

FY21 COMPANY STEWARDSHIP REPORT



We Believe in Responsible
Food and Agriculture®



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A Message From Our Chairman And CEO

As we reflect on the past year, one of uncertainty, unprecedented challenges and hope amid a global pandemic, it reminds us of what's most important — the health and safety of our associates, our family and friends, and the strength of our communities. We also marked our 100th year in business as a family-owned American company.

We also believe that our focus on people and the importance of family gave us a strong foundation to navigate the challenges of the past year.

Perdue Farms has a century of experience navigating through tough moments, but nothing prepared us for the relentless challenges of the pandemic. Our resiliency and a commitment to remain true to our core values of quality, integrity, teamwork and stewardship kept us grounded and focused on making the best decisions for our associates, our partners, our communities and our consumers.

We are incredibly thankful for our associates and farmers for their continued dedication and service in fulfilling their essential roles to help keep American families fed.

As this report was being compiled, hope was on the horizon for individuals and families as COVID-19 vaccines were rolled out across the country, enabling millions of people to be vaccinated.

We continued to leverage partnerships with local health departments and hospital partners to provide vaccine access to associates and their family members.

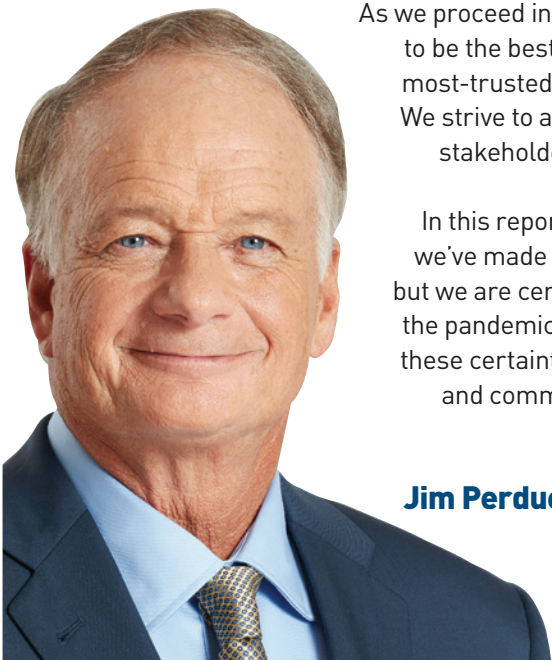
Food insecurity across the country rose significantly as the pandemic sidelined millions of U.S. workers, forcing families who had never sought food assistance before to reach out to their local food banks and pantries for help putting a meal on the table. We leveraged our resources as a food company to provide millions of pounds of protein donations through our Delivering Hope To Our Neighbors® initiative to food bank partners and community-based relief efforts to help ease the burden for families.

Over the last year, we have continued our leadership in raising animals without antibiotics, elevating advances in animal care, strengthening relationships with our farmers, while continuing to listen and learn from our stakeholders. We're committed to fostering a diverse and inclusive workforce to drive the rich collaboration we need to help our business grow and create opportunities for our associates.

As we proceed into our second century, we continue to strive to be the best we can be through our vision: to be the most-trusted name in food and agriculture products. We strive to align our practices with the values of our stakeholders and, in doing so, act responsibly.

In this report, we are proud to share the progress we've made during a difficult and challenging time, but we are certainly not done. Our hope is for an end to the pandemic in the year ahead, while holding true to these certainties: keep our associates, their families, and communities safe, and keep America fed.

Thank you for reading!



Jim Perdue, Chairman



Randy Day, CEO

Executive Summary

FY2021 Highlights

Our Company Stewardship Report covers our Fiscal Year (April 2020-March 2021).

People & Partners

We believe in responsibly contributing to the economic stability of our company and business partners.

- Focus amid the pandemic was to ensure safety of associates and keep America fed
- Perdue Farms recognized for COVID-19 response
- Our COVID-19 response by the numbers
- Our farmers answer the call as essential workers
- Leading with gratitude

We believe in being a responsible employer, investing in our associates' growth, safety and well-being.

- Perdue Named "America's Best-In-State Employer 2020" by Forbes
- Received 18 safety awards from the Joint Industry Safety and Health Council
- Investing in our associates' growth and education
- Engaging our associates for a more diverse and inclusive workplace



We believe in being responsible members of the communities where we do business.

- Delivering Hope To Our Neighbors® amid the pandemic
- A Mission Partner with Feeding America®
- Power of associate volunteerism and giving back
- Provided more than \$1.5 million in Franklin P. and Arthur W. Perdue Foundation grants

We believe in helping agricultural customers prosper with flexible forward-thinking solutions.

- Focus on the farmer
- Specialty seeds and oils
- Perdue AgriBusiness Plenish® high-oleic soybean oil certified heart healthy
- Leveraging our deepwater port to reach around the world

Food

We believe in responsibly producing safe, high-quality, trusted and affordable food.

- Delivering trust across multiple brands and products
- PERDUE® ThanksNuggets Pack Thanksgiving into special nuggets
- Niman Ranch and Panorama Meats expand offerings
- Spot Farms one of first major pet treat brands to become 1% for the planet member
- A dedication to health and nutrition



Environment

We believe in being responsible stewards of our natural resources.

- Tracking our aggressive five-year sustainability goals
- Protecting our natural resources
- Working with Oyster Recovery Partnership for a healthier Chesapeake Bay
- Encouraging environmental sustainability through local innovation

Animal Care

We believe in responsibly raising animals for food.

- We're raising animals for higher standards
- We hosted our fifth Animal Care Summit, reporting our progress toward goals outlined in 2019 and committing to next steps
- We outlined new animal welfare initiatives
- Our farmer contest strives to get most birds onto free-range pastures
- Our third poultry learning center focuses on education for community and classrooms





We believe in responsibly contributing to the economic stability of our company and business partners.



PEOPLE & PARTNERS

Company & Business Partners



A Year Of COVID-19

Our response focused on two important things: Ensuring the safety of our associates and fulfilling our obligation to keep America fed

As we embarked on a new fiscal year in April 2020, the harsh reality of the coronavirus pandemic was intensifying across the U.S., impacting our business and our communities. We were in the midst of our company's 100th anniversary year, with hopes for celebration and commemoration of our heritage. Those plans were set aside for a larger calling.

As stay-at-home orders expanded, and increased demand for fresh poultry left grocery stores shelves empty in many places, it was the thousands of Perdue associates who answered the call as federally designated frontline workers to help meet the sharp adjustments in demand. They showed up diligently to help maintain a steady supply of food to keep our fellow Americans fed.

Through it all, the focus of Perdue's COVID-19 response was and remains two-fold: keep our associates safe and do our part to keep America fed.

What we could not anticipate was that a year later, as we closed out our fiscal year, the virus would still be a constant presence in our lives. It was a year of great uncertainty and anxiety in which wearing masks and social distancing were the current reality.

Perdue's facilities continued to operate with a heightened sense of safety for our associates. The company implemented a vast array of measures for their safety and welfare:

- Where social distancing was not possible in our production facilities, we installed thousands of dividers between our associates on the production floor
- We reconfigured breakrooms and conference rooms to promote social distancing
- Visitors to all Perdue facilities are subject to non-contact temperature checks
- Face coverings are required and provided for anyone who enters any of our facilities, including federal food safety inspectors
- We extended the hours of many of our on-site Wellness Centers, which are staffed with local healthcare providers and are available to our associates and their families free of charge
- We increased our already stringent cleaning and sanitation protocols
- We provided support to associates who were directly impacted – either due to illness or CDC-mandated quarantine requirements
- We maintained an ongoing dialogue with associates and our communities about the impact of COVID-19 on our business and provided important information to our associates in multiple languages to educate them on safety requirements and CDC best practices for when they were at work, at home and out in the community
- We temporarily waived the five-day waiting period of short-term disability for any associate who contracts COVID-19, so that he or she could receive immediate benefits
- All hourly associates received a temporary \$1-per-hour pay increase and all Piece Rate associates, such as truck drivers, a \$40-per-week pay increase
- We fully funded our annual Profit-Sharing Bonus Program payout to eligible associates two months early
- Because the pandemic caused many associates to cancel their vacation or personal time off (PTO), we temporarily removed the PTO accrual maximum for all associates until July 6, 2020
- We provided our production associates with food products to take home for themselves and their families



Beginning in the fall of 2020, the roll out of FDA-approved COVID-19 vaccines signaled that hope was on the horizon and we may soon see an end to this unprecedented global pandemic. Through our partnerships with local and state health organizations, associates across many of our operations were starting to receive free vaccinations, as the company worked persistently to fulfill our commitment to provide all associates access to a vaccine.

Early on in March 2020, Perdue established an internal Coronavirus Response Task Force to help navigate the potential impacts to our business. Throughout the pandemic, Perdue was ahead of the curve in putting measures in place to mitigate COVID-19 often before guidance from public health experts evolved. In fact, at our invitation, U.S. Centers for Disease Control and Prevention (CDC) officials toured a number of our food-production facilities and they recognized our extensive incremental mitigation practices as “best-in-class.”

In December, Perdue Farms called on the CDC to prioritize essential meat and poultry workers, and their families and co-habitants, for vaccine prioritization as part of the Phase 1b of distribution. Perdue also offered resources to assist the CDC and states in this effort, recognizing that a successful vaccine program would require partnership between government and private industry.



The pandemic shed a harsh light on the ongoing issue of food insecurity. For many Americans, the pandemic forced thousands of people to seek assistance with putting a meal on the table for the first time. As a food company, Perdue Farms was uniquely positioned to help.

Through our decades-long partnership with Feeding America® and our “Delivering Hope To Our Neighbors®” hunger-relief initiative, Perdue Farms donated more than four million pounds of protein to Feeding America®-affiliated food banks in our communities and beyond. (See related story “Delivering Hope To Our Neighbors® Amid The Pandemic” on page 38.)

We also directed protein donations to support frontline health-care workers and first responders, and to support community-based hunger-relief programs.

As we navigate forward amid the pandemic, we remain committed to keeping our associates, their families and our communities safe, while keeping food on tables across the nation.

We will continue to be guided by our 101-year heritage and our values of quality, integrity, teamwork and stewardship, while working hard to fulfill our vision “to be the most trusted name in food and agricultural products®.”





Perdue Farms Recognized For COVID-19 Response

Perdue Farms received recognition for keeping its associates safe and supported amid the pandemic:

- Perdue Farms was named winner of a Silver Stevie® Award for Most Valuable Employer in the COVID-19 Response category in the fifth annual Stevie Awards for Great Employers. The award recognizes the world's best employers and the human resources professionals, teams, achievements and HR-related products and suppliers who help to create and drive great places to work.
- Perdue Farms was also named the Gold winner in the Company Response of the Year During COVID-19 category in the 10th annual Consumer World Awards, which recognize consumer products, companies and people globally. The company was recognized for its hard work to show resilience and creativity to weather the economic impact caused by the pandemic while keeping people, safe, healthy and informed.

