



An appetite for good.

2023 PILGRIM'S SUSTAINABILITY REPORT SUMMARY



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WE RECOGNIZE THAT THE ROLE WE PLAY EXTENDS BEYOND OUR OWN WALLS, AND WE CONTINUE TO WORK ON DELIVERING SCALABLE SOLUTIONS TO THE SUSTAINABILITY CHALLENGES THAT IMPACT US ALL.

— FABIO SANDRI, PILGRIM'S CEO

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"Safety is a Condition!"



I BELIEVE THAT SUSTAINABILITY MUST BE EMBEDDED IN OUR BUSINESS AS WE FACE THE GLOBAL CHALLENGE OF FEEDING A GROWING POPULATION. WE WILL CONTINUE TO EXPLORE INNOVATIVE WAYS TO LEAD AND GROW IN THIS AREA, STRIVING TO MAKE A MEANINGFUL IMPACT.



A MESSAGE FROM OUR CEO

As I reflect back on 2023, I am so proud of what we achieved at Pilgrim's. Around the world, once again, millions of people put our high-quality food products on their plates every day. Our business thrived, demonstrating our resilience and strong demand for our products. Just as important, we stayed true to our commitment to operate in a responsible and sustainable way that meets the expectations of our customers and the communities we call home.

In 2023, Pilgrim's made measurable strides in our sustainability efforts because of our relentless focus on ways to improve across our global footprint. There is always more work to be done, but it is also important to celebrate our collective progress. And I am proud that 2023 was a year of advancement. This report provides an in-depth view, but I would like to call out a few highlights here.

In 2023, Pilgrim's reduced absolute Scope 1 and Scope 2 GHG emissions by 17% compared to 2019 baseline. As of year-end 2023, we approved more than 130 GHG emissions reduction projects for implementation in Pilgrim's facilities since 2019. This is an area where we continue to innovate and lead sustainable transformation by example.

The safety of our employees and customers has always been paramount, and we continue to make progress to underscore that. In 2023, I am proud to report that we improved our Global Safety Index performance by 24% since

2022 and 69% compared to our 2019 baseline. This is a critical measure because we believe that safety is a condition for becoming the best and most respected company in our industry.

There are so many other efforts to take pride in—whether it's how we are tackling food waste, our dedication to humane animal handling and welfare, or the way we encourage our suppliers to join us on our journey toward collective improvement, too. Within our communities, we continue to invest in opportunities for our employees and their families while focusing philanthropic efforts on the causes that matter most to them.

I believe that sustainability must be embedded in our business as we face the global challenge of feeding a growing population. We will continue to explore innovative ways to lead and grow in this area, striving to make a meaningful impact.

It is my honor to share this report with you as it captures our successes, our aspirations, and a relentless drive to accomplish more.

Sincerely,

Fabio Sandri
Pilgrim's CEO

About Pilgrim's

As a global leader in the food industry, Pilgrim's has been delivering high-quality, wholesome, and premium products for over seven decades. As one of the world's largest poultry, pork, and prepared foods producers, we take pride in serving millions of customers worldwide every day.

At Pilgrim's, we understand that our role extends beyond just providing high-quality food products—we are committed to doing so responsibly. Our dedication to our customers and the communities we serve transcends everyday business operations. Each day, we strive to uphold our responsibility towards these stakeholders by aligning our operations with the highest standards of sustainability and ethical conduct.



PILGRIM'S HAS BEEN DELIVERING HIGH-QUALITY, WHOLESOME, AND PREMIUM PRODUCTS FOR OVER SEVEN DECADES.

