

2024



MICHIGAN MILK PRODUCERS ASSOCIATION

COOPERATIVE
SOCIAL
**RESPONSIBILITY
REPORT**

2024 HIGHLIGHTS

At our core, MMPA is committed to cooperative social responsibility and sustainable business practices throughout our entire supply chain. Sustainability is vital to MMPA’s transparency, growth and success for our members, employees, stakeholders and our communities.

MMPA has adopted the U.S. Dairy Stewardship Commitment, which is a demonstration of U.S. dairy’s long-standing values, and a pledge to uphold those values for today, tomorrow, and the future. Through the commitment, MMPA follows a rigorous set of standards that demonstrate positive impact and contribute to U.S. dairy’s ability to track, aggregate and report on progress.



CARING FOR OUR PEOPLE

- Trained **99** emerging leaders, fostering teamwork and resilience across MMPA.
- Delivered **473** employee safety trainings, contributing to receiving a national safety award recognition.
- Hosted a *Women in Ag* roundtable with USDA highlighting leadership in the industry.



STRENGTHENING OUR COMMUNITY

- Partnership with *Amul* brings a sustainable taste of home to U.S. shelves.
- Established *Legacy Award* to recognize members who go above and beyond to support local food banks in combating hunger.
- Mobilized resources during the Highly Pathogenic Avian Influenza outbreak, equipping members with tools and information while *uniting* industry leaders.



PROTECTING OUR ENVIRONMENT

- Recycled **120.8 million** gallons of water at MMPA plants.
- Broke ground on the world’s *lowest carbon* dairy ethanol plant.
- Provided **\$345,400** cash payments to farmers for sustainability practice implementation.

MMPA *Mission*

To market MMPA members’ milk to the greatest advantage possible.

MMPA *Sustainability Mission*

To continually strive for a more sustainable future — for our community, our environment, our economy’s health, and for the lives and world around us.

About MMPA

The Michigan Milk Producers Association is a member-owned and operated milk marketing cooperative known for producing high-quality, award-winning dairy products. Established in 1916, MMPA is the 10th largest U.S. dairy farmer-owned cooperative serving members in Michigan, Ohio, Indiana, and Wisconsin. At MMPA, commitment to milk quality begins on the farm and extends through all four of our SQF version 9.0 certified processing facilities: a cheese plant in Indiana, a dairy product plant in Ohio and two dairy ingredient plants in Michigan.

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A MESSAGE FROM THE CEO

BY JOE DIGLIO

Last year, we celebrated many milestones that brought us to where we are today. But resting on past accomplishments isn't a strategy that will move you forward; it takes leadership which has always been central to MMPA's core. It's leadership that allows us to actively shape the future, setting a course built on four pillars: caring for our people, strengthening our communities, protecting our environment and pursuing excellence.

To sustain leadership in our industry, we must prepare the next generation. Facilitating opportunities like our Emerging Leader Program for our employees and hosting CORE Programs for our members ensure that today's knowledge is transferred to tomorrow's leaders. In 2024 alone, 99 employee leaders across all MMPA locations participated in targeted leadership training, gaining tools in communication, resolution and team development. Similarly, our launch of the CORE program provided members with knowledge about our milk marketing efforts and provided an in-depth look at their cooperative, which strengthens their understanding and builds future leaders.

Leadership also means serving beyond our own walls. Through initiatives like the Michigan State University Food Systems Fellowship, we are helping train future veterinarians and

agricultural professionals. This year we also created the MMPA Legacy Award honoring members who go above and beyond to fight hunger by supporting local food banks. This spirit of service was also evident as we faced the uncertainty of Highly Pathogenic Avian Influenza (HPAI). Rather than retreat, MMPA stepped forward, mobilizing resources, uniting industry leaders and providing solutions to protect our communities, our farmers and their herds. Our leadership was recognized with MMPA Board Chairman Doug Chapin being awarded Farmer Communicator of the Year by the National Milk Producers Federation for his efforts in aligning the industry and sharing dairy's story throughout the impact of HPAI.

Equally important is leadership in environmental stewardship. In 2024, we broke ground on a first-of-its-kind Dairy Distillery ethanol plant, a project that will recycle permeate into low-carbon ethanol for use in sustainable aviation fuel. We also advanced on-farm partnerships through programs like Feed in Focus and launched the Accelerating Methane Reduction Project, enrolling farms in practices that cut emissions while strengthening resilience. These efforts prove that leadership means taking bold steps today for a more sustainable tomorrow.

Finally, leadership is about the pursuit of excellence. This year, our members and team earned recognition across the industry, whether through MMPA's first-place butter at the World Dairy Expo, members achieving national milk quality awards, or individuals like Dave Davis and Sarah Michalek being honored for their contributions to the industry. These achievements reflect the cooperative spirit that defines MMPA.

When you lead with purpose, you don't just manage challenges, you create opportunities. At MMPA, leadership is not a title, it's a responsibility to our members, our industry and the generations to come.

Joe Diglio



A MESSAGE FROM THE BOARD CHAIRMAN

BY DOUG CHAPIN

This social responsibility report highlights the Michigan Milk Producers Association’s (MMPA) continued commitment to sustainability and our efforts to doing the right thing today for a better tomorrow. For over 109 years, MMPA has led by example through practices that protect the environment, conserve resources and invest in our people.

