

JBS PERFORMANCE INDICATORS

OUR COMPANY & GOVERNANCE

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
JBS	Operations	JBS Global	# of facilities	520	564	621	614	647	5.4%	2-1	*	*	*	*	yes
		JBS Brazil ¹	# of facilities	93	90	88	92	92	-	2-1	*	*	*	*	yes
		Seara ²	# of facilities	145	145	148	149	149	-	2-1	*	*	*	*	yes
		JBS Beef North America ³	# of facilities	26	24	31	29	28	-3.4%	2-1	*	*	*	*	yes
		JBS USA Pork ⁴	# of facilities	22	31	51	52	61	17.3%	2-1	*	*	*	*	yes
		JBS Australia ⁵	# of facilities	35	63	96	93	112	20.4%	2-1	*	*	*	*	yes
		Pilgrim's ⁶	# of facilities	195	207	203	195	201	3.1%	2-1	*	*	*	*	yes
		Others ⁷	# of facilities	4	4	4	4	4	-	2-1	*	*	*	*	yes
GOVERNANCE	JBS Board of Directors	Total Members	#	9	9	9	11	11	-	405-1	*	*	*	*	yes
		Women	#	1	2	2	2	2	-	405-1	*	*	*	*	yes
		Men	#	8	7	7	9	9	-	405-1	*	*	*	*	yes
		Independent Members	#	5	7	7	7	7	-	405-1	*	*	*	*	yes
	Pilgrim's Board of Directors	Total Members	#	9	9	9	9	10	11.1%	405-1	*	*	*	*	yes
		Women	#	2	2	2	2	2	-	405-1	*	*	*	*	yes
		Men	#	7	7	7	7	8	14.3%	405-1	*	*	*	*	yes
		Independent Members	#	5	5	5	5	2	-60.0%	405-1	*	*	*	*	yes

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF		
ETHICS AND COMPLIANCE	Number of cases	Australia	#	-	-	12	17	12	-29.4%	406-1 205-3	*	*	*	*	*	
		Brazil	#	-	-	3,444	5,501	6,556	19.2%	406-1 205-3	*	*	*	*	*	
		Europe	#	-	-	42	54	63	16.7%	406-1 205-3	*	*	*	*	*	
		Mexico	#	-	-	26	91	116	27.5%	406-1 205-3	*	*	*	*	*	
		U.S. and Canada	#	-	-	2,219	2,262	2,345	3.7%	406-1 205-3	*	*	*	*	*	
	Case categories	JBS Ethics Line	Employment practices	%	-	-	14.8%	14.5%	26.6%	83.6%	205-3	*	*	*	*	*
		Discrimination or harassment	%	-	-	30.6%	51.8%	23.3%	-55.0%	406-1	*	*	*	*	*	
		Fraud/theft/corruption	%	-	-	4.1%	8.9%	3.5%	-61.0%	205-3	*	*	*	*	*	
		Conflict of interest	%	-	-	9.6%	3.1%	3.3%	7.0%	205-3	*	*	*	*	*	
		Misconduct	%	-	-	25.9%	10.2%	34.6%	239.3%	205-3	*	*	*	*	*	
		Antitrust	%	-	-	0.3%	0.0%	0.1%	-	205-3	*	*	*	*	*	
		Other	%	-	-	14.7%	11.5%	8.6%	-25.4%	205-3	*	*	*	*	*	

	INDICATOR		UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
ETHICS AND COMPLIANCE	JBS Ethics Line	Brazil	%	-	-	100.0%	100.0%	100.0%	-	*	*	*	*	*	*	
		North America, Europe, and Australia	%	-	-	92.0%	100.0%	99.3%	-0.7%	*	*	*	*	*	*	
	Team member trainings	Code of Conduct	Brazil	# of employees	115,702	118,644	130,789	125,197	136,224	8.8%	205-2	*	*	*	*	*
			North America, Europe, and Australia ⁹	# of employees	102,021	104,532	112,613	118,375	136,784	15.6%	205-2	*	*	*	*	*
		Antitrust/Anti-corruption	Brazil	# of employees	-	-	-	-	24,278	-	205-2	*	*	*	yes	yes
			North America, Europe, and Australia ¹⁰	# of employees	-	2,868	7,311	6,925	15,164	119.0%	205-2	*	*	*	yes	yes

(1) Includes 33 beef processing facilities, 8 prepared food facilities, 15 leather/hide facilities, 14 related businesses, 8 feedlots, and 14 distribution centers in 2024.

(2) Includes 30 chicken processing facilities, 8 pork processing facilities, 25 prepared food facilities, 18 distribution centers, 43 feed mills, and 25 hatcheries in 2024.

(3) Includes 10 beef processing facilities, 8 prepared foods facilities, 6 carrier units, 3 plant-based processing facilities, and 1 leather/hide facility in 2024.

(4) Includes 5 pork processing facilities, 3 genetic units, 9 prepared food facilities, 2 distribution centers, and 19 other facilities in 2024.

(5) Includes 8 beef processing facilities, 3 lamb processing facilities, 3 pork processing facilities, 2 fish processing facilities, 10 prepared food facilities, 6 feedlots, 8 distribution centers, 1 sheepskin facility, and 71 other facilities in 2024.

(6) Includes 36 chicken processing facilities, 2 pork processing facilities, 1 lamb processing facility, 30 prepared food facilities, 49 hatcheries, 1 grain elevator, and 82 distribution centers and other facilities (feed mills, protein conversion and rendering facilities, pet food facilities, company-owned pig farms in the U.K.) in 2024.

(7) Includes 4 prepared foods facilities in 2024.

(8) Includes JBS Ethics Line cases closed within 12 months of receipt.

(9) These are approximate and have been estimated based on the number of JBS team members employed during a sample payroll period of the calendar year. All JBS team members receive annual in-person, online, or video-based training on the Code of Conduct and Ethics.

(10) 2021 included Pilgrim's team members only.

JBS PERFORMANCE INDICATORS

OUR ENVIRONMENT

	INDICATOR		UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF
ENVIRONMENTAL MANAGEMENT	ISO 14001 certification	JBS Global*	# of plants	4	6	6	43	42	-2.3%	*	*	*	*	*	yes
GHG EMISSIONS	Global emissions	Scope 1 ¹	tCO ₂ e	3,760,220	3,873,318	3,762,135	3,586,401	3,684,503	2.7%	305-1 305-5	FB-MP-110a.2	*	*	*	*
		Scope 2 ² - Location Based	tCO ₂ e	1,696,928	1,777,377	1,601,134	1,541,754	1,553,501	0.8%	305-2 305-5	FB-MP-110a.2	*	*	*	*
		Scope 2 ³ - Market Based	tCO ₂ e	1,530,864	1,764,448	1,453,967	1,532,724	1,533,679	0.1%	305-2 305-5	FB-MP-110a.2	*	*	*	*
		Scope 3 ⁴	tCO ₂ e	NC	152,770,167	182,343,254	151,531,147	NC	-	305-3	FB-MP-110a.2	*	*	*	*
		Total Scope 1 + 2 - Location Based	tCO ₂ e	5,457,148	5,650,695	5,363,269	5,128,154	5,238,003	2.1%	305-1 305-2 305-5	FB-MP-110a.2	*	*	*	*
		Total Scope 1 + 2 - Market Based	tCO ₂ e	5,291,085	5,637,766	5,216,101	5,119,124	5,218,182	1.9%	305-1 305-2 305-5	FB-MP-110a.2	*	*	*	*

