

Pilgrim’s Performance Indicators

Our Company & Governance

Indicator			Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref			
Pilgrim's	Operating Facilities – By Type	Total Operations ¹		#	195	207	203	195	201	3.1%	2-1	*		
		Chicken Operations	Fresh processing facilities		#	36	36	36	36	36	-	2-1	*	
			Prepared foods facilities		#	15	15	14	14	14	-	2-1	*	
			Hatcheries		#	48	48	47	47	47	-	2-1	*	
			Other operation facilities ²		#	54	50	49	49	49	-	2-1	*	
			Grain elevator		#	1	1	1	1	1	-	2-1	*	
		Pork Operations	Fresh processing facilities		#	3	3	3	2	3	50.0%	2-1	*	
			Prepared foods facilities		#	12	10	9	7	9	28.6%	2-1	*	
			Other operation facilities ³		#	n/a	2	2	2	2	-	2-1	*	
		Lamb Operations ⁴	Fresh processing facilities		#	n/a	1	1	1	1	-	2-1	*	
			Prepared foods facilities		#	n/a	1	1	1	1	-	2-1	*	
		Prepared Meals Operations		Prepared foods facilities		#	n/a	9	9	8	9	12.5%	2-1	*
		Distribution Centers and Other				#	26	31	31	27	31	14.8%	2-1	*
	Operating Facilities – By Region	Total Operations ¹	Pilgrim's Europe		#	39	51	48	42	48	14.3%	2-1	*	
			Pilgrim's Mexico		#	52	55	55	52	55	5.8%	2-1	*	
			Pilgrim's U.S.		#	104	101	100	101	100	-1.0%	2-1	*	

¹ Includes facilities owned and leased by the company.

² Other facilities in the chicken operations includes feed mills, protein conversion and rendering facilities, pet food facilities and one freezer in the U.S.

³ Other facilities in the pork operations includes company-owned pig farms in the U.K.

⁴ Facilities in Lamb Operations are from the acquisition of Randall Parker Foods and are in the U.K.

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INDICATOR			UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF
Governance	Pilgrim’s Board of Directors	Total Members	#	9	9	9	9	10	11.1%	405-1	*
		Independent Members	#	5	5	5	5	5	-	405-1	*
		By Gender	Women	#	2	2	2	2	-	405-1	*
			Men	#	7	7	7	8	14.3%	405-1	*
		By Age Group	≤ 50	#	-	-	1	1	-100.0%	405-1	*
			51 - 70	#	-	-	8	8	12.5%	405-1	*
			≥ 71	#	-	-	0	0	-	405-1	*
		By Tenure	< 5 years	#	-	-	6	4	25.0%	405-1	*
			5 -10 years	#	-	-	2	3	-33.3%	405-1	*
			11 - 15 years	#	-	-	1	2	50.0%	405-1	*
		By Race	Hispanic or Latino	#	-	-	5	5	0.0%	405-1	*
			White	#	-	-	2	2	50.0%	405-1	*
			Asian	#	-	-	2	2	0.0%	405-1	*

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Indicator				Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref
Ethics and Compliance	Pilgrim’s Ethics Line	Number of Cases	Europe	#	-	-	42	54	63	16.7%	406-1 205-3	*
			Mexico	#	-	-	26	91	116	27.5%	406-1 205-3	*
			U.S.	#	-	-	1,418	1,378	1,241	-9.9%	406-1 205-3	*
		Case Categories	Employment Practices	%	-	-	26.0%	40.6%	60.8%	49.7%	205-3	*
			Discrimination or Harassment	%	-	-	18.5%	10.6%	19.3%	82.2%	406-1	*
			Fraud / Theft / Corruption	%	-	-	4.8%	2.2%	4.3%	95.7%	205-3	*
			Conflict of Interest	%	-	-	4.4%	3.8%	6.7%	77.2%	205-3	*
			Misconduct	%	-	-	31.7%	29.8%	4.1%	-86.3%	205-3	*
			Antitrust	%	-	-	0.2%	0.1%	0.2%	65.6%	205-3	*
			Other	%	-	-	14.4%	12.9%	4.6%	-64.1%	205-3	*
	Team Member Trainings	Code of Conduct		% of employees	100%	100%	100%	100%	100%	0.0%	205-2	

