



LYNCH FAMILY COMPANIES

STEWARDSHIP REPORT 2022





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A Message From Our Chairman

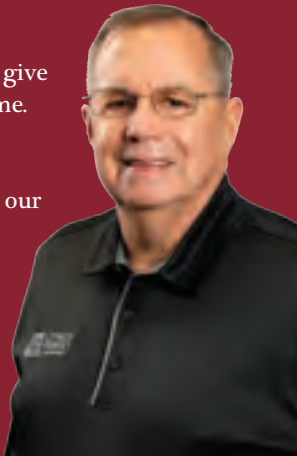
From the very beginning, we have been an organization made up of incredible people with a passion for raising and harvesting high-quality pork. Through that passion, we have grown into a larger agriculture business with several branches – all of which are committed to our company values of integrity, responsibility, family and excellence. These values have shaped a company culture that focuses on continuous improvement, which is an important piece of the sustainability journey for our industry.

It is no surprise that consumer demands, environmental regulations and corporate responsibility expectations are always changing. But at Lynch Family Companies, we have been devoted to responsible and innovative land and environmental practices from the very beginning.

In many ways, we’re continuing to do what we’ve always done – practice excellent animal welfare, implement processes to improve efficiency and eliminate waste, be a desirable organization for our employees, and give back to the communities we call home.

Thank you for taking time to learn about Lynch Family Companies and our commitment to our people, animals and planet.

Gary Lynch, Chairman
Lynch Family Companies



ABOUT LYNCH FAMILY COMPANIES

The Lynch Family has been deeply rooted in agriculture and industry innovation since 1916. Establishing our early businesses along the banks of the Turkey River in Waucoma, Iowa, we have flourished into a dynamic organization comprised of 13 companies that are bound by our overall vision and commitment to sustainable and responsible agriculture practices.

As a family-owned organization, we never lose sight of our commitment to serving our people, customers, and communities. Our forward-thinking values and dedication to feeding our communities, region, and world is seen through every facet of our business.



OUR MISSION

Lynch Family Companies is dedicated to responsibly producing high-quality pork and beef, providing best in class products and services, and leading agriculture innovation by being strong stewards of the environment with a commitment to our people, animals, communities, and customers.



OUR VISION

With our culture of integrity, responsibility, family and excellence, Lynch Family Companies will be a trusted pork and beef producer and community partner that exhibits high ethical standards, an unwavering commitment to sustainable practices, and animal-centric and customer-focused values.



OUR HISTORY

In the early years of the 20th century, Matt and Ed Lynch began buying hogs (and later calves) in Iowa that would be shipped to the Chicago Stockyards. The establishment of this business created a commitment to agriculture that would sustain for generations to come.

The company grew in 1957 when Hugh John Lynch took over the hog buying business and continued to trade and feed cattle, ultimately buying two sale barns, two buying stations, a grocery store, locker, restaurant, and a trucking operation.

Gary Lynch, chairman of Lynch Family Companies, has been at the helm since 1974. Under his leadership, Lynch Livestock became an incorporated enterprise in 1977 and he continued to build, purchase, and lease buying stations in communities throughout the Midwest to develop marketing solutions for pork producers.



Original Lynch Livestock and homestead, 1975.

1957

Hugh John Lynch purchases sale barns, buying stations, grocery store, locker, restaurant, and trucking operation to grow and diversify business. Moved the business to its current location in Waucoma.



Expanded Lynch Livestock, 1988.

1916

Matt and Ed Lynch begin a small hog and calf buying business in Waucoma, Iowa.



ABOUT LYNCH FAMILY COMPANIES

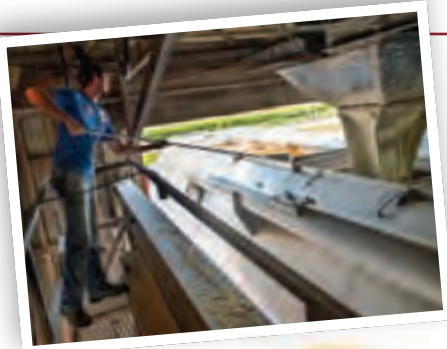
As your trusted partner in agriculture, we bring high-quality pork and beef to family tables across the country.

Our family-owned organization and partner companies are rooted in integrity. We strive to achieve operational and service excellence and sustainable and responsible pig and cattle production. This commitment is illustrated through our company values.



