

SUSTAINABILITY REPORT 2025

UPPER IOWA BEEF



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A MESSAGE FROM OUR GENERAL MANAGER



Sustainability sits at the heart of everything we do at Upper Iowa Beef. As General Manager, I see every day how responsible beef production strengthens not only our business but also the land, the animals, and the communities we serve.

Our commitment to sustainability isn't a trend or a talking point—it's a long-term promise to operate with integrity and stewardship.

By focusing on efficient resource use, supporting local family farms, and continually improving our environmental practices, we help ensure that high-quality beef can be produced in a way that respects our natural resources. This work is ongoing, and it requires collaboration across the entire supply chain. I'm proud of the progress we've made and even more excited about the innovations ahead.

Thank you for your continued trust and partnership as we build a stronger, more sustainable future for Iowa agriculture.

Sincerely,

Ed Greiman

General Manager, Upper Iowa Beef



OUR SUSTAINABILITY *Story*

In 2022, Upper Iowa Beef began our commitment to transparently sharing our approach to sustainable beef production. Our strategy was to lead the industry in showcasing the Iowa and Midwest cattlemen's sustainability story through a personal connection with our producers. This was accomplished through farm visits, meetings, and one-on-one conversations to gain knowledge and understanding of the many different individual farming practices used to sustain these family businesses. This close communication and partnership with our producers has enabled UIB to share the complete sustainability story.

Since 2022, UIB has expanded both our operational capacity and our network of dedicated cattle suppliers, distributors, customers, and consumers. As our reach continues to grow, our core purpose remains unchanged: communicating how the cattle we harvest are responsibly raised in the Upper Midwest.

