

**2024**

**CORPORATE**

**RESPONSIBILITY**

**REPORT**



**BEYOND<sup>®</sup>**

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# A MESSAGE FROM OUR CEO



Beyond Meat champions a better food system, one where taste, nutrition, and value align to drive progress in human health, climate, environment, and animal welfare.

Over 16 years ago, we began by marrying innovation with plant proteins to deliver great tasting plant-based meats. Today, we continue to chase perfection, and in 2024, we launched the fourth generation of the Beyond Burger to acclaim from leading nutritionists and health organizations. With just 2 grams of saturated fat per serving and made with heart-healthy avocado oil<sup>1</sup>, Beyond Burger IV was the first plant-based meat product to be Clean Label Project Certified. Importantly, in 2025 and for the 7th year, the Beyond Burger was also ranked #1 best vegan burger by consumers according to a VegNews survey.

We balance our commitment to health with our commitment to the environment. Our life cycle assessment (LCA) for the Beyond Burger IV<sup>2</sup>, estimated that compared to a an industry average U.S. beef patty, our new burger uses 97% less land, 92% less water, generates 88% less greenhouse gas emissions, and uses 28% less non-renewable energy compared to an animal-based beef patty.

We also aim to dispel misinformation about plant-based meat, which unfortunately has become widespread from incumbent industries that fear any challenge to the status quo. In 2024, we released a teaser for our short film *Planting Change*, which debuted in 2025 and has garnered over 3 million views on YouTube as of December 2025. We invite you to watch the short film, which features leading medical and nutrition experts, influential climate advocates, award-winning historians, and multi-generational farmers to showcase the benefits of us working together and the benefits of opting for plant-based protein.

You can read more about our commitment to plant protein, and how it supports the health of people, planet, and life with whom we share it in greater detail on the pages that follow.

We are grateful for our consumers, teammates, stockholders, and all who choose to join us as we Go Beyond.

**ETHAN BROWN**  
FOUNDER, PRESIDENT AND CEO OF BEYOND MEAT, INC.

<sup>1</sup> Diets low in saturated fat and cholesterol, and as low as possible in trans fat, may reduce the risk of heart disease.

<sup>2</sup> Based on 2024 U.S. production data for a patty offered through U.S. retail sales as two ¼ lb. Beyond Burger IV patties packaged in a sealed tray, flash-frozen using liquid nitrogen.

# INTRODUCTION


Beyond Meat, Inc. (NASDAQ: BYND) is a leading plant-based meat company offering a portfolio of revolutionary plant-based meats made from clean, simple ingredients without GMOs, no added hormones or antibiotics, and 0 mg of cholesterol per serving. Founded in 2009, Beyond Meat products are designed to have the same taste and texture as animal-based meat while being better for people and the planet. Beyond Meat's brand promise, Eat What You Love®, represents a strong belief that there is a better way to feed our future and that the positive choices we all make, no matter how small, can have a great impact on our personal health and the health of our planet. By shifting from animal-based meat to plant-based protein, we can positively impact four growing global issues: human health, climate change, constraints on natural resources, and animal welfare.

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- 06 Our Mission
- 06 Our Retail Products
- 07 New Products in 2024
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# 2024 SNAPSHOT



**LAUNCHED THE NEW BEYOND IV PLATFORM OF PRODUCTS MADE WITH AVOCADO OIL, INCLUDING THE BEYOND BURGER IV.**

A third-party reviewed life cycle assessment<sup>1</sup> of the Beyond Burger IV<sup>2</sup>, estimated the following environmental benefits compared to an industry average U.S. beef patty:

 <p><b>97%</b> LESS LAND USE</p>	 <p><b>92%</b> LESS WATER CONSUMED</p>
 <p><b>88%</b> LESS GREENHOUSE GAS EMISSIONS (GHGs)</p>	 <p><b>28%</b> LESS NON-RENEWABLE ENERGY USE</p>

*TIME*  
**2024 WORLD'S BEST BRANDS**  
FOODS INDUSTRY  
#2 IN MEAT SUBSTITUTES CATEGORY


@BEYONDMEAT YOUTUBE CHANNEL  
**RELEASED TEASER TO PROMOTE PLANTING CHANGE**  
A BEYOND MEAT ORIGINAL FILM

*FORTUNE*  
**2024 CHANGE THE WORLD LIST**

AMERICAN CANCER SOCIETY:  
**BEYOND MEAT CEO ETHAN BROWN SET A WINNING RECORD FOR THE AMERICAN CANCER SOCIETY'S 2024 FIT2BE CANCER FREE CEO STEP CHALLENGE**  
THE EVENT RAISED \$1.1 MILLION DOLLARS



*THE INDEPENDENT*  
**2024 CLIMATE 100 LIST**  
ETHAN BROWN



**Beyond Steak®** was the first plant-based meat product to meet the nutrition guidelines of the Better Choices for Life program from the American Diabetes Association®

<sup>1</sup> Heller, M., Grasso, A., Taylor, B., 2025, "Beyond Burger® IV Life Cycle Assessment," Mérieux NutriSciences | Blonk US, Washington, DC.

<sup>2</sup> Based on 2024 U.S. production data for a patty offered through U.S. retail sales as two ¼ lb. Beyond Burger IV patties packaged in a sealed tray, flash-frozen using liquid nitrogen.

# OUR MISSION

We believe there's a better way to feed our future.

Our mission at Beyond Meat is to create meat from plants that is indistinguishable in taste and texture from its animal-based equivalent while working for the advancement of human health, climate, environment, and animal welfare.

## PLANTING CHANGE A BEYOND MEAT ORIGINAL FILM

In 2024, Beyond Meat launched a teaser for *Planting Change - A Beyond Meat Original Film* that was subsequently released in April 2025. As of December 2025, the documentary-style short film had over 3 million views on YouTube. The film offers a behind the scenes look at how we challenge the status quo to create positive change, and the implications of going up against a powerful incumbent industry. It explores the origin of misinformation regarding our products, gives a glimpse of our relentless research on health and nutrition, and discusses the process we use to deliver protein from the field to the center-of-the-plate. It also features some of our farming partners talking about what growing for Beyond Meat means for their livelihood, families, and communities.



# OUR RETAIL PRODUCTS<sup>1</sup>

Beef	Chicken	Pork	Other Protein	Value-Added Meals
<p><b>Beyond Burger</b></p> <ul style="list-style-type: none"> <li>Beyond Burger</li> <li>Beyond Burger, Jalapeño Cheddar</li> <li>Beyond Burger, Sweet Onion</li> <li>Beyond Burger, Jalapeño Flavour</li> <li>Beyond Stack Burger™</li> <li>Beyond Cookout Classic®</li> <li>Beyond Smash Burger</li> </ul> <p><b>Beyond Beef</b></p> <ul style="list-style-type: none"> <li>Beyond Beef</li> <li>Beyond Beef Crumbles, Original</li> <li>Beyond Beef Crumbles, Feisty</li> </ul> <p><b>Beyond Steak</b></p> <ul style="list-style-type: none"> <li>Original</li> <li>Korean BBQ</li> <li>Chimichurri</li> </ul> <p><b>Beyond Meatballs®</b></p> <ul style="list-style-type: none"> <li>Italian-Style</li> </ul> <p><b>Beyond Jerky®</b></p> <ul style="list-style-type: none"> <li>Original</li> <li>Teriyaki</li> <li>Hot &amp; Spicy</li> </ul> <p><b>Beyond Mince®</b></p> <ul style="list-style-type: none"> <li>Original</li> </ul>	<p><b>Beyond Chicken® Tenders</b></p> <ul style="list-style-type: none"> <li>Original</li> </ul> <p><b>Beyond Chicken Nuggets</b></p> <p><b>Beyond Popcorn Chicken®</b></p> <ul style="list-style-type: none"> <li>Original</li> </ul> <p><b>Beyond Chicken Fillet</b></p> <ul style="list-style-type: none"> <li>Original</li> <li>Spicy</li> </ul> <p><b>Beyond Schnitzel®</b></p> <ul style="list-style-type: none"> <li>Chicken-Style</li> </ul> <p><b>Beyond Burger</b></p> <ul style="list-style-type: none"> <li>Chicken-Style</li> </ul>	<p><b>Beyond Sausage®</b></p> <ul style="list-style-type: none"> <li>Brat Original</li> <li>Hot Italian Style</li> <li>Sweet Italian</li> <li>Mild Italian</li> <li>Mini</li> <li>Beyond Sausage Crumbles, Italian-Style</li> </ul> <p><b>Beyond Breakfast Sausage®</b></p> <ul style="list-style-type: none"> <li>Classic Patties</li> <li>Spicy Patties</li> <li>Classic Links</li> </ul>	<p><b>Beyond Sun Sausage</b></p> <ul style="list-style-type: none"> <li>Cajun</li> <li>Pesto</li> <li>Pineapple &amp; Jalapeño</li> </ul>	<p><b>Beyond Bakes™</b></p> <ul style="list-style-type: none"> <li>Meaty Italian-Style Pizza</li> <li>Pepperoni Pizza</li> </ul>

<sup>1</sup> Listed products include retail products sold in the U.S., Canada, and/or Europe in 2024. Beyond Jerky® and Beyond Chicken® Fillet were sold in 2024 but have been discontinued.

# NEW PRODUCTS IN 2024

In 2024, Beyond Meat launched new products in the U.S. and in Europe. Beyond Sun Sausage with flavors Cajun, Pesto, and Pineapple Jalapeño, and Beyond Bakes were launched in the U.S. retail channel. We also launched a new and expanded line of Beyond Crumbles including Beyond Beef Crumbles, Original, Beyond Beef Crumbles, Feisty, and the newest flavor, Beyond Sausage Crumbles, Italian-Style.



In 2024, Beyond Burger, Jalapeño Flavour and Beyond Smash were launched in the Netherlands and the U.K. Beyond Steak, Original was also launched in the Netherlands.



# NOW MADE WITH AVOCADO OIL.

## THE FOURTH GENERATION

In 2024, Beyond Meat launched the new Beyond IV platform of products in our U.S. retail channel now made with avocado oil. In 2025, the launch was expanded to our U.S. foodservice channel. The line includes the Beyond Burger IV, Beyond Beef IV, and Beyond Sausage IV. Learn more in the [Health and Nutrition](#) section of this report.



# AWARDS & GLOBAL RECOGNITION



*GOOD HOUSEKEEPING*  
**2024 SUSTAINABLE  
INNOVATION AWARDS**  
KITCHEN + FOOD CATEGORY  
(ANIMAL-FREE SAUSAGE LINKS)



*THE PLANT BASE MAGAZINE*  
**2024 WORLD PLANT-BASED  
INNOVATION AWARD FINALIST**  
FOR BEYOND STEAK® &  
BEYOND BURGER®, JALAPEÑO  
PLANT-BASED MEAT CATEGORY



*PLANT BASED WORLD EXPO*  
**2024 PLANT-BASED EXCELLENCE  
PLATINUM AWARD WINNER**  
BEYOND BURGER®, BEYOND STEAK®,  
BEYOND BURGER®, JALAPEÑO



*FOOD & BEVERAGE MAGAZINE*  
**EDITOR'S TOP PICKS:  
BEYOND BURGER®**  
2024 TOP FALL PRODUCTS



*VEGNEWS*  
**2024 VEGGIE AWARDS WINNER,  
BEYOND BURGER®**  
FOR BEST VEGAN BURGER



*VIVA!*  
**30TH ANNIVERSARY AWARDS,  
BEYOND BURGER®**  
FOR BEST VEGAN BURGER



*AMERICAN CANCER SOCIETY*  
**2024 FIT2BE CANCER FREE CEO  
CHALLENGE WINNER**  
ETHAN BROWN



*NATIONAL RESTAURANT ASSOCIATION*  
**2024 FABI AWARDS BEYOND®  
SMASHABLE BURGER**  
FOOD AND BEVERAGE CATEGORY



*THE INDEPENDENT*  
**2024 CLIMATE 100 LIST**  
ETHAN BROWN



*TIME*  
**2024 WORLD'S BEST BRANDS**  
FOODS INDUSTRY, #2 IN MEAT  
SUBSTITUTES CATEGORY



*FORTUNE*  
**2024 CHANGE THE WORLD LIST**

# OUR APPROACH TO CORPORATE RESPONSIBILITY

As part of our approach to corporate responsibility, we continue to disclose on our environmental, social, and governance topics, as well as to champion a better food system. We build meat from plants to nourish and protect our bodies, heal the earth and climate, and better share the planet with the miracle of life that surrounds us.

