

**ANIMAL**  
**Welfare**



# EXECUTIVE SUMMARY

Animal Welfare Report

2024



# SUMMARY

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# Introduction

## Animal Welfare as a Strategic Business Pillar

This is a summary of the JBS Brazil Animal Welfare Report, detailing advances and actions implemented in the operations of Fribói and Seara, reaffirming animal welfare as a key sustainability pillar.

JBS's operations in Brazil encompass the production of beef, chicken, turkey, pork, plant-based products, and prepared foods, as well as the sale of lamb and fish through its partners. The company also invests in innovations such as cultivated protein.

**The volumes produced by JBS Brazil's sites represent the following percentages in the global operation:**

## Global Representation

### Swine



### Chickens



### Cattle



Brazil Global



INTRODUCTION

ABOUT  
FIBOI AND SEARA

OUR APPROACH TO  
ANIMAL WELFARE (AW)

GOVERNANCE AND  
MANAGEMENT (AW)

ANIMAL WELFARE  
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CONCLUSION AND VISION  
FOR THE FUTURE

# About Friboi and Seara

Friboi is the leader in the beef market in Brazil, with 34 cattle processing sites and 9 prepared food sites nationwide.

*Friboi*



**Seara**

Seara is the largest chicken producer and the second largest pork producer globally, with 30 poultry processing sites, 8 swine processing sites, and 25 prepared food sites, serving 130 countries besides Brazil.



# Our Approach to Animal Welfare (AW)

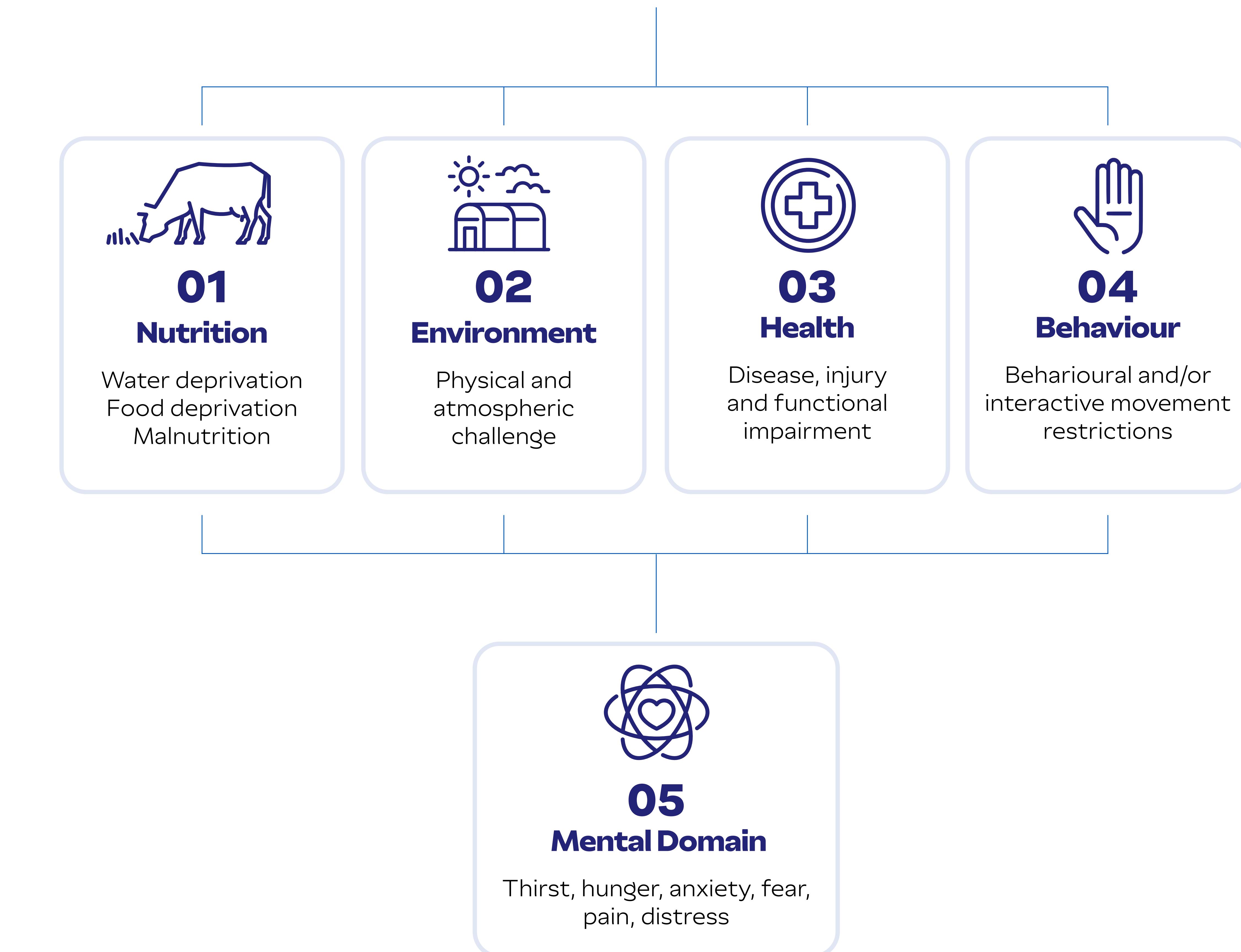
JBS stands as a global leader and benchmark in animal protein production and is committed to ensuring the quality of life and humane slaughter of all animals in its care.

