Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2023

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [X]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
SMITHFIELD FOODS SALARIED PENSION PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1994

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
SMITHFIELD FOODS, INC.

200 COMMERCE ST
SMITHFIELD, VA 23430

2b Employer Identification Number (EIN)
52-0845861

2c Plan Sponsor's telephone number
866-551-9423

2d Business code (see instructions)
311610

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/11/2024	ANGELA SMITH
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor

SMITHFIELD FOODS, INC.

P.O. BOX 9004
SMITHFIELD, VA 23431

3b Administrator's EIN
52-0845861

3c Administrator's telephone number
866-551-9423

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	24146
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	9484
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	8183
b	Retired or separated participants receiving benefits	**6b**	8176
c	Other retired or separated participants entitled to future benefits	**6c**	5242
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	21601
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1611
f	Total. Add lines **6d** and **6e**.	**6f**	23212
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	297
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

1A 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)

- **(1)** ☐ Insurance
- **(2)** ☐ Code section 412(e)(3) insurance contracts
- **(3)** ☒ Trust
- **(4)** ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- **(1)** ☐ Insurance
- **(2)** ☐ Code section 412(e)(3) insurance contracts
- **(3)** ☒ Trust
- **(4)** ☐ General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** ☒ **R** (Retirement Plan Information)
- **(2)** ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** ☐ **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- **(1)** ☒ **H** (Financial Information)
- **(2)** ☐ **I** (Financial Information – Small Plan)
- **(3)** ☐ **A** (Insurance Information) – Number Attached 0
- **(4)** ☐ **C** (Service Provider Information)
- **(5)** ☒ **D** (DFE/Participating Plan Information)
- **(6)** ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2023

This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
SMITHFIELD FOODS SALARIED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
SMITHFIELD FOODS, INC.

D Employer Identification Number (EIN)
52-0845861

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2023

2 Assets:

a Market value	**2a**	1336147679
b Actuarial value	**2b**	1469762446

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	9643	771011440	771011440
b For terminated vested participants	5155	206115713	206115713
c For active participants	9484	520903597	541537674
d Total	24282	1498030750	1518664827

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.04 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	3780940
b Expected plan-related expenses	**6b**	0
c Target normal cost	**6c**	3780940

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Signature of actuary

09/23/2024
Date

DANIEL M. SECKAR
Type or print name of actuary

23-06799
Most recent enrollment number

MERCER
Firm name

412-355-8800
Telephone number (including area code)

SIX PPG PLACE
PITTSBURGH, PA 15222
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	46390906	50773844
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	46390906	50773844
10	Interest on line 9 using prior year's actual return of -26.47 %	-12279673	-13439837
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		0
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.48 %		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		0
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	34111233	37334007

Part III Funding Percentages

14	Funding target attainment percentage	14	92.07 %
15	Adjusted funding target attainment percentage	15	92.07 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	126.25 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
09/13/2024	18681883	0			
			Totals ► 18(b)	18681883	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a	Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
b	Contributions made to avoid restrictions adjusted to valuation date	19b	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	17184199

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment: %	2nd segment: %	3rd segment: %	[X] N/A, full yield curve used

b Applicable month (enter code) **21b**

22 Weighted average retirement age	**22**	62

23 Mortality table(s) (see instructions) [ ] Prescribed - combined [X] Prescribed - separate [ ] Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ..... [X] Yes [ ] No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ..... [X] Yes [ ] No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ..... [X] Yes [ ] No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... [X] Yes [ ] No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	3780940
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	120347621	11089238
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	14870178

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	14870178
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	17184199

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	2314021
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. [ ] 2019 [ ] 2020 [X] 2021

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2023

This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
SMITHFIELD FOODS SALARIED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
SMITHFIELD FOODS, INC.

D Employer Identification Number (EIN)
52-0845861

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: SMITHFIELD FOODS MASTER TRUST

b Name of sponsor of entity listed in (a): SMITHFIELD FOODS, INC.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-1504662-001	M	1368391945

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

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b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2023

This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
SMITHFIELD FOODS SALARIED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
SMITHFIELD FOODS, INC.

D Employer Identification Number (EIN)
52-0845861

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reported on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	18681883
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	1336147679	1368391945
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	0	0
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)		

			(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	1336147679	1387073828
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h		
i	Acquisition indebtedness	1i		
j	Other liabilities	1j		
k	Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	1336147679	1387073828

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

			(a) Amount	(b) Total
	Income			
a	**Contributions:**			
	(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	18681883	
	(B) Participants	2a(1)(B)		
	(C) Others (including rollovers)	2a(1)(C)		
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		18681883
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
	(B) U.S. Government securities	2b(1)(B)		
	(C) Corporate debt instruments	2b(1)(C)		
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)		
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		0
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)		
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)		
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		117327270
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		136009153
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	82440189	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		82440189
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	2642815	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		2642815
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		85083004
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		50926149
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: KREISCHER MILLER **(2)** EIN: 23-1980475

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		3500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 522903.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2023

This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
SMITHFIELD FOODS SALARIED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
SMITHFIELD FOODS, INC.

D Employer Identification Number (EIN)
52-0845861

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 13-5160382

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3** 506

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☒ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☒ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☒ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 a Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
Public Equity: 32.8 % Private Equity: 4.2 % Investment-Grade Debt and Interest Rate Hedging Assets: 37.5 %
High-Yield Debt: 5.2 % Real Assets: 9.8 % Cash or Cash Equivalents: 10.3 % Other: 0.2 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☒ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/_____ (MM/DD/YYYY) and the Opinion Letter serial number_____.

Smithfield Foods Salaried Pension Plan

Financial Statements

December 31, 2023 and 2022

Kreischer Miller

Smithfield Foods Salaried Pension Plan
December 31, 2023 and 2022

Contents

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Independent Auditors' Report

The Participants and Plan Administrator
Smithfield Foods Salaried Pension Plan
Smithfield, Virginia

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Smithfield Foods, Inc. Salaried Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Horsham, Pennsylvania
October 7, 2024

Smithfield Foods Salaried Pension Plan

Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

	2023	2022
Assets:		
Investments, at fair value	$ 1,368,391,945	$ 1,336,147,679
Employer contributions receivable	18,681,883	-
Net assets available for benefits	$ 1,387,073,828	$ 1,336,147,679

See accompanying notes to financial statements.

Smithfield Foods Salaried Pension Plan

Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2023 and 2022

	2023	2022
Additions to (deductions from) net assets attributed to:		
Investment income (loss):		
Net investment income (loss) from Smithfield Foods Master Trust	$ 117,327,270	$ (492,697,831)
Employer contributions	18,681,883	-
	136,009,153	(492,697,831)
Deductions from net assets attributed to:		
Benefits paid to participants	82,440,189	84,106,134
Administrative fees	2,642,815	3,277,462
Total deductions	85,083,004	87,383,596
Net increase (decrease)	50,926,149	(580,081,427)
Transfer into Plan	-	999,703,486
Net assets available for benefits:		
Beginning of year	1,336,147,679	916,525,620
End of year	$ 1,387,073,828	$ 1,336,147,679

See accompanying notes to financial statements.

(1) Description of Plan

The following description of the Smithfield Foods Salaried Pension Plan (the Plan) provides general information only. Participants should refer to the Plan agreement for a more complete description of the Plan provisions.

General

The Plan was created effective January 1, 1994, as a result of a merger of the Smithfield Foods, Inc. Pension Plan, Smithfield Packing Company Pension Plan, Gwaltney of Smithfield Ltd. Pension Plan, Patrick Cudahy Incorporated Pension Plan and the Schluderberg Kurdle Company, Inc. Pension Plan. The Plan is a defined benefit plan covering substantially all salaried employees of Smithfield Foods, Inc. (Smithfield) and all affiliated employers who have adopted the Plan (collectively, the Company). Employees must have completed 1,000 hours of service and attained age 21 to participate in the Plan. The Plan is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

During 2007, Premium Standard Farms, LLC (PSF) was acquired by Smithfield. Effective January 1, 2008, PSF adopted the Plan and certain employees are now covered by the Plan and were granted past vesting service. Effective December 31, 2009, John Morrell & Co. Salaried Employees Pension Plan merged with the Plan.

Effective January 1, 2021, the lump sum benefit payment option is for any participant whose termination date is on or after January 1, 2000.

Effective June 30, 2021, Plan was amended to cease all benefit accruals for non-union employees.

Effective December 31, 2021, the net assets of the Farmland Foods, Inc. Employee Retirement Plan (Farmland Plan) totaling $999,703,486 were merged into the Plan. The Plan assumed the related pension liability for participants of the Farmland Plan and each employee who was a participant in the Farmland Plan became a participant the Plan as of December 31, 2021.

The Plan's investments are in the Smithfield Foods Master Trust (the Master Trust). The Master Trust was created to hold investment assets of the Plan as well as investment assets of several other Plans sponsored by Smithfield or its subsidiaries (collectively, the Participating Plans).

Plan Administration

Overall responsibility for administering the Plan rests with Smithfield. The Smithfield Foods, Inc. Administrative Committee and Investment Committee (the Committees) are responsible for oversight of the Plan, determine the appropriateness of the Plan's investment holdings, monitor investment performance, and control and manage the operation and administration of the Plan. The Committees report directly to the audit committee of the Board of Directors.

Continued…

(1) Description of Plan, Continued

Funding Policy

Contributions to provide benefits under the Plan are made solely by the Company. The Company's funding policy is to make cash contributions to the Plan in the amount required under government regulations, plus amounts necessary to maintain at least an 80% funded status in order to avoid benefit restrictions under the Pension Protection Act. The Company met the minimum funding requirements of ERISA for the years ended December 31, 2023 and 2022.

Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

Pension Benefits

Generally, employees with five or more years of service are entitled to monthly pension benefits beginning at normal retirement age (65) based on the number of full years of service, except as otherwise provided, times the sum of (a) 0.8% of final average earnings and (b) 0.9% of final average earnings in excess of Social Security covered compensation. Refer to the Plan documents for minimum and maximum benefit provisions. The Plan permits early retirement at ages 55 to 64 with reduced benefits.

Former participants of John Morrell & Co. Salaried Employees Pension Plan with five or more years of service are entitled to monthly pension benefits beginning at normal retirement age (65) equal to the greater of (a) 1.8% of final average earnings times years of credited service (up to 25 years), adjusted for Social Security benefits, or (b) $180 times years of credited service. The Plan permits early retirement at ages 55 to 64 with reduced benefits.

Death and Disability Benefits

The spouse of an active participant who dies with at least five years of service is eligible for a death benefit. The benefit is payable at early retirement as if the participant had survived to retirement and elected the joint and 50% survivor benefit.

A participant with ten years of service who has reached the age of forty-five and is totally and permanently disabled is eligible for a benefit equal to the normal retirement benefit based on service to termination.

(2) Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (GAAP).

Use of Estimates

The preparation of financial statements in accordance with GAAP requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated Plan benefits at the date of the financial statements, and changes therein. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Committees determine the Plan's valuation policies utilizing information provided by its investment advisors and trustee. See Notes 4 and 5 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Smithfield Foods Master Trust

The fair value of the Plan's interest in the Master Trust is based on the beginning of year value of the Plan's interest in the trust plus actual contributions and allocated investment income less actual distributions and allocated administrative expenses.

Net investment income (loss) from the Master Trust includes the Plan's share of interest, dividends, and net realized and unrealized appreciation (depreciation) of the fair value of the Master Trust's investments. Although the investment assets of the Participating Plans are commingled in the Master Trust, the trustee maintains supporting records for the purpose of allocating the net investment income (loss) of the Master Trust to the Participating Plans. All interest, dividends, and net appreciation (depreciation) of the Master Trust are allocated in accordance with the Master Trust's investment asset pools.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Continued…

(2) Summary of Significant Accounting Policies, Continued

Expenses

The Plan's administrative expenses are paid by either the Master Trust or the Company, as provided by the Plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statements of changes in net assets available for benefits. Certain administrative functions are performed by employees of the Company. No such employee receives compensation from the Plan. Certain expenses of maintaining the Plan were paid by the Company during 2023 and 2022.

Subsequent Events

The Plan has evaluated subsequent events through October 7, 2024, the date the financial statements were available to be issued.

(3) Financial Information Certified by the Trustee

Certain information related to investments disclosed in the accompanying financial statements, including investments at fair value at December 31, 2023 and 2022 and net investment income (loss) from the Master Trust for the years then ended, was obtained by management and agreed to or derived from information certified as complete and accurate by The Bank of New York Mellon/BNY Mellon, N.A. (BNY Mellon), a qualified institution.

(4) Fair Value Measurements

FASB *Accounting Standards Codification* (ASC) 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2: Inputs to the valuation methodology include

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

Continued…

(4) Fair Value Measurements, Continued

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2023 and 2022.

Plan's interest in the Master Trust: See Note 5 for valuation methodology.

As of December 31, 2023 and 2022, the Plan did not hold investments outside the Master Trust.

(5) Interest in Master Trust (Unaudited)

The Plan invests its plan assets in the Master Trust. The Master Trust was created to hold the investment assets of the Participating Plans. The assets of the Master Trust are held by BNY Mellon as of and for the years ended December 31, 2023 and 2022. The Plan's interest in the net assets of the Master Trust was approximately 88% at December 31, 2023 and 2022.

The plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the plan administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by BNY Mellon, the trustee of the Master Trust, as complete and accurate, except for comparing such information certified by the trustee to information included in the Plan's financial statements.

The trustee has certified to the accuracy and completeness of the investment in the net assets of the Master Trust at fair value as of December 31, 2023 and 2022, and the net investment income (loss) of the Master Trust for the years then ended, as summarized below.

Continued…

(5) Interest in Master Trust (Unaudited), Continued

The following table presents the investments of the Master Trust as of December 31:

	2023	2022
Master Trust investments, at fair value:		
Common collective trusts	$ 380,901,395	$ 364,481,919
Common stock	48,584,077	58,270,536
Limited partnerships	301,697,606	300,878,874
Registered investment companies	415,666,658	364,954,041
Corporate debt	236,646,067	240,788,915
U.S. government and agency securities	183,358,203	135,292,502
Cash equivalents	1,088,187	7,316,709
Preferred stock	373,101	1,285,070
	1,568,315,294	1,473,268,566
Cash	-	36,904,192
Receivables	20,946,162	22,497,460
Liabilities	(38,061,674)	(15,130,905)
Total Master Trust investments, at fair value	$ 1,551,199,782	$ 1,517,539,313
Plan interest in the Master Trust, at fair value	$ 1,368,391,945	$ 1,336,147,679

Investment income (loss) for the Master Trust was as follows for the years ended December 31:

	2023	2022
Investment income (loss):		
Net appreciation (depreciation) in fair value of investments	$ 100,754,019	$ (598,475,598)
Interest	20,884,328	18,631,486
Dividends	4,306,751	6,537,736
Other	7,117,945	11,815,484
	$ 133,063,043	$ (561,490,892)

Following is a description of the valuation methodologies used for assets measured at fair value held by the Master Trust.

Common collective trusts: Valued at the net asset value (NAV) of units of a bank collective trust. The NAV as provided by the trustee is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Were the Master Trust to initiate a full redemption of the collective trust, the investment advisor reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

Continued…

(5) Interest in Master Trust (Unaudited), Continued

Common stock: Valued at the closing price reported on the active market on which the individual securities are traded.

Limited partnerships: The fair values of the investments in limited partnerships are estimated using the NAV of the Master Trust's ownership interest in partners' capital. For the majority of the limited partnerships, redemptions are not permitted, except those received through distributions, at such time as determined by the partnerships, which are expected through various fund terminations through December 31, 2031.

Registered investment companies: Valued at the daily closing price as reported by the registered investment company. Registered investment companies held by the Master Trust are open end mutual funds that are registered with the Securities and Exchange Commission. These investments are required to publish their daily NAV and to transact at that price. The mutual funds held by the Master Trust are deemed to be actively traded.

Corporate debt and U.S. government and agency securities: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings, recently executed transactions, market price quotations (where observable), bond spreads or credit default swap spreads.

Cash equivalents: Valued at the closing price reported on the active market on which the individual securities are traded.

Preferred stock: Represents investments in preferred stock valued at fair value using recent activity for similar instruments.

The following table sets forth by level, within the fair value hierarchy, the Master Trust's investments at fair value:

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Common stock	$ 48,584,077	$ -	$ -	$ 48,584,077
Registered investment companies	415,666,658	-	-	415,666,658
Corporate debt	-	236,646,067	-	236,646,067
U.S. government and agency securities	-	183,358,203	-	183,358,203
Cash equivalents	1,088,187	-	-	1,088,187
Preferred stock	-	373,101	-	373,101
	$ 465,338,922	$ 420,377,371	$ -	885,716,293
Investments measured at NAV as a practical expedient				682,599,001
Investments at fair value				$ 1,568,315,294

Continued…

(5) Interest in Master Trust (Unaudited), Continued

	Assets at Fair Value as of December 31, 2022			
	Level 1	Level 2	Level 3	Total
Common stock	$ 58,270,536	$ -	$ -	$ 58,270,536
Registered investment companies	364,954,041	-	-	364,954,041
Corporate debt	-	240,788,915	-	240,788,915
U.S. government and agency securities	-	135,292,502	-	135,292,502
Cash equivalents	7,316,709	-	-	7,316,709
Preferred stock	-	1,285,070	-	1,285,070
	$ 430,541,286	$ 377,366,487	$ -	807,907,773
Investments measured at NAV as a practical expedient				665,360,793
Investments at fair value				$ 1,473,268,566

Certain investments that were measured at NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the total Master Trust investments.

Master Trust assets above do not include net receivables and payables for unsettled trades as well as accrued income and cash.

Continued…

(5) Interest in Master Trust (Unaudited), Continued

The following table summarizes the Master Trust's investments measured at fair value based on the NAV per share as a practical expedient as of December 31:

Investment		Fair Value at December 31, 2023	Fair Value at December 31, 2022	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Common Collective Trusts:						
Blackrock iShares MSCI ACWI Equity Index Fund		$ 220,018,872	$ 207,397,644	None	Daily	N/A
Global Standard Trading Intermediate Duration Credit		155,787,441	152,411,716	None	Daily	N/A
Wells Capital Management Emerging Market Fund		5,095,081	4,672,559	None	Daily	N/A
Limited Partnerships:						
Abacus Multi-Family Partners VI LP	(cc)	1,743,781	616,438	$ 7,773,973	Distribution only	None
AEOLUS Property Catastrophe Funds	(a)	-	282,208	None	Quarterly	After one year
AG Asia Realty Fund III LP	(b)	2,868,763	3,819,181	$ 1,239,250	Distribution only	None
AG Realty Fund VIII	(c)	670,986	822,301	$ 770,509	Distribution only	None
AG Core Plus Realty Fund III LP	(c)	3,448	234,095	$ 2,147,352	Distribution only	None
AG Realty Value Fund X	(c)	10,322,308	11,643,913	$ 3,880,334	Distribution only	None
Almanac Realty Securities IX LP	(w)	1,719,513	1,167,191	$ 8,063,655	Distribution only	None
Almanac Realty Securities VIII LP	(w)	6,369,314	5,532,764	$ 3,802,771	Distribution only	None
Berkshire Value Fund V LP	(j)	6,247,802	7,832,800	$ 3,454,129	Distribution only	None
BlackRock Global Renewable Power Fund II	(d)	2,767,357	2,885,138	None	Distribution only	None
BlackRock Global Renewable Power Fund III	(d)	3,885,233	1,920,839	$ 1,556,059	Distribution only	None
BlackRock Private Opportunities Fund IV	(x)	16,553,166	15,596,658	$ 2,740,225	Distribution only	None
BlackRock Private Opportunities Fund V	(x)	503,743	283,673	$ 9,700,000	Distribution only	None
Blackstone Property Partners LP	(e)	15,822,418	17,744,690	None	Daily	None
Cerberus Institutional Rep V LP	(bb)	8,948,729	8,416,840	$ 2,848,079	Daily	None
Clarion Lion Properties Fund	(h)	6,156,956	7,416,057	None	Quarterly	90 days
Cultivian Sandbox Food & Arig Fund III LP	(f)	4,799,080	3,979,372	$ 883,565	Distribution only	None
CVI Emerging Markets Credit Value Funds	(g)	3,620,192	4,879,529	None	Quarterly	90 days
DRA Growth and Income Fund IX LLC	(c)	5,946,046	7,536,330	$ 736,062	Distribution only	None
DRA Growth and Income Fund X LLC	(c)	9,967,116	7,958,684	$ 1,008,420	Distribution only	None
Exeter Industrial Value Fund IV LP	(i)	945,674	1,394,811	$ 556,863	Distribution only	None
Exeter Industrial Value Fund V LP	(i)	14,761,483	13,928,610	$ 153,647	Distribution only	None
GEAM International Private Equity Fund LP	(k)	676,654	644,547	None	Distribution only	None
Global Transport Income Fund	(y)	20,334,345	18,902,912	None	Quarterly	60 days
Goldman Vintage Fund VII	(l)	6,502,247	7,705,093	$ 6,204,951	Distribution only	None
Goldman Vintage VIII Offshore	(aa)	9,234,254	9,360,500	$ 5,516,290	Distribution only	None
Goldman Vintage IX B Offshore	(aa)	836,292	200,000	$ 9,350,000	Distribution only	None
H2 Special Opportunities III Fund LP	(m)	2,579,165	2,648,793	None	Distribution only	None
H2 Special Opportunities IV Fund LP	(m)	10,031,820	9,416,484	None	Distribution only	None
Hancock Capital Partners IV Fund LP	(n)	217,076	220,354	$ 261,416	Distribution only	None
Harbourvest Partners V Fund LP	(n)	97,282	108,854	$ 267,000	Distribution only	None
Harbourvest Partners VIII Cayman Funds	(n)	786,991	1,908,440	$ 442,500	Distribution only	None
Harrison Street Core Property Fund LP	(z)	6,368,630	6,559,042	None	Distribution only	None
Invesco Mortgage Recovery Feeder Fund LP	(o)	17,893	144,891	$ 143,531	Distribution only	None
Lone Star Funds	(p)	6,532	30,533	$ 868,179	Distribution only	None
Oak Street Real Estate Capital IV LP	(q)	4,008,608	4,377,100	None	Distribution only	None
Oak Street Real Estate Capital V LP	(q)	9,113,000	7,111,872	None	Distribution only	None
Oaktree Euro Principal Fund IV Feeder LP	(r)	10,201,965	9,082,196	$ 1,780,855	Distribution only	None
Oaktree Euro Principal Fund V Feeder LP	(r)	12,805,171	8,895,278	$ 121,109	Distribution only	None
Oaktree Mezzanine Fund IV LP	(n)	2,494,885	4,871,036	$ 9,063,000	Distribution only	None
Oaktree Opportunities Fund X LP	(s)	4,960,007	6,415,042	$ 1,700,000	Distribution only	None
Oaktree Opportunities Fund XB LP	(s)	28,410,538	24,166,918	$ 6,250,000	Distribution only	None
Oaktree Special Situations Funds	(t)	21,681,735	26,363,083	$ 5,419,120	Distribution only	None
PEG Global PE Instl Investment VI Fund	(u)	10,343,219	10,620,818	$ 805,721	Distribution only	None
PEG Secondary PE Investment III LP Fund	(v)	4,327,269	4,815,846	$ 2,646,900	Distribution only	None
PEG Global PE Fund VII LP	(u)	10,806,466	10,100,718	$ 1,083,497	Distribution only	None
TPG Real Estate Partners IV LP	(dd)	232,455	316,402	$ 4,589,981	Distribution only	None
		$ 682,599,001	$ 665,360,793			

Continued…

(5) Interest in Master Trust (Unaudited), Continued

Following are the investment objectives of the limited partnerships:

(a) These funds focus primarily on private tailored reinsurance and retrocessional transactions to create diversified, high-yielding portfolios for investors.

(b) This fund builds a diversified portfolio of real estate turnaround and development opportunities in Japan, Korea and Greater China.

(c) These funds' principal investment objective is current income and capital appreciation primarily in corporate acquisitions and leveraged buyouts.

(d) This fund builds a diversified, global portfolio of wind and solar projects.

(e) This fund invests in stable, well-leased real estate that needs some repositioning.

(f) This fund invests in early stage food and agriculture with a focus on emerging technologies in the agriculture sector.

(g) These funds invest in undervalued investments with a strong focus on portfolios of whole loans coming out of the deleveraging of European banks, U.S. non-performing and reperforming loan portfolios, corporate securities in developed and emerging markets, structured credit securitizations, aviation and other hard assets.

(h) The fund makes core real estate investments within the United States.

(i) This fund builds a diversified portfolio of single asset and multi-building packaged industrial property transactions by acquiring, repositioning, leasing, developing, operating and selling industrial and business park assets in primary metropolitan, high growth major markets, as well as intermodal, air and seaport distribution hubs in the United States, and select Canadian and Mexican markets.

(j) This fund invests in high-quality, well located multifamily investments.

(k) This fund invests in, purchases and sells primarily private investments to provide its partners with current income and long-term capital gains.

(l) This fund purchases secondhand stakes in private equity funds and focuses on buyout and distressed strategies in developed markets.

(m) These funds invest in U.S. assets with high-quality real estate debt.

Continued…

(5) Interest in Master Trust (Unaudited), Continued

(n) These funds invest in privately placed subordinated debt with warrant or other equity participation rights, and preferred stock or common stock issued in connection with the expansion or acquisition financing, buyout or recapitalization of established middle market companies.

(o) This fund is an opportunistic private investment fund established to capitalize on the current dislocation in the residential and commercial mortgage loan and structured securities market.

(p) These funds invest in single-family residential real estate and debt, corporate debt, consumer debt and derivative instruments.

(q) These funds invest in public equity markets across the globe as well as equity derivatives and equity swaps.

(r) This fund is principally engaged in acquiring investment grade or equivalent, single-tenant, free-standing triple net or double net lease assets with a target of 15 years and a minimum of 11 years of lease term remaining with an emphasis on recession resistant tenants and mission-critical locations.

(s) This fund invests primarily in Europe and primarily in equity, equity related and debt obligations of corporations, partnerships, limited liability companies and other similar entities that are considered undervalued, offer an opportunity for growth if funded appropriately, and provide an attractive risk/return profile.

(t) This fund invests primarily in the securities of entities that, or are owned by persons that, are undergoing, are considered likely to undergo or have undergone (i) reorganization under the federal bankruptcy law or similar laws in other countries or (ii) other extraordinary transactions, such as debt restructurings, reorganizations and liquidations outside of bankruptcy.

(u) This fund invests in publicly traded or privately placed debt securities and other obligations such as bank loans and participations, equipment trust certificates and trade credits, equity securities and options and warrants.

(v) The investment objective of this fund is to generate capital returns through investing in limited partnerships or other pooled and direct investment vehicles which, in turn, make investments in management buy-in, management buy-out and leveraged buy-out transactions.

Continued…

(5) Interest in Master Trust (Unaudited), Continued

(w) The investment objective of this fund is to generate capital returns by making investments from a diversified portfolio of conventional investments in the private equity markets by acquiring secondary private equity partnership investments and secondary private equity direct investments from third parties in private transactions on the secondary market.

(x) The investment objective of these funds is to achieve long-term capital appreciation through compound growth.

(y) This fund generally invests in the senior securities of a company and seeks to grow the company's value through the repositioning of its real estate assets, while emphasizing capital preservation and diversification of portfolio companies.

(z) This fund is a private equity fund that makes buyout co-investments in various sectors globally.

(aa) This fund invests in global transport industries, including the aircraft, maritime, energy logistics, railcar, heavy equipment, vehicle fleet and related sectors.

(bb) This fund invests in stabilized, income producing properties in the student housing, senior housing, medical office and storage segments of the market.

(cc) The fund invests in multi-family real estate sector in the United States.

(dd) The fund invests in the real estate sector in the United States and Europe.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Master Trust believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

(6) Actuarial Present Value of Accumulated Plan Benefits

Accumulated Plan benefits are those future periodic payments, including lump sum distributions, that are attributable under the Plan's provisions to the service employees have rendered. Accumulated Plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Participant benefits are based on a set dollar amount multiplied by years of benefit service, as defined in the Plan document.

Continued…

(6) Actuarial Present Value of Accumulated Plan Benefits, Continued

The actuarial present value of accumulated Plan benefits is determined by the Plan's independent actuary, Mercer Human Resource Consulting, and is the amount that results from applying actuarial assumptions to adjust the accumulated Plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment.

