocks and supports our farm teams every day across five of our live operations complexes in Alabama, Georgia, and North Carolina.



Dr. Cline's journey in poultry began at the ground level in 1992, cleaning a hatchery and working on vaccination crews during college breaks. He went on to earn his undergraduate degree, Doctor of Veterinary Medicine, and Master of Avian Medicine from the University of Georgia.

Before joining our team in 2015, he spent more than 16 years as a diagnostic laboratory director in Alabama, sharing his expertise through more than 100 scientific publications and industry presentations. Today, as a board-certified poultry veterinarian and President of the American College of Poultry Veterinarians, Dr. Cline is a respected voice nationwide, but his favorite place to be is still out on the farm, working alongside our growers.

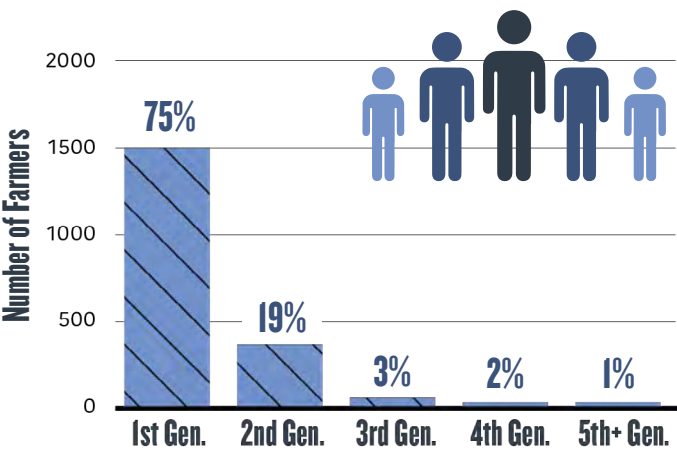
As a key leader on our technical team, Dr. Cline guides our annual biosecurity reviews, designs custom vaccination programs, and serves as a strong advocate for animal welfare standards across our operations. At the heart of his work is a simple, powerful philosophy: the best way to manage disease is to prevent it before it starts. Dr. Cline works closely with our complex teams to focus on environmental stewardship, ensuring our birds always have fresh air, clean water, quality feed, comfortable space, and sanitary surroundings, and he prides himself on teaching how exceptional management is related to improved health.

What keeps Dr. Cline excited about coming to work every day is the collaborative spirit at Wayne-Sanderson Farms and the freedom to tackle complex challenges with creative solutions. Whether he is mentoring the next generation of poultry veterinarians, testing a new biosecurity idea in the field, or spending time with his family back home in Elba, Alabama, Dr. Cline brings a practical, hands-on approach to everything he does. For him, protecting bird health and supporting the people who raise them isn't just a job; it's a shared calling that feels as rewarding as a favorite hobby.