We strive to be more than a workplace. We want our employees to be proud to be part of MMPA. Safety is essential to that pride. Our dedication to employee safety earned us an International Dairy Foods Association (IDFA) Safety Award, but more importantly, our employees know we genuinely care about their well-being. These investments will strengthen MMPA for years to come.

MMPA’s community commitment also continues to grow, reaching from Michigan to India. Through our partnership with Amul, we’ve brought familiar Indian dairy products to families across the U.S., bridging cultures through milk. Our Legacy Award, honoring past president Ken Nobis, recognizes members who go above and beyond to support food banks in distributing dairy to those in need. When Highly Pathogenic Avian Influenza affected

agriculture, MMPA worked to share accurate information on pasteurization and prevention to ensure consumer confidence and safety. While sustainability often brings to mind environmental efforts, MMPA’s work goes further. In Constantine, Michigan, we broke ground on the Dairy Distillery Alliance project, transforming ultrafiltration byproduct into ethanol for renewable aviation fuel, the first project of its kind in the U.S. This innovation could reshape the future of dairy processing and stands as a model for sustainable progress. On farms, our members continue to participate in every pillar of the FARM program: animal care, workforce development and environmental stewardship. In 2024, we partnered with The Nature Conservancy to expand the Feed in Focus program, helping farmers adopt practices that improve efficiency and sustainability. With Newtrient, we launched a Regional Conservation Partnership Program providing \$6.2 million to help producers reduce methane emissions. These programs, along with stories shared in the *Milk Messenger*, show how members are applying sustainable practices that make both environmental and business sense.

Sustainability isn’t just a buzzword at MMPA — it’s our way of doing business. It’s about creating a stronger future for our members, employees, communities and the environment. Being sustainable is good business. I hope you can see that MMPA is dedicated to doing the right thing today for a better tomorrow, for our members, employees, communities and environment.

Doug Chapin





OUR AMBITIONS

1 REDUCING RELIANCE ON NATURAL GAS AND IMPROVING CIRCULARITY

We aim to demonstrate how our alliance with Dairy Distillery can create value from byproducts. Building on early progress, our goal is to showcase circular models that benefit customers, farmers and the environment.

2 ADVANCING PRODUCT CARBON FOOTPRINTING

We plan to initiate our product carbon footprinting efforts. By enhancing accuracy and consistency in measurement, we will better identify reduction opportunities and prepare to communicate clear, credible data to customers and consumers.

3 EXPANDING FARM FINANCIAL OPPORTUNITIES FOR SUSTAINABILITY

We will continue to expand programs like Feed in Focus and the Accelerating Methane Reduction Project, creating more pathways for farms to access financial and technical resources. Our ambition is to help more members pursue practices that cut emissions while strengthening long-term farm resilience.

OUR SUSTAINABILITY STRATEGY

MMPA’s sustainability commitment begins on the farm and extends through our offices and plants with the goal of reducing our greenhouse gas intensity 30% by 2030 and achieving net zero emissions by 2050. MMPA’s Farmer Sustainability Advisory Committee ensures that MMPA’s sustainability initiatives are not only farmer-led but resonate with the values of our cooperative. Inspired by our members taking charge of their own sustainability journeys, our plants and facilities are continuing to find sustainable solutions that redefine our industry and set a precedent for responsible and forward-thinking practices.



ALIGNING WITH GLOBAL GOALS

As an adoptee of the Stewardship Commitment and an active member of the Dairy Sustainability Alliance with the IC for U.S. Dairy, our affiliation leverages and aligns associated Dairy Sustainability Framework (DSF) global criteria, Global Reporting Initiative (GRI) standards, the United Nations Sustainable Development Goals (SDGs), and Sustainability Accounting Standards Board (SASB) material topics for food and beverage.



GETTING TO 2050

Goals



2030

30 percent reduction in greenhouse gas (GHG) emissions intensity



2050

Net Zero GHG emissions

Priority Areas*

PRODUCT SAFETY AND QUALITY



Deliver consistently safe and high-quality dairy products that exceed regulatory standards and consumer expectations.

WORKER HEALTH AND SAFETY



Provide a safe and healthy working environment for all employees, prioritizing their well-being and safety in all activities.

HEALTH AND NUTRITION



Promote and enhance the health and nutrition of dairy products through product and processing innovation and high-quality milk production.

WATER QUALITY



Implement effective water management practices on farms and in plants to preserve water quality, recycle water when possible and support overall sustainable use of water.

ANIMAL CARE



Ensure the highest standards of ethical and humane treatment for dairy cows, prioritizing their health, well-being, and sustainable farming practices.

**As defined by MMPA's Materiality Assessment conducted in 2023.*

HOW WE FULFILL OUR SUSTAINABILITY MISSION

In 2021, the MMPA board of directors approved the formation of a Farmer Sustainability Advisory Committee (FSAC). The committee is representative of farmers throughout the Great Lakes region and is chaired by the vice-chair of MMPA’s board of directors. They met with a wide variety of customers and stakeholders and provided recommendations to the board of directors regarding future MMPA sustainability initiatives.


100% of MMPA farms are enrolled in the National Dairy FARM Animal Care Program to demonstrate that we take the very best care of cows and the environment, producing safe, wholesome milk and adhering to the highest standards of workforce development. MMPA’s farmer-focused sustainability program utilizes all four National Dairy FARM Program silos including Antibiotic Stewardship, Animal Care, Environmental Stewardship and Workforce Development.


