



DATA CENTER

REPORT SCOPE

In preparing this report, we referenced the Global Reporting Initiative (GRI) Sustainability Reporting Standards (2016) and Sustainability Accounting Standards Board (SASB) Standards. This report has been prepared in reference to the GRI: Core option. Additional information on Tyson Foods' policies, programs and commitments that support sustainability initiatives is available at tysonfoods.com.

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CORPORATE METRICS

	FY2019	FY2020	FY2021	FY2022
Financial Impact				
Revenues (\$ billion)	\$42.41	\$43.19	\$47.05	\$53.28
Net Income (\$ billion)	\$1.99	\$2.07	\$3.06	\$3.25
Total Assets (\$ billion)	\$33.10	\$34.46	\$36.31	\$36.82
Research and Development Spend (\$ million)	\$97.00	\$98.00	\$114.00	\$108.00
Production				
Beef (approx. avg. head per week)	155,000	155,000	155,000	155,000
Beef (avg. capacity utilization)	85%	77%	78%	79%
Pork (approx. avg. head per week)	461,000	461,000	469,000	471,000
Pork (avg. capacity utilization)	90%	90%	88%	84%
Chicken (approx. avg. head per week)	45,000,000	45,000,000	47,000,000	47,000,000
Chicken (avg. capacity utilization)	87%	84%	79%	83%
Prepared Foods (approx. avg. pounds per week)	76,000,000	74,000,000	73,000,000	73,000,000
Prepared Foods (avg. capacity utilization)	86%	81%	79%	77%
Supplier				
Total Farmers	9,247	>16,827	18,968	19,114
Total Chicken Farmers	3,925	3,890	3,961	3,865
Cattle Farmers	3,607	3,358	3,228	2,896
Hog Farmers	1,617	1,483	1,141	919
Turkey Farmers	98	96	93	89
Tyson Local Grain Services Grain Suppliers	0	>8,000	10,545	11,345



FOOD

	FY2019	FY2020	FY2021	FY2022
Food Safety and Quality Assurance (FSQA) ¹				
ISO 17025 Accredited Labs ²	16	16	18	14
Global Food Safety Initiative (GFSI)-Certified Plants	113	114	120	120
Safe Quality Food (SQF)-Certified Plants	35	33	37	37
British Retail Consortium (BRC)-Certified Plants	78	81	83	83
Class 1 and 2 Product Recalls	5 ³	1 ⁴	1 ⁵	0
Customer Complaints (<i>per million units</i>) ⁶	Not reported	Not reported	3	2
Consumer Nutrition—K–12-Focused Products				
Products that Meet School Nutrition Regulations for Fat, Sodium and Calorie Content	539	418	327	229
K-12 Products that Carry the Whole Grain Stamp	100	89	80	93
Cool School Café® Program Participants ⁷	109	97	87	69
No Artificial Colors, Flavors or Preservatives, or All-Natural Products ⁸	91	79	114	111

ANIMAL WELFARE

Total Third-Party FarmCheck® Program Audits	509	473	587	562
Key Welfare Indicators ⁹				
Broiler Chickens				
Transport Liveability	99.90%	99.90%	99.86%	99.85%
Non-Damaged Wings	98.80%	98.90%	98.83%	98.78%
Acceptable Paw Scores	81.00%	82.80%	84.92%	82.08%
Cattle and Hogs				
Acceptable Wait Time	96.80%	97.40%	97.60%	98.70%

1 This data includes our U.S. operations (96% of revenues in FY2022). Keystone Foods is included in FY2020 and FY2021 data but is not included in FY2019.

2 Our certifications include A2LA 17025 and ISO 9001-2015, as well as state-certified labs at some of our beef and pork plants.

3 Panko Chicken Nuggets, Chicken Strips (Expansion), Foodservice Chicken Fritters, Chicken Patties, Beef Patties.

4 Beef Patties.

5 Ready-to-Eat Chicken.

6 In FY2021, we began tracking customer complaints enterprisewide across Tyson.

7 Offers rewards points to schools for purchasing products that can then be used to purchase items that benefit the school district.