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
GHG EMISSIONS	Global emissions intensity	Scope 1 ¹	tCO ₂ e/t	0.186	0.181	0.174	0.163	0.161	-1.2%	305-4	FB-MP-110a.2	*	*	*	*
		Scope 2 ² - Location Based	tCO ₂ e/t	0.084	0.083	0.074	0.070	0.068	-2.9%	305-4	FB-MP-110a.2	*	*	*	*
		Scope 2 ³ - Market Based	tCO ₂ e/t	0.076	0.082	0.067	0.070	0.067	-4.4%	305-4	FB-MP-110a.2	*	*	*	*
		Total Scope 1 + 2 - Location Based	tCO ₂ e/t	0,270	0,264	0,248	0,233	0,229	-1.7%	305-4	FB-MP-110a.2	*	*	*	*
		Total Scope 1 + 2 - Market Based	tCO ₂ e/t	0,261	0,263	0,242	0,233	0,228	-2.2%	305-4	FB-MP-110a.2	*	*	*	*
ENERGY AND RENEWABLE ENERGY USE	Global energy use	Scope 1 ⁵	MWh	14,364,025	15,210,827	14,860,717	15,904,822	17,222,940	8.3%	302-1 302-4	*	*	*	*	*
		Scope 2 ⁶	MWh	6,845,751	6,726,441	5,891,653	6,063,684	6,058,053	-0.1%	302-1 302-4	*	*	*	*	*
		Total Scope 1 + 2	MWh	21,209,776	21,937,268	20,752,370	21,968,507	23,280,993	6.0%	302-1 302-4	*	*	*	*	*
	Global energy intensity	Scope 1 ⁵	MWh/t	0.71	0.71	0.69	0.72	0.75	4.2%	302-3	*	*	*	*	*
		Scope 2 ⁶	MWh/t	0.34	0.31	0.27	0.27	0.26	-3.7%	302-3	*	*	*	*	*
		Total Scope 1 + 2	MWh/t	1.05	1.02	0.96	0.99	1.02	3.0%	302-3	*	*	*	*	*
	Global renewable energy	Scope 1 ⁵	MWh	6,121,327	6,436,978	6,423,205	7,371,932	8,170,694	10.8%	302-1	*	*	*	*	*
			%	42.6%	42.3%	43.2%	46.4%	47.4%	2.2%	302-1	*	*	*	*	*

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
ENERGY AND RENEWABLE ENERGY USE	Global renewable energy	Scope 2 ⁶	MWh	242,688	334,167	498,063	486,034	694,497	42.9%	302-1	*	*	*	*	*
			%	3.5%	5.0%	8.5%	8.0%	11.5%	43.3%	302-1	*	*	*	*	*
		Total Scope 1 + 2	MWh	6,364,015	6,771,145	6,921,268	7,857,966	8,865,191	12.8%	302-1	*	*	*	*	*
			%	30.0%	30.9%	33.4%	35.8%	38.1%	6.4%	302-1	*	*	*	*	*
WATER AND WASTEWATER	Global water withdrawal	Surface water	m ³	44,748,043	45,997,592	72,053,277	106,366,267	137,922,320	29.7%	303-3	*	*	*	*	*
		Groundwater	m ³	56,957,299	60,148,519	63,577,839	70,121,232	70,358,994	0.3%	303-3	*	*	*	*	*
		Municipality	m ³	69,323,367	74,643,945	76,188,320	75,454,473	74,521,237	-1.2%	303-3	*	*	*	*	*
		Other	m ³	113,939	-	-	-	-	-	303-3	*	*	*	*	*
		Total	m ³	171,142,648	180,790,056	211,819,436	251,941,972	282,802,552	12.2%	303-3	*	*	*	*	*
	Global water discharge	Water Body	m ³	80,361,473	83,400,523	139,238,188	148,073,190	151,627,912	2.4%	303-4	*	*	*	*	*
		Municipality	m ³	50,134,143	50,447,505	49,680,658	50,280,615	56,098,089	11.6%	303-4	*	*	*	*	*
		Land application	m ³	13,983,917	12,886,170	7,208,364	7,708,050	19,704,769	155.6%	303-4	*	*	*	*	*
		Other	m ³	262,056	6,557	109,911	124,309	1,536,630	1136.1%	303-4	*	*	*	*	*
		Total	m ³	144,741,589	146,740,755	196,237,121	206,186,164	228,967,399	11.0%	303-4	*	*	*	*	*
	Global water intensity	Surface water	m ³ /t	2.21	2.15	3.34	4.83	6.02	24.6%	303-5	*	*	*	*	*
		Groundwater	m ³ /t	2.81	2.81	2.95	3.19	3.07	-3.7%	303-5	*	*	*	*	*
		Municipality	m ³ /t	3.43	3.49	3.53	3.43	3.25	-5.2%	303-5	*	*	*	*	*
		Other	m ³ /t	0.01	-	-	-	-	-	303-5	*	*	*	*	*
	Global recycled water use		m ³	6,527,242	5,563,482	10,352,201	8,425,674	7,315,278	-13.2%	303-5	*	*	*	*	*

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
WASTE, PACKAGING, CIRCULAR ECONOMY, AND REVERSE LOGISTICS	Global waste generation	Hazardous waste	t	21,306	14,839	34,247	111,661	95,802	-14.2%	306-3	*	*	*	*	*
			%	1.1%	0.7%	1.3%	3.0%	2.6%	-14.1%	306-3	*	*	*	*	*
		Non-hazardous waste	t	1,924,909	2,004,798	2,561,056	3,633,591	3,643,168	0.3%	306-3	*	*	*	*	*
			%	98.9%	99.3%	98.7%	97.0%	97.4%	0.4%	306-3	*	*	*	*	*
		Total waste	t	1,946,217	2,019,636	2,595,303	3,745,252	3,738,970	-0.2%	306-3	*	*	*	*	*
	Global packaging usage	Total packaging usage	t	-	-	-	700,892	1,420,928	102.7%	301-1 301-2 301-3	*	*	12	*	yes
		Recyclable Packaging	t	-	-	-	280,231	590,738	110.8%	301-2	*	*	12	*	yes
			%	-	-	-	40.0%	41.6%	4.0%	301-2	*	*	12	*	yes
		Non-Recyclable Packaging	t	-	-	-	420,661	830,191	97.4%	301-2	*	*	12	*	yes
			%	-	-	-	60.0%	58.4%	-2.7%	301-2	*	*	12	*	yes
		Recycled Packaging ⁷	t	-	-	-	17,316	99,649	475.5%	301-2	*	*	12	*	yes
			%	-	-	-	2.5%	7.0%	183.9%	301-2	*	*	12	*	yes
		Non-Recycled Packaging ⁷	t	-	-	-	683,575	1,321,279	93.3%	301-2	*	*	12	*	yes
			%	-	-	-	97.5%	93.0%	-4.7%	301-2	*	*	12	*	yes
		Renewable raw material packaging	t	-	-	-	202,180	675,282	234.0%	301-1	*	*	12	*	yes
			%	-	-	-	28.8%	47.5%	64.8%	301-2	*	*	12	*	yes
		Non-renewable raw material packaging	t	-	-	-	498,712	745,647	49.5%	301-1	*	*	12	*	yes
			%	-	-	-	71.2%	52.5%	-26.3%	301-2	*	*	12	*	yes

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
WASTE, PACKAGING, CIRCULAR ECONOMY, AND REVERSE LOGISTICS	Global packaging usage	Packaging recovered through reverse logistics programs	t	-	-	-	81,909	200,247	144.5%	301-3	*	*	12	*	yes
			%	-	-	-	11.7%	14.1%	20.6%	301-2	*	*	12	*	yes
		Packaging not recovered through reverse logistics programs	t	-	-	-	618,982	1,220,681	97.2%	301-3	*	*	12	*	yes
			%	-	-	-	88.3%	85.9%	-2.7%	301-2	*	*	12	*	yes
	Production of recycled products - JBS Ambiental	Recycled plastic resins	t	2,745	2,950	3,031	3,628	4,100	13.0%	306-4	*	*	12	*	yes
		Recycled plastic products	t	2,476	3,398	2,663	2,200	2,089	-5.0%	306-4	*	*	12	*	yes
		Total recycled plastic	t	5,221	6,348	5,694	5,828	6,189	6.2%	306-4	*	*	12	*	yes
	Packaging usage - Brazil⁹	% renewable packaging	%	74%	86%	71%	76%	67%	-11.9%	301-1 301-2	*	*	12	*	yes
	Reverse logistics for packaging - Brazil⁹	% of packaging recovered through RL programs	%	22%	31%	23%	30%	30%	-	301-3	*	*	12	*	yes