CARING FOR PEOPLE


LEADERSHIP DEVELOPMENT | GROWING EMERGING LEADERS

Investing in the growth of people is just as important as investing in the growth of our cooperative. In 2024, we expanded our leadership development programming with a two-day, instructor-led training designed to prepare emerging leaders with the skills needed to thrive in today’s workplace. Over the course of 11 sessions, 99 leaders took part in the program, each gaining new tools to strengthen their impact both within MMPA and beyond.

Through the training, participants completed DiSC assessments to enhance self-awareness and social perception, laying the foundation for a more cohesive workplace culture. They built competencies in emotional intelligence, communication and conflict resolution, skills that contribute directly to improved team dynamics and higher job satisfaction. By cultivating constructive feedback practices and reinforcing a positive, solution-oriented mindset, the program continues to shape leaders who are equipped to support the health and success of the entire organization.

 11 training sessions

 99 leaders trained

 All 5 MMPA locations represented



Developing strong leaders is about more than job skills, it’s about building confidence, connection and a culture where people feel empowered to lead. This program ensures we’re not only investing in individuals but also in the future strength of MMPA as a whole.”

— Elizabeth Rager,
MMPA Talent Development Manager



AT THE CORE OF MMPA

At MMPA dairy farmer members are the core of the cooperative, and their voices resonate in every decision we make. After our member governance restructuring was approved unanimously by delegates in 2023, new member programming was rolled out in 2024, including CORE, a program designed to deepen members’ knowledge of the cooperative, strengthen relationships with peers and cooperative management, and foster future cooperative leadership.

In 2024, MMPA hosted five CORE programs that taught the basics of cooperatives, tackled the intricacies of milk marketing and opened the doors for members to visit our Canton, Ohio, bottling plant. These programs let members develop new relationships with peers, industry partners and MMPA leadership, while providing a platform to share about the cooperative advantage.






CARING FOR PEOPLE

EMPLOYEE HEALTH & SAFETY | OUTSTANDING EMPLOYEE SAFETY

MMPA relies on a team of over 600 hard-working employees who are committed to marketing member milk to the greatest advantage possible. Given their commitment to us, MMPA has an obligation to ensure they return home to their families, the same way that they came in.

We value a culture of safety in our workplaces and MMPA’s plant in Constantine, Michigan was recognized for their impressive achievements in 2024 with an International Dairy Foods Association (IDFA) safety award for outstanding worker safety. With the plant going nearly two years without a lost time accident or recordable injury, the well-deserved award recognizes the plant for demonstrating impressive worker safety.

-  **473** employee safety training sessions held
-  **24** different safety training topics, including confined space, forklift safety, electric safety and more
-  **650** employees attended at least one training session

Constantine’s impressive achievements are a testament to the facility’s management and employee commitment to safety.”
— Kelly Kerrigan,
MMPA Human Resources Director



LAUNCHING FARM WORKFORCE DEVELOPMENT

The National Dairy Farmers Assuring Responsible Management (FARM) Workforce Development (WFD) focuses on the people who work year-round to provide excellent cow care and produce wholesome milk: our dairy farm families and their employees. FARM WFD equips dairy owners and managers with tools to enhance their safe and thriving work environments. This new initiative has brought together stakeholders from the entire dairy value chain to create educational materials. The suite of materials includes best-in-class HR and Safety Manuals, HR templates and legal fact sheets. Additionally, FARM Workforce Development has developed an on-farm second party evaluation tool to help farms learn about HR and safety management best practices, identify which best practices will be most useful to implement on their farm and track improvement over time.

In Version 1 of MMPA’s Sustainability Survey, we discovered that fewer than 15% of member farms had written safety protocols in place and less than 5% had a formal human resources manual. MMPA recognized this as an important area for growth and rolled out the FARM Workforce Development evaluation in 2024. This implementation has allowed us to measure progress, share best practices and raise the bar for workforce safety and development across the cooperative.



MMPA MEMBER SPOTLIGHT | *Greentop Acres*

WHO THEY ARE

From humble beginnings, first-generation farmer Trent Stoller has grown his dairy legacy from 700 to 11,000 cows across five dairies in northwest Ohio. Coming from a family in the plastics business, Trent knew little about the dairy industry when he purchased his first farm of 700 cows in 2008, but has since proved himself business savvy as GreenTop Acres is now a thriving dairy enterprise. Trent attributes much of his success to the people around him and he believes not only in environmental and financial sustainability, but the idea of having sustainability within your workforce.



I am most proud of our people. We would like them to view their job as not just a stepping-stone, but a career with retirement. I do believe that when we think long-term or sustainable, it has a very positive spillover in our personal life and the way we treat people. When we first started, we tried to manage everything. We had said, ‘Okay this isn’t perfect, but we’re good managers, we can manage this.’ Quickly, we shifted our mindset so that, instead of trying to save money on every little thing, we decided to set things up for the long term and make it generational. We want to play the long game and when we take on a project, the results may not be immediate, but they will have long-term benefits.”

— Trent Stoller

EMPLOYEE HEALTH & SAFETY | VOLUNTEERING FOR SAFETY

Producing quality dairy products at MMPA’s plants begins with promoting a safe and healthy work environment. Our volunteer safety committees play a key role in advancing that commitment. Comprised of employees from all areas of our processing plants, the committees serve as a voice for their peers by helping identify potential hazards, sharing safety concerns and recommending improvements that support plant-wide safety initiatives.