The company is committed to best welfare practices that promotes animal's well-being and quality of life, recognizing them as sentient beings capable of experiencing emotions – such as Nutrition, Environment, Health, Behaviour and Mental Domain.



JBS applies the Five Domains Model to assess animal welfare, a scientific framework used to understand and evaluate animal welfare. This model outlines the key components of good welfare: Nutrition, Environment, Physical Health, Behavior, and Mental State.

## PHYSICAL/FUNCTIONAL DOMAINS



WELFARE STATE



5





**The commitment to following best practices in animal welfare covers both our own operations and our supply chains. This stance reflects our commitment to meeting the expectations of customers and consumers, playing an active role in society and, above all, respecting animals – fundamental elements for the sustainability and success of our business.**

Continuous monitoring of animal welfare data is a critical tool for JBS, as it supports the Company's decision-making and the implementation and monitoring of defined commitments and goals. The indicators help assess how animal welfare actions positively impact animals, enabling us to achieve continuous improvement in our processes.

## Progress highlights in animal welfare in 2024:

- **100% achieved commitment:** Seara met its goal of using only crate-free eggs in its supply chain, complying entirely with its public commitment.
- Group housing progress: We have reached **96.53% of our goal** to transition all sows to group housing systems by 2025, a key industry commitment.
- **Reduction of invasive procedures:** We ended surgical castration and teeth clipping in all swine operations, and **77.9% of pigs are now free from ear notching**.
- The Fazenda Nota 10 program provided training that positively impacted more than 250 new farms.
- JBS invested R\$678 million in Brazil for animal welfare, including infrastructure, training, transport, innovation, certifications, and communication.
- Launch of JBS Brasil's Responsible Use of Antibiotics Policy.
- Launch of the new global animal welfare visual identity.
- Leadership and collaboration: JBS became a founding member of COBEA (Brazilian Food Industry Collaboration for Animal Welfare), a pre-competitive association aimed at raising standards across the entire animal protein industry in Brazil.
- Key contributions were made to the Recommendations for Improving Cattle Welfare in Brazil, released by the Brazilian Sustainable Livestock Roundtable.



# Animal Welfare Governance and Management

JBS maintains a structured governance system for animal welfare. Specialized teams in each business unit, integrated with the food quality and safety areas, are responsible for implementing local policies and guidelines. The Animal Welfare Committee defines strategies, plans procedures, and promotes employee engagement, bringing together representatives from Sustainability, Quality, Agriculture, and Industry. Governance occurs through weekly and biweekly forums, monthly working groups, and quarterly committees. These meetings ensure ongoing discussion of opportunities for improvement for each animal species and category.