69

PRODUCTION FACILITIES

47

HATCHERIES

34

FEED MILLS

02

PIG FARMS

61,000+
team members



155 million+

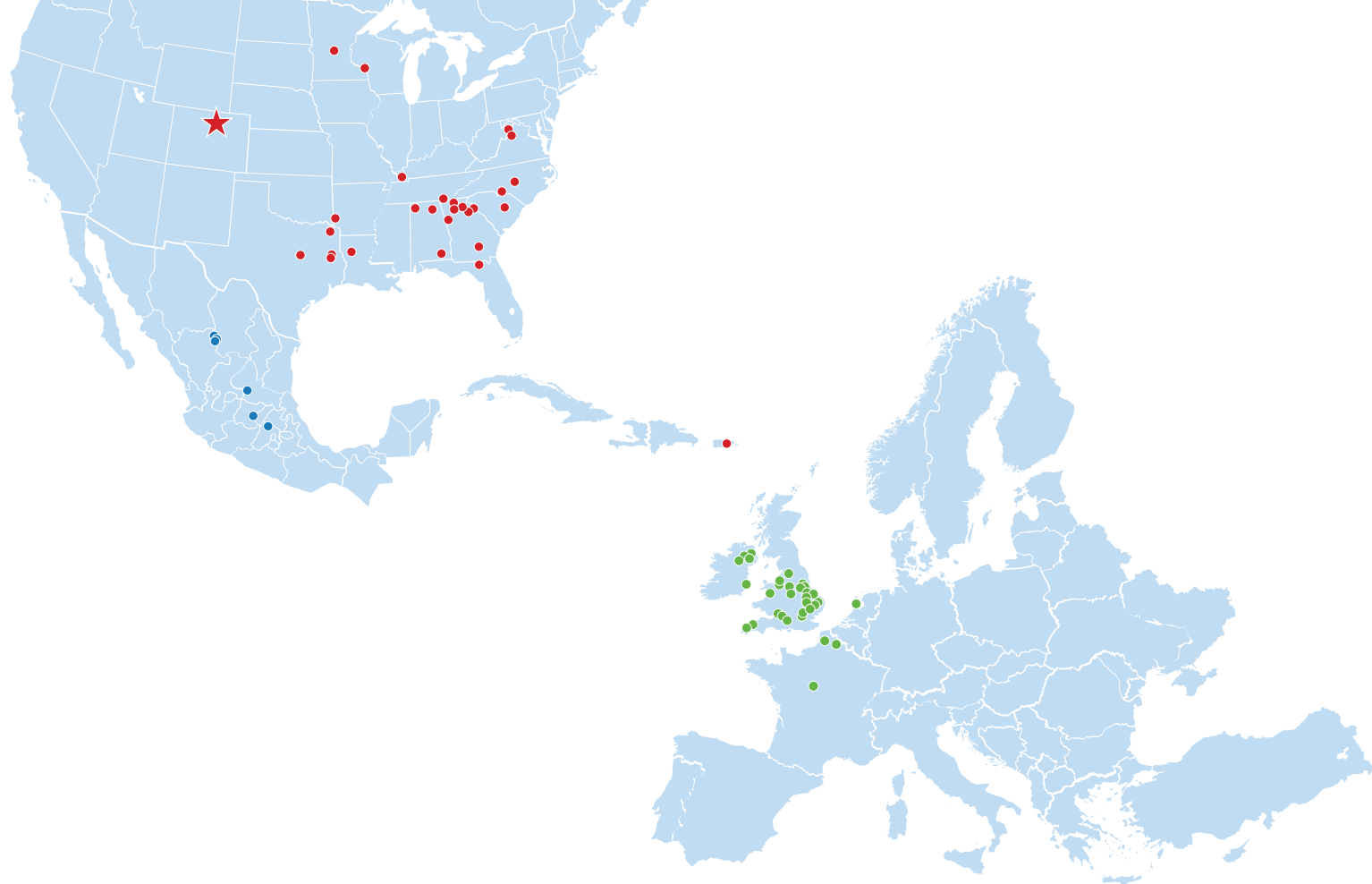
SERVINGS OF PROTEIN PROVIDED DAILY



Our Why:

At Pilgrim's, our fundamental aim is to create opportunities for a better future for our team members. Our vision, strategy, and methods provide a clear roadmap of our objectives and the path we've laid out to achieve them. This purpose serves as the driving force behind our relentless pursuit of our goals and propels us in our ambition to be the most respected company in our industry.





