



CEO LETTER

PEOPLE

QUALITY FOOD

ANIMAL WELFARE

ENVIRONMENTAL
STEWARDSHIP

COMMUNITY

CORPORATE
GOVERNANCE

APPENDIX

Culture of Sustainability

OUR COMMITMENT TO ALL OUR STAKEHOLDERS, INCLUDING EMPLOYEES,
CUSTOMERS, INVESTORS AND PARTNERS, AND THE COMMUNITIES
WHERE WE LIVE AND WORK.

FY2023 Sustainability Report

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NASDAQ: CALM



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By the Numbers

STATISTICAL HIGHLIGHTS: SNAPSHOT OF OUR SUCCESS - FY2023

EMPLOYEES

2,976

YEAR FOUNDED

1957

TOTAL LAYER HENS

41.2M

TOTAL PULLETS
& BREEDERS

10.8M

U.S. EGG
CONSUMPTION

5.4

PERSON/WEEK
CY2023

ACRES OF LAND
OWNED

~28,000

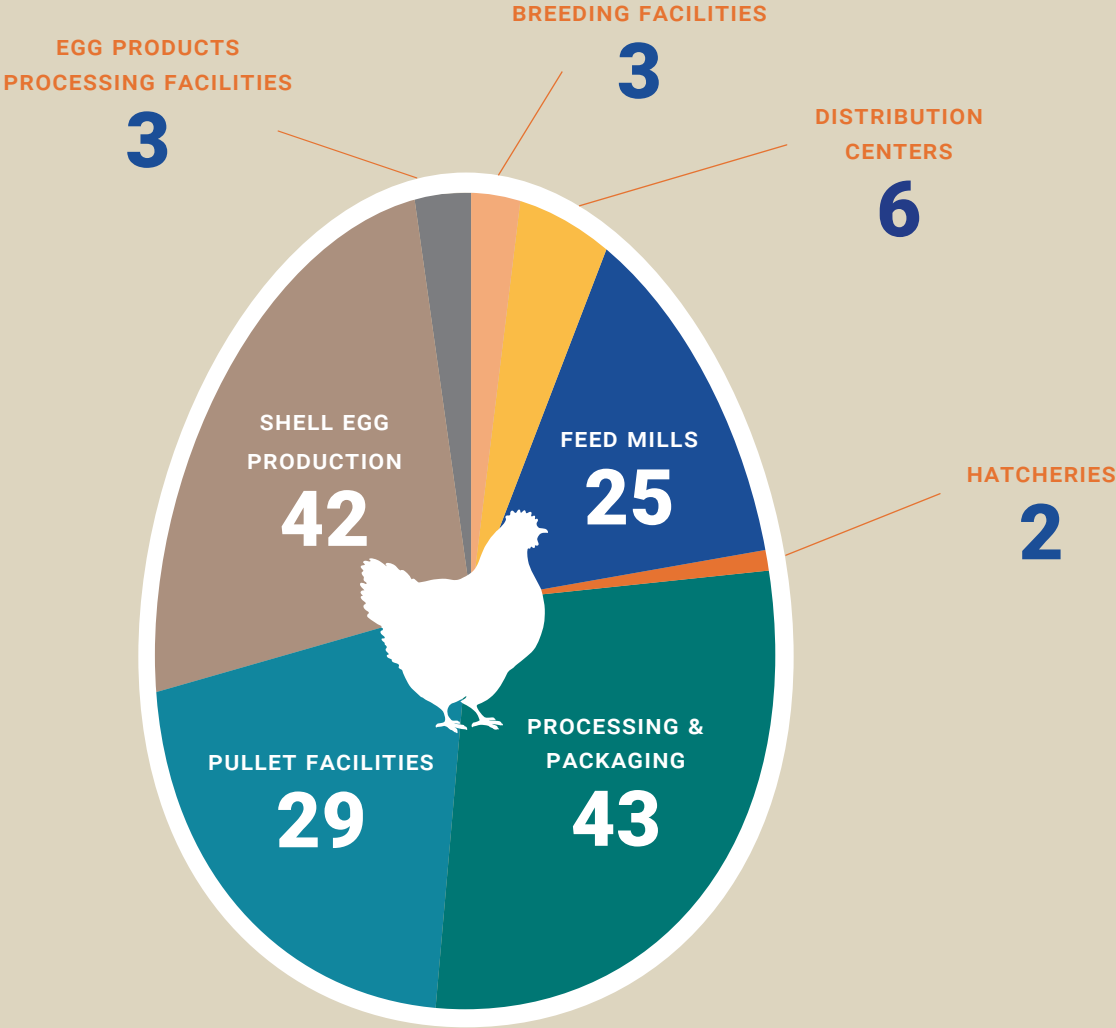
DOZEN FRESH
SHELL
EGGS SOLD

1.147B

NET SALES

\$3.1B

FACILITIES OWNED AND LEASED - FY2023



Letter from the President



WE ARE PLEASED TO PRESENT THE CAL-MAINE FOODS FISCAL YEAR 2023
SUSTAINABILITY REPORT, OUR FIFTH YEAR TO FULFILL OUR PLEDGE TO STAKEHOLDERS
TO BE MORE TRANSPARENT ABOUT OUR OPERATIONS.



With this report we share with you our progress on our key sustainability initiatives, which align with our commitment to our values, our people, the environment and the animals under our care.

Our mission is to be the most sustainable producer and reliable supplier of consistent, high-quality fresh eggs and egg products in the country, demonstrating a “Culture of Sustainability” in everything we do.

We see each sustainability report as an opportunity to share our story with you as we strive for continuous improvement in our sustainability journey.

We listened to your feedback on last year’s report, and as a result, have made changes to improve our reporting. This year’s report is more data-focused, and we have more rigorous data collection processes in place with improved Scope 1 and Scope 2 greenhouse gas (GHG) emissions disclosures. We’ve moved to more focused, concise reporting and have included a new data table to provide an at-a glance view of key sustainability metrics.

Some key initiatives I’d like to highlight include:

- Efforts to align more sustainable packaging with customer requirements;
- Advancing animal welfare by adding a veterinarian to our senior management team;
- Improved reporting on manure management and other waste streams;
- Reporting of our blue water footprint for the first time; and
- Adoption of an environmental, health and safety software solution to improve workplace safety.

In conclusion, I want to emphasize our commitment to the selected United Nations Sustainable Development Goals identified in the report and to the Sustainability Accounting Standards Board frameworks. We believe they are aligned with our values and goals, and we are pleased with the progress we are making by using these frameworks. Our outstanding team members strive each day to improve our processes and to produce better outcomes as they provide high-quality fresh eggs and egg products across the United States. We understand that it is a privilege to produce the food that goes on people’s tables, and we vow to do our part to the best of our abilities.

SHERMAN MILLER

President and Chief Executive Officer

People



OUR TEAM STANDS AT THE FOREFRONT OF ADDRESSING THE PRESSING NEED TO FEED A RAPIDLY GROWING GLOBAL POPULATION.

DURING FISCAL YEAR 2023,
OUR AVERAGE WEEKLY
WAGES SURPASSED THOSE
OF THE POULTRY AND EGG
PRODUCTION INDUSTRY
BY 9.9%.