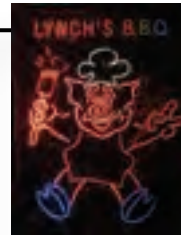
1977

Gary Lynch incorporates the enterprise, naming it Lynch Livestock. He continues to build, purchase and lease buying stations throughout the Midwest.



1986

Lynch Livestock purchased the Spillville Mill in Spillville. Due to heavy flood damage, it was rebuilt in 1993 at its current location.



2003

Lynch BBQ Roaster Pig Division opened as a pork processing locker and catering business. It expanded in 2005 and is USDA certified.



2020

Purchased Humeston Tire & Repair in Humeston, IA to serve local customers.



1974

Gary Lynch buys the family businesses along with a buying station in Hawkeye, Iowa.

1980

The Waucoma Tire Shop opened to serve the needs of the companies fleet and local customers.



1989

Livestock Express was created to provide transportation for the buying stations.



2004

Purchased Wagoner Brothers' Repair in New Hampton to provide full-service diesel repair to Livestock Express and customers in the surrounding area.



OUR COMPANY VALUES



INTEGRITY

Acting with integrity is the bedrock of our organization's vision. From our valued partnerships with our farmers and communities to our commitment to animal welfare and production, integrity is a guiding principle that is woven into everything we do.



RESPONSIBILITY

In today's world, we know that customers expect their partners to act responsibly and ethically when it comes to people, animals, environment, and community. That's why we follow the WE CARE principles at our farms and other business locations, invest in our employees' growth and development, and give back to the towns and counties that we call home.



FAMILY

When it comes to creating a family culture, we don't just talk the talk - we walk the walk. We trust our employees to take ownership of their roles and embody our core values to serve our customers and communities.



EXCELLENCE

We believe that pursuing excellence fosters our innovative and competitive spirit. Achieving excellence in every aspect of our business enables us to exceed industry standards and customer expectations.

OUR PEOPLE

For more than a century, customers and communities have trusted our rich history of excellent service and unparalleled expertise – and it all starts with our people.

Our employees are part of the family – and it shows. We provide a respectful workplace and invest time, resources, and care to develop our teams' skills and passions to help them achieve their goals. Through purposeful collaboration, professional development, and leadership opportunities, our employees learn, grow, and are part of the meaningful and fulfilling work of feeding American families.

Our employees are the essential ingredient to our company's success. We offer positions for candidates at every level and career stage, including high school and college students looking for internships as they determine which part of the industry they wish to pursue.

With 13 unique companies under the Lynch umbrella, our employees benefit from a wide range of work with positions that require a diverse skillset. Our benefit plans vary across our different assortment of companies, but generally include:

- ✓ Medical/Rx Insurance
- ✓ Dental Insurance
- ✓ Vision Insurance
- ✓ Company Paid Short Term & Long-Term Disability Insurance
- ✓ Employee Referral Program
- ✓ Employee Assistance Program
- ✓ 401K/401K Roth Retirement Plan
- ✓ Paid Time Off & Holiday Pay
- ✓ Flexible Spending Account
- ✓ Life Insurance



GARY LYNCH,
Chairman



JASON GOLLY,
CEO



PAUL STRAYER,
CFO



CARL TREIBER,
Lynch Livestock CEO



ERIN GOLLY,
Risk Management Director



CHRISTY BOUSKA,
Safety and Work Comp
Director



KEVIN BOUSKA,
Lynch BBQ Plant Manager



HEATHER DIESCHBOURG,
Director of Human Resources



ART PERRY,
Transportation Director



MELISSA BLOCKHUS,
Foundation Coordinator



Every employee at each company participates in onboarding and ongoing safety training.

growth
Employees can advance into supervisor, manager, and senior manager roles.

1,200+

We are proud to employ over 1,200 individuals across Iowa and the Midwest.

OUR EMPLOYEES SUPPORT THEIR COMMUNITIES

Across Northeast Iowa and beyond, we provide jobs and tax revenue, and support local businesses. Our employees' families live and attend school throughout our various communities, and many actively volunteer and contribute to local fire departments, youth sports teams, churches, 4-H and FFA groups, agriculture associations and more.

To us, investing in our communities just makes sense. By contributing monetary support and sweat equity, we are living out our principles of integrity, responsibility, family, and excellence.



Our employees contribute over 860 hours of service in our communities each year



LYNCH FAMILY FOUNDATION



Through the Lynch Family Foundation, our companies give back and strengthen the communities we call home.

The Foundation is designed to support individuals who face financial adversity or health-related issues and local and national nonprofit organizations whose causes align with our values and goals. This includes organizations that serve veterans and military service members and families, food insecurity, health care services, housing support and more.

