Maple Leaf Foods
Animal Care Performance Report 2025

PREAMBLE

2025 was an historic year for Maple Leaf Foods, marked by the spin-off of our pork operations into a standalone publicly traded company, named Canada Packers. Pork operations that were operated by Maple Leaf Foods and affiliates and then spun off consisted of, among other things, agricultural and hog production operations, and primary pork processing. Canada Packers is now an enduring strategic supplier of pork meat to Maple Leaf Foods and continues to supply pork from a variety of production systems, including gestation crate free, open pen gestation, and raised without antibiotics. Maple Leaf Foods maintains a 16% ownership stake in Canada Packers.

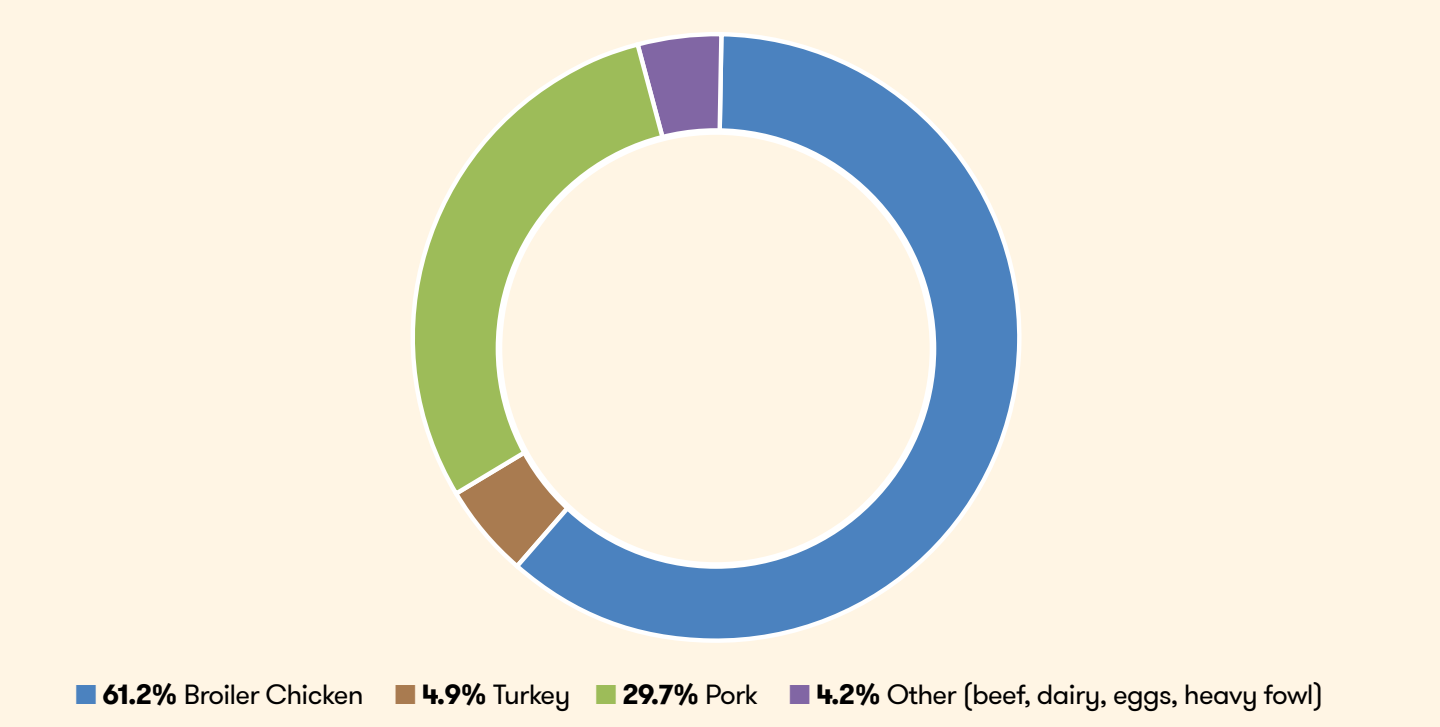
In accordance with standard reporting practices, all pork sourced by Maple Leaf Foods in 2025 from its former hog operations and processing plants is now reported as raw material sourced from a supplier. Where applicable, data from 2024 has been restated as third-party purchased raw material to enable year-over-year comparison. Some metrics related to pigs have changed as a result of Maple Leaf no longer raising hogs and becoming a purchaser of pork meat.