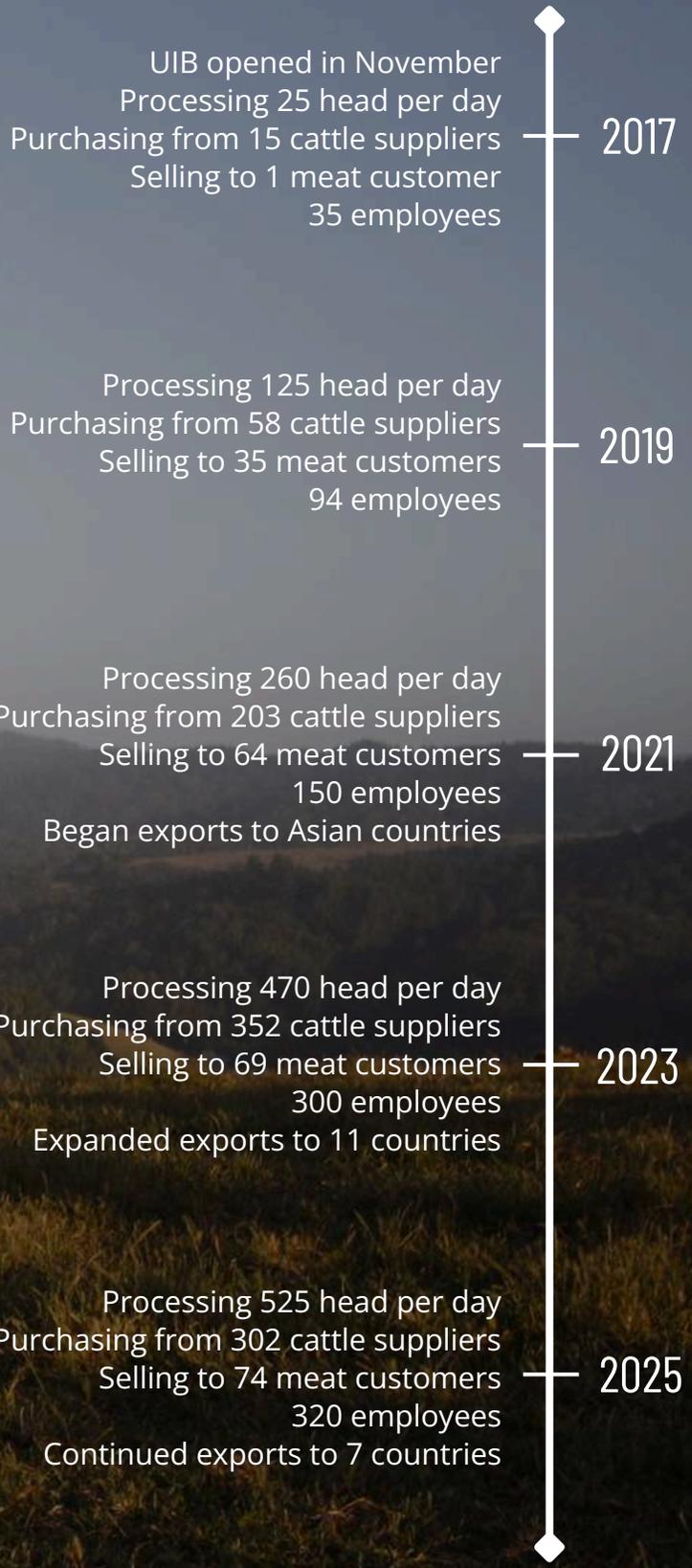
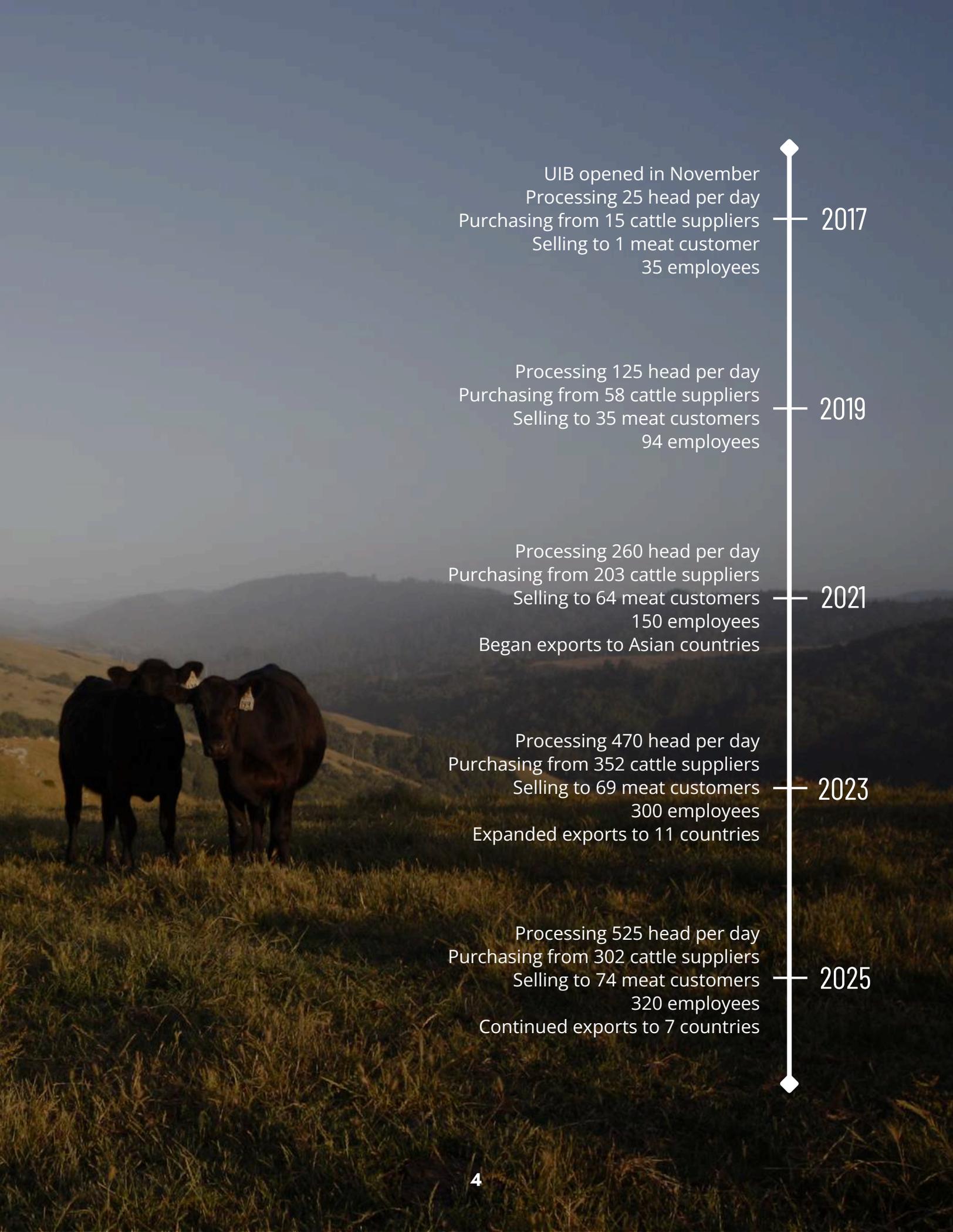
Our region's sustainability advantages stem from efficient farming practices ingrained in area farmers through generations of land ownership. Using local resources such as land and crops is a way of life in the area. Cattle diets rely on home-grown feeds, supplemented by locally manufactured by-products such as distillers' grains. Manure is a valuable nutrient resource and is returned directly to the land to support crop growth, creating a closed-loop system.

