



Good Is What We Do.

Smithfield
Good food. Responsibly.®



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Reporting Considerations

The 2024 Sustainability Impact Report highlights Smithfield's sustainability strategy, initiatives and performance in being responsible environmental stewards; ensuring the welfare of animals under our care; empowering our local communities to thrive; fostering a supportive workplace where our team members can grow and prosper; and helping feed families around the world with safe, affordable and nutritious protein. Over the past year, we innovated for continuous improvement, drove impact through our sustainability programs and practices and worked toward achieving a more resilient food supply where no person goes hungry.

In 2024, Smithfield carved out our European operations establishing both businesses as standalone operations. This report reflects this change to our operational and geographic footprint by including sustainability disclosures and data exclusive to Smithfield's North American operations during our fiscal year 2024, from Jan. 1, 2024, to Dec. 29, 2024.

This report was prepared in accordance with the Global Reporting Initiative (GRI) Standards and the United Nations Global Compact (UNGC). GRI and the UN Sustainable Development Goals (UN SDGs) disclosures can be found in the Appendix. We closely monitor upcoming changes to reporting regulations and standards and will continue to proactively prepare for future changes to reporting requirements.

Forward-Looking Statements

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical facts contained in this report, including statements regarding our strategy, future financial condition, future operations, projected costs, prospects, plans, objectives of management, and expected market growth, are forward-looking statements. In some cases, you can identify forward-looking statements because they contain words, such as "may," "will," "shall," "should," "expects," "plans," "anticipates," "intends," "projects," "contemplates," "believes," or "estimates" or other similar terms or expressions that concern our expectations, strategy, plans, or intentions.

We have based the forward-looking statements contained in this report primarily on our current expectations, estimates, forecasts and projections about future events and trends that we believe may affect our business, results of operations, financial condition and prospects. Although we believe that we have a reasonable basis for each forward-looking statement contained in this report, the results, events and circumstances reflected in the forward-looking statements may not be achieved or occur, and actual results, events or circumstances could differ materially from those described in the forward-looking statements. We undertake no duty to update any statement made in this report in light of new information or future events.

A detailed discussion of risks and uncertainties that could affect our current expectations and our actual results is contained in our SEC filings, including our reports on Form 10-K and Form 10-Q, particularly under

the heading "Risk Factors." Copies of these filings are available online from the SEC or by contacting Smithfield's Investor Relations Department at ir@smithfield.com or by clicking on SEC Filings on the Smithfield Investor Relations website at investors.smithfieldfoods.com.

All references to "Smithfield," "we," "us," and "our" refer to Smithfield Foods and its subsidiaries.

From Our CEO

Dear Stakeholders,

I am pleased to introduce our 23rd annual Sustainability Impact Report, our first since returning to the U.S. market as a publicly traded company. For nearly 90 years, Smithfield has produced “Good food. Responsibly.®” and we are continuing to deliver on the long-standing sustainability commitments we made more than two decades ago.

We have met many of the targets we previously set, and in 2024 we substantially revised our sustainability strategy. One notable change was Smithfield’s adoption of a new greenhouse gas (GHG) reporting framework, which represents a continuation of our commitment to increased transparency and accountability. It reflects significant changes to our operational footprint, improved data collection and reporting capabilities, and changes to our GHG calculation methodology since our sustainability program began more than 20 years ago. This new framework provides production-based metrics to help our customers better understand the environmental impact of the food they trust us to produce.

Another notable accomplishment in 2024 was our newest International Standards Organization (ISO) certification for our company-wide worker safety programs. ISO 45001 recognizes successful implementation and maintenance of the Smithfield Injury Prevention System (SIPS), which enhances occupational health and safety performance, prevents injuries and illness, reduces work-related risks and ensures compliance with health and safety regulations.

This achievement complements our long-standing ISO certification for our Environmental Management System (EMS) for all of our facilities and farms. This expansive ISO certification is unique in our industry and has helped us continuously improve environmental performance across our company.

Ensuring the well-being of the animals under our care is ingrained in Smithfield’s culture. We continued to meet our targets under our Animal Care Management System in 2024, achieving an animal audit score above 98% for our farms and processing facilities. We also set up a new biosecurity management system that helps us protect the health and well-being of our animals.

Shane Smith, president and chief executive officer of Smithfield Foods since July 2021, guides the company’s vision and strategic direction across all operations in the United States and Mexico. He has held a wide range of leadership roles at Smithfield since joining the company in 2003, in areas including finance, renewables and hog production. He previously served as Smithfield’s chief strategy officer leading the company’s organic and M&A growth initiatives.



“Everything we accomplished in 2024 reinforced what remains consistent at Smithfield: our dedication to being Good Stewards, doing Good Work and producing Good Food.”



Producing safe, nutritious, high-quality protein that our customers and consumers can trust is our top priority. We continued to deliver on our food safety commitments in 2024, and the results speak for themselves, with zero recalls in the U.S. again this year.

We remain committed to supporting our communities and are on track to donate 200 million servings of protein by 2025. We donated 24.5 million servings of protein to food banks and hunger programs across the U.S. in 2024, and supported disaster relief efforts in North Carolina, Arkansas and Iowa.

In our commitment to Good Business, we improved our transparency and reporting by enhancing our corporate governance and compliance functions as part of our path toward our IPO. We implemented a new third-party screening system to evaluate suppliers and increase transparency throughout our supply chain.

From leading advancements in renewable energy to expanding community-focused programs, we demonstrate how sustainability reflects Smithfield's core values. In the report that follows, we provide a comprehensive look at our achievements in animal welfare, climate action, food safety, workplace health and safety and community engagement. I invite you to explore the report to see how we're making a positive impact and working responsibly to produce good food the right way, with respect for our people, animals, communities and planet.

Shane Smith
President & CEO



About Smithfield

Smithfield Foods (Nasdaq: SFD) is an American food company with a leading position in packaged meats and fresh pork products. With a diverse brand portfolio and strong relationships with U.S. farmers and customers, we responsibly meet demand for quality protein around the world.

Our Business

As a leading protein company, Smithfield is pioneering the future of food with our variety of fresh and packaged meat products. From bacon and sausage, to ham, hot dogs and lunch meat, Smithfield boasts a portfolio of high-quality iconic brands, including Smithfield®, Eckrich® and Nathan’s Famous®, that feed millions of Americans and people across the globe.

We remain committed to furthering our sustainability impact and producing “Good food. Responsibly.®” As part of this commitment, we continue to grow our business beyond the plate and into adjacent segments that leverage our differentiated business model. This includes biomedical products through Smithfield BioScience, renewable energy through our Monarch Bioenergy and Align RNG joint ventures, and grain commodities as part of our **Smithfield Grain** subsidiary. We purchase approximately 150 million bushels of corn, soybeans, wheat and sorghum annually to feed our hogs, and support Smithfield Grain’s mission of working directly with grain farmers to provide them with multiple outlets to efficiently market their grain at fair prices, allowing them to focus on their farming operations. Together our adjacent segments support our long-term sustainability and business strategies.

2024 Financial Highlights

\$14.2B

Sales

#2

Position in packaged meats

\$450M

Net income

\$1.3B

Adjusted EBITDA

\$8.3B

Packaged meats segment sales

20%

Packaged meats market share by volume

Who We Are

Our Mission

To produce good food the right way with respect for our people, animals, communities and planet.

Our Principles and Values

We are driven by our principles of **Responsibility, Operational Excellence** and **Innovation**, with a commitment to continuous improvement in every facet of our operations. At the heart of our culture are our core values of **Gratitude, Communication, Respect** and **Accountability**. These values guide how we collaborate, empower one another and achieve success across all levels of the organization.

Our Vision

With our culture of responsibility, operational excellence and innovation, we will be a trusted food and protein company as we sustainably feed people around the world.

Our Value Chain

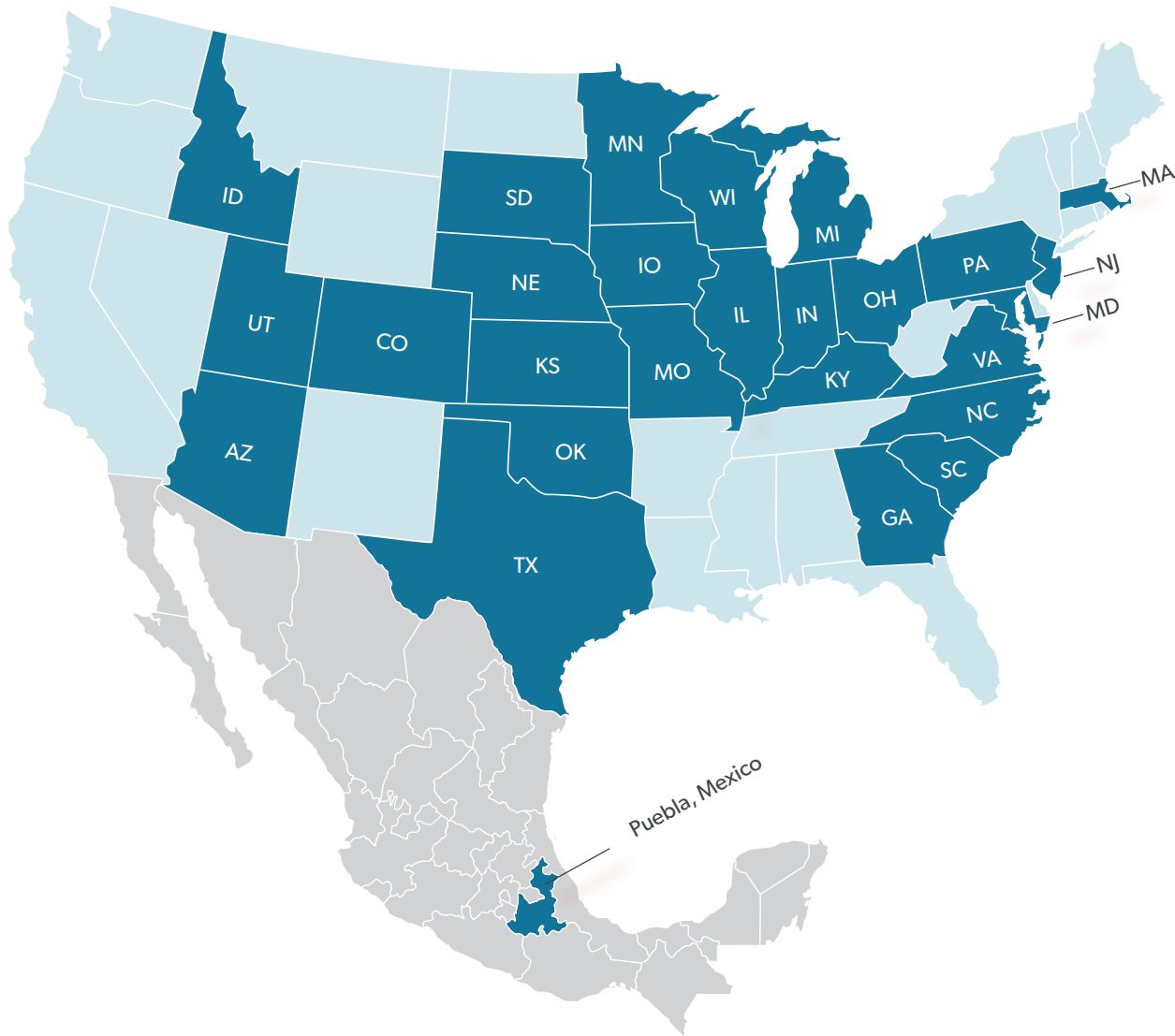
Smithfield manages the entire production process, from our farms and processing and packaging facilities to distribution to wholesalers, retailers and restaurants. Our differentiated business model provides a consistent supply of high-quality, traceable food and raw materials throughout our supply chain.



Where We Work

Since our founding in 1936, Smithfield has maintained our headquarters in Smithfield, Virginia. We employ approximately 34,000 team members in the U.S., with 40 processing facilities and more than 260 company-owned farms. We also contract with more than 1,400 family-owned farms in the U.S. to raise hogs for our operations and we purchase hogs from thousands of independent suppliers.

Smithfield’s North American presence also includes a majority stake in Altosano, previously known as Granjas Carroll de México, a joint venture in Mexico and one of the nation’s leading suppliers of fresh pork. Altosano is a fully integrated pork company that supplies domestic retail, wholesale and industrial trade channels as well as numerous export markets. Our Mexico operations include 115 company-owned hog farms and one processing facility, where we employ approximately 2,500 team members.



Optimizing Our Operational Footprint

In 2024, our operational footprint changed significantly as we worked to right-size our hog production and optimize our operations to focus on the North American market. Smithfield carved out our European operations, Morliny Foods, to further accelerate the unique growth opportunities of both businesses. Both Smithfield and Morliny Foods remain subsidiaries of WH Group.

Additional efforts to optimize and streamline our North American operations this past year included the closure of a processing facility in Iowa, the addition of a new dry sausage manufacturing facility in Tennessee and the reduction of farm operations in Arizona, California, Missouri and Utah, and on the East Coast. We also entered into joint venture agreements with Murphy Family Ventures and HD3 Farms in 2024. These two ventures will result in Smithfield transferring ownership of a total of 178,000 sows to farm businesses that will continue to supply our fresh pork operations.



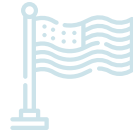
~36,500

Employees



260+

Company-Owned Farms



1,400+

U.S. Contract Farms



41

Processing Facilities

Sustainability at Smithfield

Our Approach to Sustainability

At Smithfield, “Good Is What We Do” is not just about producing good food. It’s a reflection of how we strive to operate a good business that prioritizes responsible practices, operational excellence, innovation and continuous improvement; to be good stewards of the environment and our animals; and to do good work to make a positive impact on our workforce and in our communities.

For more than two decades, our pursuit of “good” has been thoughtfully integrated into our approach to sustainability across every aspect of our business and across each step along our value chain. It’s reflected in how we care for animals on our farms and prioritize resource conservation in our production facilities, and how we ensure the highest standards of workplace safety and food safety and quality in our manufacturing operations. It’s also demonstrated through the ways we engage, value and support our team members, communities, customers, consumers, farmers and supply chain partners.

**Our role as a global protein provider
is embodied in our commitment
to produce “Good food. Responsibly.®”
We strive for good in everything we do.**



Our Sustainability Strategy

Smithfield's sustainability strategy is built on the foundation of responsible corporate governance and grounded in our mission to produce good food the right way, with respect for our people, animals, communities and planet. We continue to reference standards and best practices outlined by globally recognized reporting frameworks including GRI and the UN SDGs to inform our strategy, and are guided by the sustainability priorities identified with input from key stakeholders as well as internal monitoring and analysis of sustainability trends, research and regulations.

In 2024, our sustainability strategy evolved to emphasize the enhancement of management practices that support our governance principles. We also transitioned many of our targets and commitments to better reflect optimizations in our operational footprint, new performance calculation methodologies and business objectives.

We set targets and commitments in each of our sustainability priority areas and we periodically evaluate and adjust them to align with current best practices in reporting standards and goal-setting. These efforts better ensure compliance with shifts in the regulatory landscape.

Our Sustainability Priorities



Good Business



Good Stewards



Good Food



Good Work

Stakeholder Engagement

Ongoing stakeholder engagement is critical to the success of our sustainability strategy. We actively engage with internal and external stakeholders to understand the environmental, social and governance issues considered to be most material to our business and to have the most significant impact on society. Through partnerships, industry collaborations and other communication channels and interactions, we engage with customers, consumers, team members, farmers, suppliers, industry peers and community and educational organizations.

Targets

Our targets are time-bound, specific, measurable goals we set to achieve defined outcomes.

Progress

Achieved

On Track

Needs Work

Good Stewards

Progress

- Obtain at least one external certification from a globally recognized animal care organization for company-owned farms by 2025.
- Capture 24 Million MTCO₂e on farms through Smithfield biogas joint ventures or other third-party ventures by 2035
- Combined GHG emission intensity target of 0.22 MT-CO₂e/cwt by 2035.
- Obtain 50% of our U.S. electricity needs from renewable resources by 2030.
- Implement biogas systems on 90% of company and contract finishing farms in North Carolina and on 90% of company finishing farms in Missouri by 2030.
- Achieve a 75% reduction in solid waste compared with a 2010 baseline and zero-waste-to-landfill certification at 75% of our U.S. facilities by 2025.
- Achieve 90% recycle-ready, reusable or industrially compostable packaging by 2030.
- Halve virgin petroleum-based plastic use compared with a 2019 baseline by 2030.
- Reduce food loss and waste in our manufacturing facilities by 50% compared to a 2021 baseline by 2030.

Good Food

Progress

- No incidents requiring a recall.
- Show year-over-year improvement in number of food safety training hours.

Good Work












Progress

- Fight food insecurity in our local communities by donating 200 million servings of protein through our Helping Hungry Homes® initiative globally by 2025.
- In our Mexico operations, grow the number of people impacted by outreach programs by 5% each year.
- Increase promotion rate of graduates from our pipeline programs to 45% by 2030.
- Obtain ISO 45001 Health & Safety Certification at all facilities by 2025.
- Increase safety engagement level to 65% or more of team members by 2025.





Commitments

Our commitments are aspirational, directional pledges that outline our intent and long-term vision.






Good Stewards

-  Continue to maintain and implement updates to our Animal Care Management System and achieve annual audit scores of excellent (97%–100%).
-  Maintain group housing for all confirmed pregnant sows on company-owned farms.
-  Maintain principles for judicious use of antibiotics as defined by the U.S. Food and Drug Administration and American Veterinary Medical Association, and continue transparent reporting of antibiotic usage.
-  Maintain a systematic program for animal care based on the Meat Institute's Recommended Animal Handling Guidelines and Audit Guide at each applicable facility in the U.S.
-  Maintain U.S. Department of Agriculture Process Verified Program (PVP) certification in the United States.
-  Receive certification for all live animal suppliers in the United States to the National Pork Board's Pork Quality Assurance® Plus (PQA Plus) program.
-  Maintain Transport Quality Assurance (TQA) certification for all live animal transporters in the United States.
-  Achieve an annual audit score of excellent (97%–100%) at every processing facility.
-  Assess water supply across our U.S. footprint to ensure sustainable use while increasing water-use efficiency.
-  Adopt internationally recognized water stewardship standards in the U.S.
-  Reduce notices of violation (NOVs) to keep as close to zero as possible.

Good Food

-  Maintain Global Food Safety Initiative (GFSI) certification at all applicable facilities.
-  Maintain a robust food safety team member training program.
-  Maximize our differentiated supply chain to produce products critical to human health, including pharmaceuticals and nutraceuticals.
-  Assure a variety of products for different diets and needs.

Good Work

-  Honor the service and sacrifice of American veterans and their families through the Helping Our Heroes program, which focuses on hiring initiatives, career development and strengthening the community and family support systems veterans rely on.
-  Give back to local communities through philanthropic and volunteer support at each Smithfield operation annually.
-  Continue to broaden our Future Leaders and Smithfield Foods Scholarship Programs.
-  Maintain health and safety rates and levels below relevant industry averages.
-  Score at least 90% on Smithfield Injury Prevention System (SIPS) audits at all locations.



Good Business

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Smithfield is committed to producing “Good food. Responsibly.®” We deliver on this promise by treating our team members, customers, animals and the environment with respect and focusing on operational excellence and innovation to drive continuous improvement.

“On our path to becoming a public company, we've enhanced our internal governance processes and our culture of compliance.”

Allyson Bouldon
Chief Ethics and Compliance Officer

Governance

Good corporate governance provides a framework that builds trust among stakeholders, improves economic performance and sustainability, establishes accountability and transparency, helps manage risk and encourages ethical decision-making across the organization.

A responsible approach to managing corporate governance is embedded in every level of our company. Smithfield is governed by a **nine-member board of directors**, which includes the chairman of WH Group and Smithfield's president and CEO as well as three independent directors who comprise our fully independent audit committee. Our chief legal officer, who reports directly to our CEO, leads Smithfield's corporate governance and compliance teams. These teams oversee ongoing programs, policies and protocols to ensure we conduct our business with integrity and consistently create value for all our stakeholders.

In 2024, we renewed our emphasis on formalized governance and compliance processes across the enterprise, with a focus on enhancing cross-collaboration and transparency in our governance systems. We prioritized increasing transparency for all stakeholders, including our team members, management and customers.





Governance Policies and Standards

We are committed to continuous improvement of our governance program and related training to ensure effective implementation. Our governance policies and guidance are routinely evaluated, updated and communicated to team members through a variety of internal communication channels and trainings.

Key Governance Policies

- Our **Governance Policy** provides the framework for corporate and executive-level oversight to lead our core team to drive our efforts and progress.
- Our **Code of Business Conduct and Ethics** outlines our ethical and legal responsibilities for conducting business in accordance with all applicable laws and adhering to the highest ethical standards. Available in 14 languages, the code is applicable to all our employees and corporate officers, who are required to sign an annual certification of understanding and adherence.
- Our **Human Rights Policy** sets forth our commitment to conducting our business in a manner that protects and advances human rights throughout our supply chain and aligns with the United Nations Universal Declaration of Human Rights (UDHR) principles.
- Our **Supplier Code of Conduct** ensures that Smithfield suppliers meet or exceed our strict standards of trust, integrity and compliance.

- Our **Key Policies** receive ongoing review based upon our risk profile and regulatory developments. View the comprehensive list of Smithfield's publicly available policies and disclosures [here](#).

Building a Culture of Compliance

To enhance our culture of compliance, each team member at Smithfield must be accountable across the organization. In 2024, we continued our efforts to build a more resilient compliance culture. To bolster our existing governance practices, we are proactively strengthening our governance infrastructure to meet the demands of stakeholders for public company transparency and reporting.

We believe the key components of a responsible compliance culture include: effective and cross-collaborative legal, governance and compliance oversight; availability of a variety of feedback mechanisms for our team members to report concerns, ask questions and share ideas, and an unwavering focus on continuous improvement of our policies and procedures.

Increasing Our Compliance Oversight

In 2023, we consolidated many of our corporate compliance activities, now overseen by our chief ethics and compliance officer. Consolidation has enhanced cross-functional collaboration, along with our reporting and monitoring efforts in areas including policy compliance, training efforts and governance compliance. to provide consolidated reporting on the efforts of our pre-existing department-based compliance.

Reporting and Addressing Concerns

Our team members are the first line of defense when it comes to identifying ethics and compliance issues and potential violations of the law or company policy. We continue to build a culture where employees feel comfortable raising ethics and compliance concerns.

Our Code of Business Conduct and Ethics provides guidance to our team members on how to respond in certain compliance-related scenarios, including scenarios involving potential conflicts of interest, ethical sales practices, fraud, harassment and insider trading. It also outlines the various channels through which employees can seek guidance, share policy or retaliation concerns, report potential violations of law or ask ethics and compliance questions, including through our managers, human resources, legal department and through our confidential hotline.

Smithfield's SpeakUp! Hotline is an ethics hotline that allows anonymous reporting, is available 24/7 to all Smithfield team members, and is staffed by third-party ethics and compliance specialists. Reports can be made online or by phone. In 2024, we increased training related to the SpeakUp! Hotline, and we continued our internal communications campaign to raise awareness of the Hotline among team members through intranet content, signage and company-wide messaging. Our SpeakUp! Hotline is also available to non-team members who may wish to report a question or concern.





Sustainability Governance

Our sustainability advisory team oversees Smithfield's sustainability strategy and disclosures program. We establish and routinely evaluate sustainability commitments and targets to advance ongoing progress and to create shared value for our company and key stakeholders.

Sustainability Performance and Reporting

Third-party audits are used to verify the efficacy of our environmental and other regulatory compliance programs. Along with our Enterprise Risk Management (ERM) system, third-party audits help us identify risks and develop corrective actions and control processes to minimize risks on human, animal and environmental health.

Enterprise Risk Management

Risk management is essential for Smithfield's sustainable development. Our sustainability governance approach is informed by our ERM framework, which helps us identify and assess complex and emerging risks that may impact our ability to meet our strategic, financial or compliance targets. Our ERM ensures risk mitigation processes and control measures are in place, manages and monitors risks and provides timely and effective reporting on key risk areas. Our risk management committee oversees risk-related issues and the continued strengthening of our ERM program.

» **Learn more** about our [climate risk](#) mitigation strategy and our [enhanced supplier risk assessment](#).

Responsible Sourcing

Good governance practices include working toward a more resilient and sustainable supply chain. The suppliers with whom we choose to do business are a reflection of our values and an extension of our commitment to produce “Good food. Responsibly.®” We set strict standards for our suppliers and expect them to act ethically and with integrity. Our Supplier Code of Conduct sets the expectations for the business conduct and behavior we require of all our suppliers, vendors, contractors and consultants, including the protection of human rights and ensuring legal compliance in their operations.

In 2024, we launched a transformation initiative to optimize our supply chain operations and advance our responsible sourcing practices. The plan includes the development of a procurement technology road map to increase automation and drive efficiency, as well as implementing a “control tower” concept to that will improve cross-departmental collaboration and forward-looking decision making. The control tower will allow the company to review supply chain inefficiencies holistically and continuously and react to possible disruptions before they occur. By streamlining and standardizing our processes, we can realize operational and sustainability benefits such as reducing costs, maximizing human capital, and reducing waste and emissions associated with transportation and logistics.

When determining future business with a supplier, we take into consideration the degree to which they are compliant with the requirements of our Supplier Code of Conduct.

In 2024, we launched a transformation initiative to optimize our supply chain operations and advance our responsible sourcing practices.

We also require our suppliers to undergo various audits and certifications that demonstrate their adherence to best practices, such as an annual Global Food Safety Initiative (GFSI) certification or equivalent as well as a third-party animal-handling audit that includes a transportation evaluation. Process Verified Program (PVP) certification, a USDA farm-to-table assurance initiative, also applies to 100% of our hog suppliers.

Supplier Risk Assessment

Maintaining an agile, traceable supply chain helps us achieve a consistent supply of high-quality protein and other key ingredients we use in our products. Over the past year, a collaboration among teams spanning multiple functions in our company has focused on increasing transparency and visibility into our supply chain, including the establishment of an enhanced supplier risk assessment process.

In 2024, our compliance and procurement teams began implementing new third-party screening software to help us better assess risk exposure of suppliers and proactively reduce risks within our supply chain. Our risk assessment process has enabled us to screen more than 30,000 entities across our supply chain and to take appropriate action when risks are identified.

Public Policy

Smithfield supports responsible public policies, with a special interest in national, state and local legislation and regulations that impact agriculture, grain and livestock production, animal disease, renewable energy, food and pharmaceutical supply chains, rural communities, immigration, labor, taxes and international trade.

We work independently and through state and national trade associations, including the Meat Institute, the National Association of Manufacturers and the National Pork Producers Council, to affect policy proposals.

