

Company Stewardship Report

Perdue Farms
Fiscal Year 2023



We Believe in Responsible
Food and Agriculture®

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A Message From Chairman Jim Perdue

We are pleased to present our latest Corporate Stewardship Report, which underscores our enduring commitment to be the most trusted name in food and agricultural products.

We take great pride in sharing our journey of operating in a manner that aligns with our core values of **quality, integrity, teamwork, and stewardship**. These principles have shaped our path for over a century, enabling us to consistently deliver high quality wholesome products to our customers and consumers, while upholding the trust they have placed in us.

We are equally focused on the future. Our commitment extends beyond profit margins and market presence. We recognize the responsibility we have toward our associates, our planet and the communities in which we operate and live. All of which are integral parts of who we are.

Within this report, you will find an overview of the steps we have taken, and the outcomes achieved in the areas of environmental sustainability, community well-being, diversity, inclusion and equity, and animal care practices.

Our success and longevity can be attributed to the unwavering commitment of our more than 20,000 dedicated associates and all our stakeholders who help us thrive.

At Perdue Farms, we firmly believe that responsible business practices, a diverse workforce, and ethical treatment of our animals are not only the right things to do, but also critical for long-term success. We will remain dedicated to these practices through:

- Our commitment to cultivating a diverse and inclusive workforce. We recognize that diversity is not just about gender, race, or ethnicity, but also about embracing different perspectives, backgrounds, and talents. By fostering an environment that values and respects these differences, we can enhance creativity, innovation, and collaboration within our organization.
- Our steadfast commitment to the ethical treatment of our animals. We embrace our responsibility to ensure that the animals in our care are treated with dignity and respect. In fact, animal care is an important part of our value of stewardship.
- Our commitment to initiatives throughout our operations that promote environmental sustainability and conservation. We recognize the importance of minimizing our ecological footprint and are dedicated to implementing practices that preserve natural resources, reduce waste, and promote renewable energy sources.
- Our commitment to being good stewards of the communities in which we work and live. We are committed to fostering positive relationships with our neighbors and ensuring the well-being of local economies. By supporting local initiatives and collaborating with our neighbors, we aim to deliver hope and make a meaningful and lasting impact on the places we call home.

Our report truly embodies the spirit of teamwork and partnership. Together, with our stakeholders, we have built a legacy of ethical excellence. That same spirit will guide us on our path forward.

Jim Perdue

Chairman of Perdue Farms



COMPANY & BUSINESS PARTNERS

RESPONSIBLY CONTRIBUTING TO THE ECONOMIC STABILITY
OF THE COMPANY AND OUR BUSINESS PARTNERS.

About Perdue Farms

Perdue Farms is a fourth-generation, family-owned, U.S. food and agricultural company based in Salisbury, Md.

Since our beginning on Arthur and Pearl Perdue's farm in 1920, to our expansion into agribusiness and introduction of the PERDUE® brand of chicken under Frank Perdue and continuing with our third generation of family leadership with Chairman Jim Perdue, we've remained family owned and operated.

Now in our second century, our path forward is about getting better, not just bigger. We continue to listen — and respond — to consumers, customers, our farmers, and other stakeholders, continuously innovating and improving in what we produce and what we do.

We never use drugs for growth promotion in raising poultry and livestock, and we are actively advancing our animal welfare programs. Our brands are leaders in no-antibiotics-ever chicken, turkey, pork, beef and lamb, and in USDA-certified organic chicken and beef.



1920

Company Founded



9.5 Billion

Total Sales



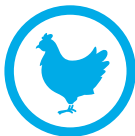
20,590

Associates



7,342

Grain Farmers



1,790

Poultry Farmers



510

Hog Farmers



85

Beef Cattle Ranchers



Our Vision

To Be The Most Trusted
Name In Food And
Agricultural Products®

Our Values Shape Our Future

Our values were established over a century ago on Arthur and Pearl Perdue's family farm, and they continue to guide our actions today as we work toward our vision: **To be the most trusted name in food and agricultural products®.**



QUALITY

We live up to the standards and expectations of Our Quality Policy.



INTEGRITY

We do the right thing for the right reason and always keep our promises.



TEAMWORK

We work together to accomplish something greater than one could alone.



STEWARDSHIP

We protect our environment, ensure the well-being of our associates, provide for the welfare of the animals in our care, live up to our civic responsibilities and generate earnings for the future of the company.



Our Businesses

Through two operating divisions – Perdue Foods and Perdue AgriBusiness – we are empowering consumers, customers and farmers with trusted choices.

Perdue Foods raises animals to create products for consumers and retail and food service customers. Through our leadership in animal care and no-antibiotics-ever, we are driving change in animal agriculture.

Our brands are leaders in no-antibiotics-ever, vegetarian-fed chicken, turkey, pork, beef, and USDA certified organic chickens, as well as premium pet treats.



Our Brands

- PERDUE®, PERDUE® Simply Smart® and PERDUE® Harvestland® no-antibiotics-ever, vegetarian-fed poultry
- PERDUE® Harvestland® and PERDUE® Simply Smart Organics® USDA Certified Organic Chicken
- Coleman Natural® No-antibiotics ever, no hormones, 100% vegetarian-fed American Humane Certified Pork and no-antibiotics-ever, no hormones beef and poultry.
- PERDUE® Chicken Plus® blended chicken-and-vegetable product line with 1/4 cup of vegetable nutrition and 9 grams of protein per serving
- Niman Ranch® No-antibiotics-ever, American Humane Certified pork and no-antibiotics-ever, no-hormones beef and lamb
- Prairie Grove® no-antibiotics-ever pork
- Petaluma Poultry's ROSIE® organic chicken and ROCKY® free chicken are local brands from chicken raised in and around Sonoma Valley, California
- Draper Valley Farm's ROXY™ organic chicken, RANGER® free range chicken and DRAPER VALLEY® no-antibiotics-ever chicken are local brands from chicken raised and distributed in the Pacific Northwest
- Yummy® all natural, no-antibiotics-ever chicken products
- Spot Farms® and Full Moon® premium dog treats made with human-grade ingredients





Perdue Agribusiness partners with farmers, local communities, and customers worldwide to grow, process, sell, and transport grains, oil, feed ingredients, and more. Perdue AgriBusiness supplies Perdue Farms and many companies around the world with the goods they need to produce everything from chicken feed to coffee creamer. The Perdue AgriBusiness team:

- Merchandises grain and oilseeds for feed, food, and biofuel markets
- Crushes soybeans for use in feed, food, and industrial markets
- Merchandises vessels of grain and oilseeds internationally via our deepwater port in Chesapeake, VA
- Offers alternative ingredients to reduce the cost of animal feed
- Refines oils and makes custom blends to supply to major food companies
- Is one of the largest suppliers of organic feed ingredients in the world
- Develops nutritional supplements to increase cheese and butter output in dairy cows
- Provides logistics solutions for planned and just-in-time deliveries

Responsibly Contributing to Our Business Partners

As a family-owned, privately held company, we make business decisions that effectively balance our long-term strategies with short-term requirements while staying true to what we believe in. That way, we can make sure our actions bring us closer to our goals.

We have a core code of conduct and ethical practices, which we share with all associates and recommunicate to managers annually.

We also know that our ability to contribute positively to others depends on the resources we generate through our business. Our value of stewardship includes the responsibility to generate profitable growth to support the strategic plans of our company, sustaining us into the future.

We understand that our success goes hand in hand with our ability to help our business partners — including our customers, farm partners and vendors — be successful. This is founded in our core values of quality, integrity, teamwork, and stewardship, and it extends into our strategic growth plans.

Supporting Our Farm Family Partners

Most of our chickens and turkeys are raised on local farms by more than 2,200 independent farmers contracted to care for our poultry on their farms.

Our poultry house contracts are designed to help insulate farmers from most of the financial risks associated with raising chickens and turkeys – including volatile markets – while providing year-round farm income and rewarding top performance. Those contracts were developed with input from our farmers and written in plain English, and they include provisions for peer review to resolve potential issues between the company and our farmers.



Our Farmer Relationships



Perdue has been contracting with farmers to raise our poultry since the 1950s.

Many of the farm families raising our chickens have been with our company across multiple generations, with sons and daughters deciding to build poultry houses based on the experiences of their parents and grandparents. Our ability to attract new farmers is dependent upon the trust we earn within the farm community.

Farmers are paid for raising the chickens and turkeys, with higher pay going to those who are most efficient. A contract poultry operation is like any other business in that farmers need to reinvest in their operations to remain competitive. In addition, standards related to food safety, bird health and welfare and environmental stewardship change over time because of, among other things, advances in animal husbandry, changing consumer and customer expectations and new laws and regulations. However, Perdue often provides no-interest financing and other incentives to assist farmers with necessary upgrades.

Our High Standards

We have high standards for how we expect our animals to be raised, including no-antibiotics-ever protocols, poultry care programs that exceed the norm for the U.S. poultry business, environmental stewardship, and the expectation that farmers raising our chickens will be good neighbors.

We promise to consider our farmers when making changes. We are modifying our business relationships with contracts that reward care and welfare, in addition to production and efficiency.

Farms raising our poultry are subject to third-party certifications and verifications, including our USDA Process Verified Program for Poultry Care, USDA Certified Organic and Global Animal Partnership certifications.

Under the Contract Growing Relationship

- Perdue delivers day-old chicks to the farms and provides feed, veterinary care and advice.
- Our flock advisors, veterinarians, and poultry care officers – backed by an advanced team of scientists and laboratory technicians working with leading research and analytical equipment – assist our farmers.
- Perdue maintains ownership of the chickens, and the farmers are responsible for providing housing that meets Perdue's standards and caring for the birds.



Niman Ranch Farmers

The Niman Ranch® brand has been part of the Perdue Farms family of brands since 2015. Niman Ranch is a community of more than 600 independent family farmers and ranchers who raise pork, beef and lamb, traditionally, humanely and sustainably.



Coleman Natural Hog Farmers

At Coleman Natural Foods, natural is in our name for a reason. We ensure that our network of family farmers meet or exceed more than 200 science-based humane animal care standards and protocols, which include crate-free raising practices, 100% vegetarian-fed, and never using antibiotics or growth promotants.

The Family Story Continues in Our Second Century

For 103 years, Perdue Farms has remained family owned, and the Perdue family is committed to continuing that legacy in our second century.

Two generations of the Perdue family work in the company today and the family is committed to keep Perdue Farms a family owned, values-driven business.

Chairman Jim Perdue is the third generation to lead the company. Additionally, four members of the next generation of Perdues are currently working in the business.



JIM PERDUE
Chairman,
Perdue Farms



CHRIS PERDUE
VP of E-commerce,
Perdue Farms



RYAN PERDUE
VP and General Manager,
Pet and Pasture



CHRIS OLIVIERO
VP and General Manager,
Niman Ranch



RICK LLOYD
Director of Strategic Sales,
Growth, and Innovation



103-Year Heritage

The Perdue family farmhouse, located across the street from our headquarters in Salisbury, Md., is a daily reminder to all of us at Perdue of the tenants of quality, integrity, hard work and trust upon which the business was built.

The farmhouse was built in 1917 by company founder Arthur Perdue. Three years later, he and his wife, Pearl Parsons Perdue, began a small poultry operation on its ground in 1920. Their only child, son Franklin Parsons Perdue, was born in the home in May of that year.

The farmhouse underwent a restoration in 2007, revealing the original wood-side exterior, interior hardwood, woodwork, and fireplaces. The work also uncovered a wood shingle hidden in one of the walls, signed and dated "September 1917" by Arthur Perdue.

In 2017, the Perdue family farmhouse was designated a Maryland Century Farm and is included on the Maryland Inventory of Historic Properties. The home retains its original floor plan and many original architectural features. Family photos, furnishings and memorabilia are on display throughout the home along with some family-narrated videos.

One of America's Most-Trustworthy Companies

In FY23, Perdue Farms was named one of the most-trustworthy companies in America by Newsweek based on trust amongst consumers, associates and investors. Perdue ranked 16th out of 45 food and beverage companies.

"We take great pride in providing our customers and consumers with premium food and agricultural products. The dedication of our associates and farming partners enables everything we do. Now in our second century, we remain committed to these important stakeholders." – Jim Perdue, Chairman

Niman Ranch Among World's Most Innovative Companies

Fast Company recognized the company's premium natural meat brand among the World's Most Innovative Companies based on its leadership to ensure its livestock are humanely treated through advocacy on California's Proposition 12, the nation's strongest law to improve farm animal welfare, and creating a business model that builds opportunities for small, sustainable family farms.



Niman Ranch

Perdue AgriBusiness is Port of Virginia's 2022 Shipper of the Year

Perdue AgriBusiness, one of the nation's largest exporters of grain, is the recipient of the Port of Virginia Shipper of the Year Award. For decades, Perdue Foods and Perdue AgriBusiness have used the Port to export large volumes of poultry, soybeans and other products. Perdue AgriBusiness is growing its exports through the Port, and, in fact, moving more than 72 million bushels of soybeans and soy meal in containers through the operation annually.



Port of Virginia

Freight Broker Business Helps Perdue AgriBusiness Adapt to Market Challenges

Perdue AgriBusiness' freight broker business, Perdue Logistics™, is helping the company to adapt to market changes and challenges in the trucking business. Since its launch in 2021, Perdue Logistics™ expanded its geographic reach to 48 U.S. states and three Canadian Provinces and diversified customer markets beyond grains and oilseeds to aggregates, fertilizer and more. Improving freight efficiency helps establish new lanes and potential new business for Perdue AgriBusiness trading teams.

Perdue Logistics™ is our answer to help solve our partners' logistics challenges by serving as the facilitator between customer and carrier to deliver the commodities that keep America thriving. We are leveraging our transportation, knowledge, and close relationships with carriers.



Investments in Our Future

Perdue Farms continues to make investments in our operations to meet customer demand and improve operational excellence.

