

PEOPLE, ANIMALS, AND NATURE IMPACT REPORT

GAINING MOMENTUM ON SUSTAINABLE IMPROVEMENTS

Reporting Years 2024 & 2025

This report reflects results and impact for the 2024 and 2025 calendar years. All metrics and data reported are from January 2024 to December 2025. Energy, water, waste, and emissions data are from our Hudson, Wisconsin headquarters and do not include our small office in Australia.

Our sustainability advisor, Stewardverse Strategies, compiled this report and verified all data and metrics. External assurance has not been completed for this report.

Front cover photo by: Wirestock

TABLE OF CONTENTS

	A Letter From Our CEO	05
	Purpose & Customer Success	07
	Respect For Animals	10
	Respect For People	13
	Respect For Nature	16
	Metrics & Data	17
	MPSC's Sustainability Ambition	20
	GRI Content Index	22
	Contact Information	24



AND WAIT TO WATCH THE WATER CLEAR, I MAY: I SHAN'T BE
GONE LONG, —YOU COME TOO.

-Robert Frost, The Pasture

Background Photo by: Birkaybolushikayesi

A LETTER FROM OUR CEO

GAINING MOMENTUM ON SUSTAINABLE IMPROVEMENTS



For more than 30 years, MPSC has focused on **helping our customers build better meat processing operations.** We've never stopped improving—from the science behind Rinse & Chill® to the services, partnerships, and technical expertise that surround it—all with one goal: **achieving more value for our customers from every animal they process.** Over the past several years, however, something important has changed: our understanding of the value we create. We have always known that MPSC exists to make our customers more successful. **What we've come to understand is that customer success and sustainable improvements are inseparable.** For our company, that has been an “a-ha” moment.

As our customers faced increasing pressure to improve efficiency, demonstrate environmental performance, strengthen worker safety, reduce waste, and measure progress, we recognized something that had been true about Rinse & Chill® all along. The benefits processors had relied on for decades—higher yields, improved food safety and quality, faster chilling, better ergonomics, and stronger operational performance—were also creating meaningful industry progress toward U.N. Sustainable Development Goals.

That realization has changed the conversations we have with customers. Years ago, the discussion often centered on the cost of implementing Rinse & Chill®. Today, we're increasingly discussing the cost of not: maximizing every animal processed, reducing unnecessary waste and energy use, improving working conditions, and capturing measurable operational improvements. That shift is what we mean by ***Gaining Momentum On Sustainable Improvements***. Today we have a deeper understanding of the expansive value we create, and there is broader recognition across the industry of what our technology can contribute.

We are applying that same sustainable improvement discipline to our own operations. This impact report measures our direct (Scope 1) and purchased energy (Scope 2) greenhouse gas emissions (GHGs), building on the baseline we established in 2023. During 2024 and 2025, our most significant operational improvement was expanding recycling to achieve a 12% waste diversion rate.

For 2026 and 2027, we are focused on reducing operational GHG emissions through greater use of renewable energy and reducing water consumption at our headquarters.

But our greatest opportunity for impact remains outside our walls, with our customers. Our team increasingly sees MPSC not solely as a technology company, but as a partner in improving meat processing—one plant, one customer, and one change at a time. Customers continue to rely on Rinse & Chill®'s proven performance, and they're increasingly looking to us to document outcomes, solve operational challenges, improve humane animal handling, strengthen workplace ergonomics, reduce food waste, and advance the metrics that matter to their businesses. Momentum is gaining across our customer base that sustainability and efficiency reinforce one another.

Our work alongside customers—from helping an Australian processor dramatically improve chilled shelf life from 14–20 days to 90 days to expanding partnerships in humane animal handling—demonstrates that innovation doesn't end when equipment is installed. It continues through collaboration, measurement, and continuous improvement.

Our expanded understanding of our customer value proposition gives us confidence as we pursue new international markets. **Opening markets to proven technology requires persistence, scientific evidence, and long-term commitment.** We see important opportunities in countries such as South Korea, where Rinse & Chill® can help domestic processors strengthen both operational and sustainability performance. We will not be deterred by the hard work required to make proven, safe technology available to more processors around the world.

The urgency to deploy sustainable technology is real. Tight cattle supplies, weather variability, evolving customer expectations, and rising operating costs challenge our industry to make more from the resources available to us. Continuous improvement is no longer simply an aspiration. It is essential to business success.