8 Minimally processed, no artificial ingredients.

9 This data includes our U.S. operations (96% of revenues in FY2022).



ENVIRONMENT

	FY2019	FY2020	FY2021	FY2022
Compliance Metrics ¹⁰				
Notices of Violation (NOV) ¹¹	48	31	20	57
Penalties per Fiscal Year	\$36,323	\$95,912	\$3,000,000 ¹²	\$68,944
Total Reportable Chemical Spills (e.g., chemical, fats, oils, fuels)	38	26	18	8
Water ¹⁰				
Water Use Intensity at Production Facilities (gallons used to produce a pound of finished product)	0.96	0.95	0.99	1.02
Total Water Withdrawal (billion gallons)	30.79	30.83	32.05	32.14
Water Withdrawal by Source				
Municipal Water	80%	86%	88%	90%
Well Water	20%	14%	12%	10%
Water Discharge by Destination				
Fresh Surface Water	45%	46%	44%	44%
Irrigation	11%	12%	13%	13%
Publicly Owned Treatment Facility	44%	42%	43%	43%
Energy and Emissions (Scope 1 and 2) ¹⁰				
GHG Emissions Intensity (metric tonnes CO ₂ e to produce 1,000 pounds of finished product)	0.21	0.19	0.18	0.18
Scope 1 GHG (million metric tonnes CO ₂ e)	4.4	3.89	3.83	3.56
Scope 2 GHG (million metric tonnes CO ₂ e)	2.28	2.20	1.96	2.20
Energy Use Intensity (Btu used to produce one pound of finished product)	1,830	1,855	1,880	1,779
Total Energy Use (million MMBtu)	59.47	60.45	60.85	57.93
Nonrenewable Fuel (million MMBtu)	42.63	43.64	43.92	40.79
Nonrenewable Electricity (million MMBtu)	16.30	16.37	16.46	16.40
Renewable Energy (million MMBtu)	0.54	0.43	0.46	0.74

¹⁰ This data includes our U.S. operations (96% of revenues in FY2022).
¹¹ In FY2021, 13 NOVs were for wastewater. In FY2022, 54 NOVs were for wastewater.
¹² Without admitting any liability, Tyson Farms, Inc. (Tyson) entered into an agreed-to Consent Decree (CD) with the State of Alabama, the Alabama Department of Environmental Management (ADEM) and the Alabama Department of Conservation and Natural Resources (DCNR) on August 17, 2022 in order to fully address and resolve violations of Tyson's NPDES permit and the Alabama Water Pollution Control Act. The terms of the CD included Tyson Foods' payment of a civil penalty to ADEM, restitution to DCNR, restitution projects for Cullman and Walker counties, construction of access points in Cullman and Walker counties, and an environmental education grant and additional compliance obligations.



ENVIRONMENT CONTINUED

	FY2019	FY2020 ¹³	FY2021 ¹³	FY2022 ¹³
Emissions (Scope 3) ¹³				
Purchased Goods and Services (million metric tonnes CO ₂ e)	94.2	—	—	—
Capital Goods (million metric tonnes CO ₂ e)	0.147	—	—	—
Fuel- and Energy-Related Activities (not included in Scope 1 or 2) (million metric tonnes CO ₂ e)	0.9	—	—	—
Upstream Transportation and Distribution (million metric tonnes CO ₂ e)	2.4	—	—	—
Waste Generated in Operations (million metric tonnes CO ₂ e)	0.214	—	—	—
Business Travel (million metric tonnes CO ₂ e)	0.012	—	—	—
Employee Commuting (million metric tonnes CO ₂ e)	0.162	—	—	—
Upstream Leased Assets (million metric tonnes CO ₂ e)	Not relevant ¹⁴	—	—	—
Downstream Transportation and Distribution (million metric tonnes CO ₂ e)	Not calculated ¹⁵	—	—	—
Processing of Sold Products (million metric tonnes CO ₂ e)	Not calculated ¹⁶	—	—	—
Use of Sold Products (million metric tonnes CO ₂ e)	Not relevant ¹⁷	—	—	—
End-of-Life Treatment of Sold Products (million metric tonnes CO ₂ e)	Not relevant ¹⁸	—	—	—
Downstream Leased Assets (million metric tonnes CO ₂ e)	Not calculated ¹⁹	—	—	—
Franchises (million metric tonnes CO ₂ e)	Not relevant ²⁰	—	—	—
Investments (million metric tonnes CO ₂ e)	0.216	—	—	—

13 In FY2022/FY2023, we completed a full Scope 3 emissions inventory using FY2019 data. This will be followed by an update for FY2022, which will inform our resubmission to the Science Based Targets initiative (SBTi).

14 Emissions from leased assets are included in Scope 1 and 2 emissions.

15 All transportation and distribution emissions that are financed by Tyson are accounted for under Upstream Transportation and Distribution.

16 Some of our products are processed further once sold. However, accurately determining the related emissions would require insight into the Scope 1 and 2 emissions of downstream customers, which is not currently available. Furthermore, these emissions are not expected to represent a material quantity of emissions.