In Perdue AgriBusiness, we are investing in new state-of-the-art extractors at our oilseed crushing facilities in Chesapeake, Va., and Salisbury, Md., where soybean oil is extracted from bean flakes to produce soybean meal and crude soy oil.

We're also investing in the expansion of our soybean oil refinery facility in Salisbury, Md., to increase production by 30 percent to meet customer demand. Concurrently, we are expanding oil refining capacity, increasing oil storage and upgrading rail and truck transportation capacity and efficiency.

In Bowersville, Ga., we are doubling our organic oil refinery capacity through capital investments to reduce reliance on tolling providers and improve economies of scale. Once the expansion project is completed, Bowersville will be the largest U.S. organic refinery, and support our sustainability efforts.

In Perdue Foods, we invested more than \$30 million in auto-deboning technology at our harvest operations in Cromwell, Ky., Rockingham, N.C., and Georgetown, Del.

In Sioux City, Iowa, we invested \$48 million to expand our case-ready pork operations and increase deboning capacity to meet customer demand and improve efficiency.



Niman Ranch Invests in Next Generation of Farmers

In 2022, the Niman Ranch Next Generation Foundation, the philanthropic arm of Niman Ranch, invested over \$170,000 in 46 young farmers and rural agriculture leaders. The Foundation awards scholarships and grants to the children and family members of Niman Ranch farmers and ranchers to support their college education, farm improvements and sustainable agriculture practices. The Foundation aims to provide opportunities and lessen burdens for the next generation of sustainable and humane farmers and their communities. The philanthropic arm of Niman Ranch, the Foundation has distributed more than \$1.2 million to fund 406 scholarships and grants since the Foundation's inception in 2006.

The Foundation also launched two new awards programs to provide additional opportunities for young farmers.

- **Regenerative Agriculture Grants:** These grants award young farmers up to \$10,000 to invest in sustainable practices to improve soil health and increase biodiversity.
- **Gilt Grants:** This program grants young farmers with free breeding pigs (gilts) and mentorship from a seasoned Niman Ranch farmer to support beginning farmers.



Governance and Accountability

Stewardship is part of our company culture, goals, and day-to-day operations:

- Our company's sustainability platform, "We believe in responsible food and agriculture," is part of our formal vision-and-values framework and communicated to all associates. Our company's Values are Quality, Integrity, Teamwork and Stewardship, and our stewardship goal reads: "We protect the environment, ensure the well-being of our associates, provide for the welfare of the animals in our care, live up to our civic responsibilities and generate earnings for the future of our company."
- Ensuring adherence to our values, including the stewardship platform, is the responsibility of the Chairman and a shared accountability of all associates.
- Each year, our company sets goals in the areas of people, products, planet and profitability and communicates those goals to all associates. All managers are held accountable for goals in the areas of associate safety, health and retention; product quality, safety and customer service; environmental stewardship; and financial performance. The board and senior leadership approve these goals. The board reviews results, and progress toward the goals factors into management compensation.

For our environmental stewardship goals, we measure reductions in intensity (use per pound of product). While annual reductions or increases in production impact our results from one year to the next, we feel this metric encourages ongoing responsibility and makes us accountable for responsible growth.

Compliance and Ethics Are Prerequisites to Trust

- We operate all our facilities in compliance with:
 - All local, state and federal laws and applicable international agreements
 - The rules and regulations of private and public agencies having jurisdiction over Perdue
- We are committed to:
 - Managing our business ethically and with a sense of responsibility and stewardship
 - Respecting human rights and dignity
 - Upholding and protecting the legal rights of our associates
 - We expect the same from our suppliers and business partners

Code Of Conduct

Perdue's Code of Ethics governs our business behavior and conduct. To this end, all salaried associates are required to sign a Code of Ethics Statement that they will abide by our expected code of conduct.

All associates are required to follow our policies and are expected to base their actions and decisions upon our values. This includes always acting with honesty and integrity.





ASSOCIATES

BEING A RESPONSIBLE EMPLOYER, INVESTING IN OUR ASSOCIATES' GROWTH, SAFETY AND WELL-BEING.



Diversity and Inclusion at Perdue Farms

We aspire to be an inclusive company that values the contributions of associates with diverse perspectives, recognizing that they strengthen both our organization and the communities we serve. We strive to foster a culture of inclusion and belonging where all associates feel valued and connected.

To help support a diverse, inclusive, and engaged workforce and workplace, we have established multiple Associate Resource Groups.

These groups are specifically designed to support our efforts in building an environment that embraces diversity and inclusivity. Our associates, who form the backbone of our 103-year-old company, are instrumental in our success. Therefore, it is crucial for us to attract, develop, and retain a workforce that mirrors the diversity of our stakeholders and communities.

Diversity & Inclusion Councils

We have established company-wide diversity and inclusion councils: the Diversity & Inclusion (D&I) Leadership Council, Perdue Farms D&I Council and nine Operations D&I Councils to bolster diversity and inclusion efforts that reflect the company's aspiration to create an inclusive and equitable workplace.

By establishing these councils, Perdue Farms is taking proactive steps to ensure that every employee's voice is heard, and that their unique experiences and backgrounds are celebrated and leveraged to drive innovation and growth. Through these initiatives, Perdue Farms is not only championing diversity and inclusion within their own ranks but also setting an inspiring example for the industry as a whole.



At Perdue Farms, our six Associate Resource Groups play a crucial role in our commitment to diversity and inclusion. These groups, initiated and led by our dedicated associates who go the extra mile beyond their regular responsibilities, are instrumental in nurturing an inclusive environment. They facilitate the cultivation of a culture that values diversity, brings awareness to significant topics and events within our teams and actively contributes to both our communities and our business.

Fostering an inclusive and equitable workplace environment begins with recognizing and addressing the unique requirements of our diverse workforce. At Perdue Farms, we wholeheartedly embrace the principles of diversity, equity, and inclusion. We believe that by empowering our employees to thrive, we ultimately drive the success of our organization. To cater to the diverse needs of our workforce, our Associate Resource Groups have implemented a range of comprehensive programs and initiatives, including:



Our **Disabled Associates and Family Members (DAFM) Associate Resource Group** supports associates and their families who have disabilities. It raises awareness and acceptance of individuals with disabilities. They provide information on available resources like transportation, counseling, employment support, and educational advocacy. Recently, they sponsored Perdue's Autism Awareness Month, displaying posters to promote acceptance and appreciation for individuals living with autism.



The mission of our **Groundbreaking Associate Inclusion Network (GAIN) Associate Resource Group** is to foster belonging for people of color at Perdue Farms and help them reach their full potential. They received national recognition as an Employee Resource Group, ranking 11th nationally. GAIN offers various programs like financial trainings, book club, the You Belong Here Campaign, associate recognition, and community involvement.



Perdue Farms values and supports women through our **Perdue Organization for Women Associate Resource Group**. This group advocates for women, promotes their participation in business decisions, and fosters a diverse and inclusive workplace. They offer various learning and networking opportunities for both women and men to empower personal and professional growth.



Our **Veterans Associate Resource Group's** mission is to support veterans, service members, and military families, recognizing their contributions and experiences while serving our country. They achieve this by organizing special events, communicating internally and externally, and fostering a military-friendly company.



WeBelieve, Perdue's interfaith and spiritual **Associate Resource Group**, is committed to being for all associates and the community to build a strong network of associate and community well-being



PRIDE Alliance is dedicated to creating a safe and supportive environment for lesbian, gay, bisexual, transgender, and queer (LGBTQ+) associates and allies. It aims to provide a platform for education, advocacy, and community building, ensuring that everyone feels included and celebrated within our organization.



A Track Record of Safety

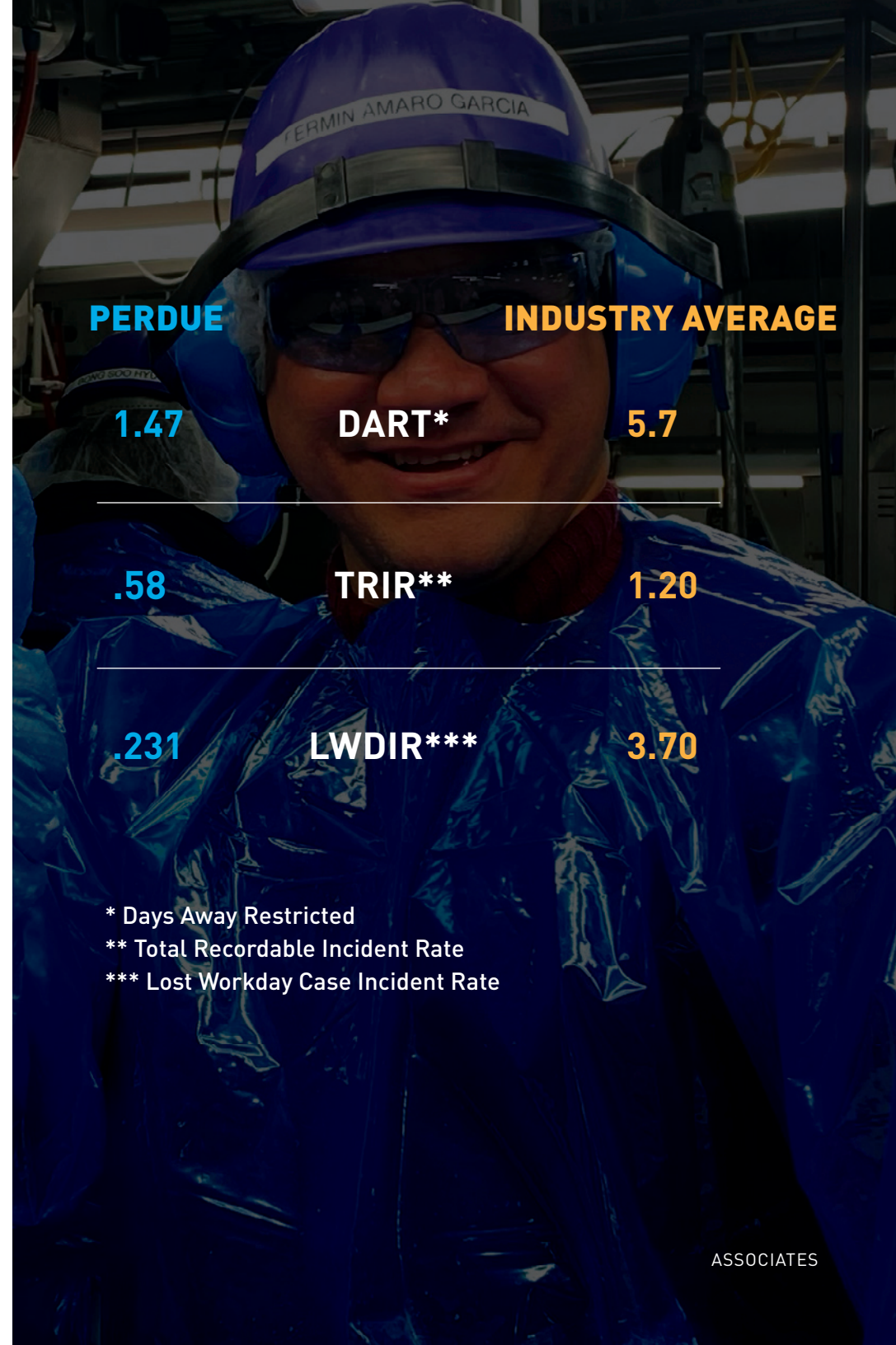
Workplace safety is an imperative at Perdue Farms that includes an uncompromising company commitment and an ongoing safety culture that engages all our associates.

Our focus remains on ensuring we provide safe places for our associates to work and returning them home safely at the end of each workday.

Perdue has a standard, companywide safety program that encourages active associate participation and input. Associates take part in safety committees, which meet regularly to discuss safety issues, as well as perform safety inspections before the start of each work shift. Associates have the authority to stop production or prevent start-up if any unsafe conditions exist. In addition, every associate attends safety awareness training and is encouraged to look for and report any potential hazard.

Safety Highlights

- In FY23, the Joint Industry Safety and Health Council recognized 33 Perdue Foods facilities across 14 states with workplace safety awards. Nine locations earned the Award of Distinction, the Council's highest form of recognition for consistently implementing innovative and effective workplace safety health processes and systems.
- In North Carolina, Perdue's Lewiston harvest operation earned its sixth consecutive North Carolina Department of Labor 2022 Gold Safety award; the Growout Office in Ahoskie and feed mill in Nashville earned the award for the fourth year, while our Halifax Hatchery received the Gold Award for the second straight year.



PERDUE

INDUSTRY AVERAGE

1.47

DART*

5.7

.58

TRIR**

1.20

.231

LWDIR***

3.70

* Days Away Restricted

** Total Recordable Incident Rate

*** Lost Workday Case Incident Rate



**ASSOCIATES WHO ARE ELIGIBLE
FOR COMPANY HEALTH BENEFITS**

100%



**FULL-TIME ASSOCIATES ELIGIBLE
FOR COMPANY 401(K) MATCH AND
BONUS PLANS**

100%



ASSOCIATES WHO WORK FULL TIME

99%



TURNOVER RATE VERSUS 56% GOAL

89.13%

Perdue Drivers Achieve Safe Driving Milestones

Perdue Transportation Inc. truck drivers are some of the safest on the road and among our company's most visible ambassadors. This past year, 10 Perdue drivers achieved safe driving milestones without a Department of Transportation recordable incident. We salute their commitment to safety!

3 Million Miles

- James Larry Davis, Perry, Ga.
- Ronald Nock, Salisbury, Md.
- Steven Williams, Salisbury, Md.

2 Million Miles

- Gary Hooper, Salisbury, Md.
- Johnny Stox, Lewiston, N.C.
- Thurman Walden, Lewiston, N.C.
- Calvin Waters, Georgetown, Del.
- James Warner, Perry, Ga.
- Antonio Oney, Salisbury, Md.

1 Million Miles

- Howard Gatling, Lewiston, N.C.