Through consistent engagement with our suppliers, we continue to gain knowledge and understanding of their stewardship practices. Their commitment to land, livestock, and excellent animal care directly supports the high-quality beef we provide.

Inside our facility, sustainability is infused into each step of our supply chain. We aim to be a reliable partner to our suppliers, our employees, our community, and our customers by proactively evaluating our environmental impact, identifying opportunities to further reduce our environmental footprint, and enhancing operational efficiency.

Bergin Koch

FSQA Superintendent, Upper Iowa Beef



OUR BRANDS

At Upper Iowa Beef, our brand is more than a name—it is a promise of excellence, integrity, and sustainability that spans the entire beef journey, from farm to table. For our customers, including chefs, grocers, and foodservice partners, the Upper Iowa Beef logo is a symbol of confidence and premium quality. It tells them that every cut delivers exceptional flavor, consistent performance, and the assurance that it was produced with care, responsibility, and transparency.

Our brand connects with a growing market of consumers who value ethically sourced, sustainably produced food. By choosing Upper Iowa Beef, customers align themselves with a story of stewardship—supporting farmers who prioritize animal welfare, environmental responsibility, and sustainable practices. It is a brand that resonates with buyers who want their supply chain to reflect their values as much as their standards for taste and quality.

For our producers, Upper Iowa Beef represents partnership, respect, and recognition. It signals a system that rewards dedication, supports sustainable practices, and elevates family farms and ranches by putting their product in the hands of customers who truly appreciate its quality and care.

Our affiliation with Certified Angus Beef® amplifies this promise, reinforcing superior quality, consistency, and a nationally recognized standard of excellence. Together, the Upper Iowa Beef brand and the Certified Angus Beef® partnership deliver a powerful message: premium beef that is produced responsibly, backed by sustainability, and delivers a quality product to our customers and consumers every time.



SUSTAINABILITY PRECEDENTS

The U.S. Roundtable for Sustainable Beef (USRSB) self-assessment is a voluntary survey that originated in 2019. This survey allows parties from all areas of the industry to assess their sustainability efforts and identify areas for improvement based upon the USRSB Sustainability Framework.

In 2025, a consensus was reached that the USRSB Self-Assessment survey should be updated to better encompass the goals of the organization. Members of our team served on the committee, alongside other industry professionals, to review and update this self-assessment. Our goal was to represent regional producers with a survey applicable to all feedlot operations, helping to accurately represent the performance of our beef suppliers. The updated survey is set to be available to the public in 2026. We are grateful to have played a role in this process and look forward to utilizing the improved survey in our own supplier network.



"The U.S. Beef Industry Sustainability Framework is a resource developed to identify opportunities for continuous improvement in all types of operations and companies throughout the beef industry."

-U.S. Roundtable for Sustainable Beef

USRSB High Priority Indicators

The USRSB has set goals and sector-level targets for the following high-priority indicators:



The USRSB acknowledges opportunities to improve outcomes across environmental, economic, and social dimensions. Upper Iowa Beef wants to be at the forefront of sustainability. Continuing to educate our cattle suppliers on sustainable beef production is a priority.

INDUSTRY PARTNERSHIPS



At Upper Iowa Beef, industry partnerships play a critical role in advancing sustainability, strengthening transparency, and supporting continuous improvement across the beef supply chain. By working alongside national organizations, export partners, suppliers, and industry leaders, we help drive measurable progress that benefits producers, customers, employees, animals, and the environment.