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
RESPONSIBLE SOURCING	Cattle purchases monitoring	Farms regularized	# of farms	n/a	1,698	2,484	4,267	6,887	61.4%	*	*	*	*	*	
		Independent audit conformity - Amazon (Auditoria do Compromisso Público da Pecuária)	%	100%	100%	100%	100%	100%	-	409-1 414-2 308-2	FB-MP-160a	*	*	*	yes
		Audited purchases ¹⁰ - Amazon	# of audits	7,296	6,276	7,124	6,750	6,773	0.3%	409-1 414-2 308-2	FB-MP-160a	*	*	*	yes
		JBS Green Offices	# of offices	0	13	18	20	20	-	409-1 414-2 308-2	FB-MP-160a	*	*	*	yes

* Only includes JBS Brazil in 2020, 2021, and 2022.

(1) Includes emissions from stationary combustion, mobile combustion, agriculture, waste, and effluent, and fugitive and process emissions in JBS-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 JBS 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.

(7) JBS Brazil does not have the categorization of the materials used for product packaging according to their recyclable origin.

(8) Renewable packaging includes paper, cardboard, pulp and timber. Plastic, metal, Styrofoam and glass are considered non-renewable.

(9) JBS Brazil has committed to recover at least 30% of packaging under an industry agreement signed with the Brazilian Ministry of the Environment in 2014. In 2023 it increased the commitment to 30%.

(10) The sample covered 10% of total purchases in the period.

NC = not calculated

JBS PERFORMANCE INDICATORS

OUR ANIMALS

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF			
ANIMAL WELFARE	Investments	million R\$	R\$ 178.98	R\$ 453.75	R\$ 184.91	R\$ 594.60	R\$ 388.64	-34.6%	*	*	*	*	*	*			
	People trained	Team members	# of people	28,941	20,876	22,688	55,071	38,224	-30.6%	*	*	*	*	*	*		
		Suppliers	# of people	-	-	-	17,082	18,931	10.8%	*	*	*	*	*	*		
		Third-party transporters	# of people	-	-	-	570	521	-8.6%	*	*	*	*	*	*		
	Hours of training provided	Team members	# of hours	-	-	-	31,510	16,721	-46.9%	*	*	*	*	*	*		
		Suppliers	# of hours	-	-	-	3,576	4,906	37.2%	*	*	*	*	*	*		
		Third-party transporters	# of hours	-	-	-	1,439	1,349	-6.3%	*	*	*	*	*	*		
	HOUSING ¹	Hogs	Gestating sows in Open Pen Gestation housing systems	JBS Brazil (Seara)	%	-	-	76%	86%	96%	10.9%	*	FB-MP-410a.1	*	*	*	*
				JBS Australia (Rivalea)	%	n/a	n/a	100%	100%	100%	-	*	FB-MP-410a.1	*	*	*	*
Pilgrim's Europe				%	-	-	100%	98%	100%	2.0%	*	FB-MP-410a.1	*	*	*	*	
JBS USA ²				%	n/a	n/a	n/a	n/a	n/a	-	*	FB-MP-410a.1	*	*	*	*	
Rigamonti ³				%	n/a	n/a	n/a	100%	100%	-	*	FB-MP-410a.1	*	*	*	*	
Poultry		Average poultry farm stocking density	JBS Brazil (Seara)	kg/m ²	n/a	n/a	32.84	32.16	32.51	1.1%	*	*	*	*	*	*	
			Pilgrim's U.S. ²	kg/m ²	n/a	n/a	n/a	n/a	n/a	-	*	*	*	*	*	*	
			Pilgrim's Mexico ²	kg/m ²	n/a	n/a	n/a	n/a	n/a	-	*	*	*	*	*	*	
			Pilgrim's Europe ²	kg/m ²	n/a	n/a	n/a	n/a	n/a	-	*	*	*	*	*	*	

	INDICATOR		UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
PHYSICAL ALTERATIONS²	Hogs	Teeth clipping	JBS Brazil (Seara)	%	0%	0%	0%	0%	-	*	*	*	*	*	*	
			JBS Australia (Rivalea)	%	n/a	n/a	0%	0%	0%	-	*	*	*	*	*	*
			Pilgrim's Europe	%	0%	0%	0%	0%	0%	-	*	*	*	*	*	*
		Surgical castration	JBS Brazil (Seara)	%	0%	0%	0%	0%	0%	-	*	*	*	*	*	*
			JBS Australia (Rivalea)	%	n/a	n/a	0%	0%	0%	-	*	*	*	*	*	*
			Pilgrim's Europe	%	0%	0%	0%	0%	0%	-	*	*	*	*	*	*
	Poultry	Debeaking at company-owned broiler farms	JBS Brazil (Seara)	%	0%	0%	0%	0%	0%	-	*	*	*	*	*	*
			Pilgrim's U.S.	%	0%	0%	0%	0%	0%	-	*	*	*	*	*	*
			Pilgrim's Mexico	%	0%	0%	0%	0%	0%	-	*	*	*	*	*	*
			Pilgrim's Europe	%	0%	0%	0%	0%	0%	-	*	*	*	*	*	*
		Cage-free eggs purchased as raw material	JBS Brazil (Seara)	%	n/a	54%	48%	46%	100%	117.4%	*	FB-MP-410a.2	*	*	*	*
	Fish	Routine fin clipping or other physical alterations to commercial stock	JBS Australia (Huon)	%	n/a	0%	0%	0%	0%	-	*	*	*	*	*	*

