



An appetite for good.

2024 PILGRIM'S SUSTAINABILITY REPORT SUMMARY



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A Message from Our President and CEO



As we look back on 2024, I am inspired by the progress Pilgrim's has made and the dedication of our global team. Every day, millions of families choose our products, and we remain deeply grateful for the trust they place in us. This year, our business continued to demonstrate resilience and adaptability in a rapidly changing world, all while staying true to our core values of responsibility and sustainability.

Last year marked another 12 months of meaningful advancement in our sustainability journey. Our dedication to continuous improvement drives us to innovate and set new standards across our operations. While we recognize there is always more to do, I am proud of the milestones we have reached together.

We further reduced our absolute Scope 1 and Scope 2 greenhouse gas emissions by 18.8%, building on our previous achievements and making progress toward our Sustainability Linked Bond. These efforts are not only improving our environmental footprint but also reinforcing our dedication to sustainable practices.

The health and safety of our team members and customers remain at the forefront of our priorities. We are proud to report a 77% improvement in our Global Safety Index for 2024, reflecting our unwavering pledge to safety as a foundation for our success and reputation.

Beyond these achievements, we remain focused on reducing food waste, advancing animal welfare, and working closely with our suppliers to raise sustainability standards throughout our value chain. Our community engagement remains central, as we invest in programs and initiatives that support our employees and the

neighborhoods where we live and work. In 2024, more than \$2.3 million was invested in the Pilgrim's Tomorrow Fund scholarship, helping to create new opportunities for our team members and their families.

As we navigate the challenges and opportunities of feeding a growing global population, sustainability is a guiding principle embedded in our business. We will continue to push boundaries, seek innovative solutions, and strive for meaningful impact.

Thank you for your continued support and partnership. It is my privilege to share this report, which reflects our progress, our vision, and our determination to build a better future together.

Sincerely,

Fabio Sandri
Pilgrim's CEO

“

OUR DEDICATION TO
SUSTAINABILITY IS MORE
THAN A RESPONSIBILITY;
IT IS A CORE PART OF
OUR PURPOSE. WE ARE
ACTIVELY DRIVING
INNOVATION ACROSS
OUR VALUE CHAIN TO
BUILD A MORE RESILIENT
FOOD SYSTEM FOR
GENERATIONS TO COME.

About Pilgrim's

For over seven decades, Pilgrim's has been a global leader in the food industry, proudly providing high-quality, wholesome, and premium products. 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 believe our responsibility extends far beyond the products we produce to a fundamental dedication to operating with integrity and purpose. We embed sustainability and ethical conduct into the core of our daily operations, working to not only serve our customers but also create lasting value for the communities we call home.

Our Why

At Pilgrim's, our fundamental aim is to create opportunities for a better future for our team members. Our vision and strategy provide a clear roadmap toward this goal, guiding the methods we use every day. This purpose propels our ambition to become the most respected company in our industry.



