

Data Center

CORPORATE METRICS				
	FY2018	FY2019	FY2020	FY2021
Financial Impact				
Revenues (\$ billion)	\$40.10	\$42.40	\$43.20	\$ 47.00
Net Income (\$ billion)	\$ 3.00	\$ 2.00	\$ 2.10	\$ 3.00
Total Assets (\$ billion)	\$29.10	\$33.10	\$34.50	\$ 36.30
Research and Development Spending (\$ million)	\$114.00	\$97.00	\$98.00	\$114.00
Production				
Beef (approx. avg. head per week)	133,000	155,000	155,000	155,000
Beef (avg. capacity utilization)	77%	77%	77%	78%
Pork (approx. avg. head per week)	408,000	461,000	461,000	469,000
Pork (avg. capacity utilization)	90%	90%	90%	88%
Chicken (approx. avg. head per week)	37,000,000	45,000,000	45,000,000	47,000,000
Chicken (avg. capacity utilization)	84%	84%	84%	79%
Prepared Foods (approx. avg. pounds per week)	66,000,000	76,000,000	74,000,000	73,000,000
Prepared Foods (avg. capacity utilization)	81%	81%	81%	79%
Supplier				
Total Farmers	9,248	9,247	>16,827	18,968
Chicken Farmers	3,564	3,925	3,890	3,961
Cattle Farmers	3,775	3,607	3,358	3,228
Hog Farmers	1,811	1,617	1,483	1,141
Turkey Farmers	98	98	96	93
Tyson Local Grain Services Grain Suppliers	NA	NA	>8,000	10,545

FOOD

	FY2018	FY2019	FY2020	FY2021
Food Safety and Quality Assurance (FSQA)⁽¹⁾				
ISO 17025 Accredited Labs ⁽²⁾	16	16	16	18
Global Food Safety Initiative (GFSI) Certified Plants	104	113	114	120
Safe Quality Food (SQF) Certified Plants	25	35	33	37
British Retail Consortium (BRC) Certified Plants	79	78	81	83
Class 1 and 2 Product Recalls	2 ⁽³⁾	5 ⁽⁴⁾	1 ⁽⁵⁾	1 ⁽⁶⁾
Customer Complaints <i>(per million units)</i> ⁽⁷⁾	Not reported	Not reported	Not reported	2.54
Consumer Nutrition—K-12 Focused Products				
Products that Meet School Nutrition Regulations for Fat, Sodium and Calorie Content	550+	539	418	327
K-12 Products that Carry the Whole Grain Stamp	132 (24%)	100 (19%)	89 (21%)	80 (24%)
Cool School Café® Program: Offers rewards points to schools for purchasing products that can then be used to purchase items that benefit the school district	94 (17%)	109 (20%)	97 (23%)	87 (27%)
No Artificial Colors, Flavors or Preservatives or All Natural ⁽⁸⁾	76 (14%)	91 (17%)	79 (19%)	114 (35%)

(1) This data includes our U.S. operations (96% of revenues in FY2021). Keystone Foods is included in FY2020 and FY2021 data but is not included in FY2018 and 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) Popcorn Chicken, Chicken Patties.

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

(5) Beef Patties.

(6) Ready-To-Eat Chicken.

(7) In FY2021, we began tracking customer complaints enterprisewide across Tyson. FY2021 figure: 2.54 complaints per million units.

(8) Minimally processed, no artificial ingredients.

ANIMAL WELFARE

	FY2018	FY2019	FY2020	FY2021
Total Third-Party Farmcheck® Program Audits	538	509	473	587
Key Welfare Indicators⁽¹⁾				
Broiler Chickens				
Transport Liveability	99.83%	99.90%	99.90%	99.86%
Non-Damaged Wings	98.88%	98.80%	98.90%	98.83%
Acceptable Paw Scores	78.00%	81.00%	82.80%	84.92%
Cattle and Hogs				
Acceptable Wait Time	94.02%	96.80%	97.40%	97.60%

(1) This data includes our U.S. operations (96% of revenues in FY2021). Keystone Foods is included in FY2021 only. Percent acceptable as audited against NCC Welfare Guidelines for Broilers or NAMI Recommended Animal Handling Guidelines [September 2019 Rev. 2] for cattle and hogs.

