

Conagra Brands
Citizenship Report
2024



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ABOUT CONAGRA BRANDS

We are passionate about the food we make and how it brings people together. Blending a century of culinary tradition with an innovative approach responding to the modern consumer, we strive to deliver choices that fit every lifestyle, reflecting our dedication to quality, innovation, sustainability, and community engagement.

*Slow Cooker Moroccan
Chicken Stew with Hunt's
Tomato Paste*

FROM OUR PRESIDENT & CHIEF EXECUTIVE OFFICER



In fiscal year 2024, we navigated a challenging consumer environment to make significant progress, and I am proud of how we were able to positively impact our team, the communities we serve, and the health of our planet.

Innovation remains at the core of our efforts, driving us to consistently deliver delicious, nutritious, and safe food, while supporting environmental sustainability. At the core of our success are our 18,500 employees who come to work each day with a refuse to lose attitude, dedicated to making a positive difference and helping their neighbors in need.

We made notable advancements across our four Citizenship pillars: Good Food, Responsible Sourcing, Better Planet, and Stronger Communities. This comprehensive framework helps us address the most pressing issues for our business and align with the values of our stakeholders, ensuring we continue to create lasting benefits for the world around us.

Our commitment to sustainability is reflected in our operations and strong relationships with suppliers who share our vision. By working together on

initiatives such as reducing greenhouse gas emissions and improving water management, we continued to strengthen our supply chain resilience. In partnership with our growers, we advanced regenerative agriculture at the farm level, enhancing soil health and biodiversity through practices like crop rotation, cover crops, and conservation tillage, while also reducing water and fertilizer usage.

At our network of production facilities across North America, we diverted 90% of the solid waste generated to more beneficial uses through recycling, product donations to bolster food supplies at area food banks, and use as animal feed or land applications to improve soil quality. In addition, our corporate offices engaged in composting and recycling initiatives and organized educational activities on waste reduction, to keep sustainability at the forefront of our culture.

I also take great pride in our employees' commitment to helping those experiencing hardship, collectively volunteering more than 12,000 hours at nonprofit agencies that are working to alleviate food insecurity. We donated more than 24.5 million pounds of food to Feeding America and its network of food banks, and our Shine the Light on Hunger initiative supporting the Omaha community successfully raised the equivalent of nine million meals, surpassing our goal by an impressive 85%.

Our commitment to Citizenship remains core to our culture, and we are proud to share our latest achievements and initiatives with you.

Sean M. Connolly
President and Chief Executive Officer

CONAGRA BRANDS AT A GLANCE

Employees¹ | **18,500**

Headquarters | **Chicago**

Revenue² | **\$12.1B**

Production Facilities | **42**

¹ Approximately, as of May 26, 2024.
² Approximately, Fiscal Year 2024 Revenue.

BRANDS INCLUDE



Visit conagrabrands.com for a full list of brands



CONAGRA BRANDS PRODUCTION FACILITIES & CORPORATE OFFICES

Our headquarters is located in Chicago, Illinois. We also operate general offices, shared service centers, product development facilities, manufacturing and distribution facilities, and warehouses in the United States, Canada, and Mexico.

- Corporate Offices
- Production Facilities

OUR CITIZENSHIP STRATEGY

At Conagra, we aim to do what's right for our business, our employees, our communities, and the world. We believe that good food is much more than something we offer to our customers and consumers – it embodies our values, our vision, and our culture. That is why we aim to make food that is not only delicious, but also safe, nutritious, affordable, accessible, and convenient. We also recognize that food shapes the world we live in, and the food we make is a reflection of our employees and our relationships with farmers, suppliers, customers, consumers, and others. By fostering a culture of collaboration and innovation among our employees, and by building strong partnerships beyond our company, we are committed to making good food for generations to come, in a way that aligns with our values and aspirations as a responsible corporate citizen.

STAKEHOLDER ENGAGEMENT

Our Citizenship Strategy is rooted in a holistic view of the topics most relevant to our stakeholders and our business footprint, and it is influenced by our strategic plan and an annual review of recent stakeholder dialogues. We actively engage with a wide variety of stakeholders – both internal and external – to assess alignment on our objectives.

We periodically conduct a priority analysis with an eye to how our activities impact our business, stakeholders, and global priorities such as the UN Sustainable Development Goals. Through this analysis, we have identified priority topics across our four strategic pillars: Good Food, Responsible Sourcing, Better Planet, and Stronger Communities. See the Appendix to this report for more information about how our priorities align with the UN Sustainability Development Goals.



OUR CITIZENSHIP FRAMEWORK

Our comprehensive approach is centered around four focus areas that articulate our values as a responsible corporate citizen.

GOOD FOOD

We are dedicated to making safe, delicious, and nutritious foods that fulfill the needs of modern consumers, while providing consumers with access to the information they want and need to make informed decisions about what they eat.



BETTER PLANET

We believe that responsible environmental practices are a key ingredient for a healthy business. We are focused on the climate-related impacts of our business by reducing energy use, protecting and managing water resources efficiently, and minimizing or diverting waste for more beneficial uses.



RESPONSIBLE SOURCING

We approach the sourcing of ingredients and packaging materials with care and consideration. We take into account the potential environmental and social impacts of our products throughout their lifecycle and seek to support circularity through regenerative agriculture practices and thoughtful packaging design.



STRONGER COMMUNITIES

Our ambition is to be the most impactful, energized, and inclusive culture in food. Our team is driven by collaboration, innovation, and a desire to grow, and we support our employees with the tools they need to succeed and thrive in their careers. We also help fight the issue of food insecurity in the communities where we live and work through volunteerism, product donations, and financial contributions.



HIGHLIGHTS FOR FISCAL YEAR 2024

GOOD FOOD

100% of Conagra production facilities have completed Global Food Safety Initiative (GFSI)-recognized certification.

Assessments from the Access to Nutrition Index (ATNI) revealed that over 71% of Conagra’s frozen meals and vegetable products, and 85% of our plant-based offerings, meet the Health Star Rating (HSR) threshold for "healthier" foods. Additionally, 90% of our Birds Eye® products also met the “healthier” threshold on the HSR scale.



RESPONSIBLE SOURCING

In collaboration with our growers, we advanced regenerative agriculture within our supply chains through enhancing soil health, biodiversity, water quality and air quality, while maintaining the productivity of farms. Highlights include:

Popcorn: Crop rotation avoided over 288,000 lbs. of nitrogen application in fiscal year 2024. Conservation tillage was implemented on 28,500 acres to prevent soil erosion and runoff.

Tomatoes: Drip irrigation on 100% of field acreage in California reduced overall water use by nearly 15% compared to traditional furrow irrigation systems.

Carrots, Peas, Sweet Corn, and Green Beans: Strategic crop rotation practices avoided the need for over 11,000 gallons of post-emergence herbicide since 2021.

BETTER PLANET

90% of the solid waste generated at all Conagra’s facilities was diverted to more beneficial uses through recycling, product donations to bolster food supplies at area food banks, use as animal feed, or land applications to improve soil quality.

Our Chicago corporate office composted 6,000 pounds and recycled 7,600 pounds of materials, and hosted educational activities on waste reduction.



STRONGER COMMUNITIES

Conagra employees volunteered more than 12,000 hours at 180 unique nonprofit agencies.

Donated more than 24.5 million pounds of food to Feeding America and its network of food banks, equivalent to more than 20.5 million meals.

The Conagra Brands Foundation raised the equivalent of nine million meals, surpassing our goal by 85%, during our Shine the Light on Hunger initiative, supporting the Food Bank for the Heartland in Nebraska and Western Iowa.



HONORS & RECOGNITIONS



MILITARY TIMES

Recognized on the 2024 Best for Vets: Employers list by Military Times for demonstrating ongoing support for veterans and active-duty service members, as well as their families.



THE DISABILITY EQUALITY INDEX®

Recognized as one of the “Best Places to Work for Disability Inclusion” by The Disability Equality Index®, which measures disability workplace inclusion against competitors.

ERE MEDIA

2024 Global Candidate Experience award winner



EMPRESA SOCIALMENTE RESPONSABLE (ESR) AWARD

Recognizing Conagra’s strong commitment to corporate social responsibility, including environmental care, community engagement, and ethical business practices.



CANADIAN GROCER IMPACT AWARDS

Recognized for making a positive impact in area of sustainability.



CONVENIENCE STORE NEWS IMPACT AWARDS

Recognized in Canada for making a positive impact in the categories of Sustainability and Local Impact.



GOVERNANCE & MANAGEMENT OF OUR CITIZENSHIP STRATEGY

Corporate Governance

The business of Conagra Brands is managed under the oversight of our Board of Directors, who are elected by our shareholders. Our Board performs its responsibilities in a manner consistent with sound governance practices. The Board has delegated certain aspects of its work to three standing committees, each of which is comprised solely of independent directors: an Audit/Finance Committee, a Human Resources Committee, and a Nominating and Corporate Governance Committee. [The charter for each committee can be viewed on our website](#), along with certain of the company's corporate governance documents, including our Code of Conduct and Corporate Governance Principles.

Board Oversight of Citizenship Strategy

The Board oversees our Citizenship Strategy across all four of our strategic pillars of Good Food, Responsible Sourcing, Better Planet, and Stronger Communities, both directly and

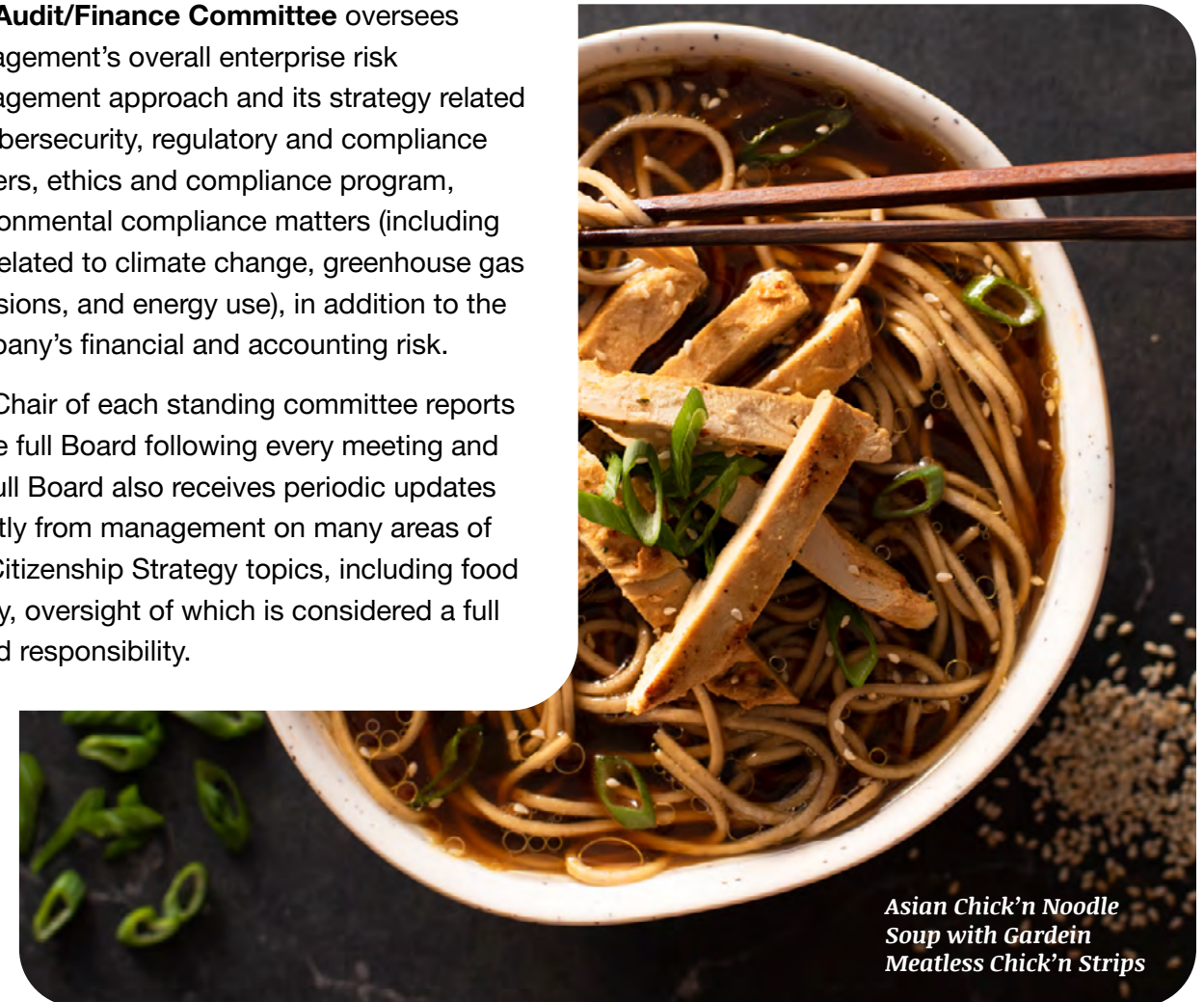
through its standing committees. The Board and its committees review our Citizenship Strategy on a regular basis and receive updates from management on our initiatives, related risks, and progress toward our goals.

Our Nominating and Corporate Governance Committee oversees our overall Citizenship Strategy. This responsibility includes oversight of significant risks that may, in the opinion of the Committee, affect the Company's reputation, business and shareholder value such as supply chain risk, environmental and climate sustainability, and community engagement.

Our Human Resources Committee reviews our approach to human capital management initiatives including those related to talent acquisition, development, assessment, and retention; employee health, wellness, and safety; inclusion, diversity & belonging strategy and initiatives; employee policies related to compliance matters; and our corporate culture and its connection to our strategy.

Our Audit/Finance Committee oversees management's overall enterprise risk management approach and its strategy related to cybersecurity, regulatory and compliance matters, ethics and compliance program, environmental compliance matters (including risk related to climate change, greenhouse gas emissions, and energy use), in addition to the company's financial and accounting risk.

The Chair of each standing committee reports to the full Board following every meeting and the full Board also receives periodic updates directly from management on many areas of our Citizenship Strategy topics, including food safety, oversight of which is considered a full Board responsibility.



Asian Chick'n Noodle Soup with Gardein Meatless Chick'n Strips

SUSTAINABILITY STRATEGY MANAGEMENT

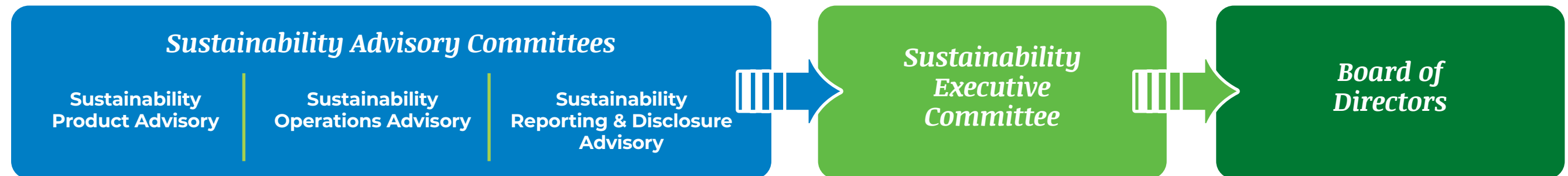
Conagra’s Senior Leadership Team has executive-level oversight of all topics across the four strategic pillars of our Citizenship Strategy through various leadership committees including our Sustainability Executive Committee. The Sustainability Executive Committee oversees the work of three Sustainability Advisory Committees, each consisting of a cross-section of relevant business unit leaders and subject matter experts across Conagra that drive our strategy and initiatives related to climate change, packaging, waste, and water. These Sustainability Advisory Committees include leaders from functions such as supply chain, R&D, demand science, procurement, operations, food safety, enterprise risk management, finance, legal, and investor relations, who are responsible for:

- **Our products**, including innovation, labeling, packaging, nutrition, and marketing
- **Our facilities**, including production facilities, food safety, and environmental impact
- **Purchasing**, including our relationships with our suppliers
- **Communications, stakeholder engagement, and disclosure**, including with our employees, communities, shareholders, and others

Each Sustainability Advisory Committee meets multiple times each year to review and prioritize sustainability goals and initiatives, including providing accountability for our initiatives and oversight of resource allocation, investment and timelines.

The Sustainability Advisory Committees monitor current and emerging sustainability risks and opportunities impacting our business.

The Sustainability Executive Committee is responsible for aligning our sustainability work with our mission, vision, values, and strategic and financial goals. Representatives from the Sustainability Executive Committee provide periodic reports to the Board and its standing committees on aspects of our Citizenship Strategy, related initiatives, and how we are identifying, assessing, and managing related risks.





INCLUSION, DIVERSITY & BELONGING (ID&B) STRATEGY MANAGEMENT

At Conagra, our comprehensive, business-led approach to inclusion, diversity, and belonging is led by our ID&B Leadership Council which is comprised of our Senior Leadership and members of our Human Resources (HR) and Communications teams. Our ID&B strategy is focused on cultivating an inclusive, caring, and performance-driven culture where all our employees feel integral to our journey. The Council drives and provides accountability for our initiatives and oversees related risks. The Human Resources Committee of our

Board of Directors oversees our approach to human capital management including our ID&B strategy, initiatives, and related risks and receives periodic reports from representatives of our ID&B Leadership Council.

The Council meets quarterly to evaluate progress and collaborate with our ID&B Task Forces, who are represented by employees at all levels and responsible for developing and implementing multi-year strategies to nurture belonging.

COMMUNITY INVESTMENT STRATEGY MANAGEMENT

Conagra has established the Conagra Brands Foundation as an independent, private foundation under the US federal tax code Section 501(c)(3). Its bylaws establish the rules and procedures by which the Foundation operates as well as the rights and powers of its board of directors and officers. The Foundation’s board of directors is comprised of senior leaders selected by our Chief Executive Officer and has oversight across the Foundation’s programs. The officers of the Foundation are appointed by its board of directors and are employees of Conagra. The Nominating and Corporate Governance Committee of our Board of Directors oversees the strategies of our Foundation and the related risks, receiving periodic reports from representatives of the Foundation.

The Conagra Brands Foundation is responsible for leading a significant portion of the community investment and philanthropic activities of Conagra Brands. The Conagra Brands Foundation is dedicated to providing philanthropic support to the communities where we live and work. Our philanthropic focus includes a strategic grantmaking program aimed at addressing food insecurity.



The Foundation funds and administers employee giving programs that empower employees to maximize their personal philanthropic giving with matching Foundation funds toward qualified nonprofit organizations through both matching gifts and a “dollars for doers” program that enables employees to increase the impact of their volunteer efforts with a Foundation donation based on their volunteer hours. The Foundation also funds and oversees a scholarship program for children of Conagra employees and an employee-relief fund.

GOOD FOOD

We are dedicated to making safe, delicious, and nutritious foods that fulfill the needs of modern consumers, while providing consumers with access to the information they want and need to make informed decisions about what they eat.

*Mango and Edamame
Chick'n Power Salad Bowl with
Gardein Seven Grain Crispy
Tenders, and Healthy Choice
Mango Edamame Power Bowl*



FOOD SAFETY CULTURE

Food safety is ingrained in Conagra's culture and we recognize that making food that our consumers can safely enjoy is the responsibility of everyone at the company, from leaders to frontline teams.

We actively engage with our employees in building a food safety culture — and we strive to promote and demonstrate a culture of integrity and continuous improvement by fostering an environment where people are empowered to maintain high standards and take immediate action in the event of a food safety issue.



FOOD SAFETY, QUALITY & REGULATORY AFFAIRS TEAMS

Conagra has dedicated Food Safety, Quality & Regulatory Affairs (FSQRA) teams that are focused on maintaining the integrity of our food – beginning with sourcing ingredients that meet our standards all the way through preparation and delivery to our customers and consumers.

In fiscal 2024, we undertook a company-wide reorganization of our quality function so that the quality assurance managers at our facilities report directly into our FSQRA organization. As part of this reorganization, we added resources to our FSQRA organization to help enhance food safety and quality company-wide.

Conagra has invested in employee technical expertise, analytical and microbiological labs, and third-party reviews that enhance our scientific and technical capabilities to drive continuous improvement.

Our food safety teams are comprised of subject matter experts who provide functional leadership on all matters related to food safety and quality, including:

- Food safety, quality, and regulatory requirements for production and distribution
- Supplier food safety and quality
- Consumer affairs
- Sanitation and sanitation effectiveness
- Allergen management
- Microbiology, toxicology, and chemistry
- Thermal processing
- Religious and other specific certification (Kosher, Halal, gluten free)
- Engineering
- Foreign material contamination
- Auditing

We understand the importance of remaining current on the latest industry and regulatory insights including market incidents, changes to food safety legislation and regulations, new technology, and analytical advances. This diligent monitoring increases our awareness and understanding of potential risks and enriches our ability to make safe food.

FOOD SAFETY COUNCIL

We engage outside experts to help us continually improve our food safety and quality programs.

For example, Conagra maintains a Food Safety Council comprised of external experts who provide input on our food safety policies and practices and advise us on new and emerging food safety practices. The Council’s members are recognized in the industry and regulatory community for their expertise in specific food safety disciplines such as food science, microbiology, public health, and public policy.



TRAINING & RECOGNITION

Conagra requires all its production employees and their leaders to participate in a comprehensive food safety training program that runs over the course of a year.