17 Although our products may result in indirect emissions associated with their storage and preparation (e.g., emissions associated with refrigeration, freezing and cooking), they do not result in direct emissions during use. Because of complexities in estimating indirect emissions associated with the wide variety of products we sell, we have limited quantification of emissions of use of sold products to direct emissions.

18 Our products may result in indirect emissions associated with their end-of-life treatment (e.g., emissions associated with packaging waste or food waste). Production of packaging is expected to have higher emissions than disposal of packaging and is accounted for under Purchased Goods and Services. Additional complexities exist in estimating indirect emissions associated with disposal of packaging and potential food waste, and an estimation for this category is likely to have a high degree of uncertainty.

19 Though we do own a small amount of land that is leased to farmers, the emissions from these activities do not comprise a material quantity of emissions.

20 We do not operate franchises.



ENVIRONMENT CONTINUED	FY2019	FY2020	FY2021	FY2022
Waste Generation ^{21,22}				
Waste Generated (million pounds)	2,423	6,482	2,947	2,999
Waste to Landfill (million pounds)	366	1,283	440	645
Waste Diverted from Landfill (million pounds)	2,057	5,199	2,507	2,345
Recycle and Beneficial Reuse ²³ Rate	85%	80%	85%	78%
Landfill Waste Intensity (pounds landfilled to produce 100 pounds of finished product)	1.14	3.95	1.36	2.03
Zero Waste to Landfill Certifications	0	0	3	8

WORKPLACE	FY2019	FY2020	FY2021	FY2022
Workforce				
U.S.	122,000	120,000	120,000	124,000
Outside U.S.	19,000	19,000	17,000	18,000
Team Members by Gender ²⁴				
Men	60.05%	60.17%	60.48%	60.35%
Women	39.95%	39.83%	39.52%	39.65%
Women in Management Positions	26.19%	26.62%	28.21%	28.64%
Women in Junior Management Positions	27.35%	28.11%	29.54%	29.39%
Women in Top Management Positions	16.67%	14.55%	15.09%	20.00%
Women in Management Positions in Revenue-Generating Functions	16.55%	16.79%	17.43%	17.38%
Women in STEM-Related Positions	17.27%	19.44%	17.50%	18.43%

21 This data includes our U.S. operations (96% of revenues in FY2022). FY2019 data excludes U.S.-based Cobb-Vantress, The Pork Group, hog buying stations, Keystone Foods, American Proteins, Inc. and Tecumseh Poultry. FY2020 through FY2022 data excludes hog buying stations.
22 2022 figures have been revised following those initially published in August 2023, to reflect amendments made to our waste diversion data.
23 Beneficial reuse can include activities such as composting, land application and digestion.
24 Includes all U.S. team members (87% of workforce in FY2022).



WORKPLACE CONTINUED

	FY2019	FY2020	FY2021	FY2022
Team Members by Ethnicity ²⁵				
Companywide				
American Indian or Alaska Native	0.91%	0.99%	1.04%	1.14%
Asian	11.02%	10.55%	10.19%	9.71%
Black or African American	24.43%	25.09%	24.77%	24.93%
Hispanic and Latino	27.89%	27.24%	28.20%	28.88%
No Response/Blank	0.05%	0.05%	0.04%	0.02%
Native Hawaiian or Other Pacific Islander	2.53%	2.55%	2.81%	3.17%
Two or More Races	0.72%	0.79%	0.81%	0.96%
White	32.46%	32.75%	32.15%	31.20%
Hourly				
American Indian or Alaska Native	0.91%	1.00%	1.06%	1.16%
Asian	11.99%	11.46%	11.02%	10.44%
Black or African American	26.27%	26.89%	26.46%	26.62%
Hispanic and Latino	29.88%	29.11%	30.05%	30.69%
No Response/Blank	0.05%	0.04%	0.02%	0.01%
Native Hawaiian or Other Pacific Islander	2.82%	2.84%	3.12%	3.51%
Two or More Races	0.72%	0.79%	0.81%	0.96%
White	27.36%	27.88%	27.46%	26.61%