With the commitment of our 2,976 employees, Cal-Maine Foods proudly maintains its position as the leading provider of fresh shell eggs in the United States. With operations in 16 states, our diverse colleagues contribute their expertise across various roles including egg production, processing, marketing, feed mill operations and administration.

AS OF JUNE 3, 2023, OUR TEAM OF 2,976 EMPLOYEES,
WORK IN THE FOLLOWING POSITIONS.

- 2,305 IN EGG-RELATED ROLES
- 207 IN FEED MILL OPERATIONS
- 464 IN ADMINISTRATIVE ROLES

Supporting our Colleagues

For decades, the dedication and expertise of our colleagues have been the driving force behind our ability to supply fresh eggs and egg products. This dedication fuels our ongoing mission to cultivate a positive, caring and safe work environment. Beyond competitive pay, we offer employees the opportunity to purchase an extensive range of other group plan benefits, such as dental, vision, accident, critical illness, disability and voluntary life. After one year of employment, full-time employees who meet eligibility requirements may elect to participate in our KSOP retirement plan, which offers a range of investment alternatives and includes many positive features, such as automatic enrollment with scheduled automatic contribution increases and loan provisions.

In addition, we prioritize the protection of our colleagues' human rights. At Cal-Maine Foods, we maintain a [human rights statement](#)

and prohibit violations of laws against employment discrimination. Discrimination has no place in the workplace, and we're dedicated to upholding federal, state and local regulations so that every member of our team feels valued and respected.

At Cal-Maine Foods, we are committed to the growth and development of our colleagues. Starting with their onboarding process, we invest in their professional and skills development, offering mentorship programs, hands-on training and tuition reimbursement. By empowering our colleagues to pursue fulfilling and rewarding career paths, we foster a culture of continuous learning and advancement throughout our organization.

Championing a Culture of Safety, Health and Wellness

At Cal-Maine Foods, the safety and well-being of our colleagues is paramount. We are dedicated to creating secure, clean and healthy work environments for everyone. Our senior management team leads our commitment to workplace safety, health and wellness. This team implements protective measures, analyzes incidents and develops strategies for continuous improvement. Additionally supporting our senior management team are more than 170 OSHA 30-hour certified supervisors, managers and local compliance managers. Our 44 local compliance managers play a crucial role in overseeing safety training, managing accident records and conducting monthly inspections.



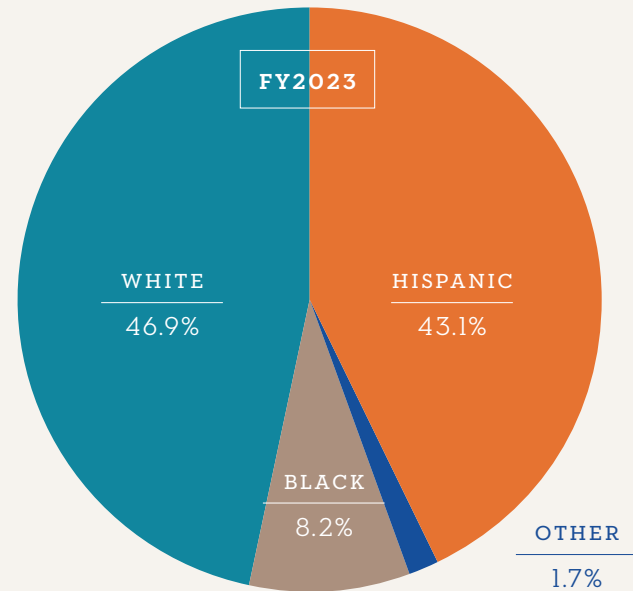
FISCAL YEAR INJURY AND ILLNESS RATES

	2021	2022	2023
CAL-MAINE FOODS TOTAL RECORDABLE INCIDENTS PER 200,000 WORKING HOURS			
Enterprise	2.9%	2.8%	2.6%
CAL-MAINE FOODS POULTRY-RAISING OPERATIONS NAICS 1123210			
Total Recordable Incidents	2.9%	2.8%	2.6%
Days Away, Restricted or Transferred	1.7%	2.0%	1.5%
Lost workday	0.8%	0.9%	0.8%
CAL-MAINE FOODS FEED MILL OPERATIONS NAICS 311119			
Total Recordable Incidents	3.0%	4.1%	4.8%
Days Away, Restricted or Transferred	2.6%	3.6%	3.0%
Lost workday	2.2%	1.8%	1.7%
INDUSTRY POULTRY-RAISING OPERATIONS NAICS 112310			
Total Recordable Incidents	4.9%	5.7%	6.0%
Days Away, Restricted or Transferred	3.6%	4.2%	3.6%
Lost workday	2.5%	3.0%	2.6%
INDUSTRY FEED MILL OPERATIONS NAICS 311119			
Total Recordable Incidents	3.2%	4.2%	3.4%
Days Away, Restricted or Transferred	2.1%	2.9%	2.3%
Lost workday	1.2%	2.0%	1.5%

Cal-Maine Foods' data is for fiscal year and Bureau of Labor Statistics data is for calendar year.

CAL-MAINE FOODS EMPLOYEES' RACE AND ETHNICITY
AS OF FISCAL YEAR-END

	FY2021	FY2022	FY2023
WHITE	47.6%	47.7%	46.9%
BLACK	8.8%	8.5%	8.2%
HISPANIC	42.4%	42.5%	43.1%
OTHER	1.2%	1.2%	1.7%



Celebrating Our People

At Cal-Maine Foods, our strength comes from the unique mix of backgrounds, cultures, experiences and ways of thinking that our colleagues bring to the table. We celebrate our different perspectives because it not only sparks creativity but also makes our workplace vibrant and inclusive. By embracing the richness of our colleagues' differences, we're able to stay agile and keep pushing forward in today's dynamic business landscape.

We invite you to learn more about our efforts to support our colleagues, workplace safety, health and wellness in our prior sustainability reports and our most recent Annual Report on Form 10-K. For additional company and sustainability metrics, please see our data table starting on page 27.



Quality Food



AT CAL-MAINE FOODS, PROTECTING AND ENSURING FOOD SAFETY
IS AT THE CORE OF OUR MISSION.

IN OUR FY2023 SQF AUDIT, WE ACHIEVED AN IMPRESSIVE 0.00 MAJOR NON-CONFORMANCE RATE, WITH A MINOR NON-CONFORMANCE RATE OF ONLY 0.095, WHICH WERE PROMPTLY ADDRESSED WITH **100%** CORRECTIVE ACTION IN ACCORDANCE WITH SQF REQUIREMENTS.



0 VOLUNTARY OR INVOLUNTARY PRODUCT RECALLS IN FY2021, FY2022 AND FY2023.

At Cal-Maine Foods, protecting and ensuring **food safety** is at the core of our mission. That's why we maintain a top-tier Safe Quality Food (SQF) Management Program. Our Food Safety Department and senior management team oversee this program.

