	HUMAN RESOURCES POLICIES AND PROCEDURES	
	SUBJECT: IMMIGRATION SPONSORSHIP POLICY	EFFECTIVE DATE: March 31, 2026
	POLICY NO.: 704	REVISION DATE: N/A
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1. PURPOSE OF THIS POLICY AND ELIGIBILITY


Perdue (“Company”) is an equal opportunity employer committed to enhancing the organization’s talent through diverse hiring practices. In general, Perdue does not offer employment-based immigration sponsorship for our roles which includes individuals on F-1 student visas who will need sponsorship in the future, H-1Bs, TNs, and other employment-based visas. In the course of business, the Company may make exceptions to this general rule and employ foreign nationals (“Associate”) who require sponsorship for an employment-based nonimmigrant visa and to ultimately obtain lawful permanent resident status (immigrant visa or green card) during the course of their employment with Perdue.

Perdue will only consider immigration sponsorship for professional-level positions that require at least a Bachelor’s degree in a specific field and have been posted for a minimum of thirty (30) days. Any exceptions to the aforementioned eligibility requirements will need to be approved by the associate’s manager, VP level Human Resources leader and the Management Committee with final approval from the respective management committee member and CHRO. In addition, any international candidates (for purposes of this policy, defined as residing outside of the United States) must be approved by the CHRO before an offer of employment is made. Associates receiving immigration sponsorship from Perdue will be subject to the same terms of employment as Associates not receiving immigration sponsorship and must perform at a satisfactory level in order to continue to receive immigration sponsorship.

If the Company chooses to offer employment-based immigration sponsorship, the Company will file a petition to change/transfer/extend a foreign national Associate’s nonimmigrant visa status (including STEM OPT extensions, H-1B, TN, E, O-1 or other applicable employment based visas) or sponsor an Associate for permanent resident alien status (also commonly known as a green card) when such application is necessary to meet business needs and the applicant meets the requirements established by United States immigration law. Perdue does not cover the costs for the Associate’s dependents. The Associate is solely responsible for the costs of their dependents and ensuring the maintenance of their dependents’ immigration status.

Nothing in this policy guarantees or constitutes a contract for any specific term of employment or otherwise alters an Associate’s at-will status. Perdue’s agreement to sponsor an Associate for nonimmigrant visa status or a green card does not guarantee any action by the U.S. government, including the approval of a nonimmigrant visa petition or the granting of a labor certification application or lawful permanent resident status. Dishonesty or other unethical conduct during any

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part of the nonimmigrant visa application or petition process, or during any part of the immigrant visa/green card application process, or abuse of immigration sponsorship benefits is grounds for disciplinary action, up to and including termination of employment.

2. IMMIGRATION SPONSORSHIP

Before Perdue will agree to file a petition to change/transfer/extend the foreign national Associate’s nonimmigrant visa status or commence the permanent residency process, the following criteria must be met:

- **Business Needs** - All applications must meet a legitimate business need, as determined at the sole discretion of the Company. All international hires must be approved by the CHRO.
- **Commitment** - Recruiting must evaluate and notify the team of any sponsorship needs for any candidate so the business can plan appropriately from a budget and operations perspective. This is particularly important with students who generally need future immigration sponsorship to continue working for Perdue so that we can ensure appropriate steps are taken for any future sponsorship. The application process should not be undertaken unless management and the Associate are committed to take the time necessary to assist in the process, devote the resources to cover the Company’s internal expense in this process and be willing to wait to complete the process (in some instances, several years).
- After the Associate has been employed by Perdue for at least one (1) calendar year with satisfactory performance, and at the manager’s request to initiate the process. In the rare case an exception to this provision is required, the Company shall determine in its discretion whether there is a legitimate business need for granting such an exception.

3. APPLICATION PROCESS

All immigration related petitions or applications sponsored by the Company will be handled and submitted by the Company’s chosen legal counsel. Associates are not permitted to seek their managers’ signatures on documents that they file in an attempt to secure an employment-based immigration related petition or application. Perdue requires employment with the company for at least one (1) year before sponsorship for permanent residency will be considered unless it must be started earlier to maintain work authorization in the US.

Perdue is committed to compliance with all applicable immigration laws and regulations as it relates to immigration sponsorship. This is an employer-driven process and as such all the

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information related to the position being sponsored including the job description, minimum requirements, and salary will be provided to external legal immigration counsel by the appropriate HR leader and the Associate's manager only. Any stated requirements for the role will be consistent with our internal job descriptions and internal hiring standards. The role will not be altered or adjusted for immigration purposes.

Once the immigration sponsorship process begins, the Associate must notify the human resources immigration point of contact, the Company's legal department, and the law firm handling their sponsorship regarding any change or update to their position, including but not limited to change in location, remote work, position in company or job description, decrease in salary, etc. Failure to do so will be deemed a violation of this policy and may result in discipline, up to and including termination.

4. SPONSORSHIP COSTS

The Company will pay all legally required attorney's fees and costs associated with changing, transferring or extending a nonimmigrant visa or pursuing employment-based lawful permanent resident status. Unless otherwise approved by the associate's manager and VP level Human Resources leader, Associates are responsible for his/her dependents' immigration processing legal fees and government filing fees in addition to certain allowable costs of the permanent residency process as detailed below.

The Associate will also be required to pay for all extra, non-essential costs. For example:


- Any expedited or premium processing costs which are for the benefit of the Associate and not related to business needs (unless the company states in writing that it requires the expedited processing).
- Any non-essential documents (e.g., an employment authorization or advance parole document if the foreign national Associate currently holds unexpired nonimmigrant work-authorized visa status). The Company, in its sole discretion, will determine whether a document is "non-essential" on a case-by-case basis. Any exceptions to this will need to be approved by the associate's manager, Human Resources, and the Management Committee.

Should an Associate desire to relocate, they must notify the human resources immigration point of contact, the Company's legal department, and Perdue's external legal immigration counsel before initiating such relocation. These points of contact will then communicate with Associate's manager

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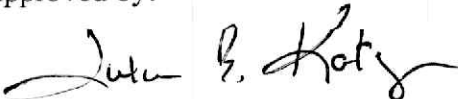
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and applicable Vice President to decide whether the Company will approve such relocation and the associated immigration costs with filing any amended immigration petition. Failure to notify the appropriate points of contact could result in discipline, including the Company declining to approve the relocation including filing of any required immigration petition or termination for policy violation.

This policy is not intended to create, nor does it create any express or implied contractual rights in any person. Unless he/she has entered into an express written agreement signed by an authorized company representative, each employee of the Company is an “at-will” employee. Just as any at-will employee may terminate his/her employment at any time and for any reason, the Company may terminate any at-will employee at any time, with or without cause, and with or without prior notice. This policy does not represent a contract, or an offer to form a contract, and does not create any binding contractual commitments between an employee and the Company regarding any subject and does not alter or limit the at-will employment status of company employees.

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