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



62,000+
TEAM MEMBERS

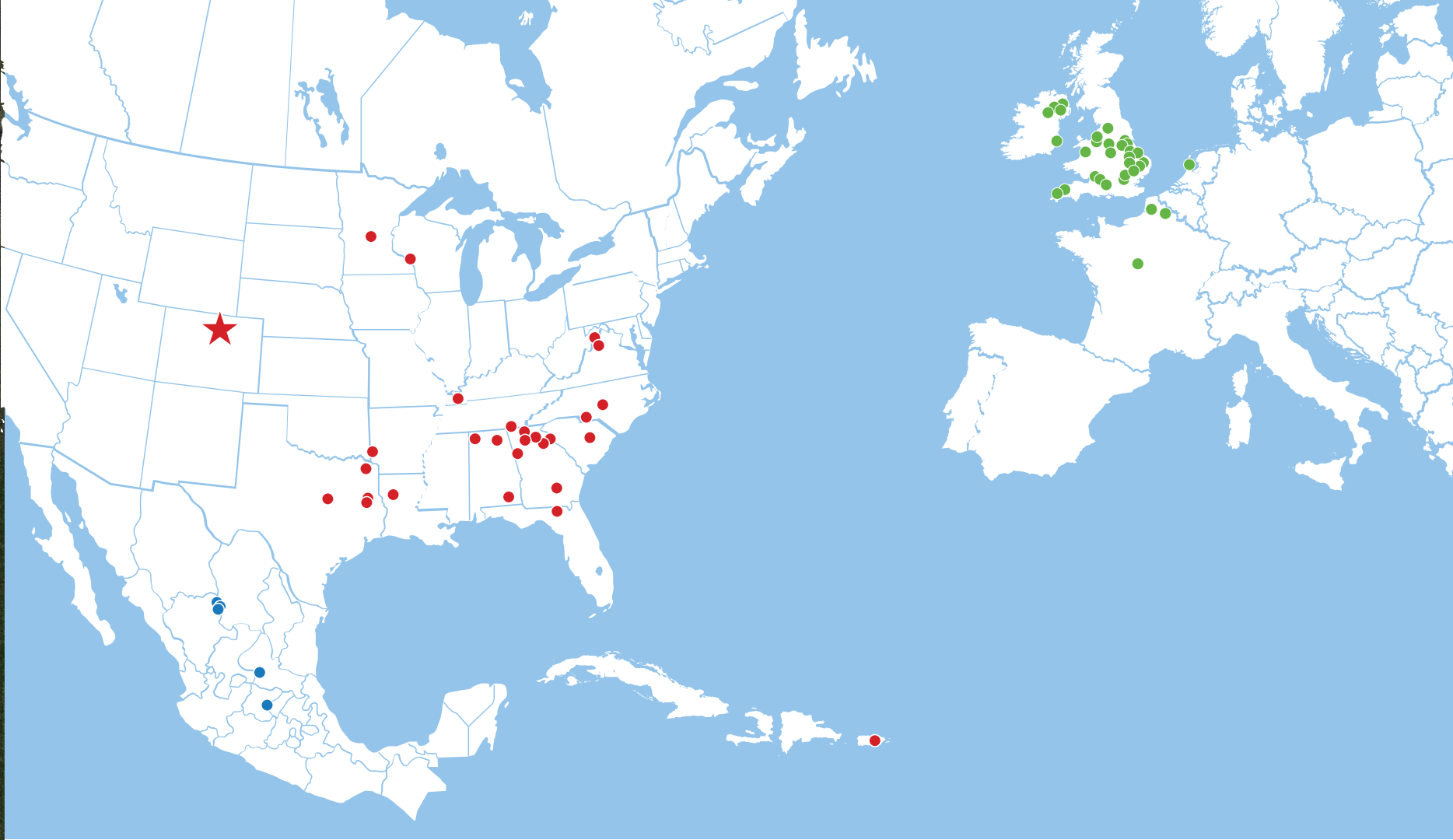
147
CHICKEN
OPERATIONS

14
PORK
OPERATIONS

2
LAMB
OPERATIONS

9
PREPARED MEAL
OPERATIONS





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
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**
Gómez Palacio, MX
Los Cues, MX
San Luis Potosi, MX
Tepeji Del Rio, MX

● **Pilgrim's Europe**
Andover, UK
Anwick, UK
Ashbourne, UK
Attleborough, UK
Ballymena, UK
Bodmin, UK
Bromborough, UK
Carrickmacross, IE
Corsham, UK

Craigavon, UK
Dungannon, UK
Enniskillen, UK
Grantham, UK
Hénin-Beaumont, FR
Huntingdon, UK
Hyde, UK
King's Lynn, UK
Linton, UK
Llanidloes, UK
Marquise, FR
Chippenham, UK
Orleans, FR
Peterborough, UK
Redruth, UK
Ruskington, UK

Schagen, NL
Shillelagh, IE
Slough, UK
Spalding, UK
Westerleigh, UK

Our Brands



North America



Europe



Our Global Sustainability Strategy

At Pilgrim's, we consider sustainability in every aspect of our operations. We focus on 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 framework for developing all our sustainability programs and initiatives.



