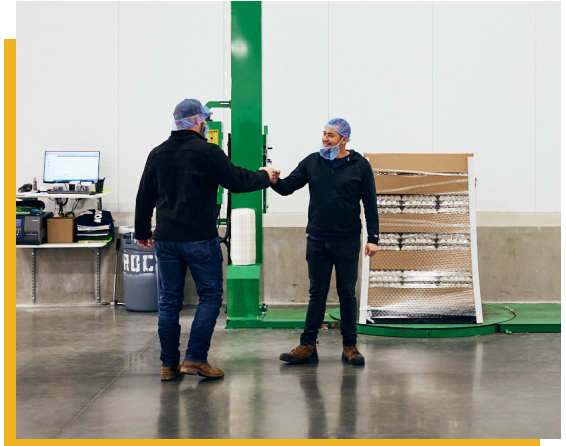


PEOPLE



Care for our team members and care for our communities have been longstanding values of Herbruck's from the beginning. **People** are what keep our fourth-generation family business moving forward into our bright future.



In 2023, Herbruck's was awarded the 2023 Best and Brightest Companies to Work For in the Nation honor by the National Association for Business Resources. This honor is given to companies that display a commitment to excellence in operations and employee enrichment. We were also awarded one of the Best and Brightest Companies to Work For in Michigan honors, as well as the West Michigan Works! Employer of the Year distinction for our workforce initiatives and community partnerships in West Michigan.

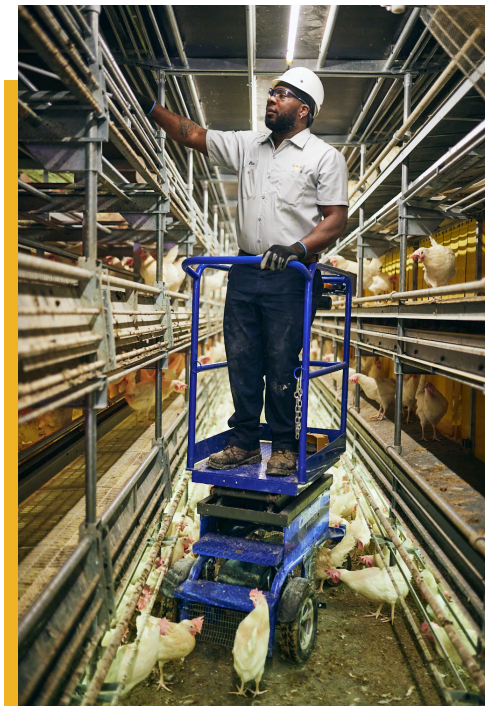


We're very proud to be recognized for our efforts to engage our team members and provide them with excellent growth opportunities in a workplace where they feel and are valued.



Herbruck's has a deep track record of demonstrating our commitment to our team members, offering exceptional benefits to employees, including a comprehensive healthcare plan and on-site Employee Wellness Clinic, which has been in operation for five years. Since opening in 2019, the clinic has had more than 11,000 visits and given more than 1,700 vaccinations to employees and their families.

We also offer profit sharing, a robust incentive program, tuition reimbursement and professional development. We don't provide these amazing benefits for the awards. We do it because it's good for business – and it's the right thing to do. Herbruck's is incredibly grateful for our team members who give so much to us, and we work hard to ensure our team members understand how much we value them.



**LEARN MORE ABOUT OUR
EMPLOYMENT PRACTICES**



Supporting and growing the future of the agricultural industry extends beyond our current team, too. Herbruck's has introduced thousands of West Michigan students to the agricultural industry as part of West Michigan Works! MiCareerQuest. We also offer an apprenticeship program with

Montcalm Community College to give participants the skills to identify and repair equipment, and we work with local schools to spark interest in the agriculture field by sharing all of the opportunities available there. Herbruck's sponsorship of the Rapid River Farm exhibit at the Grand Rapids Children's Museum is another example of how dedicated we are to teaching West Michigan families about the agricultural industry.

Our People pillar also extends to our community. In 2023, we donated 2.2 million eggs to local organizations in Michigan and Pennsylvania, where we operate Blue Springs Egg Farm. We consistently donate more than 2 million eggs per year because we believe in being a good neighbor to the communities we serve. Herbruck's also dedicates funds, supplies and other resources to various community organizations.

We also sponsored a Thanksgiving meal for many people experiencing homelessness in downtown Grand Rapids and sponsored the annual Toys for Tots gift collection, giving 1,400 toys and gifts for local children. We collected and donated 5,000 pounds of food during Hunger Action Month, funded school supply donations to



several organizations, and sponsored the annual Christmas tree lighting in Mercersburg, Pennsylvania, an event that means a great deal to the community. Care for our People is deeply ingrained in every aspect of Herbruck's because that was a value embodied by the first generation of the Herbruck family. It is part of how we continue to grow and sustain Herbruck's through every generation.

“Herbruck's is a place where we continuously improve, and our team members play a critical role in contributing to that culture with an open willingness to learn new skills and help each other.”

- Stephanie Kempa, chief human resources officer