Our Operations

★ **PILGRIM'S GLOBAL HEADQUARTERS**
Greeley, CO

- **PILGRIM'S U.S.**
- Aibonito, PR
- Arcadia, WI
- Athens, GA
- Broadway, VA
- Canton, GA
- Carrollton, GA
- Chattanooga, TN
- Cold Spring, MN
- De Queen, AR
- Douglas, GA
- Elberton, GA
- Ellijay, GA
- Enterprise, AL
- Gainesville, GA
- Guntersville, AL

- **PILGRIM'S MEXICO**
- Live Oak, FL
- Lufkin, TX
- Marshville, NC
- Mayfield, KY
- Moorefield, WV
- Mt. Pleasant, TX
- Nacogdoches, TX
- Natchitoches, LA
- Russellville, AL
- Sanford, NC
- Sumter, SC
- Waco, TX

- **PILGRIM'S MEXICO**
- Gomez Palacio, MX
- Querétaro, MX
- San Luis Potosí, MX
- Tepeji Del Rio, MX
- Tultitlan, MX

- **PILGRIM'S EUROPE**
- Andover, UK
- Anwick, UK
- Ashbourne, UK
- Ashton, UK
- Attleborough, UK
- Ballymena, UK
- Bodmin, UK
- Bromborough, UK
- Bury St. Edmunds, UK
- Carrickmacross, IE
- Cheshire, UK
- Coalville, UK
- Corsham, UK
- Craigavon, UK
- Dungannon, UK
- Enniskillen, UK
- Greenford, UK
- Grantham, UK

- **PILGRIM'S EUROPE**
- Hénin-Beaumont, FR
- Huntingdon, UK
- King's Lynn, UK
- Linton, UK
- Llanidloes, UK
- Marquise, FR
- Orleans, FR
- Peterborough, UK
- Redruth, UK
- Ruskington, UK
- Schagen, NL
- Shillelagh, IE
- Southall, UK
- Spalding, UK
- Westerleigh, UK



Our Brands



NORTH AMERICA



EUROPE



Our Global Sustainability Strategy

At Pilgrim's, we incorporate sustainability considerations into every aspect of our operations. We are dedicated to continuous improvement, innovation, and setting increasingly ambitious goals. Our Global Sustainability Strategy reflects our supply chain connections and addresses our material sustainability topics. This strategy directs our actions in environmental, social, and governance areas, serving as the comprehensive framework for developing all our sustainability programs and initiatives. We utilize our scale and influence to ensure agriculture contributes to climate solutions. As a significant player in the food system, we strive to reduce our emissions while aiding producers and suppliers in enhancing their environmental sustainability and natural resource conservation.



Our Sustainability Goals

We are continuously focused on improving our company and staying committed to our goals, which drive us to innovate. We utilize our scale and influence to ensure agriculture contributes to climate solutions. As a key player in the food system, we strive to reduce our emissions while aiding producers and suppliers in enhancing their environmental sustainability and natural resource conservation.