Optimizing Efficiency

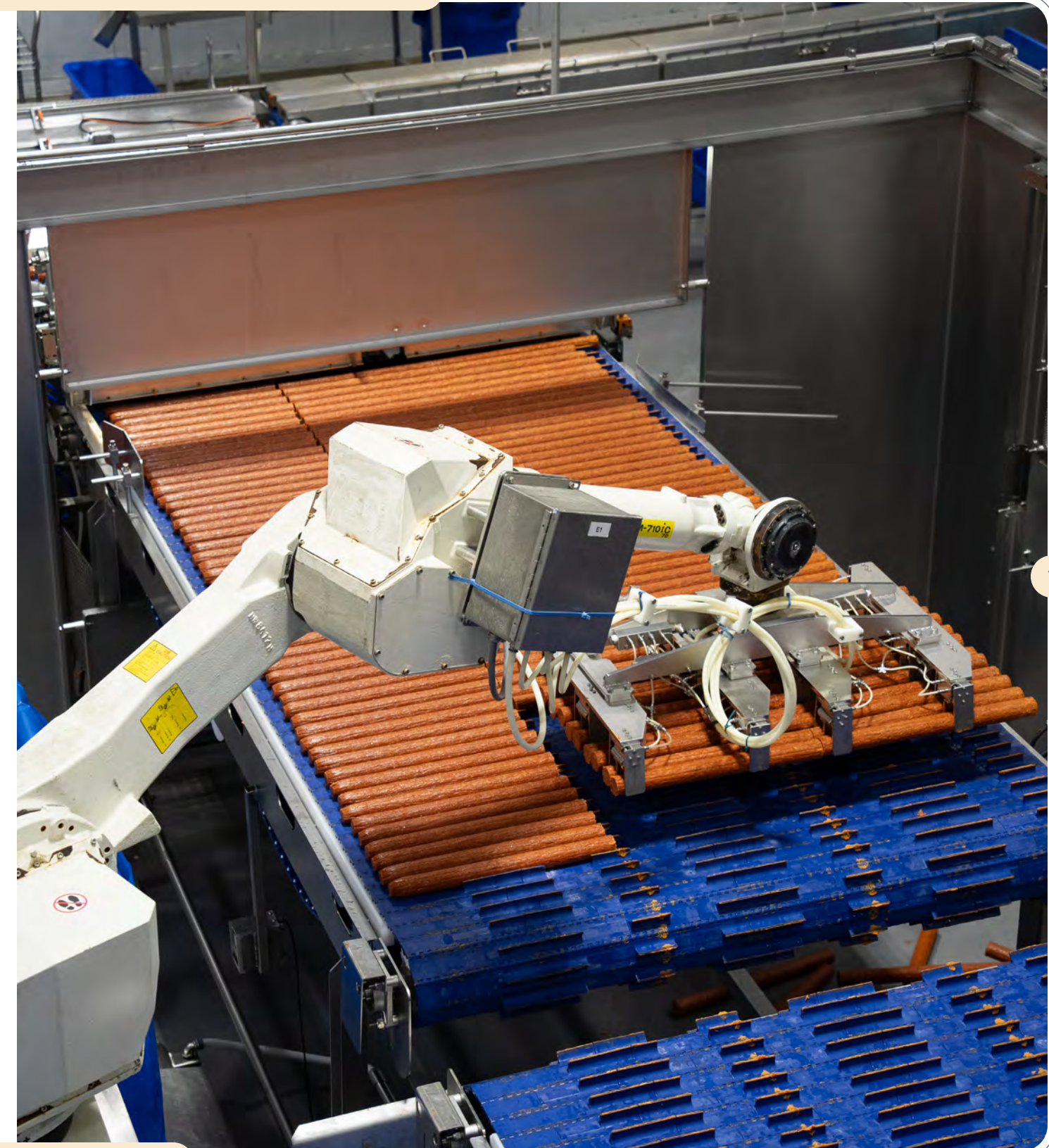
Driven by our culture of continuous improvement, we are constantly evaluating new strategies, technologies and management systems to improve operational, process and environmental efficiencies.

Smithfield is making capital investments to streamline our operations by introducing processes that ensure a unified approach across all our facilities. Our collective manufacturing intelligence system, M-IQ, is designed to help team members responsibly achieve operational excellence and innovation. M-IQ provides a framework for how we measure and execute The Smithfield Way, which standardizes systems, policies and processes to ensure high-quality, effective communication and a culture focused on continuous improvement and recognition in all facilities.

The M-IQ Corporate Steering Committee guides the M-IQ platform by identifying and prioritizing best practices based on impact to the business and required resources, and information-sharing across the organization. The committee includes Smithfield's vice president, environmental, health and safety; vice president, food safety and quality assurance; senior director, production engineering; vice president, HR business partner, labor and compliance; senior director, operations analysis; vice president, technical services; senior vice president, operations; vice president, operations; and vice president, continuous improvement.

In 2024, we made significant updates to the M-IQ system, including an emphasis on enhanced standards for work processes, performance management and problem-solving at the production-floor level. These standards help us identify root causes of issues and ensure consistency and repeatability in our manufacturing operations. We also implemented performance management systems that empower every production line team member to better understand what success looks like, with access to real-time metrics for food safety, quality and worker safety that allow for swift action and adaptability to changing data.

Smithfield is making capital investments to streamline our operations by introducing processes that ensure a unified approach across all our facilities.





Our **M-IQ platform** focuses on three tenets:

- **Performance management:** M-IQ is built on the foundation of performance management, unifying team members to align around shared production goals and drive results. Key performance indicators (KPIs) for safety, quality, productivity and operational excellence are tracked through accessible, user-friendly dashboards and regular meetings across all tiers — from executive leadership to the production floor — to review progress, celebrate wins and address any issues. This collaborative process fosters two-way communication to exchange ideas, address concerns and solve problems, ensuring that every team member has a seat at the table and can contribute to achieving our operational goals.

M-IQ's use of A3 problem solving has led to operational efficiencies including cost and waste reductions across several facilities. In Orange City, Iowa, for example, we used the process to address inventory losses. We assembled a cross-functional team that could holistically see all aspects of the problem through M-IQ and collaborated to develop a solution that achieved a sustained 90% reduction, saving the plant nearly \$585,000 and preventing product waste.

- **Problem solving:** M-IQ leverages the A3 problem-solving process, a structured and iterative approach to identify root causes of underperformance and develop solutions to resolve issues. When a problem is identified, a cross-functional team uses the A3 process to analyze root causes, set goals and develop recommendations with assigned owners and timelines. Corrective actions are executed, followed by audits to ensure the problem is resolved, intended goals are achieved and any best practices are shared across our facilities.
- **Standardization:** M-IQ is designed to establish and improve standardized processes that help us maintain operational efficiency, ensure food safety and quality and enable consistent implementation of best practices across all Smithfield facilities and teams. M-IQ allows for standards to evolve and improve based on data and insights gleaned from the system's performance dashboards, problem-solving capabilities and auditing mechanism.

Enhancing our M-IQ system over the past year has helped to reduce complaints and improve transparency and visibility of our data and performance. In addition, frontline team members feel more comfortable speaking up and are empowered to take ownership, share ideas and collaborate, facilitated by the platform's problem-solving and escalation process.

Maximizing Impact with BioScience

We are committed to utilizing our internal supply chain to produce products critical to human health, including pharmaceuticals and nutraceuticals. We amplify the good we do for society by repurposing waste and optimizing our use of certain byproducts created within our manufacturing processes. Smithfield harvests and uses parts of the animal that are not generally consumed as food but still have valuable uses for medical applications.

Smithfield BioScience maintains product registrations with numerous global regulatory bodies, including the U.S. Food and Drug Administration (FDA). It is overseen by a team with pharmaceutical industry experience in manufacturing operations, quality management systems, regulatory compliance and research and development.

BioScience Innovations in 2024

Hogs have anatomic and physiological characteristics similar to humans, making byproducts such as living cells, pig tissue, mucosa and organs valuable for human medical purposes. We continued to work closely with our pharmaceutical and medical device industry partners in 2024 to develop techniques to extract critical ingredients from porcine organs and tissues and innovate solutions that increase the functionality and value of our byproducts.

Heparin API

Our byproducts can be harvested to produce heparin, an anticoagulant derived from purified pig intestine tissue that is used in cardiac surgery, dialysis procedures, blood transfusions, medical device implantations and other medical applications. Smithfield offers the only completely U.S.-based supply chain for manufacturing heparin sodium active pharmaceutical ingredient (API), ensuring a high level of transparency, traceability and product safety for each of our BioScience products. In 2024, we produced approximately 865,000 megas (million international units) of heparin API. Our heparin API production was enough to supply approximately 81,000 vials/doses per day for patients in the U.S.

Cystic Fibrosis and Digestive Treatment

Pancreatic enzymes enable the development of products such as cystic fibrosis medication and pancreatic enzyme deficiency medications. In 2024, we harvested more swine pancreases than ever before, a record of more than 2.5 million pounds.





Good Stewards

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For more than two decades, Smithfield has integrated sustainability practices into our day-to-day operations and at every step along our value chain. By dedicating ourselves to responsible stewardship of the environment and the animals in our care, we are helping to foster a more resilient global food supply.

“We adjust our targets to stay aligned with evolving best practices and standards in environmental compliance. This continuous improvement helps us do our part in reaching a low-emissions future.”

Brooke Wynn
Senior Director of Sustainability

Targets and Commitments

- Obtain at least one external certification from a globally recognized animal care organization for company-owned farms by 2025.
- Continue to maintain and implement updates to our Animal Care Management System.
- Achieve an annual audit score of excellent (97%–100%).
- Maintain group housing for all confirmed pregnant sows on company-owned farms.
- Maintain a Robust Systematic Approach program for animal care based on USDA Humane Handling Regulations and the Meat Institute Recommended Animal Handling Guidelines and Audit Guide at each applicable facility in the United States.
- Maintain a written program for animal welfare at all processing facilities.
- Maintain U.S. Department of Agriculture Process Verified Program (PVP) certification in the United States.
- Receive certification for all live animal suppliers in the United States to the National Pork Board's Pork Quality Assurance® Plus (PQA Plus) program.
- Maintain Transport Quality Assurance (TQA) certification for all live animal transporters in the United States.
- Achieve an annual audit score of excellent (97%–100%) at every processing facility.

The well-being of our animals is essential to the sustainability of our business and delivering top-quality products to our customers. Maintaining the health, safety and comfort of the animals under our care is a value firmly rooted in Smithfield's culture. We endeavor to lead the industry in responsible animal welfare practices to ensure the respectful and humane treatment of our animals through every stage of life.

Our commitment to animal welfare is demonstrated through our comprehensive animal care policies, programs and practices, developed and continually re-evaluated in consultation with world-renowned experts in animal behavior and handling. We strive to go above and beyond industry best practices in animal housing, safety, biosecurity, nutrition, genetics, disease prevention and judicious use of antibiotics. To ensure continuous improvement, our hog production research and development team is constantly seeking new and innovative ways to enhance the health of our animals.

Our dedicated animal welfare management team and animal care committee, comprised of leaders from our hog production and processing operations, oversee our comprehensive Animal Care Management System and are responsible for verifying that all company and contract farms and processing facilities adhere to our animal welfare practices and procedures, including:

Animal Welfare

- Sustaining and ensuring ongoing improvement of our animal care program.
- Securing housing for our pigs that is designed, managed and operated to meet their physical needs.
- Making certain our animals have access to sufficient water and high-quality feed to satisfy nutritional requirements.
- Administering appropriate care to animals in need of treatment, including humane euthanasia for sick or injured animals not responding to treatment when necessary.
- Prioritizing the humane handling of our animals to support their well-being while adhering to relevant legal and regulatory standards, including the Humane Methods of Slaughter Act and the Meat Institute's guidelines for animal handling.
- Providing training for team members and animal caretakers on our farms and in our processing facilities.
- Conducting annual third-party audits of our hog production and processing operations.
- Providing access to confidential channels for reporting noncompliance that enable immediate action to be taken.

With the establishment of the Smithfield extension department in 2024, hog production Continuous Improvement transitioned to offering technical support to farms, disseminating research findings and providing training to facilitate continuous education and process improvements. While the extension team will provide tools and resources to our farmers, the new department also facilitates a feedback loop for farmers to share ideas and best practices with our technical teams, helping bridge the gap between research and hog production.

» To learn more about animal care on our farms, take a [Smithfield Foods 360° virtual farm tour](#).

- Animal Care Policies and Statements***
- » [Animal Care Policy](#)
 - » [Animal Care Management System](#)
 - » [Antibiotics Use Policy](#)
 - » [Animal Genetics](#)
 - » [Animal Housing](#)
 - » [Animal Nutrition](#)
 - » [Biosecurity](#)
 - » [Humane Euthanasia and Slaughter](#)
 - » [Ractopamine](#)

*We consistently assess and update our policies to ensure alignment with the latest industry standards and technological advancements.

Animal Care Audits

Through frequent internal and third-party audits and assessments across our operations, we maintain stringent monitoring to ensure that our farms and processing facilities are compliant with our animal care policies. In 2024, our audit results reflected Smithfield’s strong performance in animal care.

Farm Operations

96%

Internal audit average performance score

98.62%

Third-party audit average performance score

Processing Facilities

99%

Internal audit average performance score

94.78%

Third-party audit average performance score for independent suppliers

Our camera monitoring systems, installed in all harvest facilities, complement our audits, providing an additional mechanism to verify compliance with our animal care policies. Video is used to support training, off-hour inspections and correction of any potential operational deficiencies.

Animal Care Certifications

We maintain various well-regarded industry animal welfare certifications that recognize our farmers’ commitment to the highest level of care for the animals they raise:

USDA animal welfare regulation compliance: Our Smithfield Hog Production Animal Care Management System, which includes all our animal care policies along with our animal welfare plan, was reviewed in 2024 by USDA for compliance with the applicable ISO Technical Specifications 34700 — Animal Welfare Assessment Program. In early 2025, we received approval that our program meets the requirements noted below:

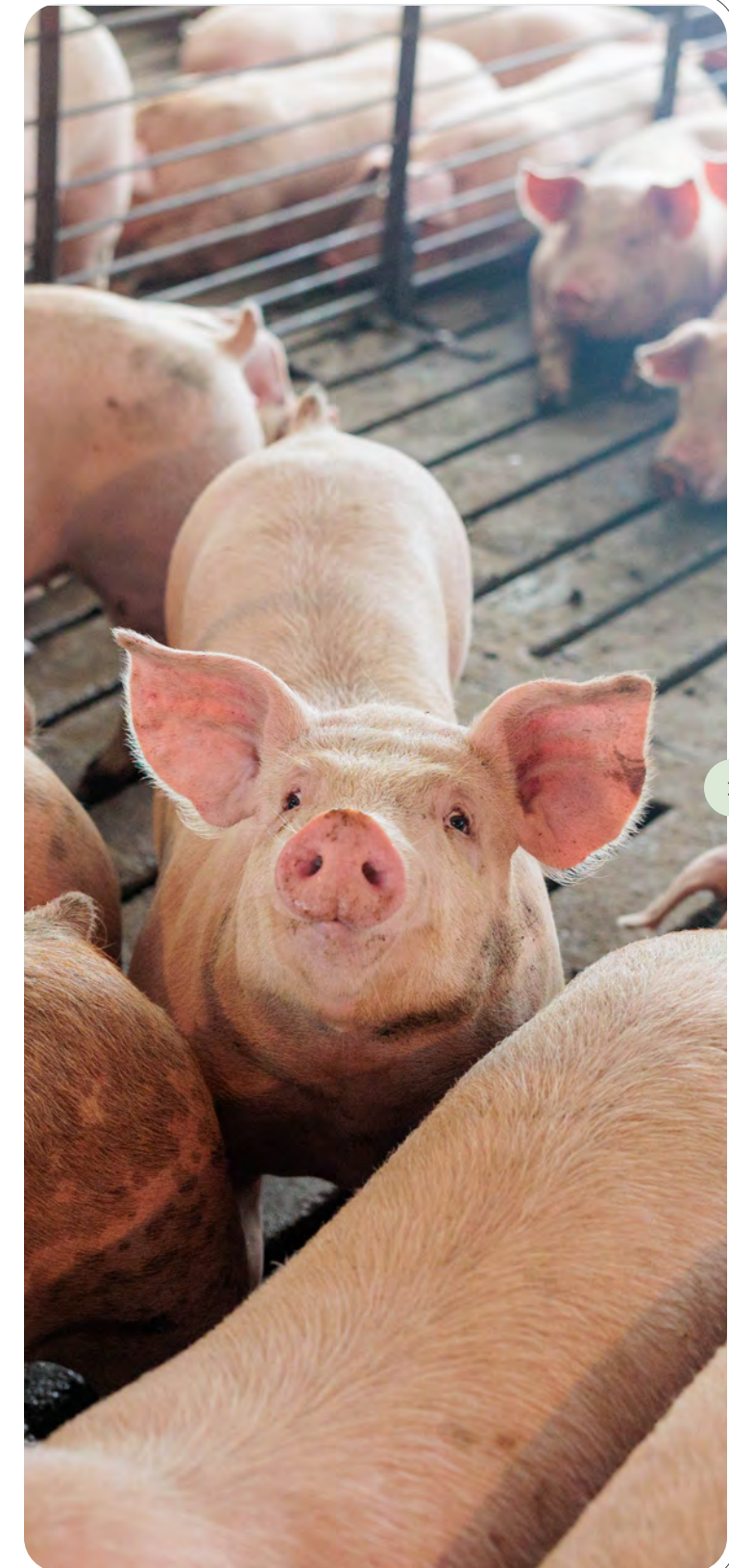
- QAD 1060A ISO Animal Welfare Management Checklist,
- QAD 1060I General Animal Welfare Checklist, and
- QAD 1060J Animal Welfare and Pig Production Systems Checklist.

National Pork Board Pork Quality Assurance® Plus (PQA Plus) and Transport Quality Assurance (TQA) Programs: Smithfield maintained certification through these programs in 2024, ensuring every team member involved in caring for and transporting our animals is trained in proper handling and animal care. PQA Plus and TQA certifications are compliant with USDA ISO TS 34700.

Cloverleaf Animal Welfare Certification: Altosano maintained Certified Care animal welfare certifications for our hog production sites and pork-processing plant in Mexico in 2024. The certification requires that our Mexico operations pass extensive annual audits that align with animal welfare standards set by the World Organization for Animal Health. Additionally, Cloverleaf honored Altosano with the Golden Pig Award in recognition for achieving an outstanding audit performance percentage of 100%.

Animal Care Training

Every team member involved in operations, as well as our contract growers, completes animal welfare training to ensure they uphold our ethical standards and have the skills and knowledge needed to provide the best possible animal care.





Dedicated Caretakers and Farm Managers

Our animal caretakers and farm managers play a crucial role in animal welfare and resiliency in hog production on our company-owned farms, working tirelessly around the clock to care for our animals. They are the boots on the ground when it comes to ensuring animal health, safety and biosecurity. Their 24/7, 365-days-a-year monitoring and management is especially critical during extreme weather events, when animals are most vulnerable. Our caretakers and farm managers adapt quickly to challenges — water shortages, power outages, an increased risk of animal disease during hurricanes, blizzards and wildfires — to maintain continuous care of our animals with proper access to food and water, housing, temperature regulation and safety.

These essential team members also ensure compliance with our animal welfare standards and ongoing regulatory compliance on our farms. We are grateful for our farm managers who dedicate countless hours to properly implement new recordkeeping, appropriate farm staff training and adjustments in sow housing to ensure certain of our farms are California Prop 12 compliant.

Animal Housing, Safety and Biosecurity

Animal housing, safety and biosecurity are key components of our hog production programs and are important to animal disease prevention and protecting the health of animals, humans and the environment.

Sow Group Housing for Optimal Well-Being

We raise our pigs in housing systems designed to support their health and well-being. Smithfield animals are reared in climate-controlled barns, given access to nutritious food and clean water and provided with quality veterinary care.

All Smithfield-owned sow farms use group housing. Smithfield’s company-owned sow housing systems have three components: individual stalls, group pens (“free access” or “small group” pens) and farrowing stalls for giving birth. Sows stay in individual stalls for 35–42 days after they are bred to allow for individual care and to minimize fighting between animals during this early, high-risk stage of the pregnancy. Once confirmed pregnant, sows are moved to a group pen where they stay for 68–75 days. There are two types of group pens on Smithfield’s farms: (1) free access group housing, which allows the sow to choose between a common area for lounging and exercise, or individual stalls that they can come and go from as they please; and (2) small group housing, which provides a common area for lounging and exercise with access to shoulder stalls for feeding. Close to their due date, sows are moved into individual farrowing stalls for approximately 27 days. Farrowing stalls are designed to ensure the protection of piglets and enable more individualized care during the birthing process.

In addition to company-owned farms, Smithfield also sources pigs from contract and independent farms. Although not all of these farms use group housing systems, Smithfield supports U.S. contract farmers interested in transitioning to group housing. As of 2024, 39% of our U.S. contract farms have made the transition to group housing systems. We track group-housed sows throughout our supply chain to ensure our company-owned farms meet our standards for group housing. Independent sow farms that use group housing also receive regular site visits from Smithfield to evaluate their group housing environment once sows are confirmed pregnant.

As of 2024, 39% of our U.S. contract farms have made the transition to group housing systems.

Misters for Animal Comfort

At our Tar Heel harvest facility this past year, we updated our mister technology, which is used to keep animals cool and safe in our barns in warmer climates. The automatic mister technology allows us to adjust misting settings based on temperature to keep animals comfortable and to reduce stress.

New Transport Trailers

Smithfield also introduced new, state-of-the-art animal transport trailers in our Missouri and Midwest regions to enhance animal safety and comfort, biosecurity and driver safety during transport to contract farms and facilities.

Key features of the trailers include:

- Temperature sensors to ensure optimal conditions for animal welfare.
- Onboard compartment fans and watering systems to distribute drinking water and misting for cooling.
- Remote-controlled side ventilation panels to provide better airflow during transit.
- Retractable roof and elevator to reduce animal stress and overcrowding, facilitate easier loading and unloading and improve the cleaning process.
- Increased floor space for increased square footage to accommodate more pigs per load than conventional trailers.



Ensuring Strict Biosecurity

We take the biosecurity and safety of the animals under our care seriously and execute a rigorous set of biosecurity measures to prevent the spread of animal diseases. Our biosecurity protocols are strictly enforced, regularly updated by Smithfield veterinarians and reviewed by state veterinarians. We also conduct routine veterinary diagnostic testing and segregate feed and supply deliveries, transportation fleets and farms by health status.

In 2024, we instituted a new Biosecurity Management System (BMS) that mirrors the structure of our successful Environmental Management System, and we are in the process of standardizing our biosecurity practices. Using our enhanced BMS, we identified key biosecurity risks and implemented changes to our farm biosecurity procedures to reduce the risk of disease outbreaks in at-risk production areas. Our leadership has prioritized communication and training to ensure that new protocols are shared with management, farm employees and veterinarians and implemented effectively at the farm level.



Preventing the Spread of Domestic and Foreign Animal Diseases

Preventing and preparing for domestic and foreign animal diseases (FADs) is critical to the health of our animals and the sustainability of our supply chain. Not only are biosecurity measures central to minimizing the risks of animal morbidity and mortality, they also help mitigate potentially significant economic losses that can result when trading partners halt the import of pork products from nations reporting an FAD outbreak.

Prevention, planning and preparation for potential FAD outbreaks is overseen by an internal working group at Smithfield comprised of representatives from our hog production and processing facilities. Our FAD manual and crisis plan outlines prevention and response procedures based on various scenarios and incorporates input from our collaborations with USDA and industry associations. For instance, we have restrictions in place for visitors to U.S. farms and facilities from foreign countries where an FAD has been detected, and require that team members returning from any foreign country wait five nights before returning to work. In Mexico, we enforce industry-standard requirements for all personnel entering Altosano facilities and maintain a detailed manual outlining biosecurity measures and guidelines for all employees.

In addition, Smithfield veterinarians work closely with our R&D team to evaluate new vaccines and vaccine protocols to reduce the impact of disease on our animals. In 2024, we focused research on effective vaccine solutions for combating porcine reproductive and respiratory syndrome (PRRS), a widespread virus affecting domestic pigs, as well as strategies to prevent outbreaks of porcine epidemic diarrhea (PED), a virus primarily impacting piglets that causes acute diarrhea and dehydration and can result in severe losses to sow herds. This research involves identifying, testing and implementing medical or procedural solutions to enhance herd health, improve productivity and reduce risks associated with costly and disruptive diseases in the swine industry.

In October 2024, the first U.S. detection of H5N1 bird flu was confirmed in one pig in an Oregon backyard farming operation with a mix of poultry and livestock sharing water sources, housing and equipment. The situation was an isolated incident and was fully controlled, and all five of the swine on the property were euthanized.

Smithfield does not have any hog production operations in Oregon, and our animals do not share water sources, housing or equipment with poultry or any other livestock. Our biosecurity procedures focus on preventing contaminants from entering farms. In addition, equipment and supplies delivered to sow farms, as well as vehicles in some cases, must be disinfected prior to entering a farm complex.

African swine fever (ASF), a highly contagious and often deadly virus that only affects pigs, poses a significant risk to Smithfield operations and the global supply of pork. We are working diligently to protect against the introduction of ASF in the U.S. Our veterinary services and production management teams continue to participate in national and international discussions, in collaboration with USDA officials, veterinarians and industry experts, on ASF prevention, preparedness and response. We also participate in mock ASF outbreak drills on response protocols, led by USDA and in partnership with state animal health agencies, that are designed to improve outcomes in the event of an outbreak.

Our veterinary services and production management teams participate in national and international discussions, in collaboration with USDA officials, veterinarians and industry experts, on ASF prevention, preparedness and response.

All our farms and facilities in the U.S. and Mexico are equipped with comprehensive ASF plans that enable on-site team members to respond quickly should an outbreak occur. We participate in a range of working groups to review ASF response plans, in partnership with USDA, the National Pork Board, state pork associations, the National Pork Producers Council (NPPC), and the U.S. Swine Health Improvement Plan (SHIP). All our U.S. farms participate in the SHIP program, a platform for safeguarding against ASF and other diseases, certifying the health status of swine across U.S. pork production operations and improving animal health.

The key to disease prevention is our commitment to continuous improvement and visibility into animal traceability. Our animal welfare team developed an animal track-and-trace system that allows us to closely monitor and record the movement of our hogs throughout their lifecycle, helping us identify and contain disease and enhance supply chain accountability and transparency. We are collaborating with state and federal agriculture officials to make the most effective use of this information. In addition to our farms being enrolled in U.S. SHIP, we supported the acceptance of NPPC's proposal to establish national traceability standards for pork production in collaboration with USDA. This proposal is intended to mitigate risks and address outbreaks of FADs and is expected to be rolled out in 2027.



Selective Genetics for Maximum Health and Efficiency

Our Smithfield Premium Genetics team is responsible for ensuring that we are bringing the healthiest, most productive hogs to market. Our genetics program continued to improve hog production performance in 2024 by increasing the number of pigs produced per sow and enhancing feed conversion efficiency, leading to cost savings. This also provided sustainability benefits, including a reduced environmental footprint through lower feed requirements, minimizing waste output and decreasing resource use.

Smithfield Premium Genetics enhances traits that favor health, resilience and performance, such as growth and nursing efficiency in sows, robustness in piglets and disease resistance. Selecting for hogs that convert feed to pork as efficiently as possible, using the least amount of resources, allows us to reduce our environmental footprint and streamline hog production.

At our Genetics Research Center in North Carolina, our expert team gathers data from genetic lines across our value chain and evaluates various genetic selection techniques to enhance the robustness of growing pigs. Weekly tests are conducted on each piglet born at the center and data collected from our farms and processing facilities is analyzed to identify the most promising future breeding sows.

To pinpoint genetically superior hogs, our geneticists implement genetic markers associated with desirable traits such as meat quality. We focus on selecting sows that produce healthy, feed-efficient, fast-growing, heat-tolerant hogs. By leveraging innovative genetic selection techniques, we aim to produce sows with low mortality and high reproductive performance.

Our genetics program continued to improve hog production performance in 2024 by increasing the number of pigs produced per sow and enhancing feed conversion efficiency.

Responsible Antibiotic Use

Antibiotics are a vital tool for preventing, controlling and treating animal diseases. Smithfield is dedicated to using them in a responsible and judicious manner to secure a safe food supply, safeguard human health and maintain the well-being of our animals.

Smithfield is an industry leader in reporting and prudent use of antibiotics. Our differentiated supply chain has allowed us to accurately track and publicly report on antibiotic use for more than a decade, and we were a first mover on ending the use of medically important antibiotics for promoting growth in animals at our company-owned and contract farms in 2016. In 2024, only 581.3 milligrams of non-medically important antibiotics per kilogram of live weight were used per animal.

Our differentiated supply chain has allowed us to accurately track and publicly report on antibiotic use for more than a decade.

To prevent and minimize the need for antibiotics, we implement a comprehensive animal health management program that entails sound animal husbandry practices, preventive herd health examinations, vaccinations and proactive assessments of potential health threats.

All individuals who interact with the animals owned or managed by Smithfield's hog production business are required to adhere to the principles of our Antibiotics Use Policy. We maintain strict compliance with U.S. regulatory requirements around antibiotic and animal health product use in livestock species, including meeting or exceeding all antimicrobial withdrawal times as defined by the FDA and the Food Animal Residue Avoidance Databank (FARAD). We employ the most extended withdrawal time for each product to allow medications such as antibiotics to fully metabolize and clear, protecting both animal and human health from exposure to any residues.

Limited use of vaccines and veterinary oversight are key to our approach to antibiotic use. Prior to the selection and administration of antibiotics to any of our animals, we require preapproval by a licensed veterinarian by written authorization or prescription, guided by extensive and regular diagnostic testing and analysis, and targeted and appropriately timed administration for a specific disease or concern. Veterinary use of antibiotics classified as important for treating human disease are only to be used when deemed necessary for animal health and safety. In addition to limited vaccine use, biosecurity protocols and production management are also important methods to reduce the need for antibiotics.

We are committed to continuous improvement using research to identify new technologies that improve animal health and minimize antibiotic use. Our R&D team continues to evaluate new vaccines, antibiotics and alternatives to antibiotics in hog production.