## IN THIS SECTION:

- 10 Our Impact Focus Areas
- 11 Stakeholder Engagement
- 12 ESG Materiality Analysis



# OUR IMPACT FOCUS AREAS

Our guiding principle is based on the conviction that by shifting from animal-based meat to plant-based meat, we can positively impact four areas of growing global concern: human health, climate change, constraints on natural resources, and animal welfare.



## HELP PEOPLE EAT HEALTHIER

The Beyond Burger IV, for example, provides an excellent source of protein and contains 75% less saturated fat than 80/20 ground beef.



## FIGHT CLIMATE CHANGE

As compared to an industry average U.S. beef patty, the Beyond Burger IV<sup>1</sup> can be made while generating 88% less GHG emissions.<sup>2</sup>



## PRESERVE NATURAL RESOURCES

Compared to pre-cooked beef-based steak tips, Beyond Steak requires 93% less water consumption, 88% less land use, and 65% less non-renewable energy use.<sup>3</sup>



## HELP ANIMALS LIVE BETTER LIVES

Switching from animal-based meat to plant-based meat helps save animal lives. An estimated 9 billion land animals are killed for food in the U.S. every year.<sup>4</sup> And like all plant-based foods, Beyond Meat products contain no added hormones or antibiotics.

<sup>1</sup> Based on 2024 U.S. production data for a patty offered through U.S. retail sales as two ¼ lb. Beyond Burger IV patties packaged in a sealed tray, flash-frozen using liquid nitrogen.

<sup>2</sup> Heller, M., Grasso, A., Taylor, B., 2025, "Beyond Burger® IV Life Cycle Assessment," Mérieux NutriSciences | Blonk US, Washington, DC.

<sup>3</sup> Positive Scenarios Consulting, LLC, 2024. A Comparative Cradle-to-Distribution Study of Beyond Steak® Plant-Based Seared Tips and Beef-based Steak Tips. Ann Arbor, Michigan.

<sup>4</sup> "Farmed Animals," Animal Legal Defense Fund. [aldf.org/focus\\_area/farmed-animals](http://aldf.org/focus_area/farmed-animals). Accessed October 2, 2024.

# STAKEHOLDER ENGAGEMENT

By reimagining how we deliver protein to the center of consumers' plates we aspire to positively impact our planet and key stakeholder groups, including our consumers, customers, investors, employees, and communities. We communicate with stakeholders on an ongoing basis through direct outreach, events, digital media, and more. We believe that understanding and acknowledging feedback from our stakeholders creates long-term value for Beyond Meat.

## CONSUMERS

We closely monitor the sentiment of consumers – the people enjoying our products – on a variety of topics, including health, ingredients, packaging, and more, via our four global Consumer Care Channels (phone, email, webform, and social media). In 2024, our service level achievement rate, which is the percentage of service tickets responded to within eight hours (high priority) or twelve hours (regular priority), was 89%.

In 2024, we engaged with social media influencers with content focused on lifestyle, food, climate, and/or animal welfare. We also formed strategic partnerships to share recipe content and drive everyday consumption of Beyond Meat products, and we launched two cookbooks: *Serve Love™* (in 2024) and *Go Beyond® the Buzzer* (in 2025).

### *Go Beyond® the Buzzer*

In February 2025, we collaborated with the National Basketball Players Association (NBPA) to publish *Go Beyond® the Buzzer*, a plant-powered cookbook inspired by National Basketball Association (NBA) players' go-to pre- and post-game meals. It was available during NBA All-Star Weekend in partnership with the NBPA.



## CUSTOMERS

We seek to be strategic partners to our retail, quick service restaurant, and other foodservice customers by regularly communicating with them about our products and our mutual ESG priorities. In 2024, Beyond Meat was a partner for the Shopping for Health 2024 Conference, an event connecting retail dietitians and consumer advisors with food companies. We also complete supplier surveys for our retail and foodservice partners as requested, which further informs our approach.

## INVESTORS

We connect with our investors throughout the year, including during our quarterly earnings calls. In 2024, we continued to engage on key topics with the governance and stewardship teams of some of our largest investors.

## EMPLOYEES

Employees are invited to our regularly scheduled "Coffee Talk," a forum for employee engagement with leadership, and recognition of our employees who demonstrate exemplary work and reflect the Beyond values. In 2024, we hosted a series of events and celebrations with our employees that celebrated our team achievements, including the launch of the Beyond Burger IV. Employees are also periodically surveyed to gauge workplace experience, and in 2024, "Leader Lunch and Learns" were launched as a result of employee survey feedback. These lunchtime events provided an opportunity for a select number of employees across the organization to sit with and learn from our executive and senior leaders.

## COMMUNITIES

In 2024, we engaged with non-profit and community organizations largely focused on health, the youth, the environment and wildlife. In 2024, we also supported the plant-based community as members of the Plant Based Foods Association and the European Alliance for Plant-based Foods. Through these partnerships we aim to support our community, contribute to research, and promote learning and trial of plant-based meat.

# SUMMER OF INNOVATION

On July 11, 2024, we held a Summer of Innovation event in Amsterdam, Netherlands, where we invited influencers and press to celebrate the introduction of Beyond Steak, Beyond Burger, Jalapeño and Beyond Smash Burger for our retail channels in Europe. Tasty dishes were prepared by a celebrity chef and a Michelin star chef.



# ESG MATERIALITY ANALYSIS

As part of the development of our corporate responsibility program, in 2024 we conducted an ESG materiality analysis to determine which ESG issues are relevant to our business, our stakeholders, and society. Through this exercise, we engaged with key internal and external stakeholders by consolidating consumer and customer feedback, expectations from our investors, and insights from executive interviews to build consensus on the most critical ESG issues facing our business.

The ESG materiality analysis identified Beyond Meat's top three priority ESG topics as:

- Climate change management
- Consumer education and safety
- Health and nutrition

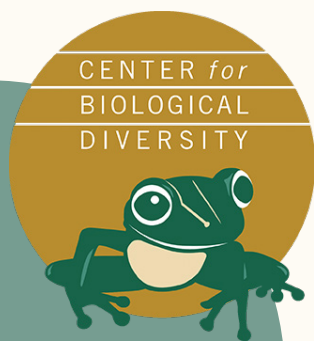
## ANIMAL WELFARE

Our 2024 ESG materiality analysis identified "Animal welfare" as a key topic for stakeholder engagement and communication. Our definition of animal welfare includes encouraging consumer adoption of a plant-based lifestyle to avoid inhumane treatment of animals. We promote awareness and engagement around this topic through social media, community initiatives, and events, emphasizing the wellbeing of animals and the positive environmental impact of plant-based choices.

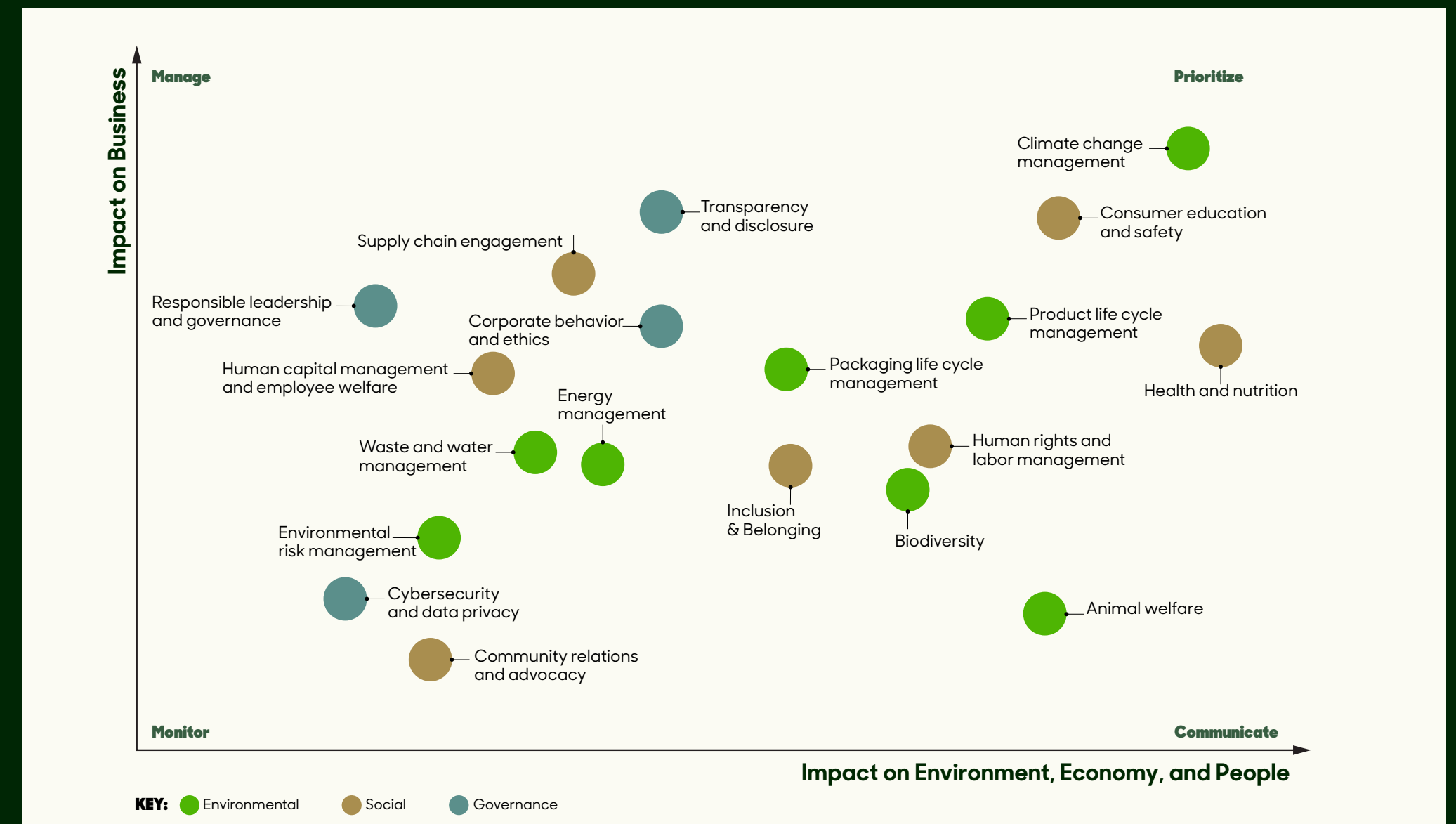


## BIODIVERSITY

Our 2024 ESG materiality analysis also identified "Biodiversity" as a key topic for stakeholder engagement and communication. We define biodiversity as protecting ecosystems (i.e., land, water, air) and the life they support. In April 2025, Beyond Meat hosted an influencer event and in honor of Earth Month, donated proceeds of approximately \$2,000 to the Center for Biological Diversity, a non-profit organization that works to protect endangered species.



# ESG MATERIALITY MATRIX



Our ESG materiality analysis was not designed to identify "material" issues for the purposes of financial reporting, or as defined by the securities laws of the U.S. While Climate change management, Consumer education and safety, and Health and nutrition were all identified as priority topics in our ESG materiality analysis, our discussion of these and other ESG matters herein or elsewhere (including, without limitation, identification of climate-related risks) may include information that is not necessarily "material" for SEC reporting purposes, and is informed by various ESG standards and frameworks (including standards for the measurement of underlying data), and the interests of various stakeholders. Much of this information is subject to assumptions, estimates, or third-party information that is still evolving and subject to change. For example, our disclosures based on any standards may change due to revisions in framework requirements, availability of information, changes in our business or applicable government policies, or other factors, some of which may be beyond our control.

# OUR PRODUCTS

We develop our high-quality, nutritious products with our consumers in mind. Our products are made from simple ingredients without GMOs, no added hormones or antibiotics, and 0 mg of cholesterol per serving. We build meat directly from plants, an innovation that enables consumers to experience the taste, texture, and other sensory attributes of animal-based meat while enjoying the nutritional and environmental benefits of eating plant-based meat.

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# FOOD SAFETY & QUALITY

The safety and quality of our products is a central priority to Beyond Meat. To ensure our products and facilities adhere to the highest food safety and quality standards, we follow industry-recognized best practices that are verified by third-party audits.

## GLOBAL FOOD SAFETY INITIATIVE

The Global Food Safety Initiative (GFSI) is a globally recognized organization and is a Coalition of Action from The Consumer Goods Forum to oversee food safety standards for businesses and help provide access to safe food.

As of December 31, 2024, 100% of our finished goods manufacturing and contract-manufacturing facilities in the U.S. and Europe had obtained certification from a GFSI-recognized standard. In addition to enhancing our food safety program, our company policy also requires ingredient suppliers to comply and be certified by a GFSI-recognized standard.