SUPPORTING THE U.N. SUSTAINABLE DEVELOPMENT GOALS



		OUR GLOBAL GOALS	OUR PROGRESS
Environment	Energy & Emissions	Achieve net-zero greenhouse gas (GHG) emissions by 2040 ¹	17% reduction in absolute Scope 1 and 2 GHG emissions since 2019 Individual Pilgrim's businesses around the world are also actively engaged in research endeavors focused on animal welfare, animal nutrition, and farm management, which can reduce GHG emissions through improved efficiencies
		Reduce Scope 1 & 2 GHG emission intensity by 30% by 2030 vs. 2019 baseline	20% reduction from 2019 baseline
	Reach 60% renewable electricity by 2030	14.2% of the total electricity used in our global operations was renewable in 2023	
	Water	Reduce water use intensity by 2030 vs. 2019 baseline	6% increase from 2019 baseline
Social	Health & Safety	Achieve 30% improvement in Global Safety Index ² performance by 2025 vs. 2019 baseline	69% improvement in 2023 compared to 2019 baseline
	People Development	Continue providing life-changing development and educational opportunities for team members and their families	Provided more than 800,000 training hours to improve team members' professional skills and career opportunities within the company Enrolled more than 170 team members and/or their dependents in tuition-free, higher education classes via Pilgrim's Better Futures
Governance	Ethics & Compliance	Internally investigate and close Pilgrim's Ethics Line cases within 12 months of receipt ³ and audit results beginning in 2025	We will begin to report in our 2024 Sustainability Report
		Report 100% of substantiated critical ⁴ Pilgrim's Ethics Line cases to the Pilgrim's Board of Directors each year	On track

¹ When used, "net zero by 2040" or "net zero by 2040 goal" shall mean the company's goal to achieve net-zero greenhouse gas (GHG) emissions by 2040. This goal spans the company's global operations, as well as its diverse value chain of agricultural producer partners, suppliers and customers, and all other third parties in the company's value chains. Whether the company is successful in achieving this very ambitious goal will depend on numerous factors outside of the company's control, including but not limited to: legal and regulatory changes by local governments, technological innovations and infrastructures, energy advancements, economic and environmental conditions, climate change impacts, force majeure, social and cultural factors, international agreements and global trends, financial markets, collaborations and partnerships, and the resources and efforts of those in our value chains. Because of these variables, among others, the company may not be able to achieve net zero by 2040.

² Safety Index = number of severe injuries for every 100 employees ((Severe Injuries*200,000)/Total Hours Worked). Severe Injury = Any injury resulting in amputation, fatality, in-patient hospitalization, vision loss, second- or third degree burns, or fractures that results in greater than fifteen days lost time, and any other injury that results in greater than fifteen days lost time.

³ Depending on the time of receipt, Pilgrim's Ethics Line cases may not be closed within the same calendar year.

⁴ Includes cases investigated by the Ethics and Compliance Department (related to anti-bribery/anti-corruption (ABAC), antitrust, embezzlement, falsification of corporate documents, financial wrongdoing, theft over \$2,000, and conflicts of interest) that could have potential or actual negative impacts on stakeholders.

CLIMATE RESILIENCY BEYOND CARBON: AN APPROACH TO REGENERATIVE AGRICULTURE

Pilgrim's Europe's Pork Business is dedicated to holistic climate action, encompassing both emissions reduction and enhanced resilience. A key aspect of this approach involves regenerative agriculture practices, including farming pigs outdoors. This not only improves land quality but also contributes to the welfare of our British Quality Plus (BQP) program sows, which spend their entire lives outdoors.

Integrating livestock into crop rotation serves as a restorative measure for the land, offsetting the nutrient depletion and soil health compromise caused by continuous crop production. In the BQP program, pigs are kept on partner farmers' fields for two years, enriching the soil with manure, reducing weeds

and disease, increasing nutrient retention, and boosting biodiversity. These practices lead to improved crop yields and reduced dependency on synthetic fertilizers.

A collaborative study between Pilgrim's Europe Pork and Intellync on nine farms in Southeast England substantiated the financial and sustainability advantages of incorporating free-range pigs into agricultural practices. The study reported increased organic matter and soil carbon, decreased fertilizer use, and yield improvements. However, these benefits require ongoing pig inclusion in rotations for sustained results, underscoring the synergy between livestock and crop production.



PIGS ARE KEPT ON PARTNER FARMERS' FIELDS FOR TWO YEARS, ENRICHING THE SOIL WITH MANURE, REDUCING WEEDS AND DISEASE, INCREASING NUTRIENT RETENTION, AND BOOSTING BIODIVERSITY.



