2025 Key Performance Indicators

Our People

Indicator			Unit	2022	2023	2024	2025	% change 2024-2025	GRI	SASB
Pilgrim's										
Operations[1]			number of facilities	203	195	201	204	1%	2-1	*
Governance										
Board of Directors		**Total**	#	**9**	**9**	**10**	**10**	**0%**	**405-1**	*
		Women	#	2	2	2	2	0%	405-1	*
		Men	#	7	7	8	8	0%	405-1	*
		Independent members	#	7	6	5	6	20%	405-1	*
Ethics and Compliance										
Pilgrim's Ethics Line	Number of cases	**Pilgrim's**	#	**1,486**	**1,523**	**1,420**	**1,424**	**0%**	**406-1 205-3**	*
		Pilgrim's Europe	#	42	54	63	40	-37%	406-1 205-3	*
		Pilgrim's Mexico	#	26	91	116	156	34%	406-1 205-3	*
		Pilgrim's USA	#	1,418	1,378	1,241	1,228	-1%	406-1 205-3	*
	Case categories	Employment practices	%	26.0%	40.6%	60.8%	62.5%	3%	205-3	*
		Discrimination or harassment	%	18.5%	10.6%	19.3%	17.3%	-10%	406-1	*
		Fraud/theft/ corruption	%	4.8%	2.2%	4.3%	4.9%	14%	205-3	*
		Conflict of interest	%	4.4%	3.8%	6.7%	6.3%	-6%	205-3	*
		Misconduct	%	31.7%	29.8%	4.1%	2.7%	-34%	205-3	*
		Antitrust	%	0.2%	0.1%	0.2%	0.1%	-50%	205-3	*
		Other	%	14.4%	12.9%	4.6%	6.1%	33%	205-3	*
Team member trainings[2]	Code of Conduct		%	100%	100%	100%	100%	0%	205-2	*
	Antitrust/Anti-corruption		#	-	-	-	8,523	—	205-2	*
Team Members										
Number of team members		**Pilgrim's**	#	**59,619**	**61,271**	**62,318**	**63,312**	**2%**	**2-7**	*
		Pilgrim's U.S.	#	29,902	32,230	34,242	34,848	2%	2-7	*
		Pilgrim's Mexico	#	12,287	11,578	12,099	12,491	3%	2-7	*
		Pilgrim's Europe	#	17,430	17,463	15,977	15,973	-0%	2-7	*
Team members included in labor unions or collective bargaining agreements		**Pilgrim's**	%	**62%**	**51%**	**46%**	**44%**	**-5%**	**407-1**	*
		Pilgrim's U.S.	%	57%	53%	33%	33%	0%	407-1	*
		Pilgrim's Mexico	%	70%	34%	68%	66%	-3%	407-1	*
		Pilgrim's Europe	%	61%	72%	54%	50%	-7%	407-1	*

[1] Includes 36 chicken processing facilities, 1 lamb processing facility, 28 prepared food facilities, 50 hatcheries, 1 grain elevator, and 34 distribution centers and 54 other facilities (feed mills, protein conversion and rendering facilities, pet food facilities, company-owned pig farms in the U.K.) .

[2] All Pilgrim's team members receive annual in-person, online, or video-based training on the Code of Conduct and Ethics.