At Friboi and Seara, Animal Welfare Officers (AWOs) reinforce monitoring by overseeing the process from reception to slaughter, ensuring that management standards are met and conducting internal audits. At Seara, multidisciplinary teams specializing in nutrition, production, and animal health work together with integrated producers to provide suitable conditions for animals' environment, feeding, health, and stimulation of natural behavior. These efforts reflect the company's commitment to excellence in animal welfare practices.

**JBS** adopts a Global Animal Welfare Policy. Each business unit has the autonomy to define its own guidelines. The main guiding documents for JBS's operations in Brazil are:

## Animal Welfare Policies

### Global



### Brazil





**The company also promotes practices aligned with welfare from birth, such as raising calves in groups and participating in projects such as "Every Calf Matters."**

## Animal Welfare in Practice

### Breeding (Cattle)

*Fribói*

- 1 55% of our cattle are raised exclusively on pasture. In our own feedlots (1.56% of the total), we guarantee a minimum density of 14 sqm/animal and dirt floors. The company also promotes practices aligned with welfare from birth, such as raising calves in groups and participating in projects such as "Every Calf Matters."
- 2 Dehorning is not a standard practice in our beef cattle operations. It is performed only when therapeutically necessary, as polled breeds are predominant in Brazil. Similarly, tail docking occurs exclusively for therapeutic reasons. Less than 4% of slaughtered animals are castrated, highlighting our commitment to minimal intervention management.
- 3 In its dairy supply chain for prepared foods, Fribói uses a single supplier for a limited volume of raw materials. This supplier employs farming systems that prioritize animal welfare, with most cows being housed in compost barn systems (60%) or on pasture (30%). The partnership ensures that all calves are raised free-range, in groups, and with access to pasture, reinforcing Fribói's policy of not using practices such as tethering or routine tail docking in its operations.

## Breeding (Poultry)

**1**

100% of breeding stock is raised crate-free.

**2**

The average housing density for broiler chickens in 2024 was 32.512 kg/sqm. Of these, 28% were housed at a density of up to 30 kg/sqm. The maximum allowed is 39 kg/sqm.

**3**

Light exposure is controlled. Chickens have at least 6 hours of darkness per day and a minimum light level of 20 lux. All new poultry houses already use natural light. We are also updating existing facilities to maximize the use of natural light.

**4**

6.72% of broiler chickens and 99.9% of turkeys already have environmental enrichment.



**All new poultry houses already use natural light. We are also updating existing facilities to maximize the use of natural light.**



## Breeding (Swine)



- 1 In 2024, we achieved 96.53% of our group housing goal.
- 2 94.8% of farms already have environmental enrichment. Our CIEX study proved that enrichment reduces water waste, generating water and economic value.
- 3 Surgical castration: Practice 100% eliminated. Immunocastration is used exclusively as a modern, non-surgical method that avoids the pain and stress associated with traditional procedures.
- 4 Teeth clipping and grinding: This procedure has been completely eliminated from our operations. Our investments in the environment and management have made this intervention unnecessary.
- 5 Tail docking: Only the tip of the tail is cut to reduce tail biting. Routine tail docking is not practiced.
- 6 Identification by ear notching: We are transitioning to alternative methods, with 77.9% of pigs already identified using different methods.
- 7 To reinforce its values, JBS Brasil does not engage in or permit practices such as foie gras production and animal cloning within its supply chain.
- 8 We have achieved 100% crate-free eggs in our ingredient chain.





# Transport

JBS actively works to minimize animal transport time, aiming to keep transport times as short as possible, preferably not exceeding 8 hours for cattle and pigs, and 4 hours for poultry.

**Transport: We maintain a reduced average travel time.**

**Fibroi: 6 hours; Seara: less than 2 hours for pigs and poultry.**

In 2024, 74.7% of cattle and 99% of pigs were transported within 8 hours.

92.7% of broiler chickens and 94.6% of turkeys arrived at their destination within 4 hours.

