



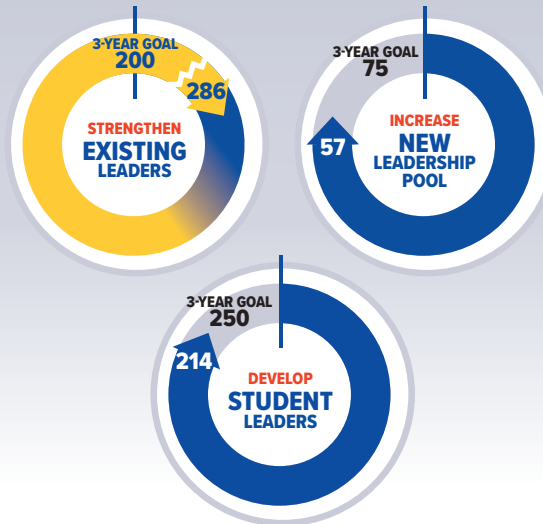
SCORECARD

FOUNDATIONAL OBJECTIVES

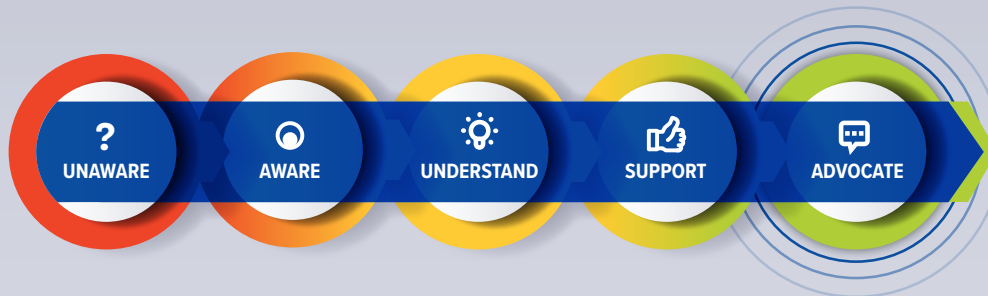
YEAR-END 2022

Results for 3-year goals are showing progress through the second year of the 3-year plan.

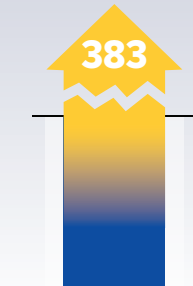
DEVELOP FARM & COMMUNITY LEADERS FOR DAIRY



CREATE DAIRY CHECKOFF ADVOCATES

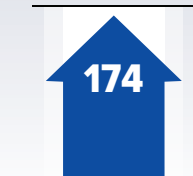


3-YEAR (2021-23) GOAL
300



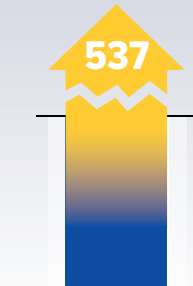
FARMERS MOVED TO AWARE OR UNDERSTAND

3-YEAR (2021-23) GOAL
300



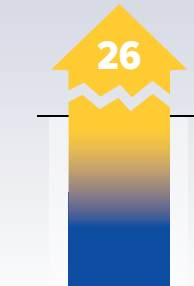
FARMERS MOVED TO SUPPORT OR ADVOCATE

3-YEAR (2021-23) GOAL
491



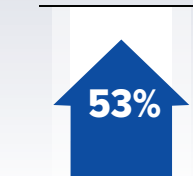
FARMERS STAYED AT SUPPORT OR ADVOCATE

3-YEAR (2021-23) GOAL
25



PROCESSOR ACTIVATIONS

3-YEAR (2021-23) GOAL
100%



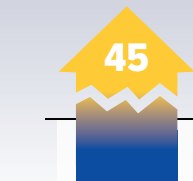
INFLUENTIAL DECISION MAKERS

ENHANCE MIDWEST DAIRY EMPLOYEE CULTURE

Gallup Q12 scores reflect the status of 12 items that Gallup research has consistently found to measure employee engagement as linked to business outcomes.

			Change (2022 over 2021)
Q1	I know what is expected of me at work.	4.42	↑.38
Q2	I have the materials and equipment I need to do my work right.	4.44	↑.36
Q3	At work, I have the opportunity to do what I do best every day.	3.98	↑.34
Q4	In the last seven days, I have received recognition or praise for doing good work.	4.27	↑.37
Q5	My supervisor, or someone at work, seems to care about me as a person.	4.33	↓.09
Q6	There is someone at work who encourages my development.	3.92	↑.10
Q7	At work, my opinions seem to count.	3.81	↑.31
Q8	The mission or purpose of my organization makes me feel my job is important.	4.39	↑.35
Q9	My associates or fellow employees are committed to doing quality work.	4.29	↑.25
Q10	I have a best friend at work.	3.56	↓.01
Q11	In the last six months, someone at work has talked to me about my progress.	4.31	↑.35
Q12	This last year, I have had opportunities at work to learn and grow.	4.29	↑.43

3-YEAR (2021-23) GOAL
30



DIVERSITY & INCLUSION ACTIONS

These are baseline mean scores on a 5 point scale as of July 2022.

Midwest Dairy's Engagement Index was 54%—compared to U.S. Average Engagement Index of 32% for the same timeframe.