U.S. Roundtable for Sustainable Beef (USRSB)

Upper Iowa Beef maintains active participation in the U.S. Roundtable for Sustainable Beef (USRSB), aligning our efforts with the organization’s research roadmap and industry-wide sustainability priorities. Through engagement in USRSB initiatives, we contribute to collaborative efforts that advance environmental stewardship, animal care, and responsible resource management across the beef value chain. Our participation supports the development of science-based solutions and shared metrics that help the industry track meaningful progress.



Meat Institute

Upper Iowa Beef is an active member of the Meat Institute, supporting programs that promote responsible production, food safety, and workforce development throughout the meat sector. In 2025, company representatives joined the Meat Institute’s Sustainability Committee, which serves both as an industry information resource and an advisory group helping guide sustainability-related decisions across the organization.

Each year, Upper Iowa Beef participates in the Meat Institute’s member-driven sustainability reporting initiative, which tracks industry progress and identifies opportunities for improvement across key focus areas, including Animal Health and Welfare, Environment, Food Safety, Health & Wellness, and Labor & Human Rights. Participation in this reporting demonstrates our commitment to transparency and to continuous improvement for the people, animals, and natural resources connected to our operations.



INDUSTRY PARTNERSHIPS

U.S. Meat Export Federation (USMEF)

Upper Iowa Beef also partners with the U.S. Meat Export Federation (USMEF) to support global market development and communicate the sustainability progress of the U.S. beef industry. Through participation in trade missions, international customer engagement, and educational initiatives—including recent engagement in the Hong Kong trade mission—we help strengthen global market access while advancing sustainability across the U.S. beef supply chain. These collaborative efforts promote responsible production practices, improve supply-chain transparency, and ensure international customers understand the industry's ongoing progress in environmental stewardship and resource efficiency.

Recycling and Responsible Materials Management

Upper Iowa Beef continues its partnership with Pratt Industries to recycle spent cardboard generated within our facility. This ongoing collaboration supports waste-reduction goals, promotes responsible material recovery, and contributes to broader circular-economy initiatives within our operations.

Brand and Supply-Chain Partnerships

Upper Iowa Beef works closely with key brand and supply-chain partners to support responsible sourcing, product quality, and sustainability-focused brand initiatives. These collaborations strengthen alignment across the value chain, helping ensure that customer expectations for transparency, animal care, environmental responsibility, and product integrity continue to be met as the industry evolves.



Certified Angus Beef® (CAB) and Raised with Respect™

Upper Iowa Beef's affiliation with Certified Angus Beef® reinforces our shared commitment to sustainability, quality, and responsible production. One example of this commitment is the Raised with Respect™ campaign, developed by Sysco and CAB to highlight the importance of Beef Quality Assurance (BQA) certification. The campaign emphasizes respect—for animals, the land, and people—and equips producers with continued education to uphold best practices in animal care, food safety, and sustainable production. Through partnerships with organizations like Upper Iowa Beef, these trainings reach key cattle production regions, building stronger connections between producers and consumers. Research from NCBA shows that consumer confidence in safe and humanely raised beef increases significantly after learning about BQA certification, demonstrating the real impact of this program. Messaging such as “The best beef is raised the right way” and “Respect for the animals. Respect for the land. Respect for your fellow man.” underscores that respect is more than a word—it is a commitment, a standard, and a foundation of trust throughout the beef industry.

RAISED WITH
RESPECT



Sysco

2025 Assessment Highlights

U.S. Roundtable for Sustainable Beef (USRSB) Self-Assessment

USRSB has created a self-assessment that allows producers to quickly assess and measure their operation utilizing the U.S. Beef Industry Sustainability Framework.

UIB Cattle Producer USRSB Self-Assessment Results



Animal Health & Well-Being



Efficiency & Yield



Air & Greenhouse Gas Emissions

73% Overall Average



Land Resources



Water Resources



Employee Safety & Well-Being

Throughout 2025, we continued to collect USRSB assessments and internal sustainability surveys to better understand supplier practices. This data supports transparency with customers and strengthens collaboration with producers.