INDICATOR			UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF		
PROCESSING AND HANDLING	Internal animal welfare audits passed	JBS Brazil	Beef	%	-	-	100%	100%	100%	-	*	*	*	*	*	*	
		JBS Brazil	Poultry & Pork	%	-	-	99%	50%	100%	100.0%	*	*	*	*	*	*	*
		JBS USA	Beef	%	-	-	100%	98%	99%	0.9%	*	*	*	*	*	*	*
			Pork	%	-	-	100%	100%	100%	-0.2%	*	*	*	*	*	*	*
			Live Pork	%	-	-	100%	97%	98%	0.6%	*	*	*	*	*	*	*
		JBS Canada	Beef	%	-	-	-	99%	100%	1.0%	*	*	*	*	*	*	*
		JBS Australia	Beef & Lamb	%	-	-	89%	100%	100%	-	*	*	*	*	*	*	*
			Pork	%	-	-	100%	100%	97%	-2.7%	*	*	*	*	*	*	*
			Fish	%	-	-	n/a	82%	92%	12.3%	*	*	*	*	*	*	*
		Pilgrim's U.S.	Poultry	%	-	-	100%	93%	100%	7.5%	*	*	*	*	*	*	*
	Pilgrim's Mexico	Poultry	%	-	-	100%	100%	99%	-1.3%	*	*	*	*	*	*	*	
		Poultry	%	-	-	100%	100%	100%	-	*	*	*	*	*	*	*	
	Pilgrim's Europe	Pork	%	-	-	n/a	100%	100%	-	*	*	*	*	*	*	*	
		Lamb	%	-	-	n/a	n/a	100%	-	*	*	*	*	*	*	*	
	Rigamonti	Pork	%	-	-	-	100%	100%	-	*	*	*	*	*	*	*	
	Third-party animal welfare audits passed	JBS Brazil	Beef	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*	
			JBS Brazil	Poultry & Pork	%	-	-	88%	100%	97%	-2.7%	*	FB-MP-410a.3	*	*	*	*
		JBS USA	Beef	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*	
			JBS USA	Pork	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
			JBS USA	Live Pork	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF		
PROCESSING AND HANDLING	Third-party animal welfare audits passed	JBS Australia	Beef & Lamb	%	-	-	100%	100%	95%	-5.3%	*	FB-MP-410a.3	*	*	*	*
		JBS Australia	Pork	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
		JBS Australia	Fish	%	-	-	n/a	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
		Pilgrim's U.S.	Poultry	%	-	-	100%	100%	100%	-0.3%	*	FB-MP-410a.3	*	*	*	*
		Pilgrim's Mexico	Poultry	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
		Pilgrim's Europe	Poultry	%	-	-	100%	100%	100%	-0.3%	*	FB-MP-410a.3	*	*	*	*
			Pork	%	-	-	n/a	100%	100%	-0.3%	*	FB-MP-410a.3	*	*	*	*
			Lamb	%	-	-	n/a	n/a	n/a	-	*	FB-MP-410a.3	*	*	*	*
		Rigamonti	Pork	%	-	-	-	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
	Third-party animal welfare audits passed on the first attempt	JBS Brazil	Beef	%	-	-	100%	100%	98%	-2.0%	*	FB-MP-410a.3	*	*	*	*
			Poultry & Pork	%	-	-	99%	100%	97%	-2.7%	*	FB-MP-410a.3	*	*	*	*
		JBS USA	Beef	%	-	-	100%	96%	100%	4.2%	*	FB-MP-410a.3	*	*	*	*
			Pork	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
			Live Pork	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
		JBS Australia	Beef & Lamb	%	-	-	89%	93%	95%	1.9%	*	FB-MP-410a.3	*	*	*	*
			Pork	%	-	-	100%	100%	27%	-72.7%	*	FB-MP-410a.3	*	*	*	*
			Fish	%	-	-	n/a	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
		Pilgrim's U.S.	Poultry	%	-	-	100%	100%	100%	-0.3%	*	FB-MP-410a.3	*	*	*	*
		Pilgrim's Mexico	Poultry	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*

	INDICATOR		UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
PROCESSING AND HANDLING	Third-party animal welfare audits passed on the first attempt	Pilgrim's Europe	Poultry	%	-	-	100%	100%	100%	-0.3%	*	FB-MP-410a.3	*	*	*	*
			Pork	%	-	-	n/a	100%	100%	-0.3%	*	FB-MP-410a.3	*	*	*	*
			Lamb	%	-	-	n/a	n/a	n/a	-	*	FB-MP-410a.3	*	*	*	*
		Rigamonti	Pork	%	-	-	-	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
	Third-party transportation audits passed	JBS Brazil	Beef	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
			Poultry & Pork	%	-	-	100%	100%	NC	-	*	FB-MP-410a.3	*	*	*	*
		JBS USA	Beef	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
			Pork	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
			Live Pork	%	-	-	n/a	100%	99%	-1.3%	*	FB-MP-410a.3	*	*	*	*
		JBS Australia	Beef & Lamb	%	-	-	n/a	n/a	100%	-	*	FB-MP-410a.3	*	*	*	*
			Pork	%	-	-	n/a	n/a	NC	-	*	FB-MP-410a.3	*	*	*	*
		Pilgrim's U.S.	Fish	%	-	-	n/a	n/a	NC	-	*	FB-MP-410a.3	*	*	*	*
			Poultry	%	-	-	n/a	n/a	100%	-	*	FB-MP-410a.3	*	*	*	*
		Pilgrim's Mexico	Poultry	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
		Pilgrim's Europe	Poultry	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
			Pork	%	-	-	n/a	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
			Lamb	%	-	-	n/a	n/a	n/a	-	*	FB-MP-410a.3	*	*	*	*
		Rigamonti	Pork	%	-	-	-	n/a	n/a	-	*	FB-MP-410a.3	*	*	*	*

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF		
PROCESSING AND HANDLING	Third-party transportation audits passed on the first attempt	JBS Brazil	Beef	%	-	-	100%	98%	100%	2.0%	*	FB-MP-410a.3	*	*	*	*
		JBS Brazil	Poultry & Pork	%	-	-	100%	100%	NC	-	*	FB-MP-410a.3	*	*	*	*
		JBS USA	Beef	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
			Pork	%	-	-	100%	n/a	100%	-	*	FB-MP-410a.3	*	*	*	*
			Live Pork	%	-	-	n/a	100%	99%	-1.3%	*	FB-MP-410a.3	*	*	*	*
		JBS Australia	Beef & Lamb	%	-	-	n/a	n/a	100%	-	*	FB-MP-410a.3	*	*	*	*
			Pork	%	-	-	n/a	n/a	NC	-	*	FB-MP-410a.3	*	*	*	*
			Fish	%	-	-	n/a	n/a	NC	-	*	FB-MP-410a.3	*	*	*	*
		Pilgrim's U.S.	Poultry	%	-	-	n/a	n/a	100%	-	*	FB-MP-410a.3	*	*	*	*
		Pilgrim's Mexico	Poultry	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
		Pilgrim's Europe	Poultry	%	-	-	100%	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
			Pork	%	-	-	n/a	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
			Lamb	%	-	-	n/a	n/a	n/a	-	*	FB-MP-410a.3	*	*	*	*
		Rigamonti	Pork	%	-	-	-	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.
(3) Includes animals in Rigamonti's supply chain.
NC = not calculated

JBS PERFORMANCE INDICATORS

OUR PEOPLE

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF
TEAM MEMBERS	Number of team members	JBS Brazil	# of people	141,887	143,213	143,879	152,502	157,349	3.2%	2-7	*	*	*	yes
		JBS USA	# of people	34,306	36,197	36,792	39,260	40,560	3.3%	2-7	*	*	*	yes
		JBS Australia	# of people	10,236	10,508	12,958	13,554	13,180	-2.8%	2-7	*	*	*	yes
		JBS Canada	# of people	2,653	3,419	3,244	3,637	4,353	19.7%	2-7	*	*	*	yes
		Pilgrim's U.S.	# of people	29,336	28,395	29,902	32,230	34,242	6.2%	2-7	*	*	*	yes
		Pilgrim's Mexico	# of people	10,483	11,166	12,287	11,578	12,099	4.5%	2-7	*	*	*	yes
		Pilgrim's Europe	# of people	15,007	14,847	17,430	17,463	15,977	-8.5%	2-7	*	*	*	yes
		Rigamonti	# of people	-	-	-	382	396	3.7%	2-7	*	*	*	yes
		Vivera	# of people	-	-	-	271	-	-	2-7	*	*	*	yes
		Other ¹	# of people	-	-	-	3,006	-	-	2-7	*	*	*	yes
	Total	# of people	243,908	247,745	256,492	273,883	278,156	1.6%	2-7	*	*	*	yes	
	Freedom of association - Team members covered by collective bargaining agreements	JBS Brazil	%	91%	92%	94%	86%	96%	11.9%	407-1	*	*	*	yes
		JBS USA & Pilgrim's U.S.	%	57%	57%	57%	57%	53%	-7.4%	407-1	*	*	*	yes
		JBS Australia	%	77%	87%	75%	79%	79%	0.3%	407-1	*	*	*	yes
JBS Canada		%	90%	90%	97%	89%	81%	-9.5%	407-1	*	*	*	yes	