Our People

Indicator		Unit	2022	2023	2024	2025	% change 2024-2025	GRI	SASB
Team Member Health & Safety									
Pilgrim's Safety Index[3]	**Pilgrim's**	**#**	**0.05**	**0.04**	**0.03**	**0.01**	**-61%**	**403-9**	*
	Pilgrim's U.S.	#	0.07	0.06	0.04	0.02	-36%	403-9	*
	Pilgrim's Mexico	#	0.02	0.00	0.01	0.01	-36%	403-9	*
	Pilgrim's Europe	#	0.06	0.04	0.05	0.00	-100%	403-9	*
Hours worked	**Pilgrim's**	**#**	**95,350,154**	**132,292,599**	**133,037,023**	**135,435,664**	**2%**	**403-9**	*
	Pilgrim's U.S.	#	61,287,092	65,234,857	68,211,693	71,450,575	4%	403-9	*
	Pilgrim's Mexico	#	30,396,983	30,396,983	30,182,396	31,273,638	4%	403-9	*
	Pilgrim's Europe	#	3,666,079	36,660,759	34,642,934	32,711,451	-6%	403-9	*
Recordable accidents[4]	**Pilgrim's**	**#**	**-**	**-**	**-**	**765**	**—**	**403-9**	*
	Pilgrim's U.S.	#	-	-	-	684	—	403-9	*
	Pilgrim's Mexico	#	-	-	-	5	—	403-9	*
	Pilgrim's Europe	#	-	-	-	76	—	403-9	*
Recordable accidents rate[5]	**Pilgrim's**	**#**	**-**	**-**	**-**	**6**	**—**	**403-9**	**FB-MP-320a.1.**
	Pilgrim's U.S.	#	-	-	-	9.57	—	403-9	FB-MP-320a.1.
	Pilgrim's Mexico	#	-	-	-	0.16	—	403-9	FB-MP-320a.1.
	Pilgrim's Europe	#	-	-	-	2.32	—	403-9	FB-MP-320a.1.
Severe accidents[6]	**Pilgrim's**	**#**	**-**	**-**	**-**	**8**	**—**	**403-9**	**FB-MP-320a.1.**
	Pilgrim's U.S.	#	-	-	-	7	—	403-9	FB-MP-320a.1.
	Pilgrim's Mexico	#	-	-	-	1	—	403-9	FB-MP-320a.1.
	Pilgrim's Europe	#	-	-	-	0	—	403-9	FB-MP-320a.1.
Fatalities	**Pilgrim's**	**#**	**0**	**0**	**0**	**0**	**0%**	**403-9**	**FB-MP-320a.1.**
	Pilgrim's U.S.	#	0	0	0	0	0%	403-9	FB-MP-320a.1.
	Pilgrim's Mexico	#	0	0	0	0	0%	403-9	FB-MP-320a.1.
	Pilgrim's Europe	#	0	0	0	0	0%	403-9	FB-MP-320a.1.

[3] Number of severe work-related injuries multiplied by 200,000, divided by the total hours worked by our own workforce.

[4] 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.

[5] Number of recordable work-related injuries multiplied by 1,000,000, divided by the total hours worked by our own workforce.

[6] Any injury resulting in amputation, fatality, in-patient hospitalization, vision loss, second- or third-degree burns, or fractures.