STATEMENT OF SCOPE

Maple Leaf Foods is an integrated company that owns broiler breeder hatching egg production, broiler chicken hatcheries, and poultry processing plants. In 2025, we had four hatching egg production farms and three broiler chicken hatcheries supplying our contracted chicken growers. During the 2025 year, we discontinued breeder grower operations and now source all our replacement broiler breeders from contracted farmers. We also operated two broiler chicken processing plants.

We work closely with independent poultry farmers and related service providers who supply our processing operations. We source large quantities of pork meat and small quantities of heavy fowl, turkey, beef, dairy and eggs for use in our products from supply chains outside our direct care and control.

2025 Proportion of Maple Leaf Foods' Global Animal Protein Supply Chain by Species (Kilograms)



The scope of our Commitment to Animal Care extends throughout our global supply chain for all animal proteins we source. The primary focus of our Commitment to Animal Care is establishing standards and practices applicable to animals and animal operations under our care and control, and the Canadian provinces in which they are located. Our Commitment to Animal Care additionally establishes a commitment to work closely with our producer partners and other suppliers to advance high standards of animal care across our supply chain.

The disclosures and performance metrics within this report are reported as a proportion of Maple Leaf Foods' total global animal protein supply chain, by species. Areas where the scope of our current commitments is limited are clearly defined.

2025 Proportion of Global Animal Protein Supply Chain by Species Under Maple Leaf Foods' Care and Control

Species	Proportion Under Maple Leaf Care and Control	Definition
Hatching Egg and Chick Production	20%	Broiler chicks produced by broiler breeder chickens we own that are raised on farms we operate in Ontario, Canada, as a proportion of total chicks produced in hatcheries we own and operate. The remainder of our hatching eggs and chicks are sourced from third-party Canadian and US suppliers.
Broiler Chicken Processing	97%	Broiler chickens sourced from independent Canadian farmers that we process in our primary processing plants. The remainder of our chicken is sourced from third-party suppliers.
Turkey Procurement	94%	Turkeys sourced from independent Canadian farmers that we procure under supply contracts and are processed under a custom processing contract. The remainder of our turkey is sourced from third-party suppliers.
Other Species	0%	We source large quantities of pork and small quantities of heavy fowl, beef, eggs, and dairy products from third-party suppliers.

Farm Animal Welfare Importance, Commitment, and Policies

Maple Leaf has strong values that deeply define our culture and how we treat the animals we raise or source. Leading the way through creating better food, taking better care, and nurturing a better planet is one of our five strategic goals and is embedded within our Maple Leaf Blueprint. "Taking better care" reflects our goal to be a leader in animal care. Read more about our Commitment to Animal Care.

We are committed to enhancing our animal wellness practices in a manner that moves beyond the Five Freedoms to rely on the Five Domains of Animal Welfare model. The Five Domains model considers a broad range of animal welfare states, from negative to positive, and the impact those conditions have on the mental well-being of animals.

Read more about the Five Freedoms and Five Domains.

Close Confinement

Maple Leaf Foods is committed to avoiding close confinement in all animal production wherever possible. We acknowledge that replacement of traditional animal housing systems is a complex process requiring considerable preparation, investment and training of animal handlers. We firmly believe that animal housing replacements require time and care to meaningfully improve animal welfare outcomes, and do not advocate rushing or completing housing replacements in a poor-quality manner.

Our broiler breeders, broiler chickens and turkeys are never kept in confinement housing. They are raised in free-run, open barn systems with freedom to exercise, rest and socialize as they please. Broiler breeders, broiler chickens and turkeys raised in Canada must be provided with space allowances as defined in the Canadian Hatching Egg Producers Animal Care Program, Chicken Farmers of Canada Animal Care Program, and Turkey Farmers of Canada Flock Care Program©. These programs are based on the National Farm Animal Care Council (NFACC) Code of Practice for the Care and Handling of Hatching Eggs, Breeders, Chickens and Turkeys, and compliance is mandatory for all commercial poultry farmers.