We adopted the Safe Quality Food™ certification, which covers our processing plants and self-produced finished product volumes, in 2009. We're proud to report that we maintained 100% SQF certification across all of our processing facilities in 2023.

Leveraging Technology and Innovation to Drive Quality

We prioritize food safety and quality through our ongoing investments in resources and technology. Our food safety director and our 66+ team members continuously monitor and amend, when needed, our food quality and food safety plans that are reviewed periodically and validated for effectiveness annually. Additionally, we contribute resources to sustain the American Egg Board, which oversees vital research and promotion initiatives for fresh shell egg production.

Maintaining Traceability Readiness

Cal-Maine Foods maintains a robust product traceability system to enable the clear identification of inputs at every stage. We conduct semi-annual mock recalls to evaluate and enhance our recall readiness and product segregation capabilities. This allows us to quickly identify and address any potential issues, ensuring accuracy and efficiency in product handling.

Safeguarding our Products

Our Food Defense Program (FDP) is integral to safeguarding our products. Regular risk assessments of facility areas, from processing plants to transportation routes, enable us to continually improve operational controls and minimize food safety risks. Compliance managers evaluate each facility's adherence to these standards, ensuring our commitment to ongoing improvements and excellence.

Animal Welfare



CAL-MAINE FOODS STRIVES TO UPHOLD THE HIGHEST STANDARDS OF ANIMAL WELFARE THROUGH ROBUST HEALTH MANAGEMENT, COMPREHENSIVE COLLEAGUE TRAINING AND TRANSPARENT COMMUNICATIONS.

Our dedication to excellence in **animal welfare** is not just a priority; it's a fundamental principle guiding every aspect of our operations.

We continually evaluate and improve our animal welfare protocols in alignment with industry best practices. For example, in fiscal year 2023, we raised the level of veterinary care management by adding our first in-house veterinarian to our senior management team.

Promoting Animal Welfare Excellence

We actively monitor evolving animal welfare standards, leveraging resources like the United Egg Producers (UEP) online portal for the latest welfare insights and training information. Regular audits by customers and regulatory agencies serve as vital checkpoints for our animal welfare practices, with detailed reports informing our continuous improvement efforts. By reviewing and acting upon these assessments, we uphold our commitment to aligning our practices with the highest industry standards for animal care and welfare.

Managing Animal Welfare

Our senior management team reviews industry welfare policies and audit results annually as part of our continuous improvement program. Our corporate compliance team updates internal welfare guidelines, as needed, to align with the latest standards and integrate changes into our training program. Communication on best practices is shared across all levels, with our Chief Operating Officer contributing as a member of the UEP committee for animal welfare.

Participating in Third-Party Certification

In fiscal year 2023, 100% of the 42 facilities that underwent external audits received certification. Our certifiers include UEP, American Humane and Humane Farm Animal Care. We prioritize UEP's Animal Husbandry Guidelines for certifying welfare practices in our egg-producing operations. We are dedicated to upholding best practices in animal welfare and believe our third-party audits affirm this commitment.

Monitoring Bird Health

In addition to monitoring highly pathogenic avian influenza (HPAI) outbreaks, we actively engage with federal, state and local government agencies, as well as industry focus groups, to develop proactive measures that mitigate risks and enable a robust response plan. By staying vigilant and collaborative, we aim to safeguard bird health and maintain a stable supply of eggs for our customers.

You can learn more about our animal welfare policies and programs in our prior sustainability reports, and more about our HPAI outbreak response in our most recent Annual Report on Form 10-K and subsequent reports filed with the Securities and Exchange Commission.



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CAL-MAINE FOODS IS DEDICATED TO UPHOLDING THE HIGHEST STANDARDS OF ANIMAL WELFARE. IN DOING SO, WE ENSURE OUR BIRDS LIVE A HEALTHY, PRODUCTIVE LIFE. I AM HAPPY TO SUPPORT MY COLLEAGUES IN THIS MISSION BY PROVIDING VETERINARY SUPPORT.

Gunnar Dunnam, DVM, MS, DACPV
Corporate Veterinarian

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Environmental Stewardship



WE'RE COMMITTED TO CONTINUOUS IMPROVEMENT ACROSS KEY ENVIRONMENTAL FOCUS AREAS LIKE CARBON EMISSIONS REDUCTION, WASTE MANAGEMENT, WATER CONSERVATION AND INNOVATIVE PACKAGING.

At Cal-Maine Foods, **environmental stewardship** is not just a goal; it's a fundamental aspect of our business strategy. By implementing best practices in environmental management in our operations and supply chain, we aim to be responsible stewards of the environment and natural resources.

Managing our Carbon Emissions

Our poultry-raising operations contribute to Scope 1 GHG emissions from mechanical sources such as fuel combustion for heat and from our vehicles and non-mechanical sources including manure management and applied wastewater. Our Scope 2 GHG emissions consist of purchased electricity. We are committed to exploring strategies to optimize our power consumption as well as opportunities to efficiently manage manure removal and promote land stewardship. Continuously seeking innovative solutions, we aim to minimize our environmental impact while maintaining operational efficiency and sustainability. That's why we inventoried our Scope 1 and 2 GHG emissions in fiscal year 2023. Due to an improvement in methodology, we were able to more accurately calculate our manure emissions. This resulted in a significant decrease from the previously estimated GHG emissions for fiscal year 2023 included in our fiscal year 2022 sustainability report, which relied on a more conservative factor to estimate such emissions.

GHG EMISSIONS	METRIC TONS CO ₂ E
SCOPE 1	151,109
SCOPE 2 (MARKET-BASED)	91,618

Our GHG emissions are calculated according to the GHG Protocol and include emissions for Cal-Maine Foods, Inc. and its consolidated subsidiaries, using the operational control approach. Totals do not include emissions from biogenic carbon sources, which we expect to include when the guidance from the GHG Protocol is finalized. Totals also do not include emissions produced by our operations' activities that are currently insignificant to our GHG emissions inventory.

In fiscal year 2023, we conducted an initial screening of our Scope 3 emissions, and identified the relevant Scope 3 categories for our business. Such relevant Scope 3 emissions categories are 1) purchased goods and services; 2) use of sold products; and 3) capital goods. We anticipate including additional information on our Scope 3 emissions in future reports.

Optimizing Waste Management

We are committed to improving our waste management practices by focusing on the waste associated with packaging, transportation and upstream inputs. Manure, a valuable resource, is managed and utilized either locally or in other geographical areas. The beneficial reuse of manure contributes to our waste diversion efforts.

During fiscal year 2023, we continued to implement standard operating procedures and systems to monitor and track our waste generation and recycling activities. In addition to waste to landfills, waste diverted from landfills, recycled metals and manure used in agribusiness, we are now able to report data on the number of pallets salvaged or returned to vendors.

WASTE AND RECYCLING	FY2023
WASTE TO LANDFILLS (tons)	10,589
WASTE DIVERTED FROM LANDFILLS (tons)	2,410
RECYCLED METAL (tons)	440
DRY MANURE USED BY AGRIBUSINESS (tons)	314,865
PALLETS SALVAGED	4,668

Protecting Water Resources

We believe sustainable freshwater use is essential for a healthy community and the environment, and we are dedicated to responsible water management within our operations.