With committees in all four of our processing plants and approximately 35 employees involved, these groups foster stronger communication between employees and management while encouraging proactive accident prevention. By engaging team members in safety efforts, the committees not only help reduce risks but also promote a culture where everyone takes shared responsibility for the well-being of their colleagues. Through their dedication, the committees have become an essential part of maintaining a safe, collaborative and healthy workplace.



EMPLOYEE WELLNESS & ENGAGEMENT | ENCOURAGING HEALTHY HABITS

Supporting the well-being of our employees is a priority at MMPA, and in 2024, we continued to strengthen that commitment through our Wellness Wednesdays initiative. Each week, our human resources team shares practical tips and tricks designed to help employees build healthier routines, from nutrition advice to stress management strategies.

To keep wellness engaging and fun, Wellness Wednesdays also featured friendly competitions, encouraging employees to track steps, set weight loss goals and adopt healthier habits together. These efforts not only support physical health but also foster camaraderie and accountability among colleagues. By promoting small, sustainable changes, the program has become a cornerstone of our culture, empowering employees to take proactive steps toward a healthier lifestyle.



52 Wellness Wednesday publications sent



3 health challenges





19 prizes awarded to employees for building healthy habits


INDUSTRY LEADERSHIP | SUPPORTING WOMEN IN AGRICULTURE

In 2024, MMPA welcomed the U.S. Department of Agriculture (USDA) Under Secretary for Trade and Foreign Agricultural Affairs, Alexis Taylor, for a Women in Agriculture Roundtable at our Novi, Michigan headquarters. The discussion was with over a dozen women in leadership roles within Michigan’s agriculture community and served as a platform to discuss key issues impacting women in agriculture.

The visit to MMPA was part of Under Secretary Taylor’s nationwide tour to engage with agricultural leaders and promote the contributions of women to the industry’s future in an effort to promote the United Nations’ designation of 2026 as the International Year of the Woman Farmer.

**50%** of MMPA’s senior leadership team are women

**28%** of MMPA’s leadership roles filled by women

**27%** of MMPA’s over 700 employees identify as female




MMPA EMPLOYEE SPOTLIGHT | *Deanna Runyon*

WHO THEY ARE

From a career that began in retail to now working at Michigan Milk Producer Association’s Ovid, Michigan plant, Deanna Runyan has steadily built her experiences in managing people. Starting as a production supervisor at MMPA’s Ovid plant in August of 2024, she quickly advanced to shift coordinator, and most recently to production manager. Deanna oversees around 30 employees and keeps the plant running smoothly while ensuring Good Manufacturing Practices are met. Though new to the industry a couple years ago, she credits MMPA’s Emerging Leader Program, her ability to learn on the job, and adapt to challenges as keys to her success.





This is the first company I’ve worked for that sends employees for any kind of training like what MMPA offered in the Emerging Leader Program. It was a great experience that gave me a baseline of who I am as a person and provided an outside perspective of who I am as a leader. As part of the program, we focused on team building and they gave us tools to work with that help process problems and turn them into something we can communicate with. The biggest lesson from the program is being able to communicate better and it provided an opportunity for self-reflection.”

— Deanna Runyon

STRENGTHENING OUR COMMUNITY

MMPA remains dedicated to our core values: quality, integrity, progressive, leadership and community. With a rich history dating back to our establishment in 1916, we have consistently supported our communities. Our outreach efforts extend from dairy community events to youth development programs and scholarships to partnering with food banks.



YOUTH DEVELOPMENT INSPIRING THE NEXT GENERATION OF LARGE ANIMAL VETERINARIANS

In partnership with the Michigan State University College of Veterinary Medicine, MMPA annually hosts a Food Systems Fellow to learn more about the industry and provide on-farm experience crucial to their future careers. As a fellow, future large animal veterinarians meet MMPA members, learn how to troubleshoot milk quality issues and complete farm inspections. The fellowship program allows MMPA to do our part in helping educate and inspire the next generation of those caring for our farmer’s dairy herds.



Having the opportunity to immerse myself in the dairy industry this summer has given me great insights into the motivations and challenges of the dairy producers that will one day be my clients as I work to help them meet their production and animal health needs.”

— Past MMPA Food Systems Fellow



FOOD SECURITY & GIVING CONTINUING OUR LEGACY OF HELPING NEIGHBORS IN NEED

MMPA and our members are committed to helping neighbors in need. In recognition of these efforts, the MMPA Board of Directors and the Food Bank Council of Michigan established a Legacy Award to recognize MMPA dairy farmer members going the extra mile to support their local food bank.

In honor of past MMPA Board President, Ken Nobis, who played a critical role in establishing MMPA's original partnership with FBCM, the award is an opportunity for dairy farmers in Michigan to nominate a local food bank or food pantry to receive a \$1,000 donation towards efforts to combat food insecurity. Milk is one of the most requested items in food banks and MMPA members will now be recognized for their efforts with their local food pantry.



As a cooperative with a presence throughout the Great Lakes region, MMPA is committed to serving local communities. Our dairy farmer owners value supporting our neighbors by providing communities in need with nutrient-rich milk.”