In 2024, 100% of Seara drivers received training, and Fibroi achieved 100% approval in third-party transport audits.



## Highlights of the cattle transport stage

- In 2024, the **Animal Welfare Officer (AWO) conducted approximately 5,000 audits** on the cattle fleet to assess truck conditions.
- We **invested over R\$19 million** in 2024 to renovate the cattle fleet with modern trucks, prioritizing animal welfare. Since 2018, total investment has exceeded R\$300 million.

**5,000**  
AUDITS ON THE CATTLE FLEET  
TO ASSESS TRUCK CONDITIONS

**100%**  
DRIVERS RECEIVED  
TRAINING



# Humane Slaughter

JBS is committed to ensuring that 100% of animals under our direct responsibility or within our supply chain are effectively stunned prior to slaughter. This commitment applies to all species and operational regions, as well as to suppliers of meat materials and products, except when slaughter is carried out according to religious requirements (Halal and Kosher).

We enforce compliance through corporate standards for humane slaughter. Slaughter sites are regularly audited internally and periodically by national and international customers, who assess health, quality, traceability, and animal welfare.

In 2024, 93.91%<sup>1</sup> of cattle at all active Friboi slaughter sites were stunned. At these sites, 99.68% of cattle were stunned using a captive bolt pistol on the first attempt.

Seara uses water bath stunning system for poultry at its slaughter sites. For pigs, two main methods are employed: 33.6% of animals are stunned by electric current, and 66.4% are stunned using a controlled atmosphere system (carbon dioxide).

## Use of Antibiotics and other Medications

JBS recognizes that ongoing improvements in animal welfare are key to reducing antimicrobial use and that enhanced management practices that lower animal stress also help decrease disease incidence.

Friboi provides suppliers with guidance on responsible antibiotic use by offering campaigns, technical materials, and veterinary oversight to support animal health and food safety. It does not recommend the use of prophylactic antibiotics and for each commercial agreement, suppliers sign a letter ensuring the rational use of veterinary products and the exclusion of prohibited substances.

At Seara, all medications, vaccines, and related substances require a veterinary prescription and are administered by the technical assistance team. The company uses antibiotics only for treatment and does not allow their prophylactic use or use as performance enhancers.

<sup>1</sup> 100% of animals slaughtered conventionally (without religious requirements) were stunned.





# Monitoring of Animal Welfare Indicators

JBS utilizes a robust system to continuously monitor animal welfare throughout the entire value chain. This covers management, environment, and direct results for animals (Welfare Outcome Measures - WOMs). The data informs strategic decisions, supports commitments and goals, and is verified through internal audits, customer audits, certifications, and MAPA inspections, driving ongoing process improvements and a positive impact on animals.

**For details on the monitored indicators, please refer to our full report.**

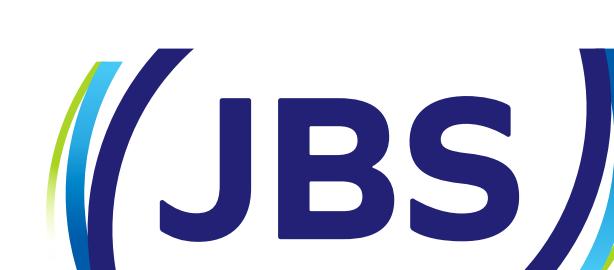


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# Future Commitments and Goals

We maintain a public and transparent agenda of commitments, with defined goals and annual progress updates.

COMMITMENT	COMPANY	GOAL	DEADLINE	CURRENT STATUS (2024)
Group housing		100% of breeding stock in collective system	2025	96.53% (up to date)
Environmental enrichment (swine)		100% of farms with enrichment	2026	94.8% (up to date)
Exclusion of ear notching		100% elimination	2027	77.9% free from this practice (up to date)
Suppliers mapping		Evaluates 100% of raw material suppliers	2027	Started in 2024
Global standardization of indicators		Collection of globally standardized indicators	2025	Under development (Global Scorecard)

# Collaborations and External Engagement

We recognize that advancing animal welfare requires collaboration throughout the entire value chain. For this reason, we actively engage in multisectoral initiatives.