Hog Production Research and Development

Smithfield's hog production R&D team of experts and Ph.D.s conducts trials on our research and commercial farms to find new and cost-effective ways to improve animal health, welfare, nutrition and husbandry practices. Our health research focuses on the best vaccine and immunization strategies, along with initiatives to reduce antibiotic use. Our nutrition research focuses on cost-effective ways to feed our pigs while ensuring their nutritional requirements are met as they grow. In addition, we research husbandry practices that prioritize animal care, labor and time spent on the most impactful actions that will enhance pig performance and welfare.

In 2024, we studied and considered several emerging technologies for possible future integration into our hog production processes, including:

- **A new piglet heating pad** promising to be more energy efficient, which could lower energy consumption and improve piglet comfort by providing more consistent temperature control.
- **Mobile applications for hog farmers** to be able to more easily communicate and make real-time decisions regarding animal care, enabling a quicker response time to health issues.
- **Handheld devices** that quickly and accurately estimate individual pig weight without the need for a scale or manually moving animals, which could lower labor costs and improve efficiency.
- **Technology that streamlines labor**, reduces the need for physical counting and potentially improves accuracy when counting pigs during transfers or unloading pigs at facilities.

We also furthered our exploration into alternative feed ingredients that reduce the amount of feed per pound of pork produced as well as genetic selection techniques to improve robustness in growing pigs, resulting in better-performing animals.

Barn Enrichment

In 2024, we discontinued our target to assess barn enrichment and adopt recommendations on company-owned farms by 2030. Barn enrichment implementation is complex and depends on a variety of factors, including biosecurity risks, type of enrichment and overall benefits to the pigs.

As a result, we concluded that this topic required ongoing research and a time-bound target was no longer appropriate.

Automation in Hog Production

We are actively pursuing and implementing innovations in automation in our operations to improve efficiency and consistency and redeploy labor to higher-skilled jobs. While the need for human-animal interaction in meeting the highest standards for animal welfare and safety limits the opportunities for automation in some aspects of hog production, robotics are being used in many farms to assist with tasks associated with cleaning. Robotics also have potential applications in truck washing, and the Smithfield engineering department is exploring how this can improve biosecurity on farms. Additionally, our R&D team is identifying and assessing technologies as they become available to assist our animal caretakers in providing animal care.



Targets and Commitments

- 
 Compliance-based GHG reporting in line with SEC and CA compliance obligations.
- 
 Capture 24 Million MTCO₂e on farms through Smithfield biogas joint ventures or other third-party ventures by 2035.
- 
 Combined GHG emission intensity target of 0.22MT of CO₂e/cwt by 2035
- 
 Obtain 50% of our U.S. electricity needs from renewable resources by 2030.
- 
 Implement biogas systems on 90% of company and contract finishing farms in North Carolina and on 90% of company finishing farms in Missouri by 2030.
- 
 Achieve a 75% reduction in solid waste compared with a 2010 baseline and zero-waste-to-landfill certification at 75% of our U.S. facilities by 2025.
- 
 Achieve 90% recycle-ready, reusable or industrially compostable packaging by 2030.
- 
 Halve virgin petroleum-based plastic use compared with a 2019 baseline by 2030.
- 
 Reduce food loss and waste in our manufacturing facilities by 50% compared to a 2021 baseline by 2030.
- 
 Assess water supply across our U.S. footprint to ensure sustainable use while increasing water-use efficiency.
- 
 Adopt internationally recognized water stewardship standards in the U.S.
- 
 Reduce notices of violation (NOVs) to keep as close to zero as possible.

Environmental Stewardship

We seek to minimize our impact on the environment through legal and regulatory compliance and through continuous improvement of our environmental systems and performance. We are also capturing greenhouse gas emissions, reducing energy use and investing in renewables; being responsible water stewards; and reducing waste in all our operations.

We remain steadfast in our commitment to transparent reporting on our environmental practices, programs and metrics, including our work to find solutions that help preserve and enhance natural resources in our communities and optimize operational efficiency. In 2024, we further improved our environmental compliance record across the U.S. and Mexico, made significant progress toward our environmental commitments and targets and continued to concentrate on protecting natural resources in ways that go above and beyond legal requirements.

Smithfield’s environmental programs are overseen by our environmental compliance committee and guided by Smithfield’s **Environmental Policy Statement**. The committee meets on a quarterly basis and is led by our vice president of environmental, health and safety and comprised of environmental leaders across Smithfield’s manufacturing facilities, farm operations and legal team.

Our Environmental Management System (EMS) helps us plan, implement, evaluate and review our environmental policies in alignment with ISO 14001, the international standard that determines requirements for an effective EMS and provides a framework to help organizations improve environmental performance. In 2024, all Smithfield-owned farms and manufacturing facilities, apart from acquisitions or those where certification is not applicable, maintained ISO 14001:2015 certification, continuing our legacy as the first major U.S. protein company to achieve ISO 14001 certification for our EMS in 2001.

We align our Environmental Compliance Assessment Program (ECAP) audits with ISO 14001 requirements to ensure our internal auditing systems are standardized and our environmental management practices are institutionalized across our operations. ECAP audits, conducted by an external environmental auditing firm, help us evaluate the effectiveness of our EMS; ensure compliance with environmental laws, regulations, permits and Smithfield policies; and identify potential environmental risks.



Rising Environmental Steward Recognition

In 2024, the North Carolina Department of Environmental Quality (NCDEQ) recognized our Tar Heel, North Carolina, facility as a Rising Environmental Steward for its mature EMS and measurable environmental performance goals. NCDEQ’s Environmental Stewardship Initiative, which recognizes companies and facilities that exceed compliance with environmental regulations and maintain a high standard of environmental excellence, has honored our Tar Heel, North Carolina, facility as an environmental leader for 21 years and has awarded it the Rising Environmental Steward designation since 2005. Our Clinton, North Carolina, facility has also been recognized by NCDEQ as a Rising Environmental Steward since 2004, and our Wilson, North Carolina, facility has been recognized since 2005 as a Steward, NCDEQ’s elite designation for organizations demonstrating exemplary environmental performance.



GHG Emissions

Smithfield focuses on GHG emissions capture and efficiency on farms as well as reduction at our facilities and within our transportation and logistics networks. Our GHG reporting framework includes maintaining a comprehensive emissions inventory across Scopes 1, 2 and 3, setting ambitious targets informed by science and implementing energy efficiency measures while investing in renewable energy sources, optimizing our transportation and logistics network and regularly monitoring and reporting on our progress.

Creating a Future-Proof GHG Reporting Framework

Our carbon emissions strategy shifted in 2024, with a newly established GHG reporting framework based on significant changes to Smithfield's operational footprint, improved data collection and reporting capabilities and changes to our GHG calculation methodology.

Under the current carbon accounting rules of the GHG Protocol — a framework considered the international standard for GHG accounting and reporting — businesses are required to recalculate their baseline GHG footprint when significant changes in operational structure and calculation methodology occur. With these changes, comparisons to our 2010 baseline, which we adopted in 2016, were no longer relevant.

Smithfield's operational footprint underwent significant changes due to the carve-out of our European operations, closure of a large processing facility and the addition of another, as well as reductions in our farm operations in multiple states that reduced our hog production output by nearly 8%.

Since establishing our 2010 baseline, we have also vastly improved our data collection, analysis and reporting capabilities. The new reporting framework will utilize this improved data to calculate our GHG inventory in alignment with the GHG Protocol. In 2024, we undertook and completed a comprehensive GHG inventory project. We are also partnering with external environmental experts to help us update our carbon accounting and reporting as part of our process to develop and assure a new GHG emission calculation tool that will help us more accurately identify, characterize and report on Scope 1, 2 and 3 GHG emissions across our operations.

Our new GHG reporting framework reflects our continued commitment to improving transparency around our carbon accounting and will focus on two areas:

- **Methane capture:** Reporting the total amount of methane (metric tons of CO₂e) captured on our company-owned and contract farms and
- **GHG intensity:** Reporting metric tons of CO₂e emitted per hundredweight, or 100 pounds of product produced.

Our customers are increasingly focused on gaining insight into Smithfield's GHG emissions at the product level, specifically the MTCO₂e per pound of product produced. Our updated metrics will give customers a clearer understanding of the carbon footprint of our hog production and manufacturing operations relative to the finished product.

Reducing Emissions through Transportation and Logistics Efficiency

Our GHG emission reduction efforts this past year included optimizing our transportation and logistics network, comprised of a private fleet of approximately 100 trucks and a dedicated fleet of nearly 245 third-party operated vehicles traveling more than 550,000 miles every week.

Our transportation and logistics team collaborates with procurement and suppliers to leverage synergies that ensure our fleets are optimized to reduce the miles a truck drives with an empty trailer. In 2024, we increased our fixed-asset and truck utilization for inbound materials and finished goods, which lowered our total truck volume by 2.1%. Additionally, we have worked with our customers on order patterns and frequency to increase truck weights, reducing customer shipment truck volume by 4.4%. In total, by optimizing assets and shipping schedules, we were able to reduce our impact by the equivalent of 8,100 shipments taken off the road.

We also continue to identify the most efficient and cost-effective transportation routes that maximize cargo delivery and reduce emissions. In recent years, we increasingly sent more grain directly to feed mills rather than blending and reshipping, ramped up direct shipping to customers, decreased the number of shipments coming into our facilities to ensure we are buying from suppliers at optimal levels and increased our use of newer, more fuel-efficient trucks. In addition, through Smithfield Grain, we sourced grain as locally as possible by building direct relationships with farmers in all our operating regions.



Reducing our Shipping Activity



2%

reduction in total truck volume



4.7 million

reduction in driven miles



8,100

equivalent reduction in shipments

Through efficient fleet management, maximizing asset use and leveraging route optimization, less energy is required to transport our products, resulting in reduced GHG emissions and fuel consumption.

As we look ahead, our transportation and logistics team will launch a project to adjust the locations of our cold storage facilities. This project will reduce shipping miles, which will reduce emissions and transportation costs in 2025.

Sustainable Feed Management

We continually evaluate alternative feed ingredients that reduce the amount of feed per pound of pork produced, making our hog production more efficient and reducing our GHG emissions. Through Smithfield Grain’s research, we are unlocking sustainable feed management opportunities by experimenting with feed ingredients that have a smaller carbon footprint.

For example, one alternative feed ingredient we have been experimenting with over the past two years is peptone, a protein decomposition material captured as a byproduct of our heparin manufacturing process. By adding peptone, we reduce waste and increase the protein content in our feed. Optimizing feed conversion means our hogs need less feed to grow, which reduces emissions associated with feed production, processing and transportation. In 2024, we used approximately 910,000 tons of feed ingredients categorized as grain alternatives including DDGS, Bakery Meal, and Wheat Midds.

Smithfield Grain’s work to track feed supply at the regional level enhances engagement between our procurement teams and upstream suppliers and farms, providing us with greater insight into the emissions and nutrient impacts of crops in specific regions so we can identify best practices to implement throughout our supply chain.



Encouraging Regenerative Farming to Reduce GHG Emissions

We support regenerative farming projects in our grain supply, engaging grain farmers to plant cover crops and adopt precision farming techniques that reduce emissions. We are also making improvements in our animals’ diets using alternative feed ingredients to feed pigs more efficiently, using less energy and other natural resources, as well as through genetics by producing resource-efficient hogs using selective breeding techniques.

Smithfield’s own farming operations follow the eight best practices (crop rotations, reduced tillage, no-till planting, cover crops, water management, nutrient management, forage and biomass planting, data and record keeping) for year-round resilience in crop production. Nutrients are applied from the hog operation lagoons to each specific crop based on a nutrient utilization plan. Harvested crops go through Smithfield’s grain supply chain.

In 2024, we incorporated Agronomic Technology Corporation’s Adapt-N and N-Insight services into our program to reduce GHG emissions in partnership with our agricultural supply chain. The technology helps farmers who produce corn for hog feed improve their economic and environmental performance and reduce potential fertilizer runoff.

Renewable Energy

Smithfield continues to support renewable energy development, with a focus on capturing biogas on our farms to create renewable natural gas and generate renewable energy in our facilities.

Converting Methane into Renewable Natural Gas

Methane is considered a significant GHG due to its high heat-trapping abilities. While it is derived from a variety of sources, it is also a byproduct of the natural anaerobic digestion of swine manure. Methane captured on farms can be converted into clean, renewable energy through the production of renewable natural gas (RNG). RNG sourced from biogas has a low carbon intensity score, as on-farm digesters capture more GHG emissions from animal waste than are released from the RNG's end use.

We continue to advance our cutting-edge work on methane capture and manure-to-energy conversion in collaboration with our Monarch Bioenergy and Align RNG joint ventures, which are currently operating more than 100 covered digesters. In 2024, our joint ventures started producing RNG at new facilities in Virginia, Arizona, North Carolina, Oklahoma, and Texas that will increase RNG capacity by approximately 50%.

We continue to make progress toward our target to implement biogas systems on 90% of company and contract finishing farms in North Carolina by 2030, and we have already met our goal of implementing biogas systems on 90% of company finishing farms in Missouri by 2030. At the end of 2024, our digester projects encompassed more than one million pig spaces.

Since 2019, our RNG joint ventures have captured more than 3.5 million dekatherms (MMBtu) of methane, or 1.37 million metric tons of carbon dioxide equivalent (MMTCO₂e), on farms and expect to capture an additional 20 million MMBtu (7.84 MMTCO₂e) by 2035.

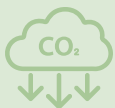
Our RNG initiatives benefit surrounding communities, contribute to the vitality of local economies, produce clean and low-carbon energy to power homes and local businesses, diversify farm income and help protect natural resources.

In 2024, our RNG joint ventures produced over



1 million

dekatherms of RNG, equivalent to



53,000

metric tons of carbon dioxide emissions, and the energy equivalent of heating



7,000

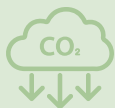
homes for one year.

Since 2019, our RNG joint ventures have captured more than



3.5 million

dekatherms (MMBtu) of methane, or



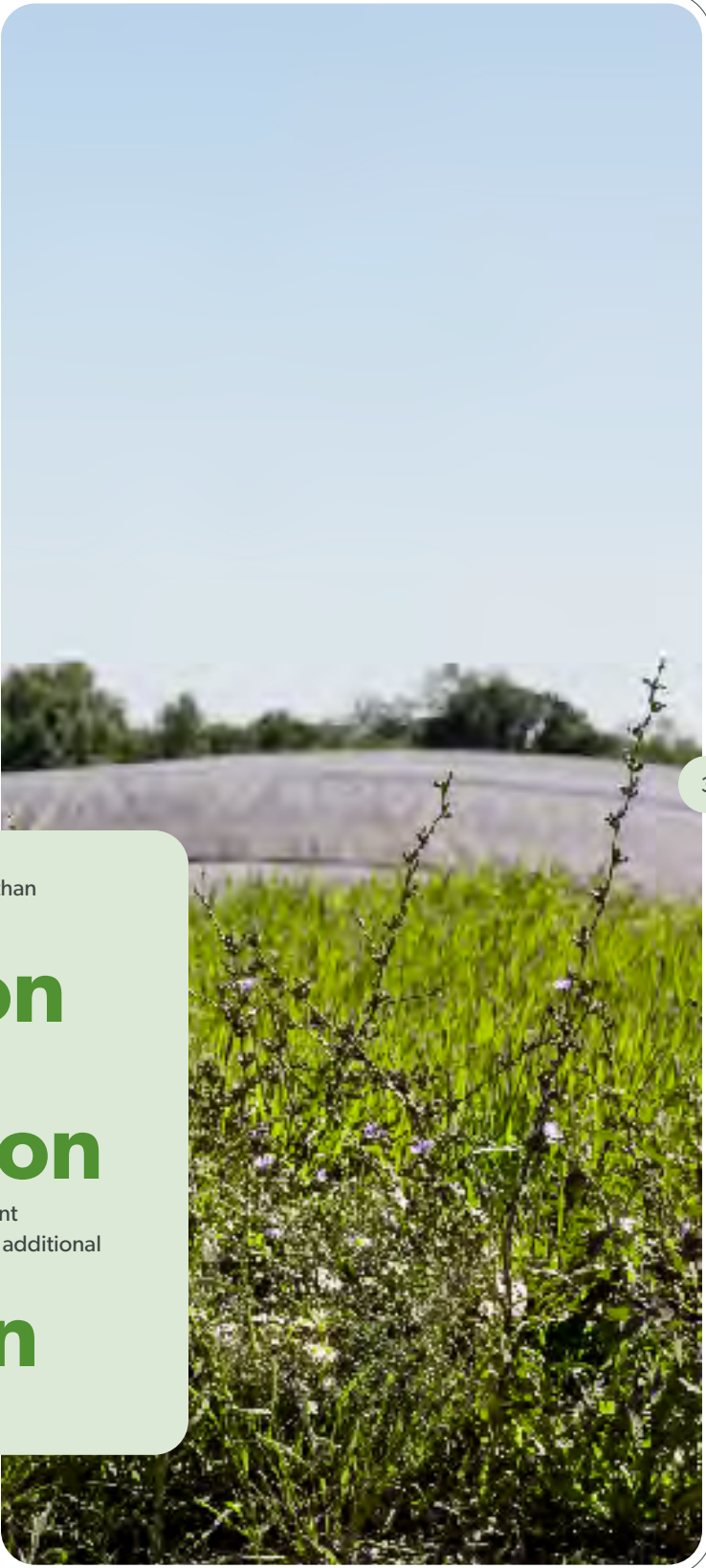
1.37 million

metric tons of carbon dioxide equivalent (MMTCO₂e), and expect to capture an additional



20 million

MMBtu (7.84 MMTCO₂e) by 2035.



Fueling our Operations With Biogas

We are innovating our wastewater treatment systems at several of our facilities to further reduce energy use and GHG emissions. Our Grayson, Kentucky, and Sioux Falls, South Dakota, facilities produce biogas from wastewater that is used on-site as a replacement for natural gas. Our Tar Heel, North Carolina, facility also produces biogas from wastewater, which is then refined to create renewable natural gas that is injected into a local natural gas pipeline.

In our Mexico operations, we continue upgrading our farm lagoons and converting them to biodigesters to reduce the potential for wastewater discharge and produce renewable energy. These biodigesters act as treatment systems, capturing 2.4 million cubic meters of biogas and using it for water pumping, heating and power generation, helping to improve Altosano's carbon footprint and energy performance. In 2024, these projects allowed us to replace 8% of Altosano's electricity consumption from the grid with renewable energy. In addition, the energy consumed (kWh) in Altosano's hog production operations was reduced by 5% compared with 2023.

Altosano is also exploring renewable technology in water treatment that leverages electricity, including a pilot to test a new treatment method called electroflocculation. This process uses electrical current to transform contaminants from water.



Investigating Other Renewable Sources

We continue to evaluate renewable electricity purchases and the acquisition of renewable energy such as wind, solar and geothermal to diversify our renewable energy portfolio beyond biogas. We are currently implementing a wind energy program in Oklahoma and a wind turbine pilot program in Colorado in partnership with Eocycle Technologies, a company that produces small wind turbines to power farms. Our agreement with Eocycle was designed to deliver reliable, cost-effective renewable energy at all 23 of Smithfield's facilities in eastern Colorado. We also owned wind turbines on farms in Utah, generating power that was transmitted to California, until Smithfield sold the turbines in December 2024.

In Mexico, we produced 3.7 GWh of renewable electricity from biogas with a 35% reduction in cost per kWh; 27.2 GWh of clean electricity from combined heat and power (CHP) with a 39% reduction in cost per kWh and 34,642 gigajoules of thermal energy, replacing the 46% of steam required for the feed mill process. This CHP plant generates 4 MW for the Mexican Power Market, improving this value by 34%. All the percentages are compared to 2023. Altosano maintains clean energy certificates and is exploring solar power agreements.

Climate Risk

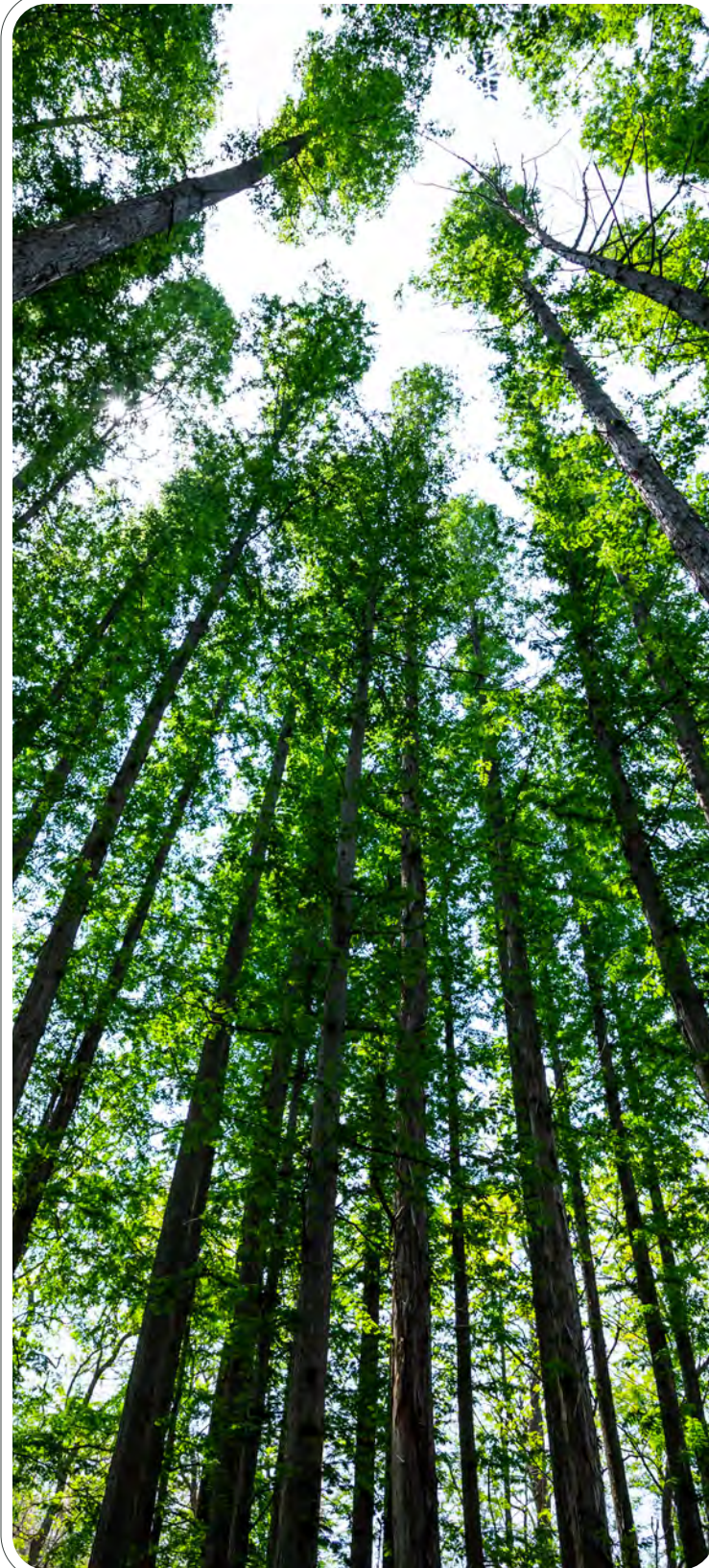
We continue to assess climate-related risks and seek solutions to increase our collective climate resilience through our climate mitigation strategy, which outlines the ways we are taking meaningful action to address climate change. Our approach aligns with the Task Force on Climate-related Financial Disclosure (TCFD) framework, and we are currently conducting financial and climate risk assessments to strengthen our resilience strategies.

While this project is still in progress, operational measures we take to address climate risk include:

- Maintaining a robust grain supply chain by sourcing local grain and adjusting sourcing strategies during droughts or wet weather.
- Prioritizing energy and water conservation in our hog production operations to ensure environmental controls are in place should a disaster occur.
- Expanding our manure-to-energy projects, which involve covering storage and treatment lagoons on our farms, that reduce the impacts of heavy rainfall.
- Enhancing protections against severe weather on our hog farms.
- Investing in technologies to keep our assets running in the event of power loss due to a natural disaster, such as having backup generators ready for our fleet. When Hurricane Helene hit, we sent generators to our bakery facility in Greenville, South Carolina, and were able to restore plant power in less than 24 hours.
- Implementing a geographic information system in our hog production vehicle fleet that enables us to redirect vehicles away from flooding and other climate-related events.

We also leverage insights from the [GRI](#) reporting framework to set new **targets and commitments** and stay abreast of industry best practices to strengthen our climate mitigation strategies.





Biodiversity

Biodiversity and Deforestation Policy

Habitat loss and deforestation are serious global challenges, and numerous factors are responsible including land use change, invasive species, overexploitation of preferred species, pollution from all sources, climate change and natural disasters. Forests and native habitats help mitigate climate risk, improve resiliency, safeguard biodiversity and provide people with livelihoods and economic opportunities.

Smithfield is committed to maintaining and protecting biodiversity and habitats and preserving forested land in the areas in which we operate while maintaining safe, efficient and effective operations. Smithfield's facilities and farms generally operate on land already long utilized for food production and agricultural purposes. Our operations do not convert natural ecosystems to farmland, and we do not have material operations in sensitive areas such as the Amazon. Additionally, while we generally do not source our commodities from sensitive areas, we require our suppliers who may do so to have stringent policies and procedures demonstrating a commitment to eliminating deforestation within their supply chain. We enforce this policy, in part, by requiring our suppliers to abide by our sustainability policies and our Supplier Code of Conduct.

Helping Bring Native Prairies Back to the Midwest

We support biodiversity with initiatives to protect native plants and habitats. In the Midwestern U.S., native prairie lands have declined sharply due to large-scale agricultural conversion, resulting in significant losses to biodiversity, including native plants and the species that depend on prairie ecosystems. To help address this, Smithfield provides technical support and resources for an \$80 million grant program through Roeslein Alternative Energy (RAE), our joint venture partner in Monarch Bioenergy, to reintroduce native prairie grasses to the region. RAE develops market-based solutions to restore prairies on marginal lands, generating economic value from native grasses and plants that help support biodiversity and ecosystem services. In partnership with Monarch, RAE uses sustainably harvested prairie biomass to produce RNG. Monarch plans to integrate prairie grass feedstock into its portfolio.

Through our agronomics program, SmithfieldGro, we also help farmers across our supply chain reduce crop inputs and improve yields by investing in carbon reduction and conservation methods that support biodiversity.



Restoring Biodiversity and Habitat in North Carolina

Our sponsorship of the North Carolina Department of Justice's Environmental Enhancement Grant program supports the restoration of habitat and natural buffer areas, helping bring best practices in sustainable land management and conservation and preserving thousands of acres in North Carolina. In 2024, more than \$3 million in grants were awarded to 52 different environmental organizations. To date, the program has awarded more than \$46 million in grants to nonprofit organizations, funding 280 projects across the state. Funds are intended to improve the state's air, water and land quality through land acquisitions or construction, remediation, restoration, planning, education and research projects, with a preference for projects that mitigate environmental damage and harm to underserved and overburdened communities in eastern North Carolina.

Reforeesting Mexico

Altosano established 142 hectares of induced forest with different species of pine planted in the Perote Valley in 2011. This area currently generates important environmental benefits, including carbon capture, rainwater capture and infiltration, and generates refuge for fauna.

In addition, a 25-hectare area was certified in 2011 as a private conservation area by the environmental authority of the state of Veracruz. Georeferenced drawings reflect Altosano's induced forestation efforts for the area — the only part of the Perote Valley where the native flora and fauna native are preserved and protected.

Altosano also promotes reforestation in neighboring communities. For example, the company donated 10,000 trees and plants, produced in a nursery, and hosted tree planting campaigns on community lands with volunteer participants from the GCM Foundation.

Our water stewardship projects in Mexico not only reduce demand for water resources, but also enrich soils and sustain biodiversity. We are also actively promoting the cultivation of native corn and legumes in Mexico to enhance biodiversity, support local farmers, preserve cultural heritage and ensure food security for communities.





Reducing Waste

We reinforce our commitment to environmental stewardship by prioritizing waste reduction in our facilities and on our farms. Reducing the amount of waste we send to landfills ultimately reduces emissions as fewer resources are required and it improves our operational efficiency and costs. Our approach to reducing waste targets solid, food and packaging waste in our operations, animal and feed waste on our company-owned farms and consumer waste at the end of our products' life cycle.