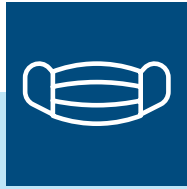


Our COVID-19 Response By The Numbers



16MM+

disposable gloves and string
knits provided to associates
in food plants



5.5MM+

free masks provided
to anyone entering
our facilities



4MM+

lbs of protein donated across
our footprint and beyond to
feed struggling families



3.6MM+

pieces of disposable personal
protective clothing



36,500+

gallons of hand
sanitizer purchased



17,750+

soap cartridges
purchased



12,700+

COVID-19 care packages
mailed to homes of associates
in communities experiencing
spike in virus cases

(Each kit contained 5 masks, 2 bottles of hand
sanitizer and 1 digital thermometer)



9,950+

containers of
disinfectant hand
wipes purchased



2,000+

social distancing partitions
installed in food production
facilities where possible to
promote social distancing



Our Farmers Answered The Call

“How did it feel to be considered as essential amid the pandemic?”

“

There was a sense of pride that we are contributing. At such an uncertain time where the media was portraying food shortages, we were there to do our part.

- Amanda Hawkins, Harrington, DE.

”



“

My neighbors were very excited that we were keeping on ... still growing chickens. I went to the grocery store at that time, and you couldn't find anything. At the meat counter they were bare. There were cases where there was opportunity for people to buy product directly from Perdue and they were very excited about that. They thought very highly of us as farmers, because we were still producing food. It's just a sense of pride that you are providing a product that people are using every day.

- Alvin Warner, Milford, DE.

”



“

We're growing the food, raising the food. It's 24/7. A lot of us live on the farm and we don't clock out. So, I think people started to respect that when they saw how hard we worked.

- Austin Good, Lancaster, PA.

”



“

It still made me feel proud that I was doing something to help feed America and make sure everybody has plenty of food.

- Beth Jernigan, Windsor, N.C.

”





Leading With Gratitude

Just as the spread of the global pandemic accelerated in the U.S. in March 2020, our PERDUE® brand was slated to launch a new product-focused TV commercial advertising campaign.

However, given the state of global fears and unknowns surrounding COVID-19, we felt that a traditional commercial didn't feel right in the moment. Foregoing the planned

ad launch, we opted for a new approach to acknowledge the unfolding situation and salute the many essential workers across the nation who were working overtime to keep the food supply chain up and running as the unprecedented crisis continued to evolve.

With a quick pivot, we scripted an unorthodox production plan for a new ad featuring Chairman

Jim Perdue, who filmed the spot himself in "selfie mode" while the production team directed remotely. The result was a heartfelt message in Jim's own words into his own cell phone. Standing in front of one of the company's branded trucks, he thanked everyone from farmers to shelf stockers — "folks who are rarely seen, even more rarely thanked, yet they're always there when we need them the most."

Niman Ranch Supports Next Generation Of Farmers

In 2020, the Niman Ranch Next Generation Foundation, the philanthropic arm of Niman Ranch, awarded scholarships to 48 young people from seven states totaling more than \$169,000 during the 22nd Annual Hog Farmer Appreciation Award Ceremony.

Recipients will use the funds to help defray the costs of higher education so they can return to the farm and support rural agriculture communities.





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 re-communicate 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 integrity and teamwork, and it extends into our strategic growth plans.

Supporting Our Farm Family Partners

The majority 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 issues between the company and our farmers.



The Contract Poultry Growing Relationship

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, 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 as a result 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 Standards

We have high standards for how we expect our birds 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





Our Standards



PANORAMA
ORGANIC GRASS-FED MEATS

Niman Ranch is a community of more than 750 independent family farmers and ranchers who raise pork, beef and lamb, traditionally, humanely and sustainably. Niman Ranch is the largest farmer and rancher network in North America to be Certified Humane®.

Farmers who raise hogs for sale to Coleman Natural put in extra work to meet our care standards, including no antibiotics ever and an all-vegetarian-fed diet. In turn, they receive a premium price for their animals. We help them with veterinary and technical support.

Panorama Organic Grass-Fed Meats®, is the nation's largest producer of 100 percent grass-fed, grass-finished, USDA Certified Organic beef with 34 independent family ranchers that span eight states and nearly one million acres of land. Ranchers who raise Panorama cattle treat the animals humanely in low-stress environments and employ pasture rotation and land-management practices that promote animal health and protect delicate rangeland ecosystems.

Panorama Organic ensures animal welfare standards through the Global Animal Partnership program, a nonprofit organization made up of farmers, scientists, retailers, manufacturers, and animal advocates, all collaborating with a common purpose: improving farm animal welfare. To remain in this program, our ranchers are audited every 15 months through independent third parties.



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 Ethics

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 acting with honesty and integrity at all times.

Our Values Shape Our Future

Our values were established nearly 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.





The Family Story Continues Into Our Second Century

For 101 years, Perdue Farms has remained family owned and the Perdue family is committed to continuing that legacy into our second century.

Two generations of the Perdue family work in the company today and the family is committed to keeping

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 the family are currently working in the business.



Jim Perdue
Chairman,
Perdue Farms



Chris Perdue
Director of E-commerce,
Perdue Foods



Ryan Perdue
VP General Manager,
Spot Farms and Full Moon



Chris Oliviero
VP General Manager,
Niman Ranch



Rick Lloyd
Director of Business
Development,
Perdue AgriBusiness





Perdue Family Farmhouse Is A Daily Reminder Of Our 101-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 Mr. 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.





Governance & Accountability

Stewardship is part of our 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 commitment 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 (see page 63), we measure reductions in intensity. 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.





We believe in
being a responsible
employer, investing
in our associates'
growth, safety
and well-being.



PEOPLE & PARTNERS

Our Associates





Perdue Named To List Of “America’s Best-In-State Employers 2020”

Forbes named Perdue Farms one of “America’s Best-in-State Employers 2020” in Delaware and Virginia. The list is determined by an independent survey of more than 80,000 employees working for companies employing at least 500 people within the United States.

This recognition represents our decades-long commitment to ensuring we provide a safe and inclusive work culture that allows our associates to be successful. As evidenced by our ongoing efforts to

support and protect our associates throughout the COVID-19 pandemic, we remain committed to putting them first as they continue to serve as frontline heroes in America’s food supply chain.

Diverse and engaged associates are at the heart of fulfilling our Vision to be the most trusted name in food and agricultural products. We’re honored that Forbes recognized Perdue among America’s best employers.

Forbes





Perdue Facilities Recognized For Workplace Safety

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

As we continue to navigate through the uncertainty of the COVID-19 pandemic, our focus remains on ensuring we are providing safe places for our associates to work and returning our associates home safely at the end of each workday.

In 2020, 18 Perdue Foods facilities earned Joint Industry Safety and Health Council recognition for consistently implementing innovative and effective workplace

safety health processes and systems. Six locations – three food producing plants and three feed mills – earned the “Award of Distinction,” the Council’s highest honor.

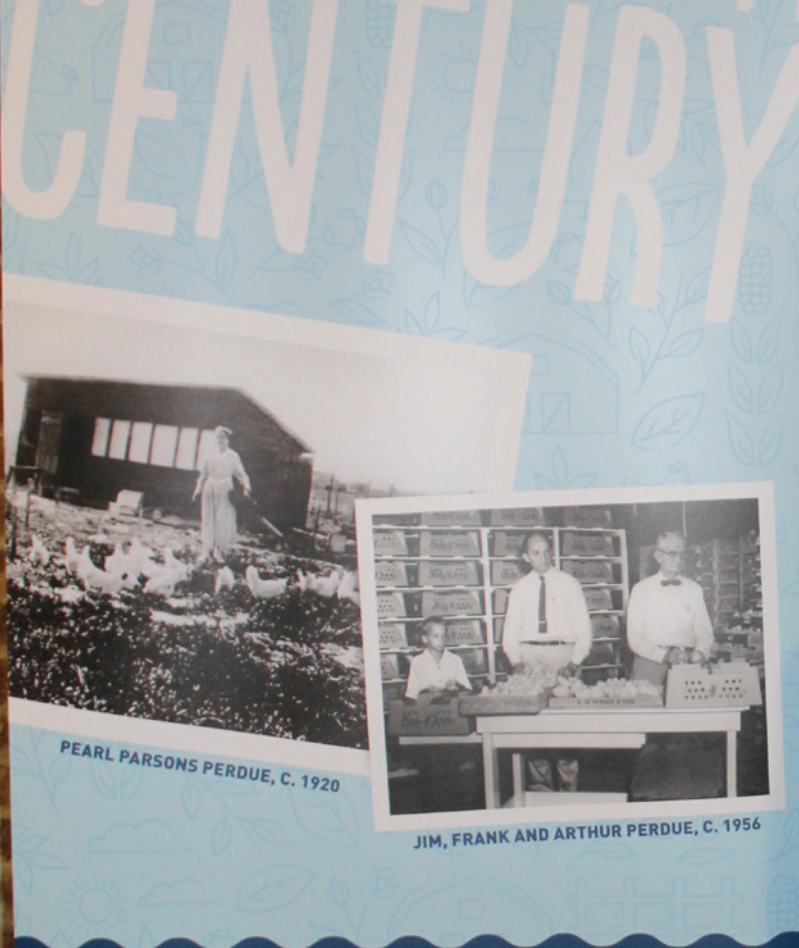
These awards reflect company goals that put people first and our associates’ dedication to workplace safety. We’re proud of our teams’ accomplishments and focus on continuous improvement.

The Award of Distinction criteria required these facilities to maintain their key Occupational Safety and Health Administration (OSHA) safety metrics — Total Recordable Incident Rate (TRIR), Days Away,

Restricted or Transferred (DART), and Lost Work Day Incident Rate (LWDIR) — at levels at least 50% better than the industry average for three consecutive years. Each facility’s written explanation of its safety programs and processes was also considered in the award selection process.

Twelve other Perdue facilities were recognized with the “Award of Honor,” the Council’s second-highest award. All of these locations maintained their OSHA safety metrics at least 25% better than the industry for at least three straight years.





Investing In Our Associates' Growth And Education

As part of our people-first philosophy, we are committed to creating opportunities for our associates to grow, professionally and personally. Through our learning and development programs, we offer associates numerous educational programs to help them succeed.



In 2020:

- Our **Tuition Reimbursement Program** invested \$156,000 in higher education for 45 associates, eight of whom graduated with master's degrees and one with a bachelor's degree.
- **Perdue Learning University** conducted six leadership conferences engaging some 200 associates and delivered 30 training topics in-person or virtually to thousands of associates, including guest speakers on COVID-19 medical questions and mental health.
- **Employee Assistant Program** resources, and remote work topics to support our associates during the pandemic. Associates have access to more than 3,000 free self-guided training modules to help them excel.
- Eleven associates earned a high school diploma in 2020 through our ongoing partnership with the **Penn Foster Online High School Diploma Program**. Nearly 80 associates were pursuing diplomas in 2020.





Engaging Our Associates For A More Diverse And Inclusive Workplace

Perdue Farms is an incredibly diverse company with associates who bring different points of view that strengthen our company and our communities. We are proud that our strength comes from this diversity.

We have a number of Associate Resource Groups designed to help us build a diverse, inclusive and engaged workforce and workplace. Our associates are the backbone of our 101-year-old company and our success, so it's important that

we attract, develop and retain a workforce that reflects the diversity of our stakeholders and communities. We currently have five Associate Resource Groups, with additional detail included on pages 27-28.