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

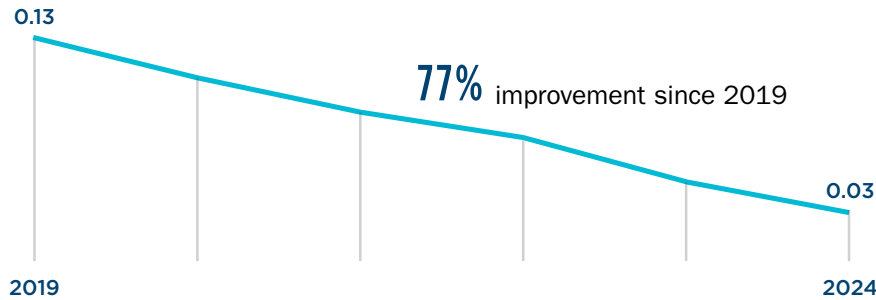
HEALTH & SAFETY



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.



People & Partnerships

Investing In Our People

At Pilgrim's, our people come first. We strive to create an environment where safety, respect, and appreciation are at the forefront, enabling individuals to reach their full potential both at work and in their personal lives. By collaborating with various partners, we broaden educational opportunities, encourage healthy lifestyles, and champion initiatives that are important to our workforce.

We seek to go beyond providing job opportunities and uplift the communities in which we operate, especially in rural areas where we serve as significant employers. Our efforts to support people in and around our Pilgrim's facilities help those vital to the health of our business.

 **5.7**
MILLION+

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

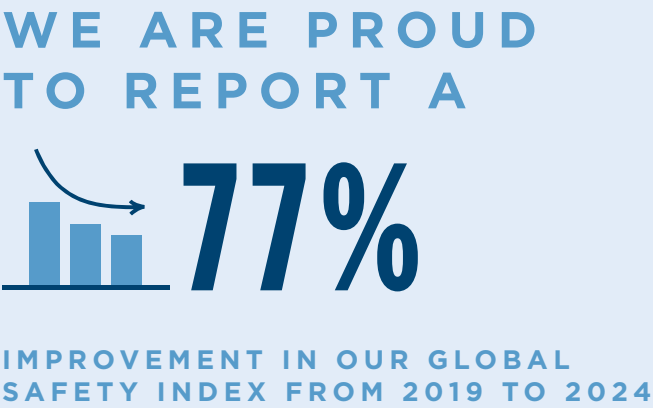


Team Member Health & Safety

At Pilgrim’s, the safety of our more than 62,000 team members is paramount. Our Occupational Health and Safety Management System focus on proactive measures like comprehensive training, hazard identification and control, and continuous improvement to minimize work-related injuries and illnesses. Led by our Director of Occupational Health, we continually seek opportunities to enhance our practices and provide ongoing training for our occupational health staff.

Each facility has a dedicated Safety Manager and a safety committee composed of key team members, ensuring that safety protocols are effectively implemented and monitored. With hundreds of individuals directly responsible for workplace safety, we maintain a proactive and vigilant approach to hazard identification and prevention. Our strategy includes formal incident investigations, regular audits, and strict contractor safety standards. Team members are empowered to report unsafe conditions without fear of retaliation, reinforcing our culture of safety.

Continuous improvement is central to our approach. New hires receive thorough training from day one, and we leverage digital platforms to share best practices and monitor safety trends across all locations. 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, promoting a safe and healthy work environment for all.





Supporting Our Communities

Pilgrim's recognizes the vital role we play in the well-being of the rural communities where we operate. Beyond creating jobs, we actively invest in initiatives that strengthen these communities and enrich the lives of our neighbors.