25 Includes all U.S. team members (87% of workforce in FY2022).



WORKPLACE CONTINUED

	FY2019	FY2020	FY2021	FY2022
Team Members by Ethnicity ²⁶ continued				
Salaried				
American Indian or Alaska Native	0.87%	0.88%	0.89%	0.98%
Asian	3.32%	3.25%	3.46%	3.80%
Black or African American	9.82%	10.60%	11.00%	11.12%
Hispanic and Latino	12.09%	12.21%	13.12%	14.10%
No Response/Blank	0.09%	0.18%	0.17%	0.03%
Native Hawaiian or Other Pacific Islander	0.22%	0.22%	0.30%	0.33%
Two or More Races	0.65%	0.73%	0.80%	0.92%
White	72.94%	71.92%	70.26%	68.72%
Team Members by Generation ²⁶				
Gen Z	5.29%	7.19%	9.07%	15.57%
Gen Y	35.31%	35.61%	35.40%	33.86%
Gen X	36.42%	36.08%	36.17%	33.14%
Builder	0.40%	0.30%	0.24%	0.20%
Boomer	22.59%	20.83%	19.12%	17.23%
Team Members by Tenure ²⁶				
0–5 Years	52.31%	51.50%	51.47%	51.23%
5–19 Years	47.69%	48.50%	48.53%	48.77%
20–29 Years	13.29%	13.80%	14.30%	14.69%
30+ Years	4.15%	4.26%	4.36%	4.55%

²⁶ Includes all U.S. team members (87% of workforce in FY2022).



WORKPLACE CONTINUED

	FY2019	FY2020	FY2021	FY2022
Team Members by Category ²⁷				
Full Time	98.56%	98.72%	98.52%	98.19%
Part Time	1.44%	1.28%	1.48%	1.81%
Salaried	11.19%	11.05%	10.94%	10.89%
Hourly	88.81%	88.95%	89.06%	89.11%
Retention Rate	65%	66%	55%	54%
Total Turnover Rate	35%	34%	45%	46%
Voluntary Turnover Rate	24%	24%	32%	32%
Compensation, Benefits and Development				
Average Hourly Pay for U.S. Team Members	\$15.77	\$16.24	\$18.27	\$18.27 ²⁸
Average Training and Development Spend per FTE	–	–	–	\$40
Average Training and Development Hours per FTE	–	–	–	65
Health and Safety ²⁹				
Total Recordable Incident Rate: Number of work-related injuries and illnesses per 100 team members	3.32	2.76	2.73	2.59
Days Away, Restricted and Transfer Rate: Number of work-related injuries and illnesses resulting in a team member missing work, having restricted work activity or being transferred from their regular work assignment per 100 team members	2.43	2.07	2.03	1.97
Lost Time Incident Rate: Number of work-related injuries and illnesses that result in one or more days away from work per 100 team members	0.74	0.66	0.7	0.71
Employee Fatalities	1	3	2	6
Contractor Fatalities	0	4	0	1
Ethics and Compliance ^{30,31}				
Number of Facilities Audited	37	40	50	47

27 Includes all U.S. team members (87% of workforce in FY2022).
28 When benefits are included, the 2022 average hourly pay for U.S. team members is \$24.
29 This data includes our U.S. operations (87% of workforce in FY2022). FY2019 data excludes Keystone Foods.
30 Audit data includes all U.S. Tyson production facilities, including all legacy acquisition production facilities.
31 Ethics data includes U.S. and non-U.S. locations.



WORKPLACE CONTINUED

	FY2019	FY2020	FY2021	FY2022
Audit Findings (% of Total Findings)				
Health and Safety	52%	43%	51%	50%
Labor	38%	52%	49%	50%
Environment	10%	5%	0%	0%
Business Integrity	0%	0%	0%	0%
Ethics Line Numbers				
Ethics Line Contacts Received	5,527	4,762	3,863	5,641
Total Allegations Received	13,765	11,945	11,915	13,953
Corruption or Bribery	6	6	6	2
Discrimination or Harassment	1,475	1,200	1,197	1,336
Customer Privacy Data	0	0	0	0
Conflicts of Interest	0	0	1	11
Money Laundering or Insider Trading	1	0	0	1
Health and Safety	665	1,549	1,546	597
Employment Practices (Employee Matters)	9,881	7,981	7,958	10,546
Other	1,737	1,209	1,207	1,460
Ethics Line Contacts Investigated ³²	3,718	1,830	1,376	2,094
Unsubstantiated After Investigation	75%	82%	78%	83%
Calls Investigated and Resolved	25%	18%	22%	17%
Ethics Line Contacts Referred to Other Teams for Resolution ³²	1,279	2,932	2,487	3,520

32 In FY2020, a new system of classification went into effect, which separated violations of the Code of Conduct into investigations matters, while routine issues that did not require investigation were treated as referrals. Referrals include routine operational and human resources matters, and they are referred to the appropriate parties for handling.