ENVIRONMENT

	FY2018	FY2019	FY2020	FY2021
Compliance Metrics ⁽¹⁾				
Notices of Violation (NOV)	76	48	31	20 ⁽²⁾
Penalties per Fiscal Year	\$2,064,503	\$36,323	\$95,912	\$3,000,000 ⁽³⁾
Total Reportable Chemical Spills (e.g., chemicals, fats, oils, fuels)	432	38	26	18
Water ⁽⁴⁾				
Water Use Intensity at Production Facilities (gallons used to produce a pound of finished product)	1.00	0.96	0.95	0.99
Water Withdrawal* (billion gallons)	30.91	30.79	30.83	32.05
Water Withdrawal by Source				
Municipal Water	80%	80%	86%	88%
Well Water	20%	20%	14%	12%
Water Discharge by Destination				
Fresh Surface Water	45%	45%	46%	44%
Irrigation	11%	11%	12%	13%
Publicly Owned Treatment Facility	44%	44%	42%	43%
Energy & Emissions ⁽⁴⁾				
Greenhouse Gas Emissions Intensity (metric tons CO ₂ e to produce 1,000 pounds of finished product)	0.20	0.21	0.19	0.18
Scope 1 GHG Emissions (million metric tonnes CO ₂ e)	3.48	4.40	3.89	3.83
Scope 2 GHG Emissions (million metric tonnes CO ₂ e)	2.77	2.28	2.20	1.96
Energy Use Intensity (Btu used to produce a pound of finished product)	1,823	1,830	1,855	1,880
Total Energy Use (million mmBtu)	56.95	59.47	60.45	60.85
Nonrenewable Fuel (million mmBtu)	40.58	42.63	43.64	43.92
Nonrenewable Electricity (million mmBtu)	15.67	16.30	16.37	16.46
Renewable Energy (million mmBtu)	0.71	0.54	0.43	0.46
Waste Generation ^(5,6)				
Waste Generated (million pounds)	4,315	2,423	6,482	2,947
Waste to Landfill (million pounds)	816	366	1,283	440
Waste Diverted from Landfill (million pounds)	3,500	2,057	5,199	2,507
Recycle & Beneficial Reuse ⁽⁷⁾ Rate	81%	85%	80%	85%
Landfill Waste Intensity (pounds landfilled to produce 100 pounds of finished product)	2.64	1.14	3.95	1.36
Zero Waste to Landfill Certification (all locations current Gold level)				
	0	0	0	3

(1) This data includes our U.S. operations (96% of revenues in FY2021). FY2018 data excludes AdvancePierre Foods, Original Philly, Keystone Foods U.S.-based operations, American Proteins and Tecumseh Poultry.

(2) 13 NOVs were for wastewater.

(3) 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 8-17-22 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's 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 environmental education grant, and additional compliance obligations.

(4) This data includes our U.S. operations (96% of revenues in FY2021). FY2018 data excludes AdvancePierre Foods, Original Philly, Keystone Foods U.S.-based operations, American Proteins and Tecumseh Poultry.

(5) This data includes our U.S. operations (96% of revenues in FY2021). FY2018 and FY2019 data excludes U.S.-based Cobb-Vantress, The Pork Group, hog buying stations, Keystone Foods, American Proteins, Inc., and Tecumseh Poultry. FY2020 and FY2021 data excludes hog buying stations.

(6) Our waste generation figures increased in FY2020 due partly to improved data reporting from our waste vendors. At the same time, a one-off disposal of expired product in FY2020 led to an increase in our reported waste data, followed by a reduction in FY2021.

(7) Beneficial reuse can include activities such as composting, land application and digestion.