We are committed to the industry-wide elimination of gestation stalls for sows and have historically invested heavily in housing systems that allow sows to be housed in groups. We are proud to have achieved our leading goal of converting all sow spaces we owned at the time (69,850 sow spaces) to our Advanced Open Sow Housing system as of the end of 2021. Following the spin-off of Canada Packers, we now source pork from a variety of systems, including systems that eliminate gestation crates from the time a sow becomes pregnant, known as Gestation Crate Free, as well as systems that eliminate gestation crates after confirmation of pregnancy, which are known as Open Pen Gestation, and meet the NFACC Code of Practice and Canadian Pork Excellence PigCARE standards. For pork bearing the Gestation Crate Free claim, sows are returned to group housing shortly after breeding, allowing them to spend the full gestation period in group housing, free to roam and socialize with other sows, and preventing the need for free access stalls during gestation. Large group sizes ensure that each sow has access to a large amount of available pen space in which to move and exercise, and a stable social group with which to bond. Read more about sow housing systems.

We are supportive of efforts by NFACC and the Canadian Pork Council to require all Canadian pig farmers to implement open sow housing. Group housed pigs and sows in Canada must be provided with space allowances as defined in the Canadian Pork Excellence PigCARE program, which is based on the NFACC Code of Practice for the Care and Handling of Pigs. Compliance with the Canadian Pork Excellence PigCARE program is mandatory for all pig farmers supplying federally licensed establishments. We expect that independent commercial hog farmers in Canada will convert to group sow housing by July 1st, 2029, in accordance with the Canadian Pork Excellence PigCARE program. Maple Leaf's goal is to source 100% of hogs from group sow housing systems and we will continue working with suppliers to achieve that goal, and report our progress on an annual basis.

Proportion by Species Free of Close Confinement

Species	2024	2025	Comments
Broiler Chickens	100%	100%	Broilers in locations where we operate are never housed in cages.
Broiler Breeders	100%	100%	Broiler breeders in locations where we operate are never housed in cages.
Market Pigs	100%	100%	Market pigs in locations where we operate are raised in open pens.
Sows	25%	25%	Percent of total global pork supply sourced from sows free of gestation stalls after confirmation of pregnancy, based on purchases made bearing the claim Gestation Crate Free or Open Pen Gestation. 100% of Greenfield pork products are Gestation Crate Free. Prior to the spin-off of Canada Packers, 56% of market pigs we processed were sourced from sows free of gestation stalls after confirmation of pregnancy.
Turkey	100%	100%	Turkeys in locations where we operate are never housed in cages.
Other Species	Not available	Not available	Data for laying hens, beef, and dairy cattle are not available.

Environmental Enrichment

As part of our commitment to enhancing the mental and physical well-being of our animals, we view environmental enrichments as an important means of supporting natural behaviours, reducing boredom and improving the health of our animals. Thorough investigation is needed prior to implementing enrichments to ensure they are appropriate to the type and age of animals and design of housing. Practical aspects must also be considered including biosecurity, environmental impacts, safety and ease of use for farm workers.

We have completed extensive field trials evaluating broiler environmental enrichments and we began our voluntary implementation of enrichments to support pecking, perching and hiding behaviours in 2021. We continue to offer broiler enrichments at no cost to broiler producers and provide technical support to ensure effective implementation.

We also provide ramp platform enrichments to our breeder grower flocks which have led to improvements in the health of our birds, and which help facilitate successful adaptation when birds are transferred from the breeder growing barn to the hatching egg barn. We continue to provide ramp platforms to our broiler breeder flocks to improve leg health in our older hatching egg barns. Our newer hatching egg barns are equipped with pecking stone enrichments, and in 2025, we began pilot-testing novel perching enrichments in our newest barn.

Broiler chickens, broiler breeders, and turkeys live in open barns with bedding provided for comfort and to promote behaviours such as dustbathing. In Canada, broiler chicken and broiler breeder barns are cleaned out and provided with fresh bedding after every flock cycle.

Pork we source from within Canada comes from farms that provide a minimum of two types of enrichment, in accordance with the Canadian Pork Excellence PigCARE program.

Proportion by Species with Environmental Enrichments

Species	2024	2025	Comments
Broiler Chickens	9%	9%	Broilers with environmental enrichments as a proportion of total global broiler chicken supply. Enrichments provided on each farm include grid ramps for perching, trapezoid huts for hiding and resting, and metal washers on zip-ties to promote pecking.
Pork	85%	87%	Market pigs that were provided two or more environmental enrichment options in accordance with the Canadian Pork Excellence PigCARE program.
Other Species	Not available	Not available	Data for broiler breeders, turkey, beef, laying hens, and dairy cattle are not available.

Antibiotics and Growth Promoting Substances

Maple Leaf Foods believes the livestock and poultry industries play an important role in preserving the effectiveness of antibiotics to protect human and animal health. Antibiotics are to be used in a responsible manner which seeks to prevent or reduce the development of antibiotic resistance, while ensuring sick animals receive timely and appropriate treatment to protect animal welfare.

