

Area of Impact: Community Infrastructure Support

Objective: To provide support for community infrastructure, including community centers, parks, playgrounds, first responders, schools, and food insecurity programs such as food banks in the communities where we live, work, and conduct business. Our goal is to assist with project funding, equipment needs, and structural improvements or upgrades.

Impact: Efforts should enhance the communities where we support, live and do business in.

First responders, fire departments, EMS, etc.:

- Details:
 - Annual Grant(s) awarded to First responders, fire departments, EMS, etc. for the purpose of facility upgrades or equipment purchases.
- Criteria:
 - Applicant must be located in a community where we support, live and do business in.
- Process:
 - Submit application by deadline.
- Review and Allocation Timeline:
 - Applications are open Q1 – Q2 (October – March)
 - Board review Q3 (April – June)
 - Award/allocate Q4 (July – September)

Food Insecurity, Food banks:

- Details:
 - Annual application submitted upon need. There are no application deadlines.
- Criteria:
 - One donation per location per year.
 - Location must be in a community we support, live and do business in.
 - Donations can be used for the purpose of facility upgrades or filling shelves with perishable items.
- Process:
 - Submit application anytime throughout the year.
- Review and Allocation Timeline:
 - Review submitted applications each quarter for allocation.

General Community Infrastructure, Schools (gyms, bleachers, additions, field signs, playground, etc.) and County Fair Facility Upgrades

- Details:
 - Annual Grant(s) awarded to schools and county fair facilities for the purpose of facility upgrades or equipment purchases.
- Criteria:
 - Applicant must be located in a community where we support, live and do business in.
- Process:
 - Submit application by each quarterly deadline.
- Review and Allocation Timeline:
 - Applications are open Q1 – Q2 (October – March)
 - Board review Q3 (April – June)
 - Award/allocate Q4 (July – September)

Community Disaster Relief

- Details:
 - Community Disaster relief includes but is not limited to natural disasters and community recovery initiatives
 - The dollar amount will be determined by the Board based on the severity and impact of the disaster.
 - If the allocated budget is not fully used, the Board will review and discuss the remaining funds as needed.
- Criteria:
 - Program intended for areas within the communities where we support, live and do business in.
- Process:
 - Form completed and submitted by the individual(s) recognizing or discovering the disaster.
- Review and Allocation Timeline:
 - Open year round
 - The Board may convene an urgent meeting to review situations as they arise; otherwise, allocations will be reviewed and approved at each quarterly meeting.

Area of Impact: Employee and Partner

Objective: Support organizations and causes that resonate with our employees and partners, especially those not covered by our other focus areas. Initiatives must reflect our purpose and core values.

Impact: Efforts should enhance the communities where we support, live and do business in.

The Maschhoffs Impact Future Leaders Scholarship:

- Details:
 - Up to 8 scholarships awarded 1x annually:
 - 4 – \$2,500 for children & dependents of employees
 - 4 – \$2,500 for children & dependents of partners
- Criteria:
 - Parent(s) of applicant must be employed and/or contracted with The Maschhoffs for a minimum of 1 year.
 - Parent(s) of recipient must be employed/contracted at the time of award.
 - Each child or dependent of an employee or partner is eligible to receive only one scholarship from The Maschhoffs per year.
 - Multiple children from the same family are eligible to apply.
 - Scholarship recipients will be invited, but not required, to participate in a 3-day Leadership Externship Experience.
 - The Maschhoffs Impact Future Leaders Scholarship will be awarded directly to the student's educational institution.
- Process:
 - Application
 - Contact Information
 - Education
 - Intended for students obtaining Trade, Associates, Undergraduate, Graduate or Doctorate
 - Leadership & Activities
 - Essay Questions
 - 3 questions (2,000 character maximum – includes characters, text and spaces)
- Review and Allocation Timeline:

Application timeline: Q1 September 1 st - December 31 st
Board review: Q2 January 1 st – March 31 st
Award/allocate scholarship: Q3 April 30 th

Version History

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The Maschhoffs Impact Donation and Match Program:

- Details:
 - Donation Program: Employee and partners request for monetary donation in support of non-profit organizations (e.g. Veteran organizations, American Cancer Society, American Heart Association, etc.)
 - Match Program: Employee and partners request a match for a monetary donation made to non-profit organizations through The Maschhoffs.
- Criteria:
 - Support non-profit organizations and causes that resonate with our employees and partners, especially those not covered by our other focus areas. Organizations must reflect our purpose and core values.
- Process:
 - Application (Employees and partners use same application to identify if requesting match or giving for an organization)

Unplanned Events:

- Details:
 - Unplanned events include but is not limited to natural disasters, community recovery initiatives, health emergencies, or unforeseen illness and death.
 - The dollar amount will be determined by the Board based on the severity and impact of the unplanned event.
 - If the allocated budget is not fully used, the Board will review and discuss the remaining funds as needed.
- Criteria:
 - Program intended for impacted employees and partners within the communities where we support, live and do business in.
- Process:
 - Form completed and submitted by the employee or partner in need or an employee requesting on behalf of another employee or partner.

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Volunteer Hours:

- Details:
 - The Maschhoffs encourage community involvement by our employees. To support this, the Company provides one Paid Volunteer Day (8 hours) each fiscal year. This time may be used in a single day or split into 4-hour increments, allowing flexibility for employees to give back to the communities where we live, work, and do business.
- Criteria:
 - All regular full-time employees will receive one paid, eight-hour, Volunteer Day per fiscal year. This time may be used in a single day or split into 4-hour increments.
 - Employees are eligible for the Volunteer Day after ninety consecutive days of employment.
 - The Volunteer Day will be refreshed on the first payroll of the fiscal year. Unused Volunteer Days will not roll over, nor will they be paid out at the end of the fiscal year.
 - The Volunteer Day must be used for time spent giving back to the communities we support, live and do business in. The following guidelines should be used for Volunteer Day eligibility.
 - Organizations must be non-profit in nature
 - Organizations must be aligned with The Maschhoffs purpose and values
 - Volunteer time must be aligned to one of the Areas of Impact of The Maschhoff Impact Community Program.
 - Disaster response efforts should be coordinated with a non-profit organization.
- Process:
 - Employees must submit their Volunteer Day request through the HRIS (UKG) system, submitting to their supervisor with as much notice as possible. All Volunteer Day requests are subject to supervisor approval. The supervisor should consult with Human Resources or a member of the Community Board with any questions or concerns before approving or denying the request. Employees are encouraged to use the notes section to indicate the non-profit organization they are supporting for Volunteer Day.
 - Volunteer Days should not be used for personal use, but rather are in place to support giving to the community. Examples of Paid Volunteer Days that are not approved include, but are not limited to:
 - Attending your child's parent-teacher conference
 - Coaching your child's sports club
 - Helping a neighbor with a home project
 - Employees are encouraged to document and photograph their Volunteer Day experience and share with the Communications Manager and/or Community Board.

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| 2.0 | 2025-08-4

Area of Impact: Youth & Ag Education

Objective: To prepare the future of agriculture by supporting organizations and individuals that educate consumers of all ages about the positive impact of the swine industry.

Impact: Efforts should enhance the communities where we support, live, and do business in.

State FFA Foundations Annual Commitment:

- Details:
 - Five grants of \$2,000 awarded to State FFA Foundations (IL, MO, NE, WY, IA)
- Criteria:
 - Annual commitment given to individual state FFA foundations in specific states where the system owns and operates swine facilities
- Process:
 - Given every year to foundation in January
 - Continue annual contributions to the State FFA Foundation for one year after ceasing operations within a state.
 - Begin annual contributions at the start of the next fiscal year if new sites are added in a state not currently included in the annual giving program.
- Review and Allocation Timeline:
 - Verify operating states at the start of each year to ensure grants are distributed to all eligible states.