1% INCREASE IN WATER RESOURCES & OVERALL AVERAGE.

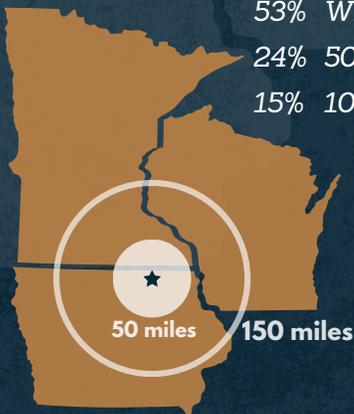
119,076,047 Pounds of Beef Shipped in 2025



100%

of cattle suppliers are BQA-certified

DISTANCE CATTLE TRAVEL TO UIB



53% Within 50 miles
 24% 50-100 miles
 15% 100-150 miles

ANIMAL HEALTH & WELL-BEING

Our producers work diligently to ensure that their cattle are comfortable and healthy.

95%

of producers are tracking animal health



93%

of producers are working with a nutritionist

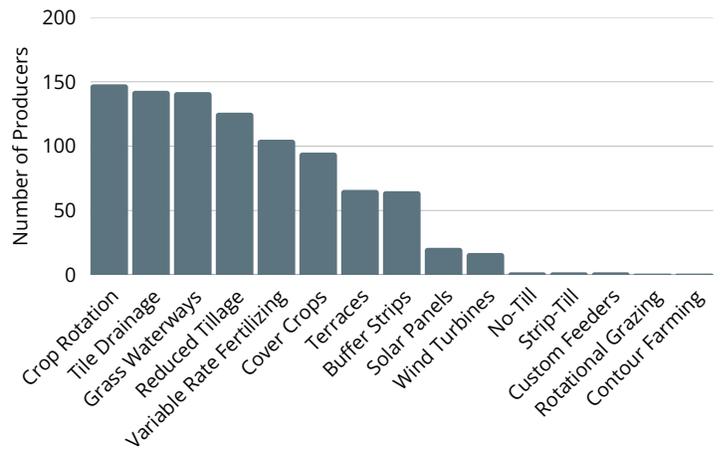


Your Partner in Sustainable Beef Production

Producer Survey Summary

FARM CONSERVATION PRACTICES

Our producers implement a variety of farm conservation practices to reduce their carbon footprint, as shown below.



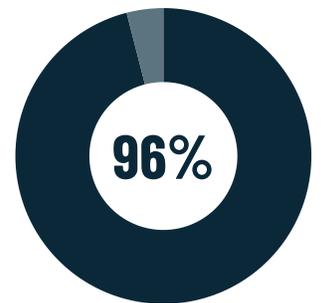
WHO RAISES OUR CATTLE

UIB purchased cattle from 302 family farms in 2025, some of which have been in business for 6 generations.

- 23% of these farms have been operating for 100 years or more.

CATTLE ENVIRONMENT

Farmers use a variety of housing for the cattle on their operations. The majority of UIB cattle are protected from the summer heat and winter elements with year-round overhead shelter.



56%

of farmers maintain a Manure Management Plan or Nutrient Management Plan.



DEFINING *Sustainability* WITHIN THE PLANT

Through 2025 we continued our involvement in the Supplier LOCT program in collaboration with the Meat Institute. Supplier LOCT is an educational platform for product suppliers and a company collaboration for their buyers (LOCT partners). It was created to accelerate action towards reducing supply chain carbon emissions.



This year the monthly step-by-step seminar series was used to guide the plant through the processes needed to complete our Scope 3 emissions tracking footprint. 'Scope 3' data is the process of compiling indirect greenhouse gas emissions that occur in our company's supply chain. This is a deep dive into upstream and downstream activities that are not directly owned by our company. This information is compiled along with the plant footprint information captured through the Supplier LOCT Scope 1 and 2 seminar series. The knowledge gained from these exercises gives Upper Iowa Beef a comprehensive view of the environmental impact we currently have and provides facts to help guide future plant improvements.

Protein PACT Solutions Summit

Through our membership and involvement with the Protein PACT, Upper Iowa Beef has compiled plant information on Scope 1, 2, and 3 emissions. The Protein PACT Summit is a premier event for meat industry leaders from across the animal protein value chain to gather for education, thought-provoking discussion, and networking as we work toward the bold goals of the Protein PACT and move the industry forward in its commitment to sustainability, animal welfare, nutrition, and more.