Our People

Indicator			Unit	2022	2023	2024	2025	% change 2024-2025	GRI	SASB
Team Member Profile										
Team members by gender	Women	**Pilgrim's**	**%**	**39.2%**	**39.6%**	**38.8%**	**38.5%**	**-1%**	**405-1**	*
		Pilgrim's U.S.	%	40.9%	40.7%	39.8%	40.0%	0%	405-1	*
		Pilgrim's Mexico	%	36.9%	37.2%	37.8%	36.1%	-4%	405-1	*
		Pilgrim's Europe	%	37.7%	39.1%	37.5%	37.3%	-0%	405-1	*
	Men	**Pilgrim's**	**%**	**60.7%**	**60.3%**	**61.1%**	**61.4%**	**1%**	**405-1**	*
		Pilgrim's U.S.	%	58.8%	59.1%	60.1%	60.0%	-0%	405-1	*
		Pilgrim's Mexico	%	63.1%	62.8%	62.2%	63.9%	3%	405-1	*
		Pilgrim's Europe	%	62.3%	60.9%	62.4%	62.7%	0%	405-1	*
	Other / Not declared	**Pilgrim's**	**%**	**0.1%**	**0.1%**	**0.1%**	**0.0%**	**-84%**	**405-1**	*
		Pilgrim's U.S.	%	0.2%	0.1%	0.1%	0.0%	-77%	405-1	*
		Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*
		Pilgrim's Europe	%	0.0%	0.0%	0.1%	0.0%	-100%	405-1	*
Leadership positions by gender	Women	**Pilgrim's**	**%**	**33.4%**	**37.9%**	**34.2%**	**32.7%**	**-4%**	**405-1**	*
		Pilgrim's U.S.	%	39.3%	38.2%	35.8%	36.3%	1%	405-1	*
		Pilgrim's Europe	%	34.2%	46.4%	41.3%	35.2%	-15%	405-1	*
		Pilgrim's Mexico	%	15.9%	16.9%	18.0%	22.6%	26%	405-1	*
	Men	**Pilgrim's**	**%**	**62.5%**	**62.0%**	**65.7%**	**67.2%**	**2%**	**405-1**	*
		Pilgrim's U.S.	%	60.6%	61.6%	64.1%	63.7%	-1%	405-1	*
		Pilgrim's Europe	%	50.7%	53.6%	58.6%	64.8%	11%	405-1	*
		Pilgrim's Mexico	%	84.1%	83.1%	82.0%	77.4%	-6%	405-1	*
	Other / Not declared	**Pilgrim's**	**%**	**4.1%**	**0.1%**	**0.1%**	**0.0%**	**-84%**	**405-1**	*
		Pilgrim's U.S.	%	0.1%	0.2%	0.1%	0.0%	-63%	405-1	*
		Pilgrim's Europe	%	15.1%	0.0%	0.1%	0.0%	-100%	405-1	*
		Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*

Our People

Indicator			Unit	2022	2023	2024	2025	% change 2024-2025	GRI	SASB
Workforce by race	Brown	**Pilgrim's**	**%**	**44.4%**	**45.2%**	**44.0%**	**43.8%**	**-0%**	405-1	*
		Pilgrim's U.S.	%	30.3%	31.8%	33.4%	33.7%	1%	405-1	*
		Pilgrim's Europe	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*
		Pilgrim's Mexico	%	100.0%	100.0%	100.0%	100.0%	0%	405-1	*
	White	**Pilgrim's**	**%**	**15.8%**	**15.5%**	**14.5%**	**17.3%**	**19%**	405-1	*
		Pilgrim's U.S.	%	31.5%	29.4%	26.3%	26.5%	1%	405-1	*
		Pilgrim's Europe	%	0.0%	0.0%	0.0%	13.6%	—	405-1	*
		Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*
	Black	**Pilgrim's**	**%**	**17.2%**	**18.1%**	**19.0%**	**19.8%**	**4%**	405-1	*
		Pilgrim's U.S.	%	34.3%	34.5%	34.5%	35.8%	4%	405-1	*
		Pilgrim's Europe	%	0.0%	0.0%	0.0%	0.2%	—	405-1	*
		Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*
	Asian	**Pilgrim's**	**%**	**0.2%**	**0.2%**	**1.0%**	**1.4%**	**43%**	405-1	*
		Pilgrim's U.S.	%	0.4%	0.4%	1.8%	1.8%	4%	405-1	*
		Pilgrim's Europe	%	0.0%	0.0%	0.0%	1.9%	—	405-1	*
		Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*
	Indigenous	**Pilgrim's**	**%**	**1.1%**	**1.2%**	**0.4%**	**0.4%**	**1%**	405-1	*
		Pilgrim's U.S.	%	2.3%	2.3%	0.8%	0.8%	0%	405-1	*
		Pilgrim's Europe	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*
		Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*
	Others	**Pilgrim's**	**%**	**0.5%**	**0.7%**	**0.7%**	**1.4%**	**104%**	405-1	*
		Pilgrim's U.S.	%	1.0%	1.2%	1.2%	1.3%	9%	405-1	*
		Pilgrim's Europe	%	0.0%	0.0%	0.0%	3.2%	—	405-1	*
		Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*
	Not declared	**Pilgrim's**	**%**	**0.1%**	**0.2%**	**1.1%**	**16.0%**	**1378%**	405-1	*
		Pilgrim's U.S.	%	0.2%	0.3%	2.0%	0.0%	-99%	405-1	*
		Pilgrim's Europe	%	0.0%	0.0%	0.0%	81.0%	—	405-1	*
		Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*