# HEALTH & NUTRITION

Enabling consumers to Eat What You Love® is one of our guiding principles. A 2023 study<sup>1</sup> shared by the World Health Organization suggests that ultra-processed animal-based products are associated with increased risk of multimorbidity (the cooccurrence of at least two chronic diseases). The 2023 study also found that other subgroups, such as plant-based alternatives, were not associated with this risk. Our products are designed to support consumers as they integrate more plant-based foods into their diet.

Market research<sup>2</sup> and consumer feedback<sup>3</sup> show that health is a top driver for the purchase of plant-based proteins. With every new product launch and renovation, we have the opportunity to strengthen our products' nutritional value by focusing on key nutrient criteria including:

- As many grams of protein as comparable animal products
- Lower saturated fat than comparable animal products
- 0 mg cholesterol

We believe consumers should not have to sacrifice nutritional needs when switching the protein at the center of their plate to Beyond Meat.

In fact, in 2024 (based on 2024 U.S. retail channel sales):

- 100% of our U.S. retail channel products qualified as a "good source" or "excellent source" of protein under applicable FDA guidelines
- 90% of our U.S. retail channel products contained lower saturated fat than their animal protein equivalent
- 100% of our U.S. retail channel products had 0 mg of cholesterol per serving

We also strive to meet consumers' dietary requirements or preferences based on religion, culture, health, and values. We offer products that are vegan certified by the Vegetarian Society and V-Label, Non-GMO Project Verified, Kosher- and/or Halal-certified, and have no added hormones or antibiotics. Several of our U.S. retail products are also certified by the Clean Label Project, and/or the Detox Project's Glyphosate Residue Free certification (received in 2025).

The fourth generation of the Beyond Burger and Beyond Beef are the first plant-based meat products to be Clean Label Project Certified. The Clean Label Project is a non-profit dedicated to bringing truth and transparency to food and product labelling; it uses ISO-accredited analytical chemistry partner laboratories to test for chemicals of concern including heavy metals, pesticide residues, and plasticizers. The Detox Project's Glyphosate Residue Free certification uses a third-party ISO 17025 accredited laboratory to test and verify products do not contain the world's most used herbicide or any glyphosate residues.

In January 2024, we were proud to announce that Beyond Steak was the first plant-based meat product to meet the nutrition guidelines of the Better Choices for Life program from the American Diabetes Association®. This program uses evidence-based guidelines to evaluate food products for diabetes management to help consumers make informed choices about the products they purchase.

In 2024, we were excited to unveil our first-ever cookbook, *Serve Love*, a collection of heart-healthy Beyond Meat recipes certified by the American Heart Association's Heart-Check program.



<sup>1</sup> Study based on a cohort study including 266,666 participants from seven European countries: Cordova, Reynolds et al. "Consumption of ultra-processed foods and risk of multimorbidity of cancer and cardiometabolic diseases: a multinational cohort study." *Lancet Reg Health Eur.* 2023 Nov 14; 35:100771.

<sup>2</sup> "Stepping Up Taste in Plant Based." Kerry, 2022. [explore.kerry.com/plant-based-taste.html](https://explore.kerry.com/plant-based-taste.html). Accessed July 2024.

<sup>3</sup> Guadarrama, H. et al. "Evolving appetites: an in-depth look at European attitudes toward plant-based eating." *Smart Protein Project EU, ProVeg International*, November 2023. Accessed July 2024.

# RAISING THE BAR FOR PLANT POWER

We know that consumers continue to look for delicious and healthy plant-based protein options, and since we launched Beyond Meat, we have been committed to creating plant-based products that are both tasty and nutritious. In 2024, we launched the fourth generation of the Beyond Burger and Beyond Beef in our U.S. retail channel, which raised the bar for plant-based meat products and center-of-the-plate protein overall. In 2025, we also expanded the new Beyond IV platform of products to our U.S. foodservice channel. Compared to the Beyond Burger 3.0, the benefits of our fourth generation of the Beyond Burger and Beyond Beef include:

- ★ Meatier and juicier profile<sup>1</sup>
- ★ 80 mg of sodium removed per serving
- ★ Made with avocado oil, reducing the saturated fat by 60% to just two grams per serving (75% less saturated fat than 80/20 beef)
- ★ An excellent source of protein with 21 g per serving derived from yellow peas, brown rice, red lentils, and faba beans
- ★ Simplified ingredient list

The fourth generation of the Beyond Burger and Beyond Beef were developed within an ecosystem of leading medical and nutrition experts, and they were designed to meet the standards of certain national health organizations. These new products have received *Good Housekeeping's* coveted Nutritionist Approved Emblem, which assesses food products based on specific nutritional criteria as well as taste, simplicity, and transparency, and are the first plant-based meat products to be Clean Label Project Certified.



## ENGAGING WITH THE HEALTH COMMUNITY

At Beyond Meat we are continuously adapting, refining, and improving our products in our quest to make plant-based meat that's indistinguishable in taste and texture from animal protein, and which positively impacts important global issues, including human health. In early 2024, we introduced a new recipe for beef- and pork-style retail products in Europe. With this new iteration, consumers can enjoy the same great taste with improved Nutri-Scores<sup>2</sup> as shown on packaging in the Netherlands and Germany.

As we innovate for health, we are dedicated to supporting and sharing scientific, evidence-based research on the health benefits of shifting from animal-based meat to plant-based meat.

Because there is no one better to partner with in pursuit of our goal than experts in the field of nutrition, in 2023 we launched the GoBeyond RD Hub for registered dietitians

(RD) and nutrition experts, with the goal of supporting the RD community with an open channel for communication and an opportunity to share the latest updates and research insights on plant-based options. In 2024, the GoBeyond RD Hub surpassed our subscriber goal with more than 1,000 subscribers having access to research on the health implications of plant-based meats.

In addition to the GoBeyond RD Hub, we also seek opportunities to engage with RDs and nutritionists, and in October 2024, we attended the Academy of Nutrition and Dietetics' annual Food & Nutrition Conference & Expo. Hundreds of RDs, nutritionists, healthcare professionals, and industry members had the opportunity to try Beyond Meat products and connect with our team.

<sup>1</sup> As reported by a third-party taste test with 93 participants sponsored by Beyond Meat in 2023.

<sup>2</sup> A nutrition label and rating system used by some countries in Europe.

# SUPPORTING CANCER RESEARCH

As part of our multi-year agreement with the American Cancer Society (ACS) to advance research on plant-based meat and cancer prevention, our funding helps to support important research initiatives through CPS-3 (Cancer Prevention Study-3), including nutrition data collection through the ACS triennial survey. The triennial survey went out to active CPS-3 participants in the first quarter of 2024 (with results anticipated after 2025).

Plant-based protein data collection through CPS-3 and the triennial survey will help to enable future research in this area and deepen our understanding of the role plant-based meat and plant-based diets may have in cancer prevention.

Additionally, in 2023, our President and CEO Ethan Brown joined the Los Angeles chapter of CEOs Against Cancer®, a partnership between the ACS and more than 300 influential executives committed to their companies and communities, working together to ensure everyone has an opportunity to prevent, detect, treat, and survive cancer. In 2024, our President and CEO Ethan Brown set a winning record for the American Cancer Society's 2024 FIT2BE Cancer Free CEO Step Challenge with 189,914 steps. The event raised \$1.1 million dollars.



## HEALTH RESEARCH RELATED TO PLANT-BASED MEAT

A study on "Cardiometabolic Effects of Omnivorous vs Vegan Diets in Identical Twins"<sup>1</sup> was published in the *Journal of the American Medical Association* in November 2023. By focusing on identical twins, this study removed the confounding influences of age, sex, and genetic factors.

Over the course of eight weeks, 22 pairs of identical twins (44 total participants) were put on two diets: one twin on a healthy vegan diet and the other twin on a healthy omnivorous diet. During the first four weeks, a meal service delivered their meals, which included Beyond Meat products to the twins on the healthy vegan diet, and for the remaining four weeks they prepared their own meals.

In this study, the twins consuming a healthy vegan diet showed improved low-density lipoprotein cholesterol concentrations, fasting insulin levels, and weight loss compared with the twins consuming a healthy

omnivorous diet. The findings from this study suggest that a healthy plant-based diet offers a significant protective cardiometabolic advantage compared with a healthy omnivorous diet.

This study was also featured in a Netflix documentary released in January 2024 entitled "You Are What You Eat: A Twin Experiment."<sup>2</sup> Hundreds of RDs, nutritionists, healthcare professionals, and industry members had the opportunity to try Beyond Meat products and connect with our team.



<sup>1</sup> Landry MJ, Ward CP, Cunanan KM, et al. "Cardiometabolic Effects of Omnivorous vs Vegan Diets in Identical Twins: A Randomized Clinical Trial." *JAMA Network Open*, Nov 2023. doi: 10.1001/jamanetworkopen.2023.44457.

<sup>2</sup> "You Are What You Eat: A Twin Experiment." Louie Psihoyos, Oceanic Preservation Society, 1 Jan 2024. Netflix, [netflix.com/title/81133260](https://netflix.com/title/81133260).

# INNOVATION

## RESEARCH AND DEVELOPMENT

At Beyond Meat, the Research and Development (R&D) team is the driving force behind the development of our groundbreaking plant-based meat products. Operating from our El Segundo Campus and Innovation Center (Campus Headquarters), our in-house R&D team includes scientists, engineers, researchers, technicians, and chefs. In every project they undertake, our R&D team is deeply committed to pioneering the future of food, with a goal of producing plant-based meat alternatives indistinguishable from their animal-based counterparts in taste, texture and nutrition. Our R&D efforts have resulted in several industry-first innovations that have not only established new benchmarks in the plant-based meat sector but also significantly contributed to our brand's reputation as an industry leader. To ensure we maintain our competitive advantage, we implement rigorous measures to protect our intellectual property, which forms the cornerstone of our innovative edge.

The Beyond Meat Rapid and Relentless Innovation Program defines our systematic and strategic approach to product development. It is a comprehensive framework that integrates the various stages of the innovation lifecycle—ideation, prototype development, testing, refinement, and commercialization. Within this framework, each functional team is assigned specific responsibilities and held accountable for their contributions. This structured process ensures that there are clear deliverables at each stage, facilitating a seamless flow from conception to market launch.

Our R&D endeavors are not limited to product innovation alone. We are equally focused on improving our manufacturing processes and quality control measures. We continuously explore new technologies and methodologies that can improve the efficiency and sustainability of our production lines, with a goal of reducing waste, cost, and speed-to-market.

## PRODUCT INNOVATION

Innovation is a core competency of ours and an important part of our growth strategy. Our goal is to identify large, animal-based meat product categories across our core plant-based platforms of beef, pork, and poultry that exhibit long-term consumer trends. We then dedicate significant research and development resources to create authentic plant-based versions of these products that replicate the taste, texture, aroma, and appearance of their animal-based equivalents. We have been able to leverage the success of our existing products and resulting brand equity to launch improved versions of our existing products and create new products. The success and brand equity of our existing product lineup serves as a strong foundation, enabling us to continuously introduce improved versions of our current offerings and launch new, groundbreaking products. Whether new innovation or renovation, all of our product development efforts are driven by a pursuit of excellence, a deep understanding of evolving consumer preferences, and a strong commitment to health.

## INNOVATION IN ACTION

In early 2024, our Beyond Meat beef- and pork-style retail products in Europe were updated with a new recipe that includes improved Nutri-Scores.

This is an important addition, as 59% of Germans claim to have already reduced their meat consumption, according to a survey by the Smart Protein Project,<sup>1</sup> and 30% would like to eat more plant-based meat in the near future, according to a survey by Good Food Institute Europe,<sup>2</sup> an organization that champions science, policies, and investments in an effort to diversify protein sources in the region.



## BEYOND SUN SAUSAGE

In 2024, we also launched a new product innovation, Beyond Sun Sausage, in the U.S. retail channel. These new products are not intended to replicate beef, pork, or poultry, but rather be a delicious, satisfying protein option that comes in three flavors: Cajun, Pesto and Pineapple Jalapeño. These flavor-forward links are made with protein primarily derived from one or a combination of yellow pea protein, brown rice protein, red lentil protein, and faba bean protein. Beyond Sun Sausage is made with avocado oil and has 0 mg of cholesterol, no added antibiotics or hormones, and no GMOs.

<sup>1</sup> "Evolving appetites: an in-depth look at European attitudes towards plant-based eating," November 2023. smartproteinproject.eu.

<sup>2</sup> "Attitudes towards plant-based options and cultivated meat in Austria and Germany," Results of a representative YouGou Survey, Good Food Institute Europe, March 2024. drive.google.com/file/d/1lWYkLbVcl387m9ipRvDdh5ETYjD2LrT/view Accessed 3 October 2024.