The significant actuarial assumptions underlying the valuations as of January 1, 2023 and 2022 were as follows:

Rate of return	7.25% for 2023; 6% for 2022
Discount rate	5.57% for 2023: 3.06% for 2022
Mortality:	
Healthy Participants:	
Non-annuitants	For 2023 and 2022, the PRI-2012 sex distinct employee tables with no contingent survivor adjustments and no collar adjustments, applied generational mortality improvement projection using COVID-adjusted MMP 2021.
Annuitants	For 2023, based on Club Vita's 2022 US VitaCurves model. For 2022, based on Club Vita's 2021 US VitaCurves model.
Disabled Participants	Revenue Ruling 96-7 tables for disabled participants
Retirement age	Attained age 65
Funding method	Unit Credit Actuarial Cost Method

The actuarial present value of accumulated Plan benefits is as follows as of January 1:

	2023	2022
Actuarial present value of accumulated plan benefits:		
Vested benefits:		
Active participants	$ 369,442,715	$ 464,279,095
Inactive participants with deferred benefits	140,893,166	156,234,387
Inactive participants receiving benefits	644,414,527	698,401,610
	1,154,750,408	1,318,915,092
Nonvested benefits	19,371,907	24,870,244
Total actuarial present value of accumulated plan benefits	$ 1,174,122,315	$ 1,343,785,336

Continued…

(6) Actuarial Present Value of Accumulated Plan Benefits, Continued

The change in the actuarial present value of accumulated Plan benefits is as follows for the years ended January 1:

	2023	2022
Actuarial present value of accumulated plan benefits at beginning of year	$ 1,343,785,336	$ 625,689,841
Increase during the year attributable to:		
Benefits accumulated and losses	3,712,379	26,520,170
Increase for interest due to decrease in discount period	77,893,670	37,989,381
Benefits paid	(84,106,134)	(32,971,826)
Change in actuarial assumptions	(167,162,936)	20,860,256
Other changes - mergers	-	665,697,514
Net increase (decrease)	(169,663,021)	718,095,495
Actuarial present value of accumulated plan benefits at end of year	$ 1,174,122,315	$ 1,343,785,336

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated Plan benefits. The computations of the actuarial present value of accumulated Plan benefits were made as of January 1, 2023 and 2022.

On March 1, 1987, the Plan purchased annuity contracts in the amounts of $87,381,311 and $80,998,263 through Prudential Insurance Company of America (Prudential) and Transamerica Occidental Life Insurance Company (Transamerica), respectively, to provide monthly benefits to substantially all employees participating in the Plan as of December 31, 1986. In accordance with the annuity contracts, monthly benefit payments made to beneficiaries are paid out of the Plan and reimbursed by Prudential and Transamerica. The Plan is liable for such monthly benefits should Prudential or Transamerica default on payments for any reason. The liability for these benefits and the related annuity contracts have been excluded from these financial statements.

(7) Plan Termination

In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

1. Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.

2. Other vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC) (a U.S. government agency) up to the applicable limitations.

3. All other vested benefits (that is, vested benefits not insured by the PBGC).

4. All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination.

Whether all participants receive their benefits, should the Plan be terminated at some future time, will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan sponsor and the level of benefits guaranteed by the PBGC.

(8) Tax Status

The Internal Revenue Service has determined and informed Smithfield by a letter dated December 5, 2017, that the Plan and related trust are designed in accordance with applicable requirements of the Internal Revenue Code (IRC). The plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

(9) Related Party and Party-In-Interest Transactions

The Plan invests in the Master Trust, which is managed by Smithfield. The Master Trust invests in a money market fund managed by the trustee and common stock of the trustee.

The Master Trust pays fees to various parties-in-interest on behalf of the Participating Plans. Fees paid to parties-in-interest for 2023 and 2022 were as follows:

	2023	2022
Investment management	$ 2,818,786	$ 3,629,149
Consulting	183,795	106,242
	$ 3,002,581	$ 3,735,391

(10) Risks and Uncertainties

The Plan, through its interest in the Master Trust, invests in various investment securities. Investment securities, in general, are exposed to various risks such as interest rate, credit and overall market volatility. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of net assets available for benefits.

Plan contributions are made, and the actuarial present value of accumulated Plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

Schedule SB, line 26a — Schedule of Active Participant Data

Attained age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 25		129									129
25–29		391	127								518
30–34		526	320	93							939
35–39		432	382	201	103						1,118
40–44	1	328	320	194	219	66	3				1,131
45–49		263	306	190	278	159	38	1			1,235
50–54	1	221	325	182	356	211	134	39			1,469
55–59		174	351	168	315	258	103	82	31		1,482
60–64	3	121	261	141	195	151	124	45	40	22	1,103
65–69		30	72	35	55	43	20	9	6	16	286
70 & up		6	16	10	8	26	6			2	74
Total	5	2,621	2,480	1,214	1,529	914	428	176	77	40	9,484

In each cell, the number is the count of active participants for each age/service combination. Average pay is not shown due to the benefit accrual freeze for the majority of the active population effective June 30, 2021. The service credited under the pension plan of John Morrell & Company (and any affiliated employer who adopted the plan) is excluded from the credited service shown above.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Actuarial assumptions for January 1, 2023 funding valuation

Economic Assumptions	
Discount rate sponsor elections	
• Segment rates or full yield curve	Full yield curve
• Look-back months	Not applicable
• PBGC VRP method	Alternative
Mortality sponsor elections	
• Healthy participants	Section 430(h)(3) prescribed separate static annuitant and nonannuitant mortality tables. These tables are based on the RP-2006 mortality tables with IRS-developed adjustments and projected with mortality improvement scale MP-2021.
• Pre-1995 disabilities	Revenue Ruling 96-7 table for participants who became disabled before 1995
• Post-1994 disabilities	Revenue Ruling 96-7 table for participants who became disabled after 1994 and are eligible for Social Security disability benefits
Other economic assumptions	
• Salary increases	See table of sample rates
• Social Security taxable wage base increases for active participants	3.00% per year
• Inflation	2.25% per year
• Expected investment return	6.11% for 2021, 5.92% for 2022, and 5.74% for 2023
• Expenses	$0 added to current year normal cost

Rationale for Economic Assumptions

- Discount Rate – Funding discount rates are prescribed by the IRS with the specific methodology selected by Smithfield Foods, Inc.
- Mortality – Funding mortality tables are prescribed by the IRS with the specific methodology selected by Smithfield Foods, Inc.
- Salary increases – This assumption is based on experience studies performed in 2012 and 2016.
- Social Security taxable wage base increases – This assumption is based on inflation plus estimated real wage increases in the U.S. economy (75 bps).
- Inflation – This assumption is based on the long-term expectations for inflation published in Mercer Investment Consulting's Capital Market Outlook (2.20%) rounded up to the nearest 25 basis points.
- Expected investment return – The expected rate of return on plan assets is based on a blend of the hypothetical past performance of the plan's target asset mix and the median simulated investment return using capital market assumptions published in Mercer Investment Consulting's Capital Market Outlook for the plan's target asset mix. The expected investment return assumption is net of an adjustment for investment expenses assumed to be paid from the plan assets.
- Expenses – Plan administrative expenses are not paid from the trust and have no impact on the minimum funding valuation.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Demographic Assumptions

- Withdrawal: Client specific table. See table of sample rates.
- Disability incidence: 1985 Pension Disability Study Table Class 1 for males and females. See table of sample rates. 100% of participants becoming disabled are assumed to be eligible for Social Security disability benefits.
- Retirement age

	Percentage	
Attained age	**Smithfield Salaried**	**Smithfield Farmland**
55	7.1%	6.1%
56	7.1%	6.1%
57	7.1%	6.1%
58	7.1%	6.9%
59	8.0%	7.8%
60	8.0%	8.6%
61	13.0%	15.0%
62	18.1%	19.8%
63	18.1%	19.8%
64	20.6%	19.8%
65	31.8%	32.0%
66	31.0%	34.0%
67	31.0%	34.0%
68	31.0%	34.0%
69	31.0%	34.0%
70	100.0%	100.00%

- Benefit commencement age for
  - Future vested deferred: 65
  - Current vested deferred: 65
- Spouse assumptions

	Male participants	**Female participants**
Percentage married - Salaried	80%	80%
Percentage married – Farmland	85%	85%
Spouse age difference	3 years younger	3 years older

Form of payment	**Single life**	**75% J&S**
Active retirements	70%	30%
Future vested deferred	70%	30%
Future disabilities	70%	30%
Future deaths	100%	0%
Current vested deferred	70%	30%

- **Unpredictable contingent event assumptions**: Not applicable

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Table of Sample Rates

Table of Salary Increases	
Age	**Percentage**
0 - 24	6.00%
25 - 29	5.50
30 - 34	5.00
35 - 39	4.67
40 - 44	4.33
45 - 49	4.17
50+	4.00

Withdrawal Rates for Employees with less than 5 Years of Vesting Service		
Years of Vesting Service	**Salaried Percentage**	**Farmland Percentage**
0	34.9%	23.9%
1	26.5	23.9
2	22.5	18.8
3	19.5	16.2
4	15.0	15.0

Withdrawal Rates for Employees with 5 or more Years of Vesting Service		
Attained Age	**Salaried Percentage**	**Farmland Percentage**
22	25.4%	24.4%
32	12.1	12.5
42	9.3	6.4
52	7.6	5.1
62	4.8	3.6

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Disability Terminations from Active Status[1]		
	Percentage	
Attained Age	Male	Female
22	0.032%	0.035%
32	0.054	0.099
42	0.147	0.250
52	0.465	0.660
62	1.475	1.188

Rationale for Demographic Assumptions

- The withdrawal and retirement rates were updated as a result of experience studies performed in 2016 and 2020.
- The benefit commencement age and form of payment assumptions are based on experience studies performed in 2016 and 2020.
- Disability incidence – The disability incidence table is based on the Conference of Consulting Actuaries 1985 Pension Disability Study Class 1 rates because the plan's disability requirements are the same as that for Social Security Disability, which was the basis of the 1985 study.

Actuarial methods for funding

Asset method

The asset valuation method is an average of the adjusted market value for each year during the last 2 years preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third stabilized segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as defined in IRC Section 430.

A characteristic of this asset method is that, over time, it is slightly more likely to produce an actuarial value of assets that is less than the market value of assets than an actuarial value that is greater than the market value.