—Doug Chapin,
MMPA Board Chairman



MMPA MEMBER SPOTLIGHT | *Gingrich Meadows Dairy*

WHO THEY ARE

On Gingrich Meadows Dairy, brothers Eric Martin and Brandon Gingrich are continuously looking ahead and trying new things to not only make their farm more sustainable, but their quality of life better. They milk 450 cows and farm 1,500 acres of corn, alfalfa, rye and forage sorghum in Leroy, Michigan. Here they take great pride in caring for their cows, their people and their community.



Pride is at the heart of what we do. Through events like our annual barn party, Razzasque Days and Project RED, we open our doors to show what modern dairy farming looks like. These events not only spark conversations about agriculture and potential careers in the trades, but they also help break down stereotypes about farmers. With a large footprint in this community, it's important to us to keep our doors open, practice responsibly and take part in innovations that make life better. That way, we're not just working all the time, we're also enjoying and giving back to the community we're proud to be part of."

— Brandon Gingrich

**INDUSTRY LEADERSHIP
IN THE FACE OF A CHALLENGE**

In 2024, the entire dairy community faced the challenge of Highly Pathogenic Avian Influenza (HPAI) as it swept across the nation. As the virus was announced in the Great Lakes region, MMPA mobilized resources to equip members with biosecurity tools and information. We leveraged partners and worked closely with state and federal agencies, agriculture organizations and industry leaders to provide updates and coordinate resources for dairy farmers.

Internally, MMPA provided regular updates and shared educational resources with members, while meeting with customers and sharing messages that unified the industry. Our approach underscored MMPA as a leader in the industry and a pillar of the Great Lakes agriculture community.



GLOBAL PARTNERSHIP | BRINGING THE TASTE OF HOME

In 2024, MMPA partnered with Gujarat Cooperative Milk Marketing Federation (GCMMF), the world’s largest dairy cooperative, to bring Amul branded fluid milk products to the U.S. market. By combining MMPA’s technology and high-quality member milk with Amul’s globally recognized reputation, the collaboration creates new opportunities for both cooperatives while honoring the cultural connection Indian communities in the U.S. hold with the Amul brand.

The products are packaged in MMPA’s innovative caseless milk packaging, reducing material use and advancing circularity in the supply chain. With fat levels ranging from 6% to 2% under the Amul Gold, Amul Shakti, Amul Taaza, and Amul Slim n Trim labels, consumers can enjoy the same flavors they know from home in India, now in the U.S. This partnership represents more than market expansion, it is a commitment to sustainability, cultural connection and delivering the authentic taste of home in a responsible way.

“We are very honored and pleased to enter into an association with MMPA, a very respected 108-year-old dairy cooperative. This is the first time that Amul fresh milk is being launched anywhere outside India. It is our great pleasure to bring the taste of India to the world.”
— Dr. Jayen Mehta, Amul Managing Director



MMPA CUSTOMER SPOTLIGHT
Gujarat Cooperative Milk Marketing Federation

WHO THEY ARE

Gujarat Cooperative Milk Marketing Federation, based in Anand, Gujarat is the world’s largest farmer-owned dairy cooperative. It is owned by 3.6 million dairy farmers and procures 30 million liters of milk every day and processes it across 100 dairy plants in India and markets more than 50 categories of products like Amul Milk, Amul Butter, Amul Cheese, Amul Ice Cream, among many others. Their brand of Amul products are market leaders in India across all categories of dairy products in India. Amul is the most trusted food brand of India and is also known for its Amul Topical campaign, the longest running advertising campaign in the world.






“Consumers love to see the Amul brand on the shelf. They like the taste of the product. They like the conversations around the brand. And this is what helps in strengthening and deepening the relationship. We Indians want milk which is rich in cream. During a meeting with MMPA, we outlined the plan of entering the United States’ fresh milk market with a product that contains 6% milk fat — something never heard of in the U.S. This partnership will go a long way in improving and making available the products of the Indian tastes to our consumers while optimizing the use of the good quality milk that MMPA cooperative farmers produce and leveraging that to create a market. The farmers are happy, the consumers are happy, and this is what we as brands can do to make a small change in their lives.”
— Dr. Jayen Mehta, Amul Managing Director

PROTECTING OUR ENVIRONMENT

SUSTAINABLE INNOVATION BREAKING GROUND ON THE WORLD’S LOWEST CARBON DAIRY ETHANOL PLANT

MMPA is leading the way in sustainability with the construction of America’s lowest carbon dairy ethanol plant in Constantine, Michigan. This groundbreaking Dairy Distillery Alliance project is designed to transform permeate, a byproduct of ultrafiltered milk production, into one of the world’s lowest carbon-intensity ethanol.

Scheduled to come online in early 2026, the plant will not only produce ethanol used for sustainable aviation fuel, but also includes a state-of-the-art wastewater treatment plant that will generate natural gas for powering its distillation process. The innovative project is the first of its kind and is a significant step in MMPA’s commitment to achieving net-zero emissions by 2050.

-  Dairy Distillery Alliance will generate **2.2 million** gallons of ethanol a year
-  The ethanol plant will offset **14,500** metric tonnes of carbon a year
-  The project reduces the carbon footprint of the milk processed in Constantine by **5%**



INVESTING IN SUSTAINABILITY INVESTING IN A FARMER-FOCUSED PROJECT

MMPA’s leadership in sustainability earned the cooperative a \$6.2 million grant through the U.S. Department of Agriculture’s 2023 Regional Conservation Partnership Program, awarded in partnership with Newtrient and others. As one of 10 dairy cooperatives and industry partners to secure a portion of the \$112 million allocated to dairy, MMPA’s project was part of the nearly \$1 billion in funding supporting 81 innovative environmental sustainability projects nationwide.