\$6M+
donated since 1996

GIVING BACK

Nearly 100 contributions were made in 2022 to support individuals and families in need, food banks, local nonprofits, scholarship funds, veteran and military organizations and more.

70 70 contributions were made to local organizations

including American Legions, The Spectrum Network, Chris Norton Foundation, Everybody Hurts, volunteer fire departments and more.

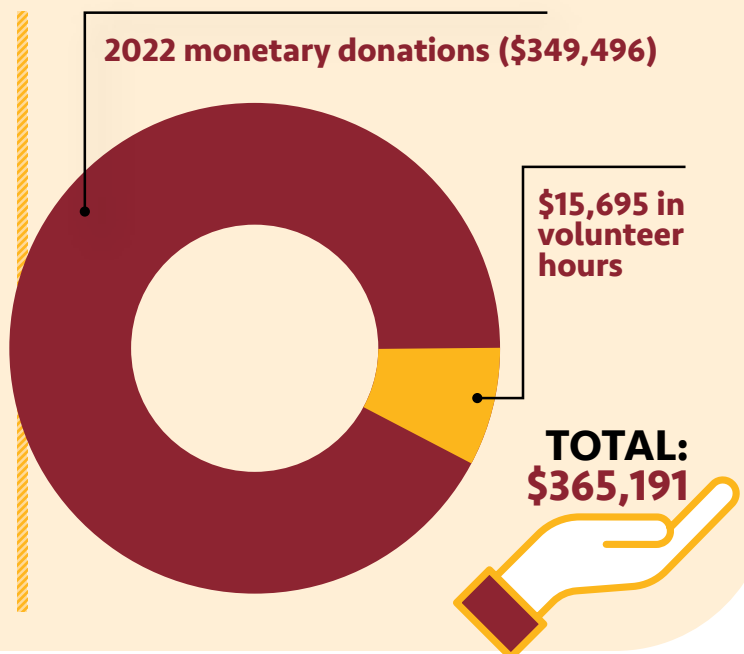
6 Six contributions were made to national nonprofits including The Travis Mills Foundation, Folds of Honor, Tunnel to Towers and Operation Supply Drop.

26 Twenty-six contributions were made to veterans and military-related organizations.

2022 monetary donations (\$349,496)

\$15,695 in volunteer hours

TOTAL:
\$365,191



OUR SUSTAINABILITY PROMISE

At Lynch Family Companies, we believe in responsible and sustainable agriculture practices that allow us to meet the evolving demands of our consumers while also protecting the planet.


We recognize the way we conduct business today will impact future generations, and we are committed to doing it in a way that will benefit our employees, business partners, communities, and our environment.

We provide continuous environmental stewardship to our stakeholders by delivering value in products, regulatory compliance, and by determining and embracing community values.



RECYCLING

Our subsidiary companies implement various strategies to ensure the proper disposal and recycling of materials, including:



Tires




Paper products



Pallets



Oil, antifreeze, batteries and other hazardous materials



Plastics



Aluminum cans



Cardboard



Outdated technology devices



Scrap metal



INNOVATION

Innovation is the driving force behind our family of companies. We provide value to our customers by finding innovative solutions to today's agriculture challenges, including our focus on sustainable farming practices, cutting-edge nutritional insights, responsible water usage and soil management, trusted animal care and more.













ANIMAL CARE

Taking pride in the responsible stewardship of our animals is at the core of what we do and believe – and it is exhibited throughout every stage of our pork and beef production operations. Our teams review our processes and implement changes routinely to improve care techniques, ensuring all our animals are exceptionally nurtured.

Our farms proudly embrace the We Care ethical principles when it comes to raising and harvesting pork. The initiative, which launched in 2008, is supported by the National Pork Board (NPB), National Pork Producers Council (NPPC), and state organizations representing farmers.

In the spirit of our commitment to the highest ethical standards for animal care, Lynch Family Companies and our farms are dedicated to:

- Providing feed, water and an environment that promotes well-being
- Protecting pig health and providing appropriate treatment, including veterinary care, when needed
- Providing proper care, handling and transportation at each stage of life
- Using approved practices to euthanize, in a timely manner, sick or injured pigs that fail to respond to care and treatment

Lynch Family Companies' partner farms provide diverse pork products that are developed from tailored raising techniques. For example, some growers leverage indoor facilities which are well-ventilated, temperature-controlled, and bio-secure. This strategy protects animals from extreme temperatures and reduces the risk of disease. Other select growers leverage outdoor, crate-free, vegetarian-fed practices to meet the ever-changing demands of today's pork consumers.

