

# JBS Performance Indicators - Our Company & Governance

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
JBS	Operations	JBS Global	# of facilities	389	406	419	361	-13.8%	2-1	*	*	*	*	yes
		JBS Brazil <sup>1</sup>	# of facilities	131	134	126	173	37.3%	2-1	*	*	*	*	yes
		JBS Beef North America <sup>2</sup>	# of facilities	18	19	21	29	38.1%	2-1	*	*	*	*	yes
		JBS USA Pork <sup>3</sup>	# of facilities	20	22	46	18	-60.9%	2-1	*	*	*	*	yes
		JBS Australia <sup>4</sup>	# of facilities	49	52	51	39	-23.5%	2-1	*	*	*	*	yes
		Pilgrim's <sup>5</sup>	# of facilities	167	175	167	94	-43.7%	2-1	*	*	*	*	yes
		Rigamonti <sup>6</sup>	# of facilities	4	4	8	8	0.0%	2-1	*	*	*	*	yes
GOVERNANCE	JBS Board of Directors	Total Members	#	9	9	9	11	-	405-1	*	*	*	*	yes
		Women	#	1	2	2	2	-	405-1	*	*	*	*	yes
		Men	#	8	7	7	9	-	405-1	*	*	*	*	yes
		Independent Members	#	5	7	7	7	-	405-1	*	*	*	*	yes
	Pilgrim's Board of Directors	Total Members	#	9	9	9	9	-	405-1	*	*	*	*	yes
		Women	#	2	2	2	2	-	405-1	*	*	*	*	yes
		Men	#	7	7	7	7	-	405-1	*	*	*	*	yes
		Independent Members	#	5	5	5	5	-	405-1	*	*	*	*	yes

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF		
ETHICS AND COMPLIANCE	JBS Ethics Line	Number of cases	Australia	#	-	-	12	17	-	406-1 205-3	*	*	*	*	*
		Brazil	#	-	-	3,444	5,501	-	406-1 205-3	*	*	*	*	*	
		Europe	#	-	-	42	54	-	406-1 205-3	*	*	*	*	*	
		Mexico	#	-	-	26	91	-	406-1 205-3	*	*	*	*	*	
		U.S. and Canada	#	-	-	2,219	2,262	-	406-1 205-3	*	*	*	*	*	
		Case categories	Employment practices	%	-	-	14.8%	14.5%	-	205-3	*	*	*	*	*
		Discrimination or harassment	%	-	-	30.6%	51.8%	-	406-1	*	*	*	*	*	
		Fraud/theft/corruption	%	-	-	4.1%	8.9%	-	205-3	*	*	*	*	*	
		Conflict of interest	%	-	-	9.6%	3.1%	-	205-3	*	*	*	*	*	
		Misconduct	%	-	-	25.9%	10.2%	-	205-3	*	*	*	*	*	
	Antitrust	%	-	-	0.3%	0.0%	-	205-3	*	*	*	*	*		
	Other	%	-	-	14.7%	11.5%	-	205-3	*	*	*	*	*		
	Cases closed	Brazil	%	-	-	100.0%	100.0%	-	*	*	*	*	*	*	
	North America, Europe, and Australia	%	-	-	92.0%	100.0%	-	*	*	*	*	*	*		

INDICATOR			UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
ETHICS AND COMPLIANCE	Team member trainings	Brazil	# employees	115,702	118,644	130,789	125,197	-4.3%	205-2	*	*	*	*	*	
		Code of Conduct	North America, Europe, and Australia <sup>7</sup>	# employees	102,021	104,532	112,613	118,375	5.1%	205-2	*	*	*	*	*
			Brazil	# employees	-	170	168	27	-83.9%	205-2	*	*	*	yes	yes
		Antitrust/ Anti- corruption	North America, Europe, and Australia <sup>8</sup>	# employees	-	2,868	7,311	6,925	-5.3%	205-2	*	*	*	yes	yes

1. Includes 33 beef processing facilities, 30 poultry processing facilities, 8 pork processing facilities, 33 prepared food facilities, 15 leather/hide facilities, 14 related businesses, 8 feedlots, and 32 distribution centers in 2023.

2. Includes 10 beef processing facilities, 8 prepared foods facilities, 7 carrier units, 3 plant-based processing facilities, and 1 leather/hide facility in 2023.

3. Includes 5 pork processing facilities, 2 genetic units, and 9 prepared food facilities, and 2 distribution centers in 2023.

4. Includes 8 beef processing facilities, 3 lamb processing facilities, 3 pork processing facilities, 2 fish processing facilities, 8 prepared food facilities, 6 feedlots, 8 distribution centers, and 1 sheepskin facility in 2023.

5. Includes 36 chicken processing facilities, 2 pork processing facilities, 1 lamb processing facility, 30 prepared food facilities, and 25 distribution centers in 2023.

6. Includes 8 Rigamonti production facilities in 2023.

7. 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.

8. 2021 included Pilgrim's team members only.

# JBS Performance Indicators - Our Environment

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
	ISO 14001 certification	JBS Global*	# of plants	4	6	6	43	616.7%	*	*	*	*	*	yes
GHG EMISSIONS	Global emissions**	Scope 1 <sup>1</sup>	tCO <sub>2</sub> e	3,760,221	3,873,082	3,762,136	3,455,664	-8.1%	305-1 305-5	FB-MP- 110a.2	*	*	*	*
		Scope 2 <sup>2</sup> - Location Based	tCO <sub>2</sub> e	1,696,928	1,774,432	1,601,134	1,545,135	-3.5%	305-2 305-5	FB-MP- 110a.2	*	*	*	*
		Scope 2 <sup>3</sup> - Market Based	tCO <sub>2</sub> e	1,530,864	1,724,578	1,453,967	1,548,742	6.5%	305-2 305-5	FB-MP- 110a.2	*	*	*	*
		Scope 3 <sup>4</sup>	tCO <sub>2</sub> e	-	164,116,140	182,343,254	151,531,147	-16.9%	305-3	FB-MP- 110a.2	*	*	*	*
		Total Scope 1 + 2 - Location Based	tCO <sub>2</sub> e	5,457,149	5,647,514	5,363,270	5,000,800	-6.8%	305-1 305-2 305-5	FB-MP- 110a.2	*	*	*	*
		Total Scope 1 + 2 - Market Based	tCO <sub>2</sub> e	5,291,086	5,597,661	5,216,102	5,004,406	-4.1%	305-1 305-2 305-5	FB-MP- 110a.2	*	*	*	*

