



2023 STEWARDSHIP REPORT

SCORECARD

PROGRESS TO REACH OUR TARGETS¹

- ✦ Met or exceeded the target
- On track
- Monitoring closely
- Needs some work

METRIC	EXPLANATION	GOAL	2023	PROGRESS	2022	2021	2020
THRIVING FARMS							
Co-op Sponsored Trainings	Number of training-hours provided to farmers and farm employees ²	24 hours per farm by 2030	16 hours per farm	●	Not Tracked	Not Tracked	Not Tracked
HEALTHFUL COWS							
Animal Welfare Program Participation	Percent of total milk supply participating in FARM/Validus program	100%	100%	● ✦	100%	100%	100%
Somatic Cell Count	Percent of total milk supply below 200k somatic cell count	100%	92%	●	85%	83%	75%
INSPIRED CONSUMERS							
Supplier Traceability	Percent participation in Stewardship Supplier Engagement Program covering suppliers, contract manufacturers and milk supplied to Tillamook and Boardman facilities ³	80%	67%	●	60%	48%	26%
Sustainable Packaging	100% of packaging recyclable, reusable or compostable by 2030	100% by 2030	56%	●	57%	54%	54%
Recycled Content in Plastic Packaging	Increase recycled content to 20% on average in our plastic packaging by 2025	20% by 2025	0%	●	0%	0%	0%
Recycled Content in Paper Packaging	Increase recycled content to 50% on average in our paper packaging by 2025	50% by 2025	37%	●	37%	37%	37%
Sustainably Sourced Paper Packaging	All paper-based packaging will be from sustainably certified materials	100% by 2025	100%	● ✦	96%	84%	84%

METRIC	EXPLANATION	GOAL	2023	PROGRESS	2022	2021	2020
ENDURING ECOSYSTEMS							
GHG Emissions	Scope 1 & 2 emissions, kt CO ₂ -e	23 kt by 2030	35	●	40	39	47
GHG Emissions	Scope 3 emissions, kt CO ₂ -e	1,143 kt by 2030	1,548	●	1,474	1,337	1,610
Climate Action Progress	Progress towards 2030 Climate Action Goal ⁴	30% change in GHG emissions by 2030	-4%	●	-9%	-17%	N/A Baseline
Energy Efficiency	Total MMBtus of energy consumed in our production facilities to produce 1000 pounds of product ⁵	15% reduction by 2030 (1.61 MMBtu)	1.96	●	1.95	1.95	1.89
Water Efficiency	Total gallons of water consumed in our production facilities to produce 1 pound of product ⁵	15% reduction by 2030 (1.22 gal)	1.36	●	1.48	1.51	1.43
Material Waste Diversion	Percent of generated material waste that was diverted from the landfill in production facilities ⁶	90% by 2030	42%	●	46%	32%	36%
Fleet Fuel Efficiency	Average annual miles per gallon for TCCA-owned fleet	7 MPG by 2025	6.1	●	5.9	5.4	5.3
Managed Transportation Efficiency	EPA SmartWay Carrier Participation, percent of total ton-miles for managed freight ⁷	100% participation by 2030	53%	●	52%	59%	Not Tracked
FULFILLED EMPLOYEES							
Employee Benefits	Percent of eligible employees participating in 401(k) plan with safe harbor match	90%	96%	● ✨	96%	96%	94%
Employee Opportunities	Percent of employees internally promoted	13%	18%	● ✨	15%	13%	14%
Living Wage	Percent of full-time employees receiving a living wage ⁸	100%	100%	● ✨	100%	100%	100%
Overall Employee Engagement	Overall employee engagement score, based on results of annual survey	75%	77%	● ✨	No EE Survey	88%	93%
Workforce Diversity	Percent of employees that are people of color	30%	32%	● ✨	29%	28%	26%
Diverse Leadership	Percent of employees that are people of color at Manager level and above	15%	16%	● ✨	15%	11%	10%
Women in Leadership	Percent of women employees that are at Manager level and above	50%	46%	●	46%	43%	44%
ENRICHED COMMUNITIES							
Community Investment	Percent of our earnings invested in our communities	4%	6%	● ✨	5%	8%	13%
Employee Volunteer Hours	Total number of hours TCCA employees volunteered in our communities	3,000	2,891	●	2,630	1,576	8,516

FOOTNOTES

- Results colors indicate current year results vs. target. For metrics where a year is part of the target (such as 2030), color is based on current year results vs. adherence to the glidepath to the final target.
- Metric was added in 2023. It was not previously tracked.
- The methodology was updated in 2023 to remove intercompany spend for a more accurate metric. Past years have been updated to reflect this change.
- Progress towards climate action plan goals also shown on <https://www.tillamook.com/climate>.
- In 2023 we adjusted our energy and water metrics with intensity-based targets that better reflect gains in efficiency and to track progress from 2020 to 2030 at our production facilities.
- Diversion of non-hazardous, solid waste at production facilities.
- EPA Smartway data is released after this report is published, therefore 2023 column represents 2022 participation.
- As defined by the MIT Living Wage Calculator for 1 working adult, 0 children. <https://livingwage.mit.edu/>