Participant methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date, but only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.

- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break in service on the valuation date are treated as terminated participants.

[1] Disability terminations are taken into account in the retirement rates after age 64.

- **Insurance contracts**: Historically, the plan had insurance products through John Hancock for certain John Morrell Salaried Plan participants; however, these contracts were terminated on February 9, 2018.

Minimum funding method

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ File as an attachment to Form 5500 or 5500-SF.

OMB No. 1210-0110

2023

This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
SMITHFIELD FOODS SALARIED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
SMITHFIELD FOODS, INC.

D Employer Identification Number (EIN)
52-0845861

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2023

2 Assets:

a Market value	**2a**	1,336,147,679
b Actuarial value	**2b**	1,469,762,446

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	9,643	771,011,440	771,011,440
b For terminated vested participants	5,155	206,115,713	206,115,713
c For active participants	9,484	520,903,597	541,537,674
d Total	24,282	1,498,030,750	1,518,664,827

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	5.04%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	3,780,940
b Expected plan-related expenses	**6b**	0
c Target normal cost	**6c**	3,780,940

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

DMS

Signature of actuary

9/23/2024

Date

DANIEL M. SECKAR

Type or print name of actuary

2306799

Most recent enrollment number

MERCER

Firm name

412-355-8800

Telephone number (including area code)

SIX PPG PLACE

PITTSBURGH PA 15222

Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	46,390,906	50,773,844
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	46,390,906	50,773,844
10	Interest on line 9 using prior year's actual return of -26.47%	-12,279,673	-13,439,837
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.48%		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	34,111,233	37,334,007

Part III Funding Percentages

14	Funding target attainment percentage	14	92.07%
15	Adjusted funding target attainment percentage	15	92.07%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	126.25%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
09/13/2024	18,681,883	0			
			Totals ► 18(b)	18,681,883	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date.	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	17,184,199

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

	1st segment: %	2nd segment: %	3rd segment: %	
a Segment rates:				[X] N/A, full yield curve used

b Applicable month (enter code) — **21b**

22 Weighted average retirement age — **22** — 62

23 Mortality table(s) (see instructions) [ ] Prescribed - combined [X] Prescribed - separate [ ] Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. [X] Yes [ ] No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. [X] Yes [ ] No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. [X] Yes [ ] No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment [X] Yes [ ] No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment — **27**

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	3,780,940
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	120,347,621	11,089,238
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount — **33**

34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) — **34** — 14,870,178

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	14,870,178
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	17,184,199

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	2,314,021
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. [ ] 2019 [ ] 2020 [X] 2021

Plan: Smithfield Foods Salaried Pension Plan
EIN/PN: 52-0845861/001
Valuation Date: 01/01/2023

Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	5,811,149	696,908	74,008,549	80,516,606
2024	10,367,229	1,852,956	72,380,098	84,600,283
2025	14,375,153	2,863,261	70,569,882	87,808,296
2026	18,249,883	4,158,502	68,673,814	91,082,199
2027	21,731,207	5,386,755	66,697,683	93,815,645
2028	24,906,410	6,752,447	64,599,989	96,258,846
2029	27,695,506	8,134,703	62,378,335	98,208,544
2030	30,165,624	9,420,931	60,082,725	99,669,280
2031	32,350,322	10,529,388	57,629,475	100,509,185
2032	34,117,187	11,551,627	55,088,764	100,757,578
2033	35,637,778	12,345,594	52,492,688	100,476,060
2034	37,072,967	13,494,154	49,850,385	100,417,506
2035	38,366,275	14,425,510	47,144,235	99,936,020
2036	39,591,651	15,470,123	44,385,664	99,447,438
2037	40,655,610	16,300,437	41,587,094	98,543,141
2038	41,495,711	16,653,822	38,762,011	96,911,544
2039	42,017,503	17,131,674	35,925,156	95,074,333
2040	42,384,758	17,457,194	33,092,632	92,934,584
2041	42,657,829	17,935,174	30,282,130	90,875,133
2042	42,752,355	18,133,814	27,512,982	88,399,151
2043	42,727,781	18,302,159	24,805,835	85,835,775
2044	42,482,711	18,373,531	22,182,018	83,038,260
2045	42,065,734	18,473,474	19,663,213	80,202,421
2046	41,528,626	18,582,026	17,270,600	77,381,252
2047	40,802,613	18,483,471	15,023,660	74,309,744
2048	39,853,242	18,134,571	12,939,269	70,927,082
2049	38,866,985	17,829,144	11,030,594	67,726,723
2050	37,894,693	17,542,543	9,306,237	64,743,473
2051	36,652,408	17,113,929	7,769,984	61,536,321
2052	35,219,040	16,668,588	6,420,765	58,308,393
2053	33,671,065	16,076,296	5,252,846	55,000,207
2054	32,054,296	15,472,634	4,256,448	51,783,378
2055	30,438,586	14,744,199	3,418,543	48,601,328
2056	28,725,117	13,976,745	2,723,803	45,425,665
2057	27,009,487	13,203,971	2,155,535	42,368,993
2058	25,300,132	12,398,154	1,696,631	39,394,917
2059	23,570,561	11,589,414	1,330,388	36,490,363
2060	21,875,035	10,777,635	1,041,134	33,693,804
2061	20,228,167	9,965,979	814,693	31,008,839
2062	18,627,283	9,190,264	638,648	28,456,195
2063	17,085,805	8,442,143	502,437	26,030,385
2064	15,617,942	7,724,499	397,305	23,739,746
2065	14,230,861	7,041,066	316,164	21,588,091
2066	12,911,743	6,397,521	253,394	19,562,658
2067	11,672,358	5,792,173	204,623	17,669,154
2068	10,517,228	5,225,309	166,509	15,909,046
2069	9,443,897	4,696,057	136,531	14,276,485
2070	8,449,518	4,203,333	112,798	12,765,649
2071	7,530,962	3,745,919	93,886	11,370,767
2072	6,684,958	3,322,551	78,723	10,086,232

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 62.

Below are the retirement rates for participants in the Smithfield Foods Salaried Pension Plan prior to the merger with the Farmland Foods, Inc. Employee Retirement Plan:

(A) Retirement age	(B) Theoretical Population	(C) Salaried Retirement Percent	(D) Expected number of Retirements (B) x (C)	(E) Weighted number of Retirements (A) x (D)
55	1,000	7.1%	71.0	3,905.0
56	929	7.1%	66.0	3,693.7
57	863	7.1%	61.3	3,492.7
58	802	7.1%	56.9	3,301.7
59	745	8.0%	59.6	3,515.6
60	685	8.0%	54.8	3,289.2
61	630	13.0%	82.0	4,999.3
62	548	18.1%	99.3	6,155.0
63	449	18.1%	81.3	5,122.3
64	368	20.6%	75.8	4,850.3
65	292	31.8%	92.9	6,037.9
66	199	31.0%	61.8	4,076.0
67	137	31.0%	42.6	2,855.1
68	95	31.0%	29.4	1,999.4
69	65	31.0%	20.3	1,399.9
70	45	100.0%	45.2	3,161.0
Total			**1,000.0**	**61,854.1**
Weighted average retirement age:				61.9

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Below are the retirement rates for former participants in the Farmland Foods, Inc. Employee Retirement Plan:

(A) Retirement age	(B) Theoretical Population	(C) Retirement Percent	(D) Expected number of Retirements (B) x (C)	(E) Weighted number of Retirements (A) x (D)
55	1,000	6.1%	61.3	3,373.4
56	939	6.1%	57.6	3,224.0
57	881	6.1%	54.0	3,080.3
58	827	6.9%	57.3	3,325.9
59	770	7.8%	59.8	3,527.1
60	710	8.6%	61.1	3,663.2
61	649	15.0%	97.3	5,937.2
62	552	19.8%	109.4	6,782.2
63	442	19.8%	87.7	5,524.7
64	354	19.8%	70.3	4,499.3
65	284	32.0%	90.9	5,910.5
66	193	34.0%	65.7	4,336.0
67	128	34.0%	43.4	2,905.1
68	84	34.0%	28.6	1,946.0
69	56	34.0%	18.9	1,303.3
70	37	100.0%	36.7	2,566.5
Total			**1,000.0**	**61,904.8**
Weighted average retirement age:				61.9

(A) Group	(B) Number of Active Participants	(C) Weighted Average Retirement Age	(B) x (C)
Smithfield Salaried	6,823	61.9	422,030.8
Farmland Foods	2,661	61.9	164,728.4
Total	**9,484**		**586,759.2**
Overall weighted average retirement age:		61.9	

Schedule SB, Part V — Summary of Plan Provisions

Summary of major plan provisions

• Effective date and plan year	Original plan effective date: January 1, 1994 Last restated: January 1, 2016 Plan year: January 1 through December 31
• Status of the plan	Effective June 30, 2021, the plan is closed to new non-union participants and all benefit accruals for non-union participants under the plan are frozen. The union participants will continue to accrue benefits and new or rehired union employees are eligible to participate in the plan. Effective December 31, 2021, Farmland Foods, Inc. Employee Retirement Plan was merged into Smithfield Foods Salaried Pension Plan.
• Significant events that occurred during the year	None

DEFINITIONS FOR SMITHFIELD FOODS SALARIED EMPLOYEES

Definitions

• Covered employees	All salaried employees of Smithfield Foods, Inc. (and any affiliated employer who adopts this plan) or hourly employees of Carroll's Foods of Virginia, Inc., Central Plains Farms Inc., Circle Four Corporation and Murphy Family Farms. All salaried employees of John Morrell & Company who were hired after January 1, 2013. Any salaried person who is receiving compensation for personal services rendered in the employment of John Morrell & Company who was hired prior to January 1, 2013 begins to accrue benefits under the following definitions January 1, 2016. Prior to January 1, 2016, benefits were accrued under a different formula as described in the second half of this section. Effective June 30, 2021, the plan will no longer accept new non-union entrants.
• Participation	Employees must have completed 1,000 hours of service and attained age 21 to participate in the plan. Effective June 30, 2021, the plan is closed to new non-union participants.
• Employee contributions	None required or permitted.
• Vesting service	Employees are credited with a Year of Vesting Service for each plan year in which they work at least 1,000 hours. Years of Vesting Service will not be credited prior to the calendar year in which the employee has attained age eighteen (18).
• Credited service	Employees are credited with a Year of Credited Service for each plan year in which they work at least 1,000 hours. Effective June 30, 2021, no additional credited service will be earned by non-union participants under the plan.
• Pensionable earnings	The total compensation paid to an employee by the employer during any calendar year as reported on Internal Revenue Service Form W-2, Box 1 or such successor box which describes "wages, tips, other compensation" and any amount contributed by the employer to a plan pursuant to a salary reduction agreement and which is not included in the gross income of the participant. This plan shall not consider a participant's annual compensation for any plan year in excess of the Section 401(a)(17) limitation.