Minimizing Operational Waste to Maximize Impact

We continue to reduce waste in our operations by diverting food waste, deploying process improvements and developing more sustainable packaging strategies. As a result, Smithfield is steadily advancing toward our targets to achieve a 75% reduction in solid waste compared with a 2010 baseline and zero-waste-to-landfill (ZWTL) certification at 75% of our U.S. facilities by 2025.

Preventing Food Waste

We are actively working to minimize food waste by investing in bakery upcycling, developing new food donation channels and enhancing composting and waste-recycling processes. We are also improving our consumer packaging to better protect products from spoilage and preserve freshness, preventing millions of servings of protein from ending up in landfills.

By improving inventory management and product handling, Smithfield has achieved a 30% reduction in food waste at our distribution centers since 2021.



Reducing Paper Waste

In 2024, our food safety and quality assurance team (FSQA) began transitioning to a paperless system that is estimated to have reduced two million sheets of paper used per year to document product and facility requirements. By switching to electronic data collection, we will enhance operational efficiency, reduce our waste output and gain access to real-time food safety and quality trends.



Bakery Upcycling Program

Through our bakery upcycling program, we acquire and recycle pre-consumer baked goods that are discarded as part of the normal manufacturing process and would otherwise be bound for landfills. We have invested in specialized equipment for our bakery processing facilities that efficiently processes these difficult-to-recycle packaged bakery products and converts them into nutritionally optimized, sustainable feed for our hogs. In 2024, we produced approximately 7,400 tons of bakery meal per week, which would divert a similar amount of food waste from landfills and have diverted nearly one million pounds of bakery waste from landfills since 2021. This also reduces the amount of grain we need to purchase for our animals, which ultimately reduces lifecycle emissions from planting, fertilizing, growing, harvesting and delivering of feed.

To promote collaborative food waste reduction efforts, we participate in industry initiatives including:

10x20x30, which brings together 10 of the world's largest food retailers and providers, each engaging 20 of their suppliers to halve food loss and waste by 2030 and measure and publish their food loss and waste inventories.

The **Farm Powered Strategic Alliance**, a collaboration of U.S. brands focused on boosting food waste reduction and recycling by converting organic waste to renewable energy to help support generational farms and regenerative agriculture practices.

U.S. Food Loss and Waste 2030 Champions, a USDA and EPA program that engages businesses and organizations to publicly commit to reducing food loss and waste in their U.S. operations by 50% by 2030.

Innovating Sustainable Packaging

We maintain a dedicated cross-functional team of packaging experts that continually investigates strategic packaging and plastic-use reduction alternatives in pursuit of our sustainable packaging goals.

Smithfield's sustainable packaging strategy centers on reducing packaging materials, increasing the use of post-consumer recycled content and improving the recyclability of our packaging. In 2024, we continued to make progress toward our targets to halve virgin petroleum-based plastic use compared with a 2019 baseline and achieve 90% recycle-ready, reusable or industrially compostable packaging by 2030.

We reduce the amount of packaging materials we use by removing components altogether if they are tested and found to not be functionally necessary. For example, we removed polyboard from our Smithfield® Prime Fresh Delicatessen packaging, reducing the plastic used to package these products by 52%.

Our packaging team is constantly evaluating recycle-ready consumer packaging and evaluating ways to transition the material composition of our packaging to increase recyclability. In 2024, we continued converting our expanded polystyrene (EPS) case-ready trays to recyclable foam polyethylene terephthalate (PET). We also expanded our practice of shipping raw materials from our fresh to our packaged plants using reusable plastic combo (RPC) bins rather than cardboard, then backhauling the bins to our fresh plants for washing and reuse. The transition from EPS to recyclable tray materials will continue in 2025 as our customers conform to state requirements, and we are working to implement additional reusable crate transfers between our plants as well as to customers.

In 2024, we reduced petroleum-based plastic use in our packaging by 52% and increased our recycle-ready, reusable or industrially compostable packaging by 60%.





Reducing Post-Consumer Waste

Smithfield is committed to reducing waste at every stage of our products' life cycle, including what happens to our packaging after consumers enjoy our products. To reduce post-consumer waste, we pursue strategies, including:

- Supporting food waste reduction initiatives in households and communities.
- Providing ready-to-eat product lines that require limited home preparation, which can reduce food waste because they are pre-portioned.
- Working to make our packaging recycle-ready to increase ease of recycling for consumers.

In addition to transitioning to more sustainable consumer packaging, we are advancing our domestic collection and recycling infrastructure by collaborating with industry organizations that are aligned with our recycling commitments. Since 2020, Smithfield has been a member of the Sustainable Packaging Coalition, an organization that leverages the power of industry voices across the entire packaging value chain to advance sustainable packaging.

We are also working with producer responsibility organizations, as well as state governments, to assist them in better understanding the challenges of recycling multi-layer flexible packaging and resin plastics in their extended producer responsibility (EPR) efforts. EPR holds producers accountable for managing the end-of-life of their products. We use that information to inform our future packaging design efforts as well.

The U.S. currently lacks sufficient infrastructure for the widespread recycling of flexible plastic packaging. This includes a shortage of recycling companies that accept unwashed or used plastics contaminated with foreign materials as this can disrupt the recycling process or result in damaged equipment. We seek out recycling partners that are innovating to solve for this challenge.

Minimizing Waste on Our Farms

We are working to reduce waste produced on our company-owned farms, implementing a multi-pronged strategy that focuses on repurposing manure into fertilizer, RNG and other value-added products, using selective breeding techniques to produce resource-efficient hogs and ensuring our swine feed is formulated appropriately to minimize feed waste.

Land application of effluent on crops in 2024 accounts for 2.8 million pounds of plant available nitrogen applied, which equates to 32,000 tons of commercial fertilizer not purchased for farming operations.

Converting Manure to Organic Fertilizer

Manure is the largest potential source of waste on hog farms, so proper manure management is crucial to reducing waste. In addition to repurposing manure for biofuel by capturing methane through the process of anaerobic digestion, manure is also useful as organic crop fertilizer or compost for landscaping due to its high nitrogen and phosphorus content.

Manure is managed by following best practices on our farms. Our hog barns contain slatted floors through which manure is removed. Depending on the region and barn design on a particular farm, manure is typically stored and treated underneath the barns in deep pits or transferred through a system of underground pipes to anaerobic lagoons. As the manure settles, bacteria breaks down organic matter and the manure undergoes anaerobic digestion, a process that separates liquids from solids. The resulting nutrient-dense sludge must be periodically removed from the pits and lagoons and properly managed.

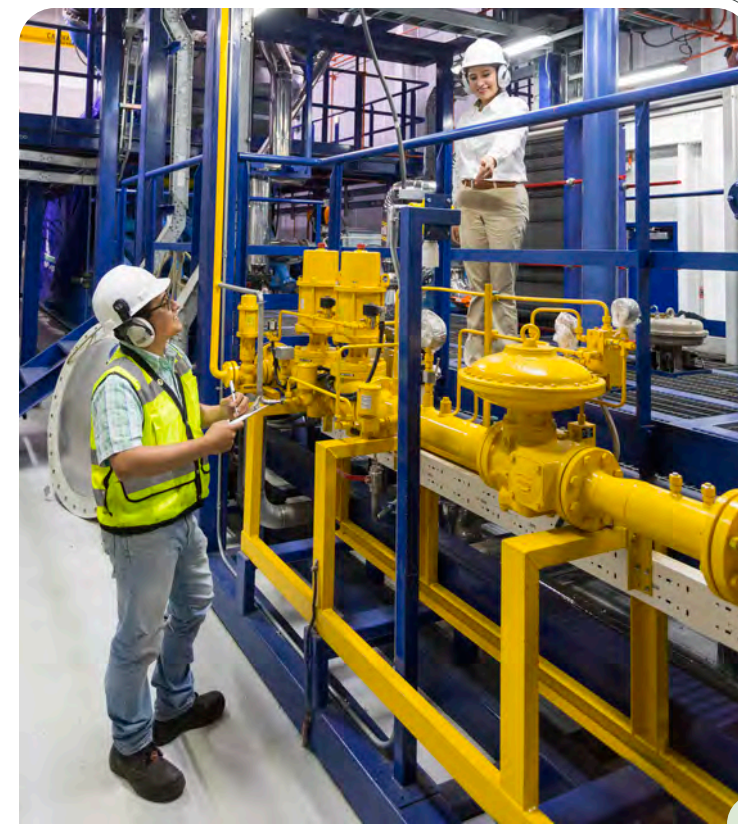
To manage this resource, we are collaborating with innovative partners to convert sludge into fertilizer. Our Utah partner designed a sludge drying system that can

annually produce approximately 30,000 tons of dry organic fertilizer using dry beds in the desert, a process that is easier to handle and does not pose a nutrient runoff risk. In addition, our environmental compliance team is working with North Carolina State University to research and refine this application for non-arid locations by using drying greenhouses. In 2023, we built two greenhouses in North Carolina to dry sludge from hog farms and are making investments to build more greenhouse pods on the East Coast. These pods are comprised of groups of eight 35' by 252' greenhouses side by side on a site under one permit, and each pod will produce 4,000 dry tons annually and handle 7.7 turns per year, with the fertilizer being marketed through a merchandising program. Our joint venture with Monarch is also exploring production of liquid fertilizer from our lagoons through the capture of ammonia.

Reducing Waste through Genetics and Feed Formulation

Our Smithfield Genetics team uses selective breeding techniques to develop pigs that make the most efficient use of resources.

» [Learn more](#) about our Selective Genetics for Maximum Health and Efficiency.



Mexico's Circular Economy Approach to Waste

In our Mexico operations, we are creating value from various waste streams through our circular economy approach. We implement waste separation at the source by using designated containers for organic and inorganic materials to streamline handling, transportation and more-efficient disposal. Our Altosano pork processing plant achieved ZWTL in 2024 by implementing a process known as residue valorization, which converts waste into valuable products or resources. For example, the facility donates wastewater treatment plant sludge—waste residue concentrated into solids—to local farmers for organic fertilizer. Other reuse projects include donating pallets to goat farms for agricultural use and an Altosano recycling collection center that helps manage all farm-produced waste, separating it to maximize its valorization.

Water Stewardship

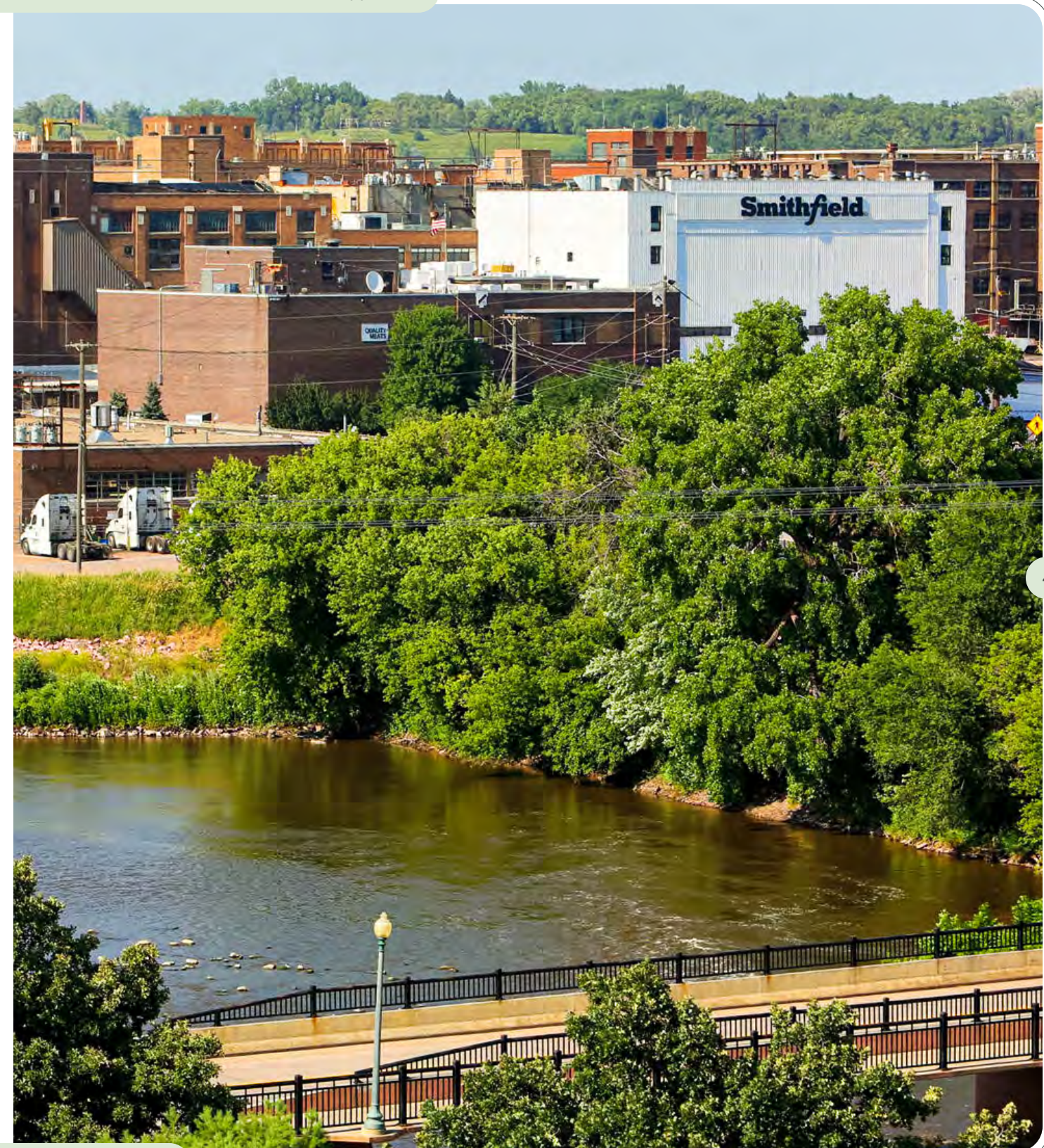
Water stewardship is essential to Smithfield’s operational resilience and the sustainable development of the local communities where we live and work. Our business relies heavily on water to support animal care on our farms and food processing across our manufacturing facilities. Most of Smithfield’s water use supports food safety and sanitation in our processing facilities, while the remainder is crucial to our agricultural operations for animal health, sanitation, cooling and biosecurity.

We are committed to responsible water stewardship and prioritize reducing the impact of our operations on water resources. We routinely appraise our water supply footprint, reviewing our data at least quarterly to track our water conservation targets, identify areas for improvement and analyze potential solutions for future water-use reductions. Smithfield environmental experts continually pursue innovation in water-efficient technology and water conservation techniques. Our farms and production facilities also utilize ISO 14001:2015-certified environmental management systems to measure against our water-use reduction targets and assess potential new efficiencies.

Smithfield’s **Water Policy** describes our commitments to proactively address water quality, use and conservation in collaboration with regulatory agencies, environmental consultants, experts and local communities. Our water policy and procedures comply with water management regulations set forth by the states in which we operate and the U.S. Environmental Protection Agency (EPA), including the Clean Water Act.

We continue investing in advanced wastewater treatment facilities across the U.S. to improve water quality and protect local waterways:

- Our **Sioux Falls, South Dakota**, wastewater treatment facility performs denitrification, a biological process preferred by the EPA that converts ammonia-nitrogen in wastewater to nitrate-nitrogen and further removes nitrate-nitrogen from wastewater, reducing our overall nitrogen load to the Big Sioux River by two-thirds and improving water quality in the region. The facility’s 2024 discharge rate averaged 82% less than in 2022, and there were no reported compliance issues in 2024.
- Our **Tar Heel, North Carolina**, pork-processing facility’s wastewater treatment center implements reused and reclaimed water systems that enable us to send approximately 1 million gallons of water per day back to the refrigeration system and outdoor washdown areas to significantly decrease the use of potable water.





Responsible Water Management in Mexico

Mexico continues to experience a water shortage due to several factors, including decaying water infrastructure that is not keeping pace with its rapidly growing population, climate change impacts and water and soil pollution that reduce the supply of usable fresh water. While the Mexican government recently established a new Ministry of Water to improve regulation of water resources, private enterprises such as Altosano have an opportunity to empower our operations leaders to improve access to water and water stewardship. Our Mexico operations prioritize water conservation and responsible use through water management practices focused on:

- **Efficient allocation:** On the farm, 90% of water is used for pig hydration and 10% for essential cleaning and sanitation. Similarly, at Altosano, 87% of total water usage from wells is used for live pig production (including operational activities such as feed production, truck washing, water treatment, maintenance, and other related tasks) and 13% is used for the processing plant.
- **Advanced wastewater treatment:** Our system effectively manages agricultural byproducts that preserve environmental quality.
- **Water recycling:** We maximize water usage through recycling and reuse, minimizing our environmental footprint.

Our advanced wastewater treatment system is a closed-cycle system that prevents wastewater from entering local bodies of water, leveraging biological processes and solar energy to effectively manage and control agricultural byproducts, preserve or improve air, water, soil and biodiversity quality, and optimize water reuse in our operations.

In 2024, we reduced well water extraction by 2.4% compared to 2023. At the Altosano processing facility, we lowered water usage by 1% compared to the previous year, and we decreased the amount of water used in farms by 8% compared to 2023. Through our capital plan, we are making long-term investments in projects that we anticipate will further reduce our water consumption by 60% in our processing plant and 20% on our farms in Mexico by 2026.

To strengthen the resiliency of local communities facing water scarcity, we successfully implemented a rainwater capture system, known as SCALL, that cleans water and makes it safe for consumption in rural communities of Puebla and Veracruz. The project aims to increase access to safe drinking water, contribute to food security and the health of benefiting families and promote environmental sustainability by using rainwater, a natural and renewable resource. The project uses house roofs as catchment areas, collecting rainwater and storing it for later use in domestic and agricultural applications.

Minimizing Fertilizer Use to Protect from Nutrient Runoff

Responsible fertilizer management is essential to water stewardship. Fertilizers, whether applied as organic manure or manufactured synthetic fertilizer, contain phosphorus and nitrogen that help crops to grow. If excess nutrients from fertilizer runoff enter waterways, they can have an adverse effect on water quality and aquatic life and cause disruption in an ecosystem's balance.

The application of nutrients on Smithfield-owned and contract hog farms is strictly regulated under a nutrient utilization plan employed at every farm site. We implement best management practices including ditch buffering, cover crops and flow control structures to control erosion and surface water runoff and reduce the impacts of our groundwater use.

Smithfield Grain draws on the expertise of independent agronomic consultants to assist our contract farms in creating site-specific strategies to minimize the potential environmental impacts of fertilizers. We also educate farmers on best practices in sustainable water management, including how to conserve water, improve water quality and employ nutrient management tools to maximize nutrient absorption and reduce the need for fertilizer. Alternative crops and curated seed mixes are also used to optimize soil health. Not only do these efficiencies help enhance water stewardship on our farms, but they also empower farmers economically, improve crop yields and reduce carbon emissions.

Water Stewardship Recognition

Our Smithfield, Virginia, wastewater facility was awarded a Hampton Roads Sanitation District (HRSD) Platinum Award for Pre-treatment Excellence and Pollution Prevention, which commends local businesses for exceptional permit compliance and pollution prevention efforts to protect waterways and natural resources.





Good Food

Good food produced the right way is what we do best. We're helping feed families around the world with safe, affordable, nutritious protein they can trust for its quality and love for its flavor.

"Our focus on food safety and quality means we're constantly looking for ways to improve and standardize our processes. The M-IQ data analytics platform is helping us exceed regulatory requirements."





Dawn Pickett
Vice President, Food Safety & Quality Assurance

Food Safety and Quality

Smithfield believes every consumer has a right to safe, high-quality food. Food safety and quality assurance (FSQA) is the foundation upon which our reputation and business success are built. From our hog farms and harvesting operations to our packaged meat facilities and distribution centers, we embed robust FSQA policies, procedures and programs at every point along our differentiated value chain to ensure we are bringing the safest, highest-quality products to market.

We have implemented comprehensive programs and policies that promote food safety and quality throughout our entire supply chain. These include regular unannounced audits, intensive product testing procedures, adherence to stringent safety guidelines, corrective action plan processes for noncompliance, routine reassessments of our food safety systems, continuous trend analysis, an extensive team member training program and various FSQA certifications.

Targets and Commitments

-  No incidents requiring a recall.
-  Show year-over-year improvement in number of food safety training hours.
-  Maintain Global Food Safety Initiative (GFSI) certification at all applicable facilities.
-  Maintain a robust food safety team member training program.

A Unified Approach to Food Safety Management

We have more than 600 employees with specific job duties addressing the safety and quality of our products and compliance with our food safety policies. Our vice president of FSQA, who reports to our chief manufacturing officer, oversees our FSQA team and is responsible for upholding our commitment to product quality and safety. Our FSQA leaders have the authority to make improvements and deploy appropriate measures to correct an issue.

We continue to reap the benefits of merging our previously distributed food safety and quality assurance teams into one FSQA department, helping us increase cross-collaboration among our FSQA team. This cohesive approach to food production allows us to standardize and streamline our FSQA program, ensure compliance and continuous improvement and further enhance our culture of food safety.

Each of our processing facilities has a food safety and quality team that conducts numerous tests, monitors processes and collects data to make sure we are meeting or exceeding regulatory requirements. Our FSQA department regularly reviews and refines our more than 100 FSQA policies and procedures to ensure they are up-to-date, effective and take into consideration any recent advancements in FSQA best practices. These policies set our standard food safety and quality protocols and best practices for all our facilities to follow, and assure consistent, safe and high-quality food products.





Global Food Safety Initiative Standards

We measure our FSQA performance against standards of the Global Food Safety Initiative (GFSI), an organization that helps food businesses improve food safety management systems. Developed by the Consumer Goods Forum, GFSI brings together food retailers, manufacturers and other industry participants to oversee third-party food safety standards.

To obtain GFSI certification, Smithfield must undergo third-party audits administered by Safe Quality Food (SQF), a recognized GFSI food safety and quality management certification protocol with a focus on the control of food safety and quality risks. GFSI requires our facilities to maintain scientifically valid FSQA plans that monitor compliance with strict specifications for product development, ingredients, facility maintenance, manufacturing procedures and quality. GFSI also requires Hazard Analysis and Critical Control Points (HACCP)-certified team members and production plans that outline all FSQA controls.

All our applicable U.S. and international facilities are GFSI certified and have GFSI-certified plans for all applicable customers. We maintain SQF certification, ensuring a standardized approach across all our GFSI-certified facilities. Additionally, our processing plant in Mexico is certified by SQF and ISO 22000.

We also require Smithfield suppliers to maintain annual GFSI (or equivalent) certification and USDA Process Verified Program (PVP) certification. PVP is a third-party verification service designed to provide agricultural suppliers with labeling and marketing tools that assure consumers of consistent product quality.

» See our full list of [industry certifications and verifications](#).



Comprehensive FSQA Training

Every one of our more than 600 FSQA team members is accountable for upholding Smithfield's high standards for food safety and quality. In 2024, we actively pursued our commitment to maintain a robust food safety and quality employee training program, requiring all employees to adhere to our strict FSQA policies and principles and comply with all legal FSQA requirements.

All team members in our food processing facilities receive mandatory training on food safety and quality policies and procedures, customer expectations and industry best practices. FSQA training focuses on Good Manufacturing Practices, safe product handling procedures, quality attributes, SQF standards and foreign material prevention. We also expanded our FSQA training over the past year for applicable team members at each facility to include obtaining various certifications, such as HACCP, that are relevant to their facility and role.

6,420

food safety and quality training hours completed by employees

19%

increase in total training hours completed in 2024 vs. 2023

50+

food safety and quality courses in which our team members participated

Enhancing Training on Listeria Control

Following a 2024 listeria outbreak in ready-to-eat (RTE) meat products produced by another company, we refined our listeria policies by adding more detailed language and improving existing prevention protocols and augmented training on listeria control at each of our RTE production facilities. We also conducted Gemba (Japanese for "the actual place") walks across RTE areas, a management practice where leaders directly connect with the work environment to observe processes, engage with team members and identify opportunities for improvement.



Raise Your Hand

We foster a culture of food safety and quality that promotes continuous improvement, open communication and a proactive approach to addressing issues. Our Raise Your Hand program engages our team members in maintaining food safety and quality product expectations by empowering them to speak up when they have concerns, problems or ideas on how to make our processes safer. If team members spot any food safety or quality issues, they are encouraged to come forward. Our employees are empowered to halt production lines if they believe something needs attention, without fear of retribution. Team members are our first line of defense when it comes to FSQA, and we seek their input before making changes to our FSQA training or operations.



Standardizing Best Practices

Due to the evolving nature of FSQA, we remain nimble in our management approach by continuously evaluating and updating our best practices, sharing them across all facilities and incorporating them into our standard operating procedures when appropriate.

To ensure standardization of all aspects of FSQA in our manufacturing operations and that we are exceeding regulatory requirements, we leverage M-IQ, our manufacturing intelligence system, and its advanced data analytics platform at our food-processing facilities. M-IQ helps us exceed regulatory FSQA requirements by consistently tracking key food safety and quality indicators, measuring performance in real time and using the platform's problem-solving tool to address root causes and continuously improve food safety and quality.

M-IQ employs methodologies to monitor and analyze current and long-term trends for the food being produced in our plants, aided by FSQA tier dashboards that measure progress against our targets, track facility-level compliance with our FSQA standards and provide FSQA metrics including consumer and customer complaints, recalls and product shelf life. We manage our M-IQ system through regular meetings between leaders and production team members to address issues as they arise and take swift corrective action when necessary. M-IQ and our Raise Your Hand feedback mechanism helped us achieve notable improvements in 2024, including enhanced visibility into our FSQA targets and increased year-over-year transparency of our metrics across the organization.

Our work to standardize best practices across our FSQA programs resulted in reduced customer complaints in 2024 compared to 2023. Complaints per million pounds produced in 2024 were down 8.55% from 2023, and complaint counts were down 13.71%. In addition to our investment to improve foreign material detection, our FSQA team made significant progress in standardizing our equipment-cleaning requirements, personal protective equipment, RTE entrances and processes for collecting and evaluating product temperatures.



Engaging Our Stakeholders to Advance FSQA

Improving food safety and quality across our industry requires a collaborative approach. Smithfield partners with regulatory agencies, including USDA's Food Safety and Inspection Service (FSIS) and FDA, and engages in industry initiatives to share best practices, stay abreast of innovations in food safety technology and advance food safety and quality standards.

Transforming Our Inspection Process

In 2024, USDA notified Smithfield and our peers about a shortage of USDA personnel in harvest facilities and encouraged us to transition to the New Swine Slaughter Inspection System (NSIS), a voluntary inspection system created by USDA for facilities that harvest market hogs. The system allows employees in harvest facilities to take on additional responsibilities as NSIS sorters and to be involved in pre- and post-harvest sorting activities prior to federal inspection as USDA inspectors shift focus to verification and oversight.

The reduced presence of USDA inspectors was an industry-wide issue requiring a swift response to maintain inspection standards. Smithfield rose to this challenge, proactively adjusting our inspection strategy to ensure compliance and meet or exceed regulatory requirements. We began rolling out NSIS in 2024, which includes FSIS inspecting and verifying compliance with the new regulation. We successfully transitioned four sites to NSIS over the past year, with three sites currently in progress, and hired and trained more than 80 team members as NSIS sorters and supervisors. The implementation of NSIS at Smithfield has already resulted in improved operational efficiencies and better utilization of resources in our processing facilities.

Jeremy Shaver, FSQA manager, was recognized with a 2024 Smithfield **ROI Award** for Operational Excellence for his NSIS implementation role at our Tar Heel, North Carolina facility — the largest pork processing facility in the world. He and his team helped achieve greater operational efficiency through NSIS deployment without plant disruption.

Preventing Foreign Materials in Our Products

We are consistently improving our FSQA systems to identify, detect and eliminate potential contaminants, including microbiological, chemical or foreign materials in our products by further implementing X-ray technology, exploring infrared spectroscopy and utilizing antimicrobial ingredients to enhance food safety and shelf life. In 2024, we rolled out 20 additional X-ray machines in our processing facilities to detect foreign materials for a total of 42 machines installed since 2023.

In 2024, we rolled out 20 additional X-ray machines in our processing facilities to detect foreign materials for a total of 42 machines installed since 2023.





Preventing and Preparing for Recalls

Smithfield maintains meticulous FSQA systems to make certain we are proactively working to prevent and prepare for recalls. These include a robust laboratory system for food safety and quality performance tracking and extensive swabbing and verification of compliance with product testing requirements, enabling us to control pathogens and combat cross-contamination.