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Our Environment

INDICATOR			UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF
GHG Emissions	Global Emissions – By Scope	Scope 1 ¹	tCO ₂ e	1,128,414	1,142,801	1,082,514	995,394	1,027,389	3.2%	305-1 305-5	FB-MP-110a.2
		Scope 2 ² - Location based	tCO ₂ e	666,414	623,570	643,939	626,273	615,867	-1.7%	305-2 305-5	FB-MP-110a.2
		Scope 2 ³ - Market based	tCO ₂ e	611,138	604,141	597,311	617,561	549,161	-11.1%	305-2 305-5	FB-MP-110a.2
		Scope 3 ⁴	tCO ₂ e	-	17,528,235	19,673,089	19,268,640	TBR	-	305-3 305-5	FB-MP-110a.2
		Total Scope 1 + 2 - Location Based	tCO ₂ e	1,794,828	1,766,372	1,726,453	1,621,668	1,643,256	1.3%	305-1 305-2 305-5	FB-MP-110a.2
		Total Scope 1 + 2 - Market Based	tCO ₂ e	1,739,552	1,746,942	1,679,825	1,612,955	1,576,550	-2.3%	305-1 305-2 305-5	FB-MP-110a.2
	Global Emissions Intensity – By Scope	Scope 1 ¹	tCO ₂ e/t	0.182	0.177	0.167	0.155	0.156	1.0%	305-4	FB-MP-110a.2
		Scope 2 ² - Location based	tCO ₂ e/t	0.107	0.096	0.100	0.097	0.094	-3.8%	305-4	FB-MP-110a.2
		Scope 2 ³ - Market based	tCO ₂ e/t	0.098	0.093	0.092	0.096	0.084	-13.0%	305-4	FB-MP-110a.2
		Total Scope 1 + 2 - Location Based	tCO ₂ e/t	0.289	0.273	0.267	0.252	0.250	-0.9%	305-4	FB-MP-110a.2
		Total Scope 1 + 2 - Market Based	tCO ₂ e/t	0.280	0.270	0.260	0.251	0.240	-4.4%	305-4	FB-MP-110a.2

¹ Includes emissions from stationary combustion, mobile combustion, agriculture, waste, and effluent, and fugitive and process emissions in Pilgrim’s-owned facilities.

² Includes emissions from purchased electricity, steam, heat, and cooling. Purchased electricity is calculated using location-based methodology.

³ Includes emissions from purchased electricity, steam, heat, and cooling. Purchased electricity is calculated using market-based methodology.

⁴ Includes all other indirect emissions in our value chain, both upstream and downstream from Pilgrim’s operations.

Intensity = per MT of finished product

TBR = to be reported. In alignment with GHG Protocol Corporate Value Chain (Scope 3) Standard, we have conducted a full Scope 3 inventory no less than every three years and plan to disclose annually in the future.

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Indicator			Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref
Energy and Renewable Energy Use	Global Energy Use – By Scope	Scope 1 ⁵	MWh	3,723,139	3,822,487	3,747,304	3,649,244	3,657,401	0.2%	302-1 302-4	*
		Scope 2 ⁶	MWh	1,623,803	1,728,403	1,712,334	1,737,663	1,726,263	-0.7%	302-1 302-4	*
		Total Scope 1 + 2	MWh	5,346,942	5,550,890	5,459,639	5,386,907	5,383,664	-0.1%	302-1 302-4	*
	Global Energy Intensity - By Scope	Scope 1 ⁵	MWh/t	0.60	0.59	0.58	0.57	0.56	-1.9%	302-3	*
		Scope 2 ⁶	MWh/t	0.26	0.27	0.26	0.27	0.26	-2.8%	302-3	*
		Total Scope 1 + 2	MWh/t	0.86	0.86	0.84	0.84	0.82	-2.2%	302-3	*
	Global Renewable Energy	Scope 1 ⁵	MWh	287,204	193,094	177,520	198,975	192,264	-3.4%	302-1	*
			%	7.7%	5.1%	4.7%	5.5%	5.3%	-3.6%	302-1	*
		Scope 2 ⁶	MWh	124,574	196,383	265,707	246,061	364,318	48.1%	302-1	*
			%	7.7%	11.4%	15.5%	14.2%	21.1%	49.0%	302-1	*
		Total Scope 1 + 2	MWh	411,778	389,477	443,227	445,036	556,582	25.1%	302-1	*
			%	7.7%	7.0%	8.1%	8.3%	10.3%	25.1%	302-1	*
	Global Transport Fuel Consumption		L	-	-	-	68,078,136	61,054,166	-10.3%	302-1	*

