2025 SUSTAINABILITY SNAPSHOT

Our Purpose: To feed a growing world responsibly and sustainably

PILLAR 1
MAINTAIN EXCELLENCE
Building on strong foundations, prioritizing safety, integrity, and a culture of care, to protect our people and strengthen trust across our value chain.

PILLAR 2
DRIVE PROGRESS
Accelerating near- and long-term climate, energy, and water initiatives to reduce environmental impact and strengthen resilience.

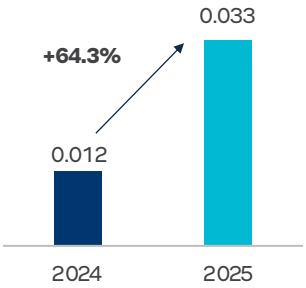
PILLAR 3
BUILD RESILIENCE
Mitigating risk across the value chain through responsible sourcing, transparency, and supporting agricultural producers.

Our Global Goals

HEALTH & SAFETY

Goal
Improve Global Safety Index[1] by **10% year over year**

Progress
Achieved a **64% improvement** from 2024 to 2025

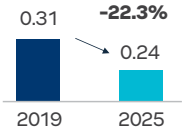


CLIMATE

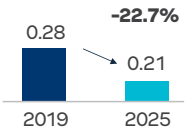
Near-term Goal
Reduce Scope 1 & 2 emissions intensity (tCO_2e/t of finished product) by **30% by 2030** (2019 baseline)

Long-term Goal
Reduce Scope 1 & 2 emissions intensity (tCO_2e/t of finished product) by **70% across Pilgrim's processing facilities by 2050** (2019 baseline)

Near-term Goal Progress:



Long-term Goal Progress:



SUPPLY CHAIN RESILIENCY

Goal
Support farmers with their adoption of regenerative practices, innovative technologies, and agronomic technical assistance to enhance productivity and mitigate GHG emissions

Progress
Continued to expand supplier support and verification among priority regions





PEOPLE DEVELOPMENT



Goal
Continue providing life-changing development and educational opportunities for team members and their families

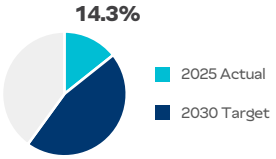
Progress
Provided more than **5M training hours** to improve team members' professional skills and career opportunities in 2025

Enrolled more than **220 team members** and/or their dependents in tuition-free higher education classes across 25 colleges via Pilgrim's Better Futures in 2025

ENERGY

Goal
Reach **60% renewable electricity** by 2030

Progress



WATER

Goal
Reduce water use intensity (m^3/t of finished product) by **15% by 2030** (2019 baseline)

Progress



A safe, skilled workforce is the cornerstone of sustainable growth and responsible operations.

These actions help meet global goals while also improving the efficiency and performance of our business.

A resilient and transparent supply chain helps to steward ecosystems, support rural livelihoods, and provide sustainable protein for a growing world.

Supported by Key Performance Indicators

2025 SUSTAINABILITY SNAPSHOT

Impact Hightlights

ENVIRONMENTAL STEWARDSHIP

Achieved interim targets referenced in the Pilgrim's **Sustainability-Linked Bond Frameworks**, reducing Scope 1 & Scope 2 GHG emissions intensity by **24.4%**.

SOCIAL RESPONSIBILITY

Invested **over US$193 thousand** for Pilgrim's team members and/or their dependents to earn higher education degrees or certifications via the **Better Futures Program.**

PRODUCT INTEGRITY

Invested more than **US$45 million** in animal welfare research, training, and capital improvement projects.

Trained over **165 thousand** team members, suppliers, and third-party partners on animal welfare.

Invested more than **US$3 million** in product innovation, research, and development across food safety, nutrition, and cultivated proteins.

1. Safety Index = Number of severe work-related injuries multiplied by 200,000, divided by the total hours worked by our own workforce.

Severe injury = Work-related injury that results in any of the following: i. Fatalities, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or ii. significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.