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
GHG EMISSIONS	Global emissions intensity**	Scope 1 <sup>1</sup>	tCO <sub>2</sub> e/t	0.186	0.181	0.174	0.156	-10.7%	305-4	FB-MP-110a.2	*	*	*	*
		Scope 2 <sup>2</sup> - Location Based	tCO <sub>2</sub> e/t	0.084	0.083	0.074	0.070	-6.2%	305-4	FB-MP-110a.2	*	*	*	*
		Scope 2 <sup>3</sup> - Market Based	tCO <sub>2</sub> e/t	0.076	0.081	0.067	0.070	3.5%	305-4	FB-MP-110a.2	*	*	*	*
		Scope 3 <sup>4</sup>	tCO <sub>2</sub> e/t	-	7.663	8.448	6.823	-19.2%	305-4	FB-MP-110a.2	*	*	*	*
		Total Scope 1 + 2 - Location Based	tCO <sub>2</sub> e/t	0.270	0.264	0.249	0.225	-9.4%	305-4	FB-MP-110a.2	*	*	*	*
		Total Scope 1 + 2 - Market Based	tCO <sub>2</sub> e/t	0.261	0.261	0.242	0.225	-6.8%	305-4	FB-MP-110a.2	*	*	*	*
ENERGY AND RENEWABLE ENERGY USE	Global energy use	Scope 1 <sup>5</sup>	MWh	14,364,025	15,210,827	14,860,717	15,904,822	7.0%	302-1 302-4	*	*	*	*	*
		Scope 2 <sup>6</sup>	MWh	6,845,751	6,726,441	5,891,653	6,063,684	2.9%	302-1 302-4	*	*	*	*	*
		Total Scope 1 + 2	MWh	21,209,776	21,937,268	20,752,370	21,968,507	5.9%	302-1 302-4	*	*	*	*	*
	Global energy intensity	Scope 1 <sup>5</sup>	MWh/t	0.71	0.71	0.69	0.72	4.3%	302-3	*	*	*	*	*
		Scope 2 <sup>6</sup>	MWh/t	0.34	0.31	0.27	0.27	0.0%	302-3	*	*	*	*	*
		Total Scope 1 + 2	MWh/t	1.05	1.02	0.96	0.99	3.1%	302-3	*	*	*	*	*
	Global renewable energy	Scope 1 <sup>5</sup>	MWh	6,121,327	6,436,978	6,423,205	7,371,932	14.8%	302-1	*	*	*	*	*
			%	42.6%	42.3%	43.2%	46.4%	7.4%	302-1	*	*	*	*	*

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
ENERGY AND RENEWABLE ENERGY USE	Global renewable energy	Scope 2 <sup>6</sup>	MWh	242,688	334,167	498,063	486,034	-2.4%	302-1	*	*	*	*	*
			%	3.5%	5.0%	8.5%	8.0%	-5.9%	302-1	*	*	*	*	*
		Total Scope 1 + 2	MWh	6,364,015	6,771,145	6,921,268	7,857,966	13.5%	302-1	*	*	*	*	*
			%	30.0%	30.9%	33.4%	35.8%	7.2%	302-1	*	*	*	*	*
WATER AND WASTEWATER	Global water withdrawal	Surface water	m <sup>3</sup>	44,748,043	45,997,592	72,053,277	106,366,267	47.6%	303-3	*	*	*	*	*
		Groundwater	m <sup>3</sup>	56,957,299	60,148,519	63,577,839	70,121,232	10.3%	303-3	*	*	*	*	*
		Municipality	m <sup>3</sup>	69,323,367	74,643,945	76,188,320	75,454,473	-1.0%	303-3	*	*	*	*	*
		Other	m <sup>3</sup>	113,939	0	0	0	-	303-3	*	*	*	*	*
		Total	m <sup>3</sup>	171,142,648	180,790,056	211,819,436	251,941,972	18.9%	303-3	*	*	*	*	*
	Global water discharge	Water Body	m <sup>3</sup>	80,361,473	83,400,523	139,238,188	148,073,190	6.3%	303-4	*	*	*	*	*
		Municipality	m <sup>3</sup>	50,134,143	50,447,505	49,680,658	50,280,615	1.2%	303-4	*	*	*	*	*
		Land application	m <sup>3</sup>	13,983,917	12,886,170	7,208,364	7,708,050	6.9%	303-4	*	*	*	*	*
		Other	m <sup>3</sup>	262,056	6,557	109,911	124,309	13.1%	303-4	*	*	*	*	*
		Total	m <sup>3</sup>	144,741,589	146,740,755	196,237,121	206,186,164	5.1%	303-4	*	*	*	*	*
	Global water intensity	Surface water	m <sup>3</sup> /t	2.22	2.15	3.34	2.29	-31.4%	303-5	*	*	*	*	*
		Groundwater	m <sup>3</sup> /t	2.82	2.81	2.96	3.16	6.8%	303-5	*	*	*	*	*
		Municipality	m <sup>3</sup> /t	3.43	3.49	3.57	3.40	-4.8%	303-5	*	*	*	*	*
		Other	m <sup>3</sup> /t	0.01	0.00	0.00	0.00	-	303-5	*	*	*	*	*
	Global recycled water use		m <sup>3</sup>	6,527,242	5,563,482	10,352,201	8,425,674	-18.6%	303-5	*	*	*	*	*

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	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	62,057	81.2%	306-3	*	*	*	*	*
			%	1.1%	0.7%	1.3%	1.7%	27.3%	306-3	*	*	*	*	*
		Non- hazardous waste	t	1,924,909	2,004,798	2,561,056	3,633,591	41.9%	306-3	*	*	*	*	*
			%	98.9%	99.3%	98.7%	98.3%	-0.4%	306-3	*	*	*	*	*
		Total waste	t	1,946,217	2,019,636	2,595,303	3,695,648	42.4%	306-3	*	*	*	*	*
	Global packaging usage	Total packaging usage	t	-	-	-	700,892	-	301-1 301-2 301-3	*	*	12	*	yes
		Recyclable Packaging	t	-	-	-	280,231	-	301-2	*	*	12	*	yes
			%	-	-	-	40%	-	301-2	*	*	12	*	yes
		Non- Recyclable Packaging	t	-	-	-	420,661	-	301-2	*	*	12	*	yes
			%	-	-	-	60%	-	301-2	*	*	12	*	yes
		Recycled Packaging <sup>7</sup>	t	-	-	-	17,316	-	301-2	*	*	12	*	yes
			%	-	-	-	4%	-	301-2	*	*	12	*	yes
		Non- Recycled Packaging <sup>7</sup>	t	-	-	-	425,235	-	301-2	*	*	12	*	yes
			%	-	-	-	96%	-	301-2	*	*	12	*	yes
		Renewable raw material packaging	t	-	-	-	202,180	-	301-1	*	*	12	*	yes
			%	-	-	-	29%	-	301-2	*	*	12	*	yes
Non- renewable raw material packaging	t	-	-	-	486,306	-	301-1	*	*	12	*	yes		
	%	-	-	-	71%	-	301-2	*	*	12	*	yes		

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	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	-	301-3	*	*	12	*	yes
			%	-	-	-	12%	-	301-2	*	*	12	*	yes
		Packaging not recovered through reverse logistics programs	t	-	-	-	618,982	-	301-3	*	*	12	*	yes
			%	-	-	-	88%	-	301-2	*	*	12	*	yes
	Production of recycled products - JBS Ambiental	Recycled plastic resins	t	2,745	2,950	3,031	3,628	19.7%	306-4	*	*	12	*	yes
		Recycled plastic products	t	2,476	3,398	2,663	2,200	-17.4%	306-4	*	*	12	*	yes
		Total recycled plastic	t	5,221	6,348	5,694	5,828	2.4%	306-4	*	*	12	*	yes
	Packaging usage - Brazil <sup>8</sup>	% renewable packaging	%	74%	86%	71%	76%	7.4%	301-1 301-2	*	*	12	*	yes
	Reverse logistics for packaging - Brazil <sup>9</sup>	% of packaging recovered through RL programs	%	22%	31%	23%	30%	28.3%	301-3	*	*	12	*	yes

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
RESPONSIBLE SOURCING	Cattle purchases monitoring - Brazil	Farms regularized	#	n/a	1,698	2,484	4,267	71.8%	*	*	*	*	*	*
		Independent audit conformity - Amazon (Auditoria do Compromisso Público da Pecuária)	%	100%	100%	100%	100%	0.0%	409-1 414-2 308-2	FB-MP- 160a	*	*	*	yes
		Audited purchases <sup>10</sup> - Amazon	#	7,296	6,276	7,124	6,750	-5.2%	409-1 414-2 308-2	FB-MP- 160a	*	*	*	yes
		JBS Green Offices	#	0	13	18	20	11.1%	409-1 414-2 308-2	FB-MP- 160a	*	*	*	yes

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

\*\* As of the date of publishing, this report provides the best and latest public disclosure of our GHG emissions. Information in previous reports cannot be used or compared to. For limited assurance reports, please refer to [our website](#).