We primarily use freshwater from municipal and our own groundwater well sources. These represent sources of blue water, which we expect to be the focus of our ongoing water stewardship efforts. We use freshwater to support animal health and welfare, process shell eggs, maintain equipment, for office and facility building use, and for irrigation of some on-site crops and feed production. Our combined total freshwater use for fiscal year 2023 was 5,449,850 cubic meters.

Our commitment to water stewardship includes improving our understanding of our source water supplies. We plan to conduct an assessment of our operational freshwater use within water stressed regions. Additionally, we expect to improve our understanding and quantification of various freshwater uses within our operations. These improvements will help to support development of future water efficiency practices.

FY2023 BLUE WATER FOOTPRINT CUBIC METERS



BLUE
5,449,850

All of our facility operations are located in the United States, where we adhere to strict regulatory oversight regarding water withdrawal and usage. **We primarily use freshwater to:**

- Ensure animal health.
- Process shell eggs.
- Maintain cleanliness in our facilities.
- Provide potable water for human consumption and sanitation.
- Preserve equipment and goods.
- Support animal housing and welfare.
- Manage ambient temperatures for animal comfort.
- Support irrigation of on-site crops and feed production in some locations.



Enhancing Sustainable Packaging

Our packaging solutions are designed with sustainability in mind. We're driving the adoption of reusable packaging options, such as plastic containers and baskets, to help minimize waste and reduce environmental impact. By prioritizing reusable alternatives

and advocating for eco-friendly practices throughout our supply chain, we strive to contribute to a more sustainable future for generations to come. While we continue to evaluate a variety of packaging options, our customers ultimately decide what type of packaging they would like to use.

IN FISCAL YEAR 2023, WE SHIPPED **38%**
OF OUR TOTAL SALES IN REUSABLE PLASTIC
CONTAINERS, BASKETS OR RACKS.



IN FISCAL YEAR 2023,
WE USED OVER
241,000
REUSABLE PLASTIC PALLETS
TO SHIP PRODUCTS.

IN FISCAL YEAR 2023,
WE USED ALMOST
707,000
WOODEN PALLETS FOR PRODUCT SHIPMENT.
THESE PALLETS CAN BE RECYCLED
OR REPAIRED AND PUT BACK INTO
SERVICE INSTEAD OF BEING DISPOSED
OF IN LANDFILLS.

Community



FOR OVER SIX DECADES, CAL-MAINE FOODS HAS BEEN DEEPLY ROOTED IN THE COMMUNITIES WHERE WE OPERATE, STRIVING TO MAKE A POSITIVE IMPACT EVERY STEP OF THE WAY.

Our focus is on cultivating thriving communities by actively engaging in philanthropy, volunteer efforts and supporting local projects. We aim to uplift and strengthen the areas we call home.

Giving Back

Our motto, "Do the right thing and then some," drives our corporate culture, fostering a commitment to various community initiatives such as hunger relief, education support and volunteerism. Our colleagues play a vital role in supporting these efforts, drawing on their diverse expertise to guide our philanthropic endeavors. We believe that corporations, including ours, have a responsibility to empower employees to contribute to their communities through their time, skills and resources.



Furthermore, in fiscal year 2023, we introduced a tracking system enabling our employees to document their volunteer hours and contributions to local communities. **For those employees who submitted their data in fiscal year 2023 after the new tracking system became available, we logged more than 525 volunteer hours and cash and donated goods valued at almost \$38,000.** This system underscores our employees' dedication to creating positive impacts in the communities they support, aligning with Cal-Maine Foods' values of transparency and accountability.

Corporate Governance



CAL-MAINE FOODS THRIVES ON A ROBUST FOUNDATION
OF CORPORATE GOVERNANCE, UNDERScoreD BY OUR COMMITMENT
TO SUSTAINABILITY.

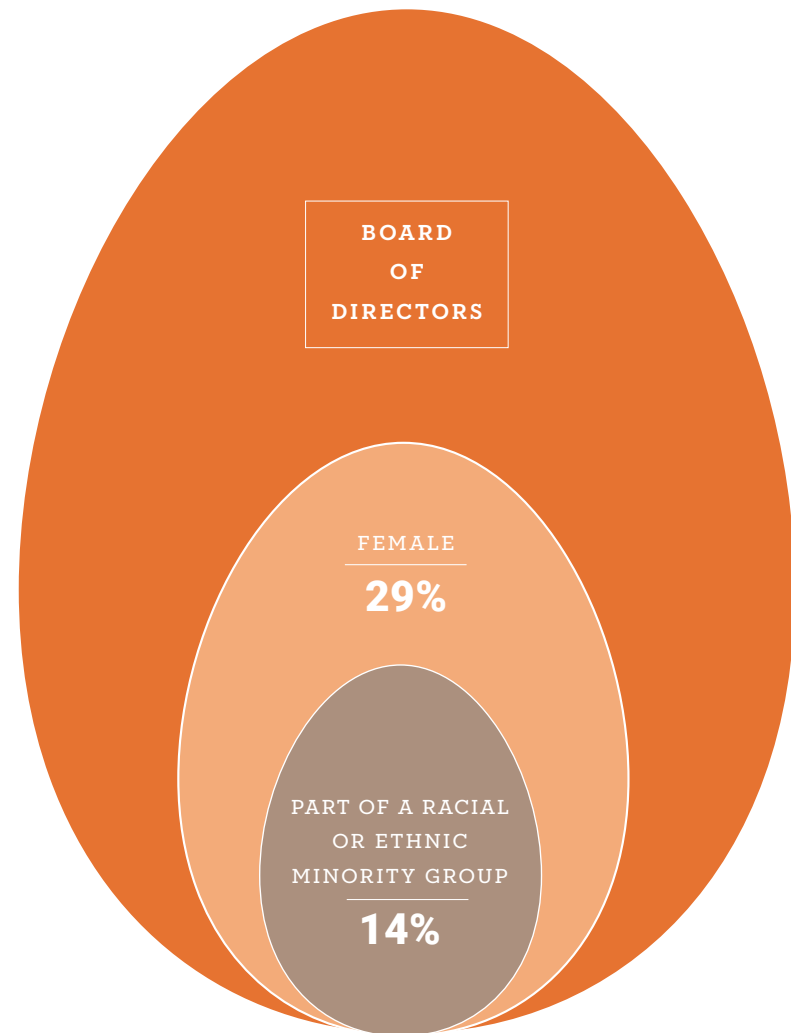
Our dedication to **transparency and accountability** helps to ensure that our endeavors yield benefits that resonate with all stakeholders.

Spearheaded by our Sustainability Stewardship Council, we champion initiatives addressing our GHG emissions inventory, workplace health and safety and animal welfare. These initiatives not only align with our growth objectives but also cultivate long-term sustainable value.