# PACKAGING

When determining how to package our products, Beyond Meat prioritizes product safety and shelf life, while also striving for efficiency and waste reduction. We employ a cross-functional team of experts from manufacturing, procurement, quality, and marketing to consider how improving the sustainability of our packaging might affect food safety requirements, marketing and labeling, and product protection.

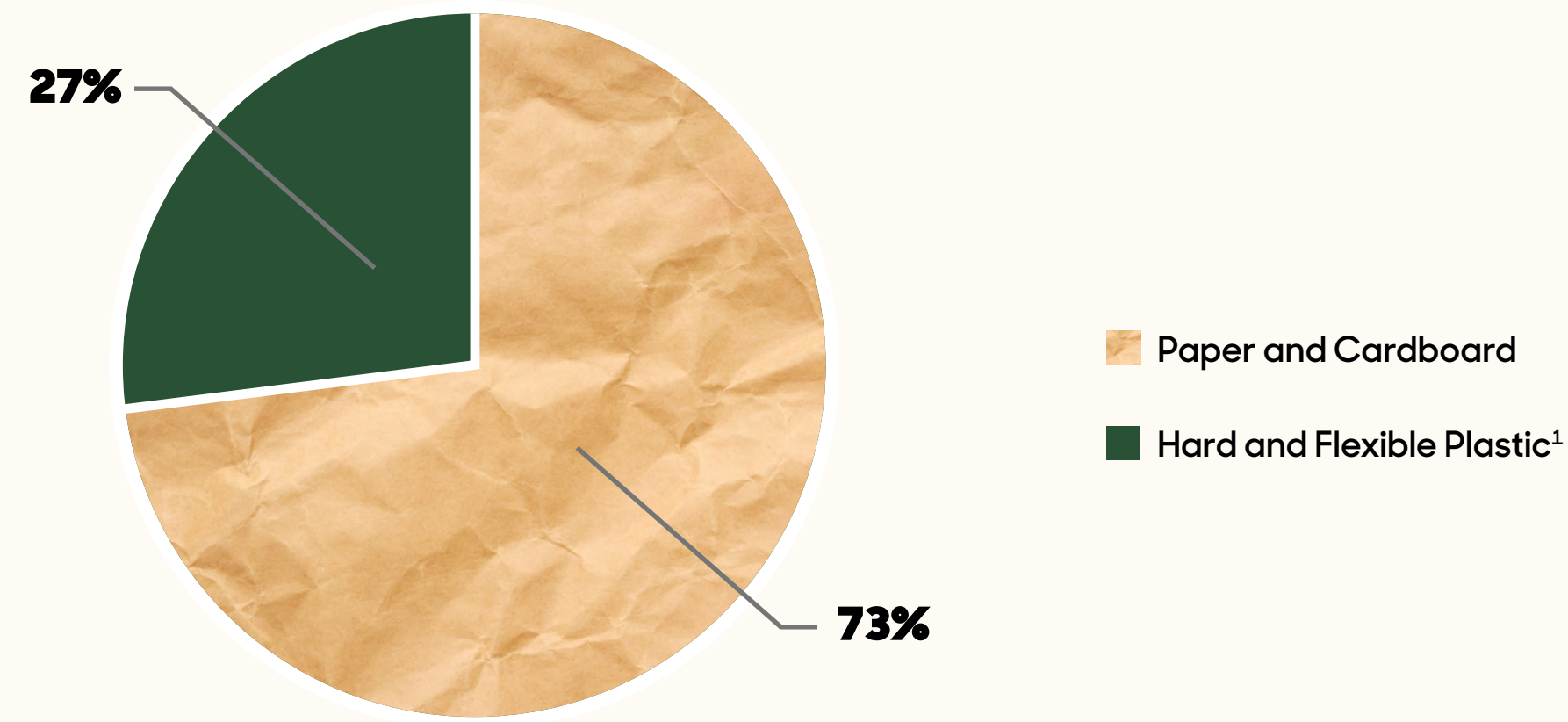
We have analyzed our 2024 packaging data in the U.S. and finalized a calculator to support our responses for state-based packaging regulations.

For 2024, we calculated a total of 3,171 short tons of packaging weight based on SKU sales for our U.S. retail and foodservice channels, excluding patty papers, packaging

for Beyond Bakes, and displays. Of these calculations, 73% of our U.S. packaging materials by weight were made from paper and cardboard. Additionally, 22% of our U.S. hard and flexible plastic packaging by weight (or 6% of our total U.S. packaging) contained recycled materials.<sup>1</sup>

Building on recommendations from a 2023 analysis, our packaging team in Europe continued its plan to improve packaging sustainability and piloted certain changes starting in 2025 in the retail channel in Europe and the UK. The redesigned packaging uses trays with at least 35% post-consumer recycled plastic, uses less materials for labeling, and is designed for easier recyclability.

## U.S. Packaging Materials<sup>2</sup> by Weight in 2024



<sup>1</sup> According to the rPET specifications provided by the suppliers.

<sup>2</sup> Packaging weight is based on total 2024 SKU sales for U.S. retail and foodservice channels, excluding patty papers, packaging for Beyond Bakes, and displays.

# HELPING CONSUMERS RECYCLE

Since 2021, we have been a member of How2Recycle®, a labeling program to help consumers properly and responsibly dispose of packaging.

We estimate that over two-thirds<sup>3</sup> of our U.S. retail channel products<sup>4</sup> sold in 2024 included How2Recycle® labeling.



<sup>3</sup> For 2024, this metric was calculated based on packaging artwork that included How2Recycle® labeling. For 2023, as reported in our 2023 ESG Report, this metric was based on packaging for U.S. retail channel products assessed and approved to include How2Recycle® labeling.

<sup>4</sup> Packaging coverage percentage for How2Recycle® has been calculated based on percentage of 2024 U.S. retail channel sales.

# PRODUCT LIFE CYCLE ASSESSMENTS

To validate the environmental benefits of our products compared to animal-based equivalents, we periodically carry out life cycle assessments (LCAs). Our LCAs measure the environmental footprint from cradle-to-distribution, and provide evidence of the positive impact we can make with a simple shift from animal-based meat to plant-based meat.

Mérieux NutriSciences | Blonk, a team of agri-food and sustainability experts, estimated the environmental impact of the Beyond Burger IV<sup>1</sup>. The Beyond Burger IV LCA<sup>2</sup> was carried out in conformance with ISO recommendations, and underwent a third-party critical review.

The Beyond Burger IV LCA estimated that compared to an industry average U.S. beef patty<sup>3</sup>, the Beyond Burger IV:

- requires **97% less land use**
- requires **92% less water consumption**
- generates **88% less greenhouse gas emissions**
- requires **28% less non-renewable energy use**

In 2024, we also published the results of our Beyond Steak LCA<sup>4</sup> that compared our plant-based seared tips to its animal-based equivalent: pre-cooked beef-based steak tips. The Beyond Steak LCA was conducted according to ISO recommendations, and underwent a third-party critical review.

The results estimated that, compared to pre-cooked beef-based steak tips, Beyond Steak:

- requires **93% less water consumption**
- requires **88% less land use**
- generates **84% less greenhouse gas emissions**
- requires **65% less non-renewable energy use**

For the Beyond Steak LCA, we analyzed three different impact attributes to better understand our potential impacts to nature and balanced ecosystems. In the Beyond Steak LCA, we examined "terrestrial acidification" as well as "marine eutrophication" and "freshwater eutrophication," reactions in nature that threaten the health of land, coastal, marine, and freshwater ecosystems. Terrestrial acidification is caused by acidified emissions from the atmosphere that are deposited into soil while marine eutrophication and freshwater eutrophication come from excess nutrient runoff from soil. In sum, we learned that Beyond Steak contributes significantly less to these types of ecosystem disruptions.

Based on the Beyond Steak LCA, when compared to pre-cooked beef-based steak tips, Beyond Steak:

- creates **95% less marine eutrophication**
- creates **94% less terrestrial acidification**
- creates **77% less freshwater eutrophication**

<sup>1</sup> Based on 2024 U.S. production data for a patty offered through U.S. retail sales as two ¼ lb. Beyond Burger IV patties packaged in a sealed tray, flash-frozen using liquid nitrogen.

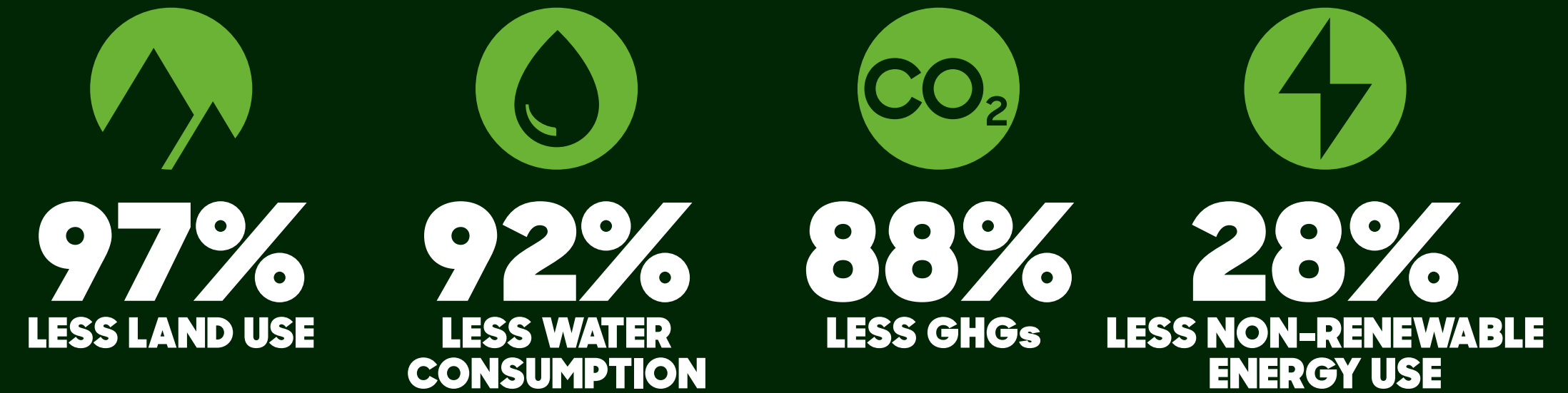
<sup>2</sup> Heller, M., Grasso, A., Taylor, B. 2025, "Beyond Burger® IV Life Cycle Assessment," Mérieux NutriSciences | Blonk US, Washington, DC.

<sup>3</sup> Putman, B., Rotz, C.A. and Thoma, G. (2023) "A comprehensive environmental assessment of beef production and consumption in the United States," Journal of Cleaner Production, 402, p. 136766.

<sup>4</sup> Positive Scenarios Consulting, LLC. 2024. A Comparative Cradle-to-Distribution Study of Beyond Steak® Plant-Based Seared Tips and Beef-based Steak Tips. Ann Arbor, Michigan.

# ENVIRONMENTAL IMPACT

The Beyond Burger IV<sup>5</sup> versus an industry average U.S. beef patty<sup>6</sup>:



<sup>5</sup> Based on 2024 U.S. production data for a patty offered through U.S. retail sales as two 1/4 lb. Beyond Burger IV patties packaged in a sealed tray, flash-frozen using liquid nitrogen.

<sup>6</sup> Putman, B., Rotz, C.A. and Thoma, G. (2023) "A comprehensive environmental assessment of beef production and consumption in the United States," Journal of Cleaner Production, 402, p. 136766.

# OPERATIONS

The issues of climate change and resource consumption are central to our corporate philosophy. Our products inherently offer an environmental benefit when compared to animal-based meat, but we're going further by beginning to measure and mitigate the impact of our operations.

## IN THIS SECTION:

- 21 Climate Impact
- 22 Water Management
- 23 Waste Management



# CLIMATE IMPACT

Our company was founded, in part, to address the environmental toll of animal agriculture on climate. Every time a consumer chooses to eat Beyond Meat instead of animal-based meat, they help avoid GHG emissions stemming from animal-based meat. Our products produce significantly less GHGs than animal-based meat. In fact, our latest burger LCA<sup>1</sup> shows that the Beyond Burger IV<sup>2</sup> generates approximately 88% less GHGs than an industry average U.S. beef patty.