Our People

Indicator			Unit	2022	2023	2024	2025	% change 2024-2025	GRI	SASB
Leadership position by race	Brown	**Pilgrim's**	**%**	**-**	**-**	**-**	**32.6%**	**—**	**405-1**	*
		Pilgrim's U.S.	%	19.2%	19.4%	19.0%	21.0%	11%	405-1	*
		Pilgrim's Europe	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*
		Pilgrim's Mexico	%	100.0%	100.0%	100.0%	100.0%	0%	405-1	*
	White	**Pilgrim's**	**%**	**-**	**-**	**-**	**27.9%**	**—**	**405-1**	*
		Pilgrim's U.S.	%	59.4%	56.7%	57.9%	54.7%	-6%	405-1	*
		Pilgrim's Europe	%	0.0%	0.0%	0.0%	11.6%	—	405-1	*
		Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*
	Black	**Pilgrim's**	**%**	**-**	**-**	**-**	**9.1%**	**—**	**405-1**	*
		Pilgrim's U.S.	%	18.6%	20.0%	18.8%	20.6%	10%	405-1	*
		Pilgrim's Europe	%	0.0%	0.0%	0.0%	0.2%	—	405-1	*
		Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*
	Asian	**Pilgrim's**	**%**	**-**	**-**	**-**	**1.0%**	**—**	**405-1**	*
		Pilgrim's U.S.	%	1.2%	1.5%	1.7%	1.6%	-11%	405-1	*
		Pilgrim's Europe	%	0.0%	0.0%	0.0%	0.9%	—	405-1	*
		Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*
	Indigenous	**Pilgrim's**	**%**	**-**	**-**	**-**	**0.3%**	**—**	**405-1**	*
		Pilgrim's U.S.	%	0.0%	0.0%	0.0%	0.8%	—	405-1	*
		Pilgrim's Europe	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*
		Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*
	Others	**Pilgrim's**	**%**	**-**	**-**	**-**	**1.2%**	**—**	**405-1**	*
		Pilgrim's U.S.	%	1.0%	1.0%	1.0%	1.4%	40%	405-1	*
		Pilgrim's Europe	%	0.0%	0.0%	0.0%	1.7%	—	405-1	*
		Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*
	Not declared	**Pilgrim's**	**%**	**-**	**-**	**-**	**27.9%**	**—**	**405-1**	*
		Pilgrim's U.S.	%	0.0%	1.0%	1.0%	0.0%	-100%	405-1	*
		Pilgrim's Europe	%	100.0%	100.0%	100.0%	85.7%	-14%	405-1	*
		Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	0%	405-1	*