We prohibit the use of all antibiotics of importance to human medicine for growth promotion in all species and supply chains, which is defined as subtherapeutic administration of antimicrobials to improve feed efficiency or other production parameters. Responsible antibiotic use involves veterinary oversight and limiting use to those class(es) of least importance to human medicine likely to result in efficacious treatment, in accordance with the World Health Organization and Health Canada classifications of antibiotics. Antibiotic use must comply with applicable federal, provincial, state, and veterinary regulations and standards.

As part of our commitment to reducing antibiotic use, we are one of Canada's largest producers of Raised Without Antibiotics chicken. Animals in our Raised Without Antibiotics program never receive antibiotics for any purpose, including growth promotion, prophylactic, and therapeutic uses. Successfully raising animals without antibiotics relies on enhanced skill development of our farmers supported by our technical service experts and veterinarians, further supported by specialized feed and water programs, high levels of biosecurity, and strong vaccination programs. We ensure that sick animals are identified and treated on a timely basis to protect animal welfare, using clear standard operating procedures for our technical team and farmers. Meat and poultry from animals that have been treated with antibiotics do not bear a Raised Without Antibiotics claim. Our Raised Without Antibiotics programs undergo annual third-party audits to ensure compliance throughout our entire supply chain.

Read more about how we are reducing antibiotic usage.

We support regulations and labelling programs that eliminate growth promoter use including the Canadian Ractopamine-Free Pork Certification Program, Canadian regulations prohibiting the sale and use of recombinant bovine somatotropin, and Canadian and US regulations prohibiting the use of growth-promoting hormones in poultry and pork and the use of medically important antibiotics for growth promotion purposes. We are active supporters of initiatives by Canada's poultry industry to reduce antibiotic use, including the elimination of Category I and II antibiotics for preventative use by the Chicken Farmers of Canada and the elimination of Category I, II, and III antibiotics for preventative use by the Turkey Farmers of Canada.

Proportion by Species Free of Growth Promoting Substances

Species	2024	2025	Comments
Broiler Chickens	100%	100%	Chickens we process or source never receive added hormones, beta-adrenergic agonists or medically important antibiotics for growth promotion, like all chickens in Canada and the United States.
Pork	85%	87%	99.9% of pork we source comes from pigs that never received medically important antibiotics or hormones for growth promotion, like all pigs in Canada and the United States. All pork sourced in Canada comes from pigs that never received beta-adrenergic agonists; the remaining 13% comes from countries where beta-adrenergic agonist use is unknown.
Turkey	99%	99%	100% of turkey we source never receive medically important antibiotics or hormones for growth promotion, like all turkeys in Canada and the United States. All turkey sourced in Canada never receives beta-adrenergic agonists; the remaining 1% comes from countries where beta-adrenergic agonist use is unknown.
Laying Hens	100%	100%	Eggs we source come from hens that never receives added hormones or medically important antibiotics for production, like all chickens in Canada and the United States.
Dairy	80%	63%	100% of dairy products we source come from cows that never receive medically important antibiotics for growth promotion, like all dairy cattle in Canada and the United States. All dairy products sourced in Canada come from cows that never receive recombinant bovine somatotropin for increasing milk production; the remaining 37% comes from countries where where recombinant bovine somatotropin use is unknown, which represents 0.23% of our total global protein supply.
Other Species	Not available	Not available	Data for beef is not available

Physical Alterations

We are committed to reducing the use of physical alterations or replacing them with more humane alternatives wherever possible, provided the changes do not lead to adverse animal welfare outcomes. It is important that pain control is provided whenever relevant and feasible. All pigs raised in Canada must be provided with pain control for physical alterations in accordance with the National Farm Animal Care Council (NFACC) Code of Practice for the Care and Handling of Pigs.

Poultry physical alterations are necessary in broiler breeder chickens and in turkeys for the long-term welfare of the flock to reduce or eliminate injuries that may cause pain. Physical alterations are performed using the most humane methods possible and limited to only essential alterations. All broiler chickens that Maple Leaf Foods sources never undergo physical alterations, including beak treatment, consistent with the NFACC Code of Practice. No physical alterations are performed in Maple Leaf Foods-owned hatcheries.

