



Enterprise Human Rights Policy
(Approved and adopted on September 4, 2026)

I. PURPOSE

A. Beyond Meat's Commitment to Human Rights

At Beyond Meat, Inc. ("Beyond Meat," "we" or "our"), we value and are committed to respecting human rights. We strive to (i) maintain an ethical work environment that reflects our core values and promotes similar standards in our supply chain, (ii) provide a safe and secure workplace, and (iii) value and promote workforce diversity. The purpose of this Enterprise Human Rights Policy (this "Policy") is to further our human rights commitment by adopting appropriate policies, systems, and oversight measures.

We believe Beyond Meat's products support human rights in a variety of ways, including by contributing positively to human health and the climate, and by seeking to provide employment opportunities that are inclusive, including to those from more vulnerable and disadvantaged population groups. However, we recognize that workplaces, manufacturing facilities, agricultural facilities, business partnerships, and global supply chains can present human rights risks. The intent of this Policy is to set forth our commitment to respecting human rights throughout our business.

B. Scope

This Policy applies to all Beyond Meat employees, independent contractors, consultants, suppliers, and other business partners, and describes the various ways in which we strive to respect the human rights of Beyond Meat stakeholders.

II. INTERNATIONAL HUMAN RIGHTS FRAMEWORK

Beyond Meat is committed to respecting internationally recognized human rights as defined by the International Bill of Human Rights – which consists of the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; and the International Covenant on Economic, Social and Cultural Rights – as well as the International Labour Organization Declaration on Fundamental Principles and Rights at Work. We are committed to aligning our approach with the United Nations Guiding Principles ("UNGPs") on Business and Human Rights, as well as The Ten Principles of the United Nations Global Compact.

Beyond Meat recognizes the diversity of laws in the locations where we operate and where people consume our products. We are committed to complying with domestic laws in the jurisdictions in which we operate. When faced with conflicts between such laws and our human rights commitments, we seek to honor the principles of internationally recognized human rights to the greatest extent possible.

We implement our commitment to human rights using the approaches set out in the UNGPs, including (i) implementing human rights policies, (ii) conducting human rights due diligence to identify, assess, and address our salient human rights risks, and (iii) maintaining oversight, governance, and accountability.

III. BEYOND MEAT’S HUMAN RIGHTS POLICY

A. Society and Stakeholder Engagement

Creating a more inclusive food system and society requires ongoing engagement and collaboration with our stakeholders. From the farmers that produce our raw ingredients to the customers that have joined us in our mission, our success and the success of our stakeholders are inextricably linked. We seek to understand and engage with global, national, regional, and local stakeholders to identify human rights risks and opportunities.

B. Our Principles

Beyond Meat takes seriously its commitment to upholding the human rights of its employees, independent contractors, consultants, suppliers, business partners, customers, and other stakeholders. We express our commitment in part through the various policies that govern our workplace, such as our Code of Business Conduct and Ethics, and our supply chain, such as our Supplier Code of Conduct. Our suppliers and other business partners are expected to adhere to and maintain practices that meet or exceed the principles set forth in this Policy and our other policies, including our Supplier Code of Conduct, Climate Change Policy, and Environmental Policy, copies of which are available on our website at <https://investors.beyondmeat.com/esg>.

1. Inclusion, Belonging, and Non-Discrimination

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. 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.

We do not tolerate unlawful discrimination. We work to maintain workplaces that are free from discrimination on the basis of race, color, gender, gender expression, gender identity, sexual orientation, religion, religious creed, sex, national or social origin, ancestry, age, mental or physical disability, medical condition, genetic information, military or veteran status, marital status, pregnancy, or any other characteristic protected by local law, regulation, or ordinance. Beyond Meat will promptly investigate any reports of discrimination and take corrective action as needed.

2. No Harassment or Violence

Beyond Meat is committed to providing a workplace free of violence and sexual harassment, as well as harassment based on factors such as race, color, gender, gender expression, gender identity, sexual orientation, religion, religious creed, sex, national or social origin, ancestry, age, mental or physical disability, medical condition, genetic information, military or veteran status, marital status, pregnancy, or any other characteristic protected by local law, regulation, or ordinance. We will not tolerate physical, verbal, sexual or psychological harassment, bullying, abuse, or threats by managers, co-workers, suppliers, or other business partners. Beyond Meat will promptly investigate any reports of harassment or violence and take corrective action as needed.

3. Workplace Health and Safety

Beyond Meat is committed to providing a safe and healthy workplace for our employees, independent contractors, consultants, suppliers, business partners, and other stakeholders.

