

Pilgrim's Performance Indicators

OUR COMPANY & GOVERNANCE

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF		
Pilgrim's	Operating Facilities - By Type	Total Operations ¹	#	195	207	203	195	-3.9%	2-1	*	
		Chicken Operations	Fresh Processing Facilities	#	36	36	36	36	-	2-1	*
			Prepared Foods Facilities	#	15	15	14	14	-	2-1	*
			Hatcheries	#	48	48	47	47	-	2-1	*
			Other Operation Facilities ²	#	54	50	49	49	-	2-1	*
			Grain Elevator	#	1	1	1	1	-	2-1	*
		Pork Operations	Fresh Processing Facilities	#	3	3	3	2	-	2-1	*
			Prepared Foods Facilities	#	12	10	9	7	-	2-1	*
			Other Operation Facilities ³	#	n/a	2	2	2	-	2-1	*
		Lamb Operations ⁴	Fresh Processing Facilities	#	n/a	1	1	1	-	2-1	*
	Prepared Foods Facilities		#	n/a	1	1	1	-	2-1	*	
	Prepared Meals Operations	Prepared Foods Facilities	#	n/a	9	9	8	-	2-1	*	
	Distribution Centers and Other		#	26	31	31	27	-	2-1	*	
	Operating Facilities - By Region	Pilgrim's Europe	#	39	51	48	42	-	2-1	*	
		Pilgrim's Mexico	#	52	55	55	52	-	2-1	*	
Pilgrim's U.S.		#	104	101	100	101	-	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	% CHANGE 2022-2023	GRI REF	SASB REF		
Governance	Pilgrim's Board of Directors	Total Members	#	9	9	9	9	-	405-1	*	
		Independent Members	#	5	5	5	5	-	405-1	*	
		By Gender	Women	#	2	2	2	2	-	405-1	*
			Men	#	7	7	7	7	-	405-1	*
		By Age Group	≤ 50	#	-	-	1	1	-	405-1	*
			51 – 70	#	-	-	8	8	-	405-1	*
			≥ 71	#	-	-	0	0	-	405-1	*
		By Tenure	< 5 Years	#	-	-	6	4	-	405-1	*
			5 -10 Years	#	-	-	2	3	-	405-1	*
			11 – 15 Years	#	-	-	1	2	-	405-1	*
		By Race	Hispanic or Latino	#	-	-	5	5	-	405-1	*
			White	#	-	-	2	2	-	405-1	*
			Asian	#	-	-	2	2	-	405-1	*

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INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF		
Ethics and Compliance	Pilgrim's Ethics Line	Europe	#	-	-	42	54	-	406-1 205-3	*	
		Number of Cases	Mexico	#	-	-	26	91	-	406-1 205-3	*
		U.S.	#	-	-	1,418	1,378	-	406-1 205-3	*	
	Case Categories	Employment Practices	%	-	-	26.0%	40.6%	-	205-3	*	
		Discrimination or Harassment	%	-	-	18.5%	10.6%	-	406-1	*	
		Fraud / Theft / Corruption	%	-	-	4.8%	2.2%	-	205-3	*	
		Conflict of Interest	%	-	-	4.4%	3.8%	-	205-3	*	
		Misconduct	%	-	-	31.7%	29.8%	-	205-3	*	
		Antitrust	%	-	-	0.2%	0.1%	-	205-3	*	
		Other	%	-	-	14.4%	12.9%	-	205-3	*	
Team Member Trainings	Code of Conduct	% of employees	100%	100%	100%	100%	-	205-2	*		

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OUR ENVIRONMENT

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	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	-8.0%	305-1 305-5	FB-MP-110a.2
		Scope 2 ² - Location Based	tCO ₂ e	666,414	623,570	643,939	626,273	-2.7%	305-2 305-5	FB-MP-110a.2
		Scope 2 ³ - Market Based	tCO ₂ e	611,138	604,141	597,311	617,561	3.4%	305-2 305-5	FB-MP-110a.2
		Scope 3 ⁴	tCO ₂ e	-	17,528,235	19,673,089	19,268,640	-	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	-6.1%	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	-4.0%	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	-7.6%	305-4	FB-MP-110a.2
		Scope 2 ² - Location Based	tCO ₂ e/t	0.107	0.096	0.100	0.097	-2.2%	305-4	FB-MP-110a.2
		Scope 2 ³ - Market Based	tCO ₂ e/t	0.098	0.093	0.092	0.096	3.9%	305-4	FB-MP-110a.2
		Total Scope 1 + 2 - Location Based	tCO ₂ e/t	0.289	0.273	0.267	0.252	-5.6%	305-4	FB-MP-110a.2
Total Scope 1 + 2 - Market Based		tCO ₂ e/t	0.280	0.270	0.260	0.251	-3.5%	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.