	INDICATOR		UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF
TEAM MEMBERS	Freedom of association - Team members covered by collective bargaining agreements	Pilgrim's Europe	%	46%	54%	61%	72%	93%	29.2%	407-1	*	*	*	*	yes
		Pilgrim's Mexico	%	86%	68%	70%	34%	68%	101.0%	407-1	*	*	*	*	yes
		Rigamonti	%	-	-	-	100%	99%	-0.8%	407-1	*	*	*	*	yes
	Turnover	JBS Brazil	%	24.3%	25.0%	27.9%	38.0%	38.9%	2.4%	401-1	*	*	*	*	yes
TEAM MEMBER HEALTH & SAFETY	JBS Safety Index	JBS Brazil	%	0.25	0.18	0.14	0.10	0.10	2.0%	403-9	*	*	*	*	yes
		JBS USA & Pilgrim's U.S.	%	0.14	0.11	0.14	0.13	0.06	-56.0%	403-9	*	*	*	*	yes
		JBS Australia	%	0.53	0.48	0.56	0.43	0.15	-66.3%	403-9	*	*	*	*	yes
		JBS Canada	%	0.04	0.11	0.04	0.07	0.04	-47.8%	403-9	*	*	*	*	yes
		Pilgrim's Mexico	%	0.02	0.02	0.02	0.00	0.01	-	403-9	*	*	*	*	yes
		Pilgrim's Europe	%	0.16	0.07	0.03	0.04	0.05	15.5%	403-9	*	*	*	*	yes
		Rigamonti	%	-	-	-	1.60	0.63	-60.8%	403-9	*	*	*	*	yes
		Total		0.20	0.16	0.14	0.11	0.08	-24.9%	403-9	*	*	*	*	yes
	Hours worked	JBS Brazil	# of hours	239,741,327	253,431,036	262,517,767	278,199,801	294,516,339	5.9%	403-9	*	*	*	*	yes
		JBS USA & Pilgrim's U.S.	# of hours	139,378,346	139,431,101	142,800,620	144,339,567	156,991,020	8.8%	403-9	*	*	*	*	yes
		JBS Australia	# of hours	17,512,099	16,552,736	20,538,199	22,636,657	27,435,176	21.2%	403-9	*	*	*	*	yes
		JBS Canada	# of hours	5,376,010	5,611,592	5,590,666	6,039,631	5,478,192	-9.3%	403-9	*	*	*	*	yes

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
TEAM MEMBER HEALTH & SAFETY	Hours worked	Pilgrim's Mexico	# of hours	26,733,949	26,554,735	29,320,766	30,396,983	30,182,396	-0.7%	403-9	*	*	*	yes	
		Pilgrim's Europe	# of hours	31,547,831	30,355,198	38,955,562	36,660,759	34,642,934	-5.5%	403-9	*	*	*	yes	
		Rigamonti	# of hours	-	-	-	626,494	639,217	2.0%	403-9	*	*	*	yes	
		Total	# of hours	460,289,562	471,936,398	499,723,580	518,899,891	549,885,275	6.0%	403-9	*	*	*	yes	
	DART rate	JBS US & Pilgrim's U.S.	#	2.49	2.63	2.32	2.95	1.82	-38.3%	403-9	*	*	*	yes	
		Pilgrim's Mexico	#	0.04	0.04	0.04	0.04	0.48	1097.9%	403-9	*	*	*	yes	
		Pilgrim's Europe	#	1.28	1.30	0.94	0.35	0.48	36.9%	403-9	*	*	*	yes	
	TRIR	JBS USA & Pilgrim's U.S.	#	3.91	4.19	3.77	3.33	3.56	6.8%	403-9	FB-MP-320a.1	*	*	*	yes
	LTIFR	JBS Australia	#	11.30	11.16	12.98	16.17	8.85	-45.3%	403-9	*	*	*	yes	
	Fatalities	JBS Brazil	#	3	6	3	1	2	100.0%	403-9	FB-MP-320a.1	*	*	*	yes
		JBS USA & Pilgrim's U.S.	#	1	1	2	0	1	-	403-9	FB-MP-320a.1	*	*	*	yes
		JBS Australia	#	0	0	0	0	0	-	403-9	FB-MP-320a.1	*	*	*	yes
		JBS Canada	#	0	0	0	0	0	-	403-9	FB-MP-320a.1	*	*	*	yes
		Pilgrim's Mexico	#	0	0	0	0	0	-	403-9	FB-MP-320a.1	*	*	*	yes
		Pilgrim's Europe	#	0	0	0	0	0	-	403-9	FB-MP-320a.1	*	*	*	yes
		Total	#	4	7	5	1	3	200.0%	403-9	FB-MP-320a.1	*	*	*	yes

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF
TEAM MEMBER PROFILE	Workforce by gender - Female	JBS Brazil	%	41.0%	42.6%	43.0%	43.0%	42.7%	-0.5%	405-1	*	*	*	*
		JBS USA	%	34.4%	34.4%	34.7%	34.3%	33.9%	-1.4%	405-1	*	*	*	*
		JBS Australia	%	29.9%	31.3%	29.4%	29.5%	29.6%	0.5%	405-1	*	*	*	*
		JBS Canada	%	35.2%	36.4%	34.4%	34.9%	33.7%	-3.4%	405-1	*	*	*	*
		Pilgrim's U.S.	%	42.3%	41.3%	40.9%	40.7%	39.8%	-2.2%	405-1	*	*	*	*
		Pilgrim's Mexico	%	33.6%	35.3%	36.9%	37.2%	37.8%	1.5%	405-1	*	*	*	*
		Pilgrim's Europe	%	36.7%	37.2%	37.7%	39.1%	37.5%	-4.0%	405-1	*	*	*	*
		Rigamonti	%	-	-	-	31.4%	32.1%	2.1%	405-1	*	*	*	*
	Workforce by gender - Male	JBS Brazil	%	59.0%	57.4%	57.0%	57.0%	57.3%	0.4%	405-1	*	*	*	*
		JBS USA	%	65.6%	65.6%	65.1%	65.4%	65.7%	0.6%	405-1	*	*	*	*
		JBS Australia	%	70.1%	68.5%	70.6%	70.4%	70.3%	-0.2%	405-1	*	*	*	*
		JBS Canada	%	64.8%	63.6%	65.6%	64.6%	65.7%	1.8%	405-1	*	*	*	*
		Pilgrim's U.S.	%	57.7%	58.7%	58.8%	59.1%	60.1%	1.6%	405-1	*	*	*	*

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF
TEAM MEMBER PROFILE	Workforce by gender - Male	Pilgrim's Mexico	%	66.4%	64.7%	63.1%	62.8%	62.2%	-0.9%	405-1	*	*	*	*
		Pilgrim's Europe	%	63.3%	62.8%	62.3%	60.9%	62.4%	2.5%	405-1	*	*	*	*
		Rigamonti	%	-	-	-	68.6%	67.9%	-1.0%	405-1	*	*	*	*
	Workforce by gender - Unknown/ Undisclosed	JBS Brazil	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	405-1	*	*	*	*
		JBS USA	%	0.0%	0.0%	0.2%	0.3%	0.4%	42.0%	405-1	*	*	*	*
		JBS Australia	%	0.0%	0.2%	0.1%	0.1%	0.1%	-40.5%	405-1	*	*	*	*
		JBS Canada	%	0.0%	0.0%	0.0%	0.4%	0.6%	37.8%	405-1	*	*	*	*
		Pilgrim's U.S.	%	0.0%	0.0%	0.2%	0.1%	0.1%	-19.1%	405-1	*	*	*	*
		Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	405-1	*	*	*	*
		Pilgrim's Europe	%	0.0%	0.0%	0.0%	0.0%	0.1%	-	405-1	*	*	*	*
		Rigamonti	%	-	-	-	0.0%	0.0%	-	405-1	*	*	*	*
	Leadership positions by gender - Women	JBS Brazil	%	-	26.8%	27.7%	30.5%	30.7%	0.8%	405-1	*	*	*	*
		JBS USA	%	-	30.2%	31.0%	29.0%	27.8%	-4.0%	405-1	*	*	*	*
		JBS Australia	%	-	22.0%	20.4%	19.1%	21.8%	14.1%	405-1	*	*	*	*
		JBS Canada ²	%	-	-	-	28.3%	70.4%	148.7%	405-1	*	*	*	*
		Pilgrim's U.S.	%	-	37.0%	39.3%	38.2%	35.8%	-6.3%	405-1	*	*	*	*
		Pilgrim's Europe	%	-	24.7%	34.2%	46.4%	41.3%	-11.1%	405-1	*	*	*	*