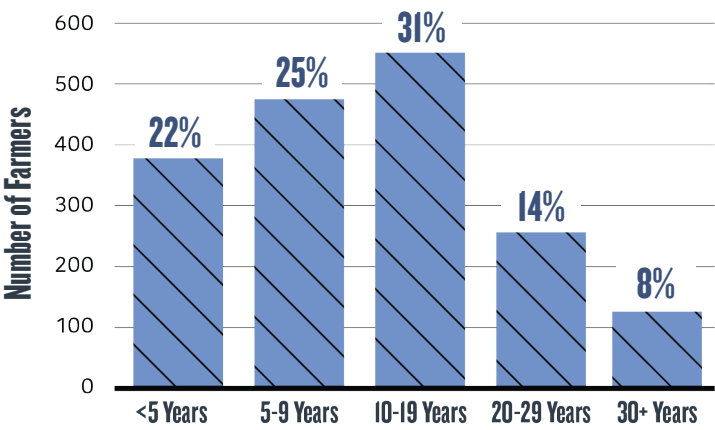


FARMER DEMOGRAPHIC DATA FOR FISCAL YEAR 2026

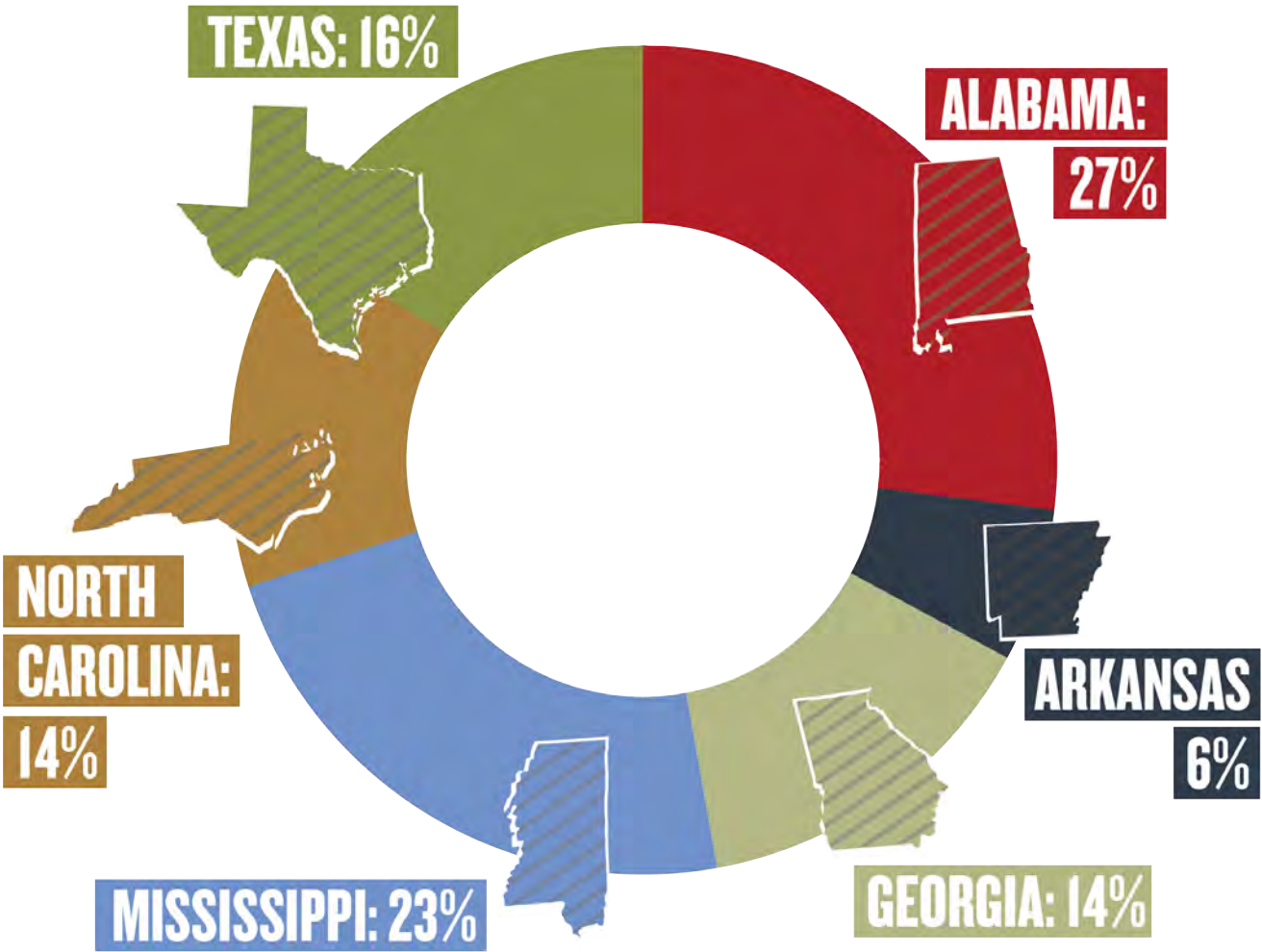
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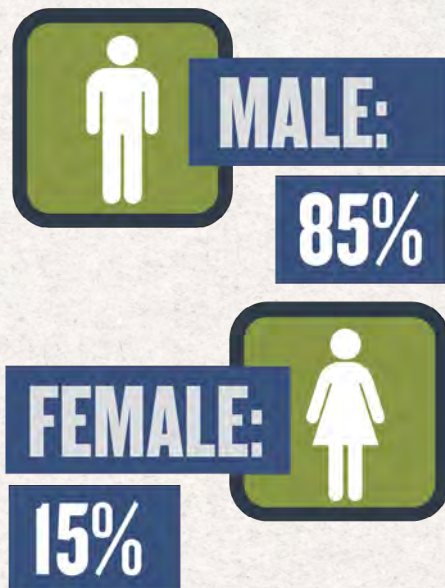
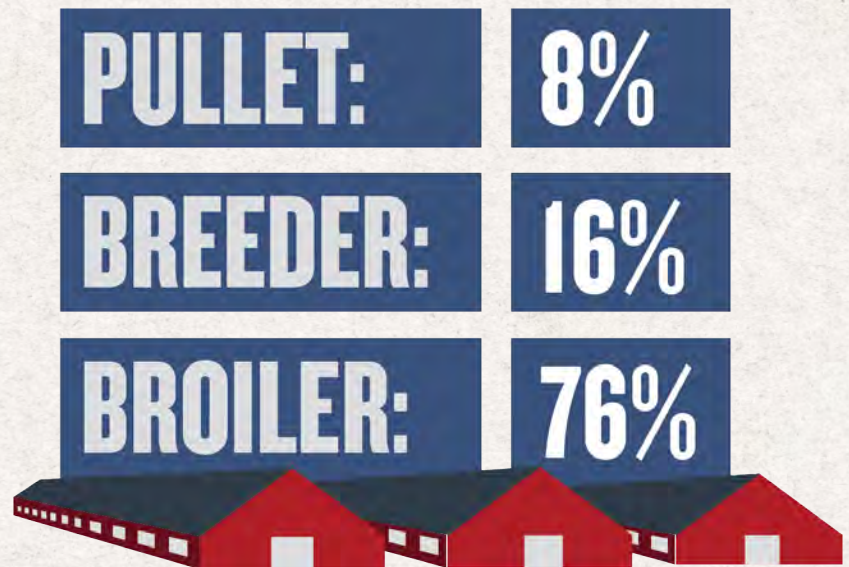
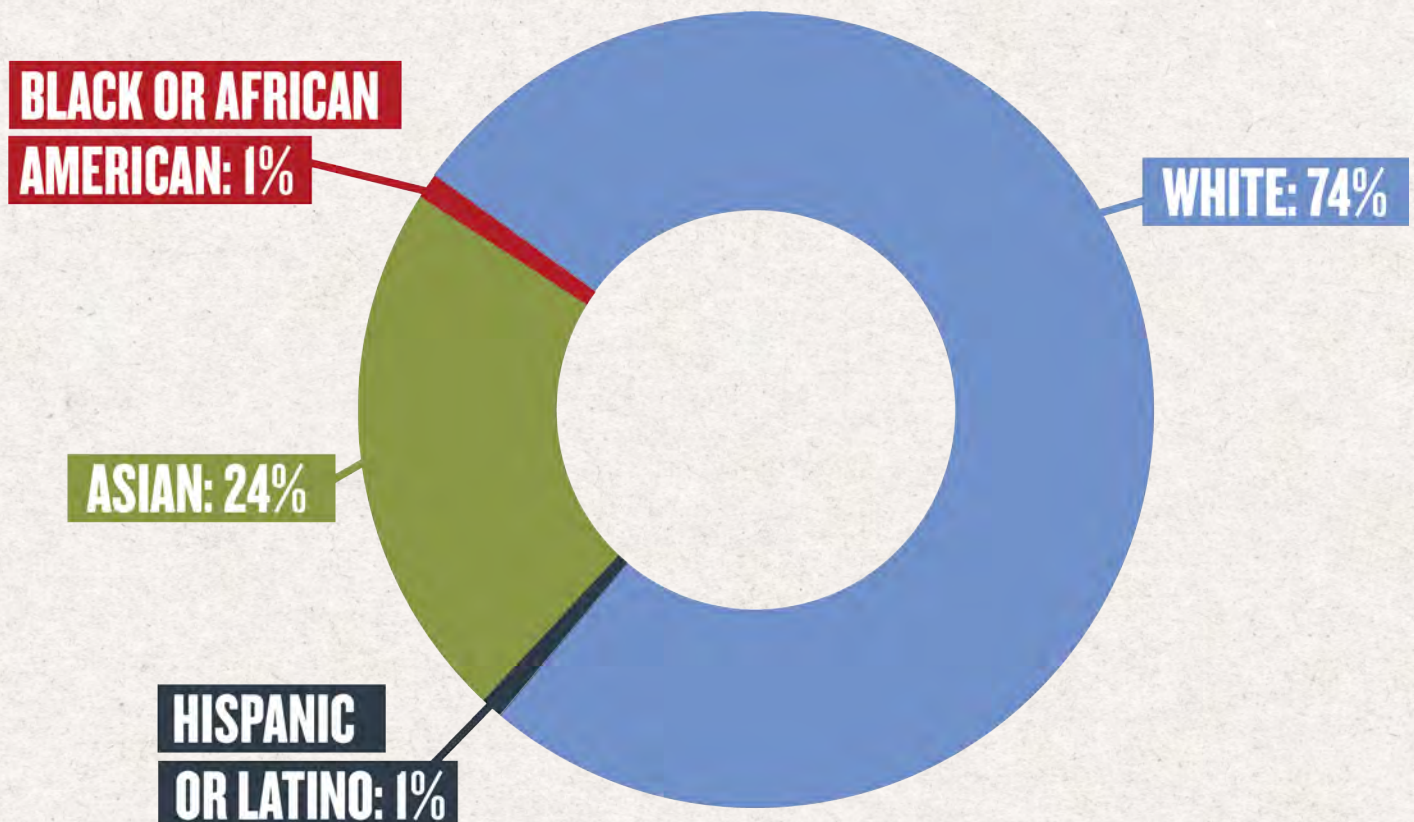