EDGARDO TORRES

Director of Operations

Cromwell, Kentucky



What attracted you to Perdue?

"While searching for my long-term career in 2008, I came across two main things that attracted me to Perdue. First, Perdue was and still is a family-owned company that has carried exceptional and meaningful values throughout generations. Secondly, Perdue was and still is known for its superior product quality. Those two things were aligned with my priorities as a person and professionally."

Why are you comfortable being your authentic self at Perdue?

"I am comfortable being my authentic self at work because I know the Perdue family and organization supports diversity and inclusion. Having a team that supports how different we are makes you feel welcome. That allows people to open themselves, lower their guards and show how authentic you are to others."

What attracted you to Perdue?

"2020 has taught us all the importance of food supply and how fragile some of the fundamentals in our world can be and it's special to be an integral part of that every single day. As tough as 2020 has been, it's made me appreciate the role I play in so many other lives and that is not something that is easily found at other companies."

Why are you comfortable being your authentic self at Perdue?

"Anyone who knows me or has worked with me knows I am infamous for my incessant questions and my drive to get to the root cause or core of the issue that when addressed, will set us forward. Not all conversations are easy, but when your co-workers are all collectively working towards the same goals, it is worth it. The team atmosphere at Perdue makes it easy to be my authentic self."

ERIKA MACK

Senior Merchandising Manager, E-Commerce

Salisbury, Maryland



SONYA WHITED

Senior Director of Retail Product Development, Perdue Innovation Center

Salisbury, Maryland



What attracted you to Perdue?

"Growing up in New Jersey and working in Jersey (at Unilever) for 12 years including my high school internship, I was interested in seeing 'what else was out there'. When an opportunity to become an 'inaugural' member in the Process Engineering group in R&D came along, I decided to interview ... for the first time in 13 years. I enjoyed the people that I interviewed and the family-owned culture of the company, though honestly the rural area was different from my location of 10 minutes away from New York City."

Why are you comfortable being your authentic self at Perdue?

"The environment at the Innovation Center, and through cross-functional relationships has a setting to express my personality, my thoughts and recommendations. I believe that bringing my whole self to work allows me to be my best – it is my own self-care and it is a benefit to the company. Over the last 15 years, I have met and worked with great people whom I enjoy."





PERDUE ORGANIZATION FOR WOMEN

Women have been the backbone of Perdue Farms since our inception, and our Perdue Organization for Women (POW) Associate Resource Group continues that tradition. POW advocates for women, encourages their voices in business decisions and supports Perdue's value of teamwork by promoting a diverse and inclusive workplace that is reflective of our stakeholders. They host a variety of events throughout the year, including book shares on timely topics and webinars to help both men and women empower themselves and others to grow professionally and personally.



VETERANS RECOGNIZED FOR THEIR SERVICE

Perdue is proud to count military veterans and their families amongst our associates. Our Veterans Associate Resource Group (VARG) fosters an esprit de corps and supports the veterans and active-duty community, as well as their friends and family, via numerous activities and events.

All year long, associates are invited to donate care package items to be sent to those currently serving our country. Each Memorial Day and Veterans Day, VARG hosts a special gathering to honor and celebrate those who have died while serving in the military and all those who have or are currently serving.



DISABILITIES ASSOCIATE RESOURCE GROUP

The Perdue Farms Disabilities Associate Resource Group is dedicated to providing support to associates with physical and/or mental disabilities, as well as those with family members with disabilities. It also promotes awareness and acceptance of individuals with disabilities. They provide information to associates about disabilities, and the help that is available, such as transportation, counseling, employment support and educational and advocacy resources. Our newest ARG, Disabilities sponsored Perdue's first Autism Awareness Month that included the corporate office being lit up in blue lights as part of nationwide efforts to encourage acceptance and appreciation of individuals living with autism.





GROUNDBREAKING ASSOCIATE INCLUSION NETWORK (GAIN)

GROUNDBREAKING ASSOCIATE INCLUSION NETWORK (GAIN)

Our Groundbreaking Associate Inclusion Network ARG's mission is to foster a sense of belonging for all people of color at Perdue Farms under the tagline of "Together We Gain" and unleash our full potential. Last year, GAIN engaged associates in free trainings and webinars, a "Don't Quit" campaign, Martin Luther King Community Day of Service and associate recognition around Black History Month.



INTERFAITH & SPIRITUAL ASSOCIATE RESOURCE GROUP

INTERFAITH AND SPIRITUAL ASSOCIATE RESOURCE GROUP

The Interfaith and Spiritual Associate Resource Group is committed to being an essential resource for the assistance, education, tranquil space and outreach to all associates and the community in order to build a strong network of associate care as well as community well-being.



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

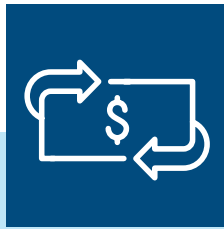
**- Kathryn Danko,
Chief Diversity Officer**





100%

Associates are **eligible** for company health benefits



100%

Full-time associates are **eligible** for company 401(k) match and bonus plans



99.48%

Associates who work full-time



\$0

Copay for doctor visits at on-site wellness centers



72.4%

Turnover rate versus 51.60% Goal



1.73 ▼

OSHA Total Recordable Incident Rate
9% Decrease



Four Drivers Achieve Safe Driving Milestones



Alvin Smith

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



Safe Driving Milestones

4 0 0 0 0 0 0 0

Alvin Smith, Lewiston, N.C.

2 0 0 0 0 0 0 0

Rodney Abrams, Milford, DE.

1 0 0 0 0 0 0 0

Richard Draper, Lewiston, N.C.
David Parker, Baker, W.V.





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, and to complying 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 for work grievances without retribution
- Measuring and fostering associate satisfaction
- Setting annual “People” goals to move forward toward improving associate safety, retention, health and engagement





**We Offer
Competitive Wages**

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% of pay, and profit-sharing bonuses. Annual compensation surveys confirm we remain competitive in each employment market.



- The combination of pay rate and company-paid benefits puts the total compensation for our production associates above \$21 per hour at all locations.
- Our average hourly production rate is 191% of the Federal minimum wage, which is also above the 2020 Federal Poverty Guidelines for a family of four.
- Our healthcare coverage design is in accordance with the requirements of the Affordable Care Act. Perdue pays 70% of the cost of insurance and the associate pays 30%.
- “Sick time” or short-term disability coverage is available all to associates at a cost of \$3.05 per week.
- 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, and 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.



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. When 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. We conduct monthly First and Last Principal Activity audits in all plants to ensure we remain in full compliance.
- We provide associates 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.



In most of our production facilities, we provide two 30-minute breaks per day, and in others, we provide one 30-minute lunch break and two other shorter breaks.

We maintain adequate staff to accommodate associate requests for bathroom breaks within a reasonable time, and we pride ourselves on the cleanliness and appearance of our restroom facilities.

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 in our supply chains 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 culture of safety at our operations and position our workplaces as among the safest in the manufacturing sector, with key OSHA metrics better than the manufacturing sector as a whole, and the best among poultry companies.

- 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 new associate and ongoing safety training, including training for new procedures and equipment to ensure safety.

- Our sites 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. As of January 1, 2018, we eliminated the copay for associates participating in our health plan to use the Wellness Center, including doctor and other healthcare provider appointments. Associates can make appointments during work hours and “stay on the clock” during their appointments.

Our voluntary Health Improvement Program (HIP) helps associates adopt healthy lifestyles and targets major preventable 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 have engaged in this type of conduct is dealt with swiftly, up to and including termination of employment.

We take pride in the diversity of our workforce and the manner in which 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 a number of Associate Resource Groups designed to help us build a diverse, inclusive and engaged workforce and workplace. We designated a Vice President of Talent Management and 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 occur. Perdue encourages diversity through targeted recruiting strategies.





Employee 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 as many of our hourly associates as possible during the year.

We provide all associates with several mechanisms to address any grievances.

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.

- 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.
- 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 believe in being
a responsible
member of the
communities where
we do business.



PEOPLE & PARTNERS

Communities





Delivering Hope To Our Neighbors® Amid The Pandemic

At Perdue Farms, we are committed to being a strong partner and responsible member of the communities where we live and work. As a food company, we are uniquely positioned to help thousands of Americans experiencing food insecurity amid the pandemic through our “Delivering Hope To Our Neighbors®” initiative.

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 Fiscal Year 2020, we have delivered more

than 86 million pounds of protein to regional food banks serving our communities – the equivalent of 71 million meals. Perdue Farms was one of the first meat companies to implement a formal program for ongoing donations of perishable protein products, creating a model for other companies to follow.

Since March 2020, Perdue delivered more than four million pounds of protein to support food bank pandemic-relief efforts in our communities and beyond, and in support of frontline health-care workers, first responders, and community-based hunger-relief programs.

“The Maryland Food Bank is grateful to Perdue Farms for their ongoing support during this especially challenging year. Each year, Perdue stands out as one of our most generous supporters, and 2020 was no exception as we faced an unprecedented need for food assistance all across the state. The donations we’ve received from Perdue - more than 1.1 million pounds of protein - have been extremely important to Marylanders facing food insecurity, many for the first time.”

- Carmen Del Guercio, Maryland Food Bank President and CEO



Throughout the pandemic, Perdue Farms provided support to its neighbors in numerous ways, including:

- In 2020, Perdue Farms delivered \$1 million in grants from our charitable giving arm the Franklin P. and Arthur W. Perdue Foundation in celebration of our 100th anniversary year. Grants totaling \$100,000 each to 10 food bank partners in our communities provided resources that have enhanced their ability to meet the demand for nutritious protein during the pandemic. Grants funded such assets as refrigerated trailers, vans, freezers, and warehouse equipment and technology to better manage food inventory.



- In Maryland, we partnered with Wicomico County Public Schools as part of the elementary physical education and health curriculum to provide students with “fun and fitness bags” to support them being active at home while learning remotely. A Perdue Foundation grant enabled the school system to purchase backpacks to hold fitness equipment.



- In northern California, where people were already reeling from the effects of the pandemic, a catastrophic fire season in the fall of 2020 disproportionately served up a menu of unprecedented losses to navigate. Niman Ranch

wasted no time jumping in to help, providing meals to the firefighters battling wildfires and partnering with independent chefs and restaurateurs to provide “thank you” meals after the flames were out, thus providing critical financial support for local establishments.

- In eastern North Carolina, Perdue Farms donated 10,000 pounds of nutritious protein – more than 8,300 meal equivalents – to feed families of children enrolled in the Youth Bertie Inc. Backpack Program. The collaboration between Perdue, the Food Bank of the Albemarle, Youth Bertie Inc. and Good Shepherd Food Pantry helped ease the burden of food insecurity for more than 200 elementary school children and their families.
- Niman Ranch rewarded food heroes who stepped up to help their communities during COVID-19 with donations of Certified Humane meats to support their relief efforts. These donations continued a series of initiatives from Niman Ranch to support the restaurant sector and impacted communities during the pandemic, including an \$80,000 restaurant relief fund and donations of more than 70,000 servings of protein to those in need.