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF
TEAM MEMBER PROFILE	Leadership positions by gender - Women	Pilgrim's Mexico	%	-	15.2%	15.9%	16.9%	18.0%	6.3%	405-1	*	*	*	*
		Rigamonti	%	-	-	-	23.1%	17.6%	-23.6%	405-1	*	*	*	*
	Leadership positions by gender - Men	JBS Brazil	%	-	73.2%	72.3%	69.5%	69.3%	-0.4%	405-1	*	*	*	*
		JBS USA	%	-	69.8%	68.8%	70.9%	71.9%	1.4%	405-1	*	*	*	*
		JBS Australia	%	-	78.0%	79.6%	80.9%	78.2%	-3.3%	405-1	*	*	*	*
		JBS Canada ²	%	-	-	-	71.7%	29.6%	-58.7%	405-1	*	*	*	*
		Pilgrim's U.S.	%	-	63.0%	60.6%	61.6%	64.1%	4.1%	405-1	*	*	*	*
		Pilgrim's Europe	%	-	38.0%	50.7%	53.6%	58.6%	9.4%	405-1	*	*	*	*
		Pilgrim's Mexico	%	-	84.8%	84.1%	83.1%	82.0%	-1.3%	405-1	*	*	*	*
		Rigamonti	%	-	-	-	76.9%	82.4%	7.1%	405-1	*	*	*	*
	Leadership positions by gender - Unknown/ Undisclosed	JBS Brazil	%	-	0.0%	0.0%	0.0%	0.0%	-	405-1	*	*	*	*
		JBS USA	%	-	0.0%	0.1%	0.1%	0.3%	195.1%	405-1	*	*	*	*
		JBS Australia	%	-	0.0%	0.0%	0.0%	0.0%	-	405-1	*	*	*	*
		JBS Canada ²	%	-	-	-	0.0%	0.0%	-	405-1	*	*	*	*
		Pilgrim's U.S.	%	-	0.0%	0.1%	0.2%	0.1%	-58.4%	405-1	*	*	*	*
		Pilgrim's Europe	%	-	37.3%	15.1%	0.0%	0.1%	-	405-1	*	*	*	*
		Pilgrim's Mexico	%	-	0.0%	0.0%	0.0%	0.0%	-	405-1	*	*	*	*

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
TEAM MEMBER PROFILE	Leadership positions by gender - Unknown/Undisclosed	Rigamonti	%	-	-	-	0.0%	0.0%	-	405-1	*	*	*	*	
	Workforce by race - JBS Brazil	Hispanic or Latino	%	0%	0%	0%	0%	0%	-	405-1	*	*	*	*	*
		White	%	52%	51%	49%	46%	45%	-3.6%	405-1	*	*	*	*	*
		Black	%	45%	46%	46%	48%	53%	8.6%	405-1	*	*	*	*	*
		Asian	%	1%	1%	1%	1%	1%	2.2%	405-1	*	*	*	*	*
		Indigenous	%	1%	1%	1%	1%	1%	27.1%	405-1	*	*	*	*	*
		Two or More Races	%	0%	0%	0%	0%	0%	-	405-1	*	*	*	*	*
		Not declared	%	1%	1%	2%	3%	0%	-91.5%	405-1	*	*	*	*	*
		Workforce by race - JBS USA	Hispanic or Latino	%	48%	48%	49%	50%	49%	-2.1%	405-1	*	*	*	*
	White		%	21%	21%	20%	19%	16%	-12.4%	405-1	*	*	*	*	*
	Black or African-American		%	20%	19%	19%	20%	24%	17.4%	405-1	*	*	*	*	*
	Asian		%	10%	9%	8%	8%	6%	-13.6%	405-1	*	*	*	*	*
	Native-Hawaiian or Pacific-Islander		%	1%	2%	2%	2%	1%	-39.1%	405-1	*	*	*	*	*
	Indigenous-American or Native-Alaskan		%	0%	0%	0%	0%	0%	-18.9%	405-1	*	*	*	*	*

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF
TEAM MEMBER PROFILE	Workforce by race – JBS USA	Two or More Races	%	1%	1%	1%	1%	1%	-2.8%	405-1	*	*	*	*
		Not declared	%	0%	0%	0%	0%	2%	385.9%	405-1	*	*	*	*
	Workforce by race – Pilgrim's U.S.	Hispanic or Latino	%	28%	31%	30%	32%	33%	5.1%	405-1	*	*	*	*
		White	%	32%	31%	31%	29%	26%	-10.6%	405-1	*	*	*	*
		Black or African- American	%	36%	34%	34%	34%	35%	0.1%	405-1	*	*	*	*
		Asian	%	2%	2%	2%	2%	2%	-5.8%	405-1	*	*	*	*
		Native-Hawaiian or Pacific-Island	%	0%	0%	0%	0%	0%	-2.5%	405-1	*	*	*	*
		Indigenous- American or Native-Alaskan	%	0%	0%	0%	0%	0%	-4.4%	405-1	*	*	*	*
		Two or More Races	%	1%	1%	1%	1%	1%	-1.7%	405-1	*	*	*	*
		Not declared	%	0%	0%	0%	0%	2%	487.8%	405-1	*	*	*	*
	Leadership positions by race – JBS Brazil	Hispanic or Latino	%	0%	0%	0%	0%	0%	-	405-1	*	*	*	*
		White	%	72%	72%	72%	70%	69%	-2.0%	405-1	*	*	*	*
		Black	%	27%	26%	26%	28%	30%	8.3%	405-1	*	*	*	*
		Asian	%	1%	1%	1%	1%	1%	4.9%	405-1	*	*	*	*
		Indigenous	%	0%	0%	0%	0%	0.1%	189.4%	405-1	*	*	*	*

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF
TEAM MEMBER PROFILE	Leadership positions by race – JBS Brazil	Two or More Races	%	0%	0%	0%	0%	0%	-	405-1	*	*	*	*
		Not declared	%	1%	1%	1%	1%	0%	-97.2%	405-1	*	*	*	*
	Leadership positions by race – JBS USA	Hispanic or Latino	%	33%	34%	37%	38%	36%	-6.2%	405-1	*	*	*	*
		White	%	55%	54%	50%	48%	51%	5.4%	405-1	*	*	*	*
		Black or African-American	%	6%	6%	6%	6%	6%	8.2%	405-1	*	*	*	*
		Asian	%	5%	5%	5%	5%	3%	-36.0%	405-1	*	*	*	*
		Native-Hawaiian or Pacific-Islander	%	0%	0%	0%	0%	0%	-	405-1	*	*	*	*
		Two or More Races	%	1%	1%	1%	2%	2%	-12.6%	405-1	*	*	*	*
		Not declared	%	0%	0%	0%	0%	2%	-	405-1	*	*	*	*
		Indigenous-American or Native-Alaskan	%	0%	0%	0%	0%	0%	3.9%	405-1	*	*	*	*
	Leadership positions by race – Pilgrim's U.S.	Hispanic or Latino	%	15%	19%	19%	19%	19%	-2.3%	405-1	*	*	*	*
		White	%	63%	60%	59%	57%	58%	2.1%	405-1	*	*	*	*
		Black or African-American	%	20%	19%	19%	20%	19%	-6.2%	405-1	*	*	*	*
		Native-Hawaiian or Pacific-Islander	%	0%	0%	0%	0%	2%	576.7%	405-1	*	*	*	*