Our People

Indicator			Unit	2022	2023	2024	2025	% change 2024-2025	GRI	SASB
Team members by age	< 30	**Pilgrim's**	**%**	**24.8%**	**25.2%**	**24.2%**	**24.6%**	**2%**	**405-1**	*
		Pilgrim's U.S.	%	23.5%	23.6%	23.2%	23.7%	2%	405-1	*
		Pilgrim's Europe	%	14.3%	14.8%	15.7%	14.6%	-7%	405-1	*
		Pilgrim's Mexico	%	34.3%	35.0%	32.9%	34.5%	5%	405-1	*
	30 - 50	**Pilgrim's**	**%**	**49.4%**	**48.4%**	**50.1%**	**48.9%**	**-2%**	**405-1**	*
		Pilgrim's U.S.	%	44.4%	42.5%	46.7%	44.8%	-4%	405-1	*
		Pilgrim's Europe	%	53.7%	55.1%	52.4%	55.0%	5%	405-1	*
		Pilgrim's Mexico	%	55.0%	55.0%	55.7%	53.0%	-5%	405-1	*
	> 50	**Pilgrim's**	**%**	**25.8%**	**26.4%**	**25.7%**	**26.5%**	**3%**	**405-1**	*
		Pilgrim's U.S.	%	32.1%	33.9%	30.2%	31.5%	4%	405-1	*
		Pilgrim's Europe	%	32.0%	30.2%	31.9%	30.5%	-5%	405-1	*
		Pilgrim's Mexico	%	10.7%	10.1%	11.5%	12.5%	9%	405-1	*
Team members by job category	Leaders		%	-	10%	9%	7.8%	-13%	405-1	*
	Admin		%	-	3%	6%	5.4%	-11%	405-1	*
	Operations		%	-	74%	85%	84.7%	-0%	405-1	*
	Apprentices, interns and trainees		%	-	0%	0%	0.3%	—	405-1	*
	Other		%	-	12%	1%	1.7%	70%	405-1	*
Team members by contract type	Permanent		%	-	99.1%	99.8%	99.0%	-1%	405-1	*
	Temporary		%	-	0.9%	0.2%	1.0%	388%	405-1	*
	Non-guaranteed hours		%	-	0.0%	0.0%	0.0%	0%	405-1	*
Turnover		**Pilgrim's**	**%**	**-**	**-**	**-**	**36%**	**—**	**401-1**	*
		Pilgrim's U.S.	%	-	-	-	46%	—	401-1	*
		Pilgrim's Europe	%	-	-	-	21%	—	401-1	*
		Pilgrim's Mexico	%	-	-	-	28%	—	401-1	*

Our Product

Indicator			Unit	2022	2023	2024	2025	% change 2024-2025	GRI	SASB
Animal Welfare										
Investments			million US$	-	US$109.26	US$45.91	US$45.95	0%	*	*
People trained	Team members		people	-	51,088	46,838	45,952	-2%	*	*
	Suppliers		people	-	6,535	7,853	11,596	48%	*	*
	Third-party transporters		people	-	146	150	42	-72%	*	*
Hours of training provided	Team members		hours	-	21,051	11,949	28,971	142%	*	*
	Suppliers		hours	-	3,351	3,952	4,988	26%	*	*
	Third-party transporters		hours	-	946	966	3	-100%	*	*
Pork	Percentage of pork produced without the use of gestation crates		%	100%	98%	100%	99%	-1%	*	FB-MP-410a.1
	Teeth Clipping		%	0.0%	0.0%	0.0%	0.0%	0%	*	*
	Surgical Castration		%	0.0%	0.0%	0.0%	0.0%	0%	*	*
	Percentage with environmental enrichment		hour	-	-	-	—%	—	*	*
	Average transportation time		hour	-	-	-	0.00	—	*	*
Poultry	Average house density	Pilgrim's U.S.	kg/m²	-	-	-	0.0	—	*	*
		Pilgrim's Mexico	kg/m²	-	-	-	0.0	—	*	*
		Pilgrim's Europe	kg/m²	-	-	-	0.0	—	*	*
Processing facilities certified under a third-party animal welfare standard	Pork	**Pilgrim's**	**%**	-	-	-	**—%**	—	*	*
		Pilgrim's U.S.	%	-	-	-	—%	—	*	*
		Pilgrim's Mexico	%	-	-	-	—%	—	*	*
		Pilgrim's Europe	%	-	-	-	—%	—	*	*
	Poultry	**Pilgrim's**	**%**	-	-	-	**—%**	—	*	*
		Pilgrim's U.S.	%	-	-	-	—%	—	*	*
		Pilgrim's Mexico	%	-	-	-	—%	—	*	*
		Pilgrim's Europe	%	-	-	-	—%	—	*	*
Food Safety and Quality										
Recalls[7]		**Pilgrim's**	**#**	**1**	**1**	**2**	**2**	**0%**	*	*
		Pilgrim's U.S.	#	-	-	-	0	—	*	*
		Pilgrim's Mexico	#	-	-	-	0	—	*	*
		Pilgrim's Europe	#	-	-	-	2	—	*	*
Supplier facilities certified to GFSI standards		**Pilgrim's**	**%**	-	-	-	**96.4%**	—	*	**FB-MP-250a.1**
		Pilgrim's U.S.	%	-	-	-	100.0%	—	*	FB-MP-250a.1
		Pilgrim's Mexico	%	-	-	-	71.9%	—	*	FB-MP-250a.1
		Pilgrim's Europe	%	-	-	-	98.9%	—	*	FB-MP-250a.1
Nutrition and Health Attributes										
Sugar-free and/or low-sugar products		**Pilgrim's**	**%**	-	**61%**	**50%**	**79.7%**	**60%**	*	*
		Pilgrim's U.S.	%	-	98%	95%	84.2%	-11%	*	*
		Pilgrim's Mexico	%	-	31%	44%	100.0%	127%	*	*
		Pilgrim's Europe	%	-	18%	24%	76.8%	220%	*	*
Fertilizer-free products		**Pilgrim's**	**%**	-	-	-	**4.4%**	—	FP6	*
		Pilgrim's U.S.	%	-	-	-	4.0%	—	FP6	*
		Pilgrim's Mexico	%	-	-	-	100.0%	—	FP6	*
		Pilgrim's Europe	%	-	-	-	0.8%	—	FP6	*