This report **reflects our growing conviction that the future of meat processing belongs to companies willing to collaborate on solutions to sustainably improve performance.** We are confident in the sustainable improvement path, and we are gaining momentum with each new pilot project and plant installation.

Thank you to our employees, customers, research partners, and industry collaborators who are helping make that momentum possible.



Warner Ide,
Chief Executive Officer

PURPOSE & CUSTOMER SUCCESS

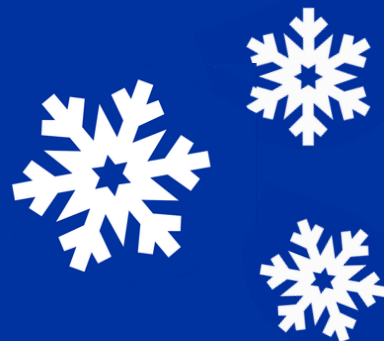
MPSC was founded over 30 years ago with a vision to enhance meat quality, safety and efficiency. Our customer-centered purpose supports meat processors in delivering higher quality products to increasingly discerning and environmentally conscious consumers. Rinse & Chill® contributes to our customers' sustainability performance by improving operational efficiency, reducing energy and water intensity, lowering food waste, enhancing workplace safety through better ergonomics, and increasing the yield from each animal processed.

COMPANY PURPOSE: TO DELIVER INNOVATIVE TECHNOLOGY TO THE GLOBAL MEAT INDUSTRY, YIELDING SUSTAINABLE IMPROVEMENTS THAT RESPECT PEOPLE, ANIMALS, AND NATURE.

MPSC is committed to building partnerships with our customers to help them reduce their impact on the planet while also improving operational performance, delivering enhanced product quality to consumers, and achieving strong financial health within their organizations. Our skilled team of industry veterans has helped customers navigate issues related to quality, plant hygiene, and animal handling. The enhanced product quality attributes delivered through Rinse & Chill® strengthen brand equity and customer loyalty for our meat processing clients.

Rinse & Chill® Customer Value Proposition

- 2-3% higher carcass dressing yield
- 1-2% higher boning (fabrication) yield
- One extra cow for every 19.5 rinsed
- Up to 8 hours faster chill
- Up to 16% reduction in refrigeration energy
- Lower greenhouse gas emissions intensity
- Improved food safety (99.3% coliform reduction)
- Longer shelf life resulting in less food waste
- Improved worker ergonomics and workplace safety



Collaborative Problem Solving for Customer Success

MPSC's approach to sustainability extends beyond technology innovation to helping our customers strengthen operational performance through science-based collaboration and technical expertise with a focus on continuous improvement.

In 2025, one of our larger Australian customers, a domestic lamb processor that in a few years had grown from 1,500 to as many as 5,000 head per day, experienced shelf-life challenges that threatened domestic retail requirements and future export opportunities. This can happen when production volumes grow quickly, as they tend to do after installation of Rinse & Chill®. When Managing Director for MPSC Australia, Mick Bird, heard about the issue, he was quick to formulate a plan to investigate the causes of spoilage in collaboration with the plant.

Mick and the team initiated a 12-week assessment involving comprehensive plant audits, independent microbiological testing, and evaluations of hygiene practices, facilities modifications, packaging integrity, and everybody's friend: optimal cold chain management. The investigation, conducted in collaboration with independent meat scientists and the New South Wales Department of Primary Industries, demonstrated that bacterial contamination associated with plant hygiene practices was identified as the primary cause of the spoilage. Based on these findings, MPSC provided technical recommendations to improve sanitation protocols, packaging quality control, and chilling processes. Implementation of these measures increased chilled shelf life from 14–20 days to 90 days, enabling the plant to meet domestic retailer requirements while enhancing its readiness for export markets, which has now been certified.

This collaboration reflects MPSC's commitment to creating long-term value by combining proven technology with technical expertise. By working alongside customers to identify root causes, implement evidence-based improvements, and verify outcomes through independent analysis, MPSC helps strengthen operational resilience and reduce food waste from spoilage.



Department of
Primary Industries

“ There were no chilled storage period by treatment effects observed, meaning that Rinse & Chill was **not detrimental** to the shelf-life of lamb racks ”

- Dr. Ben Holman PhD



Rinse & Chill® Impact Study

The development and approval of Rinse & Chill® over two decades ago required extensive scientific research, with a responsible USDA official stating it is “the most thoroughly investigated technology to be approved by FSIS.” Recent studies have focused on the benefits and impact to processors using Rinse & Chill®.