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
TEAM MEMBER PROFILE	Leadership positions by race – Pilgrim's U.S.	Asian	%	1%	1%	1%	1%	0.6%	-60.5%	405-1	*	*	*	*	
		Indigenous- American or Native-Alaskan	%	0%	0%	0%	1%	1%	117.5%	405-1	*	*	*	*	
		Two or More Races	%	1%	1%	1%	1%	1%	-29.5%	405-1	*	*	*	*	
		Not declared	%	0%	0%	0%	1%	0%	-66.2%	405-1	*	*	*	*	
	Workforce by age group	< 30													
		JBS Brazil	%	43%	40%	38%	40%	36%	-10.3%	405-1	*	*	*	*	*
		JBS USA	%	21%	23%	23%	22%	22%	0.1%	405-1	*	*	*	*	*
		JBS Australia	%	-	23%	29%	25%	26%	3.4%	405-1	*	*	*	*	*
		JBS Canada	%	14%	18%	20%	58%	18%	-68.3%	405-1	*	*	*	*	*
		Pilgrim's U.S.	%	23%	22%	24%	24%	23%	-2.0%	405-1	*	*	*	*	*
		Pilgrim's Europe	%	23%	18%	14%	15%	16%	6.0%	405-1	*	*	*	*	*
		Pilgrim's Mexico	%	-	36%	34%	35%	33%	-6.1%	405-1	*	*	*	*	*
		Rigamonti	%	-	-	-	7%	8%	6.8%	405-1	*	*	*	*	*
		30 - 50													
		JBS Brazil	%	47%	50%	50%	48%	50%	3.5%	405-1	*	*	*	*	*
		JBS USA	%	48%	47%	49%	48%	51%	7.1%	405-1	*	*	*	*	*
	JBS Australia	%	-	48%	47%	51%	51%	0.6%	405-1	*	*	*	*	*	

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
TEAM MEMBER PROFILE	JBS Canada	%	65%	60%	60%	20%	58%	195.6%	405-1	*	*	*	*	*	
	Pilgrim's U.S.	%	42%	43%	44%	42%	47%	9.9%	405-1	*	*	*	*	*	
	Pilgrim's Europe	%	49%	54%	54%	55%	52%	-5.0%	405-1	*	*	*	*	*	
	Pilgrim's Mexico	%	-	53%	55%	55%	56%	1.2%	405-1	*	*	*	*	*	
	Rigamonti	%	-	-	-	46%	48%	4.6%	405-1	*	*	*	*	*	
	> 50														
	JBS Brazil	%	9%	10%	12%	12%	14%	21.1%	405-1	*	*	*	*	*	
	JBS USA	%	31%	30%	28%	30%	26%	-11.5%	405-1	*	*	*	*	*	
	JBS Australia	%	-	28%	24%	24%	23%	-4.8%	405-1	*	*	*	*	*	
	JBS Canada	%	21%	22%	20%	22%	23%	5.9%	405-1	*	*	*	*	*	
	Pilgrim's U.S.	%	35%	35%	32%	34%	30%	-11.1%	405-1	*	*	*	*	*	
	Pilgrim's Europe	%	28%	28%	32%	30%	32%	5.8%	405-1	*	*	*	*	*	
	Pilgrim's Mexico	%	-	11%	11%	10%	11%	13.6%	405-1	*	*	*	*	*	
	Rigamonti	%	-	-	-	46%	44%	-5.7%	405-1	*	*	*	*	*	
	Leaders	%	-	6%	6%	6%	6%	-11.1%	405-1	*	*	*	*	*	
	Admin	%	-	10%	9%	11%	12%	12.1%	405-1	*	*	*	*	*	
	Operations	%	-	79%	80%	77%	80%	3.6%	405-1	*	*	*	*	*	

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF
TEAM MEMBER PROFILE	Workforce by job category - JBS Global	Apprentices, Interns and Trainees	%	-	1%	1%	1%	2%	70.8%	405-1	*	*	*	*
		Other	%	-	3%	4%	4%	0%	-93.8%	405-1	*	*	*	*
	Workforce by employee type - JBS Global	Permanent	%	-	-	-	99.2%	99.5%	0.3%	405-1	*	*	*	*
		Temporary	%	-	-	-	98.7%	99.6%	0.9%	405-1	*	*	*	*
		Non-guaranteed hours	%	-	-	-	1.3%	0.4%	-69.8%	405-1	*	*	*	*
		Full-time	%	-	-	-	0.3%	0.1%	-51.6%	405-1	*	*	*	*
		Part-time	%	-	-	-	0.5%	0.3%	-32.9%	405-1	*	*	*	*

(1) Includes international team members that account for 1% of our global workforce

(2) Was included in JBS USA in previous years.

JBS PERFORMANCE INDICATORS

OUR PRODUCTS

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
FOOD SAFETY AND QUALITY	Regulatory Recalls	#	-	3	0	3	6	100.0%	*	FB-AG-250a.3	*	*	*	*	
	Fresh processing facilities independently certified to GFSI standards	JBS Brazil	%	n/a	41%	45%	57%	75%	31.2%	*	FB-MP-250a.1	*	*	*	*
		JBS USA	%	100%	100%	100%	100%	100%	-	*	FB-MP-250a.1	*	*	*	*
		JBS Australia	%	100%	100%	89%	92%	100%	8.7%	*	FB-MP-250a.1	*	*	*	*
		JBS Canada	%	100%	100%	100%	100%	100%	-	*	FB-MP-250a.1	*	*	*	*
		Pilgrim's U.S.	%	100%	100%	100%	100%	100%	-	*	FB-MP-250a.1	*	*	*	*
		Pilgrim's Mexico	%	86%	71%	71%	71%	71%	0.6%	*	FB-MP-250a.1	*	*	*	*
		Pilgrim's Europe	%	100%	100%	100%	100%	100%	-	*	FB-MP-250a.1	*	*	*	*
	Average completion rate of the FSQA Training Plan by all food-handling JBS personnel	JBS Brazil	%	-	96%	100%	100%	100%	-	*	*	*	*	*	*
		JBS USA	%	-	100%	100%	100%	100%	-0.2%	*	*	*	*	*	*
JBS Australia		%	-	100%	99%	100%	100%	-	*	*	*	*	*	*	

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF		
FOOD SAFETY AND QUALITY	Average completion rate of the FSQA Training Plan by all food-handling JBS personnel	JBS Canada	%	-	97%	100%	100%	100%	-	*	*	*	*	*	*	
		Pilgrim's U.S.	%	-	100%	100%	100%	100%	-	*	*	*	*	*	*	
		Pilgrim's Mexico	%	-	100%	96%	99%	88%	-11.6%	*	*	*	*	*	*	
		Pilgrim's Europe - Chicken	%	-	76%	80%	85%	88%	2.9%	*	*	*	*	*	*	
		Pilgrim's Europe - Pork	%	-	89%	90%	94%	88%	-6.9%	*	*	*	*	*	*	
		Pilgrim's Europe - Prepared Foods	%	-	n/a	83%	85%	88%	2.9%	*	*	*	*	*	*	
	Compliance with ABNT NBR 16182 (Environmental Labeling)	%	n/a	100%	100%	100%	100%	-	417-1	*	*	*	*	*	*	
NUTRITION AND HEALTH ATTRIBUTES	Products low in sodium	JBS Brazil ¹	#	-	-	-	20%	63%	216.5%	FP6	*	*	*	*	*	*
		Pilgrim's U.S.	#	-	-	-	75%	77%	2.8%	FP6	*	*	*	*	*	*
		JBS Australia	#	-	-	-	25%	85%	239.5%	FP6	*	*	*	*	*	*
		Pilgrim's Europe	#	-	-	-	10%	13%	33.4%	FP6	*	*	*	*	*	*
		Pilgrim's Mexico	#	-	-	-	20%	36%	79.5%	FP6	*	*	*	*	*	*
		Rigamonti	#	-	-	-	0%	0%	-	FP6	*	*	*	*	*	*
	Products without added sugar	JBS Brazil ¹	#	-	-	-	29%	24%	-18.8%	FP6	*	*	*	*	*	*
		Pilgrim's U.S.	#	-	-	-	98%	95%	-2.8%	FP6	*	*	*	*	*	*
JBS Australia		#	-	-	-	55%	88%	60.9%	FP6	*	*	*	*	*	*	
Pilgrim's Europe		#	-	-	-	18%	24%	30.8%	FP6	*	*	*	*	*	*	