Tenure

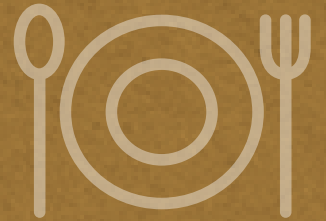


By State



GenderHouse TypeRace/Ethnicity

PRECISION IN EVERY PROCESS, SAFETY IN EVERY SERVING



Every meal we help put on a family's table rests on an invisible foundation of science, data, and daily discipline. At Wayne-Sanderson Farms, food safety is not simply a compliance checkbox but an active operational commitment to earning consumer trust with every shipment leaving our doors.



PROACTIVE SYSTEMS AND TECHNICAL EXCELLENCE

Maintaining world-class safety requires continuous authentication across our entire footprint. Our operations are anchored by comprehensive Food Safety programs based on the principles of Hazard Analysis and Critical Control Points (HACCP) programs that operate in full compliance with 9 CFR 417 and USDA-FSIS regulations. To ensure our practices remain ahead of industry benchmarks, our facilities undergo multiple annual internal reviews by a dedicated and trained Quality Auditing Department, stringent third-party Global Food Safety Initiative (GFSI) audits, government audits and multiple specific customer audits, maintaining high Good Manufacturing Practices (GMP) and Standard Sanitation Operating Procedures (SSOPs) performance across every one of our complexes.