## **COBEA (Brazilian Food Industry Collaboration for Animal Welfare)**

As founding members, we helped establish a pre-competitive platform to address shared challenges in advancing animal welfare in Brazil.



## **Mesa Brasileira da Pecuária Sustentável**

## **Brazilian Sustainable Livestock Roundtable**

We support and sponsor the Animal Welfare Working Group, which launched an industry reference guide in 2024.



## **Alliance for the Responsible Use of Antimicrobials**

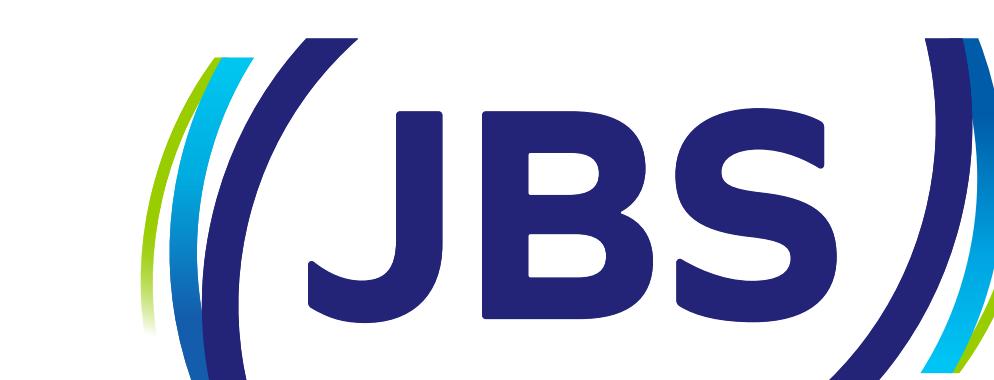
We work together to promote responsible use of medication, which is essential for animal health and welfare.



# Conclusion and Vision for the Future

The 2024 results demonstrate that JBS Brazil not only achieved key goals but also further integrated animal welfare into its strategy and operations. Investments in governance, training, and innovation have yielded measurable results, reducing risks, enhancing operational efficiency, and strengthening the company's sustainability and license to operate.

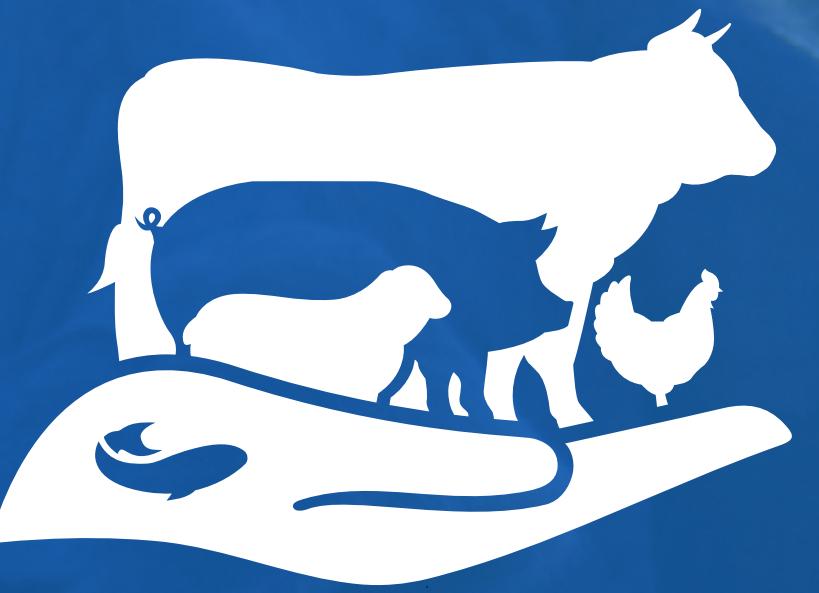
We remain committed to continuous improvement, with animal welfare as a central pillar of our value creation.





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**(JBS)**