

Our Global Sustainability Strategy and Goals



At Pilgrim's, sustainability is integral to our operations. We are dedicated to ongoing improvement and innovation, guided by sustainability objectives that shape our actions and drive progress across our business. By leveraging our scale and influence, we strive to ensure agriculture is part of the solution to climate challenges. As a key player in the food system, we work to reduce our own emissions while supporting producers and suppliers in enhancing their environmental stewardship and conserving natural resources.

Our strategy is built on the environmental, social, and governance topics most critical to our business. This provides a clear framework for our actions, guided by five core pillars:

- 1 | Assist farmers with stewarding natural resources and enhancing productivity
- 2 | Source responsibly produced agricultural commodities
- 3 | Produce sustainable food
- 4 | Strengthen food systems and communities
- 5 | Operate responsibly



Our Sustainability Goals

We are dedicated to ongoing improvement and innovation, guided by sustainability objectives that shape our actions and drive progress across our business. These goals are informed by the United Nations Sustainable Development Goals (UN SDGs) and reflect our dedication to addressing the environmental and social challenges facing our industry.



Supporting the U.N. Sustainable Development Goals

ENVIRONMENT

AMBITION

Achieve net-zero¹ greenhouse gas (GHG) emissions by 2040.

Here are some of the goals we have adopted as steps toward this ambition:

ENERGY & EMISSIONS



Goal

Reduce Scope 1 & 2 GHG emission intensity (per MT of finished product) by 30% by 2030 vs. 2019 baseline

Progress

23.0% reduction from 2019 baseline



Goal

Reach 60% renewable electricity by 2030

Progress

21.1% of the total electricity used in our global operations was renewable in 2024



WATER



Goal

Reduce water use intensity (per MT of finished product) by 2030 vs. 2019 baseline

Progress

1.3% increase from 2019 baseline

SOCIAL

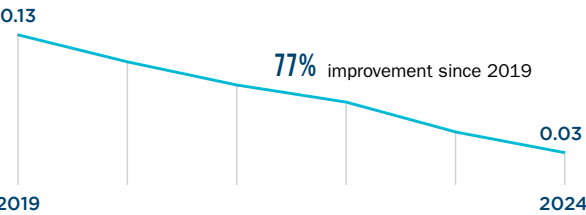
HEALTH & SAFETY



Goal

Achieve 30% improvement in Global Safety Index² performance by 2025 vs. 2019 baseline

Progress



PEOPLE DEVELOPMENT



Goal

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

Progress

Provided more than **5.7 MILLION** training hours to improve team members' professional skills and career opportunities within the company

Enrolled more than **285** team members and/or their dependents in tuition-free, higher education classes via Pilgrim's Better Futures

GOVERNANCE

ETHICS & COMPLIANCE



Goal

Report 100% of substantiated critical⁴ Pilgrim's Ethics Line cases to the Pilgrim's Board of Directors each quarter

Progress

Maintained periodic reporting of **ETHICS AND COMPLIANCE** performance to the Pilgrim's Board of Directors

Goal

Internally investigate and close Pilgrim's Ethics Line cases within 12 months of receipt³ and audit results beginning in 2025

Progress

Investigated and closed **100%** of cases

1. When used herein, "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 concerns about the company's potential and actual negative impacts on stakeholders. Pilgrim's defines these cases as those related to anti-bribery/anti-corruption (ABAC), antitrust, embezzlement, falsification of corporate documents, financial wrongdoing, theft over US\$ 2,000, and conflicts of interest.