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• Final average earnings	The participant's average annual compensation received during the five (5) highest consecutive calendar years during which the participant completed 1,000 Hours of Service out of the ten (10) calendar years prior to or including his termination of employment which produce the highest average; or if the participant has fewer than five (5) consecutive calendar years during which the participant completed 1,000 Hours of Service, the average annual compensation received from the employer during all calendar years during which the participant completed 1,000 hours of service prior to his termination of employment; provided however, that for a participant who transfers to this plan from a reciprocal plan, final average earnings shall be determined based on the average annual compensation received only while a participant in this plan. No compensation earned in 2021 or subsequent calendar years by non-union participants will be considered for benefit accrual purposes.
• Covered Compensation	Shall mean for a plan year the average of the taxable wage bases in effect for each calendar year during the thirty-five (35) year period ending in the year when the participant attains (or will attain) Social Security Retirement Age. In determining a participant's covered compensation for a plan year, the taxable wage base for the current plan year and any subsequent plan year shall be assumed to be the same as the taxable wage base in effect as of the beginning of the plan year in which the participant terminated employment or the 2021 plan year, whichever is earlier. Effective June 30, 2021, Covered Compensation is frozen for non-union participants.
• Accrued benefit	Shall mean a participant's earned benefit, commencing at the participant's normal retirement age in the form of a life annuity, determined in the same manner as the participant's normal retirement pension and based on the participant's years of benefit service, final average earnings and covered compensation at the date the accrued benefit is being calculated. A participant's accrued benefit shall never be less than the accrued benefit on any prior date. Effective June 30, 2021, all benefit accruals for non-union participants under the plan are frozen.
Normal retirement[2]	
• Eligibility	Age 65
• Benefit	A lifetime benefit payable at age 65 and equal to the product of (a) and (b), but not less than (c) and no more than (d): a) The number of full years of credited service. No credit shall be given for benefit service prior to September 27, 1992 for employees of Valleydale Foods, Inc., January 1, 1993 for employees of Carolina Food Processors, Inc., and January 1, 1994 for employees of Brown's of Carolina. For employees who were participants in a salaried plan maintained by the Company prior to January 1, 1994, benefit service as of December 31, 1993 shall not be greater than benefit service under the prior plan as of December 31, 1993.

[2] The benefit otherwise payable shall be reduced by the benefit provided under the Smithfield Packing Company Pension Plan that terminated on December 31, 1984.

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	b) The sum of (i) 0.8% of Final Average Earnings and (ii) 0.9% of Final Average Earnings in excess of Social Security Covered Compensation. c) Minimum Benefit – An individual's accrued benefit will not be less than their accrued benefit, determined as of the earlier of their separation from service or December 31, 1994, under the provisions of any prior salaried plan as it existed on December 31, 1993. In addition, the annual retirement benefit of a participant who completes an Hour of Service on or after January 1, 1994 shall not be less than $900. d) Maximum Benefit – If the annual benefit is greater than $10,000, the maximum benefit will be the lesser of (i) 100% of the average compensation for the highest three consecutive years of participation in the Plan or (ii) $135,000 for benefits payable at the Social Security retirement age, automatically increased as permitted by Section 415(d) of the Internal Revenue Code, so that the limitation shall at all times be the maximum permitted by law. If the participant has fewer than 10 years of benefit service, the above amount, as automatically increased, shall be multiplied by the ratio of benefit service to 10 years. Participants covered under the Carroll's Foods Employee Pension Plan on September 30, 2000 and who immediately thereafter became a participant in this plan are eligible to receive a lifetime benefit payable at age 65 and equal to the greater of (e) and (f): e) The product of (a) and (b), but not less than (c) and no more than (d), with service credited from original Carroll's date of hire. f) The sum of (i) and (ii) below; but not less than (c) and no more than (d) above: i) The product of (a) and (b), with credited service earned beginning on October 1, 2000 ii) The participant's accrued benefit under the Carroll's Foods Employee Pension Plan on September 30, 2000.
Early retirement[3]	
• Eligibility	Age 55 with at least five years of vesting service
• Benefit	• Excluding Carroll's Foods Inc. employees, the benefit payable is the accrued benefit reduced by 0.5% for each month that the Early Retirement Date precedes the Normal Retirement Date. • For Carroll's Foods, Inc. participants, the benefit payable is the accrued benefit reduced by 1/180th for each of the first 60 months that the Early Retirement Date precedes the Normal Retirement Date and 1/360th for each of the next 60 months that the Early Retirement Date precedes the Normal Retirement Date.
Late retirement[3]	
• Eligibility	After normal retirement age
• Benefit	Benefit calculated as the greater of:

[3] The benefit otherwise payable shall be reduced by the benefit provided under the Smithfield Packing Company Pension Plan that terminated on December 31, 1984.

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	• Amount accrued at the participant's normal retirement date, actuarially increased to the actual retirement date, or • Amount accrued at the actual retirement date.
Deferred vested	
• Eligibility	A participant who has completed five or more years of vesting service or who has attained age 65 and reached the fifth anniversary of participation in the plan is 100% vested in his or her accrued benefit.
• Benefit	The benefit is equal to the vested accrued benefit payable at normal retirement date (for employees with less than five years of vesting service) or a reduced amount payable on the first of any month after their attainment of age 55 (for employees with five or more years of vesting service).
Disability[4]	
• Eligibility	A participant is eligible upon total and permanent disability after age 45 and 10 years of vesting service. A participant will be deemed to be totally and permanently disabled if and when he or she becomes entitled to disability income benefits under the Federal Social Security Act.
• Benefit	The benefit will commence at determination of disability and be computed in the same manner as normal retirement benefits based on service at disability. There is no actuarial reduction for early payment.
Pre-retirement death	
• Eligibility	Five or more years of vesting service.
• Benefit	If a vested participant dies, the participant's spouse will receive a monthly retirement income payable for life in an amount equal to 50% of the amount the participant would have received if he or she had retired on the date of his or her death with a 50% joint and survivor benefit. The benefit is reduced for early commencement before the date the participant would have reached age 65.
• Benefit after normal retirement	Unless a specific election to the contrary is made, benefits will be payable to a married member under the 50% joint and survivor form of payment.
Unpredictable contingent event benefits	Not applicable
Form of benefits	
• Automatic form for unmarried participants	Single Life Annuity.
• Automatic form for married participants	An actuarially reduced 50% joint and survivor annuity.
• Optional forms	• Joint and Survivor Annuity (100%, 75% or 66 2/3%) • 10-Year Certain and Continuous Annuity Involuntary cashout benefits with a present value of not more than $5,000 will be paid as a lump sum. Participants with a present value of benefits between $5,000 and $7,500 (or the monthly benefit not exceeding $250) may elect to receive a lump sum.

[4] The benefit otherwise payable shall be reduced by the benefit provided under the Smithfield Packing Company Pension Plan that terminated on December 31, 1984.

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	All options are actuarially reduced.
• Actuarial Equivalence	Late retirement increase: • Mortality Table – UP84 Mortality Table • Interest Rate – 7.00% Optional form: • Mortality Table – 1994 Group Annuity Reserving Table, projected to 2002, weighted 50% males/50% females • Interest Rate – 5.25% Lump sum: • Section 417(e) interest rates and applicable mortality table

DEFINITIONS FOR JOHN MORRELL SALARIED EMPLOYEES – BENEFIT FROZEN AS OF DECEMBER 31, 2015

Definitions

• Covered employees	Any salaried person who is receiving compensation for personal services rendered in the employment of John Morrell & Company who was hired prior to January 1, 2013.
• Participation	Participants in the plan prior to January 1, 1989 will continue to be participants in the plan. Salaried employees of John Morrell & Company (and any affiliated employer who adopts the plan) become a participant on January 1 or July 1 following completion of one year of service and attainment of age 21.
• Employee contributions	There are no employee contributions to the plan. The employer pays the full cost of the plan.
• Service considered	Employment from hire date to termination date measured in whole and fractional years. Service is credited for service covered by the John Morrell & Company Hourly Employees Pension Plan. Credited service for Golden Sun Food employees is frozen as of December 29, 1986. Credited service for Roberts & Oake employees is frozen as of April 30, 1991. Both Golden Sun Food and Roberts & Oake employees continue to receive service for vesting and eligibility purposes only. Credited service for employees who participated in the Swift-Eckrich Inc. Pension Plan begins on October 3, 2006.
• Annual Compensation	Annual compensation for any calendar year is the annual rate of an employee's earnings from the employer as in effect on the first day of that calendar year. Annual compensation shall not include any payments made to the employee under any bonus or management incentive plan of the employer.
• Final average earnings	Average of the highest five (5) consecutive calendar years of earnings. Earnings are the annual rates in effect on each January 1.
• Adjusted Social Security Benefit	The smallest of following: i. One-half of the estimated Social Security Benefit assuming the employee turned age 65 on his termination date; ii. One-half of the estimated Social Security Benefit assuming the employee receives the same compensation rate from his termination date until age 65. This benefit is further multiplied by the ratio, not greater than 1, of the service at termination date to 25;