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.

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OUR ENVIRONMENT

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	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	-2.6%	302-1 302-4	*
		Scope 2 ⁶	MWh	1,623,803	1,728,403	1,712,334	1,737,663	1.5%	302-1 302-4	*
		Total Scope 1 + 2	MWh	5,346,942	5,550,890	5,459,639	5,386,907	-1.3%	302-1 302-4	*
	JBS Ethics Line	Scope 1 ⁵	MWh/t	0.60	0.59	0.58	0.57	-2.1%	302-3	*
		Scope 2 ⁶	MWh/t	0.26	0.27	0.26	0.27	2.0%	302-3	*
		Total Scope 1 + 2	MWh/t	0.86	0.86	0.84	0.84	-0.8%	302-3	*
	Global Renewable Energy	Scope 1 ⁵	MWh	287,204	193,094	177,520	198,975	12.1%	302-1	*
			%	7.7%	5.1%	4.7%	5.5%	15.1%	302-1	*
		Scope 2 ⁶	MWh	124,574	196,383	265,707	246,061	-7.4%	302-1	*
			%	7.7%	11.4%	15.5%	14.2%	-8.7%	302-1	*
		Total Scope 1 + 2	MWh	411,778	389,477	443,227	445,036	0.4%	302-1	*
			%	7.7%	7.0%	8.1%	8.3%	1.8%	302-1	*
	Global Transport Fuel Consumption		l	-	-	-	68,078,136	-	302-1	*
	Water and Wastewater	Global Water Withdrawal	Surface Water	ML	-	-	1,251	1,081	-13.6%	303-3
Groundwater			ML	-	-	14,066	12,793	-9.0%	303-3	*
Municipality			ML	-	-	44,325	43,530	-1.8%	303-3	*
Other			ML	-	-	0	0	-	303-3	*
Total			ML	-	-	59,642	57,404	-3.8%	303-3	*
Global Water Discharge		Water Body	ML	-	-	10,897	13,481	23.7%	303-4	*
		Municipality	ML	-	-	29,916	30,410	1.7%	303-4	*
		Land Application	ML	-	-	5,443	6,828	25.4%	303-4	*
		Total	ML	-	-	46,256	50,718	9.6%	303-4	*

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INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	
Water and Wastewater (continued)	Global Water Intensity	Surface Water	ML/t	-	-	0.0002	0.0002	-13.1%	303-5	*
		Groundwater	ML/t	-	-	0.0022	0.0020	-8.6%	303-5	*
		Municipality	ML/t	-	-	0.0069	0.0068	-1.3%	303-5	*
		Other	ML/t	-	-	0.0000	0.0000	-	303-5	*
	Global Recycled Water Use	ML	-	-	-	4,013	-	303-5	*	
Waste, Packaging, Circular Economy, and Reverse Logistics	Global Waste Generation	Hazardous Waste	US ton	-	-	123	2,366	1828.9%	306-3	*
			%	-	-	0.0%	0.7%	1807.2%	306-3	*
		Non-Hazardous Waste	US ton	-	-	332,031	333,579	0.5%	306-3	*
			%	-	-	100.0%	99.3%	-0.7%	306-3	*
		Total Waste	US ton	-	-	332,154	335,945	1.1%	306-3	*
	Global Packaging Usage	Total Packaging Usage	t	-	-	-	46,874	-	301-1 301-2 301-3	*
		Recyclable Packaging	t	-	-	-	41,438	-	301-2	*
			%	-	-	-	88%	-	301-2	*
		Non-Recyclable Packaging	t	-	-	-	5,436	-	301-2	*
			%	-	-	-	12%	-	301-2	*
		Recycled Packaging	t	-	-	-	17,973	-	301-2	*
			%	-	-	-	38%	-	301-2	*
		Non-Recycled Packaging	t	-	-	-	28,901	-	301-2	*
%	-		-	-	62%	-	301-2	*		