The strength of these systems is evidenced by the fact that we had zero product recalls in the U.S. in 2024 — across our extensive brand portfolio and out of nearly 8 billion pounds of product produced.

Should a recall occur, however, we can respond quickly and effectively, immediately engaging USDA and notifying retailers and media to ensure that recalled items are not sold or consumed. Our sophisticated tracking technology enables us to trace our products from farm to store, supporting our ability to efficiently manage a recall if necessary.

Altosano coordinates with Mexican governmental agencies and organizations that oversee food safety requirements and recall procedures. Altosano also had no recalls in 2024 and is well-prepared to halt distribution and recover any product that could cause harm to consumer health, violate current regulations or fail to meet customer specifications.

Nutrition and Product Transparency

We offer consumers nutritious protein products that deliver essential nutrients, suit a variety of dietary needs and contain easy-to-understand, transparent labeling.

Protein’s Role in a Balanced Diet

Quality nutrition provides the foundation for good health, and protein is a critical element of the human diet. Smithfield considers meat to be one component of a healthy, balanced diet that includes a variety of foods such as fruits, vegetables, healthy fats and whole grains, as well as other healthy proteins. Animal proteins provide a readily available source of the essential amino acids the human body needs for vital processes such as muscle building and repair, enzyme production, bone health and immune function.



Meat protein is also an excellent source of vitamins B12, B6 and thiamine, as well as minerals including iron, selenium and zinc. While it is possible to obtain these nutrients from plant-derived proteins, it can be challenging to obtain them in sufficient quantities from other food sources alone. **A study by researchers at Ulster University** in the U.K. and others found that red meat offers high nutrient density and bioavailability, while **research from the University of Washington** notes the “high-quality protein and several priority micronutrients” provided by pork.

Smithfield produces a broad spectrum of affordable, delicious and nutritious products that meet the different needs, preferences and requirements of consumers for quality, authenticity, flavor and convenience. Our health and wellness initiatives are managed by our research and development team in coordination with leaders from our FSQA, operations, labeling and specifications departments, which report to our chief manufacturing officer.

Partnerships with healthcare experts, as well as food service and retail customers, facilitate continuous analysis and improvement of the health attributes of our product portfolio. In 2024, we continued our work to identify opportunities to improve our ingredient lists through substitution and elimination. In our all-natural and naturally cured products, for instance, we substitute sodium nitrite and sodium erythorbate with cultured celery juice and cherry powder. Our team also focused on eliminating sesame, a common allergen, from our ingredients. This proactive step is part of our ongoing commitment to creating allergen-free options while also supporting sustainability and customer health.

In 2024 we phased out our time-bound targets on sugar and sodium reduction in our products and transitioned to a long-term strategic commitment to health and wellness with a focus on transparent nutrition and ingredient labeling on our packaging. This decision stemmed from our success in maximizing our internal capabilities for reducing salt and sugar in our products without compromising food safety, as further reduction could affect shelf life and product quality attributes. Reducing added sugars and sodium will continue to remain a priority, especially when formulating new products or assessing a newly acquired brand’s product portfolio. Our **Sodium Policy** outlines our efforts to create reduced-sodium products for the benefit of consumers who opt for these choices or who are on sodium-restricted diets.

Targets and Commitments

- Assure a variety of products for different diets and needs.
- Maximize our differentiated supply chain to produce products critical to human health, including pharmaceuticals and nutraceuticals.





Responsible and Transparent Labeling

We are developing easier-to-understand nutrition and ingredient labels on our packaging to increase the transparency of our products and promote a healthy lifestyle, providing consumers necessary information to make healthy choices for themselves and their families.

Smithfield maintains strict adherence to all marketing, health and disclosure regulations issued by FDA and USDA and executes a thorough label creation system to create packaging and marketing materials that accurately represent our product ingredients. Each label undergoes a comprehensive review by our labeling team, which ensures that nutritional facts and ingredients are thoroughly supported in accordance with USDA requirements.

Product Innovation

We are constantly developing new products and seeking out new partners to provide our consumers with a variety of wholesome, nutritious and affordable food options to satisfy their individual dietary needs and tastes. These were a few of our new product innovations in 2024:

- Margherita® launched a new line of 100% All-Natural Charcuterie Cuts of Italian Dry Salame, Pepperoni and Genoa Salame that do not have MSG, artificial flavorings or colorings.
- Smithfield Culinary introduced its Smithfield Select Bacon, a premium, thick-cut, pre-cooked bacon that saves foodservice operators time, labor and back-of-house costs.
- Carando® expanded its offerings with a new Premium All-Natural Dry Sausage, including Italian Dry Salame, Pepperoni and Genoa Salame, that is pre-cut, ready-to-plate and without MSG, artificial flavorings or colorings.
- Kretschmar® Premium Meats and Cheeses developed a bold and flavorful new line of sweet and spicy deli meat offerings, such as Lemon & Cracked Pepper Turkey Breast and a Spiced Pineapple Ham, that contain no MSG.

Manufacturing Innovation

Innovation plays a pivotal role in our long-term success and propels us to drive efficiency, improve product quality and create an even safer work environment for our employees.

Integrating Automation

Smithfield has dedicated significant capital to automation in recent years, driven by our commitment to continuous improvement of our processes to spur innovation and optimize our workforce. We designed an Automation Task Force to oversee our automation investment, research and development opportunities across our network of 40 processing facilities. The task force identifies, quantifies and prioritizes potential projects based on factors such as technological difficulty, risk, complexity, manufacturing disruption, payback and constraints, and looks for opportunities to deploy technology across multiple plants or processes.

Investments in automation have a positive impact on food safety, worker safety, resource utilization and operational efficiency, and we anticipate our investments in automation will continue to grow exponentially as these benefits become more pronounced. Automation also advances product quality by reducing manual handling and ensuring more consistent manufacturing processes.

In 2024, as our manufacturing staffing levels stabilized across our production facilities, we pivoted our focus to automation, allowing us to increase labor efficiency, reduce manual labor and repurpose team members from some of our more physically challenging or repetitive roles into higher-value tasks (i.e. tasks where we can generate more revenue while utilizing the same number of people).

We have implemented several automation projects that are already showing positive results in operational efficiency and reduced costs. These automation technologies fall into two broad categories of solutions:

- **Robotics:** These machines can adapt quickly to new products or packaging and work continuously, which can increase production capacity and consistency and reduce the risk of contamination and safety hazards, among other benefits. We continue to vet and pursue proven robotics technologies for different Smithfield manufacturing processes, such as installing solutions on production lines, which have already helped advance our packaging, case packing and palletization systems. Robotics can also help us perform high-precision tasks required for meat processing through artificial intelligence (AI) advances in computer vision and machine learning.
- **Original equipment manufacturers (OEMs):** OEMs produce components or complete machines that are core to manufacturing automation systems, such as actuators, controllers and sensors, which we then integrate into our facilities' existing manufacturing processes if determined to be an appropriate fit. Our engineering team collaborates with OEMs to develop solutions for the pork industry that include orienting, cutting, fabricating, de-boning, slicing, placing, inspecting, loading, packing and transferring products and materials. To accommodate automation, incorporating OEM solutions at our plants often requires that we work cross-functionally to reduce variables for product consistency.

Integrating automation, especially robotics, in food-processing facilities can be challenging, costly and time-consuming due to the inconsistent shape and size of food materials; difficulties posed by cold, wet environments; required real estate and the high bar we set for these technologies to meet or exceed our standards for food safety and quality. Despite these difficulties, we remain dedicated to working with our engineering and manufacturing partners to identify automation opportunities, constantly researching OEM solutions and innovating robotics prototypes that may fit well within our manufacturing systems.

For instance, at one of our Midwest facilities, we made a significant investment to redesign a picnic ham boning line to allow more precise cuts for a more consistent product, increased throughput and reduced food waste. At another location, we improved yield and worker safety by installing a robot that can precisely pull the rib from the carcass, eliminating one of the more strenuous tasks for frontline workers. The Altosano plant in Puebla, Mexico, has automated all stages of pork production and uses artificial intelligence to help reduce environmental impact, ensure animal welfare and safeguard the safety of meat processing.



Good Work

59

We invest in our workforce by prioritizing team member health and safety, building a culture of engagement and training our people through robust career development initiatives. Strengthening the communities where our employees live and work through strategic philanthropy and volunteer support is central to our values.

“We’re always working to make a positive difference in our communities, whether it’s improving food security, supporting first responders or advancing education.”

Jim Monroe
Vice President, Corporate Affairs

Workplace Health and Safety

Our dedication to upholding a culture that prioritizes the well-being of our team members is what drives us to exceed industry standards for worker health and safety. We continue to strengthen our industry-leading safety programs and explore ways to enhance our comprehensive occupational health and safety management system, which enables us to consistently and effectively manage, track and report injury prevention and training across our operations. Smithfield requires strict adherence to our rigorous health and safety policies from every team member and visitor at each facility.

Workplace Health and Safety Policies

- » [Health and Safety Policy](#)
- » [Transparency in Coverage Policy](#)

Targets and Commitments

- Obtain ISO 45001 Health & Safety Certification at all facilities by 2025.
- Increase safety engagement level to 65% or more of team members by 2025.
- Maintain health and safety rates and levels below the relevant industry averages globally.
- Score at least 90% on Smithfield Injury Prevention System (SIPS) audits at all locations.

In 2024, we restructured oversight of health and safety, combining our environmental team with our worker health and safety team into one environmental, health and safety (EHS) department and creating one cohesive EHS policy. This alignment is intended to increase cross-collaboration and improve training and development opportunities. The reorganization includes assigning an EHS manager at each location to whom safety and environmental employees report to enhance communication and oversight. We also implemented cross-functional training for safety and environmental team members. To further streamline our health and safety management, we began implementation of an automatic process safety management (PSM) system. Once implementation is completed, this system will serve as a centralized process safety management database.

Our EHS team, led by our chief manufacturing officer and vice president of environmental, health and safety, is responsible for driving continuous improvements across our company. The team maintains open lines of communication with our corporate and local human resources team and our EHS directors.

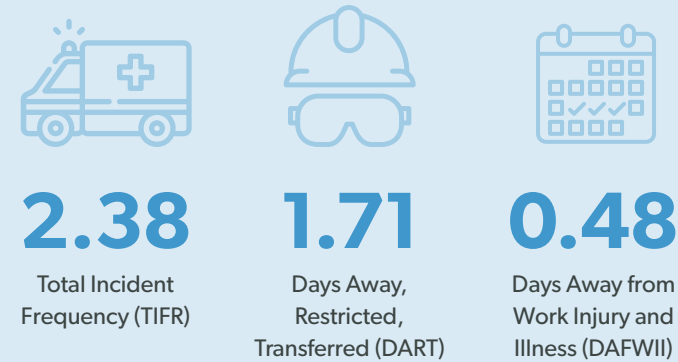
In addition, we empower our team members to speak up without fear of retribution by deploying a stop-work authority policy, which allows any employee to halt production at any time if they deem something to be unsafe.

In 2024, we exceeded our target to increase our safety engagement level to 65% or more of team members by 2025, reaching 72% engagement.

We are continually evaluating and executing new automation technologies that are proven to positively impact worker safety. At locations where automated systems have been put in place, we have implemented robotics for manual tasks and transitioned those team members to higher-value jobs. This not only improves worker safety, but also helps us make our operations more efficient and provides new career pathways that may not have been previously available.

Workplace Safety Metrics

In 2024, we continued to achieve recordable safety incident rates below industry averages:





Smithfield Injury Prevention System (SIPS)

We designed our comprehensive occupational health and safety management system, the Smithfield Injury Prevention System (SIPS), to drive improvements and ensure the effective and consistent management of injury prevention, training and monitoring across the organization. SIPS applies to all team members, including management, hourly and temporary employees and contract workers, and aligns with the programs and standards required by the Occupational Safety and Health Administration.

We complete annual SIPS audits of every facility and manage, track and report on critical health and safety information using our centralized safety software system. In 2024, we exceeded our target to score at least 90% on SIPS audits at all locations, with an average score of 92%.

The SIPS system provides the framework for progressing toward our target to obtain ISO 45001 health and safety certification at all our facilities by 2025. We completed the requirements and received ISO 45001 certification in 2024.

Our Hazard Identification and Risk Assessment program is a systematic approach to determine workplace hazards and analyze, rate and reduce the risks of each task our team members perform as well as any modifications made or new processes implemented. The program is overseen by management teams at each facility and informed by team members, especially those performing the specific functions being evaluated through the system.

We exceeded our target to score at least 90% on SIPS audits at all locations, with an average score of 92%.

Social Impact and Community Development

We believe that being a good corporate citizen means strengthening communities where we live, work and raise our families. Often, in communities where Smithfield facilities are located, we are the largest employer in the area. This motivates us to prioritize support for our neighbors, local communities and our team members to empower them to thrive.

Our approach to social impact and community development is driven by strategic philanthropy, mission-aligned partnerships and volunteerism, prioritiz-

ing three focus areas where we believe we can make the most impact:





- Combating food insecurity
- Advancing educational opportunities
- Promoting the vitality of our local communities

In 2024, we shifted some of our resources from direct corporate donations into donations designed to develop sustainable community partnerships, aiming for strategic collaboration and long-term impact. Through intentional changes to our programs, we are aligning with community organizations that meet the needs of our local communities and consolidating our giving to make a more transformational impact in support of their work in hunger relief, education and community vitality.

Smithfield invested more than \$32 million to support local communities in 2024.

Our U.S. community engagement programs are managed by our community development team, which collaborates with team members, operations leaders, local officials, industry leaders, nonprofit organizations and residents to identify and act on the greatest needs of our local communities.

Targets and Commitments

-  Fight food insecurity in our local communities by donating 200 million servings of protein through our Helping Hungry Homes® initiative globally by 2025.
-  In our Mexico operations, grow the number of people impacted by outreach programs by 5% each year.
-  Honor the service and sacrifice of American veterans and their families through the Helping Our Heroes program, which focuses on hiring initiatives, career development and strengthening the community and family support systems veterans rely on every day.
-  Give back to local communities through philanthropic and volunteer support at each global Smithfield operation annually.





Engaging Our Workforce to Give Back

Our strong community ties are part of what makes Smithfield a great place to work. When our team members are engaged in supporting their communities, they feel a sense of pride and purpose in working at Smithfield, helping to boost employee satisfaction and foster a positive company culture. We actively encourage our team members to volunteer and give back to the community organizations and initiatives that matter most to them. We are also seeing increased participation in our employee matching gifts program.

We also improved workforce engagement in community development by establishing the Smithfield Community Compass Ambassador Program in 2024. Through this initiative, we identify team members at each of our facilities or company-owned farms who feel passionate about supporting our communities to help us better understand the unique needs within their area. As we continue to build momentum for the program, the insights these ambassadors provide will help us make more strategic investments and grow volunteerism in our local communities.



Improving Community Vitality Across Mexico

Altosano's social impact work is implemented and funded through the Granjas Carroll de México (GCM) Foundation, which is focused on improving the quality of life for rural community members who work and live near our operations in Mexico. Programs are designed to strengthen community bonds, empower individuals, address food insecurity, foster engagement and promote local economic growth. Community outreach projects support local food production, biodiversity, reforestation, environmental education and resource conservation. To amplify our impact, we foster alliances with the Mexican government, nonprofit organizations and supply chain partners and encourage volunteer support from our team members.

In Mexico, our community development programs are supported by Altosano's corporate volunteer program and the GCM Foundation, through which team members logged 12,120 volunteer hours on community activities during the year.

To strengthen collective prosperity and cultivate a sense of shared responsibility in Mexico, we engage local community members in community outreach project management and at every stage of implementation. Each project begins with an assessment to better understand the community's needs and expectations so that we can align our actions with the foundation's social impact objectives. We evaluate effectiveness by comparing initial indicators with outcomes at the end of each program. We use this methodology to track progress against a new target we established in 2024: to grow the number of people helped by our outreach programs by 5% each year in our Mexico operations.

In 2024, the foundation invested in 23 projects serving four schools and 2,017 families in 39 communities, expanding the impact of our outreach programs by 7%. Our work centered on community health programs across Mexico, including support for institutions and health centers that provide medical care and various projects supporting community access to clean water. In addition, through our tree-planting initiative, we've replanted over 20 hectares of forest in 2024 at our production facilities and donated more than 15,000 trees for care and management in Puebla and Veracruz. We made this initiative an annual event with support from employees, suppliers, community leaders and other corporate partners. All trees planted during the event were donated by GCM's nursery, demonstrating our commitment to reforestation and environmental care. Other recent projects include building a new sports complex in the city of Perote and providing a vocational training program that helps participants gain income-generating skills.

In 2024, the foundation invested in 23 projects serving four schools and 2,017 families in 39 communities, expanding the impact of our outreach programs by 7%.

Combating Food Insecurity

We believe in the power of protein to end food insecurity and are committed to ensuring that no one goes hungry. Food security has always been at the forefront of our community development efforts. We are committed to hunger relief by supporting local food banks, as well as pay-what-you-can and mobile food delivery models, to provide recipients with dignity while addressing food needs directly in our communities.

In 2024, Smithfield took a bite out of hunger by donating more than 25 million servings of protein, valued at almost \$28 million, to help feed our local communities.

Helping Hungry Homes®

By leveraging the scale and reach of our hunger relief program, Helping Hungry Homes®, we are well on our way to meeting our commitment to donate 200 million servings of protein by 2025. Since 2020, we have donated 180 million servings of protein to combat food insecurity in the communities where we live and work. For more than 25 years, this program has provided hundreds of millions of servings of protein to all 50 U.S. states and across Mexico, including 25.18 million servings of protein to food banks, disaster relief efforts and community outreach programs in 2024 alone.

During Feeding America's Hunger Action Month®, Smithfield and our employees collectively donated more than 600,000 pounds of protein — equivalent to more than 2.4 million servings. As part of a company-wide food drive, our team members collected nearly 33,000 pounds of non-perishable food and grocery items for Feeding America food banks, a 28% increase from 2023.



Hunger Relief Highlights



Kansas

Smithfield donated more than 38,000 pounds of protein to Feeding America’s Kansas Food Bank to help veterans and families at risk of hunger. The donation provided over 150,000 servings of protein to individuals in Geary County, which has the highest rate of child food insecurity and one of the highest rates of overall food insecurity in the state.



Missouri

We donated \$50,000 to Thelma's Kitchen, a pay-it-forward community cafe run by Reconciliation Services in Kansas City, Missouri, to create affordable access to nutritious food through a local pay-what-you-can cafe model. The donation is supporting the renovation of a facility that will increase the number of meals that can be served daily to food-insecure community members. Thelma’s Kitchen seeks to cultivate a thriving community and transform dividing lines into gathering places.



Pennsylvania

As part of Grocery Outlet’s Independence from Hunger® Food Drive, Smithfield partnered with the grocery retailer to donate 41,000 pounds of protein to the Central Pennsylvania Food Bank. The food drive aims to fight food insecurity and provide important center-of-the-plate protein for Pennsylvania families. Our contribution provided nearly 167,000 servings of protein to neighbors experiencing food insecurity in 27 counties across Pennsylvania.



Texas

In collaboration with United Supermarkets, Smithfield supplied 30,000 pounds of nutritionally important protein to the South Plains Food Bank in Lubbock, providing more than 120,000 servings to West Texans experiencing food insecurity. The donation will deepen the impact of the food bank’s food distribution programs, which serve 19 counties in West Texas.



North Carolina

Smithfield contributed \$500,000 to Feed the Children North Carolina to fund SUN Bucks, a new USDA program that gives food assistance to children and families during the summer months when schools are out of session. Known as the Summer Electronic Benefit Transfer Program for Children (Summer EBT), SUN Bucks launched in summer 2024, distributing nearly \$130 million worth of healthy food to more than a million school-aged children across North Carolina.

We extended our support to Ripe for Revival with \$100,000 to fund its pay-what-you-can mobile food market, which provides fresh, local food to neighborhoods considered food deserts. The program trans-

forms large buses and trailers into retail food markets, helping to advance the organization’s mission to support health and nutrition education, economic development and empowerment of communities across North Carolina.

Smithfield pledged \$50,000 to A Place at the Table, the first pay-what-you-can restaurant in Raleigh, North Carolina, with a mission to foster community and serve good food for all, regardless of means. Our donation enabled the organization to expand its operations and launch a food truck called The Travelin' Table that will increase access to restaurant-quality meals and meet neighbors where they are throughout the greater Raleigh area.

Extending our support for pay-what-you-can models to fight food insecurity, we provided \$150,000 in grant funding to the Inter-Faith Food Shuttle’s Gardens for Everyone program to increase year-round affordable access to nutritious food for low-income households in food deserts across seven North Carolina counties. Participants receive a raised-bed garden box filled with soil, seeds and seedlings, access to free resources and ongoing support through drop-in garden hours.

To support tribal communities in North Carolina, we provided \$10,000 and served 30,500 pounds of nutritious protein — more than 122,000 servings — to Lumbee Tribe members and neighbors facing food insecurity. We partnered with the Lumbee Regional Development Association, an organization that offers critical services and resources for the Lumbee Indian communities.



Virginia

Our food pantry support in our home state of Virginia continued through our sponsorship of the **Smithfield Commonwealth Clash** — a friendly athletic rivalry between Virginia Tech (VT) and the University of Virginia (UVA) — which collected more than 1,200 pounds of donated food for the UVA Community Food Pantry and the Market of VT. In addition, we donated \$5,000 to both schools’ student-supporting food pantries. We also supported communities near each campus by donating 60,000 pounds of protein — more than 240,000 servings — to Feeding Southwest Virginia and Blue Ridge Area Food Bank. To alleviate the heightened food insecurity many face during the holiday season, we donated 50,000 pounds — more than 200,000 servings — of protein to the 28th Annual Mayflower Marathon Food and Fund Drive in November to benefit the Virginia Peninsula Foodbank and Foodbank of Southeastern Virginia and the Eastern Shore.

In December, we distributed 2,000 free Smithfield hams to neighbors facing hunger in Southeastern Virginia and Southeastern North Carolina, in partnership with Kroger and Food Lion.



Mexico

Through our Food for All program, a partnership with the GCM Foundation, Food Banks of Puebla and Xalapa, and the Rotary Club of Xalapa, Altosano is fighting poverty and hunger in communities vulnerable to food insecurity by contributing food packages to seven communities across Mexico. In 2024, Altosano donated 20,200 pounds of pork to our neighboring communities, while the GCM foundation donated an additional 92,000 pounds to vulnerable communities in Puebla and Veracruz. Altosano also implements school gardens, greenhouse tomato production and backyard poultry farming to promote local food production, generate income and support reliable food access.



Disaster Relief

For more than 15 years, our Helping Hungry Homes® program has supported communities across the U.S. suffering from catastrophic events such as hurricanes, flooding and wildfires. In 2024, we provided disaster relief through in-kind donations to aid in disaster recovery efforts in North Carolina, Arkansas and Iowa.

More than 10,000 of our team members live and work in North Carolina, and Hurricane Helene only exacerbated the food insecurity that many of our neighbors were already experiencing. In the wake of the hurricane in September, we jumped into action to help communities across the state. Smithfield delivered more than 30,000 pounds of protein to Mercy Chefs, a Virginia-based nonprofit focused on disaster and humanitarian relief, to support residents, emergency workers and volunteers across Western North Carolina devastated by the hurricane. The donation allowed Mercy Chefs to provide 120,000 servings of protein to communities through its mobile kitchen, capable of serving up to 20,000 hot meals per day. We also coordinated with the North Carolina Department of Agriculture to dispatch refrigerated trucks and pallets of water in support of recovery efforts.

Additionally, team members at our Tar Heel, North Carolina, facility pitched in, collecting nearly 800 pounds of nonperishable food items that were distributed to disaster victims in Western North Carolina.

In October, we sponsored the Smithfield Foods Hunger Relief Day at the North Carolina State Fair. Fairgoers from across the state donated food items most needed for victims of Hurricane Helene in exchange for free admission. Because of their generosity, we were able to raise enough donations to deliver 18 truckloads of food and supplies to food banks supporting hurricane relief. Combined with Smithfield's donation of 500,000 servings of protein, the event raised the equivalent of more than 280,000 meals to support community members in need.

As a local employer in the Rogers, Arkansas, area, Smithfield recognized the need to support our local neighbors in the aftermath of several tornadoes that hit Northwest Arkansas throughout the year. We contributed 33,500 pounds of protein to Feeding America's Northwest Arkansas Food Bank to provide the equivalent of 134,000 servings to residents in need.

To support our nearby neighbors in Northwest Iowa recovering from severe flooding along the Missouri River and connecting waterways in July, we delivered 34,000 pounds — more than 140,000 servings — of protein to Mercy Chefs to provide free, restaurant-quality hot meals to victims, first responders and volunteers affected by storm damage in Rock Valley. More than 600 team members live near our facilities in Sioux Center and Orange City, Iowa, and many of their homes were impacted by the flooding. To support affected team members, we activated our Immediate Response Program through our new Smithfield Associate Hardship Fund.

Advancing Educational Opportunity

We invest in education not only to further develop our workforce pipeline, but also to empower individuals with the tools and economic resources that allow them to contribute to their local communities as vibrant citizens. Advancing educational opportunities for our team members, their families and communities can help build the skill set of a local workforce, create more access to jobs and increase hiring from within our surrounding communities.

We invest in education initiatives that support agriculture and STEM (science, technology, engineering and mathematics) in education. In 2024, we contributed more than \$2 million to education programs, supporting a range of initiatives that improve learning opportunities for students. This included scholarship assistance for more than 100 promising students and funding for organizations dedicated to expanding education access.

In Mexico, we approach our educational development work by concentrating on community training programs and improving school infrastructure, as many schools lack basic facilities needed for children to learn. In 2024, we initiated a project to rehabilitate a primary school in Chiapas that will provide a safe and supportive learning environment for students. The project is scheduled to be completed in May 2025.



Smithfield Education Programs

- **The Smithfield Scholarship Program** awarded nearly \$800,000 in college scholarships in 2024 to 126 dependents of team members at 15 schools across eight states. Since the program's inception in 2002, nearly 1,600 annual need-based scholarships worth nearly \$9.7 million have been awarded to eligible dependents of our team members.
- **The Smithfield Career Foundation Program (CFP)** is an immersive 18-to-24-month program that affords high-potential college students and recent graduates the chance to participate in rotational assignments across our facilities, offices and farms. Candidates gain a comprehensive understanding of our business through critical training and career mentorship resources at the onset of their professional careers.