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	iii. 72% of the estimated Social Security Benefit assuming the employee receives zero compensation from his termination date until age 65. This benefit is reduced by 1/180 for each month between the ages of 60 and 65 and by 1/360 for each month between the ages of 45 and 60 that the retirement date precedes age 65; iv. One-half of the actual Social Security Benefit.
• Accrued benefit	A lifetime benefit equal to the greater of (a) and (b), payable the later of age 65 or five years of participation: (a) 1.8% of Final Average Earnings times years of credited service (up to 25 years) less the Adjusted Social Security Benefit; (b) $180 times years of credited service This benefit is reduced by the benefit payable under the John Morrell & Company Hourly Employees Pension Plan.
Normal retirement	
• Eligibility	A participant who is 65 with at least 5 years of participation in the plan is eligible to receive a normal retirement benefit.
• Benefit	The normal retirement benefit is the accrued benefit based on final average earnings and credited service at normal retirement date.
Early retirement	
• Eligibility	A participant who is 55 with at least 10 years of service, or age 45 with Rule of 65 if involuntarily terminated, is eligible to receive an early retirement benefit.
• Benefit	The early retirement benefit is the accrued benefit based on final average earnings and credited service at early retirement date. The accrued benefit is reduced by 0.5% for each month which the benefit commencement date precedes age 60.
Late retirement	
• Eligibility	If a participant works past his normal retirement date, the normal retirement benefit will be deferred to the participant's actual retirement date.
• Benefit	Benefit calculated as the greater of: • Amount based on service and salary to the participant's normal retirement date, actuarially increased to the actual retirement date, or • Amount based on service and salary to the actual retirement date.
Deferred vested	
• Eligibility	A participant who terminates employment with at least 5 years of vesting service is eligible for a deferred vested benefit.
• Benefit	The deferred vested benefit is the accrued benefit based on final average earnings and credited service at date of termination. Payments commence at age 65. A participant may elect to have payments commence at any time between age 55 and 65. If payments commence prior to 65, the monthly benefit is reduced by ½% for each month the benefit commencement date precedes the attainment of age 65.
Pre-retirement death (Active)	
• Eligibility	The spouse of an active participant who dies after completing 5 years of service is eligible to receive a death benefit.

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• Benefit	The benefit is payable immediately as if the participant had survived to retirement and elected the joint and 50% survivor benefit. If the spouse dies with a dependent child (of the employee), that child will receive 85% of the spouse's benefit until his 18th birthday.
• Benefit after normal retirement	Unless a specific election to the contrary is made, benefits will be payable to a married member under the 50% joint and survivor form of payment.
Pre-retirement death (Terminated Vested)	
• Eligibility	The spouse of a participant who dies after termination of employment but before his actual retirement date and who elected survivor coverage is eligible for a death benefit.
• Benefit	The spouse shall receive a joint and 50% survivor benefit reduced for early commencement and for months the coverage was in effect.
• Benefit after normal retirement	Unless a specific election to the contrary is made, benefits will be payable to a married member under the 50% joint and survivor form of payment.
Unpredictable contingent event benefits	Not applicable
Form of benefits	
• Automatic form for unmarried participants	Single Life Annuity.
• Automatic form for married participants	An actuarially reduced 50% joint and survivor annuity.
• Optional forms	• Joint and Survivor Annuity (100%, 75%) • 10-Year Certain and Continuous Annuity In no event may a married participant elect a benefit form other than a qualified joint and survivor form of benefit with payments continuing to the participant's spouse after the participant's death unless the spouse of the participant approves the election in writing and such approval is notarized. Involuntary cashout benefits with a present value of not more than $1,000 will be paid as a lump sum. Participants with a present value of benefits between $1,000 and $5,000 may elect to receive a lump sum. All options are actuarially reduced.
• Actuarial Equivalence	Late retirement increase: • Mortality Table – UP84 Mortality Table • Interest Rate – 7.00% Optional form: • Mortality Table – 1994 Group Annuity Reserving Table, projected to 2002, weighted 50% males/50% females • Interest Rate – 5.25% Lump sum: • Section 417(e) interest rates and applicable mortality table

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DEFINITIONS FOR FORMER FARMLAND FOODS EMPLOYEES

Applicable Effective Date	• Non-Union participants: April 1, 2004 • Union New Benefit participants — Denison Iowa plant: January 1, 2005 — Crete Nebraska plant: July 1, 2005 — Wichita Kansas plant: January 1, 2006

Definitions for Farmland participants hired prior to January 1, 2013

Definitions	
• Eligibility	Full-time union employees become a participant in the plan on April 1 or October 1, depending on month of hire, following completion of the first hour of service. Mandatory participation is April 1 or October 1 following the 34th birthday. Effective on the Applicable Effective Date, Non-Union employees must complete 1,000 hours of service and attain age 21 to participate in the plan.
• Participant Contributions	Prior to the applicable Effective Date, participants contributed 2% of Wage Base. Union Old Benefit participants shall continue to contribute 2% of Wage Base. Effective on the applicable effective date, Non-Union employees and Union New Benefit participants are not required or permitted to make contributions.
• Service Considered	For Union Old Benefit employees, employment from hire date to termination date measured in years and months. For Non-Union and Union New Benefit participants, each calendar year during which the employee completed at least 1,000 hours.
• Creditable Service	Years and months of Participating Service. Following the Applicable Effective Date, Non-Union and Union New Benefit participants will earn Years of Benefit Service rather than Creditable Service.
• Year of Benefit Service	Calendar Year during which the employee completed at least 1,000 hours of service.
• Final Average Earnings	Average of the highest five consecutive calendar years of earnings out of the last ten calendar years prior to termination.
• Final Average Wage Base	Average of the highest four wage bases of the last ten consecutive wage bases prior to termination. Wage base is defined as W-2 compensation with adjustments for certain expenses and contributions to benefit plans.

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- Normal Retirement Benefit

A lifetime monthly benefit payable at the later of age 65 or 5 years of participation.

For Union Old Benefit employees:
1.75% of Final Average Wage Base times Creditable Service, where creditable service is years and months of participating service.

For Non-Union and Union New Benefit participants, equal to the greater of (a), (b), and (c):

1) The sum of (i) 0.8% of Final Average Earnings and (ii) 0.9% of Final Average Earnings in excess of Social Security Covered Compensation. The sum is multiplied by the sum of Creditable Service as of the Applicable Effective Date, and Years of Benefit Service after the Applicable Effective Date.
2) The sum of the amount determined under (a) above, but based on Years of Benefit Service beginning after the Applicable Effective Date and (b) Participant's accrued benefit as of the Applicable Effective Date. The accrued benefit for non-union and union new benefit employees as of the Applicable Effective Date is defined as 1.75% of Final Average Wage Base as of the Applicable Effective Date times Creditable Service at the Applicable Effective Date. For grandfathered, Non-Union or Union New Benefit participants (defined as being age 50 with 10 years of Creditable Service as of the Applicable Effective Date) the Final Average Wage used to determine the accrued benefit is to be determined at the date of termination from employment.
3) $75. The $75 minimum benefit is phased in over 5 years for Non-Union employees hired on or after the Applicable Effective Date.

- Late Retirement Benefit

A lifetime monthly benefit equal to the Accrued Benefit, based on Creditable Service or Years of Benefit Service, payable to a participant whose separation from service date follows his normal retirement date.

- Early Retirement Benefit

A participant is eligible to receive an early retirement annuity after separation from service following age 55 with 5 years of vesting service. For Union Old Benefit participants, the early retirement annuity is equal to the accrued benefit times the percentage based on age below:

Age	Percentage
62+	100%
61	93
60	86
59	79
58	72
57	65
56	58
55	50

For a Non-Union or a Union New Benefit participant, early retirement benefits accrued before the Applicable Effective Date shall be calculated the same as for Union Old Benefit participants as above and early retirement benefits accrued after the Applicable Effective Date shall be equal to the accrued

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benefit after the Applicable Effective Date times the percentage based on age below:

Age	Percentage
65	100%
64	94
63	88
62	82
61	76
60	70
59	66
58	62
57	58
56	54
55	50

- Disability Retirement Benefit

An active Union Old Benefit participant is eligible upon total and permanent disability after completion of 3 years of participating service. The monthly benefit is equal to the greater of i) the accrued benefit (unreduced for age) at the date of disability and ii) 25% of final wage base as of the date of disability.

An active Non-Union or Union New Benefit participant is eligible upon total and permanent disability after age 45 and 10 Years of Benefit Service. The monthly benefit shall be computed in the same manner as normal retirement benefits based on service at disability. There is no reduction for early payment.

- Deferred Vested Benefit

Option A

A participant not eligible for Normal, Early, or Deferred retirement is eligible to receive a termination annuity at age 65 equal to the sum of (a) and (b), or the actuarial equivalent as early as age 55:

1) Employee contributions with interest in the form of an annuity deferred to age 65
2) Accrued Benefit at 65 times 100% for 5 years of Vesting Service (0% otherwise) minus the amount described in (a) above.

Option B

A participant not eligible for Normal, Early, or Deferred retirement is eligible to receive an immediate refund of employee contributions with interest (lump sum or life annuity) plus a termination annuity at age 65 equal to the amount described in (b) above, or the actuarial equivalent as early as age 55.

- Pre-Retirement Death Benefit

The spouse of an active or terminated vested participant who dies with at least five years of Vesting Service after age 55 is eligible for a death benefit. The benefit is payable immediately as if the participant had retired on the date of death and elected a 100% Joint Annuity payment option. If death occurs before age 55, the spouse may choose Option A or Option B, with the annuity commencing on the date the participant would have attained age 55.