People & Partnerships

INVESTING IN OUR PEOPLE

At Pilgrim's, our people come first. We're building a workplace where everyone feels safe, respected, and valued, empowering them to achieve their personal and professional goals. Through active partnerships, we're expanding access to education, promoting healthy living, and supporting the causes that matter most to our employees.

We're also committed to making a real difference in the communities where we live and work, especially in rural areas where we serve as significant employers. Our commitment to people in and around our Pilgrim's facilities ensures we uplift those vital to the health of our business.




69%
improvement

IN GLOBAL SAFETY INDEX
VS. 2019 BASELINE


800
thousand+

TRAINING HOURS PROVIDED
TO IMPROVE TEAM MEMBERS'
PROFESSIONAL SKILLS AND
CAREER OPPORTUNITIES
WITHIN THE COMPANY



**AT PILGRIM'S,
THE SAFETY
OF OUR
MORE THAN
61,000 TEAM
MEMBERS IS
PARAMOUNT.**

Safety is a Condition



TEAM MEMBER HEALTH & SAFETY

At Pilgrim's, the safety of our more than 61,000 team members is paramount. Our comprehensive Occupational Health and Safety Management System prioritizes training, education, and hazard elimination to create a safe work environment.

To ensure safety protocols are effectively implemented and monitored, each Pilgrim's facility has a dedicated Safety Manager and a safety committee comprised of key team members. With hundreds of individuals directly responsible for workplace safety, we maintain

a proactive and vigilant approach to hazard identification and prevention.

We are committed to continuous improvement in our safety practices. We establish company-wide and facility-specific safety goals annually, tracking key safety indicators and reporting performance metrics to management teams daily, weekly, and monthly. This data-driven approach allows us to identify and address potential risks promptly, ensuring a safe and healthy work environment for all.

WE ARE PROUD TO REPORT A

69%

IMPROVEMENT IN OUR GLOBAL SAFETY INDEX FROM 2019-2023 AND A

24%

IMPROVEMENT YEAR OVER YEAR.



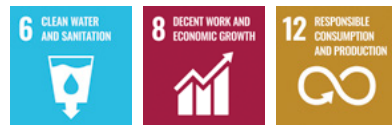
A COMMITMENT TO OUR COMMUNITIES

Pilgrim's recognizes the significant role we play in the well-being of the rural communities where we operate. We go beyond providing employment opportunities and actively invest in initiatives that strengthen these communities and improve the lives of our neighbors.

Through programs like Hometown Strong and Better Futures in the U.S., along with our Tomorrow Fund scholarships, we provide financial support, product donations, event sponsorships, and volunteer hours to address critical community needs. We prioritize local causes that are important to our team

members and their families, ensuring our efforts have the most meaningful impact.

We believe that strong communities are built by engaged citizens. That's why we encourage our team members to actively participate in local organizations and initiatives. Each Pilgrim's facility partners with non-profits addressing crucial needs in their area, providing opportunities for team members to volunteer their time and talents. Our human resources directors and general managers demonstrate their commitment to building stronger, more vibrant communities by actively engaging in both financial support and hands-on volunteering initiatives.



ENROLLED MORE THAN
170 TEAM MEMBERS
 AND/OR THEIR CHILD DEPENDENTS IN TUITION
 FREE, HIGHER EDUCATION CLASSES VIA PILGRIM'S
 BETTER FUTURES



Product Integrity



FOOD SAFETY, QUALITY & INNOVATION

For more than seven decades, Pilgrim's has produced safe, wholesome, high-quality food products enjoyed by consumers around the globe. We take pride in our commitment to providing our customers and consumers with choices that meet their nutritional needs and ethical expectations. From traditional, antibiotic-free and organic products to customized and consumer-ready prepared foods, we hold ourselves to high standards of excellence to provide a safe and enjoyable eating experience.

Food safety is foundational to our business. Our ongoing and rigorous reviews of every aspect of our daily operations ensure safe, high-quality products for our customers and consumers.