Beyond regulatory standards, we invest in advanced technology to enhance our quest to eliminate risks before they reach the consumer. Across our complex operations, state-of-the-art X-ray inspection systems monitor our boneless production lines, to help us validate our Bone Reduction Programs by detecting both internal and surface bone fragments with unmatched accuracy. By pairing cutting-edge equipment with clear operational accountability, we ensure our commitment to quality is demonstrated on every line, every shift, every day.

Advancing *Salmonella* Reduction

Protecting public health requires an aggressive, targeted approach to managing foodborne pathogens. At Wayne-Sanderson Farms, we are dedicated to minimizing, reducing and anticipating potential risks, and actively working towards lowering the potential for human Salmonellosis incidence through science-based interventions and using technology to develop predictive analytic models.

While Salmonellosis can originate from a wide range of environmental and dietary sources beyond poultry, our objective remains absolute: consistently meeting or exceeding USDA-FSIS *Salmonella* performance standards across all our processing facilities. We benchmark our progress against the USDA-FSIS three-category classification system, rigorously monitoring prevalence in both whole birds and cut parts with comprehensive internal microbiological testing at each one of our complexes, following a biomapping plan. This plan has been developed by highly trained individuals, holding the highest educational degree in microbiology. By maintaining strict controls at every stage of processing, we ensure our complexes operate at the highest food safety standards, minimizing the risk from our products and to the consumers who enjoy them.

Wayne-Sanderson Farms Facility *Salmonella* Categorization for Fiscal Year 2026*

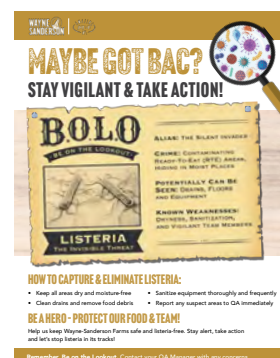
	CATEGORY 1	CATEGORY 2	CATEGORY 3
Whole Birds	17	4	0
Parts	17	4	0
Status	Exceeding Performance Standards by 50% or more	Meeting Performance Standards	Not Meeting Performance Standards

*Indicates the number of Wayne-Sanderson Farms facilities in each category, according to USDA FSIS posting on May 1, 2026 (covering March 30, 2025 - March 28, 2026).

Targeting the Invisible Threat: B.O.L.O. for *Listeria* spp.

Building on the success of our “Maybe Got Bac?” engagement series, we turned food safety into an active, facility-wide manhunt with our latest campaign: B.O.L.O. (Be On the Lookout) for *Listeria* spp. Tailored for production teams at our prepared foods complexes in Decatur, Alabama, and Flowood, Mississippi, the initiative brought heightened focus to ready-to-eat environments, where environmental control is paramount.

Eye-catching “WANTED” posters suddenly appeared across processing floors, casting *Listeria* spp. as “The Silent Invader” and challenging team members to track down its favorite hideouts. The campaign transformed routine microbiology into a clear, everyday mission: training employees to spot risk factors in floor drains, damp corners, and equipment surfaces. By focusing on four straightforward habits, such as keeping work zones dry, clearing debris, sanitizing aggressively, and reporting concerns to QA on the spot, the initiative reinforced that hourly workers are active food safety detectives, demonstrating that keeping our plants *Listeria* spp.-free is a mission shared by everyone on the floor.



A STANDOUT YEAR OF GROWTH AND INNOVATION: NAMED 2025 PROCESSOR OF THE YEAR

When Food Processing magazine named Wayne-Sanderson Farms its 2025 Processor of the Year, it highlighted what our 27,000 employees and 2,000 family farmers already know: dedication to quality, efficiency, and a people-first culture naturally leads to exceptional results. **Here's why:**



Because **we oversee every step of the production process**, we can quickly adapt to evolving consumer tastes. We are actively expanding our capacity and product offerings, such as our recent integration of Harrison Poultry, to meet growing market demand.



Additionally, our private ownership gives us the unique advantage of **focusing on a long-term vision rather than short-term metrics**. We are rolling out major technology and infrastructure upgrades across our footprint, introducing advanced automation and artificial intelligence across our facilities.



By using **state-of-the-art equipment** for our most repetitive and physically demanding tasks, we are improving precision and creating a safer, more rewarding workplace that allows our employees to meet production targets sooner and enjoy more time with their families.



This forward-thinking approach extends directly to our **customer partnerships**. At our Customer Innovation Center in Alabama, research chefs, plant operators, and quality assurance specialists work side by side with clients. Because this collaborative hub sits next to a full-scale production facility, new concepts move swiftly and seamlessly from the test kitchen to commercial rollout.



Ultimately, our success is driven by **open communication and frontline empowerment**. Through employee-led safety roundtables and continuous feedback, our workforce is directly involved in refining our daily operations. By uniting cutting-edge technology with a culture of care, Wayne-Sanderson Farms is proudly setting a new standard for the modern poultry industry.