WORKPLACE

	FY2018	FY2019	FY2020	FY2021
Workforce				
U.S.	116,000	122,000	120,000	120,000
Outside U.S.	5,000	19,000	19,000	17,000
Team Members by Gender⁽¹⁾				
Men	61%	60.05%	60.17%	60.48%
Women	39%	39.95%	39.83%	39.52%
Women in Management Positions		26.19%	26.62%	28.21%
Women in Junior Management Positions		27.35%	28.11%	29.54%
Women in Top Management Positions		16.67%	14.55%	15.09%
Women in Management Positions in Revenue-Generating Functions		16.55%	16.79%	17.43%
Women in STEM-Related Positions		17.27%	19.44%	17.50%
Team Members by Ethnicity⁽¹⁾				
Companywide				
American Indian or Alaskan Native		0.91%	0.99%	1.04%
Asian		11.02%	10.55%	10.19%
Black and African American		24.43%	25.09%	24.77%
Hispanic and Latino		27.89%	27.24%	28.20%
I Do Not Wish to Answer or Blank		0.05%	0.05%	0.04%
Native Hawaiian or other Pacific Islander		2.53%	2.55%	2.81%
Two or More Races		0.72%	0.79%	0.81%
White		32.46%	32.75%	32.15%
Hourly				
American Indian or Alaskan Native		0.91%	1.00%	1.06%
Asian		11.99%	11.46%	11.02%
Black and African American		26.27%	26.89%	26.46%
Hispanic and Latino		29.88%	29.11%	30.05%
I Do Not Wish to Answer or Blank		0.05%	0.04%	0.02%
Native Hawaiian or other Pacific Islander		2.82%	2.84%	3.12%
Two or More Races		0.72%	0.79%	0.81%
White		27.36%	27.88%	27.46%
Salaried				
American Indian or Alaskan Native		0.87%	0.88%	0.89%
Asian		3.32%	3.25%	3.46%
Black and African American		9.82%	10.60%	11.00%
Hispanic and Latino		12.09%	12.21%	13.12%
I Do Not Wish to Answer or Blank		0.09%	0.18%	0.17%
Native Hawaiian or other Pacific Islander		0.22%	0.22%	0.30%
Two or More Races		0.65%	0.73%	0.80%
White		72.94%	71.92%	70.26%

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WORKPLACE (CONT.)

	FY2018	FY2019	FY2020	FY2021
Team Members by Generation ⁽¹⁾				
Generation Z		5.29%	7.19%	9.07%
Generation Y		35.31%	35.61%	35.40%
Generation X		36.42%	36.08%	36.17%
Builder		0.40%	0.30%	0.24%
Boomer		22.59%	20.83%	19.12%
Team Members by Tenure ⁽¹⁾				
0-5 Years		52.31%	51.50%	51.47%
5+ Years		47.69%	48.50%	48.53%
20+ Years		13.29%	13.80%	14.30%
30+ Years		4.15%	4.26%	4.36%
Team Members by Category ⁽¹⁾				
Full-Time Team Members	99%	98.56%	98.72%	98.52%
Part-Time Team Members	1%	1.44%	1.28%	1.48%
Salaried Team Members	11%	11.19%	11.05%	10.94%
Hourly Team Members	89%	88.81%	88.95%	89.06%
Retention Rate	61%	65%	66%	55%
Total Turnover Rate	39%	35%	34%	45%
Voluntary Turnover Rate	25%	24%	24%	32%
Compensation and Benefits				
Average Hourly Pay for U.S. Team Members	\$14.96	\$15.77	\$16.24	\$18.27 ⁽²⁾
Health & Safety ⁽³⁾				
Total Recordable Incident Rate: Number of work-related injuries and illnesses per 100 team members	3.94	3.32	2.76	2.73
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	2.94	2.43	2.07	2.03
Lost Time Incident Rate: Number of work-related injury and illnesses that result in one or more days away from work per 100 team members	0.76	0.74	0.66	0.70
Employee Fatalities	0	1	3	2
Contractor Fatalities	0	0	4	0
Ethics & Compliance ^(4, 5)				
Number of Facilities Audited	31	37	40	50
Audit Findings				
Health & Safety	51%	52%	43%	51%
Labor	43%	38%	52%	49%
Environment	6%	10%	5%	0%
Business Integrity	0%	0%	0%	0%

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WORKPLACE (CONT.)

	FY2018	FY2019	FY2020	FY2021
Ethics Numbers				
Ethics Help Line Contacts Received	5,379	5,527	4,762	3,863
Help Line Contacts Investigated ⁽⁶⁾	4,337	3,718	1,830	1,376
Unsubstantiated After Investigation	77%	75%	82%	78%
Calls Investigated and Resolved	23%	25%	18%	22%
Help Line Contacts Referred to Other Teams for Resolution ⁽⁶⁾	1,042	1,279	2,932	2,487
Ethics Help Line Report Areas				
Employment Practices (Employee Matters)	53%	43%	57%	60%
Harassment and Discrimination	26%	17%	19%	26%
Management Style	17%	28%	23%	12%
Other	4%	12%	0%	2%

(1) Includes all U.S. team members (88% of workforce in FY2021).

(2) When benefits are included, the 2021 average hourly pay for U.S. team members is \$24.

(3) This data includes our U.S. operations (88% of workforce in FY2021). FY2018 and FY2019 data excludes Keystone Foods.

(4) Audit data includes all U.S. Tyson production facilities, including all legacy acquisition production facilities.

(5) Ethics data includes U.S. and non-U.S. locations.

(6) 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.