Wage, Working Conditions, Compliance and Our Responsibility to Our Associates and Communities

We are committed to involving our associates in creating a safe, secure, inclusive, productive and healthy work environment with competitive wages and benefits, that complies with all applicable laws and regulations.

This includes:

- Continuously working to improve associate safety, health and wellness
- Treating all associates with dignity and respect, promoting diversity and inclusion, and ensuring equal opportunity
- Protecting associate rights, encouraging engagement and providing mechanisms to address issues and work grievances without retribution
- Measuring and fostering associate satisfaction
- Setting annual “People” goals as we strive to continually improve associate safety, retention, health and engagement

Providing Competitive Wages and Benefits and Complying with All Applicable Laws

We offer competitive wages and a comprehensive benefits package, including options for medical, dental and vision coverage, a 401(k) savings plan with dollar-for-dollar match up to 5 percent of pay, and profit-sharing bonuses. Regular checks of local market wages through publicly available information and the use of compensation surveys ensure we remain competitive in each area in which we operate our business.

- The combination of pay rate and company-paid benefits puts the total compensation for our production associates above \$22 per hour at all locations
- Our health care coverage design is in accordance with the requirements of the Affordable Care Act. Perdue pays 70% of the cost of insurance and associates share approximately 30% of their cost of coverage
- “Sick time” or short-term disability coverage is available all to associates
- Perdue associates accrue Paid Time Off (PTO) hours after 90 days of employment that can be used for vacation, sick leave or any personal need for time off. Time is not lost annually; associates can accrue a bank of up to 125% of their PTO allotments
- We provide all required Personal Protective Equipment (PPE) to all associates, free of charge. Perdue benefit offerings include an Employee Assistance Program (EAP) to support the overall mental health and wellbeing of our associates so they can lead happier and more productive lives at home and at work





We continue to comply with all applicable wage and hour laws and regulations, including those related to minimum wage, overtime compensation, piece rates and any/all legally mandated benefits.

- We ensure all associates work within the limits of regular and overtime hours. Where overtime is required, those associates are normally granted at least one day off in every seven-day period.
- We pay “punch-to-punch” to ensure our associates are paid for all donning and doffing time and we conduct monthly audits in all plants to ensure we remain in full compliance.
- We provide associates with a full accounting of all time worked, with direct deposit to a debit card or bank account. We have kiosks at all our plants where associates can view or print pay stubs, or they can view them online.

Our production facilities provide regular and scheduled breaks for meals and rest during the workday. We also maintain adequate staffing levels to accommodate associate requests for personal breaks during shifts and we pride ourselves on the cleanliness and appearance of all facilities available for associate use.

We publish all associate policies and procedures for our associates to view via kiosks in our plants or from their HR departments.

We also require that our associates and anyone working on our behalf – including business partners, vendors, service providers, independent contractors and each of their subcontractors - comply with all the laws and regulations in the countries in which they and Perdue operate, as well as with our company’s procedures and policies.

In particular, Perdue Farms requires that everyone working for Perdue and/or in a Perdue facility adhere to an absolute prohibition on the use of human trafficking, slavery or involuntary labor of any kind, including child labor and indentured labor.

Continuously Improving Associate Safety, Health and Wellness

Our safety programs create a workplace cultures in our operations where our OSHA metrics are better than the manufacturing sector, and among the best among the poultry industry.

- We employ a full Corporate Safety and Security Staff, have safety and security managers in each facility and safety teams – consisting of both hourly and management associates – that constantly monitor safety procedures. We continuously review and make improvements to our safety policies and procedures to ensure ongoing improvement.
- We provide all associates ongoing safety training, including for new procedures and equipment.
- Our production operations have and continue to maintain safe line speeds.
- We continue to evaluate new technology to reduce risk exposures on our production lines. This includes adjustable workstations where our safety teams, including hourly associates, provide input on ergonomics. As evidence of our program’s success, Perdue was recognized in 2016 by OSHA as a leader in ergonomic improvements.
- Job rotation is required and monitored.
- Proper recording and reporting of all safety incidents, including “near misses,” is addressed during orientation and team meetings throughout the year.



Most of Perdue’s on-site Wellness Centers include fully equipped doctor’s offices staffed by healthcare providers from the community, providing associates and their dependents convenient access to primary care. There is no copay for associates and their covered dependents participating in our health plan to use a Perdue Wellness Center, including doctor and other health care provider appointments. Associates can make appointments during work hours and “stay on the clock” during their appointments.

Additionally, we provide support for our associates, helping them to adopt or maintain healthy lifestyles. The goal of our Wellness Center programs is to prevent diseases such as diabetes and hypertension, resulting in measurable improvements in associate health and wellness.



Treating All Associates with Dignity and Respect, Promoting Diversity and Inclusion and Ensuring Equal Opportunity

Perdue is committed to treating all associates with dignity and respect and has a strong policy against any form of discrimination, harassment or abuse. This includes discrimination or harassment based on race, national origin, gender, gender identity, sexual orientation or religious beliefs. Any individual found to be participating in such behavior is subject to disciplinary action, up to and including termination of employment.

We take pride in the diversity of our workforce and the way our facilities attract and bring together people from different racial, ethnic, religious and cultural backgrounds.

In 2014, we committed to move beyond diversity by taking a more active role in creating an inclusionary workplace. Perdue Farms is signatory to CEO Action for Diversity and Inclusion. We now have our Inclusion Council, composed of diverse associates representing different areas of the company, providing direct input to the senior management team. We also have several Associate Resource Groups designed to help us build a diverse, inclusive and engaged workforce and workplace. We have a senior leader who acts as the Company's Chief Diversity Officer to help guide our path forward.

As part of our Equal Employment Opportunity Policy, we reaffirm our commitment to recruit, hire, train, promote and administer all personnel actions without regard to color, religion, age, sex, gender identity, national origin, marital status, sexual orientation, veteran status, status as a qualified individual with a disability, and any other characteristic protected by law.

Further, as a government contractor/subcontractor, we annually write Affirmative Action Plans for each unit within the company and as part of that exercise we thoroughly analyze all company practices to ensure discrimination does not exist. Perdue encourages diversity through targeted recruiting strategies.



Associates Rights, Voice and Engagement

We prefer to take a team approach to management, and the Perdue Continuous Improvement Process encourages associate involvement and engagement by seeking their input, experience, and insights, to help us improve our processes, increase efficiencies, and reduce waste.

Committees such as Safety Teams, Diversity and Inclusion Teams, Green Teams, and teams focused on food safety and quality include both hourly and salaried associates working together.

We hold associate roundtables on a regular basis in which associates can bring up any topic they wish to discuss. A rotating schedule ensures we include participation from a large percentage of our associates throughout the year.

We provide all associates mechanisms to address any concerns they may have, such as:

- Our Open-Door Policy allows any associate to speak to any member of management at any time.
- Our “Speak Up, We’re Listening” confidential hotline allows associates to call a third-party, toll-free hotline to anonymously report suspected illegal or unethical activity. Any complaints made to the hotline and subsequent investigations are overseen by our Legal Department and the Perdue Compliance Office.
- Our Peer Review Program allows associates who have been disciplined or terminated to appeal their cases in front of a panel of their peers, selected by them, from a group of trained panelists. If the panel’s decision is to remove the discipline or reinstate the associate, that decision is final.

We strive for an environment in which a union would have nothing to offer our associates. We believe

that when and if problems arise, they are best worked out with honest and frank discussions in an atmosphere of mutual trust, respect and cooperation directly between management and associates.





COMMUNITIES

WE ARE COMMITTED TO BEING A RESPONSIBLE MEMBER OF THE COMMUNITIES WHERE WE DO BUSINESS.



Delivering Hope To Our Neighbors® – A Culture of Giving Back

Giving back has long been a part of the Perdue Farms culture. That tradition continues through our “Delivering Hope To Our Neighbors®” outreach to improve quality of life and build strong communities where we live and work, and beyond.

As a food and agriculture company, we are uniquely positioned to help thousands of Americans experiencing food insecurity. Through collaborative partnerships, our nutritious protein donations helped struggling individuals and families put meals on their tables in FY23, especially during difficult economic times.

Since 2000, Perdue Farms has partnered with Feeding America® and its network of food banks to help neighbors in our communities who are struggling with food insecurity. During our FY23, we delivered more than 92 million pounds of protein to regional food banks serving our communities – the equivalent of 77 million meals. Perdue Farms was one of the first meat companies to implement a formal program of ongoing donations of perishable protein products, creating a model for other companies to follow.

We are also dedicated to Delivering Hope To Our Neighbors® in our communities in other ways, including through the power of volunteerism and encouraging our associates to engage in causes to support our neighbors. Our associates have big hearts and are making a difference in their communities.

We also improve quality of life in our communities with targeted philanthropic partnerships through the Franklin P. and Arthur W. Perdue Foundation, the charitable giving arm of Perdue Farms. In FY23, the Foundation earmarked nearly \$1.7 million to 71 non-profits in our communities. The financial contributions strengthen our communities by focusing efforts on education, agriculture, the environment, health and social services, public safety, and fighting hunger and poverty.

Here are some examples of how Perdue Farms supported its neighbors in FY23:

- In western North Carolina, the Perdue Foundation earmarked \$50,000 to support the Wilkes Soil & Water Conservation District's new mobile soil classroom. The 24-foot classroom on wheels offers students and teachers an interactive, walk-through learning experience related to soil and its role in the ecosystem and their lives.
- In Delaware, Perdue delivered a \$250,000 grant to help jumpstart the Food Bank of Delaware's capital campaign to build a new 67,000-square-foot branch in Milford, Del. The new facility will serve the needs of more than 50,000 residents of Kent and Sussex counties struggling with food insecurity.



Food Bank of Delaware

- In Detroit, Perdue Farms delivered a little hope to youth ages 8-18 served by the nonprofit SAY Detroit Play Center at Lipke Park, an innovative after-school program. Our associates in nearby St. Claire Shores provided 125 students with backpacks filled with school supplies, and the company chipped in a \$10,000 grant to support after-school programming and a truckload of nutritious chicken.

- In southeast Georgia, the Perdue Foundation provided America's Second Harvest of Coastal Georgia with a \$50,000 grant to support its "Feeding the Future" capital campaign to build a new facility in Savannah. The food bank will relocate to a centralized 145,000-square-foot facility that includes warehouse space, a commercial kitchen, and a volunteer center to pack boxes of food for community and youth hunger programs.



SAY Detroit Play Center

- Perdue partnered with boxing legend Evander Holyfield in December 2022 to deliver a little holiday cheer to children at Joe DiMaggio Children's Hospital in Hollywood, Fla., and Children's Hospital in Atlanta. Holyfield posed for pictures and delivered treats and PERDUE® products for the children and their families.



Joe DiMaggio Children's Hospital

- In Virginia, Perdue Farms renewed its financial support for the Blue Ridge Area Food Bank's Good Food School Markets, a privately funded child nutrition program that brings fresh produce and shelf-stable foods into high schools for distribution to students and families in need and seeks to reduce the stigma of visiting a food pantry.
- In northern California, Perdue provided funds and protein to support the Redwood Empire Food Bank's "Every Child, Every Day" school-based nutrition program and other food insecurity programs benefiting children, families, and seniors.



Redwood Empire Food Bank

- In the suburban Atlanta area, Perdue Farms provided the Gwinnett County Sheriff's Office a truckload of chicken to help feed more than 3,000 families during the department's second annual Thanksgiving Drive-Thru Food Giveaway.
- In Salisbury, Md., associates continued their support for the American Cancer Society "Real Men Wear Pink" campaign by generating \$20,000 to fund priorities such as ACS priorities of cancer research, education on cancer prevention, screening and treatment, and patient and family services for those undergoing cancer treatment.
- The Franklin P. and Arthur Perdue Foundation delivered a \$50,000 grant to help fund expansion of the YMCA of

Northwest North Carolina in Yadkinville. The additional space will allow the Yadkin Family YMCA to expand youth programming and health interventions for community members with chronic conditions. In Yadkin County, 23 percent of youth younger than age 18 live in poverty.



YMCA of Northwest North Carolina

- United, We're Making a Difference: In 2022, Perdue associates helped contribute nearly \$400,000 in personal pledges and fund-raising for local United Ways in our communities. Our associates' donations often represent the largest percent of contributions to support those local United Way campaigns. The Franklin P. and Arthur W. Perdue Foundation provides partial matching grants to support associates' contributions and other funding that supports United Way partners in our communities.
- Brightening the Holidays for Children: Across our company footprint, associates provided holiday gifts for hundreds of children and families through partnerships with The Salvation Army Angel Tree program and other similar programs with nonprofits.



The Salvation Army Angel Tree Program

Perdue Strike Out Hunger Challenge on Delmarva Has Delivered 1.3 million Meals for Hunger Relief

Since 2011, Perdue Farms, in partnership with the Delmarva Shorebirds minor league baseball team, the Class A affiliate of the Baltimore Orioles, and three food banks on the Delmarva Peninsula, have delivered more than 1.3 million meals through the Perdue Strike Out Hunger Challenge on Delmarva.

In FY23, the collaborative partnership, which also engages Shorebirds fans and the community at-large, generated 136,000 meals to help those struggling with food insecurity in our neighbors.