THE SCIENCE BEHIND SAFE CHICKEN. FOOD SAFETY IS A TEAM EFFORT

Setting the standard for excellence starts with a dedicated team of food safety leaders. By combining public health principles, scientific data, and regulatory precision, these experts work behind the scenes to ensure our products earn the trust of our customers.

Dr. Jonathan James, Senior Director, Food Safety & Lab Services

Dr. Jonathan James has always seen food safety as a vital part of public health. While earning his master's degree in veterinary medical sciences, with a focus on poultry, he realized how important veterinarians are in protecting the public. This insight made him see that focusing on food safety is a meaningful way to impact families' lives every day. Today, Jonathan proudly leads our corporate food safety and laboratory teams, managing the important microbiology and chemistry testing that ensures our safety measures are effective at every processing facility.

Through his leadership of the broader food safety and laboratory services function, the laboratory team monitors key foodborne pathogens, including *Salmonella* and *Listeria spp.*, and conducts aerobic plate count (APC) testing to measure microbial levels. Jonathan and his team then evaluate those results, translating complex data into practical insights that help plant managers strengthen food safety plans and sanitation programs.

With a passionate belief in making science understandable, Jonathan feels that when his department provides solid data and the right tools, it helps the entire company thrive. This approach also strengthens the trust of families who rely on our food, knowing it's safe and of the highest quality.



Kerry Fohner, Senior Director, Quality Assurance & Food Safety – Prepared Foods

Kerry Fohner brings more than 25 years of poultry quality assurance experience to her role, a career shaped by her early work in breast cancer research. That background in scientific research sharpened her reliance on hard evidence, a discipline she applies daily to safeguard every step of production at our Decatur, Alabama, and Flowood, Mississippi, facilities. Managing the unique challenges of prepared foods, Kerry tackles issues such as *Listeria spp.* control not with hesitation but with structured, proactive planning and agile problem-solving.

Kerry often likens effective food safety to a solid football strategy: having an offense built on trustworthy data and proactive plans, together with a responsive defense when situations shift. She guides a dedicated team of QA leaders who hold weekly cross-departmental reviews with sanitation, maintenance, production, and purchasing to analyze microbial data collaboratively. By emphasizing root-cause solutions instead of assigning blame, Kerry helps make safety a simple, dependable routine for frontline workers.

For her, the work is deeply personal. She knows her own family eats the food her team produces, and she remains a strong advocate for consumer education to keep families safe from the plant floor to the kitchen table.



Billy Erp, Senior Director, QA Systems & Regulatory Affairs

Billy Erp is passionate about ensuring the small details make a big difference in food safety and consumer confidence. He and his team carefully handle everything from net weights and USDA marks to ingredient names and allergen labels, making sure all the information on packages is accurate and easy to understand. Behind the scenes, his team works hard managing the company's data systems, bringing together quality information from all plants into one clear, real-time dashboard. This helps managers spot issues early and keep everything running smoothly.

Billy sees compliance as just the beginning. He's always ahead of industry changes, guiding his team to update labels early for sesame allergen rules and preparing for new "Product of the USA" sourcing standards. Billy truly values open collaboration, sharing non-proprietary food safety insights to help everyone in the agricultural community. His use of data analytics, proactive planning, and careful attention to detail helps keep consumer trust and brand integrity at the forefront.



EMPLOYEE PROFILE

Chef Beau Batchelor

When clients step into the Wayne-Sanderson Farms Customer Innovation Center in Decatur, Alabama, they are invited into a world where culinary creativity seamlessly blends with large-scale food science. Corporate Research Chef of Product Development Beau Batchelor leads those experiences. For Chef Beau, coming to work every day means “playing with food” alongside a dedicated team to guide national brands from a simple idea in a test kitchen to full production.



Finding the Balance: A Chef's Evolution

Chef Beau's culinary roots run deep. His journey began at Johnson & Wales University in Denver, Colorado, where he earned an associate degree in culinary arts (and met his wife on his very first day of school!). After graduation, he honed his craft as a chef in restaurant kitchens across Florida. However, the grueling, late-night hours of restaurant life began to conflict with his long-term family goals. Wanting to start a family, Chef Beau made a strategic career pivot.

He moved to Georgia to pursue a master's degree in food science & technology at the University of Georgia, bridging his hands-on culinary skills with advanced food chemistry and processing. That rare combination opened the door to a distinguished career in research and development.

Prior to joining Wayne-Sanderson Farms, Chef Beau spent several years advancing product development at a major poultry processor, overseeing nationwide product launches for major foodservice and retail clients, among other roles.

Now, Chef Beau leads the culinary process from initial benchtop development to full commercial scale. Based at the Customer Innovation Center in Decatur, Alabama, Chef Beau customized spice blends, marinades, coatings, and recipes tailored to the operational and flavor profiles of national account partners.

His role is highly interactive: whether hosting client culinary teams on-site, traveling for high-stakes sales presentations, or conducting live product demonstrations at industry conventions, Chef Beau presents new culinary concepts and trends directly to key decision-makers. By bridging benchtop prototyping in the kitchen with pilot plant testing and commercial plant production across the street, he guides customers through the entire product development lifecycle, turning innovative ideas into market-ready menu items.