Proportion by Species Free of Specified Physical Alterations

Species	2024	2025	Comments
Broiler Chickens	100%	100%	Broiler chickens we source that are free of all physical alterations.
Pork	85%	87%	Pork sourced from pigs that are provided pain control for tail docking and castration. Some pigs undergo immunological castration in place of surgical castration.
Turkey	0%	0%	Turkeys undergo beak treatment, dewclaw removal and occasionally toe treatment and/or snood removal at the hatchery to prevent injuries during the growing period.
Broiler Breeders	0%	0%	Broiler breeders normally receive beak treatments and back toe treatments (males) to prevent or reduce injuries.
Laying Hens	0%	0%	Laying hens receive beak treatments to prevent or reduce injuries.
Dairy	80%	63%	Dairy sourced from cows that are never routinely tail docked, where tail docking is only permitted in situations of medical necessity such as an injury. The remaining 37% comes from locations where tail docking status is not available, which represents 0.23% of our total global protein supply.
Other Species	Not available	Not available	Data for beef is not available.

Pre-slaughter Stunning

Stunning and back-up stunning are critically important steps in processing operations to ensure animal welfare is protected. We require pre-slaughter stunning for 100% of animals of all species supplying Maple Leaf Foods throughout our global supply chains.

Stunning effectiveness is monitored constantly by our processing plant team members, and corrective actions are required any time there is a concern that an animal may not have been stunned effectively.

We are committed to continuously improving stunning technologies in our facilities and are proud to report that all our chicken processing plants use humane controlled atmosphere stunning as of the end of 2023. In 2025, 99.99% of chickens we processed were stunned using controlled atmosphere stunning; the remainder represents birds that were stunned using a back-up method in response to temporary equipment stoppages. Controlled atmosphere stunning reduces stress to birds by rendering them insensible prior to shackling.

Proportion of Global Animal Protein Supply Chain Requiring Pre-Slaughter Stunning and Stunning Effectiveness

Species	2024	2025	Comments
Total Protein Supply	99.5%	99.3%	Proportion of global animal protein supply subject to pre-slaughter stunning based on total kilograms sourced of broiler chicken, heavy fowl, pork, turkey, beef, eggs, and dairy. The remaining 0.7% is due to lack of available data on slaughter of dairy cattle and laying hens, which are not part of our supply chain.
Broilers	99.9%	99.9%	Percent stunned effectively of the broiler chickens we processed (97% of our global broiler chicken supply).
Other Species	Not available	Not available	Data for heavy fowl, turkey, pork, and beef are not available.

Transportation

We are committed to minimizing transportation times for all animals that we process and source, including limiting transportation to less than four hours for poultry and less than eight hours for other species whenever possible.

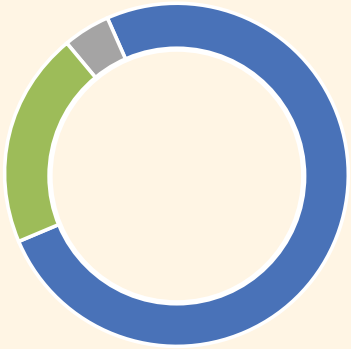
We expect that transportation times, from loading to unloading, be limited to the shortest duration possible while remaining compliant with applicable regulatory requirements for provision of feed, water, and rest to animals in transit and allowable working and driving hours for livestock transporters. All our chickens that are processed in Alberta come from barns in Alberta and all our chickens processed in Ontario come from barns in Ontario. All turkeys we procure under contract come from barns in Ontario.

We are compliant with the transportation requirements set by the Government of Canada Health of Animals Regulations and Safe Food for Canadians Regulations. All drivers transporting animals to our processing plants must have Canadian Livestock Transport (CLT) certification or equivalent.

Proportion of Global Animal Protein Supply Chain Transported Less than Eight Hours

Species	2024	2025	Comments
Total Protein Supply	64%	64%	64% of our global animal protein supply was transported less than eight hours based on total kilograms sourced of broiler chicken, heavy fowl, pork, turkey, beef, eggs, and dairy. The remaining 36% represents animals for which transportation data was unavailable.
Broilers	100%	100%	Chickens supplying our owned processing plants, which represents 97% of our global broiler chicken supply. In 2025, 93% of our global broiler chicken supply was transported less than four hours.
Turkey	100%	100%	Turkey sourced under contract, which represents 94% of our global turkey supply. In 2025, 94% of our total global turkey supply was transported less than four hours.
Other Species	Not available	Not available	Data for heavy fowl, beef and pork are not available.