If the participant dies with less than five years of Vesting Service, employee contributions with interest will be refunded.

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• Post-Retirement Death Benefit	Upon the death of a Union Old Benefit participant who retired on or after age 62, the spouse is eligible to receive a supplemental lump sum benefit equal to 24% of the final Wage Base times Credible Service (up to 10 years). The lump sum shall not be less than $1,000 and no more than $10,000. A Non-Union or a Union New Benefit participant who was not eligible for early retirement on the Applicable Effective Date shall not be eligible to receive the above supplemental lump sum.
• Normal Form of Benefit	Single Life Annuity. Married participants receive an actuarially reduced 50% Joint Annuity.
• Optional Forms of Retirement Benefits	10 Year Certain and Life annuity Level Income Option with 10 Year Guarantee 50% Joint Annuity 66% Joint Annuity 75% Joint Annuity 100% Joint Annuity Involuntary cashout benefits with a present value of not more than $5,000 will be paid as a lump sum. Participants with a present value of benefits between $5,000 and $7,500 (or the monthly benefit not exceeding $250) may elect to receive a lump sum. All options are actuarially reduced.
Definitions for Farmland participants hired on or after January 1, 2013	
Definitions	
• Participation	Employees must have completed 1,000 hours of service and attained age 21 to participate in the plan.
• Employee contributions	None required or permitted.
• Vesting service	Employees are credited with a Year of Vesting Service for each plan year in which they work at least 1,000 hours. Years of Vesting Service will not be credited prior to the calendar year in which the Employee has attained age eighteen (18).
• Credited service	Employees are credited with a Year of Credited Service for each plan year in which they work at least 1,000 hours. Effective June 30, 2021, no additional credited service will be earned under the plan for non-union employees.
• Pensionable earnings	The total compensation paid to an employee by the employer during any calendar year as reported on Internal Revenue Service Form W-2, Box 1 or such successor box which describes "wages, tips, other compensation" and any amount which is contributed by the employer to a plan pursuant to a salary reduction agreement and which is not included in the gross income of the participant. This plan shall not consider a participant's annual compensation for any plan year in excess of the Section 401(a)(17) limitation.
• Final average earnings	The participant’s average annual compensation received during the five (5) highest consecutive calendar years during which the participant completes 1,000 Hours of Service out of the ten (10) calendar years prior to or including his termination of employment which produce the highest average; or if the participant has fewer than five (5) consecutive calendar years during which

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	the participant completes 1,000 Hours of Service, the average annual compensation received from the employer during all calendar years during which the participant completes 1,000 hours of service prior to his termination of employment; provided however, that for a participant who transfers to this plan from a reciprocal plan, final average earnings shall be determined based on the average annual compensation received only while a participant in this plan. Effective June 30, 2021, Final Average Earnings shall not include any compensation earned on and after July 1, 2021 under the plan for non-union employees.
• Covered Compensation	Shall mean for a plan year the average of the taxable wage bases in effect for each calendar year during the thirty-five (35) year period ending in the year which the participant attains (or will attain) Social Security Retirement Age. In determining a participant's covered compensation for a plan year, the taxable wage base for the current plan year and any subsequent plan year shall be assumed to be the same as the taxable wage base in effect as of the beginning of the plan year in which the participant terminated employment. Effective June 30, 2021, Covered Compensation is frozen for non-union participants.
• Accrued benefit	Shall mean a participant's earned benefit, commencing at the participant's normal retirement age in the form of a life annuity, determined in the same manner as the participant's normal retirement pension and based on the participant's years of benefit service, final average earnings and covered compensation at the date the accrued benefit is being calculated. A participant's accrued benefit shall never be less than the accrued benefit on any prior date. Effective June 30, 2021, all benefit accruals under the plan are frozen for non-union participants.
Normal retirement[5]	
• Eligibility	Age 65
• Benefit	A lifetime benefit payable at age 65 and equal to the product of (a) and (b), but not less than (c) and no more than (d): i. The number of full years of benefit service. ii. The sum of (i) 0.8% of Final Average Earnings and (ii) 0.9% of Final Average Earnings in excess of Social Security Covered Compensation. iii. Minimum Benefit – An individual's accrued benefit will not be less than their accrued benefit, determined as of the earlier of their separation from service or December 31, 1994, under the provisions of any prior salaried plan as it existed on December 31, 1993. In addition, the annual retirement benefit of a Participant who completes an Hour of Service on or after January 1, 1994 shall not be less than $900. iv. Maximum Benefit – If the annual benefit is greater than $10,000, the maximum benefit will be the lesser of (i) 100% of the average compensation for the highest three consecutive years of

[5] The benefit otherwise payable shall be reduced by the benefit provided under the Smithfield Packing Company Pension Plan that terminated on December 31, 1984

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	participation in the Plan or (ii) $135,000 for benefits payable at the Social Security retirement age, automatically increased as permitted by Section 415(d) of the Internal Revenue Code, so that the limitation shall at all times be the maximum permitted by law; provided if the Participant has fewer than 10 years of benefit service, the above amount, as automatically increased, shall be multiplied by the ratio of benefit service to 10 years.
Early retirement[7]	
• Eligibility	Age 55 with at least five years of vesting service
• Benefit	The benefit payable is the accrued benefit reduced by 0.5% for each month that the Early Retirement Date precedes the Normal Retirement Date.
Late retirement[7]	
• Eligibility	After normal retirement age
• Benefit	Benefit calculated as the greater of: • Amount accrued at the participant's normal retirement date, actuarially increased to the actual retirement date or • Amount accrued at the actual retirement date.
Deferred vested	
• Eligibility	A participant who has completed five or more years of vesting service or who has attained age 65 and reached the fifth anniversary of participation in the plan is 100% vested in his or her accrued benefit.
• Benefit	The benefit is equal to the vested accrued benefit payable at normal retirement date (for employees with less than five years of benefit service) or on the first of any month after their attainment of age 55 (for employees with 5 or more years of service).
Disability	
• Eligibility	A participant is eligible upon total and permanent disability after age 45 and 10 years of vesting service. A participant will be deemed to be totally and permanently disabled if and when he or she becomes entitled to disability income benefits under the Federal Social Security Act.
• Benefit	The benefit will commence at determination of disability and be computed in the same manner as normal retirement benefits based on service at disability. There is no actuarial reduction for early payment.
Pre-retirement death	
• Eligibility	Five or more years of vesting service.
• Benefit	If a vested participant dies, the participant's spouse will receive a monthly retirement income payable for life in an amount equal to 50% of the amount the participant would have received if he or she had retired on the date of his or her death with a 50% joint and survivor benefit. The benefit is reduced for early commencement before the date the participant would have reached age 65.
• Benefit after normal retirement	Unless a specific election to the contrary is made, benefits will be payable to a married member under the 50% joint and survivor form of payment.
Unpredictable contingent event benefits	Not applicable
Form of benefits	
• Automatic form for unmarried participants	Single Life Annuity.

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• Automatic form for married participants	An actuarially reduced 50% joint and survivor annuity.
• Optional forms	Joint and Survivor Annuity (100%, 75% or 66%) 10-Year Certain and Continuous Annuity Involuntary cashout benefits with a present value of not more than $5,000 will be paid as a lump sum. Participants with a present value of benefits between $5,000 and $7,500 (or the monthly benefit not exceeding $250) may elect to receive a lump sum. All options are actuarially reduced.
• Actuarial Equivalence	Late retirement increase: Mortality Table – UP84 Mortality Table Interest Rate – 7.00% Optional form: Mortality Table – 1994 Group Annuity Reserving Table, projected to 2002, weighted 50% males/50% females Interest Rate – 5.25% Lump sum: Section 417(e) interest rates and applicable mortality table.
All Groups	
Miscellaneous	
• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually. For 2023, the limit is $330,000.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415(b). This limit is indexed annually. For 2023, the limit is $265,000.

Benefits included or excluded

Unless noted below, all benefits provided by the plan are included in this valuation:

- **Most recent plan amendments included:** All amendments through December 31, 2022 have been reflected in this valuation.
- **Plan amendments excluded:** None
- **Late retirement increases:**
  - *Active participants:* The plan applies late retirement actuarial increases for all participants who defer retirement beyond their normal retirement date and this valuation includes those increases.

- *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued including the late retirement actuarial increase.

- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.

- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding

Additional benefits included or excluded

- **IRC Section 436 benefit restrictions:**

  - *Unpredictable contingent event benefits:* This valuation excludes restricted contingent event benefits for events that occurred before the valuation date but includes contingent event benefits for events that are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.

  - *Plan amendments:* See above.

  - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.

  - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.

- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation

- Maximum compensation amounts and maximum benefit amounts under IRS rules were updated from 2022 to 2023.

Schedule SB, line 32 — Schedule of Amortization Bases

Shortfall amortization charge

The total shortfall amortization charge is the sum of the individual shortfall amortization installments for each plan year since the IRC Section 430 changes made by ARPA took effect for the plan. Although an individual shortfall amortization installment can be negative, the combined shortfall amortization charge cannot be less than $0.

Shortfall bases					
Year established		Outstanding balance	Years remaining		2023 Installment
2023	$	120,347,621	15	$	11,089,238
Total	$	120,347,621		$	11,089,238

Schedule SB, line 25— Change in Method

Method Changes Since Prior Valuation

- Effective January 1, 2023, the plan sponsor elected to switch the plan's discount rates from segment rates with a four-month lookback period to the full yield curve. Under Code Section 430, this change in method is subject to automatic IRS approval. No other method changes have occurred since the January 1, 2022 funding valuation.

Schedule SB, line 24— Change in Actuarial Assumptions

Actuarial assumption changes since prior valuation

- The expected investment return for funding was changed from 5.92% for 2022 to 5.74% for 2023.