\$800,000

awarded in college scholarships

126

scholarship recipients (dependents of team members)

In 2024

\$9.7 million

awarded in college scholarships

1,600

scholarship recipients (dependents of team members)

Since program's inception in 2002

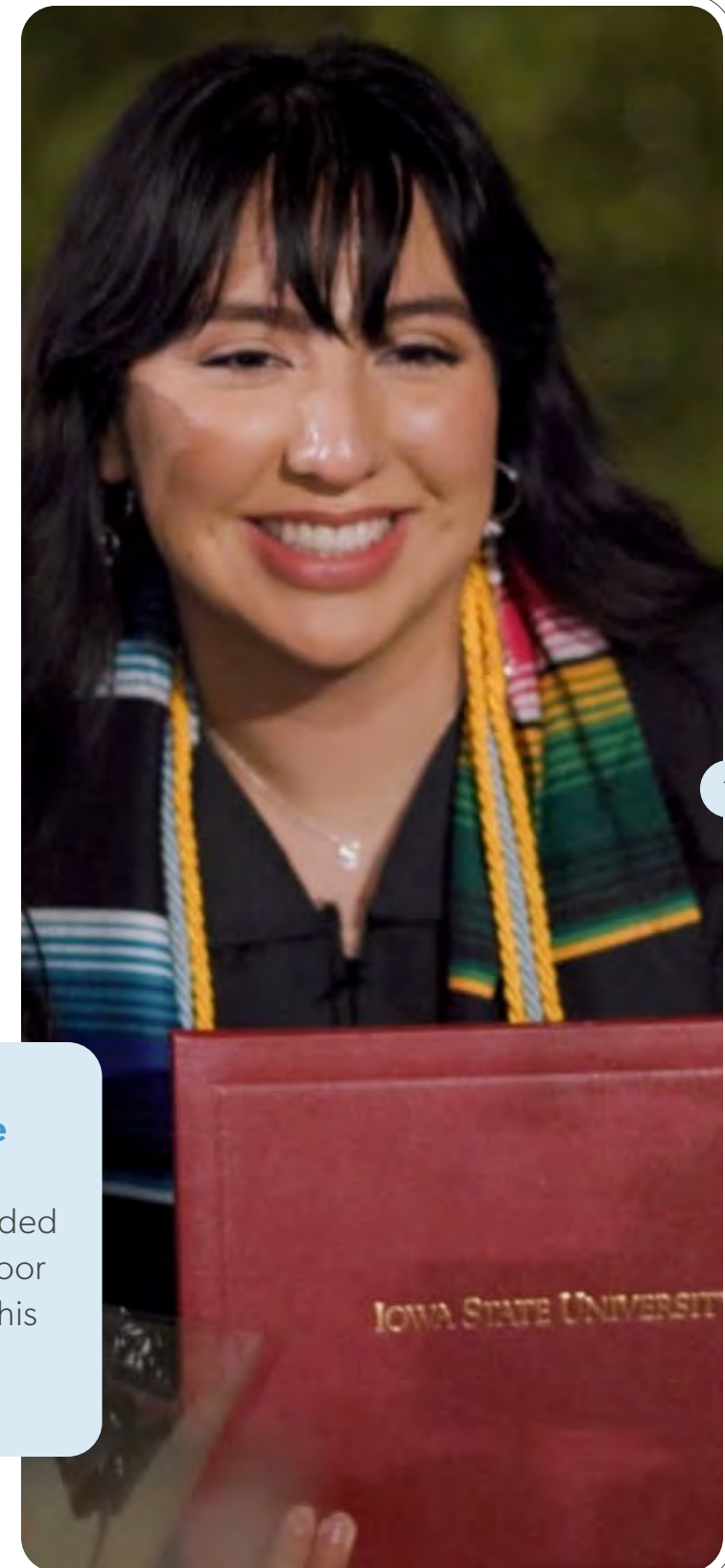
- **The Smithfield Internship Program** is a dynamic 10-to-12-week program that supplies hands-on experience, exposure to various career paths and application of classroom knowledge in a real-world setting. Interns have the chance to make meaningful contributions at Smithfield during their experience by developing and executing projects, participating in key management meetings and engaging in community outreach.
- **The Continuing Education Program** in Mexico supports team members' educational aspirations by offering 100% scholarships for basic studies, covering registration fees, monthly payments and program certificates as well as higher-education opportunities. We also give scholarships to immediate family members of employees to support elementary, secondary, high school and university studies.



Israel Quinonez

BS in Chemical Engineering (2026)
at Kansas State University

"Being a Smithfield Scholar has allowed me to pursue my dream of earning an engineering degree without the financial burden, enabling me to fully dedicate myself to my education and campus involvement. The Smithfield Scholar team, composed of passionate and dedicated professionals, has provided me with amazing resources. Their support has not only enriched my academic journey but also opened the door to an incredible opportunity—serving as an upcoming engineering intern at Smithfield! I am truly grateful for this experience and excited to give back to an organization that has played such a significant role in my success."





Future Leaders Endowed Scholarship

This past year, as part of our commitment to improve access to educational opportunities for dependents of Smithfield contract growers, we established the Smithfield Future Leaders Endowed Scholarship Program at the University of Mount Olive with a donation of \$250,000. The scholarship, which will be awarded annually to one rising senior and junior, will give students the resources they need to enter and succeed in the field of agriculture, engineering, operations or supply chain. Recipients have a portion of their tuition and fees covered and must complete a paid summer internship with Smithfield, and rising seniors must plan to work for the company full-time following graduation or be employed full-time by a current hog producer for Smithfield.



Encouraging Future Farmers

As a corporate partner with National FFA, an organization dedicated to fostering careers in agriculture, we pledged \$150,000 in grant funding to support local FFA chapters and members. The chapter grants, launched in spring 2024, will give FFA members valuable learning opportunities and resources to thrive in agricultural careers. Chapter scholarship recipients can use the funds for various activities or operational needs such as chapter dues, food support models and community service projects.



Empowering Educators

For the sixth college football season in a row, our Eckrich brand continued its annual partnership with the College Football Playoff (CFP) Foundation's Extra Yard for Teachers initiative to support the Eckrich \$1 Million Challenge for Teachers. College football fans nominated their favorite educator to take the field and attempt to throw a football at a target from 15 yards for a chance to win up to \$1 million to fund their local schools. While contestants did not make a winning throw this season, Eckrich donated \$250,000 to support the initiative and recognized the six selected educators' commitment to their communities by providing \$2,500 to the CFP Foundation at each local game, as well as \$500 to local retailers of the participating educators.



Inspiring Environmental Action

We supported North America's largest environmental education program, the National Conservation Foundation (NCF) Envirothon Competition, for the eighth consecutive year. The international competition brings together high school students who compete to showcase their environmental knowledge and natural-resource problem-solving skills. Smithfield donated \$59,000 to support 51 local and state competitions with NCF state partners and awarded an additional \$30,000 in scholarships to the top three NCF Envirothon international competition winners. Smithfield's sponsorship helps support the 25,000 students who participate annually by building leadership experience and inspiring the next generation to take environmental action in their local communities.

Supporting Back-to-School Programs

Preparing for the school year can be a challenging time for families experiencing financial hardship. Through donations and employee volunteerism, we support numerous back-to-school events in our local communities, helping families get much needed school supplies, food and resources to start the school year off on the right foot.

- We teamed up with Feed the Children for the 2024 back-to-school season to provide children and families with wholesome food items, backpacks, household essentials and more in communities where we operate. These resource rallies, held in Crete, Nebraska; Sioux Falls, South Dakota; and Monmouth, Illinois, served approximately 1,200 families with the help of a \$100,000 donation from Smithfield.
- Smithfield established teacher resource closets in three communities to ensure teachers have access to materials and resources needed for the new school year without having to pay out of pocket.
- To expand Dolly Parton's Imagination Library book-gifting program in Isle of Wight County, Virginia, Smithfield donated \$12,000 to The DeGood Foundation, a local Imagination Library partner to support early literacy, knowledge and fundamental skills development.

- We contributed \$10,000 to three school districts in Northern Missouri to be used at their discretion for funding educational needs that will support their schools and students.
- Our \$3,000 donation to the Duplin County Partnership for Children to support their school supply giveaway in Kenansville, North Carolina, helped to fill more than 1,000 backpacks with school supplies for K-12 students.
- Our Greenfield, Indiana, distribution center team members served 2,000 free hot dogs at the Hancock County Community Night benefiting local families preparing for the school year, an event that offers free school supplies and other back-to-school needs.
- Twenty-seven team members in Smithfield and Suffolk, Virginia, volunteered to support the Luter Family YMCA's Bright Beginnings Program. Team members went shopping with at-risk students for back-to-school clothing and shoes, equipping them with readiness and confidence for the school year.





Opening Doors through Apprenticeships

Smithfield Apprenticeship Program

The Smithfield Apprenticeship Program, now in its fifth year, provides apprenticeship opportunities to internal and external candidates, high school graduates and military veterans with the goal of developing the next generation of experienced tradespeople in our industry. Apprentices receive mentorship, classroom learning and hands-on engineering and mechanics training while earning an associate degree and journeyman certification. Participants are offered free college tuition, salary, certifications and benefits, and 91 U.S. team members across 22 production facilities are currently active in the program.

SEED Pre-Apprenticeship Program

As part of our ongoing investment in developing the next generation of manufacturing leaders, we donated \$1 million in 2023 to establish the Southeastern Education and Economic Development (**SEED**) pre-apprenticeship program, an initiative of the North Carolina Business Committee for Education, a business-led nonprofit that supports education and workforce development. SEED focuses on growing the advanced manufacturing and agriculture workforce through work-based experiential learning opportunities for high school and middle school students. The program aims to create multiple career pathways by allowing students to learn and earn by obtaining industry recognized credentials and transferable college credits while also getting paid for on-the-job training. In 2024, SEED

launched its first official program, the Summer Advanced Manufacturing Academy, giving students and recent graduates the opportunity to explore the world of manufacturing systems through hands-on learning and in-classroom instruction experiences.

Workforce Development Awards

In recognition of our apprenticeship programs dedicated to developing and training the next-generation workforce, Smithfield was honored with two workforce development awards in 2024. For our partnership with Wayne Community College (WCC), the North Carolina State Board of Community Colleges honored Smithfield as an apprenticeship champion in its Workforce Development Pinnacle Awards, which applaud exemplary employers that demonstrate extraordinary engagement and commitment to the education and professional development of employees and of North Carolina's workforce through community college partnerships. In addition, the American Association of Community Colleges named Smithfield and WCC as a finalist in the Awards of Excellence category for an outstanding college and corporate partnership.

Five years ago, Smithfield and Wayne Community College collaborated to develop a customized apprenticeship model with experiential and classroom learning that is now used by seven other community colleges in six states and has trained more than 70 apprentices working at 23 Smithfield facilities.

Community Vitality

We support veterans and first responders, as well as their families and communities, in our local areas in meaningful ways.

Support for Veterans and First Responders

We are grateful to the veterans and their families who have selflessly served our country, and we are committed to supporting them throughout the transition from active duty to civilian life. In 2024, we met our target to hire 4,000 veterans by 2025, having hired more than 4,035 veterans to date. Having achieved this goal, we are transitioning to a new long-term commitment: to honor the service and sacrifice of American veterans and their families through the Helping Our Heroes program, which focuses on hiring initiatives, career development and strengthening the community and family support systems veterans rely on.

We reinforce veteran community and family support systems through our Smithfield Salutes Employee Business Resource Group (EBRG), which engages team members with prior military service by offering resources and helping active-duty personnel transition to civilian life.

We also invest in veteran-focused nonprofits, including ongoing support of Military Missions In Action (MMIA), a North Carolina-based nonprofit organization that assists veterans with disabilities, homeless veterans and members of the armed forces and their families. Team members volunteer with MMIA's Homes for Healing program, which provides new or gently used furniture and household goods to veterans and active-duty service members and their families in need of establishing housing stability. Watch [our video](#) to see how MMIA is impacting veterans' lives today.

Our commitments to supporting veterans in the workplace were applauded by Forbes, which selected Smithfield as one of America's Best Employers for Veterans in 2024. Smithfield was also recognized for our veteran programs by Military Times as a Best for Vets 2024 Employer. Military Times previously recognized Smithfield as a Best for Vets Employer in 2019, 2020, 2021 and 2023.

We are honored to have earned the 2024 Military Friendly® Employer designation in recognition of our commitment, effort and success in creating sustainable and meaningful benefits for the military community.

We hosted appreciation lunches to support first responders in our local communities and provided monetary resources, such as investing nearly \$40,000 to sponsor the deployment of grain silo rescue tubes to 12 local fire-response teams to help save lives in the event of grain silo incidents.



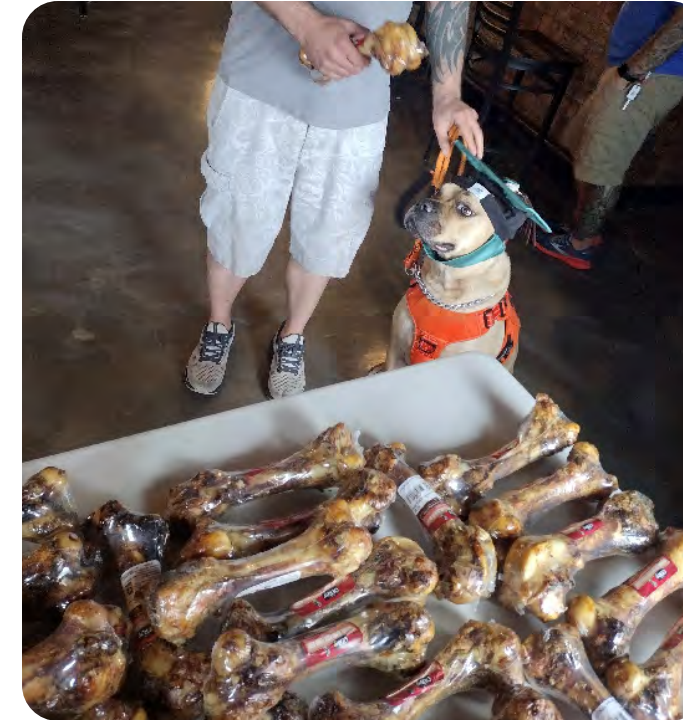
Throughout 2024, we supported community events that benefitted first responders, veterans and their families, including “stand down” events that provide services to veterans, particularly those who are homeless or at-risk.



At the Herbert C. Young Community Center in Cary, North Carolina, our hog production and corporate team members volunteered to provide a pork chop sandwich lunch to more than 400 veterans and volunteers who attended the Winston-Salem Veterans Administration’s three-day event.



In the Wallace, North Carolina, area, we sponsored the Duplin County Veterans Stand Down event to support veterans by providing health screenings, Veterans Affairs Social Security benefits counseling and other services.



Our Orange City, Iowa, and Kansas City, Missouri, facilities honored our heroes by donating Smithfield dog treats to an event hosted by Dogs 4 Valor, the dog-training arm of The Battle Within, which pairs veterans and first responders with service dogs who can help them manage challenges like PTSD and traumatic brain injuries.



To bring awareness to veteran mental health and PTSD issues in communities near our farm operations in North Carolina, we donated \$3,000 to sponsor Briarwood Cattle Farm’s Day of Healing, an event that exposes veterans to the benefits of agritherapy and helps them develop skills in farming, gardening and more.

People, Culture and Engagement

We continually strive to build a workplace where all team members feel respected, appreciated and empowered to share their ideas and influence the organization. Investing in people, culture and engagement is paramount to our business success and ability to attract and retain top talent.

Workplace Health and Safety Policies

» [Equal Opportunity Employer/
Nondiscrimination Policy](#)

Our approach to engagement has evolved over the past year toward long-term, sustainable progress by investing in actionable initiatives for all employees. These efforts are overseen by our HR team, which houses a dedicated Center of Excellence that supports business partners across all functions in promoting engagement and reports progress to the CEO on a quarterly basis. The impact of our engagement programs is amplified by our Employee Business Resource Groups (EBRGs).

Targets and Commitments



Increase promotion rate of graduates from our pipeline programs to 45% by 2030.



Continue to broaden our Future Leaders and Smithfield Foods Scholarship Programs.

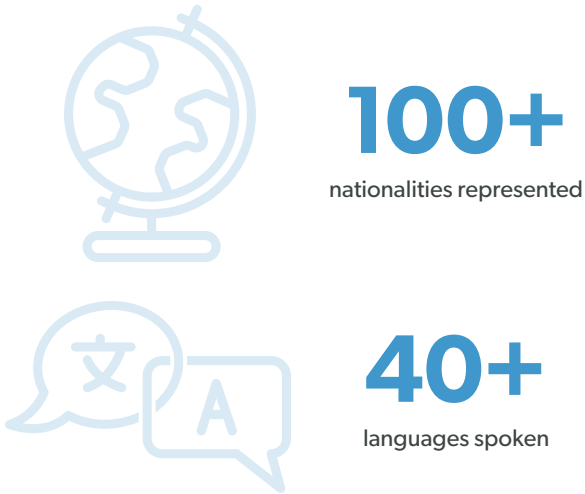




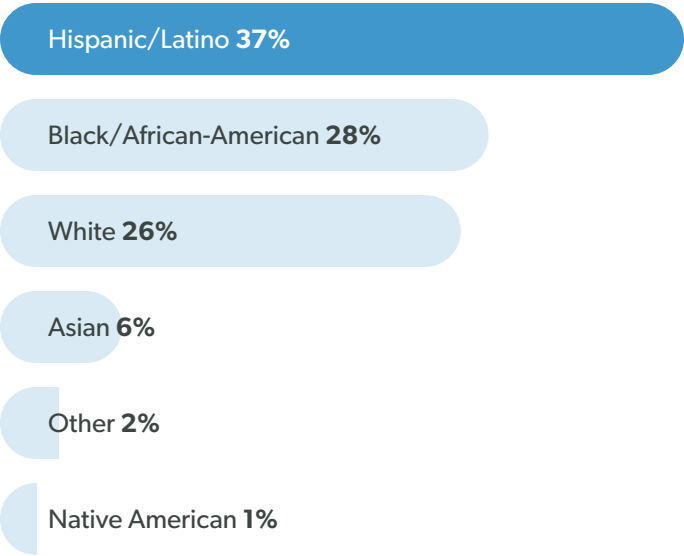
Building a Dynamic Workforce

Our leadership team is focused on fostering a culture where all employees feel recognized and valued. We are committed to building a workforce that reflects the broad range of qualified talent in society by implementing creative recruiting and retention strategies and providing career development and scholarship opportunities. We are dedicated to helping employees gain the skills and qualifications needed for leadership positions.

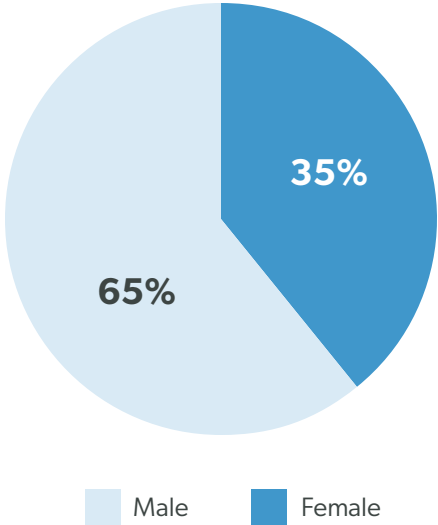
Workforce Demographics



Ethnicity Breakdown



Gender Breakdown





Investing in our Culture

People come to work at Smithfield because of our strong workplace culture and stay because of their deep pride in our contributions to local communities, commitment to animal care and sustainability and our commitment to producing "Good food. Responsibly.®" Achieving this culture requires a focus on continuous improvement and making sure all team members know their voices are heard and their unique backgrounds and contributions are valued. We actively work to advance our strategies to develop an employee experience and workplace that is people-centric, serious about quality, driven by our core values and community-focused.



Enacting Positive Culture Change at Our Peru Plant

Our Peru, Indiana, plant leadership applied our M-IQ problem-solving process and cascading-communication approach to enact positive culture change, resulting in a 91% reduction in turnover. Meetings to discuss plant culture were held daily among leadership, and operations managers communicated with employees at every level about positive culture change in orientation, monthly leadership trainings and roundtable meetings. This helped ensure feedback was collected and acted on, building trust with team members that issues were being actively addressed and their voices heard.



Enhancing Employee Engagement

Research shows that a highly engaged workforce can enrich the employee experience, improve retention and increase productivity, among other benefits. Our engagement strategy emphasizes opportunities for growth, development and career advancement through various feedback tools, EBRGs, training and mentorship and the chance to give back through volunteering. In 2024, our engagement measures focused on making team members feel more connected, appreciated, empowered to take initiative and ownership in their roles and supported in a path to success at Smithfield. Our work further strengthened staffing stability in 2024, reducing attrition and turnover and enabling us to recover from the staffing volatility that the industry has faced in recent years.

Our human resources team, led by our chief human resources officer, oversees our comprehensive talent management strategy, which includes recruitment, retention, training and development programs, and the continuous improvement of our employee engagement initiatives. This past year, the team launched a new interactive tool called AskHR, an online self-service HR portal available in both English and Spanish, through which team members can ask any HR-related question and access resources and materials.

In 2024, our HR team launched Workday, a cloud-based human capital management platform that provides companies with real-time data and insights on their workforce structure using embedded analytics. The platform has already improved our HR data collection, monitoring and management, enabling informed decision-making on skills inventories, succession planning and recruitment strategies. The integration of Workday has also helped streamline HR-related tasks such as talent acquisition processes, large-scale workforce surveys and performance reviews within one centralized system. By taking advantage of Workday's self-service tools, team members are more empowered to direct their individual employee experience and career development, facilitating a smoother onboarding and required training process and simplifying access to online learning and development resources.

Gathering Feedback

An effective employee engagement approach relies on regularly gathering and integrating feedback from our team members. We achieve this by deploying surveys, suggestion boxes, roundtable meetings, brainstorming sessions and an open-door policy that encourages team members to freely share ideas, questions or concerns with management.

We also encourage our team members to participate in the problem-solving process through a framework referred to as worker participation and consultation. More than half of our team members offer feedback voluntarily each month through this formal system.

In 2024, Gallup conducted Smithfield's second annual employee engagement survey, which had a 61% response rate and provided us with critical insights into how we can enhance the employee experience. Smithfield executives and people leaders analyze survey feedback, which is used to form action plans to address key issues that were identified as most important to our team members.



Employee Business Resource Groups

Our EBRGs continue to drive collaborative impact, support professional and personal development and create community among team members. EBRGs are employee-led, and membership in all EBRGs is open to all team members across organization levels and departments. In 2024, we launched a new EBRG, ASIA, which seeks to foster a supportive and inclusive environment for all employees of Asian descent or interested in Asian cultures.

In 2024, EBRGs hosted more than 60 professional development and cultural awareness events:

- **BPN hosted Juneteenth celebrations in collaboration with several other EBRGs**, showcasing how our EBRGs are embracing mutual support to drive positive cultural and business impact. The activities helped provide exposure to a wider audience at Smithfield to commemorate the end of slavery in the U.S. BPN also hosted a series of fireside chats with leadership, designed to offer valuable insights and facilitate open dialogue with Smithfield leaders.

Our EBRGs

- Asian Solidarity and Inclusion Allies (ASIA)
- Black Professional Network (BPN)
- Latinx Community of Smithfield/Comunidad de Latinx de Smithfield (LCS)
- PRISM (LGBTQIA+ and straight-ally colleagues)
- Smithfield NEXT (young professionals)
- Smithfield Salutes (veterans)
- Women’s Connect

- **Women’s Connect sponsored the Chesapeake Regional Health Foundation's Bra-ha-ha®** to raise funds to improve breast health and breast cancer detection rates among the uninsured and underinsured in the Hampton Roads area of Virginia. To encourage community engagement and provide a platform for team members to involve their families, Women’s Connect also coordinated our fall festival, with participation from BPN and Smithfield Salutes.
- **LCS celebrated Hispanic Heritage Month** honoring Hispanic culture, traditions and achievements with a virtual workshop in Spanish for international job applicants, led by members of our talent acquisition team.
- **Smithfield Salutes held its Hire a Veteran Day** with talent acquisition across three sites, an event that showcased our continuing commitment to veteran recruitment and career development.

ROI Awards

These awards recognize our team members who embody our guiding principles of Responsibility, Operational Excellence and Innovation (ROI). In 2024, we received more than 600 nominations and presented our annual Smithfield ROI Awards to 21 finalists, six winners and three grand-prize winners. Finalists are awarded \$1,000, winners receive \$5,000 and grand-prize winners take home \$10,000.

Responsibility

Lynn Fuchs
Superintendent – Grayson, KY

Joe Bigger
Knife Room – Monmouth, IL*

Brooke Terrell
FSQA Technologist – Harrison, OH

Operational Excellence

Jeremy Shaver
FSQA Manager – Tar Heel, NC

Ana Stoddard
Director, Sales – Remote, KS

James Grimse
Director, Supply Chain Finance – Smithfield, VA*

Innovation

Maintenance Team
Peru, IN

Hog Production East Region Transportation Team
Warsaw, NC*

Overspray Collection Team
Lincoln, NE

**Indicates Grand Prize Winner*

Developing Our People

We believe good food starts with good people. Our team members are our greatest asset, and their dedication to continuous improvement, innovation and our core values drives our success. Our trained and skilled workforce gives us a competitive advantage and strengthens our ability to deliver on our promise of producing high-quality, safe and nutritious food in a responsible way.

We invest in our team members' personal and professional advancement, offering a comprehensive suite of learning and development programs that go beyond our required on-the-job training. Team members can unlock their potential through our online learning platform, which offers hundreds of courses on a variety of topics ranging from food safety to leadership development. In 2024, our team members participated in 815 online courses through the platform.

Free Tuition for Career Development

Smithfield offers tuition assistance to our full- and part-time U.S. team members through our **partnership** with Guild Education. We provide assistance for tuition costs, required textbooks and course fees for various degree and certificate programs through vetted universities and learning providers, with flexible course schedules and programs aligned to our career pathway opportunities.

Our team members can access a catalog of more than 200 learning programs to obtain select undergraduate and master's degrees, certificates, high school completion and college prep. This benefit was specifically designed for adults in the workplace and includes online learning options with flexible course schedules, one-on-one personalized education support and career coaching. In 2024, our spend on free tuition assistance exceeded \$4 million for more than 1,000 current program participants.

In addition, we offer a tuition reimbursement program that supplements our Guild free tuition program for full-time members pursuing a college education, which reimburses eligible undergraduate and graduate tuition expenses up to \$6,000 and \$7,500, respectively. More than 75 team members are actively participating in this program.





Shaping Emerging Leaders

As part of our commitment to building a culture of opportunity, we maintain numerous leadership development opportunities across all levels and functions:

- **The Operations Leadership Program (OLP)** is our three-month intensive leadership development initiative that aims to equip our production supervisors with the industry knowledge and enhanced managerial skills needed to advance to the next level of management. OLP offers mentorship and networking components that support learning through personal interaction with key cross-functional Smithfield team members. Since OLP's inception in 2020, 10 cohorts with nearly 150 graduates have successfully completed the program, resulting in a retention rate of 80% and promotion rate of 45% for OLP graduates.
- **The Mid-level Leadership Program (MLP)** was designed in 2023 for high-potential mid-level talent, with a target of 25% of participants being promoted over three years. Of the 23 team members who participated in the program in the second year, 35% were promoted and more than 95% were retained.

- **The Emerging Leaders Program (ELP)** identifies and nurtures the professional growth of high-potential employees who demonstrate initiative in their respective departments. Over the six-month program, participants receive training in communications, emotional intelligence and other soft skills to help them advance into leadership roles. ELP engaged its third cohort in 2024, with a 47% promotion rate and 90% retention.
- **The Executive Leadership Program** is offered to high-performing executives whom leadership identifies as having promise to be a more impactful leader, sponsoring them to obtain an Executive MBA through William & Mary's Raymond A. Mason School of Business.
- **The Achievement Mentorship Program** creates a formal partnership between new hires or entry-level leaders and more experienced senior leaders who model and promote our core values, with the goal of empowering, motivating and developing mentees.

Promoting Employee Wellness

Smithfield is committed to nurturing the health and well-being of our team members by creating a work environment and culture where everyone feels supported — mentally, physically and financially — within and beyond the workplace.

Our Benefits

We attract and retain top-tier talent by offering competitive pay and benefits to our full-time team members, including:

- Medical, dental and vision insurance
- Prescription drug plans
- Retirement savings
- Paid time off
- Employee assistance services
- Paid parental leave (all full-time, non-bargaining U.S. team members receive two weeks of 100% paid, job-protected parental leave in the first year after a child's birth or adoption)

We also offer wellness and mental health programs and other resources to support our team members in achieving their personal well-being goals. Our Let's Get Healthy Together program champions team member health through enhanced benefits, educational programs, screenings and inspiring healthy lifestyles. In addition, all full-time U.S. team members are eligible to receive supplemental support for smoking cessation, maternity care, asthma, diabetes and other benefits.

Raising Wages in Mexico

Last year, Altosano provided competitive pay increases for all team members that exceeded inflation rates. These salary adjustments go beyond industry standards, including a 5.5% increase for our live pork business, 5% increase for unionized employees in our meat processing plant with a 1.5% increase in benefits and an average increase of 6.1% for non-unionized employees.

Smithfield Associate Hardship Fund

Wellness is about more than supporting our team members' physical and mental health. We also strive to contribute to their financial well-being, especially when they are experiencing hardships outside of work. In 2024, we launched the **Smithfield Associate Hardship Fund** in partnership with the Employee Assistance Foundation to help care for team members during challenging times. The fund provides tax-free financial grants to team members who need immediate financial assistance following an unforeseen disaster or personal hardship. Smithfield established the fund with \$400,000 and will contribute \$150,000 each year moving forward. All full-time team members are eligible to apply for a grant and can also make tax-deductible donations to the fund to provide financial support to fellow team members in need.