Engaging with our Board of Directors

Our Board of Directors provides both strategic direction and operational oversight related to the sustainability of our company. Comprising a majority of independent members, our board provides diverse perspectives that are essential for shaping our sustainability strategy. Their commitment ensures that our strategies not only align with our growth objectives but also reflect inclusivity and responsibility. Leveraging their expertise and guidance, we are better enabled to navigate the complex landscape of sustainability while driving meaningful change within our organization and beyond. **We believe that our commitment to these principles not only reinforces our mission to provide nourishment but also underscores our dedication to governance excellence and operational resilience, crucial elements supporting our sustainability endeavors.**

In fiscal year 2023, Cal-Maine Foods faced unique challenges and opportunities on the global stage. Despite these challenges, our colleagues, under the guidance of our leadership team and Board of Directors, maintained robust financial controls, upheld standards of transparency in financial reporting and executed thorough risk management practices.

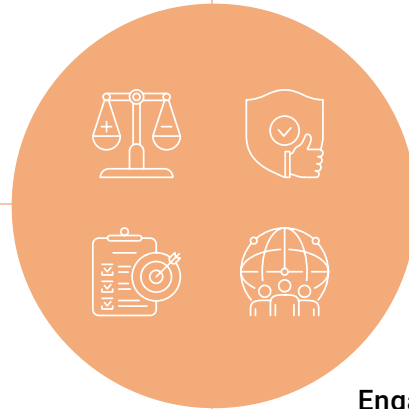


Operating Ethically and with Integrity

Our operations are built on the foundation of ethics and integrity. We prioritize success without compromising on ethical standards. Our rigorous governance and corporate controls underscore our commitment to ethical principles. Upholding this, we maintain a robust [Code of Ethics and Business Conduct](#), that is overseen by our Board of Directors. This code mandates adherence from all our colleagues, including directors and officers. Furthermore, our Audit Committee oversees our compliance with Cal-Maine Foods' ethical standards, safeguarding the integrity of our operations.

Managing Risks

At Cal-Maine Foods, we strive to assess and monitor all potential risks that could compromise or tarnish our reputation as a sustainable egg producer. Regular reviews ensure we remain proactive in mitigating risks as part of our standard operating procedures. We invite you to explore our latest Annual Report on Form 10-K for insights into the risks affecting our business.



Aligning Incentives with Success

We prioritize aligning incentives for directors, officers and other colleagues with our company's success. Our compensation strategy ensures fair rewards for performance. At Cal-Maine Foods, we remain vigilant in monitoring compensation arrangements, including incentives, to sustain our ability to offer superior food choices that nourish communities.

Engaging with Stakeholders

We actively participate in sustainability dialogues, engaging with trade groups, policymakers, and other stakeholders to drive progress. Our colleagues represent us in various industry forums, advocating for workplace safety, safe food practices, climate resilience and animal welfare. For instance, as a founding member of the U.S. Roundtable for Sustainable Poultry and Eggs, we contribute to shaping the sustainability framework for the poultry and egg industry. These engagements underscore our commitment to enhancing operations, preserving the environment, and nourishing communities.



OUR MISSION

is to be the most sustainable producer and reliable supplier of consistent, high-quality fresh shell eggs and egg products in the country, demonstrating a **“Culture of Sustainability”** in everything we do, and creating value for our shareholders, customers, team members and communities.

	FY2021	FY2022	FY2023
Corporate Key Sustainability Metrics			
FINANCIAL IMPACT			
Net sales (\$ billion)	\$1.35	\$1.78	\$3.15
Net income (\$ million)	\$2.06	\$133	\$758
PRODUCTION			
Total fresh shell eggs sales (million dozens)	1,073	1,084	1,147
Conventional shell egg sales (million dozens)	785	748	749
Specialty shell egg sales (million dozens)	288	336	398
FACILITIES			
Breeding facilities	3	3	3
Distribution centers	4	4	6
Feed mills	25	25	25
Hatcheries	2	2	2
Processing and packaging	44	43	43
Pullet facilities	24	28	29
Shell egg production	41	42	42
Egg products processing facilities	2	2	3
People			
WORKPLACE			
Total # of employees	3,286	2,985	2,976
Male	70.5%	70.6%	70.6%
Female	29.5%	29.4%	29.4%
COLLEAGUES BY RACE AND ETHNICITY			
White	47.6%	47.7%	46.9%
Black	8.8%	8.5%	8.2%
Hispanic	42.4%	42.5%	43.1%
Other	1.2%	1.2%	1.7%

	FY2021	FY2022	FY2023
People (cont.)			
INJURY AND ILLNESS RATES			
Enterprise - Recordable rate per 200,000 working hours	2.9%	2.8%	2.7%
Total Recordable Incident Rate (<i>poultry-raising operations only</i>)	2.9%	2.8%	2.6%
Days Away, Restricted and Transfer Rate (<i>poultry-raising operations only</i>)	1.7%	2.0%	1.5%
Lost Time Incident Rate (<i>poultry-raising operations only</i>)	0.8%	0.9%	0.8%
Total Recordable Incident Rate (<i>feed mill operations only</i>)	3.0%	4.1%	4.8%
Days Away, Restricted and Transfer Rate (<i>feed mill operations only</i>)	2.6%	3.6%	3.0%
Lost Time Incident Rate (<i>feed mill operations only</i>)	2.2%	1.8%	1.7%
Quality Food			
FOOD SAFETY AND QUALITY ASSURANCE			
SQF certified plants	100%	100%	100%
Major non-conformance rate	0.0	0.0	0.0
Minor non-conformance rate	0.07	0.05	0.095
Corrective action rate	100%	100%	100%
Product recalls	0	0	0
Animal Welfare			
WELFARE INDICATORS			
Flocks certified to National Poultry Improvement Plan Standards (%)	100%	100%	100%
Audited facilities that received external animal welfare certification (%)	100%	100%	100%
Environment			
ENERGY USAGE (KWH)			
Diesel	109,153,936	103,083,355	102,163,611
Gasoline	11,266,762	12,074,466	9,912,500
Natural Gas	18,879,506	22,950,823	21,652,500
Propane	39,368,816	38,007,701	38,171,667
Electric Power	201,714,472	230,373,694	229,742,778
Energy Intensity (<i>KWH/thousand dozens</i>)	355	375	350

	FY2021 ¹	FY2022 ¹	FY2023
Environment (cont.)			
GREENHOUSE GAS (GHG) EMISSIONS			
Scope 1 (<i>metric tons CO₂e</i>)	–	–	151,109
Scope 2 (<i>market-based</i>) (<i>metric tons CO₂e</i>)	–	–	91,618
GHG Emissions Intensity (<i>Scope 1 and 2 (metric tons CO₂e)/ total fresh egg sales (million dozens)</i>)	–	–	211.6
WATER (M³)			
Blue	–	–	5,449,850
WASTE			
Waste to landfills (<i>tons</i>) ²	–	–	10,589
Recycled materials (<i>includes cardboard, plastics, etc.</i>) (<i>tons</i>) ²	–	1,665	2,410
Recycled metal (<i>tons</i>) ²	–	989	440
Dry manure used by agribusiness (<i>tons</i>)	–	291,562	314,865
Pallets salvaged or returned to vendors (<i># of pallets</i>)	–	–	4,668
PACKAGING MATERIALS			
Clear (<i>PET</i>) (<i>% dozens sold</i>)	–	10.9%	12.8%
Foam (<i>% dozens sold</i>)	–	52.4%	51.9%
Pulp (<i>hybrid, pulp, sleeve, and loose</i>) (<i>% dozens sold</i>)	–	36.7%	35.3%
% of total sales shipped on reusable plastic containers, baskets or racks	–	35%	38%
# of reusable plastic pallets used for product shipment	159,520	210,890	242,433
# of wooden pallets used for product shipment	713,852	658,369	706,998
Community Support			
DONATIONS			
Cash	\$305,990	\$344,000	\$789,631
Dozen eggs donated	2,500,000	830,000	660,341

¹ In some instances, data has been left out either because it was not acquired in prior years, or we have changed our methodology to be more accurate and to align with standard best practices for estimating data.