This program provides interactive content and new monthly courses, with regularly updated content delivered through online and

instructor led training sessions. These sessions are designed to educate and engage employees on critical topics related to food safety across the company. Training topics include foreign

material control and prevention, allergen management, and good production practices, such as wearing the right personal protective equipment, following the correct hand washing procedure, and the proper operation, cleaning, and sanitizing of all machines and food handling equipment. In addition, Conagra developed its Supply Chain Academy, which extends to our FSQRA organization, to continuously evolve our training programs and build cross-functional knowledge across the business.

Celebrating our employees’ vigilance and commitment to food safety helps to mitigate hazards in the pursuit of continuous improvement. Conagra’s RISE (Reduce Incidents Sustain Excellence) program encourages frontline workers to submit project ideas that improve food safety and quality at their individual facilities. RISE recognizes the proactivity of our frontline employees and winning projects are honored with awards distributed quarterly and annually.



FOOD SAFETY IN OUR PRODUCTION FACILITIES

100% of Conagra production facilities have completed Global Food Safety Initiative (GFSI)-recognized certification.

We have dedicated teams embedded within the FSQRA organization that are each responsible for supporting specific functions in our facilities that make our food.

OVERSIGHT OF SUPPLIER & CO-MANUFACTURING FOOD SAFETY

Outside of the company, we work closely with our suppliers to maintain the high standards of food safety and quality that we expect for our ingredients and products.

Our suppliers use an accredited certification body to audit their compliance with GFSI standards annually. Approximately 95% of



our direct suppliers have completed GFSI-recognized certification.

Our Supplier Quality and Co-Manufacturing Quality teams manage our relationships with suppliers and co-manufacturers to facilitate a comprehensive approach to food safety and quality. By utilizing a quality management system, we can effectively create and manage supplier issues and audit findings. This collaborative approach promotes transparency and continuous improvement in the food safety practices of our suppliers and co-manufacturers.

COMMITMENT TO TIMELY & EFFECTIVE RECALL PROCEDURES

In the rare event that our food does not meet our high standards for regulatory compliance, quality, or food safety, we have defined protocols to guide us in addressing these situations.

When appropriate, we take prompt action to remove impacted product from the marketplace to protect the public. We quickly

deploy resources to our facilities if there is a food safety event to identify and develop corrective actions. We review learnings from food safety events and share best practices across our facilities to facilitate continuous improvement of our food safety programs. Additionally, we take a proactive approach with our co-manufacturing partners and suppliers to foster strong, supportive, and collaborative relationships to build trust as well as a commitment to food safety.





All of our facilities that produce and handle food conduct mock recalls for ingredients, finished goods, and packaging at least once per year so that we can quickly and accurately identify and control such materials in the event of a food safety issue. This practice allows us to challenge and improve our traceability procedures, so that if there is a food safety incident, we are well-positioned to identify and control the impacted product. We also require our key suppliers and co-manufacturers to conduct similar mock recalls, further strengthening our collective commitment to product safety. For additional Food Safety metrics, please refer to our Sustainability Accounting Standards Board (SASB) disclosure.

MODERNIZATION & TECHNOLOGY



We seek out innovative solutions to modernize food safety practices throughout our operations. Our food safety program utilizes data (e.g., KPIs, analysis, quality reports, internal and external audits, consumer, customer and employee feedback, internal reports, and training records) to enable informed, consistent decision-making and verify compliance and consistency with our food safety expectations, plans, and operational procedures. Communication also plays an important role in our food safety program, and we utilize many different channels, from formal training, videos, and informational signage to mentoring and best practice sharing during shift huddles and team meetings.

We continue to invest in new technologies to help us operate more efficiently and effectively to deliver safe and high-quality products, including making technology investments in:

-  **X-ray devices to mitigate foreign material**
-  **Label scanning equipment to confirm correct packaging**
-  **Sensors in equipment for real-time operational data**
-  **Tablets for front-line workers to increase communication**

Our continued transition to digital records enables better communication across our operations and supply chain. Our investment in technology has increased our data analysis capabilities to inform real-time decisions, and further enhanced our product safety and quality programs. Additionally, our ongoing Connected Shop Floor initiative, which is one component of our digitally connected supply chain infrastructure, includes increased production line connectivity, materials

efficiency, and performance management across our production facilities. This initiative includes installation of sensors in our equipment to feed real-time data into the cloud to drive quality and identify potential losses to reduce waste. Also as part of this initiative, we have provided many of our frontline workers with tablets to facilitate real-time communication on the shop floor and enable them to leverage data analytics and image processing tools.



NUTRITION

Supporting Consumers' Diverse Lifestyles and Nutritional Needs

Conagra's innovation strategy is fueled by our understanding of consumers' priorities as they relate to food. Many consumers are looking for foods that support their health and wellness goals, fit their diverse lifestyles, and provide for their nutritional needs. Our focus on affordable, convenient nutrition helps support consumer access to healthy eating.

Dietary Guidelines for Americans¹ encourage people to adopt healthier eating patterns by including a variety of food groups in their diet. Conagra's portfolio excels in offering convenient access to a variety of food groups including whole vegetables, portion-controlled frozen meals, whole grain popcorn, and quality protein. Brands like Birds Eye®, with many of its innovative frozen vegetable options, and Healthy Choice®, offering a variety of healthy meals to support consumers' nutrition goals, exemplify how we support healthy eating patterns.



¹ U.S. Department of Agriculture and U.S. Department of Health and Human Services. Dietary Guidelines for Americans, 2020-2025. 9th Edition.

OFFERING SOLUTIONS FOR INDIVIDUAL NUTRITION GOALS

We provide a range of products to meet consumers' diverse nutritional needs, including Gardein® and Purple Carrot®¹ vegan products, UDI's® and Glutino® gluten-free products, Hunts® and Rotel® tomatoes, and Rosarita® and Ranch-Style® beans. For more than 30 years, our Healthy Choice products have provided healthy lifestyle focused options. Today, Healthy Choice provides low calorie, lower carbohydrate, no added sugars, grain-free, gluten free, heart-healthy, vegan and vegetarian options to support varied personal health needs.

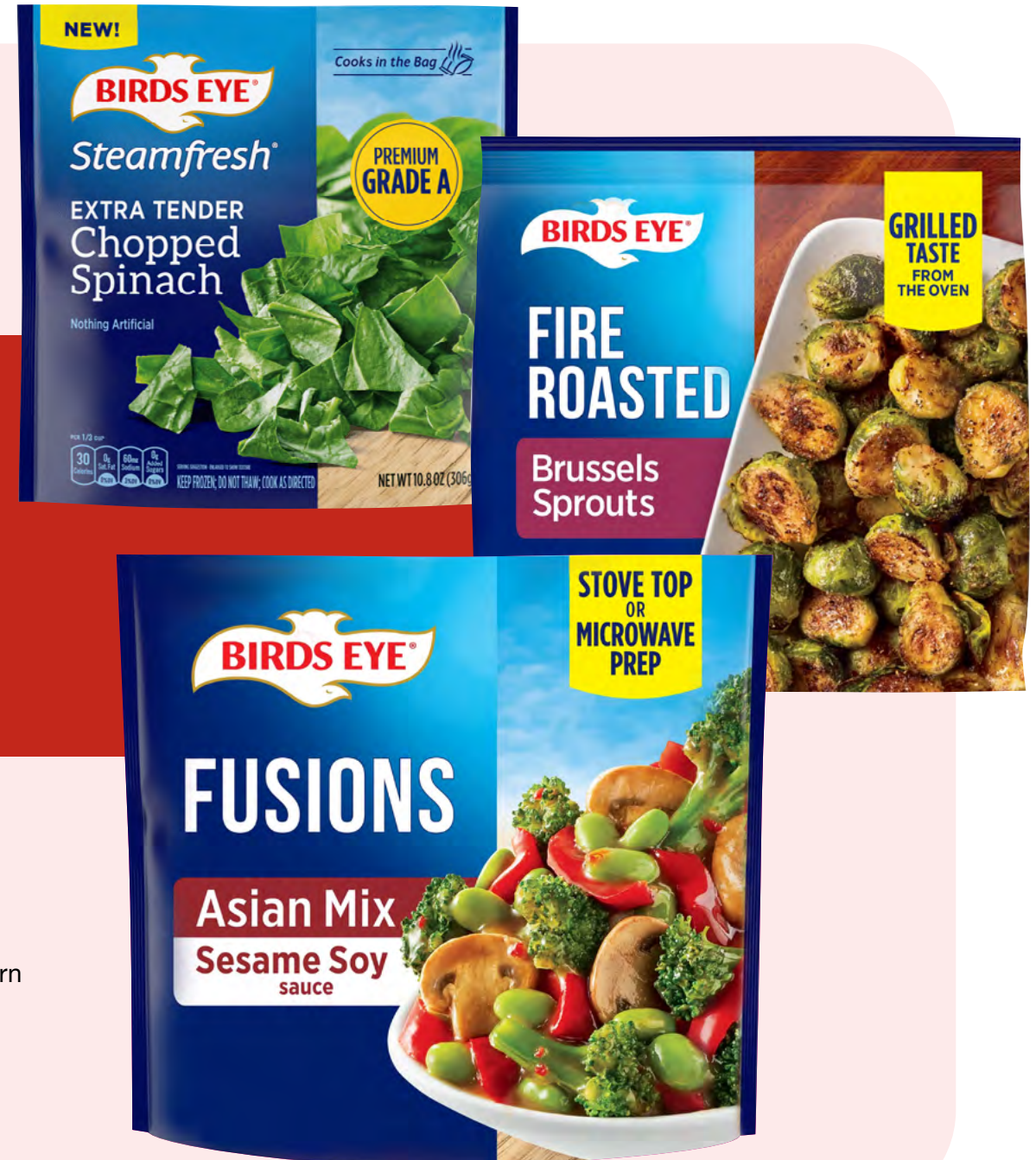
Beyond Healthy Choice, our Birds Eye products also help consumers meet their health goals. Our plain frozen vegetables, which comprise 44% of total sales of Birds Eye,² have no salt or preservatives added—just plain vegetables frozen after harvest. With less risk of nutrient degradation than refrigerated vegetables that could spend weeks before consumption in transit, on the grocers' shelves, and in consumers' refrigerators, frozen vegetables are an excellent choice to help consumers meet the Dietary Guidelines for Americans' goal of 2 ½ cups a day.

INNOVATING TO FUEL HEALTHIER LIFESTYLES

New healthy vegetable innovations include Extra Tender Chopped Spinach, Fire Roasted Brussels Sprouts and Asian Mix with Sesame Soy Sauce Fusion.

These options help offer more choices, even beyond plain vegetables, for consumers trying to balance healthfulness with the desire for convenience and enjoyment.

Conagra invests in innovation in flavor combinations, packaging, and nutrition to ensure our products remain a top choice for consumers seeking delicious, convenient, and healthy food options for both single serve meals or when enjoying food with family and friends. For example, our Healthy Choice® Power Bowl® products feature modern flavors with unique nutrient-dense vegetables and whole grains. Our Healthy Choice innovations released in fiscal year 2024 include complete plated meals, featuring a protein, two sides, and a sauce, offering a variety of on-trend flavor combinations in nutritiously balanced meals.



¹ The Purple Carrot® trademark is being used under license from Three Limes, Inc. d/b/a The Purple Carrot.
² Total US - Multi Outlet+ with Conv, FY 2024 Ending 05-26-24.

EXPANDING ACCESS TO NUTRITIOUS FOODS

Because of the wide variety of foods we make, and the broad and diverse distribution channels we have, we help support consumers’ access to healthier eating patterns. By offering our products in a variety of ways, frozen, canned, shelf-stable, and refrigerated, single- and multi-servings, and ready for the oven, stove-top, microwave or air fryer, we make it easy for consumers to access foods that fit their lifestyles and nutritional needs. We also have resources dedicated to providing tailored specifications of our foods to schools and child and adult day care centers that participate in USDA’s Nutrition Programs.

Additionally, we work with government agencies, retailers, and food service customers to bring visibility to foods that meet the criteria for Women, Infants and Children (WIC). WIC has been successfully improving the health outcomes of low-income pregnant women and young children for more than 50 years. We work with every participating state to identify WIC-eligible SKUs in our portfolio, further improving access to healthful options like beans and vegetables. As of the end of fiscal year 2024, we continue to have more than 350 SKUs included on states’ WIC-approved product lists, enabling access to

eligible foods that otherwise would not be available for WIC shoppers. Birds Eye frozen vegetables, Hunt’s and Rotel tomatoes, and Rosarita beans are examples of Conagra products that provide nutrition and economic value to WIC participants.

DELIVERING NUTRITIONAL QUALITY

In addition to the types of foods we make, the nutritional quality of these foods is critical in supporting our overall effort to provide access to healthier eating patterns.

In their most recent 2024 Global Index, Access to Nutrition Initiative (ATNI) evaluated the nutrient quality of our products along with the products of the largest global food and beverage companies using the rigorous Health Star Rating (HSR) system.¹ The HSR evaluates foods based on calories, saturated fat, total sugars, sodium, protein, dietary fiber, and “fruit, vegetable, nut and legume” (fvnl) content and assess the product portfolio based on sales from their “healthier” rating. Conagra was rated 8th of 30 companies in the world by ATNI in its 2024 Global Index, with 51% of sales derived from healthier products. We are proud to provide consumers with convenient choices that contribute positively to healthier eating patterns.

In addition to the ATNI HSR assessment, which includes the top five food categories each company sells globally, for the first time Conagra conducted an HSR assessment on other key segments of our portfolio in 2024. We assessed the frozen meal and vegetable segments of our portfolio, as these make up nearly half (46%) of Conagra’s total sales¹ and are the food categories that have the most potential to support healthier eating patterns. We found that more than 71% of our meals and vegetable products score 3.5 or greater, the threshold HSR defines as “healthier.”

Our plant-based offerings are another example of our robust nutritional options. The results of Conagra’s HSR nutrient assessment showed that 85% of net sales¹ of our vegan meals and meat alternatives, including portion-controlled Purple Carrot frozen meals and Gardein products, qualify as “healthier” under HSR based on a score of 3.5 or greater. Our Gardein brand of vegan plant-based proteins generated more than \$157 million in retail sales in fiscal year 2024.¹ Our line of Gardein products utilizes 100% plant-based ingredients and allows vegans, vegetarians, and flexitarians to enjoy protein from plant-based foods.

Supplying essential vitamins, minerals, and fiber, Birds Eye is our biggest brand and generated more than \$1.4 billion in retail sales in fiscal year 2024.¹ Birds Eye is more than plain vegetables. It includes frozen multi-serve meals and an array of flavorful vegetable dishes. When evaluating the nutrition profile of the entire Birds Eye brand, the results show that fully 90% receive an HSR score of 3.5 or greater.

Consumed by more than 20 million households annually, Healthy Choice meals have a meaningful impact on consumers’ eating patterns. During fiscal 2024, Conagra engaged the firm GlobalData to assess the nutrition impact if Healthy Choice frozen single serve meals were replaced with other meals. GlobalData estimated that replacement of Healthy Choice meals with competitive frozen meals over 20 years would result in cumulative consumption of more than 29 billion more calories, 84 tons of more sodium, and

10,068 more tons of saturated fat. Replacement of Healthy Choice with average American meals would result in 117 billion more calories, 223 more tons of sodium, and 18,885 more tons of saturated fat being consumed.²



¹ ATNI Category Product Profile analysis.

² GlobalData evaluated 232 million Healthy Choice meals sold in 2023 in terms of per meal calories (264), sodium (533 mg) and saturated fat (1.7 gm) compared to the average competitive frozen meal, calories (389), sodium (895 mg), saturated fat (6.3 gm), and the average American meal using data from the National Health and Nutrition Examination Survey, 2017-2020, calories (768), sodium (1,494 mg), saturated fat (9.9 gm), and calculated the differences over a 20 year period.

Improving the nutrient profile through sodium reduction in foods remains a major public health initiative,

as underscored by FDA’s 2022 Voluntary Sodium Reduction Guidance, the 2022 White House Conference on Hunger, Nutrition and Health, and most recently, the release of FDA’s second edition of Voluntary Sodium Reduction Goals Draft Guidance. Conagra has a track record of sodium reduction, having previously reached a pledge for a portfolio-wide 20% reduction by 2015. In fiscal year 2023, we embarked on a new initiative and, at the end of fiscal year 2024, we have successfully reduced sodium in 244 formulas across our portfolio during this two-year period, including large brands like Banquet®, Marie Callender’s®, and Hungry Man® meals, Birds Eye® sauced and seasoned vegetables, Vlasic® pickles, Wishbone® salad dressing, Orville Redenbacher’s® popcorn, and many more. Our approach to sodium reduction, as informed by science and FDA guidance, is to continue to gradually reduce sodium in our products through both innovation and renovation, while continuing to achieve consumer acceptance.



GOVERNANCE OF CONAGRA’S NUTRITION STRATEGY

The governance structure around our nutrition strategy is designed to provide visibility and create accountability for progress against our nutrition goals. R&D leadership with responsibility for our nutrition team serves on one of our Sustainability Advisory Committees to report on progress about our nutrition initiatives with senior leaders and align our nutrition strategy with our Citizenship Strategy. Additionally, within the R&D nutrition team, performance against our nutrition goals is evaluated as part of the annual performance reviews of employees who are responsible for these initiatives and their assessed performance impacts their compensation.

In fiscal year 2024, the team reported to senior leadership including our CEO about our nutrition goals, including sodium reduction and regulatory requirements to use the term “healthy” in labeling.

PRODUCT ASSESSMENTS

Highlights From HowGood Assessments¹ of Conagra Products

In June 2023, we expanded our data partnership with HowGood, an independent research company with one of the world’s largest ingredient sustainability databases, to assess 700+ of our products across 18 brands. Our work with HowGood focuses on select brands in our portfolio and utilizes the HowGood platform to evaluate the environmental and social impact and other attributes of the ingredients used in Conagra products based on data from hundreds of third-party scientific and peer-reviewed studies.



Alexia[®] Mexican-Style Street Corn

qualified for HowGood’s “Water Smart” attribute, meaning this product’s ingredients use less water to grow than 80% of all other food products assessed by HowGood.



Healthy Choice[®] Grilled Chicken and Broccoli Alfredo

achieved HowGood’s “Climate Friendly” attribute, meaning this product is estimated to have GHG emissions from agriculture and ingredient processing that are lower ingredient than 70% of the food products assessed by HowGood.



Udi’s[®] Au Naturel Granola

scored a “Great” HowGood impact rating, meaning the ingredients in this product have an environmental and social impact in the top 15% of food products assessed by HowGood.

¹ All percentages are out of more than 3.98 million food product footprints generated from HowGood products assessed by HowGood. For more information on HowGood’s ratings and attributes, please visit Product Sustainability Rating Methodology | Water Smart Attribute | Climate Friendly Attribute | Latis Help Center (howgood.com).

PRODUCT TRANSPARENCY

Conagra is committed to providing access to key information about our products to help consumers make informed decisions about what they eat.

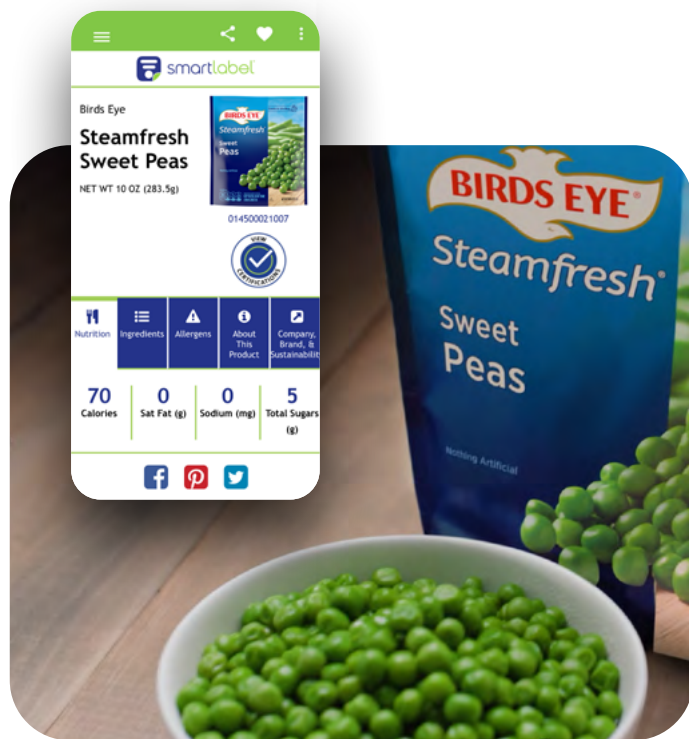
GLUTEN-FREE PRODUCTS

Our portfolio offers options for consumers looking for gluten-free foods, including Udi's Bread, Pizza, and Multi-serve meals, and Glutino Sweet and Salty Snacks. According to FDA labeling rules, any foods bearing a "Gluten Free" claim must contain less than 20 ppm (parts per million) gluten. In compliance with the FDA's defined standard for gluten content, Conagra only uses the "Gluten Free" claim on a food after implementing comprehensive testing protocols, including ingredient reviews, facility suitability and overall product composition.



SMARTLABEL

SmartLabel leverages mobile technology to provide consumers with easy access to product information – detailed nutritional information, ingredient definitions, bioengineered status, allergens, ingredient certifications such as USDA organic and Non-GMO Project Verified (a standard promulgated by the NonGMO Project), and many other product attributes, as well as associated manufacturing practices like waste, energy, and water use reduction. Currently, we have approximately 7,200 pages live for more than 3,600 unique products on smartlabel.org.