In addition to the inherently lower carbon footprint of our products compared to animal-based equivalents, we completed an inventory of our Scope 1, 2, and 3 GHG emissions for 2024. Our Scope 1 and Scope 2 GHG inventory covers directly operated corporate and manufacturing facilities<sup>2</sup> and were calculated according to the GHG Protocol Corporate Accounting and Reporting Standard, Revised Edition (WRI and WBCSD, 2015) and the GHG Protocol Scope 2 Guidance (an amendment to the GHG Protocol Corporate Standard (WRI 2015)). Our Scope 3 GHG inventory covers our supply chain and was calculated according to the WRI/WBCSD GHG Protocol Corporate Value Chain (Scope 3) Standard (April 2013). Additional details such as reporting boundaries, exclusions, methodology and sources, emission factors, and instruments used in the market-based method are available in the [Beyond Meat 2024 GHG Inventory Supplement](#) section of this report. Our GHG inventory, which includes Scope 1, 2, and 3 Category 1 (Purchased Goods and Services), underwent limited assurance review by ERM Certification & Verification Services Incorporated ("ERM CVS"), and is available in the [Independent Limited Assurance Report to Beyond Meat, Inc.](#) section of this report.

In 2024, we also conducted a qualitative assessment of climate-related risks and opportunities in alignment with the TCFD (Task Force on Climate-related Financial Disclosures) framework, which is available in the [TCFD Index](#) of this report.

Where possible, we also opt for facilities that enhance the environmental performance of our operations. Our contract-manufacturing facility in the Netherlands was built to and certified by Building Research Establishment Environmental Assessment Method (BREEAM) assessment ratings, and the completed portion of our Campus Headquarters was built in alignment with Leadership in Energy and Environmental Design (LEED) standards.

## ENERGY MANAGEMENT

Effective energy management is important for our business as well as the environment.

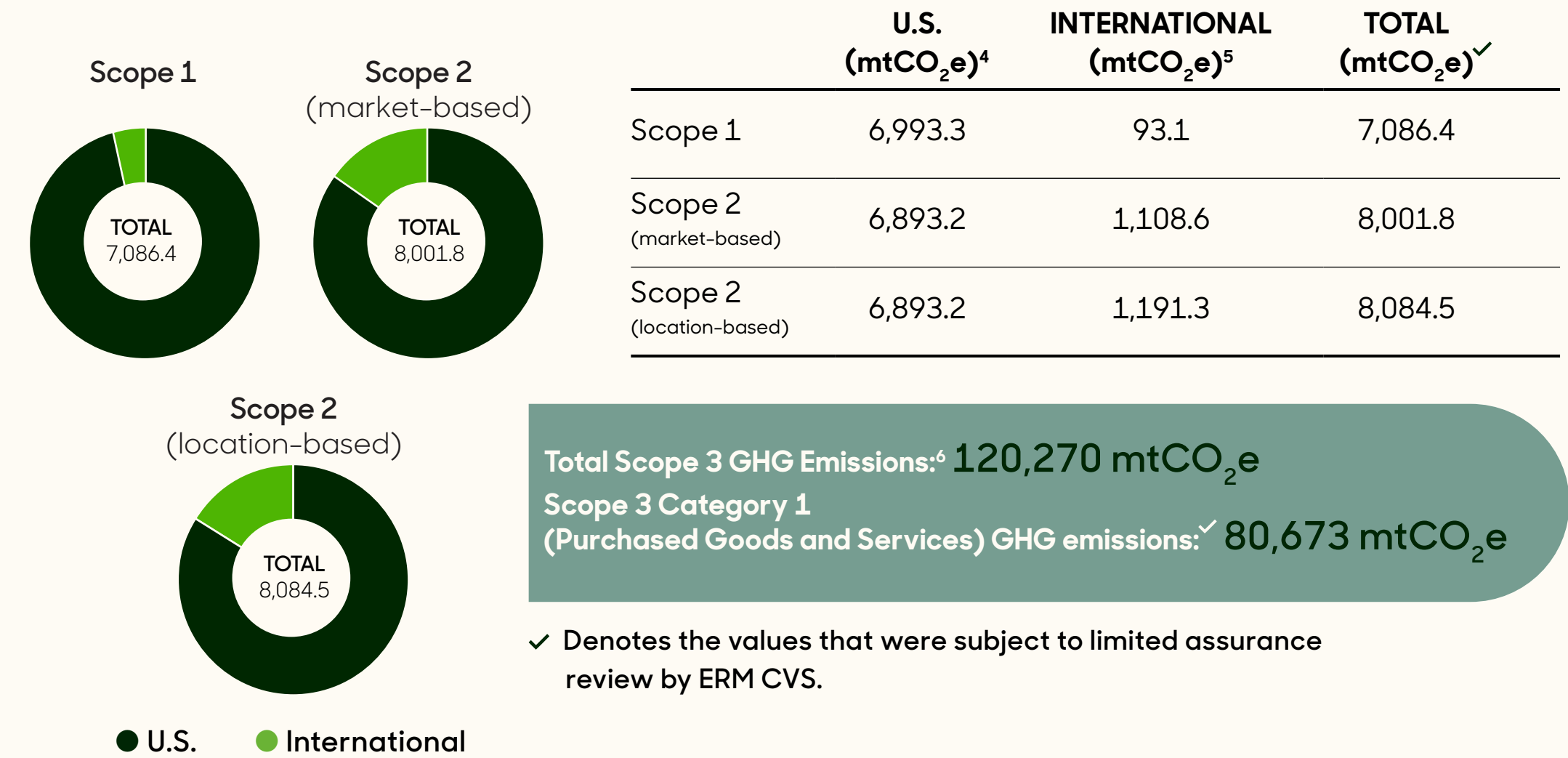
At our Enschede manufacturing facility in the Netherlands, we use a digitized reporting system that enables monthly evaluations of energy use. In 2024, our energy provider at this facility had an energy portfolio mix containing 32% renewable energy, which was applied to our Scope 2 (market-based) GHG emissions.

## Total Energy Use in 2024<sup>3</sup>

Total energy use	124,103 GJ
Energy from renewable sources	4%



## GHG Emissions by Geography in 2024<sup>3</sup>



## GHG Emissions by Gas in 2024<sup>7</sup>

	CO <sub>2</sub> (MT)	CH <sub>4</sub> (MT)	N <sub>2</sub> O (MT)
Scope 1	2,927.4	0.08	0.01
Scope 2 (market-based)	7,959.4	0.6	0.1
Scope 2 (location-based)	8,042.1	0.6	0.1

<sup>3</sup> The disaggregation as presented in this table and in these pie charts were not subject to limited assurance review by ERM CVS. Additional details are available in the [Beyond Meat 2024 GHG Inventory Supplement](#) and the [Independent Limited Assurance Report to Beyond Meat, Inc.](#) sections of this report.

<sup>4</sup> Emissions from directly operated corporate offices and storage, manufacturing facilities, warehouses and food trucks within operational control in the U.S.

<sup>5</sup> Emissions from directly operated corporate offices and storage, manufacturing facilities, warehouses and food trucks within operational control in Europe, Canada, and China.

<sup>6</sup> Covers supply chain GHG emissions from the U.S., Canada, and Europe. Additional details are available in the [Beyond Meat 2024 GHG Inventory Supplement](#) and the [Independent Limited Assurance Report to Beyond Meat, Inc.](#) sections of this report.

<sup>7</sup> This table and gases as presented were not subject to limited assurance review by ERM CVS; however, these values were included in the GHG emissions total that underwent limited assurance review by ERM CVS. Additional details are available in the [Beyond Meat 2024 GHG Inventory Supplement](#) and the [Independent Limited Assurance Report to Beyond Meat, Inc.](#) sections of this report.

# MONITORING IMPACTS IN OUR OPERATIONS

In addition to creating products that help to fight climate change and conserve natural resources, we strive to manufacture our products sustainably through process optimization.

In 2024, we held several kaizen events – cross-functional sessions focused on our product assortment, pipeline and specific SKUs to identify and eliminate inefficiencies through structured problem-solving.

In Europe, key ingredient preparation begins at our facility in Enschede, Netherlands, and we have close partnerships with our contract-manufacturers in the Netherlands and Germany to support our finished good manufacturing and packaging. Our contract-manufacturing facility in the Netherlands is certified by BREEAM assessment ratings, one of the most comprehensive and widely recognized measures of a building’s environmental performance. The facility has a solar roof and boasts economical use of energy and raw materials while ensuring tight controls around waste management and transportation to reduce emissions.



## WATER MANAGEMENT

Water is a key ingredient in our products and we take seriously our responsibility to manage and protect local water resources.

At our Campus Headquarters, we make use of an on-site clarifier for wastewater treatment. In 2023, at our DEPA facility, we conducted wastewater treatment plant upgrades which included the addition of pump stations and new equipment for testing.

### Water Withdrawal in 2023-2024<sup>1</sup>

MANUFACTURING FACILITY	GALLONS	
	2023 <sup>2</sup>	2024
Devault, Pennsylvania (DEPA)	16,858,600	16,287,800
Columbia, Missouri (COMO)	6,684,593	10,690,411
Enschede, Netherlands	962,907	828,444
CORPORATE FACILITY		
El Segundo, California	3,015,016	2,024,088
<b>Total</b>	<b>27,521,116</b>	<b>29,830,743</b>

<sup>1</sup> Water withdrawal data for directly operated manufacturing facilities and warehouses in the U.S. and Europe, and our Campus Headquarters in El Segundo, California. As reported in our 2023 ESG Report, water withdrawal data for our corporate facility in El Segundo, California included our Campus Headquarters, former corporate offices, and former lab and innovation space.

<sup>2</sup> Water withdrawal as reported in our 2023 ESG Report for our corporate facility in El Segundo, California, which included our Campus Headquarters, former corporate offices, and former lab and innovation space, was 3,613,465 gallons, resulting in total water withdrawal for all manufacturing facilities of 28,119,565 gallons. The amounts reported included water withdrawal data for an adjacent tenant. Amounts reported in the table above for 2023 have been corrected to remove the impact of the adjacent tenant resulting in water withdrawal for our corporate facility in El Segundo, California of 3,015,016 gallons, and total water withdrawal for all manufacturing facilities of 27,521,116 gallons.



# WASTE MANAGEMENT

We aim to responsibly manage our waste and have undertaken opportunities for recycling and composting.

At our Campus Headquarters, we have implemented off-site composting for our product development testing waste. While we composted throughout the year, our tracking was only available from June to December 2024, during which time we disposed approximately 18.62 short tons of compost.

## Non-Hazardous Waste Generated in 2023-2024<sup>1</sup>

MANUFACTURING FACILITY	RECYCLING (SHORT TONS)		WASTE TO ENERGY (SHORT TONS)		LANDFILL (SHORT TONS)		LANDFILL DIVERSION RATE <sup>5</sup>	
	2023 <sup>2</sup>	2024	2023 <sup>3</sup>	2024	2023 <sup>4</sup>	2024	2023 <sup>6</sup>	2024
Devault, Pennsylvania (DEPA)	266.2	300.3	0.0	0.0	969.2	716.2	21.6%	29.5%
Columbia, Missouri (COMO)	123.0	154.0	0.0	0.0	1,093.0	1,430.3	10.1%	9.7%
Enschede, Netherlands	31.4	29.6	487.0	390.5	0.0	0.0	100.0%	100.0%
<b>Total</b>	<b>420.6</b>	<b>483.9</b>	<b>487.0</b>	<b>390.5</b>	<b>2,062.2</b>	<b>2,146.4</b>	<b>30.6%</b>	<b>28.9%</b>

<sup>1</sup> Non-hazardous waste data for directly operated manufacturing facilities and warehouses in the U.S. and Europe.

<sup>2</sup> Recycling as reported in our 2023 ESG Report for our manufacturing facility in Enschede, Netherlands was reported as 28.5 metric tons rather than in short tons, resulting in total recycling for all manufacturing facilities of 417.7 tons. Amounts reported in the table above for 2023 have been corrected to 31.4 short tons for our manufacturing facility in Enschede, Netherlands, and total recycling for all manufacturing facilities of 420.6 short tons.

<sup>3</sup> Waste to energy as reported in our 2023 ESG Report for our manufacturing facility in Enschede, Netherlands was reported as 387.5 metric tons rather than in short tons. In addition, the amount reported for our manufacturing facility in Enschede, Netherlands excluded 54.3 tons of residual waste categorized as landfill, which should have been categorized as waste to energy. Amounts reported in the table above for 2023 have been corrected to 487.0 short tons for our manufacturing facility in Enschede, Netherlands, and total waste to energy for all manufacturing facilities of 487.0 short tons.

<sup>4</sup> Landfill as reported in our 2023 ESG Report for our manufacturing facility in Enschede, Netherlands was reported as 54.3 metric tons rather than in short tons. In addition, the amount reported for our manufacturing facility in Enschede, Netherlands included 54.3 tons of residual waste categorized as landfill, which should have been categorized as waste to energy. Amounts reported in the table above for 2023 have been corrected to 0 short tons for our manufacturing facility in Enschede, Netherlands, and total landfill for all manufacturing facilities of 2,062.15 short tons.