⁵ Includes electricity generated on-site, the use of fuel to generate steam and heat (stationary combustion) and consumption of fuel by company-owned vehicle fleets (mobile combustion).

⁶ Includes purchased electricity, steam, heat, and cooling.

Intensity = per MT of finished product

Pilgrim’s Performance Indicators

Our Environment

Indicator			Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref
Water and Wastewater	Global Water Withdrawal	Surface water	ML	-	-	1,251	1,081	1,210	11.9%	303-3	*
		Groundwater	ML	-	-	14,066	12,793	12,238	-4.3%	303-3	*
		Municipality	ML	-	-	44,325	43,530	43,271	-0.6%	303-3	*
		Other	ML	-	-	0	0	0	-	303-3	*
		Total	ML	-	-	59,642	57,404	56,719	-1.2%	303-3	*
	Global Water Discharge	Water Body	ML	-	-	10,897	13,481	15,243	13.1%	303-4	*
		Municipality	ML	-	-	29,916	30,410	34,783	14.4%	303-4	*
		Land application	ML	-	-	5,443	6,828	5,265	-22.9%	303-4	*
		Total	ML	-	-	46,256	50,718	55,290	9.0%	303-4	*
	Global Water Intensity	Surface water	ML/t	-	-	0.0002	0.0002	0.0002	9.5%	303-5	*
		Groundwater	ML/t	-	-	0.0022	0.0020	0.0019	-6.4%	303-5	*
		Municipality	ML/t	-	-	0.0069	0.0068	0.0066	-2.7%	303-5	*
		Other	ML/t	-	-	0.0000	0.0000	0.0000	-	303-5	*
	Global Recycled Water Use		ML	-	-	-	4,013	2,893	-27.9%	303-5	*
Waste, Packaging, Circular Economy, and Reverse Logistics	Global Waste Generation	Hazardous waste ¹	US ton	-	-	123	2,366	271	-88.5%	306-3	*
			%	-	-	0.0%	0.7%	0.1%	-88.4%	306-3	*
		Non-hazardous waste	US ton	-	-	332,031	333,579	330,818	-0.8%	306-3	*
			%	-	-	100.0%	99.3%	99.9%	0.6%	306-3	*
		Total waste	US ton	-	-	332,154	335,945	331,088	-1.4%	306-3	*

¹ Hazardous waste generation was high in 2023 due to the disposal of large equipment during the year.
Intensity = per MT of finished product

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Our Environment

Indicator			Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref
Waste, Packaging, Circular Economy, and Reverse Logistics	Global Packaging Usage	Total Packaging Usage	t	-	-	-	206,915	236,004	14.1%	301-1 301-2 301-3	*
		Recyclable Packaging	t	-	-	-	184,460	204,334	10.8%	301-2	*
			%	-	-	-	89%	87%	-2.9%	301-2	*
		Non-Recyclable Packaging	t	-	-	-	22,455	31,669	41.0%	301-2	*
			%	-	-	-	11%	13%	23.7%	301-2	*
		Recycled Packaging	t	-	-	-	18,795	7,174	-61.8%	301-2	*
			%	-	-	-	9%	3%	-66.5%	301-2	*
		Non-Recycled Packaging	t	-	-	-	188,119	228,830	21.6%	301-2	*
			%	-	-	-	91%	97%	6.6%	301-2	*
		Renewable Raw Material Packaging	t	-	-	-	141,414	129,658	-8.3%	301-1	*
			%	-	-	-	68%	55%	-19.6%	301-2	*
		Non-renewable Raw Material Packaging	t	-	-	-	65,500	106,345	62.4%	301-1	*
			%	-	-	-	32%	45%	42.3%	301-2	*
		Packaging Recovered Through Reverse Logistics Programs	t	-	-	-	11,448	11,203	-2.1%	301-3	*
			%	-	-	-	6%	5%	-14.2%	301-2	*
		Packaging Not Recovered Through Reverse Logistics Programs	t	-	-	-	195,466	224,801	15.0%	301-3	*
			%	-	-	-	94%	95%	0.8%	301-2	*

