

2022 IMPACT REPORT



5 YEARS
Didion

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Didion Team, Partners
and Community,

As we celebrate and reflect on our **50th year in business**, it is awe-inspiring to take inventory of all the different industries, populations, and everyday necessities that our work touches. The very first inhabitants of North America understood and harnessed the power of corn; all of us here at Didion continue to show that same reverence for the hard-earned yield that our partners nurture and harvest every season.

The 2022 edition of the Didion Impact Report reflects our commitment to doing justice to those crops, and to translating our success into **industry-leading career opportunities, the local economy, our communities, our customers (and their customers)** and tens of millions of people worldwide. With your partnership and a vision that extends far beyond tomorrow, we reaffirm our pledge to achieve even more impactful results on our planet, our children and our agricultural future.

Thank you for taking a moment to learn how our work impacts people all over the world and how the team at Didion aligns that to our larger priorities. We remain grateful, humble, and proud that we have this opportunity to **make a difference** in the lives of so many.

With sincere appreciation,




Riley Didion
CEO



Riley, John, Dow and Coral Didion



CLOSE TO HOME The Agricultural Economy

Back in 1972, when John and Dow Didion established the Didion enterprise, they did so to help local farmers market their corn. Fifty years later, Didion Milling partners with **over 500 Wisconsin producers, representing 140,000 acres of corn production.**

In purchasing about **25 million bushels of corn** each year, Didion injects upwards of \$150 million back into Wisconsin's agricultural community. And our partnerships go well past everyday transactions; our Grain Department, led by Micah Jensen and Garry Gard, creates daily market insights, develops educational materials, conducts educational meetings, and shares information about upcoming events so farmers can remain profitable, sustainable, and continuously have their finger on the pulse of the industry.

Didion is also proud to partner alongside a prominent customer in collecting and sharing data for a **Regenerative Agriculture program**. This vital initiative focuses on topsoil regeneration, increased biodiversity, water cycle improvements, enhanced ecosystem services and strengthening the health and vitality of farm soil. We work with Wisconsin farmers, as well as local soil and water organizations, to share data, strategies, and techniques for a more sustainable farming system.

\$150M injected back into Wisconsin's agricultural community annually.



2022 IMPACT REPORT

5 CORE PRINCIPLES OF Regenerative Agriculture



MINIMIZE
Soil Disturbance



KEEP
Soil Covered



INTEGRATE
Livestock



MAXIMIZE
Crop Diversity



MAINTAIN
Living Root
Year-Round



CLOSE TO HOME Impactful Careers

At Didion, taking care of our work family is our number one priority.

So instead of just offering jobs to our **growing family of 250+** (a third of whom have been with us for 5 to 35 years), we offer opportunities to build a life, prosper, learn, grow, and secure your future. **Younger students also find opportunity at Didion.** Our partnership in local school-based Career Coalitions gives kids a behind-the-curtain look at potential career opportunities and areas of discipline.

We've developed a **robust package of employee benefits** unique to our industry, including:

- Industry-leading compensation
- Medical, dental, vision, life, and disability insurance
- Paid holidays, parental leave, and paid volunteer time
- 401k with Didion match
- Wellness incentives, covering 1/3 of premiums
- Team and family social and holiday events

Our work family
is our number
one priority.

A centerpiece of Didion's employee benefits program is the opportunity to better oneself – to learn and grow both personally and professionally. The list below is just five of the ways that we foster that development.

1	Our Tuition Reimbursement Program provides up to \$5,250 per year to eligible employees who wish to continue their education or become professionally licensed or certified.
2	The Didion Foundation Scholarship program , available to both employees and their children, provides financial assistance to pursue further education in safety, education, or STEAM (science, technology, engineering, arts, and math) fields.
3	Didion's unique Internship Program gives college students real-life experience in the industry. Far more than a typical job shadow, we give students the opportunity to participate in real innovations and solutions that give them a big advantage after graduation.
4	Didion's new Training Center , located in Cambria, is a valuable resource and wonderful investment for improving our team members' skills. The Training Center gives team members a safe and welcoming environment to learn and grow in areas like safety and compliance, job skills, future role readiness and personal and professional development. This new space will allow for facilitation of classroom, virtual and blended learning as well as activities that support knowledge transfer and hands-on experiences.
5	Didion's Leadership Academy is a culmination of philosophies founded on servant leadership and contributing to a high-performance workplace. We use a blend of modalities for learning including classroom, virtual, third-party conferences, cohort learning groups and executive-led breakouts to enhance discussion and build the connection to Didion's culture and expectations of Leadership.



CLOSE TO HOME The Didion Foundation

Didion has a **five-decade history of supporting community efforts large and small**, making a robust impact on our community and civic partners. Since its inception, Didion has bolstered community efforts through corporate and staff-supported charitable giving. These include Kiwanis toy drives, American Red Cross blood donation drives, school athletics and education, and local food drives, among dozens of other important initiatives.

Didion started the Old Mill Foundation, led and informed by leaders in the community, in 2006 to focus on the most important local initiatives.