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INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	
Waste, Packaging, Circular Economy, and Reverse Logistics (continued)	Global Packaging Usage (continued)	Renewable Raw Material Packaging	t	-	-	-	19,516	-	301-1	*
			%	-	-	-	42%	-	301-2	*
		Non-Renewable Raw Material Packaging	t	-	-	-	27,358	-	301-1	*
			%	-	-	-	58%	-	301-2	*
		Packaging Recovered Through Reverse Logistics Programs	t	-	-	-	10,178	-	301-3	*
			%	-	-	-	22%	-	301-2	*
		Packaging Not Recovered Through Reverse Logistics Programs	t	-	-	-	36,696	-	301-3	*
			%	-	-	-	78%	-	301-2	*

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OUR ANIMALS

INDICATOR			UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	
Animal Welfare	People Trained	Team Members	people	-	-	-	51,768	-	*	*	
		Suppliers	people	-	-	-	6,535	-	*	*	
		Third-Party Transporters	people	-	-	-	147	-	*	*	
	Hours of Training Provided	Team Members	hours	-	-	-	23,426	-	*	*	
		Suppliers	hours	-	-	-	3,351	-	*	*	
		Third-Party Transporters	hours	-	-	-	946	-	*	*	
Housing ¹	Hogs	Gestating Sows In Open Pen Gestation Housing Systems	Pilgrim's Europe	%	-	-	100%	98%	-2.0%	*	FB-MP-410a.1
Physical Alterations ²	Hogs	Teeth Clipping	Pilgrim's Europe	%	0%	0%	0%	0%	-	*	*
		Surgical Castration	Pilgrim's Europe	%	0%	0%	0%	0%	-	*	*
	Poultry	Debeaking At Company-Owned Broiler Farms	Pilgrim's U.S.	%	0%	0%	0%	0%	-	*	*
			Pilgrim's Mexico	%	0%	0%	0%	0%	-	*	*
			Pilgrim's Europe	%	0%	0%	0%	0%	-	*	*
Processing and Handling	Internal Animal Welfare Audits Passed	Pilgrim's U.S.	Poultry	%	-	-	100%	93%	-	*	*
		Pilgrim's Mexico	Poultry	%	-	-	100%	100%	-	*	*
			Poultry	%	-	-	100%	100%	-	*	*
		Pilgrim's Europe	Pork	%	-	-	n/a	100%	-	*	*
			Lamb	%	-	-	n/a	n/a	-	*	*
	Third-Party Animal Welfare Audits Passed	Pilgrim's U.S.	Poultry	%	-	-	100%	100%	-	*	FB-MP-410a.3
		Pilgrim's Mexico	Poultry	%	-	-	100%	100%	-	*	FB-MP-410a.3
			Poultry	%	-	-	100%	100%	-	*	FB-MP-410a.3
		Pilgrim's Europe	Pork	%	-	-	n/a	100%	-	*	FB-MP-410a.3
			Lamb	%	-	-	n/a	n/a	-	*	FB-MP-410a.3

¹ Includes company-owned live animal operations only unless noted otherwise.

² Competitive information. We do not disclose.