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Our Animals

Indicator				Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref
Animal Welfare	People Trained	Team Members		people	-	-	-	51,088	46,838	-8.3%	*	*
		Suppliers		people	-	-	-	6,535	7,853	20.2%	*	*
		Third-party Transporters		people	-	-	-	147	150	2.0%	*	*
	Hours of Training Provided	Team Members ¹		hours	-	-	-	21,051	11,949	-43.2%	*	*
		Suppliers		hours	-	-	-	3,351	3,952	17.9%	*	*
		Third-party Transporters		hours	-	-	-	946	966	2.1%	*	*
Housing ²	Hogs	Gestating Sows in Open Pen Gestation Housing Systems	Pilgrim’s Europe	%	-	-	100%	98%	100%	2.0%	*	FB-MP-410a.1
Physical Alterations ³	Hogs	Teeth Clipping	Pilgrim’s Europe	%	0%	0%	0%	0%	0%	-	*	*
		Surgical Castration	Pilgrim’s Europe	%	0%	0%	0%	0%	0%	-	*	*
	Poultry	Debeaking at Company-Owned Broiler Farms	Pilgrim’s U.S.	%	0%	0%	0%	0%	0%	-	*	*
			Pilgrim’s Mexico	%	0%	0%	0%	0%	0%	-	*	*
			Pilgrim’s Europe	%	0%	0%	0%	0%	0%	-	*	*
Processing and Handling	Internal animal welfare audits passed	Pilgrim’s U.S.	Poultry	%	-	-	100%	93%	100%	7.5%	*	*
		Pilgrim’s Mexico	Poultry	%	-	-	100%	100%	99%	-1.0%	*	*
		Pilgrim’s Europe	Poultry	%	-	-	100%	100%	100%	0.0%	*	*
			Pork	%	-	-	n/a	100%	100%	0.0%	*	*
			Lamb	%	-	-	n/a	n/a	100%	-	*	*

¹ The decrease in team member training hours from 2023 to 2024 was due to improved consolidation of training materials and reduced redundancies.

² Includes company-owned live animal operations only unless noted otherwise.

³ Competitive information. We do not disclose.

Pilgrim’s Performance Indicators

Our Animals

Indicator				Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref
Processing and Handling	Third-Party Animal Welfare Audits Passed	Pilgrim’s U.S.	Poultry	%	-	-	100%	100%	100%	0.0%	*	FB-MP-410a.3
		Pilgrim’s Mexico	Poultry	%	-	-	100%	100%	100%	0.0%	*	FB-MP-410a.3
		Pilgrim’s Europe	Poultry	%	-	-	100%	100%	100%	0.0%	*	FB-MP-410a.3
			Pork	%	-	-	n/a	100%	100%	0.0%	*	FB-MP-410a.3
			Lamb	%	-	-	n/a	n/a	n/a	-	*	FB-MP-410a.3
		Third-Party Animal Welfare Audits Passed on the First Attempt	Pilgrim’s U.S.	Poultry	%	-	-	100%	100%	100%	0.0%	*
	Pilgrim’s Mexico		Poultry	%	-	-	100%	100%	100%	0.0%	*	FB-MP-410a.3
	Pilgrim’s Europe		Poultry	%	-	-	100%	100%	100%	0.0%	*	FB-MP-410a.3
			Pork	%	-	-	n/a	100%	100%	0.0%	*	FB-MP-410a.3
			Lamb	%	-	-	n/a	n/a	n/a	-	*	FB-MP-410a.3
	Third-Party Transportation Audits Passed		Pilgrim’s U.S.	Poultry	%	-	-	n/a	n/a	100%	-	*
		Pilgrim’s Mexico	Poultry	%	-	-	100%	100%	100%	0.0%	*	FB-MP-410a.3
		Pilgrim’s Europe	Poultry	%	-	-	100%	100%	100%	0.0%	*	FB-MP-410a.3
			Pork	%	-	-	n/a	100%	100%	0.0%	*	FB-MP-410a.3
			Lamb	%	-	-	n/a	n/a	n/a	-	*	FB-MP-410a.3
		Third-Party Transportation Audits Passed on the First Attempt	Pilgrim’s U.S.	Poultry	%	-	-	n/a	n/a	100%	-	*
	Pilgrim’s Mexico		Poultry	%	-	-	100%	100%	100%	0.0%	*	FB-MP-410a.3
	Pilgrim’s Europe		Poultry	%	-	-	100%	100%	100%	0.0%	*	FB-MP-410a.3
			Pork	%	-	-	n/a	100%	100%	0.0%	*	FB-MP-410a.3
			Lamb	%	-	-	n/a	n/a	n/a	-	*	FB-MP-410a.3