² For FY2022, the values include a combination of actual data for 56% of our locations as well as estimates for 44% of our locations that are developing systems to monitor and track their waste generation activities.

Appendix



AT CAL-MAINE FOODS, WE HAVE COMMITTED TO ALIGNING OUR SUSTAINABILITY REPORTING AND DISCLOSURES WITH THE SUSTAINABILITY ACCOUNTING STANDARDS BOARD DISCLOSURE STANDARD FOR MEAT, DAIRY AND POULTRY AND THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES.

FY2023 SASB Disclosures: Meat, Poultry and Dairy

	SASB CATEGORY	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
ENVIRONMENT	Greenhouse Gas Emissions	Gross Global Scope 1 Emissions	Quantitative	Metric tons (t) CO2-e	FB-MP-110a.1	Scope 1 emissions are reported in our FY2023 sustainability report.
		Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions-reductions targets and an analysis of performance against those targets	Discussion and analysis	N/A	FB-MP-110a.2	In FY2023 we conducted our first Scope 1 and 2 GHG emissions inventory. As part of this process, we are now working on defining our strategy to manage our Scope 1 emissions. We expect to provide updates on our efforts in subsequent reports.
	Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-MP-130a.1	In FY2023, the total energy consumed was 1,445,915 GJ. 100% of the electricity was supplied from the grid, and no renewable energy was purchased or consumed outside the renewable mix in the electrical grid.
	Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m3), Percentage (%)	FB-MP-140a.1	Our water footprint is reported in our FY2023 sustainability report. We are considering additional methods to measure our total water withdrawn and the percentage of each activity in regions of High or Extremely High Baseline Water Stress. We anticipate reporting our progress in subsequent sustainability reports.
		Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and analysis	N/A	FB-MP-140a.2	To read our descriptions, please review our "Scaling our commitment to water management" position statement in our FY2020 sustainability report. We expect to provide a more in-depth analysis of climate-related risks and opportunities, including water risks, for FY2025.
		Number of incidents of non-compliance with water quality permits, standards, and regulations	Quantitative	Number	FB-MP-140a.3	We report in alignment with the disclosure requirements pursuant to Regulation S-K Item 103 as adopted by the SEC, which is a modification of this metric. In FY2021 and FY2022, Cal-Maine Foods had no material instances of wastewater discharges that would require disclosure pursuant to Regulation S-K Item 103. In FY2023, we were found liable, as a co-defendant with several other poultry producers, in a case from 2005 that involved alleged pollution related to the application of poultry litter in Oklahoma and Arkansas. The district court has set a status and scheduling conference for August 2024. For more details, please see our FY2024 10-K.
	Land Use and Ecological Impacts	Amount of animal litter and manure generated, percentage managed according to a nutrient management plan	Quantitative	Metric tons (t), Percentage (%)	FB-MP-160a.1	We report the amount of dry manure generated, which is a modification of this metric. This metric is reported in our FY2023 sustainability report. Of the facilities that are required to have a nutrient management plan, 100% of the dry manure is managed according to the nutrient management plan.

	SASB CATEGORY	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
ENVIRONMENT (CONT.)	Land Use and Ecological Impacts (cont.)	Percentage of pasture and grazing land managed to conservation plan criteria	Quantitative	Percentage (%) by hectares	FB-MP-160a.2	As we lease only a small amount of land to third parties for agricultural production, this is currently an immaterial aspect of our business. Therefore, we do not measure the percentage of pasture and grazing land managed to conservation plan criteria.
		Animal protein production from concentrated animal feeding operations	Quantitative	Metric tons (t)	FB-MP-160a.3	We report the amount of animal protein production from our owned Concentrated Animal Feeding Operations (CAFO) in egg dozens, which is a modification of this metric. In FY2021, FY2022 and FY2023 our owned CAFO operations produced approximately 846.5, 883.5, and 1,147.4 million dozen eggs, respectively. This production does not include eggs produced by contract growers, eggs purchased from outside suppliers, or eggs sold as breaking products and byproducts. For more information, please see our "Statement on CAFOs" in our FY2021 sustainability report.
QUALITY FOOD	Food Safety	Food safety audit (1) nonconformance rate and (2) associated corrective action rate for (a) major and (b) minor nonconformances	Quantitative	Rate	FB-MP-250a.1	In FY2021, FY2022, and FY2023 our processing facilities were audited to Safe Quality Food (SQF) certification standards, which is recognized by the GSFI. In FY2021, our major non-conformance rate was 0.00. Our minor non-conformance rate was 0.07, which is calculated from three total minor non-conformances divided by 41 audited processing facilities. The company's minor non-conformance corrective action rate was 100 percent, given that we implemented timely corrective action plans, which our SQF auditors subsequently accepted. In FY2022, our SQF audit major non-conformance rate was 0.00 and our minor non-conformance rate was 0.05, which is calculated from two total minor non-conformances divided by 42 audited processing facilities. The company's minor non-conformance corrective action rate was 100 percent for 2022, given that we implemented timely corrective action plans, which our SQF auditors subsequently accepted. In FY2023, our SQF audit major non-conformance rate was 0.00 and our minor non-conformance rate was 0.095, which is calculated from 4 total minor non-conformances divided by 42 audited processing facilities. The company's minor non-conformance corrective action rate was 100 percent for 2023, given that we implemented timely corrective action plans, which our SQF auditors subsequently accepted.
		Percentage of fresh shell egg supplier facilities certified to a GFSI food safety certification program	Quantitative	Percentage (%)	FB-MP-250a.2	We report our supplier facilities' GFSI certification as a percentage of our fresh shell egg purchases, which is a modification of this metric. In FY2021, FY2022, and FY2023 less than one percent of our our finished egg sales were provided to customers that did not require certification. For details, please see "Commitment to sustainable third-party certification" in our FY2021 sustainability report.