[7] In 2025, all recalls were involuntary.

Our Product

Indicator		Unit	2022	2023	2024	2025	% change 2024-2025	GRI	SASB
Low saturated fat products	**Pilgrim's**	**%**	**-**	**32%**	**32%**	**32.3%**	**1%**	FP6	*
	Pilgrim's U.S.	%	-	34%	24%	27.1%	15%	FP6	*
	Pilgrim's Mexico	%	-	1%	61%	60.8%	-1%	FP6	*
	Pilgrim's Europe	%	-	34%	36%	33.7%	-5%	FP6	*
Low trans fat products	**Pilgrim's**	**%**	**-**	**60%**	**38%**	**30.1%**	**-21%**	FP6	*
	Pilgrim's U.S.	%	-	98%	97%	86.5%	-11%	FP6	*
	Pilgrim's Mexico	%	-	100%	100%	100.0%	—%	FP6	*
	Pilgrim's Europe	%	-	10%	—%	0.0%	—%	FP6	*
Salt-free or low-sodium products	**Pilgrim's**	**%**	**-**	**46%**	**37%**	**39.7%**	**7%**	FP6	*
	Pilgrim's U.S.	%	-	75%	77%	84.7%	10%	FP6	*
	Pilgrim's Mexico	%	-	20%	36%	36.5%	2%	FP6	*
	Pilgrim's Europe	%	-	10%	13%	18.0%	35%	FP6	*
Products with reduced artificial ingredients[8]	**Pilgrim's**	**%**	**-**	**35%**	**53%**	**1.8%**	**-97%**	FP6	*
	Pilgrim's U.S.	%	-	1%	83%	1.2%	-99%	FP6	*
	Pilgrim's Mexico	%	-	20%	32%	0.0%	-100%	FP6	*
	Pilgrim's Europe	%	-	80%	36%	2.2%	-94%	FP6	*
Fortified products to address nutrient deficiencies[9]	**Pilgrim's**	**%**	**-**	**-**	**-**	**0.0%**	**—**	FP6	*
	Pilgrim's U.S.	%	-	-	-	0.0%	—	FP6	*
	Pilgrim's Mexico	%	-	-	-	0.0%	—	FP6	*
	Pilgrim's Europe	%	-	-	-	0.0%	—	FP6	*
Reduced portion sizes	**Pilgrim's**	**%**	**-**	**-**	**-**	**0.3%**	**—**	FP6	*
	Pilgrim's U.S.	%	-	-	-	0.5%	—	FP6	*
	Pilgrim's Mexico	%	-	-	-	0.0%	—	FP6	*
	Pilgrim's Europe	%	-	-	-	0.2%	—	FP6	*

[8] E.g., preservatives, colorings, aspartame, and other controversial ingredients.