Through programs such as Hometown Strong and Better Futures in the U.S., as well as our Tomorrow Fund scholarships, we offer financial support, product donations, event sponsorships, and volunteer hours to address pressing local needs. We focus on causes that matter most to our team members and their families, ensuring our efforts deliver meaningful and lasting impact.

We hold the belief that engaged citizens are the foundation of strong communities. Therefore, we motivate

our team members to be proactive participants in their local communities. Each Pilgrim's facility collaborates with non-profit organizations to address critical needs within their respective areas. We offer opportunities for our team members to volunteer their skills and time, while our facilities provide financial backing to augment our influence. The human resources director and general manager at each facility spearhead philanthropy initiatives, offering both financial contributions and hands-on volunteering to foster robust communities.



ENROLLED

285
TEAM
MEMBERS

AND/OR THEIR CHILD
DEPENDENTS IN
TUITION FREE, HIGHER
EDUCATION CLASSES
VIA PILGRIM'S BETTER
FUTURES



\$2.3M+

IN THE PILGRIM'S
TOMORROW FUND
SCHOLARSHIP



Product Integrity

Food Safety, Quality & Innovation

Building a high-quality product is at the core of everything we do at Pilgrim's. We are dedicated to ensuring every product we produce is safe, nutritious, and raised with care. We apply a multi-faceted approach: prioritizing animal well-being, implementing stringent quality control measures from the farm to our facilities, and investing in research to continuously improve our standards. By focusing on these core principles, we aim to provide a portfolio of products that our customers and consumers can trust.

Food safety is foundational to our business. Our ongoing reviews of every aspect of our daily operations help ensure safe, high-quality products for our customers and consumers. Our global Food Safety and Quality Assurance (FSQA) team, led by the Global Head of FSQA,

oversees a comprehensive management structure that extends from the corporate level to each facility, enabling agile decision-making and consistent oversight.

We work closely with local government officials in every country to maintain regulatory compliance. Our facilities are subject to daily inspections and third-party audits, including the U.S. Department of Agriculture's (USDA) Food Safety and Inspection Service (FSIS) in the U.S., EU Food Hygiene regulations in Europe, and Secretariat of Agriculture, Livestock, Rural Development, Fisheries and Food (SAGARPA) and the National Service for Agro-Alimentary Public Health, Safety, and Quality (SENASICA) in Mexico. Annual certification to Global Food Safety Initiative (GFSI) standards further strengthens our programs.

In 2024, 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



Pilgrim's employs a robust FSQA Scorecard to benchmark performance, drive continuous improvement, and maintain excellence across four priority pillars: regulatory compliance, animal welfare and antimicrobial resistance prevention, customer and consumer satisfaction, and product safety and quality.

Our food safety systems include Standard Operating Procedures (SOPs), Sanitation Standard Operating Procedures (SSOPs), Hazard Analysis and Critical Control Points (HACCP), validated technology interventions, and Good Manufacturing Practices (GMP). Each facility is staffed with dedicated FSQA managers and teams, and all new team members receive comprehensive food safety training.

We actively monitor and manage pesticide residue in our supply chain, conducting thousands of tests annually and implementing industry-leading

practices for prevention, intervention, and response. In the event of a recall, Pilgrim's acts swiftly and transparently, collaborating with regulatory partners and communicating effectively with 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.

Animal Handling & Welfare

Pilgrim's works to meet or exceed government and industry standards for humane animal handling and expects animals under our care to be handled in a safe and humane manner. Our comprehensive programs, which include specific requirements and procedures to safeguard the health and well-being of our livestock and poultry throughout all stages — transportation, unloading, handling, and processing — support the welfare of our animals. These programs are also designed with the safety of our team members in mind. Across all Pilgrim's facilities, every aspect of animal handling, including vaccinations, treatments, and transfers to new facilities or processing, is conducted using approved methods that prioritize animal welfare and minimize the risk of injury.