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OUR ANIMALS

INDICATOR				UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF
Processing and Handling (continued)	Third-Party Animal Welfare Audits Passed on the First Attempt	Pilgrim's U.S.	Poultry	%	-	-	100%	100%	-	*	FB-MP-410a.3
		Pilgrim's Mexico	Poultry	%	-	-	100%	100%	-	*	FB-MP-410a.3
		Pilgrim's Europe	Poultry	%	-	-	100%	100%	-	*	FB-MP-410a.3
			Pork	%	-	-	n/a	100%	-	*	FB-MP-410a.3
		Lamb	%	-	-	n/a	n/a	-	*	FB-MP-410a.3	
	Third-Party Transportation Audits Passed	Pilgrim's U.S.	Poultry	%	-	-	n/a	n/a	-	*	FB-MP-410a.3
		Pilgrim's Mexico	Poultry	%	-	-	100%	100%	-	*	FB-MP-410a.3
		Pilgrim's Europe	Poultry	%	-	-	100%	100%	-	*	FB-MP-410a.3
			Pork	%	-	-	n/a	100%	-	*	FB-MP-410a.3
			Lamb	%	-	-	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	-	*	FB-MP-410a.3
		Pilgrim's Mexico	Poultry	%	-	-	100%	100%	-	*	FB-MP-410a.3
			Poultry	%	-	-	100%	100%	-	*	FB-MP-410a.3
		Pilgrim's Europe	Pork	%	-	-	n/a	100%	-	*	FB-MP-410a.3
			Lamb	%	-	-	n/a	n/a	-	*	FB-MP-410a.3

Pilgrim's Performance Indicators

OUR PRODUCTS

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022 - 2023	GRI REF	SASB REF	
Food Safety and Quality	Regulatory Recalls	#	-	5	1	1	-	*	FB-AG-250a.3	
	Fresh Processing Facilities Independently Certified To GFSI Standards	Pilgrim's U.S.	%	100%	100%	100%	100%	0.0%	*	FB-MP-250a.1
		Pilgrim's Mexico	%	86%	71%	71%	71%	0.0%	*	FB-MP-250a.1
		Pilgrim's Europe	%	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.	%	-	100.0%	100.0%	100.0%	0.0%	*	*
		Pilgrim's Mexico	%	-	100.0%	95.9%	99.0%	3.2%	*	*
		Pilgrim's Europe – Chicken	%	-	76.0%	80.3%	85.0%	5.9%	*	*
		Pilgrim's Europe – Pork	%	-	89.0%	90.3%	94.0%	4.1%	*	*
Pilgrim's Europe – Prepared Foods	%	-	n/a	83.0%	85.0%	2.4%	*	*		
Nutrition and Health Attributes	Products Low In Sodium	Pilgrim's U.S.	#	-	-	-	75%	-	FP6	*
		Pilgrims Europe – Pork & Lamb (Fresh & Added Value)	#	-	-	-	12%	-	FP6	*
		Pilgrims Europe – Poultry (Fresh)	#	-	-	-	74%	-	FP6	*
		Pilgrims Europe – Poultry (Coated & RTE)	#	-	-	-	4%	-	FP6	*
		Pilgrims Europe – Meals	#	-	-	-	5%	-	FP6	*
		Pilgrims Europe – Snacking & Brands	#	-	-	-	19%	-	FP6	*
		Pilgrim's Mexico	#	-	-	-	20%	-	FP6	*
	Products Without Added Sugar	Pilgrim's U.S.	#	-	-	-	98%	-	FP6	*
		Pilgrims Europe – Pork & Lamb (Fresh & Added Value)	#	-	-	-	38%	-	FP6	*
		Pilgrims Europe – Poultry (Fresh)	#	-	-	-	86%	-	FP6	*
		Pilgrims Europe – Poultry (Coated & RTE)	#	-	-	-	10%	-	FP6	*
		Pilgrims Europe – Meals	#	-	-	-	84%	-	FP6	*
		Pilgrims Europe – Snacking & Brands	#	-	-	-	29%	-	FP6	*
		Pilgrim's Mexico	#	-	-	-	31%	-	FP6	*