For products sold outside the U.S., we label our products to meet any additional allergen disclosure requirements, such as for mustard in Canada. Some of our food packages might feature a precautionary “May Contain” statement. Conagra closely monitors allergen management trends and other food safety risks and works to minimize potential impacts. We follow Good Manufacturing Practices (GMPs) and thoroughly clean our equipment after using allergen-containing ingredients.

NATURAL PRODUCT CLAIMS

The Conagra Brands Natural Council is an internal group comprised of cross functional partners from Legal, Product Development, Labeling, and Food Safety, Quality & Regulatory Affairs. The Natural Council verifies that all Conagra products featuring a natural claim meet the applicable U.S. laws and regulations and the company’s requirements. These requirements were developed, and are updated as necessary, to be consistent with the USDA’s Natural Policy and the FDA’s guidelines for natural claims. All Conagra products with a natural claim at a minimum do not contain artificial or synthetic ingredients, artificial flavors or colors, and are not preserved through the use of artificial preservatives.¹

¹ To the extent any Conagra Brands products bearing a natural claim are sold or distributed outside the U.S., this statement is not intended to provide any assurances by Conagra Brands as to the compliance of the natural claim with any applicable laws or regulations of the country where the products will be sold or distributed.

NON-GENETICALLY MODIFIED INGREDIENTS

Many of our brands offer Non-GMO Project-Verified products, including Hunt’s tomatoes, PAM® cooking spray, and Alexia frozen foods. Conagra fully supports, and is in compliance with, the National Bioengineered Food Disclosure Law, which requires food companies to disclose certain information about genetically modified ingredients.

ALLERGEN LABELING

The Food Allergen Labeling and Consumer Protection Act requires food manufacturers to clearly indicate when they’ve used one of nine major allergens: milk, eggs, fish, crustacean shellfish, peanuts, tree nuts, wheat, sesame, and soy. For any branded foods that contain one of these allergens, we include a plain language “Contains” statement below the ingredient statement.

RESPONSIBLE MARKETING TO CHILDREN

Since 2007, Conagra has participated in the Children’s Food and Beverage Advertising Initiative (CFBAI) of the Council of Better Business Bureaus (BBB).

We adhere to CFBAI’s criteria, including that advertised foods contribute important food groups: fruits, vegetables, non/low-fat dairy, whole grains, key nutrients, or some combination of these components. CFBAI’s criteria also set standards that limit calories, saturated fat, sodium, and added sugars.

To further enhance our practice to only market to children responsibly, Conagra also abides by the guidelines established by the Children’s Advertising Unit (CARU) of the BBB. CARU’s standards are intended to promote child directed marketing that is not deceptive, unfair, or inappropriate, taking into account the unique vulnerabilities of a younger audience. CARU’s guidelines do not allow, among other things, claims that unduly exploit a child’s imagination or sales pressure techniques that create a sense of urgency.

OUR CFBAI-CONFORMING PRACTICES INCLUDE:

- **Committing that all advertising primarily directed to children under age 13 will be for foods that meet CFBAI’s Category-Specific Uniform Nutrition Criteria.¹**
- **Not seeking product placements in children’s programming.**
- **Not running advertising primarily directed to children under six years of age in TV, radio, print, or online, including websites, online games, DVDs and other video formats, mobile apps, and word of mouth platforms.**
- **Not advertising our foods to children in elementary schools, pre-K through 7th grade, including foods that meet CFBAI’s nutrition criteria. This commitment applies to the entire school, its facilities and grounds, and covers the entire school day, whenever children are under the supervision of the school or third parties on behalf of the school.**

¹ CFBAI has evolved over the years to respond to changes in the children’s advertising landscape. The most recent update was made in May 2022 and revised the advertising coverage of the program from “advertising primarily directed to children under age 12” to “advertising primarily directed to children under age 13.” This update was implemented on January 1, 2023.

RESPONSIBLE SOURCING

We approach the sourcing of ingredients and packaging materials with care and consideration. We take into account the potential environmental and social impacts of our products throughout their lifecycle and seek to support circularity through regenerative agriculture practices and thoughtful packaging design.

SUPPLIER RISK MANAGEMENT

CODE OF CONDUCT FOR SUPPLIERS

Conagra's Code of Conduct for Suppliers applies across the board to all our direct suppliers and covers compliance with applicable laws, regulations, and ethical standards including legal anti-corruption requirements.



Our Code of Conduct for Suppliers communicates our standards to protect human rights in accordance with the UN Guiding Principles on Business and Human Rights, United Nations Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child, the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, the International Labor Organizations' Declaration on Fundamental Principles and Rights at Work, and guidelines for multinational enterprises from the Human Rights Task Team of the Organization for Economic Co-operation and Development. Our Code of Conduct for Suppliers conveys Conagra's expectations regarding prohibiting child labor, forced labor, discrimination and harassment, and protecting employees' rights regarding freedom of association, working hours, wages, health, and safety.

Through our Code of Conduct for Suppliers and our procurement standards for certain products, Conagra sets expectations for its suppliers to continue to make progress to reduce environmental impacts of their operations such as deforestation, greenhouse gas emissions, and responsible water, energy, and waste management. We also engage with our suppliers to encourage innovation, adoption of sustainable agricultural practices, and the improvement of the welfare of animals in our supply chain.

Our suppliers are required to maintain appropriate documentation relating to their compliance with our Code of Conduct for Suppliers and their contractual obligations to us. We maintain full rights to inspect facilities and review applicable documentation to confirm compliance. Our Code of Conduct for Suppliers also specifies that our suppliers must take reasonable actions to verify that their suppliers and subcontractors are in compliance with our Code of Conduct for Suppliers. We provide guidance to our suppliers regarding subcontracting and require them to replicate our requirements all the way down their supply chains.

DUE DILIGENCE ON SUPPLIERS

Conagra uses a rigorous due diligence process to confirm that we have appropriate information and related documentation regarding new suppliers and the materials we purchase from them. This includes, but is not limited to, specifications, allergen information, conflicts of interest disclosures, third-party audits, and country of manufacture statements.

We actively monitor our direct suppliers on an ongoing basis for controversies or situations that could potentially cause a supply interruption, and we have implemented additional risk management processes for high-volume suppliers and suppliers of priority ingredients and packaging materials that may present heightened risks. Our practices include:

Tier 1 Supplier Risk Management

Our Supplier Quality and Risk teams review all materials to be purchased, where those materials come from, the audit results from our third-party controversy monitoring provider, proposed final use of the material, and other information about the material or supplier. The Supplier Quality team also

reviews new suppliers' conformance with specific expectations set forth in our Supplier Expectations Manual. Our Risk team's due diligence screens include global criteria related to human rights, business ethics and governance, and environmental compliance.

Dedicated procurement staff provide on-going support to each direct supplier via periodic touchpoints to discuss any sustainability developments or other issues that might arise.

Supplier Excellence Program – Priority Ingredients & Packaging Materials, Co-Manufacture, and Transportation & Warehousing

Conagra leverages a Supplier Excellence Program for additional engagement and partnership with suppliers that are most significant to our Citizenship strategy.

As part of our Supplier Excellence Program, Conagra assesses key suppliers at least annually on their supply chain performance. Metrics that we review include the supplier's publicly available reporting, policies, and



commitments that address sustainability risks specific to the supplier's industry, and initiatives addressing climate change, packaging waste, agriculture, water, and waste. We also monitor our suppliers' human capital management including legal compliance, human rights including prohibiting illegal child and forced labor, and our supplier's policies regarding anti-discrimination and harassment. The annual sustainability assessment is supplemented by biannual performance discussions, and we work in partnership with our suppliers to address any issues or gaps.

HUMAN RIGHTS

We recognize that the food industry is exposed to human rights risks in the form of forced labor, human trafficking, illegal child labor, and unfair work practices and Conagra is committed to respecting human rights in our operations and throughout our supply chains.



We have focused our efforts where we can have the most impact:

- Our employees
- Third-party employees working in our operations
- Our co-manufacturers
- Our direct suppliers

In our operations, we follow applicable laws and our [Human Rights Policy](#) and have embodied these principles into our labor, employment, and business conduct policies, processes, systems, and controls. In fiscal 2024, we began a cross-functional examination of our procedures and controls with respect to the use of third-party personnel in our plants with a view to reducing the risk of forced labor, illegal child labor, and unfair work practices. We also updated our annual training on our Code of Conduct which is provided to all our employees to include awareness training on human rights issues in fiscal year 2025.

We engage with our suppliers on human rights and have set our expectations for suppliers through our [Code of Conduct for Suppliers](#). We have also incorporated our human rights standards into our audit procedures for our



compliance function has provided guidance on human rights issues to our internal audit teams to guide their on-site audits of these co-manufacturing partners.

Our Supplier Quality team engages with our key suppliers on human rights issues, and we monitor our suppliers for human rights violations using a third-party due diligence tool that monitors for regulatory and reputational controversies.

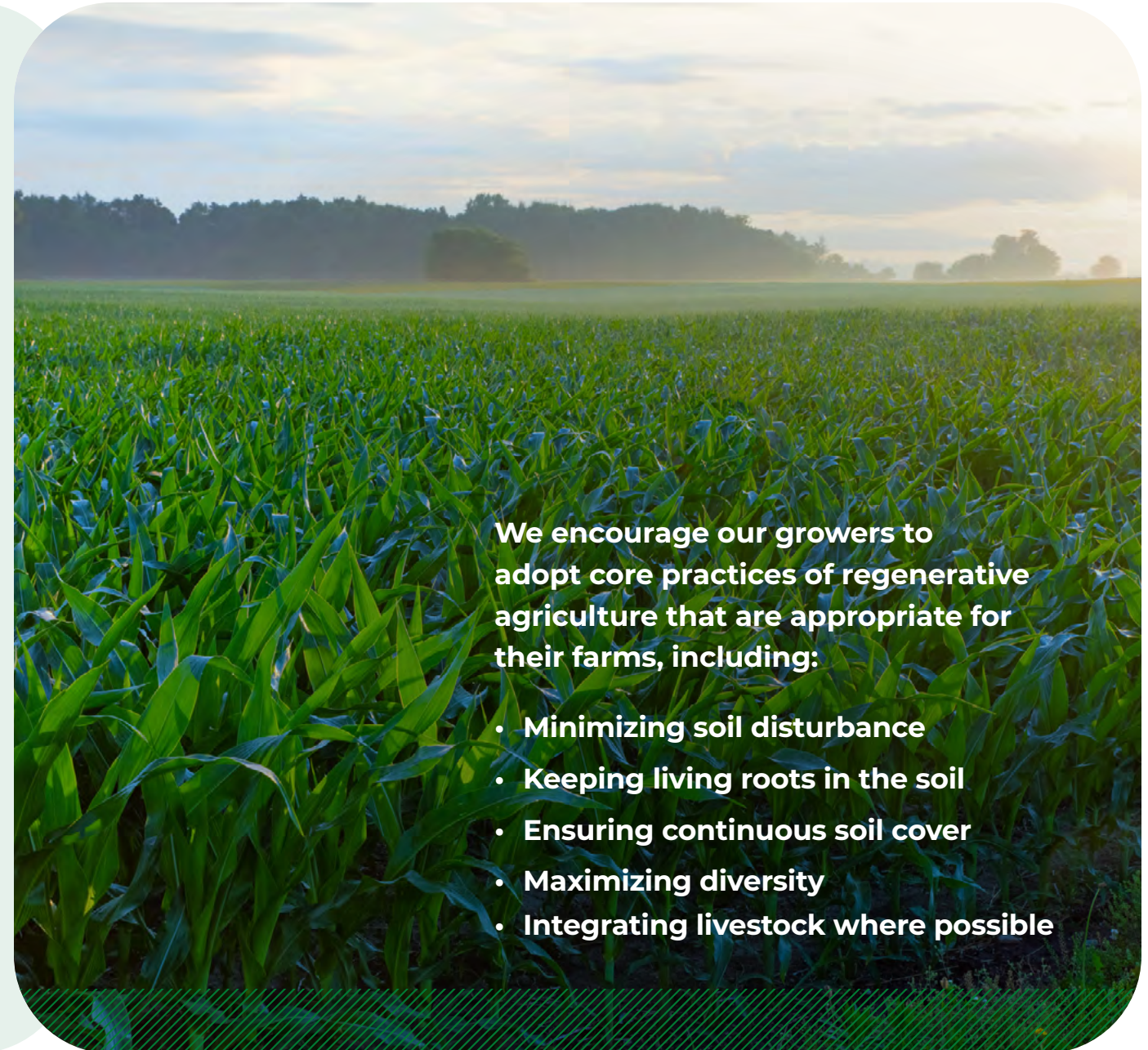
Our Senior Leadership team oversees our compliance program and our ethics and compliance function periodically reports on human rights issues impacting manufacturers and the food industry to our cross functional Compliance Committee.

REGENERATIVE AGRICULTURE

At the farm level, Conagra collaborates with growers and industry groups to advance regenerative agriculture within our supply chains.

We support a regenerative agriculture approach that employs a systems-based perspective and is focused on enhancing soil health, biodiversity, water quality, and air quality, all while maintaining the productivity of farms.

By implementing practices that prioritize soil health, our growers work to rebuild soil organic matter, increase water infiltration, and enhance nutrient cycling with the goal of creating more resilient agricultural systems that can better withstand climate impacts such as droughts, floods, and extreme weather events.



We encourage our growers to adopt core practices of regenerative agriculture that are appropriate for their farms, including:

- **Minimizing soil disturbance**
- **Keeping living roots in the soil**
- **Ensuring continuous soil cover**
- **Maximizing diversity**
- **Integrating livestock where possible**

CARROTS, PEAS, SWEET CORN, & GREEN BEANS

Conagra’s carrots, peas, sweet corn, and green bean crops are all grown on farms located in the U.S. We have invested in technology used in our growers’ fields to monitor the plants’ nutrient needs using real-time data. One example of this technology is soil moisture sensors used by our farmers in Florida, Georgia, and Colorado to conserve water and increase soil health. Another is field scouting conducted by drones by our Midwestern Birds Eye farmers who continue to implement farming practices that save water, support biodiversity, and improve soil health. The data generated by these practices, as well as field sampling, increases coordination with our growers, allowing us to align our production schedules with our growers’ harvesting so that our vegetables are picked at peak ripeness and transported directly to our plants that are ready to receive, wash, and freeze them.

Regenerative agriculture is a key component in our farm management plans. We rely on Conagra’s agriculture practices surveys completed by our farmers to help us minimize environmental risks within Conagra’s supply chain and maximize environmental



benefits. Through these surveys, our growers confirm actions that they have taken such as conducting a land use risk assessment, enabling traceability to each production area, and conducting a farm water quality assessment. Conagra invests in our growers’ farm management plans that support regenerative agriculture, by funding irrigation sensors in green bean fields, for example.

As part of the Conagra agriculture program and individual farm management plans, these farmers:

Support soil health

through recognized practices of crop rotation, planting cover crops, and minimizing tillage (plowing) to reduce erosion

Reduce water consumption

through advanced irrigation techniques like in-field sensors

Reduce fertilizer application

by implementing the use of variable rate fertilizer application technology and application of nitrogen as needed.

Filter water runoff and preserve ecosystem biodiversity

through on-farm conservation buffers—small areas of vegetation or strips of land

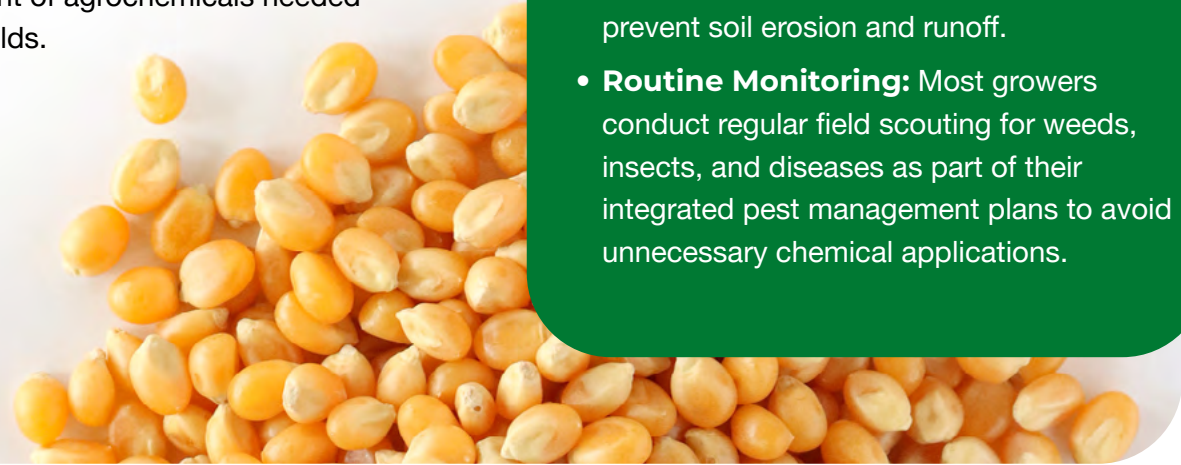
Support healthy pollinator populations

by accessing bee habitat data via resources such as FieldWatch, a non-profit academic collaborative that promotes communication between crop growers and beekeepers in support of stewardship and responsible use of agricultural inputs.¹ Birds Eye growers located adjacent to rivers and lakes also plant erosion-reducing buffer zones with perennial crops such as clover, which provide food for pollinators.

¹ FieldWatch is a non-profit organization that provides free and voluntary mapping tools to enhance communication and cooperation between crop producers, beekeepers, seed companies, and pesticide applicators. These tools support environmental stewardship by helping users map the locations of fields, apiaries, and seed field workers, thereby promoting sustainable practices and reducing agrochemical drift.

POPCORN

In fiscal year 2024, Conagra worked with approximately 130 growers across the Midwestern United States to source popcorn for our Angie's BOOMCHICKAPOP®, ACT II®, Orville Redenbacher's®, Crunch 'n Munch®, Poppycock®, and Fiddle Faddle® products. To reduce their environmental impact, our contracted popcorn growers implement regenerative practices to improve soil health, reduce the risk of chemical runoff, and reduce the amount of agrochemicals needed in their fields.



These practices include:

- **Crop Rotation:** By rotating soybean and popcorn crops, we estimate that our growers avoided applying over 288,000 lbs. of nitrogen to their fields in fiscal year 2024.
- **Conservation Tillage:** In 2024, about 28,500 acres across our network implemented conservation tillage or no-till systems, meaning some of the previous season's crop residue is left on the land to prevent soil erosion and runoff.
- **Routine Monitoring:** Most growers conduct regular field scouting for weeds, insects, and diseases as part of their integrated pest management plans to avoid unnecessary chemical applications.

TOMATOES

Our tomato farmers in California utilize drip irrigation on 100% of their field acreage, and our agricultural experts estimate that this practice reduces overall water use by nearly 15% compared to traditional furrow irrigation systems. Conagra partners with suppliers to transport raw tomatoes to our Oakdale production facility in Renewable Natural Gas trucks, which our supplier estimates avoided more than 16,000 metric tons of CO² emissions in the 2024 fresh pack season.

Through our cover crop investment program, we are working with our tomato growers to increase cover crop adoption in California. This agricultural practice aims to improve overall soil health and improve the resiliency of our supply. Cover crops are an integral part of regenerative agriculture, as they can provide environmental benefits including protection against erosion, improved water holding capacity, weed suppression, and nutrient recycling. In fiscal

2024, we commissioned a third-party soil sample analysis for two participating farms to better understand the impacts of cover crops on soil health. The analysis, adhering to the Soil Health Institute's recommended measurements for assessing soil health, compared indicators across fields with and without cover crops. We utilized this analysis to monitor progress and to continue to encourage our growers to implement cover crops to enhance biodiversity, nutrient availability, and water-holding capacity, among other benefits.



REDUCING WASTE AND SUPPORTING CIRCULARITY IN AGRICULTURE

Conagra utilizes manufacturing processes designed to reduce water, waste, and energy use at our production facilities. Our Hunt's tomato production facility in Oakdale cleans and recycles water used to process tomatoes

into irrigation water for local pastures, supporting conservation throughout the supply chain and regeneration of local watersheds. Our Birds Eye facility in Waseca, Minn., upcycles byproducts from peas, sweet corn,

and rice production into local livestock feed or fertilizer. This facility also recycles water used to clean and process vegetables back into irrigation water to grow food for animals.

CONAGRA'S SUSTAINABLE DEVELOPMENT AWARDS WINNER: RESPONSIBLE SOURCING



Conagra team members, Darien, Wis.

This year, Conagra's facility in Darien, Wis., received the Sustainable Development Award in the Responsible Sourcing category. This award category recognizes projects focused on implementing regenerative agriculture, reducing deforestation, enhancing supply chain practices and preserving biodiversity. The Darien team converted 152 acres of corn and soybean farmland into hayfields and rewilded prairies to restore the local ecosystem. The project has provided several environmental benefits, including reduced fertilizer and herbicide use, enhanced wildlife and pollinator populations, erosion control, and carbon sequestration. In addition, the hay grown on these fields is donated to local farmers for animal feed.



The Darien team converted 152 acres of corn and soybean farmland into hayfields and rewilded prairies to restore the local ecosystem.

MITIGATING DEFORESTATION & PRESERVING BIODIVERSITY

Deforestation-Linked Commodities

As part of our ongoing Citizenship Strategy to respect our environment and support sustainability, Conagra has set goals to mitigate deforestation risk where we can make an impact in our operations and supply chains.