In 2024, MMPA implemented its farmer-focused sustainability project that is increasing the adoption of methane-emissions-reducing Natural Resources Conservation Service conservation practices focused on manure management. This new initiative, the Accelerating Methane Reduction Project, is now part of the suite of sustainability programs available for MMPA members to participate in, helping drive environmental stewardship across the entire supply chain.



This project is another way our members can demonstrate how dairy farms are part of the solution, building a future that protects our environment and supports the next generation.”

— Doug Chapin,
MMPA Board Chairman

INVESTING IN SUSTAINABILITY GETTING INVOLVED IN PROJECTS THAT MAKE A DIFFERENCE

As a cooperative, MMPA seeks to provide opportunities to our members to try new, sustainable practices in a lower risk manner. The projects we offer our members to be involved in also give our customers and our end consumers the additional confidence that our member farms are willing to help mitigate dairy’s environmental impact.

In 2024, we expanded our Feed in Focus project to support more farmers to implement best management practices that help advance the Dairy Net Zero Commitment. With a focus on feed management and feed efficiency, the project is initiated by The Nature Conservancy and Dairy Management Inc., with practice cost share funding provided by CPG partners.

-  **27** member farms participated
-  **4,409** acres impacted
-  **\$345,387** cash payments for practice implementation
-  **13,364** dairy cows impacted

ADVANCING OUR FARMS RAISING THE BAR: ROLLING OUT FARM PROGRAM UPDATES

In 2024, MMPA rolled out Version 3 of the National Dairy Farmers Assuring Responsible Management (FARM) Environmental Stewardship Program. At its core is RuFaS, a cutting-edge greenhouse gas model that doesn’t just measure emissions, but empowers farmers to test “what if” scenarios on their own operations. From evaluating new manure management practices to exploring carbon sequestration opportunities, RuFaS unlocks a deeper understanding of a farm’s environmental impact. This powerful tool ensures that every data point, grounded in the latest science, translates into practical strategies for reducing emissions and reaching ambitious climate goals.



On the animal care front, the FARM Program’s Animal Care Version 5 standards are ushering in the next era of dairy stewardship. The updates spotlight hands-on veterinarian involvement, advanced calf care, pain management practices that reflect the latest research, and new training requirements. Together, these updates demonstrate that sustainability isn’t just about the planet, it’s also about the animals at the heart of every dairy farm. By pairing world-class environmental science with gold-standard animal care, MMPA and its members are redefining what it means to lead the dairy industry toward a future that is sustainable, responsible and resilient.



MMPA MEMBER SPOTLIGHT | *Wakiana Dairy*

WHO THEY ARE

It is all about the health of the soil for dairyman Mike Martin, who grazes 400 New Zealand Friesian Jersey crossbred cows on 170 acres of pasture in Wakarusa, Indiana. Wakiana Dairy began in 1984 when Mike and his wife Sue moved to the farm and started with 24 milking cows. Over time the couple expanded the operation and passed on their passion for farming to their son Ben, who works full-time on the farm. For the Martins, the soil, cattle and financial advantages are the primary components of their pasture-based system, each complementing the others to facilitate the seamless functioning of the operation.



To me, sustainability and the health of the soil are very similar. From what I've learned, having something green and growing on the soil is very healthy for its biology. The soil thrives when it's covered in grass and is grazed. Being out in the grass and grazing is healthier for the cattle. The grass is our cheapest and highest quality forage, therefore helps cut our cost of production. Sustainability is not just doing the same thing again and again; we must consider what is best for the future of the land. That's what motivates me. I'm not going to be here forever, but I can do my part for as long as I am here to help things be sustainable."

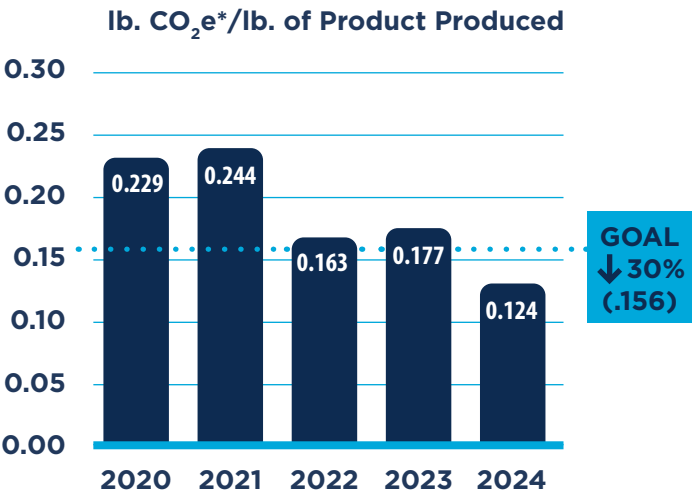
— Mike Martin

OUR METRICS

GREENHOUSE GAS FOOTPRINT AT OUR FACILITIES

Our greenhouse gas (GHG) footprint includes emissions generated from resource recovery and water, energy and fuel consumption associated with milk processing and marketing.