Partnering for Specialty Flavors

Nothing better highlights the power of Chef Beau and his team at the Customer Innovation Center than our ongoing partnership with a nationally distributed specialty food brand known for premium seasonings and cooking products. Built on deep mutual trust and a shared culinary vision, this collaboration has already brought nine custom-developed products to life, with eight now on grocery shelves nationwide.

The secret to this success lies in a truly collaborative development process. Because their team has an intimate understanding of their brand and target audience, they rely on Chef Beau and the R&D team to research, formulate, and refine products that meet their high standards. Working side by side in Decatur, our teams move seamlessly from initial benchtop flavor testing to pilot production, evaluating textures, seasonings, marinades, and custom breeding systems in real time.

This highly agile co-creation model has not only solidified our relationship with the specialty brand but also, thanks to its high-visibility market success, opened exciting new doors and paved the way for partnerships with major national retailers to develop premium frozen and ready-to-eat poultry products.



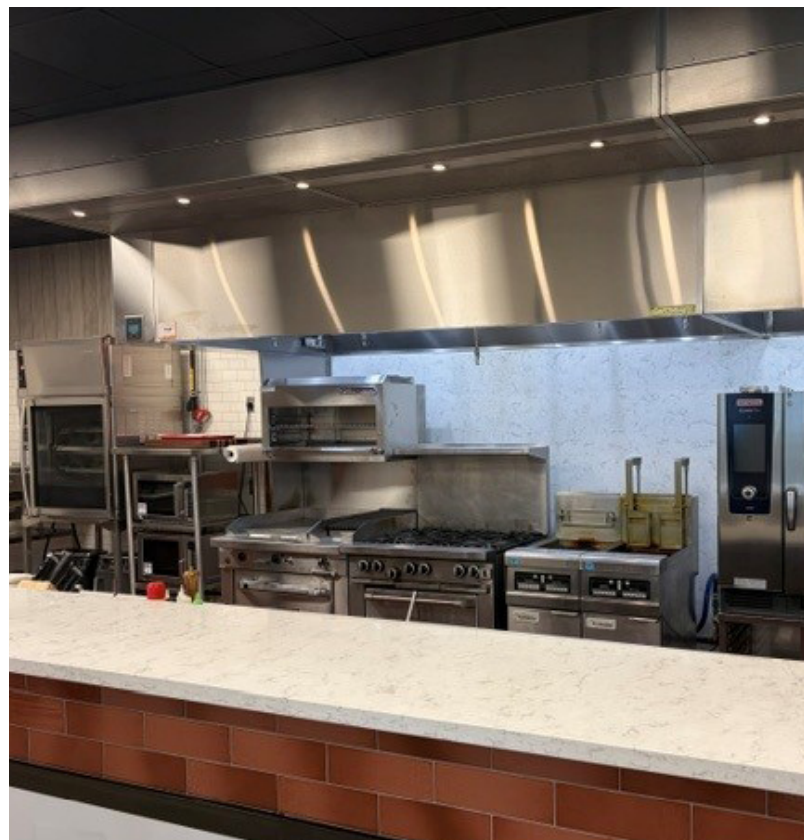
WHERE CULINARY VISION MEETS SCALE: THE CUSTOMER INNOVATION CENTER

Located in Decatur, Alabama, the 15,000-square-foot Customer Innovation Center bridges culinary inspiration and commercial poultry manufacturing. What sets it apart is its all-in-one footprint: a client can start the morning by building benchtop prototypes in the state-of-the-art kitchen, walk directly into the pilot plant to test formulations, and know that those exact processes can be replicated at scale in the commercial plant right across the street.

Built on a culture of shared expertise and cross-functional teamwork, the USDA-certified Center brings together research chefs, food scientists, and operations specialists to work side-by-side with partners across the restaurant, food service, and retail sectors, helping national account partners bring new concepts to market faster and with greater precision.

The center features an ultra-modern culinary kitchen engineered for flexible, hands-on collaboration. Equipped with quick-disconnect utilities for gas, water, and electrical equipment, technicians and culinary teams configure the workspace to replicate a partner's specific restaurant line or kitchen setup.

Finally, the Center features small-scale pilot processing plants, cold storage, a dedicated spice room, and digital meeting rooms for virtual taste tests and reviews. Because it shares a campus with our Decatur East and West processing plants, our chefs, quality control teams, and plant managers can work side by side. This close collaboration makes it easy to move a new recipe from a kitchen prototype to pilot testing and finally to full-scale manufacturing, giving our partners a clear, step-by-step path from a new idea to nationwide delivery.



OUR IMPACT



Wayne-Sanderson believes its success is fueled by the strength and vitality of the cities and towns we call home, as those local communities are part of our broader team roster. We know that true operational excellence means nothing if we aren't actively looking out for and helping our neighbors.

To put this philosophy into practice, we rely on direct, boots-on-the-ground collaboration with various community partners in addition to corporate giving.



Our local facility teams regularly mobilize to drive meaningful regional impact across four core areas:



Education:

Educational opportunities, career readiness, workforce development, and programs that empower minds and build futures.