A recently published study by the Australian Meat Processor Corporation aimed to conduct a cost-benefit analysis on the impact of using Rinse & Chill® for lamb and sheep processors. The research was conducted within an Australian plant, using a control group and a “rinsed” group, with animals in two size categories. The benefits were assessed both qualitatively and quantitatively to measure the impact based on carcass size.

Results of the study found that the rinsed lamb hit the optimal pH decline window a greater percentage of the time, with larger carcasses hitting the window 88% of the time compared to 64% in the control group, and 59% of the lighter lambs hitting the window compared to 0% of the control group. The rinsed meat was lighter in color, offering the potential for improved branding benefits to processors based on quality and tenderness.

Notably, the study showed a 2.5-6% increase in saleable meat yield from rinsed animals. This results in a net benefit per head ranging from \$1.41 for mutton to \$16.34 for heavy boned out lambs. When calculated on an annual net benefit to a plant that processes a total of 984,960 animals per year, with ⅓ mutton, ⅓ light lambs, and ⅓ heavy lambs, the net benefit will range from \$3.1 to \$10.4 million.

The study also validated Rinse & Chill's® benefits to people and the environment. Plant workers found it to be easier to bone with less force and repetitive strain on muscles and joints. The quantified increase in saleable meat yield per carcass also lowers the carbon footprint per kilogram of red meat produced.

12M

Cattle Rinsed to Date

Billions

Meals Served

25+

Years in Commercial Use

5

Countries Approved

RESPECT FOR ANIMALS

Respecting Animals Through Resource Stewardship

We know that animal health and welfare is a top concern for our customers and consumers alike. MPSC supports the responsible production of animal protein by helping processors maximize the value of each animal through improved processing efficiency and reduced waste.

Rinse & Chill® technology can increase saleable meat yield by up to 5% based on hot carcass weight, enabling processors to produce more food from the same number of animals. By increasing the amount of meat products from each animal, our technology contributes to greater resource efficiency and has the potential to take one cow out of the system for every 19.5 animals rinsed.



The higher yields resulting from our technology create opportunities for enhanced stewardship and responsible use of resources across the entire value chain. Recovering more usable products from each animal strengthens food system efficiency and contributes to the responsible use of the natural resources and inputs invested in raising livestock. The resulting benefits align with the industry's commitments to food waste reduction and efficiency improvements, and are fundamental principles in sustainable meat production.

In addition, MPSC has developed partnerships with organizations such as the Roundtable for Sustainable Beef and the University of Wisconsin-River Falls' Humane Handling Institute. For us, partnerships have been the path to much of our success over our 30-year history, and we also view them as an integral part of the value we bring to our customers' success.

Partnership with the Humane Handling Institute

MPSC, Inc. has partnered with the University of Wisconsin–River Falls (UWRF) Humane Handling Institute (HHI) to enhance humane animal handling practices across the meat industry. Built on MPSC’s 30-year history of academic and industry collaboration, the partnership connects MPSC’s customers with evidence-based training and technical research to improve operational performance and animal welfare outcomes.

PARTNERSHIPS THAT DRIVE CUSTOMER SUCCESS

The collaboration between MPSC and HHI originated 4 years ago and expanded after UWRF research into USDA Food Safety and Inspection Service enforcement actions revealed that 90% of non-compliance events were tied to improper stunning. Directed by Dr. Kurt Vogel, livestock welfare expert who studied under Dr. Temple Grandin, HHI was established in 2022 with grant funding from the Wisconsin Department of Agriculture, Trade and Consumer Protection.

HHI focuses on educating handlers and stunner operators to build a deeper understanding of proper techniques. Dr. Karly Anderson leads HHI’s research program using animal cadaver heads to study anatomical structures and optimize species-specific bolt stun placement. This research directly informs their hands-on training events. Workshops led by Program Manager Ashlynn Kirk operate with a non-judgmental approach, encouraging open dialogue and problem-solving among attendees. The partnership delivers strong value to MPSC customers, as optimal pre-slaughter handling and improved stunning (striving for zero mis-stuns) are critical to the efficacy of processing technologies like Rinse & Chill®.



Images of HHI Workshops. Photos by Pat Deninger.

