

PILGRIM'S PRIDE CORPORATON
SUSTAINABILITY COMMITTEE CHARTER

Adopted as of October 19, 2022

I. Purpose

The Sustainability Committee (the "Committee") assists the Board of Directors (the "Board") of Pilgrim's Pride Corporation (the "Company") in fulfilling the Board's responsibility for oversight related to Sustainability policies, strategies, and programs of the Company. It may also have other duties as may from time to time be assigned to it by the Board.

The Committee recognizes that the Company's executive officers and other senior managers are responsible for assessing Sustainability matters that may impact the Company and managing Sustainability-related efforts. The Committee, through its oversight role, attempts to satisfy itself that the approach and funding are designed and implemented by the Company's executive officers and other senior managers in a matter consistent with the Company's Sustainability goals and are functioning properly.

II. Committee Composition

1. **Members**. The Committee shall consist of as many members as the Board shall determine, but in any event not fewer than three members. At least two members of the Committee shall be independent directors as defined in the rules and regulations of The Nasdaq Stock Market LLC applicable to listed U.S. companies. The members of the Committee shall be appointed annually by the Board.
2. **Chair**. The Chair of the Committee shall be appointed by the Board. The Chair will maintain regular liaison with members of the Company's management who have responsibility for implementing and monitoring the policies, strategies and programs overseen by the Committee.
3. **Removal and Replacement**. The members of the Committee may be removed or replaced, and any vacancies on the Committee shall be filled, by the Board.

III. Authority and Duties

1. **External Trends**. The Committee shall consider, analyze, and provide input to management on trends related to climate change and social responsibility as it relates to public policy, regulation and legislation, industry movements, and leading management practices.
2. **Policies, Strategies and Programs**. The Committee shall oversee and provide input to management on the Company's approach and programs related to Sustainability-related matters, including investment policies, and priorities.
3. **Performance Goals**. The Committee shall review the goals the Company may establish from time to time for its performance with respect to Sustainability matters and monitor the Company's progress against those goals, including an assessment against third-party evaluators and other benchmarking comparisons, as needed.
4. **Resourcing**. The Committee shall consult with management to help ensure the Company is properly resourced and funded to achieve Sustainability goals and timelines.

5. **Reputation and Relationships with Stakeholders.** The Committee shall receive periodic reports from the Company's management regarding relationships with key external stakeholders that may have a significant impact on the Company's progress on Sustainability-related matters.
6. **Risk Management.** The Committee shall oversee and provide input to management on the Company's identification, assessment and management of risks associated with Sustainability-related matters, such as climate change
7. **Reporting and Disclosure.** The Committee shall review the Sustainability or other relevant reports issued from time to time by the Company.
8. **Shareholder Proposals.** The Committee shall review shareholder proposals related to Sustainability matters and recommend a response to the Board. The Committee shall work with the Board to determine the appropriate level of the Company's engagement with shareholders and other interested parties concerning Sustainability and other matters subject to Committee oversight.
9. **Limitations.** The Committee's scope and authority excludes corporate governance structure, risk management other than specifically related to Sustainability matters, and financial reporting. The Committee may, at the Board's discretion, lead the directors and management in a discussion of corporate governance issues as it pertains to Sustainability.
10. **Other Duties and Powers.** The foregoing list of duties is not exhaustive, and the Committee may, in addition, perform any other functions it may find necessary or appropriate for the performance of its oversight function. The Committee shall have the power to delegate its authority and duties to subcommittees or individual members of the Committee as it deems appropriate. In discharging its oversight role, the Committee shall have full access to all Company books, records, facilities and personnel. The Committee shall have the power, at the Company's expense, to retain legal, financial or other advisers as it deems necessary.

IV. Committee Meetings

1. **Meetings.** The Chair of the Committee, in consultation with the Committee members, shall determine the schedule and frequency of the Committee meetings, provided that the Committee shall meet at least two times each year. Meetings of the Committee may be held in person or by conference call.
2. **Agenda.** The Chair of the Committee shall develop and set the Committee's agenda, in consultation with the other members of the Committee, the Board and management. The agenda and, to the extent practical, information concerning the business to be conducted at each Committee meeting shall be provided to the members of the Committee in advance of each meeting. Additionally, the agenda concerning the business to be conducted at each Committee meeting shall be circulated to all Board members in advance of the meeting.
3. **Reports to the Board.** The Committee shall report to the Board regularly and make available to the Board the minutes of its meetings.
4. **Performance Evaluation.** The Committee shall annually conduct a performance evaluation and shall report to the Board the results of the evaluation.
5. **Assessment of Charter.** The Committee shall review and assess the adequacy of this Charter annually and recommend any changes to the Board.