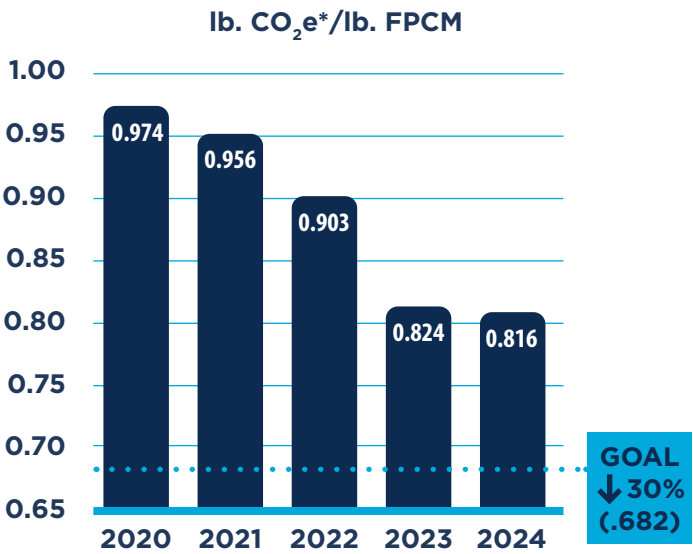
At MMPA, our plant-level efforts are focused on waste reduction and energy efficiency across our operations. The acquisition of our Canton, Ohio plant on January 1, 2021, initially impacted our operational GHG footprint that has since been mitigated. In 2024, we expanded our ultrafiltered milk operation and even with the expansion, we were able to reduce our GHG Footprint by optimizing our product mix.



GREENHOUSE GAS FOOTPRINT ON OUR FARMS

A farm's greenhouse gas (GHG) footprint includes emissions generated from feed production, manure management, energy use and enteric emissions.

At MMPA, our farm-level efforts are based on continuous improvement. We know from national lifecycle assessments that the dairy industry has made a lot of progress over the past decade by gaining efficiencies and advancing technologies which has enabled farms to be better stewards of the land. As a cooperative, we not only want to showcase farmers' efforts, but also support and encourage those endeavors through partnerships to implement sustainability programs and projects on farms.



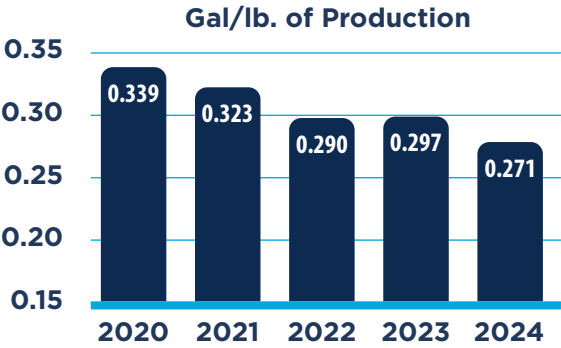
*CO₂e: Carbon Dioxide Equivalent

Calculations are based on the National Dairy Farmers Assuring Responsible Management Environmental Stewardship Program's Version 2 methodology.

WATER USAGE INTENSITY

Our water usage intensity is total gallons of water consumed to produce 1 pound of product.

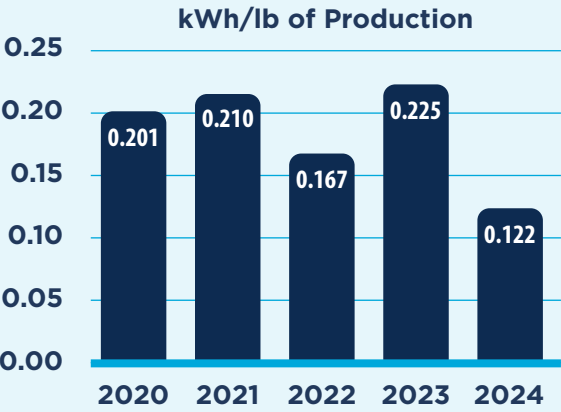
At MMPA, our water intensity efforts focus on recycling water naturally found in milk, a byproduct of our plant’s milk processing. We also focus on finding water efficiencies to reduce groundwater and municipal water supplies.



ENERGY USAGE INTENSITY

Our energy usage intensity is the total kilowatt hours (kWh) of energy consumed to produce 1 pound of product produced (lb. prod).

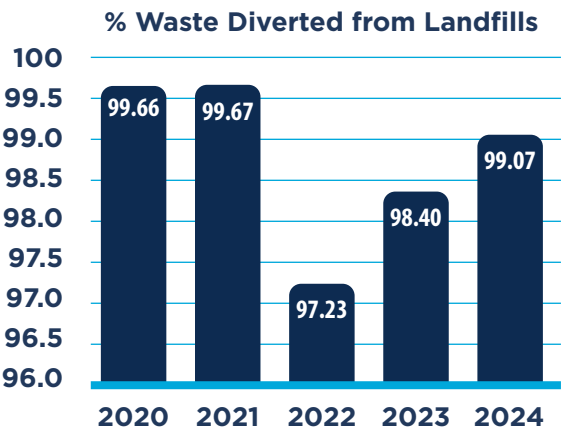
At MMPA, our energy usage intensity efforts include running our operations efficiently, upgrading equipment and technology to energy efficient solutions, and reducing our reliance on fossil fuels. In 2024, we were able to optimize our product mix resulting in a reduction of our reliance on propane and natural gas. We continue to increase the amount of energy that comes from renewable sources throughout our operations and look for ways to incorporate energy efficiencies.