<sup>5</sup> Landfill diversion rate is the percentage of total non-hazardous waste generated that is diverted from landfills through recycling and waste to energy. This rate was calculated using non-hazardous waste data for directly operated manufacturing facilities and warehouses in the U.S. and Europe.

<sup>6</sup> Total landfill diversion rate as reported in our 2023 ESG Report was calculated as recycling plus waste to energy divided by total landfill generated, resulting in a reported total landfill diversion rate for all manufacturing facilities of 38.0%. The amount reported in the table above for 2023 has been corrected to 30.6% and was calculated as recycling plus waste to energy divided by total non-hazardous waste generated.



# SUPPLY CHAIN MANAGEMENT

We rely on our suppliers to provide the high-quality ingredients that go into our innovative products. We collaborate closely with them and hold them to high standards to ensure we can keep delivering on our mission.

## IN THIS SECTION:

- 25 Ingredients
- 27 Supplier Engagement



# INGREDIENTS

We believe that everything that is needed to build meat from plants already exists in nature. Since innovation sits at the heart of our product development process, we source a wide range of ingredients for our rigorous internal research, testing, and experimentation. Through this process, our R&D team narrows down and selects the ingredients needed to make our final products and then assesses them to ensure they meet our standards.

Regardless of the source, our simple, plant-based ingredients contain no genetically modified organisms (GMOs), no added hormones or antibiotics, and 0 mg of cholesterol. We apply heating, cooling, pressure, and mixing to our ingredients to transform them into plant-based meat that tastes great and is better for people and the planet.

## SOURCING INGREDIENTS

The plant-based protein in our products is primarily derived from diverse sources of legumes (such as yellow peas, red lentils, and faba beans) as well as brown rice. We believe the risks posed to these ingredients from changing climate patterns, disease, and pollution are mitigated by using legumes and grains that are compatible with sustainable farming approaches, such as crop rotation, reduced water use, and reduced need for pesticides.

For another key ingredient category – fats and oils – we source a variety of plant-based ingredients, such as canola oil, as well as non-seed oils such as coconut and avocado oil.

In 2024, we did not use palm oil in any of our products. In 2024, we continued to source avocado oil. While in 2024, we did not source avocado oil from Mexico, we continue to learn more about responsible sourcing from this important avocado-growing region.

# PARTNERING WITH SUSTAINABLE SUPPLIERS

From working with farmers who grow non-GMO nitrogen-fixing crops to creating products that have no added antibiotics and hormones, there is goodness at every stage of the creation of our products.



## Meet Paul

A veteran and fourth generation farmer in Montana who grows crops such as yellow peas and red lentils (sources of protein in the Beyond Burger IV). In our short film, *Planting Change*, Paul says, "These pulse crops, yellow peas, red lentils are extremely friendly to the environment. We don't have to use the synthetic fertilizer that we often use in other crops, and they don't need as much water."



Learn more in *Planting Change*, available on Beyond Meat's YouTube channel.



In 2024, our manufacturing facility in the Netherlands started its "localization" project to increase sourcing from Europe-based suppliers to reduce transport needed from overseas suppliers.

# MEAT MADE FROM PLANTS: KEY INGREDIENTS

## PROTEINS

Yellow peas, red lentils, faba beans, and brown rice team up to deliver a good source of protein for you and your taste buds.

## FATS

That plant-based sizzle is all thanks to our fats, including avocado oil,<sup>1</sup> coconut oil, cocoa butter, and expeller-pressed canola oil.

## FLAVORS AND COLORS

We use beets and other vegetables in our plant-based burgers, beef and sausage to give them that meat-like color and taste you know and love.

## CARBOHYDRATES

Potato starch, pea starch, rice starch, oat bran, and methylcellulose (a plant fiber derivative) give you that delicious bite – literally. They're responsible for texture.



<sup>1</sup> Beyond Meat products containing avocado oil became available in our U.S. retail channel starting in 2024.

# SUPPLIER ENGAGEMENT

As our product portfolio expands, our global supply chain and procurement teams seek new ways to build strong supplier relationships. We view suppliers as strategic partners and vital contributors to our collective success.

We also work closely with suppliers to comply with regulatory standards and anticipate potential supply chain disruptions. We require our ingredient suppliers to be certified with a GFSI-recognized standard,<sup>1</sup> and in 2024 we launched a new digital platform to manage compliance and onboarding for these suppliers. This new system has also enabled digital tracking of supplier information related to environmental and social responsibility.

## HUMAN RIGHTS

We are committed to the wellbeing of workers in our supply chain and recognize that global food supply chains can be opaque. Our suppliers are required to adhere to our Supplier Code of Conduct, which outlines our expectations related to food safety, worker health and safety, human rights, anti-corruption, and more. We also have an Enterprise Human Rights Policy based on international human rights frameworks, like the United Nations' International Bill of Human Rights and the International Labour Association's Fundamental Principles and Rights at Work. The policy includes specific expectations related to working conditions and inclusion. These policies can be found on the Investors section of the company's website at [beyondmeat.com](https://beyondmeat.com).



<sup>1</sup> Based on company policy that requires all ingredient suppliers to obtain GFSI recognized certification as verified by random sampling of the company's U.S. and Canada 2024 supplier list.

# OUR PEOPLE

Our talented and dedicated people are a source of great strength – they reinforce our belief that Beyond Meat can help make the world a better place. We strive to create an environment that enables them to do the mission-driven work they love, and for our positive impact to radiate into our communities.

## IN THIS SECTION:

- 29 Culture & Benefits
- 30 Health & Safety
- 30 Inclusion & Belonging
- 31 Community Impact



# CULTURE & BENEFITS

Beyond Meat has a clear value proposition for people and the planet – with innovation at its core. It's no surprise, therefore, that we attract a passionate team of problem solvers and individuals dedicated to making the world a better place. Our culture is grounded in cross-functional collaboration so we can continue to develop products that can both surprise and delight consumers and deliver tangible benefits to society.

## EMPLOYEE ENGAGEMENT

We periodically survey our employees to gauge their satisfaction with their role, leadership, and Beyond Meat as a company. In 2024, our people team held meetings with our functional team leaders – as well as their departments – to share the results of our 2024 Global Engagement Survey. We then created smaller focus groups to address certain action items and launched new programs and initiatives to support our teams and advance hiring and retention goals.

In the U.S. in 2024, our Community Appreciation, Recognition, and Engagement (CARE) Crew hosted company events that provided opportunities for employees to connect and celebrate holidays, company milestones, and our community. We also hosted regularly scheduled Coffee Talks, where our Executive Leadership team, led by President and CEO Ethan Brown, have a casual 30-minute in-person and virtual meeting to share important company updates and to recognize our employees. This meeting gives our teams a chance to hear about the exciting developments in other departments, track progress toward company-wide goals, and recognize employee achievements as we work toward our mission of building a better food system.

In addition to participating in Coffee Talks, employees at our COMO and DEPA manufacturing facilities held townhalls, organized recognition programs for exemplary work, and hosted company events.

Our employees in Europe are also engaged through company-wide activities throughout the year, with bi-weekly team meetings and quarterly town halls.

## RECRUITMENT

We strive to be an employer of choice and to attract the best talent. To counteract bias during hiring, multiple stakeholders evaluate candidates based on skill and competencies as well as value alignment. We seek candidates who will add value to our company, support and drive innovation, and help us successfully deliver Beyond Meat to our customers and consumers.



Our goal is to build a team that resembles the real world and is more aligned with an increasingly diverse and global consumer base.

## LEARNING AND DEVELOPMENT

As a company that encourages curiosity and innovation, in 2024 we offered learning opportunities via Coursera, with courses to upskill and reskill. We also offered a series of classes focused on individual financial planning made available to us by Fidelity, our 401(k) provider.

## BENEFITS

An attractive workplace includes a benefits package that gives employees peace of mind. We offer a variety of comprehensive medical benefits to our regular full-time employees. In addition to medical benefits, we offer our regular full-time employees dental and vision coverage, health savings and flexible spending accounts, paid time off, paid company holidays, paid parental leave, bereavement leave, pet bereavement leave, employee assistance programs, a 401(k) retirement savings plan with company matching contributions, voluntary short-term and long-term disability insurance, and life insurance.

Our regular full-time and fixed term employees in Europe receive paid leave aligned with local custom, as well as a pension plan, an allowance for commuting, and a "bike plan" contribution for their bicycles.

# 2024 EMPLOYEE EVENTS

Throughout the year, we host events and offer activities for Beyond Meat employees to socialize, celebrate, learn, and give back. In 2024, this included the following:

- Beyond Meat Global Earth Week Challenge
- Memorial Day Cookout
- Health and Lifestyle Fair
- Pride Potluck
- Heart Fair
- Great Beyond Holiday Bake Off
- Regularly Scheduled Coffee Talks
- Volunteer Events (see more in the [Community Impact](#) section)



Our Campus Headquarters celebrated the launch of the Beyond Burger IV with a "Good for You, Because of You" launch party, celebrating the success and hard work of everyone on the team.



# HEALTH & SAFETY

The health and safety of our employees is our priority. To educate employees on workplace safety, Beyond Meat utilizes a series of training courses at our directly-operated manufacturing facilities in the U.S. and Europe to keep our employees safe, engaged, and supported to succeed in their roles. We also require employees in our directly-operated manufacturing facilities in the U.S. to complete training on Good Manufacturing Practices annually.

## EMERGENCY PREPAREDNESS

Our directly-operated manufacturing facilities in the U.S. and Europe each have an Emergency Action Plan tailored to its location with topics to address the welfare of our people, the safety of our facilities, and our ability to maintain business continuity during a wide range of potential environmental and social emergencies.

# INCLUSION & BELONGING

We believe our workforce should reflect the customers and communities we serve. At Beyond Meat, we aspire to create an equitable and inclusive work environment by celebrating the merit born from unique backgrounds, life experience, cultural heritage, and variety of thought.

For example, throughout the year we recognize and celebrate the different backgrounds of our employees and in 2024 this included a Women's Day panel discussion, as well as a celebration for Black History Month, Hispanic Heritage Month, and Asian American, Native Hawaiian and Pacific Heritage Month. Our Black History Month



celebration included an exhibit that highlighted achievements and accomplishments of Black and/or African American leaders in art, film, and history. Through these events we aim to promote greater understanding of different perspectives and to help support the cultivation of an inclusive culture and the formation of collaborative teams.

# COMMUNITY IMPACT

We are dedicated to using our position as a leader in the plant-based movement to support community organizations and contribute to their positive social impact. We engage through volunteer opportunities as well as monetary and in-kind donations.

## THE DREW LEAGUE

Founded in 1973, The Drew League is a basketball league based in Los Angeles, California that brings together local kids, streetball legends, and professional stars to compete every year – and support at-risk youth in the community through the Drew League Foundation. Beyond Meat has been a proud supporter of The Drew League since 2019, donating Beyond Meat products each season to the non-profit's basketball tournament.

## AMERICAN CANCER SOCIETY

American Cancer Society Fit2Be Cancer Free is a virtual fundraising and activity challenge promoting cancer prevention in the workplace. In 2024, 74 CEOs and executives kicked off the challenge taking more than 3 million steps in 24 hours. Together, they took steps to raise funds in support of the American Cancer Society's mission to ensure everyone has an opportunity to prevent, detect, treat, and survive cancer. In total, \$1.1 million dollars was raised, and our CEO Ethan Brown finished the CEO challenge in 1st place, setting a record for 189,914 steps.



## LA COUNTY FIRES 2025

In January 2025, Los Angeles County experienced a series of catastrophic fires that burned thousands of acres of land and thousands of structures. As the Los Angeles community struggled, Beyond Meat provided over 1,000 meals to evacuees and first responders with the help of local businesses and organizations, including Support + Feed and Plant Based Treaty LA. The Beyond Meat People Team also provided employees with avenues for donations, information on donation drives, and lists of necessary items.



## AFTER SCHOOL ALL-STARS, LOS ANGELES

In July 2024, we hosted an event with After-School All-Stars, Los Angeles, a comprehensive after-school program serving kids with the greatest needs and fewest resources in Los Angeles County and Lucerne Valley. The program operates in 73 public and charter school locations, offering its programs to more than 20,000 students per year. Sixteen students joined members of the Beyond Meat team at our Campus Headquarters for an afternoon of leadership development, plant-based education, and career exploration.