Health & Food Insecurity:

Efforts that address food insecurity, expand access to nutritious meals, and nourish lives while strengthening communities.



Disaster Relief:

Preparedness, response, recovery, and resilience efforts that provide aid and help communities recover from natural disasters and emergencies.



Community Support:

Programs and initiatives that foster connection, improve quality of life, address local needs, and build stronger, more vibrant communities.



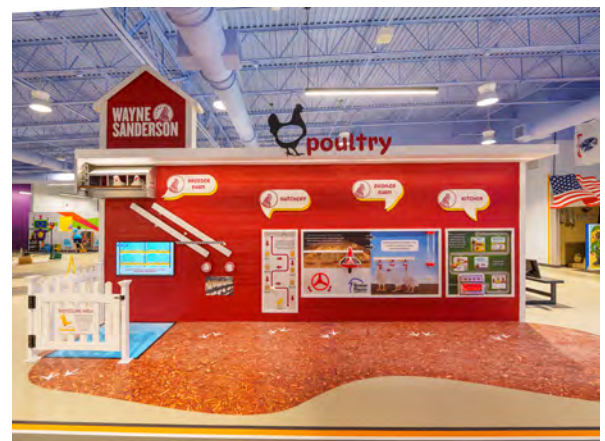
By aligning our corporate resources with the volunteer spirit of our workforce, we ensure that Wayne-Sanderson Farms remains a trusted, impactful partner on and off the field.

Educational Initiatives

Our commitment to higher education is highlighted by a **\$4.1 million investment at the University of Georgia** to open the new Wayne-Sanderson Farms Student Lobby within UGA's state-of-the-art Poultry Science Building, creating a modern, collaborative hub for future poultry leaders. Additionally, we directed **\$250,000 to the University of North Georgia's Gainesville Campus** to enhance educational opportunities, upgrade learning facilities, and prepare students for vital careers in poultry workforce management.

At the high school level, we partnered with **Surry County Schools in North Carolina** to establish a new poultry agriculture lab at North Surry High School, the district's third facility of its kind. The lab, converted from a former greenhouse with support from Dobson Complex leaders and allied vendors, provides students with hands-on training in poultry science and agriculture career readiness.

Finally, to inspire younger minds and connect local families with the agricultural science driving our region, we launched **an immersive partnership with the Interactive Neighborhood for Kids (INK)** Museum in Oakwood, Georgia. The specially branded exhibit is designed to resemble a modern poultry house, featuring hands-on stations where children explore a chicken's life cycle, learn about biosecurity, and experience the precision of animal nutrition and farm resource conservation.



Health & Food Insecurity

Our roster stepped up in a major way to combat hunger and food insecurity this past year. In Georgia, the Pendergrass Complex rallied to produce and package **10,000 pounds of chicken for the Food Bank of Northeast Georgia**, feeding approximately 2,000 families during the holidays.

Similarly, our corporate partnership with Soldiers' Angels in Atlanta **provided 9,200 pounds of poultry**, ensuring that veterans experiencing food insecurity enjoyed holiday meals. In Texas, the Palestine Complex launched an ongoing commitment to **supply 120 pounds of fresh chicken** each month to the First Resource Center food pantry, securing a stable protein source for dozens of area families.

Meanwhile, the Danville Complex took direct aim at childhood hunger by joining forces with Unite to Fight Poverty, **donating critical funds to wipe out school lunch debt for more than 1,400 disadvantaged students across five Arkansas counties**.

Community Support

We also channeled our competitive spirit into remarkable fundraising milestones for local care and medical research. The Decatur Prepared Foods Complex set an all-time record by **raising \$137,000 for the American Cancer Society's Relay for Life of Morgan County**, pushing its lifetime team contribution past a monumental **\$1.8 million mark**. That same complex fueled the annual Battle of the Buffalo event in Huntsville, Alabama, **donating 325 cases of wings to help raise \$130,000 for local cancer research and treatment**.

Also in Alabama, the Albertville Complex hosted its 13th annual Christmas Fore the Kids Classic golf tournament, securing vendor and business sponsorships to present a **\$24,000 check to the Marshall County Christmas Coalition, which provided holiday gifts to nearly 2,000 children**.

Additionally, our teams proved that true sportsmanship means creating an inclusive environment where every player can thrive. The McComb Complex proudly backed the McComb Miracle League, a national nonprofit baseball league that utilizes custom, rubberized fields and accessible dugouts so individuals with physical and cognitive disabilities can experience the joy of the game.

Finally, the Moultrie Complex demonstrated the compounding power of team generosity during its employee giving campaign, **pledging nearly \$93,000** by combining a \$17,000 corporate gift with more than \$75,000 in personal staff contributions to support United Way of Colquitt County programs focused on education, health, and financial stability.



Emergency Services Support & Disaster Relief

Wayne-Sanderson Farms complexes across more than two dozen communities united for a companywide first-responder appreciation initiative. Backed by dedicated corporate funding, local facility teams organized luncheons, cookouts, and community gatherings to thank the firefighters, law enforcement officers, and emergency medical personnel who protect our families every day. In total, our volunteer teams **hosted 1,589 first responders and served nearly 2,000 meals across the region.**

In addition to celebrating our emergency personnel, our teams actively step up to support critical disaster relief and healthcare networks on the front lines. For example, team members at the Kinston Complex partnered with the local chapter of the American Red Cross to host a community blood drive, resulting in **58 life-saving blood donations**, providing enough blood to impact up to 174 lives across eastern North Carolina.