Through the adoption of occupational health and safety procedures, we seek to provide a safe and healthy working environment for the protection of our employees, independent contractors, suppliers, and business partners, as well as our products, materials, equipment, systems, and information. We are committed to complying with applicable health and safety laws and regulations. We expect our employees, independent contractors, and consultants, and any other persons working directly or indirectly with us or visiting our workplace, including our suppliers and business partners, to behave safely and follow safety rules and procedures. Beyond Meat will promptly investigate any reports of unhealthy or unsafe workplace conditions and take corrective action as needed.

4. Forced Labor, Child Labor, and Human Trafficking

We are committed to voluntary employment, and we strictly prohibit all forms of compulsory labor - including child labor, forced labor, bonded or indentured labor, slavery, and human trafficking - in our operations and our supply chain.

Beyond Meat respects the rights of the child as stated in the United Nations Convention on the Rights of the Child. We will not use or tolerate child labor within our facilities or in those of our suppliers or other business partners. We adopt the International Labour Standards on Child Labour's Minimum Age Convention, which sets the minimum age for admission to employment or work at 15, and we comply with local laws that may set a higher minimum age.

More specifically, workers must not be trafficked or exploited by means of threat, force, coercion, abduction, or fraud. Workers must be free to leave work and terminate their employment or other work status with reasonable notice. Workers must not be required to pay recruitment, hiring, or related fees. Workers must not be required to surrender government identification documents or work permits. Workers must be given clear, understandable contracts regarding the terms and conditions of their engagement in a language understood by the worker, and our suppliers and other business partners must ensure that each of their staffing or recruiting agencies complies with this commitment and with the more stringent of the applicable laws of the country where work is performed and the worker's home country.

5. Freedom of Association and Collective Bargaining

Beyond Meat respects our employees' right to join, form, or not to join a labor union without fear of reprisal, intimidation, or harassment, and we are committed to dialogue and collaboration to solve issues and promote positive working relationships amongst all parties.

6. Fair Wages and Working Hours

Beyond Meat will compensate employees, independent contractors, and consultants in compliance with applicable wage laws, including those related to minimum wages, working hours, overtime hours, and legally mandated benefits. Regular working hours and overtime hours may not exceed the maximum set by local law, regulations, and customs, and working hours should be respected and monitored to ensure the health and safety of workers.

7. Privacy and Freedom of Expression

Beyond Meat recognizes the rights to privacy and freedom of expression, and we will protect, wherever possible, against unauthorized access, use, destruction, modification, or disclosure of personal information and data. Beyond Meat takes seriously its role in ensuring the protection of data and minimizing potential threats and is committed to the proper processing of personal data to ensure its protection. Additionally, Beyond Meat promotes the right of its employees, independent contractors, consultants, suppliers and other business partners to lawful freedom of expression.

8. Land Rights and Clean Water

We believe all people deserve access to clean water and secure land rights. Our approach to water stewardship incorporates, where possible, assessments of local water risks, consultation with public agencies, and the implementation of water recycling and reduction programs at our facilities.

C. Employee Engagement and Training

We believe that engagement and training is key to the full implementation of this Policy across our organization. Employees will receive training on human rights and how to recognize, mitigate, and act on violations that reinforces our collective commitment to this Policy.

D. Raising a Concern

Beyond Meat will not tolerate human rights violations within any part of our business or supply chain. If anyone subject to this Policy (including suppliers and other business partners and their workers) is aware of a suspected or actual violation of this Policy or any of our other policies, including our Supplier Code of Conduct, Climate Change Policy, and Environmental Policy, it is their responsibility to promptly report it through use of any of the following mechanisms: (i) directly contacting their Beyond Meat business partner; or (ii) emailing corporate-responsibility@beyondmeat.com.

Employees, independent contractors, and consultants of Beyond Meat may also report any suspected or actual violation in the manner set forth in our Code of Business Conduct and Ethics, a copy of which is available on our website at <https://investors.beyondmeat.com/corporategovernance>.

Reports will be handled confidentially to the extent reasonably possible and consistent with applicable law. Beyond Meat is committed to protecting individuals who raise concerns in good faith or participate in an investigation from retaliation and will address reported concerns of retaliation as appropriate.

E. Metrics and Reporting

Beyond Meat will report externally, at least annually, on its approach to implementing this Policy and relevant progress, as appropriate. Relevant human rights due diligence frameworks, standards, and other recognized guidance will be considered in informing Beyond Meat's approach to monitoring and reporting.

F. Policy Governance

This Policy shall be administered by Beyond Meat's ESG Executive Steering Committee. This Policy is subject to change, including as more information becomes available or if external conditions change that require a shift in Beyond Meat's ESG strategy and planning.