## UNIVERSITY OF SOUTHERN CALIFORNIA, GUIDING EXCEPTIONAL MINDS TO SUCCEED

In the fall of 2024, Beyond Meat hosted University of Southern California's (USC) Guiding Exceptional Minds to Succeed (GEMS), a highly selective early career development program for USC students in accounting, finance, and business. The company provided students with a unique opportunity to explore our facilities, learn about sustainable food innovation, and gain valuable insights on the innovative processes and technologies that drive our mission and success.

## FOOD x CLIMATE

In November 2024, we hosted the 2nd LA/SoCal Chapter Meetup for Food x Climate, an organization that aims to build a movement at the intersection of food and climate. Guests were served small bites from the Beyond Meat kitchen that featured Beyond Beef, Beyond Steak and Beyond Sun Sausage.



# RESPONSIBLE LEADERSHIP & GOVERNANCE

We strive to operate in an honest, socially responsible, and environmentally sustainable manner. We hold our board, executive leadership, employees, and suppliers to a high standard of ethical conduct and continue to strengthen our ESG governance practices.

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# ESG OVERSIGHT

Having a robust governance structure that prioritizes environmental, social, and governance (ESG) topics empowers us to put into action our mission to shift the world from animal- to plant-based meat. As we build out a comprehensive ESG strategy, our decision-making is rooted in effective internal oversight of ESG programs by our board and senior leadership. We believe having strong governance in place will enable us to meet our ESG and business objectives.

## BOARD OF DIRECTORS

Our nine-member board of directors provides oversight through four standing board committees: audit, human capital management and compensation, nominating and corporate governance, and risk. The nominating and corporate governance committee oversees and reviews the company's ESG practices, policies, programs, and public disclosure, oversees the company's engagement with proxy advisory firms and other stakeholders on ESG matters and reviews stockholder proposals submitted to the company that are within the purview of this committee, and provides guidance to the ESG Executive Steering Committee.

## BOARD COMPOSITION

Our corporate governance guidelines recommend that board members be selected on the basis of, among other things, independence, integrity, skills, financial and other expertise, breadth of experience, knowledge about the company's business or industry, willingness and ability to devote adequate time and effort to board responsibilities in the context of the existing composition, other areas that are expected to contribute to the board's overall effectiveness and needs of the board and its committees.

## ESG EXECUTIVE STEERING COMMITTEE

Our ESG Executive Steering Committee, comprising a team of cross-functional senior leaders, sets the strategic direction for our ESG program, oversees compliance with ESG-related legal and regulatory requirements, and more. The committee is led by our CEO, meets regularly, and reports to the nominating and corporate governance committee of the board of directors with quarterly progress updates.

## ESG POLICIES

We have published policies that address our priority ESG issues. These policies outline our commitments to reducing our contribution to climate change, mitigating ESG risks, enhancing environmental stewardship and ensuring human rights adherence within our operations and supply chain, and our ESG expectations for suppliers.

The following policies can be found on the Investors section of the company's website at [beyondmeat.com](https://beyondmeat.com):

- Climate Change Policy
- Environmental Policy
- Enterprise Human Rights Policy
- Supplier Code of Conduct

## Beyond Meat ESG Governance Structure



# BUSINESS ETHICS

## CODE OF BUSINESS CONDUCT AND ETHICS

We are committed to promoting high standards of honest and ethical business conduct and compliance with applicable laws, rules, and regulations. As part of this commitment, we have adopted a Code of Business Conduct and Ethics with guidelines related to a wide range of ethical behaviors, including insider trading, conflicts of interest, gifts, political contributions, anti-harassment, and more.

If an employee is aware of a suspected or actual violation of our Code of Business Conduct and Ethics, applicable laws or regulations, or our Anti-Corruption Policy by others, it is the employee's responsibility to report it immediately. Employees who wish to submit a concern or complaint regarding a possible violation can use any of the following mechanisms:

- our ethics hotline, which can be accessed 24 hours a day, seven days a week by telephone. The third-party ethics hotline provider will route all reports received directly to the chair of the audit committee, the company's Chief Legal Officer, or the company's Chief Financial Officer
- the company's confidential, anonymous web submission system
- the audit committee of the board of directors (or its designee) or the audit chair
- any of the officers of the company, including the Chief Executive Officer, Chief Legal Officer, or Chief Financial Officer

As permitted by law, reporting can be anonymous. As stated in our Code of Business Conduct and Ethics, employees should raise questions or report potential violations without any fear of retaliation in any form. We prohibit reprisal, threats, retribution or retaliation in any form and we will take prompt disciplinary action, up to and including termination of employment or service provider relationship for cause, against any employee who retaliates against the reporting employee.

## ANTI-CORRUPTION

We have also adopted an Anti-Corruption Policy, prohibiting employees from directly or indirectly paying or receiving bribes or otherwise engaging in corrupt activity.

As part of onboarding, employees are required to review and comply with our Anti-Corruption Policy as well as other ethics-related policies.

## CYBERSECURITY AND DATA PRIVACY

Our board of directors considers cybersecurity risk as part of its risk oversight function and in February 2024, delegated to the risk committee of the board of directors ("Risk Committee") oversight of cybersecurity risks and incidents and any other risks and incidents relevant to the Company's computerized information system controls and security. Prior to February 2024, the board of directors had delegated this oversight to the audit committee of the board of directors. The Risk Committee oversees management's implementation of our cybersecurity risk management program.

The Risk Committee receives annual reports from management on our cybersecurity risks. In addition, management updates the Risk Committee, as necessary, regarding any material cybersecurity incidents, as well as any incidents with lesser impact potential. The Risk Committee reports to the full board of directors regarding its activities.

Our IT team, including our Director of IT, is responsible for assessing and managing our material risks from cybersecurity threats. The IT team has primary responsibility for our overall cybersecurity risk management program and supervises both our internal cybersecurity personnel and our retained external cybersecurity consultants. Members of our IT team have over 10+ years of experience in operations technology support across multiple industries. The team holds industry standard certifications, related to System, Security and Network Administration, and are required to complete security awareness training multiple times per year.

Our IT team supervises efforts to prevent, detect, mitigate, and remediate cybersecurity risks and incidents through various means, which may include briefings from internal security personnel; threat intelligence and other information obtained from governmental, public or private sources, including external consultants engaged by us; and alerts and reports produced by security tools deployed in the IT environment.

Data privacy is important to us. Our Privacy Policy details how personal information is collected, used, and disclosed by us on our website, our digital properties, and any other website that links to the Privacy Policy.

# ABOUT THIS REPORT

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This report has been prepared with a focus on our priority ESG topics and includes disclosures from the Sustainability Accounting Standards Board (SASB) 2023 standard for Processed Foods and Dairy, Meat and Poultry (with index beginning on page 38), as well as from the Recommendations of The Task Force for Climate-related Financial Disclosure (TCFD) 2017, the 2017 to 2021 TCFD Implementation Guidance (Annex) Summary of Changes 2021, and TCFD's Guidance on Scenario Analysis for Non-financial Companies (with index beginning on page 40).

The scope of this ESG Report covers Beyond Meat operations in the U.S. during our fiscal year, January 1, 2024 to December 31, 2024 or as of December 31, 2024, unless otherwise noted. In some cases, where indicated, this report also includes information on our business in Canada, Europe, and China.

This report is not comprehensive and does not include details of our financial performance. Details on our financial performance can be found in our public filings with the U.S. Securities and Exchange Commission ("SEC") and on the Investors section of the company's website at [beyondmeat.com](https://beyondmeat.com). This report includes non-financial metrics that are subject to measurement uncertainties resulting from limitations inherent in the nature and the methodologies used for determining such data. The selection of different but acceptable measurement techniques, including estimation, can result in materially different measurements and the precision of different measurement and estimation techniques may also vary. We reserve the right to update our measurement and estimation techniques and methodologies in the future. As we improve the quality and completeness of our data and methodologies, we may also update or amend information in our ESG related publications. Furthermore, data, statistics, and metrics included in this report are non-audited estimates, not prepared in accordance with generally accepted accounting principles, continue to evolve, and may be based on assumptions believed to be reasonable at the time of preparation but should not be considered guarantees. This report may contain links to internet sites or references to third parties. Information contained on, or that can be accessed through, such websites or hyperlinks is not intended to be incorporated by reference into this report and we cannot provide any assurances as to their accuracy.

## FORWARD-LOOKING STATEMENTS

Certain statements in this report constitute "forward looking statements." Forward-looking statements in this report are made pursuant to the safe harbor provisions of Section 21E of the Securities Exchange Act of 1934 and other federal securities laws. These statements are based on management's current opinions, expectations, beliefs, plans, objectives, assumptions, or projections regarding future events or results, including, but not limited to, our ESG commitments, strategies, plans, developments, targets, goals, expectations, and initiatives; our business plans and strategy; our products; our opportunities for growth; and our stakeholder engagement efforts. These forward-looking statements are only predictions, not historical fact, and involve certain risks and uncertainties as well as assumptions. Actual results, levels of activity, performance, achievements, and events could differ materially from those stated, anticipated, or implied by such forward looking statements. While Beyond Meat believes that its assumptions are reasonable, it is very difficult to predict the impact of known factors, and of course, it is impossible to anticipate all factors that could affect actual results. There are many risks and uncertainties that could cause

actual results to differ materially from forward-looking statements made herein, including, most prominently, the risks discussed under the heading "Risk Factors" in Beyond Meat's Annual Report on Form 10-K for the year ended December 31, 2024, filed with the SEC on March 5, 2025, Beyond Meat's Quarterly Report on Form 10-Q for the quarter ended March 29, 2025, filed with the SEC on May 8, 2025, Beyond Meat's Quarterly Report on Form 10-Q for the quarter ended June 28, 2025, filed with the SEC on August 08, 2025, and Beyond Meat's Quarterly Report on Form 10-Q for the quarter ended September 27, 2025, filed with the SEC on November 12, 2025, as well as other factors described from time to time in Beyond Meat's filings with the SEC. Such forward-looking statements are made only as of the date this report is first published, unless otherwise indicated. Beyond Meat undertakes no obligation to publicly update or revise any forward-looking statement because of new information, future events, or otherwise, except as otherwise required by law. If we do update one or more forward-looking statements, no inference should be made that we will make additional updates with respect to those or other forward-looking statements.

## TRADEMARKS

"Beyond Meat," "Beyond Burger," "Beyond Beef," "Beyond Sun Sausage," "Beyond Bakes," "Beyond Jerky," "Beyond Sausage," "Beyond Breakfast Sausage," "Beyond Meatballs," "Beyond Chicken," "Beyond Popcorn Chicken," "Beyond Schnitzel," "Beyond Steak," "Beyond Mince," the Caped Steer Logo, "Go Beyond," "Eat What You Love," "Beyond Stack Burger," "Cookout Classic," and "Serve Love" are registered or pending trademarks of Beyond Meat, Inc. in the U.S. and/or, in some cases, in certain other countries.

All other brand names or trademarks appearing in this report are the property of their respective holders. Solely for convenience, the trademarks and trade names contained in this report may be referred to without the ® and ™ symbols, but such references should not be construed as any indicator that their respective owners will not assert, to the fullest extent under applicable law, their rights thereto.

## ERRORS & RECALCULATIONS

During the data validation process, if an error is found in historical data, or if a change in methodology or scope warrants a recalculation, Beyond Meat will share this information as a footnote and/or a chart within the relevant

# SASB INDEX

SASB TOPIC/CODE	ACCOUNTING METRIC	2024 DISCLOSURE
<b>Energy Management</b>		
FB-PF-130a.1	Total energy consumed	124,103 gigajoules of energy were consumed by Beyond Meat directly-operated corporate offices and storage, manufacturing facilities, warehouses and food trucks within operational control in the U.S., Canada, Europe, and China in 2024, with 58% calculated as coming from the grid, of which 4% is renewable energy.
	% total grid electricity	58%
<b>Water Management</b>		
FB-PF-140a.3	Description of water practices	To learn more about our water management approach, see the <a href="#">Water Management</a> section of this report.
	Total water withdrawn	112,992 m <sup>3</sup> (Includes directly-operated manufacturing facilities and warehouses in the U.S. and Europe, and Campus Headquarters in El Segundo California.)
	Total water consumed, percentage in regions with high or extremely high baseline water stress	According to the World Resources Institute (WRI) Aqueduct Water Risk Atlas, we found that none of our directly-operated manufacturing facilities and warehouses, or our contract-manufacturing facilities, in the U.S., Canada, and Europe were located in areas with high or extremely high baseline water stress (as of December 31, 2024). Our Campus Headquarters, in El Segundo, California is in an area of high water stress and in 2024, represented 6.8% of our water withdrawal. We do not currently collect water consumption data.
<b>Food Safety</b>		
FB-PF-250a.1	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	As of December 31, 2024, 100% of our finished goods manufacturing and contract manufacturing facilities in the U.S. and Europe had obtained certification from a GFSI recognized standard. In addition to enhancing our food safety program, our company policy also requires ingredient suppliers to comply and be certified by a GFSI-recognized standard.