Deforestation is a global environmental risk that contributes to climate change and negatively impacts natural habitats and biodiversity. We engage with our suppliers to stop deforestation and have focused our deforestation strategy on commodities sourced for our products that have been identified by the Accountability Framework initiative (AFi) framework as critical primary deforestation-linked.¹ This summary outlines our efforts and progress towards achieving a no-deforestation footprint for these commodities.

¹ Conagra's no-deforestation strategy includes various key principals of the Afi framework, which defines deforestation as the loss of natural forest as a result of: 1) conversion to agriculture or other non-forest land use; 2) conversion to a tree plantation; or 3) severe and sustained degradation. Loss of natural forest that meets this definition is considered to be deforestation regardless of whether or not it is legal. For more information on Afi guidance, see the Accountability Framework from the Accountability Framework initiative, a coalition including CDP.

Strategy

Conagra’s no-deforestation strategy is focused on beef, palm oil, soy, cocoa, and timber products used for product packaging, which we have identified as critical primary deforestation-linked commodities.¹ Our Code of Conduct for Suppliers specifies that we will not source certain commodities from areas designated as high risk for deforestation.² We seek to do business with suppliers who have eliminated deforestation activities from their operations or supply chain or who have made commitments to eliminate deforestation activities from their operations or supply chain by 2025, which include commitments for reforestation and agroforestry efforts to support biodiversity. Conagra’s no-deforestation strategy strives to achieve no-deforestation sourcing in alignment with AFI principles across these identified critical primary deforestation-linked commodities by December 31, 2025.

Approach

In fiscal 2024, we followed our no-deforestation compliance criteria that closely aligns with the AFI principles and guides our strategy to achieving supply chains in agriculture and forestry that are derived from no-deforestation areas.

We leveraged resources from Proforest and Consumer Goods Forum Forest Positive Coalition when making supplier compliance assessments. Our assessment evaluates our supply based on three no deforestation compliance criteria:

1) Traceable to low-risk origin

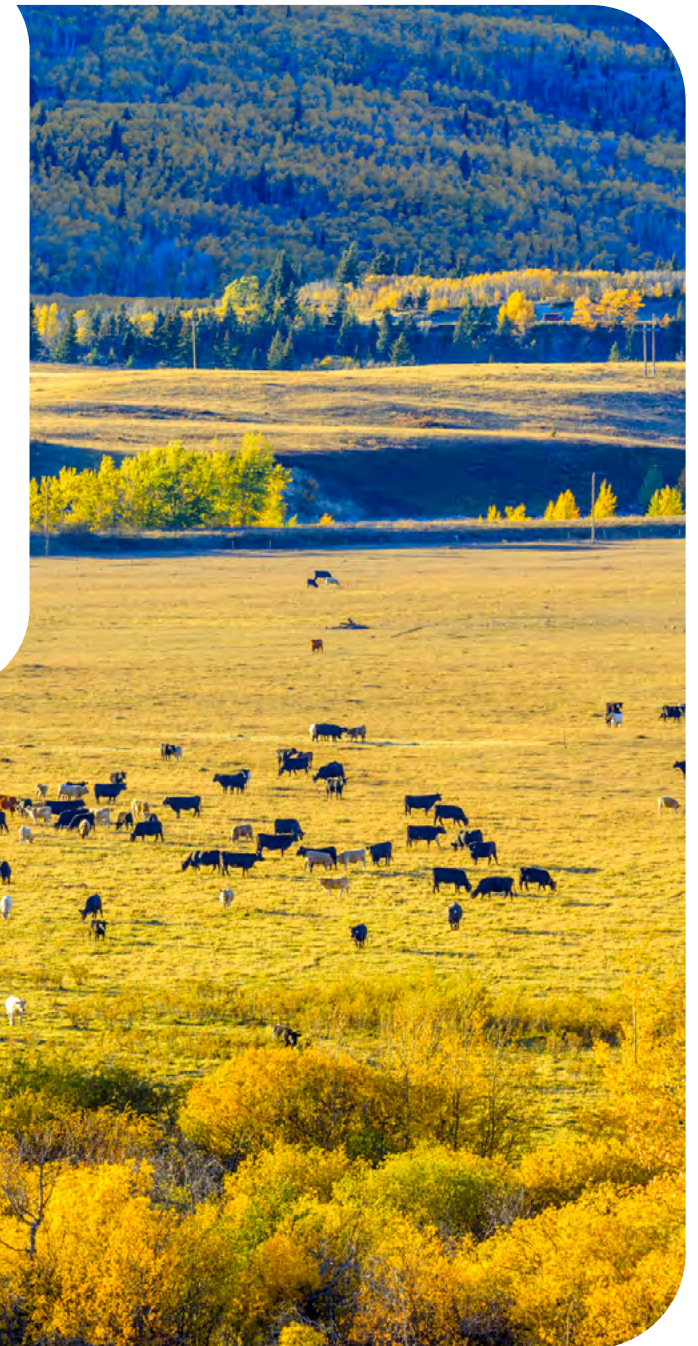
Volumes traced to regions classified as low risk for deforestation according to reputable third-party industry sources such as the World Wildlife Fund, the Global Canopy and the Tropical Forest Alliance. We utilize the material-specific country of origin and the country of manufacturing provided by our suppliers for this analysis.

2) Certifications with no deforestation component

Volumes verified through third-party auditing under certification programs utilized by our suppliers or us that have no-deforestation components, such as the Roundtable on Sustainable Palm Oil (RSPO).

3) Supplier no-deforestation commitment

Volumes sourced from suppliers who have made a commitment to eliminate deforestation from their operations or supply chain by 2025.



¹ See Appendix for Additional Information.

² Conagra utilizes resources such as CDP’s list of high-risk areas based on reports by World Wildlife Fund, Forest 500 (a Global Canopy Project), and the Tropical Forest Alliance.

ASSESSMENT RESULTS & FISCAL YEAR 2024 PROGRESS



Commodity-Specific Highlights¹

Beef²

As part of our Citizenship Strategy, we are focused on reducing the deforestation impact of beef in our supply chain. In fiscal year 2024, 86% of our beef buy by volume was traceable back to countries of origin identified as low-risk for deforestation.³

Timber⁴

Our no-deforestation approach also extends to the timber used in our packaging materials and other manufacturing processes. Over 99% of our timber buy by volume was traceable back to a country of manufacturing identified as low-risk for deforestation.³ Some of our suppliers also maintain accurate and active certifications under programs that have no-deforestation components, such as FSC and SFI.

Soy⁵

We recognize the impact of soy production on deforestation and are actively working to address this issue in our supply chain. In fiscal 2024, 100% of our soy buy by volume was traced back to countries of origin identified as low-risk for deforestation.³

Cocoa⁶

Although cocoa only represents approximately 2% of our fiscal 2024 critical primary deforestation-linked commodities buy by volume, we recognize the impact of our purchasing decisions on our broader transition to a no-deforestation supply chain. We assessed supplier commitments to eliminate deforestation by 2025 as part of our compliance criteria. In fiscal 2024, 89% of our cocoa buy by volume was traceable to suppliers that have publicly shared a 2025 no-deforestation commitment.³



Palm Oil⁷

We understand the environmental impacts associated with palm oil production, including deforestation and habitat destruction. Since 2022, 100% of our palm oil buy by volume has been verified by RSPO mass balance certification which includes tracing origins to the mill level for palm oil and to the plantation level for palm kernel oil.

¹ Percentages based on assessed volumes directly sourced, meaning purchased by us for use as an ingredient for products manufactured in our facilities, excluding private label and foodservice products. See Appendix for Additional Information.

² Cattle products including fresh, frozen, cooked, and Kosher.

³ Our percent buy by volume aligned to our no-deforestation criteria may vary from year to year based on availability of data from our suppliers.

⁴ Timber used in primary, secondary, and tertiary packaging.

⁵ Soy includes soy, lecithin, soy flour, soybean oil, and soy protein products, excluding soy embedded in manufactured components.

⁶ Cocoa powder and chocolate excluding cocoa embedded in manufactured components.

⁷ Palm, palm kernel, and all blended oils.

ANIMAL WELFARE

In fiscal year 2024, Conagra's total ingredient buy by volume was approximately 73% plant-based, 6% dairy and eggs and 21% animal proteins.

As described in more detail in our [Animal Welfare Position Statement](#), Conagra strives to partner with suppliers who share our values and comply with our standards.

More information about our animal welfare standards for ingredients used in our products can be found in the Additional Information in the Appendix to this report.

Commodity-Specific Highlights¹

CAGE FREE EGGS²

In fiscal year 2024, we achieved our goal by purchasing 100% of our egg buy by volume from cage free systems.

We are continuing to pursue our dual strategy of also exploring egg alternatives and enhanced new technologies to reduce or eliminate eggs from some of our products through recipe reformulation.

OPEN PEN PORK²

Conagra supports the development of pregnant sow housing alternatives and eliminating the unnecessary use of gestation crates. At the end of fiscal year 2024, we achieved our goal by purchasing approximately 30% of our pork buy by volume from open pen gestation systems.³ We are aiming to source 60% open pen pork by the end of fiscal year 2025 and 100% by the end of fiscal year 2026 (which ends May 2026).



Supporting Measures to Prevent Overfishing

Since 2020, Conagra has utilized the internationally recognized Marine Stewardship Council (MSC) and The Global Seafood Alliance's Best Aquaculture Practices (BAP) certification programs to bring certified responsibly-sourced seafood options to consumers and encourage awareness of protecting marine ecosystems. These third-party certifications recognize wild-caught and farm-raised seafood suppliers for their responsible fishing practices and drive improvements in the industry through education, advocacy, and demonstration.

99% of Conagra's seafood buy by volume⁴ was third-party certified, either via MSC or BAP certification.

¹ Percentages based on assessed volumes directly sourced, meaning purchased by us for use as an ingredient for products manufactured in our facilities, excluding private label and foodservice products. See Appendix for Additional Information.

² See Appendix for Additional Information.

³ "Open pen gestation system" means that sows are kept in gestation crates for no more than 4–6 weeks of each pregnancy and are then moved to a pen with sufficient space to move freely.

⁴ Percentage based on assessed volumes directly sourced, meaning purchased by us for use as an ingredient for products manufactured in our facilities. See Appendix for Additional Information.

PACKAGING WASTE & PRODUCT RECOVERY

Responsible sourcing also relates to working with our packaging suppliers. Ensuring the freshness and safety of our food is essential, and our packaging serves a critical role. Our commitment to innovation extends to our packaging solutions and we are dedicated to reducing waste through thoughtful design and the use of renewable, recyclable, or compostable materials. Our strategy focuses on enhancing packaging design to help facilitate consumer recycling through various systems, helping to keep more of our packaging out of waste streams, and supporting a closed-loop recovery system for our packaging.



In fiscal year 2024, approximately 93% of Conagra’s packaging materials buy by volume met our renewable, recyclable or compostable by 2025 sustainable packaging goal success metrics.¹

Conagra is actively partnering with suppliers to identify new solutions and developing future strategies to expand our impact in key areas of packaging innovation. We also continue to expand partnership opportunities within and beyond our supplier network and will have more to share on our approach in our fiscal year 2025 Citizenship report.

¹ Percentage based on assessed volumes directly sourced, meaning purchased by us for use for primary consumer and secondary packaging material, for products manufactured in our facilities. See Appendix for Additional Information.

CONAGRA'S SUSTAINABLE DEVELOPMENT AWARDS WINNER: PACKAGING



Conagra team members, Rensselaer, Ind.

In calendar year 2024, the winner for Conagra's Sustainable Development in the Packaging category redesigned shipping pallets for Orville Redenbacher's® kernels, fitting 30 more popcorn jugs per pallet. We estimate that this change eliminated the need for more than 30 metric tons of packaging annually. Overall, we estimate that this project reduced more than 75 metric tons of CO2 emissions annually through both material reduction and fewer trucks required. This creative, in-house solution had multiple co-benefits: it simplified the complexity and time needed to construct the pallet, reduced the need for manual labor, increased visibility of the product, and showed direct benefit to the retailer. The cross-functional benefits this project provides were a major factor in its attainment of a Sustainable Development Award.



This change eliminated the need for 34 metric tons of packaging annually. Overall, this project reduced 79 metric tons of CO2 emissions annually through both material reduction and fewer trucks required.

PROJECTS

Our commitment to innovation has resulted in multiple successes in new packaging designs that mitigate environmental impact.

We were able to identify a singular concept that was able to be applied more broadly to significantly influence numerous brands on a large scale.

By reducing the size of the inner carton flaps for several frozen meal brands, we unlocked significant material reductions and line efficiencies. This design improvement saved 1,135 metric tons of mixed paper material across 100+ products from brands like Banquet, Healthy Choice, Hungry-Man, Marie Callender's, Purple Carrot, and P. F. Chang's¹ Home Menu[®] – equivalent to 1,450 metric tons of CO₂e.

This carton reduction approach inspired similar improvements to Slim Jim[®] cartons that have seen year-over-year material reductions as result.

By reshaping the 46-count pantry pack to be more space-efficient, approximately 273 metric tons of paper and corrugate have been removed annually - equivalent to 342 metric tons CO₂e.

In addition, we continue to focus on collaboration with key suppliers for advancing impact. To improve the recyclability of our products, Conagra has worked with one of our suppliers to convert our carbon black pigmented trays to natural CPET unpigmented trays. Due to sorting technology commonly used at recycling facilities, many times plastic with black pigment is not detected and therefore not recycled.

As a result of this move away from carbon black pigment, over 6,180 metric tons of plastic packaging have a higher likelihood of being accurately collected in the desired PET reprocessing system.

In another collaboration with our suppliers, to reduce our overall plastic footprint, **Conagra has also leveraged supplier expertise to lower the plastic content in our Birds Eye Steamfresh[®] products by 69 metric tons in fiscal year 2024.**

Both of these projects demonstrate the need for collaboration across our supply chain.



¹ P.F. CHANG'S and P.F. CHANG'S HOME MENU are trademarks of P.F. Chang's China Bistro, Inc. and are used under license.

PARTNERSHIPS



Conagra is proud to be part of the U.S. Plastics Pact, a consortium led by The Recycling Partnership and World Wildlife Fund (WWF), launched as part of the Ellen MacArthur Foundation’s global Plastics Pact network. The U.S. Plastics Pact is an ambitious initiative to unify diverse public-private stakeholders across the plastics value chain to rethink the way we design, use, and reuse plastics. In line with the Ellen MacArthur Foundation’s vision of a circular economy for plastic, which unites more than 850 organizations and is underpinned by common definitions and concrete targets, the U.S. Plastics Pact brings together plastic packaging producers, brands, retailers, recyclers, waste management companies, policymakers, and other stakeholders to work collectively toward scalable solutions tailored to the unique needs and challenges within the U.S. landscape, through vital knowledge sharing and coordinated action.

We also continue to leverage our membership with the Association of Plastic Recyclers. Intentional packaging design (enabled by the APR Design Guide) is an important component to improve landfill diversion rates, alongside scaling recycling infrastructure at state and local levels. In addition to reducing the amount of material used in our packaging, packaging engineers at Conagra are also focused on improving efficient use of materials and effective design for recyclability.

In Canada, Angie’s BOOMCHICKAPOP has continued its product recovery partnership with TerraCycle® that provides consumers with options to keep hard-to-recycle packaging out of landfills and incinerators.

The partnership gives consumers in Canada the opportunity to recycle empty Angie’s BOOMCHICKAPOP ready-to-eat popcorn bags, microwave popcorn bags, and outer

plastic packaging at over 1,400 locations across the country. After consumers sign up, they can mail in the popcorn bags and other accepted packaging using a prepaid shipping label. Once received, the popcorn bags and packaging are shredded, cleaned, and separated by material type. The materials are then recycled into raw formats that can be remolded to make new products. Consumers can also earn recycling rewards for every shipment sent in through TerraCycle, which can be redeemed in the form of a donation to a school or charity of their choice. Since 2020, this program has recycled a total of 793 lbs. of Angie’s BOOMCHICKAPOP popcorn packaging, keeping waste from landfills and incinerators.

Finally, we are members of the American Institute for Packaging and the Environment (AMERIPEN) which focuses on U.S. federal and state policy related to recycling and packaging. AMERIPEN’s mission is to be the leading voice for the packaging industry, using science to inspire, create and advocate for sustainable solutions for the packaging value chain.



BETTER PLANET

We believe that responsible environmental practices are a key ingredient for a healthy business. We are focused on the climate-related impacts of our business by reducing energy use, protecting and managing water resources efficiently, and minimizing or diverting waste for more beneficial uses.



*Conagra team members,
Waterloo, Iowa*

OPERATIONAL SUSTAINABILITY

At Conagra, we channel our efforts into strategic areas where we can make a significant impact across our production process.

Our sustainability programs prioritize climate change, water resources, and waste management, as these are most relevant to our business.

Climate change poses a fundamental challenge to global food production, affecting agricultural industries worldwide. It impacts the way we approach sourcing raw materials and manage energy use in our facilities.

Water is vital to global food production, from the farmers who grow the raw ingredients that we use, to the families who prepare and enjoy the food we make. Similarly, water is important to our operations.

Preventing waste, especially food waste, increases our operational efficiency and helps us support our other Citizenship initiatives, such as our community initiatives through food donations and our environmental initiatives through recycling. To advance our sustainability initiatives, Conagra established a \$9 million Sustainability Capital Allowance program. This fund supports our manufacturing facilities in achieving their sustainability goals. Projects that demonstrate reductions in greenhouse gas emissions,

water usage, or waste generation are eligible to access this budget.

Additionally, in calendar year 2024, Conagra revived its annual Sustainable Development Awards, a program designed to recognize and celebrate the outstanding achievements and contributions of its dedicated employees towards developing sustainability initiatives.



The awards are focused on sustainability initiatives across five strategic categories: Climate Change, Packaging, Responsible Sourcing, Water Reduction, and Waste Reduction. In addition, an overall “Award of Excellence” is presented to the project that best exemplifies Conagra’s six Timeless Values of Integrity, External Focus, Broad-Mindedness, Agility, Leadership, and Results.

CONAGRA'S SUSTAINABLE DEVELOPMENT AWARD OF EXCELLENCE WINNER



Conagra team members, Irapuato, Mexico

We were proud to present this year's Award of Excellence to our facility in Irapuato, Mexico, for their Biogas for Power project. Their innovation and commitment to ethical practices, adaptability and leadership have set a new benchmark for excellence within Conagra. The project transformed their wastewater treatment process by upgrading the biogas burner system to increase efficiency and cut electricity costs. The team installed two Biogas Turbine Generators, a heat exchanger, and a biogas treatment system, all of which harnesses the previously wasted biogas. The turbines produce electricity from the biogas for the grid, earning rebates, while the heat exchanger uses exhaust gases to heat water for the canning process.



This project reduces the use of the atmospheric burner use by 80%, provides 8% of the site's electricity, and reduces natural gas consumption in the canning process. Overall, the site saves about 1,910 metrics tons of CO₂e annually.

ENVIRONMENTAL MANAGEMENT

At the heart of our mission is a commitment to not only delivering exceptional taste, nutrition, and value through our products but also to acting as responsible stewards of the environment.

Our Environmental Policy drives continuous improvement in our practices, guided by key environmental metrics and implemented through our robust Environmental Management System (EMS).



Conagra's Irapuato, Mexico Facility

As part of our commitment to being responsible stewards of the environment, we ensure compliance with environmental laws and regulations. We provide employees with extensive training and educational resources on Environmental Compliance, Water Stewardship, and Resource Conservation. Through our EMS, we regularly evaluate our environmental strategy and update our goals annually to ensure ongoing progress. We proactively manage environmental challenges, promote

best practices across all facilities, and take deliberate steps to prevent pollution by assessing and monitoring the environmental impacts of our operations.