INDICATOR		UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
NUTRITION AND HEALTH ATTRIBUTES	Products without added sugar	Pilgrim's Mexico	#	-	-	-	31%	44%	42.2%	FP6	*	*	*	*	*
		Rigamonti	#	-	-	-	51%	22%	-56.4%	FP6	*	*	*	*	*
	Products without added artificial preservatives	JBS Brazil ¹	#	-	-	-	14%	65%	367.7%	FP6	*	*	*	*	*
		Pilgrim's U.S.	#	-	-	-	-	83%	-	FP6	*	*	*	*	*
		JBS Australia	#	-	-	-	26%	79%	205.0%	FP6	*	*	*	*	*
		Pilgrim's Europe	#	-	-	-	80%	36%	-55.1%	FP6	*	*	*	*	*
		Pilgrim's Mexico	#	-	-	-	20%	32%	59.1%	FP6	*	*	*	*	*
		Rigamonti	#	-	-	-	44%	16%	-63.3%	FP6	*	*	*	*	*
	Products with low trans fat content	JBS Brazil ¹	#	-	-	-	31%	69%	122.9%	FP6	*	*	*	*	*
		Pilgrim's U.S.	#	-	-	-	-	97%	-	FP6	*	*	*	*	*
		JBS Australia	#	-	-	-	-	3%	-	FP6	*	*	*	*	*
		Pilgrim's Europe	#	-	-	-	-	0%	-	FP6	*	*	*	*	*
		Pilgrim's Mexico	#	-	-	-	-	100%	-	FP6	*	*	*	*	*
		Rigamonti	#	-	-	-	-	100%	-	FP6	*	*	*	*	*
	Enriched Products ²	JBS Brazil ¹	#	-	-	-	-	1%	614.7%	FP7	*	*	*	*	*
		Pilgrim's U.S.	#	-	-	-	86%	77%	-10.3%	FP7	*	*	*	*	*
		JBS Australia	#	-	-	-	29%	3%	-88.3%	FP7	*	*	*	*	*
		Pilgrim's Europe	#	-	-	-	-	n/a	-	FP7	*	*	*	*	*
		Pilgrim's Mexico	#	-	-	-	-	32%	-	FP7	*	*	*	*	*
		Rigamonti	#	-	-	-	-	100%	-	FP7	*	*	*	*	*

(1) Historically, only Seara products were considered. In 2023, the other JBS Brazil businesses were included, when applicable.

(2) 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.

JBS PERFORMANCE INDICATORS

OUR SUPPLIER PARTNERS

	INDICATOR		UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF			
SUPPLIER PROFILE	Livestock, poultry, and fish supplier partners	Cattle	JBS Brazil ¹	#	n/a	n/a	n/a	n/a	n/a	-	*	*	*	*	*	*		
			JBS USA & JBS Canada	#	4,486	4,734	4,219	4,111	4,470	8.7%	*	*	*	*	*	*	*	
			JBS Australia ²	#	16,140	14,081	10,689	13,938	12,025	-13.7%	*	*	*	*	*	*	*	
			Pilgrim's Europe	#	-	-	-	-	-	-	-	*	*	*	*	*	*	*
			Pilgrim's Mexico	#	-	-	-	-	-	-	-	*	*	*	*	*	*	*
		Hog	JBS Brazil	#	2,494	2,517	2,814	2,994	2,795	-6.6%	*	*	*	*	*	*	*	
			JBS USA & JBS Canada	#	1,195	1,109	1,106	1,458	1,285	-11.9%	*	*	*	*	*	*	*	
			JBS Australia	#	19	17	75	90	128	42.2%	*	*	*	*	*	*	*	
			Pilgrim's Europe	#	853	755	156	17	10	-41.2%	*	*	*	*	*	*	*	
			Pilgrim's Mexico	-	-	-	-	-	-	-	-	*	*	*	*	*	*	
		Poultry	JBS Brazil	#	6,245	6,243	6,873	6,045	6,020	-0.4%	*	*	*	*	*	*	*	
			Pilgrim's U.S.	#	3,923	3,909	3,859	3,781	4,369	15.6%	*	*	*	*	*	*	*	
			Pilgrim's Mexico	#	259	250	227	227	259	14.1%	*	*	*	*	*	*	*	
			Pilgrim's Europe	#	724	759	717	641	547	-14.7%	*	*	*	*	*	*	*	

	INDICATOR		UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF		
SUPPLIER PROFILE	Livestock, poultry, and fish supplier partners	Lamb / Smallstock	JBS Brazil	#	1	1	1	n/a	n/a	-	*	*	*	*	*	*	
			Pilgrim's Europe	#	420	395	1,659	1,596	1,478	-7.4%	*	*	*	*	*	*	*
		Fish	JBS Australia	#	-	-	1	3	3	-	*	*	*	*	*	*	*
			Pilgrim's Europe	#	-	-	-	4	0	-100.0%	*	*	*	*	*	*	*
SUPPLIER COMPLIANCE	Reputational due diligence	JBS Brazil	Business Partners	4,976	6,391	6,307	19,391	40,107	106.8%	308-1	*	*	*	*	*	*	

(1) Competitive information. We do not disclose.

(2) Includes cattle, lamb, and smallstock suppliers

JBS PERFORMANCE INDICATORS

OUR COMMUNITIES

	INDICATOR	UNIT	2020	2021	2022	2023	2024	% CHANGE 2023-2024	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
COMMUNITY INVESTMENT PROGRAMS	Investments	J&F Institute	thousand R\$	n/a	R\$ 101.20	R\$ 180.00	R\$ 111.00	R\$ 106.47	-	203-1 413-1	*	*	4	*	*
		Hometown Strong ¹	thousand US\$	\$32.00	\$47.60	\$60.00	\$60.00	\$61.50	-	203-1 413-1	*	*	*	*	*
		Better Futures	thousand US\$	n/a	\$334.50	\$1,086.00	\$1,355.50	\$1,271.40	-	203-1 413-1	*	*	*	*	*
	People benefited	J&F Institute Germinare Business, Tech, and VET	# of active students	n/a	n/a	804	901	1,047	-	203-1 413-1	*	*	4	*	*
			# of low-income students	-	-	-	379	397	-	203-1 413-1	*	*	4	*	*
		JBS Institute Community Program ²	# of beneficiary students	-	-	-	65,758	34,000	-	203-1 413-1	*	*	4	*	*
		Better Futures ³	# of people	n/a	651	2,240	1,576	1,253	-	203-1 413-1	*	*	*	*	*

(1) The total committed budget of this program is US\$100 million. These values indicated how much of this budget had been approved for investment at the end of the calendar year.

(2) Aimed at improving proficiency levels in Portuguese and Mathematics for students enrolled in the early years of elementary education (from 1st to 5th grade) in public schools around the Institute, the Community Program (an initiative of the Community Support front of the J&F Institute) offers a gamified digital platform that enhances the learning process for these students, making it not only more dynamic but also more meaningful.

(3) Includes students enrolled in classes and students who completed programs, degrees, or certificates by the end of the calendar year.