# SASB INDEX

SASB TOPIC/CODE	ACCOUNTING METRIC	2024 DISCLOSURE
<b>Health and Nutrition</b>		
FB-PF-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	See the <a href="#">Health &amp; Nutrition</a> section of this report for more information.
<b>Packaging Lifecycle Management</b>		
FB-PF-410a.1	Total weight of packaging	2,877 metric tonnes of packaging weight was calculated based on 2024 SKU sales for U.S. and Canada retail and foodservice channels, excluding patty papers, packaging for Beyond Bakes, and displays.
	Percentage made from recycled or renewable materials	6% of total U.S. packaging by weight contained recycled materials according to the rPET specifications provided by the suppliers.
FB-PF-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	We continue to make strides in improving the sustainability of our packaging. See the <a href="#">Packaging</a> section of this report for more information.
<b>Ingredient Sourcing</b>		
FB-PF-440a.2	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	See the <a href="#">Ingredients</a> section of this report for more information.
<b>Antibiotic Use in Animal Production</b>		
FB-MP-260a.1	Percentage of animal production that received (1) medically important antibiotics and (2) not medically important antibiotics, by animal type	Not applicable. Beyond Meat products are not animal products and contain no added hormones or antibiotics.

## GOVERNANCE

### Disclose the organization's governance around climate-related risks and opportunities.

a) Describe the Board's oversight of climate-related risks and opportunities.

Beyond Meat's board of directors considers climate-related risks and opportunities as part of its general oversight responsibilities related to Environmental, Social, and Governance (ESG) matters, which are under the purview of our nominating and corporate governance committee (NCG Committee). Our NCG Committee has oversight responsibility of our ESG program, with strategic direction set by the ESG Executive Steering Committee (ESG Committee). The ESG Committee meets regularly and reports to the NCG Committee, which oversees our ESG practices, policies, programs, and public disclosures. See the [ESG Oversight](#) section of this report for more information.

b) Describe management's role in assessing and managing climate-related risks and opportunities.

In 2024, the ESG Committee conducted an assessment specifically for climate-related financial risk and opportunity that was presented to the NCG Committee.

## STRATEGY

### Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.

a) Describe the climate-related risks and opportunities the organization has identified over the short-, medium- and long-term.

In the medium- and long-term (2030 and 2050, respectively), Beyond Meat has identified the following climate-related risks and opportunities:

#### PHYSICAL RISKS

**Water stress** in certain global regions as a result of changing climates could interfere with the availability of our key ingredients and/or result in cost volatility for raw materials more broadly.

**Changes in temperature, ecosystems, and land use** whether due to physical temperature changes, pests or invasive species, competing land uses, or soil salinity could impact key ingredients in certain production regions and could interfere with the availability and/or costs of key ingredients.

#### TRANSITION OPPORTUNITIES

**Government incentives or investment in plant-based products**, depending on funding type, could help to reduce supply chain or operational costs, increase or expand our manufacturing, and/or reduce consumer costs.

**Increased education and public awareness of the link between diet and climate** has the potential to positively influence consumers to buy more plant-based products.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

In 2024, Beyond Meat assessed potential climate-related financial risks and opportunities across three different scenarios: 1) a "best-case" scenario; 2) a "likely" scenario; and 3) a "worst case" scenario with global warming limited to an estimated 1.6, 2.0, and 2.4 degrees Celsius, respectively.

Based on this assessment, we found the likelihood for climate-related opportunities to be "high" or "very high" in the medium- and long-term (2030 and 2050, respectively) for our business for scenarios at or below the 2.0 degree Celsius scenario. For the scenarios at or below 2.0 degrees Celsius, we found the likelihood for climate-related risks to be "low" or "medium" in the medium- and long-term with the following exceptions under the 2.0 degree Celsius scenario: Our assessment found the likelihood of risk related to divergent regional regulatory requirements for products and packaging in the medium term could be "very high" before harmonization occurs, and the likelihood of risk related to changing climate and temperature affecting key ingredient availability could be "high" in the long-term. Our approach to managing climate-related risks and opportunities identified through our assessment is listed below.

**PHYSICAL RISKS**

**Water stress; Changes in temperature, ecosystems, and land use:** Continue to monitor the diversification of our supply chain; evaluate the environmental impacts and climate resiliency of key ingredients. See the [Ingredients](#) and [SASB Index](#) sections of this report for more information.

**TRANSITION OPPORTUNITIES**

**Government incentives or investment in plant-based products:** Engage with and support industry groups; continue to focus on human health and climate change. See the [Health & Nutrition](#) and [Climate Impact](#) sections of this report for more information.

**Increased education and public awareness of the link between diet and climate:** Continue to take a data-based approach to health and climate. See the [Health & Nutrition](#) and [Climate Impact](#) sections of this report for more information.

## RISK MANAGEMENT

### Disclose how the organization identifies, assesses, and manages climate-related risks.

a) Describe the organization's processes for identifying and assessing climate-related risks.	In 2024, climate-related risks and opportunities for the medium- and long-term (2030 and 2050, respectively) were assessed by the ESG Committee in partnership with a third-party climate expert, and were subject to considerations that included geographic location, CDP <sup>1</sup> alignment, industry peer assessments, and management experience and expertise. Beyond Meat's 2024 climate-related risk and opportunity assessment was qualitative in nature, and included research from legislative, governmental, industry, and market sources, external and internal company reports, and inputs from the ESG Committee. The WRI Aqueduct Water Risk Atlas (wri.org), and The Intergovernmental Panel on Climate Change scenarios were also consulted.
b) Describe the organization's processes for managing climate-related risks.	See the <a href="#">ESG Oversight</a> section of this report for more information.
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	

## METRICS AND TARGETS

### Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	The company completed an assessment on climate-related risks and opportunities in 2024, which is intended to inform the company as it moves forward on ESG planning.
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks.	Beyond Meat's Scope 1, 2, and 3 GHG emissions are included in the <a href="#">Climate Impact</a> section of this report. Our GHG inventory, which includes Scope 1, 2, and 3 Category 1 (Purchased Goods and Services), underwent independent limited assurance review by ERM CVS, and is available in the <a href="#">Independent Limited Assurance Report to Beyond Meat, Inc.</a> section of this report.
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	The climate-related risks and opportunities identified are related to the following topics also assessed as part of our 2024 ESG materiality analysis: Consumer education and safety, Product life cycle management, Climate change management, Waste and water management, and Supply chain engagement.  While targets for these topics have not been specified, metrics contained within the relevant sections of this report help to inform the company as it monitors and manages climate-related risks and opportunities.

<sup>1</sup> Formerly known as the Carbon Disclosure Project.

# BEYOND MEAT 2024 GHG INVENTORY SUPPLEMENT

**Total Scope 1 & 2 GHG emissions (market-based):** 15,088.2 mtCO<sub>2</sub>e

**Total Scope 3 GHG emissions:** 120,270 mtCO<sub>2</sub>e

**Total Scope 3, Category 1 (Purchased Goods and Services) GHG emissions:** 80,673 mtCO<sub>2</sub>e

**Reporting Period:** 01/01/2024 to 12/31/2024

	Scope 1 & 2	Scope 3
<b>Boundary</b>	100% coverage of directly-operated corporate offices and storage, manufacturing facilities, warehouses, and food trucks within operational control in the U.S., Europe, and China.	Scope 3 Categories 1-9, and 12 are included for the U.S., Canada, and Europe. Categories 10, 13, and 14 were deemed irrelevant to the business. Beyond Meat in China is included in Category 1 (Purchased Goods and Services) ingredients and Category 7 (Employee Commuting) only. Category 7 also includes remote work.
<b>Exclusions</b>	Gasoline usage from leased pickup trucks traveling <5 miles at a time between COMO facilities were excluded due to lack of available data. It is assumed that total gasoline from such short trips would be immaterial. Additionally, electricity use is excluded from the Dutch Food Truck due to immaterial use in 2024.	Category 11 (Use of Sold Products) was excluded due to data variability and Beyond Meat's lack of ability to control downstream energy consumption. Category 15 (Investments) was excluded as investments were considered minimal and therefore not necessary to include in the assessment.
<b>Methodology and Sources</b>	<p>Scope 1 Sources: Natural Gas, Refrigerants, CO<sub>2</sub>, Diesel (Mobile and Stationary)</p> <p>Scope 2 Sources: Purchased Electricity</p> <p>The basis of reporting for measuring emissions are usage quantities reported on the invoices, with the following exceptions: 1) our directly-operated corporate offices and storage facilities in Europe use Statistics Netherlands to estimate usage, and 2) refrigerants rely on quantity procured in 2024.</p>	<p>The following categories were calculated using an activity-based approach: Category 1 (Ingredients and Packaging), Category 3, Category 7, and Category 12. The remaining categories were calculated using a spend-based approach: Category 1 (All Other), Category 2, Category 4, Category 5, Category 6, Category 8, and Category 9. Category 1 (Ingredients) was calculated based on mass from procurement data, with the top 90% of ingredients by mass using an ingredient-specific emission factor, and the remaining 10% of ingredients by mass using an average emission factor by ingredient type.</p> <p>Category 1 packaging was calculated based on total 2024 SKU sales data for U.S. and Canada retail and foodservice channels, excluding patty papers, packaging for Beyond Bakes, and displays with mass by material type for the U.S. and Canada. 2024 sales data was then used to estimate packaging amounts for EMEA and China.</p>
<b>Emission Factors</b>	IPCC AR6 (for GWP100 values); EPA Emission Factors Hub 2023; USA - EGRID EMISSION FACTORS; Carbon Footprint (2024) for international factors.	Emission factors for Category 1 (Purchased Goods and Services) were sourced from Simapro, which included emission factors from Agrifootprint, World Food LCA Database, and ecoinvent v.3.9.1, with the exception of one ingredient that used a verified supplier LCA for emissions data. Country-specific emissions factors were used for key ingredients, as well as global emission factors. For other categories, a variety of other emission factor sources were used based on best available data.
<b>Instruments used in market-based method</b>	(Scope 2 Only) Utility Specific emission factor for manufacturing facility in Enschede, Netherlands. All other emission factors are not market-based.	

# INDEPENDENT LIMITED ASSURANCE REPORT TO BEYOND MEAT, INC.

ERM Certification & Verification Services Incorporated was engaged by Beyond Meat Inc. ("Beyond Meat") to provide limited assurance in relation to the Selected Information set out below and presented in the Beyond Meat 2024 ESG Report (the "Report").

## Engagement summary

<b>Scope of our assurance engagement</b>	<p>Whether the following Selected Information for the fiscal year 2024 are fairly presented in the Report, in all material respects, in accordance with the reporting criteria.</p> <p>Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.</p>
<b>Selected Information</b>	<ul style="list-style-type: none"> <li>• Total Scope 1 GHG emissions [metric tonnes CO2e]</li> <li>• Total Scope 2 GHG emissions (market-based) [metric tonnes CO2e]</li> <li>• Total Scope 2 GHG emissions (location-based)[metric tonnes CO2e]</li> <li>• Scope 3 GHG emissions Category 1: Purchased Goods and Services [metric tonnes CO2e]</li> </ul>
<b>Reporting period</b>	1 January 2024 – 31 December 2024
<b>Reporting criteria</b>	<ul style="list-style-type: none"> <li>• The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissions</li> <li>• GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions</li> <li>• The Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WBCSD/WRI 2011) for Scope 3 GHG emissions</li> </ul>
<b>Assurance standard and level of assurance</b>	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial issued by the International Auditing and Assurance Standards Board.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
<b>Respective responsibilities</b>	<p>Beyond Meat is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Report.</p> <p>ERM CVS' responsibility is to provide a conclusion to Beyond Meat on the agreed assurance scope based on our engagement terms with Beyond Meat, the assurance activities performed and exercising our professional judgement.</p>

## OUR CONCLUSION

Based on our activities, as described below, nothing has come to our attention to indicate that the Selected Information for 2024 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

## OUR ASSURANCE ACTIVITIES

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information, a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Report;
- Performing an analysis of the external environment, including a media search, to identify sustainability risks and issues in the reporting period that may be relevant to the assurance scope;
- Interviewing management representatives responsible for managing the Selected Information;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2024 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Conducting an in-person site visit to Maguire (Missouri) facility to review source data and local reporting systems and controls;
- Evaluating the conversion factors, emission factors and assumptions used;
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.

## THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

## OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Beyond Meat in any respect.



December 12, 2025  
Malvern, PA

ERM Certification & Verification Services Incorporated  
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