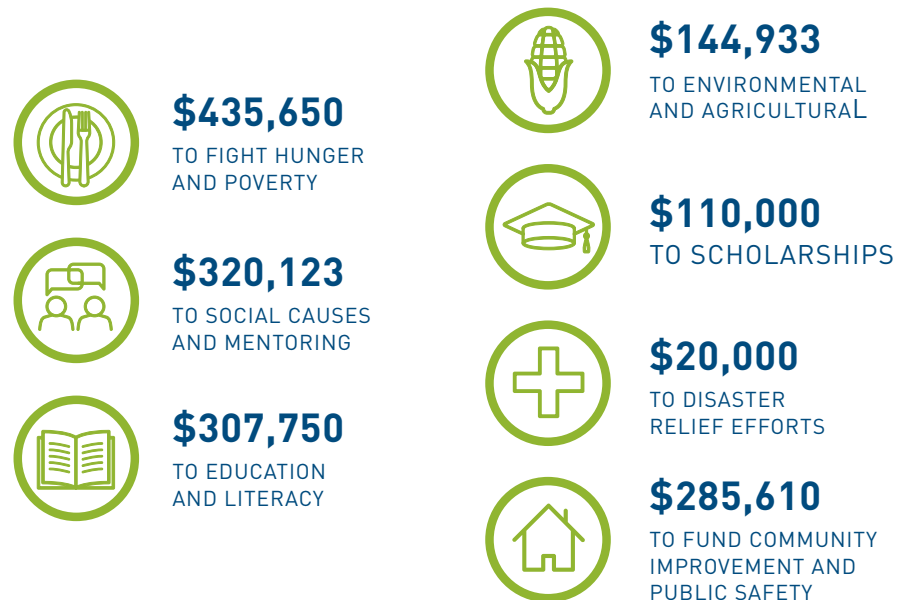
“We look forward to the collaborative community partnership each year so we can collectively serve our community’s most vulnerable. When we work together, we can truly deliver hope to more than 100,00 of our neighbors here in Delaware who are struggling to put food on the table.”

— **Cathy Kanefsky**
President and CEO, Food Bank of Delaware

Impact of The Franklin P. and Arthur W. Perdue Foundation

The Franklin P. and Arthur W. Perdue Foundation is the charitable giving arm of Perdue Farms. Through grants, we strive to support organizations and programs that benefit the communities where our associates live and work. We endeavor to strengthen our communities by focusing our efforts on education, agriculture, the environment, health and social services, public safety, and fighting hunger and poverty. We also support events that celebrate the heritages and cultures of our communities.

In 2022, the Perdue Foundation awarded nearly \$1.7 million in grants to 71 non-profit organizations. Some of those included:



Coleman Supporting Pups4Patriots Program

Since 2020, Coleman Natural’s partnership with American Humane’s Pups4Patriots Program has helped find dogs in need of forever homes and train them to become support dogs for veterans with post-traumatic stress and traumatic brain injuries. Our \$800,000 pledge is providing 31 service dogs that offer life-changing and often life-saving support to veterans in need.



Saluting Our Fallen Heroes in Partnership with Wreaths Across America

As part of our ongoing commitment to honor veterans and those who made the ultimate sacrifice for our country, each year Perdue truck drivers participate in the Wreaths Across America® mission to deliver remembrance wreaths to the nation's veterans cemeteries. Our drivers, many of them veterans, have delivered more than 275,000 wreaths to cemeteries from New York to Florida over the past 16 years.

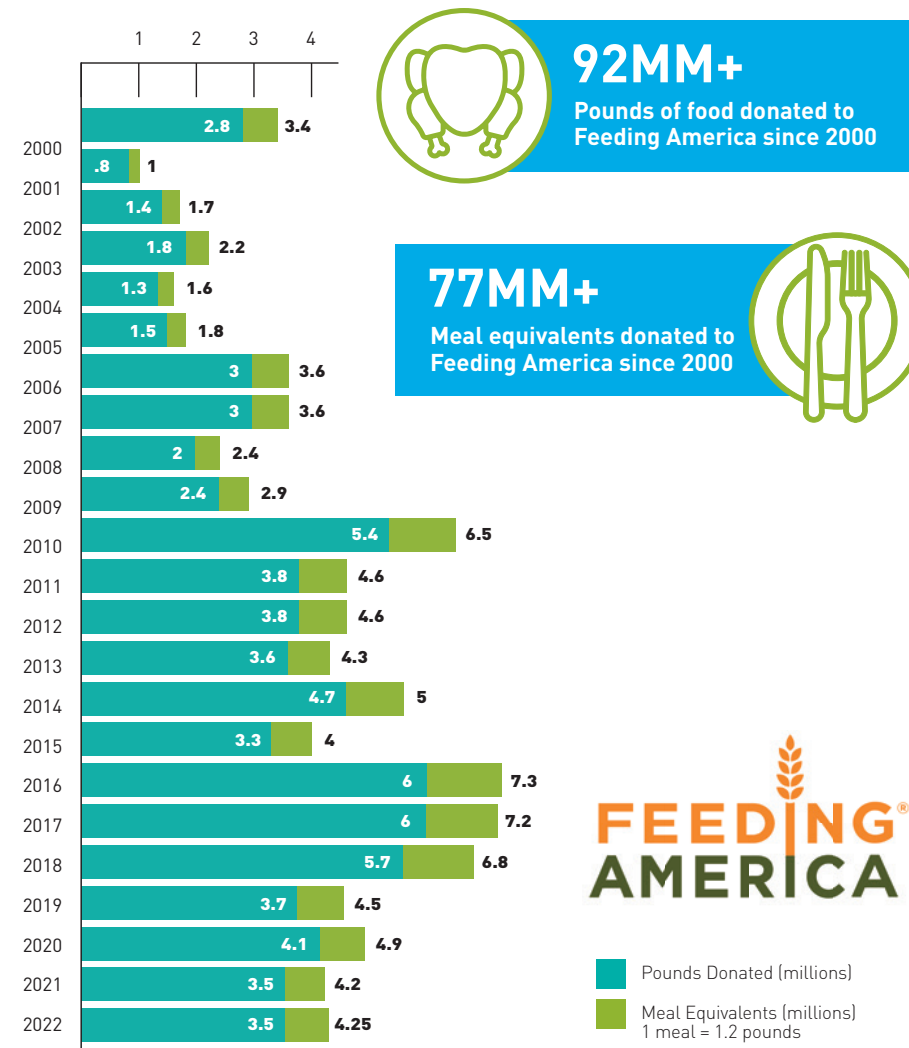


"It just warms your heart that people still care, to be totally honest. And it's impressive when you see it, whether it's Arlington (VA), Annapolis (MD) or another cemetery. It's just nice to see that people who volunteer to do this still care about our veterans and their families."

— Darren Hunt
U.S. Army veteran and Perdue Transportation Inc. Driver

Feeding America

In 2022, Feeding America® recognized Perdue Farms as a Guiding Partner for its donation of more than four million pounds of nutritious protein, primarily chicken. It was the third year in the company's five-year commitment to donate a minimum of 20 million pounds by 2025. Since 2000, Perdue Farms has provided Feeding America®:





Feeding Millions of Malnourished Children

Our collaboration with Edesia Nutrition is helping the nonprofit social enterprise deliver lifesaving, ready-to-use foods to help nourish millions of malnourished children around the world.

In 2022, Perdue Farms donated \$125,000 to Edesia for the purchase of a tractor-trailer. Today, the co-branded rig is an important part of the Edesia supply chain. Each truckload transports 1,170 boxes of nutrient-dense products, and one box saves one life.

From its Rhode Island production facility, the Edesia Nutrition team manufactures nutrient-dense, ready-to-eat foods that are serving more than 2.5 million children worldwide annually. Perdue AgriBusiness supplies Edesia with heart-healthy high-oleic soy-bean oil for some of its products.

“Perdue’s truck donation is an absolute game changer in how we can now transport our products from our warehouses to the ports to the malnourished children around the world who depend on us to deliver life-saving food.”

— Navyn Salem
Edesia Nutrition CEO and Founder





OUR AGRICULTURAL CUSTOMERS AND FARMERS

RESPONSIBLY PRODUCING SAFE, HIGH-QUALITY, AFFORDABLE FOOD FOR CUSTOMERS AND CONSUMERS WORLDWIDE.

A Legacy of Focusing On The Farmer: “You Grow It, We Will Buy It”

Since the construction of the company’s first grain-receiving facility in Salisbury, Md., in 1960, Perdue AgriBusiness has focused on bringing value to the farm gate — recognizing that viable crop farms are essential to our company’s supply chain.

While our business has grown significantly in size and scope, we remain focused on helping farmers increase the profitability of their operations:

- Our “you grow it, we will buy it” promise to local farmers ensures that they will have a competitive local market for whatever row crops they chose to produce. We will never turn farmers away and are continuously investing in our grain-receiving facilities to better serve farmers and support local organizations.
- Our network of grain elevators and rail, truck, and maritime transportation provides Mid-Atlantic farmers with access to domestic and international markets.
- By creating and supporting markets for specialty crops, such as high-erucic acid rapeseed, along with organic grains and cover crops, such as winter wheat, we’re providing opportunities for farmers to diversify their operations and potentially increase revenue per acre.



Specialty Seeds & Oils: Diversifying crop rotations and producing heart-healthy oils

Consumers are trending toward heart-healthy, plant-based food and wellness products. Perdue AgriBusiness is a leader in this category of heart-healthy oils from plants. We contract with farmers to grow specialty seeds such as high-oleic soybeans or high-oleic sunflowers. Farmers can diversify their crop rotations and earn a premium on the specialty seed. Perdue crushes the oilseeds, refines the oils, and sells it to manufacturers of consumer products such as coffee creamers or breakfast bars.

Perdue AgriBusiness is a bridge between farmers and product manufacturers.

Certified Heart Healthy

For nine years, Perdue AgriBusiness has contracted with East Coast farmers to raise Pioneer® brand Plenish® high-oleic soybeans. Farmers can take pride in knowing the soybeans they raise are producing high-oleic soybean oil that is American Heart Association's Heart-Check certified. The iconic Heart-Check mark helps take the guess work out when reading nutrition facts and label information.

Perdue AgriBusiness sells its high-oleic soybean oil in bulk to meet customers specifications for a variety of today's food processing applications.

More and more companies are seeking high-oleic products and we remain committed to being a leader in meeting the demand. Demand for high-oleic soybean oil also allows farmers to receive a premium for growing high-oleic soybeans, helping increase their on-farm profitability.



**American
Heart
Association®**

Perdue AgriBusiness Helps Local Farmers Diversify their Crops

Perdue AgriBusiness is investing with local farmers to be the largest High Erucic Acid Rapeseed (HEAR) supplier in the U.S. Each acre produces more than 2,500 pounds of rapeseed and 100 percent of it is utilized. The oil is sold to food and industrial product manufacturers. The meal is used for animal feeding operations in the southeastern U.S.



Perdue Animal Nutrition: Science based. Research driven.®

Since the 1990s, Perdue's Animal Nutrition Group has been developing precision feed ingredients and providing technical support for the poultry and dairy industries. Today, they feed approximately 10 percent of the conventional U.S. dairy herd and work with top poultry farmers. In addition, Animal Nutrition recently introduced organic feed ingredients tailored to the nutritional needs of organic dairy cows, calves, chickens and laying hens.

By focusing on a healthy digestive tract first, Perdue Animal Nutrition helps create an environment for effective conversion and absorption of amino acids and fatty acids to enhance nutrient utilization and support animal well-being.

Our six PhDs work with nutritional consultants, who are part of the farmer's business team, to help optimize feed formulations to improve farmer profitability.



Leveraging Our Deepwater Port To Reach Around The World

Through our deepwater port in Chesapeake, Va., Perdue AgriBusiness is able to access harvests in the northern and southern hemispheres and be a year-round supplier to our customers.

Perdue AgriBusiness exports grains, soybeans, soybean meal and soil oil by shipload and containers. Our Chesapeake facility is connected to the rest of the grain-receiving and handling network by barge, rail and truck.



The number of metric tons of soybeans, soybean meal, and wheat Perdue AgriBusiness exported to 31 countries in fiscal year 2023.

3.1 Million



Bushels of grain storage at facilities from New York to Georgia and as far west as Indiana.

61 Million



Bushels of grain handled.

93 Million



Farmers from whom we purchase grain.

85,000

Functional and interactive fun for backyard flocks

Targeted, science-based nutrition to supplement a flock's traditional diet for ideal production and health



Perdue AgriBusiness Launches FlockLeader® FUNctional Pet Treats with a Purpose™

With a commitment to raising healthy chickens for more than 100 years, Perdue is sharing its expertise in chicken nutrition and welfare with backyard chicken keepers everywhere.

Perdue AgriBusiness continues to promote its direct-to-consumer product offering with FlockLeader®, a line of probiotics and supplements designed for backyard chickens. Arrive™, Thrive™, and Recover™ can provide backyard chicken keepers with a trustworthy daily supplement or troubleshoot health concerns that may arise in flocks.

In 2022, we launched five new products created to meet specific nutritional needs of backyard chicken flocks. FlockLeader® FUNctional Poultry Treats are made in the USA with superior ingredients with functional nutrients to meet the special needs of backyard flocks:

- **Enhance** helps birds meet the demands of egg production and improves egg quality.
- **Relax** helps keep a flock calm during stressful periods.
- **Defend** supports a bird's immune system.
- **Sustain** is designed to support birds as they grow and get older.
- **Shine** supports skin and feather health.

FlockLeader® by Perdue and FlockLeader® FUNctional Poultry Treats can be purchased online through backyardchicken.com, a dedicated educational website created by Perdue AgriBusiness that also offers expert resources about chicken behavior for backyard flock enthusiasts. In addition, our products can be purchased in more than 2,100 Walmart stores and more than 850 retail locations across the country, including at Theisens, Coastal Farm and Home, Big R Colorado, Murdochs, D&B Supply, Bomgaars, Runnings, Home & Harvest, Orscheln Farm and Home, Buchheit, Tractor Supply, and Family Farm and Home.



Perdue AgriBusiness partners with Missouri Soybeans to offer first organic high oleic SOYLEIC® soybean contracting program

As part of a strategy to help organic crop farmers transition and expand organic acres and meet demand for heart-healthy soybeans, Perdue AgriBusiness has teamed with Missouri Soybean Merchandising Council to offer the first organic high oleic SOYLEIC® soybean contracting program. In 2022, the program attracted 3,500 acres planted in Delaware, Maryland and Virginia.