Pilgrim’s Performance Indicators

Our Products

Indicator			Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref
Food Safety and Quality	Regulatory Recalls		#	-	5	1	1	2	100.0%	*	FB-AG-250a.3
	Fresh Processing Facilities Independently Certified to GFSI Standards	Pilgrim’s U.S.	%	100%	100%	100%	100%	100%	0.0%	*	FB-MP-250a.1
		Pilgrim’s Mexico	%	86%	71%	71%	71%	71%	0.0%	*	FB-MP-250a.1
		Pilgrim’s Europe	%	100%	100%	100%	100%	100%	0.0%	*	FB-MP-250a.1
	Average Completion Rate of the FSQA Training Plan by all Food-Handling Pilgrim’s Personnel	Pilgrim’s U.S.	%	-	100%	100%	100%	100%	0.0%	*	*
		Pilgrim’s Mexico	%	-	100%	96%	99%	88%	-11.1%	*	*
		Pilgrim’s Europe - Chicken	%	-	76%	80%	85%	88%	3.5%	*	*
		Pilgrim’s Europe - Pork	%	-	89%	90%	94%	88%	-6.4%	*	*
		Pilgrim’s Europe - Prepared Foods	%	-	n/a	83%	85%	88%	3.5%	*	*
Nutrition and Health Attributes	Products Low in Sodium	Pilgrim’s U.S.	%	-	-	-	75%	77%	2.7%	FP6	*
		Pilgrims Europe	%	-	-	-	10%	13%	8.3%	FP6	*
		Pilgrim’s Mexico	%	-	-	-	20%	36%	80.0%	FP6	*

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Indicator			Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref
Nutrition and Health Attributes	Products Without Added Sugar	Pilgrim’s U.S.	%	-	-	-	98%	95%	-3.1%	FP6	*
		Pilgrims Europe	%	-	-	-	18%	24%	33.3%	FP6	*
		Pilgrim’s Mexico	%	-	-	-	31%	44%	41.9%	FP6	*
	Products Without Added Artificial Preservatives	Pilgrim’s U.S.	%	-	-	-	1%	83%	8200.0%	FP6	*
		Pilgrims Europe	%	-	-	-	80%	36%	-55.0%	FP6	*
		Pilgrim’s Mexico	%	-	-	-	20%	32%	60.0%	FP6	*
	Products with Low Trans Fat Content	Pilgrim’s U.S.	%	-	-	-	-	97%	-	FP6	*
		Pilgrims Europe	%	-	-	-	10%	0%	-100.0%	FP6	*
		Pilgrim’s Mexico	%	-	-	-	-	100%	-	FP6	*
	Enriched Products¹	Pilgrim’s U.S.	%	-	-	-	86%	77%	-10.5%	FP7	*
		Pilgrims Europe	%	-	-	-	3%	0%	-100.0%	FP6	*
		Pilgrim’s Mexico	%	-	-	-	1%	32%	3100.0%	FP7	*

¹ Products with nutritional enrichment are those rich in fibers, vitamins, minerals, phytochemicals (products of plant origin with beneficial chemical compounds for human health), and functional food additives.