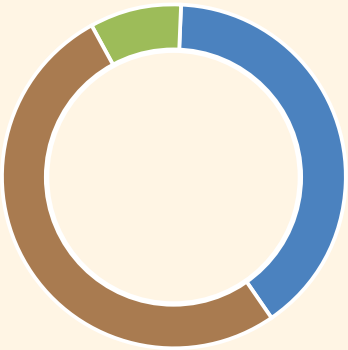
Average Hours our Chickens Spend in Transit



75.1% Less than 2 hours **20.4%** 2 - 4 hours **4.5%** Greater than 4 hours

*Chickens supplying our owned processing plants, which represent 97% of our global broiler chicken supply.
In 2025, 96% of broiler chickens we processed were transported less than four hours, and 100% were transported less than eight hours.

Average Hours our Turkeys Spent in Transport



39.5% Less than 1 hours **51.8%** 1 - 2 hours **8.7%** 2 - 4 hours

*Turkey sourced under contract, which represents 94% of our global turkey supply.
In 2025, 100% of turkeys we sourced under contract were transported in less than four hours.

Management Responsibility

Our Vice-President responsible for Animal Care leads the implementation of our program, which incorporates leading science and advancements. Senior leaders routinely engage in animal care programs, policies and results through our internal Animal Care Council and regular CEO/COO updates. Our operational animal health & welfare technical experts and operations leaders meet monthly to identify requirements, advance practices and monitor progress. In addition, we work with a council of external experts, the Maple Leaf Animal Care Advisory Council, to recommend best practices, scientific research and innovation in an effort to help us continually improve. Animal care reports are submitted quarterly to the Safety and Sustainability Committee of the Maple Leaf Foods Board.

Senior leaders of our poultry business maintain operational responsibility for animal care, regularly reviewing reports and audits and signing off on policies. We have three veterinarians who oversee animal welfare, along with dedicated Canadian Food Inspection Agency veterinarians and staff at each of our processing plants. Animal welfare metrics are reported regularly, and non-compliance or audit failures are addressed immediately.

Implementation of Farm Animal Welfare Policies

Education and training are foundational to knowledge, empowerment, accountability and a strong animal care culture. Every employee involved in the raising, transport and processing of animals must be trained on and adhere to our animal care policies and procedures. All employees who handle animals receive animal care training when they commence employment, and this is reviewed annually at minimum.

Maple Leaf Foods has 20 experts who are Professional Animal Auditor Certification Organization (PAACO) certified across our poultry operations, and they monitor animal welfare every day. Our people who are PAACO trained and certified have deep knowledge and skills related to animal welfare monitoring and reporting.

We use a “See It? Stop It!” program in our animal operations whereby all employees who have contact with animals formally agree to promptly report any possible animal mishandling or mistreatment they may observe. An anonymous reporting hotline is available to confidentially report animal mistreatment if employees feel uncomfortable reporting to their local management team. Any suspected or confirmed animal welfare incident is fully investigated and may result in employee discipline up to and including termination or termination of supplier/service provider agreements. Serious or egregious events are reviewed by senior management to ensure standards are implemented consistently across our operations.

In the event of a non-compliance related to transportation, handling or slaughter practices in one of our processing plants, the facility conducts a deep root cause investigation to determine appropriate corrective and preventative actions. The Corrective Action Plan (CAP) is submitted to the Canadian Food Inspection Agency (CFIA) for approval, and all actions taken will be reviewed to close the non-compliance.

All suppliers are required to adhere to animal care requirements in our Supplier Code of Conduct. Specific animal welfare requirements are further stipulated in individual supplier and service provider contracts, and contracts may be terminated in the event of animal welfare non-compliance. We work with our suppliers and service providers to implement and uphold high standards of animal care by sharing best practices and contributing to research projects to advance industry knowledge and scientific understanding.

Farmers supplying our hatcheries and processing plants are valued members of our supply chain and we work closely with them to provide guidance and one-on-one support to ensure best practices in animal care are implemented and upheld.

Read more about how we oversee and monitor animal welfare compliance here.

Animal Welfare Assurance Standards

We require all Maple Leaf Foods farms and operations, and all chicken producers supplying our processing operations, to meet or exceed the most current requirements under the Chicken Farmers of Canada Animal Care Program, the Canadian Hatching Egg Producers Animal Care Program, the Turkey Farmers of Canada Flock Care Program© and the National Farm Animal Care Council Codes of Practice. For chicken, turkey and hatching egg producers, program compliance is a mandatory requirement to maintain supply management standing and ship to federal poultry abattoirs or commercial hatcheries, which is audited and enforced by provincial marketing boards. We support research that enhances our understanding and advances animal welfare, and advocate for regulatory reforms that raise and enforce standards across the industry.