In our second season, Perdue AgriBusiness contracted with organic soybean farmers in North Carolina, South Carolina, Georgia and Florida to grow 6,500 acres of SOYLEIC® organic soybeans with the high oleic trait.

These high oleic soybeans offer organic soybean farmers the right combination of high yield and profit potential in a rapidly growing market. New early maturing soybeans are in trials to enable Northeast farmers access to high oleic premiums and expand the market for this heart healthy oil.



FOOD

RESPONSIBLY PRODUCING SAFE, HIGH-QUALITY, AFFORDABLE
FOOD FOR CUSTOMERS AND CONSUMERS WORLDWIDE.



Delivering Trust Across Multiple Brands and Proteins

Through our PERDUE®, PERDUE® SIMPLY SMART®, PERDUE® CHICKEN PLUS™, PERDUE® HARVESTLAND®, COLEMAN NATURAL®, NIMAN RANCH®, PANORAMA ORGANIC GRASS-FED MEATS®, PASTUREBIRD®, YUMMY®, and multiple other local brands, we're bringing innovative product solutions for consumers to market while raising animals to higher standards. That's made us a leader in raising animals with a diet free from animal by-products, hormones and antibiotics. We also have a full range of foodservice products, from conventional to organic, and our Perdue International offerings reach customers around the globe.

Still the Leader in Raising Animals with No Antibiotics Ever

When it comes to antibiotics, we continue to say no – with a full roster of 100% No-Antibiotics-Ever brands. Now in our second century of business, we proudly lead the industry in animal welfare. Our 2016 announcement that we converted all our chicken production to a no-antibiotics-ever program remains the tipping point that moved no-antibiotics-ever into the mainstream and pioneered the industry to follow.

Perdue launches PERDUE® Flavor-Infused Chicken and PERDUE® Chicken Plus Snackers

As part of the brand's continued focus on innovation to meet consumers' desire for new flavors during meal and snacking occasions, PERDUE® launched two new meal and snacking lines in its portfolio:



PERDUE® Chicken Plus Snackers are a bite-sized, pop-able snack designed to combine the crave-able flavors that teens want with more of the nutrition parents love. This new product line is 100% natural, and minimally processed without artificial ingredients. Featuring three iconic snacking flavors – Pizza, BBQ, and Firecracker – and a quarter cup of veggies and 9 grams of protein in every serving, PERDUE® Chicken Plus Snackers blend delicious Perdue Chicken with real plants and vegetables, but kids only taste the chicken, so they won't know the difference.



PERDUE® Flavor-Infused Chicken is versatile and easily combined with other ingredients like pasta or rice and veggies to make a tasty dish in minutes with authentic flavors from around the globe. This product line comes refrigerated and ready to heat and eat, is 100% natural, and minimally processed without artificial ingredients. We use a sous vide cooking process to vacuum seal and slow-cook the chicken, resulting in ultra-tender, extra juicy, flavor-infused chicken fully cooked to perfection. Available in three varieties – Sesame Ginger, Green Chili, and Greek – PERDUE® Flavor-Infused Chicken gives you guaranteed flavor in every bite.

IBERIAN DUROC

Iberian Origins,
American Raised



Niman Ranch Launches Iberian Duroc Pork and Grass-Fed Beef Programs

Niman Ranch expanded its portfolio of premium pork offerings with a first-of-its-kind Iberian Duroc pork program. Combining industry-leading animal care protocols with famed genetics sourced from the Iberian Peninsula, the Iberian Duroc pork further elevates Niman Ranch's highest quality offerings and boasts robust marbling, a rich rosy color and a truly exceptional eating experience. Niman Ranch sourced the Iberian Duroc genetics from Spain, a region that has long-prized marbling and rich flavor in its pork.

"Five years ago, Niman Ranch challenged itself to raise the bar to be sure we continue to offer the very best," said Chris Oliviero, Niman Ranch General Manager. "We traveled the globe searching for hog breeds and genetics that would provide unrivaled marbling and flavor while being able to thrive in our outdoor-based farm model."

In 2022, Niman Ranch also launched a USDA-graded Choice and Prime, domestic, culinary-driven 100 percent grass-fed and finished beef program. Sourced exclusively from American ranches, the new beef program provides the exceptional marbling, tender texture and consistent, rich flavor Niman Ranch is known for — but with the added health and environmental benefits grass-fed beef brings to the table.

Niman Ranch grass-fed beef is raised by independent family ranchers without antibiotics or hormones and is 100 percent Certified Humane, an ASPCA-approved third-party animal welfare certification.



Full Moon® Releases Its First-Ever Line of Human-Grade Dog Food

Created for pet owners seeking high-quality ingredients free from additives or preservatives, our Full Moon® pet brand launch its first-ever line of dog food: Freshly Crafted™. This new dog food comes frozen and is made using 100 percent human-grade ingredients like real chicken breast, rosemary, and blueberries – meaning it looks, smells, and tastes just like the food you would cook in your own kitchen and provides your dog with the nutritional benefits to thrive.

The Freshly Crafted product line includes Homestead Turkey, Ranch-Raised Beef, and Free-Range Chicken – all of which contain no grains or fillers and help deliver wholesome food that feels homecooked. Full Moon works with family farmers to source meat from animals raised to the highest ethical standards without antibiotics. In fact, 100 percent of Full Moon's meat comes from ranch-raised beef, cage-free turkey, and free-range chicken made in the USA, slow cooked in small batches to preserve nutrient density, and flash frozen to preserve freshness and quality. The unique frozen format requires no prep, utensils, or clean up with the option to easily scoop or pour directly from the bag to serve.

Suitable as a topper to boost both nutrient profile and taste or as a full meal, Full Moon Freshly Crafted offers complete benefits for a dog to maximize their potential. Freshly Crafted:

- Promotes skin and coat health through omega-3 fatty acids from fish oil in specially curated liver bites.
- Supports immune health with antioxidants in vibrant ingredients like blueberries and sweet potato.
- Encourages muscle growth and development powered by essential complete amino acids uniquely derived from real meat, and not found in pea protein.

Food Awards

PEOPLE's Food Awards 2022 (PERDUE® CHICKEN PLUS® Chicken Tots™)



"Best Organic and Natural" on Wide Open Eats' List of the **Five Best Frozen Chicken Tenders** (PERDUE® SIMPLY SMART® ORGANICS Lightly Breaded Chicken Strips)



The Takeout's List of Best Grocery Store Chicken Nuggets (Yummy! Meatless Plant-Based Nuggets)



"Best Organic Option" on Taste of Home's List of **Best Frozen Chicken Tenders** (PERDUE® SIMPLY SMART® ORGANICS Lightly Breaded Chicken Strips)



HuffPost's List of "Reliable Frozen Meals to Stash in Your Freezer" (PERDUE® SIMPLY SMART® ORGANICS Whole Grain Chicken Breast Tenders)



FOOD SAFETY & QUALITY: FOUNDATIONS OF TRUST

Food Safety Originates on the Farm & Never Stops

Our comprehensive farm-to-fork food safety program begins with healthy animals, and includes our all-vegetarian diet free of animal by-products. It continues through processing, packaging and distribution, and it includes consumer education and awareness. We put an emphasis on early interventions and never let up on any of our efforts. Food safety teams at our plants share ideas and technologies across the company to drive continuous improvement. We back up those efforts with in-house microbiology labs to test products for food safety.

- Our products, including those sold at retail, for foodservice and for export, meet the requirements of the Global Food Safety Initiative (GFSI).
- We were one of the first companies to use High Pressure Pasteurization for enhanced food safety, adding an extra layer of assurance for our ready-to-eat products, such as PERDUE® SHORTS CUTS® sliced, fully cooked chicken breast strips.
- We have longstanding practices to protect the safety and integrity of our products, including full traceability, and as always, we continue to meet the standards prescribed by federal, state and local authorities to ensure the safety of our products, including as it relates to bioterrorism.



We're Committed to Quality

Quality is a commitment we live up to with annual goals, audits and measurements at every step in the supply chain. Our quality improvement process engages all associates in problem-solving because we believe in making things better together.

At our Perdue Foods Innovation Center, we check our products against the competition. We share the results of our consumer hotline calls and consumer and customer concerns with operations and management, including Chairman Jim Perdue, to zero in on any issues.

FOOD SAFETY AND QUALITY



100% of our branded U.S. consumer products are from animals raised with No Antibiotics Ever, fed an all-vegetarian diet **with no animal by-products** and **never administered** drugs for growth promotion.

100% of products meet the requirements of the **Global Food Safety Initiative.**



100% of U.S.-sold products are **made in the U.S.** from animals raised and processed in the U.S.

Whole Birds (including chicken and turkey) rankings from the USDA Salmonella Performance Standards as of **March 25, 2023**

12 CATEGORY 1

0 CATEGORY 2

0 CATEGORY 3

Parts rankings from the USDA Salmonella Performance Standards as of **March 25th, 2023**

6 CATEGORY 1

5 CATEGORY 2

1 CATEGORY 3

Ground rankings from the USDA Salmonella Performance Standards as of **March 25th, 2023**

0 CATEGORY 1

0 CATEGORY 2

3 CATEGORY 3

The image features a serene sunset scene with tall, thin grasses in the foreground, their dark silhouettes contrasting against a vibrant sky of orange, red, and yellow. The background shows a calm body of water reflecting the sky's colors. The overall mood is peaceful and natural.

ENVIRONMENTAL

BEING RESPONSIBLE STEWARDS OF OUR NATURAL RESOURCES.

Our Commitment To Protecting Our Natural Resources

You could say our environmental responsibility started with the understanding of reuse and recycle, a lesson Frank Perdue learned from his father and founder of Perdue Farms, Arthur Perdue.

Arthur Perdue was known for saving the leather from his old shoes to make hinges for chicken house doors. So, reuse and recycling are nothing new for Perdue!

That understanding of limiting use of resources has evolved into one of our company's core values: stewardship.

For us, stewardship is protecting the environment, ensuring the well-being of our associates, providing for the welfare of the animals in our care, living up to our civic responsibilities and generating earnings for the future of our company. It's the real driver for our efforts.

Through our environmental stewardship scorecard, we have established aggressive goals for reductions in greenhouses gases, water use and solid waste, and are committed to reporting our progress.

Here are some of our stewardship successes that move us toward fulfilling our Vision: "To be the most trusted name in food and agricultural products" as we navigate early in our second century.

- Solar panels power our LEED® Platinum-certified corporate offices and a feed mill, surrounded by pollinator habitat
- All of our poultry farmers have nutrient-management plans for their farm and have done so for more than 10 years

- We've recycled more than 70 million pounds of nitrogen and 46 million pounds of phosphorus from poultry litter, moving approximately 50% of that material out of the Chesapeake Bay watershed
- Through Project Clean Stream, our associates have removed more than half a million pounds of trash and debris from streams, waterways, roadways, parks and more in communities where we have operations, including within the Chesapeake Bay watershed
- We've supported the planting of nearly 25 million young oysters in the Chesapeake Bay watershed to help restore this important water filter in conjunction with the Oyster Recovery Partnership and Marylanders Grow Oysters program
- And we've met with more than 40 non-government organizations over the last five years to better understand stakeholder issues and work on collaborative solutions between agriculture and environmental groups

We will continue to work toward, and report progress on, our environmental goals. Because, we truly believe in responsible food and agriculture.

To learn about the ways in which we are protecting and conserving our shared natural resources, visit: www.corporate.perduefarms.com/responsibility/environment/



Environmental Stewardship Is An Accountability Across The Organization

We recognize that our consumers, customers and communities expect us to be responsible stewards of our shared natural resources. We also recognize that producing more with less is not the full measure of sustainability, and that we need to take a holistic approach that overlaps with our commitments to food safety and quality, animal welfare, associate well-being, consumer preferences, community concerns and supporting family farms.

In pursuit of our vision “to be the most trusted name in food and agricultural products®,” we know we must go beyond compliance to actively address the full range of environmental stewardship challenges related to animal agriculture and food production. We know that environmental stewardship includes partnering with and supporting efforts and organizations that bring stakeholders together to protect our natural resources.

We count stewardship among our core company values and incorporate environmental sustainability into our company goals, which the senior leadership team and board approve.

- The environmental goals, including greenhouse gas emissions, water use, energy use, recycling and compliance, are factored into management compensation and represent an accountability that all associates share
- We have environmental scorecards for each of our operations to track our progress in reducing energy and water use, increasing recycling, and growing community involvement and associate engagement
- We have environmental managers responsible for each of our large facilities, and each facility has an environmental management system to reduce environmental impacts and lower our overall carbon footprint





A Message From Drew Getty, Vice President of Environmental Sustainability

Being a good steward of the environment has always been a priority at Perdue Farms and is an important component of our company's stewardship value.

In 2018, we announced aggressive and transparent five-year goals to significantly accelerate our progress to reduce greenhouse gases, water use and solid waste going to landfill by 2023. We knew reaching our goals would require hard work, innovation, partnerships, and continuous improvement.

We committed to reduce greenhouse gas intensity by 30 percent, water usage intensity by 25 percent, and decrease our solid waste to landfills by 90 percent.

While we did not surpass all our goals, we have made meaningful progress.

- We diverted 95.8 percent of solid waste from landfills and exceeded our goal. Engaging our associates to achieve this goal was a key driver of our success.
- We struggled to achieve our target for reducing water usage intensity, reaching a 6.6 percent reduction over five years. Increased water use for sanitation in our operations during the height of the Covid-19 pandemic hindered our efforts to reduce water usage while our priority was on keeping our associates safe.
- We reduced our greenhouse gas intensity by 24.8 percent. An increased operational focus and our partnership with GreenGasUSA (see page 51) to reduce carbon emissions by 17 percent companywide were key contributing factors.

As we progress along this journey to minimize our environmental impact, we remain committed to reporting on our progress. Along the way, we will also announce additional goals as our sustainability efforts expand deeper into our operations and supply chain.