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OUR PRODUCTS

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	
Nutrition and Health Attributes (continued)	Products Without Added Artificial Preservatives	Pilgrim's U.S.	#	-	-	-	1%	-	FP6	*
		JBS Australia	#	-	-	-	26%	-	FP6	*
		Pilgrims Europe – Pork & Lamb (Fresh & Added Value)	#	-	-	-	27%	-	FP6	*
		Pilgrims Europe – Poultry (Fresh)	#	-	-	-	99%	-	FP6	*
		Pilgrims Europe – Poultry (Coated & RTE)	#	-	-	-	99%	-	FP6	*
		Pilgrims Europe – Meals	#	-	-	-	100%	-	FP6	*
		Pilgrims Europe – Snacking & Brands	#	-	-	-	36%	-	FP6	*
		Pilgrim's Mexico	#	-	-	-	20%	-	FP6	*
	Products with Low Trans Fat Content	Pilgrim's U.S.	#	-	-	-	0%	-	FP6	*
		Pilgrims Europe – Pork & Lamb (Fresh & Added Value)	#	-	-	-	n/a	-	FP6	*
		Pilgrims Europe – Poultry (Fresh)	#	-	-	-	n/a	-	FP6	*
		Pilgrims Europe – Poultry (Coated & RTE)	#	-	-	-	n/a	-	FP6	*
		Pilgrims Europe – Meals	#	-	-	-	n/a	-	FP6	*
		Pilgrims Europe – Snacking & Brands	#	-	-	-	n/a	-	FP6	*
		Pilgrim's Mexico	#	-	-	-	0%	-	FP6	*
	Enriched Products ¹	Pilgrim's U.S.	#	-	-	-	86%	-	FP7	*
		Pilgrims Europe – Pork & Lamb (Fresh & Added Value)	#	-	-	-	n/a	-	FP6	*
		Pilgrims Europe – Poultry (Fresh)	#	-	-	-	n/a	-	FP6	*
		Pilgrims Europe – Poultry (Coated & RTE)	#	-	-	-	n/a	-	FP6	*
		Pilgrims Europe – Meals	#	-	-	-	n/a	-	FP6	*
		Pilgrims Europe – Snacking & Brands	#	-	-	-	n/a	-	FP6	*
Pilgrim's Mexico		#	-	-	-	1%	-	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.

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OUR PEOPLE

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	
Team Members	Number of Team Members	Pilgrim's Global	#	54,826	54,408	59,619	61,271	2.8%	2-7	*
		Pilgrim's U.S.	#	29,336	28,395	29,902	32,230	7.8%	2-7	*
		Pilgrim's Mexico	#	10,483	11,166	12,287	11,578	-5.8%	2-7	*
		Pilgrim's Europe	#	15,007	14,847	17,430	17,463	0.2%	2-7	*
	Freedom of Association - Team Members Covered By Collective Bargaining Agreements	Pilgrim's U.S.	%	57%	57%	57%	57%	0.0%	407-1	*
		Pilgrim's Europe	%	46%	54%	61%	72%	18.0%	407-1	*
		Pilgrim's Mexico	%	86%	68%	70%	34%	-51.4%	407-1	*
Team Member Health and Safety	Pilgrim's Safety Index	Pilgrim's Global		0.09	0.10	0.05	0.04	-24.4%	403-9	*
		Pilgrim's U.S.		0.09	0.09	0.07	0.06	-14.3%	403-9	*
		Pilgrim's Mexico		0.02	0.02	0.02	0.00	-100.0%	403-9	*
		Pilgrim's Europe		0.16	0.19	0.06	0.04	-33.3%	403-9	*
	Hours Worked	Pilgrim's U.S.	#	67,360,266	64,878,584	61,287,092	65,234,857	6.4%	403-9	*
		Pilgrim's Mexico	#	26,733,949	26,554,735	29,320,766	30,396,983	3.7%	403-9	*
		Pilgrim's Europe	#	31,547,831	30,355,198	38,955,562	36,660,759	-5.9%	403-9	*
	DART Rate	Pilgrim's U.S.		1.03	0.94	0.89	0.95	6.7%	403-9	*
		Pilgrim's Mexico		0.04	0.04	0.04	0.04	0.0%	403-9	*
		Pilgrim's Europe		1.28	1.30	0.94	0.35	-62.8%	403-9	*
	TRIR	Pilgrim's U.S.		2.16	2.48	2.64	2.92	10.6%	403-9	SASB FB-MP-320a.1
	Fatalities	Pilgrim's U.S.	#	1	0	0	0	-100.0%	403-9	SASB FB-MP-320a.1
		Pilgrim's Mexico	#	0	0	0	0	-	403-9	SASB FB-MP-320a.1
Pilgrim's Europe		#	0	0	0	0	-	403-9	SASB FB-MP-320a.1	