Proportion by Species Compliant with Animal Welfare Assurance Standards

Species	2024	2025	Standard	Comments
Broiler Chickens	99.9%	99.6%	Chicken Farmers of Canada Animal Care Program	
Broiler Chickens	4%	4%	Certified Humane® Raised and Handled and Certified Organic	Complies with 2024 Better Chicken Commitment requirements.
Broiler Breeders	94%	89%	Canadian Hatching Egg Producers Animal Care Program	
Pork	85%	87%	Canadian Pork Excellence PigCARE	
Turkey	98%	99%	Turkey Farmers of Canada Flock Care Program©	
Laying Hens	48%	63%	Egg Farmers of Canada Animal Care Program	
Dairy	80%	63%	Dairy Farmers of Canada proAction Program	
Other Species	Not available	Not available	Data for beef is not available.	

Research and Industry Collaboration

Maple Leaf Foods works with numerous stakeholders to advance animal care practices across the industry. We take active roles in committees and working groups that are working towards advancing animal care practices.

We also meet frequently with animal advocacy groups as they bring important perspectives to issues, global advancements and science related to animal welfare. We are committed to seeking open and constructive relationships with them.

Learn more about our research and industry collaborations here.

Animals Used in Science

Maple Leaf Foods recognizes that animals have a critical role in the advancement of both animal and human science, and that scientific advancement creates innumerable societal benefits, including improving the care of the animals we raise. We firmly believe that strong standards and governance practices must be adhered to any time animals are used in research, and any research projects supported by Maple Leaf must be conducted in accordance with applicable institutional care and use policies, which are based on the Canadian Council on Animal Care guidelines and policies or other jurisdictional animal care guidelines.

Some animal health products, such as certain vaccines and hormones, and human health products, such as animal-sourced insulin, are manufactured from biological materials derived directly from animals. As part of the research and development process, such products may initially be sourced from animals and later be developed in synthetic forms which can reduce or replace the need for animal sources.

Educating Consumers

We are committed to educating our consumers and customers about animal welfare through transparent and honest communication. Information about animal care is available through our Maple Leaf Foods and brand websites.

https://mapleleaffoods.com/sustainability-report/better-care/

https://www.mapleleaffoods.com/our-commitments/animal-care/

https://www.mapleleaffoods.com/stories/

https://greenfieldmeat.com/

https://www.mapleleaf.ca/prime/

Welfare Outcome Measures and Performance Trends

Welfare outcome measures are critically important to validate that animal management practices and housing systems are effectively controlling animal welfare risks. Welfare outcome measures additionally serve as an important mechanism to aid in decision making regarding animal husbandry and welfare standards.

Welfare Outcome Measures

Welfare Outcome	2024	2025	Comments
Broiler Transport Liveability	99.87%	99.87%	Broiler chickens supplying our owned processing plants, which represents 97% of our global broiler chicken supply.
Turkey Transport Liveability	99.9%	99.9%	Turkeys we procure under supply contracts, which represents 94% of our global turkey supply.
Broiler Footpad Health	73%	79%	Percent of broiler chickens with acceptable footpad health, based on routine auditing of broiler chickens supplying our owned processing plants, which represents 97% of our global broiler chicken supply.

In 2025, Maple Leaf Foods had three regulatory response actions, which were two notices of violation (NOV) and a single letter of non-compliance (LoNC), related to transportation, handling and slaughter practices for live terrestrial animals (poultry). All non-compliances and regulatory response actions issued in 2025 were addressed. In comparison, in 2024, Maple Leaf Foods had five non-compliances (Corrective Action Requests/Standard Inspection Process non-compliances) and six regulatory response actions, including six NOVs, related to transportation, handling and slaughter practices for live terrestrial animals (poultry).

When CFIA identifies a concern, the facility conducts a deep root cause investigation to determine appropriate corrective and preventative actions. The corrective action plan (CAP) is submitted to CFIA for approval, and all actions taken will be reviewed to resolve the concern.

Auditing and Oversight

Hatcheries, Poultry Barn and Processing Plant Operations

Each of our full chicken supply chains including hatchery, broiler farm, broiler catching and loading, and processing plant operations is audited by a third party annually, combined with a comprehensive internal auditing program for each type of operation.