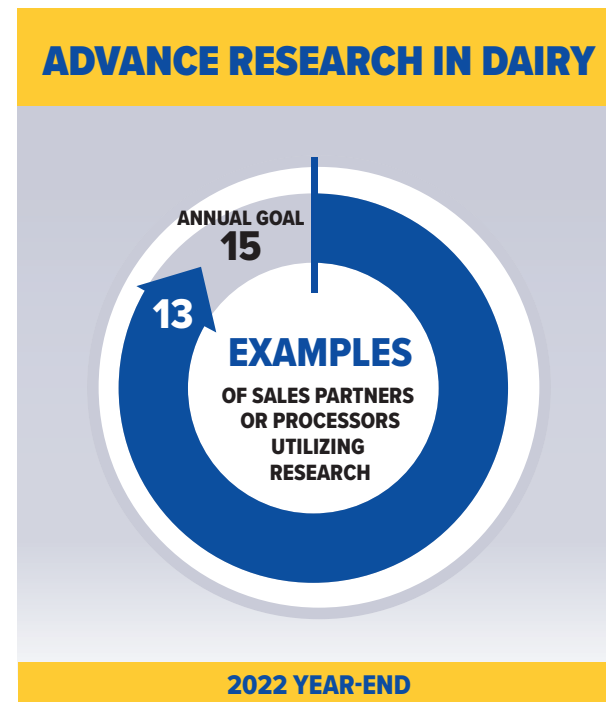
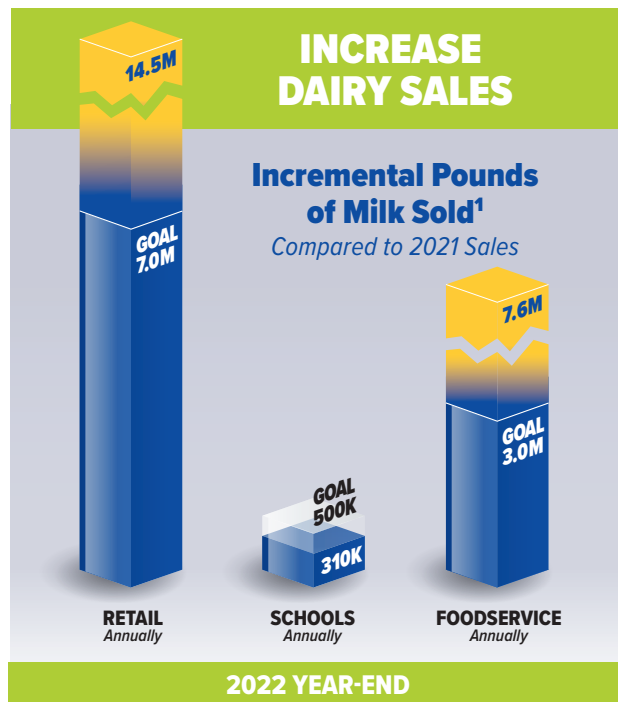


SCORECARD

BUSINESS OBJECTIVES

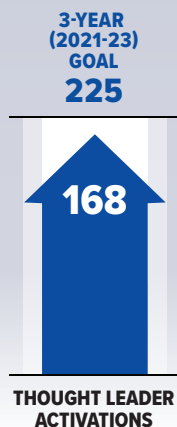
YEAR-END 2022

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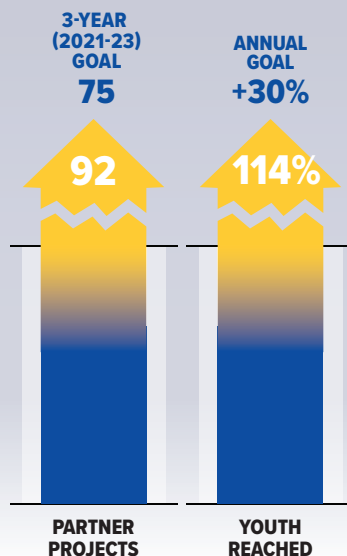


GROW TRUST IN DAIRY

Thought Leadership



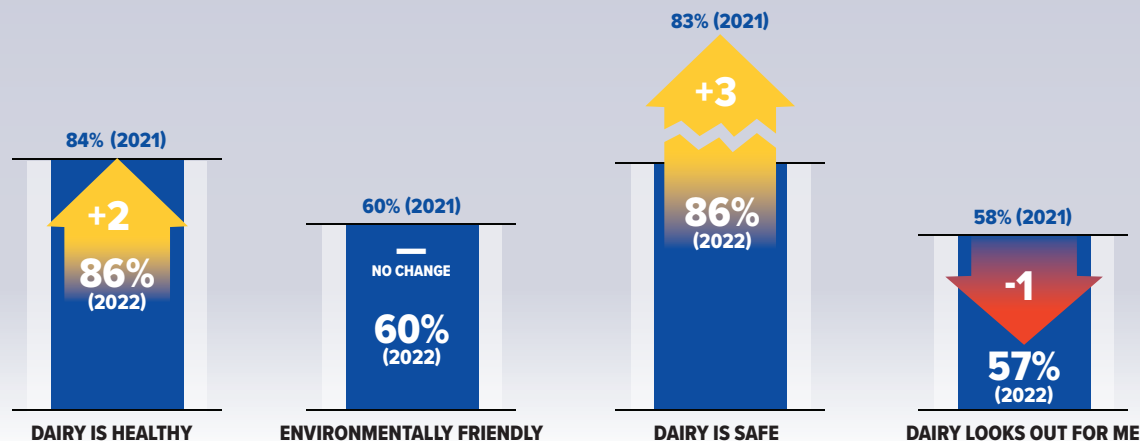
Youth



Change in Consumer Sentiment Measured via Attitudes, Awareness & Usage Survey

Compared to yearend 2021 survey results

ANNUAL GOAL FOR ALL IS +2 POINTS



2022 YEAR-END

¹ Sales results are reported by the equivalent pounds of milk required to make specific dairy products.