In the U.S., our poultry welfare programs consistently meet or surpass the Professional Animal Auditor Certification Organization (PAACO)-certified National Chicken Council (NCC) Guidelines for breeders, hatcheries, broilers, and slaughter operations. Processing facilities implement rigorous monitoring protocols, with managers conducting regular walkthroughs and quality assessments for compliance. USDA Food Safety and Inspection Service (FSIS) personnel are permanently



stationed in our plants, working alongside Pilgrim's quality assurance teams to ensure full adherence to all applicable regulations.

In Mexico, five of our six processing facilities have achieved Federally Inspected Type (TIF) certification, a voluntary food-quality standard awarded by the Mexican government.

In Europe, our abattoir facilities comply with the stringent animal welfare standards outlined in Council Regulation N°1099/2009. Pilgrim's Europe Pork supply chain raises hogs according to Royal Society for the Prevention of Cruelty to Animals (RSPCA) higher welfare standards as a minimum benchmark. Low-stress handling techniques are used throughout, and facilities are meticulously maintained for optimal animal flow. Group CO₂ stunning systems, compliant with Council Regulation N°1099/2009, are used for all hogs and are subject to daily monitoring by European Food Safety Authority (EFSA) inspectors.



Supplier Relations

We seek opportunities to enhance our business, products, and supply chain, recognizing that our responsibility extends beyond our own operations. Collaboration with supplier partners is essential to advancing the overall sustainability of our supply chain.

Pilgrim's works with a diverse network of over 17,300 suppliers, including family farms and multinational companies, to source high-quality inputs for our operations. Our centralized procurement structure in the U.S., supported by dedicated teams within our global business units, allows us to maximize vendor relationships, maintain consistency, and leverage our scale for greater impact.

We understand that environmental sustainability and social impacts vary across our supply chain, depending on the materials, livestock species, and services provided. Our approach is tailored to these differences, and we prioritize long-term relationships built on trust and shared values. By fostering continuous improvement and consistent collaboration, we refine our sourcing programs and make progress toward our sustainability goals.

We maintain high ethical and sustainability standards throughout our supply chain. Our Supplier Code of Conduct sets clear expectations for human rights, labor practices, environmental responsibility, and business integrity. Supplier evaluations consider compliance, risk management, quality, reliability, financial stability, and reputation, with a preference for local sourcing to support local economies.

All suppliers providing products or services in direct contact with food must be certified by the Global Food Safety Initiative (GFSI) or an equivalent body. In Europe, food contact material and packaging suppliers report audited social and environmental data via the SEDEX platform, supporting our comprehensive supplier audit program that covers animal welfare, human rights, ethical trade, health and safety, and environmental metrics.

All suppliers must allow Pilgrim's Europe or designated representatives access for on-site inspections and relevant records. When issues are identified, we work with suppliers to implement corrective action plans and drive performance improvement. This integrated approach helps us manage supply chain risks and foster strong partnerships.



6,700+

POULTRY, LIVESTOCK,
AND FEED PRODUCER
PARTNERS



10,500+

SERVICE PROVIDERS
AND VENDORS



Environment

Feeding a Growing Population

We work to help 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.

Our [Environmental Policy](#) guides our approach, and we instill a sense of accountability amongst our team members to adhere to it. Globally, the policy is reinforced by Pilgrim’s executive management and overseen and governed by our environmental teams. In-plant personnel directly oversee the policy during environmental reporting. To help drive progress, we tie senior executive compensation considerations to performance against environmental goals.

We believe everyone has a role in reducing the impacts of climate change. Pilgrim’s actively engages suppliers, partners, and consumers to collectively address greenhouse gas (GHG) emissions and strengthen the resiliency of the global food system. Our climate strategy centers on four core areas:

- 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;
- 4 Reducing, reusing, and recycling the maximum number of materials to minimize the amount of waste sent to landfills.

We continue to invest in projects that lower GHG emissions within our operations and reduce Scope 3 emissions intensity. Collaboration with farmers and agricultural partners is essential to our success. Pilgrim’s continues to demonstrate its commitment to establishing and independently verifying both near-term and long-term GHG emissions reduction targets, all of which are grounded in rigorous scientific principles.