Pilgrim’s Performance Indicators

Our People

Indicator			Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref
Team Members	Number of Team Members	Pilgrim’s Global	#	54,826	54,408	59,619	61,271	62,318	1.7%	2-7	*
		Pilgrim’s U.S.	#	29,336	28,395	29,902	32,230	34,242	6.2%	2-7	*
		Pilgrim’s Mexico	#	10,483	11,166	12,287	11,578	12,099	4.5%	2-7	*
		Pilgrim’s Europe	#	15,007	14,847	17,430	17,463	15,977	-8.5%	2-7	*
	Freedom of Association – Team Members Covered By Collective Bargaining Agreements	Pilgrim’s U.S.	%	57%	57%	57%	57%	53%	-7.0%	407-1	*
		Pilgrim’s Europe	%	46%	54%	61%	72%	93%	29.2%	407-1	*
		Pilgrim’s Mexico	%	86%	68%	70%	34%	68%	100.0%	407-1	*
Team Member Health & Safety	Pilgrim’s Safety Index	Pilgrim’s Global		0.09	0.10	0.05	0.04	0.03	-19.0%	403-9	*
		Pilgrim’s U.S.		0.09	0.09	0.07	0.06	0.04	-41.4%	403-9	*
		Pilgrim’s Mexico		0.02	0.02	0.02	0.00	0.01	-	403-9	*
		Pilgrim’s Europe		0.16	0.19	0.06	0.04	0.05	25.0%	403-9	*
	Hours Worked	Pilgrim’s U.S.	#	67,360,266	64,878,584	61,287,092	65,234,857	68,211,693	4.6%	403-9	*
		Pilgrim’s Mexico	#	26,733,949	26,554,735	29,320,766	30,396,983	30,182,396	-0.7%	403-9	*
		Pilgrim’s Europe	#	31,547,831	30,355,198	38,955,562	36,660,759	34,642,934	-5.5%	403-9	*
	DART Rate	Pilgrim’s U.S.		1.03	0.94	0.89	0.95	1.82	91.6%	403-9	*
		Pilgrim’s Mexico		0.04	0.04	0.04	0.04	0.04	-	403-9	*
		Pilgrim’s Europe		1.28	1.30	0.94	0.35	0.48	37.1%	403-9	*
	TRIR	Pilgrim’s U.S.		2.16	2.48	2.64	2.92	3.67	25.7%	403-9	SASB FB-MP-320a.1
	Fatalities	Pilgrim’s U.S.	#	1	0	0	0	0	-	403-9	SASB FB-MP-320a.1
		Pilgrim’s Mexico	#	0	0	0	0	0	-	403-9	SASB FB-MP-320a.1
		Pilgrim’s Europe	#	0	0	0	0	0	-	403-9	SASB FB-MP-320a.1

Pilgrim’s Performance Indicators

Our People

Indicator				Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref
Team Member Profile	Workforce – By Gender	Female	Pilgrim’s Global	%	39.1%	39.0%	39.2%	39.6%	38.8%	-1.9%	405-1	*
			Pilgrim’s U.S.	%	42.3%	41.3%	40.9%	40.7%	39.8%	-2.3%	405-1	*
			Pilgrim’s Mexico	%	33.6%	35.3%	36.9%	37.2%	37.8%	1.6%	405-1	*
			Pilgrim’s Europe	%	36.7%	37.2%	37.7%	39.1%	37.5%	-4.1%	405-1	*
		Male	Pilgrim’s Global	%	60.9%	61.0%	60.7%	60.4%	61.1%	1.1%	405-1	*
			Pilgrim’s U.S.	%	57.7%	58.7%	58.8%	59.1%	60.1%	1.6%	405-1	*
			Pilgrim’s Mexico	%	66.4%	64.7%	63.1%	62.8%	62.2%	-1.0%	405-1	*
			Pilgrim’s Europe	%	63.3%	62.8%	62.3%	60.9%	62.4%	2.5%	405-1	*
		Unknown / Undisclosed	Pilgrim’s Global	%	0.0%	0.0%	0.0%	0.1%	0.1%	-26.2%	405-1	*
			Pilgrim’s U.S.	%	0.0%	0.0%	0.2%	0.1%	0.1%	-25.1%	405-1	*
			Pilgrim’s Mexico	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	405-1	*
			Pilgrim’s Europe	%	0.0%	0.0%	0.0%	0.0%	0.1%	-	405-1	*