Pilgrim's Performance Indicators

OUR PEOPLE

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF		
Diversity and Inclusion	Workforce - By Gender	Female	Pilgrim's Global	%	39.1%	39.0%	39.2%	39.6%	1.0%	405-1	*
			Pilgrim's U.S.	%	42.3%	41.3%	40.9%	40.7%	-0.5%	405-1	*
			Pilgrim's Mexico	%	33.6%	35.3%	36.9%	37.2%	0.9%	405-1	*
			Pilgrim's Europe	%	36.7%	37.2%	37.7%	39.1%	3.8%	405-1	*
		Male	Pilgrim's Global	%	60.9%	61.0%	60.7%	60.4%	-0.5%	405-1	*
			Pilgrim's U.S.	%	57.7%	58.7%	58.8%	59.1%	0.5%	405-1	*
			Pilgrim's Mexico	%	66.4%	64.7%	63.1%	62.8%	-0.5%	405-1	*
			Pilgrim's Europe	%	63.3%	62.8%	62.3%	60.9%	-2.3%	405-1	*
		Unknown / Undisclosed	Pilgrim's Global	%	0.0%	0.0%	0.1%	0.1%	0.0%	405-1	*
			Pilgrim's U.S.	%	0.0%	0.0%	0.2%	0.1%	-33.2%	405-1	*
			Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	-	405-1	*
			Pilgrim's Europe	%	0.0%	0.0%	0.0%	0.0%	-	405-1	*
	Leadership Positions - By Gender	Women	Pilgrim's Global	%	-	28.8%	33.4%	37.9%	13.5%	405-1	*
			Pilgrim's U.S.	%	-	37.0%	39.3%	38.2%	-2.8%	405-1	*
			Pilgrim's Europe	%	-	24.7%	34.2%	46.4%	35.6%	405-1	*
			Pilgrim's Mexico	%	-	15.2%	15.9%	16.9%	6.5%	405-1	*
		Men	Pilgrim's Global	%	-	57.4%	62.5%	62.0%	-0.8%	405-1	*
			Pilgrim's U.S.	%	-	63.0%	60.6%	61.6%	1.6%	405-1	*
			Pilgrim's Europe	%	-	38.0%	50.7%	53.6%	5.7%	405-1	*
			Pilgrim's Mexico	%	-	84.8%	84.1%	83.1%	-1.2%	405-1	*
Unknown / Undisclosed		Pilgrim's Global	%	-	13.7%	4.1%	0.1%	-97.6%	405-1	*	
		Pilgrim's U.S.	%	-	0.0%	0.1%	0.2%	189.9%	405-1	*	
		Pilgrim's Europe	%	-	37.3%	15.1%	0.0%	-100.0%	405-1	*	
		Pilgrim's Mexico	%	-	0.0%	0.0%	0.0%	-	405-1	*	

Pilgrim's Performance Indicators

OUR PEOPLE

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF		
Diversity and Inclusion (continued)	Workforce - By Race	Pilgrim's U.S.	Hispanic or Latino	%	28%	31%	30%	32%	4.9%	405-1	*
			White	%	32%	31%	31%	29%	-6.5%	405-1	*
			Black or African-American	%	36%	34%	34%	34%	0.5%	405-1	*
			Native-Hawaiian or Pacific-Islander	%	0%	0%	0%	0%	6.3%	405-1	*
			Asian	%	2%	2%	2%	2%	1.6%	405-1	*
			Indigenous-American or Native-Alaskan	%	0%	0%	0%	0%	-12.4%	405-1	*
			Two or More Races	%	1%	1%	1%	1%	27.0%	405-1	*
			Not declared	%	0%	0%	0%	0%	67.8%	405-1	*
	Leadership Positions - By Race	Pilgrim's U.S.	Hispanic or Latino	%	15%	19%	19%	19%	1.1%	405-1	*
			White	%	63%	60%	59%	57%	-4.5%	405-1	*
			Black or African-American	%	20%	19%	19%	20%	7.6%	405-1	*
			Native-Hawaiian or Pacific-Islander	%	0%	0%	0%	0%	87.3%	405-1	*
			Asian	%	1%	1%	1%	1%	18.9%	405-1	*
			Indigenous-American or Native-Alaskan	%	0%	0%	0%	1%	24.9%	405-1	*
			Two or More Races	%	1%	1%	1%	1%	2.8%	405-1	*
Not declared	%	0%	0%	0%	1%	328.2%	405-1	*			