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 22% 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.

# JBS Performance Indicators - Our Animals

INDICATOR			UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
	People trained	Team members	people	28,941	20,876	22,688	55,071	142.7%	*	*	*	*	*	*	
		Suppliers	people	-	-	-	17,082	-	*	*	*	*	*	*	
		Third-party transporters	people	-	-	-	570	-	*	*	*	*	*	*	
	Hours of training provided	Team members	hours	-	-	-	31,510	-	*	*	*	*	*	*	
		Suppliers	hours	-	-	-	3,576	-	*	*	*	*	*	*	
		Third-party transporters	hours	-	-	-	1,439	-	*	*	*	*	*	*	
HOUSING <sup>1</sup>	Hogs	Gestating sows in Open Pen Gestation housing systems	JBS Brazil (Seara)	%	-	-	76%	86%	14.0%	*	FB-MP-410a.1	*	*	*	*
			JBS Australia (Rivalea)	%	n/a	n/a	100%	100%	0.0%	*	FB-MP-410a.1	*	*	*	*
			Pilgrim's Europe	%	-	-	100%	98%	-2.0%	*	FB-MP-410a.1	*	*	*	*
			JBS USA <sup>2</sup>	%	n/a	n/a	n/a	n/a	-	*	FB-MP-410a.1	*	*	*	*
			Rigamonti <sup>3</sup>	%	n/a	n/a	n/a	100%	-	*	FB-MP-410a.1	*	*	*	*

INDICATOR			UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
HOUSING <sup>1</sup>	Poultry	Average poultry farm stocking density	JBS Brazil (Seara)	kg/m <sup>2</sup>	n/a	n/a	32.84	32.16	-2.1%	*	*	*	*	*	*
		Pilgrim's U.S. <sup>2</sup>	kg/m <sup>2</sup>	n/a	n/a	n/a	n/a	-	*	*	*	*	*	*	*
		Pilgrim's Mexico <sup>2</sup>	kg/m <sup>2</sup>	n/a	n/a	n/a	n/a	-	*	*	*	*	*	*	*
		Pilgrim's Europe <sup>2</sup>	kg/m <sup>2</sup>	n/a	n/a	n/a	n/a	-	*	*	*	*	*	*	*
	Fish	Average stocking density	JBS Australia (Huon) <sup>2</sup>	kg/m <sup>2</sup>	n/a	n/a	n/a	n/a	-	*	*	*	*	*	*
PHYSICAL ALTERATIONS <sup>2</sup>	Hogs	Teeth clipping	JBS Brazil (Seara)	%	0%	0%	0%	0%	-	*	*	*	*	*	*
			JBS Australia (Rivalea)	%	n/a	n/a	0%	0%	-	*	*	*	*	*	*
			Pilgrim's Europe	%	0%	0%	0%	0%	-	*	*	*	*	*	*
		Surgical castration	JBS Brazil (Seara)	%	0%	0%	0%	0%	-	*	*	*	*	*	*
			JBS Australia (Rivalea)	%	n/a	n/a	0%	0%	-	*	*	*	*	*	*
			Pilgrim's Europe	%	0%	0%	0%	0%	-	*	*	*	*	*	*
	Poultry	Debeaking at company-owned broiler farms	JBS Brazil (Seara)	%	0%	0%	0%	0%	-	*	*	*	*	*	*
			Pilgrim's U.S.	%	0%	0%	0%	0%	-	*	*	*	*	*	*
			Pilgrim's Mexico	%	0%	0%	0%	0%	-	*	*	*	*	*	*
			Pilgrim's Europe	%	0%	0%	0%	0%	-	*	*	*	*	*	*

INDICATOR				UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
PHYSICAL ALTERATIONS <sup>2</sup>	Poultry	Cage-free eggs purchased as raw material	JBS Brazil (Seara)	%	n/a	54%	48%	46%	-11.1%	*	FB-MP-410a.2	*	*	*	*	
	Fish	Routine fin clipping or other physical alterations to commercial stock	JBS Australia (Huon)	%	n/a	0%	0%	0%	-	*	*	*	*	*	*	
PROCESSING AND HANDLING	Internal animal welfare audits passed	JBS Brazil	Beef	%	-	-	100%	100%	-	*	*	*	*	*	*	
			Chicken & Pork	%	-	-	99%	50%	-	*	*	*	*	*	*	
		JBS USA	Beef	%	-	-	100%	98%	-	-	*	*	*	*	*	*
			Pork	%	-	-	100%	100%	-	-	*	*	*	*	*	*
			Live Pork	%	-	-	100%	97%	-	-	*	*	*	*	*	*
		JBS Canada	Beef	%	-	-	-	99%	-	-	*	*	*	*	*	*
		JBS Australia	Beef	%	-	-	89%	100%	-	-	*	*	*	*	*	*
			Pork	%	-	-	100%	100%	-	-	*	*	*	*	*	*
			Lamb	%	-	-	100%	100%	-	-	*	*	*	*	*	*
			Fish	%	-	-	n/a	82%	-	-	*	*	*	*	*	*
Pilgrim's U.S.	Chicken	%	-	-	100%	93%	-	-	*	*	*	*	*	*		

INDICATOR			UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
PROCESSING AND HANDLING	Internal animal welfare audits passed	Pilgrim's Mexico	Chicken	%	-	-	100%	100%	-	*	*	*	*	*	*
			Chicken	%	-	-	100%	100%	-	*	*	*	*	*	*
		Pilgrim's Europe	Pork	%	-	-	n/a	100%	-	*	*	*	*	*	*
			Lamb	%	-	-	n/a	n/a	-	*	*	*	*	*	*
		Rigamonti	Pork	%	-	-	-	100%	-	*	*	*	*	*	*
	Third-party animal welfare audits passed	JBS Brazil	Beef	%	-	-	100%	100%	-	*	FB-MP- 410a.3	*	*	*	*
			Chicken & Pork	%	-	-	88%	100%	-	*	FB-MP- 410a.3	*	*	*	*
			Beef	%	-	-	100%	100%	-	*	FB-MP- 410a.3	*	*	*	*
		JBS USA	Pork	%	-	-	100%	100%	-	*	FB-MP- 410a.3	*	*	*	*
			Live Pork	%	-	-	100%	100%	-	*	FB-MP- 410a.3	*	*	*	*
			Beef	%	-	-	100%	100%	-	*	FB-MP- 410a.3	*	*	*	*
		JBS Australia	Pork	%	-	-	100%	100%	-	*	FB-MP- 410a.3	*	*	*	*
			Lamb	%	-	-	100%	100%	-	*	FB-MP- 410a.3	*	*	*	*
			Fish	%	-	-	n/a	100%	-	*	FB-MP- 410a.3	*	*	*	*