WASTE DIVERSION

Our waste diversion is a percentage of generated waste, including wastewater sludge, diverted from the landfill.

At MMPA, our waste diversion efforts allow us to use our waste in beneficial ways, like feeding people and animals, recycling and composting, and recovering the energy for industrial purposes. In 2024, MMPA diverted over 99% of our total generated waste.



MMPA CUSTOMER SPOTLIGHT | Nurri

WHO THEY ARE

Nurri is a lifestyle brand on a mission to bring smiles to nurrishment and empower the best version of you. Our ultra-filtered, ready-to-drink milkshakes deliver 30g of protein, 1g of sugar, and just 150 calories. Lactose-free and packed with 10 naturally occurring vitamins and minerals, Nurri milk shakes are the perfect mid-day energy boost. With flavor cues reminiscent of a melted ice cream milkshake, every sip is smooth, creamy, and craveable, all in a 100% aluminum can that’s infinitely recyclable.

“Nurri is about igniting joy! We’re here to celebrate those ‘I did it!’ moments, the big wins, the tiny victories, and everything in between. Our goal is to make delicious beverages that just happen to be healthy.”
— Nurri



THE PURSUIT OF EXCELLENCE

HIGH-QUALITY PRODUCTS


At MMPA, our commitment to quality begins on member farms and continues through our plants and to each of our products. Our members are driven by a relentless pursuit to produce the highest quality milk possible, and our team of dedicated field staff equip members with leading management and production information to help them reach their goals. The pursuit of excellence is not just a source of pride but is a remarkable commitment that is woven into the fabric of our cooperative’s identity.

PRODUCING QUALITY MILK

MMPA leads the way in quality milk production. Our on-farm partnership and variety of programs offered to our members are designed to help farms excel. In 2023, 15 MMPA dairy farms were awarded National Dairy Quality Awards by the National Mastitis Council (NMC). These MMPA members make up over a third of the 40 nationally recognized farms in the annual award program.

MMPA members rose to the top of the pool of applicants based on their impressive milk quality indicators and specific details about each operation, including milking routine, cow comfort, udder health monitoring programs, treatment and prevention programs, strategies for overall herd health and welfare, and adherence to drug use and record keeping regulations.

 **165,000** C/mL
average somatic cell
count in 2024

 **99%** of MMPA members
achieved quality premiums
in 2024

 **15** MMPA dairy farms
awarded National Dairy
Quality Awards

AWARD-WINNING BUTTER

At the 2024 World Dairy Expo Championship Dairy Product Contest, MMPA’s unsalted butter took first place, reinforcing our 108-year legacy of producing high-quality, award-winning dairy products. The award-winning butter was produced at our Ovid, Michigan, plant, and the recognition is a testament to the commitment and hard work of our entire membership and team. Butter is one of MMPA’s flagship products and being recognized as first place in an international contest is a continuation of MMPA’s legacy as a leading producer of award-winning dairy products.



AWARD-WINNING PEOPLE

LEAVING AN IMPACT ON THE INDUSTRY

MMPA relies on a team of over 700 hard-working employees who are committed to marketing members’ milk to the greatest advantage possible. As a leader of the MMPA team at the Constantine, Michigan, plant, Dave Davis received statewide recognition with a 2024 Michigan Industry Service Award. The award recognizes Dave’s decades-long commitment to supporting dairy farmers and service to Michigan’s dairy industry.

Under his leadership as plant manager, the MMPA Constantine plant expanded to include ultrafiltration technology, and now more recently broke ground on an ethanol plant and state-of-the-art wastewater treatment plant. Dave is a leader in the industry and his legacy is a testament to his commitment to his community.



RECOGNIZING CONSERVATION EXCELLENCE

In 2024, the Nature Conservancy in Michigan (TNC) announced Sarah Michalek, sustainability supervisor for the Michigan Milk Producers Association (MMPA), the recipient of TNC’s 2023 Conservation Excellence Agribusiness Award.

Sarah received the award for her efforts in championing a more sustainable future for the Great Lake’s dairy industry. In her role, she has overseen a multitude of initiatives aimed at reducing the carbon footprint of the dairy supply chain and has managed on-farm sustainability programs including Feed in Focus, a partnership with The Nature Conservancy.



Sustainability Scorecard

		2020 Baseline Year	2024	% Change from Baseline Year
Member Farms	Greenhouse Gas Emission Intensity (pound of carbon dioxide equivalent per pound of fat protein corrected milk)	0.974	0.816	-16.3%
	Energy Use Intensity (megajoules per pound of fat protein corrected milk)	1.767	1.615	-8.7%
Processing and Corporate Offices	Greenhouse Gas Emission Intensity (pound of carbon dioxide equivalent per pound of product produced)	0.101	0.124	-45.85%
	Energy Use Intensity (kilowatt hours per pound of product produced)	0.089	0.122	-39.3%
	Water Use Intensity (gallons of water per pound of product produced)	1.2488	0.271	-20.5%
	Waste Diversion Rate (percentage waste diverted from landfill)	99%	99%	0%
	Number of Jobs Supplied	300	650	+350
	DART Rate (average across all four processing facilities)	3.13	1.68	-46.4%



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