Report on Five-Year Commitments Around Environmental Goals



REDUCE OUR GREENHOUSE GAS INTENSITY **30%**



REDUCE OUR WATER USAGE INTENSITY **25%**



DECREASE OUR SOLID WASTE SENT TO LANDFILLS **90%**

Our 2022 Progress



REDUCED OUR GREENHOUSE GAS INTENSITY **3.0%**



REDUCED OUR WATER USAGE INTENSITY **7%**



DECREASED OUR SOLID WASTE SENT TO LANDFILLS **21.5%**

Compared with our 2015 baseline, we have:



REDUCED OUR GREENHOUSE GAS INTENSITY **24.8%**



REDUCED OUR WATER USAGE INTENSITY **6.6%**



EXCEEDED OUR SOLID WASTE DIVERSION FROM LANDFILLS GOAL OF 90% **95.8%**



Perdue Partners with GreenGasUSA to Reduce Carbon Emissions by 17 Percent Companywide

In late 2022, GreenGasUSA, a provider of high-quality renewable energy solutions, completed installation of equipment at Perdue's operations in Lewiston, N.C. to capture the methane from the operation's onsite wastewater treatment facility and convert it to renewable natural gas (RNG).

Through GreenGas' partnership with large food producers, industrial, and manufacturing companies all across the United States, the pipeline-grade RNG is transported from Perdue's Lewiston operation to a GreenGas RNG pipeline interconnection hub, where it is injected into existing pipelines and made available to their customers.

In the first two months of this project, which is part of our commitment to further reduce our companywide carbon emissions, more than 10,500 metric tons of CO₂e were captured and converted to RNG – the GHG equivalent of eliminating 1,181,500 gallons of gasoline being consumed.

"The Lewiston project has been a huge success for RNG development in the agriculture and food processing space, and a wonderful partnership with Perdue. We are excited to help accelerate Perdue's sustainability journey by reducing emissions of methane, one of the most potent greenhouse gases, and condition it to a valuable renewable fuel for end-users. The people, integrity, and collaboration at Perdue made this project the success that we are celebrating today," said CEO and Founder of GreenGasUSA, Marc Fetten.

"Through this high-impact initiative in North Carolina, we've initially reduced Perdue's companywide carbon emissions by 17 percent, and expect that number to grow considerably over time," said Drew Getty, Perdue Farms vice president of environmental sustainability and government relations. "Working with like-minded partners like GreenGas, we're able to accelerate our environmental efforts and continue reducing the impact of our operations."

GREEN TEAM SUSTAINABILITY PROJECT SUCCESSES

As part of each Perdue facility's Environmental Sustainability Scorecard, each location is required to undertake an annual Facility Sustainability Project. The projects must show a reduction in emissions, wastewater, natural resources consumption or solid waste.

The projects, led by "Green Teams," engage both hourly and salaried associates in sustainability efforts and further instill environmental stewardship and our value of teamwork in the workplace culture.

Here are some of our recent facility sustainability project successes:

- Reconfiguring our thigh, drum, and saddle tanks into a new overflow sequence in Washington, Ind., conserves 30 gallons per minute, equating to 11.2 million gallons reduced per year.
- By outfitting our Marietta, Pa., crude oil transloading facility for truck-to-rail oil transload, we aim to move 90% of the oil from this facility via railcar instead of tank truck. This will remove roughly 4,500 tank trucks from the road in favor of 1,125 railcars, avoiding 1,700 metric tons of emissions annually.
- By reconfiguring the sand-filter polymer feed system in Accomac, Va., to pre-mix the polymer with recycled water rather than using the direct-feed system where the polymer was mixed with fresh water, we reduce the use of fresh water by 3.7 million gallons.

- The removal of three vacuum pump systems in Dillon, SC, will each save 2.4 million gallons of water per year, totaling an expected 7.2 million gallons of annual water savings.
- With the lease of a new Republic RX500 locomotive at our AgriBusiness facility in Chesapeake, Va., we have reduced diesel fuel consumption by 13 gallons of fuel per hour. Furthermore, the ability to service this locomotive by our in-house maintenance team reduces maintenance downtime and improves efficiency, and has provided a net increase in this facility's production capacity.
- Replacing screw conveyors with highly efficient drag conveyors at our Elkin, NC feed mill reduced the motor and gear box from 30 horsepower to 3 horsepower, resulting in a 10% reduction in electrical usage.
- Replacing the chillers used for poultry processing in Salisbury, Md., will yield a 15-20% reduction in annual water usage.
- The removal of unneeded pumps and piping in offal pressure-wash reuse water tank in Milford, Del., yielded an effluent reduction of approximately 288,000 gallons per day.
- The conversion of hydraulic batter and breaders to electric units in Monterey, Tenn., reduced potable water use by 15,000 gallons per day for a total 3% reduction in water usage and 300 horsepower less in electrical needs.



- Collecting manure from the holding shed to then be land applied in Rockingham, SC, keeps litter out of stormwater, wastewater, and landfill, requires less chemicals in the wastewater system, and produces less sludge to be hauled, reducing our environmental footprint by an expected 10,000 pounds per month.
- Replacing the boiler room steam traps at our AgriBusiness facility in Salisbury, Md., is projected to save 3.14 billion BTUs per year.
- Our AgriBusiness oil refinery in Salisbury, Md., revised the requirements for washing rail cars from after each use to twice per year, per industry standards, saving an expected 210,000 gallons of water per year, and preventing it from going to wastewater. This procedure will also save 271,000 pounds of steam now that the water is not being heated.



AgriBusiness



Perdue AgriBusiness and Bayer Launch Groundbreaking Collaboration to Reduce Carbon Emissions and Increase Sustainability in the Food Value Chain

While farmers provide nourishment for billions of people, agriculture accounts for nearly one-quarter of all worldwide greenhouse gas (GHG) emissions (according to the IPCC).¹ Acknowledging that the solution to this global problem is too large for any one company, industry, or entity to solve, Bayer and Perdue collaborated as industry leaders and innovators to help pave the way for a more sustainable Ag future.

By creating additional opportunities for farmers to be an integral part of a more sustainable food value chain, Perdue grain farmers may be compensated for participating in a carbon footprinting program and eligible for future incentives tied to adopting regenerative farming practices, along with receiving access to all the benefits of Bayer's ForGround platform.

Initially focused on farmers who supply Perdue with corn or soybeans, Perdue AgriBusiness launched a pilot program to first understand their carbon footprint and then identify the best path to lower the GHG intensity of the grains the farmers produce through the adoption of regenerative farming practices.

Based on the broad scale of Perdue's commodity sourcing network, the collaboration has the potential to take over one million metric tons of CO₂e a year out of the atmosphere and sequester it in the ground. If achieved, this would counter-balance the GHG emissions from over one billion pounds of chicken, or the equivalent of approximately 200,000 vehicle emissions.

"By taking concrete steps to decarbonize our supply chain, this collaboration with Bayer is an example of Perdue's continued commitment to environmental sustainability," said Perry Aulie, Senior Vice President of Value-Added Products for Perdue AgriBusiness. "We're constantly seeking additional avenues for our farmers to get credit for their hard work, and this new program offers opportunity for both incentive and impact for these important stewards of the land."

¹ https://www.ipcc.ch/2019/08/08/land-is-a-critical-resource_srccl/



AgriBusiness



Perdue AgriBusiness Partners with ZeaKal for Sustainable Poultry

Illustrating a shared commitment to improve the value and sustainability of food production, Perdue AgriBusiness and ZeaKal announced a multi-year development agreement to raise more sustainable poultry through improved soy genetics and feed quality.

ZeaKal's PhotoSeed® trait technology increases photosynthetic capacity, converting more carbon dioxide and sunlight into energy for the plant. In soybeans, the main protein source in poultry feed, this has consistently resulted in improved oil and protein content while improving the sustainability index of the crop.

"As we evaluated our supply chain, it became clear that moving upstream to access better seed genetics could improve value and sustainability in ways other solutions simply could not. As PhotoSeed soy develops, we expect it will be transformative for Perdue across soy processing and specialty oils, while improving the quality of feed," said Perry Aulie, senior vice president of Value-Added Products for Perdue AgriBusiness. "Together with our farmers, we are working toward delivering better carbon capture and overall nutritional composition using the power of the sun."

Better, more sustainable poultry begins with better seed genetics. Based on year-over-year results, this novel trait technology continues to uniquely demonstrate improved seed composition without compromising yield. During the 2021 growing season, leading PhotoSeed soybean events increased oil composition by 12% while increasing protein by one point.

"Feed and nutritional density play a key role in overall animal health and productivity, starting with adequate protein," said Dr. Bruce Stewart-Brown, senior vice president of Technical Services and Innovation for Perdue Farms. "I am excited about how this project aligns with our commitment of using the highest quality feed ingredients to produce the highest quality, best-tasting chickens while doing good for our planet."

As a leading poultry producer and soybean processor, Perdue handles approximately 3 million acres' worth of soybeans per year. Transforming this acreage to PhotoSeed soy means growers will benefit from a higher-value crop and Perdue ensures access to beans with improved oil and higher protein in the resulting meal, all while reducing our environmental footprint.



Perdue Farms' Indiana Facility Becomes First U.S. Turkey Plant to Achieve GreenCircle Zero Waste to Landfill Certification

Perdue's turkey facility in Washington, Ind. earned the GreenCircle Zero Waste to Landfill certification, making it the first U.S. turkey processing facility and third Perdue facility to earn this important third-party environmental validation. During the audit period between May 2021-April 2022, GreenCircle validated that the Indiana operation diverted 100 percent of its waste from going to landfills starting in January of 2022, and kept nearly 155 million pounds from landfills during the total audit period.

GreenCircle completed extensive audits and assessments of all waste streams at the facility, including hazardous and non-hazardous materials, inspection of all waste receptacles, and assessment of all third-party waste management companies to confirm management methods and diversion rates. Every aspect of the operations' waste was assessed,

including the personal protective equipment worn by associates, the process used to minimize contamination of the cardboard recycling stream, and the beneficial reuse of cardboard, paper, and feathers, as a few examples.

Perdue's Lewiston, N.C. facility became the first U.S. poultry company to earn GreenCircle certification in 2020, and its Petaluma, Calif. operation earned the certification in 2021.

"Perdue's pursuit of their waste diversion goals demonstrates that transparency and continuous improvement are essential to the way they do business," said Michelle Bonanno, director of operations at GreenCircle. "Our Zero Waste to Landfill certification requires absolute commitment to waste diversion and waste minimization. In order to earn our certification, companies must divert 100 percent of their waste from landfill. The goal of our certification is to help companies understand the reality of their waste minimization and zero waste programs. That information enables them to minimize waste, manage materials to

reduce their environmental impact, and achieve their environmental stewardship goals."

Poultry Litter Valuable Resource

The farmers who raise our poultry retain ownership of their litter because it is a resource that has value to them. For farmers whose crops need the nutrients in poultry litter, it can offset the costs of chemical fertilizers while improving soil quality. For those who cannot or do not want to use their litter, it is an agricultural commodity that can be sold to generate additional farm income or bartered. Since poultry houses are enclosed and there is no liquid waste, there is no manure discharge from poultry houses. The small amount of manure deposited outside the house on free-range farms helps to support the vegetation in the pasture area. We require all our poultry farmers to have a nutrient-management plan for the poultry operation. In addition, state regulations, such as the Phosphorus Management Tool (PMT) in Maryland, further regulate the movement and placement of poultry

litter and fertilizers. Litter, like any other fertilizer, is used by farmers in accordance with nutrient-management plans that match fertilizer application to the needs of each crop, minimizing the potential for nutrient runoff. While poultry farmers are responsible for making sure litter from their farms goes to an approved use, crop farming and poultry production are two separate activities.

- The amount of nutrients applied to crops is regulated by nutrient-management plans and other applicable state regulations, and crop farmers apply fertilizer accordingly. Therefore, the presence of poultry operations does not change the amount of nutrients applied to land, but the source of those nutrients may differ.
- Litter stored on the farm is kept in covered storage buildings to prevent runoff.



25 MILLION

YOUNG OYSTERS PLANTED

WORKING WITH OYSTER RECOVERY PARTNERSHIP FOR A HEALTHIER CHESAPEAKE BAY

Since our partnership with the Oyster Recovery Partnership (ORP) began in 2009, Perdue volunteers have created 10,000+ shell bags. In total, these bags have supported the planting of up to 25 million young oysters in local Chesapeake Bay watershed waterways through the Marylanders Grow Oysters program.

AWARDED ORP
\$75K
IN GRANTS
SINCE 2011

8,000+
VOLUNTEER
HOURS



500,000 + Pounds In All

The number of pounds of trash and debris associates have removed from streams, waterways, roadways, parks and more in communities where we live and work, including within the environmentally sensitive Chesapeake Bay watershed



\$70,000

The amount of funds the Perdue Foundation has provided in support of the Alliance for the Chesapeake Bay and Project Clean Stream



23,679 Hours

Number of associate volunteer hours contributed to the project



Protecting Our Natural Resources

Through Project Clean Stream

Environmental Stewardship Initiative

In 2008, Perdue Farms and its associates joined the Alliance for the Chesapeake Bay's Project Clean Stream initiative to clean up waterways and shorelines in the Chesapeake Bay watershed. Since then, Perdue has expanded the Project Clean Stream concept across the company and engaged associates in environmental clean-up projects in our communities.



Panorama Organic Rancher Network Certified Audubon Bird-Friendly Habitat

The National Audubon Society has certified all 21 family ranches in the Panorama Organic Grass-Fed Meats® network – spanning 690,902 acres of grassland habitat – as bird-friendly, resulting in the largest market-based conservation partnership in the country. The collective of ranches initiated large-scale habitat improvements for birds and other wildlife by enrolling in Audubon’s Conservation Ranching initiative. With the certification, beef products from Panorama Organic will carry the Audubon Certified seal, a package designation for consumers that identifies a product’s origin from lands managed for birds and biodiversity.