Partnership with the Humane Handling Institute (Continued)

By integrating HHI's expertise into its customer support model, MPSC helps processors meet regulatory standards, build employee skills, and foster greater consumer trust in meat processing. Ultimately, the collaboration combines technical expertise and educational outreach to promote industry-wide improvement in animal welfare.

For MPSC, respect for animals means helping customers improve animal handling, reduce waste, and more efficiently use resources. Through Rinse & Chill® technology's yield gains, as well as our partnerships focused on animal care, we're supporting a more sustainable meat supply chain that respects both the animals upon which the industry depends and the resources required to produce high-quality food.



Photo of UWRI HHI Team. From left to right: Ashlynn Kirk, Program Manager; Kurt Vogel, Program Director; Karly Anderson, Scientist and Trainer; and Angela Whitaker, Outreach Program Manager.

Additional Partnerships and Memberships

MPSC also partners with the following organizations through annual memberships:

- North America Meat Institute
- American Meat Science Assoc
- Beef Industry Safety Summit
- Hudson Chamber of Commerce
- St. Croix County Economic Development
- Australia Meat Processors Council
- Australia Organic Pty

RESPECT FOR PEOPLE

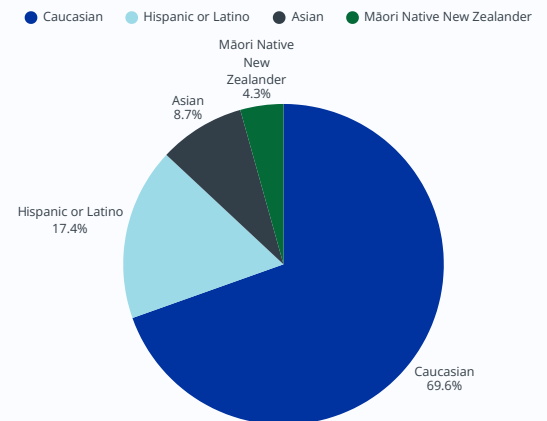
Employees and Company Culture

Our work at MPSC would not be possible without our outstanding employees. Each individual brings a unique set of skills and a different perspective to our organization, creating a culture that prioritizes teamwork, safety, and celebrating our people's success. MPSC employed 23 individuals in 2024 and 25 individuals in 2025. Almost 1/3 of our employees are based in Australia supporting our business there, with the remainder based in the United States. Our presence across different continents expands our cultural diversity and understanding, an asset to our employee environment.

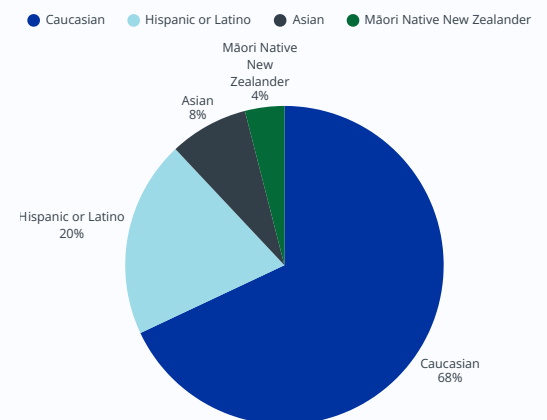
Creating a safe environment for our employees is crucial to our business success. Our company is the direct manufacturer of the Rinse & Chill® blend, and all manufacturing is done on-site at our corporate headquarters in Hudson, WI. All employees receive safety training, and we monitor and report any workplace incidents and accidents in accordance with OSHA requirements.

For the years 2024 and 2025, MPSC reported zero OSHA incidents and a total recordable incident rate of zero. We also introduced a new requirement this reporting period for forklift certification to improve safety related to forklift operation in our warehouse.

Ethnicity of Employees 2024



Ethnicity of Employees 2025



**MPSC REPORTED ZERO OSHA RECORDABLE INCIDENTS
DURING THE REPORTING PERIOD.**

Employees and Company Culture (Continued)

We strive to create a culture where employees want to continue to work. 92% of MPSC employees are salaried with a comprehensive benefits package. Throughout the year, MPSC hosts multiple events to celebrate our people and encourage working as a team. This contributes to our high employee retention; the average employee tenure is 7.5 years and 19 years for executives. Events from this reporting period include birthday celebrations, dinners, sporting event pools and awards, and holiday celebrations.