	SASB CATEGORY	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
QUALITY FOOD (CONT.)	Food Safety (cont.)	(1) Number of recalls and (2) total weight of products recalled	Quantitative	Number, metric tons (t)	FB-MP-250a.3	We report our product recall information in finished egg dozens and if applicable, in pounds of egg products, which is a modification of this metric. In FY2021, FY2022, and FY2023, none of our finished eggs or egg products were subject to voluntary or involuntary recall.
		Discussion of markets that ban imports of the entity's product	Discussion and analysis	N/A	FB-MP-250a.4	The USDA Agricultural Marketing Service (AMS) monitors and reports on political jurisdictions that may impose fresh shell egg export restrictions on U.S.-produced products tied to avian influenza and Virulent Newcastle disease concerns, among others. We market our finished eggs and egg products in the U.S. We are not aware of any jurisdictions outside the U.S. in which we sought to market any notable amounts of finished shell eggs in each of fiscal years 2021, 2022, and 2023 that imposed restrictions on our products.
	Antibiotic Use in Animal Production	Percentage of animal production that received (1) medically important antibiotics and (2) not medically important antibiotics by animal type	Quantitative	Percentage (%) by weight	FB-MP-260a.1	We report the percentage of animal production that received medically important antibiotics and not medically important antibiotics by animal type as a percentage of the feed we provide, which is a modification of this metric. In FY2021, FY2022, and FY2023, we administered a single medically important antibiotic in less than one percent of the feed we provided to our animals. When antibiotics are medically necessary, a licensed veterinary doctor will approve and administer approved doses for a restricted period. Our programs are designed to ensure antibiotics are ordered and used only when necessary and records of their usage – when and where – are maintained to monitor compliance with our protocols. We do not use antibiotics for growth promotion or performance enhancement. For details, please see “Commitment to medical treatment” in our FY2021 sustainability report.
PEOPLE	Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	FB-MP-320a.1	In FY2021, FY2022, and FY2023, our direct employees and contract employees TRIR was 2.9%, 2.8%, and 2.6%, and our fatality rate was 0.0% and 0.0%, 0.0%, respectively. For details, please see “Our cornerstone: commitment to transparent reporting” in our FY2021 sustainability report.
		Description of efforts to assess, monitor, and mitigate acute and chronic respiratory health conditions	Discussion and Analysis	N/A	FB-MP-320a.2	To read our discussion, please see “Special statement on respiratory health” in our FY2021 sustainability report.

	SASB CATEGORY	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
ANIMAL WELFARE	Animal Care & Welfare	Percentage of pork produced without the use of gestation crates	Quantitative	Percentage (%) by weight	FB-MP-410a.1	This metric is not applicable to Cal-Maine Foods' operations.
		Percentage of cage-free shell egg sales	Quantitative	Percentage (%)	FB-MP-410a.2	Cage-free sales represented approximately 20.1% of our total net shell egg sales for FY2023.
		Percentage of production certified to a third-party animal welfare standard	Quantitative	Percentage (%) by weight	FB-MP-410a.3	We report our percentage of production of animal protein produced by our owned operations that are certified to third-party standards as a percentage of egg dozens sold, which is a modification of this metric. In FY2021, FY2022 and FY2023, 100% of the fresh shell eggs produced by our owned operations were certified to third party-animal welfare standards. Standards include United Egg Producers (UEP), American Humane and Humane Farm Animal Care. To read our discussion on certification, please see "Commitment to sustainable third-party certification" in our FY2021 sustainability report.
ENVIRONMENT	Environmental and Social Impacts of Animal Supply Chain	Percentage of livestock from suppliers implementing conservation plan criteria	Quantitative	Percentage (%) by weight	FB-MP-430a.1	This metric is largely not applicable to our operations as our outside purchases of livestock are minimal. We engage in selective purchases of breeding stock and other birds as is standard for our industry. We hatch the majority of our chicks in our own breeder farms and hatcheries.
ANIMAL WELFARE	Environmental and Social Impacts of Animal Supply Chain	Percentage of supplier and contract production facilities verified to meet animal welfare standards	Quantitative	Percentage (%)	FB-MP-410a.2	We report our percentage of supplier production of animal protein certified to third-party standards as a percentage of egg dozens sold, which is a modification of this metric. In FY2021, FY2022 and FY2023, 100% of those eggs were certified to third-party animal welfare standards. Standards include UEP, American Humane and Humane Farm Animal Care. For more information, please read "Statement on our supplier partnerships" in our FY2021 sustainability report.



	SASB CATEGORY	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
ENVIRONMENT	Animal and Feed Sourcing	Percentage of animal feed sourced from regions with High or Extremely High Baseline Water Stress	Quantitative	Percentage (%) by Contact Value	FB-MP-440a.1	We do not report the percentage of animal feed sourced from regions with High or Extremely High Baseline Water Stress. We expect to provide a more in-depth analysis of climate-related risks and opportunities, including water risks, in FY2025.
		Percentage of contracts with producers located in regions with High or Extremely High Baseline Water Stress			FB-MP-440a.2	We do not report the percentage of contracts with producers located in regions with High or Extremely High Baseline Water Stress. We expect to provide a more in-depth analysis of climate-related risks and opportunities, including water risks, in FY2025.
		Discussion of strategy to manage opportunities and risks to feed sourcing and livestock supply presented by climate change	Discussion and analysis	N/A	FB-MP-440a.3	We are considering the opportunities and risks to feed sourcing and livestock supply presented by climate change. We expect to provide a more in-depth analysis of climate-related risks and opportunities in FY2025.
ACTIVITY METRIC	Activity Metric	Number of processing and manufacturing facilities	Quantitative	Number	FB-MP-000.A	As of FY2023 year-end, Cal-Maine Foods operated three breeding facilities, 25 feed mills, two hatcheries, 43 processing and packaging facilities, 29 pullet facilities, 42 shell egg production facilities and three egg products processing facilities. We additionally operated six distribution centers.
		Animal protein production, by category; percentage outsourced		Various Percentage (%)	FB-MP-000.B	In FY2021, FY2022, and FY2023 100% of our animal protein production and animal protein we brought to market was comprised of shell eggs and egg products. In FY2021, FY2022 and FY2023, approximately 10%, 6%, and 8% respectively, of the finished eggs we brought to market were from outside suppliers.