- ✔ All 2025 poultry third-party audits passed with scores between 96.09% and 100% based on the National Chicken Council standards for broiler chickens.

All of our hatcheries are audited monthly by our PAACO-trained and certified people, annually by an independent auditor and daily through Remote Video Auditing for compliance with the National Farm Animal Care Council (NFACC) Code of Practice, Canadian Hatchery Federation Animal Care Program, and National Chicken Council (NCC) standards for welfare in broiler chicken hatcheries. The Canadian Food Inspection Agency (CFIA) also audits our processes, animal welfare documents and training records. We routinely monitor the placement of chicks into barns to ensure proper chick handling and barn conditions.

- ✔ In 2025, all our hatcheries achieved compliance with the Canadian Hatchery Federation Animal Care Program when audited by a third party.

Maple Leaf Foods' owned pullet and broiler breeder flocks are audited monthly by our PAACO-trained people and annually by a third-party auditor according to the NFACC Code of Practice, Canadian Hatching Egg Producers (CHEP) Animal Care Program, and NCC standards for broiler breeders. Hatching egg producers are also audited by their provincial board for compliance with the CHEP Animal Care Program, which incorporates third-party auditing to ensure effective program implementation.

- ✔ Our owned breeder grower and hatching egg operations achieved 100% based on the National Chicken Council standards for broiler breeders when audited by a third party.

Our third-party broiler chicken farmers undergo internal animal welfare audits by our PAACO-trained Animal Health and Welfare Technicians (AHWT) according to the NFACC Code of Practice, Chicken Farmers of Canada (CFC) Animal Care Program and NCC standards for broilers. All broiler chicken farmers are also audited by their provincial chicken board for compliance with the CFC Animal Care Program, which incorporates third-party auditing to ensure effective program implementation.

As part of our broiler welfare program, some of our farms also meet the standards of Certified Humane® Raised and Handled and Canadian Organic standards.

- ✔ We maintained certification with the Certified Humane® Raised and Handled and Canadian Organic standards for all operations supplying this program in 2025.

Our trained auditors routinely perform chicken catching and loading audits of our third-party contracted catching companies and live haulers according to the NFACC Code of Practice and NCC standards for broilers. Our investment in dedicated, trained auditors responsible for supporting on-farm animal welfare practices of third- party broiler chicken farmers is leading to improvements in bird welfare from chick placement through to catching, transportation and processing. Broiler grow-outs, catching and loading also undergo annual third-party auditing.

Our poultry processing facilities are monitored by dedicated on-site inspectors from the CFIA. All our processing operations are required to undergo comprehensive third-party animal welfare audits, a minimum of annually, which are conducted by PAACO-certified auditors. These third-party auditors have open access to our facilities and the freedom to interview any of our employees as part of the audit process. This allows us to test the effectiveness of our animal welfare practices and procedures based on established and quantifiable animal well-being guidelines. Our poultry processing operations are also audited daily on each shift through third-party Remote Video Auditing.

- ✔ Our poultry plants passed their 2025 third-party audits based on the National Chicken Council standards for broiler chickens.

Poultry Welfare Approach

Our comprehensive Poultry Welfare Approach includes 13 areas of focus to ensure the health and well-being of our chickens at all steps in the poultry supply chain. Our approach spans hatching egg, hatchery, broiler farm, transportation, and processing operations, and is founded on comprehensive training models and a robust animal welfare auditing program, which we call "WelfareConnect". In 2025, "WelfareConnect" became a certified audit by the Professional Animal Auditor Certification Organization (PAACO). At the broiler level, our areas of focus include environmental enrichments, lighting, stocking density, air and litter management, antibiotic use, breed, and humane euthanasia.

In Canada the NFACC Code of Practice for the Care and Handling of Hatching Eggs, Breeders, Chickens and Turkeys normally permits stocking densities of up to 31 kg/m^2, or up to 38 kg/m^2 if additional welfare provisions are met. We support the Code of Practice and in our experience, welfare outcomes do not differ between upper stocking density limits of 30 kg/m^2 and 31 kg/m^2.

Broiler Chicken Stocking Density

Welfare Attribute	2024	2025	Comments
Stocking Density	61%	73%	Proportion of broilers in our global supply chain grown at stocking densities of 31 kg/m^2 or less. Of the broilers that directly supply our primary processing operations, 74% were grown at stocking densities of 31 kg/m^2 or less.