MPSC Salaried Employee Benefits Include:

- Medical Insurance
- Dental Insurance
- Life Insurance
- Disability insurance
- 401K with 6% Employer Match
- Paid time off and flexible hours



Community Giving

MPSC is a proud supporter of Wisconsin and Minnesota organizations and the community surrounding our Hudson, Wisconsin headquarters. In 2024, MPSC gave \$197,000 in corporate giving contributions, with this number rising to \$230,000 in 2025. We are honored to be able to contribute to our community and support meat science research and academic study through scholarships and grants.

2024**\$197,000****CHARITABLE
CONTRIBUTIONS****2025****\$230,000****CHARITABLE
CONTRIBUTIONS**

Volunteering time is another way MPSC proudly shows up in our community. We encourage our employees to donate their time to causes that resonate with them. Members of MPSC's leadership team have volunteered with Twin Cities Habitat for Humanity, donning safety vests and tool belts to help with local home builds.



First photo: Warner Ide and Tres Lund volunteering with Habitat for Humanity.
Second photo: Warner Ide and Chris Coleman, President and CEO of Twin Cities Habitat for Humanity.

RESPECT FOR NATURE

As a business and a manufacturer, we rely on nature to operate and are committed to taking steps to protect the resources our industry depends on. With a focus on continuous improvement, we track our operational footprint and strive to identify opportunities to reduce waste and resource consumption.

We also firmly believe that one of the most significant ways that we can make a measurable positive impact is through the expanded use of our technology in processing plants. Rinse & Chill® delivers many sustainability benefits to our meat processing customers, helping them achieve environmental performance goals and strengthen financial health through efficiency and cost savings.

In a time when the meat industry is searching for ways to lower greenhouse gas emissions and grappling with the complexity of measuring and reducing value chain emissions, Rinse & Chill® presents a proven solution to lowering operational footprints. The yield gains resulting from Rinse & Chill® represent efficiency improvements that lower the water and energy intensity (per pound of product), and therefore reduce the greenhouse gas intensity within a plant's direct operations. Or as we say, Sustainable Improvements from Plant to Planet.

2024-2025 Progress

Over the two-year reporting period, we reduced our environmental impact in areas such as waste diversion, and in other areas, we did not see a significant change.

All data related to environmental metrics is included on pages 17-19 of the report, with a short summary of highlights shown here.

- Improved recycling at our Wisconsin-based headquarters, resulting in 12% of waste diverted.
- Our production levels for 2024 and 2025 increased, resulting in higher energy use and emissions; however, the greenhouse gas intensity per pound of product manufactured remained the same.
- Water use increased during this reporting period; however, we believe this is due to the absence of irrigation water volumes in our previous reporting data.

METRICS & DATA

Energy, Water, and Emissions Data

Topic	GRI Standard	2024	2025
GRI 302: Energy	302-1 Energy consumption within the organization Scope 1 Fuel consumption (MMBTU)	1,455.40	1,612.80
	302-1 Energy consumption Scope 2 Electricity consumption (MWh)	235.8	225.4
	Total Energy consumption (MJ)	2,384,414.30	2,513,022.80
	302-3 Energy intensity (MJ/lb product)	1.93	1.82
GRI 303: Water and Effluents	303-3 Water withdrawal (cubic meters)	1,820.67	1,011.93
	Water intensity (cubic meters/lb product)	0.0015	0.0007

Energy, Water, and Emissions Data (Continued)

Topic	GRI Standard	2024	2025
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions (mtCO2e)	77.3	85.66
	305-2 Energy indirect (Scope 2) GHG emissions (mtCO2e)	101.11	94.91
	305-4 GHG emissions intensity (mtCO2e/lb product)	0.00014	0.00013

Waste Data

Topic	GRI Standard	2024	2025
GRI 306: Waste	306-3 Waste generated (lb)	65,468	65,468
	306-4 Waste diverted from disposal (lb)	8,060	8,060
	306-5 Waste directed to disposal (lb)	57,408	57,408

People Data

Topic	GRI Standard	2024	2025
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	Omission: confidential	Omission: confidential
	Community investments	\$197,000	\$230,000
GRI 403: Occupational Health and Safety	403-9 Work-related injuries	0	0

MPSC'S 2026 AND 2027 SUSTAINABILITY AMBITION

As we look ahead, we will be focused on identifying opportunities in **our four U.N. Sustainable Development Goal (UNSDG) focus areas**, especially to reduce greenhouse gas emissions within our operations. Our goal is a 10% reduction in emissions for our next reporting period through the diversification of energy sources and the purchase of renewable energy.