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

INDICATOR				UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	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	JBS Australia	Fish	%	-	-	n/a	100%	-	*	FB-MP- 410a.3	*	*	*	*
		Pilgrim's U.S.	Chicken	%	-	-	100%	100%	-	*	FB-MP- 410a.3	*	*	*	*
		Pilgrim's Mexico	Chicken	%	-	-	100%	100%	-	*	FB-MP- 410a.3	*	*	*	*
		Pilgrim's Europe	Chicken	%	-	-	100%	100%	-	*	FB-MP- 410a.3	*	*	*	*
			Pork	%	-	-	n/a	100%	-	*	FB-MP- 410a.3	*	*	*	*
			Lamb	%	-	-	n/a	n/a	-	*	FB-MP- 410a.3	*	*	*	*
	Rigamonti	Pork	%	-	-	-	100%	-	*	FB-MP- 410a.3	*	*	*	*	
	Third-party transportation audits passed	JBS Brazil	Beef	%	-	-	100%	100%	-	*	FB-MP- 410a.3	*	*	*	*
			Chicken & Pork	%	-	-	100%	100%	-	*	FB-MP- 410a.3	*	*	*	*
		JBS US	Beef	%	-	-	100%	100%	-	*	FB-MP- 410a.3	*	*	*	*
			Pork	%	-	-	100%	100%	-	*	FB-MP- 410a.3	*	*	*	*
			Live Pork	%	-	-	n/a	100%	-	*	FB-MP- 410a.3	*	*	*	*
		JBS Australia	Beef & Lamb	%	-	-	n/a	n/a	-	*	FB-MP- 410a.3	*	*	*	*

INDICATOR			UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
PROCESSING AND HANDLING	Third-party transportation audits passed	JBS Australia	Pork	%	-	-	n/a	n/a	-	*	FB-MP-410a.3	*	*	*	*
			Fish	%	-	-	n/a	n/a	-	*	FB-MP-410a.3	*	*	*	*
		Pilgrim's U.S.	Chicken	%	-	-	n/a	n/a	-	*	FB-MP-410a.3	*	*	*	*
		Pilgrim's Mexico	Chicken	%	-	-	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
			Chicken	%	-	-	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
		Pilgrim's Europe	Pork	%	-	-	n/a	100%	-	*	FB-MP-410a.3	*	*	*	*
			Lamb	%	-	-	n/a	n/a	-	*	FB-MP-410a.3	*	*	*	*
		Rigamonti	Pork	%	-	-	-	n/a	-	*	FB-MP-410a.3	*	*	*	*
	Third-party transportation audits passed on the first attempt	JBS Brazil	Beef	%	-	-	100%	98%	-	*	FB-MP-410a.3	*	*	*	*
			Chicken & Pork	%	-	-	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
		JBS USA	Beef	%	-	-	100%	100%	-	*	FB-MP-410a.3	*	*	*	*
			Pork	%	-	-	100%	n/a	-	*	FB-MP-410a.3	*	*	*	*
			Live Pork	%	-	-	n/a	100%	-	*	FB-MP-410a.3	*	*	*	*

INDICATOR			UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	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 Australia	Beef & Lamb	%	-	-	n/a	n/a	-	*	FB-MP- 410a.3	*	*	*	*
			Pork	%	-	-	n/a	n/a	-	*	FB-MP- 410a.3	*	*	*	*
		Pilgrim's U.S.	Fish	%	-	-	n/a	n/a	-	*	FB-MP- 410a.3	*	*	*	*
			Chicken	%	-	-	n/a	n/a	-	*	FB-MP- 410a.3	*	*	*	*
		Pilgrim's Mexico	Chicken	%	-	-	100%	100%	-	*	FB-MP- 410a.3	*	*	*	*
			Chicken	%	-	-	100%	100%	-	*	FB-MP- 410a.3	*	*	*	*
		Pilgrim's Europe	Pork	%	-	-	n/a	100%	-	*	FB-MP- 410a.3	*	*	*	*
			Lamb	%	-	-	n/a	n/a	-	*	FB-MP- 410a.3	*	*	*	*
		Rigamonti	Pork	%	-	-	-	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.

# JBS Performance Indicators - Our People

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF
TEAM MEMBERS	Number of team members	JBS Brazil	141,887	143,213	143,879	152,502	6.0%	2-7	*	*	*	*	yes
		JBS USA	34,306	36,197	36,792	39,260	6.7%	2-7	*	*	*	*	yes
		JBS Australia	10,236	10,508	12,958	13,554	4.6%	2-7	*	*	*	*	yes
		JBS Canada	2,653	3,419	3,244	3,637	12.1%	2-7	*	*	*	*	yes
		Pilgrim's U.S.	29,336	28,395	29,902	32,230	7.8%	2-7	*	*	*	*	yes
		Pilgrim's Mexico	10,483	11,166	12,287	11,578	-5.8%	2-7	*	*	*	*	yes
		Pilgrim's Europe	15,007	14,847	17,430	17,463	0.2%	2-7	*	*	*	*	yes
		Rigamonti	-	-	-	382	-	2-7	*	*	*	*	yes
		Vivera	-	-	-	271	-	2-7	*	*	*	*	yes
		Other <sup>1</sup>	-	-	-	3,006	-	2-7	*	*	*	*	yes
Total		243,908	247,745	256,492	273,883	6.8%	2-7	*	*	*	*	yes	
Freedom of association - Team members covered by collective bargaining agreements	JBS Brazil	%	91%	92%	94%	86%	-8.9%	407-1	*	*	*	*	yes
	JBS USA & Pilgrim's U.S.	%	57%	57%	57%	57%	0.0%	407-1	*	*	*	*	yes
	JBS Australia	%	77%	87%	75%	79%	5.3%	407-1	*	*	*	*	yes
	JBS Canada	%	90%	90%	97%	89%	-8.2%	407-1	*	*	*	*	yes

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	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%	18.0%	407-1	*	*	*	*	yes
		Pilgrim's Mexico	%	86%	68%	70%	34%	-51.4%	407-1	*	*	*	*	yes
		Rigamonti	%	-	-	-	100%	-	407-1	*	*	*	*	yes
		Vivera	%	-	-	-	-	-	407-1	*	*	*	*	yes
	Turnover	JBS Brazil	%	24.3%	25.0%	27.9%	38.0%	36.0%	401-1	*	*	*	*	yes
TEAM MEMBER HEALTH & SAFETY	JBS Safety Index	JBS Brazil	%	0.25	0.18	0.14	0.10	-32.0%	403-9	*	*	*	*	yes
		JBS USA & Pilgrim's U.S.	%	0.14	0.11	0.14	0.13	-7.0%	403-9	*	*	*	*	yes
		JBS Australia	%	0.53	0.48	0.56	0.43	-22.0%	403-9	*	*	*	*	yes
		JBS Canada	%	0.04	0.11	0.04	0.07	95.7%	403-9	*	*	*	*	yes
		Pilgrim's Mexico	%	0.02	0.02	0.02	0.00	-100.0%	403-9	*	*	*	*	yes
		Pilgrim's Europe	%	0.16	0.07	0.03	0.04	33.3%	403-9	*	*	*	*	yes
		Rigamonti	%	-	-	-	1.60	-	403-9	*	*	*	*	yes
		Vivera	%	-	-	-	0.47	-	403-9	*	*	*	*	yes
		Total	%	0.20	0.16	0.14	0.11	-21.4%	403-9	*	*	*	*	yes
	Hours worked	JBS Brazil	#	239,741,327	253,431,036	262,517,767	278,199,801	6.0%	403-9	*	*	*	*	yes
		JBS USA & Pilgrim's U.S.	#	139,378,346	139,431,101	142,800,620	144,339,567	1.1%	403-9	*	*	*	*	yes
		JBS Australia	#	17,512,099	16,552,736	20,538,199	22,636,657	10.2%	403-9	*	*	*	*	yes
		JBS Canada	#	5,376,010	5,611,592	5,590,666	6,039,631	8.0%	403-9	*	*	*	*	yes

