

SMITHFIELD FOODS, INC.

EXECUTIVE COMMITTEE CHARTER

I. Purpose

The Executive Committee (the “*Executive Committee*”) of the Board of Directors (the “*Board*”) of Smithfield Foods, Inc. (the “*Company*”) was established to exercise certain powers of the Board in the intervals between meetings of the Board when the Board is not in session. At all times when the Board is not in session, the Executive Committee has and may exercise all of the powers of the Board, subject to the limitations set forth herein.

II. Committee Membership

The Executive Committee shall consist of no fewer than three members, who shall be appointed and replaced by the Board. The Board of Directors shall, from time to time as necessary, appoint a member of the Executive Committee to serve as Chairman of the Executive Committee.

III. Meetings

The Executive Committee shall meet as often as it determines, and meetings may also be called by the Chairman of the Executive Committee, the Chairman of the Board or Chief Executive Officer. Any actions required or permitted to be taken at a meeting of the Executive Committee may be taken without a meeting if all members of the Executive Committee consent thereto in writing and the resolutions and written consents thereto are filed with the minutes of the proceedings of the Executive Committee.

IV. Authority and Responsibilities

In the interim between meetings of the Board of Directors, the Executive Committee shall have all the authority of the Board of Directors to the extent set forth in the bylaws of the Company; provided, however, the Executive Committee shall not have and may not exercise any powers that are granted by the Board, from time to time, to any other committee of the Board or prohibited under applicable law or stock exchange rules from delegation to the Executive Committee. In particular, the Code of Virginia § 13.1-689 specifically prohibits the Executive Committee from having authority as to the following matters:

1. Approve or propose to shareholders action that is required to be approved by shareholders;
2. Fill vacancies on the Board of Directors or on any committee thereof;
3. Adopt, amend, or repeal the bylaws;

4. Approve a plan of merger not requiring shareholder approval;
5. Authorize or approve a distribution, except according to a formula or method, or within limits, prescribed by the Board of Directors; or
6. Authorize or approve the issuance or sale or contract for sale of shares, or determine the designation and rights, preferences, and limitations of a class or series of shares.

A majority of the members of the Executive Committee shall constitute a quorum for the transaction of business. The action by a majority of the members of the Executive Committee at a meeting at which a quorum is present shall be the act of the Executive Committee. In lieu of a meeting, the Executive Committee may act by unanimous written consent in accordance with the Company's articles of incorporation.

V. Reporting to the Board of Directors

The Executive Committee shall maintain regular minutes of its proceedings and report its actions to the Board of Directors as necessary.

VI. Annual Performance Evaluation

The Executive Committee shall annually review its performance and reassess the adequacy of this Charter.

Effective as of January 27, 2025