We will also work to reduce water use in our operations, primarily through more efficient irrigation of the landscape surrounding our headquarters.



More Renewable
Energy



Reduced Headquarter
Water Usage



Increasing
Waste Diversion



Sustainable Sourcing
of Office & Warehouse Materials

THANK YOU FOR YOUR INTEREST IN OUR JOURNEY TO
POSITIVELY IMPACT PEOPLE, ANIMALS, AND NATURE.

SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) are a set of 17 integrated goals designed to ensure peace and prosperity for people and the planet. Adopted by the United Nations in 2015, the goals have become a blueprint for companies to take measurable action that will balance social, economic, and environmental sustainability.

2 ZERO HUNGER



Food Safety

One of the most important factors in ensuring food security is food safety. At MPSC, our priority is to deliver a technology and process that results in a safer, cleaner food product. We have spent extensive resources on research and development in the food safety arena.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Continuous Improvements

Our technology links our meat processing customers with responsible, conscientious consumers that endeavor to purchase more sustainable food items. By adopting our technology in meat plants, our customers are making sustainable improvements and taking responsibility for their impact on people, animals, and nature.

13 CLIMATE ACTION



Emissions Reductions

The global meat industry is in need of solutions that address climate change. At MPSC, we realize that our technology, if scaled across the meat processing industry, can deliver significant and necessary reductions in CO2 and methane.

15 LIFE ON LAND



Healthier Soils and Biodiversity

Because our technology increases meat yields in the plant and enhances shelf life of the product, live animal land use intensity on land is reduced, leading to less animal waste hitting the ground. Positive outcomes result such as reductions in nitrous oxide in the soils. Soil health and biodiversity are major issues the industry must address, and MPSC is here to support the change.

GRI CONTENT INDEX

MPSC, Inc. has reported the information in this GRI content index for the reporting period January 1, 2024 to December 31, 2025 with reference to the GRI standards.

GRI Standard	Disclosure	Location	Notes
2-1	Organizational details	Page 24	
2-3	Reporting period, frequency, and contact point	Page 2	
2-5	External assurance	Page 2	
2-7	Employees	Page 13-14	
2-9	Governance structure and composition	Page 24	
2-11	Chair of the highest governance body	Page 24	
2-22	Statement on sustainable development strategy	Page 5-6	
2-28	Membership associations	Page 12	
302-1	Energy consumption within the organization	Page 17	
302-2	Energy consumption outside of the organization		Omission: Incomplete data
302-3	Energy intensity	Page 17	
302-4	Reduction of energy consumption		Omission: Incomplete data

GRI Standard	Disclosure	Location	2025
303-3	Water withdrawal	Page 17	
303-4	Water discharge	Page 17	
303-5	Water consumption	Page 17	
305-1	Direct (Scope 1) GHG emissions	Page 18	
305-2	Energy indirect (Scope 2) GHG emissions	Page 18	
305-3	Other indirect (Scope 3) GHG emissions		Omission: Incomplete data
305-4	GHG emissions intensity	Page 18	
306-3	Waste generated	Page 18-19	
306-4	Waste diverted from disposal	Page 18-19	
306-5	Waste directed to disposal	Page 18-19	
401-1	New employee hires and employee turnover	Page 13-14	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 13-14	
401-3	Parental leave	Page 13-14	
403-5	Worker training on occupational health and safety	Page 13-14	
403-6	Promotion of worker health	Page 13-14	
403-9	Work-related injuries	Page 19	

MPSC, Inc.

www.mpscinc.com
info@mpscinc.com

North America International Headquarters
MPSC, Inc International Headquarters
2701 Harvey Street, Hudson, WI 54016
Phone: (715) 386-3333

Australia and New Zealand Processors
MPSC, Australia Pty., Ltd.
5 Hume Reserve Ct, Bell Park,
Victoria 3215
Phone: +61 3 93140825

Leadership

North America
Warner Ide, CEO, Board of Directors
Tres Lund, Chairman, Board of Directors
Dwight Packard, Board of Directors
Jeff Dietz, Vice President of Finance
Ulises Pardo, Vice President of Engineering
Robert Campbell, Ph.D., Director of Technical Services

Australia
John Marlette, Executive Vice President, Global Business
Development; Founder and Director, MPSC Australia
Adam Tainui, General Manager
Mick Bird, Managing Director