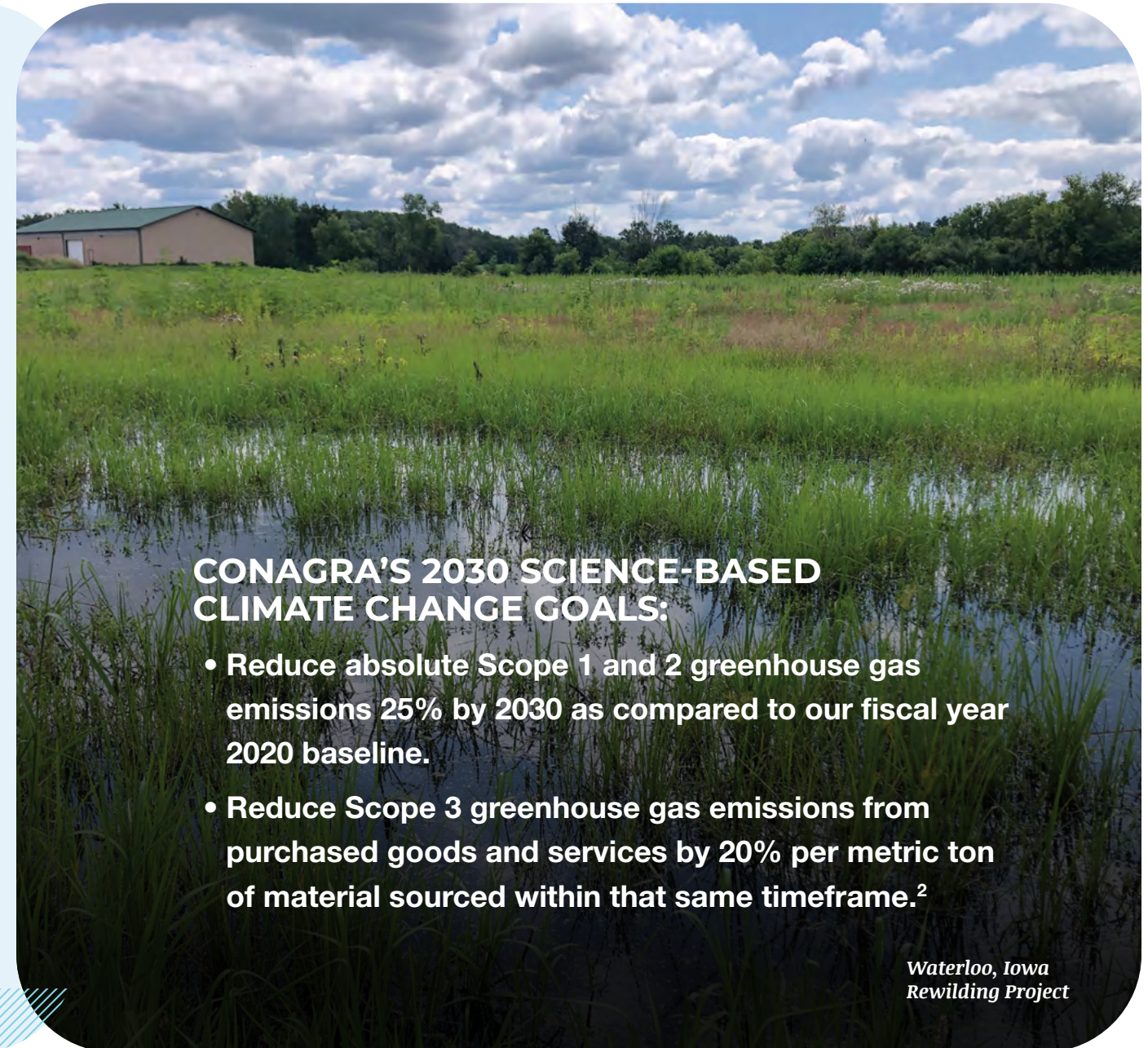
Internal environmental audits are conducted routinely to evaluate compliance and identify areas for improvement. When compliance issues arise, we collaborate closely with the affected facility to develop actionable solutions, provide targeted education, and confirm effective resolution through diligent tracking and follow-up.

CLIMATE CHANGE¹

Climate change is a global issue that significantly impacts agricultural industries and poses a fundamental challenge to food production.

In response, Conagra is reshaping our approach to sourcing raw ingredients for food production and taking steps to manage energy use within our facilities. In addition, we encourage our suppliers to take action as well.

Conagra Brands' 2030 science-based climate change goals were validated by the [Science Based Target initiative \(SBTi\)](#), an ambitious corporate climate effort leading the way to a zero carbon economy. See [Appendix](#) for definitions and additional information and our [2024 CDP response](#) for more information about our methodology on climate change risk mitigation practices and emissions reduction efforts.



CONAGRA'S 2030 SCIENCE-BASED CLIMATE CHANGE GOALS:

- Reduce absolute Scope 1 and 2 greenhouse gas emissions 25% by 2030 as compared to our fiscal year 2020 baseline.
- Reduce Scope 3 greenhouse gas emissions from purchased goods and services by 20% per metric ton of material sourced within that same timeframe.²

*Waterloo, Iowa
Rewilding Project*

¹ Conagra annually reviews greenhouse gas emissions and baseline data as part of third-party data verification efforts, and we may make minor adjustments to published data as our data systems evolve, data quality improves, or our facility footprint changes in ways that require baseline recalculations. Any adjustments fall within a threshold of +/- 5% used for independent assurance unless otherwise noted.

² The target boundary includes biogenic emissions and removals from bioenergy feedstocks.

SCOPE 1 & 2 EMISSIONS¹

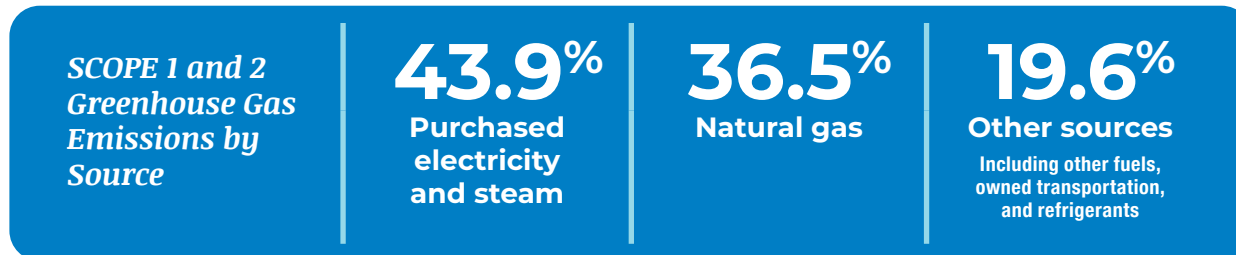
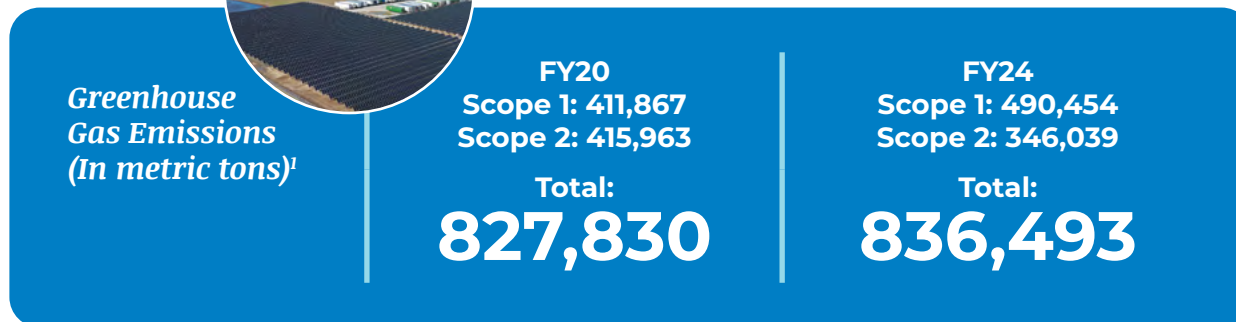
In fiscal year 2024, our Scope 1 and 2 greenhouse gas emissions (CO₂e) were approximately 836,493 metric tons, an increase of approximately 1% from our fiscal year 2020 baseline. Fiscal year 2024 Scope 1 emissions increased to reflect more than a 5% data adjustment (increase) due to improved data quality and availability. No corresponding adjustment has been made to our fiscal 2020 baseline data.

In fiscal year 2024, 4.3% of our total energy consumed came from renewable sources, as defined by the United States Environmental Protection Agency. Our Science Based Target will push us to find new solutions to address our overall energy usage and efficiency.

For additional Energy Management metrics please refer to our [SASB disclosure](#).



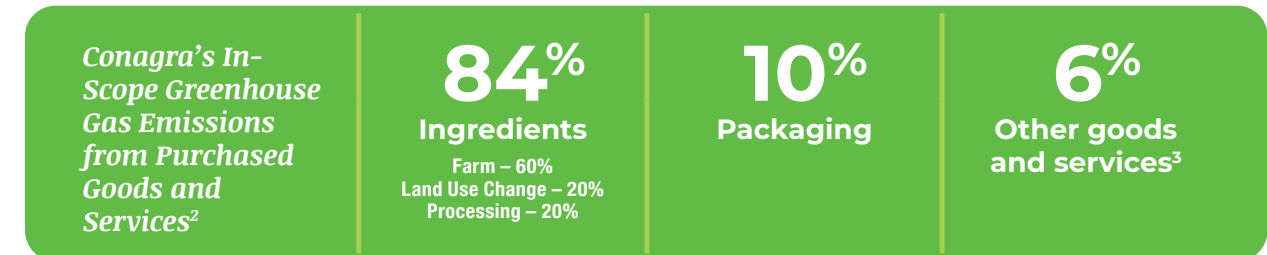
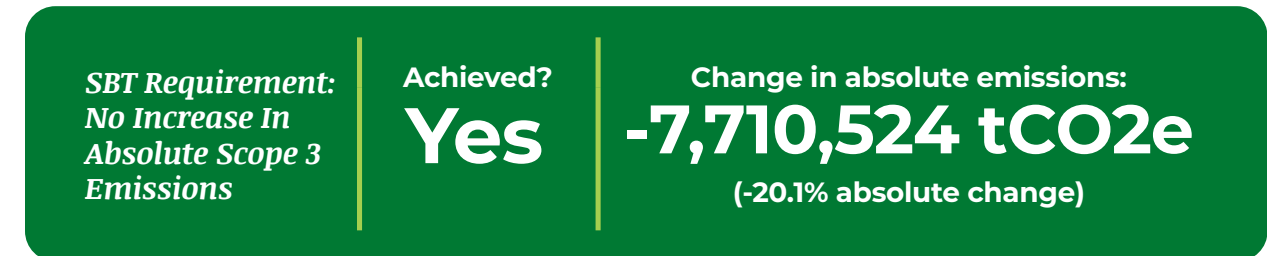
Conagra's St. Elmo, Ill. Facility



¹ Conagra annually reviews greenhouse gas emissions and baseline data as part of third-party data verification efforts, and we may make minor adjustments to published data as our data systems evolve, data quality improves, or our facility footprint changes in ways that require baseline recalculations. Any adjustments fall within a threshold of +/- 5% used for independent assurance unless otherwise noted. The increase in scope 1 emissions is due to improved data quality and availability compared to FY2020.

SCOPE 3 EMISSIONS

In fiscal year 2024, we estimate that our Scope 3 emissions decreased approximately 15.5% per metric ton of material sourced from our 2020 baseline, which brings us approximately 77% of the way to our 2030 goal. In addition, we have reduced our estimated absolute in-scope emissions approximately 20.1% from our 2020 baseline. Our reduction in fiscal year 2024 was driven by procuring fewer high carbon intensity ingredients and also reflects reductions attributable to improved data quality related to packaging weights.



² Fiscal year 2024 data except for "Other Goods & Services" which represents fiscal year 2020 data and is excluded from the boundary for Conagra's 2030 Science-Based Target.

³ Other Goods & Services (fiscal year 2020 data) includes, but is not limited to, purchases of cleaning chemicals and sanitation services, co-manufacturing, purchased pallets, water and sewer services and travel agency services.

CONAGRA'S SUSTAINABLE DEVELOPMENT AWARDS WINNER: CLIMATE CHANGE



Conagra team members, Maple Grove, Minn.

In calendar year 2024, our Maple Grove facility took home one of Conagra's Sustainable Development Awards for Climate Change for its work on reduced greenhouse gas emissions. The team devised a way to optimize waste heat from manufacturing lines to reduce the energy needed to heat the facility. For each bagged microwave popcorn line at the Maple Grove facility, additional drying equipment used increases the need for make-up air to maintain positive air pressure in the facility. By installing five energy-efficient make-up air units that use recovery wheels to repurpose heat from the drying process, the team was able to reduce the energy needed to heat the facility. This project reduced natural gas used to heat the facility by 12%, about 56,000 therms annually, and all five units received energy rebates.



This project reduced natural gas used to heat the air by 12%, about 56,000 therms annually, and installed five, energy-efficient make-up air units that received energy rebates.

MANUFACTURING WATER CONSERVATION

As part of our Citizenship Strategy, we are committed to proactively addressing water risks that could affect our operations.

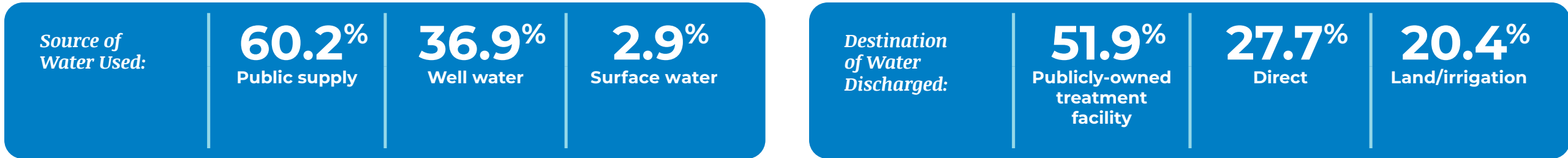
Our water resource strategy guides how we actively manage water resources across our operations, considering both water use and water quality.

Nearly 54% of our operational water comes from areas on the lower end of the World Resources Institute (WRI) water risk spectrum. WRI is a global nonprofit organization that works with leaders in government, business, and civil society to research, design, and carry out practical solutions that simultaneously improve people’s lives and support nature.

More information on water risk management practices is included in our [2024 CDP response](#).



WATER WITHDRAWAL SOURCE & WASTEWATER DISCHARGE DESTINATION¹



WATER RISK BY CONAGRA PRODUCTION FACILITY LOCATION & PERCENT OF TOTAL WATER USE

We analyze our water risk for our locations by using the WRI's Aqueduct tool, which uses peer reviewed methods and the best-available data to map water risk globally. WRI water risk levels are determined using 12 different indicators including flood occurrence, access to water supplies, ecosystem impacts, and other metrics.

Conagra's water resource strategy is focused on responsibly managing water resources in our production facilities. Potential water savings are identified as part of our capital investment process and a key performance indicator for water treatment and sanitation vendors. In addition, we have prioritized water reduction efforts, such as facility enhancements, behavioral improvements, including increased training and awareness and process optimizations, and enhanced controls at those facilities located in high-risk areas.

Low

13 Locations;
43.9% Of Water Use

- Archbold, Ohio
- Boisbriand, Qué.
- Brookston, Ind.
- Council Bluffs, Iowa
- Dresden, Ont.
- Fort Madison, Iowa
- Lakeview, Iowa
- Louisville, Ky.
- Macon, Mo.
- Marshall, Mo.
- Quincy, Mass.
- Richmond, B.C.
- Russellville, Ark.

Low-Med

4 Locations;
9.7% Of Water Use

- Lincoln, Neb.
- Mankato, Minn.
- Milton, Pa.
- Waterloo, Iowa



Med-High

10 Locations;
12.1% Of Water Use

- Centralia, Ill.
- Fennville, Mich.
- Hamburg, Iowa
- Imlay City, Mich.
- Indianapolis, Ind. (two locations)
- Kent, Wash.
- Macomb, Ill.
- Saint Elmo, Ill.
- Troy, Ohio



High

9 Locations;
12.7% Of Water Use

- Beaver Dam, Wis.
- Darien, Wis.
- Hagerstown, Md.
- Humboldt, Tenn.
- Jackson, Tenn.
- Menomonie, Wis.
- Reno, Nev.
- Rensselaer, Ind.
- Waseca, Minn.

Extremely High

6 Locations;
21.4% Of Water Use

- Aurora, Colo.
- Denver, Colo.
- Fayetteville, Ark.
- Irapuato, Mex.
- Maple Grove, Minn.
- Oakdale, Calif.



¹ Includes all Conagra Brands production facilities.

CONAGRA'S SUSTAINABLE DEVELOPMENT AWARDS WINNER: WATER



Conagra team members, Waterloo, Iowa

In calendar year 2024, Conagra's Snack Pack® facility in Waterloo received one of Conagra's Sustainable Development Awards for Water for its innovative water reduction measures. The team upgraded their automated cleaning room to a modern system that recovers cleaning solutions and maintains a more efficient wash cycle. This project saved more than one million gallons of water and reduced energy and chemical use. The new system also provides data for future savings and this approach can be applied to other facilities.



This project saved more than one million gallons of water and reduced energy and chemical use.

The new system also provides data for future savings and can be applied to other facilities.

REDUCING MANUFACTURING WASTE¹

We are systematically and strategically reducing the waste generated in our facilities to maximize the value of the raw ingredients and materials we purchase. For waste that cannot be avoided, we make every effort to divert it from landfills.

In fiscal year 2024, 90% of the solid waste generated at all Conagra's facilities was diverted to more beneficial uses through recycling, product donations to bolster food supplies at area food banks, use as animal feed, or land applications to improve soil quality.



¹ Includes all Conagra Brands production facilities.

FY24 SOLID WASTE CHARACTERIZATION

89.7% of waste diverted from landfill & incineration

10.3% of waste sent to landfills & incinerated

84.2%

of the diverted materials, consisted of organic materials (75.5% of all solid waste from our facilities are organic materials)

- Wastewater Sludge: 29.1%
- Food – Animal Feed: 27.6%
- Cardboard: 4.4%
- Food – Composting: 4.4%
- Wood (Pallets): 2.4%
- Mixed Organics: 5.7%
- Mixed Paper: 0.6%
- Food – Oil/Grease: 0.5%
- Food – Donation: 0.6%
- Food – Energy Recovery: 0.3%

15.8%

of the remaining diverted materials, consisted of inorganic materials (14.2% of all solid waste from facilities are inorganic materials)

- Mixed Plastics: 1.8%
- Mixed Recyclables: 0.4%
- Mixed Metals: 11.9%
- Aluminum: 0.1%

ENHANCING WASTE REDUCTION ACROSS OUR OFFICES & FACILITIES

We promote waste reduction at our largest corporate offices located in Chicago and Omaha by making composting and recycling available to employees as an alternative to landfill disposal. In fiscal year 2024, the Chicago office composted about 6,000 pounds of material and recycled about 7,600 pounds. In addition, our Chicago employees led an activity and presentation to educate other Chicago-based employees about their waste and ways to reduce landfill contributions. The Omaha office was honored with the Biggest Impact award for its recycling efforts by Hillside Solutions, the Omaha campus waste provider. The award was presented for the office's progress in recycling, composting, and waste reduction practices.

In celebrating America Recycles Day on November 15, 2024, Conagra recognized 21 of our production facilities as our Zero Waste Champions for their success in diverting more than 90% of their waste materials from landfill and incineration through proper waste separation, recycling, and other innovative waste-reduction measures. This year's Zero Waste Champions include frozen, snacks, international, and grocery production facilities.

The Chicago office composted about 6,000 pounds of material and recycled about 7,600 pounds.

The Omaha office was honored with the Biggest Impact award for its recycling efforts.



CONAGRA'S SUSTAINABLE DEVELOPMENT AWARDS WINNER - WASTE



Conagra team members, Waterloo, Iowa

In calendar year 2024, we awarded our Waterloo facility with a Sustainable Development Award for Waste reduction. The team in Waterloo had introduced a mass balance tool to identify and quantify waste in their machine centers. By measuring input materials and waste, the team prioritized and acted to reduce waste in the largest waste areas first, then moved to the next highest as sustained success was achieved. These efforts saved \$485,000 annually, reduced overall yield loss by approximately 6%, and eliminated nearly 200 tons of waste.



The Waterloo team's efforts saved \$485,000 annually, reduced overall yield loss by approximately 6% and eliminated nearly 200 tons of waste.

STRONGER COMMUNITIES

Our ambition is to be the most impactful, energized, and inclusive culture in food. Our team is driven by collaboration, innovation, and a desire to grow, and we support them with the tools they need to succeed and thrive in their careers. We also help fight the issue of food insecurity in the communities where we live and work through volunteerism, product donations, and financial contributions.

*Conagra volunteers,
Chester County Food Bank, Pa.*



CORPORATE ETHICS

The Conagra Brands Code of Conduct provides guideposts for how our employees, officers, and directors must conduct themselves when representing Conagra both inside and outside the workplace. All employees are required to take a course on our Code of Conduct at least annually. We expect contractors, consultants, trainees, temps/ agency workers, interns, and volunteers to adhere to the ethical standards set forth in our Code of Conduct. Other service providers and suppliers must act ethically and consistently with our Code of Conduct for Suppliers and other contract requirements.

Our Board of Directors oversees our Code of Conduct and our ethics and compliance program. Our ethics and compliance program is administered by the company's Legal and Government Affairs department, which regularly reports to the Audit/Finance Committee of our Board regarding the overall program, training, and metrics including providing reports on concerns raised through our ethics hotline program, investigations, and outcomes at every regularly scheduled meeting. In addition, we require that our chief executive officer, chief financial officer, and controller comply with a separate Code of Ethics for Senior Corporate Officers.



We encourage our employees to speak up and raise any concerns about a suspected violation of Conagra's Code of Conduct or other company policy, through their manager, a Human Resources representative, a member of the Legal and Government Affairs department, and/or Conagra's Ethics & Compliance Hotline with third-party managed phone or web access which also enables anonymous reporting. Conagra takes seriously all reports made through our ethics hotline and all reports are investigated appropriately. We have a strict non-retaliation policy for all reports made in good faith through all reporting channels, including our ethics hotline.

EMPLOYEE HEALTH & SAFETY

As we strive to minimize workplace injuries, we are focused on maintaining a strong culture of safety in which all employees commit to protecting themselves and their colleagues.

Conagra is focused on risk identification and hazard control management through serious injury and fatality injury management. All incidents of workplace injury, illness, or fatality (each, an "incident"), including any "near miss" or an incident with the potential to have resulted in workplace injury, illness or fatality, requires an appropriate thorough investigation to identify and address the root cause. We use the United Problem Solving technique, which includes incident scene management, prevention of further losses, data collection, witness interviews, structured root cause analysis, implementation of controls, and dissemination of lessons learned to all facilities.