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
TEAM MEMBER HEALTH & SAFETY	Hours worked	Pilgrim's Mexico	#	26,733,949	26,554,735	29,320,766	30,396,983	3.7%	403-9	*	*	*	*	yes
		Pilgrim's Europe	#	31,547,831	30,355,198	38,955,562	36,660,759	-5.9%	403-9	*	*	*	*	yes
		Rigamonti	#	-	-	-	626,494	-	403-9	*	*	*	*	yes
		Vivera	#	-	-	-	855,090	-	403-9	*	*	*	*	yes
		Total	#	460,289,562	471,936,398	499,723,580	519,754,981	4.0%	403-9	*	*	*	*	yes
	DART rate	JBS US & Pilgrim's U.S.		2.49	2.63	2.32	2.95	27.2%	403-9	*	*	*	*	yes
		Pilgrim's Mexico		0.04	0.04	0.04	0.04	0.0%	403-9	*	*	*	*	yes
		Pilgrim's Europe		1.28	1.30	0.94	0.35	-62.8%	403-9	*	*	*	*	yes
	TRIR	JBS USA & Pilgrim's U.S.		3.91	4.19	3.77	3.33	-11.6%	403-9	SASB FB-MP- 320a.1	*	*	*	yes
	LTIFR	JBS Australia		11.30	11.16	12.98	16.17	24.6%	403-9	*	*	*	*	yes
	Fatalities	JBS Brazil	#	3	6	3	1	-66.7%	403-9	SASB FB-MP- 320a.1	*	*	*	yes
		JBS USA & Pilgrim's U.S.	#	1	1	2	0	-100.0%	403-9	SASB FB-MP- 320a.1	*	*	*	yes
		JBS Australia	#	0	0	0	0	-	403-9	SASB FB-MP- 320a.1	*	*	*	yes
		JBS Canada	#	0	0	0	0	-	403-9	SASB FB-MP- 320a.1	*	*	*	yes

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
TEAM MEMBER HEALTH & SAFETY	Fatalities	Pilgrim's Mexico	#	0	0	0	0	-	403-9	SASB FB-MP- 320a.1	*	*	*	yes
		Pilgrim's Europe	#	0	0	0	0	-	403-9	SASB FB-MP- 320a.1	*	*	*	yes
		Total	#	4	7	5	1	-80.0%	403-9	SASB FB-MP- 320a.1	*	*	*	yes
DIVERSITY AND INCLUSION	Workforce by gender - Female	JBS Brazil	%	41.0%	42.6%	43.0%	43.0%	-0.1%	405-1	*	*	*	*	*
		JBS USA	%	34.4%	34.4%	34.7%	34.3%	-0.9%	405-1	*	*	*	*	*
		JBS Australia	%	29.9%	31.3%	29.4%	29.5%	0.4%	405-1	*	*	*	*	*
		JBS Canada	%	35.2%	36.4%	34.4%	34.9%	1.4%	405-1	*	*	*	*	*
		Pilgrim's U.S.	%	42.3%	41.3%	40.9%	40.7%	-0.5%	405-1	*	*	*	*	*
		Pilgrim's Mexico	%	33.6%	35.3%	36.9%	37.2%	0.9%	405-1	*	*	*	*	*
		Pilgrim's Europe	%	36.7%	37.2%	37.7%	39.1%	3.8%	405-1	*	*	*	*	*
		Rigamonti	%	-	-	-	31.4%	-	405-1	*	*	*	*	*
		Vivera	%	-	-	-	43.0%	-	405-1	*	*	*	*	*
	Workforce by gender - Male	JBS Brazil	%	59.0%	57.4%	57.0%	57.0%	0.1%	405-1	*	*	*	*	*
		JBS USA	%	65.6%	65.6%	65.1%	65.4%	0.4%	405-1	*	*	*	*	*
		JBS Australia	%	70.1%	68.5%	70.6%	70.4%	-0.2%	405-1	*	*	*	*	*
		JBS Canada	%	64.8%	63.6%	65.6%	64.6%	-1.5%	405-1	*	*	*	*	*
		Pilgrim's U.S.	%	57.7%	58.7%	58.8%	59.1%	0.5%	405-1	*	*	*	*	*

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
DIVERSITY AND INCLUSION	Workforce by gender - Male	Pilgrim's Mexico	%	66.4%	64.7%	63.1%	62.8%	-0.5%	405-1	*	*	*	*	*
		Pilgrim's Europe	%	63.3%	62.8%	62.3%	60.9%	-2.3%	405-1	*	*	*	*	*
		Rigamonti	%	-	-	-	68.6%	-	405-1	*	*	*	*	*
		Vivera	%	-	-	-	57.0%	-	405-1	*	*	*	*	*
	Workforce by gender - Unknown/ Undisclosed	JBS Brazil	%	0.0%	0.0%	0.0%	0.0%	-	405-1	*	*	*	*	*
		JBS USA	%	0.0%	0.0%	0.2%	0.3%	38.9%	405-1	*	*	*	*	*
		JBS Australia	%	0.0%	0.2%	0.1%	0.1%	14.7%	405-1	*	*	*	*	*
		JBS Canada	%	0.0%	0.0%	0.0%	0.4%	-	405-1	*	*	*	*	*
		Pilgrim's U.S.	%	0.0%	0.0%	0.2%	0.1%	-33.2%	405-1	*	*	*	*	*
		Pilgrim's Mexico	%	0.0%	0.0%	0.0%	0.0%	-	405-1	*	*	*	*	*
		Pilgrim's Europe	%	0.0%	0.0%	0.0%	0.0%	-	405-1	*	*	*	*	*
		Rigamonti	%	-	-	-	0.0%	-	405-1	*	*	*	*	*
		Vivera	%	-	-	-	0.0%	-	405-1	*	*	*	*	*
		Leadership positions by gender - Women	JBS Brazil	%	-	26.8%	27.7%	30.5%	10.0%	405-1	*	*	*	*
	JBS USA		%	-	30.2%	31.0%	29.0%	-6.5%	405-1	*	*	*	*	*
	JBS Australia		%	-	22.0%	20.4%	19.1%	-6.3%	405-1	*	*	*	*	*
	JBS Canada <sup>2</sup>		%	-	-	-	28.3%	-	405-1	*	*	*	*	*
	Pilgrim's U.S.		%	-	37.0%	39.3%	38.2%	-2.8%	405-1	*	*	*	*	*
	Pilgrim's Europe		%	-	24.7%	34.2%	46.4%	35.6%	405-1	*	*	*	*	*