In 2020, Didion formed the Didion Milling Foundation, focused on **supporting programs and initiatives that promote education and community safety** in our backyard. To celebrate Didion's 50th anniversary, the Didion Milling Foundation recently awarded over \$100,000 to local law enforcement and fire departments, first responders, Habitat for Humanity and Future Farmers of America chapters.



Strong Communities Golf Outing

We couldn't support all these deserving programs without the participation of our partners in the "Strong Communities" golf outing each year. This day-long event is a **key fundraiser for the Didion Milling Foundation**. Between all the fun, auctions, food, and drink, please know that your support is also training police K9 units; providing life-saving rescue equipment to firefighters; engaging the next generation of producers; and helping to construct affordable housing for vulnerable neighbors.

**Didion Milling
Foundation donated
over \$100,000 locally
this year.**

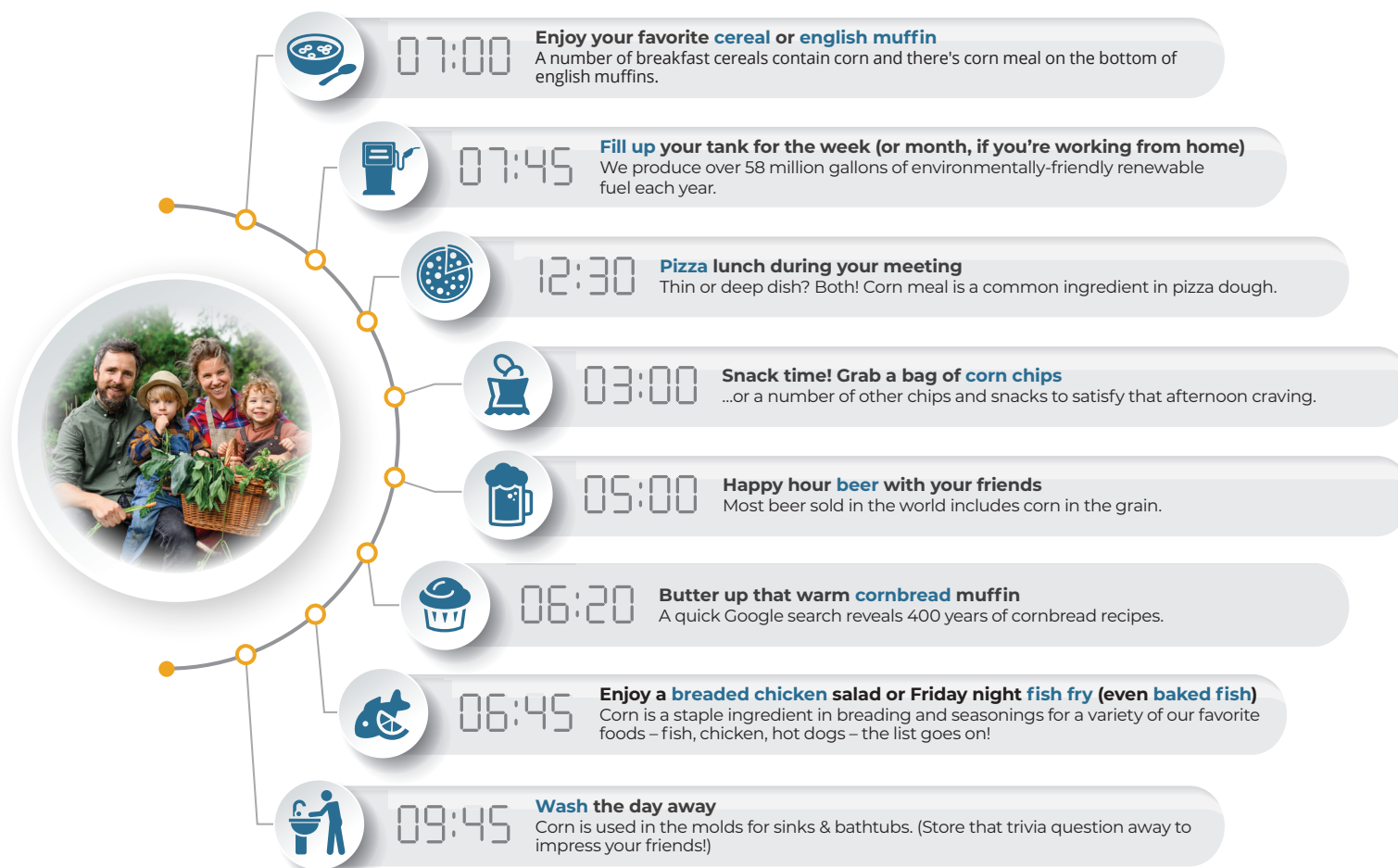
1. Fall River Fire Chief Chad Jones and volunteer firefighters of Fall River with Didion team members, Coral Didion, Troy Riley, David Smith and Derrick Clark.
2. Fall River Police Sergeant Robin Messer and K9 Rico with Didion team members, Riley Didion and Coral Didion.
3. Cambria Fire Chief Cody Doucette with Didion team members, Eric Kloss, Augie Perry, Coral Didion and Derrick Clark.
4. Didion Team members participated in a Habitat for Humanity "frame-up" in late April 2022.