During fiscal 2024, our Occupational Safety and Health Administration Incident Rate was 1.40 incidents per 100 full-time workers, as compared to 1.58 incidents per 100 full-time workers in fiscal 2023 and 1.67 incidents per 100 full-time workers in fiscal 2022. There were no incidents of fatalities involving Conagra employees in fiscal 2024, 2023, and 2022. We compare our incident rate to

that of the average for companies in the food manufacturing sector, as published by the Bureau of Labor Statistics. In each of the last three fiscal years, our incident rate has been below the industry average.

Our health and safety team audits each of our facilities every 2-5 years, depending on risk profile, to review compliance with Conagra's safety management system. This audit includes examination of leadership, accountability, defect loss identification processes, inspections, training, safety regulation adherence, and compliance with corporate policies. The team documents the audit results and tracks corrective actions to ensure progress and create accountability for providing a safe work environment.

In calendar year 2024, we developed a three-tiered safety development training program aimed at the leaders within our manufacturing facilities. This training emphasizes creating psychological safety, fostering a culture of reporting and learning from incidents, and understanding the processes that drive our behavior.

COMMUNITY INVESTMENT & FOUNDATION

Grants Awarded

More than

900

Volunteer Hours

More than

12,000

Total Giving Cash & In-kind
Corporate & Foundation

More than

\$36M

Total Giving Employees

More than

\$650,000



COMMUNITY INVESTMENT & FOUNDATION

Conagra and its employees are dedicated to providing consumers with reliable access to nutritious food for themselves and their families.

This effort is also reflected in our community engagement efforts, as we focus our attention and resources on tackling the critical issue of food insecurity in our society. Conagra aims to alleviate food insecurity by utilizing cash contributions, product donations, and employee actions to create a positive impact across our communities.



Conagra volunteers at a Junior Achievement event, Chicago

We intentionally foster partnerships with outstanding nonprofits that implement meaningful programs for local communities, particularly in neighborhoods disproportionately impacted by food insecurity. Through our grantmaking initiatives, we support programs that provide local hunger relief organizations with essential resources, helping to uplift, inspire, and enhance the lives of people in the community.

We collaborate with nonprofit partners nationwide to promote programs that grant individuals of all backgrounds and ages direct access to food and various supportive services for themselves and their families.



Conagra volunteers clockwise from left: Junior Achievement event, Chicago; Grove Foundation, Colo.; Mississauga Food Bank, Ontario

Conagra directs its philanthropic efforts towards tackling food insecurity through the following initiatives:

Food Access

Ensuring that people have access to healthy, nutritious food on a dependable basis, whether at food pantries, mobile pop-ups, congregate meal sites, or more.

Healthy Cooking

Introducing people to new recipes or innovative cooking methods to help them get excited about preparing wholesome and flavorful meals.

Nutritional Education

Teaching people to make healthy choices when planning, shopping, cooking, and dining out.

Healthy & Active Lifestyles

Encouraging people to enjoy the activities and foods that help fuel busy modern lives.

Urban Agriculture

Increasing access to fresh produce grown locally in communities often viewed as food deserts to empower communities and to spark interest in healthy, farm-to-fork eating.

We are proud to highlight some of the key initiatives and nonprofit partners we support to guarantee that the communities where we operate have consistent access to healthy and nutritious food.

FEEDING AMERICA

Conagra Brands Foundation is proud to continue its national partnership with Feeding America in the fight against food insecurity. Our partnership includes various initiatives, capacity-building grants to food banks, funding for research on the issue of food insecurity, outreach to communities, and support for work that raises awareness and visibility of the critical issue of food insecurity. Conagra also provides product donations that are distributed across the Feeding America network of 200 food banks.

In fiscal year 2024, Conagra Brands Foundation funded capacity-building grants to 28 Feeding America partner food banks that serve the communities where Conagra employees live and work. These grants supported these food banks to increase capacity and efficiency, increase mobile pantry distributions, and strengthen their deep relationships with the communities they serve by sharing resources, knowledge, and other support.

Select highlights from the 28 Conagra Brands foundation-funded Feeding America capacity-building grants distributed across the united states include:

FOOD BANK OF THE ROCKIES, COLO.

Food Bank of the Rockies' Culturally Responsive Food Initiative helped build stronger relationships with communities of color in urban and rural areas

to expand and improve existing support programs. The funding supported various activities, including workshops with the Wind River Indian Reservation, listening sessions with immigrant communities, emergency response efforts for newcomers, and culturally significant holiday food distributions.

FOOD FINDERS FOOD BANK, LAFAYETTE, IND.

This grant helped provide culturally relevant foods, directly supporting the Hispanic/Latino community.

The fresh produce included avocados, peppers, tomatoes and mangos, as well as shelf-stable items like beans, rice, and corn. When possible, the items used to support the Hispanic/Latino community were sourced locally from Hispanic/Latino grocers.





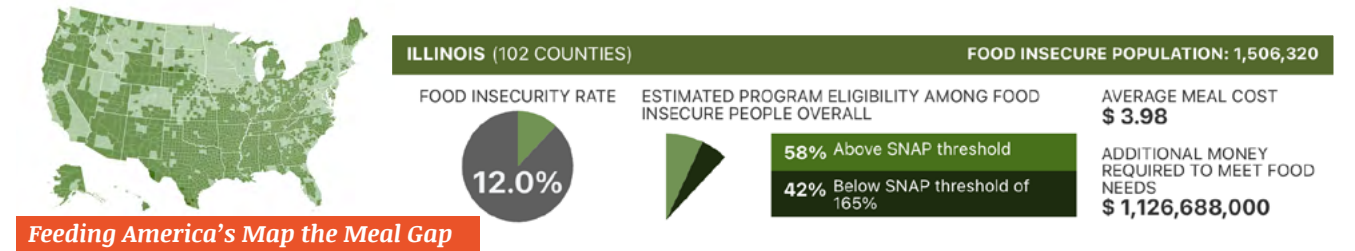
SECOND HARVEST FOOD BANK OF MIDDLE TENNESSEE, TENN.

Second Harvest of Middle Tennessee's Mobile Market Program expands its capacity to serve hundreds of people at a time without the need for local community storage capabilities by setting up grocery and produce distributions. Each Mobile Market distributes food staples in a client choice, farmer's market-style food distribution throughout Davidson and surrounding counties.

TOLEDO NORTHWESTERN OHIO FOOD BANK, OHIO

Funding from Conagra helped cover operational expenses for the Toledo Northwestern Ohio Food Bank (TNOFB)'s Hunger Center,

which serves as a hub for an offsite choice pantry, teaching kitchen, and public benefits outreach programs. Through a holistic approach, TNOFB addresses food insecurity alongside other intersecting socio-economic challenges by providing services, such as health checks, benefits assistance, financial literacy, and housing support. This comprehensive strategy has enabled the TNOFB to make a greater impact on individuals and families in need.



The Conagra Brands Foundation has been a consistent funder of [Feeding America's Map the Meal Gap \(MMG\)](#) research initiative since 2012. The MMG research generates high-quality data on food insecurity, translates it into actionable insights, and engages stakeholders to utilize these insights.

Additionally, for the third consecutive year, the Conagra Brands Foundation helped Feeding America support social science research into the social and structural contributors to food insecurity. This research is intended to gain a deeper understanding of the overall experiences of those accessing the charitable food system, and to facilitate the design of initiatives to address interconnected socioeconomic issues.

With support from the Conagra Brands Foundation, Feeding America has advanced its efforts to address food insecurity including providing more comprehensive support to individuals and families in need. By recognizing that food insecurity often intersects with other socio-economic challenges, Feeding America works to equip its member food banks with

the skills and resources necessary to address these interconnected issues and make a significant impact on the lives of those they serve. Focusing on providing resources in multiple languages, customized for the food needs of individuals with a broad range of cultural values, norms, and traditions, Feeding America's food banks are able to engage with community members who may have otherwise been overlooked.

Each September, Conagra collaborates with Feeding America to participate in the nationwide Hunger Action Month campaign. This advocacy initiative aims to raise awareness and mobilize the public to address hunger. At Conagra, we actively educate our employees about food insecurity in their communities and encourage them to take individual action by volunteering at hunger relief organizations.

During fiscal year 2024, Conagra donated more than 24.5 million pounds of food to Feeding America and its network of food banks, equivalent to more than 20.5 million meals.

NOURISH OUR COMMUNITY

Each year during Hunger Action Month, the Conagra Brands Foundation announces the recipients of its annual "Nourish Our Community" grant program. The success of this program relies greatly on the commitment and participation of our employees across the organization. Conagra employees nominate local nonprofits from their communities for consideration, focusing on areas of need such as food insecurity, nutritional education, healthy and active lifestyles, and urban agriculture. Once nonprofits submit their applications, a cross-functional committee of Conagra employees evaluates the nominated nonprofits and collaborates to make final decisions on which community projects will receive funding, as well as the specific grant amounts. Fiscal year 2024 grant recipients included organizations dedicated to providing healthy food and educational resources to children, individuals impacted by domestic violence, refugees, low-income families, and the elderly. These grants from the Conagra Brands Foundation not only support but help showcase the remarkable programs and services offered by devoted nonprofits in our communities and reinforce Conagra's strong commitment to ensuring access to nutritious food for individuals nationwide.

In fiscal year 2024, we awarded 20 grants totaling \$350,000 to well-established nonprofits across the United States. Select highlights of this year's grant recipients and projects include:



BACK PACK BLESSINGS (GA.)

Project: Weekend Food Back Packs

Back Pack Blessings fills backpacks with a variety of nonperishable, child-friendly foods that will

provide nourishment and that the children will enjoy. These backpacks are distributed to elementary students, so they have something to take home over the weekends when their food access might be limited.

BRIDGE TO HOPE (WIS.)

Project: Hope for the Hungry

Bridge to Hope offers shelter and assistance to individuals impacted by domestic violence, sexual assault, and human trafficking.

Bridge to Hope sought to increase the variety of foods in its pantry by 50% and to provide a "family-style" meal weekly to provide shelter residents access to well-balanced meals and opportunities to learn about healthy meal preparation.



CHARITY BLOOMS (ILL.)

Project: Enhance Outdoor Cooking Classes

Charity Blooms' outdoor cooking classes offer students the opportunity to interact and learn from professionally trained chefs. To accommodate

more students, Charity Blooms sought to enhance its outdoor cooking facilities to accommodate double the participants, increasing classes to 32 students.



GIRLS INC. OF WASHINGTON COUNTY (MD.)

Project: Kids Café

Girls Inc. provides an after-school program for girls ages 6-18.

The grant to Girls Inc. was directed at enhancing their meal programs which promote healthy eating patterns. The girls actively plan the menu, budget, and incorporate produce grown in the organization’s garden into the meals.

SAVING GRACE PERISHABLE FOOD RESCUE (NEB.)

Project: Nourishing People, Nurturing the Planet

Saving Grace aims to link perishable food from nearby food suppliers with local nonprofit organizations that provide meals to community members.

Conagra’s grant supported the Nourishing People, Nurturing the Planet Initiative that collects surplus food from grocery stores, caterers, event locations, and restaurants, delivering it on the same day to hunger relief agencies and also provides education and awareness programs.



STANDUP FOR KIDS (CALIF.)

Project: Homeless Youth Food Assistance in Orange County, Calif.

StandUp for Kids aims to break the cycle of youth homelessness in local communities,

including Orange County, Calif., by providing food and water to youth on the streets. Conagra’s grant supported the expansion of StandUp for Kids mentorship program including stocking its food pantry, and providing emergency kits and grocery distribution supplies for individuals aged 12-24.

WASECA AREA NEIGHBORHOOD SERVICE CENTER (MINN.)

Project: Balanced Food Supply to Help More Families

Waseca Area Neighborhood Service Center sought funding to restock its pantry with nourishing food options and to fill its freezer with proteins.

The Center works to provide individuals and families facing food insecurity with easy access to nutritious food options.



SHINE THE LIGHT ON HUNGER

Shine the Light on Hunger is a community-wide call to action to advocate, educate, engage volunteers, collect food, and raise funds to support the Food Bank for the Heartland and its food access programs in Nebraska and Western Iowa. The Conagra Brands Foundation was proud to collaborate with the Food Bank for the Heartland on this program for the 17th consecutive year. To meet this year's Shine the Light on Hunger goal to raise the equivalent of five million meals, we collaborated with various local partners around our Omaha corporate office and our Council Bluffs, Iowa, plant, including various neighborhood cultural institutions and Baker's Supermarkets across Omaha. The Conagra Brands Foundation also once again committed to matching donations dollar-for-dollar, up to \$100,000. Thanks to the incredible generosity of so many people in the community, our Shine the Light on Hunger activities raised the equivalent of nine million meals surpassing the goal by 85%.



“This campaign is a shining example of the generous spirit of our corporate community and our neighbors across the Omaha metro area. As the Food Bank faces record food insecurity levels, we could not deploy our mission without the ongoing support from our partners to create sustained change in the fight against hunger.”

Brian Barks

President and CEO at Food Bank for the Heartland

“Shine the Light on Hunger continues to be a campaign that inspires us all to come together so that children, teens, adults, and seniors throughout Western Iowa and Nebraska have the food they need to thrive. The success of this year’s effort in raising more than nine million meals is an immense source of pride as it highlights the incredible attributes that define the community leaders, businesses, and neighbors that call Omaha home.”

Karen Black

Vice President Research and Development at Conagra Brands

UNITED FOR CHANGE



United for Change is Conagra’s annual employee fundraising campaign to reduce poverty and help people in the communities where we live and work. Conagra employees are encouraged to consider contributing to either United Way, United Way member agencies, or other nonprofits that align with the diverse interests of Conagra employees. Designed to increase employees’ understanding of the disparities that exist in their communities, United for Change provides an opportunity to directly support effective programs and resources that strengthen and empower individuals and our communities. In fiscal year 2024, United for Change drove meaningful participation from employees at approximately 31 facilities and office locations across the United States, Mexico, and Canada.

More than 2,000 employees participated in the campaign and raised more than \$500,000, which exceeded Conagra’s fundraising goal for the fiscal year 2024 United for Change campaign. In addition, the Conagra Brands Foundation matched a portion of employee contributions made throughout the duration of the campaign.

EMPLOYEE GIVING

Conagra employees embody the spirit of service by generously dedicating their time and talents to support organizations that are meaningful to them and their local communities. In fiscal year 2024, Conagra employees volunteered more than 12,000 hours at over 180 unique nonprofit agencies that serve the communities where we do business.

Our annual Month of Service initiative inspires employees to volunteer and give back to our local communities. This initiative provides employees from all our facilities with the opportunity to take time off from work to volunteer within their communities, making a positive impact and a difference in their own backyard. It also provides an excellent opportunity for employees to learn more about

the capabilities of our nonprofit partners. Our Month of Service initiative spans both April and May, providing more employees with the opportunity to participate in small-group volunteer projects. Conagra employees respond enthusiastically to this call to action. Employees began connecting with various nonprofit organizations to schedule service projects that aim to tackle food insecurity, enhance nutrition, and increase access to healthy food. Our projects included repacking fresh produce and self-stable items at local pantries, assisting in the planting and upkeep of community gardens, and more. Collectively, we provided the equivalent of over 326,000 meals for individuals facing food insecurity across the United States, Canada, and Mexico.

Conagra volunteers, Nourishing Hope, Chicago, Ill.



Month Of Service Stats

More than **1,500** Individual Employees Participated

More than **5,000** Volunteer Hours Completed

More than **80** Unique Nonprofit Organizations

23 State and **2** International Locations (Canada and Mexico)

More than **100** Volunteer Projects

More than **390,000** lbs. of Food Packed and Sorted

More than **326,000** Meals

SCHOLARSHIPS

The Conagra Brands Foundation provides an annual Scholarship Program aimed at supporting the education of children of Conagra employees committed to advancing their studies in their chosen fields, whether at college, university, or vocational-technical schools. This year, Conagra awarded a record number of scholarships to 50 students, reaching children of our employees located in various geographical locations.

This year awards were distributed as follows:

30 in our plants or sales facilities

10 in our Omaha corporate office

5 in our Mexico plant and corporate offices

3 in our Chicago corporate office

2 in our Canada plant

Upon receiving scholarships, recipients expressed their gratitude through handwritten letters. The quotes below demonstrate the scholarships' impact on recipients' lives.

“Conagra’s generosity has motivated me to work harder and strive for excellence in my academic journey.”

“This scholarship will help me pursue my dreams and aspirations without financial constraints.”

“This scholarship means the world to me as a first-generation student hoping to make a difference.”

HEARTLAND ALLIANCE HUMAN CARE SERVICES’ FARMWORKS PROGRAM

Conagra supports Heartland Alliance Human Care Services’ mission to create pathways to healthy food access and economic opportunity. Specifically, our support is directed towards the Chicago FarmWorks program, which focuses on food distribution on Chicago’s West Side. The Chicago FarmWorks program has identified the West Side of Chicago as a community characterized by high levels of poverty, unemployment and neighborhoods lacking access to nutritious foods. By focusing its distribution efforts here, FarmWorks aims to provide much-needed relief and promote better health outcomes through access to fresh, locally grown produce.

Through Conagra’s support, FarmWorks is actively addressing food insecurity in these



Chicago neighborhoods by forming strategic partnerships to expand their food distribution networks and help them design and implement a growing plan for crops that will meet the needs of the community. These partnerships have allowed FarmWorks to participate in a Food is Medicine Veggie Rx initiative, through which members of the community receive vouchers from their health care providers to obtain fresh, locally grown produce from FarmWorks farm. Additionally, FarmWorks

plans to launch a farm produce stand, providing direct access to affordable, nutritious fruits and vegetables for the community. FarmWorks’ multi-faceted program is designed to create a healthier community by maximizing the impact of their farm to increase community access to nutritious food options.

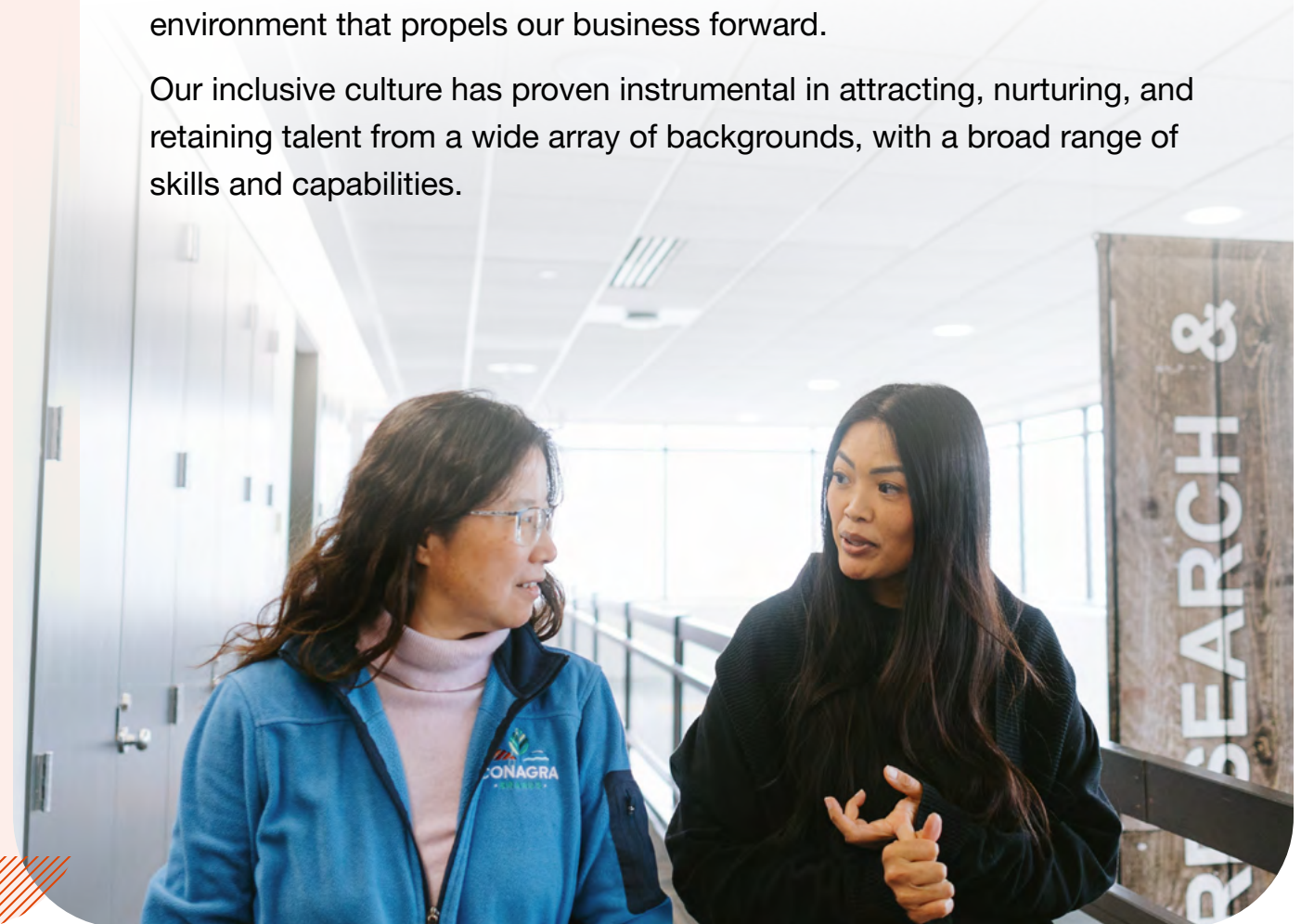
INCLUSION, DIVERSITY & BELONGING

At Conagra, we are committed to cultivating an inclusive culture where every employee feels valued, respected, and supported.