- In Annapolis, MD., Perdue Farms provided 33,000 protein meals to the West Annapolis Pop Up Pantry to help more than 500 under-served families put a meal on the table.

“Hungry bellies can’t fight illness, foster children’s growth or contribute to productive lives. This donation helps our families do all of these things.”

- Diana Love, Co-founder of West Annapolis Pantry





Joining Forces With Baltimore Police And Communities

In Baltimore, Perdue Farms joined the Baltimore Police Department and Somebody Cares Baltimore to provide protein to more than 1,700 families in three local neighborhoods as part of the 2020 National Faith & Blue Weekend, a powerful initiative that builds bridges to more engaged communities. At the heart of this initiative is the reinforcement of connections between law enforcement professionals and the communities they serve.



"Because of your generosity, we were able to distribute chicken to hundreds of our neighbors. Joey Calloway was the coolest and best driver. One lady we served was 84 years old and wept as she told us she hadn't been checked on for months and had not had groceries for three weeks. The generosity of not only the chicken but the support of so many to help us was just a refreshing and remarkable experience."

- Matt Stevens, President and Founder, Somebody Cares Baltimore



In early 2020, we awarded \$100,000 in grants to 10 food bank partners in our local communities. One recipient, Food Bank of the Albemarle in eastern North Carolina, used the funds to purchase a new tractor trailer to help distribute more food within their service area. Here is a letter from Liz Reasoner, executive director of the Food Bank of the Albemarle, explaining the impact of Perdue's partnership in a shared mission to alleviate the impact of food insecurity in the region:



"Little did we know a year ago as we were planning the christening of the 53-foot trailer the Perdue Foundation funded... how critically important this gift would be. As we placed the vehicle in service in January, we knew that it would make a tremendous impact on our ability to feed those in need, but what we didn't know was how critical it would be in responding to the COVID-19 pandemic and the devastating impact it would have on northeastern North Carolina as well as the country.

Over the last 12 months (2020), the Food Bank of the Albemarle has distributed 9.2 million pounds of food across our 15-county service area, a 31% increase over 2019. To further show the importance this vehicle meant to our operation and those we serve, we would have been hard-pressed to meet the COVID-19 pandemic head-on.

The Perdue Foundation unknowingly helped us prepare for the storm that lay ahead, but more importantly, helped us create the foundation for successfully sourcing, handing and distributing more food to at-risk individuals in our region.

While the full scope of the pandemic's long-term impact is not yet known, there's already an economic impact that has led to more time between paychecks and fewer jobs, placing our already vulnerable families at greater risk for hunger... As a result, thousands of individuals turn to us to help make ends meet. For many, the support we provide means the difference between a healthy, happy future, and one that is filled with struggle and strife.

*This past year, amidst the pandemic, the Food Bank of Albemarle has taken a strategic approach to better serve those at risk of hunger and to address racial inequality. We are utilizing a Racial Disparities Dashboard, developed by Feeding America®, to help define the most effective approaches to meeting community needs and we have already launched mobile pantries in targeted areas as well as begun to source culturally responsive foods. Produce, however, will remain the core of our focus to increase poundage and provide nutritious food. The trailer funded by Perdue Farms is key to that success, and we are positive that the groundwork laid over the past 12 months has readied us to close the meal gap to ensure no one goes hungry. We truly couldn't have done it without you. **Thank you!**"*

Liz Reasoner

LIZ REASONER

Executive Director
Food Bank of the Albemarle





Middle Georgia Food Bank

A Guiding Partner With Feeding America®

In 2020, Feeding America® recognized Perdue Farms as a Guiding Partner for its donation of nearly 5 million pounds of food products, primarily chicken. It was the first year in the company's five-year commitment to donate a minimum 20 million pounds by 2025. Since 2000, Perdue has provided Feeding America®:



85MM+

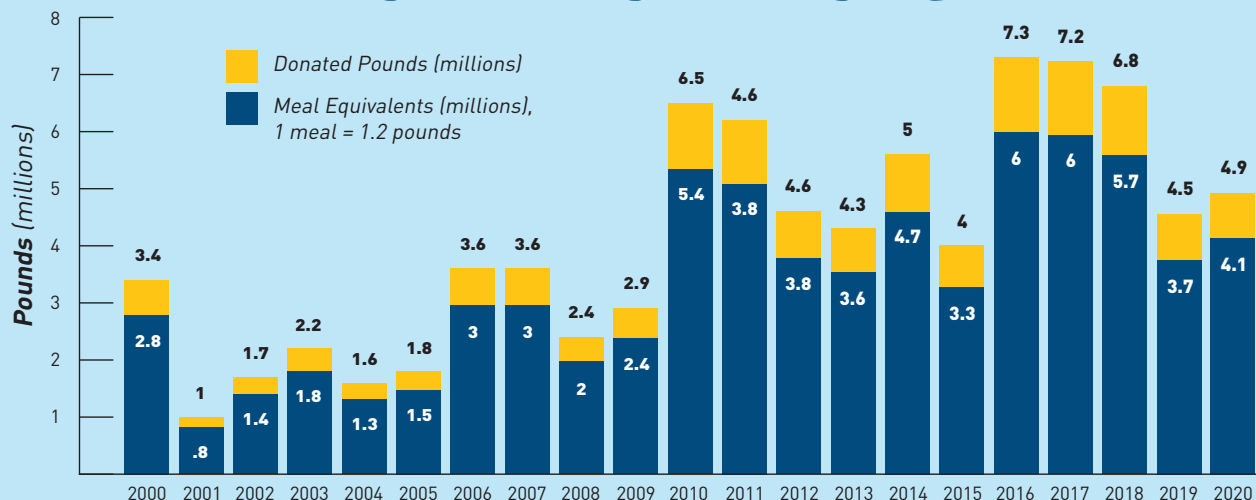
pounds of food donated to
Feeding America since 2000



70MM+

meal equivalents donated to
Feeding America since 2000

TOTAL DONATIONS





Franklin P. & Arthur W. Perdue Foundation

The Franklin P. & 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 work 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 2020, the Perdue Foundation awarded \$1.5 million to 69 nonprofit organizations. Some of those included:



\$1.1MM

to fight hunger
and poverty



\$55K

to social causes
and mentoring



\$227K

to community
improvement and
public safety



\$4.5K

to agriculture and
the environment



\$12K

to education
and literacy



\$100K

to scholarships



\$87K

to COVID-19
Relief Programs



\$20K

to disaster-
relief efforts



The Power Of Associate Volunteerism And Giving Back

At Perdue Farms, we are committed to being a trusted partner in the communities where we live and work by engaging and helping our neighbors in ways to improve the quality of life. We encourage our associates to volunteer their time and engage in causes to support our neighbors. Their big hearts are making a difference in their communities. Here are some examples:



United, We're Making A Difference

In 2020, Perdue associates helped contribute more than \$433,600 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 our United Way partners in our communities.



Supporting The Fight Against Cancer

Our associates raised more than \$205,000 in support of local American Cancer Society (ACS) efforts last year. In 2020, associates in Lewiston, N.C., raised \$165,000

for Relay for Life, bringing their legacy of giving to more than \$1.7 million. Their effort earned the "Hero of Research Award" from ACS and the right to fund a three-year breast cancer research project at the University of North Carolina Lineberger Comprehensive Cancer Center.

"We are so grateful to everyone at Perdue Farms for their tremendous support. 2020 was one of the most challenging years in our history. It prompted all of us to innovate and find new ways to serve our patients and connect with our communities. Throughout these changes, Perdue's support enabled us to continue serving cancer patients during the pandemic."

- Gary Reedy, CEO of the American Cancer Society.



Brightening The Holiday For Children And Families

In Salisbury, MD., associates provided Christmas gifts for more

than 500 children and families in support of the Salvation Army's Angel Tree Program, continuing a years-long tradition to spread a little holiday cheer.



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, Perdue truck drivers participated in the Wreaths Across America mission to deliver remembrance wreaths to the nation's veterans cemeteries. Our drivers, many of them veterans, have for the past 14 years delivered more than 230,000 wreaths to cemeteries from New York to Florida.





We believe in responsibly helping customers prosper with flexible, forward-thinking solutions for agriculturally based products from a uniquely trusted name.



PEOPLE & PARTNERS

Our Agricultural Customers
& Grain Farmers





Focusing On The Farmer

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 marine 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.

Ohio farmer Todd Miller grows 30 acres of sunflower for Perdue AgriBusiness

“2020 was a good experience raising sunflowers for Perdue. A cold wet spring caused us to have to replant the entire field, but Mike Garland, our Perdue agronomist, was helpful in quickly getting us sunflower seeds for the replanting. After a good stand was established, the sunflowers were cultivated several times before growing tall enough to shade out much of the weed pressure.

Once in bloom the sunflowers were enjoyed by honeybees and neighbors. The field yielded above expectations, even with a drought in the summer months. The only fertilizer that was used was one ton of chicken litter an acre. Everyone we talked to at Perdue was helpful and easy to work with. We look forward to raising sunflowers for Perdue in 2021.”



Certified Heart Healthy



For seven years, Perdue AgriBusiness has contracted with East Coast farmers to raise Pioneer® brand Plenish® high-oleic soybeans. Farmers can now take pride in knowing the soybeans they raise are producing high-oleic soybean oil that has earned the American Heart Association's Heart-Check certification mark. 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, which also allows farmers to receive a premium for growing high-oleic soybeans, helping increase their on-farm profitability.



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% 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 each farmer's business team, to help optimize feed formulations to improve farmer profitability.





International Markets: An Additional Outlet For U.S. Farmer Grain

Since 2019, Perdue AgriBusiness has been selling soybeans to Herun Group Co., Ltd., dba Chinasea, a diversified private enterprise covering grain and oil processing, logistics, petroleum storage and trade, real estate development, and industrial investment.

During the U.S. export season, Chinasea buys a vessel of soybeans from Perdue on a monthly basis. Sales to Chinasea enhance our U.S. soybean value chain and add diversity to our customer base in China. Their ability to discharge soybeans quickly, combined with

the loading enhancements we made at our Chesapeake, VA., deepwater terminal, result in considerable logistical efficiencies to the supply chain which enhance profitability for both partners and provide an additional outlet for U.S. farmer grain.

Since its founding in 1979, Chinasea has built a modern intermodal transportation and logistics system in China moving grain from the north to the south on roads, rail, and water. They are one of the largest privately owned crushers in China with a daily crush capacity

of 9,000 metric tonnes and two integrated oil refineries. In 2019, they were ranked 162nd among the top 500 private enterprises in China.

In 2017, they entered the Brazilian market and built the world's largest dedicated grain port in São Luis, Brazil. This grain port enabled Chinasea to establish an oilseed logistics network connecting road, rail, rivers, seas, and warehousing to promote large-scale storage, transportation and processing throughout Southeast Asia, Argentina, Brazil, and the U.S.



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, soymeal and soy 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.