Appendix

Industry Certifications

Certification	Description
Brand Reputation Compliance Global Standards (BRGCS)	The BRGCS standard is an international food safety management system and a recognized scheme of Global Food Safety Initiative (GFSI). It lists requirements for food processors, including Hazard Analysis and Critical Control Point (HACCP), internal audits, supplier approval, traceability and more.
Common Swine Industry Audit (CSIA)	The CSIA was created in 2014 as a common audit platform for pork producers, packers and processors in the United States. Audit tools build on the existing Pork Quality Assurance® Plus (PQA Plus) program.
Food Safety System Certification (FSSC) 22000	The FSSC 22000 standard is a recognized GFSI scheme used to control safety risks. Certification provides confidence to customers and consumers that a rigorous food safety system is in place
GLOBALG.A.P.	The GlobalG.A.P. certification is highly regarded as a reliable standard for demonstrating on-farm food safety and sustainability.
Global Food Safety Initiative (GFSI)	The GFSI was established to ensure confidence in the delivery of safer food to consumers while continuing to improve food safety throughout the supply chain. These global standards address food, packaging, packaging materials, storage and distribution for primary producers, manufacturers and distributors.
Hazard Analysis and Critical Control Point (HACCP)	The HACCP is a management system in which food safety is addressed through the analysis and control of biological, chemical and physical hazards from raw material production, procurement and handling to manufacturing, distribution and consumption of the finished product.
International Featured Standard (IFS) Food Standard	The IFS Food Standard is a standard used to audit retailer- and wholesaler-branded food products and applies at all stages of food processing
International Organization for Standardization (ISO) 45001	ISO 45001 is an international standard for occupational health and safety (OH&S) management systems. It provides a framework for organizations to manage risks and improve OH&S performance.
ISO 22000	ISO 22000 is the international standard that certifies a company’s food safety management system.
ISO 14001	ISO 14001 is the international standard that specifies requirements for an effective environmental management system (EMS). It provides a framework that an organization can follow, rather than establishing environmental performance requirements.
National Pork Board’s Pork Quality Assurance® Plus (PQA Plus) Program	PQA Plus is an education and certification program focused on the continuous improvement of the U.S. pork industry’s production practices. It addresses food safety, animal well-being, environmental stewardship, worker safety, public health and community. Farms are assessed every three years to ensure they meet PQA Plus Site Status criteria.
NPB Transport Quality Assurance (TQA) Plus Program	TQA is a framework that helps transporters, producers and handlers in the United States understand how to handle, move and transport pigs and the potential impacts of those actions on pig well-being and pork quality.
The Meat Institute’s Recommended Animal Handling Guidelines and Audit Guide	The Meat Institute’s guidelines, which were revised in early 2017, were first developed by Colorado State University’s Dr. Temple Grandin. All slaughter facilities are audited, at minimum, once per shift using these guidelines by auditors who have been trained according to the standards of the Professional Animal Auditor Certification Association (PAACO).
Professional Animal Auditor Certification Association (PAACO)	PAACO’s mission is to promote animal welfare in the United States through auditor training and audit certification.
Safe Quality Food (SQF)	SQF is a recognized GFSI food safety management certification scheme with a focus on the control of food safety risks.
U.S. Department of Agriculture’s (USDA’s) Process Verified Program (PVP)	The PVP is a third-party verification service designed to provide agricultural suppliers with labeling and marketing tools that assure customers of the consistent quality of the products they purchase.

GRI Index

We continue to report in alignment with the Global Reporting Initiative (GRI) Standards. The report has been prepared with reference to 2021 GRI Standards incorporating GRI 13: Agriculture, Aquaculture and Fishing Sectors (2022) Standards.

The data in this index reflects Smithfield’s U.S. and Mexico operations for fiscal year 2024, unless noted otherwise. For further details on the operational scope, please refer to the Reporting Considerations and Environmental Stewardship sections.

GRI 1 Used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021		
Disclosure		GRI Sector Standard Ref #
The organization and its reporting practices		
2-1 Organizational details	Smithfield Foods Inc. Headquartered in Smithfield, Virginia, USA <u>Where We Work</u> , p. 8 <u>Reporting Considerations</u> , p. 3 As of January 28th, 2025, Smithfield Foods is a publicly traded U.S. food company listed on the Nasdaq Stock Market under the symbol SFD. Our majority investor is WH Group (HKSE:00288), a public company with shares listed on the Hong Kong Stock Exchange and investors from around the world, including the United States.	13.7.1
2-2 Entities included in the organization’s sustainability reporting	<u>Reporting Considerations</u> , p. 3 <u>Our Business</u> , p. 6 <u>Where We Work</u> , p. 8 <u>Sustainability at Smithfield</u> , p. 9	13.7.2
2-3 Reporting period, frequency and contact point	January 1, 2024 – December 29, 2024 We report on our sustainability process annually. We published our 2024 Sustainability Impact report on 4.14.2025 <u>Contact Us</u>	
2-4 Restatements of information	No restatements for 2023 reporting.	
2-5 External assurance	Smithfield did not seek external assurance for this report.	
Activities and workers		
2-6 Activities, value chain and other business relationships	<u>Reporting Considerations</u> , p. 3 <u>About Smithfield</u> , p. 6 <u>Our Business</u> , p. 6 <u>Where We Work</u> , p. 8 For <u>Investors</u>	



GRI 1 Used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021		
Disclosure		GRI Sector Standard Ref #
2-7 Employees	<p>Where We Work, p. 8</p> <p>Building a Dynamic Workforce, p. 77</p> <p>Temporary Employees in the U.S.: 35</p> <p>Part-time Employees in the U.S.: 93</p> <p>Temporary Employee Definition: Total number of employees who have signed a formal contract with a labor dispatch company as of the end of the reporting period.</p> <p>Part-time Employee Definition: The number of part-time employees at the end of the reporting period (counted as the number of employees with part-time labor agreements or part-time employment agreements at the current period, excluding volunteers, day job and non-contract outsourcing personnel charged according to service content, etc.).</p>	
Governance		
2-9 Governance structure and composition	<p>Governance, p.14</p> <p>Building a Culture of Compliance, p.16</p> <p>Sustainability Governance, p.17</p>	
2-10 Nomination and selection of the highest governance body	<p>Governance, p.14</p> <p>Governance Documents</p>	
2-11 Chair of the highest governance body	<p>Governance, p.14</p> <p>Executive Team</p>	
2-12 Role of the highest governance body in overseeing the management of impacts	<p>From Our CEO, p. 4</p> <p>Sustainability at Smithfield, p. 9</p> <p>Governance, p.14</p> <p>Sustainability Governance, p.17</p> <p>Smithfield’s Board of Directors tasks the president and CEO, along with senior executives, with setting the purpose, values and strategy for the company.</p>	
2-13 Delegation of responsibility for managing impacts	<p>Sustainability Governance, p.17</p>	
2-14 Role of the highest governance body in sustainability reporting	<p>Smithfield’s chief legal officer and/or chief ethics and compliance officer regularly meet with our sustainability team and our president and CEO and other members of senior management to discuss economic, environmental, social and other sustainability topics. In addition, our management reports on these issues to our Board of Directors and its committees as appropriate.</p>	



GRI 1 Used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021		
Disclosure		GRI Sector Standard Ref #
2-15 Conflicts of interest	Code of Business Conduct and Ethics Supplier Code of Conduct Policies and Disclosures Smithfield’s Conflicts of Interest guidance can be found in the company’s Code of Business Conduct and Ethics . The purpose of the Conflicts of Interest guidance is to ensure that our decisions are based on business needs, not on personal interests or relationships.	
2-16 Communication of critical concerns	Smithfield’s chief legal officer and/or chief ethics and compliance officer regularly meet with our sustainability team and our president and CEO and other members of senior management to discuss economic, environmental, social and other sustainability topics. In addition, our management reports on these issues to our Board of Directors and its committees as appropriate.	
2-17 Collective knowledge of the highest governance body	Smithfield’s chief legal officer and/or chief ethics and compliance officer regularly meet with our sustainability team and our president and CEO and other members of senior management to discuss economic, environmental, social and other sustainability topics. In addition, our management reports on these issues to our Board of Directors and its committees as appropriate.	
2-18 Evaluation of the performance of the highest governance body	Sustainability at Smithfield , p. 9 Governance , p.14 Corporate Governance	
2-19 Remuneration policies	While Smithfield does not currently tie executive compensation to sustainability performance, our current executive pay program is designed to encourage and reward our executive officers for commitment to operational improvement. ESG factors are incorporated into Smithfield’s management evaluation of daily operations to advance ESG performance.	
2-20 Process to determine remuneration	Our Board of Directors is responsible for developing and administering the compensation program for our executive officers and other key employees. Our Board of Directors has delegated responsibility for most aspects of that compensation program to the Compensation Committee of the Board. The Compensation Committee has the authority to retain consultants and other advisors to assist with its duties and to approve the fees and other retention terms of such consultants and advisors.	
2-22 Statement on sustainable development strategy	From Our CEO , p. 4	



GRI 1 Used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021		
Disclosure		GRI Sector Standard Ref #
Strategy, policies and practices		
2-23 Policy commitments	<p>Governance Policies, p. 15</p> <p>Code of Business Conduct and Ethics</p> <p>Policies and Disclosures</p> <p>In our quest to maintain our leadership position in our industry, we are guided by the following principles: Responsibility, Operational Excellence and Innovation. We believe that adhering to these principles creates value for our business, as well as for a broad range of stakeholder groups, including customers, consumers, employees and local communities.</p> <p>The precautionary principle (or approach) was introduced in the Rio Declaration on Environment and Development from the United Nations Environment Programme. It states: ‘...Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation.’ As discussed in the respective sections of this report, we evaluate and address risks as part of our management systems for key sustainability issues, including animal welfare, environmental stewardship, food safety and quality, local communities and our employees. These issues are periodically evaluated by Smithfield’s sustainability team and company leadership. The company may take certain precautionary actions from time to time on a case-by-case basis, taking the precautionary principles into account.</p>	
2-24 Embedding policy commitments	<p>Governance, p.14</p>	
2-25 Processes to remediate negative impacts	<p>Governance, p.14</p>	
2-26 Mechanisms for seeking advice and raising concerns	<p>Governance, p.14</p> <p>Code of Business Conduct and Ethics</p> <p>All Smithfield employees are made aware of available avenues to raise an ethics concern or question. These avenues include the company's Speak-Up! Hotline. Reports to our Hotline increased by over 47% in 2024.</p>	
2-27 Compliance with laws and regulations	<p>Animal Welfare, p.23</p> <p>Food Safety and Quality, p.50</p>	
2-28 Membership associations	<p>Smithfield Injury Prevention Systems, p.61</p> <p>Industry Certifications, p.85</p>	



GRI 1 Used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021		
Disclosure		GRI Sector Standard Ref #
Stakeholder engagement		
2-29 Approach to stakeholder engagement	Sustainability at Smithfield , p. 9 Governance , p.14	
2-30 Collective bargaining agreements	We have both unionized and non-unionized facilities in the U.S. In this reporting period, approximately 44% of our workforce in the U.S. were covered by collective bargaining agreements. If a facility has union representation, we honor and comply with the terms and conditions of the collective bargaining agreement. We have not identified any Smithfield operations in which the right to exercise freedom of association and collective bargaining may be at risk.	
GRI 3: Material Topics		
3-1 Process to determine material topics	Sustainability at Smithfield , p. 9 Materiality, 2023 Sustainability Impact Report	
3-2 List of material topics	Sustainability at Smithfield , p. 9 Materiality, 2023 Sustainability Impact Report	
Economic performance (2016) / GRI 3: Material topics		
3-3 Management of material topics	From Our CEO , p. 4 Sustainability at Smithfield , p. 9 Social Impact and Community Development , p. 62 Governance , p.14 Materiality, 2023 Sustainability Impact Report	13.2.1, 13.22.1
201-1 Direct economic value generated and distributed	Social Impact and Community Development , p. 62 Our Business , p. 6 Where We Work , p. 8 As of January 28th,2025, Smithfield Foods is a publicly traded U.S. food company listed on the Nasdaq Stock Market under the symbol SFD. Our majority investor is WHGroup (HKSE:00288), a public company with shares listed on the Hong Kong Stock Exchange and investors from around the world, including the United States. Our 2024 revenue was \$14,142,000,000 with over \$32,190,000 being returned as community investment.	13.22.2
201-2 Financial implications and other risks and opportunities due to climate change	Environmental Stewardship , p.32 Reducing Waste , p.41 Climate Risk , p.38	13.2.2



GRI 1 Used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021		
Disclosure		GRI Sector Standard Ref #
201-3 Defined benefit plan obligations and other retirement plans	Benefits are available to all of Smithfield’s full-time employees. Smithfield Careers	
201-4 Financial assistance received from government	Smithfield did not receive any significant financial assistance from the federal or state governments during this reporting period.	
Market presence (2016) / GRI 3: Material topics		
3-3 Management of material topics	Sustainability at Smithfield , p. 9 People, Culture and Engagement , p. 76 Governance , p. 14	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Across its facilities, Smithfield provides its hourly and salaried employees with competitive compensation packages relative to the local market. While average hourly wages are not tracked by gender, the company pays significantly above the current federal minimum wage of \$7.25 per hour.	
202-2 Proportion of senior management hired from the local community	Where We Work , p. 8 Smithfield works to hire locally wherever possible; when hiring for senior management, we seek qualified candidates from across the country.	
Indirect economic impacts (2016) / GRI 3: Material topics		
3-3 Management of material topics	From Our CEO , p. 4 Sustainability at Smithfield , p. 9 Social Impact and Community Development , p. 62 Governance , p.14 Supplier Code of Conduct	
203-1 Infrastructure investments and services supported	Social Impact and Community Development , p. 62	13.22.3



GRI 1 Used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021		
Disclosure		GRI Sector Standard Ref #
203-2 Significant indirect economic impacts	Social Impact and Community Development , p. 62	13.22.4
Procurement practices (2016) / GRI 3: Material topics		
3-3 Management of material topics	Sustainability at Smithfield , p. 9 Climate Risk , p. 38 Governance , p.14 Supplier Code of Conduct	
204-1 Proportion of spending on local suppliers	Climate Risk , p. 38 Supplier Code of Conduct We do not currently track spending based on proximity to the end destination of given products, resources, or services.	
Anti-corruption (2016) / GRI 3: Material topics		
3-3 Management of material topics	Sustainability at Smithfield , p. 9 Code of Business Conduct and Ethics	13.26.1
205-1 Operations assessed for risks related to corruption	Code of Business Conduct and Ethics We perform an annual risk assessment of our operations for risks related to corruption. No significant risks of corruption have been identified to date.	13.26.2
205-2 Communication and training about anti-corruption policies and procedures	Code of Business Conduct and Ethics We perform an annual risk assessment of our operations for risks related to corruption. No significant risks of corruption have been identified to date. As a global company, Smithfield is subject to various U.S. and non-U.S. laws that prohibit the payment of bribes or offer of bribes to government officials and others to get or retain business or any other competitive advantage. These laws include the U.S. Foreign Corrupt Practices Act and other similar anti-bribery and anti-corruption laws and regulations. Simply put, these laws prohibit the payment, solicitation, offer or receipt of any bribe, kickback or other forms of payment intended to improperly influence anyone to further our business interests. These laws may apply regardless of whether the improper payment in question was offered or paid directly by a Smithfield employee or by third parties (e.g., agents, joint venture partners, brokers or consultants) acting on behalf of Smithfield. In 2024, anti-bribery and anti-corruption training was provided to our brokers. This training followed Internal Audit’s annual review of these transactions.	13.26.3
205-3 Confirmed incidents of corruption and actions taken	Code of Business Conduct and Ethics Smithfield had no incidents of corruption in this reporting period.	13.26.4



GRI 1 Used	GRI 1: Foundation 2021						
GRI 2: General Disclosures 2021							
Disclosure						GRI Sector Standard Ref #	
Materials (2016) / GRI 3: Material topics							
3-3 Management of material topics	Sustainability at Smithfield, p. 9 Environmental Stewardship, p.32 Governance, p.14 Environmental Policy					13.25.1	
301-1 Materials used by weight or volume	U.S. Facilities & Farms*						
	Total Waste Disposition (tons)	2020	2021	2022	2023	2024	
	Cardboard recycled	20,600	28,300	27,600	29,100	21,000	
	Metals recycled	6,300	3,100	7,500	3,100	3,200	
	Plastics recycled	1,300	1,300	1,300	1,100	2,100	
	Sludge for beneficial use	34,700	105,700	101,200	158,500	164,000	
	Waste to energy	68,400	36,200	26,400	31,800	25,600	
	Hazardous waste	6	21	12	17	17	
	Universal waste	15	18	25	21	18	
	Solid waste to landfill	44,000	49,700	49,600	52,500	60,700	
	TOTAL	175,321	224,339	213,637	276,138	276,635	
	*Does not include manure management						
	International Facilities & Farms*						
	Solid Waste to Landfill (pounds in millions)	2020	2021	2022	2023	2024	
	Solid waste to landfill	15.20	16.90	11.29	6.62	0.49	
	*Data provided from 2024 onwards pertains only to Mexico, representing our current operational scope following the spin off of our European operations in August 2024. Does not include manure management						



GRI 1 Used	GRI 1: Foundation 2021																																																																	
GRI 2: General Disclosures 2021																																																																		
Disclosure						GRI Sector Standard Ref #																																																												
301-2 Recycled in- put materials used	Reducing Waste, p.41 We aim to incorporate recycled materials into packaging for final products and, in some instances, recycled content is included in our corrugated packaging; however, options are limited to materials that ensure products stay fresh during transportation, refrigeration and handling. In addition, any packaging that directly touches food must meet federal regulatory requirements, and packages must meet certain specifications to allow for temperature fluctuations and high humidity. Moreover, for fresh meats, packaging must be able to accommodate variations in the size, shape and weight of each cut of meat. As a result, most packaging comes from virgin materials until more suitable recycled options are developed. In 2020 we expanded our collaborations and joined the Sustainable Packaging Coalition.																																																																	
Energy (2016) / GRI 3: Material topics																																																																		
3-3 Management of material topics	Sustainability at Smithfield, p. 9 Environmental Stewardship, p.32 Governance, p.14 Environmental Policy																																																																	
302-1 Energy con- sumption within the organization	<div>U.S. Facilities & Farms</div> <table><tr><th>Direct and Indirect Energy Use by Fuel Type (gigajoules in millions)</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>Natural gas</td><td>10.86</td><td>10.60</td><td>11.17</td><td>11.30</td><td>10.86</td></tr><tr><td>Propane</td><td>1.25</td><td>1.34</td><td>1.60</td><td>1.32</td><td>1.15</td></tr><tr><td>No. 2 oil (Includes transportation diesel)*</td><td>0.16</td><td>0.01</td><td>1.83</td><td>1.72</td><td>1.44</td></tr><tr><td>No. 6 oil</td><td>0.00</td><td>0.00</td><td>0.00</td><td>0.00</td><td>0.00</td></tr><tr><td>Biogas</td><td>0.73</td><td>0.09</td><td>0.097</td><td>0.15</td><td>0.34</td></tr><tr><td>Total direct energy use</td><td>13.00</td><td>12.04</td><td>14.69</td><td>14.49</td><td>13.79</td></tr><tr><td>Electricity</td><td>6.56</td><td>6.49</td><td>6.50</td><td>5.94</td><td>5.88</td></tr><tr><td>Total indirect energy use</td><td>6.56</td><td>6.49</td><td>6.50</td><td>5.94</td><td>5.88</td></tr><tr><td>Total energy use</td><td>19.56</td><td>18.53</td><td>21.19</td><td>20.43</td><td>19.67</td></tr></table> <div>*2022 now includes transportation diesel where prior years did not</div>					Direct and Indirect Energy Use by Fuel Type (gigajoules in millions)	2020	2021	2022	2023	2024	Natural gas	10.86	10.60	11.17	11.30	10.86	Propane	1.25	1.34	1.60	1.32	1.15	No. 2 oil (Includes transportation diesel)*	0.16	0.01	1.83	1.72	1.44	No. 6 oil	0.00	0.00	0.00	0.00	0.00	Biogas	0.73	0.09	0.097	0.15	0.34	Total direct energy use	13.00	12.04	14.69	14.49	13.79	Electricity	6.56	6.49	6.50	5.94	5.88	Total indirect energy use	6.56	6.49	6.50	5.94	5.88	Total energy use	19.56	18.53	21.19	20.43	19.67	
Direct and Indirect Energy Use by Fuel Type (gigajoules in millions)	2020	2021	2022	2023	2024																																																													
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GRI 1 Used	GRI 1: Foundation 2021						
GRI 2: General Disclosures 2021							
Disclosure							GRI Sector Standard Ref #
302-1 Energy consumption with- in the organization	International Facilities & Farms**						
	Direct and Indirect Energy Use by Fuel Type (gigajoules in millions)	2020	2021	2022	2023	2024	
	Natural gas	1.00	1.32	1.92	2.24	0.66	
	Propane	0.32	0.31	0.26	0.94	0.10	
	No. 2 oil	0.04	0.001	0.02	0.04	0.10	
	Coal	0.51	0.00	0.00	0.00	0.00	
	Total Direct Energy Use	1.87	1.63	2.16	3.22	0.86	
	Electricity	1.06	1.32	1.41	1.51	0.10	
	Steam	0.00	0.00	0.00	0.00	0.00	
	Total Indirect Energy Use	1.06	1.32	1.41	1.51	0.10	
	Total Energy Use	2.93	2.95	3.47	4.73	0.96	
**Data provided from 2024 onwards pertains only to Mexico, representing our current operational scope following the spinoff of our European operations in August 2024.							
302-3 Energy intensity	In 2024, Smithfield U.S. operations had an energy intensity ratio of 0.19 gigajoules/cwt. Calculated by using our absolute energy consumption 19,670,000 gigajoules and 103,605,092 cwt. While in 2023, Smithfield U.S. operations had an energy intensity ratio of 0.19 gigajoules/cwt. Calculated by using our absolute energy consumption 20,430,000 gigajoules and 107,979,169 cwt. In 2022, Smithfield International operations had an energy intensity ratio of 0.18 gigajoules/cwt. Calculated by using our absolute energy consumption of 21,200,000 gigajoules and 115,349,545 cwt.						
302-4 Reduction of energy consumption	Efforts to identify and report on total energy continue to build on the groundwork we laid during our first-generation life cycle analysis in 2016. Most recently, Smithfield completed a full GHG inventory and developed a new calculation tool to help us identify, characterize and report on scope 1, 2 and 3 emissions on all company-owned operations (including livestock operations). These are reflected in our total 2024 energy consumption data and cannot be directly compared to prior years due to the inclusion of new data.						
302-5 Reductions in energy require- ments of products and services	Sustainability at Smithfield , p. 9 Environmental Stewardship , p.32 Governance , p.14 Environmental Policy Water Policy						



GRI 1 Used	GRI 1: Foundation 2021						
GRI 2: General Disclosures 2021							
Disclosure							GRI Sector Standard Ref #
Water and effluents (2018) / GRI 3: Material topics							
3-3 Management of material topics	Sustainability at Smithfield, p. 9 Environmental Stewardship, p.32 Governance, p.14 Environmental Policy Water Policy						13.7.1
303-1 Interactions with water as a shared resource	Smithfield conducted a study of its water consumption in the U.S. This groundwater sustainability effort focused on the past and the potential future. Historical USGS groundwater monitoring data was used to evaluate groundwater trends near contracted hog farms and Smithfield facilities. The future conditions use the NCAR (National Center for Atmospheric Research) Community Climate System Model (CCSM) model projections of potential climate change to evaluate the national groundwater recharge.						13.7.2
	U.S. Facilities & Farms *						
	Water Withdrawal by Source (billions of gallons)	2020	2021	2022	2023	2024	
	Groundwater	5.20	4.60	4.71	3.19	3.14	
	Third-party (Municipal)	4.73	4.60	4.82	4.36	4.49	
	Surface water	1.08	0.78	0.80	0.72	0.33	
	Reused and recycled	0.05	0.63	0.83	0.59	0.58	
	Water Discharge (billions of gallons)	2020	2021	2022	2023	2024	
	Public-owned wastewater treatment plant	4.63	3.56	3.23	4.37	3.09	
	Direct	2.76	2.51	2.40	2.80	2.56	
Land irrigation	2.87	2.73	1.54	1.86	2.04		
*Increase in groundwater withdrawal is due to the addition of GCM operations in Mexico;							



GRI 1 Used	GRI 1: Foundation 2021						
GRI 2: General Disclosures 2021							
Disclosure							GRI Sector Standard Ref #
Materials (2016) / GRI 3: Material topics							
303-1 Interactions with water as a shared resource	International Facilities & Farms**						
	Water Withdrawal by Source (billions of gallons)	2020	2021	2022	2023	2024	
	Groundwater*	1.41	1.70	2.61	1.49	1.05	
	Third-party (Municipal)	0.49	0.76	0.85	0.77	0	
	**Data provided from 2024 onwards pertains only to Mexico, representing our current operational scope following the spinoff of our European operations in August 2024.						
303-2 Management of water discharge related impacts	To ensure our U.S. operations have a sustainable water supply, we used the World Resources Institute (WRI) Global Water Tool and the Global Environmental Management Initiative (GEMI) Local Water Tool in 2016 to assess risk associated with local water supplies where we operate. The results, which are applicable for several years, indicate our U.S. operations face little to no risk, do not significantly impact local water supplies, and none of our water comes from protected sources. For the few operations that are facing limited risk, we monitor water availability and potential changes closely. In 2022, we completed a comprehensive watershed analysis across our vertically integrated supply chain within the U.S., including company-owned locations, contracted hog farms and grain suppliers, to develop water conservation strategies, inform updates to our water use policies and set performance targets.						
Biodiversity (2016) / GRI 3: Material topics							
3-3 Management of material topics	Sustainability at Smithfield, p. 9 Environmental Stewardship, p.32 Governance, p.14 Environmental Policy						13.3.1
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	California has the most imperiled biodiversity of any state in the contiguous U.S. and with our exit from this facility in early 2023, we do not have US operations in high Biodiverse value areas.						13.3.2



GRI 1 Used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021		
Disclosure		GRI Sector Standard Ref #
304-2 Significant impacts of activities, products and services on biodiversity	Environmental Stewardship , p.32 Biodiversity , p.39 Smithfield is committed to maintaining and protecting biodiversity and habitats and preserving forested land in the areas in which we operate while maintaining safe, efficient and effective operations. Smithfield’s facilities and farms generally operate on land already long utilized for food production and agriculture purposes. Our operations do not convert natural ecosystems to farmland, and we do not have material operations in sensitive areas, such as the Amazon. Additionally, while we generally do not source our commodities from sensitive areas, we require our suppliers who may do so to have stringent policies and procedures in place to verify compliance with eliminating deforestation within their supply chain. We enforce this, in part, by requiring our suppliers to abide by our sustainability policies and Supplier Code of Conduct .	13.3.3
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable. There are no listed species with habitats in areas affected by our operations.	13.3.5
Emissions (2016) / GRI 3: Material topics		
3-3 Management of material topics	Sustainability at Smithfield , p. 9 Environmental Stewardship , p.32 Governance , p.14 Environmental Policy	13.1.1



GRI 1 Used	GRI 1: Foundation 2021						
GRI 2: General Disclosures 2021							
Disclosure							GRI Sector Standard Ref #
305-1 Direct (Scope 1) GHG emissions	U.S. Facilities*						13.1.2
	Direct emissions	2020	2021	2022	2023	2024	
	U.S. Facilities (metric tons CO2e)	2,871,201	2,681,480	2,641,988	2,108,279	2,095,335	
	<i>*Smithfield completed a full GHG inventory and developed a new calculation tool to help us more accurately identify, characterize, and report on scope 1, 2 and 3 emissions on all company-owned operations (including livestock operations). Those estimated emissions are reported here. We recognize that future refinements along with changes in the science and methodologies of GHG reporting, and emerging disclosure compliance requirements, may result in corrections or changes in GHG reporting and targets in future reports.</i>						
	<i>Note - A significant Rebaseline/Recalculation was completed in 2024 calendar year on previous year Inventories. Recalculation included resetting base year to 2020 and updating activity values, GWPs, etc.</i>						
	International Facilities*						
	Direct emissions	2020	2021	2022	2023	2024	
	International Facilities (metric tons CO2e)	111,739	65,952	225,874	237,565	83,800	
	<i>*Data provided from 2024 onwards pertains only to Mexico, representing our current operational scope following the spinoff of our European operations in August 2024.</i>						
	305-2 Energy indirect (Scope 2) GHG emissions	U.S. Facilities*					
Indirect GHG emissions		2020	2021	2022	2023	2024	
U.S. Facilities (metric tons CO2e)		737,458	760,485	664,418	585,718	592,545	
Indirect (Scope 2) International GHG emissions 2024 = 12,041 mT C02e							
<i>*Smithfield completed a full GHG inventory and developed a new calculation tool to help us more accurately identify, characterize, and report on scope 1, 2 and 3 emissions on all company-owned operations (including livestock operations). Those estimated emissions are reported here. We recognize that future refinements along with changes in the science and methodologies of GHG reporting, and emerging disclosure compliance requirements, may result in corrections or changes in GHG reporting and targets in future reports.</i>							
<i>Note - A significant Rebaseline/Recalculation was completed in 2024 calendar year on previous year Inventories. Recalculation included resetting base year to 2020 and updating activity values, GWPs, etc.</i>							
See GRI 305-1.							