Our caring and performance-driven culture motivates employees to contribute their best and we recognize and reward them based on their achievements and contributions toward our business success. Leveraging diversity of thought, skills, and lived experiences helps us to maintain a competitive advantage and strengthens our portfolio and capabilities, fueling Conagra’s success today and in the future. By taking this approach, we achieve a high sense of belonging, where all of our employees feel integral to our journey.

Our commitment to cultivating an inclusive culture is guided by five key behaviors: genuine listening, mutual respect, healthy debate, compromise, and civility. Conagra strives to create an environment where everyone feels valued, respected, and supported. It’s this dynamic environment that propels our business forward.

Our inclusive culture has proven instrumental in attracting, nurturing, and retaining talent from a wide array of backgrounds, with a broad range of skills and capabilities.



CONAGRA RECIPE FOR INCLUSION:

GENUINE LISTENING

We make a conscious effort to learn new things by listening to what others have to say and seeking to understand how others think and feel.

Although we may not always agree, we respect each other and acknowledge the power of different points of view.

COMPROMISE

We stay focused on our goals and are collectively decisive once the input has been heard and considered.

MUTUAL RESPECT

We cultivate a workplace where people trust and respect one another, where no one feels they need to bend out of shape to fit in.

We always assume positive intent and recognize that individuals have valuable contributions to make.

CIVILITY

We disagree with respect. We seek common ground as a starting point for dialogue about differences, listening past one's preconceptions and teaching others to do the same.

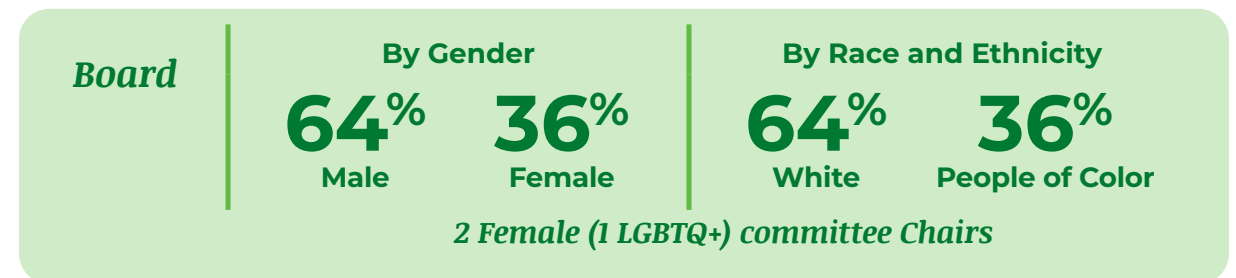
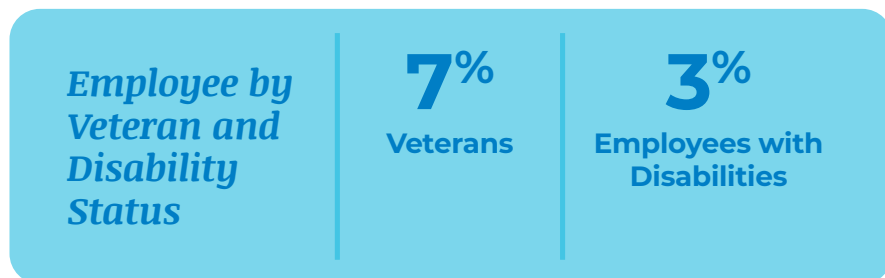
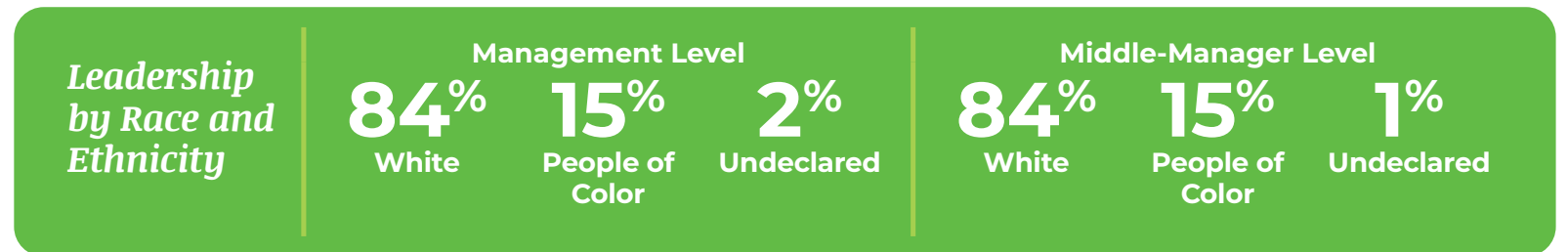
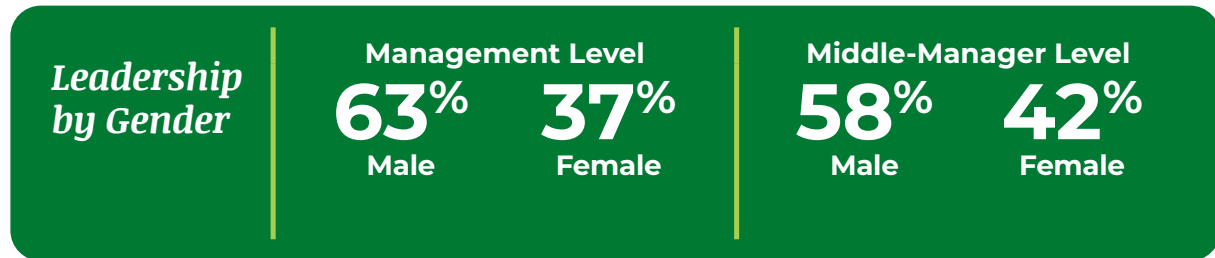
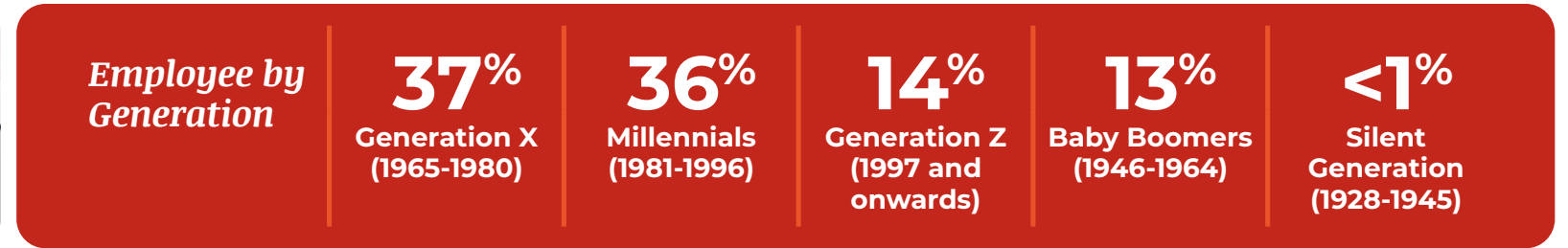
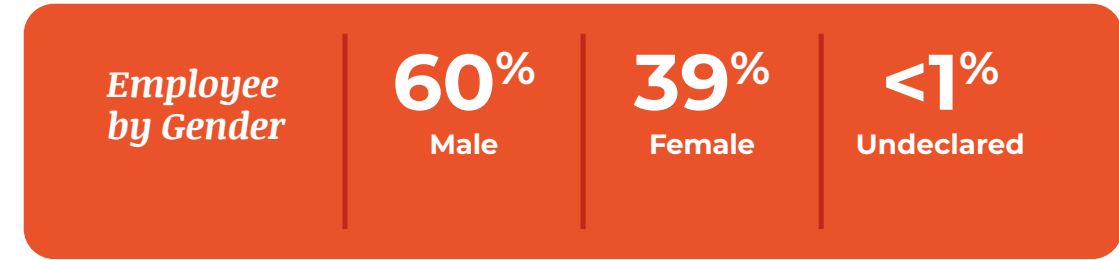
HEALTHY DEBATE

We actively encourage new ideas and ask questions to challenge the status quo.

We accept that sometimes, the best results evolve from rigorous debate, a bit of tension, and a bit of discomfort.



WORKFORCE REPRESENTATION SNAPSHOT^{1;2}



¹ Data for Employee by Gender, Employee by Generation and Leadership by Gender represents all Conagra Brands employees as of May 26, 2024 (the end of fiscal year 2024). Data for Employee by Race and Ethnicity and Leadership by Race and Ethnicity represents U.S.-based employees only. Data for Employees by Veteran and Disability represents U.S.-based employees only. All gender, disability, veteran, race and ethnicity data is based on self-identification.

² EEO-1 data for calendar year 2023 is available [here](#).

HOW WE FOSTER AN INCLUSIVE WORKPLACE

Our long-term strategy for maintaining an inclusive workplace is anchored in three fundamental pillars: recruitment, advocacy, and development.

Throughout fiscal year 2024, we continued to engage and develop our workforce to support our corporate objectives.



RECRUITMENT

Conagra recognizes that our employees' unique experiences, skills, and capabilities are essential for our success and we have made strides to build a pipeline of early talent and experienced hires with diverse backgrounds and lived experiences.

- *In fiscal year 2024, we participated in the Department of Defense SkillBridge program to develop and activate strategies to recruit Veteran talent, offer training and internships, and help provide a smooth transition for military professionals into the civilian workforce.*
- *We continue to make connections with students across various dimensions of diversity through our campus recruiting efforts at 20 colleges and universities. Additionally, we sponsor and engage with students at conferences such as Out for Undergrad to attract LGBTQ+ talent and the Thurgood Marshall Leadership Institute.*



ADVOCACY

To create community connections and strengthen relationships with individuals from different backgrounds, we fund scholarships, cultivate relationships with a diverse group of suppliers, and build awareness of opportunities at work and with Conagra. Our programs, which are open to all employees, seek to develop talent across all dimensions of diversity within Conagra.



McKinsey Connected Leaders Academy

Through a partnership with the McKinsey Connected Leaders Academy, more than 75 Conagra employees engaged in professional development experiences across three distinct programs:

- **Leadership Essentials:** Aimed at aspiring leaders, this program enhances business acumen, leadership skills, and self-management, and offers a strong peer and expert network.
- **Management Accelerator:** This program, for mid-career managers aiming for senior roles, cultivates leadership traits, improves problem-solving skills, and aids in strategic planning and execution.
- **Executive Leadership Program:** This program focuses on building executive leadership capabilities needed to drive transformational change within organizations and enhance the network that distinguishes successful executives to help them achieve the next critical step in their careers.

Conagra employees were selected for this experience based on their achievements and contributions. The participants engage in full year programs which include four months of training facilitated by McKinsey, followed by eight months of practical sessions led by Conagra, including certain sessions led by our

Through a partnership with the McKinsey Connected Leaders Academy, more than 75 Conagra employees engaged in professional development experiences.

Executive Leadership team. This year-long structure with Conagra leadership participation allows for a comprehensive learning experience connected to our talent strategy.

Scholarships

In addition to the Conagra Brands Foundation annual scholarship program, in fiscal year 2024, we also provided scholarships to students through the Thurgood Marshall College Fund and Hispanic Scholarship Fund which enabled us to distribute scholarships and provide resources for career preparation. We proudly awarded 38 scholarships in collaboration with our partners during the 2023-2024 academic year.

DEVELOPMENT

From onboarding to career advancement, our processes are designed to support all of our employees and strengthen our inclusive culture. We have continued to design processes to develop our employees' skills and advance their careers.

Our ID&B learning journey introduced employees to an emotional intelligence course, which examined how comprehending and managing emotions can enhance personal growth and positively influence those around you. In fiscal year 2024, our ID&B learning journey emphasized conscious inclusion and demonstrating inclusive behaviors to enhance collaboration. Since the course launched, 3,783 employees have participated in the training.

Functional ID&B Strategies

Our functional ID&B strategies are designed to link to Conagra's long-term vision and help Conagra foster an inclusive workplace. For example, our Finance organization continues to advance inclusivity through their CFO Advisory ID&B Committee. The team maintains a *Do You Know Me?* storybook which spotlights employees within the Finance and IT organizations to promote appreciation of the unique talents, perspectives, backgrounds, and lived experiences. The CFO Advisory ID&B Committee also focuses on providing learning opportunities that can strengthen inclusivity.

EMPLOYEE ENGAGEMENT

At Conagra, we understand the importance of engaging with our employees to help foster an inclusive culture where every employee feels valued, respected, and supported. We circulate confidential engagement surveys multiple times each year and use the data to inform our action plans. The survey provides employees the opportunity to provide anonymous feedback on various topics, including workplace environment, management support, inclusiveness, and professional growth opportunities. The data and insights gathered are used to develop and implement action

plans informed by employee feedback that enhance our employees' overall experience at Conagra. During fiscal year 2024, we circulated three surveys, including one to all of our employees, with more than 8,500 employees responding to at least one survey.

EMPLOYEE RESOURCE GROUPS

Our eight Employee Resource Groups (ERGs) are critical to fostering an inclusive culture at Conagra. In fiscal year 2024, the ERGs hosted more than 150 events open to all employees across the organization. The ERGs amplified employee voices, facilitated learning on cultural and business topics, and supported personal growth, professional development,



and community impact. All employees – regardless of their race, ethnicity, gender or gender identity, sexual orientation, age, disability, or veteran status – are welcome to join any ERG and encouraged to participate in ERG activities.

ASIAN ERG

Our Asian ERG brought food and fun to employees throughout fiscal year 2024.

The ERG held their largest Holi celebration ever this year. Multiple teams and areas of Conagra were able to join in, and employees in Omaha and Chicago were able to contribute to their own Holi banners.

BLACK ERG

Our Black ERG focused on connecting with their members and supporting the communities where they live and work.

During fiscal year 2024, they hosted a mentorship lunch series, bringing members together to share their knowledge and experiences, and volunteering events with organizations such as Ronald McDonald House, the Greater Chicago Food Depository, and SocialWorks. During Black History Month, the team discussed food as communication in the Black community with a soul food cooking demonstration by

Charla Draper, a former food editor of Ebony and Southern Living magazines and one of America's leading authorities on soul food cuisine.



Conagra ERG events, clockwise from top: MLK Day; Ronald McDonald House volunteering; Holi celebration, Chicago, Ill.

LATINX ERG

Our Latinx ERG started fiscal year 2024 with the Siembra ERG Career Day, in partnership with the Latino Center of the Midlands, to showcase potential career opportunities at Conagra.



Conagra Latinx ERG, celebrating Hispanic Heritage Month

They continued their work with students through collaboration with Junior Achievement in Chicago to host a Financial Literacy event and participate in the Adopt a Classroom program. The Latinx mentoring program

continued to foster professional development within Conagra by pairing employees with mentors from various departments across the company. In collaboration with other Conagra ERGs, the Latinx ERG also hosted three book

clubs. During Hispanic Heritage Month, they hosted events celebrating Latinx culture, including a Latino food series, a conversation with Claudia Romo Edelman about leadership and representation, a lunch and learn trivia challenge, and a salsa cooking competition. The Latinx ERG hosted their annual Leadership Summit to bring together their members for team building, planning, and development.

DISABILITY + ALLY ERG

Our Disability + Ally ERG continued their mission of promoting inclusivity and disability awareness.

They hosted a Suicide Awareness & Prevention event in partnership with the Veteran's ERG during National Suicide Prevention Month.

In addition, they provided a mental health break for families living in the local Ronald McDonald House by hosting an afternoon of Valentine's fun, complete with some sweet treats from Duncan Hines®. The ERG also helped publish the Reasonable Accommodation Resource Guide for employees.

LGBTQ + ALLY ERG

Our LGBTQ + Ally ERG has continued their partnership with Out for Undergrad, which supports LGBTQ+ students' development as leaders and individuals,

by participating in multiple conferences. Additionally, the ERG partnered with the Center on Halsted in both a development and volunteer capacity, through a Pride Month learning event, a senior holiday card drive and a dinner and game night event with the Center community.



LGBTQ+ Ally ERG, Chicago Cubs' Pride Night

VETERANS ERG

Our Veterans ERG focused on community building in fiscal year 2024.



Veterans ERG, Memorial Day flag-raising

They held Flag Raising ceremonies for Memorial Day at our Chicago and Omaha corporate offices and invited a distinguished speaker with extensive experience in public affairs, project management, and military service to share about the history of the Navy in Chicago. The team also partnered with the Disability + Ally ERG to discuss mental health in the workplace and spotlight a local organization supporting Veterans, First Responders, and other individuals experiencing post-traumatic stress disorder.

WOMEN'S ERG

Our Women's ERG led events across Omaha and Chicago to promote networking, professional development, and volunteering.

They created Mother's Day cards for seniors and packed lunches for those experiencing homelessness.

The team also sponsored a series of events in recognition of Women's History Month and successfully relaunched the Parents in Business chapter of the ERG, which provides community and support to parents at Conagra.

YOUNG PROFESSIONALS ERG

In fiscal year 2024, our Young Professionals ERG collaborated with other ERGs across Conagra to organize events such as Back to School Backpack and Toys for Tots donation drives,

dinner in Chicago's Chinatown, serving lunch at Siena Francis House (Nebraska's largest provider of services to individuals experiencing homelessness), and park cleanups. They also made efforts to include members beyond our corporate offices, including across our production facility locations, and continued to connect members with leadership through events in Omaha. The ERG also expanded recruitment and culture-building with events such as bingo, lunches, karaoke, and trivia nights, and they ended the fiscal year with a successful panel on career growth.

APPENDIX



*Banh Mi Sandwiches
with Gardein Meatless
Meatballs*

ABOUT THIS REPORT

Thank you for your interest in Conagra Brands' 2024 Citizenship Report. Unless otherwise specified, all data in this report cover the company's fiscal year 2024, which ended May 26, 2024. This report may also include information about initiatives launched in fiscal year 2025 to provide additional recent relevant information to our stakeholders. Our reporting covers all company-operated facilities including, where applicable, company-managed production facilities, corporate offices in Omaha and Chicago, corporate jet aircraft fuel, and company-managed and operated warehouses. Additional information about our company is available in Conagra's SEC filings available at www.sec.gov and on our website, www.conagrabrands.com.

In this Appendix, we provide an index of information aligned with the Sustainability Accounting Standards Board (SASB) Processed Foods guidelines and disclosure standards which are maintained by the International Sustainability Standards Board of the IFRS Foundation.

The information presented, discussed, referenced or otherwise included in this report or made available on or through our website does not cover all information about

our business. The inclusion of information or references, including the use of "key," "significant," "material," or similar terms, should not be construed as a characterization regarding the materiality of such information to our financial results or that such information is necessarily material to investors or other stakeholders for purposes of U.S. federal securities laws.

[APEX Companies, LLC completed an independent verification of select data included in the Better Planet section of this report.](#) We worked with Positive Solutions Consulting, LLC to calculate our Scope 3 greenhouse gas inventory estimates for fiscal year 2024, calculate our packaging volume, recyclability percentages and goal progress for fiscal year 2024 and verify the consistency of our no deforestation approach and relevance of our related procurement data for fiscal year 2024 in preparation of this 2024 Citizenship Report. For additional details, see Additional Information below.

Other data included in the report have not been audited by a third party; however, the report does include information available through our existing data management systems. Although our data has been

internally vetted using accepted and relevant scientific and technical methodologies, historical performance data may be revised due to reasons such as new data availability; industry-driven changes to methodologies; improvement in data collection and measuring systems; or activities such as joint ventures, mergers, acquisitions, or divestitures.

Statements about future developments and past occurrences are based on information and assumptions available as of the date of publication. While we are committed to providing timely updates, the company holds no obligation to update information or statements. The information provided is based on the latest available data at the time of writing. However, please be aware that data quality and accuracy may improve over time, leading to potential updates or revisions. We continue to refer to the most current and reliable sources for the most up-to-date information.

Certain information in this report, including information regarding the company, comes from third-party sources. Although we believe such information has been accurately collected and reported, and that the underlying methodology is sound, it is not

independently verified by us and we do not make any representation as to the accuracy of that information.

Any claims about Conagra Brands products made herein, including any natural claim, are not intended to provide any assurances by Conagra Brands as to the compliance of the claim with any applicable laws or regulations outside of the United States.