Panorama Organic beef products featuring the Audubon Certified bird-friendly seal are available nationwide at 90 retail locations in nine states – as well as online at Crowd Cow and Perdue Farms.

“Grasslands, the most threatened ecosystem in the U.S., and grassland birds need our help,” said Kay Cornelius, General Manager of Panorama

Organic Grass-Fed Meats. “Partnering with Audubon, our ranchers are doing the hard work of improving and restoring wildlife habitat. The Audubon Certified bird-friendly seal carries this grassland connection right to your local grocer for the easy part – where shoppers can now positively impact conservation with their purchases.”

Each Panorama Organic network ranch now has a working habitat management plan, one designed to employ cattle beyond beef production and into rotational and regenerative grazing practices that create a mosaic of habitat for grassland birds, including flagship species such as the Northern Bobwhite, Western Meadowlark, and Sage Grouse. The habitat efforts are helping Audubon Conservation Ranching on its road to stabilizing declining grassland bird populations across the U.S., which have declined by more than half since 1970, primarily due to habitat loss and habitat degradation.

“Once upon a time, the idea of ranchers and a group like Audubon working together would have been anathema,” said Marshall Johnson, Chief Conservation Officer for Audubon. “But our shared common goal starts from the ground up – abundant and healthy grasslands – and runs as deep as any prairie root.” In addition to sending consumers a grassland conservation message via the food chain, Johnson says the unique Conservation Ranching program is preventing the conversion of grasslands into other agricultural or developed uses – scenarios that result in significant losses of sequestered carbon. “Keeping grass firmly planted in the ground is a vital natural climate solution, for birds and people.”



ANIMAL CARE

RESPONSIBLY RAISING ANIMALS FOR FOOD.



A Holistic Approach: Our Position on Animal Care and Welfare

At Perdue Farms, our vision is “to be the most trusted name in food and agricultural products®.” That trust extends to our animal care and welfare commitments, and we embrace our responsibility to ensure animals are treated with dignity and respect. In fact, animal welfare is an important part of our company value of stewardship.

Our standards for animal care are guided by the Five Freedoms, the globally accepted gold standard for animal husbandry, including:

- Freedom from hunger and thirst
- Freedom from discomfort
- Freedom from pain, injury or disease
- Freedom to express normal behavior
- Freedom from fear and disease

For us, the Five Freedoms align with our animal care goal of going beyond giving animals what they need, to giving them what they want.

Our approach to animal care is a process of continuous improvement involving a wide range of stakeholders, with a commitment to transparency. We believe that welfare goes beyond meeting the physical needs of animals and that success is measured by more than efficiency and productivity.

We take a collaborative approach to animal care, adhering to strict requirements under the guidance of a team of veterinarians and animal welfare professionals, and input from third-party experts.

Mistreatment or abuse of animals is never tolerated. All associates handling live animals are provided training, including their responsibility to report any violations of our animal welfare policies. The farmers and ranchers who raise animals for us share in the responsibility to provide care according to our best practices and standards, and to alert us to any issues involving animal health or welfare. We regularly engage them for their input as part of our continuous improvement process.

All species that are raised and sourced for all our brands and products are done so under the following standards:

- The avoidance of confinement for all species.
- No artificial or hormonal growth-promoting substances used, including beta antagonists or ractopamine.
- Antibiotics will only be used when prescribed by a veterinarian with duration limits to ensure the best animal welfare for the animals.
- An emphasis on the freedom to express natural behaviors through environmental enrichments suitable for each specific species.
- Animals raised and sourced throughout our operations have not been subject to any genetic modification or are derived from cloned stock.
- The avoidance of routine activities such as tail docking and teeth clipping/grinding on pigs, beak trimming on poultry, and tail docking on cows.
- Travel times for all poultry and livestock are kept to a minimum and our goal is to not exceed eight hours.
- Animals are rendered insensible prior to being harvested.
- Compliance with all legislative standards and raising and sourcing all animals from animal welfare organizations such as Global Animal Partnership, Certified Humane, American Humane, USDA Certified Organic, United Egg Producers certified, National Dairy Farmers Assuring Responsible Management and USDA Processed Verified.





Animal Welfare Oversight and Authority

At Perdue Farms, we believe that animal welfare and good business are synonymous. Our stakeholders trust us to do the right thing. For us, animal welfare is a journey of continuous improvement, one in which we are committed to getting better by learning, listening, and responding.

To guide our journey and ensure compliance to our current animal welfare programs at Perdue Farms, our activities follow these Best Practices and Guiding Principles:

Best Practices

- The internationally accepted “Five Freedoms” as applied to raising animals.
- Animal welfare practices should balance scientific knowledge and professional judgment with consideration of ethical and social values.
- The actual care of animals should be foremost, not how people might perceive practices in a farm environment.
- Animals should be treated with respect throughout their lives and provided a humane death when processed for food or when they are euthanized for any reason.

Guiding Principles

- We hold ourselves accountable to our programs through our Senior Executive Animal Care Steering Team.
- We have a Chief Animal Care Officer assigned for oversight of our programs and our USDA Processed Verified Program for Animal Care (Professional Animal Auditor Certification Organization certified), which is fully supported by our board and senior management.
- We also have oversight from the Perdue Animal Care Council, composed of Perdue managers to provide corporate oversight and leadership. The council is also charged with reviewing recent advances in animal care and acts as a liaison with outside animal welfare experts.
- We support all our operations that harvest animals, including chicken, beef, pork, lamb, and turkey, with certified animal welfare specialists to maintain our animal welfare standards.
- We are third-party audited throughout Perdue with every species by highly regarded certification agencies such as Certified Humane, American Humane, USDA Organic, Global Animal Partnership, USDA- AMS Process Verified Program and others in the industry.
- We work with independent experts in animal husbandry to help guide and improve our animal welfare programs.
- We provide a toll-free hotline where anyone can report welfare violations.
- We provide formal welfare training and annual refresher training for all Perdue associates and contractors, including farmers and ranchers, who handle live animals.
- We perform regular internal and external audits of our procedures to further strengthen our commitment and to guarantee continuous improvement of our processes.
- We require the farmers and ranchers who raise animals for food to sign an animal welfare agreement to ensure our protocols and program standards are met.
- We hold an annual Animal Care Summit, hog farmer weekend and beef summit with diverse stakeholders, including animal welfare advocates and experts, farmers, ranchers, and customers.

Ten New Animal Care Initiatives for 2023

As part of its commitment to continuous improvement in animal care and welfare, Perdue Farms is focused on 10 new animal care initiatives for 2023.

1 SECOND CONTROLLED ATMOSPHERE STUNNING (CAS) SYSTEM.
We will initiate construction of our second CAS system in a Perdue chicken plant.

2 CAS COSTS AND BENEFITS BEYOND WELFARE.
Initiate a joint project with animal care advocacy group Mercy For Animals to describe the real costs and benefits of CAS in a plant that was previously electrical stun.

3 PROJECT CHARTER ON LIFECYCLE ASSESSMENT.
At times welfare programs have some negative implications to sustainability metrics. Conduct a life cycle assessment and give some examples of preliminary data around welfare practices.

4 ABNORMAL BEHAVIOR EDUCATIONAL MODULE.
We developed normal broiler chicken behavior training, now we'll do the same with abnormal behavior.

5 PERDUE BEHAVIOR VIDEO LIBRARY.
Create a video library of behaviors sent in from flock advisors to help describe and discuss "normal" versus "abnormal" behavior to include two videos (minimum) from each of our grow-out operations.

6 FARM ASSOCIATION WITH MUSCLE MYOPATHIES.
There are farms that have more myopathies than other farms. We want to know why. Beyond the feed and breed, we need to discover what elements of management style impact this.

7 FARMER TOP 3-5 CONCERNS AROUND HOW WE CARE FOR CHICKENS.
Conduct a survey of our farmers regarding what they believe the biggest issues are in caring for chickens, including catching and transport. Consider breaking into organic vs. no antibiotics ever programs, and small vs. tray pack. vs. large birds. Create list of top issues and plan to address.

8 DESCRIBE PERFORMANCE OF BETTER CHICKEN COMMITMENT-APPROVED BIRDS IN COMMERCIAL HOUSE.
Research normal production metrics as well as welfare metrics of approximately 15 houses of birds raised in Dillon, S.C., this winter from the breeder flock we placed.

9 WHAT ARE THE DIFFERENT BEHAVIORS THE BIRDS EXHIBIT IN THE PASTURE-RAISED PROGRAM VS. THE REGULAR HOUSES AT LIKE AGES?
Conduct a time-allotment study associated with the eight basic behaviors in enclosed houses (no windows) versus windows/enrichments/free-range versus pasture-raised houses.

10 CHICK HANDLING IN HATCHERY PROCESSING IMPROVEMENT.
Determine how we can reduce the number and heights of drops during chick processing? Gather all the info from every hatchery and work to reduce the number over time.

Verified Poultry Care

Our USDA Process Verified Program for Poultry Care covers all our poultry operations.

The Perdue Poultry Care Program encompasses all phases of our supply chain, including breeder and hatchery operations, appropriate comfort and shelter on the farms, comprehensive healthcare and monitoring, nutrition, catching, transporting, and harvesting.

Our USDA Process Verified Program for Poultry Care provides the added assurance of an audited program with more than 50 documented points from hatchery to harvest, and it covers all our growing areas and harvest operations.

Our Poultry Care Program combines principles from the National Chicken Council, our own best practices, and the Perdue Commitments to Animal Care initiatives to create a baseline of care that helps ensure the health, comfort, and safety of every chicken we raise.

For poultry raised indoors, we use temperature-controlled housing with fresh-air ventilation. In the house, chickens are protected from the elements, disease, and predators, and they are given constant access to food and water, sufficient room to move and exhibit most natural behaviors, and periods of light and darkness.

Organic and Free-Range Chicken

All our organic and other free-range chickens are raised on farms that provide:

- Natural sunlight
- Open, fresh-air ventilation
- Enrichments, such as bales of hay or straw, that add complexity to the chickens' environment
- Access to outdoor areas that are typically at least half the size of the chicken house
- Multiple doors — situated approximately every 50 feet — running the length of the chicken house to encourage birds to go outdoors
- Sunshades or awnings over each doorway
- Outdoor water access
- Pastures with a mixture of grass and earthen areas, allowing the birds to forage and take dust baths

Global Animal Partnership (GAP) Certified Chicken Farms

In addition, our organic chickens are raised on farms rated GAP 2 or higher by the Global Animal Partnership (GAP). On GAP 2-4 farms, to protect birds from the elements, they are allowed outside during the daytime once their feathers are fully developed, which is typically around four weeks of age.

Birds may come indoors at night and when temperatures are too cold for their comfort. For GAP 5 farms, birds have outdoor perches and are allowed 24-hour access to the pasture area. This program uses a breed that is better suited to the outdoors.

Our Better Chicken Commitments

We're committed to meeting demand from current and future consumers who desire a sustainable supply of chicken that meets all the "2024" animal welfare criteria outlined in the "Joint Animal Protection Agency Statement on Broiler Chicken Welfare Issues" and by the Global Animal Partnership:

- Offering slower-growing breeds with measurably higher welfare outcomes and reduced stocking density
- Providing enhanced housing environments, including brighter light, improved litter conditions and enrichments that encourage normal behaviors
- Converting from electrical to controlled atmosphere stunning and demonstrating compliance via third-party verification



Turkeys

PERDUE® is the nation's largest No-Antibiotics-Ever turkey brand*. All our No-Antibiotics-Ever turkeys are fed a vegetarian diet and are certified in the USDA Process Verified Program by USDA auditors. Our growing barns provide natural light for our turkeys. We do not use antibiotics for disease prevention.

As part of our commitment to higher welfare standards for the turkeys we raise, we follow the National Turkey Federation Standards of Animal Care Guidelines, and our farms are audited annually by PAACO certified auditors.

The farmers who raise our turkeys share an equal responsibility to provide care according to our standards and make us aware of any issues involving animal health or welfare.

*Source: MULO & MULO + Convenience data is reported by Information Resources, Inc. through its Integrated Fresh Market Advantage = Integrated TSV Syndicated Database, for the Total Turkey RWNW NAE & Total Ground Turkey NAE Categories for the 52-week ending period 10/04/20.

Perdue Premium Meats Company

Niman Ranch Animals

Niman Ranch is a community of more than 600 independent family farmers and ranchers who raise pork, beef and lamb traditionally, humanely and sustainably to deliver the Finest-Tasting Meat in the World®.

Niman Ranch livestock are raised outside or in deeply bedded pens where the animals can root, roam, socialize, play and exhibit their natural behaviors comfortably. Niman Ranch protocols strictly prohibit animal byproducts in feed, antibiotics, hormones, gestation and farrowing crates.

Niman Ranch is the largest farmer and rancher network in North America to be 100% Certified Humane®, a certification recognized as one of the most stringent animal welfare protocols available. In addition to third-party certification, all Niman Ranch farms and ranches are personally inspected before being accepted into the program and are visited and audited regularly by Niman Ranch field agents.

Niman Ranch has letters of support from the Humane Society of the United States, American Society for the Prevention of Cruelty to Animals and Compassion in World Farming recognizing the brand's long-held leadership in animal care.

Coleman Natural Hogs

Our Coleman Natural operations source hogs only from American Humane Certified™ U.S. family farms that are crate free and never use antibiotics, hormones or growth-promoting drugs. Coleman was the pioneer in establishing the first USDA Natural label for livestock production and raising practices.

Our hogs are raised on an all-vegetarian diet in a combination of pastures, hoop barns, outdoor lots and controlled-atmosphere barns with fresh-air ventilation.

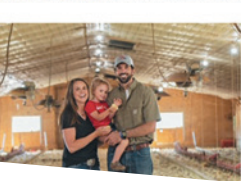
The American Humane Certified program provides third-party verification for every step of live production, transport and harvesting. Our farmers must meet or exceed more than 200 science-based humane animal care standards to produce for the Coleman Natural brand.