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
DIVERSITY AND INCLUSION	Leadership positions by gender - Women	Pilgrim's Mexico	%	-	15.2%	15.9%	16.9%	6.5%	405-1	*	*	*	*	*
		Rigamonti	%	-	-	-	23.1%	-	405-1	*	*	*	*	*
		Vivera	%	-	-	-	19.2%	-	405-1	*	*	*	*	*
	Leadership positions by gender - Men	JBS Brazil	%	-	73.2%	72.3%	69.5%	-3.8%	405-1	*	*	*	*	*
		JBS USA	%	-	69.8%	68.8%	70.9%	2.9%	405-1	*	*	*	*	*
		JBS Australia	%	-	78.0%	79.6%	80.9%	1.6%	405-1	*	*	*	*	*
		JBS Canada <sup>2</sup>	%	-	-	-	71.7%	-	405-1	*	*	*	*	*
		Pilgrim's U.S.	%	-	63.0%	60.6%	61.6%	1.6%	405-1	*	*	*	*	*
		Pilgrim's Europe	%	-	38.0%	50.7%	53.6%	5.7%	405-1	*	*	*	*	*
		Pilgrim's Mexico	%	-	84.8%	84.1%	83.1%	-1.2%	405-1	*	*	*	*	*
		Rigamonti	%	-	-	-	76.9%	-	405-1	*	*	*	*	*
		Vivera	%	-	-	-	80.8%	-	405-1	*	*	*	*	*
	Leadership positions by gender - Unknown/ Undisclosed	JBS Brazil	%	-	0.0%	0.0%	0.0%	-	405-1	*	*	*	*	*
		JBS USA	%	-	0.0%	0.1%	0.1%	-26.3%	405-1	*	*	*	*	*
		JBS Australia	%	-	0.0%	0.0%	0.0%	-	405-1	*	*	*	*	*
		JBS Canada <sup>2</sup>	%	-	-	-	0.0%	-	405-1	*	*	*	*	*
		Pilgrim's U.S.	%	-	0.0%	0.1%	0.2%	189.9%	405-1	*	*	*	*	*
		Pilgrim's Europe	%	-	37.3%	15.1%	0.0%	-100.0%	405-1	*	*	*	*	*
		Pilgrim's Mexico	%	-	0.0%	0.0%	0.0%	-	405-1	*	*	*	*	*

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
DIVERSITY AND INCLUSION	Leadership positions by gender - Unknown/	Rigamonti	%	-	-	-	0.0%	-	405-1	*	*	*	*	*
		Vivera	%	-	-	-	0.0%	-	405-1	*	*	*	*	*
	Workforce by race - JBS Brazil	Hispanic or Latino	%	0%	0%	0%	0%	-	405-1	*	*	*	*	*
		White	%	52%	51%	49%	46%	-6.0%	405-1	*	*	*	*	*
		Black	%	45%	46%	46%	48%	4.9%	405-1	*	*	*	*	*
		Asian	%	1%	1%	1%	1%	-15.7%	405-1	*	*	*	*	*
		Indigenous	%	1%	1%	1%	1%	-10.6%	405-1	*	*	*	*	*
		Two or More Races	%	0%	0%	0%	0%	-	405-1	*	*	*	*	*
		Not declared	%	1%	1%	2%	3%	50.5%	405-1	*	*	*	*	*
	Workforce by race - JBS USA	Hispanic or Latino	%	48%	48%	49%	61%	23.7%	405-1	*	*	*	*	*
		White	%	21%	21%	20%	23%	14.7%	405-1	*	*	*	*	*
		Black or African-American	%	20%	19%	19%	2%	-86.9%	405-1	*	*	*	*	*
		Native-Hawaiian or Pacific-Islander	%	1%	2%	2%	2%	3.1%	405-1	*	*	*	*	*
		Asian	%	10%	9%	8%	9%	9.9%	405-1	*	*	*	*	*
		Indigenous-American or Native-Alaskan	%	0%	0%	0%	1%	28.6%	405-1	*	*	*	*	*

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF		
DIVERSITY AND INCLUSION	Workforce by race – JBS USA	Two or More Races	%	1%	1%	1%	1%	49.8%	405-1	*	*	*	*	*	
		Not declared	%	0%	0%	0%	1%	177.6%	405-1	*	*	*	*	*	
	Workforce by race – Pilgrim's U.S.	Hispanic or Latino	%	28%	31%	30%	32%	4.9%	405-1	*	*	*	*	*	
		White	%	32%	31%	31%	29%	-6.5%	405-1	*	*	*	*	*	
		Black or African- American	%	36%	34%	34%	34%	0.5%	405-1	*	*	*	*	*	
		Native- Hawaiian or Pacific- Islander	%	0%	0%	0%	0%	6.3%	405-1	*	*	*	*	*	
		Asian	%	2%	2%	2%	2%	1.6%	405-1	*	*	*	*	*	
		Indigenous- American or Native-Alaskan	%	0%	0%	0%	0%	-12.4%	405-1	*	*	*	*	*	
		Two or More Races	%	1%	1%	1%	1%	27.0%	405-1	*	*	*	*	*	
		Not declared	%	0%	0%	0%	0%	67.8%	405-1	*	*	*	*	*	
		Leadership positions by race – JBS Brazil	Hispanic or Latino	%	0%	0%	0%	0%	-	405-1	*	*	*	*	*
			White	%	72%	72%	72%	70%	-1.9%	405-1	*	*	*	*	*
	Black		%	27%	26%	26%	28%	4.8%	405-1	*	*	*	*	*	
	Asian		%	1%	1%	1%	1%	9.5%	405-1	*	*	*	*	*	
	Indigenous		%	0%	0%	0%	0%	-39.1%	405-1	*	*	*	*	*	

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
DIVERSITY AND INCLUSION	Leadership positions by race – JBS Brazil	Two or More Races	%	0%	0%	0%	0%	-	405-1	*	*	*	*	*
		Not declared	%	1%	1%	1%	1%	1.1%	405-1	*	*	*	*	*
	Leadership positions by race – JBS USA	Hispanic or Latino	%	33%	34%	37%	38%	3.8%	405-1	*	*	*	*	*
		White	%	55%	54%	50%	48%	-4.4%	405-1	*	*	*	*	*
		Black or African-American	%	6%	6%	6%	6%	0.5%	405-1	*	*	*	*	*
		Native-Hawaiian or Pacific-Islander	%	0%	0%	0%	0%	79.5%	405-1	*	*	*	*	*
		Asian	%	5%	5%	5%	5%	1.2%	405-1	*	*	*	*	*
		Indigenous-American or Native-Alaskan	%	0%	0%	0%	0%	-100.0%	405-1	*	*	*	*	*
		Two or More Races	%	1%	1%	1%	2%	39.1%	405-1	*	*	*	*	*
		Not declared	%	0%	0%	0%	0%	-100.0%	405-1	*	*	*	*	*
		Leadership positions by race – Pilgrim's U.S.	Hispanic or Latino	%	15%	19%	19%	19%	1.1%	405-1	*	*	*	*
	White		%	63%	60%	59%	57%	-4.5%	405-1	*	*	*	*	*
	Black or African-American		%	20%	19%	19%	20%	7.6%	405-1	*	*	*	*	*
	Native-Hawaiian or Pacific-Islander		%	0%	0%	0%	0%	87.3%	405-1	*	*	*	*	*

