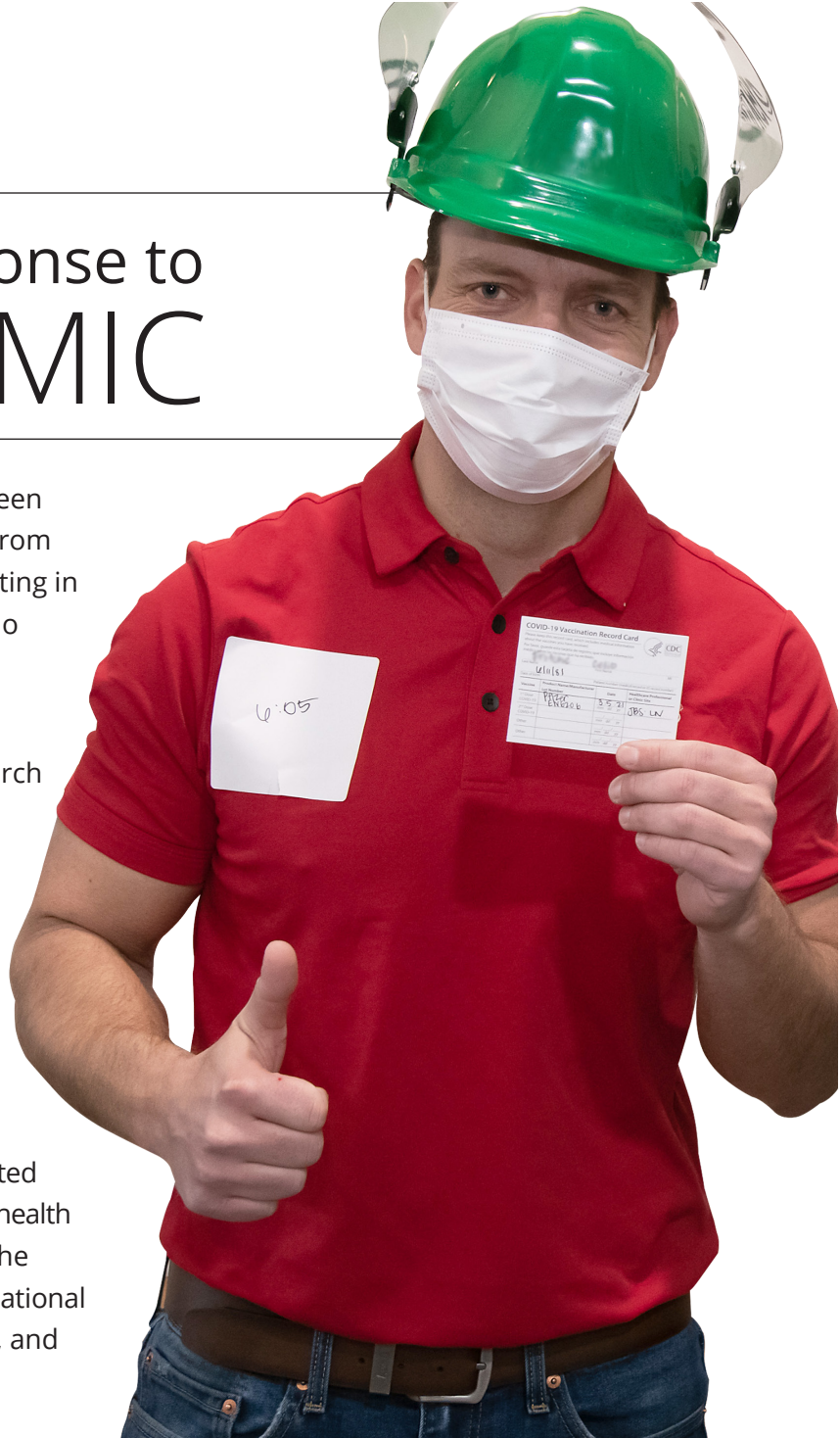


# A year of action in response to THE PANDEMIC

For more than one year, JBS USA and Pilgrim's have been singularly focused on protecting our team members from COVID-19. We changed the way we do business, resulting in more than \$600 million in costs and investments, to do everything possible to prioritize the well-being of our workforce and keep the virus out of our facilities.

No one could have predicted what was to come in March 2020, and we've had the responsibility to continue feeding our neighbors and the nation. Despite the challenges with providing essential services during this public health crisis, we responded to the uncertainty with early and aggressive action, continuously implementing new safety interventions and preventive measures as our understanding of COVID-19 has evolved.

Our protocols and processes were reviewed and evaluated by independent expert epidemiologists and third-party health organizations, in addition to ongoing collaboration with the Centers for Disease Control and Prevention, the Occupational Health and Safety Administration, our union partners, and state and local health departments.



## By The Numbers



**\$160M+**  
in increased  
wages & bonuses



**\$200M+**  
in health &  
safety measures



**55,000**  
surveillance  
COVID-19 tests



**30,000+**  
team members  
vaccinated  
to date

**JBS**  
**HOMETOWN**  
**STRONG**

**pilgrim's**  
**HOMETOWN**  
**STRONG**

**\$50M**  
investment  
in local  
communities



We implemented hundreds of safety measures and policies to protect our team members, including a unique set of measures that exceed any provided state or federal guidance, such as:

- Voluntarily **removing vulnerable populations** from all of our facilities, offering full pay and benefits
- Securing **masks for our entire workforce** before they were recommended by health officials or the government
- Covering **100% of COVID-19 health expenses** for team members and their dependents enrolled in the company's health plan
- Providing **immediate and free testing** to all symptomatic team members and close contacts
- Conducting **random, routine surveillance testing** of asymptomatic team members (more than 55,000 tests to date)
- Installing **hospital-grade ventilation systems** and UV lighting in all of our facilities
- Offering a **\$100 incentive bonus** for any U.S. team member willing to get vaccinated

## Hometown Strong

In 2020, we announced a \$50 million investment in the communities where our team members live and work. Throughout the global pandemic, our team members and our communities have looked to us for reassurance that we can – and will – get through this crisis. Toward that end, JBS USA and Pilgrim's have provided meaningful investments in projects that will have a lasting impact in our communities for generations to come.



## Better Futures

In 2021, we launched the Better Futures program, an extension of our Hometown Strong initiative that provides team members and their dependents the opportunity to pursue their higher education dreams for associates degrees and trade certificates at community and technical colleges free of charge.

## Looking Forward

We're maintaining the safety measures that have been implemented in our facilities, and we're focused on vaccinating our workforce as quickly as possible.

We are extremely proud of our more than 66,000 U.S. team members for their role in providing food for our country every day. As we look to the future, we remain committed to supporting our team members and our communities in tangible ways that make a difference.