[9] E.g., vitamin A/D, zinc, iodine, and iron.

Our Planet

Indicator				2022	2023	2024	2025	% change 2024-2025	GRI	SASB
Environmental Management										
Certification	ISO 14001	Pilgrim's	%	3.0%	22.1%	20.9%	14.2%	-32%	*	*
GHG Emissions										
GHG emissions absolute	Scope 1[10]		tCO_2e	1,082,514	995,394	1,027,389	991,564	-3%	305-1 305-5	FB-MP-110a.2
	Scope 2 -location-based[11]		tCO_2e	643,939	626,273	615,867	597,829	-3%	305-2 305-5	FB-MP-110a.2
	Scope 2 -market-based[12]		tCO_2e	597,311	617,561	549,161	531,183	-3%	305-2 305-5	FB-MP-110a.2
	Scope 3[13]		tCO_2e	19,673,089	19,268,640	0	17,058,035	—	305-3	FB-MP-110a.2
	Total Scope 1 + 2 - location-based		tCO_2e	1,726,453	1,621,667	1,643,256	1,589,393	-3%	305-1 305-2 305-5	FB-MP-110a.2
	Total Scope 1 + 2 - market-based		tCO_2e	1,679,825	1,612,955	1,576,550	1,522,747	-3%	305-1 305-2 305-5	FB-MP-110a.2
Emissions intensity	Scope 1		tCO_2e/t	0.167	0.155	0.156	0.155	-1%	305-4	FB-MP-110a.2
	Scope 2 - location-based		tCO_2e/t	0.100	0.097	0.094	0.093	-1%	305-4	FB-MP-110a.2
	Scope 2 - market-based		tCO_2e/t	0.092	0.096	0.084	0.083	-1%	305-4	FB-MP-110a.2
	Total Scope 1 + 2 - location-based		tCO_2e/t	0.267	0.252	0.250	0.249	-1%	305-4	FB-MP-110a.2
	Total Scope 1 + 2 - market-based		tCO_2e/t	0.260	0.251	0.240	0.238	-1%	305-4	FB-MP-110a.2
Energy and Renewable Energy Use										
Energy use	Electricity use		MWh	1,712,334	1,737,663	1,726,263	1,763,403	2%	302-1 302-4	*
	Fuel use		MWh	3,747,304	3,649,244	3,657,401	3,716,870	2%	302-1 302-4	*
	Total energy use		MWh	5,459,638	5,386,907	5,383,664	5,480,273	2%	302-1 302-4	*
Energy intensity[14]	Electricity use		MWh/t	0.2648	0.2702	0.2626	0.2757	5%	302-3	*
	Fuel use		MWh/t	0.5796	0.5674	0.5564	0.5811	4%	302-3	*
	Total energy use		MWh/t	0.8444	0.8376	0.8190	0.8569	5%	302-3	*
Renewable energy	Electricity use[15]		MWh	265,707	246,061	364,318	293,497	-19%	302-1	*
			%	16%	14%	21%	17%	-21%	302-1	*
	Fuel use[16]		MWh	177,520	198,975	192,264	183,051	-5%	302-1	*
			%	5%	6%	5%	5%	-7%	302-1	*
	Total energy use[17]		MWh	443,227	445,036	556,582	476,547	-14%	302-1	*
			%	8%	8%	10%	9%	-16%	302-1	*
Water and Wastewater										
Water withdrawal	**Total**		**m^3**	**59,642,180**	**57,404,380**	**58,108,168**	**58,398,940**	**1%**	**303-3**	*
	Surface water		m^3	1,251,060	1,081,010	1,210,070	1,351,820	12%	303-3	*
	Groundwater		m^3	14,065,940	12,793,340	12,238,650	12,003,100	-2%	303-3	*
	Municipality		m^3	44,325,180	43,530,030	44,659,448	45,044,020	1%	303-3	*

[10] Includes emissions from stationary combustion, mobile combustion, agriculture, waste, and effluent, and fugitive and process emissions in Pilgrim's-owned facilities.