Our global approach allows us to share best practices across the company, in areas of regulatory compliance, pathogen control, modernization and other innovations. In partnership with JBS, Pilgrim's hosts an annual Global Food Safety and Quality Conference to identify common challenges, industry trends and opportunities to support the company's effort to be the worldwide leader in high-quality, innovative protein and value-added food products.

Our production facilities have been audited and certified by audit schemes recognized by the Global Food Safety Initiative (GFSI):

100%
FACILITIES IN THE U.S.
ARE CERTIFIED

100%
FACILITIES IN EUROPE
ARE CERTIFIED

71%
FACILITIES IN MEXICO
ARE CERTIFIED

ANIMAL HANDLING & WELFARE

Pilgrim's is committed to meeting or exceeding government and industry standards for humane animal handling and expects animals to be handled in a safe and humane manner. Our animal welfare programs include specific requirements and procedures to protect the health and welfare of our livestock and poultry

during transportation, unloading, handling, and processing, as well as the safety of our team members. All animal handling at all Pilgrim's facilities, including vaccinations, treatment, and movement to new facilities or processing is done using approved methods to avoid injury.

100% of internal and external animal welfare audits passed across Pilgrim's Europe and Mexico facilities

100% of internal and external transportation audits passed across Pilgrim's Europe and Mexico facilities

93% of internal animal welfare audits and 100% of external animal welfare and transportation audits passed across Pilgrim's U.S. facilities



SUPPLIER RELATIONS

We are committed to continually improving our business, our products and our supply chain. We understand our responsibility spans beyond production under our direct control and that we must collaborate with our supplier partners to improve the overall sustainability of our supply chain.

We strive to engage in supplier relationships with vendors who share our values to achieve a more sustainable food supply. Impacts

related to the environmental and social pillars of sustainability differ for each of our unique suppliers based on the material they manufacture or sell, the species of livestock or poultry they raise, and the service they provide. Our approach to managing our supply chain includes consistent collaboration with all our suppliers. We establish long-term supplier relationships built on trust and shared values that contribute to continued progress for our sourcing programs and sustainability goals.

6,800+

POULTRY, LIVESTOCK, AND
FEED PRODUCER PARTNERS

11,400+

SERVICE PROVIDERS
AND VENDORS



Environment

FEEDING A GROWING POPULATION

We are committed to helping society meet the global challenge of feeding a growing population in an environmentally responsible manner by improving the efficiency of our operations and minimizing our environmental impact.

At Pilgrim's, we believe everyone must do their part to reduce the impacts of climate change. Our company is well-positioned to engage our suppliers, food system partners, and consumers on how to collectively address our shared GHG emissions and improve the resiliency and productivity of the global food system. Our climate ambitions have not changed, and we continue to invest in four core areas:

As we work toward our climate aspirations, we continue to channel investments into projects that help reduce GHG emissions in our operations while also reducing the intensity of Scope 3 emissions. We promote on-the-ground collaboration and firmly believe that we cannot be successful without the efforts of those taking action in agricultural landscapes, including our farmers.



- 1) decarbonizing our business and supply chain;
- 2) reducing emissions and increasing our reliance on renewable electricity sources;
- 3) reducing water use and improving water quality without sacrificing our high safety standards; and
- 4) reducing, reusing, and recycling the maximum number of materials to ensure we minimize the amount of waste sent to landfills.

20%

DECREASE IN SCOPE 1 AND 2 EMISSION INTENSITY FROM 2019-2023

14.2%

RENEWABLE ENERGY USE

17%

REDUCTION IN ABSOLUTE SCOPE 1 AND 2 GHG EMISSIONS FROM 2019-2023

130+

GHG EMISSION REDUCTION PROJECTS APPROVED





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[Pilgrims.com](https://www.pilgrims.com)

For our full 2023 Pilgrim's Sustainability Report,
please visit sustainability.pilgrims.com

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