23.0%

DECREASE IN SCOPE 1 AND 2
EMISSION INTENSITY FROM
2019-2024

21.1%

RENEWABLE ENERGY USE

18.8%

REDUCTION IN ABSOLUTE
SCOPE 1 AND 2 GHG
EMISSIONS FROM 2019-2024

150+

GHG EMISSION REDUCTION
PROJECTS APPROVED

TO LEARN MORE ABOUT OUR
EMISSIONS PROFILE, VISIT [OUR WEBSITE](#).



Climate Resiliency Beyond GHG Emissions

As climate change continues to challenge the agricultural sector, we are expanding our focus beyond reducing emissions. While GHG mitigation remains a critical component of our strategy, we recognize the need for a holistic approach to climate resiliency that includes ensuring reliable access to affordable and nutritious food.

System resilience refers to the capacity of our agricultural operations to absorb, adapt, and recover from climate-related shocks and stresses while

maintaining essential functions. Building resilience involves integrating practices that enhance the stability and health of ecosystems, promote sustainable resource management, and secure food supplies.

We focus on the following key areas to enhance climate resilience in our businesses and value chains, prioritizing their sustainability, productivity, and contribution to global food security in the face of climate impacts.

ANIMAL HEALTH & PERFORMANCE



Our climate strategies are designed to drive transformative changes in animal production, creating long-term ecological and financial benefits for farmers. We prioritize balancing operational efficiency with our high animal welfare and product quality standards across these solutions.

PASTURE & RANGELAND MANAGEMENT



Recognizing that grasslands are vital for biodiversity, carbon sequestration, and water regulation, we partner with supply chain stakeholders, conservation organizations, and the broader agricultural community. Through these collaborations, we work to protect these critical ecosystems and their long-term ecological and economic viability.

SOIL & WATER MANAGEMENT



Healthy soil and water are the foundation of sustainable agriculture. We focus on practices that enhance soil health to grow nutritious feed crops, which in turn supports animal health and productivity. Simultaneously, our effective water management strategies promote a clean and sufficient supply for both animals and crop irrigation, reducing our environmental impact and ensuring regulatory compliance.

CIRCULAR ECONOMY SOLUTIONS



We embrace circular economy principles to enhance the long-term viability of our operations. By creating closed-loop systems, we reuse and recycle materials and energy, turning waste streams into valuable resources. This strategy is so integral to our business model that we have created new businesses dedicated to it. This approach not only reduces our operational costs and environmental footprint but also drives economic growth, fostering a more sustainable and resilient food system.

CASE STUDY

Enhancing Resource Recovery

Pilgrim's Mexico has become a leader in implementing circular economy solutions within its operations. All organic waste generated during processing—such as skin, bone, feathers, blood, and giblets—is sent to rendering plants where it is transformed into protein-rich farine, a raw material used in pet food production. This approach not only reduces waste but also creates value-added products, demonstrating how resource efficiency can support sustainability goals while generating new revenue streams.

In 2024, Pilgrim's Mexico earned first place in the Energy Conservation category at the Meat Institute Environmental Achievement Awards Program for its Circular Economy/Integrated Energy System project. This initiative valorizes byproducts from processing, including:

BIOGAS REPURPOSING:

Methane captured from the wastewater treatment plant (WWTP) is converted into biogas, which powers facility operations and reduces GHG emissions.

HEAT RECOVERY:

Heat from condensates is captured and reused, improving energy efficiency.

SLUDGE UTILIZATION:

Sludge from the WWTP is repurposed, further minimizing waste and enhancing resource recovery.

By closing the loop within its operations, the initiative significantly enhances energy efficiency at the plant while demonstrating the scalability of circular solutions for processing facilities worldwide. This model exemplifies how circular economy principles can drive both operational excellence and global sustainability in food production.





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PILGRIMS.COM

For our full 2024 Pilgrim's Sustainability Report,
please visit sustainability.pilgrims.com

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