[11] Includes emissions from purchased electricity, steam, heat, and cooling. Purchased electricity is calculated using location-based methodology.

[12] Includes emissions from purchased electricity, steam, heat, and cooling. Purchased electricity is calculated using market-based methodology.

[13] Includes all other indirect emissions in our value chain, both upstream and downstream from Pilgrim's operations.

[14] Metric tons of carbon dioxide equivalent (tCO_2e) per metric ton of finished product (t).

[15] Includes indirect energy consumption (purchased electricity, steam, heat, and cooling).

[16] Includes direct energy consumption (stationary combustion and mobile combustion).

[17] Includes direct (electricity generated on-site, stationary combustion, and mobile combustion) and indirect (purchased electricity, steam, heat, and cooling) energy consumption.

Our Planet

Indicator			2022	2023	2024	2025	% change 2024-2025	GRI	SASB
Water discharge	**Total**	**m³**	**46,256,160**	**50,718,060**	**55,290,609**	**52,244,350**	**-6%**	**303-4**	*
	Water Body	m³	10,897,060	13,480,610	15,243,060	17,367,070	14%	303-4	*
	Municipality	m³	29,915,680	30,409,790	34,783,000	30,800,520	-11%	303-4	*
	Land application	m³	5,443,420	6,827,660	5,264,549	4,076,760	-23%	303-4	*
Water intensity[18]	**Total**	**m³/t**	**9.06**	**9.03**	**8.64**	**9.13**	**6%**	**303-5**	*
	Surface water	m³/t	0.19	0.17	0.18	0.21	17%	303-5	*
	Groundwater	m³/t	2.18	1.99	1.86	1.88	1%	303-5	*
	Municipality	m³/t	6.86	6.77	6.60	7.04	7%	303-5	*
Recycled water use		m³	0	4,012,570	2,893,130	2,944,021	2%	303-5	*
Waste, Packaging, Circular Economy, and Reverse Logistics									
Waste generation	**Total waste**	**t**	**301,325**	**304,764**	**300,359**	**436,423**	**45%**	**306-3**	*
	Hazardous waste	t	111	2,147	246	7,684	3026%	**306-3**	*
		%	0%	1%	0%	2%	2051%	**306-3**	*
	Non-hazardous waste	t	301,214	302,618	300,113	428,739	43%	**306-3**	*
		%	100%	99%	100%	98%	-2%	**306-3**	*
Packaging use	**Total packaging usage**	**t**	**0**	**206,915**	**236,004**	**0**	**-100%**	**301-1; 301-2; 301-3**	*
	Recycled packaging	t	0	18,795	7,174	0	-100%	301-2	*
		%	0%	9%	3%	—	-100%	301-2	*
	Non-recycled packaging	t	0	188,119	228,830	0	-100%	301-2	*
		%	0%	91%	97%	—	-100%	301-2	*
	Renewable raw material packaging[19]	t	0	141,414	129,658	0	-100%	301-1	*
		%	0%	68%	55%	—	-100%	301-2	*
	Non-renewable raw material packaging[20]	t	0	65,500	106,345	0	-100%	301-1	*
		%	0%	32%	45%	—	-100%	301-2	*

[18] Water withdrawal (m³) per metric ton of finished product (t).

[19] Renewable packaging includes paper, cardboard, pulp and timber.

[20] Non renewable packaging includes plastic, metal, styrofoam and glass.