Pilgrim’s Performance Indicators

Our People

Indicator				Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref
Team Member Profile	Leadership Positions - By Gender	Women	Pilgrim’s Global	%	-	28.8%	33.4%	37.9%	34.2%	-9.8%	405-1	*
			Pilgrim’s U.S.	%	-	37.0%	39.3%	38.2%	35.8%	-6.3%	405-1	*
			Pilgrim’s Mexico	%	-	24.7%	34.2%	46.4%	41.3%	-11.0%	405-1	*
			Pilgrim’s Europe	%	-	15.2%	15.9%	16.9%	18.0%	6.5%	405-1	*
		Men	Pilgrim’s Global	%	-	57.4%	62.5%	62.0%	65.7%	6.0%	405-1	*
			Pilgrim’s U.S.	%	-	63.0%	60.6%	61.6%	64.1%	4.1%	405-1	*
			Pilgrim’s Mexico	%	-	38.0%	50.7%	53.6%	58.6%	9.3%	405-1	*
			Pilgrim’s Europe	%	-	84.8%	84.1%	83.1%	82.0%	-1.3%	405-1	*
		Unknown / Undisclosed	Pilgrim’s Global	%	-	13.7%	4.1%	0.1%	0.1%	-26.2%	405-1	*
			Pilgrim’s U.S.	%	-	0.0%	0.1%	0.2%	0.1%	-50.0%	405-1	*
			Pilgrim’s Europe	%	-	37.3%	15.1%	0.0%	0.1%	-	405-1	*
			Pilgrim’s Mexico	%	-	0.0%	0.0%	0.0%	0.0%	-	405-1	*

Pilgrim’s Performance Indicators

Our People

Indicator				Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref
Team Member Profile	Workforce – By Race	Pilgrim's U.S.	Hispanic or Latino	%	28%	31%	30%	32%	33%	5.1%	405-1	*
			White	%	32%	31%	31%	29%	26%	-10.6%	405-1	*
			Black or African-American	%	36%	34%	34%	34%	35%	0.1%	405-1	*
			Asian	%	0%	0%	0%	0%	2%	314.4%	405-1	*
			Native-Hawaiian or Pacific-Islander	%	2%	2%	2%	2%	0%	-77.8%	405-1	*
			Indigenous-American or Native-Alaskan	%	0%	0%	0%	0%	0%	-4.4%	405-1	*
			Two or More Races	%	1%	1%	1%	1%	1%	-1.7%	405-1	*
			Not declared	%	0%	0%	0%	0%	2%	487.8%	405-1	*
	Leadership Positions – By Race	Pilgrim's U.S.	Hispanic or Latino	%	15%	19%	19%	19%	19%	-2.3%	405-1	*
			White	%	63%	60%	59%	57%	58%	2.1%	405-1	*
			Black or African-American	%	20%	19%	19%	20%	19%	-6.2%	405-1	*
			Native-Hawaiian or Pacific-Islander	%	0%	0%	0%	0%	0%	-3.3%	405-1	*
			Asian	%	1%	1%	1%	1%	2%	18.4%	405-1	*
			Indigenous-American or Native-Alaskan	%	0%	0%	0%	1%	1%	12.8%	405-1	*
			Two or More Races	%	1%	1%	1%	1%	1%	26.9%	405-1	*
			Not declared	%	0%	0%	0%	1%	1%	-15.4%	405-1	*

Pilgrim’s Performance Indicators

Our People

Indicator				Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref
Team Member Profile	Workforce - By Age Group	< 30	Pilgrim’s Global	%	23%	24%	23%	23%	23%	0.5%	405-1	*
			Pilgrim’s U.S.	%	23%	22%	24%	24%	23%	-2.0%	405-1	*
			Pilgrim’s Europe	%	23%	18%	14%	15%	16%	6.0%	405-1	*
			Pilgrim’s Mexico	%	-	36%	34%	35%	33%	-6.1%	405-1	*
		30 - 50	Pilgrim’s Global	%	43%	48%	49%	49%	50%	1.8%	405-1	*
			Pilgrim’s U.S.	%	42%	43%	44%	42%	47%	9.9%	405-1	*
			Pilgrim’s Europe	%	49%	54%	54%	55%	52%	-5.0%	405-1	*
			Pilgrim’s Mexico	%	-	53%	55%	55%	56%	1.2%	405-1	*
		> 50	Pilgrim’s Global	%	34%	28%	28%	28%	27%	-3.6%	405-1	*
			Pilgrim’s U.S.	%	35%	35%	32%	34%	30%	-11.1%	405-1	*
			Pilgrim’s Europe	%	28%	28%	32%	30%	32%	5.8%	405-1	*
			Pilgrim’s Mexico	%	-	11%	11%	10%	11%	13.6%	405-1	*