Panorama Organic Grass-Fed Meats

Panorama Organic Grass-Fed Meats®, is the nation's largest producer of 100 percent grass-fed, grass-finished certified organic beef with 21 independent family ranchers that span five states and more than 700,000 acres of USDA Certified Organic land.

Ranchers raise Panorama Organic cattle on open rangelands of organic grasses and legumes and employ pasture rotation and land-management practices that promote animal health and protect delicate rangeland ecosystems. Ranchers all adhere to strict organic, non-GMO, and regenerative protocols. The cattle are never administered hormones or antibiotics or fed animal by-products. All ranches are certified for habitat preservation and animal welfare by the National Audubon Society's Conservation Ranching initiative.





Transparency

Transparency is a big part of a commitment to influence and change the culture around animal care within our associates, farmers, and anyone else who encounters our animals.

Social Media: Perdue Farms Farmer Advocates Open Up

Perdue Farms is partnering with social-media-active farmers to help increase their visibility and share their stories with more people. Five Perdue Farms family farmers — Kenny

Young (@KennyYoung K T Young Farm), Laura Landis (@WorthTheWaitFarm), Val Nasir (@followwastock), Tara Green (@greengatefarmers_wife) and Bobbi Jo Webber (@Webber-FamilyFarm) — are creating social media content including educational pieces about raising chickens as well as stories about their history, farms, families and animals. They are passionate about farming, raising animals thoughtfully and always going the extra mile to produce a better tasting product, and enjoy educating their followers on social media about their work and what it takes to feed America.

By using the hashtags #PerdueProud and #PerdueFarms_FarmerAdvocate, their posts are shared across Perdue's social media properties, enlightening Perdue Farms' followers and reaching a wider audience for their information.

The farmers periodically receive product samples from multiple Perdue brands for fun unboxing videos, as well as product bundles and gift certificates to help engage their audiences. Look for our farmer advocates on all the Perdue social channels: Facebook, Twitter, Instagram, YouTube, and Pinterest.

Farm Open Houses

We routinely invite people to tour our farms and plants. We encourage our farmers to be open to visitors within the constraints of biosecurity and business needs. Over the course of a year, a range of stakeholders, including retail and foodservice customers, media, advocacy groups, community members, students, and government representatives, visit our facilities. We track the number of tours by audience and have a goal to conduct 100 tours a year. We conducted 89 tours in FY23.





On-Farm Learning Centers – An Important Part of Our Transparency

As part of Perdue’s commitment to transparency, three on-farm Poultry Learning Centers in partnership with families in Georgia, Kentucky, and North Carolina, are providing interactive experiences to learn about various aspects of poultry farming and proper animal care.

At these educational facilities, the family hosts guests of all ages for a transparent, interactive experience to learn about various aspects of poultry farming and proper animal care. Built seamlessly into the side of a working chicken house, each learning center includes a large viewing room that allows guests to observe the birds undisturbed in their environment. Educational videos explain what visitors see inside the chicken house, as well as the timeline from when farmers receive the birds to how they raise and care for them while they are on the farm. Additionally, guests have the opportunity for hands-on learning using actual poultry equipment that replicates what they see through the window, including mechanized feeders and waterers and automated temperature-control technology.

Cooley Farms, founded in 1985 by Larry and Terri Cooley, a multi-generational farm family in Roberta, Ga., are one of the Perdue farm families to install a viewing room at their farm. They have hosted more than 500 local students and educators.

“This learning center has been a dream of my mom’s for a while, and she’s been the driving force behind making it a reality. The family saw her vision and pulled together to bring it to life,” said Cooley Farms co-owner and operator Leighton Cooley. “There’s a lot of bad information out there about animal agriculture. We want to help people understand where their food comes from and how our animals are raised, and openly discuss any misconceptions they might have. We are proud to raise chickens for Perdue and share like minded values regarding animal care and doing things the right way.”

Stephen Brake, a second-generation poultry farmer in Pinetops, N.C., has hosted 538 children and adults through 28 tours at his on-farm learning center. His focus is on local universities and community colleges, Future Farmers of America, high schools, and 4H students.

“After speaking with other farmers who had opened Learning Centers on their farms, it opened my eyes to a lot of things. I realized the importance of sharing who we are as farmers and how we care for our animals, because there is a lot of misinformation out there,” said Brake. “We love what we do and want to inform both adults and kids about where their food comes from. It’s one thing to tell people what we do; it’s more meaningful if we can let them see it for themselves.”



“Together, we’re focused on the best possible care for our animals and putting wholesome food on people’s tables. Our farmers with viewing facilities on their farms have built a new way to educate people on how we do that. We’re moving from telling people what we do, to opening our doors and letting them come see for themselves – it’s an important step in our commitment to transparency.”

— Jim Perdue
Perdue Farms Chairman



A Commitment to Continuous Improvement

We Continue to Learn from RFID and On-Farm Hatching Technology. While it's one thing to say free-range chickens can access the outdoors, we want to go further to ensure we're making it easy, and that the environment is what they want - not what we think is best.

One way we are continuing research around this is by using Radio Frequency Identification Devices (RFID) at our Westover, Md., research farm to gather data on birds exiting and entering the "pophole" doors and the time each bird spends in the pasture. Each bird is outfitted with a small tracking device on its leg that is wirelessly read by sensors on the inside and outside of the "pophole" doors to track the birds' movements in and out of the house.

We believe this to be an industry first. While we have more work to nail down the technology, we believe in this approach of asking what the chicken wants and putting actual data behind our care practices. We'll continue researching the best ways to get birds to utilize the pasture.

On-Farm Hatching

We continue to study the feasibility and potential benefits of on-farm hatching (OFH) to improve early broiler chick quality and welfare.

Our initial studies at our Westover, Md. research farm involved the installation of an OFH system where eggs were incubated through day 18 and then taken directly to the farm to hatch instead of being placed in the hatcher. The eggs are placed in their setter racks in a suspended table or placed directly on the litter depending on the system. The room temperature is adjusted to keep the eggs at the desired temperature and then birds will hatch over the next 24 to 72 hours. We saw some success in improving chick quality and livability with this process.

In FY23, we researched other OFH systems and decided to conduct a pilot in FY24 with a system that transfers the pre-incubated eggs directly on a natural litter bed in the broiler house. As soon as every day-old chick is hatched, they have direct access to feed, water and light. We are the first U.S. poultry company to test this technology.



Pasture Choice: Another Step to Attract Birds to Pasture

In FY23, we launched a project called "Pasture Choice" as part of ongoing research to encourage broiler chickens to enter the outside pasture. Operating under the premise that having the birds in the pasture is good for animal welfare, we believe having plants and grasses that will attract them to the pasture to encourage foraging will also improve welfare.

We're looking at what plants will thrive in the pasture and, more importantly, what plants do the birds prefer. We've tested a variety of plants, including alfalfa, clover, buckwheat, marigold and sunflowers. Going forward, we plan to test a mixture of several plant seeds at one or more of our farm partners' broiler operations and determine the contribution of these plants to the nutritional profile of the meat.

Strengthening Farmer Relationships

Strengthening relationships with our farmers is one of four pillars of our Commitments to Animal Care poultry program.

In 2016, we created Farmer Councils in each of our poultry live production areas – broilers, breeders and turkey – to share information and receive feedback.

Since then, 15 percent of our farmers have participated in the Farmer Council process. Councils meet four hours every six months to discuss how we can be the farmers' choice to supply them birds. Our focus is to understand their business from their perspective – a key learning opportunity that is mutually beneficial.

We also established a Young Farmer Development Group to help us foster stronger relationships by meeting the young farmers unique needs.

Now in its third year, the Young Farmer Development Group consists of 12 next-generation farmers under the age of 30 across our broiler growing regions. We've conducted virtual meetings to explore their priorities for mentoring, including with experienced poultry farmers, information, and engagement, are developing a program to support their development and long-term success.



United Nations Sustainable Development Goals

UN SDG Alignment FY2023 Company Stewardship Report

1. No Poverty

- Competitive wages and benefits, including medical, dental and vision plans
- Increase in hourly production compensation—total hourly compensation, including benefits, exceeds \$22, and average hourly production rate is 303%* of the federal minimum wage
- 401(k) with matching contributions
- Training, opportunities for advancement and tuition reimbursement, along with commitment to affirmative action, diversity and inclusion
- Support for community nonprofits addressing issues related to poverty
- In 2022, Perdue Foundation awarded \$435,650 million in grants to fight hunger and poverty

2. Zero Hunger

- Economic opportunities in rural communities
- Feeding America® Mission Partner and support for hunger relief efforts
- In 2022, donated nearly 7 million pounds of protein to support hunger relief efforts,
- In 2022, Perdue Foundation awarded \$435,600 in grants to fight hunger and poverty

3. Good Health and Well-Being

- On-site Wellness Centers with \$0 co-pay
- Healthier product choices
- Support for community nonprofit health agencies

4. Quality Education

- Associate tuition reimbursement
- Support for local schools and educational programs
- In 2022, Perdue Foundation awarded \$307,750 in grants for education and literacy programs, \$245,000 in scholarships and \$320,123 for social causes and mentoring programs.

5. Gender Equity

- Commitment to equal opportunity, diversity, inclusion and equity
- Strong policy against any form of discrimination, harassment or abuse
- Three female senior leaders report directly to the CEO
- Offer six associate resource groups
- Women comprise 60% of the independent executive directors of the Board

6. Clean Water and Sanitation

- Reduced potable water use by 6.6% **
- Planet Scorecard includes audit and compliance scores and annual goals to reduce water usage
- Annual environmental audits of wastewater pre-treatment and treatment facilities
- GEMI local water tool for water risk assessments at all our large facilities

7. Affordable and Clean Energy

- Reduced scope 1 and 2 carbon equivalent emissions by 24.8% **
- Planet Scorecard sets annual goals to reduce fossil fuel and electricity usage
- Two solar farms producing 2.8 MW of renewable energy
- Through the first six months of operation, more than 40,000 metric tons of CO₂e were captured from our Lewiston, NC anaerobic lagoons and converted to renewable natural gas.
- Cogeneration plant uses biomass to produce steam for our Cofield, N.C. feed mill
- Soybean crushing plant in Bainbridge, Pa., taps existing Lancaster County Solid Waste Management Authority waste-to-energy and reduces transportation miles to reduce greenhouse gas emissions by 72%.

8. Decent Work and Economic Growth

- Safe, productive and rewarding work environment
- Treating associates with dignity and respect
- Opportunities for economic advancement
- Code of Ethics and Open Door Policy

10. Reduced Inequalities

- Competitive wages and benefits
- Opportunities for advancement
- Participation in national coalition CEO Action for Diversity and Inclusion with Associate Engagement on Issues
- Economic investment in rural communities

11. Sustainable Cities and Communities

- Responsibly contributing to the economic development of our communities
- Feeding America® Mission Partner and support for hunger relief efforts
- Food donations following natural disasters
- In 2022, donated nearly seven million pounds of protein to support food bank and community relief efforts amid pandemic
- Energy and water reduction efforts, environmental compliance efforts
- In 2022, Perdue Foundation awarded \$1.7 million in grants to 77 nonprofits, including \$307,750 for community improvement and public safety, and nearly \$400,000 to local United Way chapters.
- Associate support communities through nonprofit partnership and service on Boards.

United Nations Sustainable Development Goals

UN SDG Alignment FY2023 Company Stewardship Report

12. Responsible Consumption and Production

- Commitment to environmentally responsible practices.
- Transparent and informative labeling and marketing
- Third-party verifications, certifications and USDA Process Verified Programs

13. Climate Action

- Reduced scope 1 and 2 carbon equivalent emissions by 24.8%**
- Planet Scorecard with annual goals to reduce fossil fuel and electricity usage
- Two solar farms producing 2.8 MW of renewable energy
- Through the first six months of operation, more than 40,000 metric tons of CO₂e were captured from our Lewiston, NC anaerobic lagoons and converted to renewable natural gas. Cogeneration plant uses biomass to produce steam for our Cofield, N.C. feed mill
- Lewiston, N.C. and Washington, Ind., harvest operations are GreenCircle Zero Waste to Landfill certified
- Founding member of Penn State University Smeal Center for the Business of Sustainability

14. Life Below Water

- Reduced potable water use by 6.6%**
- Planet Scorecard with annual goals to reduce water usage
- Jim Perdue serves on the Board of Directors of the Oyster Recovery Partnership
- A decade-plus of bagging oyster shell and spat for Oyster Recovery Partnership. More than 8,000 volunteer hours have resulted in enough shells to plant 25 million young oysters to help rebuild oyster populations in the Chesapeake Bay watershed
- More than 7,000 Perdue associate volunteers have removed more than 510,000 pounds of trash from local streams and planted more than 4,100 trees in support of the Alliance for the Chesapeake Bay Project Clean Stream and related companywide efforts.
- Salmon-Safe Certification for Mount Vernon, Wash., operation

15. Life and Land

- More than 7,000 Perdue associates have volunteered and removed more than 510,000 pounds of trash from local streams and planted more than 4,100 trees in support of Alliance for Chesapeake Bay Project Clean Stream and related companywide efforts.
- Diverted 95.8% of our solid waste from landfills**
- Environmentally responsible practices
- Member Roundtable on Sustainable Palm Oil
- Agronomy services and products to promote healthy soils
- Support for land conservancies
- In 2022, Perdue Foundation awarded \$144,933 in grants for environmental and agricultural programs
- Audubon Society-certified cattle ranches

16. Peace, Justice and Strong Institutions

- Commitment to diversity, inclusion and equity
- Global Company Policies include Discrimination and Violence in the Workplace

17. Partnerships for the Goals

- Developing and expanding relationships with NGOs and advocacy groups
- Work with multiple stakeholders to identify shared goals

**Includes Perdue benefits*

***2015 baseline year compared to FY2023*