61MM

The record number of bushels of soybeans Perdue AgriBusiness exported to 25 countries in fiscal year 2021



75MM

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



400MM

Bushels of grain handled



8.5K+

Farmers we purchase grains from





We believe in
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® and COLEMAN ORGANIC®, NIMAN RANCH®, PANORAMA ORGANIC GRASS-FED MEATS 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 and no-antibiotics-ever chicken, turkey, pork, beef and lamb and USDA-certified organic chicken. We also have a full range of foodservice products, from conventional to organic and Perdue International reaches 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 of 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.

*Minimally Processed. No Artificial Ingredients.



Limited-Edition PERDUE®
ThanksNuggets



PERDUE® ThanksNuggets Pack Thanksgiving Flavors Into Special White Meat And Dark Meat Turkey Nuggets

Thanksgiving celebrations in 2020 were bound to look a little different, with smaller gatherings and less travel. To help consumers celebrate the holiday during the unusual year, Perdue launched PERDUE® ThanksNuggets, a limited-time offering that packed all the best flavors of Thanksgiving into two nuggets: Breaded Breast Meat Turkey Nuggets and Breaded Dark Meat Turkey and Cranberry Nuggets.

In honor of Perdue Farms' 100th anniversary year in 2020, 100 bags of the limited-edition PERDUE® ThanksNuggets were available for sale on PerdueFarms.com for \$19.20, a nod to our founding year. The 24-ounce package featured separately wrapped dark and white meat nuggets that made Thanksgiving dinner and leftovers preparation one less thing to stress about in 2020. In the spirit of giving, Perdue Farms also donated protein to provide Thanksgiving meals

for 500 Junior Enlisted Members and Families of the 82nd Airborne Division at Fort Bragg, N.C.

Whether fans of white or dark meat turkey, our ThanksNuggets had consumers covered so everyone could still enjoy their favorite holiday flavors without all the effort. The product was well received by consumers and sold out on our new e-commerce website, PerdueFarms.com, in less than three minutes!





Keep Cookin' Commercial Released Amid Pandemic

While the world changed drastically in the past year due to the global coronavirus pandemic, the connection that people share over food grew ever stronger.

Building on the selfie-style message from Chairman Jim Perdue we shared at the onset of the coronavirus pandemic (page 13), we released a second set of commercials to provide another message of hope and positivity during trying times.

In periods of uncertainty, cooking is familiar. It's a trip down memory lane and a road to new ones. We remember our family traditions, failed experiments and all the laughs we shared. As we spend more time in the kitchen, we believe we make room for more connection.

With Hank Williams' "Hey Good Lookin'" playing in the background, the commercials were meant to encourage consumers to "Keep Cookin'", continuing to connect

and bond through the sharing and cooking of food together, and keep up their spirits and optimism as the world navigated the ongoing struggles presented by COVID-19.



New Niman Ranch Products & New PANORAMA® Bone Broth



Niman Ranch Expands Offerings With New Bacon Breakfast Sausage

This year, Niman Ranch solved the perennial morning debate of bacon or sausage with the launch of new Applewood Smoked Bacon Breakfast Sausage. The new links, made with Niman Ranch's award-winning artisanal uncured bacon, are one of two new additions to the brand's breakfast sausage line. For those with more of a sweet tooth, Niman Ranch also rolled out Vermont Maple links — the perfect partner for any stack of pancakes. The full line of Niman Ranch breakfast sausages, including our classic pork and apple cinnamon varieties, is now available nationwide at select specialty grocers.

Panorama Meats Introduces Organic Domestic Grass-Fed Shelf-Stable Bone Broth

Panorama Organic Grass-Fed Meats™ launched its first shelf-stable product extension with an organic grass-fed beef bone broth. With environmentally friendly packaging, the product is USDA Certified Organic, Paleo Certified, Whole30 Approved and Keto-friendly, all top of mind for consumers today.

With eight grams of protein per serving, the broth is made by

slow simmering for 12-24 hours in small batches with organic vegetables and seasonings. Bone broth is considered to be a healthful food option because it contains large amounts of natural collagen, minerals and gelatin released from the bones during the prolonged simmering process. It can be used in soups, sauces and gravies and has recently gained popularity as a health drink.





Spot Farms Leads The Pack As One Of The First Major Pet Brands To Become A 1% For The Planet Member

Spot Farms, which provides high-quality, premium treats and foods made with human-grade ingredients to the pet specialty market, recently joined 1% for the Planet, committing to donate 1% of all sales to nonprofit partners that help support farming and agriculture in the United States. 1% for the Planet pairs businesses and individuals with highly vetted environmental nonprofits to create partnerships that amplify the impact of its members' giving.

"We are delighted to welcome Spot Farms to the 1% for the Planet family of nearly 4,000 global businesses. As one of

the first major pet brands to join the cause, they are truly leading the pack and we hope that others will be inspired to follow," said Kate Williams, CEO of 1% for the Planet.

With its 1% for the Planet partnership, Spot Farms joined the businesses and community of individual members responsible for giving more than \$265 million back to environmental nonprofits since 2002. Spot Farms will donate 1% of sales to Savory Institute, an organization focused on supporting sustainable farming and agriculture in the U.S.

"At Spot Farms, we believe that our pets deserve food that is just as good as the food we make for ourselves, and this commitment drives our choices every step of the way. By joining 1% for the Planet, we're also committing to ensuring the future health of both our planet and farming communities."

- Ryan Perdue,
Founder of Spot Farms




Chicken House With Outdoor Access



Leading The Industry In Raising Chickens With Outdoor Access

As we progress on our animal care journey, we are continuously evolving our practices and making improvements to the way we raise our animals. Building on our leadership as the number-one producer of organic chicken in the country, we also lead the industry in raising chickens with outdoor access.

Perdue family farmers raise more than 25% of our chickens with outdoor access to meet free-range standards, including windows in the barns, environmental enrichments, and safe outdoor access.

Growing Organic The Right Way

As the number-one producer of USDA organic chicken, organic to us is much more than a product claim; it's a commitment to how we raise animals and produce food. Our organic certification covers not only the end product, but every step in the process – including our feed and free-range farms with pastures – all the way to market.

Through Perdue AgriBusiness, we have direct access to organic grains and soy. We verify integrity – from the organic

farm raising the grain, to the feed, on to the farm raising the chickens. This includes third-party testing at origination and destination and documentation requirements that exceed those of the USDA.





Food Safety & Quality: Foundations Of Trust

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 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



A Dedication To Health And Nutrition

We are constantly listening to our consumers and seek to provide product offerings to meet their evolving needs, from our PERDUE® CHICKEN PLUS™ veggie-and-chicken blended items, to products made with simple ingredients under our PERDUE® SIMPLY SMART® label, to our expanded free-range offerings under our PERDUE® HARVESTLAND® line, to gluten-free products that meet the standards of the Gluten-Free Certification Organization. Also, we proudly continue to lead as the number-one producer of USDA organic chicken.

We continue to make our PERDUE® branded products even healthier:

- Our CHICKEN PLUS™ nuggets and tenders have reduced fat, reduced cholesterol, and increased positive nutrient content (fiber, protein, Vitamins A and C) compared to their traditional counterparts, and can help parents of picky eaters get more vegetable nutrition into their kids' diets
- Our low-fat refrigerated products have less fat than comparable breaded, fried boneless chicken products, according to USDA data
- Our whole grain breaded line meets USDA Dietary Guidelines for whole grains
- We have retail and foodservice products that carry a "Child Nutrition" label, which indicates

its contribution toward the USDA's daily Child Nutrition Meal Pattern Requirements

- We use only white-meat chicken and no fillers
- We continue to strive to lower sodium levels and to meet consumer taste preferences and functional processing requirements

Our COLEMAN NATURAL®, COLEMAN ORGANIC® and NIMAN RANCH® processed products, including sausage and bacon, contain no added nitrites, nitrates or artificial preservatives.

Most of our PERDUE® HARVESTLAND® foodservice items contain no artificial additives, nitrates or nitrites.





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 U.S. sold products are **made in the U.S.** from animals raised and processed in the U.S.



100%

of products meet the requirements of the **Global Food Safety Initiative**

11 | **1** | **0**
Category 1 | Category 2 | Category 3

Whole Birds (including turkey) rankings from the USDA Salmonella Performance Standards as of April 24, 2021

10 | **1** | **1**
Category 1 | Category 2 | Category 3

Parts rankings from the USDA Salmonella Performance Standards as of April 24, 2021

1 | **0** | **3**
Category 1 | Category 2 | Category 3

Ground rankings from the USDA Salmonella Performance Standards as of April 24, 2021



48.4K

consumer inquiries handled in 2020 for Perdue



19.5%

reduction in consumer complaints from 2019-2020



0

recalls in 2020





We believe in being
responsible stewards
of our natural
resources.



ENVIRONMENT





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, reusing and recycling are nothing new for Perdue!

That understanding of the importance of being frugal and maximizing the available life of all 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 greenhouse gases, water use and solid waste by 2023 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 agriculture" as we navigate into 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



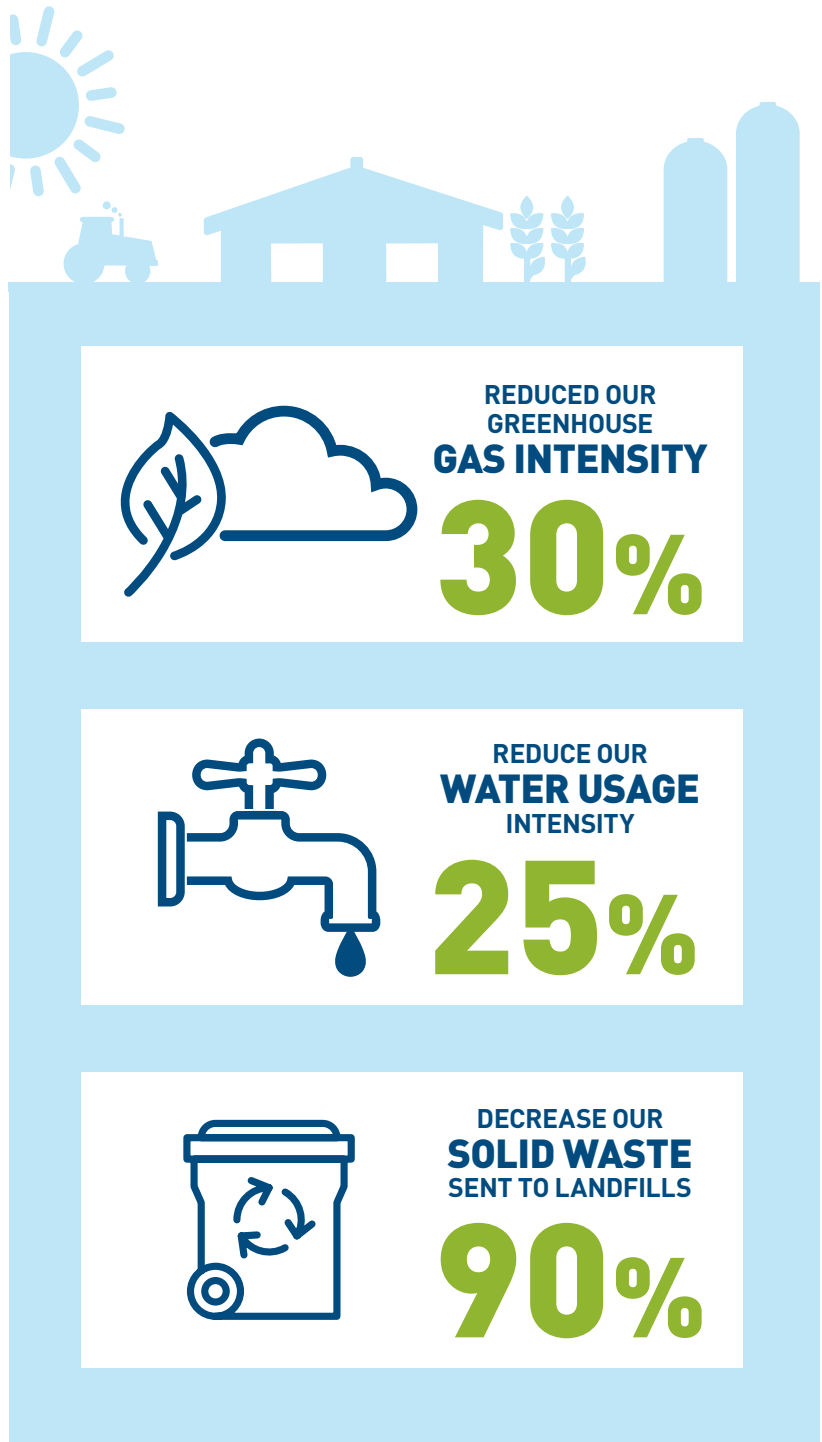
- Methane extracted from our anaerobic lagoon in Cromwell, Kentucky produces electricity, reducing CO2 emissions by approximately 100,000 tons
- Through Project Clean Stream, our associates have removed more than half a million pounds of trash and debris from streams, waterways, roadways, parks and more 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.perdufarm.com/responsibility/environment/