AROUND THE COUNTRY Food Ingredients

You'd be hard-pressed to find an aisle in any **American grocery store that doesn't have a Didion ingredient**, like corn meal or corn flour, somewhere among the boxes, packets, cans and bags.

From standard recipes to custom blends, Didion produces ingredients for many of the **country's most prestigious brands**. We're in the snack aisle, the liquor department, frozen foods, the bread and baking section, condiments, cookies and crackers aisle and the pizza coolers.

Our reach extends beyond consumables. You'll find Didion products in dog food, cat litter, and even the charcoal briquettes you're using to fire up the grill!



AROUND THE COUNTRY Ethanol & Green Sustainability

The Didion Bioscience facility, co-located just across the street from the Mill in Cambria, opened in 2008 to address the need for more clean renewable fuel options. The idea then, as it is now, was to **maximize the quality of corn** product in Didion Milling's production process while providing valuable supply stream to the Alcohol facility.

Today, we're producing over 58 million gallons of this safe and **environmentally-friendly renewable fuel** each year – enough to drive around Earth's equator about 5,200 times (of course, you'll need to stop at a few gas stations along the way).

Both plants, Mill and Bioscience, require a lot of energy to operate. That is why Didion is developing a long-term plan to **lower our energy usage by 25%**. As of 2016, we lowered our overall energy usage by 12%. Among the initiatives that will get us there:

- Energy efficiency training
- Helping producers conserve water, fuel, and fertilizer
- Recycling water from the Bioscience facility
- Purchasing corn from nearby producers to reduce fuel usage
- Utilizing rail transportation to minimize truck fuel usage
- Strong relationship with Focus on Energy, a statewide energy efficiency and renewable resource program

We'll be excited to report on our progress toward this ambitious goal in future Impact Reports!

58 million gallons of safe, environmentally-friendly renewable fuel produced each year.

AROUND THE COUNTRY Bioscience

We all remember the early days of the COVID pandemic, running from store to store, pharmacy to pharmacy, trying to find **hand sanitizer**. There were even social media pages dedicated to sharing information about in-stock hand sanitizer.

In April 2020, when many of us were in lockdown, Didion engineered a plan to expand the capability of the **Bioscience facility to produce 190- to 200-proof industrial grade alcohol** to help ease the sanitizer shortage. We began producing alcohol in just 6 weeks and donated 1,850 gallons of hand sanitizer to 60 area organizations who needed hand sanitizer to keep people safe, including school districts, hospitals, and emergency services.

1,850 gallons of
hand sanitizer
donated during
the pandemic.



GLOBAL IMPACT Famine Relief

For nearly half its 50-year existence, Didion has partnered with the U.S. Department of Agriculture and USAID on the Food for Peace program, which provides **nutritious meals to dozens of developing nations**. In fact, in our earlier years, USAID was Didion's main business focus.

Didion makes products that are fortified, nutrient-rich meals developed in accordance with World Health Organization standards for at-risk populations. Our **famine relief** products provide over **240 million meals in over 40 nations**, primarily in Africa and Central America.

David Silver, Didion Director of Finance & USDA Program Manager, traveled to Kenya with the North American Millers' Association to meet with leaders from the **World Food Programme (WFP) and USAID** to learn more about the demand for famine relief products in eastern Africa.

A drought, going into its fourth year, is impacting northern Kenya, southern Ethiopia, and Somalia where there is significant need for food aid. According to WFP, there are 500,000 refugees in Kenya hoping to get assistance due to the wide-spread drought, many of whom are receiving food through USAID. Didion is looking into **opportunities for partnerships** to expand and supply product to other countries in need of support.



Scan to watch a video log David filmed while in Kenya after his first day of meetings.

1. Warehouse team lead standing next to a mobile cooking unit. Charcoal is placed in the bottom which heats the kettle and then the pipe attached at the back vents the fumes from the charcoal.
2. John Didion testifying before congress.
3. David Silver, Didion Director of Finance & USDA Program Manager.



ADDING IT ALL UP

The numbers tell a compelling story, but the millions of human lives we impact are what's most important to us. From the vast cornfields of Wisconsin to the far corners of our planet, our work is our promise:

"Together, we make a difference."



Corn processed at Didion is in **millions of meals** eaten each day



30 million bushels of corn are purchased each year



500 Wisconsin farm partners, representing **140,000 acres** of corn production



58 million gallons of environmentally friendly **renewable fuel** are produced each year



Lower energy usage by **25%**



250+ team members (a third of whom have been with us 5 - 35 years)



Farmer partnerships inject **\$1.5 billion** into the local ag economy



1.25 billion miles driven using locally grown **renewable corn**



Didion Foundation awarded over **\$100,000** to area nonprofits



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