ADDITIONAL INFORMATION

Key Focus Area	Additional Information
Animal Welfare	
Eggs We strive to partner with suppliers who share our values and comply with our standards. Our goals are currently focused on buy by volume of ingredients that are directly sourced, meaning purchased by us for use as an ingredient for products manufactured in our facilities, excluding private label and foodservice products.	Our efforts are focused on the transition of our use of eggs (meaning shell, processed/liquid, and powdered eggs) to cage free eggs. Cage-free means that egg-laying hens are able to roam vertically and horizontally in indoor houses, have access to fresh food and water, are allowed to exhibit natural behaviors, have access to enrichments (scratch areas, perches, and nests), have access to litter, have protection from predators, and have the ability to move in a barn in a manner promoting welfare. Additionally, we are pursuing a dual strategy by exploring egg alternatives and enhanced new technologies to reduce or eliminate eggs from some of our products through recipe reformulation. Based on our dual strategy, our percentage of cage-free egg buy by volume for fiscal year 2024 is reported for our products that are not part of our reformulation efforts.
Pork Conagra Brands is focused on improving pork animal welfare in our supply chain.	Our efforts are focused on trim and fresh pork. "Open pen gestation system" means that sows are kept in gestation crates for no more than 4-6 weeks of each pregnancy and are then moved to a pen with sufficient space to move freely. To make progress in this area, we are aiming to source 100% of our pork from supply chains that only use open pen gestation systems by fiscal year 2026 (which ends May 2026). These benchmarks are subject to availability of supply and provide a guide for us as we move forward toward our goal.
	To improve animal welfare in our supply chain, we aim to follow best available science regarding animal welfare in our sourcing strategy, understanding that best practices may change over time. We recognize that making improvements to animal welfare in our supply chain will require collaboration across our value chain, and we will continue to collaborate with, and encourage our suppliers to make continual improvements in animal welfare while preserving consumer access to quality, affordable food. Our ability to meet our animal welfare goals depends on consumer demand and availability and affordability of supply. All goals reflect estimations of future product volumes and commodity availability. We make efforts to source ingredients that support our animal welfare goals while meeting expectations of our consumers, investors, and customers, and balancing potential impacts on other metrics, such as human health and the environment.
Climate Change	
Scope 1 and 2 Conagra Brands has set a goal to reduce its absolute Scope 1 and 2 greenhouse gas emissions.	Scope 1 greenhouse gas emissions are emissions from sources that Conagra owns or controls directly. Scope 2 greenhouse gas emissions are indirect emissions associated with the purchase of electricity, steam, heat, or cooling.

Key Focus Area	Additional Information
Climate Change continued...	
Scope 3 Conagra Brands has set a goal to reduce Scope 3 greenhouse gas emissions resulting from our purchased goods and services per metric ton of material sourced.	Scope 3 greenhouse gas emissions are indirect emissions (not included in Scope 2) that occur in Conagra's value chain. There are 15 categories of Scope 3 emissions and Conagra has focused its reduction efforts on category 1, purchased goods and services, as the largest category of emissions in its value chain. Conagra's 2030 Scope 3 target is a goal to reduce Scope 3 GHG emissions from purchased ingredients and packaging under category 1, purchased goods and services per metric ton of material sourced.
	Conagra Brands' 2030 science-based climate change goals were validated by the Science Based Targets initiative (SBTi), an ambitious corporate climate effort leading the way to a zero-carbon economy.
	All calculations of our Scope 1, Scope 2, and Scope 3 emissions are estimates. See Conagra's 2024 CDP response for more detail on our methodology.
	Our ability to meet our climate change goals is dependent on our ability to invest in a range of technologies, infrastructure, and processes while preserving consumer access to quality, affordable food. Additionally, we are reliant on the continued evolution, and the availability and reliability, of technology associated with offering solutions to combat global warming while meeting expectations of our consumers, investors, and customers, and balancing potential impacts on other metrics, such as human health and the environment.
	Carbon offsets are not part of our Scope 3 goal reduction strategy.
Deforestation	
	Conagra's no deforestation sourcing goals are currently focused on buy by volume identified deforestation-linked commodities that are directly sourced, meaning purchased by us for use as an ingredient for products manufactured in our facilities, excluding private label and foodservice products, where applicable.
	Conagra Brands has adopted a sourcing strategy that strives to achieve no deforestation across commodities sourced for our products that have been identified by the Accountability Framework initiative (AFI) framework as critical primary deforestation-linked.
	Principles of Conagra's no-deforestation strategy closely align with AFI's definition of deforestation: loss of natural forest as a result of (1) conversion to agriculture, or other non-forest land use; (2) conversion to a tree plantation; or (3) severe and sustained degradation. Loss of natural forest that meets this definition is considered to be deforestation regardless of whether or not it is legal and we encourage our suppliers to set no-deforestation goals in alignment with this definition.
	Conagra's no deforestation sourcing strategy pertains to volumes of identified deforestation-linked commodities that are directly sourced, meaning purchased by us for use as an ingredient for products manufactured in our facilities, excluding private label and foodservice products, where applicable. We have identified beef (cattle products including fresh, frozen, cooked, and Kosher), palm oil (palm, palm kernel, and all blended oil), soy (soy, lecithin, soy flour, soybean oil, and soy protein products, excluding soy embedded in manufactured components), cocoa (cocoa powder and chocolate excluding cocoa embedded in manufactured component) and timber (purchased for primary, secondary, and tertiary packaging purposes) as critical primary deforestation-linked commodities in our supply chain.
	To meet our no deforestation compliance criteria, commodities purchased must meet at least one of the following criteria: 1. Traceable to regions classified as low risk for deforestation according to reputable third-party industry sources such as the World Wildlife Fund, the Global Canopy, and the Tropical Forest Alliance; or 2. Verified through third-party auditing for certification programs utilized by our suppliers or us that have no deforestation components, such as the Roundtable on Sustainable Palm Oil (RSPO) (palm oil); and 3. From a supplier who has made a commitment to eliminate deforestation from their operations or supply chain by 2025.
	Information available to us at the time of our assessment allowed for at least 90% of our applicable buy for each commodity category to be assessed against our no deforestation criteria.

Key Focus Area	Additional Information
Deforestation continued...	
	While we have made significant strides for no deforestation in our supply chain, challenges remain. We acknowledge that despite our best efforts, gathering traceability information for these commodities can be challenging due to our position in the supply chain. We are actively working to enhance our traceability systems to improve transparency and identify partnership opportunities with key suppliers. Conagra has conducted initial risk assessments and supply chain mapping for key deforestation-linked commodities and is working towards continuous improvement of traceability systems and risk assessment processes for these commodities. We are addressing these challenges by: <ul style="list-style-type: none"> Engaging with our suppliers and supply chain partners to communicate our no deforestation policies. Improving material information quality and data quality through internal data housing programs of procured materials. Reviewing and updating our policies to reflect the latest best practices.
	We recognize that achieving our goals for no deforestation in our supply chain will require industry-wide partnership to succeed while preserving consumer access to quality, affordable food. Our ability to meet our goals depends on consumer demand, availability, and affordability of supply. We make efforts to source ingredients that support our no-deforestation goals while meeting expectations of our consumers, investors, and customers, and balancing potential impacts on other metrics, such as human rights.
Packaging Waste	
	Conagra Brands has set a goal to increase our sourcing of packaging materials that are renewable, recyclable, or compostable. For purposes of this goal, (1) we include only primary consumer packaging material volumes, and secondary packaging material volumes consistent with our CDP deforestation risk disclosure (such as rigid resin, flexible resin, plant fiber packaging materials (serving bowls and corrugate boxes), glass and metal packaging, and we exclude totes, corrugate displays, multiwall bags, bulk bags, drum, valves and actuators, inner liners, and miscellaneous packaging not specifically identified in our procurement data systems; (2) we define as renewable all material composed of biomass from a living source that can be continually replenished, such as tree fiber, other plant fiber or other bio-based packaging materials; and (3) we define as recyclable all items able to be recycled via third-party definitions (such as recyclable packaging materials are defined as "widely recyclable," "check locally," or "store drop off" by How2Recycle and packaging materials included in consumer take-back systems, such as TerraCycle) although we acknowledge that infrastructure may not exist to allow for consumer recycling in all places where our products are sold; and (4) we define as compostable materials meeting third-party home or industrial compostable standards and/or compostable labelling requirements such as How2Compost. We intend to update these definitions to reflect new innovations and standards for renewable, recyclable, and compostable packaging materials.
	Our ability to meet our packaging goals is dependent on our ability to invest in a range of alternative packaging, technologies, infrastructure, and processes while preserving consumer access to quality, affordable food. Additionally, we are reliant on the continued evolution, and the availability and reliability, of technology related to renewable and recyclable plastic, availability of supply, regulatory requirements including food safety, consumer rejection, and financial viability of alternative packaging.

2024 SASB DISCLOSURE

The Sustainability Accounting Standards Board (SASB) is an independent, private sector standards-setting organization dedicated to enhancing the efficiency of the capital markets by fostering high-quality disclosure of material sustainability information that meets investor needs. Our reporting uses the Standard for the Processed Foods industry as defined by SASB's Sustainable Industry Classification System® (SICS®). Note that some responses may not fully align with individual SASB metric guidance, but represent data most closely aligned with each metric.

Table 1: Sustainability Disclosure Topics & Accounting Metrics					
Topic	Accounting Metric	Category	Unit Of Measure	Code	Response
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-PF-130a.1	(1) Total Energy Consumed: 9,530,359.03 GJ (2) Percent Grid Electricity: 43.9% (3) Percentage Renewable: 4.29%
Water Management	(1) Total water withdrawn, (2) total water consumed, (3) percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m.), Percentage (%)	FB-PF-140a.1	(1) Total Water Withdrawn: 15,253.08 (1,000 Cubic Meters) (2) Total Water Consumed: 2,310.00 (1,000 Cubic Meters) (3) Areas of High or Extremely High Baseline Water Stress make up 34.1% of all water withdrawn and 52.1% of all water consumed.
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Quantitative	Number	FB-PF-140a.2	Six (6) incidents of non-compliance.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	FB-PF-140a.3	The primary tools leveraged by Conagra Brands to identify, assess, and respond to water-related risks include the WRI Aqueduct Water Risk Atlas, in-house risk-mapping, a Supplier Excellence Program sustainability assessment, and international media resources. Conagra Brands' sustainability team annually reviews the Aqueduct Water Risk data for our manufacturing locations, overlaying production and water withdrawal data with internal company knowledge to identify and monitor water use at high-risk sites. If a facility is designated as high-risk based on this assessment, water conservation efforts are prioritized at that location, in addition to other business drivers of decision-making. Conagra Brands' Supplier Excellence Program broadly measures the performance of our largest and most strategic suppliers on a diverse set of criteria, including social and environmental metrics. Water-related questions included in our Supplier Excellence Program assessment include whether suppliers conduct water risk assessments, have water reduction goals, or implement sustainability policies that address agriculture or other value chain water use. The scoring system allows us to quantitatively measure supplier progress over time, and Conagra Brands uses this information to enhance business partnerships. For more information, see our 2024 CDP disclosure related to water.
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-PF-250a.1	100% of Conagra plants have completed GFSI-recognized certification. In fiscal year 2024, there were four major non-conformances identified (rate of 0.10 major non-conformances per plant audited) and 202 minor non-conformances (rate of 5.2 minor non-conformances per plant audited). Corrective actions were implemented for 100% of the major and minor non-conformances identified and submitted to, and accepted by, the GFSI certifying body for confirmation.
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Quantitative	Percentage (%) by cost	FB-PF-250a.2	We require our suppliers to use an accredited certification body to audit their compliance with Global Food Safety Initiative (GFSI) standards annually. Approximately 95% of our Tier 1 suppliers have completed GFSI-recognized certification, which is the relevant metric we currently have available to report.
	(1) Total number of notices of food safety violation received, (2) percentage corrected	Quantitative	Number, Percentage (%)	FB-PF-250a.3	Conagra Brands had two (2) food safety violations, both of which were FDA 483 notifications, out of 28 total inspections. 100% of these violations have been corrected.
	(1) Number of recalls issued and (2) total amount of food product recalled	Quantitative	Number, Metric tons (t)	FB-PF-250a.4	Two (2) recalls in fiscal year 2024.
Health & Nutrition	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Discussion and Analysis	n/a	FB-PF-260a.2	Conagra Brands maintains a number of cross-functional groups, including an Attribute Steering Committee, Nutrition Policy Leaders, Sodium Reduction Leaders, and Pantry Management Leaders, that meet regularly to identify and manage products, ingredients, strategies, and food design related to nutrition, health and wellness concerns among consumers and policy makers. The Committees include internal subject matter experts from legal, regulatory, labelling, nutrition, sustainability, consumer demand, product development, communications, supply chain, government affairs and other functions relevant to identifying and managing nutritional and health attributes and any related concerns, including but not limited to: sustainable proteins, additives, potential allergens, sodium, sugar, regulated claims, and product disclosures. These groups guide nutrition, health and wellness attribute development and communications for product packaging, brand websites, e-commerce, and other channels.
Product Labeling & Marketing	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	Quantitative	Percentage (%)	FB-PF-270a.1	Conagra Brands participates in the Children's Food and Beverage Advertising Initiative (CFBAI) of the Council of Better Business Bureaus (BBB). Pursuant to our CFBAI pledge, any of Conagra Brands' national advertising directed to children 13 years of age and under is limited to products that meet the CFBAI's strict uniform nutrition criteria, and does not advertise to children under the age of six. In line with our CFBAI commitments, programming is deemed "child-directed" if it has an audience of 30% or more children under the age of 13. Conagra also abides by the guidelines established by the Children's Advertising Unit (CARU) of the BBB to further our efforts to only market to children responsibly. CARU's standards are intended to promote child-directed marketing that is not deceptive, unfair, or inappropriate, taking into account the unique vulnerabilities of a younger audience. CARU prohibits, among other things, claims that unduly exploit a child's imagination or sales pressure techniques that create a sense of urgency.

Table 1: Sustainability Disclosure Topics & Accounting Metrics					
Topic	Accounting Metric	Category	Unit Of Measure	Code	Response
Product Labeling & Marketing	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Quantitative	Reporting currency	FB-PF-270a.2	(1) Gross Revenue from GMO claimed products - \$8,127,135,253 (2) Gross Revenue from non-GMO claimed products - \$512,485,758 ¹
	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Quantitative	Number	FB-PF-270a.3	Zero (0) incidents of non-compliance with federal labeling codes.
	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	Quantitative	Reporting currency	FB-PF-270a.4	Conagra Brands is and has been a party to legal proceedings challenging various product claims made in the Company's product labeling. Information regarding any material litigation and related loss contingencies is provided in Conagra Brands' annual 10-K and/or quarterly 10-Q SEC reports.
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Quantitative	Metric tons (t), Percentage (%)	FB-PF-410a.1	(1) Estimated 616,727 metric tons (t) of packaging procured by Conagra Brands (2) Estimated 51% made from recycled or renewable materials (3) Estimated 93% made from recyclable, reusable, and/or compostable materials Estimates are based, in part, on Conagra and industry-wide average material weights and recycled content levels, guided by best practices on environmental footprint accounting from organizations such as the U.S. Environmental Protection Agency (EPA) and How2Recycle.
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	n/a	FB-PF-410a.2	Conagra Brands has set a goal to strive towards making 100% of our current plastic packaging renewable, recyclable, or compostable by 2025. Additionally, Conagra Brands is seeking to reduce waste derived from our packaging through thoughtful design and use of renewable and more readily recyclable or compostable materials. See Additional Information in the Appendix to this Report.
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard	Quantitative	Percentage (%) by cost	FB-PF-430a.1	Our suppliers have obtained the following third-party certifications for the below listed volumes of products directly sourced for our operations, excluding private label and foodservice products where applicable, by volume: <ul style="list-style-type: none"> • 100% of our palm oil buy was certified by the Roundtable on Sustainable Palm Oil (RSPO) under its Mass Balance model • 99% of our seafood buy is certified by either via Marine Stewardship Council or the Global Aquaculture Alliance's Best Aquaculture Practices (BAP)
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-PF-430a.2	We have a Code of Conduct for Suppliers that outlines our expectations around Legal Compliance, Anti-Bribery and Corruption, Human Rights, Non-Discrimination and Fair Working Conditions, Animal Welfare, Environmental and Social Impact, and Business Integrity. Our risk management team monitors our entire supplier list daily for regulatory violations and legal actions, including those relating to regulatory corruption, social, and environmental compliance. We have a third-party service provider hosted ethics and compliance hotline and management system for concerns from employee and third parties which allows for anonymous reporting. Each concern is tracked, investigated, and reported in accordance with internal investigation protocols that include escalation to relevant management and, as appropriate, our board of directors.
Ingredient Sourcing	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	Quantitative	Percentage (%) by cost	FB-PF-440a.1	We monitor sourcing water risks through a periodic assessment of the water risk level of the origins of selected ingredients using the WRI Aqueduct global water risk mapping tool.
	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	Discussion and Analysis	n/a	FB-PF-440a.2	For commodity-specific discussion and analysis, please refer to the Responsible Sourcing section of our 2024 Citizenship Report .

Table 2: Activity Metrics				
Activity Metric	Category	Unit Of Measure	Code	Response
Weight of products sold	Quantitative	Metric tons (t)	FB-PF-000.A	Approximately 3M metric tons
Number of production facilities	Quantitative	Number	FB-PF-000.B	42

¹ Response based on Circana provided retail sales data for Conagra's fiscal year 2024. These sales do not include foodservice or private label SKUs.

ALIGNMENT OF CONAGRA'S CITIZENSHIP TOPICS WITH THE UN SUSTAINABLE DEVELOPMENT GOALS

Each of Conagra Brands' Citizenship efforts support a component of the UN Sustainable Development Goals¹

Critical	Strategic	Important
Food Safety: 2, 3, 9	Manufacturing Water Use: 6, 12	Deforestation: 2, 11, 15
Health & Nutrition: 2, 3, 9	Product Transparency: 2, 3, 12	Animal Welfare: 2, 14
Corporate Ethics: 1, 5, 8, 10, 16	Manufacturing Waste: 2, 12, 8, 11	Transportation & Logistics: 7
Supplier Code of Conduct: 1, 3, 5, 6, 8, 10, 16	Sustainable Sourcing: 2, 3, 5, 6, 8, 13, 14, 15	
Climate Change: 3, 7, 11, 13	Packaging: 2, 8, 11, 12	
Diversity & Inclusion: 1, 5, 10	Culture & Workplace: 3, 4, 5, 8, 16	
Environmental Compliance: 3, 6, 8, 12	Community Impacts & Philanthropy: 1, 2, 4, 11, 17	
	Employee Health & Wellness: 3, 5	

¹ Based on Conagra's internal assessment of the success metrics for each UN Goal, as compared to our Citizenship efforts.



NOTE ON FORWARD-LOOKING STATEMENTS

The information contained in this document includes forward-looking statements within the meaning of the federal securities laws. Examples of forward-looking statements include statements regarding our expected future financial performance or position, results of operations, business strategy, plans and objectives of management for future operations, and other statements that are not historical facts. You can identify forward-looking statements by their use of forward-looking words, such as "may", "will", "anticipate", "expect", "believe", "estimate", "intend", "plan", "should", "seek", or comparable terms.

Readers of this document should understand that these forward-looking statements are not guarantees of performance or results. Forward-looking statements provide our current expectations and beliefs concerning future events and are subject to risks, uncertainties, and factors relating to our business and operations, all of which are difficult to predict and could cause our actual results to differ materially from the expectations expressed in or implied by such forward-looking statements. These risks, uncertainties, and factors include, among other things: risks associated with general economic and industry conditions, including inflation, reduced consumer confidence and spending, recessions, increased energy costs, supply chain challenges, increased

tariffs and taxes, labor cost increases or shortages, currency rate fluctuations, and geopolitical conflicts; risks related to our ability to deleverage on currently anticipated timelines, and to continue to access capital on acceptable terms or at all; risks related to the company's competitive environment, cost structure, and related market conditions; risks related to our ability to execute operating and value creation plans and achieve returns on our investments and targeted operating efficiencies from cost-saving initiatives, and to benefit from trade optimization programs; risks related to the availability and prices of commodities and other supply chain resources, including raw materials, packaging, energy, and transportation, weather conditions, health pandemics or outbreaks of disease, actual or threatened hostilities or war, or other geopolitical uncertainty; risks related to our ability to respond to changing consumer preferences and the success of our innovation and marketing investments; risks associated with actions by our customers, including changes in distribution and purchasing terms; risks related to the effectiveness of our hedging activities and ability to respond to volatility in commodities; disruptions or inefficiencies in our supply chain and/or operations; risks related to the ultimate impact of, including reputational harm caused by, any product recalls and product liability or labeling litigation, including litigation related to lead-

based paint and pigment and cooking spray; risks related to the seasonality of our business; risks associated with our co-manufacturing arrangements and other third-party service provider dependencies; risks associated with actions of governments and regulatory bodies that affect our businesses, including the ultimate impact of new or revised regulations or interpretations including to address climate change; risks related to the company's ability to execute on its strategies or achieve expectations related to environmental, social, and governance matters, including as a result of evolving legal, regulatory, and other standards, processes, and assumptions, the pace of scientific and technological developments, increased costs, the availability of requisite financing, and changes in carbon pricing or carbon taxes; risks related to a material failure in or breach of our or our vendors' information technology systems and other cybersecurity incidents; risks related to our ability to identify, attract, hire, train, retain and develop qualified personnel; risk of increased pension, labor or people-related expenses; risks and uncertainties associated with intangible assets, including any future goodwill or intangible assets impairment charges; risk relating to our ability to protect our intellectual property rights; risks relating to acquisition, divestiture, joint venture or investment activities; the amount and timing of future dividends, which remain subject to

Board approval and depend on market and other conditions; the amount and timing of future stock repurchases; and other risks described in our reports filed from time to time with the Securities and Exchange Commission. We caution readers not to place undue reliance on any forward-looking statements included in this document, which speak only as of the date of this document. We undertake no responsibility to update these statements, except as required by law.

The goals, targets, and commitments presented, discussed, referenced or otherwise included in this document or made available on or through our website are aspirational and not guarantees or promises that such goals, targets or commitments will be achieved. In addition, historical, current and forward-looking information included in this document or made available on or through our website may be based on standards and practices for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change. Accordingly, such historical, current, and forward-looking information or underlying assumptions may be subject to modifications in future disclosures due to such developing standards, practices and controls, and processes. Readers and viewers are cautioned not to place undue reliance on such information.



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