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
DIVERSITY AND INCLUSION	Leadership positions by race – Pilgrim's U.S.	Asian	%	1%	1%	1%	1%	18.9%	405-1	*	*	*	*	*
		Indigenous- American or Native-Alaskan	%	0%	0%	0%	1%	24.9%	405-1	*	*	*	*	*
		Two or More Races	%	1%	1%	1%	1%	2.8%	405-1	*	*	*	*	*
		Not declared	%	0%	0%	0%	1%	328.2%	405-1	*	*	*	*	*
	<b>&lt; 30</b>													
	JBS Brazil	%	43%	40%	38%	40%	7.3%	405-1	*	*	*	*	*	
	JBS USA	%	21%	23%	23%	22%	-3.9%	405-1	*	*	*	*	*	
	JBS Australia	%	-	23%	29%	25%	-14.5%	405-1	*	*	*	*	*	
	JBS Canada	%	14%	18%	20%	58%	193.0%	405-1	*	*	*	*	*	
	Pilgrim's U.S.	%	23%	22%	24%	24%	0.5%	405-1	*	*	*	*	*	
	Pilgrim's Europe	%	23%	18%	14%	15%	3.5%	405-1	*	*	*	*	*	
	Pilgrim's Mexico	%	-	36%	34%	35%	2.0%	405-1	*	*	*	*	*	
	Rigamonti	%	-	-	-	7%	-	405-1	*	*	*	*	*	
	Vivera	%	-	-	-	15%	-	405-1	*	*	*	*	*	
	<b>30 - 50</b>													
	JBS Brazil	%	47%	50%	50%	48%	-3.8%	405-1	*	*	*	*	*	
	JBS USA	%	48%	47%	49%	48%	-2.5%	405-1	*	*	*	*	*	
	JBS Australia	%	-	48%	47%	51%	8.5%	405-1	*	*	*	*	*	

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
DIVERSITY AND INCLUSION	JBS Canada	%	65%	60%	60%	20%	-67.2%	405-1	*	*	*	*	*	
	Pilgrim's U.S.	%	42%	43%	44%	42%	-4.3%	405-1	*	*	*	*	*	
	Pilgrim's Europe	%	49%	54%	54%	55%	2.6%	405-1	*	*	*	*	*	
	Pilgrim's Mexico	%	-	53%	55%	55%	0.0%	405-1	*	*	*	*	*	
	Rigamonti	%	-	-	-	46%	-	405-1	*	*	*	*	*	
	Vivera	%	-	-	-	46%	-	405-1	*	*	*	*	*	
	<b>&gt; 50</b>													
	<b>Workforce by age group</b>													
	JBS Brazil	%	9%	10%	12%	12%	-6.6%	405-1	*	*	*	*	*	
	JBS USA	%	31%	30%	28%	30%	7.7%	405-1	*	*	*	*	*	
	JBS Australia	%	-	28%	24%	24%	0.9%	405-1	*	*	*	*	*	
	JBS Canada	%	21%	22%	20%	22%	10.6%	405-1	*	*	*	*	*	
	Pilgrim's U.S.	%	35%	35%	32%	34%	5.6%	405-1	*	*	*	*	*	
	Pilgrim's Europe	%	28%	28%	32%	30%	-5.6%	405-1	*	*	*	*	*	
	Pilgrim's Mexico	%	-	11%	11%	10%	-5.5%	405-1	*	*	*	*	*	
	Rigamonti	%	-	-	-	46%	-	405-1	*	*	*	*	*	
	Vivera	%	-	-	-	39%	-	405-1	*	*	*	*	*	
	<b>Workforce by job category - JBS Global</b>													
	Leaders	%	-	6%	6%	6%	3.5%	405-1	*	*	*	*	*	
	Admin	%	-	10%	9%	11%	15.8%	405-1	*	*	*	*	*	
Operations	%	-	79%	80%	77%	-3.2%	405-1	*	*	*	*	*		

INDICATOR			UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF
DIVERSITY AND INCLUSION	Workforce by job category - JBS Global	Apprentices, Interns and Trainees	%	-	1%	1%	1%	2.3%	405-1	*	*	*	*	*
		Other	%	-	3%	4%	4%	23.2%	405-1	*	*	*	*	*
	Workforce by employee type - JBS Global	Permanent	%	-	-	-	99.2%	-	405-1	*	*	*	*	*
		Temporary	%	-	-	-	0.3%	-	405-1	*	*	*	*	*
		Non- guaranteed hours	%	-	-	-	0.5%	-	405-1	*	*	*	*	*
		Full-time <sup>3</sup>	%	-	-	-	98.7%	-	405-1	*	*	*	*	*
		Part-time <sup>3</sup>	%	-	-	-	1.3%	-	405-1	*	*	*	*	*

1. Includes international team members that account for 1% of our global workforce
2. Was included in JBS USA in previous years.
3. Does not include JBS Brazil, Pilgrim's Europe Pork, Pilgrim's Mexico, or Vivera.

# JBS Performance Indicators - Our Products

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
FOOD SAFETY AND QUALITY	Regulatory Recalls	#	-	3	0	3	-	*	FB-AG-250a.3	*	*	*	*	
		JBS Brazil	%	n/a	41%	45%	57%	26.7%	*	FB-MP-250a.1	*	*	*	*
		JBS USA	%	100%	100%	100%	100%	0.0%	*	FB-MP-250a.1	*	*	*	*
	Fresh processing facilities independently certified to GFSI standards	JBS Australia	%	100%	100%	89%	92%	3.4%	*	FB-MP-250a.1	*	*	*	*
		JBS Canada	%	100%	100%	100%	100%	0.0%	*	FB-MP-250a.1	*	*	*	*
		Pilgrim's U.S.	%	100%	100%	100%	100%	0.0%	*	FB-MP-250a.1	*	*	*	*
		Pilgrim's Mexico	%	86%	71%	71%	71%	0.0%	*	FB-MP-250a.1	*	*	*	*
		Pilgrim's Europe	%	100%	100%	100%	100%	0.0%	*	FB-MP-250a.1	*	*	*	*
	Average completion rate of the FSQA Training Plan by all food-handling JBS personnel	JBS Brazil	%	-	95.7%	100.0%	100.0%	0.0%	*	*	*	*	*	*
		JBS USA	%	-	99.8%	99.9%	100.0%	0.1%	*	*	*	*	*	*
		JBS Australia	%	-	100.0%	98.6%	100.0%	1.4%	*	*	*	*	*	*

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF
FOOD SAFETY AND QUALITY	JBS Canada	%	-	97.0%	100.0%	100.0%	0.0%	*	*	*	*	*	*
	Pilgrim's U.S.	%	-	100.0%	100.0%	100.0%	0.0%	*	*	*	*	*	*
	Pilgrim's Mexico	%	-	100.0%	95.9%	99.0%	3.2%	*	*	*	*	*	*
	Pilgrim's Europe - Chicken	%	-	76.0%	80.3%	85.0%	5.9%	*	*	*	*	*	*
	Pilgrim's Europe - Pork	%	-	89.0%	90.3%	94.0%	4.1%	*	*	*	*	*	*
	Pilgrim's Europe - Prepared Foods	%	-	n/a	83.0%	85.0%	2.4%	*	*	*	*	*	*
	Compliance with ABNT NBR 16182 (Environmental Labeling)	%	n/a	100.0%	100.0%	100.0%	0.0%	417-1	*	*	*	*	*
Products low in sodium	JBS Brazil <sup>1</sup>	#	-	-	-	20%	-	FP6	*	*	*	*	*
	Pilgrim's U.S.	#	-	-	-	75%	-	FP6	*	*	*	*	*
	JBS Australia	#	-	-	-	25%	-	FP6	*	*	*	*	*
	Pilgrim's Europe - Prepared Foods	#	-	-	-	1%	-	FP6	*	*	*	*	*
	Pilgrim's Europe - Chicken	#	-	-	-	20%	-	FP6	*	*	*	*	*
	Pilgrim's Mexico	#	-	-	-	20%	-	FP6	*	*	*	*	*