Tracking Our Aggressive Five-Year Environmental Sustainability Goals

In 2018, we established aggressive five-year goals for reductions in greenhouse gases, water use and solid waste by 2023.



Our 2020 Progress



REDUCED OUR
GREENHOUSE
GAS INTENSITY

10.5%



REDUCED OUR
WATER USAGE
INTENSITY

8.9%



IMPROVED OUR
SOLID WASTE
DIVERSION FROM
LANDFILLS

10.6%

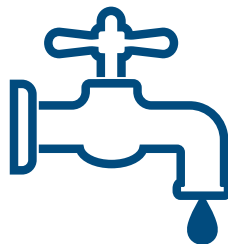
Our long-standing environmental sustainability efforts include goals for reducing our environmental footprint.

Compared with our 2015 baseline, we have:



REDUCED OUR
GREENHOUSE
GAS INTENSITY

15.3%



INCREASED OUR
WATER USAGE
INTENSITY

4.1%



EXCEEDED OUR
SOLID WASTE
DIVERSION FROM LANDFILLS
GOAL OF 90% AT

93.8%*

*We previously reported a percentage improvement over prior year.





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.

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



 = 10,000 lbs. of trash



\$70,000

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

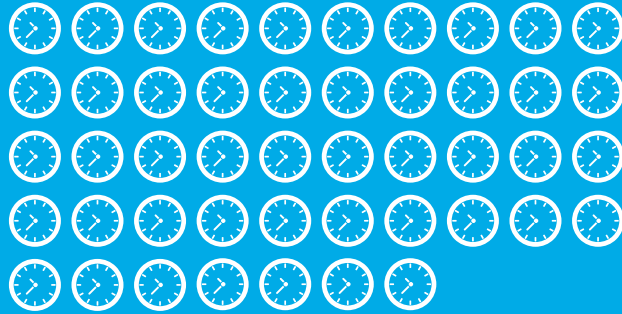


 = \$1,000 donated



23,679 Hours

Number of associate **volunteer hours** contributed to the project



 = 500 hours of volunteer time



“ Since 2008, Project Clean Stream saw significant growth thanks to the help from Perdue’s sponsorship. What started as a single day clean up event, grew to a whole season of clean ups throughout the entire Chesapeake Bay watershed. Of course, we could not have achieved these amazing results without the help from sponsors like Perdue, who help us grow through outreach, engagement and support.

**- Kate Fritz, Executive Director,
Alliance for the Chesapeake Bay** ”



Working With Oyster Recovery Partnership For A Healthier Chesapeake Bay

25 MILLION

Young Oysters Planted



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.



8,000+
Volunteer
Hours

**Awarded ORP
\$75K**
in grants
since 2011

“ For nearly 12 years, Perdue Farms and its dedicated volunteers have rolled up their sleeves and put in countless hours to support the Oyster Recovery Partnership and a healthier Chesapeake Bay. Their team has contributed to a successful Marylanders Grow Oysters program on the Eastern Shore by producing thousands of shell bags for important local oyster restoration projects. We are grateful for their ongoing efforts to ensure a healthy future for our beloved Bay.

- Ward Slacum, ORP Executive Director

”



Oyster Recovery Partnership's Shell Recycling & Oyster Restoration Lifecycle

FOLLOW THAT SHELL

Eating oysters helps support local watermen, oyster farms and oyster restoration projects. ORP's Shell Recycling AllianceSM (SRA) partners with 225 restaurants, caterers, grocery stores and other seafood services in the Chesapeake Bay region.



EAT

COLLECT



Leftover shell is collected and recycled by ORP's Shell Recycling Alliance. Citizens can drop off shell for recycling at many landfills.



ORP takes the shell to the UMD Horn Point Oyster Hatchery where it's aged and washed.



PREP

GROW

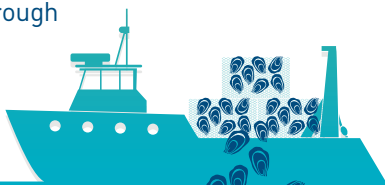
UMD Scientists produce oyster larvae, which attaches to the recycled shell and grows into new oysters.

SPAT
SPAT



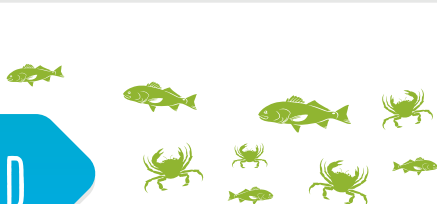
SPAT
SPAT

Cages of recycled shells with baby oysters attached are provided to homeowners through the Marylanders Grow Oysters program. The mature oysters are later collected planted on community oyster reefs.



PLANT

REBUILD



Oysters clean the bay by filtering out suspended sediment and excess nutrients. Oyster reefs provide habitat for fish, crabs and other important marine life.

For more information, visit perduechesapeakewatershed.com





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 agriculture products, we know

we have to 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
- Our senior leadership team and board review our environmental goals and results, and those results factor in management compensation
- 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



Encouraging Environmental Sustainability Through Local Innovation

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:

- In Milford, DE., cardboard bins that could not be recycled because of contamination issues were replaced by metal reusable bins and reduced the amount of cardboard going to landfills by approximately 192,000 pounds per year
- In Accomac, VA., the team reduced the amount of wastewater going through the anaerobic lagoon by 45 million gallons per year, thus reducing greenhouse gas (GHG) emissions by 5% or 3,250 tons of CO₂
- In Georgetown, DE., by reusing treated wastewater to process offal instead of potable water to wash down the screens reduced the amount of potable water use by approximately 29 million gallons per year
- In Sioux Center, IA., they purchased renewable energy credits to offset all electricity for the facility, reducing the equivalent of approximately 7,070 tons of CO₂ emissions
- In Bridgewater, VA., cleaning and refurbishing of a heat exchanger used to pre-heat water going to the boilers reduced energy consumption by 4,400 BTUs and potable water consumption by 500,000 gallons per year
- In our Perry, GA., cook and harvest plants, the replacement of metal halide and mercury vapor lighting with LED lighting reduced energy consumption by approximately 229,000 kilowatt hours per year
- In Gainesville, GA., the installation a water recycling system to use one-use cooling water, capture the water, and use for washdown water saved more than 1 million gallons of water a year
- In Monterey, TN., using treated effluent instead of potable water enables the facility to reuse approximately 11,200 gallons per day or about 3.1 million gallons per year



Perdue Farms Leading The Way In Environmental Responsibility With LEED®

Perdue Farms headquarters in Salisbury, MD. is Leadership Energy and Environmental Design (LEED) Platinum certified, the highest rating awarded by the U.S. Green Building Council. Perdue was the first LEED Platinum commercial project on Maryland's Eastern Shore.



What is LEED?

LEED certification provides independent, third-party verification that a building, home or community was designed and built using strategies aimed at achieving high performance in key areas of human and environmental health: sustainable site development, water savings, energy efficiency, materials selection and indoor environmental quality. LEED Platinum is the highest rating awarded by the USGBC.



LEED Certification Levels



CERTIFIED



SILVER



GOLD



 **PLATINUM**





Pervious pavers allow storm water to soak into the ground instead of running off



42.3% water reduction through water-efficient plumbing fixtures



On-site solar field generates up to 95% of the energy demand during occupied daytime hours and, on average, up to 40% of the total energy demand



Reused 99.6% of existing building envelope



Preferred parking for High Efficient Vehicles



Bicycle racks encourage alternative transportation



TAKE A TOUR

Perdue is proud to be among Maryland's environmentally conscious organizations to earn LEED certification. Here are just a few of the LEED features around our offices:

Diverted 97% - 631 tons - of remodeling project construction waste from landfill



Reused 12.7% of total existing resources



40.1% of building materials manufactured within 500 miles

24.3% of materials content manufactured using recycled materials

72.8% of wood based products harvested from Forest Stewardship Council certified forests



Integrated CO2 sensors and rooftop fresh air handlers help exceed minimum air quality standards by 30%*



Nearly 40% reduction in utility demand through energy efficient HVAC, lighting and on-demand hot water heaters



*American Society of Heating, Refrigeration and Air Conditioning Engineers minimum air quality standards





Perdue Farms Is The First U.S. Company To Create Pollinator-Friendly Habitat Throughout Solar Installation

As part of a commitment to environmental stewardship, Perdue Farms became the first poultry company in the United States to install friendly ground cover at its company solar field installation.

The pollinator-friendly ground cover consists of a variety of flowering

plants that provide food in the form of nectar and pollen in each growing season. It contains a mixture of plants that bloom from early spring to late fall so that flowers will be available when pollinators are active. The species were selected to be low-growing to keep from shading the panels, as well as

deep-rooted to be resilient to periods of intense sun and rain. In total, more than 250,000 native and pollinator-friendly plants are growing on the solar array adjacent to Perdue Farms' headquarters in Salisbury, MD.





Poultry Litter A Valuable Resource For Farmers Who Raise Our Poultry

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 of 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.





Niman Ranch Awards First Sustainable Farmer Of The Year Award



Family farmers are often leaders in environmental stewardship. In that spirit, Niman Ranch recognized the Nuessmeier Family Farm of LeSueur, Minnesota as the first recipients of their Sustainable Hog Farmer of the Year Award.