Our employees are trained and certified PQA (pork quality assurance), TQA (transport quality assurance) and BQA (beef quality assurance).



- Food Safety
- Animal Wellbeing
- Environment
- Public Health
- Our People
- Our Community



*Illinois Pork Producers.
Generations of Commitment.*



**IOWA
PORK
PRODUCERS
ASSOCIATION**

Successful farmers. Enriched lives.



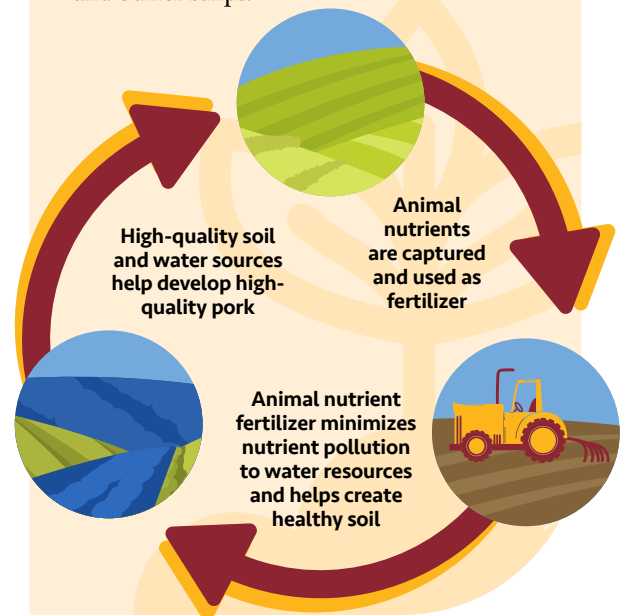
“At Lynch, we create a healthy and sustainable workplace by giving our employees a real voice, living our company values, and empowering employees with what they need to succeed.”

- Heather Dieschbourg,
Director of Human Resources



SOIL MANAGEMENT

Responsibility, integrity and excellence are the key tenants of the soil management efforts we implement across our farms. We leverage strip cropping, no till or low till, and cover crops tactics to prevent soil erosion and improve the overall soil health on our properties. Animal nutrients are also used for fertilizer to reduce application of synthetic fertilizer – complimenting other organic farming techniques like growing alfalfa and hay and leveraging waterways and buffer strips.



WATER MANAGEMENT

Preserving our planet cannot be accomplished without conserving our water and improving its quality. Our companies have adopted practices to do just that, some of which include modifying the style of feeders and waterers to reduce waste, upgrading to industry-leading scalding systems to conserve water and use it effectively, and leveraging air cooling techniques (versus water cooling) for compressed air and hydraulic systems.

50%
water usage

Premium Minnesota Pork and Premium Iowa Pork facilities use less than 50% of the industry standard for water on a per pig basis.

25%
less water

Since 1960, the pork industry has reduced its water consumption by 25%*.

*Iowa Pork Producers Association. Iowa Pork Facts. 2020.
<https://www.iowapork.org/news-from-the-iowa-pork-producers-association/iowa-pork-facts/>



AIR QUALITY

Being strong stewards of the environment also means taking care of the air around us. This goes hand in hand with maintaining strong relationships with the residents and businesses around us and having facilities and farms that our communities are proud of.

Our partner farms and growers rigorously wash barns and confinements, minimizing the odor that leaves our facilities, and operate industry-leading air filtration systems.



ENERGY EFFICIENCY

Our soil, water, and air quality management efforts are woven together to create sustainable energy practices on our farms. Some efforts are simple, such as replacing old light bulbs with energy efficient ones and monitoring building temperatures and thermostats. Other strategies are more complex with much larger impact, such as implementing solar panels, reducing motor sizes, and diversifying power supplies to be more environmentally friendly.

Additional energy savings and conservation tactics include:



Improved technology to conserve natural gas in harvest locations



Reducing landfill waste by 50% by utilizing hog hair in composting system



Conducted Level II Energy Audit and implemented recommendations to conserve 60,000 KWH per year



“Premium Iowa Pork works with a diverse group of electric energy providers resulting in reliable, affordable, and environmentally-friendly service. Approximately 67% of the electrical energy used at our Luverne (Minnesota) location and nearly 90% of the electricity used at our Hospers (Iowa) location come from renewable sources – creating a cleaner future and smaller carbon footprint for our company.”

-Dan Paquin

President, Premium Iowa Pork





LYNCH FAMILY COMPANIES



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