GRI 1 Used	GRI 1: Foundation 2021						
GRI 2: General Disclosures 2021							
Disclosure							GRI Sector Standard Ref #
305-3 Other indirect (Scope 3) GHG emissions	U.S. Facilities*						13.1.4
	Indirect GHG emissions	2020	2021	2022	2023	2024	
	U.S. Facilities (MM metric tons CO2e)	24.0	24.5	24.3	23.0	22.8	
	*Smithfield completed a full GHG inventory and developed a new calculation tool to help us more accurately identify, characterize, and report on scope 1, 2 and 3 emissions on all company-owned operations (including livestock operations). Those estimated emissions are reported here. We recognize that future refinements along with changes in the science and methodologies of GHG reporting, and emerging disclosure compliance requirements, may result in corrections or changes in GHG reporting and targets in future reports.						
	Note - A significant Rebaseline/Recalculation was completed in 2024 calendar year on previous year Inventories. Recalculation included resetting base year to 2020 and updating activity values, GWPs, etc.						
305-4 GHG emissions intensity	U.S. Facilities*						13.1.5
	GHG Emissions (Direct & Indirect) (normalized)	2020	2021	2022	2023	2024	
	(metric tons CO2e/cwt)	0.229	0.239	0.240	0.238	0.246	
	*Smithfield completed a full GHG inventory and developed a new calculation tool to help us more accurately identify, characterize, and report on scope 1, 2 and 3 emissions on all company-owned operations (including livestock operations). Those estimated emissions are reported here. We recognize that future refinements along with changes in the science and methodologies of GHG reporting, and emerging disclosure compliance requirements, may result in corrections or changes in GHG reporting and targets in future reports.						
	Note - A significant Rebaseline/Recalculation was completed in 2024 calendar year on previous year Inventories. Recalculation included resetting base year to 2020 and updating activity values, GWPs, etc.						
305-5 Reduction of GHG emissions	Environmental Stewardship, p.32						13.1.6
305-6 Emissions of ozone-depleting substances (ODS)	Environmental Stewardship, p.32 The only significant use of ODS identified in Smithfield production relates to refrigerants. Three of the remaining facilities identified in 2019 as using Class II refrigerants as their primary means of refrigeration have been phased out. Smithfield conducts safety training for applicable team members on the proper management and disposal of refrigerants.						13.1.7



GRI 1 Used	GRI 1: Foundation 2021						
GRI 2: General Disclosures 2021							
Disclosure							GRI Sector Standard Ref #
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	U.S. Facilities*						13.1.8
	Significant air emissions	2020	2021	2022	2023	2024	
	Nitrous oxide (N2O) emissions (metric tons)	3,600	2,607	482.7	410.26	576	
	*These values will vary year to year depending on the local and state reporting cycles.						
	International Facilities						
	Significant air emissions	2020	2021	2022	2023	2024	
	Nitrous oxide (N2O) emissions (metric tons)	298	31.01	147.17	157.122	27	
Waste (2020) / GRI 3: Material topics							
3-3 Management of material topics	Sustainability at Smithfield, p. 9 Environmental Stewardship, p.32 Governance, p.14 Environmental Policy						13.8.1
306-2 Management of significant waste-related impacts	Reducing Waste, p.41						

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GRI 1 Used	GRI 1: Foundation 2021					
GRI 2: General Disclosures 2021						
Disclosure						GRI Sector Standard Ref #
Environmental compliance (2016) / GRI 3: Material topics						
3-3 Management of material topics	Sustainability at Smithfield , p. 9 Environmental Stewardship , p.32 Governance , p.14 Environmental Policy					
307-1 Non compliance with environmental laws and regulations	U.S. Facilities & Farms					
	Compliance at Company-owned Farms & Facilities	2020	2021	2022	2023	2024
	Notices of violation (NOVs)	13	9	14	11	11
	Fines (\$U.S.)	0	\$ 63,465.36	\$333,922.94	\$ 7,875	\$1,400
	Compliance on Contract Farms	2020	2021	2022	2023	2024
	Notices of violation (NOVs)	85	78	27	26	31
	International Facilities & Farms					
	Compliance at Company-owned Farms & Facilities	2020	2021	2022	2023	2024
	Notices of violation (NOVs)	0	4	14	4	1
	Fines (\$U.S.)	0	\$ 6,200	\$ 44,851	\$ 22,118	0
Supplier environmental assessment (2016) / GRI 3: Material topics						
3-3 Management of material topics	Sustainability at Smithfield , p. 9 Environmental Stewardship , p.32 Governance , p.14 Environmental Policy Supplier Code of Conduct					



GRI 1 Used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021		
Disclosure		GRI Sector Standard Ref #
308-1 New suppliers that were screened using environmental criteria	<p>Environmental Stewardship, p.32</p> <p>Reducing Waste, p.41</p> <p>Environmental Policy</p> <p>Supplier Code of Conduct</p> <p>We require that all suppliers comply with our Supplier Code of Conduct outlining our expectations regarding environmental performance, compliance, labor and human rights, product safety, animal well-being, health and safety, legal requirements and business integrity. Suppliers are obliged to report any regulatory noncompliance and any events that may have a negative impact on their business. We reserve the right to audit suppliers' facilities. We also have surveyed our largest suppliers to understand how they address areas such as energy reduction, natural resource use, employee safety, and community giving.</p>	
Employment (2016) / GRI 3: Material topics		
3-3 Management of material topics	<p>Sustainability at Smithfield, p. 9</p> <p>People, Culture and Engagement, p. 76</p> <p>Workplace Health and Safety, p. 60</p> <p>Governance, p.14</p> <p>Smithfield Careers</p>	
401-1 New employee hires and employee turnover	<p>New Hires: US - 11,603 Mexico - 365 - Turnover: 12,305 By age & region - <30: US - 4,042 Mexico - 250 30-50: US - 5,553 Mexico - 299 >50: US - 2,117 Mexico - 41 By gender & region - Male: US - 7,664 Mexico - 455 Female: US - 4,029 Mexico - 135 </p>	



GRI 1 Used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021		
Disclosure		GRI Sector Standard Ref #
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Smithfield Careers Smithfield has an annual incentive program for all salaried team members and additional incentive programs for senior executives.</p> <p>We reinforced our commitment to education by funding nearly \$800,000 worth of educational scholarships to children and grandchildren of our U.S.-based team members. We have paid parental leave programs and comply with all U.S. laws regarding family and medical leave. Currently, the federal Family and Medical Leave Act provides 12 weeks of job-protected leave for any employee who has worked one year and not less than 1,200 hours. Some state laws provide more generous benefits and where they do we comply with those. The company complies with all state paid leave laws and also provides team members with a short-term disability policy and paid parental leave. Leave without pay is also available for personal emergencies and disability. The Company has a worker’s compensation program that operates to provide benefits to team members who are injured on the job, in accordance with state laws. We accommodate pregnant team members, as required by U.S. law, which includes accommodating nursing mothers who need lactation rooms. We accommodate team members with disabilities in accordance with U.S. law.</p> <p>Significant locations of operations are defined as Smithfield - and its subsidiaries - owned sites</p>	
401-3 Parental leave	<p>Total number of employees in North America that were entitled to parental leave, by gender. 7,080 Female and 12,419 Male – Total 19,499</p> <p>Total number of employees that took parental leave, by gender. 236 Female and 557 Male – Total 793</p> <p>Total number of employees that returned to work in the reporting period after parental leave ended, by gender. 553 Female and 217 Male – Total 770</p> <p>Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. 155 Female and 371 Male – 526 Total (still employed after 12 months as of 3/20/2025)</p>	
Labor/management relations (2016) / GRI 3: Material topics		
3-3 Management of material topics	<p>Sustainability at Smithfield, p. 9</p> <p>People, Culture and Engagement, p. 76</p> <p>Workplace Health and Safety, p. 60</p> <p>Governance, p.14</p>	
402-1 Minimum notice periods regarding operational changes	<p>Workplace Health and Safety, p. 60</p> <p>In the event of a facility closure, we fully comply with the federal Worker Adjustment and Retraining Notification (WARN) Act, which requires 60-day notifications of plant shutdowns to employees. Under the WARN Act, we also notify state-level dislocated worker units so they can offer prompt assistance.</p>	
Occupational health and safety (2018) / GRI 3: Material topics		
3-3 Management of material topics	<p>Sustainability at Smithfield, p. 9</p> <p>Workplace Health and Safety, p. 60</p> <p>Governance, p.14</p> <p>Health and Safety Policy</p>	13.19.1



GRI 1 Used	GRI 1: Foundation 2021	
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Disclosure		GRI Sector Standard Ref #
403-1 Occupational health and safety management system	<p><u>Workplace Health and Safety</u>, p. 60 <u>Health and Safety Policy</u></p> <p>In 2018 Smithfield implemented the Smithfield Injury Prevention System (SIPS) to ensure the effective and consistent management of injury prevention, education, and tracking throughout the organization. SIPS encapsulates Smithfield’s entire OHS management system, including operational control that encompasses OSHA regulatory required programs. In addition to the OSHA required standards, the foundation of the SIPS program is based on the ISO 45001 guidelines. The scope of SIPS covers all workers as defined by ISO 45001, including management, hourly, temporary team members, co-packers and contract workers. In 2021, we refined our facility operations to increase the effectiveness of SIPS and continue to drive down safety incident rates. The SIPS system provides the framework for progressing toward our target to obtain ISO 45001 health and safety certification at all our facilities by 2025. In 2024, we completed the requirements and received ISO 45001 certification.</p> <p>The Smithfield Safety Policy provides the means and expectation for the Smithfield Injury Prevention System, including compliance with local, state, and federal regulations. The Policy is reviewed annually and signed by the executive leaders of the company.</p>	13.19.2
403-2 Hazard identification, risk assessment, and incident investigation	<p><u>Workplace Health and Safety</u>, p. 60 <u>Health and Safety Policy</u></p> <p>The Smithfield Injury Prevention System is built on the foundation of ISO 45001. Worker participation & consultation, hazard identification, risk assessments, emergency actions, inspections and audits are all built into the program.</p>	13.19.3
403-3 Occupational health services	<p><u>Workplace Health and Safety</u>, p. 60 <u>Health and Safety Policy</u></p> <p>Smithfield maintains several occupational health services that contribute to minimizing the health risks of the workforce. These include maintaining separate occupational medical records from personal health-related information. Personal health-related information is kept confidential in the worker’s personnel file with Human Resources.</p> <p>Occupational health services are furthermore provided based on legal requirements, and workers' access to non-occupational medical and health-care services is facilitated, for example, through company clinics or disease treatment programs, referral systems, and health insurance or financial contributions. Additionally, a first aid cabinet is always available on site.</p>	13.19.4
403-4 Worker participation, consultation, and communication on occupational health and safety	<p><u>Workplace Health and Safety</u>, p. 60 <u>Health and Safety Policy</u></p> <p>Smithfield measures worker participation monthly. Participation is identified in several different ways, examples of participation include; volunteer leading/presenting monthly line topics, voluntary First Aid / CPR training, participation in safe work demonstrations (inside the facility or in the community), participation in other safety functional teams, participating Personal Protective Equipment (PPE) trials, voluntary participation in safety inspections, leading safety task activities, etc. Regulatory training required by a task is not considered to be in participation.</p> <p>SIPS is promoted by the on-site Core Team, which is led by the senior official of the site who is the Core Team leader. Promotion is conducted through town hall meetings, line meetings, postings and other activities. SIPS is designed to be a part of the overall operational procedure that includes new line introduction, new product development, engineering controls and administrative controls to ensure that any impact on the safety program and the safety of the workers is part of the discussion and planning. Workers are provided with many opportunities to be engaged; a full list of participation ideas can be found in our SIPS program under the Worker Participation Clause.</p>	13.19.5



GRI 1 Used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021		
Disclosure		GRI Sector Standard Ref #
403-5 Worker training on occupational health and safety	<u>Workplace Health and Safety</u> , p. 60 <u>Health and Safety Policy</u> In 2024, Smithfield’s U.S. employees had a 72 percent engagement rate in worker safety training activities. Training needs for each task are determined during the Hazard Identification & Risk Assessment process. Various methods are utilized to deliver the trainings, such as hands-on experience, Workday, Train-safe, classroom, PowerPoint presentations, and may include third-party instructors, or off-site training for more specific skill development. Training development is dependent on the training; regulatory required training is developed through the Corporate Core Team to ensure it is standardized and covers all regulatory requirements.	13.19.6
403-6 Promotion of worker health	<u>Workplace Health and Safety</u> , p. 60 <u>Health and Safety Policy</u>	13.19.7
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<u>Workplace Health and Safety</u> , p. 60 <u>Health and Safety Policy</u> Smithfield’s primary responsibility is to always protect the safety & health of our workers, including when working at non-company-owned locations. Standard Operating Procedures (SOPs) are developed for Smithfield workers to include inspection/operation of any equipment they may be utilizing and the general condition of the location. Smithfield sets a high standard for the locations to maintain a safe work environment; failure to abide by those commitments could result in their discontinued use of the location.	13.19.8
403-8 Workers covered by an occupational health and safety management system	<u>Workplace Health and Safety</u> , p. 60 <u>Health and Safety Policy</u> To maintain a safe and healthy working environment, every worker and visitor at one of our locations is required to comply with the requirements specified in SIPS.	13.19.9
403-9 Work-related injuries	<u>Workplace Health and Safety</u> , p. 60 <u>Health and Safety Policy</u> In 2024, U.S. operations had a Total Incident Frequency Rate (TIFR) of 2.38, a Days Away Restricted or Transferred (DART) rate of 1.68, and a Days Away From Work (DAFWII) rate of 0.48. In 2024, there were 0 deaths in the US from work-related injuries, rate of 0% per 200,000 hours worked. Total working hours in the U.S.: 77,750,124 hours Contractors are responsible for their employees and the tracking of data. We do not compile this tracking by each contractor in U.S.	13.19.10
Training and education (2016) / GRI 3: Material topics		
3-3 Management of material topics	<u>Sustainability at Smithfield</u> , p. 9 <u>People, Culture and Engagement</u> , p. 76	



GRI 1 Used	GRI 1: Foundation 2021	
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Disclosure		GRI Sector Standard Ref #
404-1 Average hours of training per year per employee	People, Culture and Engagement , p. 76 Total U.S. training hours = 87,514 Female - 32,623 hrs / 2,803 = 11.63 hrs Male - 53,364 hrs / 5,685 = 9.39 hrs Frontline employees - 8,872 hrs / 2,680 people = 3.31 hrs Middle management - 46,546 hrs / 2,879 people = 16.16 hrs Senior leadership - 208 hrs / 413 people = 0.50 hrs	
404-2 Programs for upgrading employee skills and transition assistance programs	People, Culture and Engagement , p. 76	
404-3 Percentage of employees receiving regular performance and career development reviews	In 2024, 100% of the US workforce took part in Smithfield’s multidimensional performance campaign appraisal. One informal mid-year check in and one formal annual performance review. Employees are evaluated on performance in role, against MBOs and or business goals and behaviors against the Company core competencies. Over 10,000 employees have participated in programs and training.	
Diversity and equal opportunity (2016) / GRI 3: Material topics		
3-3 Management of material topics	Sustainability at Smithfield , p. 9 People, Culture and Engagement , p. 76 Governance , p.14 Code of Business Conduct and Ethics Equal Opportunity Employer/Nondiscrimination Policy	13.15.1
405-1 Diversity of governance bodies and employees	People, Culture and Engagement , p. 76	13.15.2
Anti-discrimination (2016) / GRI 3: Material topics		
3-3 Management of material topics	Sustainability at Smithfield , p. 9 People, Culture and Engagement , p. 76 Governance , p.14 Code of Business Conduct and Ethics Equal Opportunity Employer/Nondiscrimination Policy	



GRI 1 Used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021		
Disclosure		GRI Sector Standard Ref #
406-1 Incidents of discrimination and corrective actions taken	Smithfield and its affiliated entities have in place robust policies prohibiting discrimination, harassment and retaliation, along with well-publicized procedures for raising concerns about such matters. Among the available avenues for complaint are the company’s dispute resolution process and its ethics hotline, SpeakUp!. Like any company with more than 35,000 employees spread across more than 40 work sites, Smithfield periodically receives lawsuits and agency charges that allege discrimination. Smithfield defends against such matters and resolves them as appropriate. There were no adverse verdicts against Smithfield in any employment discrimination case in 2024.	13.15.4
Freedom of association and collective bargaining (2016) / GRI 3: Material topics		
3-3 Management of material topics	Sustainability at Smithfield , p. 9 Governance , p.14 Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy Equal Opportunity Employer/Nondiscrimination Policy	13.18.1
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy All our employees have the right to exercise freedom of association and collective bargaining.	13.18.2
Child labor (2016) / GRI 3: Material topics		
3-3 Management of material topics	Sustainability at Smithfield , p. 9 Governance , p.14 Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy	13.17.1
408-1 Operations and suppliers at significant risk for incidents of child labor	Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy Smithfield strictly prohibits anyone under the age of 18 from working in any of its processing facilities or in any position deemed to be off-limits for those under the age of 18 by the Fair Labor Standards Act and analogous state law. This prohibition is included in Smithf ield’s Code of Business Conduct and Ethics , in employee handbooks, in written policies distributed to all employees, and on postings in Smithfield facilities. To enforce this prohibition and reduce its risk, Smithfield uses the federal E-Verify system and requires or encourages its sanitation contractors and temporary labor partners to do the same. Smithfield requires its supervisors and managers to help enforce this prohibition, and continually trains its Human Resources staff on best practices for recognizing identity fraud, including misrepresentations about age.	13.17.2



GRI 1 Used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021		
Disclosure		GRI Sector Standard Ref #
Forced or compulsory labor (2016) / GRI 3: Material topics		
3-3 Management of material topics	Sustainability at Smithfield , p. 9 Governance , p.14 Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy	13.16.1
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy Smithfield strictly prohibits anyone under the age of 18 from working in any of its processing facilities or in any position deemed to be off-limits for those under the age of 18 by the Fair Labor Standards Act and analogous state law. This prohibition is included in Smithfield’s Code of Business Conduct and Ethics , in employee handbooks, in written policies distributed to all employees, and on postings in Smithfield facilities. To enforce this prohibition and reduce its risk, Smithfield U.S. uses the federal E-Verify system and requires or encourages its sanitation contractors and temporary labor partners to do the same. Smithfield requires its supervisors and managers to help enforce this prohibition, and continually trains its Human Resources staff on best practices for recognizing identity fraud, including misrepresentations about age.	13.16.2
Security practices (2016) / GRI 3: Material topics		
3-3 Management of material topics	Sustainability at Smithfield , p. 9 Governance , p.14 Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy Equal Opportunity Employer/Nondiscrimination Policy	
410-1 Security personnel trained in human rights policies or procedures	People, Culture and Engagement , p. 76 Smithfield’s corporate security team is responsible for ensuring all security personnel at Smithfield locations have been trained according to their own organization’s policies, which include equal employment non-discriminatory work practices, prohibitions against harassment and violence, as well as employee health and safety policies, etc. Smithfield’s Human Rights Policy is reviewed annually with all security personnel and contractors at each location.	



GRI 1 Used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021		
Disclosure		GRI Sector Standard Ref #
Rights of indigenous peoples (2016) / GRI 3: Material topics		
3-3 Management of material topics	Sustainability at Smithfield , p. 9 Governance , p.14 Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy	13.14.1
411-1 Incidents of violations involving rights of indigenous peoples	Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy Smithfield did not have any incidents of violations involving the rights of indigenous people in this reporting period.	13.14.2
Local communities (2016) / GRI 3: Material topics		
3-3 Management of material topics	Sustainability at Smithfield , p. 9 Social Impact and Community Development , p. 62 Governance , p.14	13.12.1
413-1 Operations with local community engagement, impact assessments, and development programs	Social Impact and Community Development , p. 62 Smithfield donated 25.18 million protein servings valued at \$27.95M. Smithfield donates cash, product, and volunteer hours to support nonprofit organizations in our local communities. Our team members also serve on a number of nonprofit and community boards to further our relationships in the community. Our three focus areas for giving are Hunger Relief, Education, and Community Vitality. Our partnerships vary in term length, with some donations being one-time investments, and others part of ongoing activations. This allows our investments to be strategic in addressing the areas of greatest need in our local communities.	13.12.2
Supplier social assessment (2016) / GRI 3: Material topics		
3-3 Management of material topics	Sustainability at Smithfield , p. 9 Governance , p.14 Supplier Code of Conduct	



GRI 1 Used	GRI 1: Foundation 2021	
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Disclosure		GRI Sector Standard Ref #
414-1 New suppliers that were screened using social criteria	Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy Smithfield monitors our suppliers’ compliance through monthly meetings, emails, supplier platform and filling out supplier forms and surveys, including questions focused specifically on social impacts. We maintain the right to conduct formal audits of suppliers to confirm compliance with company standards.	
414-2 Negative social impacts in the supply chain and actions taken	To monitor the potential negative impacts of our suppliers, we actively track their performance through our supplier platform, we discuss any negative actions and we work with them to remediate these negative actions.	
Public policy (2016) / GRI 3: Material topics		
3-3 Management of material topics	Sustainability at Smithfield , p. 9 Governance , p.14 Public Policy , p.18	13.24.1
415-1 Political contributions	Public Policy , p.18 Since 2000, the Smithfield Political Action Committee (HAMPAC) has assisted numerous state and federal candidates in both major political parties in their bids for elected office. Contributions by HAMPAC are made objectively and on a bipartisan basis that includes consideration of the candidate’s voting record, leadership committee assignments and interest and commitment to issues of importance to our company and industry. The candidates that HAMPAC and its donors have supported understand the issues of importance to our industry and have stood with us as policy and regulatory champions. 2024 Political donations: Political campaign donations in the US: \$544,000 Lobbying in the US: \$2,565,159.30	13.24.2
Customer health and safety (2016) / GRI 3: Material topics		
3-3 Management of material topics	Sustainability at Smithfield , p. 9 Food Safety and Quality , p. 50 Nutrition and Product Transparency , p. 56 Governance , p.14 Health and Safety Policy Transparency in Coverage Policy Sodium Policy	13.10.1

GRI 1 Used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021		
Disclosure		GRI Sector Standard Ref #
416-1 Assessment of the health and safety impacts of product and service categories	<p>Food Safety and Quality, p. 50</p> <p>Nutrition and Product Transparency, p. 56</p> <p>The company employs several mechanisms to ensure that its products and services do not pose a threat to the health and safety of consumers. These include rigorous testing procedures, adherence to safety guidelines, certification in accordance with the Technical Regulation on Food Safety (TIIF) compliant certification.</p> <p>We maintain a HACCP plan that describes all quality and food safety controls. In addition there are daily taste panels ensuring consumer quality aspects. All products are tested for various parameters in internal and/or external labs with the Safe Quality Food (SQF) certification. We follow a corrective action plan procedure for any non-conformity. We maintain quality departments in our plants which are managed by four quality managers (1 in each plant) and which include quality controllers, laboratory operators and a hygiene team.</p> <p>Risk minimization strategies and avoidance of hazardous chemicals are integral aspects of our product design processes. We do so party through our Food Safety and Quality trainings that focus on GMPs, product handling procedures, quality attributes, SQF/BRC or IFS standards and foreign material prevention.</p> <p>We follow all applicable local laws required by different countries were our products are delivered. All production and control process is based on the HACCP requirements and on food safety standards, such as IFS and BRC.</p>	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None.	
Marketing and labeling (2016) / GRI 3: Material topics		
3-3 Management of material topics	<p>Sustainability at Smithfield, p. 9</p> <p>Food Safety and Quality, p. 50</p> <p>Nutrition and Product Transparency, p. 56</p> <p>Governance, p.14</p>	
417-1 Requirements for product and service information and labeling	<p>Food Safety and Quality, p. 50</p> <p>Nutrition and Product Transparency, p. 56</p> <p>Ingredient Glossary</p> <p>Product attribute claims made on packaging, in advertising or sales materials, or on our website are reviewed and approved by our labeling regulatory group, with input from our Legal Department when appropriate. Each product claim must be substantiated with data. New product attribute claims must be approved by USDA. Similarly, all nutritional information on our product packages is reviewed and approved by our labeling regulatory group. Nutritional information is regularly tested and adjusted whenever formulas are changed or packaging graphics are refreshed to ensure that we are communicating accurate and up-to-date information. Our brand sweepstakes and contests are reviewed and approved by our legal department to ensure that we are abiding by all state and federal laws.</p>	











GRI 1 Used	GRI 1: Foundation 2021	
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Disclosure		GRI Sector Standard Ref #
417-2 Incidents of noncompliance concerning product and service information and labeling	No noncompliance with regulations or other legal compliance resulting in fines or penalties and no noncompliance with voluntary designations related to labeling / product claims.	
417-3 Incidents of noncompliance concerning marketing communications	We do not currently collect this information.	
Customer privacy (2016) / GRI 3: Material topics		
3-3 Management of material topics	Sustainability at Smithfield , p. 9 Privacy Policy	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Privacy Policy California Privacy Statement None.	
Socioeconomic compliance (2016) / GRI 3: Material topics		
3-3 Management of material topics	Animal Welfare , p. 23 Food Safety and Quality , p. 50 Governance , p.14	
419-1 Non-compliance with laws and regulations in the social and economic area	Animal Welfare , p. 23 Food Safety and Quality , p. 50	

UN SDGs Index

UN Sustainable Development Goals

We recognize the UN Sustainable Development Goals (SDGs) as essential in addressing today’s most pressing challenges. As part of our work, we continuously seek innovative ways to enhance our reporting processes and disclosures while making meaningful progress. In addition to our targets and commitments, we have highlighted our contributions toward the select SDGs referenced in this table.

	Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture	<ul style="list-style-type: none">• Biodiversity• Preventing the spread of domestic and foreign animal diseases• Selective genetics for maximum health and efficiency• Global Food Safety Initiative Standards• Improving listeria control measures through training• Standardizing best practices• Preventing and preparing for recalls• Protein’s role in a balanced diet• Responsible and transparent labeling• Combating food insecurity• Disaster relief
	Goal 3: Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none">• BioScience Innovations in 2024• Heparin API• Cystic fibrosis and digestive treatment• Helping Hungry Homes®• Advancing educational opportunity• Protein’s role in a balanced diet• Responsible antibiotic use
	Goal 6: Ensure availability and sustainable management of water and sanitation for all	<ul style="list-style-type: none">• Water stewardship
	Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all	<ul style="list-style-type: none">• Renewable Energy

	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<ul style="list-style-type: none">• Building a culture of compliance• Workplace Health and Safety• Building a Dynamic Workforce• Enhancing Employee Engagement• Developing Our People• Promoting Employee Wellness
	Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	<ul style="list-style-type: none">• Maximizing Impact with BioScience• Hog Production Research and Development• Product Innovation• Manufacturing Innovation
	Goal 10: Reduce inequality within and among countries	<ul style="list-style-type: none">• People, Culture and Engagement• Advancing educational opportunity• Community vitality• Developing our people
	Goal 12: Ensure sustainable consumption and production patterns	<ul style="list-style-type: none">• Responsible Sourcing• Optimizing Efficiency• Sow Group Housing for Optimal Well-Being• Selective Genetics for Maximum Health and Efficiency• Hog Production Research and Development• Reducing Emissions through Transportation and Logistics Efficiency• Sustainable Feed Management• Encouraging Regenerative Farming to Reduce GHG Emissions• Climate Risk• Reducing waste• Water Stewardship

UN SDGs Index

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	Goal 13: Take urgent action to combat climate change and its impacts	<ul style="list-style-type: none">• Greenhouse Gas• Biodiversity• Reducing waste• Water stewardship
	Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development	<ul style="list-style-type: none">• Water stewardship• Responsible water management in Mexico• Minimizing fertilizer use to protect from nutrient runoff
	Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	<ul style="list-style-type: none">• Encouraging Regenerative Farming to Reduce GHG Emissions• Biodiversity and deforestation policy• Helping bring native prairies back to the Midwest• Restoring biodiversity and habitat in North Carolina• Reforesting Mexico



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