Upper Iowa Beef's participation in this event reinforces our commitment to transparency, data-based continuous improvement, and strengthening consumer trust. It allowed for opportunities to meet industry leaders across the supply chain and enabled us to discuss and share areas where we can continue to grow and tell our sustainability story.

Research Project Updates—Hairy Heel Wart

At Upper Iowa Beef, we are continuing our collaboration with the Iowa Beef Industry Council and the University of Wisconsin-Madison on a research project on the foot health of the cattle entering our facility. Our focus in this project is the detection of digital dermatitis, which is commonly referred to as Hairy Heel Wart. This condition is a major contributing factor towards animal discomfort and lameness and can negatively affect the health and productivity of the animal.

Using cattle movement data collected at the unloading chute, a modeling program scores animals as they walk down the alley to determine a lameness severity number. The goal is to develop insight into animal health and enable UIB to share this knowledge with our producers. Increased knowledge leads to healthier livestock, increased production and efficiency, and successful and sustainable producer operations. We believe that our efforts in this project capture an important part of an animal's overall health, and the information ties into the USRSB Research Roadmap that was unveiled in 2025.

PARTNER INITIATIVES

"Our ability to provide a competitive, local market to our area cattle suppliers has proven to be one of our biggest assets at Upper Iowa Beef. We are blessed to work with an abundance of quality cattle just miles from our door."

-Travis Thomas
Head of Procurement

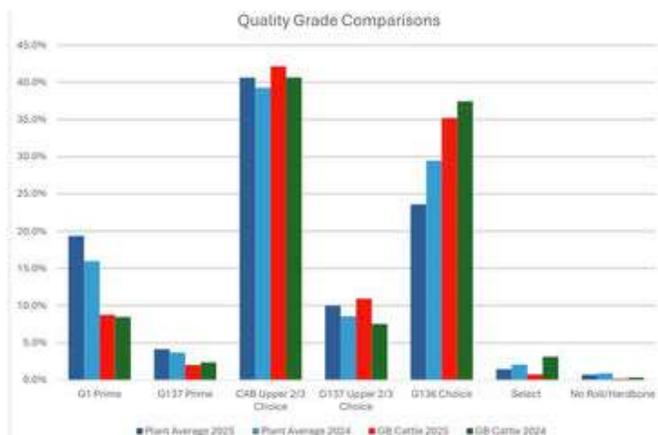
Supplier Engagement

At Upper Iowa Beef, we prioritize collaboration with our cattle suppliers to strengthen relationships and improve outcomes across the supply chain. Through one-on-one meetings, annual training, and performance reviews, we share data-driven insights that help suppliers optimize efficiency, improve cattle handling, and increase profitability. These efforts build trust, drive operational excellence, and reinforce our shared commitment to quality and sustainability.



Data-Driven Insights

By tracking plant-level performance and supplier metrics, we make informed decisions that drive continuous improvement. This includes benchmarking cattle handling, yield, and quality, and using these insights to provide actionable feedback. Transparency and measurement allow us to partner with suppliers in a meaningful way, fostering improvements that benefit animals, employees, and the environment.



Training & Education

We invest in continuous learning opportunities for our partners and producers. From supplemental BQAT training in partnership with the Certified Angus Beef Raised with Respect program to workshops at our Winter Producer Meeting, these initiatives equip suppliers with best practices for animal care, quality management, and operational efficiency. By fostering knowledge-sharing, we strengthen the entire supply chain and support long-term industry success.

Our Approach

What sets Upper Iowa Beef apart is our local focus, transparency, and commitment to collaboration. We are not just a market—we are a partner. By combining close supplier relationships, robust training, and actionable insights, we create a network that supports high-quality production, operational efficiency, and long-term sustainability across the supply chain.

Young Producer Engagement

Supporting emerging leaders is key to a resilient beef industry. Our spring meetings for multigenerational operations provide updates on plant improvements, industry trends, and new technologies, while encouraging open discussion about challenges and opportunities. These sessions empower young producers with the tools and insights needed to grow their operations responsibly and sustainably.