The inaugural recipients of the Niman Ranch Sustainable Hog

Farmer of the Year honor are celebrated for their decades of efforts to preserve their farmland and conserve natural resources. Nineteen-year Niman Ranch partners, brothers Tim and Tom Nuessmeier along with their family, are fifth-generation farmers. The Nuessmeiers raise pigs outdoors, grow organic crops using sustainable practices, including crop rotation and buffer strips and have dedicated pollinator habitat among many other environmentally conscious practices on their diversified farm. The family farm was recognized as a Century Farm in 1975 and is going on 150 years in operation.

Tim and Tom inherited their passion for preserving the natural world from their parents, who always

incorporated diversified, traditional farming practices on the family farm. In the 1990s, they installed terraces to reduce erosion on their farmland and have continued the sustainability journey through today, regularly incorporating new sustainable farming practices season after season. “We have always believed that wild nature—birds, insects, mammals—should have a place to coexist on a working farm,” Tim explained of their family’s commitment to biodiversity. The family has land in the USDA’s Conservation Reserve Program where they have seen robust pollinator life and biodiversity take hold. They have dubbed the area a “songbird commons” due to the many ground-nesting native songbirds that live among the native plants.

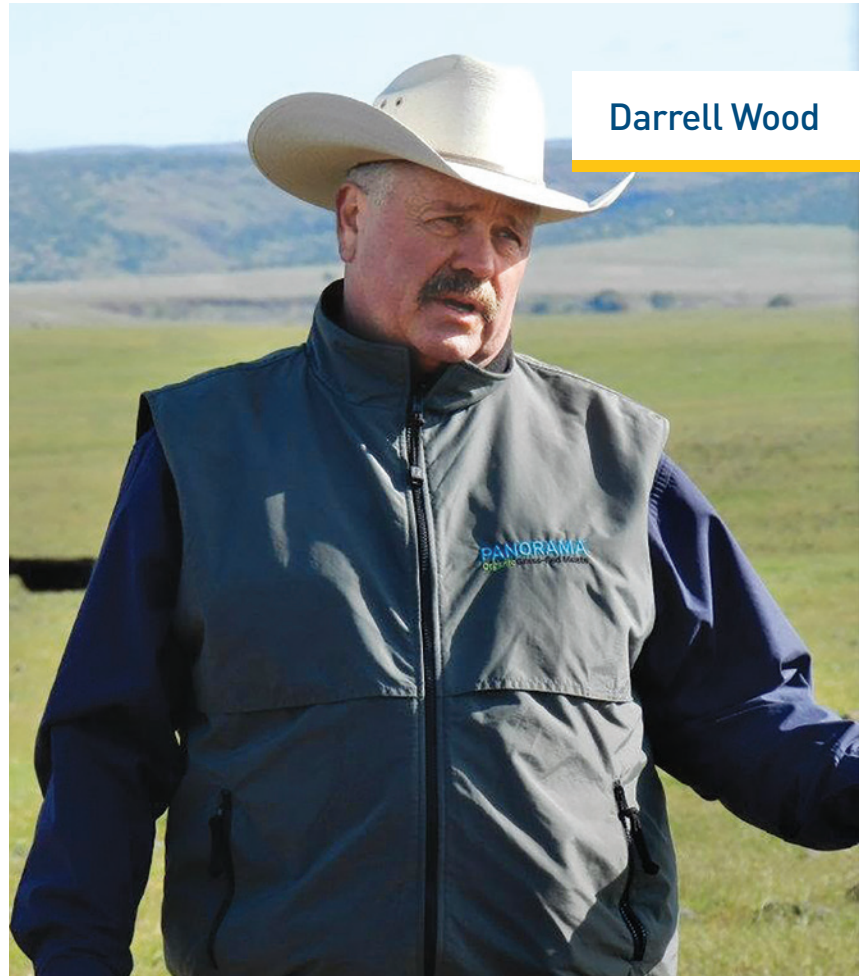


Panorama Organic Ranchers As Conservationists

Part of Panorama Organic's 360-Degree Promise® is the belief that precious rangelands must be protected and preserved for future generations. All Panorama ranchers are engaged in active conservation efforts, and many of them have been recognized locally and nationally for rangeland stewardship.

Panorama Organic Grass-Fed Meats' 34 independent family ranchers span eight states and nearly one million acres of USDA Certified Organic grasslands in California, Oregon, Washington, Montana, Nebraska, South Dakota, Colorado and Wisconsin. Their cattle are raised on pastures that feature a cow's favorite foods—natural grasses, legumes and range forage.

Since its beginning 20 years ago, Panorama has been committed to conserving and restoring rangeland. Grazing cattle on well-managed pastures mimics the action of the original inhabitants of the grassland ecosystem—the bison, elk, and other large ungulates that trampled, fertilized, and fed on a diverse set of perennial plants. Those plants and their long roots work in a cycle with the complex soil biome, the fungi and bacteria that form a sink for carbon, methane and other greenhouse gases. Some recent studies have shown that grass-fed cattle can actually neutralize more greenhouse gases than they



Darrell Wood

emit, making them not only carbon neutral, but carbon negative.

In addition to sequestering carbon, healthy soils filter water and recharge aquifers by allowing rainfall to soak into the ground, rather than running off and polluting surface water with mud and other debris, a bonus especially in the drought-prone West where every drop of water is critical for life.

Of course, keeping grasslands healthy requires a good management plan so that cattle are a productive part of the ecosystem.

Panorama's ranchers use various methods of moving their herds around their pastures to benefit not only the cattle, but the rangeland as well. Whether it's mob grazing, adaptive pasture management or other forms of herd handling, the goal is always to raise healthy cattle and maintain thriving pastures that together support biodiversity and a flourishing ecosystem.

Panorama Organic's regenerative agriculture practices are evolving as a model for the nation to keep birds singing, streams flowing and climate change at bay.





We believe in
responsibly raising
animals for food.



ANIMAL CARE





COMMITMENTS TO **ANIMAL** *care*

Perdue Farms Shares Animal Care Progress, New Initiatives During Virtual Fifth Annual Animal Care Summit

Perdue Farms hosted its fifth annual Animal Care Summit, held virtually due to the coronavirus pandemic, in October 2020. Since announcing the company's Commitments to Animal Care in 2016, the summit has been a key part of Perdue's animal care strategy.

"Entering our company's second century, we are proud to continue making advancements and leading our industry in the standards to which we raise our animals," said Mark McKay, President of Perdue Poultry and Meat. "Strong animal husbandry and stewardship keep our animals healthier and, importantly, we believe translate to a better product for consumers."

During the 2020 meeting, Perdue subject-matter experts shared the latest updates on the company's industry-leading animal welfare goals and initiatives, including:

- Raising more than 25% of chickens with outdoor access
- Testing the feasibility and benefits of on-farm hatching to improve early chicken care
- Collaborating on first-of-its-kind animal welfare research with an animal advocacy group
- Opening our third Poultry Learning Center, which are viewing farms that offer an interactive experience for visitors to learn about poultry farming and proper animal care

A panel of poultry farmers from Delaware, North Carolina, Kentucky, and Pennsylvania discussed their experiences growing free-range chickens for Perdue, including the importance of maintaining a consistent routine, the birds' inclination to spend time outside, and how they deal with challenges such as protecting the animals from predators. The farmers also discussed their pride in producing food for the nation and shared insights on Perdue's response throughout the coronavirus pandemic.



Perdue's Animal Care program now includes nearly 70 initiatives within the company's four-part plan to accelerate its progress in poultry care. Established in 2016, the four-part plan includes:

- Chickens: Based on the "Five Freedoms," Perdue will go beyond just the needs of its chickens to also include what its chickens "want"
- Farms: Perdue will recommit to relationships with farmers who raise its animals
- Trust: In order to build trust, Perdue will be transparent in its programs, goals, and progress
- Continuous Improvement: Perdue will continue to build an Animal Care culture within the company through continuous improvement



The company announced nine new initiatives it will implement in 2021, including:

1. HIGH WELFARE HATCHING PRACTICES

We will explore whether reducing the time between chick hatch and access to feed and water provides animal care advantages and in what situations. For example, do chicks from very young and very old hens benefit more and is the difference significant?

2. BETTER LEG HEALTH FOR BIG BIRDS

We will continue our efforts to better understand the challenges in heavy bird programs, those weighing more than eight pounds at harvest. Our goal is to find ways to improve Roaster leg health by studying farms with consistently good legs. In the first year of study, we collected gait scores across farms and identified farms raising birds to heavy weights with good leg health. These farms' management practices will be studied further for insights and best practices that can be applied elsewhere.

3. STRESS SUPPORT THROUGH THE WATER

We will explore whether pre-shipment or early chick water supplementation for nutritional and/or stress support is more beneficial than vitamins and electrolytes.

4. BETTER CHICKS/LESS CULLING

Improving chick quality continues to be one of our major efforts. We will continue to work toward the goal of, while following Standard Operating Procedures, reducing culls by 15% in the first two to four weeks.





5. FREE-RANGE PASTURE CONTEST NO. 2

Following up on our farmer contest to identify free-range and organic farmers who get the most birds outside, a new contest will challenge farmers to develop new ideas and tips for increasing range utilization. The contest will engage farmers in improving free-range usage by identifying management changes and “hacks” that encourage more chickens to go outdoors. Farmers will also be encouraged to describe benefits seen for the birds inside when some of the flock has gone outside. Key learnings will be shared among existing and new free-range farmers to assure chickens have meaningful outside access.

6. FREE-RANGE UTILIZATION METRIC

Develop a method to describe and measure success in getting birds to utilize pasture. Every free-range farm should have a “Free-Range Utilization” score. Our objective is to determine how best to score this new attribute.

7. ENRICHMENT THROUGH DIVERSITY WITHIN FLOCKS

Conduct research to begin looking at welfare implications of raising chickens that differ in age, growth rate, feather color, and activity together in the same flock.

8. YOUNG FARMER DEVELOPMENT GROUP

As part of our desire to be the Farmer’s Choice, we will launch a young farmer development group in recognition of their distinct needs. In consultation with young farmers, we will explore their priorities for mentoring, information and engagement and establish a program to support their development and long-term success.

9. FARMER ANIMAL CARE INCENTIVES

We will expand a new contract that connects pay to animal welfare outcomes to a second growing area. The contract incorporates paw quality and minimum litter depth as part of the farmer pay structure.





Farmer Contest Strives To Get The Most Birds Onto Free-Range Pastures

Sixteen farmers participated in a contest developed as part of Perdue's ongoing efforts to engage the independent farm families who care for its chickens in the company's journey to maintain our industry leadership in animal welfare. The first Chicken Welfare Free-Range Pasture Contest tapped farmers' knowledge and experience in getting the most chickens to go outside, enabling them "to do what chickens naturally do."

Third-generation farmer Andrew McLean of Centreville, MD., who has raised organic chickens for Perdue since 2015, won the contest and its \$2,000 first-place prize. "When Perdue put out the call for the contest, I thought it fit what I'm doing here very aptly. I've always had a lot of chickens coming out and I enjoy seeing them come out and do what chickens naturally do. I'm very happy to tell people about how I do it," said McLean.

Some of the techniques McLean has implemented include allowing grass to grow at different heights to

provide habitat for birds of different ages and planting fruit trees in his pasture, which provide shade and an additional feed source.