Pilgrim’s Performance Indicators

Our People

Indicator				Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref
Team Member Profile	Workforce - By Job Category	Pilgrim’s Global	Leaders	%	-	-	-	10%	9%	-13.1%	405-1	*
			Admin	%	-	-	-	3%	6%	94.1%	405-1	*
			Operations	%	-	-	-	74%	85%	14.3%	405-1	*
			Apprentices, Interns and Trainees	%	-	-	-	0%	0%	-47.1%	405-1	*
			Other	%	-	-	-	12%	1%	-94.5%	405-1	*
	Workforce - By Employee Type	Pilgrim’s Global	Permanent	%	-	-	-	99.1%	99.8%	0.7%	405-1	*
			Temporary	%	-	-	-	0.9%	0.2%	-77.2%	405-1	*
			Non-guaranteed hours	%	-	-	-	0.0%	0.0%	-	405-1	*
Team Member Training & Development	Average Training Hours By Job Category ¹	Pilgrim’s Global	Total	#	-	-	-	13	92	629.5%	404-1	*
			Leaders	#	-	-	-	14	224	1541.2%	404-1	*
			Admin	#	-	-	-	56	96	70.7%	404-1	*
			Operations	#	-	-	-	3	75	2224.2%	404-1	*
			Apprentices, Interns and Trainees	#	-	-	-	278	1,172	322.0%	404-1	*
			Other	#	-	-	-	49	268	450.6%	404-1	*

¹ Average training hours is calculated by dividing total training hours (the sum of all training hours provided to employees throughout the year) by total team members (pulled as one payroll period at the end of the year as a snapshot of the entire workforce). Data may skew in cases where trainings were provided to team members who were no longer with the company in December when the payroll period was pulled. In addition, Pilgrim’s is currently working to improve data collection capabilities for operational team member trainings, which are not currently conducted through a single uniform system.

Pilgrim’s Performance Indicators

Our Supplier Partners

Indicator			Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref	
Supplier Profile	Poultry and Livestock Supplier Partners	Poultry	Pilgrim's U.S.	#	3,923	3,909	3,859	3,781	4,369	15.6%	*	*
			Pilgrim's Mexico	#	259	250	227	227	259	14.1%	*	*
			Pilgrim's Europe	#	724	759	717	641	547	-14.7%	*	*
		Hog	Pilgrim's Europe	#	19	17	75	90	128	42.2%	*	*
			Lamb / Smallstock	Pilgrim's Europe	#	420	395	1,659	1,596	1,478	-7.4%	*

Pilgrim’s Performance Indicators

Our Communities

Indicator			Unit	2020	2021	2022	2023	2024	% Change 2023-2024	GRI Ref	SASB Ref
Community Investment Programs	Investments	Hometown Strong ¹	million US\$	\$11.6	\$14.0	\$15.0	\$15.3	\$15.3	-	203-1 413-1	*
		Better Futures	thousand US\$	n/a	n/a	\$687.8	\$230.2	\$216.8	-5.8%	203-1 413-1	*
		Tomorrow Fund	thousand US\$	n/a	\$1,379.0	\$1,905.3	\$2,615.7	\$2,366.9	-9.5%	203-1 413-1	*
	Number of People Benefited	Better Futures - Program Sign Ups	people	n/a	552	402	578	672	16.3%	203-1 413-1	*
		Better Futures - Enrolled Students	people	n/a	75	210	316	285	-9.8%	203-1 413-1	*

¹ The total committed budget of this program is US \$20 million. These values indicated how much of this budget had been approved for investment at the end of the calendar year.