Pilgrim's Performance Indicators

OUR PEOPLE

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF		
Diversity and Inclusion (continued)	Workforce - By Age Group	< 30	Pilgrim's Global	%	23%	24%	23%	23%	-0.4%	405-1	*
			Pilgrim's U.S.	%	23%	22%	24%	24%	0.5%	405-1	*
			Pilgrim's Europe	%	23%	18%	14%	15%	3.5%	405-1	*
			Pilgrim's Mexico	%	-	36%	34%	35%	2.0%	405-1	*
		30 - 50	Pilgrim's Global	%	43%	48%	49%	49%	-0.6%	405-1	*
			Pilgrim's U.S.	%	42%	43%	44%	42%	-4.3%	405-1	*
			Pilgrim's Europe	%	49%	54%	54%	55%	2.6%	405-1	*
			Pilgrim's Mexico	%	-	53%	55%	55%	0.0%	405-1	*
		> 50	Pilgrim's Global	%	34%	28%	28%	28%	1.4%	405-1	*
			Pilgrim's U.S.	%	35%	35%	32%	34%	5.6%	405-1	*
			Pilgrim's Europe	%	28%	28%	32%	30%	-5.6%	405-1	*
			Pilgrim's Mexico	%	-	11%	11%	10%	-5.5%	405-1	*
	Workforce - By Job Category	Pilgrim's Global	Leaders	%	-	-	-	10%	-	405-1	*
			Admin	%	-	-	-	3%	-	405-1	*
			Operations	%	-	-	-	74%	-	405-1	*
Apprentices, Interns and Trainees			%	-	-	-	0%	-	405-1	*	
Other			%	-	-	-	12%	-	405-1	*	
Workforce - By Employee Type	Pilgrim's Global	Permanent	%	-	-	-	99.1%	-	405-1	*	
		Temporary	%	-	-	-	0.9%	-	405-1	*	
		Non-guaranteed hours	%	-	-	-	0.0%	-	405-1	*	

Pilgrim's Performance Indicators

OUR PEOPLE

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF		
Team Member Training and Development	Average Training Hours By Job Category ¹	Pilgrim's Global	Total	#	-	-	-	13	-	404-1	*
		Leaders	#	-	-	-	14	-	404-1	*	
		Admin	#	-	-	-	56	-	404-1	*	
		Operations	#	-	-	-	3	-	404-1	*	
		Apprentices, Interns and Trainees	#	-	-	-	278	-	404-1	*	
		Other	#	-	-	-	49	-	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	% CHANGE 2022-2023	GRI REF	SASB REF		
Supplier Profile	Livestock, Poultry, and Fish Supplier Partners	Cattle	Pilgrim's Europe	#	-	-	-	-	*	*	
			Pilgrim's Mexico	#	-	-	-	-	*	*	
		Hog	Pilgrim's Europe	#	853	755	818	647	-20.9%	*	*
			Pilgrim's Mexico	#	-	-	-	-	-	*	*
		Poultry	Pilgrim's U.S.	#	3,923	3,909	3,859	3,781	-2.0%	*	*
			Pilgrim's Mexico	#	259	250	227	227	0.0%	*	*
			Pilgrim's Europe	#	724	759	717	641	-10.6%	*	*
		Lamb / Smallstock	Pilgrim's Europe	#	420	395	1,659	1,596	-3.8%	*	*
		Fish	Pilgrim's Europe	#	-	-	-	0	-	*	*

Pilgrim's Performance Indicators

OUR COMMUNITIES

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	
Community Investment Programs	Investments	Hometown Strong ¹	Million US\$	\$11.6	\$14.0	\$15.0	\$15.3	*	203-1 413-1	*
		Better Futures	Thousand US\$	n/a	n/a	\$687.8	\$230.2	*	203-1 413-1	*
		Tomorrow Fund	Thousand US\$	n/a	\$1,379.0	\$1,905.3	\$2,615.7	*	203-1 413-1	*
	Number of People Benefited	Better Futures – Program Sign Ups	People	n/a	552	402	578	*	203-1 413-1	*
		Better Futures – Enrolled Students	People	n/a	75	210	316	*	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.