FY2023 TCFD Disclosures

FOCUS AREA	RECOMMENDED DISCLOSURE	COMMENT/RESPONSE
Governance		
DISCLOSE THE ORGANIZATION'S GOVERNANCE AROUND CLIMATE-RELATED RISKS AND OPPORTUNITIES.	<p>a) Describe the board's oversight of climate-related risks and opportunities.</p> <p>b) Describe management's role in assessing and managing climate-related risks and opportunities.</p>	<p>Our Board of Directors provides both strategic direction and operational oversight related to the sustainability of our company. Our Board of Directors oversees our company and management and provides direction for our sustainability efforts including those related to climate change, as well as other environmental, social and governance topics.</p> <p>Our Director of Sustainability oversees the assessment and management of climate-related risks and opportunities with executive oversight. In addition, our Sustainability Stewardship Council leads initiatives addressing our GHG emissions inventory.</p>
Strategy		
DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON THE ORGANIZATION'S BUSINESSES, STRATEGY AND FINANCIAL PLANNING WHEN SUCH INFORMATION IS MATERIAL.	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term</p>	<p>We understand that climate, and the potential consequences of climate change, freshwater availability and preservation of global biodiversity, in addition to responsible management of our flocks, are vital to the production of high-quality eggs and egg products and to the success of our company.</p> <p>Extreme weather events, such as derechos, wildfires, drought, tornadoes, hurricanes, storms, floods or other natural disasters could materially and adversely affect our operating results and financial condition. In fact, extreme weather events have affected our facilities and the facilities of other egg producers in the past. Increased global temperatures and more frequent occurrences of extreme weather events, which may be exacerbated by climate change, may cause crop and livestock areas to become unsuitable, including due to water scarcity or high or unpredictable temperatures, which may result in much greater stress on food systems and more pronounced food insecurity globally. Lower global crop production, including corn and soybean meal, which are the primary feed ingredients that support the health of our animals, may result in significantly higher prices for these commodity inputs, impact our ability to source the commodities we use to feed our flocks, and negatively impact our ability to maintain or grow our operations. Climate change may increasingly expose workers and animals to high heat and humidity stressors that adversely impact poultry production. Increased greenhouse gas emissions may also negatively impact air quality, soil quality and water quality, which may hamper our ability to support our operations, particularly in higher water- and soil-stressed regions.</p> <p>Increasing frequency of severe weather events, whether tied to climate change or any other cause, may negatively impact our ability to raise poultry and produce eggs profitably or to operate our transportation and logistics supply chains. Regulatory controls and market pricing may continue to drive the costs of fossil-based fuels higher, which could negatively impact our ability to source commodities necessary to operate our farms or plants and our current fleet of vehicles. These changes may cause us to change, significantly, our day-to-day business operations and our strategy. Climate change and extreme weather events may also impact demand for our products given evolution of consumer food preferences. Even if we take measures to position our business in anticipation of such changes, future compliance with legal or regulatory requirements may require significant management time, oversight and enterprise expense. We may also incur significant expense tied to regulatory fines if laws and regulations are interpreted and applied in a manner that is inconsistent with our business practices. We can make no assurances that our efforts to prepare for these adverse events will be in line with future market and regulatory expectations and our access to capital to support our business may also be adversely impacted.</p> <p>We expect to provide a more in-depth description of climate-related risks and opportunities in FY2025.</p>

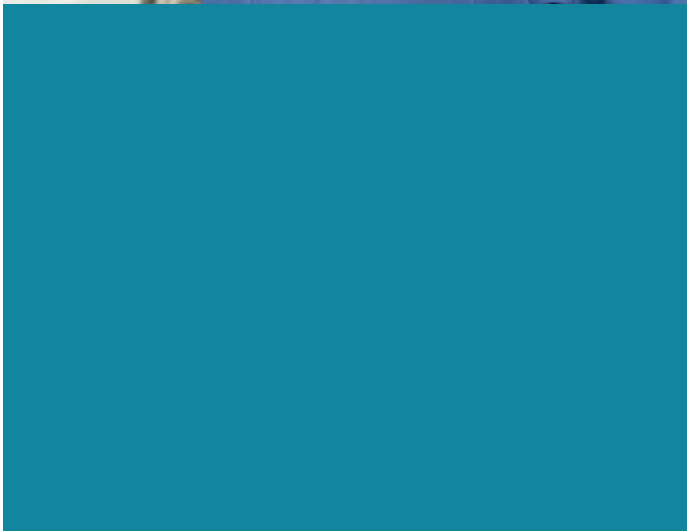
FOCUS AREA	RECOMMENDED DISCLOSURE	COMMENT/RESPONSE
<h2>Strategy (cont.)</h2>		
<p>DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON THE ORGANIZATION'S BUSINESSES, STRATEGY AND FINANCIAL PLANNING WHEN SUCH INFORMATION IS MATERIAL.</p>	<p>b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning.</p>	<p>We expect to provide a more in-depth description of the impact of climate-related risks and opportunities on our business, strategy and financial planning for FY2025.</p>
	<p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>We expect to provide a more in-depth description of the resilience of our strategy, including climate-related scenarios, in FY2025.</p>
<h2>Risk Management</h2>		
<p>DISCLOSE HOW THE ORGANIZATION IDENTIFIES, ASSESSES AND MANAGES CLIMATE-RELATED RISKS.</p>	<p>a) Describe the organization's process for identifying and assessing climate-related risks.</p>	<p>Cal-Maine Foods strives to identify, review, and monitor all potential risks, including environmental risks, that could compromise or tarnish our reputation as a sustainable egg producer. Regular reviews ensure we remain proactive in mitigating risks as part of our standard operating procedures.</p> <p>We expect to provide a more in-depth description of our process for identifying and assessing climate-related risks for FY2025.</p>
	<p>b) Describe the organization's processes for managing climate-related risks.</p>	<p>We expect to provide a more in-depth description of our process for managing climate-related risks for FY2025.</p>
	<p>c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>We expect to provide a more in-depth description of how we integrate climate-related risks into our overall risk management for FY2025.</p>
<h2>Metrics and Targets</h2>		
<p>DISCLOSE HOW THE ORGANIZATION IDENTIFIES, ASSESSES AND MANAGES CLIMATE-RELATED RISKS.</p>	<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p>We expect to develop and disclose climate-related metrics for FY2025.</p>
	<p>b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks</p>	<p>Our Scope 1 and Scope 2 emissions are reported in our FY2023 sustainability report.</p> <p>In FY2023, we conducted a Scope 3 emissions screening and identified the relevant Scope 3 categories for which emissions will be calculated. Relevant Scope 3 categories include Purchase Goods and Services, Use of Sold Products, and Capital Goods. Climate risks are provided in the Strategy section a).</p>
	<p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>We expect to consider targets in connection with our FY2025 sustainability report.</p>



FORWARD-LOOKING AND CAUTIONARY STATEMENTS

This report contains forward-looking statements, such as plans, projections, expectations, targets, objectives, strategies or goals relating to our sustainability programs and the underlying assumptions and estimated impacts on our business related thereto. Such forward-looking statements are identified by words such as “believes,” “intends,” “expects,” “may,” “can,” “could,” “should,” “to be,” “plans,” “projects,” “anticipates,” “goal,” “strategy,” “potential,” “estimates,” “objective,” “targets,” “will,” “seeks,” “future,” “initiatives,” “opportunities,” or similar words. Actual outcomes or results could differ materially from those projected in the forward-looking statements. These statements are not guarantees of future performance and involve risks, uncertainties and assumptions that are difficult to predict and may be beyond our control. Factors that could cause actual results to differ materially from those projected in the forward-looking statements include those set forth in our Securities and Exchange Commission filings under the headings “risk factors,” “forward-looking statements” or similar headings. Readers are cautioned not to place undue reliance on forward-looking statements because there can be no assurance that these forward-looking statements will prove to be accurate. Forward-looking statements included in this report are only made as of the respective dates thereof, or if no date is stated, as of the date of this report. We disclaim any intent or obligation to update publicly these forward-looking statements, whether because of new information, future events, or otherwise.

While certain information discussed in this report may be significant and relevant to our investors, any significance should not be read as rising to the level of materiality for purposes of complying with the U.S. federal securities laws or the disclosure requirements of the Securities and Exchange Commission. The goals and initiatives described in this report are aspirational; as such, no guarantees or promises are made that these goals and initiatives will be met or successfully executed.



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