Plant Enhancements

Growing demand for high-quality beef has driven strategic expansion and targeted upgrades at our facility. In the Upper Midwest, we maximize every acre by carefully arranging processing lines, storage, and equipment to reduce handling, minimize waste, and streamline operations. New construction uses engineered, precut panels to decrease onsite waste and speed installation.

In our wastewater treatment facility, we continue to add more automation, which assists the operator in daily changes and adjustments needed to maintain the high-quality water leaving our facility. This aids our efforts in being good stewards of the environment around us. Together, these investments reinforce efficient operations, consistent product quality, and responsible environmental management—ensuring our facility is built to perform today while remaining prepared for the future.

Additional Chilling & Freezer Capacity

We completed a large project at our facility by adding an additional carcass cooler and a finished product freezer. With these additions, we were able to increase our daily harvest numbers and further optimize the extent of chill time that each carcass is allowed.

With the addition of our onsite freezer, we are now able to maintain all products on site, which has allowed us to reduce the amount of travel needed between our facility and a contracted cold storage facility.

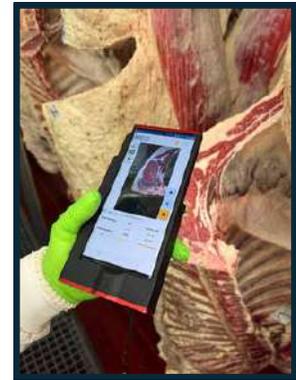




Technology Advancements

We continue to look for more opportunities to utilize new and cutting-edge technology within our facility. In the year 2025, we became one of the first facilities to grade all of our carcasses through a hybrid grading program. Within this program, our grading technicians studied and passed an exam to become USDA-AMS industry-certified graders.

With these industry-trained technicians and the use of our MEQ grading camera, we have the ability to utilize technology to quality and yield grade all of the beef carcasses in our facility.



"We started out in 2017 with processing 25 head per day, and now processing over 500 head per day. The use of technology in all parts of our plant allows us to provide a service to our area beef producers and lets them grow with us." -Ed Greiman, General Manager

Additional Employee Welfare Area

Construction has nearly been completed on an additional employee welfare area for our employees. We deeply value the staff who make our facility run. With this addition, we will continue to invest in the care and well-being of our team.



Community IMPACT



Community Activities

- Served 100+ free burgers at Sweet Corn Days, connecting with our community
- Sponsored the Howard County Fair, including a Fun at the Fair day for employees
- Donated beef to local food pantries during the winter months
- Provided meat donations to local fire departments and childcare facilities
- Hosted community and student tours of our facility to promote transparency and education



"At Upper Iowa Beef, our people are the foundation of everything we do. Community engagement isn't separate from our business – it's part of who we are. Whether we're supporting local organizations, investing in workforce development, or creating opportunities for our employees to grow, we are committed to strengthening the communities where we live and work." — Human Resources Team, Upper Iowa Beef

MOVING FORWARD

As we look toward 2026, Upper Iowa Beef remains focused on strengthening our sustainability strategy through improved data collection, supplier engagement, and operational efficiency initiatives that support long-term progress.

With the updated U.S. Roundtable for Sustainable Beef (USRSB) survey launching in 2026, we will revisit and enhance our supplier surveys to better capture sustainability progress, measurable outcomes, and new successes across our supply chain. Aligning our supplier engagement efforts with the updated USRSB framework will help improve transparency, track year-over-year performance, and identify new opportunities for collaboration.

We will also continue expanding our internal sustainability database to support data-driven decision-making across our operations. This includes ongoing tracking of Scope 1, Scope 2, and Scope 3 greenhouse gas emissions to better understand our environmental impact and identify targeted opportunities for improvement. In parallel, we will continue evaluating plant-level initiatives focused on increasing recycling, improving wastewater management, enhancing resource efficiency, and reducing overall waste generation.

Through these efforts, Upper Iowa Beef remains committed to continuous improvement, measurable progress, and responsible growth as we work to strengthen the sustainability of our operations and supply chain in the years ahead.

Future Focus Areas:

- Continued research opportunities
- Ongoing community involvement
- Additional plant-based sustainability efforts
- Continued engagement with USRSB, USMEF, and the Meat Institute
- Integration of new technologies in future building projects





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