State 4-H Foundations Annual Commitment

- Details:
 - Five grants of \$500 awarded to State 4H Foundations (IL, MO, NE, WY, IA)
- Criteria:
 - Annual commitment given to individual state 4-H foundations in specific states where the system owns and operates swine facilities
- Process:
 - Given every year to foundation in January
 - Continue annual contributions to the State 4H Foundation for one year after ceasing operations within a state.
 - Begin annual contributions at the start of the next fiscal year if new sites are added in a state not currently included in the annual giving program.
- Review and Allocation Timeline:
 - Verify operating states at the start of each year to ensure grants are distributed to all eligible states.



Annual Local FFA & 4-H Grants:

- Details:
 - Annual grants of various amounts awarded to FFA chapters and 4-H clubs to support FFA activities that involve animal agriculture
- Criteria:
 - Applications can be a FFA chapters leader or student officer; 4H leader, volunteer or 4H member
 - Grant must have full description of activity in which the grant will support and budget for event or sponsorship
 - Funds may be used to support purchase of pork products, materials for a FFA or 4-H fundraiser or workshop to promote the students specifically around an animal agriculture related activity
- Process:
 - Submit application by each quarterly deadline
- Review and Allocation Timeline:
 - Review submitted applications each quarter for allocation.

Team Purebred and NJSA Scholarships:

- Details:
 - Team Purebred Scholarships (2 - \$1,000)
 - National Swine Registry NJSA Maschhoff Scholarships (5 - \$1,000) and \$5,000 to NYLC
- Criteria:
 - Applicants must be current members of the National Swine Registry or Team Purebred to be eligible for the scholarship.
 - Applicants must be a current high school senior or college student enrolled in an agricultural program at a recognized college/ university to be eligible
 - Awarded applicants must complete a three or four-day externship with The Maschhoffs at their headquarters in Carlyle, Illinois. All travel, meals and housing expenses will be paid by the Maschhoffs.
 - Selection focus will be around leadership and participation in the swine industry outside of the show ring.
 - Team Purebred scholarship finalists will complete an interview before the Team Purebred National Junior Show.
 - NJSA scholarship finalists will complete an interview process at the National Junior Summer Spectacular on Tuesday evening.
 - Only one scholarship award will be given to an applicant.
 - Scholarships will be awarded directly to the applicant's educational institutions.
- Process:
 - Applicants submit completed application by the May 1st deadline
- Review and Allocation Timeline:
 - Reference The Maschhoffs NJSA and Team Purebred Scholarship Program overview for further details



Ag in the Classroom:

- Details:
 - Four \$5,000 grants awarded to Ag in the Classroom instructors to empower classroom and informal instruction geared towards commercial swine production, and the multitude of technologies leveraged.
- Criteria:
 - Applicants must be an Ag in the Classroom Instructor
 - Instructor must present lessons focused on the commercial swine industry that will be implemented in various settings throughout the course of the following year
 - A detailed budget of how the funds will be used must be presented with the application
 - Funds may be used to purchase consumable materials for lessons, sample technologies used in the industry, or demonstrations that will last for future years if they relate to the swine industry lessons presented in the application.
 - All plans should relate back to The Maschhoff's purpose and core values
- Process:
 - Ag in the Classroom instructors will complete and submit the completed applications by each quarterly deadline
- Review and Allocation Timeline:
 - Review submitted applications each quarter for allocation.

General Youth & Ag Education (Education and Classroom Equipment Upgrades, Ag Safety Days, Connecting Trade and Ag Work Study, Community/Youth Exhibit Opportunities, etc.)

- Details:
 - Annual grants support youth involvement in agriculture through funding for ag events, trade-focused education, community exhibits, classroom upgrades, swine shows, college ag club activities, and unique opportunities benefiting ag students, schools, and organizations aligned with our values.
- Criteria:
 - Applicant must be located in a community where we support, live and do business in.
- Process:
 - Submit application by each quarterly deadline.
- Review and Allocation Timeline:
 - Review submitted applications each quarter for allocation.

Ag Focused Student Professional Development Grant:

- Details:
 - Annual Grant(s) to Educators for Ag Focused Student Professional Development Grant
- Criteria:
 - Build Criteria FY26
- Process:
 - Will finalize details by end of FY26
- Review and Allocation Timeline:
 - TBD