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
NUTRITION AND HEALTH ATTRIBUTES	Products low in sodium	Rigamonti	#	-	-	-	0%	-	FP6	*	*	*	*	*
	Products without added sugar	JBS Brazil <sup>1</sup>	#	-	-	-	29%	-	FP6	*	*	*	*	*
		Pilgrim's U.S.	#	-	-	-	98%	-	FP6	*	*	*	*	*
		JBS Australia	#	-	-	-	55%	-	FP6	*	*	*	*	*
		Pilgrim's Europe - Prepared Foods	#	-	-	-	16%	-	FP6	*	*	*	*	*
		Pilgrim's Europe - Chicken	#	-	-	-	20%	-	FP6	*	*	*	*	*
		Pilgrim's Mexico	#	-	-	-	31%	-	FP6	*	*	*	*	*
		Rigamonti	#	-	-	-	51%	-	FP6	*	*	*	*	*
		Products without added artificial preservatives	JBS Brazi <sup>1</sup>	#	-	-	-	14%	-	FP6	*	*	*	*
	Pilgrim's U.S.		#	-	-	-	1%	-	FP6	*	*	*	*	*
	JBS Australia		#	-	-	-	26%	-	FP6	*	*	*	*	*
	Pilgrim's Europe - Prepared Foods		#	-	-	-	59%	-	FP6	*	*	*	*	*
	Pilgrim's Europe - Chicken		#	-	-	-	100%	-	FP6	*	*	*	*	*
	Pilgrim's Mexico		#	-	-	-	20%	-	FP6	*	*	*	*	*
	Rigamonti		#	-	-	-	44%	-	FP6	*	*	*	*	*

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
NUTRITION AND HEALTH ATTRIBUTES	Products with low trans fat content	JBS Brazil <sup>1</sup>	#	-	-	-	31%	-	FP6	*	*	*	*	*
		Pilgrim's U.S.	#	-	-	-	0%	-	FP6	*	*	*	*	*
		JBS Australia	#	-	-	-	0%	-	FP6	*	*	*	*	*
		Pilgrim's Europe - Prepared Foods	#	-	-	-	0%	-	FP6	*	*	*	*	*
		Pilgrim's Europe - Chicken	#	-	-	-	0%	-	FP6	*	*	*	*	*
		Pilgrim's Mexico	#	-	-	-	0%	-	FP6	*	*	*	*	*
		Rigamonti	#	-	-	-	0%	-	FP6	*	*	*	*	*
	Enriched Products <sup>2</sup>	JBS Brazil <sup>1</sup>	#	-	-	-	0%	-	FP7	*	*	*	*	*
		Pilgrim's U.S.	#	-	-	-	86%	-	FP7	*	*	*	*	*
		JBS Australia	#	-	-	-	35%	-	FP7	*	*	*	*	*
		Pilgrim's Europe - Prepared Foods	#	-	-	-	n/a	-	FP7	*	*	*	*	*
		Pilgrim's Europe - Chicken	#	-	-	-	6%	-	FP7	*	*	*	*	*
		Pilgrim's Mexico	#	-	-	-	1%	-	FP7	*	*	*	*	*
		Rigamonti	#	-	-	-	0%	-	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	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
SUPPLIER PROFILE	Livestock, poultry, and fish supplier partners	JBS Brazil <sup>1</sup>	#	n/a	n/a	n/a	n/a	-	*	*	*	*	*	*
		JBS USA & JBS Canada	#	30,890	31,136	24,731	21,612	-12.6%	*	*	*	*	*	*
		JBS Australia	#	16,140	14,081*	8,001	11,616	45.2%	*	*	*	*	*	*
		Pilgrim's Europe	#	-	-	27	52	92.6%	*	*	*	*	*	*
		Pilgrim's Mexico	#	-	-	-	-	-	*	*	*	*	*	*
		JBS Brazil	#	2,494	2,517	2,814	2,994	6.4%	*	*	*	*	*	*
		JBS USA & JBS Canada	#	1,195	1,109	1,106	1,458	31.8%	*	*	*	*	*	*
		JBS Australia	#	19	17	75	90	20.0%	*	*	*	*	*	*
		Pilgrim's Europe	#	853	755	156	17	-89.1%	*	*	*	*	*	*
		Pilgrim's Mexico	#	-	-	-	-	-	*	*	*	*	*	*
		JBS Brazil	#	6,245	6,243	6,873	6,045	-12.0%	*	*	*	*	*	*
		Pilgrim's U.S.	#	3,923	3,909	3,859	3,781	-2.0%	*	*	*	*	*	*
		Pilgrim's Mexico	#	259	250	227	25	-89.0%	*	*	*	*	*	*

INDICATOR				UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF
SUPPLIER PROFILE	Livestock, poultry, and fish supplier partners	Poultry	Pilgrim's Europe	#	724	759	30	27	-10.0%	*	*	*	*	*	*
			JBS Brazil	#	1	1	1	n/a	-	*	*	*	*	*	*
		Lamb / Smallstock	JBS Australia	#	-	-	2,688	2,322	-13.6%	*	*	*	*	*	*
			Pilgrim's Europe	#	420	395	4	4	0.0%	*	*	*	*	*	*
			JBS Australia	#	-	-	1	3	200.0%	*	*	*	*	*	*
		Fish	Pilgrim's Europe	#	-	-	-	4	-	*	*	*	*	*	*
SUPPLIER COMPLIANCE	Reputational due diligence	JBS Brazil	Business Partners	4,976	6,391	6,307	19,391	-1.3%	308-1	*	*	*	*	*	

\* Includes cattle, lamb, and smallstock suppliers  
1. Competitive information. We do not disclose.

# JBS Performance Indicators - Our Communities

INDICATOR		UNIT	2020	2021	2022	2023	% CHANGE 2022-2023	GRI REF	SASB REF	TCFD REF	ODS REF	WEF REF	IIRC REF	
COMMUNITY INVESTMENT PROGRAMS	Investments	J&F Institute	thousand R\$	n/a	R\$101.2	R\$180.0	R\$ 111.0	-	203-1 413-1	*	*	4	*	*
		Hometown Strong <sup>1</sup>	thousand US\$	US\$32.0	US\$47.6	US\$60.0	US\$60.0	-	203-1 413-1	*	*	*	*	*
		Better Futures	thousand US\$	n/a	US\$334.5	US\$1,086.0	US\$1,355.5	-	203-1 413-1	*	*	*	*	*
	Number of people benefited	J&F Institute Germinare Business, Tech, and VET	active students	n/a	n/a	804	901	-	203-1 413-1	*	*	4	*	*
			low-income active students	-	-	-	379	-	203-1 413-1	*	*	4	*	*
		JBS Institute Community Program <sup>2</sup>	beneficiary students	-	-	-	65,758	-	203-1 413-1	*	*	4	*	*
		Better Futures <sup>3</sup>	people	n/a	651	2,240	1,576	-	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 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.