Farmers participating in the contest filmed their birds outside in the free-range pasture and provided insights and data on the techniques they believed were most effective in enticing birds outside, such as the types of ramps they use, their routines, landscaping and more.

Today, Perdue is raising more than 25% of its chickens with outdoor access and continues to expand that number.

As Dr. Bruce Stewart-Brown, Perdue's senior vice president of technical services and innovation, explains, "Long-term, we don't just want to increase the number of houses with pastures, we want to increase the number of birds using that pasture. At Perdue, our family farmers are experts at raising healthy and happy chickens, and that's why we try to learn from them and invite them to help

us improve our animal welfare practices across the board. We look forward to sharing their knowledge and expertise with other farmers and seeing the positive impact on creating a better environment for our chickens."

In 2021, Perdue will hold a second free-range contest to engage farmers in increasing the number of chickens using the pasture. Results will be announced in August 2022.

"Perdue is demonstrating its continued leadership in the poultry industry. This trajectory of an increased percentage of barns providing outdoor access — along with its work increasing the number of its barns with windows and environmental enrichments — improves the quality of life of the birds and sets a bar where other major players in the poultry industry should go."

- Josh Balk, Vice President of Farm Animal Protection for the Humane Society of the United States.





Perdue Farms Farmer Advocates Open Up On Social Media

As part of its commitment to transparency about animal care, 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 (@KTYoungFarm), Laura Landis (@WorthTheWaitFarm), Val Nasir (@followvalsflock), Tara Green (@greengatefarmers_wife) and Bobbi Jo Webber (@WebberFamilyFarm) - 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, Pinterest and TikTok.





Third Poultry Learning Center Focuses On Education For Community And Classrooms

North Carolina poultry farmer Steven Brake debuted a new Poultry Learning Center at his family farm in 2020. The new educational facility hosts students and other guests in the community who would like to know more about poultry farming and provide educational information on topics such as biosecurity, poultry feed, house management, and bird health.

Brake, a second-generation poultry farmer, has been growing chickens for Perdue since 1995 and his four daughters are each involved in the family business. In 2020, the family built and opened an educational center in one of their chicken houses that includes a large viewing room where guests and students can observe and learn about the birds undisturbed in their environment.

The Brakes are the third Perdue

farm family to open a Poultry Learning Center on their farm. They were inspired to construct theirs after learning about similar projects from other Perdue farmers at the company's annual Animal Care Summit in 2019.

"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 Steven Brake, Perdue Farms poultry farmer. "We love what we do and want to help 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."

Brake has focused on making his family's Learning Center educational for students of all ages. He and the farm's Live

Production Manager, Crystal, collaborate to give tours to local elementary, middle, and high school classes, agriculture and animal science students from Edgecombe Community College, and bioengineering students at North Carolina State University. Brake's sister, Vickie, who is a teacher, helped create one-of-a-kind teaching standards that work in congruence with the tours so that teachers can create relevant curriculums and tests for their classes.

"These field trips are a great way to get kids out of the classroom and gives us a chance to show them what poultry farming is about. That's our purpose: we want to educate. Teachers can download the educational standards for their curriculums, teach it in the classroom, and even give tests after the farm tour," said Brake.





We're Raising Animals For Higher Standards

Our Position On Animal Care And Welfare

Our animal care and welfare programs encompass all phases, including breeder operations, hatchery, appropriate comfort and shelter on the farms, comprehensive veterinary care and health monitoring, nutrition, catching, transportation and harvesting.

All of the animals for our products, including chickens, turkeys, pigs, beef cattle and sheep, are raised:

- Without the use of crates or cages, including gestation and farrowing crates for sows
- Without drugs for growth promotion, including hormones, beta antagonists or ractopamine (*Federal law prohibits the use of hormones and steroids in poultry and pork)
- With an emphasis on the freedom to express natural behaviors

- On an all-vegetarian-diet with no animal by-products
- In audited and verified animal care programs



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. This is exemplified by our Perdue Commitments to Animal Care program, an ongoing effort that is changing the way we raise chickens. 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 who raise animals for us share equal responsibility to provide care according to our best practices and standards, and to alert us to any issues involving animal health or welfare.

As part of our commitment to meeting the demand for chickens raised to higher welfare standards, we continue to study alternative and slower-growing chicken breeds.



Responsibly Raising Animals

We use different raising programs to meet the varying expectations of our customers and consumers. We responsibly manage each of these programs, striving to assure that appropriate animal care is provided. All of our programs follow established Best Practices and our Guiding Principles.

Our best practices are based on the following principles:

- The internationally accepted “Five Freedoms” as applied to raising animals.
- Poultry care practices should balance scientific knowledge and professional judgement with consideration of ethical and social values.
- The actual care of animals should be foremost, not how humans might perceive a practice or 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.



To ensure continuous improvement and compliance to our current programs, our activities follow these guiding principles:

- All Perdue associates and contractors who handle live animals will have formal welfare training.
- We have a Chief Animal Care Officer assigned for oversight of our USDA Processed Verified Program for Animal Care (PAACO certified), which is fully supported by our Board and senior management.
- We have poultry care officers located in both live and plant operations to lead the effort to maintain our animal care standards.
- Internal and external audits of our procedures are performed regularly to further strengthen our commitment and to guarantee continuous improvement of our processes.
- We 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.





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 4 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 customers 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





Perdue Turkeys

PERDUE® is the nation's largest No-Antibiotics-Ever turkey brand*. All of 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 [52wk. ending period 10/04/20]. The report includes all major brands and does include Private Label in the report. Regarding your claim of excluding Private Label, this will have to be made at Perdue's discretion not IRI.

Coleman Natural Hogs

Our Coleman Natural operations source hogs only from American Humane Certified™ U.S. family farms that are free of gestation and farrowing crates and never use antibiotics, hormones or growth-promoting drugs.

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 in order to produce for the Coleman Natural brand.





Niman Ranch Animals

Our Niman Ranch is a community of more than 750 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 are able to 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.



Panorama Organic Grass-Fed Meats

Our Panorama Organic Grass-Fed Meats® brand is the nation's largest producer of 100% grass-fed, grass-finished certified organic beef with 34 independent family ranchers that span eight states and nearly one million 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 and are animal welfare Global Animal Partnership (GAP) Step 4 approved – audited every 15 months through independent third parties.





100%

of chickens, turkeys, hogs, cows and sheep are raised under no-antibiotics-ever protocols



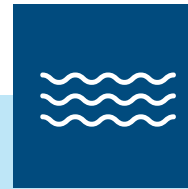
100%

of hog, cattle and lamb production are third-party verified humane animal care



100%

of animals are raised under documented responsible care protocols



100%

of animals are pre-harvest stunned



100%

of turkeys and hogs are controlled-atmosphere stunned



100%

of farmers and associates handling live animals receive welfare training



52%

of poultry houses have windows



26%

of poultry houses have enrichments



25%

of poultry houses have outdoor access



0

gestation or farrowing crates for hogs



0

growth-promoting drugs



FREE

Toll-Free # hotline to report welfare violations



USDA

Process Verified Programs for all poultry



United Nations Sustainable Development Goals

UN SDG Alignment FY2021 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 \$21, and average hourly production rate is 191% 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 2020, Perdue Foundation awarded \$1.1 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 2020, donated 6.1 million pounds of protein to Feeding America
- In 2020, Perdue Foundation awarded \$1.1 million in grants to fight hunger and poverty
- In 2020, donated more than 20,000 pounds to food banks to support disaster relief



3. Good Health and Well-Being

- Voluntary associate Health Improvement Program
- 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 2020, Perdue Foundation awarded \$12,000 in grants for education and literacy programs, \$100,000 in scholarships and \$55,000 for social and mentoring programs



5. Gender Equality

- Commitment to equal opportunity, diversity, inclusion, equity
- Strong policy against any form of discrimination, harassment or abuse
- Three female senior leaders report to the CEO
- Offer associate resource groups Perdue Organization for Women and Groundbreaking Associate Inclusion Network
- Recognized by 2020 Women on Boards for leadership in gender diversity
- Women comprise more than 50% of the independent executive directors of the Board



6. Clean Water and Sanitation

- Goal of 25% reduction in potable water use by 2022*
- 2022 goal of 25% reduction of potable water use*
- 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

- 2022 goal of 30% reduction of scope 1 and 2 carbon equivalent emissions*
- Planet Scorecard sets annual goals to reduce fossil fuel and electricity usage
- Two solar farms producing 2.8 MW of renewable energy
- Methane from Cromwell, KY., anaerobic lagoon produces electricity, reducing CO2e emissions by approximately 100,000 tons
- 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



9. Industry, Innovation and Infrastructure

- Over past three years, invested more than \$350 million in facility expansions and improvements as well as technology improvements



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 and amid COVID-19 pandemic
- In 2020, donated more than 4 million pounds of food to support food bank and community relief efforts amid pandemic
- Energy and water reduction efforts, environmental compliance efforts
- Associate volunteer hours for community projects
- In 2020, Perdue Foundation awarded \$1.5 million in grants to 69 non-profit organizations, including \$122,000 for community improvement and public safety and \$107,000 to various United Way chapters



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

- 2022 goal of 30% reduction of scope 1 and 2 carbon

- equivalent emissions*
- Planet Scorecard with annual goals to reduce fossil fuel and electricity usage
- Two solar farms producing 2.8 MW of renewable energy
- Methane from Cromwell, KY., anaerobic lagoon produces electricity, reducing CO₂e emissions by approximately 100,000 tons
- Cogeneration plant uses biomass to produce steam for our Cofield, N.C. feed mill
- Lewiston, N.C. harvest operation is GreenCircle Zero Waste to Landfill certified
- Founding member of Penn State University Smeal Center for the Business of Sustainability



14. Life Below Water

- 2023 goal of 25% reduction of potable water use*

- Planet Scorecard with annual goals to reduce water usage
- Jim Perdue is the Chairman of the Board of the Oyster Recovery Partnership
- A decade-plus of bagging oyster shell and spat for Oyster Recovery Partnership. More than 8,000 Perdue associates volunteer hours have resulted in enough shells to plant 25 million young to rebuild oyster populations in Chesapeake Bay watershed.
- More than 7,000 Perdue Associates have volunteered and removed in excess of 506,000 pounds of trash from local streams and planted more than 4,100 trees in 13 years in support of Alliance for Chesapeake Bay Project Clean Stream and related companywide efforts.
- Salmon-Safe certification for Draper Valley Farms operations



15. Life on Land

- More than 7,000 Perdue Associates have volunteered

- and removed in excess of 506,000 pounds of trash from local streams and planted more than 4,100 trees in 13 years in support of Alliance for Chesapeake Bay Project Clean Stream and related companywide efforts.
- 2022 goal to divert more than 90% of our solid waste*
- Environmentally responsible practices
- Member Roundtable on Sustainable Palm Oil
- Agronomy services and products to promote healthy soils
- Support for land conservancies
- In 2020, Perdue Foundation awarded \$12,000 in grants for environmental and agricultural programs



16. Peace, Justice and Strong Institutions

- Commitment to

- diversity and inclusion
- 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

*2015 baseline year compared to CY2020



We Believe in Responsible
Food and Agriculture®

PERDUE FARMS

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