CHARGING INTO THE STORM: TEAM-DRIVEN DISASTER RESPONSE INITIATIVES

When devastating disasters strike, our team mobilizes its resources and charges into action to protect those in need. Over the past year, Wayne-Sanderson Farms has leveraged its vast logistics network, corporate partnerships, and local complex teams to deliver critical relief to communities affected by severe weather.



Following the catastrophic impact of Hurricane Melissa in Jamaica, we partnered with the disaster relief organization Mercy Chefs and the international logistics partner Poseidon Forwarding Company to coordinate the donation and shipment of 60,000 pounds of chicken, along with essential infrastructure, including a refrigerated trailer and a generator. This rapid team execution enabled the distribution of more than 60,000 hot, chef-prepared meals, anchoring a broader relief effort that served over 300,000 meals to Jamaican schools, shelters, nursing homes, and remote neighborhoods during recovery.

Here in the United States, our regional operations demonstrated the same rapid response when severe flash flooding devastated parts of the Texas Hill Country. Working on the ground to support survivors and emergency personnel, our Bryan Complex quickly mobilized to distribute vital supplies across the region, including:

- **8,000 pounds of chicken were delivered to the San Antonio Food Bank to combat sudden food insecurity.**
- **5,200 pounds of chicken supplied to Mercy Chefs to fuel their mobile kitchens while they prepared hot meals for survivors and first responders.**
- **400 pounds of chicken and 400 pounds of ice were rushed directly to the Center Point Volunteer Fire Department to support frontline emergency workers.**

In addition to these immediate food donations, the company contributed \$25,000 to the Kerr County Flood Relief Fund via the Community Foundation of the Texas Hill Country, providing critical financial support to help the region rebuild.

By aligning our corporate resources with trusted relief partners and local volunteers, we continue to demonstrate that our team is strongest when helping our neighbors weather the storm.

TURNING PURPOSE INTO ACTION: LAUNCHING THE WEGIVE PLATFORM



Stewardship has always been more than a corporate value at Wayne-Sanderson Farms; it is a daily commitment to showing up for the communities we call home. To make it easier than ever for our workforce to put that purpose into action, we announced the launch of WeGive, our new centralized charitable giving and volunteer platform.

This innovative platform serves as a single, streamlined hub where employees can champion causes across our four core pillars: Education, Health and Food Security, Disaster Relief, and Community Support. Designed to empower individual generosity and teamwork, WeGive offers our workforce three simple ways to take direct action:



Give: Employees can securely donate to the nonprofits and initiatives that matter most to them, with the unique opportunity to double their personal impact through our corporate matching program.



Volunteer: The platform connects users with local volunteer events in their neighborhoods, enabling individuals and facility teams to coordinate hands-on service projects, track their volunteer hours, and see their collective impact grow.



Discover: Team members can easily explore and connect with verified grassroots organizations and community initiatives that align with their personal values and our corporate stewardship mission.

By bridging modern technology with our deeply rooted culture of care, WeGive transforms how we support our neighbors. It equips our entire network with the tools to organize, contribute, and collaborate, ensuring that Wayne-Sanderson Farms remains a powerful, positive force for good on and off the field.



A LASTING LEGACY: CELEBRATING OVER A DECADE OF IMPACT IN MISSISSIPPI

The true measure of corporate stewardship is the enduring positive change left in the communities we serve. For Wayne-Sanderson Farms, the conclusion of the 2025 Sanderson Farms Championship marked the final chapter of our 13-year tenure as the tournament's title sponsor, capping an extraordinary era of charitable giving and community impact across Mississippi.

Since stepping into the title sponsor role in 2013 (as Sanderson Farms, Inc.), Wayne-Sanderson Farms, in partnership with Century Club Charities, has helped raise nearly \$20 million for Friends of Children's Hospital and other vital Mississippi nonprofits. The cornerstone of this annual event has always been support for the state's only children's hospital, Children's of Mississippi, which delivers compassionate, life-changing care to nearly 200,000 sick and injured children each year across all 82 counties.

Our final year at the helm beautifully mirrored the tournament's long history of generosity, generating a statewide charitable impact of \$1.73 million in the 2025 season. This grand finale featured a signature \$1 million donation to Friends of Children's Hospital, along with more than \$730,000 distributed to other local organizations. Over the past 13 years, these sustained contributions have provided critical funding, modern medical equipment, and essential resources that help medical professionals deliver world-class pediatric care.

While this iconic tournament has come to a close, the bonds forged and the lives changed over more than a decade stand as a permanent victory for the region. Wayne-Sanderson Farms remains deeply rooted in Mississippi, and our foundational commitment to strengthening local communities and supporting healthcare excellence remains as strong as ever. Through the enduring power of partnership, the legacy of the Sanderson Farms Championship will continue to touch countless families for generations to come.





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